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### Detailed Notes on the UAS Meeting of March 21, 2025

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#### Chair's Report

- *On the Meeting with Dean Bayo Ogundipe of the Padnos College of Engineering:* Chair Karasinski and Vice Chair Sergeant met with the new dean of the Padnos College of Engineering to welcome him to GVSU, share about shared governance, and learn about his plans for the College.
- *On Reach Higher:* All are encouraged to attend the [Reach Higher Celebration \(April 17 at 2:00 p.m.\)](#) and the [Beyond 2025: Reach Higher Foresight Sessions \(March 26-28\)](#). The foresight sessions will include activities to identify and explore external factors – such as political, economic, social, and technological trends that could shape GVSU's approach to the future. Two sessions will focus specifically on academic visioning, open to all, with an emphasis on teaching, learning, and research within the context of Reach Higher.
- *On the "Dear Colleague Letter" and Academic Freedom:* Chair Karasinski and Vice Chair Sergeant attend the weekly appointing officer calls during which GVSU members of the senior leadership team share information regarding the federal educational landscape and GVSU's response. Due to concerns from faculty around academic freedom, it was shared that the US Department of Education Office of Civil Rights stated in the [FAQ document](#) regarding the [Dear Colleague Letter](#) that "OCR enforces federal civil rights law consistent with the First Amendment of the U.S. Constitution. Nothing in Title VI, its implementing regulations, or the Dear Colleague Letter requires or authorizes a school to restrict any rights otherwise protected by the First Amendment. Additionally, the Department of Education Organization Act, 20 U.S.C. § 3403(b), and the Elementary and Secondary Education Act, 20 U.S.C. § 7907(a), prohibit the Department from exercising control over the content of school curricula...." GVSU's People, Equity, and Culture Division shares [Updates and Resources Related to Executive Orders](#) on its website.

#### Provost's Report

- *On the COACHE Process:* There has been a change in the schedule of the COACHE workshops. An email from SAVP Ed Aboufadel will be sent with the dates. These will be held in May and stipends will be available for 9-month faculty who participate.
- *On Strategic Planning:* Academic Affairs continues strategic planning. The Provost's Office is looking for qualitative researchers to analyze qualitative data. *Lakers Ready* has more information.
- *On the Federal Climate:* The Senior Leadership Team is in constant conversation around the federal climate. Government employees have been let go, which may lead to FASFA delays. The Department of Education distributed a list of institutions being investigated. In January, GVSU received notice that we have scholarships that have race based criteria. The University Development Office is working with donors to change this language. GVSU is being deliberate in responding. The Provost acknowledged the anxiety caused by attacks on higher education. Each edition of *Lakers Ready* will include a link to the website with information related to executive orders. Questions were asked about the possibility of federal takeover of programs; the Provost noted that there are laws that prevent this.
- *On Questions from UAS Members about Omni:* Members asked about timelines for continuation or discontinuation due to lack of enrollment and administrative costs. The Provost shared that Omni is not being discontinued. Members shared interest in seeing budget information for Omni, although it was also noted that one year of budget information may not be useful, benchmarks for Omni might be more useful.

#### Student Senate President's Report

- *On Course Marking Bill:* Student senate passed a bill on an optional system to mark a class as low cost or no cost. This will be brought to UAS. Student Senate presented it to the Provost's Cabinet.
- *On Virtual Map of Printer Locations:* Student Senate passed a bill requesting the creation of a virtual map of printer locations displaying the locations of printers accessible to students and a status dashboard of printers.
- *On Increasing the GV Pledge:* Student Senate passed a bill requesting an increase to the GV Pledge eligibility limit from an annual income of \$50,000 to \$60,000.
- *On the Reach Higher Collaborative Leadership Network:* The Reach Higher Collaborative Leadership Network engaged with students around strategic planning.

#### New Business

- *On the Review and Discussion on the Equity and Inclusion Committee Memo on Academic Impressions:* EIC was charged to "Review Academic Impressions Trainings and make recommendations for people in

leadership positions.” *Creating Equitable and Inclusive Meetings* is recommended for people in leadership positions, including the follow-up activity of engaging with an accountability partner, to foster a more inclusive work environment for GVSU employees. Additional training for how to create and implement an inclusive learning environment for students is still necessary but was not available in the sample observed at this time. The motion to support passed unanimously.

- *On the Review and Discussion on SG 1.02-03 Proposed Committee Indices:* This memo adds an index to SG 1.02-03. The motion to support passed unanimously.
- *On the Review and Discussion of the Faculty Salary and Budget Committee (FSBC) Memo on Adjunct Pay:* The Chair of FSBC noted that adjunct pay has been a perennial problem. This memo had been sent directly to the Provost in April, due to the availability of extra funds. The premise is still valid. The memo recommends that the minimum pay rate be adjusted annually hereafter based on the previous year’s increase in salaries (specifically the average Merit Increase), and that the annual increase happens without going through faculty governance in order to ensure timely adjustments. The support passed unanimously.
- *On the Review and Discussion of the Faculty Salary and Budget Committee (FSBC) Memo on Promotional Increments:* The FSBC Chair reported that the dollar amount for promotional increments historically has been adjusted every five years. The memo recommends increasing this amount a small amount each year. The motion to support passed unanimously.
- *On the Report from the Test-Optional and Holistic Admissions Taskforce:* The full taskforce made the following recommendations: 1) Add 2 faculty with specific skills to Holistic Admissions committee, have committee update their rubric and annually review IA data on student success. 2) Establish a structured admissions offer model with a clear pathway through Oliver Wilson for students with lower GPA. Students would be required to do specific things and connect with academic and support resources in summer. 3) Academic Affairs, Student Affairs and Enrollment Development should proactively plan for first year students who need supports so that resources meet the number and needs of the students. 4) Improve communication from January to April on the incoming first year class to help plan faculty and staff supports. The *faculty*, but not others, on the taskforce additionally recommended 1) A group of faculty and staff with expertise in admissions/data science study success of students admitted from 2021-2023 who have persisted & identify correlates and predictors of success. The holistic rubric should be such that the lower the GPA, the stronger the other mitigating factors should be in order to be admitted (esp. with GPA less than 2.5). 2) July of 2025 for the Fall 2026 Cohort, HS GPA less than 3.0 should undergo holistic review with scores saved and stored for later analysis and continual improvement. A robust discussion was held. A desire not to take advantage of at-risk students was expressed. A question about only admitting successful students was also raised. It was noted that the Oliver Wilson Scholars program will require additional resources, which the body supported. It was noted that it seemed as though something had changed in the admission rate in 2023 and 2024, but it was unclear why. There were concerns raised about requiring students to live on campus, as this may not be ideal for all students. A motion to request data on the debt students incur after a year of attendance passed with 1 abstention. A motion to request the admissions rubric passed unanimously.
- *On the Review and Discussion of the Shared Governance Review Taskforce (SHGR):* The following recommendations from the SHGR Taskforce were discussed. 1. Select faculty standing governance committees conduct regular university strategic reviews with their relevant VP. 2. Select faculty governance committees will engage directly with the relevant vice president and the provost and chronicle recommendations through memos. The relevant vice president and provost will collaboratively respond to recommendations. Existing committees with relevant VPs or designees: FSBC, FPPC, FFPAC, Campus Life Committee, and EIC. Areas to develop faculty committees to engage more directly with the VP include IT, OMNI, Enrollment Management. 3. All shared governance committees, existing or new, should reflect the faculty composition of the University Academic Senate, have elected faculty representatives, provide release time for chairs and potentially vice-chairs, and include ex-officio representation from the relevant VP and Provost’s Office. UAS/ECS should conduct annual formal orientation or mentor for new members of the Senate and explore opening the election of Chair and Vice Chair of the Senate to be done by the full senate.
- *On the Discussion of the Creation of a Subgroup to Determine Action Items and Next Steps Related to the Concerns Identified in the COACHE Survey and Subsequent Discussions:* The members of the subgroup took the information from the SHGR recommendations discussion, which will be part of their discussion as a subgroup.