Principles of Community: How we treat each other

Prepared by Workplace Quality Task force

December, 2018
Fresno State Values

**DISCOVERY.**

*We believe ...*

in fostering personal passion, potential and a sense of belonging.

**DIVERSITY.**

*We believe ...*

effective solutions come from inclusiveness, openness and respect.

**DISTINCTION.**

*We believe ...*

excellence emerges with a willingness to be bold.

**Missing Piece:**

Practices

**Principles of Community:**

*How we treat each other*
Background and timeline – how we got here

Stakeholder groups begin to engage in conversation around how we treat each other

- **March 2017**: Bob Cipriano workshop: *Facilitating A Collegial Dept.* Chairs began discussion about collegiality
- **April 2017**: Shared Survey results with campus; began conversations about solutions; Chairs suggested we need document outlining *how we treat each other*.
- **February 2018**: Cabinet identifies action items to respond to survey results - one is to engage campus in conversation on *how we treat each other*.
- **March 2018**: Workplace Quality Task force charged with leading effort to engage campus in conversation around *how we treat each other*.
- **Summer/Fall 2018**: Engagement sessions planned; discussions begun with staff and administrators

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2016

- **Workplace Quality Survey Conducted**

**2017**

- **Strategic Plan released**
- **Workplace Quality Survey Conducted**

**2018**

- **Cabinet identifies action items to respond to survey results - one is to engage campus in conversation on *how we treat each other***
November 2017 – October 2018

✓ Engaged Campus in Discussion Around Desired Behaviors/Practices

- 31 different groups participated in discussion/polling exercise
- 2493 responses collected via POLL EV

What are some of the behaviors we should expect of our teams and each other at Fresno State?
Themes

- Equity
- Collaboration
- Honesty
- Respect
- Accountability
- Kindness
- Empathy
- Listening
- Openness
- Fairness
- Trust
- Civility
- Integrity
- Equity
- Collaboration
- Honesty
- Respect
- Accountability
- Kindness
- Empathy
- Listening
- Openness
- Fairness
- Trust
- Civility
- Integrity
Engagement & Consultation Milestones

August – October 2018

✔️ 19 focus groups (656 individuals) participated in activity to define desired behaviors
Engagement & Consultation
preparing, sharing and finalizing draft

October 2018
Writing team reviewed all input and prepared draft

November 2018
Draft shared with all employees
Feedback submitted electronically and via open forums
Writing team / Taskforce revised and finalized draft.

December 2018
Consultation visits:
Academic Senate, Cabinet, Joint Labor Commission, President’s Commission on Human Relations and Equity, Associated Students Inc., Affinity groups
Additional feedback submitted electronically.
Writing team finalized document.
Principles of Community
(http://fresnostate.edu/president/strategic-plan/draft-principles-of-community.html)

• We are respectful.
• We are kind.
• We are collaborative.
• We are accountable.
Principles of Community: Implementation *phase (DRAFT)*

- Share/post/publish Principles of Community – ongoing communications
- Recruitment
- Orientations / Onboarding
- Org and Professional Development
- Recognitions and Celebrations
Principles of Community: Improving Workplace Quality
Implementation Phase
Draft (Workplace Quality Taskforce to review/discuss 1.18.19)

Communications
- Announce at Spring Assembly (1.16.19)
- Post on web – connect to strategic plan and workplace quality
- Create one –pager, companion piece for Strategic Plan, posters?
- Story in Campus News (at launch, after launch and on-going feature stories)
- Social Media?

Recruitment
- Include link on jobs page.
- Include doc with recruitment packages.
- Remind search committee members to include as talking point when describing climate at Fresno State.

Orientations and Onboarding
- Include with new faculty and staff orientations
- Prepare materials for managers to discuss during onboarding discussions with new staff
- Include post card with welcome baskets

Organizational and Professional Development
- Facilitate team discussions- (current state vs. where we want to be... what we need to do to improve?
- Include discussion in Principles of Supervision Training
- Offer trainings for managers/chairs – how to build into team climate
- Provide workshops for campus community (example: respectful conversations)
- Incorporate into STAR day theme for 2019 (Shola Richards confirmed as keynote)
- Org Excellence/CPE and PCHRE explore partnerships for programming

Recognition and Celebrations
- STAR DAY
- Employee recognition programs?
- Reinforce, celebrate and sustain culture
- Consider implementing culture based recognition system?
Workplace Quality Task Force
Principles of Community Writing Team

- Tom Holyoke, Political Science
- Dawn Lewis, Kinesiology
- Song Lee, Counselor Education and Rehabilitation
- James Mullooly, Anthropology
- Matt Jendian, Sociology
- Francine Oputa, CCGC
- Chris Hernandez, OIE
- Shirley Staton, JLC
- Jody Hironaka-Juteau, CHHS
- Patti Waid, University Communications
- Rudy Sanchez, Faculty Affairs
- Kathleen Scott, Organizational Excellence
# Workplace Quality Task Force

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