

**WCU Faculty Senate 2010-2011 Campus Climate Reports**  
(submitted by Senate Liaisons to various University Committees identified  
by the Senate as having a strong impact on WCU's campus climate)

Mental Health Awareness Committee (MHAC) -- Senate Liaison: Ellie Brown (Psychology)

- The MHAC continues its efforts to raise awareness of mental health issues on campus by helping to sponsor and advertise mental health awareness events and facilitating coordination among campus bodies taking steps to increase mental health awareness.
- This year, the MHAC became a sponsor of Faculty Senate initiative West Chester University Campus Allies Regarding Emotions of Students (WCU CARES).
- Thanks to the MHAC, there is now a WCU website through Social Equity that is dedicated to mental health awareness. The website includes a calendar of mental health awareness activities. Check out the site at:  
<http://www.wcupa.edu/admin/social.equity/mentalHealth.asp>
  - If you know of an activity that might be added to the calendar, please contact the Chair of the MHAC, Kate Pawlowski ([kpawlowski@wcupa.edu](mailto:kpawlowski@wcupa.edu)).
- This month, check out the Send Silence Packing Suicide Prevention Exhibit which the MHAC is supporting student group Active Minds to host. The event will take place Friday, April 29, from 10am-4pm on the Academic Quad. A display of 1,100 backpacks, each with a story of an individual student nationwide, to represent the number of college students who commit suicide each year. Come be part of this powerful awareness program and join the dialogue to help reduce suicides!

LGBTQ Advocacy Committee – Senate Liaison: Eli DeHope (Social Work)

The LGBTQ committee this year focused on continuing their liaisons with the on-campus police in an effort to plan how to positively handle outside groups that come onto campus and agitate students, particularly around sexual orientation. The committee helps the students sponsor “Project Lemonade” which raises funds through individuals pledging money in direct correlation with how long the outside groups stay on campus. This committee also sponsored LGBTQ 101 trainings, ALLY trainings and student speak-outs in classes. In addition, this group sponsored speakers and events throughout the academic year. This past year, the LGBTQ Committee celebrated its 35<sup>th</sup> year on campus.

Campus Climate Intervention Team (CCIT) – Senate Liaison: Eli DeHope (Social Work)

The Campus Climate Intervention Team continued to collect statistics on issues, behaviors or offenses on campus which negatively affect a group on campus. For example, this group collects data on offenses in the dorms (i.e. things written on the doors, things yelled at other students, etc.). These statistics will be available at the end of the academic year and submitted for review in the fall minutes. CCIT also sponsored the Campus Climate survey from last year and is currently reviewing the results along with other organizations on campus.

Sustainability Advisory Council (SAC) – Senate Liaison: Heather Sharpe (Art)

The SAC, under the direction of Tim Lutz, has been active on a variety of fronts to increase sustainability at WCU. At the recent meeting of the SAC, Tim and other council members discussed their recent efforts:

- I. The formation of a Joint Sustainability Task Group, a collaboration between WCU, the borough, and landlords and property companies (e.g. Zukin). The Group will work to improve sustainability awareness among WC residents and increase their recycling efforts.
- II. The submission of an EPA grant proposal, which if awarded will fund an EPA advisory group to visit WCU and WC and provide advice regarding how we can improve land use, pedestrian walkways, parks etc.
- III. The SAC has recently hired WCU interns to assist with various SAC activities, including:
  - a. Assist with the Outdoor Garden and Classroom
  - b. Earth Week
  - c. Installation of a Green Wall near the Merion Science Center
  - d. Conducting a recycling audit
  - e. Improve PR through Facebook and Twitter
- IV. The activities of the Sustainability Ambassadors, in particular a recent luncheon workshop (2/23/2011) on working sustainability into WCU curricula.
- V. The SAC won a Pedagogy for Engagement Grant – “Infusing Sustainability Across the WCU Curriculums: A Three Day Curricular and Pedagogical Workshop for Spring 2012.”
- VI. A Bottle filling station was recently installed at Sykes (reducing the need for bottled water), and there was a proposal to push the college to install more around the campus.
- VII. There is a push to move away from chemical fertilizers to organic / compost care of lawn (a pilot project at Tanglewood has been proposed).
- VIII. The SAC is also gearing up for Earth Week (April 18-22). See the recently emailed itinerary for details. So far, activities will include:
  - A March 16 talk by Michael Brune, Executive Director of the Sierra Club (and WCU grad)
  - Art in the Trees art exhibit
  - Aramark Sustainability demonstrations
  - Musical performances at Swope
  - Outdoor Garden activities
  - Outdoor exercise and tree planting at the Gordon Natural Area

Recently, I had the opportunity to speak with Royston Gathings, WCU Director of Administrative and Logistical Services, on recycling efforts at WCU. He recently applied for and won a Green Business award for WCU from the Chester County Board of Commissioners and the Chester County Chamber of Business and Industry.

He brought to my attention the recent energy savings projects finished in 2010:

- Installation of automated lights
- Use of more efficient bulbs
- Centralized HVAC controls and monitors of classroom temperatures

Recent sustainability efforts have centered on a geothermal project, funded in part by bonds, grants and stimulus dollars. In the future, 1200 wells are expected to be installed, with the hopes

of eventually replacing the WCU coal plant (but unfortunately not for some years yet). The geothermal wells have provided WCU with a savings of 2 million dollars a year.

WCU has also recently changed to a single stream recycling program, making recycling easier and also more inclusive of materials previously not collected (e.g. Plastics 3-7). I brought up the issue of the lack of recycling containers outdoors, and Royston did mention that new containers were being considered and will be purchased as funding allows.

Future efforts:

There is obviously many interested in sustainability here at WCU, but I see a problem in the lack of awareness and education among our students. Personally I see many students unthinkingly toss cans and bottles in the trash when there is a recycling container nearby. There have been recent suggestions to improve awareness, such as a push to include sustainability as a WCU goal on curricula, participating in a college campus Recyclemania Tournament, and PR effort through social media (check out the WCU Sustainability Facebook page).

#### Faculty Mentoring Program Steering Committee – Senate Liaison: Julian Onderdonk (Music History and Literature)

The Faculty Mentoring Program Steering Committee is the governing body for the WCU Faculty Mentoring Program. The committee meets once a month in both the fall and spring semester. The committee works in concert with the Faculty Mentoring Coordinator to facilitate the matching of new faculty, working towards tenure and promotion or tenured faculty who are working to further develop their career with more experienced ones in a mentoring “pair,” provides orientation/training for the mentors and mentees, provides resources specifically for faculty mentoring via a D2L site, and keeps a comprehensive list of university-wide resources for faculty development, programs/workshops and opportunities on campus. Two orientation/training sessions for mentoring pairs were held in early November. An informal mentoring event open to all faculty that was scheduled for January (National Mentoring Month) was cancelled because of inclement weather. Dr. Barbara Silver, Program Director of the Center for Work/Life/Family Issues at the University of Rhode Island, and Co-chair of URI’s ADVANCE Faculty Mentoring Program, gave a workshop for all interested faculty, not just mentors or mentees, at WCU on March 31 on "Mastering the Balancing Act". A tri-fold, hard copy brochure describing the work of the FMP was developed in time for the New Faculty Orientation Program in August, 2010 and will be updated and refined by August, 2011.

#### Campus Climate Survey Advisory Committee -- Senate Liaison: Julian Onderdonk (Music History and Literature)

- In consultation with Sue Rankin and Associates, the Campus Climate Advisory Committee created the campus climate survey that was administered campus wide in the Spring of 2010.
- This year the committee focused its energies on introducing the results of the survey to various campus communities. Members of the Committee met with Sue Rankin in late August to fine-tune her presentation, and then attended the “official” presentations that she gave for different campus constituencies (faculty, staff, students, etc.) in October and November 2011. Committee members were there to help facilitate discussion and answer questions.

More importantly, the committee also combed through the extensive results of the survey in order to prioritize issues and recommend action to the President's cabinet. The idea was to select just a few, manageable action steps with which to begin. The ideas were assessed according to a variety of factors. The process included identifying the campus constituency groups that would be served, actions that could become short-term goals and be readily implemented over the next six to twelve months, and recommendations that will result in actions representing longer-term initiatives. The advisory committee members rated the recommendations, and a subgroup identified 11 actions that can be expected to yield rapid and valuable results. These actions have now been endorsed by the Cabinet. \$30,000 has been designated to support these 11 steps. The 11 steps, as announced on the President's March 11, 2011 newsletter are as follows:

**Action Steps—Staff**

1. In WCU publications and on the WCU website, feature staff workers and spotlight individual staff members.
2. Introduce new staff at the president's annual fall welcome address.
3. Identify two ways to acknowledge "essential personnel" who must work on snow days.

**Action Step—People with Disabilities**

4. Provide a means of communication (such as an open forum or survey) for individuals with disabilities to identify accessibility issues concerning campus facilities. Correcting current concerns and better meeting needs in future projects will be among the goals.

**Action Step—Sexual-Assault Prevention**

5. Develop and implement a sexual-violence-awareness education program for all incoming students. The program will include a discussion of sexual violence, consent, the impact of drugs and alcohol on sexual assault, campus and community resources, reporting guidelines, the importance of medical treatment and evidence collection, and the University's commitment to ensuring the dignity and confidentiality of sexual-assault victims.

**Action Step—People of Color**

6. Establish a race-relations "speak out" panel program that will be available to classes and student organization meetings.

**Action Step—Women**

7. Revitalize the WCU President's Commission on the Status of Women. The commission, which is part of a network of commissions within PASSHE, will be a recommending body advocating for women's issues on campus.

**Action Steps—LGBTQA**

8. To involve the 93% of first-year students who live in residence halls, increase residence-hall programming on LGBTQA issues.
9. Work with Residence Life and Housing Services and with University Student Housing to explore the inclusion of LGBTQA as an option in the current roommate-matching program; in addition, investigate the feasibility of gender-neutral housing.
10. Expand LGBTQA training for resident assistants and desk assistants.

**Action Step—All Constituencies**

11. Identify sustainable initiatives to provide faculty, staff, and students with the

skills to engage in dialogue related to sensitive subjects in a civil and respectful manner; provide safe venues for these discussions, and develop a pool of effective discussion facilitators.

As part of a June 2011 retreat, the Cabinet will update progress on these action steps and consider ways to advance additional recommendations.

#### Space Allocation Committee – Senate Liaison: Sally Winterton (Early and Middle Grades Education)

The Space Allocation committee met three times during the 2010-11 academic year:

- November, 2010: The committee elected Tim Brown as chair. The committee amended the By-Laws so the Faculty Senate Liaison to Space Allocation be a voting member. The committee discussed the future availability of space in Anderson due to the completion of the Bull Center renovation in Fall 2011.
- December, 2010: The committee reviewed the floor plans of 30 Rosedale Ave. and the soon to be available space in Anderson.
- May 2011: Gil Wiswall and the committee discussed the process for use of newly acquired properties and /or vacated space. It was decided that the Space Allocation Committee By-laws be reviewed by an ad hoc committee and presented to the committee for discussion and approval.

#### Threat Assessment Team Training Committee (TATTC) – Senate Liaison: Ellie Brown (Psychology)

- The TATTC continues its efforts to raise awareness about the Threat Assessment Team through group trainings as well as one-to-one communication. Information about the Threat Assessment Team can be found at:  
<http://www.wcupa.edu/dps/emergency/ThreatAssessment.asp>

#### New Faculty Orientation – Senate Liaison: Corinne Murphy (Special Education)

The purpose of New Faculty Orientation is to introduce new faculty to the WCU community and provide them the tools and resources to develop and maintain a successful academic career and help further the mission of WCU. This year's committee was comprised of over 25 university faculty, staff and administration. The New Faculty Orientation committee has spent the 2010-2011 year preparing welcome activities for the new 2011-2012 class of highly trained, highly experienced, and highly motivated faculty. In the fall of 2011, West Chester University will welcome over 40 new faculty members to the staff of WCU. The New Faculty Orientation committee, have the honor and privilege of meeting and working with this new class of faculty during a pre-semester orientation. New Faculty Orientation will occur August 16-18, 2011 at West Chester University. The committee has planned various orientation activities that will provide new faculty information on many components of university life including the following: WCU's Plan for Excellence, Our Students, Social Equity, Technology Resources, Faculty Evaluation Process, Effective Teaching, Library Resources, Faculty Resources, Academic Student Support, and Human Resources.