Members Present: Margaret E. Winters, Provost and Senior Vice President for Academic Affairs, Chair; Louis J. Romano, President, Academic Senate; Robert Ackerman; Mary Anderson; Joseph Artiss; Kevin Ball; Michael Barnes; Douglas Barnett; Abhijit Biswas; Cathryn Bock; Frances Brockington; Suzanne Brown; David Cinabro; Randall Commissaris; Victoria Dallas; Nabanita Datta; Maria Ferreira; Jane Fitzgibbon; Andrew Fribley; Nancy George; Avril Genene Holt; renee hoogland; Michael Horn; Zhengqing Hu; Maik Huttemann; Patricia Jarosz; Barbara Jones; David Kessel; Kafi Kumasi; Qin Lai; Lawrence Lemke; Stephen Lerner; Leonard Lipovich; Kypros Markou; James Martin; Jason Mateika; Boris Mordukhovich; Bryan Morrow; James Moseley; Joshua Neds-Fox; Victoria Pardo; Charles Parrish; Philip Pellett; Lori Pile; John Porcerelli; Marsha Richmond; Michele Ronnick; Brad Roth; Linea Rydstedt; Lobelia Samavati; Heather Sandlin; Naida Simon; Ryan Standfest; Gail Stanford; Ronald Thomas; Ellen Tisdale; Sokol Todi; Mark VanBerkum; William Volz; Jianjun Wang; Casey Westerman

Members Absent with Notice: Poonam Arya; Ivan Avrutsky; Linda Beale; Heather Dillaway; Moira Fracassa; Robert N. Frank; Ewa Golebiowska; Ellen Holmes; Fayetta Martin; Robert Reynolds; Andrea Sankar; Beena Sood; Deborah Walker; Barrett Watten; Jeffrey Withey; King-Hay Yang

Members Absent: Donald DeGracia; Jeffrey Grynaviski; Willane Krell; Howard Matthew; Alexey Petrov; Susil Putatunda; T. R. Reddy; Elizabeth Puscheck

Others Present: Tamica Dothard, Office of the Academic Senate; Alan Jacobson, Budget, Planning and Analysis; Joseph Sawasky, Associate Vice President for Computing and Information Technology and Chief Information Officer; Devon Sterk, Dean of Students Office; Ricardo Villarosa, Dean of Students Office; Angela Wisniewski, Office of the Academic Senate

CALL TO ORDER: This regularly scheduled meeting of the Academic Senate was called to order by Provost Margaret Winters at 1:32 P.M. The meeting was held in the Bernath Auditorium in the Undergraduate Library,

I. INFORMATION TECHNOLOOGY UPDATE

The first item on the agenda was a technology update presented by Associate Vice President and Chief Information Officer Joseph Sawasky.

Campus Needs

Every year, the Division of Computing and Information Technology (C&IT) participates in a national higher education IT survey. This year about 2500 faculty and students completed the survey. In descending order the faculty's priorities are: classroom technology improvements, mobile device access to services, easy-to-use web content and wireless coverage. Students want mobile device access to services and wireless coverage. They want improvement in penetration of telecommunication providers' cell and broadband signals inside buildings.

C&IT uses the information from the survey to plan for the next year. They try to address the most pressing needs. C&IT is working closely with the University Libraries and Facilities, Planning and Management to improve select general purpose classroom spaces. C&IT provides the connectivity and the wireless and wired networking and assists with the design of audio-visual systems. They were involved in the renovation of the fourth floor of State Hall and the second floor of Manoogian Hall, as well as other general purpose classrooms. Mr. Sawasky thanked the faculty, including the members of the Senate's Facilities, Support Services and Technology Committee, for providing input for the upgrades. The Echo 360 lecture capture system is being installed in more classrooms. They are rolling out Blackboard Mobil for faculty and students.

The Academica Portal was developed at Wayne State using open source development tools. The University does not have to pay licensing fees and it provides a better mobile capability. C&IT is adding features to the WSU Mobile App based on suggestions from faculty and students. MS Office 365, an educational system e-mail and a full document collaboration system, will be out in 2015. C&IT will be the first users of the system, with all units on the system by October 2015.

WiFi access points are being added as the budget allows. The demand for WiFi access on campus has doubled almost every year for the past four years. C&IT is also working on a distributed antenna system to amplify telecommunication cell signals indoors and outdoors.

Faculty complained about difficulty using WayneTravel and navigating the University's top level web site. Marketing and Communications manages the web site and they are aware of the problem. TravelWayne is an

application provided by a commercial provider. They are rolling out a new version of the mobile app.

Microsoft Office 365

Microsoft Office 365 is the new e-mail and collaboration system that is replacing WayneConnect, which is Zimbra. Mr. Sawasky thanked members of the Senate, in particular Mr. Artiss and Mr. Barnes, for helping with the selection process and for continuing to work with the implementation team. The change in the system is partly driven by the budget but it will also bring greater capability to campus. The amount of storage online will increase. In addition to e-mail and calendar, the system has a cloud-based version of Microsoft Office. From any device anywhere in the world you will be able to store your files in the cloud and collaborate and share the content. The system includes Lync that allows high definition video conferencing computer to computer. Microsoft also allows our students to download Microsoft Office for free.

C&IT is developing a plan to convert all e-mail collaboration and calendaring into one system. This won't happen until the main campus has converted to MS 365. By the time the program is rolled out, Mr. Sawasky expects users to have unlimited file storage. The content that is on the Zimbra system will be migrated to the new e-mail system, i.e., what is on the central server will be transferred. If the material is only on a personal computer, there could be complications so individuals should contact the person who provides their local IT support.

This suite of Microsoft services was purchased because it meets almost all compliance and regulations. It is more compliant than most systems.

Telephone System Upgrade

AT&T is decommissioning the Centrex telephone system that we currently have. Our new system will be Voice over IP (VoIP), which uses the existing data network. The data network will be upgraded in phases. People will have new telephones. Mr. Sawasky anticipates that the average monthly fees will be lower, about 5 to 10%, with more services. Users will have an option for an application on their smart phone so it will act as a Wayne State phone. It will mask the users' personal phone number and show their University number when they return a phone call. The average cost per phone now is $32.00 per month. Long distance will be free. International charges will apply. A lot of work on the network is needed. The project will take three years.

Academica Portal

One of the ways in which C&IT is trying to reduce its budget is by replacing the Pipeline portal with Academica. C&IT developed the Academica portal. Users will have the single sign-on for activities as we now have in Pipeline. Academica has collaboration capabilities in what are called corporate social networking features. C&IT is accepting feedback from users on ease of use to insure that Academica is acceptable to the campus community. It will run concurrently with Pipeline for the next year to give people an opportunity to become familiar with it.

C&IT is creating and populating course section streams so faculty can communicate with students using Academica instead of Blackboard for certain features. Students will be able to collaborate and communicate in the Academica stream. Frequently used links will be brought to the top of the Academica interface. People will be able to search for functions in a Google-like way. The application can sense when it is under duress, such as when usage is high during registration, and it spawns more instances of itself to meet the temporary spikes. The University pays for what it uses, lowering infrastructure costs. The University will spend less than one-half of the money it now does on hardware and software platforms because Academica is hosted in the Amazon cloud. Academica is ready to use.

The application has a higher level of security than most applications require. In Academica, the user has the ability to mark a message stream as private and even Wayne State's system administrators cannot see the content of the message.

IT Security and Awareness Training

Many companies have been subjected to data breaches or IT security problems. Universities are targets for espionage-age and hacking. They try to be open organizations but at the same time they are working on critical defense related projects and are dealing with health care information and HIPAA protected information. When a university experiences a security breach, people lose trust in it. Its reputation suffers and philanthropic support decreases. Resolving the problem can cost millions of dollars.

C&IT has piloted an IT security awareness training program. It will be available for anyone on campus who has elevated IT privileges and has access to a lot of records. Employees in Payroll and student records will be required to take the training. New employees will be encouraged to take the course. People who have had multiple security violations will be required to take the course. The training is not only for the good

of the University but it will help people in their personal use of computers and e-commerce.

In addition, Geoff Nathan, the C&IT Faculty Liaison, and Kevin Hayes, C&IT Information Security Officer, will make presentations about IT security to departments upon request. There will be an advance placement test to test out of the security training.

II. UPDATE ON THE STRATEGIC PLAN

Provost Winters explained the process being used to develop the University's strategic plan. A 20-member steering committee as well as focus groups were involved in developing the plan. Provost Winters and Senate President Romano presented the draft plan to every school and college and to the Graduate Council. In addition, the Provost made the presentation to the librarians. She explained that we are not starting from scratch; we're improving and enhancing what had been done previously. President Wilson had identified thrusts or focal areas for the plan. The steering revised the list. Subcommittees that were composed of members of the steering committee and additional faculty and, in some cases, with academic staff members studied particular areas and gave feedback to the steering committee. There has been a lot of input; the plan is still a work in progress.

The Provost listed the six strategic focal areas. First is student success in its many varieties. Closely aligned with student success is the second focal area, excellence in teaching, which includes graduate education and research mentoring. The third focal area is research, which includes the mentoring of students, both graduate and undergraduate. These three thrusts are intertwined. The fourth and fifth thrusts are community engagement and innovation and entrepreneurship. The sixth focal area holds all of the above together. It is fiscal sustainability and operational excellence.

Provost Winters elaborated on the fourth and fifth focal areas. Schools, colleges, departments, and units are involved in community engagement and entrepreneurship, but the University does not have good information centrally about what is being done. We need more collaboration in these areas. The Deans are meeting to share information and to build projects together. The University needs greater visibility in the work being done and a greater understanding in southeastern Michigan and in the State about the role that Wayne State plays in these areas.

In regard to the sixth focal area, the Provost noted that public universities sustain themselves from state allocations, but those have declined over the years. Twelve years ago, the state appropriation covered two-thirds of our operations. Now, the appropriation covers one-third of our operations. If we are to get more of our support from tuition, we need to increase enroll-ment. In seeking fiscal sustainability, the University recently launched the capital campaign. Under the leadership of President Wilson and Vice President for Research Stephen Lanier, we are looking at ways to increase research funding.

Each of the focal areas has objectives. Each objective has a set of goals. The steering committee is now discussing what metrics to use to determine if the goals have been met.

The web site for the strategic plan is wayne.edu/strategicplan. Access the plan by entering your ID and password. Clicking on "University community participation" takes viewers to a page where they can submit comments.

All schools, colleges, and administrative units have started talking about their tactical action (or implement-tation) plans. They were charged with looking at their strategic plan if the unit has one to insure that it is aligned with the University's plan. If a unit does not have a plan, they are to develop one. Some of the implementation of the strategic plan will occur at the University level, some from the Vice Presidents' areas, and a great deal will come from the schools, colleges, and departments.

The Provost's Office is in charge of the focal area of student success. Provost Winters will check fairly regularly if the schools and colleges and other areas that report to her office are getting results. She has asked Deans to make regular reports.

Mr. Romano commented that faculty own all of the strategic plan. Student success, teaching excellence, research excellence, community engagement and entrepreneurship will be carried out by the faculty. Mr. Romano hopes the faculty and academic staff will see the strategic plan as a comprehensive and reasonable way to achieve a better University. With a better University we will graduate better students. As we improve, the state government may increase its allocation.

In response to a question, Provost Winters mentioned modifications that had been made as the steering committee did its work. About halfway through the process the steering committee removed one of the thrusts, diversity, that had been in the plan initially. The committee decided it was a value, not a focal area. Diversity should imbue everything we do. To the original thrusts, the committee added financial sustainability and operational excellence. Minor modifications continue to be made.

Ms. Kumasi pointed out that in theory diversity should imbue everything we do, but we need metrics by which to measure if that is occurring. The Provost said that the goal of diversity would be measured in academic success. The University measures graduation rates in many ways including race and gender. Another measurement of the University's commitment to diversity is the recognition it has received for several years for the number of minority-owned companies with which it does business. Ms. Kumasi asked if President Wilson had been consulted about the decision. The Provost said that the President's Chief of Staff Michael Wright kept him informed of the steering committee's work. Diversity, Provost Winters said, is in the values statement that is a preface to the strategic planning document. It is a strong statement about diversity.

III. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

   November 5, 2014

   It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of November 5, 2014. PASSED.

IV. REPORT FROM THE SENATE PRESIDENT

   A. Report and Announcements

   Mr. Romano reported that the Policy Committee visited the Advanced Technology Educational Center located on Twelve Mile Road in Warren across from the Macomb Community College (MCC) campus. They toured the building and met with the President of the College James Jacobs. The building is impressive with high tech classrooms and a battery laboratory where WSU's engineering faculty will collaborate with faculty and students at MCC.

   The plans to build a STEM laboratory-classroom facility on the site of the Physics Building parking lot has been dropped because the state did not provide funding. A new proposal would convert the Science and Engineering Library building into a STEM laboratory-classroom building. Several disciplines need wet labs, but there will not be many in the building. The facility would house mostly Physics and Engineering laboratories. The cost for the remodeling is estimated to be about $30 million.

   Mr. Romano met with President Wilson and Associate Vice President Heppner about proposed changes in the distribution of indirect cost recovery (ICR) funds to colleges, depart-ments, and faculty. A committee set up by

President Wilson recommended the changes. One recommendation would limit the amount of money a principal investigator could hold in an ICR account. Ms. Heppner will meet with the Policy Committee, the Research Committee, and the Budget Committee to discuss the recom-mendations and to get feedback from the committee members.

   B. Proceedings of the Policy Committee

   The Academic Senate received the Proceedings of the Policy Committee meetings of October 27, November 3, and November 17, 2014. They are attached to these Senate Proceedings as Appendix A.

   October 27, 2014

   On October 27, the Policy Committee met with Robert Arking, Professor of Biological Sciences, Rita Casey, Associate Professor of Psychology, Mathew Ouellett, Associate Provost and Director of the Office for Teaching and Learning, and John Vander Weg, Associate Provost for Academic Personnel. They are members of the Committee on Implementing Peer Review of Teaching. That Committee's work was discussed at the October 27 meeting.

   Mr. Lipovich asked what the connection was between the peer review of teaching and the student evaluation of teaching (SET). He believed the SET scores were given undue importance in the promotion and tenure process.

   Mr. Romano said that the peer review report would not be given to any group for use in the salary review or in deciding whether to grant promotion or tenure. The report would provide information to the faculty member how to improve his or her teaching. It is not connected to the SET process.

   The Policy Committee had made suggestions to improve the SET form and the process. Policy Committee wanted the administration to point out the flaws with SET instruments and would like the administration to look at other methods for rating teaching. The Medical School, Mr. Romano noted, has a different procedure and different forms for team-taught courses.

   Provost Winters added that the peer review of teaching is meant to help instructors. The administration is not allowed to, nor does it want to, see them. A colleague will give feedback that the faculty member can use in their classroom. If faculty members want to include a positive peer

review report in their salary material, they may do so.

In response to a question about recent changes in the SET questions, Mr. Romano said the goal of the changes was to make clear to students that they are expressing their personal opinions about their classroom experience. The three questions that are used for a merit increase and for promotion and tenure were not changed.

November 17, 2014

At the November 17 meeting, the Provost asked the Policy Committee to nominate faculty to serve on the steering committee that is preparing for the University's re-accreditation. Mr. Neds-Fox asked about the size of the steering committee. Provost Winters said there probably would be 12 members plus the staff person. The Higher Learning Commission allows 13 people to have access to its database and web site. The Provost will not have access to the on line information but will work with materials that the committee will have. She envisions the steering committee to be an organizing group. If, she said, the libraries are not represented on the committee they will be involved in its work.

V. COMMITTEE REPORT

Update on the Student Survey

Ms. Simon, the Chair of the Student Affairs Committee, reported that the survey had closed. The Center for Urban Studies sent the survey electronically to 27,524 students with weekly reminders to those who did not fill out the survey. As of December 1, 5,520 students had completed the survey for a response rate of 20%, exceeding the total for the 2012 survey. To induce students to take the survey, Wayne Warrior dollar prizes were given to students. Four $20 prizes and twelve $30 prizes were given. An additional six $30 prizes will be given. During the winter semester two IPads will be given. Ms. Simon thanked the Senate members for their help in getting student to participate in the survey.

VI. REPORT FROM THE CHAIR

Provost Winters announced that Marquita Chamblee, who is currently at George Mason University, would join the Wayne State on April 6 as the Chief Diversity Officer and Associate Provost for Diversity and inclusion. She will report to the Provost and will develop the office working with students, faculty, and staff.

The search for the Dean of Nursing has concluded. Dr. Laurie Clabo, who is currently with a nursing school attached to Massachusetts General Hospital in Boston, assumes the deanship of Nursing on April 1. Dr. Clabo is interested in nursing education and collaboration with the other health sciences areas.

The Provost is beginning the search process for a Dean of Pharmacy and Health Sciences.

Provost Winters recommended that everyone take the IT security training, even those who are not high users. Videos and tests are available on line. A unit leader could opt to have a presentation in their unit or have employees test out of the training.

The classrooms on the fourth of State Hall are under utilized. Originally faculty had to show they would apply the technology available in the room. That is no longer the case. The Provost encouraged the faculty to use them.

Mr. Lipovich expressed concern about the changes in the distribution of the indirect cost return. Mr. Romano had understood that the committee considered the rationale for the current distribution and what the administration would do with the additional money. President Wilson had appointed the committee. Mr. Lipovich believes that faculty should be more involved in the issues that affect them.

Mr. Romano remarked that the proposal is under discussion and faculty may comment on it. If faculty make a reasonable argument why a change should not be made, the administration may listen. One aspect of the proposal would require a principal investigator to file a business plan or request a waiver to keep more than $10,000 in an ICR account. Mr. Romano thinks that is not enough money to get through the grant renewal process. The National Institutes of Health often rejects the first submission for renewal. The principal investigator then has to re-apply and needs money to continue the research until the renewal is granted. He thinks the ICR limit should be much higher. The members of the Research Committee will have an opportunity to make known their concerns about the proposal at their meeting with Dr. Heppner.

ADJOURNMENT: The meeting adjourned at 3:20 p.m.

Respectfully submitted,

Louis J. Romano
President, Academic Senate