

Conversations on Campus Climate: 4/11/16 Consolidated Break Out Notes

Below are the comments recorded in each of the break out sessions (8 in total) for the Conversations on Campus Climate that occurred on 4/11/16. Each break out session had faculty, staff, administrators, and students contributing to conversations guided by a facilitator and recorded by a note taker.

Hold administrators accountable

Lack of diversity within certain administrations!

Concerns over the perspectives of campus leadership, initial reaction this university is different from what it used to be. What are ways we can improve a sense of self governance? Have we truly made the type of progress that we try to emulate through our communication among students, faculty, and staff?

Impaction getting classes

Our job is to make students employable. We are in a great place. We are trying to create those partnerships with companies to help showcase these student's talents. We are still in the initial stages and have a conversation with what the companies really need. We need to make sure we are adequately equipping our students. We need to focus on student success. Something has to be done about this hard < Communication: need to get the message out more about what we are doing

Hard for faculty and students to feel a connection together

Natural challenge of volume of students and staff. opportunities to learn different communication. Communication in the community (how to we get attention, to do things they were told)
What specific outreach was there. (for the folks who engagement)
Events occurring on the same exact time, relating
Need to have 5x as many people signed up to get things are happening

Lack of communication

Several events are at times (middle of the day) when students cannot attend because of prior commitments (work, classes, commuting, etc.)

Bring back weekly emails

Flyers in student union helpful to finding out upcoming events

Google doc, email reminders helpful

Often get information from email more than social media

- o Difference between "serious" information and "casual/fun" information
- o What works best in each platform

Can't put too much in an email

- o Send too much vs. sending too little

Sometimes too many emails to check out events, a lot of things going on how to make it concise

university is not doing the best that they can to help students. Students are struggling because of the cost of living. Our university has the opportunity to help, but shuts it down. It is doable, but we are not looking at those issues, instead we are just working on small changes that won't affect building community. I feel very disappointed in this university. This issue is a power issue. And I don't feel like I have the power to do anything. And this really frustrates me. Focusing on school is harder and harder when you have to focus on so many things.

The feeling of being a "walking dollar sign" to the university

We make it hard for students to be successful (making students jump through hoops and creating discouraging environment)

Being competitive

Being appreciated by my campus, too much concentration with full time students and not working professional students

In general: what goes on beyond my life beyond SJSU?

- Different situation. That effects how you do at school.
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- Misinterpreting that level of eagerness.
- Access to faculty and staff

We need to get into the deeper/ richer experiences of students. Help students become a success story.

- Feel safer on campus than in general city
- Trying to be more aware of surroundings
- UPD doing a decent job, but anyone can just walk onto campus, city in general has a lot of crime that gets flooded into campus
- Walk in groups, give fellow students rides for safety

Promote events more for daytime than nighttime because of safety issues

- When construction was hard to see, dark outside
- More lighting needed
- When it's getting dark can't cut through buildings, best to walk in open, lighted areas where there are more people
- More UPD on foot possibly needed

Does UPD still have escort services? And if so, where is it advertised?

Resources available need to be advertised more

General feeling feeling of unsafeness isn't stemmed from the campus but rather being in downtown San Jose

Increased number of homeless individuals around/on campus

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to create a deeper level of pride. What we do here is amazing. You can find things to sit back and say.

Good to see input from different people around campus

feeling that the school has great potential. There are things we can still improve on in order to make them work, i.e. Develop a master calendar.

Opportunity in the library to engage campus on issues of homelessness and child development

Feeling unsafe

- In relation to increased presence of homelessness on our campus, a lack of lighting on campus, and the general crime in the surrounding area
- Our campus map is outdated,
- Possibility of it being a **living document**, updated weekly or monthly noting construction, available paths to walk, accessible areas, alternative driving and drop off areas

Student: We bring this up and have

- o And to include the older students
students are looking for a place to belong
Classroom as a safe place, but not college.
Dispersed organization and diverse but not coming together.

Internal department surveys to assess and work on disfunction and department climate
Staff feel as though they have to proclaim their position in order to have any speaking power on campus.

Need more opportunities for conversations like these
Digital roll playing: critical incidences reported where people feel disrespected, challenged, unsafe and then can see different roll playing solutions
Supervisors need to allow their staff the time to attend these type of events
Day of dialogue event; invite faculty, classes, etc to come together
More proactive communication of reporting and support structure, such as social marketing campaign
Bystander development
Bring back Difficult Dialogues program
Bring climate up in class as part of the discussion, integrate it into classes, Housing, student orgs, etc
Mandatory diversity training: All staff and faculty and students need to go through diversity training.
Staff: start crafting the code of conduct with the university. It's time to start the conversation right now. Start a taskforce to see what the needs are of our campus/students
Make it feel safer for all people to speak out about various issues
Ask students what they need in order to feel safer/heard
Help students feel safe expressing how they truly feel
Institutionalize training for faculty and staff around diversity issues (in and out of classrooms)
notice students displaying bad behavior and our professors allowing "boys to be boys", so staff and faculty reach out to the older more senior students to set the example and become the role models for other students.
the silence needs to be changed, more conversations and more people included in conversations between both students and faculty/staff
we have to touch more on white racism, otherwise the new activities we propose just further accentuate the whiteness in our on campus community
Need more open forum. Raise awareness. Continuum dialogues.
Campus tends to say the word "diversity". How the campus react to the moments of where "diversity" is being addressed.
The more you do, the more you can address this situation. You have to care for it.

Providing opportunity for discussion.

Learning to communicate. On going skill. Respectable dialogues with layers.

Working on our image externally where its supposed to be internally. The courage to discuss (conversations in classroom).

Trainings

- o How can more trainings and workshops be developed and be available for students, staff and faculty around diversity, sensitivity, and in general having more dialogues
- o And that conversations such as those started today need to continue and include more members of the campus community

Why were students the only ones who received diversity training?

Diversity and sensitivity needs a clear definition

- o How can students respond when faculty and staff are not receiving the training?

Some training available in certain major classes, but not available for all students

HR offering more trainings

- o Faculty not required, it's optional
- o Specific areas offered specific trainings

Workshops may be an alternative to additional classes for students to receive the training

Faculty and Staff may not be aware of their own biases when not receiving trainings

- o Could there be a requirement?

It's great that the university is consultative, but we need somebody to hold a vision for this and I would like to see someone who is holder of that vision. We respond, but we should be proactive. Than responsiveness and somebody should own that overall vision.

It seems that with all of these issues is that it's nobodies' job to do this. WE have a crisis but there is nobody to address the crisis and the student leaves. It's our job to take the students who we get and be honest about their realities. How do we help these students graduate and thrive.

Students need to be more involved

Bottom up thinking instead of top down

Communications we need to know the best way to communicate to different audiences, repeat messages

Easy access to timely information

- o Department websites are all so different and difficult to navigate
- o Search engine on main page doesn't put up most recent document

Better communicate campus events to everyone?

- o Central calendar that is user friendly
- o Have scrolling signage of what's happening around campus
- o Better now that there's signage telling people where to go (e.g., Event Center)
- o At lunch time, someone with microphone announcing events (e.g., from AS reps)
- o In orientation, announce where students will/can get information

- Better at keeping/preserving traditions
- Townhall meetings more part of culture; shared governance; transparency
- E.,g UPD or with the President
 - Or use of social media, webpage hub for open forum

Live interactions for human to human connections

we want to be able to listen to things our students have to say. Where do students go when

immerse ourselves in other generations perspectives

we must be more other oriented

Affirming is not necessarily comfortable. Do not aim for a place that is a place that is respectful.

Accessing testing.

Institution needs to play a role