

Detailed UAS Notes from 02/03/2023

Report from the Chair

- *Relevant Bylaws Language on UAS Responsibilities and ECS/UAS Agenda:* The language from SG 1.01.2.1, SG 1.01.8.1, SG 1.01.8.2.1, SG 1.01.8.2.2 was shared. For effective communication and requests for action from ECS/UAS, it was noted that it is preferable not to send emails to all ECS/UAS directly, but to send an email with specific requested for action to the Chair and Vice Chair or to get support from 3 ECS/UAS members to have the item placed on the agenda.
- *On New Programs Council:* NPC voted to support New Program Prospectus: Film and Video Production Minor.
- *On the University Technology Council (UTC):* The following faculty will serve on the UTC: Beomkyu Choi-CECI, Parag Uma Kosalge-SCB, Laura Stroik-CLAS, Robert Talbert-CLAS, Marie Vanderkooi-KCON, Randy Wyble-CHP.
- *On the UAS Newsletter 2023:* The theme is *Lakers Ready for Equity and Sustainability*. The deadline to submit an article to Chair Ngassa is March 15.
- *On the Title IX External Review:* Peter Lake from Stetson University College of Law, a nationally recognized expert on higher education topics, including Title IX, will conduct the external review of Title IX. There will be opportunities for invited interviews and an option for anonymous feedback. A report is expected to be available by the end of this semester.
- *On ECS Actions on Behalf of UAS:* ECS acted on behalf of UAS on the APSC Memo on Late Withdrawal Policy and the FFPC Memo on Authorship Guidelines for Collaborative Scholarship. ECS voted to support, and recommendation was sent to the Provost.
- *On the Next Meeting of ECS on February 10, 2023:* The agenda for the ECS meeting in February 10, 2023 will include a presentation on the Laker Lines, an update from the FARES Task Force, a discussion on the Student Senate Memo on Credit/No Credit Policy, a review of Proposal to Amend SG 2.05.2, a review and discussion of presentations on faculty/staff departures, and a discussion on possible topics for Winter 2023 faculty forum.

Report from the Provost

- *On Retention:* Per census data, we are at 2197 headcount which is lower by 2.5% than last winter. We are reversing the decline. We are doing better with graduate student retention. The metrics look positive for enrollment in the fall. The Provost offered thanks to all the faculty, as retention numbers are better than expected. The GPA in terms of incoming students is better, except for students coming with GPAs between 2.0 and 2.5. We will work to understand the different needs of these students. We are almost back to pre-COVID numbers for students above 2.5. We need to figure out how to serve the students between 2 and 2.5. The rapid response team is looking at this.
- *On Question Regarding New Student Orientation and Programming:* A question was asked regarding changes to new student orientation/programming, including the earlier dates of first year advising. The Provost stated that Academic Affairs is working with Enrollment Management and Student Affairs, and that it is better to enroll students earlier.

Report from the Student Senate President

- *On President's Ball:* President's Ball was a success and Student Senate is happy that this tradition has returned.
- *On Stipends for Student Senate:* Student Senate is working on restructuring the proposal for stipends.
- *On the United Student Government Conference:* Student Senate will attend the United Student Government Conference.

- *On Elections:* Student Senate is circulating petitions for students to be placed on ballot. The deadline is February 24th at 5 pm.
- *On the State of the Student Body:* Student Senate working on the State of the Student Body, which is being planned for February.

New Business

- *On the Presentation on Scholarship System Update:* Michelle Rhodes, Associate Vice President for Financial Aid, presented on the updates to the scholarship system. The priorities are 1) ensuring that funds are spent in alignment with how donors set them up, 2) ensuring that all funds are spent, and 3) reducing the burden on students, faculty, and staff. They are managing approximately 500 scholarships and are trying to maintain a more systemic approach. Three updates include 1) the option for blind awarding to avoid the perception of bias, which is best practice; 2) for scoring and student selection, the committee doesn't meet to determine specific amounts for specific students, but the committee will work through the applications and financial aid will receive a ranked order of who was selected and will make sure that all the funds can be spent; and 3) making sure that documentation is in compliance. AVP Rhodes addressed the following questions. First, certain units have their own scholarships set up specifically for that field of study or a specific area within that unit. Founders and contributors to those had the idea that recipients would be selected based on certain criteria. AVP Rhodes replied that the system can do some matching, such as GPAs, but some things need to be uploaded into the system. Committees won't even review students who don't meet the criteria. When asked if the money will have to be spent if there are not qualified applicants, AVP Rhodes said that financial aid will meet with departments if this happens. It was noted that this update was on a new *system*, there is not a new *policy*. The new system addresses the commitment to educational equity.
- *On the University Budget Presentation:* Greg Sanial, Vice President for Finance and Administration, and Craig Wieschhorster, Associate Vice President for Business & Finance, presented on the FY 2022-23 budget, which was passed by the Board of Trustees in June 2022. There were some changes due to the state not passing its appropriation until September. The final budget becomes the baseline for next year's budget. There was significant adjustment to GVSU support and other select MI publics by the state, with a 10.5% or 7.7 M increase for GVSU (1.5 M was included in the board approved budget). This is year 1 of 3 of the intended legislative plan to get all MI publics to \$4.5K/FYES (fiscal year equated students) floor. This helped offset enrollment/revenue decline. We ended up down 2.8% from budget, a 7.6 M hole, but this was filled with the contingency. On the federal COVID funds and COVID expenses, 43 M in financial aid went to students, 54 M came into GVSU, and the rest went to student refunds for housing, room and board, parking, campus safety and operations (testing, cleaning, PPE), high-speed computing/instructional equipment, VRIP buyout, active learning classroom investment, Academic Affairs retention efforts, and campus dining support. HEERF Lost revenue reserve: replaced lost revenue, indirect cost recovery, and other university reserves were funding sources. Uses: supplemental COVID financial aid- 4 years, hardship financial aid spring/summer 2021, workday finance transition. Uncommitted balance as of 9/30/22 = 19,445,000. At this time, budget cuts are not anticipated. A question was asked about building repairs/maintenance. We spend about 30 M per year on this. We have a structure in place to keep on top of maintenance. A question was asked about the Lake Superior Hall roof, and the response was that it is on the list as one of the next projects. A question was asked about administrative cost, and whether the percent of the budget allocated to this was different 4 years ago. The answer was that it has been consistent for about 15 years. A question was asked about an increase in number of graduate assistantships and increasing the stipends. There have been conversations about increasing these this year; adjustments in budget would be for next year.
- *On the Presentation on the University Libraries Collection Strategy:* Kristin Meyer, Associate Dean, Collections, Digital Strategy, and Strategic Organizational Development, Annie Bélanger, Dean of University Libraries, and Cara Cadena, Head of Scholarship and Digital Collections, presented on the University Libraries Collection Strategy. This is a critical component of Reach Higher commitments, and it impacts work of faculty. The UL remains committed to fueling the intellectual life of the University and fulfilling the UL mission. Purchasing power is shrinking due to inflation, requiring new approaches on how to invest resources. The UL Budget has remained flat while subscription costs rise each year. The budget is encumbered by journal and database subscriptions. New approaches include assertive negotiations, investing in more open educational resources (OER), just in time purchasing, multi-year deals, and an increased focus on purchasing course materials. When completing SAIL proposals, proposers should indicate any resources

needed by the library; this section is underutilized. Faculty can take action by supporting OER or zero cost materials (and can embed links to library resources in Blackboard), exploring alternative course materials, and partnering with liaison librarians.

- *On the Graduate Council 8-Year Time Limit Policy:* GC reviewed how the 8-year time limit policy applies to micro-credentials such as badges and certificates. In particular, GC made the following recommendations: (1) Graduate credits can be counted toward a badge, certificate and/or degree if the credits are successfully completed within a period of 8 consecutive years; and (2) The date of entry into the first graduate course counted towards the badge, certificate and/or degree is considered the starting point of the 8-year period. The policy will be placed in the Graduate Academic Policies and Regulations section of the Undergraduate and Graduate Catalog. A verbatim copy of the policy should also be included in the most current Graduate Education Policies & Procedures Manual. A motion to support passed.
- *On the APSC Memo on Academic Freedom:* APSC made a proposal that will result in a change in Board of Trustees Policy (BOT 4.2.2) and Senior Leadership Team Policy (SLT 10.5). In particular, APSC proposed adding the following as the opening statement to BOT 4.2.2 “GVSU recognizes, supports, and defends academic freedom as necessary for preserving our common mission of promoting inquiry and advancing the sum of human knowledge, expression, and understanding.” In Section 2, APSC propose replacing “but they should be careful not to introduce into their teaching controversial matter which has no relation to the scope of the course as outlined in the University catalogue description” with “our role as academic professionals is to facilitate a broader understanding of complex issues relative to our disciplines.” A motion to support passed.
- *On the FSBC Memo on Extra Compensation and Independent Studies Compensation:* FSBC made a proposal that will result in a change in Board of Trustees Policy (BOT 4.2.20.3.B). This memo recommends that faculty earn half of the tuition generated by an independent study, with the maximum amount being the current adjunct instructor minimum per credit hour. A question was asked about a scenario in which faculty wanting overload forced students into 499, and what about if students are taken on as volunteers? The faculty would be doing the same work, but not getting paid. It was noted that independent studies have been decreasing since COVID, although independent studies at graduate level have not decreased. Often independent studies are offered to help students graduate. The policy was intentionally vague so it can be implemented over time. A motion to support passed.
- *On the FSBC Memo on Adjunct Pay:* This memo recommended increasing the minimum for adjunct pay. This has been lower than our competition and our adjuncts do an excellent job. It was noted that some adjuncts support themselves/their families with their pay as adjuncts, it is not necessarily something that they do “on the side.” A motion to support passed.
- *On the FSBC Memo on Update to Faculty Salary Adjustment Program:* FSBC made a proposal that will result in a change in Shared Governance Policy (SG 3.08). Significant editorial changes were made to SG 3.08 to increase clarity. Some examples of substantive changes recommended include the following: (1) The designation “Salary Increment Fund” which has been used primarily for merit increase be changed to “Merit Fund” and be used exclusively for the Merit Process; (2) Clarifying that all special salary adjustments, including those made by the Office of the Provost, be accompanied by written justification; (3) Promotional increment be increased by \$500 (they have not changed since 2016), and that the dollar amount be increased annually hereafter based on the previous year’s increase in salaries (specifically the average Merit Increase); and (4) The annual increase happen without going through faculty governance because an annual increase administered by the Provost will ensure timely adjustments and avoid larger steps that create problems with compression. A motion to support passed.
- *On the FSBC Memo on Affiliate Promotional Increment:* FSBC made a proposal that will result in a change in Affiliate Faculty Handbook (AFF 3.01.F). This memo recommended increasing the promotional increment for affiliate faculty from 1000 to 5000. It was noted that AFAC is concerned about the 77 affiliates who are senior affiliates and only received a 1000 promotional increment. Compression related to senior affiliates will be considered. A motion to support passed.

Open Comment

- The Roger That! Conference is scheduled for Friday, February 10 and Saturday, February 11. More information is available at <https://www.gvsu.edu/rogerthat/>.