

November 11, 2017

Dear Faculty and Staff,

Thank you to those of you who were able to attend the Collegiality Forum on Oct. 16 with keynote speaker and facilitator Kathy Obear. We appreciate your participation and recommendations to advance this important priority of our campus. Below is a summary of the event and a brief overview of the efforts that have since occurred.

Collegiality Forum

A total of 186 campus members attended the Collegiality Forum. Participants included 146 staff members, 35 faculty members and five students. For the breakout session held in the afternoon, 14 people participated in the department chairs lunch, 15 in the faculty session, nine in the student session and 18 in the staff session.

Hundreds of comments from the table exercises have been input into a working document. These activities centered on three questions: (1) Ideas for moving forward, (2) Ways that we can engage that are collegial, mutually respectful and professional, and (3) Behaviors that cross the line and may undermine collegiality and community.

Ideas for Moving Forward: Five themes emerged from this activity. They include:

- **Communications** (19 responses). Recommendations ranged from limiting access to the campus-wide email server to the visibility of a proposed vision statement.
- **Personal Actions** (18): Comments in this category were vast and included “stop looking in the past,” “ask questions, seek to understand” and “find common ground.”
- **Training** (15): Participants seek additional training related to climate in both class-size sessions and large open forum-type settings.
- **Interactions** (15): More interactive opportunities were recommended. Recommendations ranged from increased participation in departmental and college meetings/discussion to providing more social-type events.
- **Inclusiveness** (8): Being mindful of inclusiveness in planning and decision-making processes and creating more opportunities for people to join in represent the two main themes that emerged in this category.

Ways to Engage: The top behavior cited centered on respectful interactions. Respondents also again sought more opportunities to interact socially.

Behaviors that Cross the Line: The top behavior noted was public humiliation/shaming through campus email and/or other avenues, followed by bullying.

Forum Survey: Institutional Research sent the third and final survey link to participants on Nov. 9. Monday, Nov. 13 is the closing date, at which time the results will be compiled.

Kathy Obear Comments: Kathy Obear phoned the cabinet on Friday, Nov. 3 with a summarization of her feedback. Her comments closely aligns with the input received from the table exercises.

Policies and Procedures: Campus policies and procedures regarding the listserv policy are currently under review. An email from the Office of Administration and Finance, seeking input on the recommended changes, was sent to the campus community on Nov. 9. The deadline to respond is Monday, Nov. 27.

Other Actions: Efforts by all of the academic colleges/units are underway to improve campus climate. These efforts range from including “campus climate” as a regular meeting agenda item to the placement of suggestion boxes. Please refer the full faculty senate report for Nov. 11, 2017 for other actions that have taken place.

Collegiality Committee: This committee last met on Wednesday, Nov. 8. They are examining all information and will be making recommendations on ways to advance this important priority.

If you would like to make any recommendations, please feel free to reach out to:

ASI President Andrea Davalos at asi-frontdesk@csusb.edu
Faculty Champion for Collegiality Kathryn Ervin at kervin@csusb.edu
Staff Council Chair Rob Garcia at rgarcia@csusb.edu
Faculty Senate Chair Karen Kolehmainen at karen@csusb.edu
Provost Shari McMahan at smcmahan.@csusb.edu

Thank you again for your recommendations and efforts to improve our campus climate as well as your many contributions to support our student body and to advance our mission and goals. We have much to celebrate and to be proud of.

Best,
Shari McMahan, Ph.D.
Provost and Vice President for Academic Affairs

