Institutional Climate Workgroup Report and Recommendations

Slide 1: Institutional Climate Workgroup Report and Recommendations
Presented at the Board of Governor’s meeting August 13, 2014

Slide 2: Overall Purpose
- Established by our Chancellor in support of his goals
- Charge: Propose a framework for addressing PCC climate issues
- Inclusive of all employee groups

Slide 3: Workgroup members
- Robert Cunningham, Educational Support Counselor (Faculty Senate)
- Charlotte Fugett, East Campus President and VC for Human Resources
- Christopher Hauser, Professional Development (Staff Council)
- Mays Imad, Instruction, (Faculty Senate)
- Joe Labuda, Librarian, (Faculty Senate President)
- Holly Lemieux, Support Specialist, (Temporary Ad Hoc Workgroup)
- Marianna Pinter, Adjunct faculty, (Adjunct Faculty Task Force)
- Shani Stewart-Litz, Advanced Program Coordinator, (Staff Council)
- Mykle Zoback, Student Services Advanced Specialist, (Staff Council)
- Bill Ward, VC for Facilities, Administrator
- Facilitator: Catherine Tornbom, Center for Community Dialogue, a program of Our Family Services

Slide 4: Meetings:
May 9, May 16, May 23, May 30, July 18

Slide 5: Rational Objective:
Construct a creative and practical mechanism to address climate issues over the next 1-3 years

Slide 6: How We Approached the Work: Guiding Principles
- Discussed our own perspectives and motivations
- Appreciated the diversity of thought and roles
- Modeled respect and understanding
- Engaged in thoughtful, lively sessions
- Focused on productivity and data driven outcomes
- Facilitated by knowledgeable external partner
Slide 7: What We Did:
- Met with Chancellor Lambert
- Reviewed and analyzed: Institutional Climate Survey Data, Blueprint for Healing, Chancellor’s Goals, College Strategic Plan (Draft)

Slide 8: AHA Moment:
We developed our Institutional Climate Vision Statement: Creating a Culture of Excellence

Slide 9: The Vision is Supported by the Structural Themes:
- Web of connectivity
- Communication (all directions)
- Mechanisms for measurement
- Shared vision
- Recognizing and celebrating our wins
- Mental and emotional fortitude
- Continuity to move forward

Slide 10: Institutional Climate Vision: Creating a Culture of Excellence

**High Functioning Workforce**
- Developing Supportive Respectful and Effective Leadership
- Engaging and Developing All Employees
- Mastering Open and Honest Communication at All Levels
- Fostering and Sustaining High Morale at All Levels

**Student Centered**
- Preparing Students to Be Productive in Their Chosen Fields and in the Community

**Premier Community College**
- Excelling as the Community Partner of Choice
- Exceeding All HLC Reaccreditation Requirements
- Expecting Highly Effective Transparent Internal Controls

Slide 11: Recommendations for the “Mechanism” to address Institutional Climate Change:
- Name of Effort: Institutional Climate Cooperative (ICC)
- Length of Appointment: Three Years
- Leadership: The Cooperative will elect the chair and co-chair who are voted annually
Slide 12: Recommendations for the “Mechanism” to address Institutional Climate Change:

- Metrics: Create a system of metrics to assess progress
- Communication Protocol: Communicate early and often between all the workgroups
- Institutional Mindset: Create an institutional mindset of mental and emotional fortitude
- External Consultant: Engage external consulting expertise to support and sustain momentum

Slide 13: ICC Membership Composition Recommendation:

1. Each Campus: Total number = 12; six staff and 6 faculty
2. District Office: Total number = 2; two staff
3. M & S: Total number = 2; two staff
4. Adjunct: Total number = 2; two adjunct faculty
5. Temporary: Total number = 2; two temporary staff
6. Students: Total number = 2; two students
7. Appointment by Chancellor: Total number = 4; four administrators

    Totals: Total number = 26; twelve staff, eight faculty, four administrators and two students

(Workgroup members are included in the totals above)

Slide 14: Further Recommendations: Establish Four Climate Teams

The ICC will create the charters and protocols for the following Climate Teams:

- Site based Climate Teams: Each campus, DO, M & S
- Temporary Class Workgroup: Each campus, DO, Adult Education, PSESI, DMEC (10 total)
- Adjunct Faculty Workgroup: Each campus (6 total)
- Student Workgroup: TBD

Slide 15: Proposed Timeline Year 1

- Launch ICC: Fall 2014 – beginning of Academic Year
- Form and Charter for Climate Teams: October 30, 2014
- First Draft Annual Report & Recommendation to the Chancellor: April 2015
- Ongoing Implementation: June 2015 - 2017

Slide 16: Questions/ Comments

Institutional Climate Vision: Creating a Culture of Excellence

Slide 17: Institutional Climate Vision: Creating a Culture of Excellence

Potential Actions:

- Produce an annual report to Chancellor and BOG
- Initiating development based on metrics listening
- From Blueprint Dear Chancellor Blog
- Addressing bullying/abusive behavior
- Small group discussions about maintaining a positive work environment
- Conduct short focused surveys as needed
- Cooperation of campuses
- Bringing in outside speakers/consultants for employee development
- Publish positive metrics for all employees to see
- Workforce “blog” area for best practices shared
- Ombuds person program
- Employee “Story Sharing” Opportunity
- Communication workshops for all employee groups
- Developing professional development programming
- Pima “meet yourself’ expo
- Conduct focus groups as needed
- All College picnic

Potential Actions:

- Student services “mentee” program with staff
- Create a Center for Teaching Excellence
- Improving students’ college experience
- Behavioral Health Resources for Student (reaching out)

Potential Actions:

- Community Town Hall
- Community Forums
- Positive News Releases (Highlights in AZ Starnet)
- Campus Advisory Groups - committees