

SECTION: 9

DATE:

February 5, 2016

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

MONTHLY REPORT & MINUTES
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for February 5, 2016 and the Minutes of December 8, 2015 be received and placed on file.

STAFF SUMMARY

The February 5, 2016 agenda for the Student Affairs Committee includes a report on the LGBT Campus Pride Index, a report on the Campus Sexual Assault Prevention Efforts, and an update on Student Government Priorities.

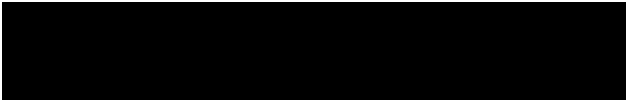
In addition, several announcements will be made.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

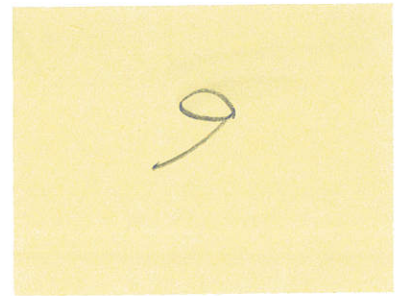
The proposed action has been reviewed and is recommended for Board approval.


University Executive Officer

1/18/16

Date

Eastern Michigan University
Board of Regents
Student Affairs Committee



February 5, 2016
10:30 – 11:15 am

Room 201
Welch Hall

Agenda

1. Approval of agenda and December 8, 2015 minutes
Regent Beagen
2. LGBT Campus Pride Index
Mary Larkin
3. Campus Sexual Assault Prevention Efforts
Ellen Gold, Margaret
Crouch & Calvin Phillips
4. Student Government Priorities update
Steven Cole &
Anjali Martin
5. Announcements

Eastern Michigan University
Board of Regents
Student Affairs Committee
Minutes of December 8, 2015

MEMBERS PRESENT

Regents: Dennis Beagen, James Stapleton

Administration: Reggie Barnes, Ellen Gold, Lucas Langdon, Calvin Phillips, Interim President Schatzel

Students: Steven Cole, Kathryn Giroux, Robert Holmes, Laura Livernois, Muneez Patel, Connor Rivera, Evan Schrauben

GUESTS

Administration: (as signed in) Tracey Cade, Kate Curley, Akosua Dow, Leigh Greden, Chiara Hensley, Carolyn Horste, Walter Kraft, Geoff Larcom, Mary Larkin, Lisa Lauterbach, Lauren London, Winifred Martin, Dar Mayweather, Stacie McMullen, Carl Powell, Michael Sayler, Chris Shell, Kathy Walz, Eric Ward, Randall Ward, Ron Woody, Casey Wooster, Jeanette Zalba

Students: Anjali Martin, Shelby Taylor

Regent Stapleton convened the meeting at 10:45 am. The minutes from October 13, 2015 were approved.

Suicide Prevention Grant Update

Ellen Gold, Assistant Vice President of Student Well-Being, and Lisa Lauterbach, Director of Counseling and Psychological Services, shared a presentation about the Suicide Prevention Grant, which is funded by the Substance Abuse and Mental Health Services Administration. This is a three year, \$102,000 per year, grant. EMU is in the second year of the grant. Awareness activities, improving the website, training of students, faculty and staff, and marketing of mental health services will be the focus during year two.

The Send Silence Packing display was on campus September 21, 2015. This display of 1,100 backpacks, with names and stories of students who have committed suicide pinned to some of them, was viewed by over 3,000 people. The display was meant to bring attention to the issue of suicide.

Question, Persuade, Refer (QPR) training is available on campus. This training helps people recognize the warning signs of a suicide crisis and how to question, persuade and refer someone to help. Kognito training, which is an interactive and engaging online training that takes 35-45 minutes, is also available. Two Kognito training modules have been purchased, one for students and one for faculty and staff. In the past three weeks, approximately 250 people have completed the training. At the end

of the training, a certificate may be printed. LBC credit is available for students who complete the training.

Residence Halls and Residential Programming Update

Jeanette Zalba, Director of Housing and Residence Life, shared some details about the Housing and Residence Life area. There are 3,850 students and staff living in 15 complexes on campus. 21 graduate assistants work in the Housing and Residence Life area, as well as 116 paraprofessional staff and 200 student employees.

There are currently ten Living Learning Communities/Theme Floors. All living learning communities have a community programmer. The Residence Hall/Housing Association is actively involved in advocacy and programming in each hall. During the 2014-15 academic year, 1,905 programs were attended by 20,753 students. These programs included 160 on diversity and civility topics, 130 on safety (including sexual assault), 90 on learning/academic skills, 36 with faculty and staff guest speakers, Homecoming kick-off, House Calls, Registration Blitz and Lil Sibs Weekend.

Regent Beagen asked if we know the impact that living/learning communities have on students. Jeanette replied that they plan to track this data. Regent Stapleton asked how resident advisors are recruited. Jeanette stated that HRL used videos, social media, posters and speaking at student organization events.

Org Sync Student Portal

Lucas Langdon, Director of Campus Life, and Kate Curley, Student Organizations and Leadership Coordinator, shared a presentation about OrgSync, the new student portal being implemented by Campus Life. Over 450 campuses worldwide use OrgSync. Initial campus partners include Conference and Event Services, Diversity and Community Involvement, General Education, the Honors Program, Holman Success Center, Information Technology, the Leadership Minor, Registrar's Office, Residence Life, Student Government, and Student Organizations and Organization Advisors. Some of the key benefits include the ability to centralize communication and online resources; streamline student and administrative processes; quantify student involvement and success; organize calendars, programs and events; analyze assessments and evaluations; and manage people and groups. Students will be able to create ePortfolios and track involvement in campus groups and activities.

OrgSync will allow students to go in to the system and find ways to become engaged on campus. It is a paperless way to conduct elections, streamline the event approval process, maintain a central calendar, and track and approve student involvement hours. OrgSync is very tech savvy, with cross-platform access.

A soft launch is planned for early in the Winter 2016 semester. A full launch, with ongoing training for student organizations and partner departments, is planned for later in the semester. Campus Life signed a three year contract, and will assess the system during this time period.

Student Government Priorities Update

Steven Cole and Anjali Martin shared an update on 2015-16 Student Government priorities.

- 1) Steven has established a commission to look in to Athletics funding, as well as support for extracurricular programs. This commission will look at sources of revenue for Athletics. A report will be written when the commission is done gathering facts.
- 2) Student Government opposed EMU's affiliation with the Educational Achievement Authority in 2014, and continues to oppose it. The Student Government Senate recently voted 22-0 to urge the Board of Regents to withdraw from the EAA. Student Government sent this recommendation to the Board of Regents.
- 3) Student Government is recommending the requirement of a minor for graduation be removed. There are various ways to make up the 24 credits. Student Government believes that it would also be a good idea to lower the credit requirement for graduation from 124 to 120. If students take 15 credits each semester for eight semesters, they will earn 120 credits. This would eliminate the necessity to take 18 credits for a few semesters, or enroll in classes during the summer.
- 4) Sexual Violence Prevention week is scheduled for February 1-5, 2016. Various programs are planned for the week, including self-defense training with Officer Dorsey. Steven believes that "safe zones" - places for students who have experienced sexual violence to go to talk to staff who don't need to report, would be a good thing to implement on campus. Steven would also like to see male-to-male peer education. It is probably more effective for male student leaders, instead of professional staff, to be talking to males on campus.
- 5) University education on diversity and tolerance must be driven by the university, not individual people. Student Government will be working to determine the root cause of what led to the Black Student 10-Point Plan that was submitted to administration.

Announcements

- Anjali Martin announced that Club Halle is planned for 12-9-15. This event is designed to reduce stress and promote better mental health.

The meeting adjourned at 11:20 am.

Respectfully submitted,

Michele Rich
Student Affairs Committee Recording Secretary

CAMPUS PRIDE INDEX 2.0

EASTERN MICHIGAN UNIVERSITY

FEBRUARY 5TH, 2016

Mary Larkin, Program Coordinator
mlarkin@emich.edu

CAMPUS PRIDE: CRITERIA FOR INCLUSION IN HIGHER EDUCATION

Purpose and Objective

- Set forth a national standard of LGBT and Ally inclusive policies, programs and practices.
- Offer an ongoing, effective measurement tool to improve the quality of life for LGBT and Ally people on college/university campuses and to assist campuses in becoming more LGBT-Friendly.

CRITERIA FOR INCLUSION

1. Policy Inclusion

- University Non-Discrimination policy
- Equal Employment Opportunity policy
- Inclusive Methods on Applications

2. Support & Institutional Commitment

- Full-Time Professional Staff Person
- Safe Zone or Safe Space Program
- Standing Advisory Committee

CRITERIA FOR INCLUSION

3. Academic Life

- LGBT Specific Courses - Academic Major/Minor
- Books and video accessible through library
- New Faculty/Staff training or information

4. Student Life

- Programs and Events to increase awareness
- Recognized Student Organizations
- Fall Start-up Visibility

CRITERIA FOR INCLUSION

5. Housing

- Application Process & Gender Neutral Options
- LGBT Theme Housing or Living Learning
- Ongoing Training for Housing Staff and RAs

6. Campus Safety

- Ongoing training for police officers
- Visible support from public safety
- Direct line of communication

CRITERIA FOR INCLUSION

7. Counseling & Health

- LGBTQ Support Groups
- Training for health center staff (sensitivity and special needs)
- Health Insurance coverage for transitioning students

8. Recruitment and Retention Efforts

- Scholarships
- Actively seek and recruit LGBT students
- Mentoring Program

CAMPUS PRIDE REPORT CARD

Campus Pride Index
National Listing of LGBTQ-Friendly Colleges & Universities

EASTERN MICHIGAN UNIVERSITY

CAMPUS PRIDE INDEX
4 out of 5 Stars

CAMPUS FACTS & FIGURES

- Region: Midwest
- City/State: Ypsilanti, MI
- Location: Small City (25,000 to 100,000)
- Student Population: 23,000
- In-State Tuition: \$7,490.00
- Out-of-State Tuition: \$18,470.00
- Yearbook Website: <http://www.emich.edu>

Premier CAMPUS

Add your student group

CAMPUS PRIDE REPORT CARD

Eastern Michigan University LGBTQ-friendly break-down by inclusion factors

Sexual Orientation Score	★★★★★	4.5 of 5
Gender Identity/Expression Score	★★★★★	4 of 5
<input checked="" type="checkbox"/> LGBTQ Policy Inclusion	★★★★★	4 of 5
<input checked="" type="checkbox"/> LGBTQ Support & Institutional Commitment	★★★★★	4.5 of 5
<input checked="" type="checkbox"/> LGBTQ Academic Life	★★★★★	4 of 5
<input checked="" type="checkbox"/> LGBTQ Student Life	★★★★★	5 of 5
<input checked="" type="checkbox"/> LGBTQ Housing & Residence Life	★★★★★	3 of 5
<input checked="" type="checkbox"/> LGBTQ Campus Safety	★★★★★	4 of 5
<input checked="" type="checkbox"/> LGBTQ Counseling & Health	★★★★★	4 of 5
<input checked="" type="checkbox"/> LGBTQ Recruitment & Retention Efforts	★★★★★	4.5 of 5

THIS IS THE LAST SLIDE

Questions, Comments, Concerns, Feelings

Title IX

at Eastern Michigan University

Strategy and Progress

February 5, 2016

A Dedicated New Position at EMU, Title IX Coordinator

- First day: June 19, 2015
- Mission:
 - Be the single point of contact for complaints about sexual harassment or sexual assault
 - Provide help and remediation for complainants
 - Train campus on Title IX rights and responsibilities
 - Manage complaints and investigations
 - Manage EMU compliance with Title IX

Committees Established

- **Sexual Assault Response Team**
 - *Purpose:* To keep leadership team informed of cases
- **Advocacy, Training, and Education**
 - *Purpose:* To develop prevention training and education
- **Research and Assessment**
 - *Purpose:* To develop climate surveys and plan for the analysis of data

Training for EMU Community

- Ongoing training to faculty, staff, and students about Title IX rights and responsibilities

Pool of Title IX Investigators

- 10 current EMU employees volunteered to receive Title IX Investigator training
 - Two-day training on campus
- Participants can now be assigned to investigate Title IX complaints

Proposed New Sexual Misconduct Policy

- Developing a single Sexual Misconduct policy
- Complaints currently processed through:
 - **Student Conduct** policy, for students
 - **Human Resources** policy, for faculty or staff
- Will include Title IX-specific (and OCR-required) language and concepts

Case Management System


- Implementing a Title IX case management system for organizing all case work
 - Same software used by Student Conduct and Ombuds
 - Incident Reports originating in Student Conduct can be seamlessly forwarded to Title IX

Incident Reports

- Number of Title IX incident reports in 2014-15 academic year:
 - 47**
- Number of Title IX incident reports so far in 2015-2016 academic year:
 - 70**



The SMART Project: Sexual Misconduct Awareness and Reporting Tools for a Safer EMU Community



Overview

- Funded by the State of Michigan
- Awarded \$53,926
- 10 month project (Nov. 2015 – Aug. 2016)
- 1 of 22 schools awarded for 2015-16
- Second highest amount awarded to any school

Grant Development Team

Caryn Charter	Office of Research & Development
Ellen Collier	Women's Resource Center
Ken Dobson	Government & Community Relations
Ellen Gold	Student Well-Being
Dan Karrick	Department of Public Safety
Chris Kropelnyckj	Office of Research & Development
Melody Werner	Title IX Office

Purpose and Objectives

1. Increase help-seeking behaviors and reduce the stigma for seeking support and reporting incidents
2. Reduce negative attitudes and myths about sexual assault victim blaming
3. Increase number of campus members who know about the EMU sexual misconduct policy, reporting protocol, and available resources
4. Create a coordinated campus network to promote sexual assault prevention, education, and victims rights



SMART Project Strategic Components

Phase I

- Social norms marketing campaign
- Website

Phase II

- Publications

“I CHOOSE” Marketing Campaign

Posters and Video Messages to:

1. Address myths
2. Offer facts
3. Provide resources
4. Focus on social support, hope, and connectedness

“I Choose” examples:

- **To get consent**
- **To respect my partner**
- **To help a friend in need**
- **To report**
- **To combat rape culture**
- **To believe a survivor**

SMART Project Publications

- **Faculty and Staff Guide**
- **Survivor Handbook**
- **Reporting and Resource Wallet Card**



Update on Student Government Priorities

Steven Cole and Anjali Martin
February 2016

Student Homelessness

- Recent Attention
- Background and Nature of Problem
- Outcomes for Improvement

Athletic Commission

- **Overview of Meetings**
 - Biweekly throughout late January-early March
 - 2 Feb, 19 Feb, 1 Mar
- **Expectations for Each Meeting**
- **Collaboration**
 - Maximizing Input from Campus Community
- **Outcomes**
 - Commitment to Objective Review to Produce Data-Driven Report

Student Wellness

- **Continued Suicide Prevention Work**
- **Benchmarking CAPS Services to Peer Institutions**
- **Need for Dedicated Capital to Improve Rec Facility**

SG Events-Update and Upcoming

- Res Hall Crawl
- Sexual Assault Prevention Week
- Professional Development Conference
- SG Elections
- High School Leadership Training Retreat
- Drag Show
- Charity Social Event
- Club Halle
- Day in Lansing

Questions, Comments,
Concerns?