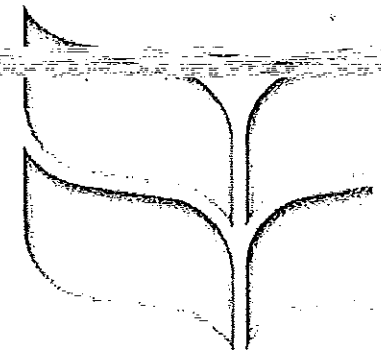


Preliminary Inventory of "Next Steps" September 28, 2012

Campus Climate Ad Hoc Committee:

Next Steps to
Ad Hoc Committee Report and
Campus Climate Assessment Findings
October 2011

FOUR Areas Identified by Ad Hoc Committee Based on Campus Climate Report



•The need for policies and procedures that facilitate healthy conflict resolution

Done: Staff Handbook revised

To do: inquire whether the review process is in place: Staff Handbook Review Committee

To do: need to review diversity component

Connected to Staff Handbook revision.

To do: see if there are up-to-date and accessible organizational charts

To do: see if there are up-to-date and accessible lists of committees and memberships

Done: New Staff to Mentoring Network

Done: Programming e.g. presentation by Dr. Maura J. Cullen, Aug. 23, 2012

To do: Report on student opportunities

Concern: Loss of activities done by Michael Hunt

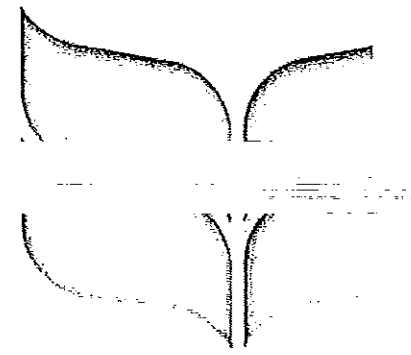
issues

Establishment of Council on Diversity and Inclusion for oversight

Diversity Roundtable another resource

To do: plan for assessment--potential follow-up to Campus Climate Report

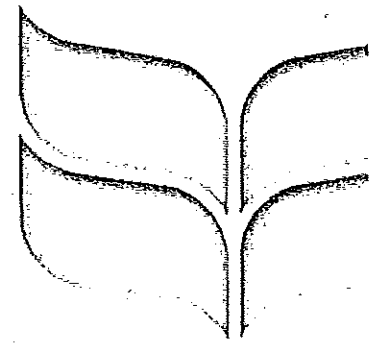
SECTION I: Dealing with Conflict



Issues identified:

- Faculty, staff, and students deal with conflict resolution daily, often without training on mediation.
- Conflicts that do not rise to levels of serious infractions have little to no recourse.
- Sexual harassment, sexual assault, and partner violence policies and procedures cumbersome or unclear.
- Lacking procedures or mediation for disputes involving faculty, administrators, and staff who are peers.
- Pathways to deal with conflict or dispute when president is part of it.

SECTION I: Dealing with Conflict



Next Steps:

- Funding and support of mediation training, currently for mostly students and staff, to deal with conflict in healthier manner. Will work with chair of faculty to develop similar steps for faculty.

 - To do: Inquire whether funding and support of mediation training continues

 - To do: Confirm that Ombuds will be a resource for future

- Ombuds consultant visit and office development, with a focus on staff and managing &

Ombuds in the process of being hired.

Done: President's letter

To do: seek report on workshop and consultant

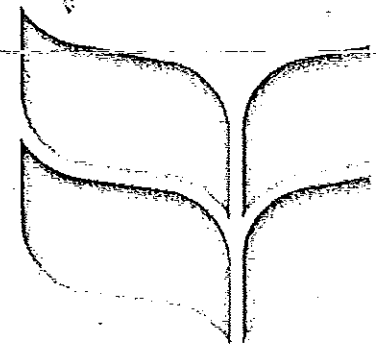
To do: need an update on this work

survivor-centered/supportive.

To do: confirm that has been done

Retention study is being conducted by CAS

SECTION II: Transparency, Clarity, & Accountability in Defining Roles & Structure



Next Steps:

- Senior Staff and Senior Leadership meetings encouraging cross-office communication and shared opportunities. New Communications VP will explore internal communication outlets and strategies.

Senior Staff and Senior Leadership meetings are in place and continue
Communications VP position has been posted.

- Town Hall meetings, blogs, and office hours held by President Kington and transparency emphases in

Strategic Planning. Diversity is being explored and refined as a cross-cutting theme in Strategic

Planning.

Town Hall meetings are occurring

To do: review Strategic Plan for diversity

- Work with Interdisciplinary Studies Advisory Board to improve interdisciplinary fit and review processes into academic program and faculty work.

ISAB continues to work on interdisciplinary fit and review processes; e.g. drafting document for EKI faculty

- John Kalkbrenner, VP supervising FM now, charged with convening group to address disparities in participation & connection to the college of FM staff, will also require contractual attention at time of its renewal. When possible, use Staff Council to work with non-collective bargaining unit FM staff member concerns.

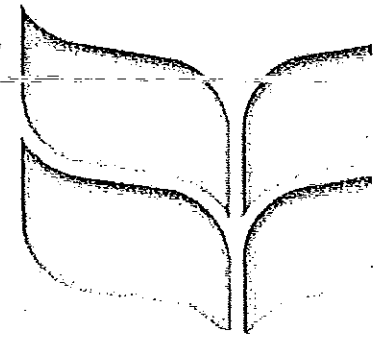
To do: inquire whether group has been convened

To do: ensure contractual attention at time of renewal

- Work with wellness coordinator, Jen Jacobsen, and accessibility officer, Jennifer Krohn, to explore links among disability, wellness, and accessibility.

To do: seek report from Wellness Coordinator and Accessibility Officer

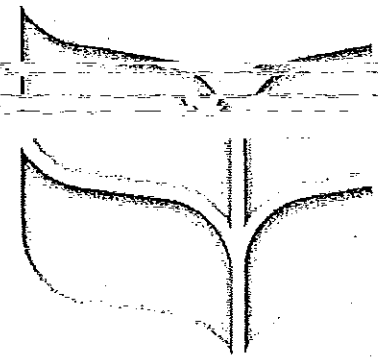
SECTION II: Transparency, Clarity, & Accountability in Defining Roles & Structure



Issues identified:

- Lack of effective communication of expectations, goals, and opportunities within and between offices across campus and associated accountability mechanisms.

- Ambiguity about relationship of Facilities Management to the rest of the college community.

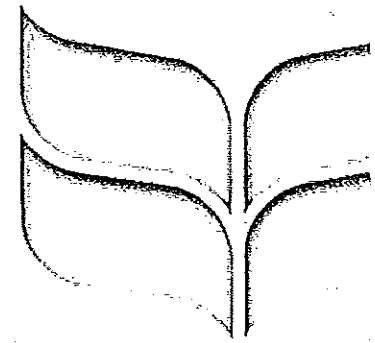


Interpersonal Development

Issues identified:

- Inclusion of professional development expectations, with associated supervisory and clear funding support, for staff at all levels.
- Better mentoring and advising for students decoupled from those with responsibilities for punitive actions, leave policy implementation, poor academic performance support, and/or grading.
- Mentoring for faculty of color, especially in decoding the systems of the academy, not carried by “their own” solely.
- Space for informal faculty and staff interaction.
- Tapping into knowledge and experience of Senior Faculty Status faculty members.

SECTION III. Mentorship & Professional & Interpersonal Development



Next steps:

Classroom review processes including fully updated job descriptions to ensure

Done: Implementation of the Halogen system; an online talent management system

support already. Done: Diversity, intuitive, not office structured manner. Also will approach SGA and MLC for new ideas.

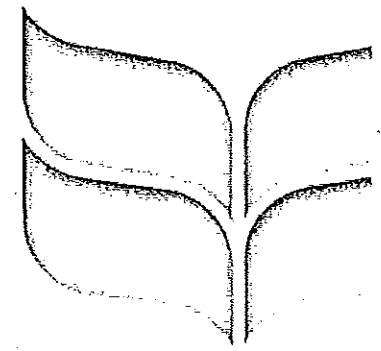
Done: Faculty Mentoring Network; integrated approach; need to assess effectiveness

To do: Enquire about other programs

To do: ensure it is on their agenda

Still to be done

SECTION IV. Continued Assessment & Monitoring of Campus Climate Issues



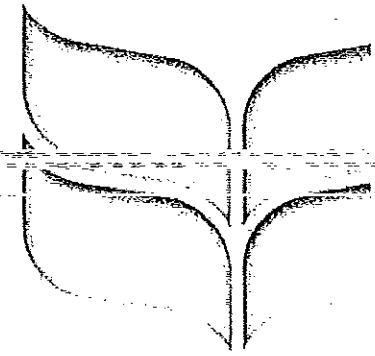
Issues identified:

- Create a permanent institutional structure to assess and monitor campus climate issues, to maintain an ongoing conversation on campus about these issues, and to advise the President on alternatives for addressing and responding to these issues.

- Assess the role and function of the Office of Diversity and Achievement.

- Ensure the provision of ongoing training and educational opportunities around issues of campus climate.

SECTION IV. Continued Assessment & Monitoring of Campus Climate Issues



Next Steps:

- Development of the Grinnell College Council on Diversity and Inclusion, with 15 elected and appointed representatives from faculty, staff, and students, following up in subgroups on campus climate and other diversity concerns. The Council will be charged to make annual

Implemented

To do: develop cycle and process for campus climate assessment

Implemented; need update

To do: clarify issues re: Chief Diversity Officer: identity, duties and governance in documents