

College of Education and Community Innovation (CECI)
Faculty Council
Meeting Minutes

Date/Time: Wednesday, December 3rd, 2025 from 9:00 - 10:00am

Present: Emily Nichols, Karyn Rabourn, Kathryn Ohle, Michelle Woddell, Terry Stockton, Christopher Kierkus, Dean Sherril Soman (ex-officio), Chasity Bailey-Fakhoury

Absent: Lindsay Stoetzel (Terry Stockton is in the same unit, so all CECI units still represented)

Faculty Feedback Form Link:

<https://www.gvsu.edu/ceci/how-faculty-council-will-address-concerns-247.htm>

● **Old Business**

- Equity Task Force recommendations check-in
 - [CECI Equity Task Force Report](#)
 - Review and Discussion on Dean's Office section of document
 - Dean's Office can provide feedback on aggregate data including, decisions, how many appealed, outcomes
 - Possible to send out an annual report
 - Transparent and available in case someone requests the information
 - Dean's Office can also provide data regarding decisions about salaries
 - Need a format on how that information can be shared and presented to faculty
 - Include how work is accounted for in the personnel process across units
 - Suggestion to put as an agenda item during annual meetings to demonstrate how the Dean's Office looks at this data
 - Concerns related to personnel process versus the criteria
 - Most faculty are successful, but many faculty do not feel good due to the process not going well
 - We don't know what we don't know, we only know what happens in our own units
 - How are we acculturating faculty to these norms and are those norms okay
 - What is the preparation we are doing as a college
 - Individuals going through the process are reluctant to come forward if they feel uncomfortable to come forward

- How can the Dean's Office offer support seek feedback during the process and provide training
 - Expectations for faculty when reviewing our colleagues
 - CPC rep- do they recuse themselves from voting because they have voted
 - CPC explain what they do
 - Pilot for all departments this Winter during personnel process
 - Karyn will work on drafting/editing a better survey
 - Survey for individuals who about past experiences; review in january
 - Use CMS
 - Request for Dean's Office to share with unit heads to consider the experience of the personnel process
 - Invite Carrie to a meeting in the Winter
 - Working with UAS reps regarding Adjunct Pay Pool update
 - Multiple processes in development
 - Request in conversations in overload pay there is a distinction made
 - Proposals submitted to SLT
- New Business
 - Faculty Personnel Policy updates and next steps (Dean Soman)
 - CPC charged with completing the template (narrative)
 - Chair of CPC is working on the template and incorporating revisions from UPRC to ensure they are consistent with university standards
 - CPC received last set of revisions and is in the process of making minor edits and should have to Ed before winter break
 - How do we share with CECI faculty?
 - Ed has recommended to not have a vote, but the Dean's Office believes a vote should happen with due to the process; want to be transparent
 - Desire to have a vote by end of the semester so that it can go into effect into the fall
 - Share standards with each unit, have discussions, provide feedback
 - Feel there needs to be a vote because that has been committed throughout the personnel development process
 - Remind that CPC reps and CECI reps on UPRC have been part of conversations
 - State criteria hasn't not shifted
 - Department meeting to get feedback, but be specific about what kind

- of feedback can be provided
 - Faculty Forum
 - Clear timeline
 - Approximately February 1st, February 15, March 1st, March 15th is election timeline we discussed last year
 - Suggestion to move up dates so final vote is before Spring Break
 - Suggestion to in the future get nominations before Winter break
 - Suggestion to give out document to faculty before Winter break
 - Chasity will check with with Provost for needed deadlines
 - Draft of what feedback should be provided
 - Comment about early tenure process not being part of the standards
 - Unit standards can address
 - Check with university standards
 - Note that units need prompts and support on how to develop unit standards
- Faculty feedback form
 - Reminder to close to loop with individuals who submitted past forms
- Meetings next semester
 - Wednesday, January 21st 9-10AM
 - Wednesday, February 18th, 9-10AM
 - Wednesday, March 18th, 9-10AM
 - Wednesday, April 15th, 9-10AM if needed because it falls after the end of the year CECI meeting