2-7-2013

Consultative minutes 02/07/2013

Consultative Committee

Recommended Citation

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Committee Members present: Brook Miller, Jim Hall, LeAnn Dean, Heather Waye, Bonnie Tipcke, Jim Barbour, Chad Braegelmann.

1. Reviewed planning document - text for committee website.

Molly had made some edits. LeAnn asked for further contributions, and passed around a paper draft of updated wording to include on the Consultative Committee website.

Members suggested new wording to replace the highlighted "as appropriate" with a synonym. Committee agreed that LeAnn will apply the edits and send to Matt Z to update the website.

2. Approved meeting minutes

From 1/17 meeting. Only a few friendly edits (date, etc). Minutes approved.

From 1/31 meeting. Wording update to last paragraph regarding dollars and enrollment budget. Also minor edit to reflect LeAnn's "P&A" question. Minutes approved.

3. Discussion about bullying on campus

Person (not named) called Brook to report bullying on campus. The incident suggested potentially angry or violent wording (verbal abuse).

Person indicated there was not a good route to report the bullying. Not a supervisor v supervisee relationship. Concerns about reprisal. Got a sense from this person that it would be ineffectual to go through HR for resolution.

Noted the recent visit by U of M Conflict Resolution group (the "Apples" presentation). Suggestion that the Conflict Resolution people should visit more often.

Mention of Troy Goodnough's interest in "book group" about civility, followed by discussion about civility on campus.

Brook had the impression from the person that Consultative Committee might collect information about similar bullying on campus.

Discussion. AFSCME is working to get something into their contracts about bullying. Nancy reported HR is interested in doing something with Troy about bullying.

Recognized that the campus is small, and it is sometimes hard to maintain that level of confidentiality necessary for people to feel comfortable reporting a problem. Jim also shared that the recent audit included an employee survey, and only 36% of CS/BU employees agreed with the statement "I believe I would be protected from retaliation if I report a

suspected violation." While this survey question wasn't about bullying, it suggests the same reluctance to report an issue.

Bullying is a murky subject but very real. And it's hard to get away from; there are no other places in Morris to work if there is a problem.

What can Consultative Committee do?

1. Bring appropriate information to HR
2. Make general statement to Campus Assembly that this is a problem on campus
3. Get on board with an initiative like the "Apples" program

As a campus, people put stock in our committees, and we are visible to campus. By raising the issue, it might help HR take the issue more seriously.

As we formulate a response strategy, committee agreed that we should include Sarah Mattson (HR) to discuss at a future Consultative Committee meeting.

The concern that was brought forward was bullying, so that should be our keyword as we respond.

Some discussion about the last U of M Pulse Survey. Would be interesting to see those results since they cover the same topic.

Nancy suggested Pace Center may have some wording on their website that we could use as a starting point when addressing bullying on our campus.

Question: are there specific groups on campus who are bullied more than others? Not sure about the representation of those being bullied, but some suggestion that UMM Bargaining Unit and P&A have experienced bullying behavior in the past.

Next steps:

1. Brook to invite Sarah to a future Consultative Committee meeting (2/21?) educate us on the process.
2. Look at Pulse Survey. (Heather shared URL via email.)

Submitted by Jim Hall