

**From:** [Campus Climate Proposal form](#)  
**To:** [Libby Peterek](#); [Carrie Olson](#)  
**Subject:** New submission from Campus Climate Proposals  
**Date:** Tuesday, April 19, 2016 11:37:28 AM

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**First name:**

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McDonald

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**What is your affiliation with UW-Madison? For group submissions, please respond for main contact.**

- Other

**Describe the concept. If already in use here or elsewhere, please indicate this.**

In 2000, Provost Peter Spears, Vice Provost Linda Greene and Chancellor John Wiley made concerted efforts to improve campus climate for women and others. There were great strides, which have been lost in subsequent administrations. In addition, these efforts largely ignored the plight of staff. I suggest a comprehensive effort be launched for improving climate for everyone on campus.

**How would this affect cultural change on campus?**

What needs to be acknowledged is that the staff comprise the majority of the university community and yet are not given comparable input or recognition, as are faculty. I suggest an effort be made to change this, and to acknowledge that faculty have job security through tenure, and thus, a responsibility to treat and work with everyone else in an equitable manner.

**For new ideas, how would you propose piloting this idea to see if it would work? If the idea is already in use at UW-Madison, how would you propose expanding or altering this program for greater impact?**

I recommend asking John Wiley, Steve Lund, and Emuye Asfaw to bring back efforts to improve our campus climate overall. I believe Linda Greene has left the university.

**What resources would be needed to implement your suggestion?**

Stipends to pay them.

**If this proposal was developed in partnership with any other organizations, please list them below.**

No.

**Please use this space for any additional information about your proposal that you wish to share:**

Staff need to be included in any effort to improve climate throughout. So should students.