

## Detailed ECS Notes from 01/20/2023

### Report from the Chair

- *On the Title IX External Review:* Peter Lake from Stetson University College of Law, a nationally recognized expert on higher education topics, including Title IX, will conduct the external review of Title IX. There will be opportunities for invited interviews and an option for anonymous feedback. A report is expected to be available by the end of this semester.
- *On the Theme of the 2022-2023 UAS Newsletter:* The Theme of the 2022-2023 UAS Newsletter is ***Lakers Ready for Equity and Sustainability***. All past newsletters can be found on the faculty governance website. The deadline to submit an article to Chair Ngassa is March 15.
- *On the UAS Meeting of 02/03/23:* The next meeting of UAS will be 02/03/2023. The agenda will include the following: University Budget Presentation; Presentation on Scholarship System Update; Presentation from the University Libraries on Collections Update; Graduate Council (GC) Memo on 8-Year Time Limit Policy; Academic Policies and Standards Committee (APSC) Memo on Academic Freedom; Faculty Salary and Budget Committee (FSBC) Memo on Independent Studies Compensation; FSBC Memo on Adjunct Pay; FSBC Memo on Update to Faculty Salary Adjustment Program; and FSBC Memo on Affiliate Promotional Increment.

### Report from the Provost

- *On Rev. Dr. Martin Luther King, Jr. Commemoration Week:* There was an impressive lineup of speakers. Some takeaways include the following. From Eddie Glaude, Jr., there is a distinction between desegregation and integration; we have achieved desegregation but not integration. Our shoulders are touching but our hearts are not. From our alumnus, Jerry Wallace, who shared his family's experience, we live side by side but have completely different experiences. Very often we celebrate that we have this alumnus who faced these challenges and overcame them, but we should be eliminating the challenges. From Mary Frances Barry, who spoke about all she has done and all she has yet to do at age 86, and how MLK evolved throughout his life and his views continued to change, we must all keep evolving and changing and keeping an open mind. We need to be deliberate in keeping this in mind, the experiences of our students, not just during this week. Think about the agency we have to create more positive experiences.

### Report from the Student Senate President

- *On the President's Ball:* Efforts are being made toward preparation and promotion for President's Ball. Ticket sales have exceeded expectations.
- *On Elections:* Election petitions are live.
- *On Credit/No Credit Legislation:* Will see credit/no credit legislation at ECS 2/10.
- *On the Last Lecture Series:* Recommendations are being solicited from students to select professors to give lectures.

### New Business

- *On the Presentation on GVSU Employee Retention Data by AP Executive Committee:* There are 890 AP across campus with adjuncts. There are 12 elected Executive Committee members, each representing 1 of 6 groups, determined by location. There are subcommittees for awards, professional development, salary, benefits, and social justice. GVSU has the ability to choose whether or not we want to be an employer of choice. Staff of color are leaving at an accelerated rate compared to white staff. There are higher rates of

- AP and Professional Support Staff voluntarily leaving than faculty. The committee's actions so far include dissemination of findings from their survey, updating their bylaws and representative structure, and improved exit surveys, professional development, and on-boarding from a cultural integration perspective.
- *On the APSC Memo on Academic Freedom:* The memo proposed adding "GVSU recognizes, supports, and defends academic freedom as necessary for preserving our common mission of promoting inquiry and advancing the sum of human knowledge, expression, and understanding." After "faculty members are entitled to freedom in the classroom in discussing their course material," the memo recommended changing "but they should be careful not to introduce into their teaching controversial matter which has no relation to the scope of the course as outlined in the University catalogue description" to "our role as academic professionals is to facilitate a broader understanding of complex issues relative to our courses." There was a suggestion to change "courses" to "disciplines." This is a Board of Trustees policy that will go to the board if approved (BOT 4.2.2). There was discussion that some faculty could perceive this change as giving faculty the freedom to be partisan in the classroom, but it was noted that other policies should prevent partisan concerns in the classroom, including the conflict of interest and political activity policies. A motion to support with recommendation to UAS was unanimously supported. If approved by UAS, there will also be a parallel change to a Senior Leadership Team Policy (SLT 10.5).
  - *On the APSC Memo on Cancellation, Closure, and Remote Status During Final Exams:* This change would mean that if Friday final exam was cancelled, instead of being on a Saturday, it would be moved to the next academic day. There were concerns that this could be a problem with student move-out. It was discussed that generally if there is inclement weather, faculty can often plan in advance, and could keep the exam time and make it remote. A motion to accept the report and thank the committee for its work was supported.
  - *On the FSBC Memo on Adjunct Pay:* This memo recommended increasing the minimum for adjunct pay. This has been lower than our competition and our adjuncts do an excellent job. A motion to support with recommendation to UAS passed.
  - *On the FSBC Memo on Update to Faculty Salary Adjustment Program:* This memo recommended that special salary adjustments would have documentation and promotion increments would be adjusted annually. It was noted that no policy is in place for affiliates to ask for justification for why they do or do not receive merit. It was suggested that the Affiliate Faculty Advisory Committee (AFAC) could look at a parallel policy and develop something. There was concern about the timing of when faculty receive their performance summary, salary recommendation, and availability for a meeting, as currently there is limited time for this before summer. ECS should look at the timeline for evaluation during summer retreat. A motion to support with recommendation to UAS was passed.
  - *On the FSBC Memo on Affiliate Promotional Increment:* This memo recommended increasing the promotional increment for affiliate faculty from 1000 to 5000. It was noted that AFAC is concerned about the 77 affiliates who are senior affiliates and only received a 1000 promotional increment. Compression related to senior affiliates will be considered. A motion to support and recommend to UAS passed.
  - *On the FSBC Memo on Administrative Salaries:* There had been concerns that the administration received higher raises than faculty. Last year after this issue was raised the administrative raises were more in line with faculty raises. A motion to accept the report and thank the committee for their work passed.
  - *On the APSC Memo on Late Withdrawals Policy:* During COVID, the withdrawal deadline was extended. This is good for students; it gives them more time to withdraw. This is also good for administration, as they will have to process fewer exceptions. The memo recommends that this COVID policy continue permanently. Due to the need for immediate implementation of this policy, a motion to approve on behalf of UAS, pursuant to SG 1.01.3.1, passed.