

**Date/Time:** Wednesday, February 18th, 2026 from 9:00 - 10:00am

**Location:** [Zoom Link](#)

**Faculty Feedback Form Link:** <https://www.gvsu.edu/ceci/how-faculty-council-will-address-concerns-247.htm>

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- **Old Business**

- Equity Task Force recommendations check-in
  - [CECI Equity Task Force Report](#)
    - **Carrie from CPC joining March FC meeting to talk through personnel section and provide updates to personnel standards language that will be voted on by faculty**
      - **Goal to hold vote by the end of the semester; possibly during end of the year meeting in April**
  - Question: Who is responsible for ensuring recommendations are addressed?
    - **Faculty Council is the committee who proposed the task force so it would be appropriate for Faculty Council to be responsible for ensuring recommendations are addressed**
    - **Faculty Council also seems appropriate because it has representation from each unit and communication with the Dean's office and CPC**
    - **Faculty Council reviewed the Dean's Office section with Dean Soman during December meeting**
    - **May need to brainstorm some additional ideas for checking in regarding Department section**
      - **Chasity has been working with units on their processes**
      - **Discussions at the Unit Head meetings**

- **New Business**

- Faculty Feedback Form
  - **No submissions this month**
- Faculty personnel experiences survey
  - Started being developed in the fall
  - Karyn and Kathryn developed questions based on discussions with Chasity in the Dean's Office
  - Goal is to gather information about faculty's experiences with their unit's personnel processes in the college in a systematic way
    - Although the vast majority of faculty make it through the process successfully, there is a general feeling of many being unhappy with the process or have a difficult time
  - Hope to pilot the survey this semester as all units had personnel actions
  - Question: When is the best time to distribute the survey this semester?
    - CPC usually concludes the college reviews in March, so best to distribute after CPC submits decisions to the Dean's Office and the Dean's Office sends the decisions to the next stage

- Question: Is the survey for all T/TT faculty or for just those going through the personnel process?
  - For every T/TT faculty
- Question: Who should distribute the survey?
  - Suggestion to come from Faculty Council
  - FC has done work looking into the personnel process and this demonstrates continued engage with the process
  - Suggestion to run by CPC before distributing
- Question: Is there another process in place in the college for addressing any discrepancy or issues with the personnel process, or is this survey intended to create that process?
  - Current mechanism is the post-meeting comment forms that goes out in each unit after personnel meetings; this is included in the unit summary
  - CPC is charged with looking at process as well as reviewing materials, so if there was something that is not valid found, they can send the issue back to the unit
- Suggestion about rewording certain questions
  - Question 1 possibly double-barrel question with the options
    - Karyn will look into re-wording
- Question about whether to include identifying the unit
  - Suggestion to not include the unit as this time as it may result in some not wanting to fill out or be less specific
- Suggestions to have some kind of workshop or training once a year regarding personnel standards and process, especially for new faculty so that they can better learn the process and what is expected
- UAS Representative for remainder of the academic year 2025-2026
  - **Need a replacement for one of the UAS representatives for the remainder of the semester due to upcoming important votes and additional meetings**
  - **Suggestion to ask those who are elected for UAS in the current election to fill in for the rest of this year**
  - **Currently there is an informal process to ask for substitute for UAS**
  - **Additional meeting next Friday from 3-5PM**
  - **Question: Is there a process for addressing concern for a faculty and staff member in the college, similar to the CARE report process for students?**
    - **Committee Chairs reach out to Dean's Office and they address if there needs to be a replacement**
      - **Difficult to determine if a representative is missing meetings unless the Chair for the committee reaches out**
      - **Noted that the university has rules about leave and what can be shared**
      - **Suggestion: Policy in the college that if a committee representative misses 3 meetings in a row, they are replaced**
        - **Question about who would determine these types of policies and perhaps committees are the ones who should set this type of policy as there is varying meeting schedules**
      - **Noted the Senior Leadership Team is possibly addressing**

address how to ensure representation is robust at the next meeting and this could be something that is part of that conversation

- Suggestion for FC to message more about up college expectations at the start of the year meeting and throughout the year
- **Question: We do not have anything in bylaws that would preclude people from serving on multiple university committee meetings?**
  - Suggestion for FC to conduct a review of CECI bylaws during the 2026-2027 year as this could be something that is suggested or added to the bylaws
- Faculty Council Chair Election Process
  - Suggestion to invite the new representatives to last meeting and at that time elect a chair for next year
  - CACC had the same conversation last year
    - Karyn will reach out to Paul to see what was decided about their process
- **Question: Should CPC representative recuse themselves from CPC's vote on candidates from their own unit because they have already voted on that candidate?**
  - Should the bylaws address this?
  - Additionally, if they cannot vote again, should they be part of the conversation around that candidate as well?
  - Address with Carrie at March FC meeting
- Discussion to address time spent talking about concerns around budget in the college
  - University developed budget sessions and forums
  - Dean's Office hosted two faculty forums based on input from faculty
    - Conversation has been elevated to the university level, so FC does not need to re-address
  - Suggestion to remind and invite faculty to attend those sessions
    - **Budget 101 - Understanding GVSU Budget**
      - Monday, February 23, 9:00-10:30 a.m., 2204 Kirkhof Center, Allendale Campus
      - Thursday, February 26, 1:00-2:15 p.m., 104 DeVos Center for Interprofessional Health (DCIH), Health Campus
      - Thursday, February 26, 2:30-4:00 p.m., via Zoom
      - Friday, February 27, 8:30-10:00 a.m., 1008A Seidman Center, Pew Grand Rapids Campus
      - [Reserve place here](#)
    - **Budget 201 - Understanding Budgetary Levers**
      - Tuesday, March 3, 1:00-2:30 p.m., 2270 Kirkhof Center, Allendale Campus
      - Wednesday, March 4, 9:00-10:30 a.m., 104 DeVos Center for Interprofessional Health (DCIH), Health Campus
      - Thursday, March 5, 3:00-4:30 p.m., 201A DeVos Center, Pew Grand Rapids Campus
      - [Reserve place here](#)
- Remind colleagues in your units to vote in college elections - due by Monday, February 23rd

