Members Present: Lisa Foss, Kristian Twombly, David Sikes, Juliet Ogembo, Susan Hubbs, Jennifer Quinlan, Diana Lawson, Kerry Marrer, John Eggers, Bob Lessinger, Lakshmalah Sreerama, Sara Grachek, Mark Jaede, Mike Reedy, Dan Gregory, John Palmer, Patrick, Debra Carlson, Mike Sharp

Meeting Minutes – September 20, 2012

Approved as amended.

Announcements and additional agenda items

Welcome, Patrick Jacobson-Schulte.

SCSU Civility Discussion (Provost Malhotra and Holly Schoenherr)

- We are looking to develop a process by which we conduct difficult conversations on campus.
- We are open to a better name for the process.
- This is in the early stages, thinking about the process first and then growing to the nature of the conversations.
- Holly Schoenherr, HR Director, has been charged with thinking through the process of how we should engage the campus in this type of conversation.
- Looking to listen to thoughts around this “proposed approach” – it is not a plan.
- We need to give the entire campus the opportunity to provide feedback – this is complex and sensitive.
- We have heard the message loud and clear that this is not an initiative that can be led by the administration in a formal task approach.
- The goal is to come up with an approach to engage the campus.

Questions and Comments:

- Idea of handing out coffee coupons – who decides what exemplifies civility?
  - Suggest that we give coupons to everybody to hand out. That way it gets everybody involved.
- Acknowledgment that in the past the idea historically of civility has been used to “quiet” people.
- Perhaps we start with identifying behavioral norms in a meeting.
- Communication based on the discussions around what our standards should be will be essential.
- We also need to pay attention to peer accountability.
- Susan Hubbs (not speaking as FA President)
Behavioral norms – we know what we are supposed to say but we need to go beyond these norms.
Don’t ascribe malevolence to lack of knowledge.
Bullying – consider hiring a consultant to identify if we have a problem

- Students – where do they fit into the conversation?
- Cultural shifts need to be modeled.
- It will be important to capture how these campus conversations should occur.
- How are we going to “call each other out?” Repeat things? Humor?
- Bullying and Mobbing need to be discussed.
- Develop some concrete tips for people to use.
- What are the definitions? When does it cross the line? There is a fear for some of speaking up.
- Suggest that we involve the mediation committee.
- Two different things addressed
  - Speech – create a space and culture that supports personal interventions
  - Failure to perform jobs, abuse of authority – not looking to set up punitive mechanisms to deal with these types of situations.
- Civility is not the absence of conflict, it happens to move the university forward.
- How do we model respectful conflict and conversation?
- We have an obligation to create a safe space for everyone.

HLC Quality Initiative Update

- Feedback
  - Timeline – aggressive for implementation
  - What impact does this have on the outcomes at the course and program level?
  - Some areas are already writing their own software for assessment
  - Graduate education is not addressed immediately because it is difficult to take on simultaneously with undergraduate education.
- Important to have representation from both academic and non-academic.
- Critical to include the area of Student Life and Development.
- There will be time that we will need to bring in the various bargaining units at critical times or as specific topics come up or when it is situational appropriate.