
Detailed Notes on the ECS Meeting of January 16, 2026

Chair's Report

- *On a Leadership Update:* Kyle Kooyers has been appointed the Director of the Sylvia and Richard Kaufman Interfaith Institute. Doug Kindschi will continue involvement as advisor and founding director.
- *On the Employee Competency Discussion:* The FPPC had been charged by the ECS in the 2024-2024 academic year to "Review the newly adopted HR Core Competencies for faculty as employees of the university and the implications on the faculty personnel processes." The FPPC submitted their memo related to this charge in April 2024, and the UAS voted to support their recommendation at its November 2024 meeting. The memo had recommended that the competencies should apply to staff only. The current and immediate past chairs of the Faculty Personnel Policy Committee and the Chair of UAS met with individuals from Human Resources on January 13, 2026 to discuss the employee competencies. At the meeting, HR members shared that they would like the faculty to consider supporting the competencies and shared that they are not meant to be points to evaluate, but are meant to be values of the institution and have resources for employees that relate to them. The faculty members at the meeting shared concerns about some of the competencies and how they might be related to personality and also might be particularly challenging for neurodiverse faculty. The faculty also raised concerns about some of the language on the HR website about the competencies. The HR professionals shared that the website is currently being revised. Conversations about how the HR competencies relate to faculty will continue.
- *On the Data Advisory Committee Meeting:* Chair Karasinski attended the Data Advisory Committee Meeting. This committee is discussing data categorization and data retention at GVSU. Members are being assigned to subgroups as the work continues.
- *On the Faculty Salary and Budget Committee (FSBC) Memo on Compensation for Independent Studies:* In February 2023 the UAS voted to support a memo from the FSBC which recommended that faculty receive compensation for teaching independent studies. In July 2023 the provost at the time, Provost Mili, responded that Provost's Cabinet and others were having conversations about faculty workload, and that compensation for independent studies would be discussed as part of these conversations. In November 2025, the FSBC resent this memo to ECS. Because this memo had already been discussed and supported by the UAS, Chair forwarded this memo to Provost Drake in January 2026.
- *On the Proposal for a PhD in Computing:* The proposal for the PhD in Computing has been reviewed by the Faculty Salary and Budget Committee (FSBC) and the Graduate Council (GC). The FSBC had 4 votes in support and 9 not in support. The GC had 5 votes in support, 7 not in support, and 2 abstentions. Both bodies sent feedback to the proposers, who submitted responses to the feedback. The University Curriculum Committee (UCC) has reviewed the proposal and requested an amendment. The plan is to change the ECS meeting of February 27 to a UAS meeting with the sole agenda item of voting whether to recommend the proposal for the PhD in Computing to the Provost.

Provost's Report

- *On the Search for the Dean of the College of Liberal Arts and Sciences (CLAS):* There was a robust pool of candidates for the CLAS Dean search. On Monday three finalists were announced. One candidate withdrew because they had accepted another position. The search committee is confident in their remaining two candidates so will move forward. If needed, alternates are identified in the pool. The final candidates will visit GVSU on January 22-23 and January 26-27. More information can be found on the [search website](#). All are encouraged to attend the sessions and provide feedback. ECS members stated the importance of a successful search.
- *On Parking for Graduate Assistants (GAs):* Faculty have raised concerns around being informed that GAs will no longer have an exemption to the parking fee beginning in Fall 2026. This decision was made over the summer. Provost Drake did request an exemption for GAs, which was not granted. The reasoning was that all students that park at GVSU are required to purchase parking. The goal is to ensure that all are treated equally. Free park-and-ride lots and use of the Laker Line or department-created scholarships were identified as no-cost opportunities for GA parking. This item has been placed on the ECS agenda for the meeting of January 23, as it was requested by more than three ECS members, per [SG 1.01.8.2.1](#). The UAS Chair will draft a memo for review at the January 23 meeting, requesting an exemption to the parking fee for GAs, to be sent to Provost Drake and Greg Sanial, Vice President for Finance and Administration. ECS members stated that the decision and communication on GAs paying for parking is directly out of line with the shared leadership communication that we are hoping to facilitate. It also seems to devalue graduate education. As employees of GVSU, GAs are our colleagues.
- *On the Budget Exercise:* The Senior Leadership Team (SLT) held two retreats to discuss the budget and identify near-, medium- and long-term plans. They are finalizing priorities with strategic plans. They are assessing the big levers (e.g., state allocations) and discussing potential reallocations; no final decisions have been made at this time. The Provost

hopes to share more details in approximately 4-6 weeks. She remains committed to communication and the shared leadership process with care, integrity, and hope.

- *On Workday:* Senior Associate Vice President for Academic Affairs Ed Aboufadel shared an update on Workday. There is a Workday governance group preparing for Workday Student, which includes Ed Aboufadel; Cathy Buyarski, Vice Provost for Advising and Student Success; Colleen Lewis, Associate Dean for Academic Support; Anne Sergeant, Vice Chair of UAS, and Heather Gulgin, Professor of Exercise Science. Later this year some aspects of Workday Student will go live. Academic Affairs is involved in prioritizing optimization. Training for Workday Student will be important and is being discussed.

Student Senate Report

- *On the SPARK Fund:* Student Senate is continuing the relaunch of the SPARK Fund this semester. Their priority is ensuring the fund is fully operational and accessible to students, with clear structure and accountability. Programming supported through the fund is currently scheduled for the whole month of January.
- *On Elections:* Student Senate will conduct elections for the next Student Senate body later this semester. This process is critical for continuity, and their emphasis is on a transparent, well-organized transition to ensure consistent student representation into the next academic year.
- *On Legislation:* Student Senate is working toward the passage of several pieces of legislation this semester that address identified student needs. Where this work intersects with academic policy, student success, or instructional matters, Student Senate will engage campus partners early and keep the appropriate governance bodies informed.
- *On Strategic Plans:* Student Senate will vote next Thursday on a resolution to endorse the RHCLN and the Academic Affairs Strategic Framework. Earlier in the week, they met again with Sean Lancaster to discuss student perspectives, including concerns related to artificial intelligence and its broader implications for teaching and learning.
- *On Meeting with Legislators:* Student Senate leadership will travel to Washington, D.C. early next month to meet with legislators and discuss the university's impact, as well as issues relevant to students.

New Business

- *On the Faculty Salary and Budget Committee (FSBC) Memo on Adjunct Pay:* This memo recommended minimum pay of \$1000 for individuals without a terminal degree and \$1100 for individuals with a terminal degree. It was recommended that the minimum rate increase \$100 for each year of service and after 5 years, adjuncts may be promoted to Senior Adjunct. It further recommended that minimum pay be adjusted annually based on previous year's increase in salaries, without going through faculty governance (administered by the Provost). The ECS voted to place this memo on the UAS agenda.
- *On the Faculty Salary and Budget Committee (FSBC) Memo on Overload Pay:* This memo recommends changing the language in the policy on overload pay to note that additional credits are at a minimum of the current Adjunct Instructor minimum. This is changed from "minimum \$1000." The Adjunct Instructor minimum can change; this recommendation allows the overload pay to align with Adjunct Instructor pay without the need to write a formal memo. The ECS voted to place this memo on the UAS agenda.
- *On the Faculty Salary and Budget Committee (FSBC) Memo on Summer Teaching:* The memo recommends that Academic Affairs develop a mechanism that incentivizes growth in summer credit-hour production. The FSBC opposes strategies that imposes a limit on the number of sections tenure-stream or affiliate faculty teach in summer. Bonnie Bowen, Associate Vice President for Academic Affairs, and ex-officio member of FSBC shared that discussions about a potential pilot program are in the early stages. The pilot is intended to reduce the burden on the overload budget and works in harmony with the FSBC recommendation. The ECS voted to place this memo on the UAS agenda.
- *On the Faculty Salary and Budget Committee (FSBC) Memo on Salary Adjustment:* The memo recommends a salary increase of CPI + 1.5%, which is the historical recommendation. The ECS voted to place this memo on the UAS agenda.
- *On the Faculty Salary and Budget Committee (FSBC) Memo on Promotional Increments:* The memo recommends changing the promotional increments for associate professor from \$5000 to \$6500 and full professor from \$6500 to \$8500. It recommends that the promotional increments increase annually based on the previous year's increase in salaries, without going through faculty governance. The ECS voted to place this memo on the UAS agenda.