



**AP Committee Meeting
Tuesday, August 11, 2015, 10:00am
3000 Zumberge Hall**

Present:

Luanne Brown, Dev Butler, Brian Eikenhout, Beth Evans, Matt Herrema, Monica Johnstone, Elizabeth Lienau (for Amanda Pitts), Colleen Lindsey-Bailey, Rence Meredith, Tim Marroquin, Melissa Peraino, Jenna Poll, Abigayle Sladick, Joshua Stickney, Stacey Tvedten, Melissa Wright, Lindsay Yuhas (for Scott Richardson)

Absent:

Amanda Pitts, Jeanne Ferro, Brian Merry, Cathy Skene, Scott Richardson, Kathleen Wright

1. Guest Speaker: Jesse Bernal, Vice President, Division of Inclusion and Equity
 - a. Dr. Bernal was hired as VP of Inclusion and Equity (I&E) this past winter. He joined us to brief us with respect to developments within and his intentions for that division.
 - b. Strategic planning for I&E: GVSU is already recognized for its commitments to I&E, and our intention is nothing less than to be a national model for I&E in higher education. In collaboration with student, faculty, and staff representatives, documents have been drafted to address the following:
 - i. Establishing a framework for equity and inclusion at GVSU. The document defines the terms which constitute said framework: diversity, inclusion, equity, and social justice. Our efforts to advance I&E at GVSU focus on three areas: 1) equity and structural diversity; 2) inclusion and campus climate; and 3) learning and development. Relevant objectives in the University's 2016-2021 Strategic Plan are cited within each of those areas. These efforts are intended to be guided by the concept of intersectionality: an individual's social identity (which significantly impacts one's experiences and needs within the community) is a multi-faceted and complex formula. The document lists examples of variables that are part of that formula (age, race, gender, disability, and religion, to name only a few). The importance of accountability is addressed: planning with respect to the advancement of I&E must include opportunities for measurement and assessment.
 - ii. Establishing the vision, mission, and values for the Division of I&E. The vision for this division is to lead the transformation of GVSU into a national model for I&E and social justice. Essentially, the mission statement is an elaboration on the ways in which the division is to help bring about this transformation. Six core values are explained: The efforts of the Division of I&E are 1) social justice-focused; 2) equity-minded; 3) student success-centered; 4) collaborative; 5) community-engaged; and 6) strategic, data-driven, and action-oriented.

- iii. Defining the I&E Division's functions, objectives and metrics. The document lists six functions of the division: 1) to coordinate and lead efforts to advance I&E at the university; 2) to ensure compliance with all relevant federal and state laws, university policies, and civil rights requirements; 3) to provide consultation and support to deans, colleges, departments, etc., in the implementation of strategies to advance inclusion and diversity; 4) to direct social justice education and intercultural competency programming for the campus community; 5) to represent the university in local, state, and national dialogues regarding I&E, and to advance the university's reputation with respect to our commitment to those issues; and 6) to advocate for equity-mindedness in all university functions and to support all steps in the university's efforts toward becoming more diverse and inclusive.
- c. Re-administration of Campus Climate Survey: The Division of I&E will direct GVSU's fifth campus climate survey this fall (the fourth having been administered in 2011).
 - i. The same basic instrument will be used as 2011—longitudinal comparisons will be possible, but the survey will be significantly condensed, and free-response questions have been omitted, all for the sake of expediting administration of the survey and analysis of the data.
 - ii. As in 2011, the survey will be administered, and the data analyzed by an external consultant, and all students, staff, and faculty will be invited to participate in the survey.
 - iii. The 2015 survey will only be available online—no paper version, as in 2011. Also, while the open-ended questions have been omitted, follow-up focus groups will be conducted.
- d. Questions:
 - i. Q: Which university in the country does the best with respect to I&E?
A: Some universities are outstanding at particular aspects, but weaker in other areas. UC Berkeley, for example, is particularly strong with respect to diverse recruiting, while UC Santa Clara has a superior approach to social justice issues. Dr. Bernal believes that no university is *comprehensively* better than GVSU at this point.
 - ii. Q: What business/corporation in the country does the best with respect to I&E?
A: One probably has to look at the tech companies (i.e. Apple and Google), and also at the Boys and Girls Club.
 - iii. Q: How will we be different with respect to I&E, say, three years from now?
A: Hopefully every member of the campus community will be able to articulate the vision for, and the framework within which I&E are to be advanced at GVSU.
 - iv. Q: When will we know what I&E educational / training opportunities will be available?
A: Dr. Bernal will have information when he attends upcoming start-up meetings. Tangentially, the Inclusion Advocate program is being re-evaluated; over the tenure of this program, has there been the increase in diversity that we had hoped to see? How can the program be made more effective?

- v. Q: Is there an update on our alleged Title IX violation?
A: No. The Department of Education has put our case on an “expedited timeframe”, the meaning of which is vague, as their average response time for such cases is 1452 days.
- vi. Q: What can we (AP Staff) do at this point to assist with the division of I&E’s efforts?
A: Provide feedback on the draft document (referenced above), and encourage participation in the upcoming campus climate survey.

2. AP Committee Business

- a. Robert’s Rules of Order were suspended for the duration of the meeting.
- b. Officer / Liaison Reports:
 - i. Chair: Monica
 - Requested two volunteers to join her on the AP Forum Subcommittee. Colleen and Rence volunteered.
 - Monica has sent 18 welcome (new-hire) letters.
 - Monica has been making updates to the group membership on the APC website. Kathleen is scheduled to be oriented to her webmaster duties on August 18th.
 - Monica requested suggestions for guest speakers at future meetings.
 - ii. Salary & Benefits Liaison: Jenna
 - S&B has not met yet, but Jenna is in contact with that group and has their agenda.
 - iii. Public Safety Liaisons: Matt and Tim
 - Matt and Tim attended a start-up meeting with Police Chief Freeman, the university’s general council, et al. One additional meeting is scheduled for the fall, after which the committee will only convene when there is a case to consider.
 - iv. Forum Subcommittee: (Monica, and now Colleen and Rence)
 - Nothing to report, other than the room is booked (KC 2250 on May 4th, from 11:30-1:00)
 - v. Communications Officer: Jeanne (absent)
 - Monica reported that she, Jeanne, and Josh were introduced to the Mail Chimp system by Communications Officer Emeritus, Elizabeth Lienau. Monica also reported a recent encounter with a similar system, called Emma, which may have advantages over Mail Chimp.
 - vi. HR Liaison: Linda Yuhas, attending for Scott Richardson
 - Nothing to report. Monica requested a refreshed list of all AP Staff names and emails, sorted by group.

- 3. Meeting Adjourned at 11:12 a.m. Next meeting: Friday, September 4th, at 10:00 a.m. in 3001 SCB. Guest Speaker: Doug Wentworth, Director of Auxiliary Services.

Minutes submitted 8-19-2015, Joshua Stickney