Institutional Climate Workgroup Report and Recommendations

Presented at the Board of Governor’s meeting August 13, 2014
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
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
Meetings:

- May 9
- May 16
- May 23
- May 30
- July 18
Rational Objective:

Construct a creative and practical mechanism to address climate issues over the next 1–3 years.
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
What We Did:

- Met with Chancellor Lambert
- Reviewed and analyzed:
  - Institutional Climate Survey Data
  - Blueprint for Healing
  - Chancellor’s Goals
  - College Strategic Plan (Draft)
AHA Moment:

• We developed our Institutional Climate Vision Statement:

Creating a Culture of Excellence
This 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
Institutional Climate Vision: Creating a Culture of Excellence

High Functioning Workforce
- Developing Supportive, Respectful & Effective Leadership
- Mastering Open and Honest Communication at All Levels

Student Centered
- Engaging and Developing All Employees
- Fostering and Sustaining High Morale at All Levels
- 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

Premier Community College

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Focus Question: How do you think a professional and productive campus climate might be implemented in the next 1-2 years?...
Recommendations for the “Mechanism” to address Institutional Climate Change:

- **Name of the Effort:** Institutional Climate Cooperative (ICC)
- **Length of Appointment:** Three Years
- **Leadership:** The Cooperative will elect the chair and co-chair who are voted annually
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.
### ICC Membership Composition Recommendation:

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<th>Total #</th>
<th>Staff</th>
<th>Faculty</th>
<th>Admin</th>
<th>Student</th>
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** Workgroup members are included in the totals above
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
Proposed Timeline Year 1:

- **Launch ICC:** Fall 2014–beginning of the Academic year
- **Form & Charter Climate Teams:** October 30, 2014
- **1st Draft Annual Report & Recommendation to the Chancellor:** April 2015
- **Final Draft Annual Report & Recommendation to the Chancellor:** May 2015
- **Ongoing Implementation:** June 2015–2017
Institutional Climate Vision: Creating a Culture of Excellence

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 Stamet)
- Campus Advisory Groups – committees

Potential Actions:
- Produce an annual report to Chancellor + BOG
- Initiating development based on metrics listening
- From Blueprint @ Dear Chancellor Blog
- Addressing bullying/abusive behavior
- Small group discussions about maintaining a + work environment
- Conduct short focused surveys as needed
- Cooperation of campuses
- Bringing in outside speakers/consultant 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