

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

December 7, 2009

Present: N. Barrett; C. Parrish; L. Romano; M. Sengstock; H. Tse; A. Vlasopolos;  
W. Volz; J. Whittum-Hudson; A. Wisniewski; S. Wolfson; J. Woodyard

Guests: Stephen Calkins, Associate Vice President for Academic Personnel; Mark Ankenbauer,  
Associate Vice President for Human Resources

The items marked with an asterisk constitute the Actions of December 7, 2009.

1. Linked Employee Assessment and Development System (LEADS): LEADS is being implemented as an evaluation system for non-represented personnel including deans, chairs, and associate chairs. Mark Ankenbauer and Stephen Calkins attended this portion of the meeting to discuss the use of LEADS to evaluate academic administrators. Mr. Ankenbauer reviewed the purpose of the evaluation system and the review forms. The department/unit goals are linked to the school/college/division goals, which are linked to the University's strategic priorities and they cascade down from these priorities. Several members of the Policy Committee did not think the performance management system recognized the nature of a university and is totally inappropriate to be used for academic leaders. Mr. Ankenbauer maintained that the system is a tool and that everyone could list the objectives of their job and be evaluated based on those objectives. He admitted that the LEAD system was based on a system he used in his previous employment at a corporation. It was also noted that the evaluation system was developed without any meaningful participation by faculty, Deans, or Department Chairs. A member pointed out that a dynamic organization is always in a state of flux. Another member stated that without strategic priorities and a consensus around them, there was no basis for the type of system being advocated. Policy Committee members suggested that the University look to the universities it tries to emulate for an evaluation system.

[Mr. Ankenbauer left the meeting.]

- \*2. Selection of the Members of the Article XXX Committees: Prior to this regular meeting, the Policy Committee met without the Provost to decide which nominees it would like to serve on the various committees. In the formal meeting, the Policy Committee and the Provost meet to jointly select the membership of the committees.

The selection process began with a discussion of the way in which nominees are made to the Provost's Office. Policy Committee members did not think the slates of nominees from the School of Medicine and the College of Liberal Arts and Sciences were representative of the faculty in the many departments in each. Mr. Calkins agreed to contact them to expand the departments represented in their nominations. He will submit revised slates for the next meeting.

The other slates were reviewed and the Provost and the Policy Committee jointly selected the members of the Academic Staff Tenure and Promotion Committee, the Sabbatical Leaves Committee, the Excellence in Teaching Awards Committee, the Academic Staff Professional Development Committee, the Educational Development Grant Committee, the General Education Oversight Committee, and the University Research Grant Committee.

[Mr. Calkins left the meeting.]

3. Report from the Chair:

- a. Enrollment for the winter term 2010 is up 4.5% compared with the same time period for winter term 2009. We probably will not sustain this rate of growth as some of it reflects early registration.
- b. Provost Barrett is compiling information about student success. WSU students have a very high pass rate on examinations. One hundred percent of WSU's Nursing students and Pharmacy students pass their licensure examinations. Law students pass the bar examination at a rate higher than students of any other law school in the state. Students in Education have a high pass rate on their certification examination. Students in the Honors pre-medical program have a placement rate of 100% to any medical school to which they apply.
- c. Provost Barrett is interested in promoting the accelerated masters degree program where a student with a certain grade point average can, when they are upper division undergraduates, take courses that count both for undergraduate and graduate credit. Policy Committee members were supportive of the effort and suggested ways to advertise it.
- d. In response to a question, the Provost said that the search committee for the Dean of Engineering has received some applications and it is interviewing search firms.
- e. The Provost was asked about the decline in the number of transfer students as indicated in the Fall 2009 Enrollment Report, an item on the agenda for the Board of Governors meeting of December 9, 2009. Provost Barrett said that the decline is in the students transferring from other four-year institutions to Wayne State.
- f. Interviews are underway for the position of Director of on-line programs.

\*4. Proceedings of the Policy Committee: The Proceedings of the Policy Committee meeting of November 30, 2009, were approved as submitted.

5. Graduate Awards: Policy Committee had invited Graduate School Dean Wardell to a meeting to discuss changes he is making in the awards for graduate students. Dean Wardell had postponed the meeting. Policy Committee discussed the need to meet with him before changes are promulgated. Mr. Wolfson will contact the Dean again.

6. Nominations for the Search Committee for the Provost: Policy Committee reviewed the nominations that were submitted. They selected the persons whose names will be sent forward.

[Provost Barrett left the meeting during consideration of item 6.]

7. Board of Governors Meeting: Policy Committee received the following reports that are on the agendas of the Board Committees and the full Board for December 9, 2009: the Annual Report on the Long-Term Investment Program (for the Endowment Funds) for the Fiscal Year ending September 30, 2009; the FY2011 Capital Outlay Request and Five-Year Capital Outlay Plan; Institute of Environmental Health Sciences Relocation; the Development and Alumni Affairs Donation Reports for the months of September and October 2009; the Capital Campaign Reports for the period 1/1/2009 to 9/30/2009 and the period 1/1/2009 to 10/31/2009; the Total Giving Reports for fiscal years 2009 and 2010; the Grants and Contracts Report for the fourth quarter of fiscal year 2009; and the Fall 2009 Enrollment Report. Mr. Tse suggested that the Grants and Contracts Reports submitted to the Board of Governors be given routinely to the Research Committee. Mr. Wolfson asked him to submit it to the Committee.

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Approved as corrected at the Policy Committee meeting of December 14, 2009