

University Academic Senate Mid-Year Report for Fall 2019 (Chair, University Academic Senate, Felix Ngassa)

The University Academic Senate, UAS, is the highest faculty governance body, which has authority to deal with any academic issue or faculty concern. The *modus operandi* of our shared governance process is such that governance policies are developed collaboratively by the UAS and the Provost. Other policies such as the ones approved by the Board of Trustees (BOT Policies) or the Senior Leadership Team (SLT Policies) complement the shared governance policies. At the level of each College and the University Libraries, there are governing bodies that serve as advisory bodies to the respective Deans. The advisory bodies develop policies, consistent with the policies and guidelines established by the UAS, for their various academic units.

The UAS meets on average once a month during the fall and winter semesters; these meetings are always on Fridays from 3:00-5:00 p.m. The Executive Committee of the Senate, ECS, serves as the clearing house for matters to be presented to UAS. As a clearing house, ECS discusses matters first and then makes recommendations that become business items for UAS. ECS meets once a week during the fall and winter semesters, and these meetings are on Friday from 3:00-5:00 p.m. All recommendations from faculty governance to the Provost and/or President, come from the UAS or in some cases from the ECS acting on behalf of the UAS. In the fall of 2019, the ECS met eight times, while the UAS met three times. UAS made several recommendations that the Provost approved. Some of these recommendations are still pending approval. In this report, UAS work in the fall 2019 has been categorized under the following headings: *Policies/Guidelines/Faculty Handbook Changes, Endorsement/Support, Task Forces, Curriculum/New Programs, and Presentations.*

I. Policies/Guidelines

All recommended policies, policy changes, and guidelines were initiated by the standing committees of the senate, or directly by ECS/UAS. Policy changes were mostly on the *Shared Governance Policies* in the Faculty Handbook (FH). UAS acted on the following policies and made recommendations to the Provost.

Affiliate Faculty Advisory Committee (AFAC) Proposal for the Creation of an Affiliate Complaint Policy: We reviewed a proposal from AFAC requesting the creation of an affiliate complaint policy. The UAS supported AFAC's recommendation for the creation of complaint procedure for non-tenure track faculty for inclusion in *Board of Trustees Policies*. The Provost approved UAS recommendation after adding language regarding complaints of harassment, based on consultation with Legal Counsel and Inclusion & Equity. The Provost will support the proposed changes to the BOT at the February 2020 meeting.

Affiliate Faculty Advisory Committee (AFAC) Proposal for Affiliate Faculty Mentoring: We reviewed a proposal from AFAC requesting the creation of an affiliate faculty mentoring program. The UAS supported AFAC's recommendation for the creation of an affiliate faculty mentoring program. The Provost supports the idea of creating an affiliate faculty mentoring program in principle. But, due to ongoing discussions of the process with the Pew Faculty Teaching and Learning Center, a formal approval has not been granted at this time.

Affiliate Faculty Advisory Committee (AFAC) Proposal for the Creation of an Affiliate Workload Plan: We reviewed a proposal from AFAC requesting the creation of an affiliate workload plan for those units that do not have a system for defining expectations for affiliate faculty in the areas of teaching, non-teaching, and other supported activities. The UAS supported AFAC's recommendation for the creation of an affiliate workload plan. The Provost approved UAS recommendation and the draft affiliate workload plan submitted will be available on the Office of the Provost website. In addition, the Provost has asked Associate Vice President Ed Aboufadel to work with the Deans' Offices to ensure compliance with this process.

Revisions to Shared Governance Policies 1.01, 1.02, 1.03, and 2.05: We reviewed proposed changes to *Shared Governance Policies* 1.01, 1.02, 1.03, and 2.05 that came from within ECS (SG 1.01, 1.02, 1.03 and 2.05). These changes were necessary to make our *Shared Governance Policies* clear and easy to understand, while also responding to substantial changes to our bylaws done by the Senate Bylaws Evaluation (SEBLEV) Task Force. The recommendation from UAS was approved by the Provost and the changes were made effective immediately.

Graduate Council (GC) Memo on Policy for Culminating Experience Projects (CEP): We reviewed a proposal from GC on establishing a Culminating Experience Projects (CEP) policy for graduate students. The Provost approved UAS recommendation and approved the requested addition to the *Graduate Education Policies and Procedures Manual* to be effective immediately.

Affiliate Faculty Advisory Committee (AFAC) Proposal for Committee Term Change in Faculty Handbook: We reviewed a proposal from AFAC requesting a change to the length of term for faculty members elected to the AFAC. The UAS supported AFAC's recommendation for the change to the length of term for faculty members elected to the AFAC. The Provost approved UAS recommendation and supported the change to the *Shared Governance Policies*.

Affiliate Faculty Advisory Committee (AFAC) Proposal for Term Expiration Changes for AFAC Members: We reviewed a proposal from AFAC requesting term expiration changes for elected members of AFAC. The UAS supported AFAC's recommendation for term expiration changes for elected AFAC members. The Provost approved UAS recommendation and supported the change effective immediately.

General Education Committee (GEC) Changes to Assessment Cycle (SG 1.02): We reviewed a proposal from the GEC regarding changes to Shared Governance Policies as it relates to the general education program assessment cycle. In the proposal, the wording in our *Shared Governance Policies* (SG 1.02.f.iv.e and SG 1.02.f.iv.e.3) were changed to reflect a move from three-year cycle to four-year cycle. The UAS supported GEC's recommendation to change SG 1.02.f.iv.e and SG 1.02.f.iv.e.3. The Provost approved UAS recommendation and supported the change effective in the 2020-2021 academic year.

Cleanup of Research Policies in Faculty Handbook: We reviewed research policies in the Faculty Handbook (FH) and the *Senior Leadership Team (SLT) Policies*. Accordingly, UAS recommended the addition of some existing *SLT Policies* to the curation of the regular FH under

the “Research Policies” section. The Provost approved UAS recommendation and supported the change effective immediately.

Laker Impression of Faculty Teaching (LIFT) Management Committee Membership: We reviewed a proposal from the LIFT Management Committee requesting revision to *Shared Governance Policies* language dealing with the LIFT-MC membership (SG 1.03.B.6.i). The Provost approved UAS recommendation and supported the change effective immediately.

Laker Impression of Faculty Teaching (LIFT) Management Committee Reporting: We reviewed a proposal from the LIFT Management Committee requesting revision to *Shared Governance Policies* language dealing with the LIFT-MC reporting (SG 1.03.B.6.iv). The Provost approved UAS recommendation and supported the change effective immediately.

II. Endorsements/Support

Under the responsibilities of the UAS as specified in our *Shared Governance Policies* (SG 1.01.2.4), UAS may vote to express its endorsement of policies, events, and initiatives that support and advance the university’s mission and values. For the fall 2019, UAS either endorsed or supported the following initiatives.

Endorsement of MLK Commemoration Week: We reviewed and discussed the 2020 weeklong celebration to honor Dr. Martin Luther King, MLK Commemoration Week. UAS unanimously endorsed the 2020 MLK Commemoration Week and encouraged all faculty to participate in the scheduled events, as they are able.

Endorsement of Higher Education Research Institute (HERI) Faculty Survey for 2020: We reviewed and discussed the participation of faculty in the HERI national survey for 2020. UAS unanimously endorsed the participation of faculty in this national survey and acknowledged that the university stands to gain valuable information from the national survey.

Endorsement of Faculty Salary and Budget Committee (FSBC) Recommendation on Annual Salary Adjustment for 2020-2021: We reviewed and discussed the FSBC recommendation on annual salary adjustment for the 2020-2021 academic year. FSBC’s recommended goal is to “maintain or enhance our position relative to peers.” UAS overwhelmingly endorsed FSBC’s recommendation on the annual salary adjustment goal for 2020-2021.

Support of Faculty Personnel Policy Committee (FPPC) Recommendation on the Definition of Effective Teaching and the Differentiation of Effective and Excellent Teaching: We reviewed and discussed FPPC’s recommendation on the proposed definition for effective teaching as well as the differentiation between effective and excellent teaching. UAS unanimously supported FPPC’s recommendation on the proposed definition for effective teaching and the differentiation between effective and excellent teaching.

Support of Student Senate Resolution on the Creation of Prayer/Meditation Center (Interfaith Reflection Spaces): We reviewed and discussed a resolution from Student Senate requesting Prayer/Meditation Center at CHS. UAS modified the resolution and unanimously supported the

creation of Prayer/Meditation Centers at each of the three GVSU campuses. Upon consultation with Legal Counsel and Inclusion & Equity, the new designation will be Interfaith Reflection Spaces.

Support of Student Senate Resolution on Opposing the Grand River Waterway Project: We reviewed and discussed a resolution from Student Senate on Opposing the Grand River Waterway Project. UAS modified the resolution and unanimously supported Opposing the Grand River Waterway Project. This project has since been halted by the Department of Natural Resources.

III. Task Forces

When confronted with issues that need focused attention, broad representation and results within a short time frame, ECS/UAS creates task forces to deal with these issues. For the fall 2019, there were three task forces: (1) Gendered Language Evaluation (GLEV) Task Force; (2) Consensual Relationship (CONREP) Task Force; and (3) Faculty Climate, Equity, and Inclusion (FaCE In) Task Force.

GLEV Task Force: The GLEV Task Force was created during the ECS retreat in Spring/Summer 2019. The role of GLEV was to include inclusive language and eliminate gendered language in University Policies including *Shared Governance Policies*, *Senior Leadership Team Policies*, and *Board of Trustees Policies*. GLEV completed its work and submitted its final report that was reviewed by UAS on September 27, 2019. UAS unanimously supported the recommendation from the GLEV Task Force. The Provost approved the recommendation from UAS. Furthermore, the Provost has charged Associate Vice President Ed Aboufadel to work closely with Vice President Tom Butcher to ensure that appropriate changes are reviewed and supported by the necessary approving bodies and ultimately reflected in the relevant policies.

CONREP Task Force: The CONREP Task Force was created during the ECS retreat in Spring/Summer 2019. The task force was formed to “examine University Policy (SLT 9.2), in light of the Mission, Vision, and Values of the University, and propose possible revisions to the said policy.” The task force has completed its work and submitted its final report to ECS, which was discussed at the ECS meeting of December 6, 2019. ECS reviewed and discussed the final report, and unanimously approved the report, which is being sent to UAS with a recommendation of support. UAS will review and discuss this report during its first meeting for the winter 2020 semester on January 31, 2020.

FaCE In Task Force: During the last ECS meeting for the fall semester, December 6, 2019, ECS unanimously approved the creation of the FaCE In Task Force. The goal of the task force is to address equity, inclusion, and campus climate concerns of faculty. The task force is charged with the following: (1) submitting a report that outlines the problem; (2) communicating the role of faculty in addressing the problem; (3) summarizing current faculty efforts to address equity, inclusion, and campus climate issues; and (4) recommending specific action steps that faculty can take to further address any identified concerns based on current efforts and their outcomes. This composition of the task force will be discussed during the first ECS meeting for the winter 2020 semester, January 10, 2020, and the task force will start its work thereafter.

IV. Curriculum/New Programs

The Governance Procedure for establishment of a new program involves two stages: (1) The Prospectus for a New Program, and (2) The Proposal for a New Program. The New Program/New Academic Unit Council (SG 1.03.B.13) met and approved three new program prospectuses. The following prospectuses were approved by the NP/NAU Council: (1) New Program Prospectus for Bachelor of Science in Wildlife Biology; (2) New Program Prospectus for Bachelor of Science in Fisheries & Aquatic Sciences; (3) New Program Prospectus for Bachelor of Applied Studies. As called for in the Procedure for Establishment of Additional Units or Programs, the Provost has created task forces for the development of the proposals.

V. Presentations

We continued our senate tradition of inviting different campus authorities to give a presentation followed by discussions on topics that are relevant and of interest to faculty, staff and students. This fall 2019, there were presentations and discussions on the following topics.

Presentation Topic	Presenter(s)
Effective Meetings	Christine Rener
GVSU Bookstore Services	Tony Glaab
Data Loss Prevention (DLP)	Sue Korzinek & Chris Voorheis
Campus Diversity	Ed Aboufadel
Affordable Course Materials: Cengage	Jared Moore
LIFT-MC Final Report for 2017-2018	Paul Sicilian & Meg Woller-Skar
Benefits/Wellness/Work Life	Tara Bivens/Lindsey DesArmo/Elisa Salazar
Campus Climate Survey	Kathleen VanderVeen
Housing/Residence Life/Laker Experience	Andy Beachnau & Colleen Lindsay-Bailey
Campus Dining/Nutrition	Doug Wentworth/Deb Rambadt/Chris Uhl
UL Changes to Open Access Fund	Annie Bélanger/Jeff Daniels