

Detailed UAS Notes from 02/02/2024

Report from the Chair

- *On the COACHE Survey:* All faculty are reminded to participate in the COACHE [Faculty Job Satisfaction Survey](#), which has been launched and will remain open for several weeks. The findings from COACHE will be available this summer, and in Fall 2024, GVSU faculty will be engaged to review the findings and to start to make changes. Details can be found on [our GVSU COACHE website](#).
- *On Retention:* Winter census reports were shared, which are accessible on the [Institutional Analysis website](#). The retention rate for Winter 2023 is 92.1%. By class, the retention rate is 91.7% for first-year students, 97.8% for sophomores, and 95.6% for juniors.
- *On Democracy 101:* Upcoming events are February 28, and March 27.
- *On the Theme for the 2024 UAS Newsletter:* The theme for the 2024 UAS Newsletter will be *The Role of Shared Governance in Co-Creating Laker Readiness*. All faculty who would like to contribute an article (a maximum of one page) should contact Chair Ngassa and plan to submit their articles by the deadline of April 1.
- *On the Next ECS Special Meeting of February 9:* The February 9 ECS meeting will be an in-person meeting with a virtual option, right before the UAS meeting and will include the following agenda items: Inclusion & Equity Strategic Framework Presentation; Discussion on Retention of BIPOC Faculty; and Debrief of 2023 Teach-In.
- *On the Next UAS Special Meeting of February 9:* The February 9 UAS meeting will be an in-person meeting with a virtual option, right after the ECS meeting and will include the following agenda items: Proposed University Definition of Digital Literacy/Proposed Inventory Process; Faculty Personnel Policy Committee (FPPC) Memo on Bias Statements for Students and Faculty Revised; and Discussion on UAS Response to the White Paper on Educating Adult Learners at Scale.

Report from the Provost

- *On Town Halls Around Success and Retention and Community Conversations Around Advising:* The third of the town halls around student success was held. Vice Provost Kathy Buyarski held two community conversations around advising. Both sets of events were focused on students; both showcased the exceptional passion and commitment that GVSU faculty and staff invest every day in the care, development, and success of every Laker. “I cannot express enough my deep appreciation of and gratitude for the work that our faculty and staff do with passion and dedication.”

Report from the Student Senate President

- *On the new Constitution and Bylaws:* Last week, Student Senate presented their new Constitution and Bylaws following the restructuring process last semester at the State of the Student Senate event. It went very well, and they are excited to get to work on implementing the changes. The biggest changes include that the Student Senate President will run on a ticket with a Vice President, and they will be directly elected by the students at-large, and several seats will be divided proportionally between each college at GVSU during elections.

New Business

- *On the Academic Affairs Budget Presentation:* Provost Mili shared an update on the Academic Affairs budget. The academic affairs budget is almost 60% of the University budget. Seventy-five percent of the Academic Affairs goes to faculty and staff salaries. Early in winter, adjunct/overload, and visiting positions are allocated. In early spring, faculty lines are allocated. In late summer, staff positions and operating budgets are allocated. Appointing officers prioritize requests from within their areas, which the Provost’s Office supports with data, including enrollment and retention, faculty composition and discipline, program level needs, and program and portfolio review. The pool of resources includes positions vacated (an average of 60 per year) and the part-time faculty pool. Criteria for budget decisions include fulfilling our mission and preserving our character, being responsive to trends in student and market needs, and being strategic and

investing in RH 2025 initiatives. A UAS member asked about the money allocated for student support, such as the Gardner Institute and Structured Learning Assistance, noting that the best support to decrease DFW rates would be smaller class sizes, necessitating an increase in tenure-track faculty. It was noted that in the fall we needed to do something immediately, and these resources are indirectly helping faculty. Needs for additional faculty should be communicated to Deans, who will communicate to the Provost. When asked about a 13-million-dollar surplus over what we were expecting, and who makes decisions about how to spend that money, the Provost shared that it is a collective decision made by all VPs, with President Mantella making the final decision and the BOT providing input and approval. A good portion of that money goes to Academic Affairs and initiatives driven by Academic Affairs.

- *On the Presentation and Discussion on Educating Adult Learners at Scale:* Vice Provost Kara Van Dam shared the plans for educating adult learners at scale. She noted that this is not a for-profit venture, this is delivering our programs to Michiganders. Higher education is the most direct path out of poverty. At GVSU we have been intentional about affordability and accessibility. Adults want affordability and predictable cost, program variety, policies that support and not impede their progress, educational partners who value their lived experience, and the ability to start and stop. Seventy-six percent of adult learners choose an institution within 100 miles of their home. Most Michiganders live in a public education desert. The steps to support expanded access to a high-quality GVSU education were listed as follows: (1) A regional educational need is identified; (2) The college and program agree that this need can be met through this new model; (3) The college establishes the faculty qualifications to deliver the program; (4) The college authorizes the delivery of the curriculum to this expanded delivery area and the expansion office works with the college to deliver an approved curriculum to ensure quality; (5) The expansion office hires and manages the regional faculty (affiliate and part-time). Evaluation standards are in-place to ensure a high-quality classroom experience for the students. UAS members raised several concerns, and a motion was made to send a faculty response to the white paper. UAS members will send questions to Felix, and UAS will discuss the response to the white paper on Friday, February 9.
- *On the Test-Optional and Holistic Admission Task Force Report:* The report from the Task Force was discussed. UAS members received emails from colleagues about the report. Most support the recommendations of the Task Force. Many said a GPA requirement is needed, although others were in favor of waiving a GPA requirement. Faculty expressed that administrators seem to be telling students that our curriculum and teaching are the reasons for student failure, when in fact, many students who fail do so due to absences from class and non-submission of assignments. Struggling students need basic help with reading and writing. The Student Senate President shared that from a student perspective, the recommendations in the report do not go far enough to address the retention issues, and students are concerned about this as well. It was noted that the President has the ultimate responsibility for the establishment of admission requirements for the institution (**BOT 10.1**). UAS members expressed a desire for increased hiring of tenure-track faculty to help achieve our mission. UAS voted to support the recommendation of the taskforce.
- *On the Proposed Changes to the Campus Life Committee:* The Campus Life Committee will report to the VP for Student Affairs, the Provost, and UAS. UAS voted to support the proposed changes.
- *On Recording of the February 2, UAS Meeting:* A link to the recording of the February 2 UAS meeting is found on the Faculty Governance website under the Secure Senate Meeting Support Material within the University Academic Senate & Executive Committee of the Senate tab.