University Academic Senate Mid-Year Report for Fall 2020
(Chair, University Academic Senate, Felix Ngassa)

The University Academic Senate, UAS, is the highest faculty governance body, which has authority to deal with any academic issue or faculty concern. The *modus operandi* of our shared governance process is such that governance policies are developed collaboratively by the UAS and the Provost. Other policies such as the ones approved by the Board of Trustees (BOT Policies) or the Senior Leadership Team (SLT Policies) complement the shared governance policies. At the level of each College and the University Libraries, there are governing bodies that serve as advisory bodies to the respective Deans. The advisory bodies develop policies, consistent with the policies and guidelines established by the UAS, for their various academic units.

The UAS meets on average once a month during the fall and winter semesters; these meetings are always on Fridays from 3:00-5:00 p.m. The Executive Committee of the Senate, ECS, serves as the clearing house for matters to be presented to UAS. As a clearing house, ECS discusses matters first and then makes recommendations that become business items for UAS. ECS meets once a week during the fall and winter semesters, and these meetings are on Friday from 3:00-5:00 p.m. All recommendations from faculty governance to the Provost and/or President, come from the UAS or in some cases from the ECS acting on behalf of the UAS. In the fall of 2020, the ECS met nine times, while the UAS met three times. UAS made several recommendations that the Provost approved. Some of these recommendations are still pending approval. In this report, UAS work in the fall 2020 has been categorized under the following headings: *Policies/Guidelines, Endorsement, Acceptance of Reports, Appointments, Task Forces,* and *Presentations.*

I.   Policies/Guidelines
All recommended policies, policy changes, and guidelines were initiated by the standing committees of the senate, or directly by ECS/UAS. Policy changes were mostly on the *Shared Governance Policies*. UAS acted on the following policies and made recommendations to the Provost.

Affiliate Faculty Advisory Committee (AFAC) Proposal for Changes to Board of Trustees Policies Dealing with Affiliate Faculty Benefits (BOT 4.3.3): We reviewed a proposal from AFAC requesting changes to BOT 4.3.3 governing non-tenure track faculty benefits. In the proposal, AFAC recommended the reordering of BOT 4.3.3 to parallel the order of BOT 4.2.30 (Regular Faculty Benefits). The proposed changes to BOT 4.3.3 were reviewed by University Counsel. The UAS supported AFAC's recommended revisions to BOT 4.3.3. The Provost approved UAS recommendation after minor edits were made to provide clarity and consistency with other policies. The Provost will support the proposed changes to the BOT at the February 2021 meeting.

Academic Policies and Standards Committee (APSC) Proposal for Continuation of COVID-19 Temporary Academic Policies: We reviewed a proposal from APSC requesting the extension of the Fall 2020 temporary academic policies into the Winter 2021 semester with modifications to the temporary Student Absence and Attendance policy. The UAS supported APSC's recommendation for Continuation of the COVID-19 Temporary Academic Policies for Winter 2021. The Provost approved UAS recommendation and the temporary policies are effective for the Winter 2021 semester only.

Academic Policies and Standards Committee (APSC) Proposal for Modifying the Class Attendance Policy to Include Student Bereavement Policy: We reviewed a proposal from APSC requesting the modification of the Class Attendance Policy to Include Student Bereavement Policy. The UAS supported APSC's recommendation to modify academic policy to include student bereavement in the Class Attendance section. The Provost approved UAS recommendation and the policy will be effective

beginning Winter 2021 semester. In addition, the Office of the Provost will work with the University Registrar to update the *University Catalog* with this modified policy.

Faculty Facilities Planning Advisory Committee (FFPAC) Proposal for Expectant Person Parking: We reviewed a proposal from FFPAC requesting parking accommodations for expectant persons. The UAS supported FFPAC's recommendation on parking arrangements for pregnant or newly-parenting people. The Provost approved UAS recommendation and will ensure that Vice President Sanial is aware of the faculty's support for these parking accommodations.

Faculty Personnel Policy Committee (FPPC) Proposal for COVID-19 Temporary Personnel Policies for Winter 2021: We reviewed a proposal from FPPC on COVID-19 Temporary Personnel Policies for Winter 2021. The UAS supported FPPC's recommendation for temporary personnel policies for Winter 2021 semester. Some specific details of the temporary personnel policies include the following: (1) Deadline for submitting FAP was moved from November 2, 2020 to March 15, 2021; (2) The results of LIFT surveys from Fall 2020 and Winter 2021 will be considered "formative" for faculty; (3) Faculty will use their normal FAR form that is on Digital Measures and faculty do not need to reflect on scholarship, service, or significant focus on their 2020 FAR; (4) The usual deadline for the FAR applies and individual colleges may add additional requirements for the 2020 FAR due to accreditation or related purposes. The Provost approved UAS recommendation but cautioned that starting in Spring 2021, we will resume the normal personnel processes, workload and evaluation of regular and affiliate faculty based on our *Shared Governance* policy ([SG 3.01](#)).

Faculty Salary and Budget Committee (FSBC) Proposal on Annual Salary Adjustment Request for 2020-2021: We reviewed a proposal from FSBC recommending that it is not prudent for the university, due to larger uncertainty in the enrollment for next year, to do a salary adjustment in January of 2021. The UAS supported FSBC's recommendation to pause salary adjustment for 2020-2021. The Provost's decision on UAS recommendation is still pending.

Faculty Salary and Budget Committee (FSBC) Proposal on Faculty Teaching Load for Winter 2021: We reviewed a proposal from FSBC recommending that the University provide increased Adjunct Overload funds necessary to ameliorate teaching loads in Winter 2021. The UAS supported FSBC's recommendation to reduce faculty teaching loads where possible with excellence in teaching as the top priority. The Provost's decision on UAS recommendation is still pending.

General Education Committee (GEC) Proposal on Pausing Assessment of General Education Courses for 2020-2021: We reviewed a proposal from GEC recommending that Assessment of General Education Courses be paused for 2020-2021. The GEC made this recommendation in response to COVID-19, the resulting increase in teaching load, and the changing teaching formats for faculty. The UAS supported GEC's recommendation to pause assessment of courses taught in the General Education Program for Fall 2020 and Winter 2021. The Provost approved UAS recommendation and the policy has been added to the Office of the Provost webpage that contains temporary policies.

Online Education & Microcredential Council (OEMC) Proposal on Revised Recommendation for Online/Hybrid Course Approvals in COVID-19: We reviewed a proposal from OEMC recommending that GVSU return to the policy of requiring course change approvals for hybrid and/or online course offerings when the Provost has determined that it is safe and feasible to return to fully face-to-face instruction. The UAS supported OEMC's recommendation on Revised Recommendation for Online/Hybrid Course Approvals in COVID-19. The Provost's decision on UAS recommendation is still pending.

University Assessment Committee (UAC) Proposal on Revision to UAC-Required Assessment Reporting in GVAdvance for the 2020-2021 Academic Year: We reviewed a proposal from UAC recommending that

Assessment of General Education Courses be paused for 2020-2021. In particular, UAC recommended that, "Units are allowed to pause UAC-required assessment reporting in GVAdvance for Fall 2020 and Winter 2021. Units are welcome to enter data and UAC will review any data entered, but units are not required to enter data for Fall 2020 and Winter 2021. Assessment reporting will resume as normal in Fall 2021. Units will not be expected to go back and enter assessment data for Fall 2020 or Winter 2021". The UAS supported UAC's recommendation to revise UAC-Required Assessment Reporting in GVAdvance for the 2020-2021 academic year. The Provost approved UAS recommendation and the policy was implemented effective immediately.

University Assessment Committee (UAC) Proposal on UAC Bylaws and Chair Election Process: We reviewed a proposal from UAC recommending changes to the UAC section of our *Shared Governance* policies (SG 1.02.i). The UAS supported UAC's recommendation to change the UAC bylaws and chair election process. The Provost approved UAS recommendation and the changes to the UAC section of our *Shared Governance* policies (SG 1.02.i) are effective immediately.

University Academic Senate (UAS) Proposal to Replace the Academic Policies and Standards Committee (APSC) Proposal on Support of Alternative Methods to Compensate for Elimination of Spring Break in Winter 2021: At its regular meeting on December 11, 2020, the Executive Committee of the Senate (ECS), acting on behalf of UAS, pursuant to SG 1.01.3.3.1, passed a motion to replace the initial recommendation from the Academic Policies and Standards Committee (APSC) regarding Support of Alternative Methods to Compensate for Elimination of Spring Break in Winter 2021. The motion from ECS is the following:
"Two days off with no classes are proposed to give students a "breather" in lieu of spring break during the Winter 2021 semester. ECS requests that the Provost Office works with the Registrar to determine the most fitting dates. Units requiring exceptions to these days off may petition their Deans with appropriate rationale. Units requiring an exception to these dates are encouraged to coordinate alternative days off to maximize the benefits of recovery time for students." The Provost's decision on UAS recommendation is still pending.

II.   Endorsements

Under the responsibilities of the UAS as specified in our *Shared Governance Policies* (*SG 1.01.2.4*), UAS may vote to express its endorsement of policies, events, and initiatives that support and advance the university's mission and values. For the fall 2020, UAS endorsed the following initiatives.

Endorsement of the Rev. Dr. MLK Jr. Virtual Commemoration for Winter 2021: UAS reviewed and discussed the Winter 2021 virtual commemoration for the Rev. Dr. Martin Luther King Jr. UAS unanimously endorsed the Rev. Dr. MLK Jr. virtual commemoration for Winter 2021 and encouraged all faculty to participate in the scheduled events, as they are able.

Endorsement of Letter in Support of the American Council on Education (ACE) and in Response to Executive Order (EO) 13950: UAS reviewed and discussed a letter written by ECS to support the ACE letter and in response to EO 13950. UAS voted overwhelmingly to endorse the letter as the official position of GVSU faculty. In endorsing this letter, UAS reaffirms a commitment to the role of a university in a free society. In addition, UAS believes GVSU should take a leadership role in speaking up against any existential threat to academic freedom.

Endorsement of the Provost's Appointed Faculty Representatives to the Online Education and Microcredential Council (OEMC): Pursuant to SG 1.02.k, UAS discussed and endorsed the Provost's appointed faculty representatives to the OEMC.

Endorsement of the "We Care" Project: UAS endorsed the "We Care" Project. The purpose of the project was to let our quarantined and isolated GV students know they are not alone and brighten their day. Care packages were sent to students in quarantine or isolation on our Allendale and Pew campuses, in collaboration with Housing and the Dean of Student's Care Team.

III.   Acceptance of Reports

Under the responsibilities of the UAS as specified in our *Shared Governance Policies* (*SG 1.01.1.2.4*), UAS receives proposals initiated by a variety of individuals and groups. The ECS has the authority to act for the UAS within the range of the Senate's responsibilities (*SG 1.01.3.1*).

Acceptance of Graduate Council (GC) Proposal on Graduate Assistant Funding: ECS reviewed the Graduate Council (GC) proposal on Graduate Assistant Funding. After deliberation, ECS accepted the report of the GC recommendation on Graduate Assistant Funding as submitted with the caveat to review this further at the ECS retreat in 2021.

Acceptance of Graduate Council (GC) Response to Organizational Changes Related to Graduate and Lifetime Learning Unit: ECS reviewed the GC Response to Organizational Changes Related to Graduate and Lifetime Learning Unit. After deliberation, ECS formally accepted the GC response and expressed its appreciation to the GC.

Acceptance of Student Senate Resolution on Declaring a Climate Emergency: ECS reviewed the Student Senate Resolution on Declaring a Climate Emergency. After deliberation, ECS formally accepted the resolution and expressed its appreciation to the Student Senate for raising the issues. ECS plans to place the resolutions' recommendations on the agenda for the summer retreat 2021.

Acceptance of Student Senate Resolution on Excused Absences for Voting: ECS reviewed the Student Senate Resolution on Excused Absences for Voting. After deliberation, ECS formally accepted the resolution and expressed its appreciation to the Student Senate for raising the issues. ECS plans to forward the resolution as a future charge to the Academic Policies and Standards Committee (APSC) in the 2021-2022 AY.

IV.   Appointments

Under the responsibilities of the ECS as specified in our *Shared Governance Policies* (SG 1.01.3.4), ECS serves as a nominating committee for membership for all committees, task forces, and boards that are elected by the UAS. In addition, according to SG 1.01.3.1, ECS has the authority to act for the UAS within the range of the Senate's responsibilities.

Appointment of Faculty Representatives to the Student Media Advisory Board (SMAB): ECS appointed faculty representatives to the Student Media Advisory Board (SMAB), following the schedule of the SMAB in which faculty representatives alternate between colleges and the university libraries. Accordingly, a faculty colleague each from COE and CHP were appointed to serve from 2020-2022, and a faculty colleague each from BCOIS and UL were appointed to serve from 2020-2023.

Appointment of Faculty Representatives to the Steering Team of Reach Higher 2025: ECS discussed the selection of ECS/UAS faculty for membership on the Steering Team for the university's next strategic plan called *Reach Higher 2025*. The following ECS/UAS faculty were appointed to represent faculty: Majd Al-Mallah (CLAS); Courtney Karasinski (CHP); Jared Moore (PCEC); Karyn Rabourn (COE); Elizabeth Psyck (UL). It must be noted that there are many other faculty members involved in other aspects of the planning such as Enrollment Management, Network of Advisors, etc. Faculty Governance/Shared Governance is at the center of the planning.

Appointment of Faculty Representatives to the University Technology Council (UTC): ECS discussed the selection of faculty for membership on the University Technology Council. "The UTC contributes to the technology vision and direction & provides assessment of the effectiveness of technology services and systems across the University. It is focused on the overall strategic direction and prioritization of major IT initiatives. UTC helps ensure that IT is working on the most important projects for the University and that appropriate resources are allocated to areas of strategic priorities. This body will also be actively involved in creating our Digital Roadmap in spring of 2021." The following were appointed to represent faculty: Parag Uma Kosalge (SCB); Paul Leidig (PCEC); Christine Smith (CLAS); Laura Stroik (CLAS); Adrienne Wallace (CLAS).

V.   Task Forces

When confronted with issues that need focused attention, broad representation and results within a short time frame, ECS/UAS creates task forces to deal with these issues. For the fall 2020, there were three task forces: (1) Campus Climate Survey Task Force; (2) Committee Chair Selection Guidelines (CCSG) Task Force; and (3) Faculty Climate, Equity, and Inclusion (FaCE In) Task Force.

Campus Climate Survey Task Force: The task force was formed to provide direction on making recommendations for the use of the 2019 climate survey. The work of the task force is still ongoing.

Committee Chair Selection Guidelines (CCSG) Task Force: The task force was formed to examine policies and practices for selecting chairs for the Standing Committees of the UAS and to recommend any changes that would improve succession planning and professional development in those positions. ECS reviewed the final report of the CCSG Task Force on December 11, 2020. ECS accepted the CCSG Task Force Final Report and will review the report at the summer retreat as charges for 2021-2022 are assigned.

FaCE In Task Force: During the last ECS meeting for the fall semester, December 6, 2019, ECS unanimously approved the creation of the FaCE In Task Force. The goal of the task force is to address equity, inclusion, and campus climate concerns of faculty. The task force is charged with the following: (1) submitting a report that outlines the problem; (2) communicating the role of faculty in addressing the problem; (3) summarizing current faculty efforts to address equity, inclusion, and campus climate issues; and (4) recommending specific action steps that faculty can take to further address any identified concerns based on current efforts and their outcomes. The work of the task force that started in spring 2020 and continued at the start of fall 2020, had to be put on hold pending work with Network of Advisors for Racial Equity and Action.

VI.   Presentations

We continued our senate tradition of inviting different campus authorities to give a presentation followed by discussions on topics that are relevant and of interest to faculty, staff and students. This fall 2020, there were presentations and discussions on the following topics.

Presentation Topic	Presenter(s)
Winter Semester Teaching Modalities	Pam Wells
Enrollment Development Update	B. Donta Truss
Democratic Engagement	Melissa Baker-Boosamra
Update from the VAT	Ed Aboufadel & VAT Faculty Representatives
Strategic Planning: Reach Higher 2025	Chris Plouff
Academic & Student Affairs Budget	Provost Cimitile & Bonnie Bowen
Academic & Student Affairs Reorganization	Provost Cimitile
Transfer Credit Policy Revision GV Catalog	Pam Wells
Program Review	Provost Cimitile & Ellen Schendel