

2017-2018 Academic Support Unit Change Team - Final Report
June 2018

2017-2018 Academic Support Unit Change Team Members:

Jill Anderson - Chair, OneStop Office
Mags David - Co-Chair, Library - Resigned in April 2018
Hilary Ramsey - Financial Aid - Resigned in October 2017
Marti Fasteland - Admissions
Barbara Perushek - Students in Transition
Kara Hanson - Information Technologies
Levi Drevlow - Study Abroad
Elliot Skurich - Sponsored Projects
Irina Bezroukova - Institutional Research

Academic Support Unit Change Team Meeting Schedule:

September 14, 2017
October 12, 2017
November 16, 2017
December 14, 2017
February 9, 2018
March 1, 2018
March 30, 2018
April 27, 2018
May 23, 2018

Summary of Accomplishments for 2017-2018

During the 2017-2018 academic year, the Academic Support Unit Change Team (ASUCT) made forward progress in our current campaign project; surveying staff members under the direction of the Executive Vice Chancellor of Academic Affairs (EVCAA) on what barriers prevent them from reporting inappropriate conduct.

During the 2016-2017 academic year, it was determined that the sample size from two surveys sent to EVCAA staff members, was too low: about 12%. As a result, the ASUCT revised its survey to include a multiple choice question, rather than open-ended questions. Our unit also thought the survey would generate a larger response rate if it was sent from the Office of the EVCAA. In mid-November our unit's revised survey was sent, and did generate a larger sample size: about 23%.

Three themes were pulled from these survey results:

- I'm having a bad experience
- I can see someone else having a bad experience
- Nothing is being done

Following a meeting of the ASUCT Chair and Co-Chair, and the EVCAA, Dr. Delgado led two open forums in February, allowing staff an opportunity to discuss the survey results. Dr. Delgado concluded the sessions by proposing to focus attention on stopping bullying issues. To do this he suggested:

- **Work with OHR for better on board training for Dept Heads and Deans**
 - **If a supervisor has the proper training, they will be able to identify between the "petty stuff" and "bullying"**
 - **If a supervisor has the proper training, they will understand the proper channels needed to take in order to correct the bullying situation- effective interventions**
- **Increase communication across all colleges**
 - **Communication and discussion is the best defense against the "gray area"**
 - **Hold monthly meetings so faculty and staff are on "the same page" concerning new initiatives such as on board training.**
- **Work with Paula Pedersen to offer more ILD training sessions**
- **Stress that timing is everything**
 - **Do not wait to report an incident**
 - **An incident that was reported should not take months to complete**

The ASUCT saw changes in membership and leadership. A couple members did resign in the 2017-2018 academic year, including Mags David, Co-Chair of the ASUCT. Marti Fasteland will take on the role of Co-Chair in the 2018-2019 academic year.