

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

January 30, 2012

Present: L. Beale; R. Brown; V. Dallas; D. Kessel; R. MacArthur; L. Romano; W. Volz;
A. Wisniewski; J. Woodyard

Absent with notice: C. Parrish; A. Vlasopolos

Guests: Lauren Halloran, Huron Consulting Group; Rick Nork, Vice President for
Finance and Business Operations; Paul Sunberg, Interim Associate Vice President for
Human Resources

The items marked with an asterisk constitute the Actions of January 30, 2012.

1. Human Resources Project: Ms. Halloran, Mr. Nork, and Mr. Sunberg attended the meeting to inform the Policy Committee about the approach that the Huron Consulting Group (HCG) and the administration is using to evaluate the Human Resources operations across the University. Ms. Halloran did the initial assessment of Human Resources for Huron Consulting and assisted in the opening of the Student Services Center in the Welcome Center. She has met with the staff in the central Human Resources office, the members of the Administrative Conference, the President's Cabinet, and the Council of Deans. In addition, she and a colleague are meeting with the Deans individually to hear their perspectives and concerns. They will also meet with the staff in the schools and colleges who provide HR services. They want to learn what the employees do and what services are not being provided. They will review the employees' job descriptions and analyze the processes used.

Mr. Nork said they are trying to establish consistency not necessarily conformity in HR operations; they know that priorities and needs differ across the University. They want to ensure that there is a consistent application of concepts and processes.

Policy Committee members noted that in some departments, the person who performs the HR functions might also work with payroll or purchasing. The assessment is trying to find out what duties the HR staff have and how much time they spend on the different aspects of their jobs.

There is a possibility that employees might report both to a department/college and to the central HR office. Policy Committee members were concerned that in that situation, they might not get good service. Mr. Nork tried to assure the Committee members that departments and colleges would have recourse if the employees were not performing their jobs.

Working on the project, besides the team from Huron Consulting, are staff within the central Human Resources office, and the steering committee overseeing the

implementation of the HCG initiatives. Ms. Halloran expects to provide Mr. Nork with several options for changing the organizational structure of HR. Mr. Nork will decide which recommendations are presented to President Gilmour.

Mr. Nork noted that two recommendations that came from the HCG's assessment of HR are not being addressed: realignment of Labor Relations and changing leave policies.

- *2. Student Academic Success: The administration is recommending that the Board of Governors revise the Board Statute on Undergraduate Admission at its meeting of February 1, 2012. Provost Brown asked for support from the Academic Senate for the report *Enhancing Student Academic Success*. The Policy Committee received the report on December 15, 2011. The Senate did not have enough time to study the report and to prepare a response. The Committee discussed the faculty governance process and how to respond to the request prior to the Board of Governors meeting. The Policy Committee supported the statutory amendment on Undergraduate Education presented with the agenda for the Board of Governors meeting of February 1, 2012. The Policy Committee forwarded *Enhancing Student Academic Success* to the Curriculum and Instruction, Faculty Affairs, and Student Affairs Committees with the expectation that the full Senate would be able to act on the recommendations at its March 7 meeting.
3. Report from the Chair:
 - a. The Provost updated the Policy Committee on the searches for the Dean of Social Work and the Dean of Liberal Arts and Sciences. Candidates for the position of Associate Provost and Director of the Office for Teaching and Learning are visiting campus this week.
 - b. The College of Nursing and the Law School will be reviewed this year.
- *4. Faculty Tenure and Promotion Committee: One of the faculty selected for the University-wide committee was ineligible to serve because he served on his college committee. The Provost and the Policy Committee jointly selected a replacement.

[Provost Brown left the meeting.]

- *5. Academic Senate Meeting: Policy Committee approved the drafted agenda for the Academic Senate meeting of February 8, 2012, as amended.
- *6. Proceedings of the Policy Committee: The Proceedings of the Policy Committee meeting of January 9, 2012, were approved as submitted.

Approved as submitted at the Policy Committee meeting of January 30, 2012