Campus Climate Survey
Implementation Committee Meeting
2-11-05

Attending: Claudia Baldwin, Robert Baum, Sharon Bird, Christopher Deal, Larry Genalo, Patricia Hamm, Ashley Lerch, Leonard Perry, Penny Rice, Ellen Semran, Sue Rankin via phone, and Carla Espinoza joined the meeting already in progress.


Larry started the meeting by asking those in attendance to provide him with the names of people, other than the members of their sub-committees, who have helped or will help as he would like to send thank you notes.

Larry explained that Sue Rankin compiled the grid from the sub committee reports. Sue added that everyone did a great job and that she included all actions submitted by all committees so there very well could be duplicates.

The next task was for the committee representatives to take this very large grid of actions back to their sub committees for review. The list needs to be condensed as it is now approximately 33 pages long and the ideal length would be between 10 and 12 pages. Sue asked if anyone had any objections to the grid. There were no questions or objections and everyone seemed to be comfortable with the process.

Along with checking for duplicates within their sub committee she advised that they collaborate with other committees to check for duplicates across committees. She asked that sub committees include expected outcomes on the grid as well.

A question was raised as to where they should include institutional obstacles. Some committee members felt that some of the outcomes may not be reached due to obstacles within the institution. Sue’s suggestion was to turn it into a positive and not make it sound so negative. Yes, they need to be addressed but listing them in a more positive manner seems to get better results. The obstacles will be addressed in a report to accompany the grid.

Future meeting dates were then discussed and it was decided that the 5 chairs of the different sub committees would meet first to review and that meeting should take place sometime during the week of February 21st. The full committee will then meet the week of March 7th with Sue Rankin being a part of that meeting.

Sue advised that she would be happy to be a part of the different sub committee meetings but it will be up to each sub committee to contact her if they desire her to be a part of their meeting.

Prioritizing actions within the sub committees was discussed and it was asked how best to accomplish that. Sue advised that she had a column on the grid for time frame and they were welcome to use that as a means of prioritizing. Some committee members wanted to prioritize using other means, for
example even if one of their actions would take much longer than others but they felt it was the highest priority they wanted to list it as their 1st priority. It was decided that the committees would list their actions in order of priority and not in order of time frame. Sue asked that the chairs cut and paste within the grid and then forward to Larry and/or her.

Larry summarized the next tasks as:

  - Review by sub committees for:
    - Wording of their goal
    - Listing of all their actions
    - check for duplicate actions within their committee and also with other committees
    - condense listing of actions
    - prioritize remaining actions
    - suggest outcomes for remaining actions

  Meeting of sub committee chairs for review (week of February 21st.)

  Meeting of full committee for review of grid (week of March 7th).

Also he reminded those in attendance to read the introduction to the report and if members had any comments and/or suggestions to send them to either him or Sue. There were a couple of wording changes suggested at the meeting and Larry made note of those.

Larry then asked how the others on the committee felt about the word “diversity.” He wondered if they should move away from that word. Lots of discussion took place in regards to the use of the word “diversity” as opposed to using “Campus Climate Improvement,” for example, as the title of a college’s committee.