



## Michigan American Council on Education Women's Network Institutional Representative 2021 Annual Report

**Directions:** *The MI-ACE Women's Network is one of the most active networks in the nation; therefore, the information we submit to the national ACE Women's Network each year should accurately reflect the impact that the MI-ACE Women's Network has on women in our state. In that regard, please complete this report as comprehensively as possible, listing information about the activities you have conducted on your campus as part of your responsibilities as the IR for the MI-ACE Women's Network. Include as much detail as possible so we can serve as models for those who are interested in replicating our efforts. Please submit the completed annual report electronically, no later than Friday, May 7, 2021.*

**College/University:** Grand Valley State University

**Institutional Representative** (name and title): Karen Gipson, Professor of Physics

**Email Address and Telephone Number:** gipsonk@gvsu.edu; 616-914-0409

**Institutional Representative:** Kristen Evans, Assistant Director of Housing

**Email Address and Telephone Number:** evanskr@gvsu.edu; 616-331-2824

Please describe your respective roles. How do you share the responsibility? Do you work as a team or separately?

We both serve on the leadership team of GVSU's Women's Commission, along with 2-3 other women leaders at GVSU.

Have you attended one or more IR events during the past year? If so, which event(s)?

If no, what prevented you from attending?

Yes; we both attended the IR Institute.

Did you attend one or more virtual MI-ACE events this year? If so, which event(s)?

If no, what prevented you from attending?

Yes; Karen attended the MI-ACE 2020 conference and several other workshops including the WOC luncheon and most recently the review of the state report on women in the MI workforce. Kristen is a new IR and hasn't had opportunity to attend many of the other events.

If you will not continue as IR for 2021-22 (July – June), please indicate the new IR's name, title, and contact information below if available.

(Both are continuing.)

1. Describe how you enlisted the support of other women at your institution by assessing needs and facilitating institutional professional development programming that represents the mission of the MI-ACE Women's Network. Please describe the programming you have sponsored on your campus during the past academic year (e.g. workshops, luncheons, or special activities)

Meetings: July, September, October, December, February, March, April; Racial Equity Initiatives; Conscious Conversations: The Myth of Balance and the Barriers to Self Care (Oct), Holiday Survival Strategies (Dec), Retaining Working Women (March), Hood Feminism (April); Newsletter: July (59 opens/60.8%), September (62 opens/63.9%), October (57 opens/59.4%, December (73 opens/57.0%), March (225 opens, 45.5%), April (169 opens, 34.5%); Publicized GVSU Women's History Month Events; Publicized Fidelity Investments Women Talk Money series; Equal Pay Day recommended reading (including MI-ACE Equal Pay Day Toolkit); Publicized MI-ACE Conference; Artist Spotlight feature, articles and podcasts of interest; Leadership team common read - Hood Feminism; MI-ACE rep participation in IR institute; Submitted nomination for Keri Becker for Michigan ACE Network Distinguished Woman in Higher Education Leadership Award; Women's Commission session at GVSU Teach-In

2. b. Please be sure to estimate the number of people in attendance and their assessment of the activities.

Regular meetings: 5-15; special events: 20 -30; newsletter goes to ~100 people.

Teach-in session assessment was very positive; other activities not assessed.

2. Describe the process you use to establish and/or collaborate with other campus programs/activities focusing on women. (Do you have a steering committee or a core team of people to assist you?)

- a. Describe the meetings you have held for your committee.

Regular meetings include facilitated conversation on a topic of interest followed by planning; special events are more presentation-style.

- b. Who have you enlisted to help you and what have been the results?

The leadership team of the Women's Commission includes 2-3 other women. We also collaborate with GVSU's Center for Women and Gender Equity and with the department of Women, Gender, and Sexuality Studies on an annual "celebration of women" event.

- c. Please estimate how many people are involved in your planning team. 4-5

- d. What is the "focus" of the team you enlisted (e.g. all women on campus, graduate assistants, only women administrators, women department chairs and above, women administrators, etc.)?

The Women's Commission is open to all members of the GVSU community who are interested in advancing gender equity. However, the history of the women's commission is that it's mostly been women staff members. We've renewed a commitment to engage better with faculty and students.

3. Share how you educate women at your institution about the Network's mission and major initiatives (e.g. Annual Conference, Women of Color Collaborative, public policy agenda).

We promote in the monthly Women's Commission Newsletter; special MI-ACE events are also announced verbally at meetings.

4. Describe the process of how you serve as the communication conduit to women at your institution by disseminating appropriate information in the monthly IR News Update and quarterly MI-ACE Women's Network Newsletter as well as professional development, professional advancement, grant/research funding, call for papers/proposals from MI-ACE, its member institutions or national ACE.

- a. Have you forwarded these messages to individuals/groups on your campus?

Promote in newsletter and announce verbally at meetings.

- b. If so, please identify the groups and estimate numbers involved in each group.

About 100 recipients

c. Describe the impact of your receiving informational email messages from the MI-ACE Women's Network.

Sometimes information comes too late for inclusion in newsletter.

5. Share how you encourage attendance by women at your institution in the Annual Statewide Conference, Women of Color Collaborative, and other programs sponsored by the Michigan ACE Women's Network.

Promote in newsletter and announce verbally at meetings

6. Have you met with your campus president/chancellor/CEO on behalf of the MI-ACE Women's Network during the past year? no

a. If yes, how many times?

b. If no, why not? New president, combined with covid concerns. However, we worked closely with president's office on the nomination for the DTA award.

c. How else did you communicate? Email? Phone? Written report?  
Email and written report.

d. Did you meet with another administrator in lieu of president, e.g. provost? If so, explain.  
no

7. In summary, please estimate the total number of women on your campus who were involved in **all** of the activities you "orchestrated" last year.  
50

8. As an IR:

a. Has your appointment as an IR led to other opportunities at your institution, such as inclusion in existing committees or events? (Examples: Diversity, Equity & Inclusion, Women's History Month, Equal Pay Day, Women's Center) If so, please describe.  
no

b. Has your IR role led to opportunities outside your institution such as appointment or volunteering for a local, regional or state board, commission or task force? (Examples: Athena event, League of Women Voters, Women's Commission) If so, please explain.  
no

9. Please provide the names and titles for women promoted or hired into senior-level positions (e.g., dean and above) on your campus during the previous year. Attach sheet if necessary.  
Jennifer Drake, Dean of CLAS  
Sherril Soman, Dean of COE/CCPS

10. Describe the major challenges you face as an Institutional Representative in building an effective program for women on your campus.  
time!

11. What can members of the MI-ACE Women's Network Executive Board do to help you serve the women on your campus better?

Support has been great.

Nothing, other than perhaps earlier notices of events.

12. Do you have a women's commission, women's resource center director board, or equivalent body at your institution? If so, have you met with this body on behalf of the MI-ACE Women's Network during the past year?     Yes, it works well for the IRs to serve on the Leadership Board of the Women's Commission. The IR work has become truly integrated into the Women's Commission.  
If yes, how many times?

What was the focus of your conversation?

Name of group

If no, why not?