

Detailed ECS Notes from 09/15/2023

Report from the Chair

- *On the Faculty Forum on the Evaluation of Teaching:* The faculty fora on the evaluation of teaching will be held via Zoom on Monday October 9 from 2:00-3:30 pm and Tuesday October 10 from 10:00-11:30 am.
- *On BOT 4.2.10.2:* Each College must decide if the Dean will attend as ex-officio, non-voting member of the College Personnel Committee and the results of the decision shall be reported to the Chair of the University Academic Senate.
- *On the New Program/New Academic Unit Council (NPC):* NPC met on 9/13 and reviewed and unanimously supported a prospectus for a minor in Computing, Intelligence and Values co-developed by the Padnos College of Engineering and Computing (PCEC) and the College of Liberal Arts and Sciences (CLAS). The Provost will form a taskforce for the new program proposal.
- *On the EAB Workshop on Identifying and Responding to Bias in Promotion and Tenure Decisions:* The EAB workshop was held on September 22.
- *On the Next UAS Meeting of September 29:* The September 29 UAS meeting will be a face-to-face meeting. The agenda contains the following items: Benefits Update; FARES II Task Force Memo; Online Education and Microcredential Council (OEMC) Memo on Instructional Modality Definition; Faculty Personnel Policy Committee (FPPC) Memo on Bias in Personnel Processes from the Equity in Personnel Policy (EPP) Task Force Recommendations; Proposal to Amend the Bylaws Pertaining to the International Education Committee (IEC), SG 1.03.B.5; Proposed Changes to the University Conduct Pool, SG 1.03.C.4; Equity and Inclusion Committee (EIC) 2023 Annual Diversity Report; Confirmation of Provost Appointed Faculty Representatives to the OEMC; Endorsement of UAS Letter of Appreciation to the eLearning Technologies Team; Update on Blue Dot.

Provost Report

- *On the EAB Workshop on Identifying and Responding to Bias in Promotion and Tenure Decisions:* The EAB workshop, which is part of the second commitment of our strategic plan, was held on September 22.
- *On the Accreditation Visit for Radiation Therapy:* The accreditation site visitors commented on our caring and committed faculty. This has been a consistent message from site visitors for all programs.
- *On the GVSU Arts Celebration:* The GVSU Arts Celebration began with an exhibition of Stephen Duren's work. GVSU has the largest public collection of his work, with 150 pieces. This celebration emphasizes GVSU's commitment to the arts, liberal education, and surrounding our students with art.
- *On Scheduling:* A question was asked about whether the Provost's Office was developing draft course schedules for the next academic year and sending them to units. This is not the case. A consultant has been used to inform the scheduling process. Each college has things they do well, and the Provost's Office is attempting to combine best practices into a set of tools to distribute to all of the colleges. The scheduling of active learning classrooms is occurring earlier in the scheduling process.

Old Business

- *On the Proposed Changes to the University Conduct Pool:* Faculty will be elected by their colleges: 4 from CLAS and 1 from each other college and the University Libraries. The Provost will appoint not less than an additional 4 members from the faculty at large. A question was asked about term limit. Similarly to other elected positions, such as Standing Committee membership, there are no term limits. Terms are three years. ECS unanimously supported with recommendation to UAS.

New Business

- *On the Discussion of University Efforts to Respond to Sexual Misconduct Complaints and Employee Movement Between Institutions:* There were questions from faculty following a newspaper article

that shared that a former GVSU employee had been dismissed from MSU due to an alleged sexual misconduct. The employee was under the investigation for alleged sexual misconduct when they left GVSU. GVSU was not able to conclude a hearing when they departed, although GVSU had tried to expedite the process knowing that the employee was leaving. There are privacy laws and defamation laws that limit what an employer can share when an employee leaves. VP Bernal is part of a MASU group that is working to adopt best practices. Some states have passed legislation that lessens the “pass the harasser” phenomenon. Legal action still needs to be taken in Michigan. An employer can share the reason an employee left if directly asked by a potential new employer. GVSU reserves the right to continue investigations after an employee leaves; this would not be a Title IX process but an alternative process because Title IX does not permit the continuing of an investigation once the University does not have control of the party (i.e., the person is no longer employed by the University). Questions were asked about writing letters of recommendation for individuals under Title IX investigation and whether they would need to maintain confidentiality. The institution is restricted by employment law, but individuals as recommenders are not prohibited from sharing their personal opinion. There were questions about whether GVSU administrators provided recommendations for the person who left GVSU and went to MSU. VP Bernal was not aware of any of recommendations made for the employee. MSU only checked timeframes worked at GVSU, not a full reference check. There were questions about whether an individual’s direct supervisor would know about an investigation; typically the Dean and the Provost would be aware, but not a unit head. It was asked if someone could be removed while under investigation if they were thought to be a threat to the community, and the answer was yes. There were questions about what would happen if someone had multiple accusations of sexual misconduct, even if they were closed with a finding of not responsible. In this case, it would be brought to the BOT to review and hire an external investigator.

- *On the Review and Discussion of the Rapid Response Team Report:* This team was assembled by Provost Mili to help unpack data from prior semesters about student retention rates. There is an enrollment decline from fall to winter. There is anecdotal evidence of poor attendance especially after fall break. The team connected with key stakeholders and asked about trends and what might be helpful interventions. They gathered input from faculty who teach many first-year students. E-learning did a great job working with the Rapid Response Team and there is a folder in Blackboard for resources to communicate to students. A number of the team’s recommendations are already being implemented. There is a “one-stop shop” for student success resources at <https://www.gvsu.edu/support/>. Faculty support has increased from FTLC and funding of the Gardner Institute Initiative around DFW initiatives. A Growth Mindset Communication team has been established. New advising campaigns have begun. GVSU Pathways to Success is examining models for holistic advising and student success. More funding is being requested for more student support staff. Analyses of community and GVSU partnerships to support a central basic needs center are being conducted. Work is being done to promote active learning, including the CLAS Voyage work and Robert Talbert’s work.
- *On the Discussion of the FARES II Taskforce:* This was discussed at the second ECS summer retreat and was discussed at the AFAC meeting of 9/8/23. The recommendation is that the Chair of AFAC will be a voting member of ECS and UAS, and a second AFAC member, who must hold an affiliate appointment, will be a voting member of UAS. AFAC will move from a University Governance Committee to a Standing Committee of ECS/UAS. This was unanimously supported with recommendation to UAS. There was also discussion of removing the term “regular faculty” from policies, which will be further discussed at a later date.
- *On the Discussion of Capturing DEI-AB Work in Digital Measures:* A recommendation was initially made by the Network of Advisors for Racial Equity to add a section in Digital Measures in which faculty could capture and reflect on their DEI-AB work. This would be an opportunity for those who already do this work to highlight it. This is not a recommendation to make DEI-AB part of annual review or personnel processes. Questions were asked about what would happen if faculty didn’t have things to put in this section. More conversation is needed on how a reflection on DEI-AB would fit with the current reflection on teaching, scholarship, and service. This will be scheduled for a future meeting.