

President's Council on Culture
Meeting Notes
March 2, 2020
VPR Conference Room
1:00-2:00pm

Attended: Barry Braun, Catherine Douras, Wayne Hall, Sue James, Carmen Rivera, Ashley Wilbanks, Emily Wilmsen

Absent: Ellen Fisher, Pam Jackson

● **PCC Award nomination request out to campus!!!**

- The PCC Award will *not be* part of Celebrate CSU
 - The timeline is too short.
 - There seems to be a lack of integrity if the award was put out now since this group has been on pause and communication to campus has not been clear.
- Alternative ideas for the timing, etc. of the award were discussed.
 - Perhaps it should be given at a later time, after more communications about PCC have been sent campus wide
 - We would like the award to be meaningful and have a lasting impression (i.e. a party for the department, extra time off (which would be close to impossible to arrange), future professional development, etc?)
- Next Steps for the PCC Award include:
 - Sue James will talk to Joyce regarding the timing, what to give as the award (professional development or other), and the idea of her giving the award herself, in person.
- If you have any comments on the PCC award, please email Sue.

● **Approve minutes from last meeting**

- Minutes from the 2.17 meeting were discussed, Ashley added a few suggested updates, and sent them to Sue to post to the website.

● **Review Summary of homework & get input from those who weren't at last meeting**

- Communication Plans
 - 5 communication goals have been drafted.
 - There needs to be a goal added regarding Courageous Strategic Transformation (CST)
 - There needs to be emphasis put on *taking action* with what we are saying (this is the last bullet in the goal section of the drafted communication plan.
 - There needs to be early communication pieces adding regarding having leadership do an audit of their own unit's culture before having a cultural audit done campus wide (Sue, check with President McConnell on this)
- Website FAQ
 - An FAQ section will be added to the website i.e:
 - What is accountability? Ask campus what it looks like to them in regards to

CSU's Principles of Community (Inclusion, Integrity, Respect, Service, Social Justice)

- Include examples of how we define specific terms.
- Explain the difference between the different Presidential groups (hyperlink other groups & explain PCC).

● **Helping with Courageous Strategic Transformation**

- No significant decisions have been made regarding CST.
- President McConnell would like PCC to help with this but it has not been made clear as to how.
- We are unsure of the team of people who will be working on CST.
- It has been suggested that there will be multiple listening sessions this spring for faculty & staff to attend.
 - Most likely, these listening sessions will be missing input from state classified employees.
 - It was suggested that PCC could go to state classified employee staff meetings, etc. to receive their input.
 - There are questions on how this would be facilitated & it was suggested that Martin Carcasson could assist us.
- Social media may also be used to gather input for CST.

● **Story with SCSWF on Culture study follow up**

- Sue James recently met with the co-chairs of the SCSWF, Monica Rocca & Ruth Hufbauer to discuss how PCC & SCSWF can partner together.
- The SCSWF is now an independent group, it was under the Commission on Women & Gender Equity (CWGE) prior and is looking into changing their name.
- The SCSWF wants to focus more on service & evaluation this spring, rather than salary equity (which they have done a great amount of work on in the past).
- PCC will keep an eye on salary equity moving forward.
- PCC will put a story out & help facilitate the communication of the work that is being done regarding salary equity (with an endorsement from Joyce).

Next Meeting: Monday March 30, 2020 at 1pm, VPR Conference Room