Detailed UAS Notes from 03/15/2024

Report from the Chair

- *On Democracy 101:* The upcoming event is on 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 should contact Chair Ngassa and plan to submit their articles by the deadline of April 1. Please also send a picture or headshot to go with your article.
- *On the COACHE Faculty Survey*: Please respond to the survey, which is open until April 5.
- *On the Reach Higher Showcase*: This will be held on April 12 at 4 pm.
- *On the Election of Senate Leadership for 2024-2025*: The new Senate leadership will be elected on April 19.
- *On the ECS Meeting of March 22:* The March 22 ECS meeting will be an in-person meeting in CHS 233. The agenda items include the following: Selection of Members of the Test-Optional and Holistic Admissions Task Force 2; Faculty Personnel Policy Committee (FPPC) Memo on Evaluation of Teaching; FPPC Memo on FPPC Bylaws Change; FPPC Memo on Merit Ratings in Workday; FPPC Report on How to Submit a Faculty Review Document in Workday; FPPC Report on Annual Evaluation Considerations; and Affiliate Faculty Advisory Committee (AFAC) Memo on Optimal Membership and Faculty Representation.

Report from the Provost

- *On the Dean Search for the Padnos College of Engineering:* Last week we interviewed three candidates for the position of Dean of the Padnos College of Engineering. I want to thank the search committee co-led by Mark Schaub, Dean of BCOIS, and Christina Keller, CEO of Cascade Engineering. Their visits went very well. I appreciate the level of engagement and participation from the faculty and staff and the members of the community at large. We had to switch rooms to accommodate the larger-than-expected attendance at their talks. Their resumes and information are still posted at gvsu.edu/pcesearch. Everyone is encouraged to provide feedback.
- *On the Dean Search for the College of Computing:* This week we are interviewing three candidates for the Dean of the College of Computing. The information is at https://www.gvsu.edu/computingsearch/
- *On Resources and Funding Priorities:* We have been working with Philip Batty to create estimates of enrollments, courses, and majors for the next 5 years. We are using this to determine the resources needed by the students, the faculty, and staff to support the well-being and success of the students and the well-being and success of the faculty and staff. As we are iterating on these models with Institutional Analysis, we will be constructing a first draft of the resources needed and funding priorities. I am engaging with the deans and provost cabinet and will engage with shared governance as soon as we have a template with concrete scenarios.

Report from the Student Senate President

- *On Library Hours During Final Exam Week:* The Student Senate passed legislation aimed at extending library hours the weekend before final exams. The new hours will be piloted this semester.
- *On Elections:* Elections are open from 8 am Monday, March 18 to Monday, March 25 at 5 pm.

Old Business

- *On the Proposed University Definition of Digital Literacy & Proposed Inventory Process*: The Digital Literacy Taskforce was introduced. This group was convened last fall. They drafted a definition and sought feedback from several groups. The proposed definition is "Digital literacy is the ability to use, create, evaluate, and engage critically with digital technologies to complete tasks safely and ethically in professional and civic contexts." It is planned to develop a digital literacy inventory. The motion to support passed unanimously.
- *On the Faculty Personnel Policy Committee (FPPC) Memo on Bias Statements for Students and Faculty Revised*: Statements were drafted last year with FFPC and the I & E Office, which was approved by UAS,

but someone at UAS shared about potential backlash if a statement was included. It was noted that a statement could increase defense mechanisms or decrease student participation. FFPC delved into the research around this, and the review of the literature was inclusive. FFPC tapped psychology faculty to review the submitted draft statements. None of the psychology colleagues objected to the statements based on unintentional harm, but they did suggest revisions to make statements clearer and less accusatory in tone. Many faculty did not feel as though the statements would mitigate bias. FFPC went forward with the statements as these can educate, and it is a public acknowledgment for those who have suffered from bias that we strive to uphold standards of equity and inclusion. The motion to support passed unanimously.

New Business

- *On the Discussion of Creation of Test-Optional and Holistic Admissions Task Force 2*: On February 23, ECS reviewed and discussed the potential charges of the Test-Optional and Holistic Admissions Task Force 2. These were shared with UAS on March 15 and UAS discussed the composition of the taskforce. A list of potential divisions to include and potential members was generated. The list of potential members of the task force will be reviewed by ECS on March 22 and selection made according to SG 1.01.3.4.
- *On the Discussion of Statement of Concern Document on Admission*: UAS engaged in a robust discussion of the statement of concern drafted by UAS members. Two main issues identified were whether administrators and faculty have the same definition of shared governance, and faculty needs for serving the current and future students. Unit heads have indicated a need for more tenure-track faculty lines. The following language will be added to the memo, "We request to immediately increase the number of tenure-track faculty lines, particularly in areas with lots of large sections serving first and second-year students." The motion to modify the statement and send it to the President and Provost was supported with 31 yay, 6 nay, and 7 abstentions. Chair Felix Ngassa, Vice Chair Courtney Karasinski, Anne Sergeant, Mary Bower Russa, Chris Pearl, Andrew Spear, Figen Mekik, and Bob Hollister will meet with the President and Provost to discuss the statement.
- *On the Presentation on the New Complaints and Grievance Process:* Senior AVP Ed Aboufadel presented the new complaints and grievance process. A Code of Conduct Policy will replace the Collegiality Policy, and a Non-Retaliation Policy is being added. When ready, it can be found here https://www.gvsu.edu/inclusion/reporting.
- *On the Proposed Policy on Establishment, Review, and Discontinuing Academic Centers, SG 2.06 & 1.03.B.14*: A new language has been proposed to replace the current language in SG 2.06. The current title of SG 2.06, "Procedure for Establishment of Non-Academic Institutes, Centers, and Offices" will be replaced with the new title, "Policy on Establishing, Reviewing, and Discontinuing Academic Centers." In addition, it is recommended to insert a new section SG 1.03.B.14 to establish an additional University Governance Committee. The motion to support the Proposed Changes to the Policy on Establishing, Reviewing, and Discontinuing Academic Centers, SG 2.06 & 1.03.B.14 was approved unanimously.
- *On the Inclusion and Equity Framework Presentation*: On behalf of the Activation and Accountability Leadership team, AVP Kowalski-Braun, AVP Alisha Davis, and AVP Sean Lancaster presented the updating of the framework, which was last updated in 2015. This is the beginning of the updating process, and they will return in six to eight months with another update. Urban Curry Consulting has partnered with GVSU on the updating of the framework. Feedback was gathered from faculty and staff over the summer, and there is an active student engagement cohort participating in the updating process. There are plans to create a glossary and Toolkit to help with clarity. There is an Equity and Inclusion Institute at GVSU that has provided internally-facing and externally-facing workshops.