

5/22 PCC notes

(Catherine Douras joining as incoming rep for the Administrative Professional Council)

- Communication team will draft a report on looking forward and overall recommendations.
- Communication team will meet over the summer.
- Looking at new annual evaluation process since that could have a major impact on culture (trying to understand what we can do for state classified since they have the state process). PCC will communicate any suggestions on this through Diana Prieto, which then have to be vetted through various sources and President McConnell.
- Also looking at the concept of a comprehensive compensation policy since there is not one.
- There was a lot of input on climate and culture that we will include in the theme summary Sue and Barry are compiling. Accountability and Principles of Community are important in discussions of culture along with consistency on implementation of policies. One example of consistency is the parental leave policy, which is being enforced differently across campus. Parental leave is a right, not something you have to ask for, or that is up to a supervisor's discretion. Stories are still occurring where people are having trouble with this and this affects our culture.
- Communication is a large challenge going forward, including the question of how we distribute information and the reality that people don't necessarily read it.
- Vice Provost Laura Jensen joined the communication team, and likely Joyce's new communication director, Ann Claycomb, will as well.
- Communications team will work on plan for Fall communications.
- From the NTT listening session main themes were salary, professional leave, compression in salary, salary equity, and promotion pathways. Also prioritizing new employees over long-time employees causes issues of feeling undervalued. Also an issue at NTT session was that salary minimum was not enough for cost of living in Fort Collins.
- Laura Jensen and IR did a study of median salaries, and we are close to our peers – see IR website for more data. Provost and Executive VP Rick Miranda will address NTT concerns in an email he will send out.
- Discussed inequity of salaries across disciplines and whether that is something we can address since market forces affect our ability to hire. It was pointed out that while we recognize CSU must compete in the open market, we can recognize that what's valued more or less is the result of an overall system based on cultural norms that are not necessarily inclusive.
- CAVIP shared a set of understandings on the various roles for PCC.
 - Data review and culture exercise will help identify values and culture.
 - Will provide a summary of data and list of themes to get definitions clearer on culture and climate once visible and invisible themes are identified.
 - The way we talk about problems and get things done are often invisible (under the iceberg).
 - For policies/procedures – even if we think it is clear if people don't read it then implementation is problematic.
 - Culture is influenced by selective policy enforcement and hierarchy of that enforcement or not (for example a well-funded tenured professor breaks a policy and is perceived as having no accountability, etc.)

- We (PCC membership) understand our culture pretty well so we need to help identify these themes.
- Especially need to identify themes below the surface that we might be worried about and that disproportionately impact marginalized people.
- Visuals are very important in the culture of campus and how we represent a diverse culture or not.
- We need to look at values vs. shared values and how we act on those values (what we say and where to we actually put dollars for allocation etc.).
- Culture is perceptions and those are very different across campus
- Need to look at the unwritten rules and power structures in various positions
- Catherine Douras is finalizing the form and will circulate.
- CAVIP will determine how to review responses.
- Feedback is most accurate from your own observations specific to your own situation.