

Minutes of Special Staff Council Meeting
Friday, September 22, 4:00 pm

In attendance: Sarah, Matt, Joan, Karl, Cathe, Nancy, Cindy, Kristi, Chad

Guests: Elizabeth Pudder, Kevin Ford

This meeting was called to begin discussing and planning for a Campus Climate Survey.

Kevin and Elizabeth were involved in the last climate survey, conducted in 2003. They provided some background to the last climate survey:

- ☐ Decision was made not to use Mountain States Employers Council to conduct the survey; MSEC would have required participants to come to one testing location; price was also prohibitive; committee collected information and sample questions from MSEC; sought feedback and input on the questions from a number of people, had Institutional Research review the questions as well.
- ☐ Questions were fairly generic, but addressed some current issues as well, such as living wage, and CC considering becoming self-insured; Joan suggested a “current issues” section would be a good idea
- ☐ Paper surveys made available to the facilities department and the children’s center, as they didn’t have ready access to computers.
- ☐ Publicity:
 - Began messaging announcing the survey at least two weeks in advance
 - Announced prize drawings to increase participation
 - Posted a reminder every day the survey was available
 - Paper flyers were sent to every department
- ☐ Had 339 participants; responses dropped off at the later sections of the survey
- ☐ Some people felt the “General Attitudes” section had some confrontational questions
- ☐ The last survey was received on May 13th and the results were presented to the campus on May 20th
- ☐ Around this time the campus turned it’s attention to the Mapping process; CAI and SSAC began to merge, so the climate survey results were somewhat overshadowed

Discussion about whether we could compare our results to other institutions; perhaps ask Barbara Wilson to find out if some of our colleagues have conducted similar surveys; if we asked MSEC for comparative data it would be mostly corporate

Discussion about how to ensure there is follow-through on the results; Elizabeth suggested that for problems and concerns that are identified we need to find the “stakeholder” and address them directly.

Discussion about comparing results to the last climate survey and trying to identify where there are still problems, or where there has been improvement.

Discussion about whether to include faculty; some feel it would provide some strength, others feel it's not applicable; questions about whether the wording of some of the questions is appropriate for faculty, or how they could be adapted. We will leave this up to the

Kevin still has all the free-form comments and will try to get them into a usable form

Motion: Create a subcommittee with Cathe Bailie and Matt Reuer as co-chairs to head up this project. *Passed unanimously.*

Discussion about whom should be involved; suggestions included people who worked on the last climate survey, Institutional Research, Human Resources, employees from Facilities. Matt and Cathe will begin assembling a working group right away, with a target of conducting the survey before the Winter Break.

Submitted by Kristi Salkil