



SUMMARY OF CAMPUS CLIMATE ACTION TEAM RECOMMENDATIONS (March 30, 2017)

Faculty Recommendations:

- 1) Hire faculty/staff ombuds.
- 2) Expand and standardize family leave policies (e.g., adoption, maternity, paternity, elder care) for all full-time faculty.
- 3) Mandatory search training for all search committee members, unit heads, and appointing officials.
- 4) Restore parking near buildings for persons with disabilities, particularly on Allendale campus.
- 5) Review all full-time faculty salaries to ensure equity—as determined by rank and service, controlling for individual merit increases, inflation, credentials, and discipline/field—within colleges for current and future faculty hires.
- 6) Develop customized myGVSU Climate Survey reports for all academic colleges and use Faculty Associates in Inclusion & Equity to present data to academic colleges, as requested.

Staff Recommendations:

- 1) Create employee ombuds position.
- 2) Create strategic plans for each department to address climate.
- 3) Audit annual salary adjustments to determine disparities between underrepresented employees.
- 4) Implement consistent family leave policy.
- 5) Clarify and document hiring and promotion processes and determinations.
- 6) Review EAP salary adjustment program to ensure equity for underrepresented employees.
- 7) Conduct mandatory supervisor diversity training.
- 8) Train employees to address inappropriate work environments and improve complaint response process.
- 9) Create a leadership professional development program that specifically addresses opportunities for growth and promotion of employees from underrepresented backgrounds.
- 10) Enhance exit interviews to include climate questions.

Student Recommendations:

- 1) Revise admissions application to collect information about sexual orientation and gender identity and to clearly allow a use name different from the legal name.
- 2) Upgrade Banner to let GVSU students, faculty, and staff control what name is displayed for them in interfaces across campus.
- 3) Fully fund the director/coordinator of Campus Interfaith Resources position.
- 4) Secure funding for an additional Victim Advocate/Outreach Education & Coordinator position.
- 5) Create ongoing and regular opportunities to gather qualitative student feedback on issues related to campus climate, focusing on areas of strength and needed growth.
- 6) Support existing pipeline efforts through OMA, the LGBTRC, and other campus partners through adequate staffing and resources.
- 7) Ensure that all syllabi of record include and reflect GVSU's policy on diversity and inclusion.
- 8) Establish visible and accessible physical space for Campus Interfaith Resources on the Allendale Campus.
- 9) Ensure every college/unit/department has a representative tasked with advocating for and pursuing more inclusion and equity.
- 10) I&E/Social justice centers/CSLC education on consciousness raising of white faculty/staff/students.