

Detailed ECS Notes from 01/26/2024

Report from the Chair

- *On the COACHE Survey:* All faculty are reminded to participate in the upcoming COACHE [Faculty Job Satisfaction Survey](#) which the Provost discussed in [a communication in late November](#). GVSU has joined The Collaborative on Academic Careers in Higher Education ([COACHE](#)) for the next several years. This is a long-term project at the Harvard University's Graduate School of Education, focusing on faculty. **The survey will launch during the first full week of February** and will remain open for several weeks. All tenure-line and affiliate faculty will receive emails, inviting them to complete the survey. We will receive the findings from COACHE this summer, and in Fall 2024, GVSU faculty will be engaged to review the findings and to start to make changes. Details can be found on [our GVSU COACHE website](#).
- *On Retention:* Winter census reports were shared, which are accessible on the [Institutional Analysis website](#). The retention rate for Winter 2023 is 92.1%. By class, the retention rate is 91.7% for first-year students, 97.8% for sophomores, and 95.6% for juniors.
- *On Democracy 101:* Upcoming events are January 31, February 28, and March 27.
- *On the Next UAS Meeting of February 2:* The February 2 UAS meeting will be a virtual meeting via Zoom and will include the following agenda items: Academic Affairs Budget Presentation; New Complaints and Grievance Process; Presentation of the Bellamy Creek Program; Presentation and Discussion on Educating Adult Learners at Scale; Test-Optional and Holistic Admission Task Force Report; Proposed Changes to the Campus Life Committee; Academic Policies and Standards Committee (APSC) Memo on Policy Language Surrounding Academic Minors; Online Education and Microcredential Council (OEMC) Memo on Faculty Course Approval; Proposed University Definition of Digital Literacy/Proposed Inventory Process; and Faculty Personnel Policy Committee (FPPC) Memo on Bias Statements for Students and Faculty Revised.

Report from the Provost

- *On Student Success:* The Provost's theme of the week was student success. Dr. Mary Murphy, the Herman B Wells Endowed Professor of Psychological and Brain Sciences at Indiana University and Founder of the Equity Accelerator, spoke on campus last week.
- *On Town Halls Around Success and Retention:* Two Town Halls were held with Provost Mili, VP Truss, and VP Hall-Jones. There were 30-40 attendees in the face-to-face session and 87 attendees on Zoom. It is clear that faculty and staff really care about students. If we want students to be successful, we have to care for the faculty. Another session will be held today, 1/30 at 3:00 pm on the Pew Campus. The Provost thanks everyone who has participated and encourages those who have not to attend today's session.
- *On Adult Education:* The fourth of President Mantella's five priorities is adult education. Dr. Kara Van Dam will present an exciting initiative to UAS this Friday, February 2.

Report from the Student Senate President

- *On the State of the Student Senate:* The State of the Student Senate address went well. The promotional video on restructuring was debuted.
- *On the President's Ball:* The Student Senate is preparing for the President's Ball, to be held on Friday February 2 at 6 pm at DeVos Place.

New Business

- *On the Proposed University Definition of Digital Literacy & Proposed Inventory Process:* The Digital Literacy Taskforce was introduced. This group was convened last fall. They drafted a definition and sought feedback from a number of groups. The proposed definition is "*Digital literacy is the ability to use, create, evaluate, and engage critically with digital technologies to complete tasks safely and ethically in professional and civic contexts.*" Would also like to develop a digital literacy inventory. The motion to support with recommendation to UAS passed unanimously.

- *On the Faculty Personnel Policy Committee (FFPC) Memo on Bias Statements for Students and Faculty Revised:* Statements were drafted last year with FFPC and the I & E Office, which was approved by UAS, but someone at UAS shared about potential backlash if a statement was included. It was noted that a statement could increase defense mechanisms or decrease student participation. FFPC delved into the research around this, and the review of the literature was inclusive. FFPC tapped psychology faculty to review the submitted draft statements. None of the psychology colleagues objected to the statements on the basis of unintentional harm, but they did suggest revisions to make statements clearer and less accusatory in tone. Many faculty did not feel as though the statements would mitigate bias. FFPC went forward with the statements as these can educate, and it is a public acknowledgement for those who have suffered from bias that we strive to uphold standards of equity and inclusion. The motion to support with recommendation to UAS was unanimously supported.
- *On the Selection of Faculty to the SHGR Task Force:* Faculty were selected for the taskforce on Shared Governance Review (SHGR).
- *On the Consent Agenda Update:* Jared Moore and Chuck Pazdernik have met and have some language that will be reviewed on February 9th.
- *On the Discussion of Topics for Faculty Forums:* The proposed topic is “*Laker Readiness: What faculty, staff, and administrators can do to meet the demands, challenges, and needs of our growing student population.*” The body discussed whether faculty would connect with this title and see it as something they would choose to attend. On the other hand, perhaps the townhalls organized by Academic Affairs, Student Affairs, and Enrollment Management have already provided an avenue to share concerns and challenges and how we might work together to address them? Therefore, perhaps in respect of faculty time and to avoid duplication, we can skip this semester’s faculty forum and plan for one in Fall 2024, except if faculty and/or ECS feels otherwise.
- *On the Discussion of Theme for the 2024 UAS Newsletter:* The theme for the 2024 UAS Newsletter will be *The Role of Shared Governance in Co-Creating Laker Readiness*. All faculty who would like to contribute an article (a maximum of one page) should contact Chair Ngassa and plan to submit their articles by the deadline of April 1.