

## Detailed ECS Notes from 11/11/22

### Report from the Chair

- *On the Teach-In:* The 10th Annual Teach-In, titled Power, Privilege, and Difficult Dialogues was held Wednesday 11/9 and Thursday 11/10 in a hybrid format. Attendance was excellent.
- *New Program/New Academic Unit Council:* NPC met to discuss how to support individuals submitting proposals and ensure process is transparent.
- *On the Fall 2022 Sustainability Showcase:* The Fall 2022 Sustainability Showcase will be held November 13-19. Explore student projects online anytime. On Friday November 18, 10:00-2:00, there will be in-person presentations and poster and games sessions in the Kirkhof Center's Pere Marquette Room.
- *On the Online Education and Microcredential Council (OEMC) and University Assessment Committee (UAC) Leadership Meeting:* OEMC and UAC leadership met on November 11, 2022, to discuss assessment needs for badges. Most credit-bearing badges are embedded in programs that already assess student learning in the courses comprising the badge. Units present assessment of badges in the application process for badge approval. HLC does not require separate assessment reporting on badges, and UAC does not see a need to require reporting on badges.
- *On the Next ECS Meeting of December 2:* The ECS meeting of November 18 has been cancelled. ECS meets next on December 2. Currently, some of the business items include the following: Updates from the AP Committee on Staff Departures; Review of Year Four Assurance Argument for the Higher Learning Commission (HLC); and Discussion of the OEMC Memo on Administrative Membership.

### Report from the Provost

- *On the KCON Dean Search:* The Dean of KCON has been hired and will begin January 6.
- *On Accreditation Visits:* There were two accreditation visits this week, one in engineering and the other in medical laboratory sciences. Both teams of reviewers shared how amazed they are by all we have here. An engineering accreditation visitor shared that a week ago he had never heard of GVSU; now he is very impressed by GVSU. The medical laboratory sciences visitor had a long list of kudos, including the facilities, program, faculty, staff, and students.
- *On the Teach-In:* Provost Mili attended two sessions of the Teach-In and was very impressed.
- *On Data on Incoming Students:* Provost Council is reading *Won't Lose This Dream: How an Upstart Urban University Rewrote the Rules of a Broken System*, which discusses how Georgia State University collected and analyzed data to find their next questions, rather than starting with preconceived questions.

### Report from the Student Senate President

- *On Consulting with the Johnson Center:* The consultant from the Johnson Center will start on Monday working with the Student Senate.
- *On the Teach-In:* The Student Senate appreciated the hard work on the Teach-In by faculty, staff, and students.
- *On a Senate Alumnae Panel:* The Student Senate is finalizing an alumni panel to be conducted in April.
- *On the Credit/No Credit Deadline:* The Student Senate is working on drafting a resolution extending the credit/no credit deadline.
- *On Student Wage Legislation:* The Student Senate thanks ECS for providing feedback on the student wage legislation. The feeling is that the ECS feedback helped to develop a stronger proposal before bringing it before their assembly.
- *On Voting:* The Student Senate is pleased with the voter turnout, the success of the satellite office, and how students treated one another during the election.
- *On Obtaining Input from the Student Body:* Student Senate is working to obtain permission from building managers to set up comment boxes for students to express concerns.

- *On Meetings of Student Senate Leadership with Senators:* The President and Vice President of Student Senate are conducting meetings with each senator.

## **New Business**

- *On the Presentation on Exit Interviews by Deb Sanders, Director of HR Strategic Business Partners:* The purpose of exit interviews is to identify trends and determine why faculty and staff leave the university. All faculty and staff are invited to complete exit interviews when they are leaving. The preferred modality is in-person, but faculty and staff can choose a phone or Zoom interview or an online survey if they wish. The trends that have been identified included lack of a sense of belonging, burnout, compensation, and DEI/disability treatment concerns. Suggestions from faculty and staff for improving retention include ensuring new faculty are assigned mentors, increasing cultural sensitivity, increasing education on social justice issues, providing work/life balance/resources (e.g., more counseling services for students as faculty are having to support students emotionally, better coverage plans for faculty taking PTO as lack of options hinders faculty/staff from taking PTO, and ensuring faculty have appropriate credit loads to avoid burnout). Proposed improvements to process include increasing visibility by creating an administrative committee charged with reviewing the information and communicating to appropriate leaders. This will include representatives from HR, the Office of the Provost, I&E, a faculty representative, and a staff representative. The Employee Ombuds will be available for consultation but will not be a member
- *On the Presentation by Milos Topic, Vice President of Information Technology and Chief Digital Officer:* Google services are not going away, but Google plans to begin charging for services that have historically been free. IT is having conversations with Google.
- *On Data from the Climate Study by Jesse Bernal, Chief of Staff to the President & Vice President for Inclusion and Equity:* VP Bernal shared trend data that can provide educated guesses on why people are leaving. Three metrics have been tracked since 2011: overall comfort, negative climate experiences, unfair hiring practices. Overall comfort has gone down, unfair hiring practices has increased, negative experiences have slightly declined. In most situations, GVSU's climate was less positive/more negative compared with HEDS data. A new metric is sense of belonging. More racially and ethnically diverse colleges/units are showing more dissatisfaction with sense of belonging. A poll will be sent after the Thanksgiving Break with just staff in order to aggregate data by college.
- *On the Discussion with the International Risk Assessment Committee (IRAC) with Kate Stoetzner, Interim Executive Director of PIC:* All academic credentialing of study-abroad programs is conducted through the International Education Committee (IEC). IRAC is new to GVSU. It began in 2021 and is considered best practice. IRAC's purpose is to provide an opportunity for faculty to have a reasonable conversation with administration about going to places that are dangerous. There is a trigger of the IRAC to request information from the faculty if the US State Department says that the location is at a warning level of 3, the insurance company is concerned, or the CDC has issued a warning. This is an opportunity to visit places around the world that may need some additional consideration, without automatically saying "no" if there are concerns from the State Department, insurance company, or CDC. Recently, IRAC has made a change in its procedures to invite faculty directors to present to the committee, rather than only submitting documents.