

## Detailed ECS Notes from 11/19/2021

### Report from the Chair

- *On the RH2025 Update and ECS/UAS Schedule Change:* RH2025 Co-leads will update UAS at the 12/3 meeting. ECS will plan for the RH2025 endorsement vote meeting when ECS meets on 12/10. ECS 1/21/22 will change to a UAS meeting for the RH2025 endorsement vote.
- *On Title IX:* ECS will discuss the reviewers' final report once it has been provided.
- *On the Next UAS Meeting of December 3:* The agenda for the UAS meeting of December 3 contains the following items: Introduction of Administrators: Laura Aikens, Emil Delgado, Kara Van Dam; RH2025 Update; Faculty Teaching and Learning Center Advisory Committee (FTLCAC) Memo on Learning Management System (LMS) Selection Feedback Survey Finding Report; Faculty Personnel Policy Committee (FPPC) Memo on Leadership and Succession Planning; Affiliate Faculty Representation on Senate (AFFARES) Task Force Memo on AFAC and Proposed SG & BOT Policies Change; Faculty Salary and Budget Committee (FSBC) Memo on University Policies Language on Pay Equity; FSBC Memo on Allocation of Federal Funds; FSBC Memo on Annual Salary Adjustment Request for 2022-2023; Discussion on Faculty Activity Plan and Faculty Activity Report Designations.

### Report from the Provost

- *On Enrollment for Winter 2022 and the Impact of Enrollment on the Budget:* The enrollment pattern for Winter is consistent with the pattern for Fall. The biggest decrease in enrollment is retention of second- and third-year students. The University continues to reach out to these students.
- *In Response to Question on Discussions of Moving to Division I Athletics:* There have been discussions of moving to Division I, but are currently committed to Division II. Universities are leaving Division II. There would be cost associated with moving to Division I; there may also be cost associated with remaining in Division II if universities continue to leave the division, such as increased travel if there are no local schools in the division.

### Report from the Student Senate President

- *On the Climate Survey:* Student Senate Hosted a launch party.
- *On the Student Advising Survey:* Student Senate sent a student advising survey in collaboration with the advising centers and have had a good response rate so far.
- *On Concerns Regarding Campus Dining:* Student Senate is gathering information and plans to address the concerns over campus dining.

### Old Business

- *On Faculty Activity Plan Designation:* Motioned and seconded to change *Faculty Activity Plan* to *Faculty Workload Plan (FWP)*, and to change *Faculty Activity Report* to *Faculty Workload Report (FWR)*. There will be no substantive change to what is being done. This is a name change only. It is consistent with what other universities call these documents. This will be sent to UAS for a vote.

### New Business

- *On AFFARES Taskforce Report:* It was moved and seconded to send to UAS the recommendation to change the ECS/UAS bylaws to include a representative from AFAC to attend ECS and UAS as a non-voting member who will have full participation in discussions; that is, a voice at the table. Full-voting membership for a member of AFAC would require a change to BOT policy. This will continue to be discussed, along with a discussion of ECS representation by college, since two colleges have merged.
- *On Active Learning Classroom Taskforce Report:* The document will be forwarded to the Faculty Facilities Planning and Advisory Committee (FFPAC) for their review.

- *On the Equity and Inclusion Committee (EIC) Report on Prioritizing Equity in Personnel Processes (EPP) Task Force Recommendations for 2021-2022 AY:* Considering changing use of LIFT scores to *formative*, rather than in personnel decisions and annual salary adjustments. Regardless of what happens with LIFT scores, the Faculty Personnel Policy Committee (FPPC) peer-review of teaching process is moving forward, as it was approved last academic year. Using the peer-review process outlined by FPPC will increase the rigor of the faculty review process over using LIFT data, which is both invalid and biased. If this change is made, communication with and input from all stakeholders will be important. Students will need to know that their voice still will be heard and their input considered relative to faculty teaching. This report will be forwarded to FPPC.
- *On the Faculty Personnel Policy Committee (FPPC) Memo on Leadership and Succession Planning:* The memo was supported with recommendation to UAS. ECS discussed allowing committees to determine their own election schedule, but will consider recommending that all committees hold their elections prior to a certain date.
- *On the Faculty Salary and Budget Committee (FSBC) Memo on Annual Salary Adjustment Request for 2022-23:* A significant raise now will help guard against compression when new faculty are hired, which is costly. Questions were raised about administrative salary increases as compared to salary increases across the University; the FSBC chair will follow up.

### **Preview of the UAS Meeting of 12/03/2021**

The Executive Committee of the Senate (ECS) met two times in the month of November to discuss business of the University Academic Senate (UAS). These meetings were held on the following dates: November 12, and November 19. At these meetings, ECS acted within its powers as specified in our Shared Governance Policies, acted on behalf of UAS or supported motions with recommendation to UAS.

ECS sets the agenda for UAS in the form of motions. Although motions come from ECS, it should not be considered a “done deal” because UAS (following Robert’s Rules) will have to act on these motions. The action from UAS is final. All ECS/UAS decisions are recommendations to the Provost and/or the President. ECS made specific motions on business items that are on the UAS agenda. The full agenda for the December 3 UAS meeting is the following:

- Introduction of Administrators: Laura Aikens (VP for University Development); Emil Delgado (AVP for Information Technology); Kara Van Dam (Vice Provost Graduate and Lifetime Learning).
- RH2025 Update and Assessment of Progress Made.
- Faculty Teaching and Learning Center Advisory Committee (FTLCAC) Memo on Learning Management System (LMS) Selection Feedback Survey Findings Report. This is for information sharing only; there is no action needed.
- Faculty Personnel Policy Committee (FPPC) Memo on Leadership and Succession Planning. This comes with a motion of support with recommendation from ECS.
- Affiliate Faculty Representation on Senate (AFFARES) Task Force Memo on AFAC and Proposed Shared Governance (SG) & Board of Trustees (BOT) Policies Change. This comes with a motion of support with recommendation from ECS.
- Faculty Salary and Budget Committee (FSBC) Memo on University Policies Language on Pay Equity. This comes with a motion of support with recommendation from ECS.
- FSBC Memo on Allocation of Federal Funds. This comes with a motion of support with recommendation from ECS.
- FSBC Memo on Annual Salary Adjustment Request for 2022-2023. This comes with a motion of support with recommendation from ECS.
- Discussion on Faculty Activity Plan & Faculty Activity Report Designations. This comes with a motion of support with recommendation from ECS.