

**From:** [Campus Climate Proposal form](#)  
**To:** [Libby Peterek](#); [Carrie Olson](#)  
**Subject:** New submission from Campus Climate Proposals  
**Date:** Thursday, April 14, 2016 8:16:25 AM

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**Group name (if applicable):**

Campus Supervisors Network (CSN)

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

- Academic Staff
- Faculty
- Student (including undergraduate, graduate, professional)
- University Staff

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

Dear Chancellor, you are calling for proposals for on-campus activities that expand competence to live, work and learn on the UW-Madison campus. The Campus Supervisors Network (CSN) is striving to do just that – we are a group of supervisors who began meeting informally in the summer of 2014, and have since developed a Community of Practice based on the foundation of collaboration with fellow management about programs, training, frameworks and trends on campus to add value and help them develop into better, more innovative leaders. We currently have 358 members on our email list, and it is growing with each event we host.

Our group's mission is simple: Support supervisors and managers in a welcome and safe environment to promote leadership and effective personnel management. We see a wide disparity in an awareness and understanding of the current direction the campus is heading with its strategic framework; the management layer across different units and divisions are trained at different levels about campus policy; and while training and education has improved immensely in recent years, especially for new supervisors entering our institution, there are parts of the university where "old thinking" is still prevalent in areas such as inclusion, diversity, employee engagement, and professional development. We see that engagement with others in similar roles will allow everyone to learn; those who are doing different jobs many times have the same positive and negative experiences within the work place to share with others.

Looking to the future we would like to expand our discussions and networking with second and third shift supervisors. Many of them have different obstacles to deal with than the majority that works day hours on campus. We believe we can learn from them as much as they could from us. Establishing a network that connects all and helps those who sometimes feel cut off from the rest of campus can help our working community feel inclusive and a part of the solution in bettering the UW.

CSN also has an interest in promoting sponsorship at the UW — a generation ago, there was often a

straight career path to take on your road to success, but in today's environment it is much different. We are fascinated with the idea of sponsorship rather than a mentor, where employees can create their own career paths by seeking out opportunities to develop skills and experience. Sponsorship isn't just having coffee or conversations with successful people within your organization; it is about expanding your horizons, adding value, and using your strengths to be better. We want this concept at the management layer of campus.

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

CSN is aspiring to collaborate with supervisors from all over campus who work in either academic, faculty, or university staff roles, and who supervise student, non-exempt and exempt staff. We aim to be more informed, educated, trained, and aware, and thus thrive in our roles as leaders. CSN promotes honest, open communication regarding all the campus offers, delivered on a peer-to-peer level. Through our actions and outreach, we feel that we can assist in your office's goal of elevating the standards of behavior and conduct across our entire community at all levels by interacting within the management layer of our campus structure (and thus outward to co-workers and subordinates), to ensure that our work areas are welcoming and supportive to all.

**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?**

In August of 2015, we hosted our first networking event with the support of Darrell Bazzell. Since that time, we have hosted two more networking events on a shoestring budget, and have recently developed a website to share information and solicit interest in our Community of Practice (visit [campussupervisorsnetwork.wisc.edu](http://campussupervisorsnetwork.wisc.edu) to see our progress). While we were able to get this far with minimal funding, some backing from campus for our group could take us to the next level of collaboration and engagement, with the potential for us to add value to all managers on campus.

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

CSN's planning committee has the drive and initiative to accomplish our goals; however, because our committee is derived of members from different units and divisions on campus, we have no direct source of sponsorship or funding to cover expenses.

What we seek from your office is funding for events, featured speakers, and communication materials to allow us to expand our reach and abilities to scale and grow our network. We are also developing a leadership book club, which is outside of the current offerings to supervisors on campus. We also look for the support of campus leaders, such as the offices of the Chancellor and Vice Chancellor of Finance, to allow us to promote and nurture our ideas for this Community of Practice.

Our funding request is \$3000-4000 to accomplish our mission in the coming academic year. This small request would go a long way for us by:

1. Providing snacks and refreshments at 3-5 networking events. Cost of past events averaged around \$350 each.
2. Funding in starting a book club, focusing on leadership and leading staff.
  - a. We anticipate about 40 participants for the first couple book selections.
  - b. Books we are currently looking at cost an average of 15-20 dollars each.
  - c. If we purchased two different books with a total of 80, that would be around \$1600 dollars.
3. Locating and booking guest speakers to talk about leadership at our networking events; costs unknown without more research.
4. Creating materials and communications to promote the book club, events, and a sponsorship program on campus.

We can clarify or discuss our needs in more detail if requested; this is a short summary.

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

While we are not in direct partnership with any other organization at UW-Madison, our intention is to be a virtual partner to all services already in place on campus; for example, the Learning and Talent Development Office, Coordinated Leadership Initiative Framework, and the Office of Equity and Diversity. Our communications will promote the programs and frameworks being advertised by other

groups, while expanding engagement within the management layer.

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

We thank you for this opportunity, and appreciate your initiatives on campus to improve the climate. Our goals as managers mirror this quest, and we hope to continue to develop and influence the management layer of the organization through our actions.

- Kate Skogen and Rich Gassen, of the CSN Planning Committee