

ALEC Departmental Climate Committee Meeting Notes

Wednesday, September 7, 2016

1:30-3:00 p.m.

AGLS 200

Attendees: Jamie Norgaard, Robert Strong, Zachary Nelson, Theresa Murphrey, Tracy Rutherford, Chanda Elbert, Debbie King, Adolfo Cadena, Vidya Patil, Clarice Fulton, Billy McKim, Charlene Boggus, Julie Harlin

1. Reminder-Meetings
 - a. ALEC Climate Committee meetings are open meetings for anyone interested in improving the climate of the department. Though we do have appointed members (Julie Harlin, chair, Chanda Elbert, Billy McKim, Theresa Murphrey, Andy Vestal, Tanya Gunnels, Reid Stavinoha, and Gary Briers—Ex Officio), all members of the department are welcome and encouraged to bring items and participate in the discussion.
2. Reminder-Charge
 - a. The ALEC Climate Committee is responsible for making any recommendation we believe may improve departmental climate to the department head. We are also responsible for developing the ALEC Departmental Climate Plan for approval by the department.
 - b. Concerns were voiced in the departmental meeting feedback about the climate committee overstepping our bounds. We revisited our charge. Members with a concern are encouraged to voice those concerns.
3. Review Climate Plan
 - a. Discussion was positive in relation to the organization and flow of the plan
 - b. Departmental members are asked to provide feedback to Julie Harlin prior to the October Climate Meeting
 - c. Due November 1 to the College
4. Review of feedback on August departmental meeting
 - a. Results of feedback form attached—most feedback was positive though there are still obvious issues.
 - b. What should we recommend based on the feedback? Change the room set up to small group tables; Put big items that require action/discussion on the agenda (pull from reports); Hyperlink documents
 - c. Underlying unresolved issues related to not dealing with conflict as it occurs. Still many concerns over salary, instability, discrimination, etc. We will continue to work on this and allow people to voice concerns while recognizing change will take time.
 - d. Discussed having an EOD discrimination workshop—several staff have attended these and many topics are relevant to our department
5. ALEC Service Project
 - a. First sub-committee meeting is scheduled for Thursday, Sept 8, 1 p.m. in AGLS 200
6. Book Club
 - a. Dr. Strong has agreed to lead the fall book club
 - b. Calendar appointments and information has been distributed. First meeting is Wednesday, Sept 28th
7. Active Shooter Presentation
 - a. We have many who have indicated an interest. We will attempt to schedule a date for members to attend.
8. Sub-committee on professional development and merit system/annual reviews
 - a. Julie Harlin sent an email to Dr. Elliot asking how he wants to proceed.

9. Sometimes we hear things not said. One suggestion was to end meetings with the following:
 - a. This is what I heard....Changes in departmental meetings were well received for the most part; we need to continue to peel back the underlying issues and learn to take criticism in a positive way.
 - b. This is what I think....We are on the right track, but it will take time; we must be willing to be uncomfortable at times.
 - c. This is what we will do....Continue to work on the climate plan and incorporate feedback from members; conduct book club (ALEC Readers Club); service project; and find out next steps on merit committee. Visit with Dr. Elliot about incorporating suggestions for next departmental meeting.
10. The next meeting of the ALEC Climate Committee will be Monday, October 3, 2016, 9:00-10:30 a.m., AGLS 200. All are invited to the meetings and input on the plan, meetings, and activities is welcome and needed.