

EIC Minutes 10/16/2018
JHZ RM 3062
9:00 -11:00 AM

Present: Dana Munk, John Bender, Grace Huizinga, Josita Maouene, Katie Barnhart, Takeelia Garrett, Joshua Sheffer, Chick Blue, Rachel Ibarra, Ed Aboufadel (*ex-officio*, Provost's office), Caitlin Callahan, Jon Jeffreys, Lisa Surman-Haight, Marlene Kowalski-Braun, Felix Ngassa (CLAS), Lisa Perhamus, Tom Wiley

| Topic | Discussion | Action/Decision |
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| Announcement | --Felix Ngassa visit (Chair, UAS, liaison to EIC) --Review rubric from I&E posted to Bb with references --DeVos/Downtown Social Justice space now open? --Upcoming HLC Visit and EIC | -Rubric to be explored next semester All EIC member look over document (EIC BB site) for discussion next semester. -Downtown justice space open on DeVos Campus -Be prepared for HLC visit by reviewing web site with overview of content that may be covered |
| Sub group meetings break-out | All EIC members are assigned to a specific sub-group for the remaining of the meeting | |
| Teach-In subgroup: | Members: Barnhart, Gaither, Ghosh, Ibarra, Kowalski-Braun, Maouene, Sheffer (lead), Willey Actions steps from 10/2/2018 | Look through Teach-In proposals, to see if there are any that are similar enough, that they may |

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| | | combine efforts in the same time slot (very undesirable). Per John Please consider signing up to host a session |
| Website subgroup:: | Members: Kang, Maouene, Reffeor, Jeffryes, Surman-Haight Action steps from 10/2/2018: Josita will find original file and share with Lisa · Lisa will draft for review by Noon 10/10/18 · We will be prepared to discuss as a sub-group on 10/16/18 | |
| Faculty Inclusive Practices Professional Development: (FLIPP ED) | Aboufadel, Bender (lead), Bernal, Callahan, Munk, Shah, Walsh, Huizinga, Shah, Blue Language for GVSU handbook/collegiality discussion -Inclusive practices=promoting collegiality -Collegiality discussion: two policies PC 3.3 https://www.gvsu.edu/policies/policy.htm?policyId=81E4F806-C95C-9E1B-6139B9771882 -Utilizing the concept of “collegiality” in addition to “diversity, inclusion” -inclusive hiring practices -toxic environment Focus: To enhance the handbook and ways to implement it. Enhance equity and inclusion component and practices Actions steps from 10/2/2018 List of top five focus areas: 1. Names and pronouns 2. Review inclusive practices that already exist 3. Faculty criteria under teaching, scholarship, practice as it relates to E & I (all list 3 things that are relevant to this) 4. Review of faculty handbook | -Ex-officio member to create a file on the EIC BB site related to policies appropriate to Inclusive Practice Target date: October 30 Ask Jesse: What actual actions have been taken related to the content of the climate study. What are the units/colleges doing successfully in inclusion and equity? |

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| Ex-officio | Jon to discuss with EIC role and consistency of ex officio members | |
| Term limits | $\frac{1}{3}$ of members leave after term: Barnard, Huizinga (early), $\frac{1}{3}$ 1 year extension: $\frac{1}{3}$ 2 year extension: | |

Submitted: Grace Huizinga