**Fall 2019 Semester-End EIC Report to ECS**

**draft submitted, John Bender**

 **Items are referenced to the ECS memo of August 30, 2019, “EIC Charges for 2019 – 2020”, with specific charge and SHORE numbers given**

***On-Going Charge (v.), Charge #1, SHORE 1120-2019, the “2019 GVSU Teach-In”***

 **No motions or recommendations for ECS**

*Details*:

 --overall attendance at the 2019 GVSU Teach-In was ~ 1600 this year, same as in 2017 and 2017 (which is also still +50% over any previous Teach-In)

 -- EIC continues to split the Teach-In presentations between Downtown on Wed (Nov 6) and Allendale on Thurs (Nov 7), with a much more functional presentation space in Seidman Hall

 --attendance Downtown this year was ~280 and Allendale came in at ~ 1320, somewhat; these are not statistically different from last year

 --anecdotally, we see strong support from Faculty, who are incorporating required Teach-In attendance as part of their courses

 --45 total Teach-In Session proposals received and presented, somewhat lower than 2018 (64 sessions)

 --the average participant attendance at Teach-In sessions this year was the highest ever, and anecdotally contributes to greater participant and presenter satisfaction; this had been a problem in past Teach-Ins, with very low session attendance (sometimes 5 or less participants)

 --8/45 Sessions were solely led by Grad Students; outreach to Grad Council on more curricular integration for Grad Students with Teach-in

 --EIC continues to work to find solutions to increased Undergrad Student interest in Session presentations, though the challenges are much greater here

 --considering a request for a “Free Day of Learning” for GVSU Staff, so they have the same autonomy as Faculty and Students to attend (and present) at the Teach-In

 --EIC has obtained verbal approval for a collaborative, Teach-In Keynote Invited Presentation with the Provost’s Office; this is something that will be implemented next year

 --EIC will make a request for a Special Projects GA to assist in all of the hands-on (implementation) Administrative Tasks for the Teach-In, though deadline is likely missed for Winter 2020 (back-dated submission guidelines were posted, late).

***Charge #2, SHORE# 1009-2018, “Accessibility Review Report”***

 **No motions or recommendations for ECS**

*Details*:

 --EIC has created a subgroup to assemble all of the necessary documents, and draft up a report

--much of the work on this topic has occurred outside the purview of EIC, primarily in Inclusion and Equity under the ADA Council, thus a significant amount if information will need be hunted down

--EIC anticipates collaborating closely with Kathleen VanderVeen (Chair, ADA Council) to track down all of the info

--there is no preliminary information to report

***Charge #3, SHORE 1004 – 2018, “Petition for Ombudsperson”***

 **No motions for ECS; possible pre-emption from President’s Council**

*Details*:

--EIC created another subgroup to work on this problem, and met several times where the Ombuds was the major item on our Meeting Agenda

--the strategy is to put forward an updated, simplified Petition that references the older documents (2013 – 2014), but also updated for new information since the last presentation to President’s Council in ~ April 2014.

 --unofficial channels indicate that the President’s Office (and perhaps HRO) are also now pursuing proposals for a University-Wide Ombudsperon, such that the charge to EIC may be pre-empted

 --either way EIC, will continue to work on the Ombuds Petition until some additional forward motion is seen

***Charge #4, SHORE 1006 – 2018, “Roles of EIC and I&E”***

 **No motions or new recommendations for ECS**

*Details*:

 --After some serious discussion last year concerning the roles of our Ex-Officio members, EIC continues to feel that it works very well with the Division of Inclusion and Equity, very much in a collaborative role that EIC should have, much unlike other Academic Governance Committees.

 --If anything EIC may be proposing an expanded role for EIC as *the place* where non-academic components of the University seek out The Faculty Voice for a variety of Inclusion and Equity concerns (not just the eponymous Division of I&E); it seems to be an un-met communication connection to the Faculty (from other University constituents) need that now EIC can fulfill for the University.

***Charge #5a, SHORE 1005 - 2018***

 **No motions or new recommendations for ECS; see above, Charge #4, for relevant info.**

***Charge #5b, SHORE 1008 – 2018, “Collect GVSU Demographic Diversity Info”***

 **No motions or new recommendations for ECS**

 --EIC has received and discussed one detailed report this semester from the Provost’s Office (Ed Aboufadel) on Faculty and Student Diversity over time (2005 – 2018), and anticipates receiving a number of additional reports from Inclusion and Equity as the 2019 Campus Climate Study information is processed. Little information was available in staff.

 --Regular Faculty ethnic diversity underwent a mild increase in percent numbers ~ 15 years ago, and has more or less flat-lined since then.

 --GVSU Faculty have been moving steadily towards (binary) gender parity in this time period, where overall, binary gender parity is now realized (50:50), and more than 60% of all Assistant Professors are female.

 --Binary Gender ratios amongst GVSU students have held very steady at 60:40 female to male over the time period.

 --Overall Ethnic Diversity in student numbers at GVSU has slowly increased over the time period. It has decreased by ~ 50% for Native American students, ~ flat-lined for Asian and African-American students over the same time period, but has increased by 100 % for Latinx students.

 --in both Faculty and Students, GVSU is still an 80+ % white institution.

 --EIC (or the Provost’s Office?) has not yet extended this work into comparative analyses to our public service (diversity demographics of recent Michigan high school graduates) or labor force availability (local labor pool, national demographic diversity distribution by field for Ph.D.s)

***Charge #5c, SHORE 1121 – 2019, “Update EIC Governance Website”***

 **No motions or new recommendations for ECS**

*Details*:

 --EIC has also designated a subgroup to review the website, and make recommendations for revisions and updates in Winter 2020.

***Charge #6, is This Report***

**Bender Comment for ECS on EIC Faculty Handbook Charge v.c.,** “*Identifying faculty for the various university awards related to diversity”*

 In three years as Chair of EIC, this particular rolling charge of EIC has never been acted upon by the committee, not even incidentally.

**Recommendation for ECS**:

 ***I would like to seek clarification from ECS, why it is this charge was given to EIC, and what specific problems ECS was trying to solve in assigning this charge to EIC.***

 ***Rationale***: For the three years (2015 – 2018), a very similar charge was my own official duty in the Chemistry Department, as Chair of the Chemistry Personnel Committee. Even in a single Academic Unit, of only ~ 50 Full Time, and ~ 25 part time employees, the work was very demanding, entailed high-expectations from colleagues, and had to be navigated delicately to avoid perceptions of non-inclusivity. Though Chemistry has been very successful in obtaining numerous for awards for its’ faculty-staff constituents every year in a (mostly) respectful and collegial manner, I bring all of this circumspection and apprehension to the same charge for EIC. I had no personal interest in replicating all of the same collegial sensitivities, now at the potentially all-consuming scale of 900 TT Faculty, rather than just ~ 30.

**Incidental Items, Fall 2019**

From John’s Personal Notes (“to-do” lists):

--EIC will re-visit the 2018 – 2019 EIC Charge of Faculty Inclusive Practices with an updated Memo to EIC (Winter 2020) after meeting with Felix

--EIC is very interested in work with the new, on-line system from NCFDD (National Center for Faculty Diversity and Development), though the required subscription rate to participate is currently a barrier for full committee engagement

--Shared Profession Development Seminar on Oct 15th by Perez raises many of the same concerns about Faculty engagement we have discussed at EIC: Faculty are not incentivized to engage, so they largely do not (voluntarily); also points out the potential pitfalls of unreflective use of Student Affinity Groups in management of student climate

--from the ***UNLIKELY*** movie presentation, EIC agrees that effective, more broad-based implementation of distance-learning (through on-line platforms) is best done by hiring professionals who are already well-versed in the curricular aspects of doing this well, and in the IT support needed to make sure that GVSU has all of the needed technology resources (Bb wont cut it).

--proposal of a Faculty Cluster Hire may come from EIC, as a strategy for GVSU to increase faculty diversity.