CLAS Faculty Council Annual Report 2019/2020

Faculty Council Members: Sally Ross (MOV), Len O'Kelly (COM), Teresa Castelao-Lawless (PHI) Randy Winchester (CHM), Shkelzen Shabani (BMS), Anna Hammersmith (SOC), Zulema Moret (MLL) (on leave W20), Arthur Campbell (MTD)(Chair), Ernest Park (PSY), Ex officio: Charles Pazdernik (CLA, ECS Liaison). Dean Frederick Antczak, Associate Dean Donovan Anderson, Director of CLAS Communications and Advancement, Monica Johnstone

**Membership:** There was high turnover in membership for Faculty Council entering the 2019/2020 academic year. Special recognition and thanks should go to 2018-2019 outgoing Chair, David Kurjiaka for his help with the transition through the summer months. After an academic year of working together, the current Chair is happy to report that Faculty Council is a highly collaborative group of CLAS Colleagues. This group of faculty, many new to CFC, and several serving as interim replacements, threw themselves into what turned out to be a large and crucial work load. The membership turnover for the coming 2020/2021 year includes just one new member, Grace Coolidge (HST).

**Ranking of Faculty Requests:**  In May of 2019, council met to rank requests for CLAS faculty lines. Using the information provided by Institutional Analysis and unit ranking of the positions, the committee ranked requests. Those rankings were sent to the Dean. Outgoing Chair David Kurjiaka organized this. This process is scheduled for the first week of May, 2020. Current Chair Arthur Campbell will circulate the Unit requests for new positions, CFC members will rank the proposals, based on the information circulated. CFC will meet (virtually because of Covid19 restrictions), discuss, and send final rankings to the Dean’s office.

# 2019 Out of the Box: With the goals of high relevance and low budget impact, the OOTB subcommittee developed a series of presentations themed *Faculty as ‘First Responders’: Support Resources for Student Retention and Success.* [*https://www.gvsu.edu/clas/out-of-the-box-events-106.htm*](https://www.gvsu.edu/clas/out-of-the-box-events-106.htm)Sessions were presented on March 10 and March 11 by in-house GVSU experts regarding GVSU resources. The sessions provided faculty retention-related resources with the intent of helping faculty respond to the push for retention without increasing faculty workloads.

**Elections:** **Fall 2019:** A fall election was held to fill 11 committee vacancies. CFC, CPC, CCC, CFD, ATAC, EIC, UAC, UCC had vacancies. 269 of a possible 512 tenure track faculty voted. Affiliate Faculty elections were not required in the fall.

**Winter 2020**: Tenure Track and Affiliate faculty elections for open seats on the University and College committees were held in January. In all, 72 positions on 28 committees were open. 65 positions on 26 committees were open for tenure track faculty. 279 of 502 eligible tenure track faculty voted. 7 positions were open on 2 affiliate committees. 44 of 104 eligible affiliate faculty voted. **At the time of this report, all CLAS committees have full rosters including sabbatical replacements.** All University Committees have full CLAS representation with the exception of one vacancy each on the University Curriculum Committee, and the Honors Curriculum & Development Committee. 36% of CLAS Tenure track faculty are engaged for committee service for the coming 2020/2021 year. 13% of affiliate faculty are engaged for service on AFAC or CAFAC.

#### **CLAS Standards and Criteria for Personnel Evaluation**: These standards received approval from the Dean, UPRC, and the Provost. Faculty Council discussed additional changes but decided that some degree of stability with the document would be most helpful to Units and Faculty, especially given that FPPC/ECS/UAS, continue to revise the university standards. CFC wanted to ensure CLAS faculty were well informed of this process and used a special ballot to do so. The ballot was introduced with the following statement:

CLAS Faculty Council has reviewed, edited, and received Dean's and Provost's approval for the revised Standards and Criteria for Personnel Evaluation.  The primary goal of this multi-year project was to align CLAS Standards and Criteria for Personnel Evaluation with the University criteria, and thereby improve clarity for Units and faculty.  While changes to governance bylaws require public forum, and then a faculty vote, the Standards and Criteria for Personnel Evaluation do not require a faculty forum or vote as part of the approval process. However, CLAS Faculty Council feels this electronic dissemination of the CLAS Standards and Criteria for Personnel Evaluation will help to ensure that all are informed of the changes, and, by requesting a vote, we seek to assess the level of approval for this document at this time***.  Please remember this ballot does not change the approval process.  The document is approved and is hereby posted.***  If, however, the vote is dominantly negative, we will seek additional faculty input and reopen the revision of this "living" document next year. However, CLAS Faculty Council feels it is important to achieve some degree of stability with these standards and criteria, has aligned these criteria with University policy, and therefore has approved this document for official posting at this time.

We hope that the intent of this electronic dissemination of the CLAS Standards and Criteria for Personnel Evaluation is clear.  CLAS Faculty Council approved this document as your elected representatives, and with the best interests of CLAS faculty as our only concern.  We are using this ballot to notify you of the posting, and invite you to use the vote to express support for the document as it stands, and/or to guide our future actions.

The ballot will close April 17, 2020.

*Access the document here:*[***Standards and Criteria for Personnel Evaluation; document update***](https://www.gvsu.edu/cms4/asset/4E8175C3-93C6-F094-42B2D3F5513AEA1F/clas_standards_criteria_cfc_approved_2020.docx)

At time of this writing (April 14, 2020), the response to both the notification method and the document is dominantly positive. CFC received strong support for circulating the document in this manner. There was concern voiced regarding how student scholarship counts in a faculty portfolio. CFC wants to encourage faculty and Unit heads to continue to communicate openly about all issues related to this document. While, the more than 80% positive vote at this time indicates that the decision to approve the document has support, CFC asks all colleagues to stay engaged in this process, to communicate with CFC so that we may advocate on behalf of faculty. CFC’s goal, as stated on the ballot, was to provide some stability in the document while acknowledging that it is a living document that will continue to be revised. The issue of how student scholarship counts in faculty portfolios is an ongoing issue. We are not trying to close the discussion on that. What CFC did this year, was align with university standards and get that alignment approved. We did thiswith the best interests of CLAS faculty as our primary concern.

**CLAS Faculty Governance Bylaws**: CFC approved the bylaws as they were revised by the previous council made some additional changes to improve clarity and purpose. These bylaws await full CLAS faculty vote for approval. The faculty forum and special ballot was scheduled for March 2020. The COVID19 crisis interfered. Faculty Council decided to delay the bylaws forum and vote until COVID 19 restrictions are lifted.

**CLAS Faculty Council Bylaws** have been revised during the 2019-2020 term. The faculty forum and special ballot was scheduled for March 27 & 30, 2020. The COVID19 crisis interfered. Faculty Council decided to delay the bylaws forum and vote until COVID 19 restrictions are lifted. CFC will hold a public forum and vote on the bylaws after the COVID 19 restrictions have been lifted.

**CLAS Faculty Development Committee Bylaws** were submitted to faculty council for approval. The CFC discussion and vote on those bylaws is scheduled for April 15, 2020.

**CLAS Committee function review:** CFC Chair met with Chairs of CCC, CPC, FDC, CAFAC in December of 2019 to review the functioning of each committee. CFC Chair reported strong function in each committee to CFC with the primary concern being committee vacancies. CFC took action to fill these vacancies in winter elections. See Winter Elections results above.

**CLAS Dean Search.** CFC was engaged in the Dean search in an advisory role.

a) Chair and members of CFC met with the Search firm prior to the search. CFC was not confident in the search firm following the presentation they gave to CFC, but the search firm had already been hired.

b) CFC created a list of questions for the Dean candidates and met with each Dean search finalist independent of the search committee. CFC saw its role in the search as advisory, but even more, as being advocates for CLAS. CFC wanted to ensure that CLAS was well represented, that the candidates had the most comprehensive picture possible of our large, complex college, and that the candidates would want to come to GVSU if offered the job.

**CLAS Budget:** CFC met twice with Dean Antczak and Assistant Dean Michelle McCloud to discuss and brainstorm regarding CLAS budget cuts.

**Engagement with ECS/UAS:** Charles Pazdernik, our liaison with ECS/UAS made frequent reports to CFC. This resulted in various communications between CFC and ECS most notably about **FPPC documents:** CFC reviewed and submitted comments on the FPPC documents on the definition and evaluation of teaching. Some of our recommendations were included in the revised document.

**CLAS faculty representation:** CFC discussed methods of increasing communication between faculty and faculty council. It was decided that faculty council members will each be assigned approximately 3 CLAS Units starting next year (20/21). CFC members will communicate with, and encourage input from, their assigned units. CFC hopes that this will further encourage participation in governance, committee participation, etc.

**CLAS Service Award:** At the CLAS Fall 2019 startup meeting, the CLAS Unit Contribution to Faculty Governance Award was presented to Cell and Molecular Biology (18-19 academic year). Despite the fun and noble intentions of the Service Awards, current faculty council has debated whether the award encourages low-participating units to participate more. There is fear that it might be having the opposite effect. Various options for improving the scoring process were discussed between the Chair and the Elections Subcommittee Chair, Ernest Park. These were reported back to council. CFC leans toward the idea that more communication between the Units and CFC would have greater impact on faculty service than the annual award. (See faculty representation above.) A motion to cancel the award this year will be heard and voted on in the faculty council April 15 meeting.