

Detailed UAS Notes from 02/11/2022

Report from the Chair

- *On Faculty Forums*: Dates for winter faculty forums on shared governance are Tuesday February 22, 10:30-12:00 and Wednesday February 23, 2:30-4:00.
- *On Bylaws*: The following bylaws were reviewed due to their relevance to the topic of the current meeting.
 - SG 1.01.2.1: The UAS is responsible for dealing with academic issues of faculty concerns. Members of the UAS represent their constituents: having sought the counsel and advice of colleagues, UAS members will be free to exercise their own judgment on matters before them.
 - SG 1.01.8.1: All matters to be presented to the UAS are discussed and placed as items on the UAS agenda by the ECS.
 - SG 1.01.8.2.1: The Chair of the UAS sets the agenda for meetings of the ECS. At the request of three members of the ECS, an item must be placed on the ECS agenda.
 - SG 1.01.8.2.2: Requests for matters to be presented to the UAS may come from any constituency, organization, or member of the campus community. Individual grievances, however, are not the proper domain of the UAS or the ECS. The ECS shares responsibility with the Provost for deciding whether the matter is an academic issue or faculty concern that should be dealt with by the UAS; if so, the ECS decides whether the matter should be referred to a standing committee. If the matter is not referred to a standing committee, the ECS may investigate the matter itself and may request information and assistance from appropriate offices and persons.
- *On Effective Communication and Request for Action from ECS/UAS*: It is preferable not to send emails to all ECS/UAS members directly. Send an email with a specific request for action to the Chair and Vice Chair of ECS/UAS. Getting support for the requested action from at least three ECS members will guarantee it is on the agenda. ECS will decide whether it is willing or able to act on the requested action.
- *On the Appointment of UAS Faculty to Selection Committee of Commencement Student Speakers*: At the April commencement ceremonies, we are resuming the newer tradition of having a student speaker at each ceremony. To that end, we are requesting faculty volunteers to serve on the Selection Committee to identify the student speakers for the April Commencement ceremonies. The total time commitment is approximately 6-8 hours and meetings will be held on Friday afternoons at 3:00-5:00 p.m. Nominations are open to UAS members or any faculty who is interested and available on Friday afternoons. Please send nominations to the ECS/UAS chair by Monday, February 21.
- *On the Next ECS Meeting of February 18*: The agenda contains the following items: Discussion of Action Items from Title IX External Investigation Report and Way Forward; Appointment of UAS Faculty to the Selection Committee of Commencement Student Speakers; Faculty Forum Discussion and Planning; Faculty Personnel Policy Committee (FPPC) Memo on Service During Sabbatical; FPPC Memo on Tenure and Promotion Decisions; Academic Policies and Standards Committee (APSC) Memo on Leadership and Succession Planning; APSC Memo on Policy Proposal for National Election Day.

New Business

- *On the Questions Sent to the External Title IX Reviewers*: All questions submitted to the Google form were sent to the reviewers.
- *On the Intended Outcome of the Meeting with the Title IX Reviewers*: A taskforce will be formed. The first duty of the taskforce will be to decide the issues to address and present to ECS. Volunteers for the taskforce should send their interest to the ECS/UAS chair by Thursday February 17 at noon. The members of the taskforce will be decided at ECS on February 18.
- *On Questions the Reviewers Stated They Were Unable to address*: The reviewers stated they were not able to address leadership in the Title IX Office other than specific allegations of abuse, truthfulness of individuals, details about individuals' employment.
- *On Whether the Reviewers Had a Conflict of Interest*: The reviewers stated they have never represented GVSU administration. Joy has never worked with GVSU. Kristine did an audit and training regarding the emotional support animal policy, and served as a hearing officer for 5-6 cases involving Title IX issues with faculty and staff co-panelists and Michael Szydowski, who set up the panels. Kristine had worked with Theresa Rowland and E Aaron Henderson-King, so Joy conducted their interviews. The only member of SLT

with whom Kristine has met is General Counsel (GC) Pat Smith; Kristine has met all of the GCs at all of the Michigan public universities. Being hired by the GC's office is normal protocol by universities; this is usually the office authorized to hire outside counsel. The reviewers would decline to work with universities that would not give autonomy. No attempts were made to influence the investigation or dictate findings by GVSU administration.

- *On the Investigative Approach/Process:* The reviewers were hired to look into administrative interference in the Title IX Office, compliance, how changes were communicated, allegations about work environment, and whether mandatory reporting and confidentiality procedures were appropriate. They collected evidence by identifying individuals who might have relevant evidence and met with anyone who asked to speak with them. They collected any documentation anyone wanted to submit and used it to establish facts. They identified any available evidence they wanted to gather independently. They determined what was *relevant* (anything that might be connected to the decision) and what was *material* (what is key/impactful to the decision). Both relevant and material evidence were summarized in the findings in order to show the work that was done.
- *On Credibility Determinations:* Because the evidence was not in dispute, there was not a need to make credibility determinations.
- *On the Sharing of the Report with GVSU's General Counsel:* This was done to ensure that the report was factual and, in a reader-friendly format. No comment on the findings was requested from General Counsel, and no push-back was given by General Counsel.