

BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

SECTION: 16

DATE:

October 14, 2021

RECOMMENDATION

FACULTY AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is requested that the Faculty Affairs Committee Agenda for October 14, 2021 and the Minutes of the April 22, 2021 meeting be received and placed on file.

STAFF SUMMARY

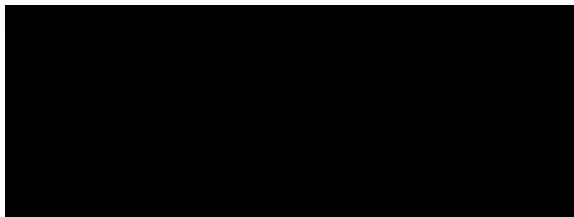
The topic for the October 14, 2021 Faculty Affairs Committee meeting is the Faculty Senate Task Force on Campus Climate, Race and Diversity Issues Video Series: Culture of Belonging.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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



University Executive Officer
Rhonda Longworth, Ph.D.

September 27, 2021

Date

EASTERN MICHIGAN UNIVERSITY
Board of Regents
Faculty Affairs Committee

October 14, 2021
8:00 a.m.

AGENDA

Section 16: Agenda and Minutes (*Regent Simpson*)

Discussion Topic: Faculty Senate Task Force on Campus Climate, Race and Diversity Issues
Video Series: Culture of Belonging

EASTERN MICHIGAN UNIVERSITY
BOARD OF REGENTS

FACULTY AFFAIRS COMMITTEE MINUTES

April 22, 2021
10:15 a.m.
201 Welch Hall

Attendees: A. Simpson (Chair), M. Crumm (Vice Chair), Regent D. Beagen, Regent E. Jeffries, V. Carrasquillo, J. Carroll, A. Ducher, J. Elton, S. Gray, T. Koschmann, K. Kustron, R. Longworth, M. McVey, B. Pappas, M. Tew

Regent Simpson began the meeting at 10:15 a.m.

Report and Minutes (Section 7)

Regent Simpson requested that the Faculty Affairs Committee Agenda for April 22, 2021 and the Minutes of the February 18, 2021 meeting be received and placed on file.

Discussion Topics

The discussion focused on faculty resources and development during Covid-19. Faculty shared their experience of working with administration to better understand the instructional resources that are available for remote and online learning as well as the best ways to support faculty in course delivery. Their work produced various professional development events for faculty as well as improved communication regarding available resources.

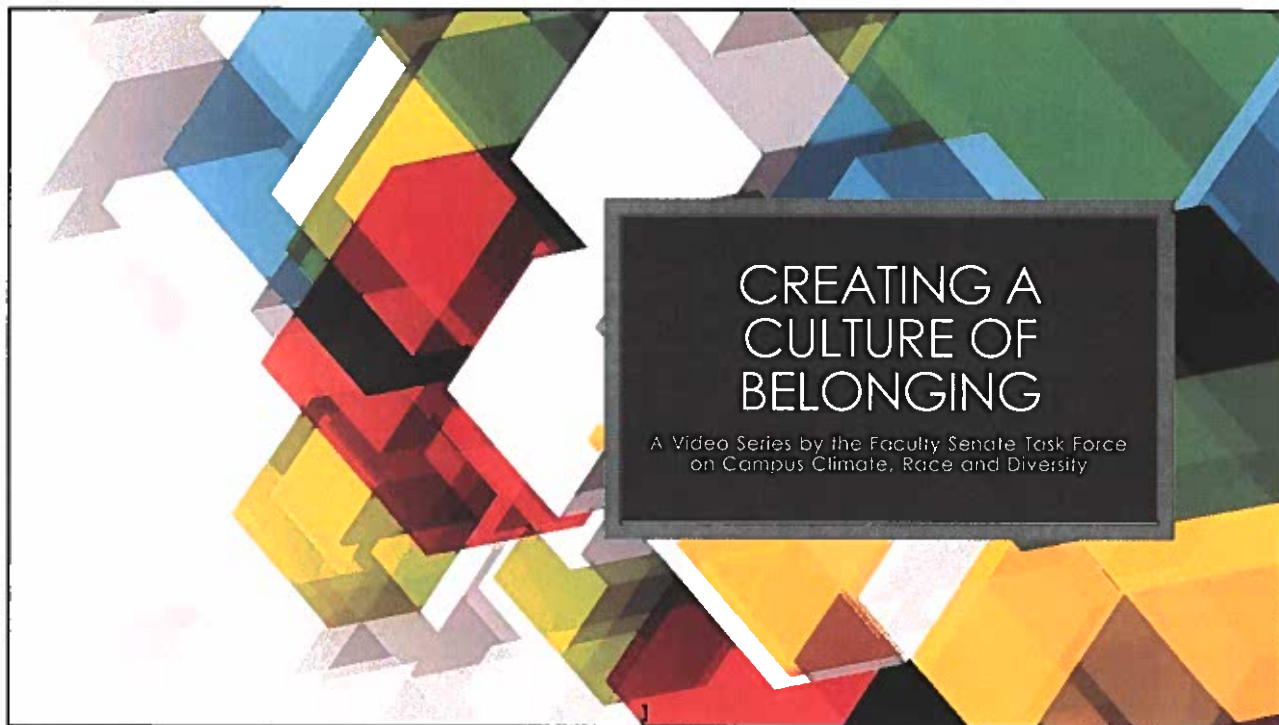
Regent Simpson thanked those in attendance and adjourned the meeting at 11:00 a.m.

Recorded by: Amy Ducher, Administrative Associate to the Provost and Executive Vice President of Academic and Student Affairs

EASTERN MICHIGAN UNIVERSITY
Board of Regents
Faculty Affairs Committee
October 14, 2021

Faculty Senate Task Force on Campus Climate, Race and Diversity Issues Video Series: Culture of Belonging

Part I: "Creating a *Sense of Belonging* in the Classroom" <https://vimeo.com/606790992/d923a6570f>



“Calling In” Faculty:
What does it mean to belong and why does it matter in a university context?

<p>I. What is Belonging?</p> <ul style="list-style-type: none">• What does belonging mean to our students?• What role does belonging play in pedagogy?• Where do we have room for improvement?	<p>II. Two Key Areas for Faculty</p> <ul style="list-style-type: none">• Mentorship<ul style="list-style-type: none">• What does good mentorship look like?• Classroom culture<ul style="list-style-type: none">• Common obstacles students face• Concrete tips to address student needs	<p>III. Next Steps</p> <ul style="list-style-type: none">• Little things that can make a big difference for students• What are our next steps, personally and institutionally?
---	---	--

Why are we doing this?

- We are listening to our students.
 - Students have been requesting faculty diversity training for years.
- We support EMU's institutional priorities.
 - Retention
 - Strategic Plan Pillar 4: EMU as a Model for Inclusive Excellence
 - "Providing a campus environment where individuals from all backgrounds, geographies, experiences and perspectives are welcomed and can thrive."
- We pursue academic excellence.
 - The disciplinary impact of the systemic exclusion of historically marginalized scholars is being addressed in many academic fields.
 - Ex. Women and POC in STEM; Equity-Based Literacies in Education

3

Our approach: "Nothing about us, without us."

EMU Students as Experts

- **Principle:** Meaningful diversity work cannot be done in the abstract.
 - No outside expert can teach us more about EMU diversity and the challenges we face than our students.
- **Principle:** Inviting students into the process models the culture of belonging we seek to promote
- **Practical:** Faculty will be interested to know what students have to say about them and the university.

EMU Faculty as Learners

- **Principle:** We need to reach colleagues who feel defensive, nervous, or overwhelmed by the complexity and messiness of the work.
- **Principle:** Faculty are innate learners and strive to be the best at what they do.
- **Practical:** Hearing EMU colleagues discuss issues and suggest solutions casts diversity work as a collective learning process, encouraging them to engage not as experts but as learners.

4

Key Take-Aways

Creating a Culture of Belonging is intended to prepare for, not replace, mandatory faculty diversity training.

Faculty on campus are showing up to do this work. **But** we cannot do it alone.

We need your help:

Meaningful diversity work addresses systemic structures. The little things we do will make apparent the big things that need to change.

EMU needs to be prepared to also make this a priority by committing resources to this effort, and by being intentional about making diversity a factor in all decision-making about the university.

This video series illustrates that we have the opportunity to do something extraordinary at EMU.

Because of where we are and who we serve, because of the faculty who commit themselves to working at such an institution, EMU could make diversity its greatest asset, and become a leader in defining what excellence in Higher Education looks like in the 21st century.

5

Submitted on behalf of:

Production Team:

- Chair: Barbara Patrick (Political Science, CAS)
- Kristi Judd (Biology, CAS)
- Stephen Jefferson (Psychology, CAS)
- Dyann Logwood (WGST, CAS)
- Christopher Robbins (Teacher Ed, COE)
- Peggy Trewn (Nursing, CHHS)
- Christine Neufeld (English, CAS) (incoming chair)

Thanks to the generous support of the Provost's Office for making this work possible, as well as to Faculty Senate President Suzanne Gray for her support.

6