

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

November 23, 2015

Present: L. Beale; V. Dallas; D. Kessel; C. Parrish; L. Romano; B. Roth; N. Simon;
W. Volz; M. Winters; A. Wisniewski

Absent with notice: J. Artiss

The item marked with an asterisk constitutes the Action of November 23.

1. Report from the Chair: The College of Engineering and the College of Fine, Performing and Communication Arts will be reviewed this academic year. Provost Winters charged the review committees and gave them materials, without data, that they could use as templates if they choose to do so. Dean of the Law School Jocelyn Benson is chairing the committee for Engineering and Dean of the Honors College Jerry Herron is chairing the committee for FPCA. The Provost asked the committees to submit their reports around spring break.
2. Retreat regarding the School of Medicine: The Vice President for Health Affairs David Hefner held a retreat for the Dean, the Vice Deans, the Associate and Assistant Deans, the Chairs of the departments in the School of Medicine (SOM), members of the University Physician Group (UPG), the Board of the Fund for Medical Research and Education (FMRE), members of the President's Cabinet, Mr. Romano as President of the Academic Senate, and Mr. Parrish as President of the AAUP-AFT. The purpose of the retreat was to present the financial situation and, to some extent, the structural condition of the SOM and its auxiliaries. The SOM, the UPG, and the FMRE are losing money at a remarkable rate because of decisions made in the past. The attendees met in groups and discussed how to prioritize possible solutions. They did not try to identify solutions at this time. There is a deficit in the SOM, FMRE, and UPG that adds up to about \$29M. Leadership in the SOM has a plan to rectify the problem.
3. Report from the Senate President:
 - a. The search committee for the Provost is beginning to review candidates' applications.
 - b. Dean of Liberal Arts and Sciences Wayne Raskind presented the College's strategic plan at a town hall meeting. It follows the University's strategic plan.
- *4. Proceedings of the Policy Committee: The Proceedings of the meeting of November 16, 2015, were approved as amended.
5. Commencement: Ms. Dallas volunteered to represent the faculty and academic staff at the commencement exercises that will be held the morning of December 12, 2015.
6. Undergraduate Enrollment Surveys: The University surveys the undergraduates who were admitted and enrolled and those who were admitted and did not enroll to find

out on what they based their decisions. Policy Committee reviewed the results from fall 2014. Some of the students who enrolled fall 2014 also completed the survey that all students took a month after beginning classes. It might be of interest to compare the results of the two surveys.

It was mentioned that the Graduate School conducted a similar survey of the graduate students who enrolled and those who did not enroll. Policy Committee is interested in seeing those results.

Ms. Dallas noted that the dual enrollment program is a good recruiting tool. A faculty member from WSU teaches a class in a high school for which the students get both high school and college credits. The high school pays Wayne State's tuition for the students. The Office of the Associate Vice President for Educational Outreach and International Programs handles the dual enrollment program. Policy Committee asked that Associate Vice President Ahmad Ezzeddine meet with it to learn more about the program.

7. Child Care: The Provost will report the status of the work of the Committee that is looking into providing childcare on campus for faculty, staff, and students.
8. EAB Early Warning Software Package: Ms. Beale and Mr. Artiss are members of the Information Systems Management Committee (ISMC). At a recent ISMC meeting Mr. Artiss inquired about the Education Advisory Board (EAB) Early Warning System that identifies students who may need extra support to succeed in college. Our Division of Computing and Information Technology is beta testing software in the College of Engineering that was developed to identify students who are not succeeding. EAB uses a broader data set to determine if a student might have difficulties academically than the software we are testing. With the Early Academic Assessment (EAA), at mid term instructors report the names of students who earn a low grade. That information is forwarded to an advisor. The EAB software is more powerful. In addition to low grades, EAB analyzes the student's high school grade point average, his/her socio-economic status, and the high school the student attended to determine if they are likely to have academic problems. If needed, the student is targeted for more intrusive advising and for other interventions.

Provost Winters said that the software C&IT developed would be folded into the EAA grade. The system can be integrated with Degree Works, degree-tracking software that allows students to see their progress toward graduation and helps them and their advisors determine which courses the students need to complete their degree. The information is specific to WSU. These additions will give WSU's system a great deal of power. The Provost said that the cost of EAB was prohibitive, both the initial cost and the yearly cost. The University will track a test group of students using our system.

A member of the Policy Committee pointed out that EAB is a predictive early intervention process because it looks at the student's statistics from the moment he or she enrolls. That type of program is likely to be more successful.

Mr. Romano said that, at the request of Associate Vice President for Budget, Planning and Analysis Robert Kohrman, representatives from EAB are returning to campus to make a presentation about the recruitment of students. The Provost will notify the Policy Committee if EAB makes any presentations on campus about student success and retention.

Mr. Volz thinks that a comparable analysis of graduate students is needed. We've had a large drop in our graduate enrollment over the last several years. The master's programs reside in the schools and colleges. The Graduate School, the Provost said, provides some support to the units because they do not have as much money to recruit students as they had in the past. In addition to a lack of funding for recruitment, some graduate students do not succeed because they did not realize that a master's program is more rigorous than a bachelor's program.

9. Reports from Liaisons

- a. Faculty Affairs Committee: Ms. Beale reported that the FAC discussed several issues at their last meeting. One issue was the requirements for appointment to graduate faculty. The Committee discussed faculty mentoring. It is their understanding that faculty who want mentoring are not being well served. Third, the Committee had significant issues with the student evaluation of teaching.

The date for the return of the SET forms is earlier this term than in the past. The return date is December 1 if faculty want to get the results to submit with their applications for promotion and tenure or with their applications for a merit increase. The forms that are returned after December 1 will be processed later. It is Mr. Romano's understanding that faculty are uniformly opposed to the change. The faculty who teach team-taught courses at the end of a term cannot use the SET data in their applications for merit raises because of the change. The Provost said that the date of return for this term remains as December 1.

Regarding the appointment of graduate faculty, a member of the Policy Committee said that having to publish four articles in five years in refereed journals was a narrow view of scholarship. It excludes the publication of books and the type of scholarship that is common in some disciplines. Provost Winters said that if the Department Chair asks the Dean of the Graduate School for an exception it is very likely to be granted. PC members mentioned areas of concern because of the requirement. One member thinks graduate programs might be adversely affected because many faculty do not meet that criterion. Provost Winters does not believe that would happen. Another Policy Committee member thinks the decision about who among the faculty should direct dissertations should be made at the department level. That is where the expertise lies. The rule may marginalize energetic talented faculty, put a heavier workload on other faculty in a department, and contribute to the dropout rate of graduate students.

- b. Student Affairs Committee: The Committee visited the Advanced Technology Education Center (ATEC) at Macomb Community College. Students want to take

all of their credits at the extension centers and not come to the main campus. Currently, that is not possible.

10. Diversity: Mr. Roth attended the event about diversity and creating safe space on campus that Associate Provost Marquita Chamblee held. Provost Winters said that one of the outcomes of the event was that on-going discussions are needed, not just in response to crises.

Approved as submitted at the Policy Committee meeting of December 7, 2015