

Detailed ECS Notes from 03/29/2024

Report from the Chair

- *In selecting the Test-Optional and Holistic Admissions Task Force 2, ECS divided the task force into two groups: Group 1 (Admissions Standards Group) and Group 2 (Student Support Group). The nominated faculty were contacted for each group, and their responses were recorded (see list below). The task forces will be consulted on leadership selection and timeline for their work.*

Group 1: Admission Standards Group:

1. Nick Baine
2. Matt Boelkin
3. Jen Drake
4. Bob Hollister
5. Aaron Lowen
6. Jakia Marie
7. Ernest Park
8. Michelle Rhodes
9. Jen Smart
10. Mike Stoll
11. Danny Velez
12. Representative from I&E

Group 2: Student Support Group

1. Cathy Buyarski
2. Keigh-Cee Bell
3. Jennifer Cymbola
4. Joy Gianakura
5. Nikki Gaines
6. Aaron Haight
7. Brian Hatzel
8. Jessica Jennrich
9. Sal Lopez-Arias
10. Amy Masko
11. Mike Messner
12. Mike Saldana
13. Andrew Spear
14. Anna White

- *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 from the 2024-2025 ECS membership.
- *On the UAS Meeting of April 5:* The April 5 UAS meeting will be held in person at CHS 233. The agenda items include the following: Update from the Office of the Employee Ombuds; Graduate Council (GC) Memo on Independent Study Policy; GC Memo on AI Policy in Theses and Dissertations; University Curriculum Committee (UCC) Memo on Course Designation for Study Abroad; Consent Agenda for UAS; International Education Committee (IEC) Memo on IEC Bylaws Change; Research-Intensive Course Designation Proposal; and GVSU Perception Research Presentation.

Report from the Provost

- *On the Dean Searches:* Provost Mili reported that the interviews for the dean of computing and engineering are now over. 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 is committed to meeting with the students to work together toward a solution.

Report from the Student Senate President

- *On Student Senate Elections:* Student Senate President Quinten Proctor was re-elected as Student Senate President for the 2024-25 academic year.

New Business

- *On the Presentation on Employee Core Competencies:* Lindsey DesArmo from HR gave a presentation that reviewed employee Core Competencies, developed a shared understanding of Talent Management, and introduced the Talent Management Unit. Core Competencies guide the organization's culture and socialize employees to that culture. They set the standard of expectations for all employees and the foundation for performance management. Core Competencies are aspirational and action-oriented and bring our values to life. Talent Management is about taking a strategic approach to attracting, retaining, and developing a workforce in pursuit of transforming the culture. There are 8 GVSU employee Core Competencies that are the foundations of Talent Management. ECS thanked Lindsey DesArmo for the presentation and placed it on the ECS agenda for the spring and summer retreats.
- *On the Research-Intensive Course Designation:* Anna Hammersmith, Faculty Fellow in OURS, and Susan Mendoza, Director of OURS, presented this proposal, which aims to recognize courses at GVSU that contain embedded undergraduate research experiences. A research-intensive (RI) course designation is proposed to be attached to specific course sections and courses to elevate and recognize research efforts. A research-intensive designation will show institutional support for the commitment of faculty actively providing research experiences in their courses. It will also create opportunities for students to identify and select classes that embed undergraduate research experiences. ECS amended the approval process to ensure that the final notification to the units and colleges comes from the Office of the Provost after OURS has submitted the review summary. ECS voted to support the recommendation with a motion of support to UAS.
- *On the IEC Memo on IEC Bylaws Change:* The proposed change will change the Shared Governance Policies in SG 1.02.B. The significant change in membership composition is recommending two representatives from CECI (currently, four are from CLAS, and one is from each of the remaining colleges and the University Libraries). For student membership, it is recommended that one student be selected by the Student Organization, which represents international students. Other changes were mainly to conform with the current terminology. For example, **Faculty Led** for Study Abroad, **Executive Director of Padnos International Center** for Director of International Education, and **Padnos International Center** for Office of International Affairs. ECS voted to support the recommendation with a motion of support to UAS.
- *On the FTLCAC Memo on Relationship with FTLC:* ECS charged FTLCAC with strengthening communication channels between FTLCAC and FTLC. FTLCAC has formalized communications channels with FTLC and intends to continue these actions in the next academic year. ECS voted to accept the report and thanked FTLCAC for completing its charge.
- *On the Update from the SHGR Task Force:* The Chair of the SHGR task force updated ECS on the task force's progress so far. The task force has discussed their charge and is moving forward.
- Provost Mili shared the principles guiding funding decisions in the Preliminary Discussion on Resources and Funding Priorities for Academic Affairs. Thriving and qualified faculty design and deliver exciting quality academic programs and teach and mentor growing student pools who enroll in attractive educational programs. Staff and administration support students, faculty, and programs. Curricular questions include desirability, incentives, pacing, resources, support, and flexibility. The average faculty-to-student ratio is 25:1. For every additional 1000 students, there are 40 affiliates needed (based on four sections of 25 students each), or 53 tenure-track faculty (based on three sections of 25 students each) needed (or a combination of

the two). The target mix is at least 50% tenure-track, 25% affiliates, and 25% adjuncts; for every 1000 students, 33 advisors, tutoring, and administrative support are needed. The funding priorities are 22 tenure-track faculty positions, 20 affiliate positions, five adjunct faculty positions, four advisors, four support staff, academic support (e.g., tutoring, mentoring, onboarding), GA stipends, and program marketing.

- *On the Discussion of GVSU Community Morale:* Space was made during the final 30 minutes of the meeting to share thoughts on the morale of the faculty, staff, and students—concerns centered on supporting the students, particularly the concerns raised at the student demonstration.