AP Committee Meeting
Tuesday, August 11, 2015, 10:00am
3000 Zumberge Hall

Present:
Luanne Brown, Dev Butler, Brian Eikenhout, Beth Evans, Matt Herrema, Monica Johnstone, Elizabeth Lienau (for Amanda Pitts), Colleen Lindsey-Bailey, Rence Meredith, Tim Marroquin, Melissa Peraino, Jenna Poll, Abigayle Sladick, Joshua Stickney, Stacey Tvedten, Melissa Wright, Lindsay Yuhas (for Scott Richardson)

Absent:
Amanda Pitts, Jeanne Ferro, Brian Merry, Cathy Skene, Scott Richardson, Kathleen Wright

1. Guest Speaker: Jesse Bernal, Vice President, Division of Inclusion and Equity
   a. Dr. Bernal was hired as VP of Inclusion and Equity (I&E) this past winter. He joined us to brief us with respect to developments within and his intentions for that division.

b. Strategic planning for I&E: GVSU is already recognized for its commitments to I&E, and our intention is nothing less than to be a national model for I&E in higher education. In collaboration with student, faculty, and staff representatives, documents have been drafted to address the following:

   i. Establishing a framework for equity and inclusion at GVSU. The document defines the terms which constitute said framework: diversity, inclusion, equity, and social justice. Our efforts to advance I&E at GVSU focus on three areas: 1) equity and structural diversity; 2) inclusion and campus climate; and 3) learning and development. Relevant objectives in the University’s 2016-2021 Strategic Plan are cited within each of those areas. These efforts are intended to be guided by the concept of intersectionality: an individual’s social identity (which significantly impacts one’s experiences and needs within the community) is a multi-faceted and complex formula. The document lists examples of variables that are part of that formula (age, race, gender, disability, and religion, to name only a few). The importance of accountability is addressed: planning with respect to the advancement of I&E must include opportunities for measurement and assessment.

   ii. Establishing the vision, mission, and values for the Division of I&E. The vision for this division is to lead the transformation of GVSU into a national model for I&E and social justice. Essentially, the mission statement is an elaboration on the ways in which the division is to help bring about this transformation. Six core values are explained: The efforts of the Division of I&E are 1) social justice-focused; 2) equity-minded; 3) student success-centered; 4) collaborative; 5) community-engaged; and 6) strategic, data-driven, and action-oriented.
iii. Defining the I&E Division’s functions, objectives and metrics. The document lists six functions of the division: 1) to coordinate and lead efforts to advance I&E at the university; 2) to ensure compliance with all relevant federal and state laws, university policies, and civil rights requirements; 3) to provide consultation and support to deans, colleges, departments, etc., in the implementation of strategies to advance inclusion and diversity; 4) to direct social justice education and intercultural competency programming for the campus community; 5) to represent the university in local, state, and national dialogues regarding I&E, and to advance the university’s reputation with respect to those issues; and 6) to advocate for equity-mindedness in all university functions and to support all steps in the university’s efforts toward becoming more diverse and inclusive.

c. Re-administration of Campus Climate Survey: The Division of I&E will direct GVSU’s fifth campus climate survey this fall (the fourth having been administered in 2011).
   i. The same basic instrument will be used as 2011—longitudinal comparisons will be possible, but the survey will be significantly condensed, and free-response questions have been omitted, all for the sake of expediting administration of the survey and analysis of the data.
   ii. As in 2011, the survey will be administered, and the data analyzed by an external consultant, and all students, staff, and faculty will be invited to participate in the survey.
   iii. The 2015 survey will only be available online—no paper version, as in 2011. Also, while the open-ended questions have been omitted, follow-up focus groups will be conducted.

d. Questions:
   i. Q: Which university in the country does the best with respect to I&E?
      A: Some universities are outstanding at particular aspects, but weaker in other areas. UC Berkeley, for example, is particularly strong with respect to diverse recruiting, while UC Santa Clara has a superior approach to social justice issues. Dr. Bernal believes that no university is comprehensively better than GVSU at this point.

   ii. Q: What business/corporation in the country does the best with respect to I&E?
      A: One probably has to look at the tech companies (i.e. Apple and Google), and also at the Boys and Girls Club.

   iii. Q: How will we be different with respect to I&E, say, three years from now?
      A: Hopefully every member of the campus community will be able to articulate the vision for, and the framework within which I&E are to be advanced at GVSU.

   iv. Q: When will we know what I&E educational / training opportunities will be available?
      A: Dr. Bernal will have information when he attends upcoming start-up meetings. Tangentially, the Inclusion Advocate program is being re-evaluated; over the tenure of this program, has there been the increase in diversity that we had hoped to see? How can the program be made more effective?
v. Q: Is there an update on our alleged Title IX violation?
   A: No. The Department of Education has put our case on an “expedited timeframe”, the meaning of which is vague, as their average response time for such cases is 1452 days.

vi. Q: What can we (AP Staff) do at this point to assist with the division of I&E’s efforts?
   A: Provide feedback on the draft document (referenced above), and encourage participation in the upcoming campus climate survey.

2. AP Committee Business
   a. Robert’s Rules of Order were suspended for the duration of the meeting.
   b. Officer / Liaison Reports:
      i. Chair: Monica
         • Requested two volunteers to join her on the AP Forum Subcommittee. Colleen and Rence volunteered.
         • Monica has sent 18 welcome (new-hire) letters.
         • Monica has been making updates to the group membership on the APC website. Kathleen is scheduled to be oriented to her webmaster duties on August 18th.
         • Monica requested suggestions for guest speakers at future meetings.
      ii. Salary & Benefits Liaison: Jenna
         • S&B has not met yet, but Jenna is in contact with that group and has their agenda.
      iii. Public Safety Liaisons: Matt and Tim
         • Matt and Tim attended a start-up meeting with Police Chief Freeman, the university’s general council, et al. One additional meeting is scheduled for the fall, after which the committee will only convene when there is a case to consider.
      iv. Forum Subcommittee: (Monica, and now Colleen and Rence)
         • Nothing to report, other than the room is booked (KC 2250 on May 4th, from 11:30-1:00)
      v. Communications Officer: Jeanne (absent)
         • Monica reported that she, Jeanne, and Josh were introduced to the Mail Chimp system by Communications Officer Emeritus, Elizabeth Lienau. Monica also reported a recent encounter with a similar system, called Emma, which may have advantages over Mail Chimp.
      vi. HR Liaison: Linda Yuhas, attending for Scott Richardson
         • Nothing to report. Monica requested a refreshed list of all AP Staff names and emails, sorted by group.

3. Meeting Adjourned at 11:12 a.m. Next meeting: Friday, September 4th, at 10:00 a.m. in 3001 SCB. Guest Speaker: Doug Wentworth, Director of Auxiliary Services.

Minutes submitted 8-19-2015, Joshua Stickney