Campus Conversation II
CAMPUS COMMUNICATION

Table 1

POSITIVES
1. Developing and using a centralized area (funnel) to share/exchange communication in a variety of delivery methods.
2. Since all faculty/staff have email, we have the opportunity to communicate in a timely manner.
3. Many people will appreciate the college’s openness and willingness to make this a priority.
4. Enhanced understanding of other’s job will help us do the job better.
5. Reduce/Eliminate overlapping schedules conflicts for campus events.
6. Growth of and increased participation in campus organizations.
7. Improved communication is a benefit to the employee and college as a whole.
8. Regardless of what time you choose, there will be those who “opt” of the process (and campus).
10. Employee morale is likely to increase –being better informed makes people feel more confident in their roles at the college.
11. It is vital that people are allowed to give input early in any process so that they are invested in decisions.
12. People might want a choice of medium for information without duplication if possible.
13. Potential Success more “contact moments” among disparate parts of the college.
14. If well organized, these managements could efficiently disperse info.

NEGATIVES
1. The college is physically setup to isolate people (offices within suites, instruction separated from support services).
2. Scope may be too limited sounds like primary emphasis of this project is to interact, yet so many other ways to put more emphasis on the “other formal and informal opportunities to enhance campus communication will be explained”.
3. With an open time, everything will be planned then and we can’t do it all.
4. Isolation can be self imposed due to “busy work schedule”
5. If no classes are scheduled, certain areas of the campus will be busier with student interaction (library, advisory).
6. Communication of awards and achievements has to be consistent: do it for all.
7. The college has very talented people who are eager to share their talents. Connecting these people creates incredibly opportunity, synergy.
8. No matter what time is decided on people will till not be able to come. If the meeting time is scheduled during what is now a class time-students will be impacted- les class options when choosing their “times” for schedules.
9. Meetings could be very boring or very cheesy.
10. Logistics of managements: what kind of “review” process happens? What type of solicitation process? Or is it just “open-mike”.

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11. People won’t show up to these meetings (even if they’re supposed to).
12. It is important to keep everyone information so that the stop paying attention.
13. Many adjunct faculties will not read HCC e-mail.
14. Too often departments do not share information/projects between other areas of the college that may benefit from the info/project or be affected by the info/project.
15. How will meeting “topics” be determined?
16. How will communication be formal and informal?

Table 2

POSITIVES
1. Sense of community.
2. Less isolation, contestant info from right sources, better able to plan if long range calendar set.
3. Finding new collaboration opportunities.
4. Appreciate what your coworker’s do.
5. Communication should improve morale and satisfaction.
6. Knowing about the areas might improve satisfaction.
7. A lot of people expressed interest in it.
8. Good culture.

NEGATIVES
1. Logistics and timing. Scheduling a meeting.
2. Lincoln and Pontiac need to be included.
3. Breaking old habits might be a challenge.
4. Getting everyone at the same time for a campus wide communication.
5. Occasionally, activities are scheduled at the same time and conflict arises.
6. Motivating everyone to participate.
7. People often do not know who other staff members are, where they work, what they do.
8. People often do not know what resumes are available to help solving problems.
Table 3

POSITIVES

1. Project chair should give information to all departments.
2. Setting aside time does not ensure participation.
3. Time needs to be formal for meetings.
4. Build a culture of how we communicate i.e., who, what ways, where (intranet?).
5. Make “bits and pieces” an e-publication with pictures newspaper style design, links that is automatically sent to everyone’s inbox in each week (or create another publication like this).
6. Rather than weekly perhaps have a quarterly meeting where each division/department presents any new news new programs, projects, goals, so that we are all more aware of what departments throughout the college are doing.

NEGATIVES

1. An ideal one specific time will be impossible to find.
2. Share information prior to the “rumor mill”.
3. There isn’t time when everyone is on campus so it will be difficult to block out a time each week when everyone could be in attendance.
4. Inform HCC employees before the Pantagraph.
5. Left hand needs to meet right hand.
6. Does this time become a “required” time to be on campus if a person otherwise wouldn’t be.
7. A specific no-class time may create a bottleneck of meetings.
8. Don’t assume, even if a department has a major project happening that other departments know about it or that information they have is correct.
9. Students will not attend without incentives.
Table 4

POSITIVES
1. Better communication across departments will enhance the ability to do certain jobs (i.e., development, marketing).
2. Potential of campus-wide employee newsletter.

NEGATIVES
1. Blocking at a time will impact being able to offer even the number of sections currently let alone additional sections.
2. Any meetings/assemblies/etc need to provide value or people will dread the time rather than look forward to the time.
3. Scheduling will be problem to designate a time to come together.
4. Idea of informal interdepartmental communication might take a while to “catch on”.
5. The focus needs to be not solely on a specific set aside time. Other aspects such as newsletter (electronic or print) announcement etc.
6. Solicitation of anecdote of situations that could have benefited from better communication. These should be accompanied with specific suggestions on how this improvement might have been realized.
7. The time needs to have some sense of ‘mandatory’ involvement and not just a regular break in one’s schedule.
Table 5

POSITIVES
1. Shared governance.
2. Increased morale.
3. More timely communication.
4. How can we make communication fun?
5. Good sense of interdepartmental structure.
6. Study how internal areas within the college communicate now—where is communication working, where is it not?

NEGATIVES
1. Participation.
2. Blocked Hallway of communication from CCB to ICB.
3. Finding out issues that concern college from outside sources first!!
4. Fear of honesty?
5. Scheduling decreased isolation.

Table 6

POSITIVES
1. Collegiality.
2. Add social aspect to campus.
3. Opportunity for educational activities.

NEGATIVES
1. Logistics may be a nightmare.
2. What are we going to do in this free time? How do we keep students /faculty here?
3. Deciding the appropriate time could be difficult.
4. Many faculties feel their time is already completely “booked” or over bored.
### Table 7

**POSITIVES**

1. Times that work for one group may not work for another group—different “busy” time.
2. Conflicts for facilities or lock of facilities.
3. Come up with communication activities that have the potential to involve as broad spectrum of the campus community as possible, or enough different activities to actually involve people.
4. Meetings that are useful for faculty may not be useful for student services vice versa.
5. Communicating in various formats for those who couldn’t be present or to address different learning styles.
6. More Faculty/Students services interacting to learn about new courses and programs also between faculty disciplines and marketing.
7. Great opportunity to bring different departments together.
8. Campus newsletter for employees.
9. Time set aside to allow for participation—no classes schedule, etc.
10. We get lots of information from variety of sources.

**NEGATIVES**

1. Meetings should be purposeful—No one will go to a meeting that they don’t get something out of.
2. Need input from people affected by decision.
3. Communication activities (e.g., reading email) is very time consuming.
4. Challenge of management communication needs of inter and interdepartmental peoples.
5. Faculty people don’t all work 9-5 and that’s necessary reach variety of population.
6. The Pantagraph isn’t a good way to get info out.
7. Reading emails from everyone I very time consuming.
8. Faculty value flexibility in schedule.
### Table 8

#### POSITIVES
1. Understand others schedule and workload.
2. What already exists that can be taken advantage.
3. Set time for meeting that we know will always be free forever.
4. Getting to know colleagues outside of own division promotes a stronger community.
5. Scheduler.
6. Departments are geographically close.
7. Every on has email and can use it.
8. People are approachable.
9. Overload—because of high demands—info needs to be in a format easy to digest, about campus communication scheduler in GroupWise.
10. Ability to cross-reference can’t be one solution to work for all.

#### NEGATIVES
1. Different divisions tend to keep to their own.
2. Different answers given to different people.
3. Defensive e-mail’s are sent.
4. Difficult to know when people are available—not everyone uses scheduler.
5. Lack of interaction between people outside of my division—some within my division.
### Table 9

#### POSITIVES

1. Get to know others.
2. Specific topics—feedback from readers may help clarify communication.
3. Possible e-new archive.
4. We are all involved in this process.
5. Good communication despite poor assumption and misunderstanding.
6. Meeting like this allows us to get know each well enough to joke, laugh and tease. Humor builds morale.
7. Good communication also fosters institutional commitment among stakeholders.
8. Small campus size—everyone knows everyone else opt for personal contact.
9. “Communication” means many things to many people what do we mean?
10. Web communication e-mail, bbd, and televisions in halls.
11. HCC has many technical resources to facilitate “COMMUNICATION”.

#### NEGATIVES

1. Understand needs/importance of other departments.
2. Communication is impeded by having to rely on non-sticking sticky notes.
3. Long written memos are poor communication tools in e-mail age.
4. Not enough information or too much.
5. Reaching adjuncts.
6. Information overload how do we filter it?
7. Decision making authority does not always include all areas affected by decisions.
8. Time conflicts, personality conflicts prevent people from engaging in informal “hallway/parking lot/bathroom” communication.
9. Food service/café doesn’t draw people to a central gathering place/common times to visit.
10. Isolation in offices and departments, very busy in their own world.
11. Communication is as much about individual responsibility as it is about institutional—i.e., individuals must seek information and communication just as the institution must have systems to foster it.
12. Designated times do not necessarily free all campus stakeholder.
13. Isolating architecture of the building has to be overcome in someway, not sure how.
14. Not all of campus community can meet each week due to obligations, adjunct, and student services.
15. Opinions of some not valued by others.
16. Informal and formal communication mechanisms need to be increased and assure that all campus stakeholders get the information and get the message.
17. IPOD technology could be used to “record” important team and committee meetings for later pod casting.
18. Reliance on so many part time employees (e.g., adjunct faculty) makes it difficult to keep them fully informed.
19. People expect (need) reminder emails.
20. Not everybody checks e-mail.