GRAND VALLEY STATE UNIVERSITY

University Academic Senate
Executive Committee of the Senate
Courtney Karasinski, Chair, 2024-2025
Anne Sergeant, Vice Chair, 2024-2025

Detailed Notes on the ECS Meeting of October 25, 2024

Chair's Report

- *On the 12th Annual Teach-In: Power, Privilege, and Difficult Dialogues:* The 12th 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 were held via Zoom on October 16 2:30-4 and October 17 10-11:30 on the topic of AI in teaching. Robust discussions were held. A summary will be sent at a later time.
- *On New Programs Council:* New Programs Council met 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 the UAS Meeting of 10/25/24:* The agenda for the UAS Meeting of 10/25/24 will include the following items, on the consent agenda: Online Education and Microcredential Council (OEMC) Memo on Multiple-Modality Course Delivery; College of Education and Community Innovation (CECI) Personnel Committee Composition; and the Faculty Personnel Policy Committee (FPPC) Memos on College of Health Professions College Personnel Committee Representation, Core Competencies and Implications in Faculty Personnel Processes, Faculty Awards in Personnel Processes, and Optimum Membership. Old Business will include review and discussion on the Faculty Facilities Planning Advisory Committee (FFPAC) Memos on Relationship with Academic Technology Advisory Committee (ATAC), Wayfinding, Facilities Needs by College, Standing Charges Update, and Optimum Membership Size. New Business will include a discussion on the COACHE survey results, Workday Student Update, Online Education and Microcredential Council (OEMC) Memo Memo on Faculty Certification for Online/Hybrid Teaching, and Faculty Personnel Policy Committee (FPPC) Memo on Release Time and Faculty Evaluation.

Provost's Report (Provided by SAVP Ed Aboufadel)

- *On the SLT Meeting:* The current status of the Blue Dot was discussed. The COACHE survey results were discussed. SLT is eager to work with faculty to address concerns identified in the survey.
- *On the Board of Trustees Meeting:* There were no motions for Academic Affairs. The new Deans presented to the Board and answered questions.
- *On the Art Gallery Name Change:* The Art Gallery will be called the Art Museum beginning November 1.

Student Senate President's Report

- *On the Student Solutions Summit:* Student Senate is continuing to prepare for the Student Solutions Summit.
- *On the Student Legal Services Taskforce:* The Student Legal Services Taskforce will begin meeting over the next few weeks.
- *On Election Day:* Student Senate is preparing for election day and looking for ways to support students coming together after the election. Student Senate President Quinten Proctor will give remarks at the Election Day Celebration in the Kirkhof Center.

Old Business:

- *On the Faculty Personnel Policy Committee (FPPC) Memo on Optimum Membership:* The memo proposed decreasing the number of FPPC members from CLAS from four to three, and continuing to have one member from each of the remaining colleges, and one from the University Libraries. A motion passed to support and place on the UAS consent agenda.
- *On the Faculty Personnel Policy Committee (FPPC) Memo on Faculty Awards in Personnel Processes and Annual Evaluations*: The memo proposed adding to SG 3.08.4, "University awards representing meritorious teaching/professional effectiveness, scholarship/creative activity, and/or service shall be taken into account in annual reviews." A motion passed to support and place on the UAS consent agenda.
- *On the Faculty Personnel Policy Committee (FPPC) Memo on External Advocate in Personnel Processes:* Based on the recommendations of the Equity in Personnel Processes Taskforce, the memo proposes that each faculty member will have the option of selecting an advocate from outside their unit to support them through any part of the personnel process. A candidate can waive this option. Many concerns around the logistics of having an external advocate in the personnel process were raised. Issues around training were also raised. A motion passed to receive the memo and return it to FPPC for further development.
- *On the Faculty Personnel Policy Committee (FPPC) Memo on Core Competencies and Implications in Faculty Policies and Processes:* The memo stated that faculty are currently evaluated in teaching/professional effectiveness, scholarly and creative activity, and service to the institution, the profession and the community as laid out in BOT

4.2.9, and faculty collegiality is considered, as defined in SG 3.07.E.1-5. FPPC did not recommend having an additional layer of evaluation using the HR Core Competencies and would like to have the language currently used by Human Resources to introduce Core Competencies revised to indicate that the Core Competencies apply to staff only. A motion passed to support and place on the UAS consent agenda.

New Business

- *On the Faculty Personnel Policy Committee (FPPC) Memo on Merit Ratings in Workday:* The memo proposed five ratings to be in a drop-down menu in Workday: Does Not Meet Expectations, Needs Improvement, Succeeding, Exceeding, and Exemplary. A robust discussion revealed several concerns. Notably, affiliate faculty members do not have definitions for effective teaching. It is unclear how merit ratings apply to affiliates. The items listed under the definition of excellent teaching are things that affiliates typically do not do within their position descriptions. The ECS members and Acting Provost were in agreement that this is concerning and needs to be addressed (not necessarily within this memo). Much discussion centered on the use of five ratings, rather than three. It was noted that some Colleges or units do use five ratings. It was unclear whether all units would be expected to be aligned. The five ratings were noted to give flexibility, and that a unit or College could use only three, but then concerns arose about different metrics for different units. Concerns were raised about the lack of clarity with the "needs improvement" category, as we always could improve, and does "needs improvement" mean that your job is in jeopardy if you don't improve? It was thought that a second category beneath "succeeding" was needed to indicate that your job is not in jeopardy, but expectations are not being met, perhaps in only one or two categories. "Needs improvement to meet expectations" or "succeeding but needs improvement" were suggested as revisions to the language for the "needs improvement" category. It was challenging to think of these categories without knowing percentages of raises aligned with each, which may not be consistent year-to-year. After much discussion, the motion to table for future discussion passed.

- *On the Online Education and Microcredential Council (OEMC) Appointments:* University Academic Senate Bylaws: Standing Committees (SG 1.02.k.i.) states "Faculty membership of the Online Education and Microcredential Council consists of at least one member of UCC (appointed by the Chair of UCC), Chair (or designee) of the Graduate Curriculum and Program Review Committee, and 5-8 University faculty members with expertise in online pedagogy (who are appointed by the Provost, in consultation with the UAS Chair and confirmed by UAS)." Amy Campbell (College of Liberal Arts and Sciences), Abishek Kamaraj (Padnos College of Engineering), and Samah Mansour (College of Computing) were appointed. Pursuant to SG 1.01.3.1, the ECS passed a motion to act on behalf of UAS to confirm these appointments.

- *On the Plan for a UAS Discussion on the COACHE Results:* ECS members reported that UAS members had approached them about having further discussion at UAS regarding the COACHE survey results. It was recognized that the COACHE Steering Committee is doing an excellent job of engaging the faculty in conversations around the COACHE survey results. It was decided at ECS to make a discussion about the COACHE survey results a standing item on the UAS agenda.