

School of Art Campus Climate Worksheet

	Faculty Comment	Actions to be Taken	Assessment (September 2019)
<p><u>Communication</u> - <i>There is regular and open communication among faculty, staff, and administration.</i></p>	<ul style="list-style-type: none"> ▪ Accountability/ Respect: Email communication problematic (Faculty + Cortez) ▪ Clarity (Transparency) in emails (Faculty + Cortez) ▪ Visit different depts. (Cortez) ▪ Transparency: Equal access to administration (Faculty, Cortez, Dean Block) ▪ Transparency: Knowledge of communications between administrative ranks 	<ul style="list-style-type: none"> ○ Answer emails within 24 hours ○ If an email takes more than 2 paragraphs, a conversation is necessary (more face time) ○ Chair will make more classroom visits ○ Faculty will make more appointments with Dean and Chair ○ Chair will pass on more materials re. important decisions made at the higher levels. 	

	<p>(Faculty, Cortez, Dean Block)</p> <ul style="list-style-type: none"> ▪ Mentorship for lecturers (Faculty) ▪ Transparency: Communication regarding contract renewals (Cortez + Dean Block) ▪ Transparency: Make clear grievance pathways (Cortez + Dean Block) ▪ Accountability: All should be clear about delegation and follow through (Faculty + Cortez) 	<ul style="list-style-type: none"> ○ Faculty and Director to give more attention to needs of incoming lecturers. ○ If possible, upper administration will let lecturers know earlier in term ○ Define which actions have grievance pathways and which do not. ○ When responsibilities are doled out, email follow-up by committee chair or by director so that all understand. 	
<p><i>Fairness - Promotions in my department are based on a person's ability.</i></p>	<ul style="list-style-type: none"> ▪ Transparency: What are the criteria? (Cortez + Dean Block) 	<ul style="list-style-type: none"> ○ Define percentages for senior and junior lecturers and for -year and 3-year appointments. 	

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Our review process accurately measures my job performances.

- Transparency/ Accountability: What constitutes “local”, “regional”, “national”, and “international” venues?
(Faculty)
 - How to include “qualitative” mentorships so that they are given weight in annual reviews (student awards/jobs)?
(Faculty)
 - Transparency/Respect: Should Dean respect committee/Director decision on annual review?
(Dean Block)
- Each area will meet and define these and incorporate them into their program statement
 - Faculty will comment upon student success in their annual review narratives
 - Dean will clearly define his reason for commenting on annual reviews and make this reason known to faculty.
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