

WAYNE STATE UNIVERSITY – ACADEMIC SENATE
Official Proceedings
March 7, 2018

Members Present: Keith Whitfield, Provost; Louis J. Romano, President, Academic Senate; Robert Ackerman; Jocelyn Ang; Leela Arava; Poonam Arya; Linda Beale; Paul Beavers; Cathryn Bock; Scott Bowen; Timothy Bowman; Tamara Bray; Stephen Calkins; Pamela Dale; Victoria Dallas; Susan Davis; Alan Dombkowski; Kelly Driscoll; Jane Fitzgibbon; Moira Fracassa; Andrew Fribley; Nancy George; Ewa Golebiowska; Daniel Golodner; Smiti Gupta; Lance Heilbrun; Billicia Hines; renee hoogland; Michael Horn; Barbara Jones; Kristen Kaszeta; Mahendra Kavdia; Fayette Keys; Christine Knapp; Sarah Lenhoff; Christopher Lund; Karen MacDonell; Katheryn Maguire; Kypros Markou; Aaron Martin; Santanu Mitra; Rayman Mohamed; S. Asli Ozgun-Koca; Victoria Pardo; Charles Parrish; Rachel Pawlowski; Alexey Petrov; Richard Pineau; Izabela Podgorski; Michele Porter; T. R. Reddy; Robert Reynolds; Michele Ronnick; Brad Roth; Heather Sandlin; Naida Simon; Richard Smith; Ronald Thomas; Ellen Tisdale; Ricardo Villarosa; William Volz; Jennifer Wareham; Robert D. Welch; Hossein Yarandi; Fu-Shin Yu; Yang Zhao

Members Absent with Notice: Krista Brumley; Margit Chadwell; Brian Edwards; Susan Eggly; Nirupama Kannikeswaran; Donna Kashian; Bharati Mitra; Beena Sood; Amanuel Tekleab

Members Absent: Carolyn Herrington; David Kessel; Todd Leff; Bryan Morrow; Anne Rothe; Jeffrey Withey; Xin Wu; Jinping Xu

Others Present: Thomas Anderson, Liberal Arts and Sciences; Alan Jacobson, Office of Budget, Planning and Analysis; James Quinn, Office of the Academic Senate; Karin Tarpenning, Liberal Arts and Sciences; Nancy Welter, Liberal Arts and Sciences; Angela Wisniewski, Office of the Academic Senate

This regularly scheduled meeting of the Academic Senate was held in the Bernath Auditorium in the Undergraduate Library. The meeting began at 1:34 p.m.

I. CAMPUS SAFETY ISSUES

The first item on the agenda was a presentation by Chief of Police Anthony Holt. The Public Safety Department was established in 1966. It is a wholly authorized police department. All of the 67 officers are commissioned as Detroit police officers and have city-wide jurisdiction. All of Wayne State's officers have bachelor's degrees. Seventy to eighty percent have master's degrees. Those who do not have master's degrees are working toward the degree. Some of the officers have doctorates.

The officers patrol campus on foot, in patrol vehicles, on motorcycles, on mountain bikes, and on Segways. An officer on a horse was recently added to patrol campus. Public Safety controls the alarms on campus. Eighty percent of the buildings are computerized. If there were an active shooter, 80% of the buildings could be locked by pushing one button. They have a 24/7 crime tip hotline. The University has 312 blue light telephones. At most of the phones, Public Safety knows where the caller is located when he/she picks up the receiver and the officer can see the caller on a camera. There are over 100 OTZ cameras and more than 1000 stationary cameras, and a broadcast messaging system. The campus watch report, which includes crime statistics, is emailed to 50,000 people every month.

Public Safety's work is data driven. They can compare crime statistics and identify hot spots of criminal activity. Public Safety patrols a six to seven mile area around campus. They found that the arrests they made were in the areas they patrolled off campus. Chief Holt initiated a program to assist and accompany parole officers and probation officers in meeting with their clients and in visiting their homes. The parole and probation officers meet their clients in an office in Public Safety's headquarters. When they make a home visit, police officers accompany them with a dog. Crime near campus decreased after this program began. Public Safety officers accompany corrections officers on absconder sweeps. The purpose is not to return them to prison but to get them back in the system.

The average response time of Public Safety officers is 90 seconds. Crime is down 50% in midtown since 2009. BestColleges.com named Wayne State one of the 50 safest campuses in the country. Public Safety uses cameras for real time patrolling. They have been able to intervene to prevent suicides and to arrest burglars and people who commit larcenies.

The University has a Crisis Management Team of 14 representatives from departments across campus. The Team creates situations and discusses how to solve them. Every month every officer practices how to remove an active shooter from a building. Three times a year 150 to 200 students are put in various stages of distress and are spread out throughout a building. Some simulate being shot. Two actors enter the building as shooters. The police officers put on their armor and enter the building, trying to neutralize the shooter. They have automatic weapons and all the

tools they need for such a situation. Evaluators from the FBI, the state police, the federal marshal, and the U.S. Army evaluate the scenario, telling the officers if the training worked and making suggestions if improvements are needed.

Public Safety sends text messages and e-mail messages when incidents occur. Chief Holt encouraged everyone to keep their contact information up to date. To sign up to receive messages or to update your information go to wayne.edu/safety.

Public Safety is holding training sessions in how to respond to an active shooter. The Chief encouraged everyone to take the training. If employees in a building or a department want training, he will send the team to their building.

Active shooter incidents in the last 13 years in the U.S. killed 486 people and injured 557 people. They have occurred in 40 states. Of the 39 incidents in educational environments, 27 occurred in pre-K through 12th grade and 12 occurred in institutions of higher education.

Mr. Petrov asked how situations are handled if someone has a gun on campus. Chief Holt said that officers would approach such an individual with guns drawn. Weapons are not allowed on campus. If the person were a student, the administration would follow the procedures in the Student Code of Conduct.

Senate members discussed with Chief Holt the locking of classroom doors. Classroom doors cannot be locked. The doors must open outward into the hallway and cannot be locked per the fire code. A student might lock herself or himself in a classroom to feel safer but if that student had a medical emergency the police would have difficulty entering. The Chief said that he is always looking for ways to enhance security. The methods have to be safe, very secure, and practical.

Ms. Fitzgibbon suggested the active shooter training be part of the orientation for new hires. She also suggested that signs be installed in buildings telling people what to do in an emergency and the location of the nearest exit.

Chief Holt said that a new program "building emergency response team" has been started. Employees are being trained to assist in evacuating buildings in an emergency.

Cadets, officers, and plain clothes officers walk through buildings. Retired state troopers work as security monitors in some buildings.

Provost Whitfield thanked chief Holt for his presentation. He noted that Wayne State is a model for safety among schools of higher education. People may sign up for the active attacker training and see safety tips at police@wayne.edu. Also, if anyone is working or studying late on campus and they want an officer to watch them as they walk to their car, call 577-2222.

II. DAYCARE IMPLEMENTATION COMMITTEE UPDATE

Loraleigh Keashly, an Associate Professor and Associate Dean in the College of Fine, Performing and Communication Arts, chairs the Daycare Implementation Committee. She reported on the Committee's work. The 3N Committee on Child Care that was established in the 2015-2016 academic year was charged with investigating the state of child care options on campus and in the midtown neighborhood for students, staff, and faculty. The Committee identified specific needs. The day care should be high quality and affordable for faculty, staff, and especially for students. They found a critical need for care for infants and toddlers from 8 weeks to 30 months. Flexible scheduling was important for people who needed part-time day care.

After the 3N Committee completed its work, the Daycare Implementation Committee was formed and charged with developing recommendations on "the feasibility, cost, possible locations, and vendors who could provide daycare for children birth to 2.5 years and those 5-12 years of age consider different size facilities that address a flexible time schedule for students, including the need for full- and half-time options to accommodate students and others who may require as little as 2-4 hours a day or two days a week."

The University has two daycare facilities: the College of Education Early Childhood Center and the Merrill Palmer Skillman Institute Early Childhood Center. Anna Miller is the Executive Director of the Centers. The Centers are accredited by the Michigan Quality Rating and Improvement System and the National Association of Education for Young Children. They are five-star rated Centers. Wayne State is committed to having that level of care at a new center.

The Committee wants easy access to campus and prefers that the facility be on campus. They want it to be education focused and provide opportunities for internships and practicums for our students. The facility is to be cost neutral. The Committee learned that child care is educational and not just keeping children safe and fed.

The childcare needs to be affordable. There are varying economic capabilities among students and

many staff members. They need families who can bear the full cost. The Committee is looking at subsidies. The facility must have a safe area for dropping off and picking up children. It must have a certain amount of green space per child. The Committee looked at the possibility of a new building on campus and nearby off-campus facilities. They looked at public-private partnerships. The Committee talked with three private providers: Rainbow Child Care Center; Bright Horizons; and Learning Group. The AAUP-AFT, the Graduate Employees Organizing Committee, and the Dean of Students Office are interested in daycare facilities.

The Committee sent a request for qualifications (RFQual) to eight operators and one, Rainbow Child Care Center (RCCC), responded. RCCC is building a childcare center on Mack Avenue near the College of Pharmacy and Health Sciences. The Committee is exploring a partnership with RCCC for 50 full-time slots. The slots could be a combination of full day and partial day slots. Eight of the slots would be for infants. Although some students and employees need daycare until 10:00 p.m., RCCC wants to begin the partnership within their standard hours of operation to see how it works out.

The plans over the next two to three years include developing a master plan for childcare, systemically assessing WSU's childcare centers and how effectively we are providing care. They want to develop partial-day and drop-in care options. State regulations require that a crib belong to a single child; cribs cannot be shared. The University needs options for school age children before and after school. The Implementation Committee will evaluate the partnership with RCCC.

Ms. Keashly mentioned that the Committee looked into facilities on campus, with the possibility of renovating an existing facility or building a new facility. State requirements made renovating an existing facility prohibitive. Building a new facility would be a longer term project. The partnership with RCCC was the most reasonable way to begin. We need to develop more financial options to subsidize the care. The Committee wants to have a variety of options; we will have to provide services to people to navigate the options.

Asked how many students, faculty, and staff need childcare, Ms. Keashly said that the 3N Committee did a survey. Of the people who responded, the majority were very interested. The new Rainbow facility will not have difficulty filling its slots because there are wait lists at all the childcare facilities in midtown and the surrounding area.

In Mr. Lund's experience the costs for the RCCC were low and he suggested that the University use a sliding scale for tuition.

Some members spoke to the need for students to be able to drop off their children for a short period of time. Ms. Keashly repeated that the that Implementation Committee wants that to be an option, but that state regulations make that difficult. The University of Michigan has such a service. The Committee will look into the partnership U of M has with an agency to see if it might meet Wayne State's needs.

Ms. Beale stated that when the Senate's committees began investigating childcare, the key issue was having drop in flexible services. It needs to be convenient which is why having a facility on campus is important. The partnership with Rainbow may not be a good test of meeting the University's needs.

Ms. Keashly said that the Implementation Committee wants to have affordable quality care for students as well as for faculty and staff. Economically the University needs faculty and staff to participate in the program. She added that over the years, the question of providing childcare on campus has been raised many times. This is the farthest we have gotten.

Ms. Porter believes such a facility would help student recruitment and retention. Any investment would be returned many times over.

Mr. Parrish stressed the need for the Administration to invest in the efforts to provide childcare. Ms. Keashly had stated that the Implementation Committee wanted childcare to be cost neutral for the University. If the University is committed to providing childcare, Mr. Parrish said, it has to be one of the goals that competes with other goals for funding.

Ms. Keashly responded. The Committee is developing a plan and it will make arguments for University investment. The Committee has been consistent in its request to the Administration through the Provost to invest in a childcare plan.

Mr. Romano believes a childcare facility on campus would be attractive to students, faculty, and staff. The University's investment would be returned with more productive employees and would attract students who could not get such a service at other institutions.

Provost Whitfield thanked Associate Dean Keashly for her presentation.

III. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

February 7, 2018

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of February 7, 2018. PASSED.

IV. REPORT FROM THE SENATE PRESIDENT

A. Report and Announcements

The budget hearings for all schools, colleges, and divisions for fiscal year 2019 have been held.

Spring/summer enrollment is up about 6% for undergraduate students and 10% for graduate students. The number of students who have accepted admission has increased.

B. Proceedings of the Policy Committee

The Senate received the Proceedings of the Policy Committee meetings of January 29, 2018, February 12, 2018, and February 19, 2018 (Attachment A).

V. COMMITTEE REPORT

Elections Committee

Ms. Simon, the Chair of the Elections Committee, announced that the election of the Senate President for the 2018-2019 academic year would take place at the Senate's April 4 meeting. One candidate has been nominated. Additional nominations may be made at the April meeting or by contacting Ms. Simon.

The member-at-large election will be held later in March. Nominations are still being accepted. They can be submitted to Ms. Simon or to the secretary.

VI. MATTERS SUBMITTED BY THE POLICY COMMITTEE

Proposal to Amend Article X, Section 9 of the Bylaws

Mr. Romano introduced the subject. The Policy Committee proposed that *Article X, Senate Procedure and Conduct of Business, Section 9, Voting* be amended. As currently written, when voting on an issue two members could request a vote by secret ballot and two members could request that each individual's vote be recorded. This is a flaw in our Bylaws because the requests of only four members

could result in contradictory voting requirements. In February the Senate voted on a proposed amendment that would have required a majority of the Senate members present at a meeting to agree to vote either by secret ballot or to vote by roll call. That amendment failed. It was thought that the threshold might have been too high.

The Policy Committee submitted a revised proposal to amend the Bylaws, lowering the threshold needed to vote by secret ballot. The option of voting by roll call was removed.

Article X, Section 9 now reads:

Unless otherwise specified in these bylaws, a majority of those present and voting shall be sufficient to pass motions. Voting shall ordinarily be viva voce or by a show of hands, but at the discretion of the Chair or when requested by two or more members, the Senate President shall poll the members present and record each individual's vote or take a secret ballot. Any member who has not explained a personal position in the debate prior to voting shall be permitted to do so after all the votes have been recorded and before any new matters are considered. Such statement shall be reported in the proceedings upon his/her request.

The proposed amendment reads:

Unless otherwise specified in these bylaws, a majority of those present and voting shall be sufficient to pass motions. Voting shall ordinarily be viva voce or by a show of hands. At the discretion of the Chair or, following a seconded motion, by a vote of one third of the members present and voting by voice or show of hands, the vote may be taken by a secret ballot. Any member who has not explained a personal position in the debate prior to voting shall be permitted to do so after all the votes have been recorded and before any new matters are considered. Such statement shall be reported in the proceedings upon his/her request.

Mr. Volz spoke against the amendment. He was opposed to limiting access to voting by secret ballot. He appreciated the viewpoint that every member should have the courage to stand up for the position they take. The secret ballot, he said, allowed members to vote their conscience and to take a minority or unpopular position without concern about retaliation from the powers that be. Mr. Volz will vote against the amendment and would appreciate those members who would support him with their vote and those who would abstain with some reservation on the limiting of access to a secret ballot.

Mr. Parrish said that the Senate is an elected body and the members' views and the positions they take should be known to the people they represent. He believes that, during his years on the Senate, the body had never voted by secret ballot until this year. Two people calling for a secret ballot and two people calling for a roll call ballot was not sensible. The proposed amendment was a sensible compromise.

Mr. Romano added that having secret ballots when there are many motions and amendments would make it impossible to conduct business in a timely fashion.

Some members asked about the history of the Senate's voting by secret ballot and by roll call. Ms. Beale said that the normal procedure is to vote by a show of hands or by voice. The problem with the Bylaws is that two people are able to call for contradictory procedures. The proposed amendment that did not pass in February called for a majority to request a secret ballot or a majority to request a roll call vote. If the majority voted for one procedure, you would not get a majority to approve another procedure. Since we are a representative body it is reasonable for most votes to be taken by voice or by a show of hands. The secret ballot should require agreement by a larger group.

Asked if the Policy Committee had checked how other similar bodies handle voting by secret ballot, Mr. Romano said that it had not. Many organizations do not address the question. If a body's bylaws are silent on voting by secret ballot, Robert's Rules requires a majority to request a secret ballot or a majority to request a roll call vote.

Mr. Villarosa has heard that individuals are concerned that the "powers that be" may be colleagues who are voting on their tenure, ESS, promotion, or selective salary increases if they take an unpopular position. He understood that concern at the college and department levels. However, as a representative body, people must weigh that concern when they accept nomination to the Senate.

The motion was tabled. The vote will be taken at the April 4 Senate meeting.

VII. REPORT FROM THE CHAIR

Provost Whitfield provided an update on issues that were mentioned at earlier meetings. The online course committee has been formed and will meet soon.

The Provost spoke with Chief Information Officer Daren Hubbard about WSU Secure. Mr. Hubbard

said that occasionally C&IT has to reboot its wireless controllers; that was done after receiving the complaints. The University will be getting some new wireless connectivity. People who have IOS devices should make sure that they are updated.

One hundred fifty-one faculty have signed up for the online mentoring program provided by the National Center for Faculty Development and Diversity. They have completed 427 sessions. He commended Ellen Barton and Krista Brumley for launching the program.

VIII. NEW BUSINESS

Mr. Pineau asked about the results of tests for lead that have been carried out in some buildings. Provost Whitfield said that he would check the report.

ADJOURNMENT: The meeting adjourned at 3:14 p.m.

Respectfully submitted,



Louis J. Romano
President, Academic Senate