

WAYNE STATE UNIVERSITY- ACADEMIC SENATE
Official Proceedings
September 5, 2012

Members Present: Ronald T. Brown, Provost and Senior Vice President for Academic Affairs, Chair; Louis J. Romano, President, Academic Senate; Linda Beale; Paul Beavers; Abhijit Biswas; Barbara Bosch; Tamara Bray; David Cinabro; Mary Cooney; Victoria Dallas; Nabanita Datta; Heather Dillaway; Cheryl Dove; Karen Feathers; Maria Ferreria; Jane Fitzgibbon; Judith Fouladbakhsh; Moira Fracassa; Judith Fry-McCommish; Andre Furtado; Nancy George; Ewa Golebiowska; Renee Hoogland; Michael Horn; Kafi Kumasi; Liza Lagman-Sperl; Lawrence Lemke; Rodger MacArthur; Brian Madigan; Kypros Markou; James Martin; Jason Mateika; Howard Matthew; Boris Mordukhovich; Bryan Morrow; James Moseley; Jennifer Sheridan Moss; David Oupicky; Abhilash Pandya; Victoria Pardo; Charles Parrish; Debra Patterson; Alexey Petrov; Jeffrey Potoff; Elizabeth Puscheck; Daniel Rappolee; T. R. Reddy; Robert Reynolds; Brad Roth; Linea Rydstedt; Heather Sandlin; Mary Sengstock; Naida Simon; William Slater; Beena Sood; Senthil Sundaram; Ronald Thomas; Ellen Tisdale; Eileen Trzcinski; Harley Tse; Anca Vlasopolos; William Volz; Barrett Watten; Judith Whittum-Hudson; Mary Width; Derek Wildman; James Woodyard; Lee Wurm

Members Absent with Notice: Ivan Avrutsky; Chardin Claybourne; Donald DeGracia; Avril Gene Holt; Maik Huttemann; David Kessel; Michael McIntyre; Patrick Mueller; Michele Ronnick; Ghulam Saydain; James Sondheimer; Karen Tonso; Ricardo Villarosa; Jeffrey Withey

Members Absent: Basim Asmar; Jennifer Beebe-Dimmer

Others Present: Allan Gilmour, President; Gloria Heppner, Associate Vice President for Research; Geraldine Johnson, Academic Pathways for Excellence; Alan Jacobson, Office of Budget, Planning and Analysis; Tahrira Khanom, Office of the Academic Senate; Ambika Mathur, Interim Dean of the Graduate School; Angela Wisniewski, Office of the Academic Senate

CALL TO ORDER: Provost Brown called the meeting to order at 1:30 P.M. The meeting was held in the Bernath Auditorium in the Undergraduate Library.

The Provost welcomed the Senate back to campus for the 2012-2013 academic year and then introduced President Gilmour.

I. COMMENTS FROM THE UNIVERSITY PRESIDENT

President Gilmour noted that the fall is a time for renewal. When students and new faculty arrive, the campus is revitalized. The President found the new faculty who attended a reception to be eager to get to work. Likewise, the convocation for new students was successful. Taz Ahmed, the President of the Student Senate, and Professor John Corvino had interesting comments for the new students and their parents who attended the convocation. These events tell the President that the University's future is bright. The accomplishments of the past year and the plans for the new year confirm his view.

President Gilmour said that sometimes during the negotiations between the University and the AAUP-AFT his appreciation of the faculty had been questioned. He stated that faculty serve the most important purpose on campus: the discovery and sharing of knowledge for the sake of students and for the sake of the world. Wayne State's well-deserved reputation is the result of the hard work and creativity of the men and women of the faculty.

The President mentioned the achievements and honors some faculty received in the recent past in recognition of their research and scholarly achievements.

Wayne State's research expenditures are now \$260 million. Our researchers answer some of science's biggest and most challenging questions and improve and save lives. The posters of faculty under the heading of "Faculty Who Do" celebrate the many faculty members who are experts in their fields and champions in their classrooms. They are thinkers, mentors, and pioneers. The University's future is bright thanks to the faculty.

In the past year, the University agreed on new admissions guidelines to insure that students who are admitted will have every chance of success. Wayne State will remain a University of opportunity, but opportunity does not mean open access. Opportunity means the doors are open wide for students with the will and the aptitude to succeed even if their high school preparation has not fully prepared them for a research university.

Wayne State is looking beyond applicants' scores and grades to ascertain if they can succeed in college. The program called APEX (Academic Pathways for Excellence), a summer bridge program to better prepare students with academic challenges, was instituted. For those who do not meet the admissions standards, the University will help them find other options such as community colleges and vocational schools. To admit such students to watch them fail is a failure on the part of the University.

A few weeks ago the University submitted its proposal to retain the Perinatology Research Branch of the National Institutes of Health. Governor Snyder and many of Michigan's state and federal legislators support the proposal. The PRB has contributed great science to improve the health and to save the lives of infants and mothers.

The Huron Consulting Group completed its assessment of WSU's operations and they continue to implement the recommendations in the interest of efficiency and effectiveness and to help Wayne State become more student friendly. The HCG's analysis covered a broad range of University services.

President Gilmour recognized the accomplishments of the University's athletic teams. The football team became a Cinderella story making it to the NCAA Division II National Championship for the first time in the history of the University. Head Coach Paul Winters was recognized as the 2012 American Football Coach's Association Coach of the Year. In May the Women's Swimming and Diving Team won the NCAA Division II National Championship for the first time in program history. The Men's Swimming and Diving Team captured its seventh conference championship in the past decade. What makes the athletes' parents, the faculty, and President Gilmour very proud is the fact that in the fall semester 2011 60% of the student athletes had grade point averages above 3.0. The Athletic Department expects as much excellence in the classroom as in sport activities. They recognize the priority word of the phrase "student athlete," the word "student" is first. Last year, the student athletes contributed more than 7100 hours of community service. That is more volunteer time than all other universities in the GLIAC conference combined. Our future is bright for our athletes and the community they serve.

President Gilmour listed some of the new developments at Wayne State. Wayne Raskind is the new Dean of the College of Liberal Arts and Sciences and Cheryl Waites is the new Dean in the School of Social Work. Corinne Webb is the new Associate Vice President for Enrollment Management.

Improvements have been made in the physical aspects of the campus. The official groundbreaking for the multi-disciplinary biomedical research building will take place in October. It will be the major center for biomedical research in the region. It will be 200,00 square feet. New construction will be combined with another Albert Kahn classic, the former Dalgleish Cadillac building. The building will house forty to fifty research teams working in the disciplines of cardiovascular research, metabolic disorders, bio-informatics, computational biology, and biomedical engineering. The Henry Ford Health System will move some of its research programs into the building. When

completed, it will be the largest construction project that Wayne State University has ever undertaken.

Less than a year ago, the Damon J. Keith Center opened in the Law School. The reflecting pool outside the McGregor Memorial Conference Center is being restored to its original design. New shops and restaurants have opened on campus and in the area. The Live Midtown program continues to increase the number of residents in midtown.

The University, President Gilmour said, continues to make progress in many areas. Wayne State's principal aim is to be a University of choice, competitive with the best across the board. This can only be accomplished through excellence. The key to WSU's excellence is the faculty and academic staff. The faculty are entrusted with the most important job on campus: the discovery and sharing of knowledge for the sake of our students and the world. The academic staff, he added, make the University run. Their contributions are very important particularly for students.

The President is very proud of the work we do, the students we attract, and of the citizens and leaders we help them become. He is proud of the faculty and staff who are proof that the University's future is bright. Each time the faculty walk into a classroom, a laboratory, an operating room, or a lecture hall, they change the world a little bit. For that, he and the University are grateful.

On a personal note, President Gilmour reflected on his career. On August 30, 2010, he joined the University as Interim President and a few months later was named President. Looking back more than 50 years, he found that he had the great opportunity to be associated with large high-powered organizations that make a difference. He served at Ford Motor Company for more than 37 years. He was Chairman of the Henry Ford Health System and Chairman of its Foundation. At Wayne State he has found the work fascinating with many rewards. Over the years, he has had the privilege of serving on the boards of directors of three companies in Michigan as well as on boards in other states. He was on the board at Whirlpool, the largest appliance company in the world, the board of Dow Chemical, the largest chemical company in the world, and DTE Energy, the largest utility in the state of Michigan. All of these companies started small and grew because they did things right. The common denominator in all of that is people. At each of the organizations including Wayne State our work is to find the very best people to do the best work for the long-term benefit of the institution and of the people whether they are called students, customers, or patients.

In all of the institutions where the President has served people have portrayed two ingredients: pride and optimism. Yes, he said, there were problems and all problems are not opportunities in disguise, but we face

them and we do our best to solve them. We may have to correct them later, but that is life.

President Gilmour is very proud of Wayne State and what the people do, and how we can move ahead with pride and optimism about what we can accomplish. We want Wayne State to be everything that it can be and everything we want it to be. We have a good future with many problems but also with many people and assets to move forward as we would all like.

The President thanked the Senate and wished the members a great semester and a great year.

II. INTRODUCTION OF NEW MEMBERS

Mr. Romano also welcomed the members to the new semester and expressed the hope that members would find their work on the Senate and its committees interesting and productive.

Mr. Romano introduced the members of the faculty and academic staff who were newly elected to the Senate and those who were re-elected to new terms. The membership roster is attached to these Proceedings as Appendix A.

III. ELECTION OF THE POLICY COMMITTEE

Ms. Simon, a member of the Elections Committee, conducted the election of Policy Committee members. She replaced Mr. Woodyard, the Chair of the Committee, because he is seeking re-election to the Policy Committee. Five members had to be elected: one to a three-year term and four to one-year terms. Nominated prior to the meeting were: Linda Beale, Law; Victoria Dallas, Communication, Fine, Performing and Communication Arts; Anca Vlasopolos, English, Liberal Arts and Sciences; William Volz, Accounting, Business Administration; James Woodyard, Electrical and Computer Engineering, Engineering.

Ms. Simon called for additional nominations. There were none. It was MOVED and SECONDED to CLOSE NOMINATIONS. PASSED. The candidates identified themselves and stated their reasons for seeking election. The members cast their ballots.

Ms. Simon announced the results of the vote. Linda Beale was elected to the three-year term. Victoria Dallas, Anca Vlasopolos, William Volz, and James Woodyard were elected to one-year terms.

IV. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

May 9, 2012

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of May 9, 2012. PASSED.

V. REPORT FROM THE SENATE PRESIDENT

A. Report and Announcements

Negotiations between the University and the AAUP-AFT

Mr. Romano mentioned that the Senate members and the Policy Committee were instrumental in making it clear to the administration that the article that was proposed for the new agreement between the University and the AAUP-AFT would essentially remove tenure from Wayne State. It would make Wayne State an outlier. If every university in the country adopted the same provision, the proposal might make more sense, but if WSU were the only one to adopt such a proposal, good faculty would leave and it would be difficult to recruit new faculty. Some faculty including, Mr. Romano, responded to misinformed editorials published in the Detroit newspapers. They also had editorials published in *The South End* to make clear their position on the matter.

A working group of faculty and administrators was appointed with members selected by President Gilmour and the President of the AAUP-AFT Charles Parrish. Representing the faculty were Michael McIntyre (Law), Sharon Elliott (Education), and Mr. Romano. Representing the administration were Margaret Winters (Associate Provost for Faculty Relations), Philip Cunningham (Assistant Vice President, Research), and Phyllis Vroom (retired Dean of the School of Social Work). The group not only dealt with the tenure issue but also with some other difficult issues that involved changes to Article XXIV, Professional Duties. The committee was collegial. It developed a number of principles that were submitted to the negotiating team.

Mr. Parrish, the President of the AAUP-AFT, told the Senate that although the most onerous attack on tenure was removed from the table, attacks on tenure, the sabbatical system, and other issues continue. He is disappointed in the manner in which the negotiations have been conducted by the administration. Mr. Parrish hopes that the two sides will be able to reach a reasonable conclusion.

Provost Brown explained the situation regarding the negotiations from his perspective. The issue about tenure was brought up while he was out of the country. He was not concerned about changing tenure. His chief concern related to Article XXIV, Professional Duties.

Many university governing boards favor a business model to run their institutions. The Provost believes that while an institution has to balance its finances the resources must be directed to students. The Provost's concern is how to best serve the educational needs of students. The faculty are most involved with students.

He has observed that when faculty work on an issue, whether in a department or in a college, they usually do the best thing for the university. A university, he said, is best served where academic freedom is protected.

Ms. Vlasopolos, Chief Negotiator for the AAUP-AFT, commented. She believes that if the administration were serious about negotiations they could have an agreement within a week. However, the administration has been stonewalling. Their actions have attacked the rights of the faculty and academic staff.

Enrollment

Mr. Romano continued his report. Until four or five weeks ago, enrollment was above or even with enrollment for fall 2011. With the final count one week away, undergraduate enrollment is down 2.3% and graduate enrollment is down 2.7%. These declines may have budgetary implications. Changes in financial aid at the federal level probably impacted continuing students. The reason for the decline in graduate enrollment was not clear. Graduate enrollment has been on the decline for a number of years. This, he said, needs to be reversed. Enrollment in the Law School is down about 5.4% and in Pharmacy and Health Sciences it is down 2%. Enrollment in the Medical School remains steady.

Provost Brown commented on enrollment. Corinne Webb has joined the University as the Associate Vice President for Enrollment Management. Credit hours have not dropped as much as enrollment; they are down only one-half percent. Of course, he said, the University needs additional students but that will not happen quickly. Kurt Metzger, Director of Data Driven Detroit, presented information to the administration about the demographics of the area. Whereas the University has directed its recruitment efforts to the population between the ages of 18

and 22, Mr. Metzger suggested that it target its efforts to people who are age 24 and older, the largest population in the area. This demographic includes veterans and students transferring from community colleges.

Mr. Petrov said that in the sciences graduate enrollment is partially related to the number of teaching assistantships distributed among departments. This is especially true when recruiting students from other countries. It was his understanding that the formula for distributing assistantships was developed in the 1950s or 1960s.

Provost Brown replied that the administration is reviewing the distribution of teaching assistantships because they do not reflect the current make up of the University.

Mr. MacArthur asked that the Academic Senate be given the breakdown of the enrollment for both undergraduate and graduate students, such as the average age, the average ACT score, and their residency. He would like to know if the University's recruiting efforts outside the southeast Michigan area were attracting students, how many offers were made to students and how many students accepted the offers. He also would like to know how many students use campus housing.

B. Proceedings of the Policy Committee

The Academic Senate received the Proceedings of the Policy Committee meetings of April 30, 2012, May 7, 2012, May 14, 2012, June 4, 2012, June 11, 2012, June 25, 2012, July 9, 2012, and August 6, 2012 (Appendix B).

June 25, 2012

Mr. Woodyard told the Senate that Provost Brown and the Policy Committee had discussed the need for corrections in the FY 2012 Budget Book. The Provost and Associate Vice President Kohrman had agreed to make the changes, but that was not done. How, he asked the Provost, can the University get the transparency upon which the parties had agreed?

Provost Brown had raised the question of making the corrections with Associate Vice President Kohrman and with Vice President Nork but they did not respond favorably. The Provost suggested that a statement from the entire Senate asking for the data might be helpful.

Mr. Parrish MOVED that the Policy Committee develop a motion of censure for Vice President

Nork and Associate Vice President Kohrman if the issue was not resolved before the next Senate meeting. **SECONDED. PASSED.**

VI. REPORT FROM THE CHAIR

Provost Brown announced that the search for the Associate Provost and Director of the Office for Teaching and Learning (OTL) had resumed. Last year's search did not result in a Director. A search firm has assisted in finding a number of candidates who will be invited to campus. A revitalized OTL will provide the faculty with the assistance they need to fulfill their teaching responsibilities.

A search will be conducted for a Dean of the Graduate School. The Provost will talk with groups of faculty including the members of the Academic Senate and the Graduate Council to determine the domain of the Graduate School. The Huron Consulting Group will also talk with the Policy Committee and the Senate. Most Graduate Schools, the Provost said, are separate from the Research Office. Only three have a combined administrative structure. The Provost wants to hear from Department Chairs and graduate directors. Given the University's resources, recruiting a Dean will be difficult, but the Provost is moving forward.

Every five years colleges are reviewed. This year the College of Nursing and the Law School will be reviewed. The Provost is talking with the faculty in both colleges.

The University will be searching for a Director of Counseling and Psychological Services. Lynn Hill, who is currently in that position, had agreed to serve as the Director for only two years.

The Huron Consulting Group's report of the review of the Office of the Vice President for Research is complete and will be available on the website.

The Online Instruction Task Force, co-chaired by Dean of the Library System Sandra Yee and Ahmad Ezzeddine, Associate Vice President for Educational Outreach and International Programs, submitted its report "Guidelines and Standards of Practice for Online Programs and Courses at Wayne State University." It will be posted on the Provost's Office website.

Provost Brown informed the Senate about his concern regarding the decline in the number of tenured faculty in the areas of the humanities and social sciences. There have also been declines in the Colleges of Education and Engineering. About 20 faculty lines have been moved from colleges that did not fill positions to others that need to hire tenure track

faculty. The Provost wants departments to hire faculty that will complement the vision that the department has for itself. There are several hundred part-time faculty in CLAS. Data show that students perform better when they are taught by full-time faculty. The Provost charged the Dean of CLAS with analyzing the data with the intention of hiring full-time faculty in stages over the next two to three years.

The University is in the process of improving the ratio of students to academic advisors. Two years ago the ratio was about 1000 students to one advisor. It should be about 250 students to one advisor. Cheryl Kollin has been appointed permanent Director of the University Advising Center. There will be advisors in each school and college. The Deans will not be able to use the money appropriated for the advisors for any other purpose.

VII. NEW BUSINESS

There was no new business.

ADJOURNMENT: The Senate adjourned at 3:00 P.M.

Respectfully submitted,



Louis J. Romano
President, Academic Senate