

**TO: Seymour Wolfson, President, Academic Senate**  
**FROM: William J. Crossland, Chair, Faculty Affairs Committee**  
**DATE: 15 May 2009**  
**SUBJECT: Faculty Affairs Committee Annual Report 2008-2009**

The Faculty Affairs Committee (FAC) met monthly from October through May and focused on six main issues: 1) Organizing a university-wide forum on the financial aspects of retirement, 2) reviewing the Center for Academic Excellence in National Security Intelligence Studies, 3) mentoring of junior faculty, 4) considering a smoke-free campus policy, 5) campus security and emergency preparedness and 6) evaluating the use of links in the revised Faculty Tab in Pipeline. The Committee is pleased to share its progress with the Senate President, the Policy Committee and the members of the Academic Senate.

1) The FAC organized a forum on retirement, titled, "Financing Your Retirement in Turbulent Times", that was held on 25 February 2009. A detailed report has been sent separately. The forum was jointly sponsored by the Academic Senate and the Office of the Provost. Participants in the forum included experts on financial matters from Fidelity Investments, TIAA-CREF, Wayne State, as well as three retirees. Over 50 people attended. Each of the experts focused on one of the following topics: Pre-retirement financial planning, managing finances during retirement, and health care expenses. The retirees spoke about their own experience with each of the three topics. Feedback indicated that the forum was useful to the audience and should be repeated although focused more on expert presenters.

- ❖ The FAC recommends that no retirement forum be held during the next academic year for two reasons.
  - First, the smaller than expected turnout may mean that we have saturated the audience in the last two years. According to Brett Green, Director of Total Compensation and Wellness, 50 - 70 people retire from WSU each year, about half of whom are represented by AAUP/AFT. Perhaps a two-year gap would bring in new people.
  - Second, Total Compensation and Wellness is offering presentations on targeted subjects (e.g., Social Security in the fall) which may attract a smaller group but provide the expertise sought by the audience.

2) At the request of the Policy Committee, the FAC, Curriculum and Instruction Committee (C&IC), and Student Affairs Committee (SAC) worked jointly to review the Center for Academic Excellence in National Security Intelligence Studies based in the College of Engineering (CAE). A detailed report was sent to the Academic Senate President on 14 February 2009. In summary, the committees recommended that: 1) A formalized curriculum be developed, 2) the CAE grant a university-approved certificate to those who complete the program, 3) the CAE clarify the structure, operations, and outcomes assessment methods for its program, 4) the Academic Senate or Board of Governors find a way to formally review the CAE in light of its use of Wayne State's name and academic resources.

3) At its 14 January 2009 meeting the FAC considered the current state of mentoring of junior faculty at Wayne State. The FAC invited Dr. Freda Giblin (Office of the Vice President for Research) and Dr. Linda Roth (Office of the Dean of Faculty Affairs in the School of Medicine) for updates on what these offices were doing to promote mentoring. Mentoring is provided by the OVPR's office in the form of new faculty orientations and Professional and Academic Development seminars, the latter offered twice monthly on subjects such as grant submission, getting published, promotion and tenure, and choosing mentors. The series repeats on a 2 - 3 year cycle. The SOM also offers new-faculty orientations and workshops on assembling academic documentation. The SOM expects department chairs to foster mentoring in their departments and sees the yearly review of faculty for merit, promotion, and tenure as a way of providing feedback to junior faculty on their efforts. Some SOM departments use private agencies for mentoring grant writing. In spite of institutional efforts to mentor junior faculty, review of faculty for promotion and tenure reveals that many faculty do not get the mentoring they need on an individual basis. There are several contributing factors: Many junior faculty are unaware of the usefulness of mentoring and many senior

faculty are unaware of the need to provide mentoring, some see mentoring as cronyism, junior faculty may not realize they need different mentors for different aspects of academic life, or that mentors need not be in the same institution as the mentee, and some junior faculty see no need for mentoring at all. Dr. Giblin stressed that a basic qualification for a mentor was to care about the person or persons he/she mentored because mentoring supplies both information and social support.

Regarding mentoring of junior faculty, the FAC recommends the following:

- ◆ The university should continue providing the professional development and faculty orientation seminars it already offers and publicize them as widely as possible.
- ◆ The WSU administration should encourage mentoring throughout the university by informing the deans of the schools/colleges of the need for mentoring to take place in each of their departments/units. New faculty should be encouraged to seek several mentors for various aspects of their careers.
- ◆ The deans should inform the chairs of each department/unit of the usefulness of mentoring and of the expectation that mentoring will take place. The deans should ask for a report of mentoring activities on a regular basis.
- ◆ The WSU administration should consider developing a central site for information on mentoring.
- ◆ Each department/unit should have a committee overseeing mentoring to insure that, at least initially, junior faculty have mentors assigned to them.
- ◆ The departmental/unit mentoring committee should check regularly (e.g., at merit or promotion and tenure review) to assess the junior faculty member's progress with their mentors.
- ◆ The mentoring committee or chair should remind all faculty of mentoring and faculty development seminars offered by the OVPR and/or SOM or other mentoring/faculty development opportunities available through the university, professional societies or private agencies.

4) At the request of the Policy Committee, the FAC, SAC and Elections Committee considered whether the university should change its current smoking policy to forbid anyone to smoke on university property. Furthermore, the Policy Committee suggested that the three committees survey the students and staff on this question. The FAC discussed the proposal at its 18 February 2009 meeting. The FAC noted that the proposal was virtually identical to one discussed and rejected by the FAC two years ago and saw no reason to alter its past decision. The FAC thinks the smoke-free campus policy is unenforceable, an infringement of individual rights (because there is no evidence that second-hand smoke outdoors is a threat to health), and might discourage students from attending WSU. For these reasons the FAC saw no reason that a survey be carried out and so informed the Policy Committee. The Policy Committee decided that the survey would go forward, and therefore the FAC worked with the SAC and Elections Committee to prepare the survey. The survey has been distributed electronically to faculty and staff. Results are being analyzed.

5) At its 15 April 2009 meeting the FAC asked the WSU Department of Public Safety for an update on campus security measures and plans for dealing with emergency situations (e.g., shootings and bomb threats). Captain Stephen Hausner (a WSU alum), Coordinator of Line Operations, provided an overview of his department's history, composition and duties as well as answered questions from the committee.

- The department currently has 53 officers, 30 cadets and 16 support staff working three shifts. They hope to eventually have 75 officers.
- Although additional hiring in the department is currently frozen, if any of the officers are lost,

a new officer will be hired.

- The department has police authority on campus, in Detroit, in any city in which WSU has property, and on any highway leading to that property.
- One of the major points Captain Hausner stressed was that anyone seeing anything suspicious on campus should notify the WSU police by calling 577-2222 **not** 911. Calls to 911 are sent to Detroit and then reported to WSU police, however, the caller is no longer on the line and the WSU police can't update their information when approaching the problem site. All calls should be made to 577-2222 regardless of the nature of the emergency.
- It would be very helpful if all professors made it clear to their students to call 577-2222 for emergencies on campus, ask the students to put the number on speed dial on their phones and put the number in their syllabus.
- Since the shootings at Virginia Tech all WSU officers have been trained in immediate action rapid deployment to respond to a shooting on campus. All officers take continuing training to react quickly to such a situation, have appropriate weapons, and body armor to confront the person as well as tools to get into locked buildings.
- WSU Public Safety has developed a DVD based on WSU training methods and distributed it to other university police departments.
- WSU Public Safety has developed a series of seven interactive modules to instruct new students on procedures if there is a shooting on campus.
- A speaker system is being installed on the blue light security telephones to broadcast information such as the location of an incident such as a shooting and the best escape route to take to get off campus. This system will be in addition to the e-mail, pager, and cell phone alerts.
- A campus-wide closed circuit TV system will be phased in.
- When asked why people are evacuated during bomb threats, Captain Hausner said there has never been an actual bomb exploded following an announced bomb threat in the USA. The current threats are attempting to delay exams. The police and building engineer check the building following a bomb threat. The police will evacuate the building if there are additional sources of evidence making bomb placement likely.

◆ The FAC recommends that the Senate ask the Department of Public Safety to update the full Senate in the fall regarding some of their new initiatives.

6) The FAC is trying to review the use of the individual links in the revised Faculty Tab in Pipeline. So far, C&IT has only been able to provide usage data on a small number of the links, and we are awaiting additional statistics.

Issues for the coming academic year.

- ◆ Finish reviewing usage data for the Faculty Tab.
- ◆ Should the university re-establish a faculty club?
- ◆ Continued consideration of mentoring junior faculty.
- ◆ Behavioral problems in the classroom.

Respectfully submitted,

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Faculty Affairs Committee

**TO:** Seymour Wolfson, President, Academic Senate

**FROM:** W. J. Crossland, Chair, Faculty Affairs Committee

**DATE:** 6 July 2009

**SUBJECT:** Assessing Usage of Links in Revised Faculty Tab (Pipeline) (Addendum to 2008-2009 Final Report)

In February of 2008, C&IT implemented the Faculty Affairs Committee's (FAC's) revision of the Faculty Tab in Pipeline. It was the FAC's intent to assess the usage of the individual links and prune or add links as necessary after the revision had been in place for a year or so. The FAC attempted to carry out the assessment in March 2009 but C&IT reported that usage data was not available for all the links. C&IT worked during April to set up all the links so that they could be monitored subsequently. Data collection on all the links began in May 2009.

**Recommendation:** The FAC recommends that the 2009-2010 FAC carry out a usage assessment of the Faculty Tab in April 2010 in order to obtain a full calendar year of data.