

## Detailed ECS Notes from 10/07/2022

### Report from the Chair

- *On Faculty Forums on the Evaluation of Teaching:* Faculty forums will be held on Wednesday 10/26 10-11 and Thursday 10/27 2:30-3:30. Pursuant to SG 3.01 and as described by BOT 4.2.9 effective teaching must be documented by 1) self-evaluation, 2) peer evaluation, 3) student evaluations. ECS had a robust discussion on evaluation of teaching. Forums will reflect on where we have been, where we are going, and where we want to go as a university. FPPC is piloting a peer evaluation process. A short-term solution to improving the evaluation of teaching will involve FPPC providing refinements to all three areas of evaluation. FPPC sent a survey to faculty on the evaluation of teaching in April 2022.
- *On the Teach-In:* The 10th Annual Teach-in is titled Power, Privilege, and Difficult Dialogues. It will be held Wednesday 11/9 and Thursday 11/10 in a hybrid format. The purpose is mutual education among students, faculty, and staff. The Teach-In is intended to address topics related to inequality and systems of oppression, as well as social justice and liberation. Faculty are encouraged to submit proposals.
- *On the Next ECS Meeting of October 14:* The October 14 ECS meeting will be a face-to-face meeting. The agenda contains the following items: Student Senate Memo on Student Senate Compensation Proposal; Discussion on Assessment of Badges and Microcredentials; Discussion on the Evaluation of Teaching; and Preliminary Discussion of Faculty Workload.

### Report from the Provost

- *On the Search for the Dean of Kirkhof College of Nursing (KCON):* The first candidate was here last week and two more candidates will be here this week.
- *On the Undergraduate Research Fair:* The Provost attended the undergraduate research fair on Tuesday, October 4. The Provost reported being impressed by the breadth and depth and how much faculty are giving their time to mentor students.

### Report from the Student Senate President

- *On Student Wages:* The Student Senate is working on legislation to tackle student wages.
- *On Parking:* Student Senate is working with parking services to improve parking for students.
- *On Cabinet Positions:* Student Senate has filled vacant cabinet positions.
- *On Civil Discourse and DEI:* Student Senate completed the civil discourse workshop and have a DEI workshop this week.

### Old Business

- *On the Equity and Inclusion Committee (EIC) Memo on Documenting Relationships:* EIC was responding to a charge from ECS, in which ECS had asked EIC to review the relationship between EIC and the Pew FTLC, and the relationship between EIC and Inclusion and Equity (I & E). Furthermore, EIC was charged with making a recommendation whether the relationships with the Pew FTLC and I & E qualify as “formal ongoing responsibility of EIC” that will require change in Shared Governance Policies that pertain to EIC. EIC did not recommend change in the Shared Governance Policies. However, EIC would like ECS/UAS to consider making inclusive equitable teaching part of teaching excellence and recommend adding a question about inclusive teaching on the FARs. Motion to support with recommendation to UAS.
- *On the Review of GVSU Tuition Models:* Tuition is determined by the student’s level, so students are paying more for lower division courses or undergrad courses. We talked about the possibility of forming a task force to define the problem, get the necessary data, and review possible options. However, in the interest of respecting faculty time, the Provost would like to learn more about the issue first. Based on inquiry conducted by the Registrar, 9 schools including us charge tuition at the level of the student, and 4 charge at the level of the course; no information was available from MSU or the U of M-Dearborn. According to the AVP for Business & Finance, there are financial implications in whatever model is chosen. Motion was passed to

close discussion with the understanding that the Provost agreed to look at the issue administratively and report back by mid-November.

- *On the Discussion of Staff Departure Across the University:* Could be inflation, getting paid better elsewhere. Recruiting students more in need of support structures, yet professional advisors are leaving, and we need the support. Diverse faculty and staff leaving. Feedback on exit interviews? Why are individuals leaving? We've had a lot of changes the last several years, stress related to COVID, what else? Per AVP Aboufadel, HR is looking to strengthen exit interviews and how the data is analyzed and reported. Could ask Deb Sanders to provide some insight into exit interviews. Losses are more prevalent in some areas. Maybe stress is higher in some areas too, separate but related questions. Can anything be done to slow the departures? What is the implication of so many new staff going forward? A lot of AP people of color have left. Why? Can Elisa Salazar share any patterns of areas being brought to her? Not all positions are getting replaced. Then people get more stressed in their jobs as more work is given to others when positions do not get replaced. Could the climate survey provide some insight? More information is needed, maybe from climate survey, employee ombuds, HR. We can invite these people to ECS to share information. We resolved that a group consisting of Sue Harrington, Salvadore Lopez-Arias, Jared Moore, and Karyn Rabourn will put together some preliminary data to share with ECS at a future meeting.

## **New Business**

- *On the Welcome and Introduction of VP of Student Affairs Jenny Hall-Jones:* Since VP Jenny Hall-Jones had a conflict in her schedule and could not attend the last UAS meeting of September 30 (she cannot attend any of our other scheduled UAS meetings this semester), she was formally welcomed and introduced to ECS/UAS. Under her leadership, the responsibilities in Student Affairs have been broken down into 3 buckets: Operations and Auxiliaries, with Andy Beachnau as the AVP; Crisis and Engagement Management, with Dean of Students Aaron Haight as the AVP; and Inclusion and Well-being, with Kate Harmon as the interim AVP. Question: impressions in reference to some pressing needs GVSU has and is there something we as ECS can do to support you? Engagement is up, students are excited to be on campus. Is this GVSU or coming out of the pandemic? Everyone is concerned about health and wellbeing. An interdisciplinary team is working on health and wellbeing. Several faculty and staff came to the student counseling center for crisis counseling for themselves.
- *On Discussion of CSCE Survey on Faculty Experience with and Impressions of Research/Scholarship at GVSU:* Kristy Dean led the discussion with a presentation summarizing the results of the faculty survey. Barriers to scholarly and creative activity during COVID: time, value at GV, access to collaborators and participants, space, funding, degree of recognition in personnel process. Faculty want better workload balance, more monetary support, greater valuation, recognition. Scholarly/creative activity benefits, students, faculty, the institution. Appreciation for the points about how scholarship and teaching are linked. Question about what kind of support from administration faculty would like: further discussion and action on reducing workload and accessibility and availability to buy out courses and in terms of streamlining service workload and being mindful of how service responsibilities are allocated, communicating about scholarship. Bob Smart and Susan Mendoza are happy to take feedback. All the info on the survey will be available on a website and there will be a space for feedback. Have funding levels been restored by FTLC and CSCE since they were decreased during COVID? Yes, for CSCE, which requires dissemination. Believed also yes for FTLC.
- *On FSBC Memo on Leadership, Succession Planning, and Membership:* three changes were proposed by FSBC. Added the Vice President for Finance as ex-officio. Did as a trial period last year and it worked well. The Chair of the FSBC for the following academic year will be elected during September to allow the Chair-elect to learn the functions of the position. The Assistant/Associate Vice President for Academic Affairs will conduct the election. Motion to support with recommendation to UAS.
- *On Selection of Faculty Representatives to the Intellectual Property of Instructional Materials (IntPIM) Task Force:* The following nominees were selected by ECS to represent faculty in the IntPIM Task Force: Matt Ruen (UL), Kimberly McKee (BCOIS), Jennifer Stewart (SOC, CLAS), Sukesh Patro (FIN, SCB) Paul Mudde (MGT, SCB), and Cathie Jones-Rikkens (MGT, SCB). AVP Ed Aboufadel and General Counsel Pat Smith are ex-officio. Cathie Jones-Rikkens was also selected as chair.