# **Draft: Midyear report: EIC 2022-2023**

To summarize, the charges we have worked on so far this semester include, a) a review of the accessibility task force recommendations, b) a discussion of faculty workloads, c) the reports the subcommittee has been exploring and discussing the annual diversity report, and d) our website subcommittee has made several important recommendations about updating our website. We have also spent a significant amount of time on the successful Teach-in. In addition, we were asked to revise a memo and recommendations on AY 2021 activities. Our work and discussions can be found in our minutes.

This semester we undertook these tasks in the following ways: a) our Teach-in subcommittee worked closely with DEI to put that major project together, and the whole committee reviewed proposals, volunteered as hosts, and generally supported the project. We initiated discussions on faculty service workloads with a focus on ensuring equity by rank. We have explored and discussed the definitions in the faculty handbook, identified a handful of existing policies at the unit level designed to ensure that the existing language in the handbook ([S.G.3.01.F](https://www.gvsu.edu/policies/policy.htm?policyId=3E8C40FE-93EA-68B8-152BC2EA429CD468&search=)) is enforced, and have created a task force to draft recommendations to ECS on this issue. We revised a memo to ECS from AY 2021-22 (SHORE Log: 1165-2020) and drafted new recommendation (as a separate memo) to ECS.

According to our list of remaining charges, we have been asked to review the General Education committee’s recommendations on “teaching systemic racism” in General Education courses, explore demographic issues in General Education assessments, review the DEI-A framework, advise UAS on policies and practices for recruiting and retaining diverse faculty and staff, finish the discussion of service workloads, and finish the diversity reporting.

Plan of work for next semester: I recommend that we proceed by reviewing and discussing the General Education issues (charges 2 and 4) and continue to deliberate on and complete our discussions and reporting on the diversity, the accessibility report, and the discussion of service workloads in the Winter 2023 semester.

I recommend that we report to ECS that a review of the DEI-A framework (charge 5) and attending to the Provost’s requests (included in their letter of 17 November 2022) and recommendations be addressed in AY 2023-2024.

**Final charges:**

1. Accessibility Task Force Committee Recommendations: Conclude a review of the recommendations of the UAS accessibility taskforce (review which recommendations have been implemented and which have not yet been implemented but should be) and forward any recommendations to ECS/UAS. SHORE Log: 1009-2018

2. Equity in Learning: Review the data from the General Education learning outcomes assessment from the previous two cycles to determine whether they reveal demographic differences in student learning outcomes and make recommendations. SHORE Log: 1184-2020

3. ECS Reporting

(a) Create a process to generate reporting to ECS about statistics regarding diversity on campus.

(b) Report on the impact of COVID, (i.e., how the move to remote learning impact equity, inclusion, diversity, accessibility.

SHORE Log: 1166-2020

4. Teaching About Systemic Racism: Review recommendations made by the GEC regarding teaching about systemic racism and make recommendations. SHORE Log: 1287-2022

5. Review of DEI-A Framework: Review the university’s DEI-A framework and make recommendations to ECS. Report to ECS on the rollout of the online DEI staff training module.

a) Advising UAS on policies and practices to recruit, support and retain a diverse faculty, staff and student body (e.g., reviewing the Affirmative Action Plan on an annual basis).

b) Organizing and running events to promote awareness of the importance of social justice and campus diversity (e.g., the Teach-in).

c) Identifying faculty for the various university awards related to diversity.

d) Fostering faculty involvement in student recruitment and retention efforts (e.g., working with pipeline, bridge, student support, and curricular programs)

e) Serving as a liaison with the Division of Inclusion and Equity and Student Senate Diversity Affairs Committee.

Committee Organization: The committee will be organized into three subcommittees: SHORE Log: 1288-2022

6. Equity in Faculty Service Loads: Review faculty service loads and make recommendations toward increased equity. Consider service loads by number of years at the University. SHORE Log: 1289-2022