**Campus Climate Team**

**Cabinet Liaison:** Todd McDonald & Lesley Frederick

**Definition/Scope and Purpose:** The purpose of the Campus Climate Team is to develop monitor, and evaluate all aspects relating to employee engagement, development, safety, inclusivity, and recognition. This team is charged with shaping campus climate to support the institution's strategic goals and values.

**Team Function**

* Collect and analyze information on employee engagement, development and recognition; campus safety; and inclusivity.
* Define goals and targets that are appropriate to the mission, student populations, and educational offerings.
* Use campus climate information to recommend improvements warranted by the data.
* Develop and monitor processes for:
  + ensuring staff members who provide non-academic student support services are qualified, trained and supported (3.C.6).
  + supporting student support staff members in increasing their skills and knowledge in their areas of expertise (e.g. advising, financial aid, etc.) (3.C.6).
  + ensuring that instructors are current in instructional content in their disciplines and pedagogical processes (3.C.4).
  + aligning professional development activities with institutional objectives
  + providing and supporting regular professional development for all employees (5.A.4).
  + promoting employee satisfaction and engagement and recognizing employee achievements.

**Team Membership**

Chair – Kyla Kruse

* Director of Employee Benefits or Employee Benefits Coordinator) (1)
* Police Department (1)
* Student Engagement Coordinator (1)
* Academic Innovation and eLearning (1)
* Student Services (1)
* Faculty (2)
* Student (1)
* IT (1)
* Compliance Coordinator (1)
* Human Resources EEOC (1)
* Outreach Center Rep (1)
* Director Construction/Safety (1)
* Classified Employee (1)
* Professional Employee (1)
* Administrative Employee (1)