

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

March 18, 2019

Present: L. Beale; P. Beavers; V. Dallas; r. hoogland; D. Kessel; N. Simon; W. Volz; K. Whitfield;
A. Wisniewski

Absent with notice: C. Parrish, B. Roth

Guests: Marquita Chamblee, Associate Provost for Diversity and Inclusion and Chief Diversity Officer; Loreleigh Keashly, Professor, Department of Communication and Associate Dean of the College of Fine, Performing and Communication Arts

The item marked with an asterisk constitutes the Action of March 18, 2019.

1. Discussion of the Climate Survey: In January and February 2018 the Office for Diversity conducted a climate survey of faculty, staff, and students. The university contracted with the University of Illinois-Chicago Survey Research Laboratory to conduct the survey. Ms. Keashly and Lars Johnson, Assistant Professor in Psychology, are doing a quantitative analysis of the results. Another team is doing the qualitative analysis. To be included in the results, an individual's response had to complete at least 50% of the survey. The survey asked about the climate at the university and in the person's primary department. Members of the climate study committee are meeting with various campus groups asking what they notice about the responses and what they find acceptable and unacceptable. Ms. Keashly and Ms. Chamblee asked PC to let them know what data needed to be drilled down. They are working on the demographics of race, gender, and disability. They will conduct focus groups to dig into the lived experience. Employees were asked if they were treated with respect, the level of job satisfaction, satisfaction with career development, and if they intended to leave. Students were asked if they were satisfied with their academic program. Women were more likely to feel they were not treated with respect and they were not positive about their career opportunities. People with disabilities were less positive. Respondents were asked if they witnessed or experienced offensive and hostile behavior and if they knew to whom to report the incidents. Many people did not know to whom to report the behavior and/or thought there would be negative consequences if they did report. However, those who said they reported it found the process easy and the action taken was effective to some degree. There were questions about freedom of speech and how active people were around issues of discrimination, exclusion, and diversity.

Ms. Keashly is writing a final report and executive summary. The climate committee is also looking at data from interviews with deans and senior executives. Policy Committee members asked for a breakdown of some of the data presented, particularly for undergraduate students and academic staff. Associate Provost Chamblee and Ms. Keashly will present the results of the survey to the full Senate on April 3.

[Associate Provost Chamblee and Associate Dean Keashly left the meeting.]

2. Report from the Chair:

- a. Provost Whitfield updated the committee on the status of the search for the Dean of the College of Education. The candidates are visiting campus.
- b. The University is establishing a pilot program that offers free tuition for the children of employees. The Provost expects the program to improve the climate on campus.
- c. Ms. Beale asked about the status of the search for the Dean of the Graduate School. The Provost said that he would conduct an internal search because we have a lot of talent on campus. With the talent we have, it is not cost effective to conduct a national search. A survey about the Graduate School has been sent to faculty. Ms. Beale asked the Provost to send the description of the position to the Policy Committee.

3. Report from the Senate President:

- a. Ms. Beale mentioned that Associate Provost for Faculty Development and Faculty Success Annmarie Cano sent an announcement about a meeting about contingent lines on April 1.
- b. Governor Whitmer’s proposed budget for fiscal year 2019-2020 would set a tuition cap at 3.2% and provide a 3% across-the-board State appropriation increase to state universities, giving WSU an addition to our State appropriation of more than \$6 million.
- c. At today’s meeting of the Budget Committee a search firm for a new position of Director of Business Innovation was noted. Business innovation and corporate research contracts have under the Vice President for Research: Ms. Beale wondered how the new position will interrelate with OED and OVPR. The Provost will give the PC the job description for the position.
- d. Ms. Beale expressed disappointment that the joint venture of Wayne State with a developer for a hotel at Cass and Canfield has been revived to include a purchase of Lot 72, in an area of the city where such properties will be important to university development (including for parking for the new Hilberry complex). Regrettably, this is a second sale of university property that the President has pushed prior to completion of a new master plan. It seems rash to enter into sales at this time—these are not really opportunities for the university but significant losses of opportunities for good long-term planning. This property, like the Criminal Justice Building, is in a key area for the core campus expansion.
- e. The Board of Governors allocated funds for search firms for the search for the Vice President for Health Affairs and a Director of Innovation. There is no allocation for a search firm for a Graduate Dean to replace Ambika Mathur.
- f. Graduate students continue to complain about the lack of graduate housing and having to pay their rent up front for the full year rather than paying monthly. This year there was a problem with the May 1 date for moving out of DeRoy, since classes and exams will continue past that date because of the need to extend the semester to make up the days missed when the university was closed due to inclement weather. Ms. Beale suggested that there needs to be some flexibility built into “last day of occupancy” to accommodate students’ classes and exam schedules.

4. Office of Economic Development: Cornetta Lane, the Place-Based Initiatives Manager in the Office of Economic Development, is launching a strategy development process to answer the question “What does an inclusive economy look like in Detroit and what is Wayne State’s role?” Ms. Lane invited the Senate to participate in the work and Policy Committee agreed that it should.

5. Student Success Annual Report: This is on the agenda of the Academic Affairs Committee of the Board of Governors. Ms. Beale noted that a key factor in the increased graduation rate was the hiring of 45 new advisors (an initiative of the Gilmour administration under Ron Brown) and the initial changes in the minimum test score for the accepted applicant pool. The retention of first year students is increasing. The report does not mention how many African American students we have under the changing admission standards and does not include a firm projection for our May graduation rate. Ms. Beale, who will serve as the faculty alternate representative to the Academic Affairs Committee of the BOG on March 20, will plan to ask about those issues at the meeting.
6. Commencement: Various members of the Policy Committee indicated their willingness to represent the Academic Senate at the May commencement ceremonies.
7. Graduate Council: Policy Committee received the minutes of the Graduate Council meeting of February 20.
8. Senate Agenda for April 3: Policy Committee reviewed the agenda. Senior Associate Provost Monica Brockmeyer will report on student success and Associate Provost Marquita Chamblee and Associate Dean of FPCA Loreleigh Keashly will report on the climate survey.
9. Student Senate Resolution: The Student Senate is seeking the Academic Senate's support of a resolution calling for increased efficiency in recycling on campus. PC members also thought improvements were needed in the recycling program with more information given to students and employees about what can be recycled. They'll revisit this issue at the next meeting.
10. Reports from Committees:
 - a. Student Affairs Committee: Ms. Simon explained the details of the scholarship program, "Born to be a Warrior." The university will cover half of the tuition for the children of employees who work at least half time. To receive full tuition, students must have a 3.5 high school GPA and a score of 24 on the ACT. Students who transfer from another institution must have a GPA of 3.0 to qualify for the program. The program is only for undergraduates who are working on their first degree.
 - b. Budget Committee: Ms. Dallas, the liaison to the Budget Committee, reported that the committee discussed the use of the contingency reserve to allocate funds for the searches for the VP Health Affairs and Dean of the Medical School, the AVP for Facilities Planning and Management, and the Executive Director of the Office for Business Innovation. The balance in the contingency fund is about \$67,000. The Towers Café will be expanded to add capacity. The Budget Committee reviewed the financial statements. Vice President Decatur said overall the university looks good. We have a debt capacity of another \$100 million without our bond ratings dropping significantly. The committee also reviewed the major capital and real estate projects (which included the Lot 72 negotiation mentioned in the President's report).
 - c. Faculty Affairs Committee: Ms. Hoogland reported that the committee continued discussing academic analytics. Stuart Baum, the President of the Student Senate, talked about the First Day Textbook program. Students are opposed to the program. Mr. Beavers noted that the way students enroll in courses would have to be altered because the idea is to include the price of purchasing the course text in the enrollment fee. The Board of Governors would have to approve the program because they approve student fees. A pilot program is

currently planned for the fall term for a limited number of classes. Instructors will have to volunteer to participate in the pilot program. It is a complicated program. It appears that it will be profitable for the bookstore, though it is not clear that students or faculty will find it beneficial. A long-term agreement would have to be negotiated to control the price of books in the future.

Approved at the Policy Committee meeting of April 15, 2019

