

## Detailed ECS Notes from 09/01/2023.

### Report from the Chair

- *On Memos from the 2022-2023 Academic Year:* Most memos were approved as recommended. A few minor revisions were made upon consultation with senate leadership. If major revisions had been needed, this would have come to ECS for discussion. The following memos are outstanding: FSBC Memo on Update to the Faculty Salary Adjustment Program (revision to SG 3.08); FSBC Memo on Extra Compensation; and FPPC Memo on Bias Statement to Students and Faculty. The provost needs more time to consider these memos.
- *On the Summer Retreats:* Three taskforces were created: one drafting language for the Faculty Representation on Senate (FARES) recommendations, one for revision on S.G. 1.01.2, and one on workload and significant focus.
- Education Advisory Board (EAB) will be leading a workshop on September 22 on Identifying and Responding to Bias in Promotion and Tenure Decisions. EAB helps close equity gaps through data and insights and helps institutions thrive amid disruption. EAB brought together Provosts and Chief Diversity Officers to discuss promotion, tenure, and workload policies for BIPOC faculty retention and career advancement. More details on the upcoming workshop on September 22 to be provided by the Office of the Provost.
- *On the Next ECS Meeting of September 8:* The next ECS meeting will include discussions of the following: Equity and Inclusion Committee (EIC) Memo on Annual Diversity Report; Faculty Personnel Policy Committee (FPPC) Memo on Equity in Personnel Processes; Online Education and Microcredential Council (OEMC) Memo on Instructional Modality Definitions; Laker Impression of Faculty Teaching Management Committee (LIFT-MC) Memo on LIFT Student Perception Data Report; Faculty Salary and Budget Committee (FSBC) Memo on Updating Faculty Governance Committee Structure; Discussion of Memo from Workload and Significant Focus Taskforce; and Proposed Changes to University Conduct Pool..

### Report from the Provost

- *On Enrollment:* The provost is happy that enrollment is up, aware that it means lots of work for all of us, and thanks everyone in advance.
- *On Academic Affairs Planning:* Academic Affairs is working on the plan for the year, developing a set of projects that align with the 5 priorities that the president has published. This includes looking closely at the priorities of faculty governance and ensuring that we coordinate rather than duplicate efforts. The overarching theme is to be intentional about developing our capacity.
- *On the Active Shooter Education Module:* 1824 faculty are enrolled in the course, 558 have completed it. Please encourage faculty to complete the module by this Friday, September 8.
- *On Supporting New Students:* The provost was told that members of ECS have been hearing that there are certain groups in the University who are saying that because we have a different type of student, we as faculty need to change our teaching to the point of changing our standards. The provost answered that data are used in decision-making. We are broadening access to education, which we are very proud of. We need to revise our model of who a student is. We are all adult learners; we all evolve and learn how to improve what we do and broaden it to make it inclusive. It is not a matter of standards, but revising the concept of who a student is. When asked if we still expect the acquisition of the same knowledge but may use different strategies and supports to help students acquire that knowledge, the provost answered, “yes.”
- *On Modernizing IT:* We are modernizing IT, which causes some growing pains. We are making progress in several areas. Thank you to faculty for patience and to IT colleagues for being responsive. We should consider the tone of our communication with IT. ECS members noted that Education Technology has been very

helpful, especially with the transition to Blackboard Ultra. UAS will do a formal recognition of Educational Technology.

## Report from the Student Senate President

- No report

## New Business

- *On the Review of UAS Bylaws and Affirmation of Robert's Rules for 2023-24:* The body affirmed use of Robert's Rules.
- *On the Review of 2023-24 Charges to Standing Committees:* Charges to Standing Committees were accepted. ECS also plans to ask standing committees to look at their membership and propose an ideal size. Senate Leadership will meet with Standing Committee Chairs to clarify charges. It was noted that standing committees sometimes perceive that they can only work on their explicit charges from ECS, but they do have the freedom to work on other things related to their standing responsibilities.
- *On the Discussion of Test Optional & Holistic Admission Task Force Recommendations:* Concerns were raised that students with 2.25 high school GPAs graduate within 6 years about 25% of the time. We have not scaled our support for students with these GPAs. Students with low GPAs from MI public high schools may need more support. Part of their success is not only what we do, but what they do. Data from GVSU and other universities suggest that these students spend a lot of money on college and then do not graduate. ECS would like to hear from staff in the Oliver Wilson Scholars program and see the data from last year's students with low high school GPAs. We would like to see what classes these students took, and their success in them. We would like to see what other universities have done to be successful with students with low high school GPAs. Many school districts are understaffed, which may have reduced the quality of teaching that students received. If we admit the students, we need to provide the resources they need to succeed. Only one member of the taskforce attended ECS. ECS voted to table this discussion to invite the committee members again for further discussion.
- *On the Discussion of Ownership of Instructional Materials Task Force Recommendations:* This taskforce looked at protecting rights of the faculty member, and ways to use language to convey that this is a shared value. We have a policy because we believe the documents delivered by faculty members is the way GVSU delivers an education and a way for GVSU to distinguish itself by advertising that copyright stays with the faculty. ECS voted to return the report to the taskforce to consider the additional document that was provided, "Navigating Copyright Issues in Expanded Online Education and Events", in framing the recommendation. There were no concerns about the philosophy of the document, but a desire to ensure that there is consistency with the document that was shared. One concern was that there is no legal representation for a faculty member who may be bringing a dispute.
- *On the Discussion of Faculty Representation in Senate (FARES) I Task Force Recommendations:* ECS voted to support with recommendation to UAS and disseminate to full faculty immediately. You can view the full memo by going [here](#).
- *On the Proposal to Amend SG 1.03.B.5:* This changes the reporting of the International Education Committee (IEC) to UAS/ECS rather than UCC. ECS voted to support with recommendation to UAS.
- *On the Appointments to the Online Education and Microcredential Council (OEMC):* ECS confirmed the provost appointments to OEMC.
- *On the LIFT-MC Membership Selection:* ECS selected the following faculty to serve a 3-year term in LIFT-MC: Wei Gu (CECI); Sarah Nechuta (CHP); and Christopher Shaffer (CLAS).

## Open Comment

- *On DFWI (D, F, withdraw, Incomplete) Rates and Definition of Effective Teaching:* It was noted that DFWI rates are not included in the definition of effective teaching, and it might be appropriate to include these.