

## Detailed ECS Notes from October 11, 2024

### Chair's Report

- *On the 12<sup>th</sup> Annual Teach-In: Power, Privilege, and Difficult Dialogues:* The 12<sup>th</sup> Annual Teach-In will be held on Wednesday, November 13 on the Pew Campus and Thursday, November 14 on the Allendale Campus. More information on the Teach-In can be found [here](#). All are highly encouraged to participate.
- *On the Faculty Fora for Fall 2024:* Faculty fora will be held via Zoom on [October 16 2:30-4](#) and [October 17 10-11:30](#) on the topic of AI in teaching. The Zoom links are hyperlinked here and also can be found on the [faculty governance website](#). All faculty are encouraged to attend.
- *UTC Policy on AI:* Feedback on the UTC Policy on AI was gathered from ECS members and sent to VP and Chief Digital Officer Miloš Topić.
- *On Fall Break:* Chair Karasinski wished everyone a wonderful fall break and reminded faculty to give the students and themselves a true break.
- *On the Benefits Committee Meeting:* Open enrollment [website](#) is available. Open enrollment is October 22-November 8 in Workday. There will be tutorials. GVSU is continuing with Thrive, which will be added to Open Enrollment. Wellbeats, Encompass, and myStrength are still available. Gary Atkins is still our Work Life Consultant. GVSU is looking to hire its own Work Life Consultant to be on campus. Flu Shot Clinics are taking place for faculty, staff, and students. The only changes for costs of medical plans are a \$250 increase for single high-deductible plan and \$500 for dual or family. There is an increased vision benefit with no cost increase. New voluntary benefits include pet insurance for all employees and accident insurance, critical incident insurance, and hospital indemnity for all benefit-eligible employees. All visiting faculty and adjunct APs who are currently ineligible for dental coverage through GVSU will have the option to enroll in a personal dental plan through Delta Dental. All visiting faculty and adjunct APs who are currently ineligible for vision coverage through GVSU can elect coverage through the VSP Vision Care plan through GVSU. The flexible spending account limit and retirement contribution limit increased. Note that once you hit submit in Workday, you are not able to revise your benefits unless you do a benefits change, so be careful. Chair Karasinski shared the discussion about fertility benefits at ECS. On the ECS discussion of Fertility Benefits, Tammi King, Benefits Manager, shared that HR has started to look into this; it is costly and will require more discussion, but they are listening.
- *On New Programs Council:* New Programs Council will meet on October 23, 2024 to discuss the Prospectus on Masters in Science—Business and the Prospectus on Master of Science in Human Centered Computing.
- *On BOT Policy Updates at the October 18 BOT Meeting:* These updates are wording changes due to the new VP of People, Equity, and Culture position.
- *On Supporting Student Voting:* Provost Drake, Student Senate President Proctor, and UAS Chair Karasinski met to discuss messaging on supporting student voting. Student President Proctor will draft a message with for a student audience, Provost Drake will adapt the message for a faculty audience and share in Lakers Ready, and UAS Chair Karasinski will share the message in her email to faculty.
- *On the ECS Meeting of 10/25/24:* The agenda for the ECS Meeting of 10/25/24 will include the following items, which were not discussed due to time constraints, under Old Business: Review and Discussions on the FPPC Memos on Optimum Membership, Awards in Personnel Processes and Annual Evaluations, External Advocate in Personnel Processes, and Core Competencies and Implications in Faculty Policies and Processes. New Business will include Review and Discussion on the APSC Memos on the Repeat Course Approval Policy, Academic Integrity, Credits for Minors, Student Code of Conduct, Late-Add Policy, Reform of Remedial Courses, and OER.

### Provost's Report

- *On the Donation for Financial Literacy:* Fifth Third Bank provided a donation for the creation of FinLit, a financial literacy tool designed to help students learn about money management. It was developed by Gen Z for Gen Z.
- *On Credit-Bearing Offerings via Omni:* The joint work between Academic Affairs and Omni is being discussed. Good conversations are being held with the goal of holistic brainstorming of a shared academic portfolio and developing a shared vision.
- *On Gray DI:* A 90-minute presentation was given by Gray DI, and there will be an additional session on October 29. Sessions will be available online with an introduction to the tools. ECS members who attended

shared that they found the workshop helpful and see potential uses of the data. AVP Aaron Lowen shared that he is available to work with individuals who want to learn more about the tool or use the tool. Training sessions will be held in November, but some may need to use the data sooner, and this can be arranged. Gray DI will be available for all faculty.

### **Student Senate President's Report**

- *On the Solutions Summit:* Student Senate is planning a Solutions Summit Event.
- *On the Taskforce for Student Legal Services:* The Taskforce for Student Legal Services is continuing its work.
- *On Promoting Elections:* Student Senate continues to promote voting and election resources for students.
- *On the Teach-In:* Student Senate continues to promote the Teach-In.

### **Old Business:**

- *Selections for Omni Collaborative Advisory Group (OMAG):* Faculty and staff membership on the OMAG will include two faculty members selected by ECS, two faculty members selected by the Provost, and two staff members from the Omni program, selected by the Omni Chief Executive. There is a preference for faculty members from units offering courses or programs through Omni, with at most one member from any college, and for faculty members serving on relevant ECS committees and/or with unit head experience. All appointments are for one year. A robust discussion was held around the importance of the OMAG representatives sharing information between OMAG and UAS. Names will be submitted to Chair Karasinski for nominations to OMAG.

### **New Business**

- *On the Workday Student Progress Report and Name Change Proposal:* The following options were presented: (1) change the name of Spring/Summer semester to "Summer Semester" and keep the Fall and Winter names, (2) continue with current semester name of "Spring/Summer" and keep the Fall and Winter names, and (3) change the name of Spring/Summer semester to "Summer Semester" and change the name of Winter semester to "Spring Semester." Strengths and weaknesses of semester name changes were shared and UAS Vice Chair Anne Sergeant will share these comments with the Workday Student team.
- *On the Discussion on Planning for Faculty Fora on AI:* A brief discussion was held on planning for the faculty fora on AI.
- *On the CECI Personnel Committee Composition:* The memo described the following composition for the CECI Personnel Committee: 7 voting members with 6 regular, tenured faculty members (one representative nominated and elected from each CECI unit) and 1 additional tenured faculty member elected by the college to serve as a Justice, Equity, Diversity, and Inclusion (JEDI) representative. Nominations for the JEDI representative may occur by colleagues, or self-nomination. Nominee(s) for the JEDI representative will be responsible to identify and share any/all JEDI-focused interest, training, background, and/or expertise in support of their nomination. The motion to support with recommendation to the UAS Consent Agenda was passed.
- *On the FPPC Memo on CHP CPC Representation:* The memo stated that "the Personnel Committee shall be composed of one (1) tenured faculty member from each department and three (3) tenured faculty members from the School of Interdisciplinary Health. Each department/school will elect their faculty representative(s)." The motion to support with recommendation to the UAS Consent Agenda was passed.
- *On FPPC Memo on Review of BOT 4.2.7:* Currently, allowance may be given for up to 3 full-time equivalent years of service of an academic nature in other institutions of higher learning at the rank of Assistant Professor/Librarian or higher, service as a Librarian or full-time service as a visiting faculty member at the rank of Assistant Professor/Librarian or higher at the University. The memo proposed this addition: "In extraordinary situations, such as when a faculty member has earned tenure or an equivalent status at another institution, an allowance for a fourth year may be given." Currently, the exact number of years equated toward the probationary period will be stipulated in writing as a part of the appointment process. Years granted for prior service count towards promotion eligibility. The memo proposed adding, "In all these cases, previous work may count toward tenure and promotion at GVSU, provided this is explicitly stated in the appointment letter." It was discussed that this is used in relatively rare circumstances. It can be attractive to potential new hires. A number of experienced faculty members are interested in positions at Grand Valley. It was noted that not all experienced faculty are ready to go up for

tenure or promotion early, and early promotion and tenure require being above the minimum standards. This memo was submitted to ECS at the end of last year and overlaps with a new charge for this year. Thus, there are more discussions happening at FFPC on this issue. The motion to send the memo back to FFPC to continue their work and combine with the charge from this year was supported unanimously.

- *On the FPPC Memo on Release Time and Faculty Evaluation:* The memo proposed adding to SG 3.08.4, “Faculty evaluations should recognize exemplary performance in teaching/professional effectiveness, scholarship/creative activity, and service, regardless of factors such as joint appointments, reassigned time, sabbatical or FMLA, which may limit the quantity of the faculty member’s efforts in these three areas of evaluation.” ECS discussed clarifying the wording, which was revised to “Circumstances including, but not limited to joint appointments, reassigned time, sabbatical, flexible work arrangements, or FMLA, do not in themselves prevent a faculty member from earning a rating of ‘exemplary.’” The motion passed to support with recommendation to UAS.