

Detailed ECS Notes from 03/31/2023

Report from the Chair

- *On the ECS Summer Retreats:* A Doodle poll will be sent for scheduling the 2 annual ECS summer retreats, which will be held in May and August.
- *On Senate Leadership Elections for 2023-2024:* Elections for the Chair and Vice Chair of ECS and UAS will be held at the ECS meeting of April 21. Statements from candidates are due April 14.
- *On the New Programs/New Academic Unit Council (NPC):* NPC will meet on April 19.
- *On the ECS Meeting of April 7, 2023:* The ECS meeting of April 7 will include the following: Presentation and Discussion on CLAS Voyage, Affiliate Faculty Advisory Committee (AFAC) Memo on Affiliate Faculty Needs Assessment, Graduate Council (GC) Memo on Graduate Remediation Policy, GC Memo on Graduate Academic Policy on Transfer Credit, GC Memo on Graduate Academic Policies for Degrees, Certificates, or Badges, GC Memo on Dual-listed Enrollment Credit at the Graduate Level, and Graduate Workload Survey Report.

Report from the Provost

- *On the Higher Learning Commission (HLC) Annual Meeting:* The Provost attended HLC Annual Meeting in Chicago with VP Bernal and AVP Lancaster. Retention, advising, DEI, and how to support faculty in these changing environments were themes from the meeting.

Report from the Student Senate President

- *On Keycard Access to Residence Halls:* Student Senate passed legislation on increasing # keycard access points for residence halls.
- *On Interfaith Spaces:* Student Senate passed legislation on increasing interfaith spaces
- *On Elect Her:* The annual Elect Her leadership training was held on March 31 from 3-5:30 pm.
- *On Exam Cram:* Exam Cram will be held during finals week. Members of Student Senate will hand out snacks and pizza at the library.
- *On the Internal Stipend Proposal:* Student Senate passed legislation on stipends.
- *On the Student Senate Alumni Board:* Student Senate is hosting an Alumni Panel of past Student Senate members on April 6.

New Business

- *On Presentation on GVSU Talent Management by Lindsey DesArmo, Interim Director of Talent Management & Mychal Coleman AVP for HR:* The goals of the presentation were to review employee core competencies, develop a shared understanding of talent management, and introduce the talent management unit within human resources. Talent management is "the strategic approach to attracting, retaining, and developing a workforce in pursuit of transforming the culture. It is the care for the employee lifecycle and employee experience." *Competencies* refer to behavioral examples of demonstrated knowledge, skill, or ability. They guide the culture of the organization, set the foundation for performance management, and are aspirational. They were derived from the strategic plan and include fosters inclusive and equitable community, acts with integrity, emotionally intelligent, well-being oriented, asset mindset, collaborative teamwork, and innovator mentality. A comment from the body stated that onboarding has been phenomenal. A question was asked regarding whether everyone is expected to have all of these competencies, as they are very person-oriented, but some people are more "thing" oriented. The answer was that the first phase is working with administration. The second phase will be working with the Provost and Academic Affairs. These competencies are aspirational. The goal is to strive for these. A question was asked about whether staff employee groups are being evaluated on these for 2022-23, if faculty will be evaluated on them in the future? The answer was no. The competencies will be added in for the 2024 cycle for staff, but they are not being evaluated on them. Compensation is not to be impacted from these specifically, and they are not in faculty performance. Question: is something being piloted for faculty now? Leading Lakers program, a base foundational leadership development program. Just launched this winter. College of Business is leading this. Any significant changes to faculty evaluation will come through shared governance.

- *On the General Education Committee (GEC) Memo on Integrating Digital Literacy Skills in the Undergraduate Curriculum:* GEC explored digital literacy as a skill and defined the skill and 3 learning objectives that faculty could choose to adopt in lieu of another skill. The next step is gathering feedback from faculty on whether faculty are interested in addressing these. GEC is not thinking that their committee will be responsible for digital literacy, they are imagining something co-curricular, such as online modules. It was noted that one of the recommendations is basically CIS 150. GEC stated that they wanted something credit-neutral. CIS 150 could be one way to fulfill the requirement. There was a comment that if there is a way for student to demonstrate these skills, there can be a focus on those who do not demonstrate them. Another comment was that these seem to encompass technical interactions with the tools, but digital literacy also includes using information in a digital format. The GEC are focused on producing material with digital tools, consuming digital literacy, and developing online persona. The items listed are things students would need to be able to do in order to do the higher level things we need them to do in general education. There was a comment that FTLC would need to help the faculty assist with answering questions from students. It was suggested that the committee express these in a way that will work as technology changes. Student Senate representatives suggested that during Transitions was a great time for learning for students. ECS voted to accept the report, share with UCC, and put on the agenda for ECS retreat for further discussion.
- *On the GEC Memo on Program Review-Related Reportage:* GEC is requesting to remove this charge since there have been changes in Academic Affairs, and program review-related reportage isn't currently being discussed. ECS voted to accept the memo and discuss program review-related reportage at the retreat, as other committees are also impacted by this charge.
- *Faculty Teaching and Learning Center Advisory Committee (FTLCAC) Memo on Open Educational Resources/Affordable Course Materials (OER/ACM) Development:* FTLCAC met with Matt Ruen from University Libraries to get an idea of previous efforts. Money to do this from the library is closing, so FTLCAC recommended the following: \$500 summer stipend to adapt a current course to an existing available OER or up to \$2000 summer stipend to write new OER material or a textbook for a course. As part of the proposal, funding could also be divided by a team working on an OER. A portion of the funding could also be applied to the faculty's home unit to support overhead costs of adapting a new OER across multiple sections of a course. These stipends could either be distributed through a new grant type, or as a priority focus for existing grants, such as through Teaching Innovation Grants. The total number of grants offered would be dependent on FTLC budget constraints. The proposal also included recommendation for course releases, but it was discussed that stipend might be more feasible. Christine Rener shared that there is a digital badge being developed for OER use. ECS voted to accept the report and thank the committee for its work, and put this topic on the agenda for the summer retreat.
- *On the FTLCAC Memo on Relationship Between FTLCAC and LIFT-MC:* A LIFT-MC liaison on FTLCAC will be selected by the committee. This will not be the chair or vice chair. ECS voted to support with recommendation to UAS.
- *On the Academic Policies and Standards Committee (APSC) Memo on Program Scholarships:* For scholarships granted by or in accordance with academic departments, programs and schools, the Development and Financial Aid offices will confer with the affected department, program, or school to clarify or edit criteria before altering requirements for the scholarship. If an academic department, program or school seeks to change scholarship criteria, that unit should confer with Development and Financial Aid to ensure that the university remains within compliance of the donor's intent. ECS discussed where this policy belongs. The body voted to accept and forward to UAS; if endorsed by UAS, Provost Mili offered to ensure that this information goes where it belongs.
- *FSBC Memo on Update to the Annual Salary Adjustment Request for 2023-2024:* FSBC added more information to the previously submitted annual salary adjustment request. FSBC reminded the administration that all employees sacrificed a salary increase in 2020, and reaffirmed that it is important that employees are paid properly. In particular, FSBC recommends that the Merit Fund be capped at a 3.0% increase and that an additional 2-4% increase be distributed as a flat rate increase administered to all as a component of the Special Salary Adjustment Fund. ECS voted to support with recommendation to UAS.