

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
Official Proceedings
May 1, 2024

Members Present: Laurie Clabo, Provost and Senior Vice President for Academic Affairs; Linda Beale, President, Academic Senate; Heather Abraham; Suresh Balasubramanian; Joan Beaudoin; Cathryn Bock; Maria Bykhovskaia; Pynthia Caffee; Stephen Calkins; Fernando Charro; Stephanie Chastain; Wei Chen; Stephen Chrisomalis; Erin Comartin; Daisy Cordero; Alan Dombkowski; Damecia Donahue; Paul Dubinsky; Sujay Dutta; Jessika Edgar; Erica Edwards; Haidong Gu; Weilong Hao; Marisa Henderson; Lenuel Hernandez; renée hoogland; Arun Iyer; Christine Jackson; Satinder Kaur; Pramod Khosla; Chris Kleithermes; Christine Knapp; Shelly Jo Kraft; Jennifer Lewis; Feng Lin; Cynthera McNeill; Georgia Michalopoulou; Bharati Mitra; Ramzi Mohammad; David Moss; Paul Neirink; Lisa O'Donnell; Rachel Pawlowski; Sean Peters; Richard Pineau; Kami Pothukuchi; Tamme Quinn-Grzebyk; Shauna Reeves; Robert Reynolds; Erika Robinson; Joseph Roche; Noreen Rossi; Brad Roth; Ali Salamey; Andrea Sankar; Gina Shreve; Cheryl Somers; Elizabeth Stoycheff; Wassim Tarraf; Ellen Tisdale; Nicole Wheeler; Jeffery Withey; Hossein Yarandi; Dongxiao Zhu

Members Absent with Notice: Chris Collins; David Edelman; Ewa Golebiowska; Sean Hickey; Michael Horn; Cynthia Merritt; Le Yi Wang

Members Absent: Juliann Binienda; Brian Edwards; Kristen Kaszeta; Gamal Mostafa; Stephanie Tong

Guests: Danielle Aubert; Klaus Bryant-Friedrich; Mary Paquette-Abt; Sarah Schrag; Melissa Smiley; Karin Tarpinning; Sal Venegas; Fred Vultee; Nancy Welter

I. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

It was MOVED and SECONDED to APPROVE the proceedings of the Academic Senate plenary session of April 3, 2024. PASSED.

II. ELECTION OF THE 2024-25 SENATE PRESIDENT

The election of the Academic Senate president was held. Knapp (CLAS) announced that Linda Beale was the sole nominee. On motion, Beale was elected by acclamation.

III. REPORT FROM STANDING COMMITTEE CHAIRS

Traditionally, the chairs of the Senate standing committees provide end-of-year reports. The written reports are available on the Senate's website and Teams site.

A. Budget Committee

Chair Sankar (CLAS) thanked participants for their work, especially those who prepared the minutes. She also thanked Bethany Gielczyk (Interim SVP, Business Affairs) and Brelanda Mandija (AVP, Budget and Planning), David Ripple (VP, Development) and his staff, and Ken Doherty (AVP, Procurement and Strategic Sourcing), as well as Dave Massaron (former CFO) and Rob Davenport (former AVP, FP&M) who have since left the university. The School of Public Health is moving slowly through the planning stages. The replacement for Scott Hall is in the preliminary planning and design stages, but the committee was reassured to hear that the president expects a contemporary design and expected operationality by 2028. Scott Hall will also be renovated to ensure sufficient quality space. Tuition for the medical school will increase slightly but remain competitive with other Michigan schools. Campus housing arrangements have been altered in a way that will hopefully lead to increased occupancy. Although there was a \$12 million deficit to be addressed, the endowment is in good shape, and the bond rating for the university is stable. Budget's annual meeting with the development officers was positive in that there is a plan to increase fundraising that includes providing professional training to our fundraisers: the goal is to raise the "return on investment" from the current 1 to 5 ratio (i.e., \$1 invested brings in about \$5 of funding). The Development Division welcomes suggestions from faculty regarding possible sources of fundraising, and it plans to keep faculty who provide potential sources included throughout the fundraising effort. There are a number of administrative searches underway, in connection with a general restructuring of the president's office and movement of various functions to new reporting structures. Finally, there is ongoing structural work: parking structures 2 and 4 have been completed, the reflecting pool at DeRoy will be completed within a few months, and the new performing arts facility had its first small show several weeks ago.

Provost Clabo announced Sankar's retirement and thanked her for all she has done for the university. She has been valuable partner this year, especially in the budget planning process.

B. Curriculum and Instruction Committee

Before Chair Lewis discussed the report, she announced that the Curriculum and Instruction Committee (CIC) would like to promote the recycling of the boxes and bottles from the plenary luncheon.

The committee worked on a variety of policies and issues this year. One that was approved by an earlier plenary and the Board of Governors (BOG) was the new medical withdrawal policy, developed in collaboration with the Student Affairs Committee. Students with a legitimate medical need can withdraw and have fewer consequences in their record. The committee also worked to help the Senate members consider items that might be Senate priorities by facilitating small group sessions at the September plenary for discussion of potential agenda topics. With other committees, CIC also worked on potential guidance for grade changes, to ensure that administrators provide notice and opportunity for input to relevant instructors. Another project was the revision of syllabus templates to have the syllabus focus on instructional information, with various important university policies in a separate document available in Canvas. CIC also reviewed the Wayne Experience requirement during this year of suspension to consider both the logical challenges and potential reimagining of the requirement. The General Education Oversight Committee will need to develop its recommendation, which will come to Policy and the plenary session for discussion and potential BOG. Another topic considered was communications with students about their probationary status: the committee will review this issue further in the coming year. AVP Darin Ellis again shared this year's DFW grade dashboards, but the committee will continue to consider how best to use this data to improve student success. CIC learned from faculty that course waitlists disappear the first day of classes, so faculty cannot reach out to those students when spots open up later, so CIC is working with C&IT to seek an alternative. Meanwhile, a workaround is to download the waitlists before the first day of classes. Richard Pineau (CLAS) has continued to chair the Senate ad hoc committee on artificial intelligence, which has suggested revisions to the Student Code of Conduct, particularly with respect to AI, that were reviewed by the Policy Committee in its most recent meeting. It is expected that those changes will be advanced at an early fall plenary session. C&IT closed certain instructor access to grade features in Canvas, but a CIC meeting with the registrar and CIO

resulted in a revision that meets faculty needs. Potential issues for the next academic year for CIC include intellectual property rights, Student Code of Conduct revisions, and the use of SET and teaching evaluations.

Lewis ended by thanking CIC members for their work this year.

C. Diversity, Equity and Inclusion Committee

Chair Henderson thanked the Academic Senate DEI Committee (ASDEIC) members and liaisons who helped move the committee's conversations forward. In their first year as an official committee, ASDEIC reviewed how DEI is handled around campus, including presentations from the DEI Office and discussions of the climate and culture survey. The committee delved into the issues presented by the Student Senate religious holiday accommodation resolution, and discussed, with the help of Law School colleagues, the role of free speech and First Amendment protections in the academic context. The committee also held a meaningful discussion with the Office of Equal Opportunity, and considered a DEI statement that faculty might adopt in their syllabi.

The committee views it important to continue discussions of religious holiday accommodation so that we can demonstrate our commitment to supporting students during their holiday celebrations while remaining neutral among religions presented on our diverse campus. The committee concluded that it would be helpful to have more guidance for faculty and staff about First Amendment protections and the difference between protected speech and problematic conduct. ASDEIC wants to support the work of the DEI Office, not only in creating better collaboration across the many DEI groups around campus, but also in being intentional with visibility on our DEI work.

D. Elections

Chair Knapp reported the Elections Committee (ELE) held several different elections, including Policy Committee, member-at-large, Senate president, and faculty and academic staff hearing panels. The most important and time-consuming work for ELE is determining the apportionment of the Academic Senate. The Senate lost two senators from the previous academic year: one seat in CLAS and one seat in medicine. Knapp thanked the members of ELE for their work this year.

E. Facilities, Support Service and Technology Committee

Chair Shreve thanked the various WSU administrators who met with the Facilities, Support Service and Technology Committee (FSST). There were a number of issues after a difficult start to the academic year that FSST discussed at the November plenary session with Davenport. The committee's report provides a number of recommendations it put forward. The administration should integrate routine building maintenance, repair, and upkeep activities, because routine maintenance of the buildings—especially temperature control, day-to-day service, and repairs—have been challenging. Lack of prioritization of maintenance and cleanliness negatively impacts faculty, staff, and students. FSST recommends that the university take actions to address these problems before the beginning of the 2024-25 academic year and, if necessary, augment maintenance services in the weeks surrounding the students' return to campus for the new academic year in order to minimize problems that occurred last fall (including international students' inability to enter dorms upon arrival if the entire dorm had not yet been cleaned). The building coordinator model has been a focus of attention of both FSST and the Policy Committee, since communication, accountability, and transparency seemed to be broken. Davenport did make progress in addressing that issue, so the hope is that this will continue to be given priority moving forward. Administrative integration of work orders with the building coordinator model must work to address the types of issues that arise from lack of building access and maintenance, including lack of communication with the WSU community; repeated occurrences of crisis-type situations where people are locked out of classrooms; and classrooms not properly prepared for classes. Campus accessibility also needs to be formally investigated via surveys and needs assessments to ensure ADA compliance. FSST also noted a lack of clarity on the part of Student Disability Services (SDS) office about their role in accessibility for handicapped and physically challenged individuals. It was also noted that there is not always the kind of consultation with SDS staff that should occur on accessibility issues, as in the design of State Hall. The budget should prioritize accessible physical spaces at the beginning of planning stages, rather than after the fact.

Shreve reported that she represents the Senate on the Campus Access and Security System Replacement Project Committee led by Heather King (Enterprise Project Leader). She expects the Senate will hear about

this effort from King and Juan Richardson (Sr. Dir., Infrastructure & Operations) next year. An initial needs assessment was undertaken, and the initial cost estimates for a new access system seemed reasonable to the committee. The proposed model will require annual fees and so will have an economic impact. Shreve recommended a Budget Committee member be appointed to this project rather than an FSST member because of the importance of budgetary resources. There are both threat-based and non-threat-based needs to be considered, but it is not clear whether the new access system will have a better ability to discern between threat-based or non-threat-based needs. (A non-threat example is a professor and 100 students waiting outside of a locked room to begin a class meeting.)

F. Faculty Affairs Committee

Chair Hoogland highlighted some of the topics in the report of the Faculty Affairs Committee (FAC). FAC took a guided tour with Ashley Flintoff (Dir., Planning & Space Management) of potential locations for a faculty club. Despite support from the provost and the president, it is not clear at this point whether the faculty club project will move forward. The committee thought that the Music Annex would be an ideal setting for a faculty club and various supported activities, but it appears that space may be taken by the future School of Public Health. In consultation with CIC, FAC discussed the removal of university policies from the syllabus: that resolution was approved by the plenary and shared with the provost for action. The university policies are now available in Canvas and will be annually updated by the administration. Another issue addressed was the inordinately complex grade appeal process. In tandem with the problematic practice of administrators changing grades without consulting faculty, this matter requires further consideration and will be pushed forward into the new academic year. FAC will consider in particular the different policies in the schools and what changes should be made to the Student Code of Conduct regarding grade appeals process. FAC members agreed on the need for a university-wide policy and process. Another issue discussed was the office of the ombudsperson: guest Naida Simon, a retired colleague in the Office of the Provost and former Senate member, was appointed with Dean of Students David Strauss by the provost as co-interim person in the ombuds office. The primary role for this person thus far has been to be a student advocate within the Tuition and Finance Appeals Board. FAC supports recreating the ombuds office with a full-time independent ombudsperson who has a clear line of

accountability to the provost or the president. The position should be filled through a search rather than merely by administrative appointment, and it should fulfill a more significant role focusing on students, faculty, and academic staff. At this point, as is clear from the climate survey, faculty have no idea where to go with complaints that do not rise to legal grievances.

Finally, FAC discussed faculty well-being at every meeting this year. The major concern emerging from these discussions is the fact that faculty and academic staff feel increasingly overextended because of being asked to take on more tasks without compensation. There is an overall sense of malaise among faculty and staff who feel that the persistent focus on student success, the ongoing administrative bloat, and budget cuts affecting many departments have led to a situation in which few faculty feel seen and valued for the work that they do, let alone being rewarded for the task (e.g., recruitment and retention assistance added to faculty workload). Other issues discussed included First Year Interest Groups (FIGs), AI, Wayne Experience, and the SET committee report. Issues that have not been fully discussed will be moved forward into the next academic year.

G. Research Committee

Chair Rossi reported that the Research Committee (RES) met seven times this year. Three of the committee's charges included (i) reviewing the process for expedited and exempt IRB proposals, (ii) reviewing the research misconduct guidelines of the university, and (iii) reviewing the process for charters of WSU centers and institutes. RES looked at the distribution of funds by the OVPR, the appropriation and evolving use of AI in research endeavors as well as technology transfer issues, accessibility for student research and scholarly work, and the requirements for faculty working with foreign entities. As far as expedited and exempt IRB proposals, RES met in its first meeting of 2023 with Monica Malian and Amanda Jinter in Human & Animal Research as well as Assoc. VP Research Philip Cunningham, and proposed changes to streamline the process. The changes were accomplished approximately seven months later due to the delay in the vendor implementing the changes in the software. The IRB process was sped up and identification of submission issues took place, but the loss of IRB staff in the last few months caused a general regression in processing time. RES anticipates further changes under the new vice president for research with whom they have been in contact regarding further

improvements in expedited and exempt IRB processes, as well as furthering the review of student-led, small research projects.

Regarding the charge to review the research misconduct policy, RES was asked by the Office of General Counsel to await the expected update by the federal Office of Research Integrity in Washington D.C. Rossi was able to distribute to the committee members a draft provided by the American Physiological Society for consideration. Hopefully this will be addressed in the future. As far as reviewing the process for charters of centers and institutes, that has been handled primarily through the Policy Committee directly with leaders of the various institutes. A related issue identified by RES committee members, however, was the distribution of funds through OVPR—as the former VPR had been far from transparent in how research stimulation funds were allocated. Interim VPR Timothy Stemmler presented a clear report to the committee about these allocations that should provide a good base for thinking about this topic in the future with the new VPR Ezenari Obasi. Consideration of the use of AI in research endeavors is ongoing: the initial meeting experienced Zoom difficulties that limited the communications. RES will move forward with that issue because it is in addition to cheating and other integrity issues that have been addressed. RES met with the staff members of Technology Transfer (an office that has now moved back from the provost's office to OVPR) and will continue to discuss this topic in the next academic year. Accessibility for student research and scholarly work through ForagerOne was presented at the Academic Senate plenary and in other venues by Kelly Dormer (Dir., Testing, Evaluation & Student Life Research) and her colleagues. That has been delayed on the student side because of issues with the program itself, but it will be available next academic year to facilitate pairing students who are interested in scholarly activities with faculty. The program also permits indication of the desire of faculty to collaborate with other faculty. RES met with members of the Foreign Influence Committee on the requirements for faculty working with foreign entities. There were many topics discussed regarding the vulnerabilities that faculty have in our interactions with foreign entities and other researchers: the goal is to put a disclosure policy in place that will protect faculty as well as the university. VPR Obasi joined the last meeting of RES and indicated he intends to come to all future meetings to ensure a direct line to the VPR regarding RES concerns as well as a mutual dialogue with the

office.

Rossi thanked the committee members for their work and thoughtfulness in these endeavors.

H. Student Affairs Committee

Chair Chrisomalis thanked the 11 senators on Student Affairs Committee (SAC), the five non-Senate representatives, and the 16 guests who attended eight meetings to share information to inform Policy. In particular, he thanked former SAC Chair Simon, who retired in January and was for many years SAC's leader. Chrisomalis expressed his appreciation to SAC members' support of his work going forward as the new chair. He discussed the major policies, accomplishments and initiatives SAC worked on this year.

In the fall was the work leading to the new medical withdrawal policy, as mentioned by Lewis, which allows students who experience serious health issues a humane path to withdraw from courses with minimal stress and without impact to academics and to finances. Although there may still be more work to improve it, that was a giant leap forward. In the winter, SAC considered issues relating to graduate admissions. If you are a faculty member, advisor, or staff member in a department that has substantial graduate admissions, you will have seen that due to a set of administrative challenges there have sometimes been months-long backlogs in responding to student inquiries, responding to applicant inquiries, and processing of applications (i.e., processing transcripts). That is not good for enrollment. This is an ongoing concern that SAC will be revisiting next year to assess the impact. The good news is that the early numbers domestically are positive for graduate enrollment, but it is clear that we cannot tolerate these kinds of backlogs. It is not acceptable that a student should wait multiple weeks or even months for a response to a query about their transcript. SAC remains concerned about issues of staffing and process within the Office of Graduate Admissions in the Graduate School.

As Rossi alluded to in her RES report, the new ForagerOne system is a searchable portal for matching students with faculty for research projects, which Dormer and Matt Orr (Program Coord-UG Research) presented to SAC. Chrisomalis worked closely with the staff behind the scenes and noted that the vendor has been responsive to changes faculty have requested. ForagerOne will be launched in May with a real push in the fall. This will support the long-standing

Undergraduate Research Opportunities Program (UROP), which has been under-served for a long time. The old UROP portal was terrible, but ForagerOne will replace it. This is important because President Espy has signaled that UROP and undergraduate research is a key component of her College-to-Career initiative.

ForagerOne is not exclusive to undergraduates and UROP: it also supports our graduate students who may seek committee members or research collaborators outside of the narrow network of their departments. It is searchable and modern: more information about it is coming soon.

SAC spent time in the fall considering facilities quality—in particular, housing and dining—and its impact on our students. We want to ensure that students are treated fairly when they are in residence, and that there are clear policies when there are disputes between housing/dining and students. In the winter, SAC met with FP&M for an update on the campus plan and heard concerns about the effects of our extensive deferred maintenance on students with disabilities and on student morale in general. If students are unable to function on campus, that affects both our students and our faculty. SAC will continue to meet with faculty, staff, and administrators who support programs that benefit specific student populations.

Finally, Chrisomalis expressed his appreciation to representatives from the Gadson OMVE Veterans Affairs Office, the Warrior 360 Program, the Academic Success Center, FIGs, and the developing Wayne State prison education program for their time and commitment to students. SAC has an ambitious agenda for next year including consideration of issues such as academic freedom and free speech as they apply to students. What is the role of the university in promoting, rather than constraining, free speech and academic freedom within the limits set by law? It is important that SAC look at financial aid and its impact on students. One cannot open the newspaper without realizing that FAFSA is a mess this year: we need to know what the impact is on our students, both quantitatively in terms of enrollment numbers and qualitatively in terms of student experience, and how those impacts can be addressed.

SAC will deal with many other critical issues as they arise. In closing, Chrisomalis invited any senator to bring additional ideas to his attention this spring or summer as SAC builds its agenda for 2024-25.

IV. REPORT FROM THE SENATE PRESIDENT

Beale shared with the Senate some of the things that Policy has been doing over the last few months, including focusing on items that have come to the attention of the standing committees. This may seem like routine work that Senate members do on these committees, but it does matter by establishing relationships with the various administrators in charge of these important areas. That way we have a voice that is important, including having them hear the pros and cons of a discussion that leads to recommendations. The work of these standing committees and of the plenary is important, just as what Chrisomalis did working with ForagerOne to make it function better for the activities to be done through it. The Senate can make little differences by tweaking things around the edges, and sometimes can have a significant influence on the way a policy develops. Each of those is a victory for shared governance. Beale thanked the Senate members for the work they have done to make that possible.

One of the items under discussion since early in the semester—starting with the University Leadership Council, then in Policy, and then moved forward with the creation of a task force headed by College of Education dean Denise Baszile and law faculty member Jon Weinberg—is the idea of a university annual “year of focus” including activities from symposia to speeches to film festivals to celebratory events around a particular topic. The topic chosen for 2024-25 was originally described as civil discourse, but there were concerns that the term “civil discourse” tended to be used in a more directed sense than desired as the annual topic. The current tentative title is “Discourse, Dialogue and Debate in a Charged Environment”. Whatever the exact word, the idea is to acknowledge the importance of free speech within a university context where we expect controversial issues to be addressed. In some sense, whenever there is anything controversial, there may be people who are somewhat offended by the topic, but it is important to be able to have discussions of such controversial topics within the university community. In that light, we have to acknowledge that we are in a precarious time for higher education generally, and that the values that we cherish at WSU and throughout most of higher education are at risk from partisan attacks from Congress as well as some state legislators. We have seen

the recent so-called hearings take place with university presidents, where there was clearly an agenda to target universities and frame controversial topic discussion as a problem. But the values that we as a university community must stand for are the appreciation for academic freedom, for diverse perspectives even when the issues are controversial, and for a genuine willingness to listen and to explore possible solutions to the contentious issues that beset us. Policy has been talking about this for about two years now. There was a panel discussion here at the plenary about it. It may be that we should consider drafting an Academic Senate statement on the value of academic freedom within the higher education context, and what it means to us. Policy will consider bringing something to plenary in the fall that speaks on this issue not in favor of any particular position but in favor of the value of academic freedom and the importance of that kind of speech on campus.

The School of Public Health is moving forward. The Executive Committee of the School of Public Health finally met, which hopefully will mean we are all more aware of how the planning is developing, although it seems like several of the committees have still not yet met. There is not as much transparency as required.

If any Senate members are interested in how we lobby the state about higher education issues, Beale encouraged reading the discussion Policy had with our state lobbyist Dave Greco (Dir., State Relations). In the Policy minutes there is a description of the ways that he has prioritized involving people and suggestions Policy made. If anyone is interested in this particular area let Beale know, because this is one of the ways that we must start influencing how legislators view higher education, especially WSU. We may even try to find a day when faculty go and meet some particular legislators in Lansing, working with Greco.

Beale reported on the ongoing administrative searches. Later in the meeting, the Senate will talk with the firm working with the search for the senior VP for health affairs. There is also a search going on for the senior VP of business affairs, a director for Sponsored Program Administration, and an AVP of tech commercialization (originally under OVPR, and moved to the provost, and now back to OVPR). Policy will have an opportunity to interview candidates for each of these positions and provide our consensus evaluation memo for each search.

Work is ongoing on the foreign influence and disclosure

policies. Those are extremely important. It can cost the university millions if required disclosure does not take place, and faculty can be in trouble if they do not disclose certain kinds of information, either because of research agency disclosure requirements in the grant or because the country is a listed country with which a faculty or academic staff member is interacting. This has been through various drafts and comments, but finalizing this policy is extraordinarily important. An announcement of the new website and the new forms will go out whenever the materials are finalized.

Policy also had an extensive discussion with VPR Obasi. He will not be here in person full-time until June 1, but he has been on campus often and on Zoom when he cannot be here. He shared his view of the needs and challenges in research and the ways he hopes to move forward. He agrees that transparency is important and that you have to build ground support before you can move forward. Beale is hopeful that there will be many opportunities for Senate members interested in this area to engage with him. He is visiting different schools and colleges to talk to faculty as soon as he can.

Finally, faculty received notice a few days ago that parking permits will expire as of yesterday. This was mentioned at Policy, and Provost Clabo worked to ensure that permits at least lasted through the end of classes.

V. REPORT FROM THE CHAIR

Enrollment: Despite the national FAFSA debacle, Clabo reported undergraduate registrations appear to be currently flat or a little better than flat. The expectation is that students who have a family income of less than \$70,000 are eligible for a full tuition and fee scholarship because of Michigan Promise. They do not need the FAFSA package to understand what their tuition and fees will be, which is essentially zero. Clabo noted 60% of our incoming class this year came tuition and fee free. It does not mean free college—we still have work to do around support for our students who need campus housing and other cost of attendance issues. Students who have significant family wealth are fine. It is those students who sit on the bubble, whose family contribution is unclear, where FAFSA is most important. We are hearing that they are trickling in. Each time the feds have released the new FAFSA, it has been immediately pulled back because of additional errors. It

has been a national debacle, but it appears in the last two to three weeks that things are actually starting to unroll in a more organized way with less recall. Master's enrollments have been a great concern for Clabo and many Senate members. Actual registrations, both domestic and international, are up. It is early in the enrollment cycle, but our early numbers are promising.

Commencements: We are in the middle of the commencement cycle. The first doctoral hooding ceremony was this morning, and there are three commencements tomorrow and three commencements on Friday. Clabo is hopeful that Senate members will be able to attend those ceremonies. She thanked members of the Academic Senate who bring greetings on behalf of the faculty to our students. Those who are bringing greetings tomorrow or Friday have huge shoes to fill because Chrisomalis did such a good job this morning at the doctoral hooding ceremony. He brought back to all of us exactly what it feels like to finish a PhD.

Board of Governors April meeting: Clabo addressed the protest and conduct at the last BOG meeting. Many people saw videos that were presented on social media. Hopefully most people had a chance to read the email sent out by Gielczyk this morning. This was a difficult situation, and the views that people situated near the front or back door were different from what those seated in the middle of the room with a limited view could see. The first 45 minutes of public comment went exceptionally well: students, graduates, and other members of our community who asked to address the Board spoke passionately. For some reason it does appear that some students mistakenly believed that the Board would revisit the divestment resolution in spite of their negative December response—i.e., that it would be on the agenda for this meeting. For meetings of the BOG, the agendas are built by the Board in advance of the BOG meetings, and the divestment agenda was never on the agenda for this meeting. At a certain point, a protester with a megaphone said to the room (as seen on social media), "because you did not consider this, we are taking over this meeting." At the same time, the two doors of egress to the room (the front and the back) were blocked by protesters who linked arms and were prohibiting exit from the room. At that time, the WSU police made a decision regarding the safety for those in the room who could not exit, and they forced those doors open. Police used force on both sides to physically remove the protesters. This is not a situation anybody wants, and there are many perspectives on how that

action happened. The trained professionals who were present in the room made a decision regarding the appropriate action at the time. The one person who was ticketed and transported briefly to the WSU police station is not a WSU student.

Donahue (Libraries) commented perhaps there is an opportunity for WSU to have some intense conversations with students about protesting and perhaps involve the members of the BOG and the WSU police because there are different conversations around what occurred reflecting very different perspectives. She is not sure other universities where students are protesting are doing anything collaboratively with their students in terms of trying to make this more positive instead of us versus them. There are complexities involved with all this, so it is an opportunity for WSU to be a good example.

The president and the provost met with the Students for Justice in Palestine earlier in the semester, and there is active discussion ongoing about how to both engage and support at a time when temperatures are high. Clabo agreed that ongoing dialogue is important, as is the purpose of the year of focus that Beale mentioned in her report. It will be important to use the time beginning early in the fall semester to discuss what free speech means in an academic setting and how we do that in a way that supports all of our students, staff, and faculty.

Beale added that she was at the BOG meeting sitting very close to the back entrance, which is the place where some of the students linked arms together. They clearly did block the doors and treated it as a takeover of the room. Her main concern was that there had not been a loud, clear announcement saying, "we have to clear the room because the exits are blocked, and we will be doing that in X minutes" and then followed by a further announcement, "since you have not moved, we will now be clearing the room." Beale is not a decision maker and not a professional, but from her perspective the removal of the protesters could have been handled somewhat more carefully, especially those Muslim women who were herded out physically by male police officers. It may be that was the only choice, but a prelude that was more conciliatory approaching them might have worked better.

Dubinsky (Law) questioned whether the administration has a strategy so that graduation goes smoothly. Clabo confirmed there is a carefully planned and rehearsed

strategy for commencement. Platform parties will be briefed before each ceremony. The provost's office sent out a message yesterday reminding all of our graduates, families, and other attendees that while we welcome free speech, we will not support a prolonged disruption of the ceremony itself. No signs on poles or sticks or large banners will be allowed in the ceremony space. If there is a student who walks across the stage but decides to stop and protest, we will allow that person to have their protest. If it becomes impossible to proceed with the ceremony, there is a taped message that will be played over the sound system that says, "We support your right to free speech. We would ask you now to allow the ceremony to continue." If that does not happen, there are plainclothes officers who will approach the person and ask them to move. There is a police presence in the ceremony space (both in uniform and plainclothes). The doctoral ceremony this morning went off without a hitch, and it is her expectation that others will proceed similarly, though there may be temporary minor interruptions of the ceremony. Our reason for existing is to celebrate with these families and students from across the globe who are graduating. Our undergraduate students who will graduate tomorrow and Friday did not have a high school graduation because of Covid. They deserve a celebratory ceremony, and we are going to do everything we can to make sure the ceremony is a safe celebration.

VI. SR V.P. HEALTH AFFAIRS SEARCH LISTENING SESSION

SP&A Executive Search (formerly known as Storbeck/Pimentel Associates) is leading the search for the senior vice president for health affairs. Lead consultant Alberto Pimentel was unable to attend, so his colleague Sal Venegas led the discussion about qualities that are essential in this role. The purpose of this conversation is to solicit feedback to develop the position profile and to include information for perspective candidates to learn more about the opportunity. Venegas started the conversation with a question about short-term, immediate challenges that we might find in the next six to 12 months, and then the long-term challenges in the next three to five years facing the next senior vice president of health affairs.

Beale noted this position will be slightly different from the one that VP Mark Schweitzer currently holds in that the deans of nursing, pharmacy, and medicine will report

directly to the VP health affairs position and will also have a dotted reporting relationship to the provost. The provost retains all responsibility for academic hires, program quality, and academic affairs.

Clabo described the role for our vice president for health affairs as an opportunity to bring greater collaboration across the health affairs enterprise. It is no surprise to anyone involved in the city of Detroit that clinical operations and clinical relationships have become incredibly complicated. We had seven health systems at the start of this academic year, we now have five. There are mergers, acquisitions, and many changes ahead. Our ability to secure clinical relationships that are more than transactional and support our students is critical. We are not like many other medical school campuses—a place where we own our healthcare system. These days that is not an enviable role, but the ability to negotiate those complex relationships across systems and to secure placement for our students is important. It is important that we think about healthcare as a team sport. Increasingly, our healthcare systems are interested in relationships that build for them a workforce pipeline that includes more than our medical students. WSU is highly ranked in our programs (pharmacy in the top 50 and nursing in the top 5% in the country), and our graduates are sought after. The ability to negotiate those contracts using the entire health system enterprise is important, and for our students' access to interprofessional education.

A member asked how communications with candidates will describe the division between the provost and their office and wondered whether candidates might pushback against that organization. Clabo explained the organization of this role is not dissimilar to its function in many other universities with a senior vice president for health affairs. The reporting relationship is often described as up and over, so that issues arising in health colleges go up to the SVP and over to the provost when there are academic issues. It is a standard alignment, but there are some universities where the SVP takes over all of those responsibilities. That is not the case here at WSU. This will require a collaborator. Someone who wants only a direct line and separate reporting authorities is not the candidate for this position.

As it comes to the search process, Venegas noted they will be very clear to candidates that this is the reporting structure and this is how we will proceed, so there will be no negotiation along those lines. As to when the

candidates would be available for interview and meeting, the process will lead to a set of finalists. Before that, the search committee will do its good work in terms of the recruitment, vetting, and evaluation, and then the finalists will be brought to campus to meet with the campus community. The good thing about this structure, Beale noted, is the indirect reporting to the provost for those academic issues does not lead to a schism of this health school versus everybody else. That is what we do not want to happen here.

Another member asked how the search hopes to ensure a diverse slate of candidates. The firm, which is female- and minority-owned, will work with the search committee to identify candidates across the country. Its aim is to find individuals who are highly qualified to be interviewed and selected as finalists. The firm has a good record of producing strong and diverse candidate pools. This type of environment does not allow for factionalization because there is a necessity for multiple divisions, multiple departments, cross-disciplinary engagement, and collaboration. SP&A's preference is this type of up-and-over style because when everything goes through one SVP, there can be territorialism that is counterproductive.

A member noted that not only is the clarity of the structure important for the candidates, but they will also need to see the importance of faculty in all the schools—those traditionally seen in health care and those that are not, such as CLAS, that are in mental health care, social care, et cetera. Health care is moving to multi-specialty. Faculty also need to know what the structure is so we are not confused when we have issues. Are our healthcare partners that are not part of the university part of this? How is that considered? Are they part of the search? Clabo responded it is important to note that this search is co-chaired by Boris Pache who is the chair of oncology and also from Karmanos Cancer Institute (KCI). It is co-chaired by Associate Dean Deb Schutte from the College of Nursing. We do have KCI represented, and the expectation is that finalist candidates will meet not just with internal constituencies but also with our affiliate partners. They cannot serve without doing that.

A member commented that this seems like a somewhat hopeless job with all the problems we have had with the medical school and physician groups leaving, and MSU and U-M coming into our territory. The search firm must think creatively about what makes it an exciting opportunity. These are people considering their own

careers, people who want to be a success. There needs to be hope about what can be done, so a sales pitch about the potential for success while acknowledging the challenges involved. It will be challenging to identify a person who can do this job well. The firm responded that WSU will be a significant draw because of the institution, not just its R1 status or history, but the opportunity for impact in Detroit and in the region, being in a major metropolitan area, and part of the foundation of a renaissance that is possible in Detroit. This will be part of our conversation with folks who want to be here.

- Understanding of the type of urban/diverse students in our health schools;
- Ability to communicate thoughtfully and clearly.

The meeting adjourned at 3:21 p.m.

Respectfully submitted,



Linda M. Beale
President, Academic Senate

Venegas asked for the Senate's feedback on desired qualities and characteristics of the SVP of health affairs. The responses from various members included the following characteristics:

- Stamina;
- Transparency and openness and understanding the importance of consultation, which has been lacking in the similar existing position;
- We do not want someone who thinks they are the smartest person in the room and thus will not listen to anybody else's opinions;
- Flexibility, because the person will have to roll with the punches here because we are always changing, always growing, and always trying to make this place better;
- Not a person who believes in old styles of top-down management that do not work in contemporary healthcare;
- A person who can focus on the long term, rather than day-to-day issues, and who can develop, plan, and carry out strategic initiatives;
- Someone who has a desire to be involved in the city and take the city to heart is important because we have health care issues related to our demographic: what we need as a community that may not necessarily be something that you would find in a suburban community;
- Understanding of social determinants of health;
- Ability to work in urban communities and to consider the members of the community as partners in their health care;
- Ability to see that not one specialty has the answer and that every specialty brings a variety of different skill sets;
- Ability to bring together the different health affairs personnel so that they work cohesively to find solutions to our community;
- Ability to work with clinical partners;