

President's Council on Culture
Meeting Notes
March 30, 2020
Microsoft Teams Virtual Meeting
1:00-2:00pm

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

Absent: Pam Jackson

Group check-in!

- How is everyone doing with the COVID-19 Crisis?

Group members shared....

- acknowledgement of the learning curve with the new technology needed to work/teach online.
- feeling more efficient at home (less people who stop by the office during the day)
- noticing that they are taking on more tasks
- having to find the balance between work, family, pets, issues with the house, and health
- starting to feel settled at home but miss being on campus

President McConnell Update

- Sue provided the *PCC Update* for Joyce (attached)
- Sue has not had the chance to update Joyce due to the current circumstances
- We will be patient as we wait to hear back
- If there are any questions regarding the *PCC Update* for Joyce, please email Sue.

Can PCC do anything to help in this time of crisis?

- Mary Ontiveros message, *Taking Care of Each other in This time of Crisis*, emailed on 3/27, was well received by the group.
- Sue drafted a story to share with campus, *What Have You Learned About CSU's Culture in this Time of Crisis?* (attached)
- Thoughts on the story include:
 - It would be great to share more stories of positivity that are rising out of this crisis (what are the little things people in the CSU community are doing to provide help? i.e. moving their offices home, donating gloves from their labs, etc.) – EF
 - Could include how the CSU community is coming together to help the external community. –EM
 - It is important/crucial to be consciences of the timing of this message considering that everyone is handling this situation differently (some students are thriving with remote work, some students are struggling with remote work and other aspects of life including financial, food, and housing insecurities) – CR & BB

- There is no need to rush this communication, maybe wait another 2 or 3 weeks. - EW
- We don't want to wait too long & have it become irrelevant.
- We also need to gather input from Joyce on how to best phrase this, PJ would be a great help with this.

Communication Plan Update

•Website Plans Review

- Sue & Ashley shared ideas for the website update on 3/20, emphasizing the need for consistency across the presidential groups. Sue & Ashley both like the look of the [PCDI website](#).
- We will wait to hear back from Joyce before confirming website update.
- It would be best for the website updates to be completed, or started, before the story goes out.

Working on (from our 1st meeting & last year's report)

- Enhancing a sense of belonging and inclusivity for all members of CSU's community.**
- Improving transparency around key issues like leadership decisions.**
- Bringing more accountability to the roles of chairs/heads, deans, and the upper administration.**
- Enhancing equity and avoiding favoritism.**
- Reducing incidents of misconduct, bias, and retaliation, and**
- Addressing the top work-related stressors of CSU's employees**
 - Perhaps we work with this first since the COVID-19 Pandemic is adding to the stress of CSU employees

<ul style="list-style-type: none"> • Low salary identified as predominant work-related stress • Low NTTF salary is NOT Rams Take Care of Rams. • ** Taking pride in "doing a lot with a little" has led to overload, lack of balance and burnout. • ** "Doing a lot with a little" burden particularly acute among female-gendered doing university service. • Scarcity of resources often results in pitching units against each other, which goes against our collaborative nature. 	<p>Top Work Stressors</p> <ul style="list-style-type: none"> • 47% Low salary • 33% Workload • 29% Lack of growth /promotion • 29% Work/life balance • 21% Office/department climate • 18% Email overload • 17% Lack of budget/funding/resources
---	--

- SJ: What can we do to address this culturally & virtually?
- BB: Predicts that CSU will look at furloughing employees before there is time to look more into low salaries, he is already looking at how budget cuts would affect his department.
- CR: It is hard to name the culture before this pandemic but people will have an even harder time now.
 - What is Joyce interested in hearing about?
- CD & WH to meet with Joyce on 3/31 (Classified Personnel Council & Administrative Personnel Council)

- A lot of people have anxiety about next year's budget (they did so before the pandemic, now it has intensified)
- This meeting could be an alternative way to talk about budget.
- As of now, Joyce stands as an "unknown" as far as budget goes.
- SJ→CR: Are there student cultural aspects that are being affected by the crisis?
 - Not having solid/concrete answers to student employment questions is frustrating.
 - Students are comparing CSU to other universities.
 - This crisis is exemplary to other issues students are having (there is a lot up in the air regarding financial, food, and housing insecurities that students are facing)
 - Housing & Dining has worked well with students who are still living in the dorms (~450 students are still living in the dorms, they have nowhere else to go, international students, they are consolidating them into 1 or 2 dorms with just 1 dining hall)

Feel free to check in with the group using Teams! Stay well, everyone!

Next Meeting: Monday April 13, 2020 at 1pm, Microsoft Teams