

Detailed ECS Notes from 09/08/2023.

Report from the Chair

- *On the Faculty Forum on the Evaluation of Teaching:* The faculty fora on the evaluation of teaching will be held via Zoom on Monday October 9 from 2:00-3:30 pm and Tuesday October 10 from 10:00-11:30 am.
- *On BOT 4.2.10.2:* Each College must decide if the Dean will attend as ex-officio, non-voting member of the College Personnel Committee and the results of the decision shall be reported to the Chair of the University Academic Senate.
- *On the Next ECS Meeting of September 15:* The next ECS meeting will include discussion of the following: Proposed Changes to the University Conduct Pool, SG 1.03.C.4; University Efforts to Respond to Sexual Misconduct Complaints and Employee Movement Between Institutions; Review and Discussion of the Rapid Response Team Report; Discussion of FARES II Task Force Recommendations; and Discussion on Capturing DEI-AB Work in Digital Measures.

Report from the Provost

- *On EAB Workshop on Identifying and Responding to Bias in Promotion and Tenure Decisions:* On September 22, EAB will provide a 90-minute presentation about biases in promotion and tenure decisions. This presentation is targeted toward search committees, individuals who conduct annual reviews, and individuals involved in tenure and promotion decisions. A 90-minute simulation will follow. Representatives from EAB will have lunch with BIPOC faculty. Invitations will be sent to Unit Heads, Associate Deans for hiring and diversity initiatives, FPPC, CPC Chairs, College Faculty Council Chairs, and a few members will be invited. EAB can accommodate 50 people. Please send names to Provost of individuals who would like to be added.
- *On Celebrating Retirees of 2020 and 2021:* A reception was held with Unit Heads and Deans to celebrate those who retired in 2020 and 2021, as receptions were not held during COVID.

Report from the Student Senate President

- No report

New Business

- *On the Equity and Inclusion Committee (EIC) Memo on Annual Diversity Report:* A question was raised on how the Harvard Supreme Court Case is influencing hiring at GVSU? At GVSU race was never used as a criterion. The search committee does not see this information as they select their candidates based on the criteria for the posting. The pool of applicants is reviewed, and if the pool's diversity is not reflective of the national pool or regional pool, that means the committee is not advertising in the right place or the job description is not sufficiently broad. A question was asked about data on workload, salary, sabbatical success, etc. Per Provost Mili, this is where the EAB workshop will be helpful. The experiences of our faculty vary from area to area, so there is going to be more professional development and accountability for unit heads and empowerment to have more impact on the success of their faculty. This is a bit of a shift of how the unit head is seen. It was noted that the report states that we should gather more data on gender, not just male/female but also more on non-binary individuals, and who makes these changes was asked. What is collected is driven by the census bureau. We could decide to try to collect that data; some individuals might not want to report it, but it could be an option to not report. This comes from HR database, so it would be up to the HR system. Some ECS members have heard that when a university has a large majority white population as we do, it discourages others from applying. Is there literature on strategies that can counteract that? It would be helpful to know what has worked in other places. There was a discussion on whether there is a repository for these reports from EIC. These reports are posted on the faculty governance website. It was discussed that each committee does have a page on the faculty governance website, and perhaps these should

be reviewed and updated. It was noted that the University is working on improving dashboards. Perhaps in the future EIC won't need to collect or report this info but will make recommendations based on it. ECS voted to accept the report and forward to UAS.

- *On the Faculty Personnel Policy Committee (FPPC) Memo on Equity in Personnel Processes*: FPPC supports all of the recommendations from the EPP taskforce, but most need to go to a different body. There was a question about the role of I & E in facilitating professional development or help in revising policies and practices related to inclusion and equity. There are assumptions that most of their work is external, but would support funneling some of this to I & E. I & E has recommended mandatory training for all staff, although Provost recommended not saying “mandatory” for all faculty, because everyone is at different stages, so creating one training and having everyone take it once a year may not be ideal. The Provost’s Office is working on redefining what this looks like rather than a uniform mandate. I & E is supporting this. The Provost has proposed to the VP of I & E to look at the policies together using the I & E mindset and expertise. They are a resource for us. It was noted that in the past there were faculty fellows in I & E. ECS looked at each charge in the memo separately.
 - *On Charge 1.4, which states, “We recommend the university develop a more comprehensive ‘rubric’ to identify effective teaching and evidence that could be used as a part of tenure and promotion processes”*: It was recommended that the Pew Faculty Teaching and Learning Center Advisory Committee (Pew FTLCAC) could help develop a rubric for effective teaching. There were questions about whether FPPC had been working on a rubric for effective teaching. They have, but there are other descriptions of effective teaching that appear in different places, so they are trying to align all of them. So, what would Pew FTLCAC do differently? The definition of FPPC doesn’t align with unit and college standards. ECS voted to charge Pew FTLCAC to see if a general rubric can be developed.
 - *On Charge 1.5, which states, “We recommend a thorough and regular review of university, college, and department guidelines for instances of bias. We further recommend immediate review of unit-specific requirements/expectations that exceed college and university requirements that introduce and/or perpetuate bias and that such expectations/requirements be immediately remedied”*: FPPC recommended a review of University, College, and Department guidelines for instances of bias, and suggested that this go to the UPRC, I & E, and Human Resources to create a process for this review. ECS voted to forward to UAS with recommendation of support. Although ECS/UAS do not charge UPRC, I & E, or HR, if UAS supports this recommendation, a memo can be sent to the Provost, who could charge UPRC.
 - *On Charges 1.6 and 1.7, which state, “We recommend the university design and facilitate leadership training and ongoing professional development for ALL department chairs with an equity and inclusion lens” and “We recommend the university require and appropriately train all evaluators that participate in promotion and tenure processes about how to identify and reduce bias and increase equity in review of promotion and tenure materials”*: These charges recommended bias training. This work has begun. Consistent with SG 1.01.3.2, ECS voted to offer advice to the Provost with these two FPPC recommendations, acknowledging the upcoming workshop on EAB and hoping that we can continue to implement changes consistent with these recommendations.
 - *On Charge 1.8, which states, “We recommend an external advocate as a non-voting member on all personnel decision committees at all levels of the process”*: FPPC is still working on this charge that recommends an external advocate as a non-voting member on all personnel decision committees at all levels of the process. ECS voted to charge FPPC with 1.8.
 - *On Charge 1.9*: This charge recommended enhanced faculty onboarding and ongoing scaffolded support for candidates going throughout the personnel process. The FTLC personnel portfolio workshop is kind of an onboarding, but it is voluntary. Consistent with SG 1.01.3.2, ECS voted to offer advice to the Provost to ask the college Deans to offer enhanced faculty onboarding with specific attention to personnel actions and orientation for faculty going through the personnel process one year prior to their scheduled action in order to provide scaffolded support of the candidate and formal opportunities to clarify tenure and promotion expectations.
 - *On Charge 1.10*: This charge involved reporting on faculty departures, and this work has begun.
 - *On Charge 1.11*: This charge involved reporting on the pausing of the tenure and promotion clock for different groups, and this is already being done.

- *On the Online Education and Microcredential Council (OEMC) Memo on Instructional Modality Definitions:* The OEMC memo provided definitions for course modalities. This memo was not about programs, only about courses. This year OEMC and UCC are working on definitions for programs. A question was raised about the new hybrid definition no longer having a percentage attached to the amount of time in face-to-face vs online instruction. The OEMC did not find this percentage student-friendly. If instruction is *intentionally* both in person and online, the course is hybrid. Flipped learning is not hybrid. There was concern over flexibility for online instruction for a few course sessions due to, for example, faculty illness or conference travel. The language was modified to not prohibit this flexibility. ECS voted to support with recommendation to UAS.