

## 6/24/19 PCC notes

The committee discussed an overview of what is going into the final report that will be going to campus as one of the main deliverables to President McConnell to set the goals and tone for the next phase of the committee. PCC also discussed what was intended to be accomplished and what is still on hold for more discussion.

- What was accomplished – reached a definition of what culture vs. climate so should be able to look at major themes.
- Discussed responses to themes of culture from various reports compiled into large spreadsheet that included documents from CAVIP as well.
- Green items in spreadsheet were positive, the “I fear” examples were a key concern.
- There is intersectionality on all areas of the document.
- In 1<sup>st</sup> year students “Taking Stock” report there was a commitment to CSU and showed how positive culture influences success at CSU.
- The grad school report was positive about CSU but not positive about specific individual departments.
- Main areas to review are accountability and consistency combined with equity and favoritism.
- The Climate Survey showed work-related stressors.
- Discussed the “iceberg” model of what is visible vs. invisible.
- In the visible section, it was suggested one fundamental word that is missing is “fairness” – that speaks to accountability in consistency across units although the same work/different pay discussion continues to come up.
  - An example of this is hiring assistant professors at different salaries since they are in different departments. That is driven by the market and affects “fairness”, but can’t do anything about that.
  - Discussed “fair” vs. “just” – “just” is something we can or will try to change & the courage to try to change (as in social justice situations.)
  - Simply to say “that is the way the world works” is not acceptable either, we should have a voice in that conversation.
- Discussed the history of how 2 other university systems tried and failed to deal with assistant professor salaries by instituting a level 1-6 category with each level having different salaries, and another system where every assistant professor type had a base salary and was adjusted based on merit and disciplinary/corrective factors but allowed the university to compete in the market.
- Discussed fairness related to exempt vs. non-exempt hours and flexibility, also state classified vs. AP. Once it is perceived as unfair then people disengage from the conversation since they assume there is nothing they can do about it.
- You can acknowledge the system and market is not set up to be fair. Unfairness is exacerbated by behaviors that are repeated by specific people who are seen as receiving favoritism. What can be changed is how we acknowledge what is happening and be transparent and address it.
- Report will have intro to charge, meeting minutes, climate/culture definition, and short/long term goals of what PCC wanted to accomplish, survey data, reports from various teams (accountability, CAVIP, etc.), and the future goals of each team.

- Discussed structure of annual report and key point that this year's work just set the stage for the university to pivot to future actions. Discussed what has worked well and what hasn't, along with recurring themes including importance of Principles of Community, transparency (perceived as going well) vs. accountability (perceived as not going well), generational differences/perceptions, role of PCC, importance of articulating a shared vision while also recognizing underlying shared biases, how differences across units impact culture and experience, etc.
- Discussed the future of PCC with a new president coming on board. Future plans will be on hold until report is sent to President McConnell for review and priorities are determined.
  - Will wrap up report mid-August and package with executive summary for President McConnell's response.
- Communication team plan will submit proposal to diversity symposium to run an interactive session and other listening sessions (such as NTTF), and possible state classified listening sessions.
- Will share data with Jennifer for next climate survey.
- Laura Jensen will do a salary story in Source in the fall.
- All chairs of presidential commissions, including PCC, will meet with Ann Claycomb, President McConnell's new communications director.
- President Frank ended the meeting with a thanks to the group.