Equity And Inclusion Committee

Draft Agenda, February 16, 2021 9:00AM – 11:00AM

<https://gvsu-edu.zoom.us/j/98637905460?pwd=ZjNVYVVqM3FzRkhxWVZTMFhrbHN0dz09>

Chair: Jon Jeffryes

Minutes: Josita Maouene

Meeting Documents to review (in Blackboard in “February 16” file):

* January 2021 Draft Minutes
* <https://www.gvsu.edu/inclusion/diversity-dashboard>

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| **Voting Members** | Present | Joshua Sheffer (CCPS, W 2021) | yes |
| Elizabeth Arnold (CLAS, W2023) | yes | Joel Wendland-Liu (BCOIS, W2023) | yes |
| Caitlin Callahan (CLAS, W2022) | yes | Thomas Willey (SCB, W2021) | yes |
| Alisha Davis (CHP, W2023) | yes | **Ex-Officio Members** |  |
| Jon Jeffryes, co-chair (UL, W2022) | yes | Ed Aboufadel (AVP Provost’s Office) | yes |
| Nabeeh Kandalaft (Padnos, W2022) | yes | B. Donta Truss (VP Enrollment Development | absent |
| Josita Maouene, co-chair (CLAS, W2022) | yes | Takeelia Garrett (Student Ombuds) | yes |
| Anne McKay (KCON, W2023) | absent | Marlene Kowalski-Braun (AVP I&E) | yes |
| Lisa Perhamus (CoE, W2021) | yes | Dana Munk (Pew FTLC) | yes |
| Anal Shah (CLAS, W 2021) | yes |  |  |
| Alexys Neal (Student Senate) | absent | Julian Sanders  (Student Senate) | yes |

Felix Ngassa , Chair of ECS

Proposed Agenda

1. Approval of the agenda (5 minutes)

* Lisa Perhamus moves the motion. Joel Wendlan- Liu seconds. The motion passed unanimously.

1. Approval of the minutes from January 2021 (5 minutes)/

* Jon Jeffryes noted a typo in the version he sent out and said he’d update the approval of the minutes from December 2020 to January 2021 to reflect what the action in the meeting.
* Caitlin Callahan moves the motion. Elisabeth Arnold seconds. The motion passed unanimously.

1. Old Business
   1. Input on Diversity Report for ECS
      1. Stats we’d like to see to report to ECS
         1. From our meeting in January and emails between meeting
            1. the trends in full professor and demographic data
            2. the number of associate professors by demographic data
            3. awards given based on gender and ethnicity for both staff and *students*
            4. Gender demographics beyond M/F binary
      2. Diversity Dashboard (<https://www.gvsu.edu/inclusion/diversity-dashboard-128.htm>)
         1. Jesse Bernal followed up via email with this resource – it may provide us a lot of the information we’re looking for without Ed Aboufadel needing to pull new numbers

* In discussion of gender demographics it was explained that we do not collect data beyond the M/F binary choices. If someone opts to select neither they are automatically counted as a male to meet reporting requirements.
  + Elizabeth Arnold: Pointed out that it’s problematic if females don’t report and they are counted as males.
  + Jesse Bernal: Explained that the rules we follow are intended to preference overreporting men so as not to underreport females.
  + Jon Jeffryes: Pointed out that we might still need Institutional Analysis to provide gender demographics, etc. not covered on the diversity dashboard.
* Ed Aboufadel: Shared another development. Christine Rener wrote to him. The Gen Ed Committee and the Aspire Alliance project are also interested in the same kind of stats. She proposed that instead of duplicating efforts, they will fill out the spreadsheet and then communicate the data to the different committees. Rener will work with institutional analysis to fill out this sheet out and then we can use and then decide if we need more data.
* Josita Maouene: Asked, “Can we now more about mental health and in particular its impact on the mid-review contracts and tenure together with gender and race?”
  + Jesse Bernal: Answered that there are other ways to look at the mental health data but in the campus climate, it is not by individuals.
  + Caitlin Callahan: Asked for more information on Josita’s question
  + Josita Maouene: Issues in mental health may impact your relationships with your colleagues and also the evaluations from students.
  + Anal Shah: in my department, we had an example of that in the mid-tenure contract renewal. The person did not get renewed because of issues in organization that pertained to a mental health issue.
  + Jon Jeffryes: may be that should be something we investigate qualitatively, phase II.
* Ed Aboufadel: Said information on awards data could be found at <https://www.gvsu.edu/provost/awards-fellowships-157.htm>
* Jesse Bernal: would like to add our stats to the Dashboard once we have our report ready.
  + 1. Qualitative questions that have come up that we might also include as areas for further exploration in our ECS Report.
* Jon: Qualitative questions (import from last meeting):

*Impact of COVID on different populations*

*The efficacy of Inclusion Advocates in the supporting searches*

*The potential disparity in early career grants – particularly surrounding parental leave*

*Exploring trends in FTLC surveys on student perceptions*

* Ed Aboufadel: Pointed out that one big question is how do you capture those? How to collect and analyze those?
  + Jon Jeffryes: Suggest we collect ideas, submit ideas in report to ECS, and request a charge
* Joel Wendland-Liu: Suggested the idea of a subgroup to start a literature review that could research tolook at methodology and the kind of research methods they used and complete a set of questions. Joel volunteered to organize.
  + Caitlin Callahan and Elizabeth Arnold also volunteered to work on the review. Joel Wendland-Liu will set up a google doc.
  1. Network of Advisors for Racial Equity Update – Alisha
* Alisha Davis provided an update that the group is in the process of working on 15 charges and defining 7 areas. They will have sub teams working on what will likely be initiatives.

1. New Business
   1. Reflecting on EIC’s role in the Teach-In
      1. How does the rotating Chairs model for EIC impact our ability to lead event coordination?
      2. What does EIC want to see as our role in the Teach-In?
      3. What does Teach-In Success look like from EIC’s point of view?

* Lisa Perhamus asked for more detail on the sustainability issues.
  + Jon Jeffryes explained the pretty significant load: besides, agenda and running meetings, learn CMS 4, learn new platform for on-line conference, if we go hybrid), training of presenters, coordinate along with representatives from I&E and the Provost’s Office to get the logistics of the Teach-In set up, recruit presenters and moderators, and strategize on marketing and promotion, designing the Teach-In website and different forms necessary to foster online sign-ups.
* Ed Aboufadel said we could have a model where someone not from the committee take charge of the logistics with a multi-year appointment.
* Dana Munk pointed out that this is the only governance committee she sits on that has to do this ( Teach-In, aka conference organization) as a part of governance. It is not a critique just an experience.
* Anal Shah asked about the implications for course release if we stop having the teach-In lead? Ed explained that course release would likely end if there was no Teach-In organization in the Chair’s responsibilities.
* Felix Ngassa explained the history of the collaboration between I&E, the faculty (EIC) and the student Senate and the Provost Office. But said the group could reflect and make recommendations to ECS on whether it was sustainable now. The Committee might to have to spend time on new topics brought by President Mantella’s initiatives on social justice.
* Jesse Bernal explained that from the I&E view, the Teach-In is the most significant activity they have. The question is how we can elevate its sustainability. Can we move this to an administrative event logistically? Like MLK (staff members of I&E), can the logistics be moved to I&E? Then there would be institutional funding. With Relando Thompkins-Jones departure from the university I&E considering the future scope of the role he left.
  + Marlene Kowalski Braun added that since its inception, we have been asking ourselves the same questions that we do today: it is a grass root model, organic. It is an event where faculty play an important role. We have two PSS staff Linda Ray and Lisa Surman Haight. The Teach-In model is great. It attracts between 1000 and 1600 participants every year. We have room to grow without a keynote speaker. We have the potential to reach more students on multiple campuses.
  + Jesse Bernal said that if we shift, we will keep it as a faculty thing, they are at the heart of the relationship with students and material.
* Joel Wendland-Liu noted that chairing this committee is a big deal and it is not really fair to ask some to surrender a research agenda while they’re leading the Teach-In. He asked there might be a middle a way to share rather than shift
* Jon Jeffryes said that although the current chairs are bringing this up for discussion we are not trying to push one way or another.
* Ed Aboufadel pointed out that this is an elected committee and not everybody is good at organizing big events or motivated to do it. The EIC would not lose the Teach-In, but having the right person or people for the logistics part would make the chair charge sustainable.
* Jon Jeffryes: The Teach-In is a powerful event. If we could leverage acting as moderators, coming up with a model with less of the administrative logistics, that would be ideal. Jon posed to Joel: if move its administration to I&E, but keeping the review process, the reaching out to faculty, etc. would that align with the middle way you suggest?
  + Joel Wendland-Liu shared appreciation for the review process and our outreach to faculty: these would be necessary pieces if we go forward.
* Marlene Kowalski-Braun noted the great care from this group in the planning; this a grass root, organic Teach-In and we are doing this well.
* Jesse Bernal pointed one option would be that we don’t have to call it administrative, and we could do a stipend for faculty who takes extra work.
* Jon Jeffryes asked the group whether anyone wanted to speak about keeping things as they are?
  + No responses. Some members nod negatively.
  + Jon suggests that as a next step he would draft a recommendation based upon the meeting notes and then circulate it through email for edits and questions and suggestions and concerns. And then we could finalize and vote at our March 2020 Meeting.
* Caitlin Callahan asked the clarifying question, “Will this committee continue to have co-chairs in the future?” It may be connected with the recommendation. What additional charges will be coming our way that we do not even know about yet?
  + Ed Aboufadel answered that conventionally our faculty have a chair. Part of this committee is to question conventions. If this committee feels it would function better we can have this model.
  + Felix Ngassa pointed out that we would need to change the bylaws. The group won’t lose the Teach-In, but the planning might change We struggle to get chairs.
* Caitlin Callahan asked “What does Teach-In success looks like? We are still in the pandemic. What does post pandemic Teach-In look like? Responsibility on Tech or hybrid or just an in-person event?” This is also related to the model we will recommend moving forward.
  + Jon Jeffryes pointed out that currently our success has been focused on getting as many sessions as possible. But number of sessions does not have to be the metrics of our success and we could have only 30 events and it would still be a success.
  + Felix Ngassa replied that: It has to come from EIC. You have the experts, it has to come from you. But the model cannot be based on the chair personality. We have to tap in the different resources we have.
* Alisha Davis added that EIC can do additional work on campus. We should have a stronger voice than we do. We are not giving up on the Teach-in but we can have more time for important issues.
* Jon Jeffryes closed the discussion recapping that he would prepare a draft, circulate it for comments, concerns, suggestions and we will vote on it next week and send it to ECS.
  1. 2021-2022 Meeting Time
* Jon Jeffryes shared that he proposed a question via email to voting members about moving our meeting time to Thursday?
* In the feedback that he received, some faculty cannot do Thursdays, so we will keep Tuesday mornings*.*

1. Announcements and Updates

Ed: Faculty forum today, governance.

1. Adjournment

Motion to adjourn at 10:15AM

* Joel Wendland-Liu moved, Alisha Davis seconded. The motion passed unanimously.