

MINUTES
UW-Green Bay Campus Climate Committee

Present:

Lucy Arendt

Anne Buttke

Bill Laatsch

Illene Noppe

Bob Skorczewski

Georjeanna Wilson-Doenges

June 1, 2004

8:30 AM, MAC 311

Guest: Mary Ann Rose

1. We welcomed Mary Ann Rose, as representative of Classified and Non Represented Staff, to our committee. Mary Ann will serve unofficially (but fully) pending Faculty Senate approval of a change in committee membership.
2. The minutes of May 21, 2004 were approved.
3. Today we tackled the first component of campus climate: Respect. This was a free-flowing discussion that generated many significant ideas:
4. We began with a definition for the UW-Green Bay Campus:

**Respect is promoted by fostering positive relationships
between and amongst people at the University.**

5. The Committee determined that lack of respect stems from several factors. The first may involve limited empathy and understanding of the various job functions and roles across the campus. This could be ameliorated by:
 - a) Job shadowing: We spent time discussing how this might be implemented. It would be voluntary and by people who could effectively communicate to the University about what they had learned from the experience. It was also suggested that the emphasis would be on how everyone on this campus is an educator and contributes to the student experience.
 - b) A book that includes all employees' pictures, their jobs, and some personal information that would help us understand that we all are more than our jobs.
 - c) Celebratory experiences that are shared across the campus, similar to those that have already proven successful, such as "The Cheese Classic," chili cook-off, residential move-in during freshman orientation, freshman orientation. New ideas included having a

traveling display of pictures of campus employees, and a reception for new faculty.

6. Lack of respect may also come from poor leadership from unit heads and supervisors. These individuals need to have back-up support in the form of formal training, either through a leadership institute, workshop, or handbook. Included could be a list of practices that other units are doing to promote respect for their colleagues (e.g., notes of appreciation, "random acts of kindness" among library staff).
7. Lack of respect may also occur during times of change and by the wrong use of power. The CCCers strongly believed that respect in an institution is a top-down phenomenon, and that it is imperative that administration be involved in our efforts to promote a positive campus climate. We agreed that administration needs to show that campus employees can make a positive difference, that their concerns are heard and acted upon, and that they, the administrators, are as accountable as we for respect on this campus. Much of this could happen by a mutually shared vision that communicates to the campus and beyond that a positive work environment is what UW-Green Bay is all about.
8. We discussed the necessity of inviting the Chancellor and Provost to our table during our early meetings in order to gain a sense of their vision of campus climate, to communicate our committee's perspective on campus climate, and to enlist their support for our goals and initiatives. We hope to invite both Bruce and Sue to our July meeting.
9. Although a number of exciting ideas were generated in a short period of time, we decided to forestall designing a campus climate activity until we discuss the other dimensions of campus climate.
10. Our next meeting, where we will communicate about "**communication**," will take place at 8:30 am, June 7, 2004 in MAC C311.
11. We adjourned at 10:00 am.

Respectfully submitted,

Illene C. Noppe, Chair