

COMMITTEE NAME: BELONGING & INCLUSION POLICY COMMITTEE (BIPC)

MEETING DATE & TIME: 4/3/2026, 2 PM

MEETING LOCATION: A&S 251

ATTENDANCE:

MEMBERS	“P” denotes Present, “A” denotes Absent, “R” denotes Regrets
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P	Javier Francisco	P	Nancy Mizelle
P	Hedwig “Hedy” Fraunhofer	P	Christine Mutiti
R	Maria Gordon	P	Laura Newbern
P	Eric Johansen	R	Peter Rosado Flores
P	Mehrnaz Khalaj Hedayati	P	Matheson “Matt” Sanchez
P	Veronica Lively	P	Michael Snowden
R	Nadirah Mayweather		

GUESTS:

AGENDA TOPIC	DISCUSSIONS & CONCLUSIONS	ACTION OR RECOMMENDATIONS	FOLLOW-UP
I. Call to order	Hedy Fraunhofer called the meeting to order at 2:00 pm.		
II. Approval of Agenda	The agenda was distributed via email prior to the meeting.	A motion was made, seconded, and approved unanimously to approve the agenda as presented.	Hedy will post the approved agenda on the Senate website when Alex Blazer shares the site is reopen for additions.
III. Approval of Minutes		The minutes from 3/6/2026 were approved unanimously via email.	Maria Gordon will post the approved minutes on the Senate website when Alex Blazer shares the site is reopen for additions.
IV. Old Business/Review of Actions/Recommendations			
I. Faculty Disability Training Discussion	Nancy Mizelle shared update regarding the most recent meeting of the Council of Chairs:		

	<ul style="list-style-type: none"> • The topic was pushed to the next meeting. There is only one more meeting so it may be a topic for next fall. • Nancy is in contact with Mike Martino and knows that the Chairs are definitely interested. 		
<p>2. Civility and Collaborative Effectiveness Policy previously proposed by Eric Johansen</p>	<ul style="list-style-type: none"> • Hedy pointed the committee’s attention to the document, “Professionalism in an Academic Setting for Faculty and Staff,” currently already available online in the GCSU Policy Manual. • While professional standards and behaviors are defined in the above document and severe violations can potentially be addressed via the GC Progressive Discipline process, some faculty and staff have expressed surprise that GCSU does not currently have an anti-bullying policy. Some USG institutions include/name bullying under “workplace violence,” without further elaborating/defining the term (UGA, GSU, GA Tech). • Eric stated that a civility or collaborative effectiveness policy or similar guidelines will be issued by the university administration in the near future. [Provost Roberts did not confirm this information in a subsequent meeting (ECUS-SCC) on 4/3/2026.] • BIPC discussed concerns—raised both inside and outside of the committee— that a civility policy will penalize personality and cultural differences. • Laura suggested that FAPC and Staff Council might be more appropriate venues to discuss a potential employee civility policy. If the policy were to be integrated with faculty performance reviews, FAPC would have to review, and vote on, the policy. • Laura raised concerns about the scoring process and the different scores on the rubric drafted and submitted by Eric for discussion. <ul style="list-style-type: none"> - Eric and Michael explained that both ends of the scale are extremes and the expectation would be a three. • Hedy asked: 		<ul style="list-style-type: none"> • After the meeting, Eric shared with committee members via email a detailed draft of an anti-bullying policy (not for further distribution at this point). Since this meeting was the last sub-committee meeting of the current academic year (2025-2026), BIPC will discuss this draft in the coming academic year.

	<ul style="list-style-type: none"> - Do we want a rubric? - Do we want a civility policy or an anti-bullying policy? <ul style="list-style-type: none"> o Eric thinks we need both. • Matt asked how such policies would be useful if implemented now. Eric stated that a civility and collaborative effectiveness policy could provide greater transparency and better define institutional expectations concerning positive employee interactions. Such a policy could also provide criteria for making hiring decisions. 		
V. New Business Actions/Recommendations			
No new business			
VI. Next Meeting	This is the last meeting of the academic year 2025-2026.		
VII. Adjournment	The meeting was adjourned at 3:15 pm.		

Distribution (as determined in committee operating procedure – one possibility given):

First: Committee Membership for Review

Second: Posted to the Minutes Website

Approved by:
Committee Chairperson



COMMITTEE NAME: BELONGING & INCLUSION POLICY COMMITTEE (BIPC)

COMMITTEE OFFICERS: HEDWIG FRAUNHOFER, CHAIR; JAVIER FRANCISCO, VICE CHAIR; MARIA GORDON, SECRETARY

ACADEMIC YEAR: 2025-2026

AGGREGATE MEMBER ATTENDANCE AT COMMITTEE MEETINGS FOR THE ACADEMIC YEAR:

“P” denotes Present, “A” denotes Absent, “R” denotes Regrets

Meeting Dates	9/5/2025	10/3/2025	10/31/2025	1/9/2026	2/13/2026	3/6/2026	4/3/2026		
Javier Francisco	P	P	P	R	R	P	P		
Hedwig “Hedy” Fraunhofer	P	P	P	P	P	P	P		
Maria Gordon	P	P	R	P	P	P	R		
Eric Johansen	P	P	P	P	P	P	P		
Mehrnaz Khalaj Hedayati	P	P	P	P	R	P	P		
Veronica Lively	R	P	R	R	P	P	P		
Nadirah Mayweather	A	P	R	R	R	R	R		
Nancy Mizelle	P	P	P	P	R	P	P		
Christine Mutiti	R	P	P	P	P	P	P		
Laura Newbern	P	P	P	P	R	R	P		
Peter Rosado Flores	R	R	P	P	P	R	R		
Matheson “Matt” Sanchez	P	P	R	P	P	P	P		
Michael Snowden	P	P	P	P	R	P	P		

Hedwig Fraunhofer
 CHAIRPERSON SIGNATURE

DATE April 16, 2026