

Detailed ECS Notes from 03/24/2023

Report from the Chair

- *On the UAS Newsletter 2023:* The theme is *Lakers Ready for Equity and Sustainability*. All past newsletters can be found on the faculty governance website. The deadline to submit an article to Chair Ngassa has been extended to **March 31**.
- *On the 2023 Civic Engagement Showcase:* The Civic Engagement Showcase is scheduled for April 6 from 4:00 pm until 7:30 pm at the Hager-Lubbers Exhibition Hall.
- *On Senate Leadership Elections for 2023-2024:* Elections for the Chair and Vice Chair of ECS and UAS will be held at the ECS meeting of April 21. Statements from candidates are due April 14.
- *On the New Programs/New Academic Unit Council (NPC):* NPC met to revise the SAIL form for the New Program Prospectus and the New Programs Council website has been updated. The New Programs Council will continue to develop resources to help position proposers for success.
- *On the ECS Meeting of March 31, 2023:* The ECS meeting of March 31 will include the following: Presentation on GVSU's Talent Management Initiatives from HR; General Education Committee (GEC) Memo on Integrating Digital Literacy Skills in the GVSU Undergraduate Curriculum; GEC Memo on Program Review-Related Reportage; Faculty Teaching and Learning Center Advisory Committee (FTLCAC) Memo on Open Educational Resources/Affordable Course Materials (OER/ACM) Development; FTLCAC Memo on Relationship Between FTLCAC and LIFT-MC; Academic Policies and Standards Committee (APSC) Memo on Program Scholarships; and Faculty Salary and Budget Committee (FSBC) Memo on Update to the Annual Salary Adjustment Request for 2023-2024.

Report from the Provost

- *On Judging a Student Musical Composition Competition:* Provost Mili had the opportunity to judge a student musical composition competition that was held in collaboration between the Department of Music and the Art Gallery. Students selected a painting and composed a piece of music around the artwork.
- *On the Sustainability Champions Event:* Provost Mili attended an event for the Sustainability Champions.
- *On Faculty Reviews:* Provost Mili met with the deans to discuss the process and outcomes of faculty reviews.

Report from the Student Senate President

- *On Interfaith Spaces:* Student Senate passed legislation on increasing interfaith spaces.
- *On Elect Her:* The annual Elect Her leadership training will be on March 31 from 3-5:30 pm.
- *On Discussions of Collective Liability:* Student Senate is discussing collective liability in housing; that is, all students being fined for damages that occur.
- *On Exam Cram:* Exam Cram will be held during finals week. Members of Student Senate will hand out snacks and pizza at the library.
- *On the Internal Stipend Proposal:* Student Senate passed legislation on stipends.
- *On the Student Senate Alumni Board:* Student Senate is hosting an Alumni Panel of past Student Senate members on April 6.

New Business

- *On Discussion on Faculty Involvement in the External Title IX Review:* Kevin Carmody led a discussion on the Title IX external assessment on policies, procedures, culture, and climate of Title IX. As recommended last year by the ECS Constituted Task Force and supported by UAS, a Review of Title IX External Investigation, approved by President Mantella, has begun. GVSU's General Counsel has contracted with Prof. Peter Lake and his firm, Steptoe & Associates to conduct **an independent and comprehensive review of GVSU's policies, procedures related to Title IX, as well as the climate and culture of the office and surrounding structures**. Prof. Lake is a nationally recognized expert on a variety of higher education topics, including Title IX. He is professor of law, Charles A. Dana chair and director of the Center for Excellence in Higher Education Law and Policy at Stetson University College of Law. We anticipate a report will be available by the end of the semester. Prof. Lake has begun invited interviews of various stakeholders. Chair

Ngassa, VP Jenny Hall-Jones, and Provost Mili have met with the group. Steptoe & Associates does not find utility in truly anonymous feedback, but individuals can contact them directly and identity will not be shared. To that end, I am inviting all faculty and staff who have anything to share about the Title IX Office and their processes (positive or negative) to meet with the team of Steptoe & Associates directly using the link below to schedule time to share feedback and answer any questions.

[Steptoe & Associates](#)

- *On the Presentation on Workday:* Ben Rapin, the Platform Project Champion; Josh Marko, the Workday Project Lead, and Belinda Boardman, the Change Management Lead, presented an update on Workday. As GVSU's systems are being modernized, we are switching to Workday for Enterprise Resource Planning (ERP). An ERP review was conducted in 2020-21, which concluded that Workday was a better solution than continuing to use Banner. Workday is cloud-based and provides a simplified experience that provides more effective workflows and access to data. There is a consolidation of separate systems that eliminates unnecessary costs and support demands. In January 2024, functions will be done in workday. Banner will not go away until Workday is completely live in 2027, but elements will transition to Workday. The change management plan can be found at gvsu.edu/workday. The Change Agent Network is made up of individuals across the university and meets monthly. Anyone can join. Workday newsletters are sent at the end of each month.
- *On the Discussion of Vaccine Requirements:* Ed Abuouadel, Associate Vice President for Academic Affairs, and Edward Jones II, Director of Student Health Services, led the discussion of vaccine requirements. They provided the following history of the vaccine mandate. On August 21, 2021, the COVID vaccine mandate for students, faculty, and staff was announced. By the end of 2021, data showed that $\frac{2}{3}$ of GVSU was vaccinated when mandate was announced. By end of the fall, 90% was vaccinated, the remaining 10% received exemptions, especially those in online only courses and not coming to campus. A few staff were terminated, a handful of individuals left due to mandate, and some students were not allowed to return due to being unvaccinated. At the end of Spring 2022, new policy SLT 4.8 codified the vaccine mandate. It did not include boosters. Since May of 2022, GVSU has been at level 0. In August 2022, the Virus Action Team disbanded. President Biden has announced that the public health emergency concerning the COVID-19 pandemic will end in May 2023. At the end of the Winter 2023 semester, GVSU will end the broad COVID vaccine mandate for students, faculty, and staff. Vaccines will remain required for faculty, staff, and students in health/health related programs or fieldwork or internships in healthcare. Those at higher risk of getting very sick are encouraged to talk with healthcare providers about additional prevention actions, as there may be additional options available. GVSU will begin to collect vaccine info on all incoming first-year and undergrad transfer students. GVSU will strongly recommend, but not require, that students are up to date on the recommended CDC and American College Health Association vaccinations. A question was asked about what will be done with the information, and the answer was that this will be used in planning for outbreaks and responses and decision-making. A question was asked on why information would only be collected for undergraduates, and the answer was that 90% of our population is vaccinated, and that undergraduates are at risk for outbreaks due to living environments. A question was asked on whether there are still COVID tests available for students. The Campus Health Center can help students find COVID tests. A question was asked about when individuals should stay home from class or work, and it was shared that the Lakers Together website continues to be updated with guidelines. Faculty and students are encouraged to work together to plan. A question was asked about what would happen if a high percentage of incoming students were unvaccinated, and the answer was that there is a plan to educate those students on vaccination.
- *On Feedback from Student Senate on Purging Lift Evaluations Deemed to Include Bias:* Student Senate was supportive of removing LIFT evaluations that are deemed to include bias.
- *On the Faculty Personnel Policy Committee (FPPC) Recommendation on Bias Statements to Students and Faculty:* ECS discussed and voted to support and forward to UAS statements on bias. It was suggested that these statements are linked to the other resources on LIFT.
- *On the FPPC Memo on the Timeline for Promotion:* FPPC's memo clarifies that the eligible time period for tenure and promotion to Associate Professor is the first day of the Fall semester *prior* to the submission of the application. This prevents the "double dipping," which was a concern, by explicitly stating that items included in the promotion to Associate Professor application are ineligible for the Full Professor application. This also provides faculty the flexibility to *not include* materials from the Fall semester prior to their associate/tenure if they so choose. ECS voted to support and forward to UAS.