

Climate ACTION Team (CAT)

FINAL REPORT 2022

Presented to the Executive Leadership Team



December 21, 2022



BE BOLD. Shape the Future.

Overview

- CSAT/CAT Achievement Overview
 - Subcommittees - Areas of Focus
 - Communication
 - Compensation and Appreciation
 - Culture of Community
 - Trust
 - Scholarship, Creativity, and Outreach
- Project Outcomes
- Conversation and questions



Office of the Chancellor

MSC 3Z
New Mexico State University
P. O. Box 30001
Las Cruces, NM 88003-8001
575-646-2035, fax: 575-646-6334
chancellor.arvizu@nmsu.edu

February 22, 2022

Dear 2022 Climate Action Team Members!

Thank you for your willingness and/or nomination to serve on the Climate Action Team, which will be co-chaired by Dr. Gena Jones, Assistant Vice President, HRS, and Dr. Julia Parra, Coordinator for Learning Design & Technology, School of Teacher Preparation, Administration, and Leadership, College of Health, Education, and Social Transformation.

As a follow-up to the Climate Survey and aligned with LEADS 2025 Goal 4: Build a Robust University System, we appointed a Climate Study Action Team (CSAT) during 2020 to begin addressing the issues of greatest concern and in 2021, the CSAT was continued under the new title of Climate Action Team (CAT). Both teams did a fantastic job.

For 2022, the Climate Action Team will involve your creative and enthusiastic participation. We want to continue the work of the CSAT and 2021 CAT to strengthen the areas in the university system that are functioning well and address those in need of improvement. These are key elements to achieving NMSU LEADS 2025 goals and enhancing the university system's overall climate.

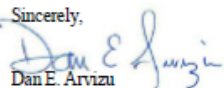
The NMSU administration is committed to acting on the findings from the external and internal surveys and the work from the previous committees and using them to improve how we work together. This team is charged with the following:

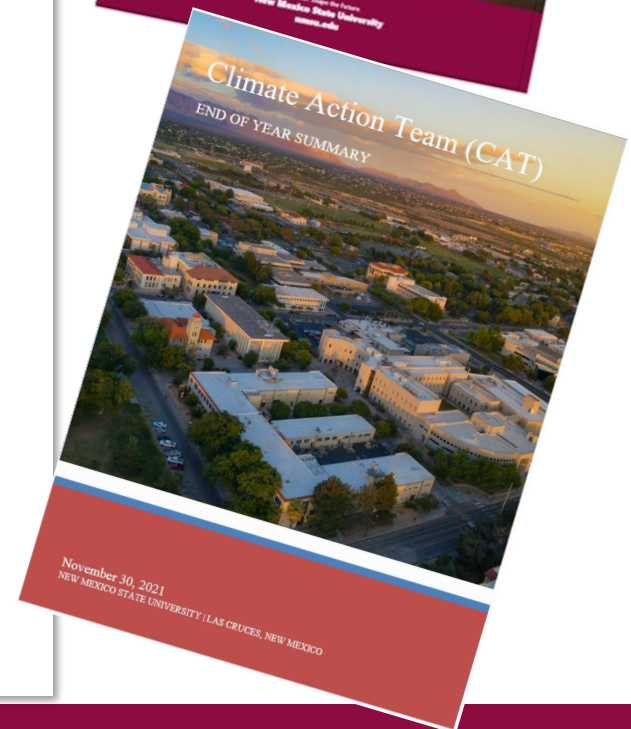
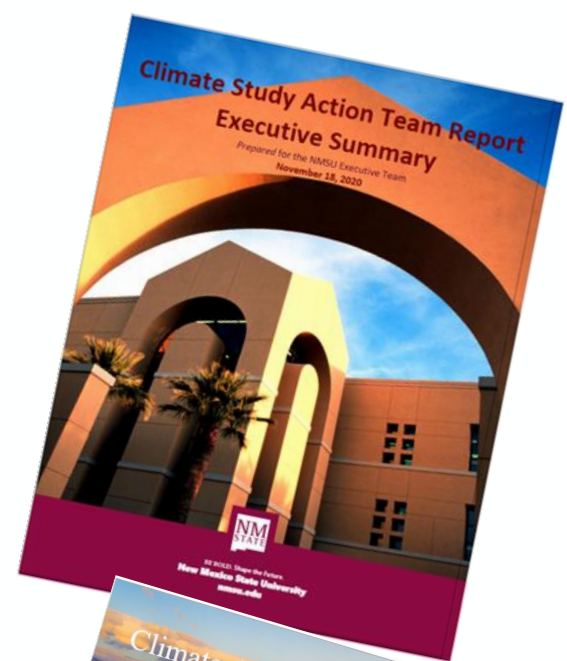
1. Identify NMSU systemwide activities to address the most pressing climate issues.
2. Align work with LEADS 2025, with focus on all four goals, and especially on Goal 2: Elevate Research and Creativity, with assistance from Luis Cifuentes, Vice President for Research.
3. Administer the Research and Creative Activities Climate survey.
4. Further explore the action items presented by the CSAT and 2021 CAT Sub-Committees.
5. Develop a plan to build on our community and business partnerships, and to enhance the benefit package provided to our employees.
6. Continue to work on ideas to improve internal communications, with support from Marketing & Communications, and with special focus on enhancing [United Unidos](#), a website developed by CSAT to motivate, celebrate, and educate the campus community.
7. Discuss and create opportunities to build trust within NMSU across all levels, including between leaders and employees and among people from different units and colleges.
8. Establish a sustainable approach for the CAT to effectively identify and implement initiatives to foster a positive work environment.
9. Track improvement.
10. Be a positive force for this work and have fun!

The first meeting of the CAT is scheduled for Wednesday, Feb. 23, 2022, at 3 p.m. Please contact Gena Jones at genaj@nmsu.edu for questions.

Again, thank you for your participation in this important endeavor.

Sincerely,


Dan E. Arvizu
Chancellor



BE BOLD. Shape the Future.

CSAT/CAT In Action!

- Developed United.Unidos web-site.
- Through Student Success (Tony Marin) made available financial literacy ECMC program to faculty, staff and students.
- Coordinated Appreciation Ice Cream Social.
- Built connections with a wide range of campus constituencies, recommended and executed short-term actions and identified opportunities for subsequent action.
- Completed Great Colleges to Work For applications for each campus in 2021 (three month process).

CSAT/CAT In Action!

- Contributed significantly to addressing COVID concerns (11 focus groups). Provided faculty and staff a voice during a time of crisis.
- Received approval to allow NMSU employees to receive services from the Aggie Health and Wellness Center during work hours without having to use sick leave.
- Partnered with CLPD to enhance rewards and recognition program.

CAT 2022 Members

Gena Jones, CAT Lead, Assistant VP, HRS

Elyssa Hernandez, Admin Assistant, Special Executive

Judith Flores Carmona, Dir, Chicano Programs

Cynthia Wise, Borderlands & Ethnic Studies Program

Julia Parra, Associate Professor, Learning, Design, & Technology/ Past Faculty Senate Chair

David Loconto, Professor, Sociology

David Rutledge, Associate Prof, Curriculum and Instruction

Diana Toups Dugas, Dir, Enterprise IT

Tiffany Acosta Public Information Officer, Marketing & Communications

Margie Vela, Sr. Program Manager, Biology

Maura Gonsior Director, Employee and Labor Relations

Joseph Almaguer, HR Operations Unit Coord, Athletics

Eric Frantz, NMDA, Asst Division Dir

R. T. James McAteer, Academic Dept Head, Astronomy

Jagdish Khubchandani, Professor of Public Health

Debbie Giron, Associate Registrar, Client Support Services

Hiranya Roychowdhury, DACC Professor of Biology

Rajeev Nirmalakhandan, Instructor, Creative Media Department

Katherine Terpis, Associate Dean, Library

Donna Johnson, HR Operations Manager

Paulo Oemig, Director, NM Space Grant Consortium & NASA EPSCoR

Ashlerose Francia, Office of Institutional Equity

Ermelinda Quintela, Sr. Admin, Strategic System Services



BE BOLD. Shape the Future.

2022 CAT SUBCOMMITTEES/ACTIVITIES

- NMSU 1ST ANNUAL GRATITUDE 5K
- CAMPUS CULTURE - “Culture of Community”
- COMMUNICATION
- SCHOLARSHIP, CREATIVITY, RESEARCH AND OUTREACH
- 2019 & 2021 CLIMATE SURVEY RESULTS COMBINED REPORT

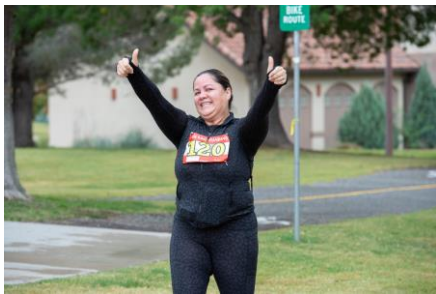


NMSU 1ST ANNUAL GRATITUDE 5K

Julia Parra and Justin Bannister



BE BOLD. Shape the Future.



BE BOLD. Shape the Future.

NMSU 1ST ANNUAL GRATITUDE 5K

Purpose

- *Family-friendly 5K* - intended to bring the NMSU and Las Cruces communities together to celebrate all that we are thankful for in 2022

Coordination

- Planned by Julia Parra, Justin Bannister, Heidi Parks from the NMSU Foundation, Baylee Banks from MarComm and other MarkComm staff
- Hosted by NMSU's Marketing and Communications Office, in collaboration with the Climate Action Team (CAT), and other NMSU units



Participation

- Participants of all ages and abilities were encouraged to join in the fun. Registrants received a race packet with materials commemorating their participation in NMSU's first-ever 5K and promoting NMSU
- Finishers received a newly designed and created participation medal
- Goal was 100 registrants, 203 registered. Teams were formed including two ICT teams
- 152 finished the race

Sponsorship

MarComm was the initial formal sponsor.

Foundation was represented.

CAT provided advice and feedback.

Associate Vice Chancellor Kollmann provided a significant donation of promotional materials for the race packets.



General Outcomes

- Justin worked with local radio station/s, one was on-site and commitment from them to join us again next year
- A survey is being conducted with participants to identify improvements for future events
- Thorough checklist developed to guide for planning yearly fall NMSU Gratitude 5K
- Planning meetings will recommence starting January of 2023

Pictures -- <https://bit.ly/3Frxlza>



Campus Culture - “Culture of Community” Subcommittee

Ermelinda Quintela, Donna Johnson, Maura Gonsior, David LoConto,
R. T. James McAteer, Katherine Terpis, David Rutledge, Paulo Oemig,
Jagdish Khubchandani, Joseph Almaguer, Eric Frantz (formerly with NMDA)



Goals and Objectives

- NMSU LEADS 2025 Goal – Objective 4.2 Improve campus climate/morale
 - This will connect all CAT Charges.
 - Meet colleagues across campus.
 - Take a break and walk to a department(s) or office every two weeks or month.
 - Learn about each other's roles, prides and passions.
 - Build rapport, trust, and accountability.
 - Develop a vested interest in NMSU.
- Collect Data and Disseminate Results



CAT-Walk Challenge Pilot

- Conducted in Spring and Summer, 2022.
- Participation ranged from individuals to groups of five.
- Results demonstrated colleagues' willingness to share:
 - Job duties
 - Pride
 - Research
 - Concerns
 - Ask questions of those visiting
- Results allowed for CAT-Walk Challengers to learn about the diversity of people, jobs, passions from those visited, and gain a better appreciation and understanding of NMSU and colleagues.



Overview

PLAN AND PROCESS

Spring 2022
CAT-Walk
CHALLENGE

EXECUTE CHALLENGE

ONGOING

- Meet your colleagues across your campus.
- Take a break individually or as a group.
- Walk to a department or more every two weeks.
- Learn about each other's role, their pride and passion.

LAUNCH

EARLY 2023

- Place Challenge in Hotline
- Send reminders via Hotline

BUILDINGS/OFFICES

NMSU SYSTEM OFFICES

- List of offices is provided at [\[link\]](#)
- Schedule appointment for closed offices [\[link\]](#)
- Reach out via Zoom for remote employees

REPORT

ONGOING

- Participants are requested to document participation and provide feedback by sending an email to Unidos@nmsu.edu or
- Post via App or
- Post online on Unidos website

SURVEY

Fall 2023

Include questions in the Outreach Survey addressing (1) are respondents familiar with; (2) participate in; and (3) their experiences doing the CAT-Walk Challenge.

LAUNCH

- NMSU HOTLINE – Advertise challenge
- Tell Why and How – Targeted, system-wide communiCATion
- NMSU CAT/NMSU Satisfaction Survey in Spring 2023 (every 2 years)
 - Disseminate survey with four Campus Culture questions:
 1. Have you participated in the NMSU CAT-Walk Challenge in the past 12 months?
If yes, how many times did you participate in the past 12 months?
 2. How positive was the experience for those actively going out to meet other departments and offices to meet colleagues as part of the CAT-Walk Challenge?
 3. How positive was the experience if you were visited in the office by someone participating in the CAT-Walk Challenge?



Sample Advertisement via Hotline: Take part in the NMSU CAT-Walk Challenge!

- Enjoy our beautiful campus
- Get some needed fresh air
- Make new friends
- Learn about your colleagues
- Stretch those legs
- Learn about the organization
- Gain an understanding of each other's roles and contributions to university success



- On <enter date> we will have an NMSU system wide challenge for everyone to visit another office or department on campus. Introduce yourself, say hello and learn something about your fellow Aggies.
- It's easy and fun.



BE BOLD. Shape the Future.

Connection to the 2025 Strategic Plan and the Importance of Networking

- University Goal 1: Enhance Student Success & Social Mobility
- University Goal 2: Elevate Research & Creativity
- University Goal 3: Amplify Extension and Outreach
- University Goal 4: Build a Robust University System



Moving Forward

- Have NMSU students in the Computer Science Project class create an app connecting to CAT-Walk Challenge events.
- Creation of CAT-Walk Challenge logo.
- Extensive marketing and communication of the program.
- Website, potentially through United.Unidos devoted to the CAT-Walk Challenge.
- Coordinate with campus events for future CAT-Walks.
- Strategize to increase participation.



Communications

Tiffany Acosta, Diana Toups Dugas, Debbie Giron

- Purpose

- The Communication subcommittee reviewed concerns expressed regarding communication and trust within the NMSU system.
- Committee met with the Executive Leadership to discuss concerns and ways to encourage inclusivity with the community and campus members.



Current state - Overall Assessment

- Campus community has frequent opportunities to interact and communicate with leadership.
 - Chancellor's open office hours and Hotline-
"NMSU leaders seek input from campus community"
- Suggestion from 2021 to improve access to financial information including budget reports, summaries, and operating budget -- currently in progress.
 - Efforts for transparency with the sharing of frequent budget updates and summaries with NMSU employees is appreciated.
 - Recommend sharing financial reports, budgets, and presentations on the United.Unidos website -- important for both communications and trust within the NMSU community.

Recommended Action!



BE BOLD. Shape the Future.[®]
New Mexico State University

WE ARE AGGIES

Creating a collaborative campus climate

We create belonging
Engage in personal and professional growth

Actively listen for intention
Respect, reflect, relate
Embrace diversity

Act with kindness and curiosity
Grow with empathy
Give gratitude for self and community

Include every voice
Encourage innovation
Seek clarity, speak truth, set boundaries

Collaborative Campus Climate magnet

Purpose: To embody the spirit of creating a cohesive campus community.

Company 1		
4x6	1,000	\$770
	2,500	\$1,385
	10,000	\$4,460
4x7	1,000	\$960
	2,500	\$2,010
	10,000	\$4,460
5x7	1,000	\$860
	2,500	\$1,635
	10,000	\$4,960
Company 2		
4x7	1,000	\$1,106
	2,500	\$2,647
	10,000	\$10,347



BE BOLD. Shape the Future.

Challenges, Concerns, Collaborations

- **Communication with Executive Leadership:** Subcommittee welcomes more frequent interaction and collaboration with executive leadership in the implementation of recommended actions.
- **Graduate Assistant/Student Employee:** The assistance of a graduate assistant or student employee for the enhancement and maintenance of Unidos. United. NMSU website is needed.
- **Dual Language Communication:** Expand communication within flyers and banners on campus to include multiple languages for our students, faculty, and staff.
- **CAT solutions and activities:** Should be disseminated to all Executive leaders in the system. The subcommittee is challenged to find ways to improve and share consistent communication with leaders throughout the system.



2019 & 2021 CLIMATE SURVEY COMBINED REPORT

Professor Justin MacDonald, Psychology

Study completed early spring 2022



BE BOLD. Shape the Future.

2019 vs. 2021: What hasn't changed

- Staff and faculty find meaning in their work and understand how their efforts contribute to the mission of the university
- Wide dissatisfaction with pay
- Staff are more positive than faculty
- Overall, branch campus employees are more positive than main campus employees
- Employees feel a lack of teamwork and cooperation

2019 vs. 2021: What has changed

- Evidence for incremental improvement in satisfaction with pay
 - Faculty: increase from 27% to 34%
 - Staff: increase from 26% to 37%
- Only 43% of staff felt that promotions are based on a person's performance
 - 2019 survey didn't include a question that addressed this

Major issues going forward

- Lack of a spirit of cooperation and teamwork for both faculty and staff
- Employee wellbeing: While 80% of staff knew where to go for help with mental and emotional wellbeing, only 57% of faculty did
- Competitive pay for both faculty and staff

Scholarship, Creativity, and Outreach

Paulo Oemig, Jagdish Khubchandani, Judith Flores Carmona, Hiranya Roychowdhury, Ermelinda Quintela



BE BOLD. Shape the Future.

LEADS Goal 2: Elevate Research and Creativity.

- Survey designed to assess opportunities to support LEADS Goal 2: Elevate Research and Creativity. The prep for the design included:
 - Review of the Survey of Employee Engagement (Institute for Organizational Excellence, SEE-2019)
 - Review of the Climate Study Action Team (CSAT-2020) executive summary
 - Consultation with Dr. Luis Cifuentes, Vice President for Research, Creativity, and Strategic Initiatives, and Dr. Carol Parker, former Provost
 - The survey was made available to all the CAT members for feedback

Survey Participation

- Survey administered in the Fall of 2022---available to all NMSU system staff, faculty, student workers/graduate fellows, and research and creative scholars.
- 373 responded to the survey:
 - 179 Faculty (including adjunct faculty, college faculty, tenured and tenure-track faculty, and research faculty)
 - 158 Staff (including temp staff and administrative staff)
 - 36 Graduate Assistant/Research Scholar/Postdoctoral Fellow.

Areas of Interest

1. Self-assessment
2. Sense of institutional support received toward research/creative activities
3. Respondents' perceptions on how their particular research and creative activities are valued by NMSU
4. Rating of understanding and importance of achieving Carnegie R1 designation

Findings

Response Rate by Respondents' Affiliation	
Faculty	64%
GR/Postdoc	55%
Staff	32%

The mean percentage of effort spent on research, creative activity, scholarship, and grant writing on an annual basis per respondents' affiliation is shown below.

Percentage of effort spent on research per annual basis	
Faculty	38%
GR/Postdoc	63%
Staff	26%

Self-assessment findings overview

Scale				
Very Poor	Poor	Fair	Good	Very Good
1	2	3	4	5

Table 1

<i>Sense of institutional support Mean Values</i>	Faculty	Staff	GR/Postdoc
Pre-award support at the departmental level	3.20	3.81	3.57
Post-award support at the departmental level	3.28	3.26	3.71
Pre-award support at the college level	3.41	3.25	3.14
Post-award support at the college level	3.33	3.20	3.24
VPR/RAS pre-award support	3.25	3.01	3.00
SPA post-award support	3.15	3.06	3.19
PD & mentoring for scholarship/creativity	2.97	2.87	3.20
Cost-share/cost-match support	2.80	2.88	3.10

Table 2

<i>Overall satisfaction with...Mean Values</i>	Faculty	Staff	GR/Postdoc
Reward/recognition rec'd for research/funded proposals	2.68	2.91	2.84
Communication regarding research/creative activities	2.96	2.88	2.89

Perceived Value - Research and creative activities

Respondents' perceptions on how their particular research and creative activities are valued by NMSU

Across the board, respondents felt *somewhat dissatisfied* with the level of recognition and reward received from NMSU.

Communication and Opportunities

Overall satisfaction level with research/scholarship/creative activities, across the board respondents felt *somewhat dissatisfied*.

Understanding the Importance of Achieving R1

- Rating of understanding and importance of achieving Carnegie R1 designation (1=lowest & 100=highest)

<i>Scale</i>		
High	Medium	Low
100-70s	60s-40s	30s-0

Understanding/knowledge of the path to becoming an R1 institution

- Faculty: 75 reported their understanding to be in the 70-100 range, 21 in the 40-60 range, and 27 in the 0-30s range.
- Staff: 27 reported their understanding to be in the 70-100 range, 6 in the 40-60 range, and 18 in the 0-30s range.
- Graduate students/Postdocs respondents, 18: 5 GR/postdocs reported their understanding in the 70-100 range, 7 in the 40-60, and 6 in the 0-30s range.

Agreement with the aspiration to become an R1 institution / Level of Support

- Over half of the responding faculty and staff reported --- high level of understanding of the path to becoming an R1 institution --- high agreement with the aspiration to become an R1 institution.
- The level of support received toward becoming an R1 institution --- rated the lowest across faculty, staff and GR/postdocs.

Themes Uncovered

- Balance

Difficulty in balancing efforts allocated to research and creative activities with other efforts.

- Resources

- Little understanding of the resources and investment that it takes to become an R1 university.
- Invest in equipment and instrumentation, the library, and dedicated grant writers at the college level is needed.

- Recognition

Lowest rating for how research and creative activities are valued by NMSU--- average rating somewhat dissatisfied.

Themes Uncovered cont'd

- Multidisciplinary/Interdisciplinary opportunities
Need a more vibrant system for multidisciplinary research and work on interdisciplinary opportunities.
- Mentoring
Staff and graduate students/postdoctoral fellows support for professional development and mentoring rated fair.
- Cost-share
Lowest average rating. The combined rating for support in cost-share is 2.93-poor.
- Communication/Timely responses
Somewhat dissatisfied with communication regarding research opportunities & with receiving timely replies/responses from support and admin staff.

Recommendations

- Require all departments/units to acknowledge receipt of emails or phone calls within two business days.
- Invite SPA to meet with associate deans for research (ADRs) quarterly.
- Provide wider awareness of ongoing Streamlyne training opportunities.
- Provide wider awareness of the existing Principal Investigator (PI) Academy.
- Provide cross-training among support staff on funding awards.
- Make available a common cost-share pool for faculty to apply for.
- Establish a marketing campaign to promote (and educate on) the importance of becoming a Carnegie R1 institution.
- Offer a joint webinar—annual or semiannual—Chancellor, Provost, VPR, and guest dept. heads/deans to address the importance and path needed to achieve R1 status.
- Make available a grant writing support office or staff in each college.
- Support annual grand challenges planning grants for projects involving interdisciplinary approach.

Action! - Moving Forward

- Begin planning for the 2nd Annual Gratitude 5K
- Widely promote **WE ARE AGGIES** message and purchase magnets
- Implement CAT-Walk Challenge system-wide
- Further assess and implement Scholarship, Creativity, and Outreach survey outcomes and recommendations
- Employ GA to manage the United.Unidos web-site and provide support to CAT activities.
- Survey faculty and staff: Submit Great Colleges to Work For applications, Spring 2024
- Re-envision the CAT initiative

Conversation and Questions



BE BOLD. Shape the Future.

Thank You



BE BOLD. Shape the Future.