

Campus Community Initiative

Brief Description

Background

During the academic year 2000/2001, Chancellor Robert Berdahl invited a representative cross-section of 50 students, faculty, staff and administrators to attend three deliberative forums on community with the purpose of furthering his priority of building *an inclusive campus community by enhancing access and opportunity for students, faculty, and staff, and creating a safe, humane, caring place.*

Between each forum, participants consulted with individuals and groups on campus, collecting responses to community-building questions and brought these responses back to enrich each discussion. These forums resulted in a recommendation to the Chancellor and the Cabinet to focus and coordinate campus community-building efforts, capturing the full potential of existing activities and injecting new ideas to meet changing needs. This recommendation marked the creation of the Campus Community Initiative (CCI). The CCI is directed by Steve Lustig, Assistant Vice Chancellor – University Health and Counseling Services, and is staffed by Elizabeth Gillis. Vice Provost Christina Maslach serves as the liaison to the Chancellor's Cabinet.

Between Fall 2001 and Spring 2002, the leadership and staff of the CCI continued to gather campus-wide input that helped identify 6 theme areas to guide its work. These themes are: *Celebration, Engagement, Health and Safety, Inclusion and Diversity, Partnership, and Recognition.* Specific projects were begun reflecting these themes which have been guided, reviewed and prioritized by the Chancellor, the Cabinet, the CCI advisory group and various student, faculty and staff organizations on campus. The priorities to address in its initial year were

- clarifying issues important to staff and implementing approved recommendations regarding these issues,
- improving internal campus communication,
- facilitating city/university partnerships,
- providing forums for dialogues on issues important to the campus, and
- fostering a healthy and safe environment, especially as we rebuild the campus.

Projects

2002-2003

Staff Recognition: A work group of staff gathered data on current campus-wide non-monetary staff recognition programs and developed recommendations for the Chancellor of possible directions to grow and change them in order to better meet the needs of staff for recognition of their work, to heighten their sense of value and connection to the academic mission of the university, and to manage university resources for these programs wisely and efficiently.

City/University Partnership: Through a series of retreats, workshops, and trainings led and supported by the CCI staff, a cooperative inter-institutional leadership team has developed a new sense of cooperation between the city of Berkeley and UC Berkeley in the face of challenging issues and budget cuts. This partnership has grown to include the Berkeley Unified

School District and has addressed issues such as leadership development, possible cost-sharing/savings mechanisms between institutions, cross-functional organizational understanding, shared event planning tools, joint safety programs and cooperative development of city/university boundaries.

Internal Campus Communication: An on-going focus of the CCI is to bring various leaders of major initiatives on campus together to discuss and plan for ways in which communication between initiatives and with the campus leadership can be improved to enhance the achievement of the campus' goals, values, and mission. Included in this effort is the promotion of collaboration between leaders of these initiatives in order to achieve efficient resource management, continual improvement, and flexibility.

Faculty/Staff Partnerships: Working with the Academic Senate leadership and staff managers, a set of campus functions and processes critical to the successful work-life of both faculty and staff have been identified for improvement. Short-term task groups will be proposed to complete work in these areas in Fall 2003.

Increased Open Dialog on the Middle East: The CCI organized an Israeli/Palestinian film series during the Fall 2002 semester in collaboration with the Arab Film Festival, the San Francisco Jewish Film Festival, the UC Berkeley Center for Middle Eastern Studies, and an advisory group of faculty, students and staff, bridging communities and points of view on campus. This series included moderated discussions with the filmmakers and the audience.

Other CCI supported projects:

- *Campus Community Dialogues on Diversity, Stiles Hall:* Leadership from Stiles Hall, a local community service center (<http://www.stileshall.org/>), CCI and the Graduate Assembly have created open forums to discuss issues of diversity and inclusion and to strategize about ways to bring these issues into the community-building process. Topics discussed during the 2002/2003 academic year were the aftermath of 9/11, roadblocks for getting in and out of Cal, and the Racial Privacy Initiative.
- *Health and Construction Work Group:* In partnership with the University Health Services, this multi-departmental group works to facilitate and mitigate health and safety issues related to the planning, design and construction of buildings.

2003/2004

Development of "Principles of Community": Working with campus staff, faculty, student and alumni leaders, a set of "principles of community" will be developed that will help guide current and future planning efforts and inform all community members of the general expectations membership in the Cal community brings with it.

Fostering Greater Inclusion and Diversity: A core university value is the inextricable link between diversity and excellence, and the campus is committed to showcasing the vitality of that link. To do so, CCI will undertake a coordinated assessment of existing programs and mechanisms on campus that support diversity to better inform campus and departmental leadership about areas that would benefit from improvement, communication and implementation of best practices, and increased support. Along with this assessment, a series of forums will be developed to enhance the intellectual dialog on inclusion and diversity, and to better understand what a vision of success with regard to inclusion and diversity would be for the campus.

Planning for an Active Campus Center: The “heart” of any campus is the physical place that draws together all members of its community, including visitors, throughout the day, and often into the evening. The Berkeley campus has historically reserved Sproul Plaza (upper and lower) and its surrounding buildings as its campus center. However, over the last 30 years, due to many factors—decentralizing many campus administrative units, public safety measures, and other influences on the campus community—this space no longer serves our campus well. In order to clarify the vision for Cal of a dynamic and sustainable “university” center, as well as the work, physical structure, and fiscal support that might entail, the CCI will draw together the many stakeholders on and beyond the campus to create a proposal for the campus leadership.

Welcoming New Members of our Community: The CCI will form a work group to focus on how staff are welcomed to campus and to coordinate the messages, training, and care with those offered to students and faculty.