**Question 1: What is the definition of campus culture defined by the Academic Affairs Council?**

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<th>LEGEND FOR RECURRING IDEAS</th>
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<td>ONE = black, TWICE = Blue, THREE+ = Red</td>
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- Support student, professional and community growth focusing on the following things, but not limited to are, gender, sexuality, social economic status, age, major, and geography both around and off campus.
- A greater focus on openness, efficiency and ease of current processes.
- Culture, communication, and organizations.
- Core values: Listen, exceptional, real solutions to real people as well as mutual respect.
- Balance between what's established and what needs changing. Mindful of this.
- Academic Core- Be sure we have processes and policies that are conductive to the culture we want to advance. Mindful, thoughtful and Transparent.
- The overall "feel" of campus resulting from the interaction of people with each other, the physical space, and in the activities taking place.
- Culture is shared beliefs, patterns, ideas, knowledge among a group.
- Mood, feelings, morale of faculty, staff and students as it relates to current events within the campus community. Also, the culture in which we teach, learn and conduct university business.
- Ideas are received blind.
- Gets people excited and feel proud.
- Voices are heard.
- Achievements Recognized.
- Moves towards 20/20 vision.
- The general feeling of belonging- voices easily heard- particularly student voices and not just particular/vocal groups. A sense of safety, welcoming, a void for change. Inverted pyramid style, from students to Provost/Chancellor.
- The Environment on campus that undergoes the institutions academic mission, including Intellectual Atmosphere, faculty & staff morale, Students Energy & Focus, Trust in leadership, Mission focus, and Related components.
- Spirit of the employees; their shared vision and goals, their sense of purpose and value toward the mission of the institution.
- Shared attitudes and behaviors.
- Shared perspectives on purpose.
- Communicate what we expect.
- The tone of the environment in which faculty, staff, students and the community co-exist in a productive society.
- Women & Minorities in STEM, Both Faculty and Students.
- Services and Policies for life changing events.
- Cross Cultural Communities and Activities (on and off campus).
- Learning communities.
**Question 2: What do we need to be doing to move forward?**

**LEGEND FOR RECURRING IDEAS**

ONCE = black, TWICE = Blue, THREE+ = Red

- System and quality of supervision
- **Openness of communication**
- Support for learning growth (hrs. declared)
- Children vs Adults
- Customers?
  - All tangible, observable, intangible and nuanced. Activities, processes and feelings associated with our shared space- our campus.
  - This is fundamentally an internalized perspective or perception of "What it means to be Western"
- What elements are in play that we can understand, measure and know about.
- Service and try to make a difference
- Outdoors mind and body balance
- Millennials (125th legacy tradition)
- Climate change, outlook for the future- meteorologist analogy
- General Attitude
- Unified mission/purpose/goals
- Foster culture
- **Recognition of history**
  - Ideals that can trickle in all directions
- Growing population, higher education change, personal growth taking place.
- **Is leadership transparent and responsive?**
- Is there a general sense that academics are driving to better decision making?
- Foster culture support growth, and positive
- From a students standpoint- Does this feel like a broad - opportunity campus with student leadership opportunities
- Change lots of it- initiatives, growing population, demographic shift
- Support personal growth- students, staff, and faculty
- Campus is more in focus-state and region(on the radar)
- Growing up - not sleepy, isolated
- Beauty of place.
- Learning, service, outdoors, synthesis, small but big growth and expansion
- **Focus on regional development, giving back to local communities**
- Learning in an environment that has opportunities outside of class- Nature = Balance between mind/heart.
- Sustainability and environment conscious
- **Making an impact, making a change making a difference**
- 125th long tradition of learning, but do students pick up on that or are millennials aware of the importance of history?
- Do they just want to create their own legacy?
- Frustration\business processes-international review of processes + recommendations for process improvement.
* Getting better, but for a small campus, still feels we are all far apart. Perhaps an online, go-to-meeting style a dedicated person to operate said "Open group", so even safety issues can be voiced before they become an issue/crime.

* An opportunity for faculty/staff to voice ideas, issues, possible solutions- w/out then disappearing into the ether.
* Create "safe place" to voice concerns "virtual suggestion box"
* Show how feedback has guided change
* Mistrust, overworked- underappreciated
* Never know the end 'game'
* Never know the why
* Transparency (Lack of; transparent on wrong issues)
* Gap between Admin decisions making & faculty governance
* Need more goals
* Talk around issues and not about the issues.
* Are we focused on what happened in the past that hold us back?
  * Identifying the "great" things that we do, and capitalizing on those, not to say that we ignore our "weaker" things. Embracing innovation & change and celebrating our successes & our failures.
* Parking for more external engagement/ community involvement
* More focus on international studies
* Focus on what we can do, not what we cant

* Identify what makes us different and build on that rather than "computing to be rather than "competing to be the best"

* Student focused
* Who we are - identify common values
* How we communicate among/between divisions
* How we communicate with students
  * The way which we go about our day to day jobs, the attitudes/ goals we bring to that.
* What behavior we considered acceptable(way of talking).
* How accepting and open we are to differences.
* How supporting we are to one another and students.
* The events/ occurrences we give attention to.
* Open forums on issues of interest across campus(summer school, bookstore)
* Bring back diversity events
  * Model a professional quality of life that values all members that value all members of the community & is inviting of new and potential members of the community.
* Provide opportunities to interact and influence campus.
* Provide information to be transparent about operation as a university so that members have similar information about resources and possibilities.
  * Campus leadership- how leaders lead, authority to accomplish goals. How we work together- those that have authority and those that don’t. how different groups/departments/college/etc work together. Budgeting do we have what we need to accomplish goals.
* Attitudes- toward innovation, ideas, looking at things differently, change, acting quickly.
* AA leaders should set the tone as a place for people to think freely, express thought without persecution, challenge ideas and equip everyone with skills or knowledge to progress the campus and community.
* We must trust each other with respect & earn trust as well as be trustworthy.
- Chronicle's best colleges
- Respect