TO: Gayle R. Davis, Provost and Vice President for Academic Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New program – M.A. in Leadership for Social Innovation (log# 9033)

DATE: 11 May 2015

CC: D. Robert Adams, Chair, University Curriculum Committee (UCC)
Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
Mark Luttenon, Chair Graduate Council (GC)
Felix Ngassa, 2015-16 Vice Chair of Executive Committee of the Senate (ECS)
Tonya Parker, 2014-15 Vice Chair of Executive Committee of the Senate (ECS)
Maria Cimitile, Assistant Vice President for Academic Affairs
Wendy Burns-Ardolino, Liberal Studies Department
Anne Hiskes, Dean, Brooks College of Interdisciplinary Studies
Jeffery Potteiger, Dean of Graduate Studies
ECS Members

On 8 May 2015 the New Programs Council, chaired by 2014-15 ECS Vice Chair Tonya Parker, met at my request to begin the consideration of a Prospectus for a new Master of Arts in Leadership for Social Innovation. The conversation was generally positive, but specific suggestions were offered to improve the proposal. Several people expressed concern with the overlap in existing programs, especially Masters of Public Administration and Social Work. The authors must delineate the uniqueness of the proposal with respect to existing programs and provide supporting documents from the unit heads of programs that might lose students to this new M.A. It was also recommended to provide examples of where these newly graduated students would work. In addition, while the terminology used in the prospectus is appropriate for those well-versed in specific disciplines, many on the Council did not understand their meaning; the authors are encouraged to write for a more general audience.

UCC raised particular points concerning sequencing of classes and pre-requisites that must be met within the degree. GC also mentioned sequencing as a point of attention, as well as the internship, as these may become bottlenecks for matriculation. FSBC expressed concerns with cohort size and the use of adjuncts rather than tenure-line faculty to teach in the program.

The Council voted to recommend support to the prospectus (4-yay; 0-nay; 0-abstain).
TO: Gayle R. Davis, Provost and Vice President for Academic Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New program – Major in Environmental and Sustainability Studies (log# 9046)

DATE: 11 May 2015

CC: D. Robert Adams, Chair, University Curriculum Committee (UCC)
Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
Mark Luttenton, Chair Graduate Council (GC)
Felix Ngassa, 2015-16 Vice Chair, Executive Committee of the Senate (ECS)
Tonya Parker, 2014-15 Vice Chair, Executive Committee of the Senate (ECS)
Maria Cimitile, Assistant Vice President for Academic Affairs
Kelly Parker, Philosophy and Liberal Studies
Anne Hiskes, Dean, Brooks College of Interdisciplinary Studies
ECS Members

On 8 May 2015 the New Programs Council, chaired by 2014-15 ECS Vice Chair Tonya Parker, met at my request to begin the consideration of a Prospectus for a new major in Environmental and Sustainability Studies. Proposal author Kelly Parker reported that there was a similar major at Grand Valley in the 1970s, that there is currently an Environmental Studies minor, and that students have been creating individualized paths focusing on environmental sustainability through the Liberal Studies major for several years. The discussion was generally positive, with several suggestions offered to improve the proposal. For example, terms such as ‘sustainability’ can have various meanings, so the authors are encouraged to be specific in their terminology. In addition, the authors are strongly encouraged to pare down the cross-listed courses to promote the unique nature of this degree.

UCC asked the authors to explicitly address how this major would distinctly meet a need and whether there would be a particular audience for the B. A. option. GC encouraged the authors to discuss how this degree would be unique to West Michigan. FSBC noted concerns for the number of potential emphases and whether they could be supported long term. Furthermore, many courses are listed from other disciplines, and the question of course/program overlap should be clearly addressed.

The Council voted to recommend support to the prospectus (4-yay; 0-nay; 0-abstain).
Memorandum

TO: Gayle R. Davis, Provost and Vice President for Academic Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New program – Major in Environmental and Sustainability Studies (log# 9046)

DATE: 11 May 2015

CC: D. Robert Adams, Chair, University Curriculum Committee (UCC)
    Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
    Mark Luttenton, Chair Graduate Council (GC)
    Felix Ngassa, 2015-16 Vice Chair, Executive Committee of the Senate (ECS)
    Tonya Parker, 2014-15 Vice Chair, Executive Committee of the Senate (ECS)
    Maria Cimitile, Assistant Vice President for Academic Affairs
    Kelly Parker, Philosophy and Liberal Studies
    Anne Hiskes, Dean, Brooks College of Interdisciplinary Studies
    ECS Members

On 8 May 2015 the New Programs Council, chaired by 2014-15 ECS Vice Chair Tonya Parker, met at my request to begin the consideration of a Prospectus for a new major in Environmental and Sustainability Studies. Proposal author Kelly Parker reported that there was a similar major at Grand Valley in the 1970s, that there is currently an Environmental Studies minor, and that students have been creating individualized paths focusing on environmental sustainability through the Liberal Studies major for several years. The discussion was generally positive, with several suggestions offered to improve the proposal. For example, terms such as ‘sustainability’ can have various meanings, so the authors are encouraged to be specific in their terminology. In addition, the authors are strongly encouraged to pare down the cross-listed courses to promote the unique nature of this degree.

UCC asked the authors to explicitly address how this major would distinctly meet a need and whether there would be a particular audience for the B. A. option. GC encouraged the authors to discuss how this degree would be unique to West Michigan. FSBC noted concerns for the number of potential emphases and whether they could be supported long term. Furthermore, many courses are listed from other disciplines, and the question of course/program overlap should be clearly addressed.

The Council voted to recommend support to the prospectus (4-yay; 0-nay; 0-abstain).
TO: Gayle R. Davis, Provost and Vice President for Academic Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New Program Prospectus-Digital Studies Minor (log# 9234)

DATE: 4 November 2015

CC: D. Robert Adams (represented by Amy Schelling), Chair, University Curriculum Committee (UCC)
    Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
    Mark Luttenton, Chair Graduate Council (GC)
    Felix Ngassa, Vice Chair, Executive Committee of the University Academic Senate
    Maria Cimitile, Assistant Vice President for Academic Affairs
    Collin Bradford, Interdisciplinary Studies Department
    Kimberly McKee, Interdisciplinary Studies Department
    Christopher Toth, Writing Department
    Anne Hiskes, Dean, Brooks College of Interdisciplinary Studies
    ECS Members

On 4 November 2015 the New Programs Council, chaired by Vice Chair Felix Ngassa, met at my request to begin the consideration of a Prospectus for a new minor in Digital Studies. An intended goal for the program is for “students to explore and analyze how data and contemporary technologies are used and how to creatively apply them.” Discussion was positive and the idea of a certificate vs. a minor was explored. From an interdisciplinary point of view, a minor was favored over a certificate at this time. A minor has the advantage of being broader in content and is more in line with the goal of a liberal education, while a certificate is more professionally oriented. In addition, a minor opens more opportunities for our faculty and could be easier in the long term to transition to a major. The decision was therefore in favor of starting a minor initially, with subsequent plans to gauge the interest of students in the certificate option.

The authors were encouraged to consider a balance of technical skills and conceptual understanding in the design of their courses.

The Council voted to recommend support to the prospectus (4-yay; 0-nay; 0-abstain).


Memorandum

TO: Gayle R. Davis, Provost and Vice President for Academic Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New Program Prospectus-Digital Studies Minor (log# 9234)

DATE: 4 November 2015

CC: D. Robert Adams (represented by Amy Schelling), Chair, University Curriculum Committee (UCC)
    Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
    Mark Luttenton, Chair Graduate Council (GC)
    Felix Ngassa, Vice Chair, Executive Committee of the University Academic Senate
    Maria Cimitile, Assistant Vice President for Academic Affairs
    Collin Bradford, Interdisciplinary Studies Department
    Kimberly McKee, Interdisciplinary Studies Department
    Christopher Toth, Writing Department
    Anne Hiskes, Dean, Brooks College of Interdisciplinary Studies
    ECS Members

On 4 November 2015 the New Programs Council, chaired by Vice Chair Felix Ngassa, met at my request to begin the consideration of a Prospectus for a new minor in Digital Studies. An intended goal for the program is for "students to explore and analyze how data and contemporary technologies are used and how to creatively apply them." Discussion was positive and the idea of a certificate vs. a minor was explored. From an interdisciplinary point of view, a minor was favored over a certificate at this time. A minor has the advantage of being broader in content and is more in line with the goal of a liberal education, while a certificate is more professionally oriented. In addition, a minor opens more opportunities for our faculty and could be easier in the long term to transition to a major. The decision was therefore in favor of starting a minor initially, with subsequent plans to gauge the interest of students in the certificate option.

The authors were encouraged to consider a balance of technical skills and conceptual understanding in the design of their courses.

The Council voted to recommend support to the prospectus (4-yay; 0-nay; 0-abstain).
Memorandum

TO: Gayle Davis, Provost and Vice-President for Academic Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: Annual Salary Adjustment

DATE: 5 November 2015

CC: Bob Hollister, Chair of Faculty Salary and Budget Committee
Felix Ngassa, Vice Chair, Executive Committee of the University
Academic Senate
ECS Members
UAS Members

At its regular meeting on 30 October 2015, the University Academic Senate (UAS) unanimously passed a motion to support the attached recommendations from the Faculty Salary and Budget Committee (FSBC) regarding salary adjustments for 2015-16. The UAS forwards these recommendations for your consideration.
Each year the FSBC is asked to recommend to ECS/UAS a salary adjustment increment for the coming budget year. Given the time constraints of the fall semester, our recommendation needs to be forwarded to ECS, vetted, and voted upon by UAS before Thanksgiving. FSBC has historically recommended CPI plus 1.5% as a minimum standard. This year is no different; FSBC requests a 2015-16 salary adjustment of at least Midwest CPI plus 1.5 percent.

The following table depicts the Average Salary Adjustment for the GVSU continuing faculty over the past ten years. When the raises are adjusted for inflation (raise minus CPI), the result is the real percent change in salaries. Over the past 5 and 10 years, GVSU faculty salaries have met the minimal expectation of CPI plus 1.5 percent. Furthermore salaries at GVSU have made up ground relative to the average of Michigan Public Institutions (see FSBC 2015 Newsletter and the attached Figure). FSBC is concerned that faculty salaries remain competitive to attract and retain the best faculty to maintain our reputation for excellence.

| Table 1. Average annual increases in faculty salaries at GVSU relative to the Nation. |
|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
|------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|----------------|
| GVSU faculty raises | 2.4 | 3.6 | 5.0 | 5.2 | 5.4 | 3.6 | 3.9 | 2.5 | 6.8 | 3.0 | 5.4 | 4.48 | 4.25 |
| Proposed minimum (CPI+1.5%) | 3.9 | 4.7 | 4.2 | 5.2 | 1.2 | 4.5 | 6.3 | 4.3 | 5.8 | 2.5 | 2.2 | 4.00 | 4.07 |
| Midwest CPI (Dec to Dec) | 2.4 | 3.2 | 2.7 | 3.7 | (0.3) | 3.0 | 1.8 | 2.8 | 1.6 | 0.7 | 1.81 | 2.07 |
| National raises | 4.5 | 4.4 | 5.0 | 5.1 | 4.9 | 1.8 | 2.5 | 2.9 | 3.2 | 3.4 | 3.7 | 3.44 | 3.76 |
| National CPI (Dec to Dec) | 3.3 | 3.4 | 2.5 | 4.1 | 0.1 | 2.7 | 1.5 | 3.0 | 1.7 | 1.5 | 0.8 | 1.93 | 2.24 |
| GVSU vs Proposed minimum | 1.5 | 1.1 | 0.8 | 0.0 | 0.0 | (0.9) | (2.4) | (1.8) | 1.0 | 0.5 | 3.2 | 0.48 | 0.18 |
| GVSU vs National (unadjusted) | 2.1 | 0.6 | 0.0 | 0.1 | 0.5 | 1.8 | 1.4 | (0.4) | 3.6 | (0.4) | 1.7 | 1.04 | 0.40 |
| GVSU vs National (CPI adjusted) | 1.2 | 0.6 | (0.2) | 0.5 | 0.9 | 1.5 | 1.1 | (0.2) | 3.5 | 0.1 | 1.8 | 1.15 | 0.66 |

(1) Indicate negative numbers  
(2) Includes promotional increments, merit raises, compression, and all other special salary adjustments for all continuing tenure-track faculty (including library faculty) 
* Includes CPI and other selective salary adjustments for all continuing tenure-track faculty 
$ Values from the Bureau of Labor Statistics 
1 3% to offset a reduction in health benefits (this adjustment was made mid-year and shows up in 2012 on the figure below) 
2 2.5% to offset a cut in summer salary
Figure 1. Mean faculty salary at Michigan Public Universities & GVSU over the past 16 years. The mean salary was calculated as the average of the three salaries posted by rank (Full, Associate, and Assistant) by AAUP (the big 3 include University of Michigan –Ann Arbor, Wayne State University, and Michigan State University). The graph is intended to show the trend and is not actually the salary of the average faculty member.
Memorandum

TO: Gayle R. Davis, Provost and Executive Vice President for Academic and Student Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New program: B.S. in Sport Management (log# 9219)

DATE: 9 December 2015

CC: D. Robert Adams, Chair, University Curriculum Committee (UCC)
    Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
    Mark Luttenon, Chair Graduate Council (GC)
    Felix Ngassa, Vice Chair, Executive Committee of the University Academic Senate
    Maria Cimitile, Assistant Vice President for Academic Affairs
    Dana Munk, Movement Science Department
    Fred Antczak, Dean, College of Liberal Arts and Sciences
    Jeffery Potteiger, Dean of Graduate Studies
    ECS Members

On 9 December 2015 the New Programs Council, chaired by Vice Chair Felix Ngassa, met at my request to begin the consideration of a Prospectus for a new Bachelor of Science in Sport Management. The conversation was generally positive, with the Council acknowledging that the program has the potential to help our students in placement and sports management opportunities in Grand Rapids and West Michigan. Furthermore the culture of sports in the city of Grand Rapids offers wonderful opportunities for our students to explore.

Going forward, the authors were urged to delineate the limitation in course offerings as it relates to accreditation requirements at the Seidman College of Business. In addition, it was suggested that increase in demand should be anticipated and how this could be dealt with in the future. Specifically, the Chair of the UCC suggested that perhaps the catalog should read “9 credits of 300 or 400 level courses” instead of vaguely saying “select 3 upper level electives”. His rationale was that without being specific, a student could take three 1-credit courses and argue that the requirement has been satisfied.

The Council voted to recommend support to the prospectus (4-yay; 0-nay; 0-abstain).
Memorandum

TO: Gayle R. Davis, Provost and Executive Vice President for Academic and Student Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New program – Digital Arts Minor (log# 9342)

DATE: 27 January 2016

CC: D. Robert Adams, Chair, University Curriculum Committee (UCC)
    Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
    Claudia Leiras, Chair Graduate Council (GC)
    Felix Ngassa, Vice Chair, Executive Committee of the University Academic Senate
    Maria Cimitile, Associate Vice President for Academic Affairs
    Virginia Jenkins, Art & Design Department
    Fred Antczak, Dean, College of Liberal Arts and Sciences
    ECS Members

On 27 January 2016 the New Programs Council, chaired by Vice Chair Felix Ngassa, met at my request to begin the consideration of a Prospectus for a new Digital Arts Minor. The conversation was generally positive, with the Council acknowledging the proposal as a truly unique and cross-disciplinary minor. In addition, the authors were praised for the collaborative approach of the proposal. The majority of the courses proposed for the minor are already being offered and are actively being scheduled, meaning there is no significant cost associated with the proposal.

Going forward, the authors were urged to think about how to group the courses as they develop the curriculum; it was expressed that paring down the courses would serve the students best. Other suggestions included constructing a list of “accessible” courses for those students not in Art or Computer Science.

The Council voted to recommend support to the prospectus (4-ay; 0-nay; 0-abstain).
TO: Gayle R. Davis, Provost and Executive Vice President for Academic and Student Affairs

FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New program – Athletic Training Masters Degree (log# 9492)

DATE: 1 April 2016

CC: D. Robert Adams, Chair, University Curriculum Committee (UCC)
Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
Claudia Leiras, Chair Graduate Council (GC)
Felix Ngassa, Vice Chair, Executive Committee of the University Academic Senate
Maria Cimitile, Associate Vice President for Academic Affairs
Fred Antczak, Dean, College of Liberal Arts and Sciences
Jeff Potteiger, Dean Graduate Studies
Tonya Parker, Athletic Training (Movement Science Department)
ECS Members

On 30 March 2016 the New Programs Council, chaired by Vice Chair Felix Ngassa, met at my request to begin the consideration of a Prospectus for Athletic Training Masters Degree. The Council acknowledged the good work of the authors but also articulated some pertinent concerns. Some suggested changes to strengthen the proposal include the following:

1. It would be preferable to use Exercise Science or Biomedical Sciences as the bachelors’ portion of the combined degree program, as the BS in Athletic Training will not be certified and will not lead to employment.

2. In addition to the combined degree, a stand-alone Master’s degree is needed both for our internal process and for HLC accreditation purposes.

3. Although logistics and timing would be an issue, it may be worth seriously considering sharing the simulation lab and space at the CHS building with the College of Health Professions.

4. The cost will need to be reviewed, as this is an expensive program in its current form.
Memorandum

TO: Gayle R. Davis, Provost and Executive Vice President for Academic and Student Affairs
FROM: Karen Gipson, Chair, ECS/UAS

SUBJECT: New program – Information Technology Major (log# 9506)

DATE: 25 April 2016

CC: D. Robert Adams, Chair, University Curriculum Committee (UCC)
Robert Hollister, Chair, Faculty Salary Budget Committee (FSBC)
Claudia Leiras, Chair Graduate Council (GC)
Felix Ngassa, Vice Chair, Executive Committee of the University Academic Senate
Maria Cimitile, Associate Vice President for Academic Affairs
Paul Plotkowski, Dean, Seymour & Esther Padnos College of Engineering & Computing
Mostafa El-Said, School of Computing and Information Systems
Paul Leidig, Unit Head, School of Computing and Information Systems
ECS Members

On 20 April 2016 the New Programs Council, chaired by Vice Chair Felix Ngassa, met at my request to begin the consideration of a Prospectus for Information Technology Major (IT). The conversation was generally positive, with the Council acknowledging the need for such a program that will offer our students another option in a unit that has been successful in its Computer Science (CS) and Information Systems (IS) programs.

Going forward, the authors were urged to keep the number of credits in mind, which is currently set at 90. Other suggestions included thinking about transition classes for students who may want to switch majors or transition between CS, IS and IT programs.

The Council voted to recommend support to the prospectus (4-yay; 0-nay; 0-abstain).