

**Minutes of the Brown University Community Council (BUCC) Meeting**  
**Tuesday, October 24, 2017**  
**4:00 – 5:30 p.m.**

Members: President Paxson, Provost Locke, Russell Carey, Cass Cliatt, Eric Estes, Kayla Rosen, Sarah Besky, Evelyn Lincoln, Matthew McGarrell, Kurt Teichert, Ryan Anderson, Doria Charlson, Kelly Garrett, Leora Johnson, Shayna Kessel, Aixa Kidd, Linda Welsh, Lauren Allister, Daniel Harrop, James Gardner, and Emily Maranjian were in attendance. Beverly Ledbetter, Rachel Cassidy, Jennifer Lambe, Anita Shukla, Shipra Vaishnava, Jee Won Kang, Anuj Krishnamurthy, Alexis Rodriguez-Camacho, Chelse-Amoy Steele, Robert Kashow, Aislinn Rowan, Michael Danielewicz, Amanda Liu, and Michelle Nuey, were unable to attend.

The minutes of the April 18, 2017 meeting were approved.

The BUCC was joined by members of the Staff Advisory Council and Brown staff in small groups to discuss the staff campus climate at Brown. The discussion builds on a spring 2016 survey of staff on their perceptions and experiences regarding campus climate. President Paxson asked each group to define the current culture, the aspired culture, and the steps required to get there. Following the smaller group discussions the larger group came together to report back on what was discussed. Though it was agreed that the staff is comprised of committed and talented people, the current culture was described by some as being inequitable, often disrespectful, stuck in its ways, and lacking transparency. The aspirational culture was viewed as being innovative, collaborative, open, and flexible. Mentorships, recognition, professional development, and manager training were common themes when discussing how to achieve the aspired culture.

President Paxson concluded the meeting by providing updates on a few items. Today@Brown which replaces Morning Mail as a daily digest for announcements and events around the campus community is being launched tomorrow. The first release of Today@Brown will contain an initial set of features that will be added to in future releases. In response to the aftermath of Hurricane Maria, Brown has committed to enrolling up to 50 University of Puerto Rico students. Approximately 20 students are expected to be on campus in the coming week to begin their studies. To date, 60 have applied. Beginning next week, more than 400 staff members will move from College Hill into South Street Landing. The vacated spaces will provide additional room for academic departments and student support.

The next meeting of the Brown University Community Council will be held on Tuesday, November 28, 2017 from 4:00 – 5:30 pm in the Stephen Robert '62 Campus Center, Kasper Multipurpose Room.

Respectfully submitted,

Catherine Pincince  
Secretary of the Brown University Community Council

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**Stephen Robert '62 Campus Center, Kasper Multipurpose Room**

**Agenda**

1. Approval of Minutes of April 18, 2017 Meeting
2. Discussion of Brown's Staff Campus Climate
3. Updates from the President  
*President Paxson*
4. Open Time for University Community Members to Present Broad Campus Issues to the Council