VCFO Unit Change Team
End of Year Report

May 15, 2013

Members of the VCFO Unit Change Team include:

- Mary L. Cameron, UMD HR & EO, Facilitator
- Tim LeGarde/Sean Huls, UMD Police
- Linda Olcott, UMD FM
- Greg Sather, UMD Business Office

**Respectful Workplace Sessions conducted in 2012-2013**

08/01/12 - Cloquet Forestry Center
09/11/12 - School of Med 1st Yr. Students
09/27/12 - School of Med Faculty & Staff
09/27/12 - General Session for Faculty & Staff
10/02/12 - School of Med Faculty & Staff
10/24/12 - Chemistry & Biochemistry (incorporated in other training)
10/31/12 - Library
11/07/12 - School of Med 2nd Yr. Students
02/07/13 - General Session for Faculty & Staff
03/12/13 - Tweed
03/19/13 - Glensheen (incorporated in other training)

2012-2013 UCT priority or priorities (related to your fall 2012 report).

Our priorities were to conduct a series of Respect Workplace trainings for VCFO and the campus. Over 1100 student and staff attended these sessions.

Another priority was to have all VCFO staff participate in the IDI training. We understand that the Chancellor and his Leadership Team is currently participating in this and this remains one of our priorities for all of VCFO.

Summary of successes and accomplishments. Description of where you were not successful and why. Are there ways the CCT or others can help?

Clearly, our successes are the Respectful Workplace sessions that occurred during the 2012-2013 school year.
One of our recommendations was for each unit to provide data on diversity hires. Currently, UMD HR & EO are proceeding with this project on behalf of the campus.

Next steps include the following:

- Continue with the Respectful Workplace sessions
- Continue to pursue VCFO staff particing in the IDI training
- Update the new employee orientation to include components of the Respectful Workplace training

All current members of the VCFO Unit Change Team have indicated their willingness to serve during 2012-2013.

Other:

Goal 2: Create a positive and inclusive campus climate for all by advancing diversity, equity and social justice.

Under Vice Chancellor Mike Seymour’s leadership, a new position has been created in UMD Police Department, Campus Reserve Officer. This position was specifically created to attract candidates of color/individuals from underrepresented groups, specifically students, to have the opportunity to work in our police department, with the goal of them gaining interest in working with UMDPD on a permanent basis.

Look for ways to improve greater participation in the Respectful Workplace sessions such as small groups, break-out sessions, or follow-up within individual units.

Feedback received from the Respectful Workplace sessions included recommended mandatory attendance by supervisors and managers, that more faculty members and deans and department heads attend, and finally that this session should be mandatory for all employees.

Respectfully submitted:
MLC: 6/5/2013