

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

February 1, 2016

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

Guest: Ambika Mathur, Dean of the Graduate School

The item marked with an asterisk constitutes the Action of February 1.

1. Graduate Faculty Status Criteria: The Faculty Affairs Committee (FAC) recommended that the Graduate School open another period of time during which departments could request that the criteria used to determine graduate faculty status in their disciplines be different from what the Graduate School lists as the minimum criteria. Policy Committee supported FAC's recommendation. Dean Mathur was invited to the Policy Committee to discuss the issue.

Dean Mathur noted that a number of faculty contributed to the development of the new criteria that went into effect at the beginning of the 2014-2015 academic year. They took into consideration the scholarly work of faculty in the humanities and the arts. The Graduate Council approved the change and the Academic Senate agreed to it. Departments were notified that they could ask the Graduate School to approve different criteria for their disciplines if that was appropriate rather than having to adhere to the criteria that were published.

Prior to the change in criteria, faculty needed to have only one publication. Now they are required to have three publications or scholarly works in a four-year cycle. The term "publication" was broadly defined. It is not only refereed articles; it includes any research publication or scholarly work. In reviewing the number of applications for graduate faculty status and the percentage of applications that were denied between 2010 and 2014 and the denials under the new requirements, the percentage of denials has dropped. Four applications were denied under the new requirements. If the Graduate School Dean denies an application, the department may appeal the decision and re-apply. The Academic Standards Committee reviews the re-application and submits its recommendation to the Dean.

Ms. Beale explained that the FAC was concerned that the criteria posted on the Graduate School's website might lead some faculty to believe they would be denied and, therefore, would not apply. The other concern was that faculty in some departments were not aware that departments could establish different criteria. FAC thought it would be helpful to give departments another opportunity to submit requests to alter the criteria for their disciplines. If departments filed their own criteria with the Graduate School, the number of individual applications for exemptions would decrease.

Dean Mathur was not opposed to the suggestion, but she pointed out that there had been broad communication about the changes and the process. She will re-open the time period for departments to submit requests.

- *2. Proceedings of the Policy Committee: The Proceedings of the meeting of January 25, 2016, were approved as submitted.
- 3. Graduate Student Data Dashboard: Over the last 18 months the Graduate School gathered data for current Ph.D. students and for all Ph.D. alumni of the University's 79 departments. The Office of Development and Alumni Affairs and the colleges and departments provided information. Graduate students pulled information from Banner, from STARS, and from the Internet. They were able to locate about 88% of the 3,000 Ph.D. students who graduated in the last fifteen years.

The alums are grouped into five categories according to the areas in which they are employed: Ph.D. graduate institutions, four-year academic institutions that do not grant Ph.D. degrees, business, government, and unknown. The dashboard has the data across the University, by college, department, gender, race, and ethnicity. It includes the number who are provosts, deans, assistant professors, associate professors, and full professors. It does not include data about salaries.

Wayne State's Ph.D. completion rate is 60%. There was little variance in the completion rates across the colleges and departments. The number of U.S. graduates who are African-American, Native American, or Hispanic is very low, lower than the national average in enrollment and in the number of minority students who have completed their degrees. Our time to completion is good, averaging 6 to 6.5 years.

Dean Mathur's office has sent the data to the Deans and Graduate Directors and she will send it directly to all faculty. She will meet with Graduate Directors to find out why more students do not graduate. One area to pursue is funding for Ph.D. students. The Graduate Office does not know if departments fund their students or if they have fellowships. Most Ph.D. students are full-time. The faculty in many departments did not provide information about the number of publications that graduate students wrote.

The Graduate School is analyzing the data. The Dean is beginning a pilot program using a holistic approach for admission rather than depending only on test scores. The Graduate School is giving both the Psychology Department and the Cancer Biology Department two new fellowships to support Ph.D. students who are admitted using the holistic method.

Provost Winters added that students are attracted to programs where they feel comfortable with the faculty. Associate Provost for Diversity and Inclusion Marquita Chamblee is working with search committees to ensure that they are open to recruiting under-represented Ph.D. students. Mr. Romano believes that if the University developed relationships with schools that have high numbers of minority students, those schools would direct students who are interested in obtaining a Ph.D. to us. Dean Mathur said that Graduate School representatives attend undergraduate

fairs to obtain the names of minority students, which are given to the departments to use in their recruiting efforts.

Dean Mathur would like to gather data on the students who receive Masters degrees, but she does not have the funding to do so.

The link to the dashboard is <http://budget.wayne.edu/dashboard/graduate-school>.

[Dean Mathur left the meeting.]

4. Report from the Chair:
 - a. Dean of Liberal Arts and Sciences Wayne Raskind presented an overview and update about the College to the Academic Affairs Committee of the Board of Governors on January 29.
 - b. A Student Success Summit is in the planning stages.
5. Report from the Senate President:
 - a. Mr. Romano reported that the administration presented a housing master plan at the Budget and Finance Committee of the Board of Governors. The University has a growing need for more housing.
 - b. The search committee for the Provost will hold initial interviews with candidates this week.
6. Strategic Plan Implementation Committee: The administration is forming a Strategic Plan Implementation Committee whose purpose is to analyze the plans in the units, work with the campus leadership in ongoing planning, budgeting, and management of resources, provide ongoing tracking/measurement information to the administration, recommend adjustments to the plan based on analyses, and provide recommendations on connecting with the budgeting and master planning process. Policy Committee submitted six nominations to serve on this committee.
7. Faculty Mentoring: Policy Committee received a memo from the Faculty Affairs Committee asking that a survey be developed to learn what progress schools/colleges/departments have made in mentoring junior faculty. FAC suggested that a small task force be established by the Policy Committee and the Provost's Office to develop a survey. The Provost said that, if the FAC states the basis for such a task force and asks her to name some members, she will. The Faculty Affairs Committee will provide two committee members. Asked to whom the survey would be sent, Ms. Beale said that it could be sent to the faculty who were to be mentored, to the mentors, or a survey could be directed to the Department Chairs asking for their departmental mentoring plan. The Provost will form the committee.
8. Report from the Liaison to the Student Affairs Committee: Ms. Dallas reported that Jeffrey Kuentzel, the Director of Counseling and Psychological Services (CAPS), informed the SAC about the service it provides students. The service is free to registered undergraduate and graduate students. Most students have about ten counseling sessions. Common complaints are depression and eating disorders.

When CAPS has a case backlog they refer students to other resources on campus, such as the Psychology Clinic. A psychiatrist is on the CAPS staff. CAPS is recognized as being one of the best such services in the state. The University administration is aware of the great need for the service and is trying to alleviate the problem of students' having to wait a long time for help. Turning to another issue, Ms. Dallas distributed to Policy Committee the guide to the University that students are given at orientation.

Approved as submitted at the Policy Committee meeting of February 8, 2016