

MINUTES  
UW-Green Bay Campus Climate Committee

Present:  
Lucy Arendt  
Anne Buttke  
Bill Laatsch  
Illene Noppe  
Georjeanna Wilson-Doenges

June 7, 2004  
8:30 AM, MAC 311

Guest: Mary Ann Rose  
Excused: Bob Skorczewski

1. We greeted the new week with approval of the minutes of June 1, 2004.
2. Prior to discussing the main topic of the meeting, "communication," we decided to tackle the "horse on the dining room table" and address the issue of the University Ombudsperson. We acknowledged the Chancellor's position that the University Attorney and University Ombudsperson could be the same individual and that there are procedures in play to avoid conflict of interest. After much discussion, we were able to identify the source of concern for faculty as being no institutionally sanctioned person as an alternative if Melissa Jackson is not available. We will pursue this question further with the Chancellor and the Provost.
3. Next we tackled the second component of campus climate: Communication. There were many points that emerged from our discussion. Essentially, communication intersects with most dimensions of campus climate, especially trust and respect. Our discussion focused on identifying:
  - where there may be breakdowns in communication, and possible ways to make communication "to" people on campus, and communication "with" people on campus flow more effectively and honestly.
  - How we can learn of personnel changes on campus. The University LOG may be a useful means for such communication.
  - The processes for more effective, timely, and open communication from the Provost, the Cabinet that serves the Chancellor, and other administrative offices.
  - How to alleviate the concern that there is a lack of input from individuals who are directly affected by campus changes.
4. Lucy effectively summed up the issues by posing the question, "How do I get my ideas out there?" "What is the best way to communicate with people at different levels?" :

- Formally and/or informally?
  - In their movement across the University structure: up, down, and laterally?
  - Through technology and through the old fashioned tete-a-tete?
5. Our examination of communication and its inherent link to campus climate led us to the sad conclusion that we are not adhering to our “ideal model” of open communication. We need to learn how to more effectively share communication and make it less combative.
  6. As a first step, a campus-wide communication “audit” may help the campus to understand which communication strategies work well, and which do not. We speculated that this would make a great class project for a course in Communication Processes.
  7. In preparation for our communication with Chancellor Shepard and Provost Hammersmith, we generated a wish-list of issues:
    - What is their present and future vision of campus climate at UW-Green Bay?
    - What support (social and otherwise) will we receive for our action plans?
    - What resources will be made available for the Campus Climate Committee to effect positive change?
    - Can the Chancellor and Provost clarify their expectations for how they communicate to the campus?
    - Is a similar examination of climate taking place at the administrative level?
  8. Our next meeting, where we will communicate with the Chancellor and Provost, will take place in the Chancellor’s Conference Room on July 13, 2004, from 9:30 – 10:30.
  9. We adjourned at 10:00 am.

**Communicatively** submitted,

Illene C. Noppe, Chair