

EIC Winter 2018 Activity Report

04/12/18

Submitted, John Bender, Chair EIC

Presented to ECS, Fri April 20th, Grace Huizinga

--EIC heard a report from Dev Butler (HRO) on the new On-Boarding system for electronic orientation of new staff to GVSU. The platform gives new employees information on needed contractual procedures and benefits. The platform is currently only used for new Staff, but EIC recommended (to HRO) expansion to incorporate all current GVSU Staff, and potentially Faculty.

--In connection with the EIC charge to investigate Family Leave policy, EIC heard a proposal from the AP Council that would impact Staff and possibly Faculty at GVSU. EIC has not yet put a time limit, in waiting for the AP Council to finalize and come forward with their own, rather substantial proposal, that could effect employees at all ranks. This proposal has not yet come forward publicly, and EIC does not have a policy recommendation to make that would contravene the much more extensive work already done by the AP Council; in this area, EIC would like to collate information on “Best Practices” for Faculty (where available) and disseminate as widely as possible to Unit Heads as a resource. Clear communication and benchmarking with successful units would seem to best serve the desire to improve outcomes, where units have had varying levels of difficulty navigating and recognizing Family Leave. EIC points out that the Provost’s Office has considerable written resources on their Website, and the current policy recommends a very reasonable flexibility. However, guidelines and best practices are lacking that could greatly assist Unit Heads in navigating the Leave negotiations.

--As far as addressing Classroom Climate (Climate Study Action Reports recommendation to Faculty), EIC spent a considerable amount of time simply familiarizing itself with the existing information from past GVSU Climate Studies, greatly assisted by Jesse Bernal and Inclusion and Equity. This is on-going, and expected to require considerable additional time in the following academic year.

--EIC Leadership met with the Ohio-5 group to build communication, and collaborative Faculty connections. This work could lead to GVSU participation on a future NSF grant, and further visibility of GVSU as a lead institution in demographic diversification of the post-K-12 student body in the USA.

--EIC has made efforts to create an EIC, faculty governance webpage, and we envisage that this will be minimally complete and functional in 2018-2019.

--A number of EIC charges relate to UAS communication with College governance bodies, and the role for EIC as a mediator in this communication; EIC has not yet acted on this, but has discussed productive ways to proceed in a way that the Colleges are clear about our policy intentions.

--The GVSU Teach-In was successfully launched on a new schedule in Fall 2017, and the Winter 2018 discussion at EIC addressed feedback, input, and modifications for Fall 2018. Items to note are the following:

- two-day schedule, with Day One downtown
- invitation to attendance from Social-Justice faculty at each session where sensitive issues of pedagogical interest are expected
- focus on grad student presenters
- substantial modifications to procedures, and the Website

--EIC has begun, but certainly not completed a review of the 2014 Ombudsman proposal that was not adopted at President's Cabinet. A small working group is being formed, that will focus on important developments since then (such as appointment of a GVSU Student Ombuds, and recent implementation of the Anonymous Reporting system) that inform a renewed, effective strategy for bringing back the proposal. Some outstanding needs are Resources for Faculty, lack of robustness in the design of the current Student Ombuds, confidentiality/impartiality of communication, and scenarios of intersection (faculty-student, faculty-staff, etc.).

--Inclusion and Equity and the Academic Division appear to be in agreement on the need for new Student Social Justice resources for the Downtown campus. A proposal to re-allocate and modify existing space in DeVos was supported by EIC, and left to Administration with I&E and Academics (Provost's Office) to sort out.

--EIC is "learning on the job" how to navigate all of the novel connections delegated to us between Inclusion and Equity and Faculty Governance. Progress is good, facilitated by strong, personal working relationships between all parties. EIC however is concerned with possible communication gaps resulting from short-term Administrative staffing shortages in I&E, the Dean of Students Office, and the upper Administration in general (EIC should not be alone in this, but perhaps impacted more).

--remaining 2017 – 2018 charges from ECS have not been addressed due to time constraints. If ECS has further feedback on a ranking or prioritization of the 2017 – 2018 charges that will carry over into the next Academic year, EIC would welcome this input.