

Date/Time: Wednesday, March 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>

- **Old Business**

- Equity Task Force recommendations check-in
 - [CECI Equity Task Force Report](#)
 - Policy section was addressed last year
 - Plan of Action
 - Scholarship - added additional examples
 - Develop a more detailed policy and procedure handbook (ex: the standards and highlight common concerns from faculty); can be a living document that can change over time without having to vote on it (2026-27 plan)
 - Meeting with each unit to speak with them about their own standards
 - Need to be at the same level as the college standards or higher; cannot be below
 - Reintroduction of the post-personnel survey
 - Jackie started the process and will be revisiting and implementing
 - Encourage units to use CECI promotion practices
 - New hire workshops to let them know the personnel process, going through digital measures; meeting with faculty individually going through the process
 - Keep Task Force recommendations in mind next year
 - Clearer guidelines for portfolio and narratives
 - Larger than CPC and will need more faculty input and unit buy-in
 - Can eventually put in the policy and procedure handbook, provide examples, recording training that has been happening with the current new hires
 - Kathryn and Karyn worked on a set of questions
 - Still uncertain whether will be sent out this year
 - Want to be resolved at the college level before sending out
 - Question: Are you seeing wide differences in what comes in between units, need reviewer training
 - Ex: Differences in agenda, cultural norms in different units
 - No, but that isn't shared in the forms either
 - Minutes seem similar and equal - uniform between units
 - More evidence to implement post meeting feedback

- CPC Section Review - CPC Chair Carrie Buist
- Update on CECI personnel standards and vote
 - Working on language from the standards and move to a template
 - Narrative, preamble and then goes into what has been voted on
 - Nothing has been changed from the standards
 - Only changes made were putting into the template, updating numbers and minor edits
 - Not substantial changes
 - Added approval dates, dates for faculty going up legacy standards versus new accepted standards
 - CPC didn't feel comfortable making additional changes without faculty seeing and reviewing
 - Will be shared with faculty in several different ways
 - Carrie will write a memo to send to units, potentially meet with each unit, to let everyone know the vote is coming up and address any questions
 - Suggestion: Ask CPC reps to engage in that conversations
 - Vote process:
 - Language sent out prior to end of year meeting
 - Discussion at end of year meeting
 - Vote opens at the end of the year meeting
 - Vote is open for approximately 10 days for those who can't attend the meeting
 - Question: Is the discussion for feedback or just an opportunity to inform?
 - More an opportunity to inform
 - Feel it is important to have a discussion with faculty because it was a large process to vote on
- Faculty Council Chair Election Process
 - CACC didn't have a process
 - Have a discussion at the last
- **New Business**
 - Faculty Feedback Form
 - Submission - Unit Head feedback process
 - Question about providing an anonymous process for unit head feedback
 - What is currently in place?
 - Want to know what concerns faculty have
 - Survey is anonymous, even if very specific
 - Said this on the survey and nothing happened
 - Balance between safety to share and enough information to provide to the unit heads
 - Form is not appropriate for faculty who have concerns
 - Even when there isn't tangible retaliation, but there are concerns
 - How do I give feedback so that behavior is changed without creating tension
 - Is there a way to write up anonymous feedback and the Dean's Office gets to decide whether they want to share it
 - Ex: Multiple faculty have shared concerns that demonstrates a pattern, where there isn't verbatim feedback; want to Dean's Office to be aware in case

- there is a pattern
 - Dean's Office will think about how a faculty can provide anonymous feedback without giving verbatim to the unit head to address concerns
 - Communication process to give feedback to the unit head
 - CECI Town Halls - Adjunct/Overload Budget Follow-up
 - Wednesday, March 18th, 2-3PM
 - Thursday, March 19th, 9-10AM
- **Next Meeting**
 - Wednesday, April 15th, 9-10AM
 - Invite new representatives
 - Discussion items from LEFT:
 - Retirement changes, caps, etc.
 - Retirement changes moving rapidly, ECS 15-minute meeting prior to next UAS meeting to add to the agenda
 - FC make a statement
 - Process is to take to UAS/ECS representatives and they make a statement on behalf of the college
 - Multiple faculty in the college have reached out to UAS/ECS reps
 - AP staff has written a letter
 - People don't understand the why and questions about what could happen in the future
 - More information and transparency
 - Has not been talked about at Provost Cabinet, even those in leadership didn't know this was happening