

VCFO UNIT CHANGE TEAM REPORT

May 8, 2011

Membership:

VCFO: Greg Fox, Betty Greene, Joan Erickson

Police: Anne Peterson, Sean Huls, Tim LeGarde

Human Resources: Judith Karon, Mary Cameron, Patty Samberg, Lita Wallace

Business Office: Harry Zabrocki, Carol Ankrum, Sue Bosell, JoAnn Morley, Greg Sather, Lance Shively, Barb Teske

Facilities Management: John King, Tom Ballou, Kathy Chalupsky, Mark Liske, Christine Lovejoy, Joy Michalicek, Barb Pierson, Jim Thibault, Chris Untiedt, Dave Walhberg,

Auxiliary Services: Liz Abrahamson, AJ Atwater, John Brostrom, Steve Dixon, Delois Easterlin, Teri Glembin, Monte Gomke, Loretta Kragness, Tom Pawlowicz, Jeff Romano, Paula Rossi, Sarah VanderMeiden, John Weiski

The VCFO Strategic Planning, Inclusion and Change Team met on December 16, January 12, March 17 and April 20. Our team membership roster is attached. In December we conducted a SWOT analysis (Strengths, Weakness, Opportunities, Threats) process which served as the foundation for our remaining sessions.

DIVERSITY OBJECTIVE

- . How does UMD promote an environment of inclusion, equity and diversity?
 - Create a positive and inclusive campus climate for all by advancing equity, diversity, and social justice.

ENVIRONMENT TO SUPPORT CHANGE

- New chancellor who is open to change and listens
- New leadership - UMD, U of M, MN government (foster new relationships/ideas)
- Retirements of staff (25+ opportunities for advancement and diversity hiring)
- Use media to change/improve public perception of campus
- Continuous improvement of processes/practices to assure ongoing awareness of campus climate issues

CONSTANT VIGILANCE TO CREATE A DIVERSE WORK FORCE

- Focusing on diversity is not only the right thing to do; it is a way to truly become an inclusive organization that makes full use of the contributions of all employees.
- Mandatory training for supervisors and employees re respectful workplace issue
- Holding departments accountable for their recruiting and hiring practices.