



SVSU

***Board of Control
Minutes***

May 8, 2015



SAGINAW VALLEY STATE UNIVERSITY

MEETING MINUTES
BOARD OF CONTROL
REGULAR FORMAL SESSION
Wickes Hall, Room 350
May 8, 2015
1:30 p.m.

PRESENT:

Jeff Martin, Chair
Cathy Ferguson, Vice Chair
Jenee Velasquez, Secretary
Scott Carmona, Treasurer
Dennis Durco
David Gamez
John Kunitzer
Jerome Yantz
Donald Bachand, Ex Officio

ABSENT:

OTHERS PRESENT:

Laurie Allison	Mary Kowaleski
Shaun Bangert	David Lewis
Andy Bethune	James Muladore
JJ Boehm	Andrea Ondish
Joni Boye-Beaman	Marc Peretz
John Decker	Carlos Ramet
Craig Douglas	Joey Rexford
Jarrold Eaton	Pat Shelley
Gene Hamilton	Thompson, Dick
Melissa Ford	Thorns, Mamie
Geoffery Haney	Marilyn Wheaton
Deborah Huntley	Joe Wojkiewicz
John Kaczynski	

SAGINAW VALLEY STATE UNIVERSITY
BOARD OF CONTROL
MAY 8, 2015
REGULAR FORMAL SESSION
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I. CALL TO ORDER

Chair Martin called the meeting to order at 1:30 p.m.

II. PROCEDURAL ITEMS

A. Approval of Agenda and Additions to and Deletions from Agenda

There were no additions to or deletions from the agenda.

The agenda was APPROVED as distributed.

B. Approval of Minutes February 16, 2015 Regular Formal Session of the Board of Control

It was moved and supported that the minutes of the February 16, 2015 Regular Formal Session be approved.

The minutes were unanimously APPROVED as written.

C. Recognition of the Official Representative of the Faculty Association

Professor Shaun Bangert, President of the Faculty Association, thanked Board members for recognizing Dr. Basil Clark for his 40 years of dedicated service to the University. Professor Bangert commented that Dr. Clark served the University with distinction during his 40-year career at SVSU. On behalf of the Faculty Association, Professor Bangert extended best wishes to Dr. Clark on his retirement.

D. Communications and Requests to Appear Before the Board

- Laurie Allison, Geoffrey Haney, Melissa Ford and Andrea Ondish, Staff Members of the Month for March, were introduced to the Board.
(See Appendix One: March)
- Pat Shelley, Staff Member of the Month for April, was introduced to the Board.
(See Appendix Two: April.)

III. ACTION ITEMS

1. Resolution to Grant Undergraduate and Graduate Degrees

RES-2120 **It was moved and supported that the following resolution be adopted:**

WHEREAS, Saginaw Valley State University is granted the authority to confer undergraduate and graduate degrees as outlined in Section 5 of Public and Local Acts of Michigan 1965; and

WHEREAS, Operating Policy 3.101 Article III of the Board reserves to the Board the authority to grant degrees.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Control of Saginaw Valley State University approve the awarding of undergraduate and graduate degrees at the May 8 and May 9, 2015 Commencement ceremonies as certified by the faculty and registrar.

The motion was APPROVED unanimously.

2. Resolution to Elect Officers to the Board of Control

RES-2121 It was moved and supported that the following resolution be adopted:

WHEREAS, The Saginaw Valley State University Board of Control Bylaws stipulate that a Nominating Committee shall be appointed by the Board to recommend candidates for each office.

NOW, THEREFORE, BE IT RESOLVED, that the Nominating Committee of David Gamez, John Kunitzer, Jenee Velasquez and Jerome Yantz submit for election the following slate of officers of the Saginaw Valley State University Board of Control for 2015-2016 effective 7/21/15:

**Chair: Scott Carmona
Vice Chair: Jenee Velasquez
Secretary: David Gamez
Treasurer: John Kunitzer**

The motion was APPROVED unanimously.

3. Resolution to Thank Joey Rexford and the Elected Representatives for their Service as Student Association Members

RES-2122 It was moved and supported that the following resolution be adopted:

WHEREAS, Student Association President Joey Rexford has been actively involved in the affairs of Saginaw Valley State University throughout his student years, demonstrating exceptional leadership qualities and abilities; and

WHEREAS, Joey Rexford and the elected representatives listed below served students and the University with dedication during the 2014-2015 academic year;

President: Joey Rexford

Representatives:

Elizabeth Addy	Taylor Fisher	Jacob Mojica
Rachel Aguirre	Jeremy Flood	Andy Rexford
Rashed Aldubayyan	Jaleah Hawthorne	Russell Rexford
Ryan Arntz	Daniel Hill	Shannon Russell
Gavin Bennett	Kyle Hull	Kendra Sampson
Rachel Cahill	Chelsea Hummel	Natalie Schneider
D'Onna Cameron	Brandon Jones	Anna Sheufelt
Shane Carter	Melissa Jones	Leslie Smith
George Copeland	Dylan Kosaski	Elyse Starck
Brandon Davis	Brandon Kosinski	Emily VanFleteren
Billie DeShone	Jessica McCullen	Trevor Ward
Anthony Dils	Cody McKay	Qi Weng
Jarroed Eaton	Zachary Mendoza	Melissa Whitford
Brandon Errer	Cassandra Misiolek	Alyssa Wright
Charles Ferens	Drew Mojica	Taylor Young

NOW, THEREFORE, BE IT RESOLVED, that the Board of Control of Saginaw Valley State University formally expresses its appreciation to Joey Rexford and the representatives for their dedicated service on behalf of the University and its student body.

BE IT FURTHER RESOLVED, that the Board conveys its best wishes to Joey Rexford and the representatives for continued academic and future professional success.

Mr. Rexford thanked the Board for their support of the Student Association during the past year. He also introduced Mr. Jarrod Eaton as the newly elected president of the Student Association. Mr. Eaton is a health science major from St. Johns, Michigan.

President Bachand noted that Mr. Rexford and the entire Student Association represented the University well over the past year.

Chairman Martin offered his appreciation and thanks on behalf of the Board.

The motion was APPROVED unanimously.

4. Resolution to Congratulate Jarrod Eaton and Representatives of the Student Association on their Election

RES-2123 It was moved and supported that the following resolution be adopted:

WHEREAS, the Student Association represents the formal structure for student participation in the affairs of the University; and

WHEREAS, the individuals listed below were recently elected by vote of their fellow students to assume leadership positions in the Student Association for 2015-2016;

President: Jarrod Eaton

Representatives:

Rachel Aguirre	Jeremy Flood	Cassie Misiolek
Gavin Bennett	Megan Gonzalez	Drew Mojica
Aranya Biswas	Daniel Hill	Nautica Nimmons
D'Onna Cameron	Kyle Hull	Renee Okenka
Billie DeShone	Melissa Jones	Shannon Russell
Deja' Dixon	Janelle Lake	Kendra Sampson
Jack Duly	Alexis Martin	Natalie Schneider
Kelsey Earle	Jessica McCullen	Leslie Smith
Charlie Ferens	Cody McKay	Alyssa Wright
Taylor Fisher		

NOW, THEREFORE, BE IT RESOLVED, that the Board of Control of Saginaw Valley State University offers its congratulations and best wishes to the aforementioned leaders on their election to office.

BE IT FURTHER RESOLVED, that the Board conveys its pledge to work with these leaders toward the betterment of Saginaw Valley State University.

The motion was APPROVED unanimously.

5. Resolution to Commend Faculty, Staff, Administrators and Community Members for Achieving the Carnegie Classification Designation

RES-2124 It was moved and supported that the following resolution be adopted:

WHEREAS, Saginaw Valley State University (SVSU) submitted an application to achieve the Community Engagement Classification by the Carnegie Foundation for the Advancement of Teaching (Carnegie) on April 11, 2014; and

WHEREAS, Carnegie selected SVSU to receive the Community Engagement Classification on December 3, 2014; and

WHEREAS, Carnegie praised SVSU for an application that “documented excellent alignment among campus mission, culture, leadership, resources, and practices that support dynamic and noteworthy community engagement...[and that] documented evidence of community engagement in a coherent and compelling response to the framework’s inquiry.”: In noting that SVSU is only one of 361 institutions nationwide that now holds the community engagement classification, Carnegie stated

that “[i]t is heartening to see this level of commitment and activity. Clearly, higher education is making significant strides in finding ways to engage with and contribute to important community agendas.”

NOW, THEREFORE, BE IT RESOLVED, that the Board of Control of Saginaw Valley State University commends the faculty, staff, administrators and community members who played a variety of roles to ensure the preparation of a comprehensive application to achieve the Community Engagement Classification, resulting in the Community Engagement Classification by Carnegie. A special thanks to the following Carnegie Community Engagement Task Force and Committee members:

**Craig Aimar
J.J. Boehm
Kimberly Brandimore
M.J. Brandimore
Susan Brasseur
Patricia Cavanaugh
Paul Chaffee
Andrew Chubb
Jordan Garland
Jules Gehrke
Jonathan Gould
Armen Hratchian
Deborah Huntley
David Karpovich**

**Robert Lane
Averetta Lewis
Christopher Looney
Mark McCartney
Joshua Ode
Kerry Rastique
Melissa Reinert
Monica Reyes
Danilo Sirias
Brian Thomas
Mamie Thorns
Michael Watson
Carolyn Wierda**

The motion was APPROVED unanimously.

6. Resolution to Reappoint Auditors for Fiscal Year 2015

RES-2125 It was moved and supported that the following resolution be adopted:

WHEREAS, it is a good management practice to have conducted an annual independent financial audit; and,

WHEREAS, The Finance and Audit Committee recommended to the Board and the Board subsequently approved at its June 13, 2011 meeting the public accounting firm Andrews Hooper Pavlik PLC (AHP) to perform the University's annual financial audit for a 5-year period subject to annual renewal beginning with fiscal year 2011; and,

WHEREAS, The Finance and Audit Committee has reviewed and finds satisfactory the performance of AHP and as a result recommends its reappointment for fiscal year 2015;

NOW, THEREFORE, BE IT RESOLVED, That AHP be reappointed to conduct the fiscal year 2015 financial audit.

The motion was APPROVED unanimously.

7. Resolution to Grant Emeritus Status to Basil Clark, Ph.D.

RES-2126 It was moved and supported that the following resolution be adopted.

WHEREAS, Saginaw Valley State University grants emeritus/emerita status to retiring faculty/administrators who have served the University with distinction; and

WHEREAS, Dr. Basil Clark has given 40 years of service to SVSU, having arrived at SVSU on 1 July 1975, to join the faculty in the Department of English at the rank of assistant professor, and receiving the rank of full professor (1984) and spending the following three decades dedicated to the university by serving as department chair multiple times, acting assistant dean of the College of Arts & Behavioral Sciences, SVSU Faculty Association president, and faculty representative to numerous university committees, such as the Professional Practices Committee, the General Education Committee and the Faculty Association Executive Board; and

WHEREAS, he continues to distinguish himself in professional venues in medieval English literature, his scholarship combining the textual rigor of his early training with a creative openness to new developments in his field; and

WHEREAS, he has been willing to take part in public events off and on campus, including lectures in community venues such as Creative 360 in Midland, readings for Shakespeare's birthday, courses in SVSU's OLLI program, and many others; and

WHEREAS, he has ignited a passion for *Beowulf*, Chaucer, and the long tradition of Arthurian romance in countless students, sharing with them the enduring influence of medieval texts on more recent literature; and

WHEREAS, he has taught with distinction virtually every course offered by the English department, from the ENGL 499 capstone course through first-year composition, with primary emphasis upon British literature, involving generations of students in the love of literature by serving as a model of what it means to be a reader, a scholar, and a citizen, making him the first and best colleague we all turn to for guidance; and

WHEREAS, Dr. Clark has, during a 40-year career at SVSU, shared his love of the English language with his students, offering them good academic and personal advice and displaying the patience and devotion which has made him the English department's most beloved instructor, earning him the respected House Family Award for Teacher Impact (1991); and

NOW, THEREFORE, BE IT RESOLVED THAT Dr. Basil Clark be recognized as professor emeritus.

President Bachand noted that Dr. Basil Clark dedicated 40 years of distinguished service to the University and its students. President Bachand further added that he is pleased to recommend Dr. Clark for the well-deserved honor of professor emeritus.

The motion was APPROVED unanimously.

8. Resolution to Approve the Reauthorization of Public School Academies

RES-2127 **It was moved and supported that the following resolution be adopted.**

WHEREAS, the University has issued contracts confirming the status of each of the following as public school academies in the State of Michigan:

- **Grattan Academy;**
- **Merritt Academy;**
- **Northwest Academy;**
- **Pontiac Academy for Excellence;**
- **Saginaw Preparatory Academy; and**
- **White Pine Academy;**

WHEREAS, the University and each of the renewal academies wish to extend the terms of each of the respective contracts; and

NOW, THEREFORE, BE IT RESOLVED, that subject to the requirements of this resolution, the term of the contract between the University and Grattan Academy (probationary), Northwest Academy, and White Pine Academy (probationary) whereby the University authorized the academies to operate as a public school academy shall be extended through June 30, 2017; and

BE IT FURTHER RESOLVED, that subject to the requirements of this resolution, the terms of the contracts between the University and Pontiac Academy for Excellence (probationary) and Saginaw Preparatory Academy (probationary) whereby the University authorized the academies to operate as a public school academy shall each be extended through June 30, 2018; and

BE IT FURTHER RESOLVED, that subject to the requirements of this resolution, the terms of the contracts between the University and Merritt Academy whereby the University authorized the academy to operate as a public school academy shall be extended through June 30, 2020; and

BE IT FURTHER RESOLVED, that the president and/or the director of School/University Partnerships, acting together or separately, are authorized and

directed to execute such documents as may be necessary or desirable to accomplish these purposes.

The motion was APPROVED unanimously.

9. Resolution to Approve the Confirmation of Board Members for Previously Authorized Public School Academies

RES-2128 It was moved and supported that the following resolution be adopted.

WHEREAS, the Saginaw Valley State University Board of Control, the school's authorizing agent, requires that University Chartered Schools' Board of Directors have a minimum of five members and a maximum of nine members; and

WHEREAS, individual charter schools have a desire to replace Board members who have submitted their resignation; and

WHEREAS, certain charter schools have a desire to have parents of students represented on their Board of Directors;

WHEREAS, certain charter schools desire to reappoint a board member whose term of office has expired;

NOW, THEREFORE, BE IT RESOLVED, that the individual listed below be appointed by the Saginaw Valley State University Board of Control as new members of the Board of Directors of the following charter school:

**The New Standard, Flint
John Rhymes (Term: Ending 6/30/16)**

Mr. Rhymes earned his BS in elementary education from Mississippi Valley State University and his master's in guidance and counseling from Eastern Michigan University. Mr. Rhymes is a retired administrator from Flint Community Schools as the Super Summer Success Reading Program director. He feels his years of experience in education and his problem solving, leadership, and interpersonal skills will be a benefit to the Academy board.

The motion was APPROVED unanimously.

IV. INFORMATION AND DISCUSSION ITEMS

10. SVSU Campus Climate Survey Update (Appendix Three: Survey)

Dr. Mamie Thorns, special assistant to the president for Diversity Programs, provided a brief update regarding the recent findings of the SVSU Campus Climate Survey, which began in fall of 2014. The study was administered by Rankin & Associates Consulting and is part of SVSU's ongoing efforts to foster a healthy and inclusive environment for all members of the university community.

Dr. Thorns noted that the results of the survey were analyzed by Dr. Sue Rankin from Rankin and Associates, an external consulting firm that specializes in assisting campuses and organization in assessing their environments for learning and working. The external consultant developed the survey in conjunction with the Campus Climate Core Advisory Group.

Dr. Thorns stated that much of the analyzed data confirmed that SVSU is a good place to work and to learn, but the findings also identified areas where we can improve. Students, faculty and staff reported high levels of general satisfaction with SVSU's campus climate. She explained that campus climate is defined as "the current attitudes, behaviors, and standards of faculty, staff, administrators, and students concerning the level of respect for individual needs, abilities, and potential."

Dr. Thorns indicated that the level of comfort experienced by faculty, staff, and students is one indicator of campus climate, and 82 percent of survey respondents reported they were "comfortable" or "very comfortable" at SVSU.

Dr. Thorns pointed out that participation in the survey was high among all three employee groups: administrative/professional staff (55 percent), faculty (51 percent), and support staff (93 percent). Approximately 17 percent of undergraduate students participated in the survey. In all, 2,358 members of the campus community completed the survey.

Dr. Thorns explained that the survey also explored attitudes and experiences related to a number of issues, including academic success, diversity, work-life balance, and pathways to promotion. Members of the historically under-represented groups expressed lower levels of satisfaction in certain areas. Consistent with national data, 24 percent of SVSU respondents said they personally had experienced exclusionary, intimidating, offensive or hostile conduct.

Dr. Thorns concluded that, based on the findings, SVSU's campus climate team will develop recommendations and action items to make SVSU more welcoming for all members of the campus community.

President Bachand commented that, in late April, he had the opportunity to meet with Dr. Rankin to discuss the findings of the survey. He stated that the climate assessment findings allow an opportunity to build on not only our strengths, but also develop a deeper awareness of our campus community. President Bachand noted that Dr. Rankin also shared three presentations on the climate survey findings to the campus community.

Chair Martin thanked everyone who participated in the climate survey and he also thanked those who volunteered to assist with the study.

V. REMARKS BY THE PRESIDENT

President Bachand stated that approximately 1,130 students will be graduating in May and 985 of those students will participate in Commencement. President Bachand mentioned that after a number of serious conversations with student leaders on campus, it was decided that graduates receiving bachelor's degrees would don red regalia beginning with May Commencement. Those receiving advanced degrees will continue to wear black gowns. He further added that more than 60 percent of our students who were surveyed were in support of this change, and it is consistent with the practices of many of our peer institutions.

VI. OTHER ITEMS FOR CONSIDERATION

VII. ADJOURNMENT

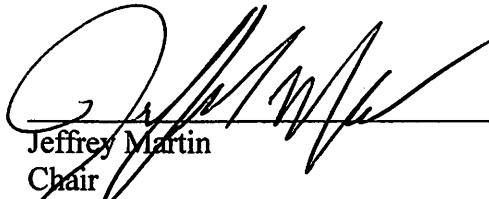
11. Motion to Adjourn

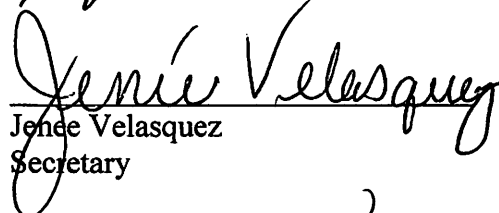
BM-1167 **It was moved and supported that the meeting be adjourned.**

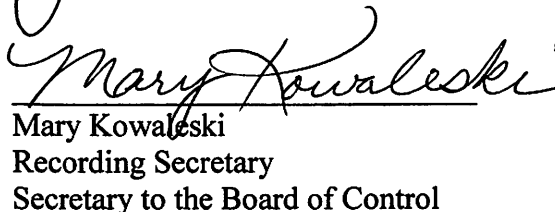
The motion was APPROVED unanimously.

The meeting was adjourned at 2:40 p.m.

Respectfully submitted:


Jeffrey Martin
Chair


Jenée Velasquez
Secretary


Mary Kowaleski
Recording Secretary
Secretary to the Board of Control

Laurie Allison, Geoffery Haney, Andrea Ondish and Melissa Ford

Marshall M. Fredericks Sculpture Museum • March Staff Members of the Month

Teamwork won four longtime Marshall M. Fredericks Sculpture Museum employees the Staff Members of the Month award for March.

The recipients this month are, from left, Laurie Allison, senior secretary at the museum; Geoffery Haney, collections manager; Andrea Ondish, curator of education; and Melissa Ford, archivist.

Marilyn Wheaton, director of the museum since October 2006, nominated the four for the accolades. She praised her staff, which has remained constant for eight years.

"I would compare it to a good marriage between two people," Wheaton said of the group. "Only this is among five people."

Wheaton said the team has helped the museum meet and exceed expectations over the years. Ondish has worked at the museum since 2001; Haney, since 2004; and Allison and Ford, since 2007.

"We've come to learn each others' expectations, and we like working together," Wheaton said.

"When we have exhibitions coming in, we all participate in the installing and de-installing; when we have our big fundraisers, we have come to learn what each other does to make that work. If you took away any of the team members, it wouldn't be the same."

She said such teamwork helped the museum earn accreditation from the American Alliance of Museums in March 2013.

"That simply could not have happened without that committed

team that makes every day roll seamlessly and with the purpose," Wheaton said.

Ford agreed: "We constantly strive to provide quality exhibitions, tours and programming, and to make the museum a welcoming space to all visitors, but especially to SVSU students. One of our top priorities is to have every student visit the museum sometime during his or her time at the university."

Haney said the group works together seamlessly. "After eight years together, we just know what has to be done," she said. "We plan carefully, hold weekly meetings and execute as precisely as any well-oiled machine."

Ondish said the team's individual talents and expertise complement each other well. "We all have different strengths that are needed to accomplish goals for the museum," she said. "We all love working for this museum and university. In many cases, it feels as if we are a musical group in perfect tune."

Allison said it was fitting she and her three colleagues earned praise as a unit. "I consider them all to be my friends," she said, "and what better way to celebrate than with your friends."

Ford was grateful for receiving the recognition. "I truly love coming to work each day and am very fortunate to work with this amazing team and at this beautiful museum and wonderful university," she said.



Pat Shelley

International Student Advisor • April Staff Member of the Month

Meet Charles A. Shelley Jr.

It's a name unfamiliar to many who are familiar with the man. At SVSU, the international student advisor goes by "Pat" Shelley, on account of his date of birth being St. Patrick's Day.

Some may say Shelley's date of birth on a day associated with Irish "luck" carries additional significance. After all, Shelley said he has been lucky enough to embark on two separate career paths that satisfied two different interests of his life: Teaching and embracing other cultures. "I've been very fortunate," he said.

His first career spanned 35 years in Saginaw Public Schools, where he worked largely as a principal at elementary schools such as Fuerbringer, Zilwaukee and Jerome. He retired from that life in 2005, and shortly after, joined SVSU as a part-time faculty member teaching German and English as a second language courses.

"My interview here was done in German," recalled Shelley, who lived in the European nation, first for seven weeks during high school and also during his junior year in college.

"Those were great times," he said of those early trips abroad. "I was truly immersed in the language and the culture. I wasn't there as a tourist."

Shelley never lost his desire to travel. Among the nations he's visited include Austria, Canada, China, Finland, France, Great Britain, Greece, Mexico, Panama, Scotland and Switzerland.

"I know German (language), a little bit of Spanish and I dabble in another dozen languages," he said. "Enough to say 'please' and 'thank you.' That's always good for a smile."

His experiences abroad in part inspired Shelley to apply for the position he now holds.

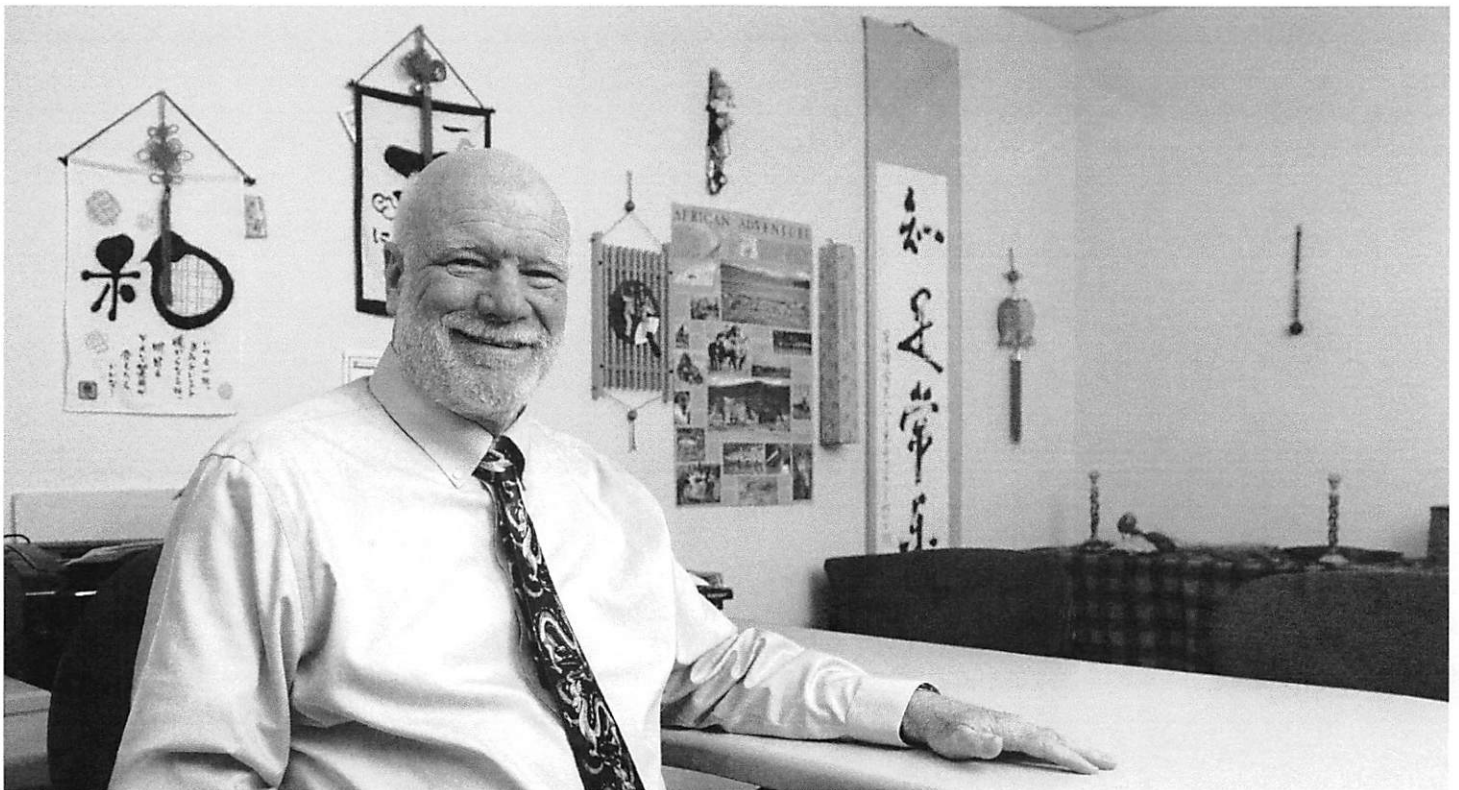
Rashed Aldubayyan, one of 647 international students enrolled in classes here this academic year, said Shelley was one of the individuals who turned SVSU into a second home for Aldubayyan.

"He's awesome," said the native of Riyadh, Saudi Arabia. "He has always been open to help me and answer questions, and he's encouraged me to be involved."

Thanks in part to Shelley's influence, Aldubayyan went from a first-year student speaking little English to a senior serving as ombudsman for the Student Association. He also asked Shelley to stand with him when Aldubayyan was introduced as a member of the 2014 homecoming court at halftime of the football game in October.

Such success stories fuel Shelley's desire to continue helping international students.

"I enjoy just meeting the students from all the different countries, getting to know them and helping them," Shelley said. "As long as I'm healthy and able to keep up with the pace, I want to be here."



Climate Assessment for Learning, Living and Working

Executive Summary to Board of Control
May 8, 2015



1

Climate Assessment for Learning, Living and Working

IRB

Core
Group

Working
Group

Thank you!

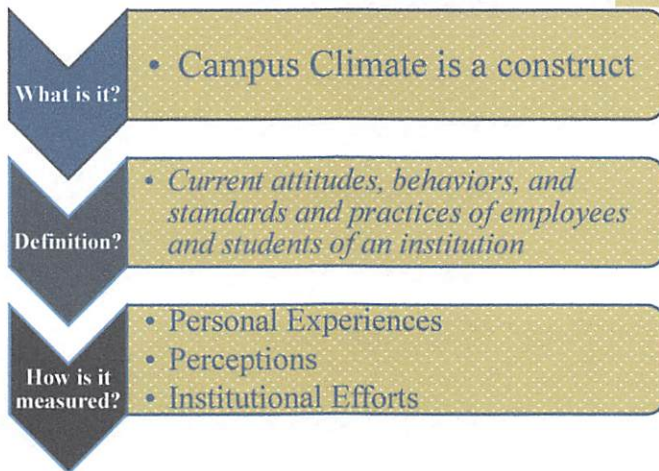
Faculty
Ambassadors

Staff
Ambassadors

Student
Ambassadors

2

Assessing Campus Climate



Rankin & Reason, 2008

3

Campus Climate & Students



How students experience their campus environment influences both learning and developmental outcomes.¹



Discriminatory environments have a **negative effect** on student learning.²



Research supports the pedagogical value of a **diverse student body** and faculty on enhancing learning outcomes.³

¹ Pascarella & Terenzini, 1991, 2005

² Cabrera, Nora, Terenzini, Pascarella, & Hagedron, 1999; Feagin, Vera & Imani, 1996; Pascarella & Terenzini, 2005.

³ Hale, 2004; Harper & Quaye, 2004; Harper, & Hurtado, 2009; Hurtado, 2003.

4

Campus Climate & Faculty/Staff



The personal and professional development of employees including faculty members, administrators, and staff members are impacted by campus climate.¹



Faculty members who judge their campus climate more positively are more likely to feel personally supported and perceive their work unit as more supportive.²



Research underscores the relationships between (1) workplace discrimination and negative job/career attitudes and (2) workplace encounters with prejudice and lower health/well-being.³

¹Settles, Cortina, Malley, and Stewart, 2006

²Sears, 2002

³Costello, 2012; Silverschanz, Cortina, Konik, & Magley, 2007;

Projected Outcomes



Saginaw Valley State University will add to their knowledge base with regard to how constituent groups currently feel about their particular campus climate and how the community responds to them (e.g., work-life issues, curricular integration, inter-group/intra-group relations, respect issues).



SVSU will use the results of the assessment to inform current/on-going work.

Project Overview

Phase I

- Assessment Tool Development and Implementation

Phase II

- Data Analysis

Phase III

- Final Report and Presentation

7

Results

Response Rates



8

Who are the respondents?

2,358 people responded to the call to participate

21% overall response rate

9

Student Response Rates

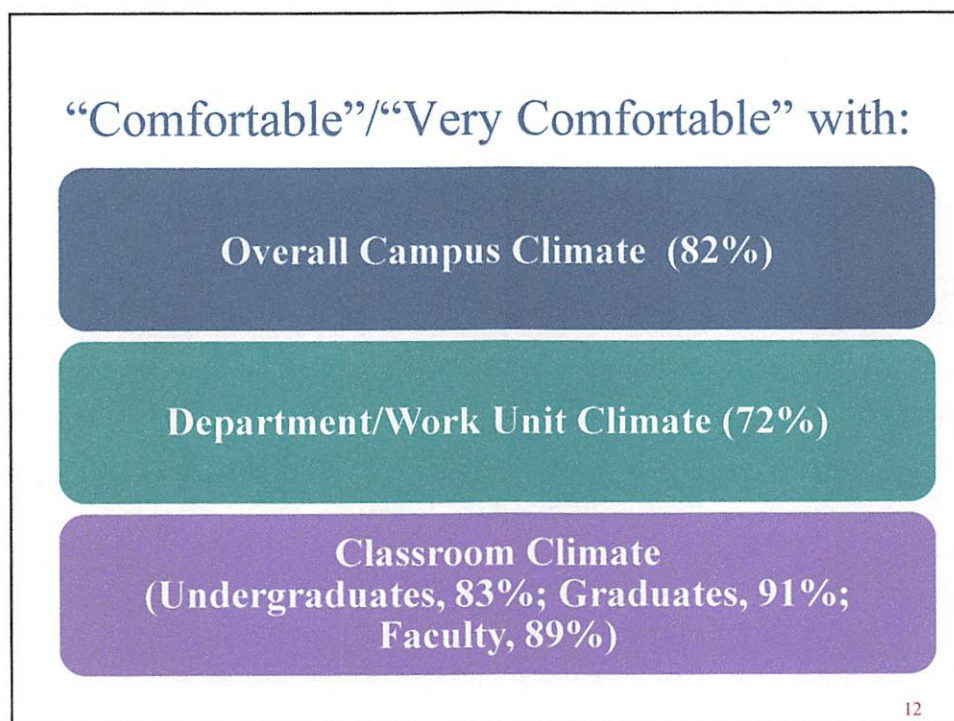
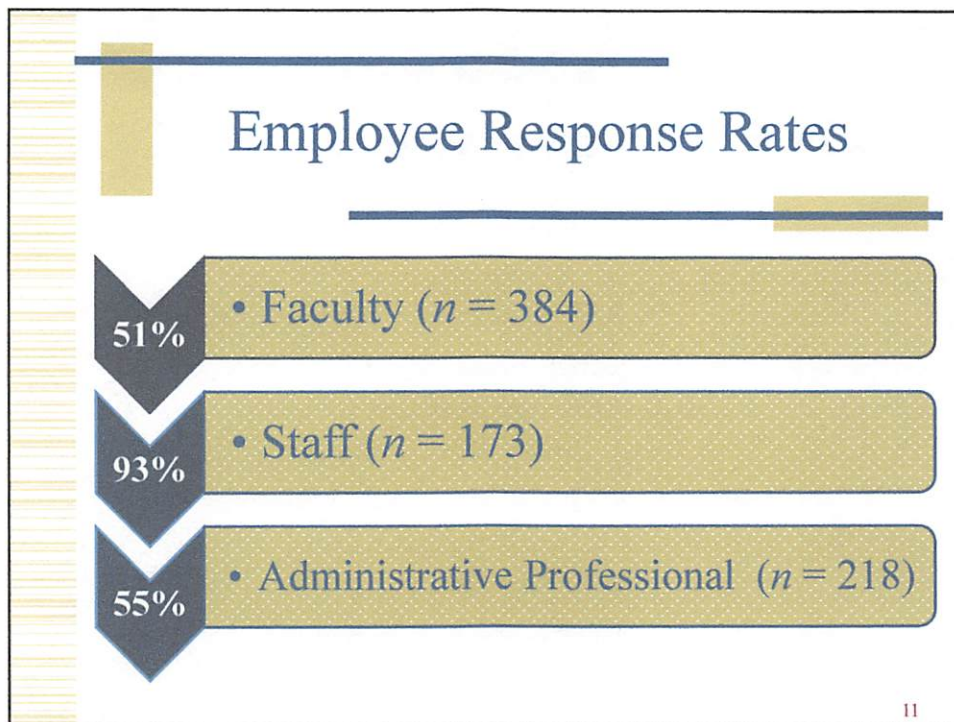
17%

• Undergraduate ($n = 1,537$)

5%

• Graduate ($n = 46$)

10



Challenges and Opportunities



13

Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct

24%

- 555 respondents indicated that they had personally experienced exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct at SVSU in the past year

14

Forms of Experienced Exclusionary, Intimidating, Offensive or Hostile Conduct

	<i>n</i>	%
Isolated or left out	238	42.9
Deliberately ignored or excluded	236	42.5
Intimidated/bullied	194	35.0

Note: Only answered by respondents who experienced harassment (*n* = 555).
Percentages do not sum to 100 due to multiple responses.

15

Campus Initiatives

FACULTY, SUPPORT STAFF, AND
ADMINISTRATIVE/PROFESSIONAL RESPONDENTS

Many respondents thought the following
POSITIVELY INFLUENCED the climate:

Providing access
to counseling for
people who have
experienced
harassment

Providing
career-span
development
opportunities

Providing
mentorship

16

**FACULTY, SUPPORT STAFF, AND
ADMINISTRATIVE/PROFESSIONAL RESPONDENTS**

Many respondents thought the following
POSITIVELY INFLUENCED the climate:

Providing a clear
and fair process to
resolve conflicts

Providing diversity
training

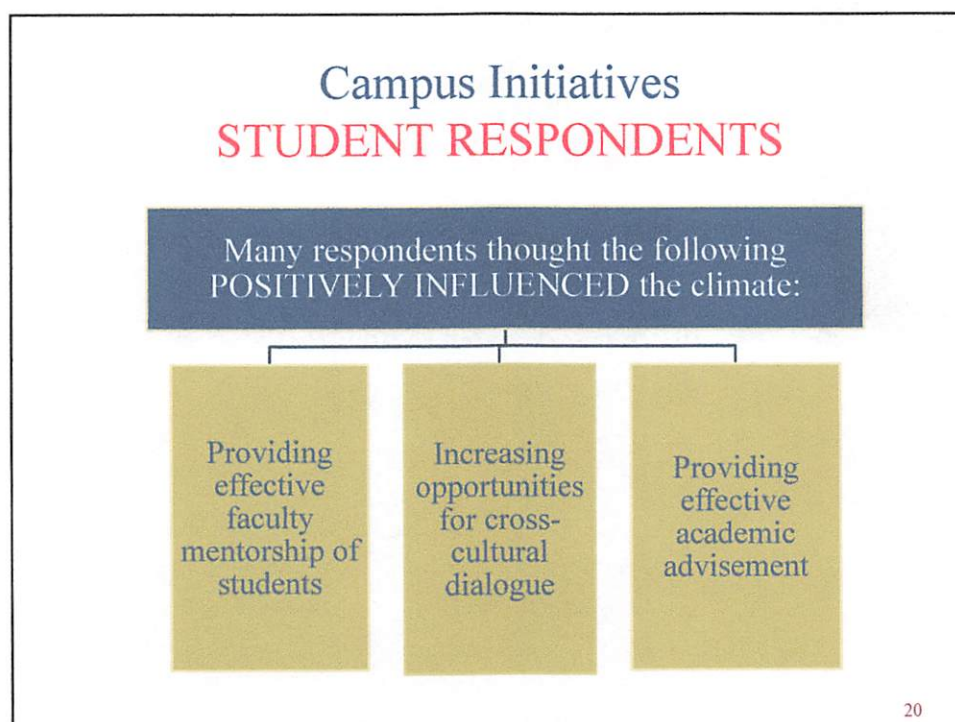
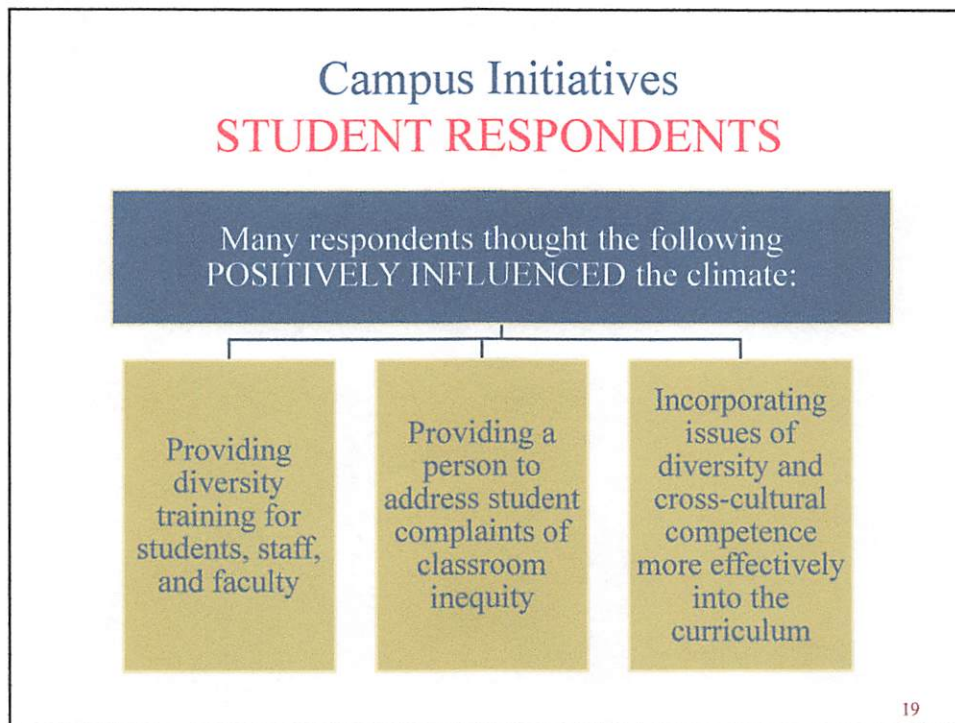
17

Qualitative Themes
Institutional Actions - Employees

Unaware of initiatives offered

Importance of mentorship

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Summary

Strengths and Successes
Opportunities for Improvement



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Overall Strengths & Successes

82% of respondents were comfortable with the overall climate, and 72% with dept/work unit climate

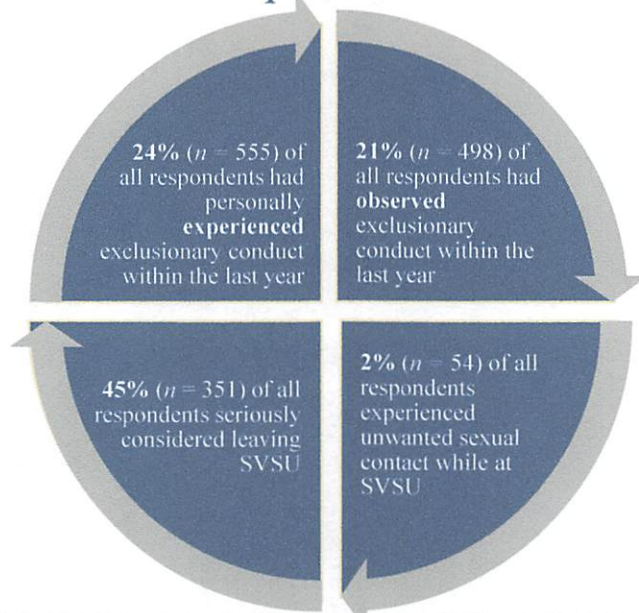
The majority of student respondents thought very positively about their academic experiences at SVSU

83% of Undergraduate Student, 91% of Graduate Student, & 89% of Faculty respondents were comfortable with classroom climate

The majority of employee respondents expressed positive attitudes about work-life issues at SVSU

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Overall Challenges and Opportunities for Improvement



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Next Steps



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