

Joy, feeling one's own value, being appreciated and loved by others, feeling useful and capable of production are all factors of enormous value for the human soul. —Maria Montessori

May the holiday season fill your soul in all the ways most meaningful to you. I look forward to seeing you in 2018, rested, refreshed, and rededicated to GRCC's mission: preparing individuals to attain their goals and contribute to the community.

With sincere appreciation for all that you do,
Laurie

Winter Opening Day – January 3, 2018

Please join your colleagues on **Wednesday, January 3** for Opening Day at the Ford Fieldhouse.

- 7:30-8 a.m.: Breakfast
- 8-10 a.m.: Program
- 10 a.m.: School meetings following program (various locations)

Adjunct On-boarding

2-5 p.m. at the Ford Fieldhouse.

During the on-boarding event, adjuncts will have an opportunity to:

- Turn in new hire forms.
- Ask questions regarding benefits.
- Obtain a Raider Card.
- Learn about library services.
- Receive technical support from IT.
- Learn about professional development opportunities.
- Obtain a parking assignment, hang tags, office and classroom keys.

This event is open to new and returning adjuncts.

Adjunct Dinner, Awards, and Meetings at the Ford Fieldhouse:

- 5 p.m.: Adjunct Dinner
- 6 p.m.: Welcome
- 6:30 p.m.: Departmental meetings (various locations)

Faculty Learning Day – January 4, 2018

by Bill Faber

All full-time faculty are invited.

Agenda

- 8-8:30 a.m.: Continental Breakfast at Ford Fieldhouse
- 8:30-9:30 a.m.: Opening and Keynote at Ford Fieldhouse
Keynote Speaker: [Erica Lee Orians, Ph.D.](#),
Executive Director, Michigan Center for Student Success
"Strategies for Student Success: a Statewide Perspective"
- 9:45-10:45 a.m.: Morning Session 1 at Calkins Science Center
- 11 a.m.-Noon: Morning Session 2 at Calkins Science Center
- Noon-1 p.m.: Lunch at Ford Fieldhouse
- 1:15-2:15 p.m.: Afternoon Session 1 at Calkins Science Center
- 2:30-3:30 p.m.: Afternoon Session 2 at Calkins Science Center

More details about Faculty Learning Day can be found at grcc.edu/fld.

BIT

by Lina Blair

The Behavioral Intervention Team's (BIT) primary purpose is to assess threats on campus. Many times, when people think about threat, they think about things that are explicitly threatening, like students saying they are having suicidal thoughts or that they feel an inclination of violence toward another person. The BIT wants to know about the things that concern you, no matter how small they might seem. If we consistently report concerning behavior, the BIT can act as a central hub of information. There may be multiple minor concerns that, when put together, paint a broader picture and add up to a larger concern.

The majority of issues that come to the team's attention are related to self-harm and suicidal ideation. The BIT also receives reports about sudden changes in students' demeanor. For example, if a student who generally participates in class, is well groomed, and connects with others suddenly begins to be easily frustrated and withdrawn, the BIT wants to know.

The BIT uses fact-based assessment to investigate concerns that come to our attention. To help us assess a student's level of threat to themselves or others, we use a nationally-recognized threat assessment tool from NaBITA, the National Behavioral Intervention Team Association. If the team determines that a threat exists, we will choose to meet with the student(s). Depending on the type and level of threat present, the Code of Conduct and/or

(continued on page 2)

(BIT continued from page 1)
GRCC Police Department may get involved.

There are ten members of the student Behavioral Intervention Team, including representatives from Counseling, Disability Support Services, Student Life and Conduct, Student Affairs, Student Success and Retention, Campus Police, Operational Planning, and Title IX.

This team prioritizes the safety and well-being of both the student and the GRCC community. Every report is different and is handled as such. We draw on each team member's unique strengths, training, and expertise to respond. All reports are taken seriously. Unless there is an immediate threat, we identify on- and off-campus resources and connect the student to those supports. That could include counseling, academic support and tutoring, disability support services, social support through involvement in student organizations or other groups, hospitalization, etc. The BIT can also assist a student in returning to campus after a prolonged absence, such as after hospitalization for self-harm or suicidal ideation.

Again, no concern is too minor. A culture of reporting concerning behavior is critical to our community's well-being. If you feel uneasy about something a student does,

says, or exhibits, we want to know. If you're not sure that BIT is the correct place for your report, that's okay. The team can make recommendations to handle reports through other means, whether that's counseling, Student Conduct, or in partnership with any other college or community resource. To report concerning behavior, you can call Lina Blair, BIT chair, at (616) 234-3337, use the [BIT report form](#) or contact any member of the [Behavioral Intervention Team](#).

If your concern involves an immediate safety risk to self or others, please call Campus Police at (616) 234-4911 or 911 immediately.

GRCC Police Chief, Rebecca Whitman and Lina Blair will be presenting two sessions at Faculty Learning Day in January. They will cover Student Behaviors of Concern and will talk through the BIT and Student Conduct processes as well as how to deal with concerning and disruptive behaviors.

If your area or department would like to learn more about the Behavioral Intervention Team or the Student Code of Conduct, please reach out to Lina Blair at carolineblair@grcc.edu.

For more information on the BIT, please visit GRCC.edu/BIT.

Veteran Services

by Janice Holton

The Veteran Services office at Grand Rapids Community College is here to assist our military personnel with the transition into college life. Many service members, past and present, come to us knowing which VA or Military benefit they will be using and have already applied for it. Some are not sure, so we review their options with them so they can make an informed decision. We also assist dependents of military service members that are eligible for a benefit based on their parent's or spouse's service.

We will assist the students with requesting their military transcripts and/or applying for their benefits. The VA requires that we have official transcripts from all previous colleges, universities, trade schools, and military – whether or not credit will transfer.

Once a student is registered for classes, we verify that their classes are required for their GRCC degree or, if dual enrolled, that the classes are required at their home school. If everything is in order, we "certify" their classes, and in some cases, tuition and fees with the VA. We also invoice the State of Michigan for students using MING STAP (MI National Guard Student Tuition Assistance Program), FTA (Federal Tuition Assistance) through their military branch, and MyCAA (Military Spouse Career Advancement Accounts) for spouses of active duty military.

We currently have 231 student veterans and 17 dependents using an education benefit.

Faculty and staff should know what this diverse group of students brings to the table. Their knowledge, discipline, leadership skills, and life experience is comparable to none. Don't ask them about what they did or what they saw while serving. Let them know you appreciate them and their service to our country.

GRAND RAPIDS SYMPHONY **An Opportunity for Students:** See the Grand Rapids Symphony for just \$5.

The [Grand Rapids Symphony Student Tickets](#) program is a fantastic opportunity for full-time students of any age to experience orchestral performances for only \$5!

Student tickets are available for nearly all Grand Rapids Symphony concerts during the school year, including [Classical](#) and [Pops](#) concerts in DeVos Performance Hall, and [chamber orchestra](#) performances at St. Cecilia Music Center. Student Tickets cannot be used for the summer Picnic Pops, the SymphonicBoom Series, or certain special events.

Students can sign up for a Student Tickets membership at any available concert. Tickets must be purchased the night of the concert with a membership card and a valid student ID. If friends or family are purchasing full price tickets in advance, they are also able to take advantage of the Student Tickets pricing through our Grand Rapids Symphony Ticket Service.

Please help get the word out to our students.

The Student Ticket Program is generously sponsored by Comerica Bank and Calvin College.

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