

Detailed UAS Notes from 12/01/2023

Report from the Chair

- *On the Taskforce on Review of Shared Governance Structure:* When our current shared governance structure was designed, it can be argued that everything was channeled through the Provost Office; the Provost was the Executive Vice President for Academic and Student Affairs. Today, the Provost is the Executive Vice President for Academic Affairs and there are many divisions that were previously part of the Provost's portfolio but now headed by a Vice President. Therefore, the time has come to review our governance structure based on the changing structure of the university. ECS will discuss the charge of the taskforce and the timeline at this Friday's ECS meeting. The taskforce will be comprised of the following members: Elizabeth Arnold (CLAS), Karen Gipson (CLAS/BCOIS), Raymond Higbea (CECI), Bob Hollister (CLAS), Figen Mekik (CLAS), Azizur Molla (CHP), Chuck Pazdernik (CLAS), Wendy Reffeor (PCEC), and Ed Aboufadel (*ex officio*).
- *On Summary of Feedback from Faculty Forums:* The summarized feedback from the faculty forums on the evaluation of teaching are now available. If you missed it last week, you can have access to the feedback by going [here](#).
- *On the Next ECS Meeting of December 8:* The December 8 ECS meeting will be an in-person meeting and will include the following agenda items: Discussion of the Test-Optional and Holistic Admission Task Force Report; Discussion of Proposed Changes to the Campus Life Committee; ECS/UAS Endorsement of the COACHE Survey; Discussion on Consent Agenda for UAS; Discussion of Charge and Timeline for the Task Force on Governance Committee Structure; and Discussion of the Theme for the 2024 UAS Newsletter.

Report from the Provost

- *On Search Firm Meeting with Search Committees:* Storbeck has been retained as the search firm for the searches for the deans of engineering and computing. Storbeck met with the search committees.
- *On Retention:* A Town Hall will be held in January for the whole university to discuss retention.

Report from the Student Senate President

- *On the Student Senate Cabinet:* The Executive Vice President and other members of the cabinet were introduced.
- *On Restructuring:* Student Senate passed their omnibus bill with the restructuring proposals. Next semester will focus on implementation.
- *On the State of the Student Senate:* January 25th the State of Student Senate address will be held in the Pere Marquette Room in Kirkhof at 4:30-6:00 pm.

New Business

- *University Budget Presentation:* The Vice President for Finance and Administration gave a presentation on the university budget and focused on the following areas: Fiscal Year 2023-2024 General Fund Expenditure Budget; Fiscal 2023-2024 State Appropriation; 2023-2024 Enrollment Impact; and Fiscal Year 2024-2025 Planning. On the Fiscal Year 2023-2024 General Fund Expenditure Budget: 43% is Faculty Compensation; 29% is Non-Faculty Compensation; 25% is Non-Salary Operating Expenses; and 3% is Student Wage. On the Fiscal Year 2023-2024 State Appropriation: There is an estimated increase of \$7.3 million in the board approved budget; and the Final State budget included an additional \$8.8 million. On 2023-2024 Enrollment Impact: There is 3.5% more tuition revenue than in the projected budget. On Fiscal Year 2024-2025 Budget Planning: SLT-B is developing scenarios for planning using major budget levers such as tuition revenue/rate adjustment, and enrollment projection; Financial Aid at 20% of tuition revenue; State appropriation revenue; Compensation (minimum wage impacts); Unallocated contingency at 2% of general fund budget. A question was asked on the legislation passed by Student Senate about raising student wages. VP Sanial said there is a need to do market study and gather data that will be used to make fact-based decisions. A question was asked about how our non-faculty compensation compares with benchmark institutions. The response was that we

are a little below or at median. Based on the ratio of staff to faculty, we are way below average. A question was asked about funding the new colleges. Possible request from trustees for additional allocation to the Academic Affairs base budget for faculty lines and deans. The additional allocation is not needed until the 2024-2025 budget. It is anticipated that there will be additional revenue due to increased tuition dollars. A combination of new money and reallocation of resources will fund 10 new faculty positions over 5 years. A question was asked if there are any additional tenure-track lines outside of the new colleges. It was noted that requests this year have been based on increasing student services to help with the increase in students. A question was asked if the non-faculty compensation (29% of General Fund Expenditure Budget) can be separated into administration and staff. It was noted that we have to first define clearly who is considered a staff vs an administrator to be able to separate correctly and unambiguously the 29% into administration and staff.

- *On the Discussion on Consent Agenda for UAS:* A straw poll was conducted, which demonstrated overwhelming support of the idea from the membership of UAS. ECS will work out the details on how to select an agenda item as a consent agenda.
- *On Online Education and Microcredential Council (OEMC) Memo on Program Modality Definition:* The goal of the memo is to help students understand the programs' delivery modes. The intent is to be clear to students. Online means fully online and face to face means fully face to face. Hybrid and low residency programs are specifically defined. Most of the programs that will be advertised as online and low residency courses will be targeted toward adult students and those who cannot be here on campus. If a program advertises that they are online or low residency, they will need to guarantee a pathway for their students in that format. The motion to support with recommendation from ECS was unanimously supported by UAS.
- *On the FFPAC Memo on Lost and Found:* This memo noted that there is a need to promote more actively the lost and found system and make it more official. The motion to support with recommendation from ECS was unanimously supported by UAS.
- *On the Faculty Facilities Planning Advisory Committee (FFPAC) Memo on Campus Safety Night Walk:* FFPAC proposed that Campus Safety Survey be discontinued and replaced with an expansion of the GVSU Department of Public Safety (GVPD) Campus Safety Night Walk, an annual event in which the GVPD leads an after-dark tour of the GVSU campus for university administrators, Student Life personnel, FFPAC representatives, and representatives from Student Senate. The walks serve as an opportunity to identify emerging safety concerns and learn about the considerations and strategies that guide the GVPD's work to create a safe and secure environment for all Lakers. For the Fall 2023 semester, the following walks were scheduled: Tuesday, October 3 in Allendale; Thursday, October 5 at the DeVos Center in Grand Rapids; Wednesday, October 11 at the DeVos Center for Interprofessional Health in the Health Campus; Monday, October 16 in Allendale; and Wednesday, October 18 at the DeVos Center in Grand Rapids. The motion to support with recommendation from ECS was unanimously supported by UAS.
- *On the Affiliate Faculty Advisory Committee (AFAC) Memo on Affiliate Faculty Retirement:* AFAC was charged with reviewing eligibility for retirement benefits for affiliate faculty and make recommendations. Because other benefit-eligible faculty and staff across GVSU who were hired prior to 1/1/2014 receive the Official Retiree healthcare supplement, AFAC is asking that Affiliate faculty who were hired prior to 1/1/2014 and have reached the 75 number (age plus years of service) receive the same Official Retiree healthcare supplement as all other GVSU faculty and staff who meet the Official Retiree status. In addition, AFAC is requesting that the University consider Affiliate faculty who have retired and met these qualifications between the implementation of the Official Retiree status for Affiliates in 2017 and the implementation of this proposed policy change. The motion to support with recommendation from ECS was unanimously supported by UAS.
- *On the Academic Policies and Standards Committee (APSC) Memo on Academic Review and Dismissal:* The goal of the memo is to not consider academic review for dismissal at the end of spring/summer semester, as it is a shorter semester, and it may not be in the best interest of the students to be dismissed after this shorter semester. It is more appropriate for a student's academic dismissal evaluation to occur at the end of the Fall or Winter semesters when the student has taken a larger number of courses and has an increased potential for raising their GPA to 2.500 or greater. The motion to support with recommendation from ECS was unanimously supported by UAS.
- *On the APSCC Memo on Academic Grievances:* The goal of the memo is to review the timeline for academic grievances and make recommendations. The main recommendation states that appeal of decisions must take

place 15 working days after receipt of notification. The motion to support with recommendation from ECS was overwhelmingly supported by UAS.

- *On the APSCC Memo on Repeat Course Approval Policy:* The goal of the memo is to review the repeat course approval policy. APSC recommended that a “student may repeat any course three times (for a total of 4 attempts) without approval from an academic advisor. Some programs may have stricter guidelines on course repeats, and these program guidelines take precedence.” The motion to support with recommendation from ECS was not supported by UAS. In our discussion, we considered the concerns from student perspective that changing the current policy from 1 repeat to 3 repeats will set the student up for failure, waste of money and time. It was also noted that the recommendation in the memo was anti-student-centric because if a student is failing a class 3-4 times, it means there is a deeper problem that needs to be addressed. There were other factors considered such as a third repeat course not being eligible for financial aid. UAS asked for the memo to be returned to APSC for further review.
- *On the FSBC Memo on Annual Faculty Salary Adjustment Request for 2024-2025:* Next year’s raise should be more than CPI plus 1.5% to address recent shortfalls. A question was raised about why raises from summer 2023 are not in this document. FSBC does not yet have these. A point was raised that our faculty member participation rate in the 403B supplemental retirement plan is low. We also have a 457B supplement. Participation is not low because faculty don’t want to save, but because they either are unable to save, or they are unaware of these options. The last time we got an increase in the retirement plan, which is currently at 12%, was in the mid-nineties. This is over a quarter of a century ago. Universities giving more than 12% include Michigan Tech and Oakland University. Just as the raise is important to maintain the standard of living, a 1% increase in retirement contribution from 12% to 13% would go a long way to ensure a good life for faculty after retirement. It was noted that faculty get 12% for 9 months, not for summer teaching, whereas administrators get 12% for the whole year. We are now in a situation where we are not talking about budget cuts, so there is at least an opportunity for a conversation. The motion to support with recommendation from ECS was unanimously supported by UAS.
- *On the Review of FARES III Task Force Proposed Bylaws Language:* Given that AFAC is now a Standing Committee of the senate and no more a University Governance Committee, the description of AFAC will be moved from SG 1.03 to SG 1.02. Standing Committees of UAS are described in SG 1.02 and University Governance Committees are described in SG 1.03. Now that we are specifying a role for affiliates, there are places where we need to acknowledge affiliates and how they fit into our governance structure. The key changes in SG 1.01 pertain to Section 4, particularly 4.4, which specifies from where the members are selected, 4.4.2 has to do with who the second affiliate senator will be. AFAC should try to identify a member of AFAC who is an affiliate, and who can serve on UAS. If not, the second member can be selected from the broader pool of affiliates, with preference given to those who have served on AFAC or in other relevant roles. Section 6.7 says that if the affiliate UAS member needs to send an alternate to UAS, this alternate should come from AFAC, and can have either affiliate or tenured/tenure-track status. Section 7.6 states that if the AFAC Chair is unable to serve on ECS, the Vice-Chair of AFAC will serve. The proposed change to Section 8 changes the timeline for sending ECS/UAS agendas from one week prior to the meeting to 4 working days prior to the meeting; we don’t need to require that this be done Friday night or over the weekend. Section 11 pertains to the role of affiliates for referenda. We will defer the conversation pertaining to Section 11 to another time and will not change that section at this time. The motion to support with recommendation from ECS, specifying that changes will be implemented beginning in AY 2024-2025, was unanimously supported by UAS.