

Detailed ECS Notes from 03/22/2024

Report from the Chair

- *Update on Faculty Concern and Discussion on Shared Governance:* I would like to update faculty on some upcoming follow-up discussions regarding the President's response memo on "Educating Adult Learners at Scale" and the "Test-Optional and Holistic Admissions Task Force Report." As you can recall, the president's response memo on "Educating Adult Learners at Scale" accepted our recommendation for the formation of a task force. The plan is to form a task force that can leverage a diverse range of expertise required to drive the initiative forward. The task force will include faculty members who possess a profound understanding of adult education, along with key deans, admissions and financial aid professionals, specialists in digital delivery, the Registrar, and a Student Affairs expert etc. Kara will work with ECS/UAS to assemble and define the responsibilities and scope of the task force. I will be meeting with Kara on April 9 to discuss this further. The following faculty members, Bob Hollister, Figen Mekik, Chris Pearl, Mary Bower Russa, Anne Sergeant, and Andrew Spear, will join Courtney Karasinski and me to meet with President Mantella and Provost Mili on April 12 to discuss admissions and shared governance expectations.
- *On Democracy 101:* The upcoming event is on March 27.
- *On the 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 should contact Chair Ngassa and plan to submit their articles by the deadline of April 1. Please also send a picture or headshot to go with your article.
- *On the COACHE Faculty Survey:* Please respond to the survey, which is open until April 5.
- *On the Reach Higher Showcase:* This will be held on April 12 at 4 pm.
- *On the Election of Senate Leadership for 2024-2025:* The new Senate leadership will be elected on April 19.
- *On the ECS Meeting of March 29:* The March 29 ECS meeting will be an in-person meeting in CHS 233. The agenda items include the following: Presentation on Employee Core Competencies; Research-Intensive Course Designation Proposal; International Education Committee (IEC) Memo on IEC Bylaws Change; Faculty Teaching and Learning Center Advisory Committee (FTLCAC) Memo on Relationship with FTLC; Update from the SHared Governance Review (SHGR) Task Force; and Preliminary Discussion on Resources and Funding Priorities for Academic Affairs.

Report from the Provost

- *On the Dean Search:* Provost Mili reported that this week was filled with interviews for the dean of computing; the interviews for the engineering dean were held last week. There was strong participation and engagement from faculty and staff.
- *On Students' March on Campus:* The Senior Leadership Team (SLT) received a letter from the students who conducted a march on campus stating their concerns. The SLT would like to meet with the students to work together toward a solution. All faculty are invited to attend the Town Hall at 6 p.m. in 2266 Kirkhof Center to hear the students' concerns.

Report from the Student Senate President

- *On Student Senate Legislation:* The Student Senate has passed legislation asking the University to investigate a student's legal services department and supporting the expansion of the online gender-neutral bathroom site to include directions or a map to the physical locations.
- *On Elections:* Student Senate elections are open until 5 p.m. on Monday, March 25, and turnout has significantly increased from last year.
- *On the Sekora Award:* Quinten Proctor, the student Senate President, was congratulated on receiving the Thomas Sekora award.

New Business

- *On the Selection of the Test-Optional and Holistic Admissions Task Force 2:* ECS decided to divide the task force into two groups: Group 1 (Admissions Standards Group) and Group 2 (Student Support Group). For each group, the nominated faculty have been contacted and asked to reply if they are willing and available to serve. The task forces are expected to share preliminary reports by the end of May and a final report by the start of the Fall semester.

Group 1: Admission Standards Group

Review admission standards and SEMP report/recommendations. Based on your review of the SEMP report, clearly articulate what holistic admission means based on GVSU practice. Make recommendations.

1. Continue to review and report on the current GVSU admissions standards, criteria, and decision-making practices in collaboration with leadership. This includes analyzing and considering the SEMP recommendations, which focus on enhancing student diversity, improving retention rates, and optimizing resource allocation.
2. Act on the original Test-Optional and Holistic Admissions Task Force Report recommendation #2 and the Administration response dated 22 Feb 2024 regarding recommendations for meaningful, institution-appropriate standards for admission based on established scientific data, using the evidence-based research to formulate actions for assessing the outcomes and identifying possibilities of change/adjustments.

Group 2: Student Support Group

Review resources and student support services and make recommendations.

1. Act on the original Test-Optional and Holistic Admissions Task Force Report recommendation #4, including collaboration with leadership to make concrete, action-oriented recommendations to guide institutional support and proactive intervention policies to improve retention and graduation of admitted students, particularly historically underserved students.
- *On the Faculty Personnel Policy Committee (FPPC) Memo on Evaluation of Teaching:* This memo was submitted with two accompanying documents: **Faculty Fora Summary on Evaluation of Teaching and Teaching Evaluation Considerations and Suggestions**. FPPC concluded that this charge was beyond FPPC's scope and expertise. To provide a robust and researched-based evaluation of teaching, FPPC recommends that the entirety of the materials concerning the Evaluation of Teaching found in the Faculty Handbook and on the Provost's Website, including those materials that FPPC has recommended and not yet approved, be examined together for consistency and reconsidered in light of the most recent research. We recommend a multi-year task force to work in cooperation with the faculty and in collaboration with a past or present representative from FPPC, FTLC-AC, EIC, EPP, LIFT-MC, CECI Education Faculty and other disciplinary experts who have been actively engaged in the groundwork. A task force would ideally begin with a thorough investigation of what is already being enacted in units/colleges across campus and continue by researching, designing, piloting, implementing, and regularly assessing an improved teaching evaluation process. ECS accepted the FPPC recommendation on the Evaluation of Teaching and placed it on the ECS agenda for the spring and summer retreats.
 - *On the FPPC Memo on FPPC Bylaws Change:* This memo recommends changing the FPPC bylaws regarding the Timeline for electing a Chair. The chair will be elected each year "during the second to last meeting of the Winter semester," instead of "during January." The proposed change will result in a change in shared governance policies, **SG 1.02.d.iii**. ECS acted on behalf of UAS pursuant to SG 1.01.3.1 to support the FPPC recommendation on FPPC bylaws and send it to the Provost.
 - *On the FPPC Memo on Merit Ratings in Workload:* This memo was submitted with an accompanying document, **FPPC Report on How to Submit a Faculty Review Document in Workday**. FPPC recommended expanding the current three evaluation designations to five. If approved, this proposal will

result in the change of our shared governance policies, **SG 3.08.2**. The new evaluation designations proposed are the following:

1. Does Not Meet Expectations
2. Needs Improvement
3. Succeeding
4. Exceeding
5. Exemplary

ECS voted to place the FPPC recommendation on Merit Ratings in Workday on the ECS agenda for the spring and summer retreats.

- *On FPPC Report on Annual Evaluation Considerations*: FPPC offered this report as insight for future ECS consideration. ECS voted to place the FPPC recommendation on Annual Evaluation Considerations on the ECS agenda for the spring and summer retreats.
- *On the Affiliate Faculty Advisory Committee (AFAC) Memo on Optimal Membership and Faculty Representation*: ECS entrusted AFAC with the crucial task of reviewing its standing responsibilities and, considering its workload, determining the optimum and appropriate faculty membership and representation of AFAC. After a thorough discussion of the committee's responsibilities and workload, AFAC recommended keeping the current committee size and makeup. ECS voted to accept the AFAC recommendation and thanked AFAC for their work.