

CHARRETTE COMMENTS

Group #4 – Enhancing the Campus Community

Building a sustainable place represented in...

1. Our People

- a. We hire talented, creative, diverse and capable people
 - b. Assume trust and encourage connections
 - c. Our students are at the center of our mission
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- Graduate students need to be included in that center!
- Non-traditional and grad student access is challenging here. These are our students... Or are we to become only a 4-yr, undergraduate, 18-22 yr-old campus? This question needs to be answered. If we aren't going to support graduate programs and non-traditional students then shut off the pipes – take the regional heat. What is our mission? Clarification of this (mission) is the horse ahead of the cart (Strategic Plan).
- To hire talented, creative, diverse and capable people we have to give them some really good reasons to come here. We need to examine carefully what we have to offer and expand our regional vision.
- We also need to grant authority to the good people we hire to do the job for which they were hired without undue supervision or micromangement.
- Re-price classes – business classes are expensive (compared to others) make people who take business classes pay more for those classes.
- Assume trust would be a huge improvement.
- The Us vs. Them mentality must be addressed openly.
- There's that word diversity again. What can we do to transform this from a buzz word or pipe dream to reality?
- I think that making the students the center of the campus is the first step, and then look what we really need not just an idea that looks good on paper or an idea that just tries to make us look good compared to other colleges.
- I believe the UW-Eau Claire river front should be more strongly promoted as a valuable asset for learning and astetetics. UWEC is extremely blessed with a gorgeous river front. It should be and could be a center piece for the campus community. It would be fantastic if a strong plan were developed to emphasize our location. Perhaps even the new Davies Center could be there?? Grassed river front much like Phoenix Park. The new Environmental Center is a great idea for students, friendly/community.
- What are we doing to plan for the many retirements of key people – it's coming soon!

CHARRETTE COMMENTS

- Look at longevity and commitment of LTE's. Make them permanent spots if they are in that position post a certain time – two years or something or offer them benefits.
 - Amen! Half of the work of our department is completed by LTE's (5 of our 9 employees) who have been in their current positions with no vacation benefits or sick leave for years. This isn't right!
- But in my department we don't retain them. We need to support people in having a life as well as having a job.
- As faculty are considered part of the campus community I was surprised to learn that a faculty club (area) does not exist on campus. Fostering camaraderie within the faculty can only work toward enhancing the entire campus community. Furthermore, this environment serves to address other issues, namely transforming our learning environment. One way to get faculty together and teaching new, exciting, multi-disciplinary classes and having (developing) international experiences to train global leaders is to give them a place to interact. This could fit under #2 Our Environment as well.
- Each UWEC hire should have an advocate that helps capture and disseminate their value to remind them to pace their work and live a balanced life. Truck drivers have limits on how many hours per week they can work and also how many hours they can drive in a given day. Academics, if they are not careful or protected from themselves can periodically work way beyond what is normal or reasonable.
- It would be nice to remove the Putnam Parking Lot and provide a gathering SPACE for students, faculty, alumni and all those that appreciate the riverfront.
- Let's focus on keeping these talented people on campus long term.
 - I agree
 - Sufficient support for diverse ways of doing?
- There are few "perks" for instructional staff--who have become vital in some departments!
- \$ Administration highest wages from whom?? (in relation to "our students are center of our mission")
- Strive to offer long-term contacts to IAS on whose talents a department routinely rely.
- We need to consider hiring and promoting from within when possible.
- If faculty/academic staff are not under contract for summer how/why were they told to do this work with no pay? This would NOT happen in a business organization. If we want to keep the talented individuals we have and we want to recruit other of talent do you expect that will happen without pay?? You're trying to recruit individuals of color and from non-traditional backgrounds who are already feeling a financial pinch – and you think they'd come here and work without pay? Something is backwards with this picture. But good job on all this work those of you who did it without pay.
 - Yes!

CHARRETTE COMMENTS

- Yes
 - Yes!
 - I agree!
 - Amen!
 - Maybe this could be done during Winterim or Spring Break when faculty are under contract.
- Hire local and within the State or we have to hire out services current classified staff aren't able to take responsibility for.
 - We should also look at campus health and fitness- we have bright folks who will die younger and younger—need to do more prevention of disease as part of our mission.
 - Very true—improving health and fitness of faculty, staff, and students can impact health care costs for the state. Chronic conditions cost a fortune.
 - We need a wellness option for all faculty/staff/students—something organized
 - Yes! And affordable for (? Could not read)
 - Encourage exercise and wellness activities at work. Time at the job needs to include wellness time. A happy, healthy worker is a good worker—better for our students!
 - (We hire talented, creative, diverse and capable people)... “and then we burn them out” is what came to mind when I read this. I think faculty need to feel appreciated and the best way to do that is respectable pay and more than just lip-service to work/life balance. Stop asking us to always go above and beyond and create reasonable workloads – I would rather do a few great things than a bunch of mediocre stuff. I hate when my teaching and research suffer because of all these other "expectations" the "university" seems to have of me.
 - Do away with pesticide and fertilizers – they are harming our athletes especially. Students lounging in grassy areas exposed, campus animals (wild, pets) get bloody diarrhea. It would save money and health.
 - There are organic alternatives for many pest problems. Using a targeted approach (IPM) makes sense for finances and the environment.
 - “Yes” to these suggestions. Our campus is beautiful but lets be mindful of all the costs: there are options and we should model them for the larger community!
 - We need on-site daycare for 0-2 year olds.
 - Cut the red tape for funding and reimbursement programs, especially travel.
 - Yes
 - Please!!!
 - Agreed
 - Other UW schools can do it!
 - Help teach our students to be active parts of their communities, local economies and greater human cultures.
 - Reduce barriers in hiring practices and retention incentives (need more incentives)

CHARRETTE COMMENTS

- Our classified staff needs to feel valued
- Generational issues are a big issue in the satisfaction and retention of all levels of staff
 - Yes – I agree there should be "perks" to retain the talent we recruit and hire. Family friendly environment (child care, flex time), wellness programs (on campus or gym membership discounts)

CHARRETTE COMMENTS

Group #4 – Enhancing the Campus Community

Building a sustainable place represented in...

2. Our Environment

- a. We propose the creation of a sustainability coordinator position
 - b. Install clean energy sources
 - c. Ensure that the campus reduces, reuses and recycles
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- We have a good start; let's keep going on this while there's + momentum!
- What is 2a? a new position?
- I think we also need to look at the paper flow on campus. The wasted paper is ridiculous. Why not add a few more emails to our cluttered inboxes?
 - Look at UW-RF's student center- completely self-sustaining... "going off the grid" resonates with our students
 - I'm jealous
 - It would be great if we could do more/ some of this
- Car Pool Parking?—Free or Reduced Rates—incentive for car pools
 - This is really important and could apply to far more people than bicycles. We could have a directory where people could offer- list address, etc.
- I hope the group and ideas won't be reduced to "environmental" initiatives alone. Sustaining people, environment, and curriculum in an overall idea – to foster interrelated efforts, the curriculum should reflect that interrelatedness.
 - Sustainability Coordinator? Faculty or IAS member with more on their plate.
- Why does UWEC not have more electronic access to library resources (journals, etc.)? Can't we hook into the UW System? This not only promotes less paper usage but also enhances the campus community by providing a wider range of resources. Helps to transform learning. Enhances the ability of faculty to conduct research/student collaborations. Addresses 3a.b, 1a.c, 2c. Group 1-2b.c and Group 2-1a.
 - Agree!
- Students told me residents in towers do not recycle – too much hassle.
- Food service contracts need to include recyclable plates and cups. We could all insist on paper cups for drinks.
- Adopt document imaging. Go paperless
- How about sponsoring and subsidizing a community car program in Eau Claire? People would have better access to fuel efficient cars and would plan their car trips better.
- Our buildings FLAT OUT STINK!
 - Agreed – let's put money into existing academic buildings!

CHARRETTE COMMENTS

- This “going green” effort should be instilled in students from Day 1 on campus. Do the dorms have energy efficient lighting? Students should have incentive to conserve their energy usage in the dorms, or at least consequences for excessive energy use.
- We are known as "Wisconsin's Most Beautiful Campus"...this is NOT accurate from the inside. We let our facilities slide and we are feeling the consequences!
- Update campus fleet vehicles to include hybrids—Prius, for example, could replace. Not sure about options for wagons/vans – but start where we can.
- Re: 2(c) Make sure that faculty/staff are aware of surplus items –they can be very useful to us (full of money) and what happens to items that are not picked-up? Charities?
- Our facilities are in dire need of updating. Other schools are passing us and students are taking notice.
 - Agree!
- Continual publicity re RESPONSIBILITY!
- Make use of cars more difficult and non-motorized transportation favored (pedestrians and bicycles). The bike rack was full today—difficult to find a way to lock my bike without expecting a fine!
- Our facilities suck. Signage on campus is not only pitiful, it's embarrassing. Every time I look at the signs outside Hibbard and Kjer I cringe.
- How can we adequately recruit great staff and students with out a good infrastructure? We're like a "book" – a good "read on content" (i.e. get to know us, they know how great we are BUT... people will judge a book by its cover whether we like it or not. We're behind in new structures –let's go green!! Yeah Foodlums!
 - Yes!
- We need a larger sense of "we" students and staff
- Add more incentives for students to bring their water bottles to fill up. Instead of selling thousands of plastic bottles and disposable coffee cups.
- WE NEED A LARGER SENSE OF “WE”. Students and staff.
 - Also students, classified staff, academic staff and faculty. The second one is frequently forgotten.
- Why aren't there more accessible restrooms on campus? It's very difficult for students to sustain themselves if they can't readily meet their basic needs on campus! This is a problem if they can't use water fountains or restrooms.
- 2a What would the position do that is not being done now or could not be incorporated in an existing position
 - Re: a position to coordinate sustainability efforts would create a central point for collaboration with the goal of carrying out projects that are not being done

CHARRETTE COMMENTS

- already. Obviously more need to be done to save energy and make us less reliant on fossil fuel for transportation, and the existing positions and leadership have thus far failed to respond to the climate crisis. A position to coordinate sustainability, and another to coordinate the Clean Commute initiative would give students, faculty, staff, and the community a chance to work on these issues together with real leadership.
- 2a. How much is this going to cost? As much as I support these ideas, this is not the first place I'd spend money on.
 - Need to make all buildings more energy efficient!! Simple weather stripping around old windows would be an improvement. We are cold in the summer and cold in the winter in our offices—it makes no sense.
 - A simple start is to post ONE announcement for campus events in the mail areas of each department rather than individual sheets in each box—which the majority end up in the recycling bin.
 - Yes! They are all emailed already or in the Bulletin.
 - Absolutely! How many go straight to the recycling box?
 - It is critical that we enforce the prohibition of smoking near building entrances. The signs are routinely ignored outside academic buildings. They appear to be taken much more seriously near dorms. Employees of academic buildings should be accorded the same health benefits. We need join the campuses of many other Universities in removing second hand smoke from on campus.
 - Means of enforcement?
 - Definitely. Could smoking cessation programs be offered to faculty, staff, students?
 - Please integrate local food and farmer support into our dining services. The "New" Corner store is the perfect place to demonstrate this. Students want this change, their voices must be heard.
 - Yes!
 - Yes!
 - Yes!
 - How about affordable faculty/staff housing close to campus? Foster a community setting.
 - Go Green!
 - For a "Green Campus" to become a reality a "Green: facilitator will need to be at the helm.
 - At the end of the school year there is a tremendous waste of clothing, furniture, and equipment as people leave the dorms. These materials could be sold or donated.
 - What is the campus doing as an incentive for those that do not use the expensive parking lots? Many are biking/busing

CHARRETTE COMMENTS

- Yes, already we need more bike racks rather than nasty notices about "illegally parked bikes."
- NO more parking lots, the river is one of UWEC's greatest sustaining assets.
- Safe bike lanes/paths please. I'd bike if it was available. We also need to educate students about bike/pedestrian courtesy/ safety.
- Close Garfield Ave. to traffic and create a pedestrian mall.
 - Yes!
 - Nice idea!
 - Agreed!
 - Agreed! Trying to drive on it is difficult (hill is closed, pedestrians), just close it
- Much electricity is squandered daily... Lights, computers, overheating at times, overcooling at other times. A careful auditing of energy consumption I needed, then steps to conserve begun.
 - Yes!
- Get ride of the TV announcement monitors- they are used little it appears to many of us
 - Amen to this. Why are we continually bombarded with video images on the walls?
- I appreciate recent changes like local organic food in Davies Store.
- Encourage purchasing and using the most "local" of items (e.g. food, furniture)
 - Yes!
 - Yes!
 - Do not restrict to one vendor!
 - Yes
- Discourage on-campus students from bringing cars!
- Food service should allow people to bring their own re-usable table ware to get food in Davies and other cafeterias. How about a 5-10 cent discount for doing so? Saves resources and is simple.
- More trails, better trails for appreciating the scenic beauty of campus especially below the hill by the river.
- Work with the City of Eau Claire to get better surface quality for biking in the winter.
- Our "Most beautiful campus" is becoming less so every year. How about "adopt a garden"?
- Have we looked at green roofs? Geothermal (open loop system)? What about solar on our flat roof buildings? We also need to weatherize old buildings. Much quantities of heat escape through leaky single pane windows. I think the state through Focus on Energy has rebate/compensation for companies- would the university qualify?

CHARRETTE COMMENTS

- Corporate sponsored – 4 buildings.
 - I wouldn't mind instead of Davies – going to the “Fed Ex Center”.
- Recycle: All need to be on board campus wide to separate and recycle. This also is part of being in the Eau Claire community. Take a look at what one building gets rid of in a day to the landfill at least 10% of the trash from HHH is recyclable - that was not done right.
- Turn off lights in unused rooms and projectors that are left on. You use it – you turn it off.
- Can we build a canoe landing on lower campus or possibility a boat house?? It would add positively to student life. Take out the service road to lower campus and grass the river front.
 - Adding a canoe/kayak rack and landing by Putnam Parking lot would be perfect! Students could even help in construction to get their service learning. Low cost, very feasible.
- If you actually create this ‘position’, give it some power to implement procedures to meet goals of environmental sustainability. Award contracts, based at least in part, to contractors who use environmentally-friendly products and procedures. (Plastic and Styrofoam everywhere – sheesh!) Put policies and rules in place to make this position effective. Get rid of the parking lots and build a few garages that take up less land and have fewer spaces. Provide economic incentives to green commuting and economic disincentives to driving to campus (e.g., very high fees for parking permits, graduated permit prices based on fuel efficiency of vehicles, permits for every other day use.) Don't build anything anywhere near the water bodies. Stop increased paved areas. Use native plantings and rain gardens, etc. Find ways to reward those who “walk the talk.”
- Build new academic buildings! UWEC is lagging behind other UW schools who seem to be putting up new buildings on a regular basis.
- I love the idea, but make sure that low cost is kept in high priority, especially regarding the cost of going here. All the development and innovation might make the campus a better place to be, but if students start paying too much, what's keeping them from going elsewhere?
- Make sure the new Davies & Ed buildings are green – meeting LEED standards. We can be a model for sustainability.
- Please fix the antiquated heating and cooling systems on campus. We are being frozen out of our offices and classrooms all summer! Didn't the state mandate some temperature changes, e.g., lower heating temps in winter and higher cooling temps in summer?

CHARRETTE COMMENTS

Group #4 – Enhancing the Campus Community

Building a sustainable place represented in...

3. Our Curriculum

- a. Encourage people to grow beyond their familiar fields
 - b. Support the building of a sustainable curriculum
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- What does this mean?
- If we want our students to be lifelong learners and global leaders, then that starts with the staff! 😊
- Highly remote – the UWEC Confluence Center.
- Don't forget about support the building of sustainable faculty. I often ask myself if I'll be able to do this for 20+ more years.
- Attention to graduate curricula must be included. Let's enhance the excellent graduate program by building collaborations between? Also provide FTE so that excellent programs can expand to address existing shortages.
- Support professional development for classified staff.
 - I agree – classified staff needs to keep up with new technology, little support for that.
- I totally agree that 3a (Encourage people to grow beyond their familiar fields) will have to happen for the whole “interdisciplinary” thing to take off and it sounds like a good idea, especially for more senior faculty. I don't understand 3b.
 - I don't understand 3b.
 - Me neither.
- With limited resources already, departments lack time and money to release educators to pursue research and grow. We barely manage our core mission. Classified staff are dictated growth and change and professional development as their responsibilities change as the mission changes or the management changes or the curriculum changes or the budget changes or...
 - Yes!
 - Another yes from me
 - What about thinking about sabbaticals differently? Use them to develop interdisciplinary programs that benefit the institution?
 - But be careful not to further subdivide an already pitiful number of sabbaticals.
 - Great idea, tough to implement in an extremely limited and inadequate funding climate. But better to fundraise for this rather than mandatory study abroad for all students.

CHARRETTE COMMENTS

- A focus on sustainable energy, infrastructure and environmental health would be a natural nexus for interdisciplinary teaching and research.
- You also have to be willing to change as your field changes.
 - How will faculty who move into different fields be motivated to do so?
 - The Institute for Interdisciplinary Studies is one way to energize faculty to try new things.
 - If interdisciplinary activity is truly valued, it should be recognized in the tenure/promotion process.
 - How do we encourage professionals to keep up in their field? This is a tough issue. The organization and reorganization of TLTC, MOC, LTS, CNS, etc. does not help in assisting professional development. Should faculty, staff and students be taught/encouraged to use the technology tools available to develop a personal learning network?
 - Agreed. This is a tough issue. How and why to expand to new fields in research and teaching is a long reach. The academic models differ between fields.
- I think in order for people to grow and become the best in their field they need to focus on what they're doing and not be distracted by below average cultural class, I just don't think that it is very forward thinking.