

## Detailed UAS Notes from 03/18/2022

### Report from the Chair

- *On the ECS/UAS Newsletter:* The theme is Adapting to Change and Reaching Higher Together. Please write about what this means to you. The deadline to submit articles to Chair Felix Ngassa is March 31.
- *On the Next ECS Meeting of March 25:* The agenda contains the following items: Faculty Personnel Policy Committee (FPPC) Memo on LIFT Charge; Faculty Facilities Planning Advisory Committee (FFPAC) Memo on Former Reports Review; Faculty Facilities Planning Advisory Committee (FFPAC) Memo on Leadership and Succession Planning; University Curriculum Committee (UCC) Memo on Representation by College; University Curriculum Committee (UCC) Memo on Leadership and Succession Planning; Student Senate Resolution on Test Optional Policies; Student Senate Resolution on Creating a Safety Barrier on the “Little Mac” Bridge; Student Senate Resolution on COVID-19 Alert Level System; and Student Senate Resolution on Printing the National Suicide Prevention Lifeline Contact Information on Student Identification Cards.

### Report from the Provost

- *On the New Provost:* Dr. Fatma Milli from University of North Carolina—Charlotte will begin as Provost July 6. Transition plans are in place.
- *On Dean Searches:* Interviews of dean candidates in KCON and CHP are occurring over the next few weeks.
- *On President Mantella’s Testimony with the State House Appropriations Subcommittee:* President Mantella had a testimony with State House Appropriations subcommittee with other educational leaders. Her focus was on adult education. She talked about competency-based education. There have been preliminary discussions around this with Provost’s Cabinet. VP Kara Van Dam has been leading these discussions. At this point there are no plans in place, merely conceptual discussions on what could happen. If plans are made faculty governance will be involved.

### Report from the Student Senate President:

- *On Election:* Student Senate elections will be held at the end of this month. Filing to run for senate ends on March 24

### New Business

- *On the Update on the Strategic Enrollment Management Plan by VP Truss:* VP Truss provided an update regarding the SEMP. The plan is centered around eliminating equity gaps. GVSU aims to become a model for other universities for enrollment management. There is no single strategy that will build the enrollment at GVSU, multiple strategies are needed. High school students’ GPAs have declined during the pandemic. We are 19% ahead on new student advising as compared to last year. Questions were asked around decreased levels of attendance and engagement, and declining grades faculty are observing this year. It was noted that we need to maintain our standards while providing support. Concerns were raised about admitting students with lower GPAs. VP Truss highlighted that concerned are encouraged to meet with him to discuss this over breakfast or lunch. We are looking at holistic admissions, rather than just GPA, which may explain why admitted students’ high school GPAs have been lower. GPAs and test scores are not the best indicators of success for students of color.
- *On the Faculty Personnel Policy Committee (FPPC) Memo on Service During Sabbatical:* It is preferred that faculty do not engage in service during their sabbatical, but it is not prohibited. There is no compensation for engaging in service during sabbatical. Vote was 96% in support, 2% not in support, 2% abstained.
- *On the FPPC Memo on Tenure and Promotion Decisions:* 4-5% of people who are tenured are not promoted at the same time. KCON and CHP faculty have expressed that these need to be two separate decisions because requiring faculty to qualify for promotion at the time of the tenure decision would make hiring difficult. Some members of the body noted that increases in salaries might eliminate this difficulty. Some units/colleges have tenure and promotion as the same decision. Some members noted that when there are separate decisions there is a tendency to judge them differently even if the standards are identical. It was noted that if the standards are the same, the outcome cannot be different. The proposal specified that tenure and promotion will remain two separate decisions, but the standards can be identical, and if they are, the decisions must be the same for

both. All colleges except for CLAS should use the same procedure for all units. Each college must clearly specify the standards for tenure and promotion. The vote was 89% in support, 7% not in support, and 4% abstained.

- *On the Academic Policies and Standards Committee (APSC) Memo on Leadership and Succession Planning:* There will be a chair and a vice chair elected in spring. There is not automatic succession from vice chair to chair. The vote was unanimous to support.
- *On the Laker Impression of Faculty Teaching Management Committee (LIFT-MC) Memo on Leadership and Succession Planning:* ECS had a question regarding the use of the word “consensus” in the memo, it was clarified that there are only 4 members and consensus is feasible. There are new committee members each year with some rotating in and some rotating out. Co-chairs will be elected with at least one not in the final year on the committee. Co-chairs are elected for one term but can be re-elected. Vote was 98% in support and 2% abstained.
- *On the Affiliate Faculty Advisory Committee (AFAC) Memo on Leadership and Succession Planning:* The chair and vice chair must both be affiliate faculty members. The vice chair moves into the chair role unless the vice chair cannot or most members agree that the vice chair should not. A secretary and vice chair are elected each spring. The secretary can be an affiliate faculty member, but this is not required. This was unanimously supported.
- *On the ECS Title IX External Investigation Taskforce Report:* Concerns were raised that the GVSU Senior Leadership Team seems to have a different approach to what happens in Title IX, which may have some inherent conflict. This wasn't within the scope of the charge to the taskforce, which was to review the report of the external investigators. The report aimed to get documentable public accountability for the processes in the Title IX office. It was noted that the comprehensive review that was included in the recommendations of the taskforce could address the reporting structure. It was mentioned by some members that a review should include individuals outside GVSU. Most of the personnel in the Title IX office has changed, so the review would be an opportunity to see if there has been improvement. Adding specifics to the recommendation for comprehensive review was discussed. The vote to refine recommendations prior to sending to the President and Provost failed with only 38% supporting, and 62% not supporting. Thus, the report will be sent to the President and Provost as is.
- *On Update from the Virus Action Team (VAT):* Due to time constraints, we could not get to the VAT presentation. In lieu of speaking at the UAS meeting, AVP Ed Aboufadel has recorded a short podcast with the report from VAT. It should be accessible to anyone with this link:  
<https://gvsu.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=6c6f0fab-eb3e-4231-b4c6-ae5e00b4c4ae>