

WAYNE STATE UNIVERSITY
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE
May 23, 2022

Present: D. Aubert; L. Beale; P. Beavers; J. Fitzgibbon; M. Kornbluh; J. Lewis; N. Rossi; N. Simon; R. Villarosa; S. Schrag

Absent with Notice: B. Roth

I. Proceedings of the May 9 Policy Committee Meeting

The proceedings were approved as revised.

II. Report from the Chair

Decanal Searches: Mark Kornbluh announced the appointment of Virginia Franke Kleist as the MISB dean. An Engineering dean finalist was brought back for further discussions. The Education dean search firm has been hired and Lori Clabo selected as chair: the goal to have candidates by the fall. Kornbluh has consulted with Education on an interim dean: the college wants someone external who is calm, supportive and judicious. With the Executive Committee's support, Kornbluh expects to appoint Boris Baltes. A new staff member will be hired in Baltes' office to assist with his routine responsibilities, but he will keep his important responsibilities. Hopefully a new dean will be appointed by early 2023.

Visit to Universidad San Francisco de Quito: Kornbluh traveled to the Universidad San Francisco de Quito (USFQ) in Ecuador with Ahmad Ezzeddine (VP for Academic Student Affairs and Global Engagement), Marcus Zervos (SOM), and Martha Schiller (EACPHS) to visit an NGO health services program he worked with at the University of Kentucky. The program model includes professional education across groups of nurses, pharmacists, and physical therapists. The visit was to observe how the program works and to determine if we could do something similar. There is potential to partner with the NGO through faculty exchanges, collaborative research, and recruitment of diverse students for our PhD programs.

III. Report from the Senate President

Data Breach Policy: Beale reported that she and Brad Roth reviewed and commented on a data breach policy from Dave Massaron. This will be a subject for discussion at an upcoming Policy meeting. Kornbluh said there was a preliminary evaluation of our data security using the new standards the Department of Defense requires of all contractors by 2025. The biggest takeaway is that significant parts of our computer network, such as Banner and Canvas, should not be accessible to non-university-managed computers: most data breaches are through personal devices. People will be allowed to access email on personal devices, but eventually the university must control all devices that access Banner or Canvas. Members noted concerns that this approach will tend to limit faculty ability to work from home on their own devices. Kornbluh suggested a potential solution to lower our risk of data breach would be slimmed down, inexpensive computers that can serve as remote terminals. A recent ransomware attack at a Michigan community college was unsuccessfully attempted on our computers. Data security issues will continue, and the university is committed to working through them, however inconvenient. Villarosa asked if remote access through a VPN will still be available if it is on university hardware. Kornbluh said a VPN often makes the problem worse in that it allows access further into our system. A VPN will be acceptable on a computer monitored by the university, but

not on a personal device. Policy members raised concerns about the many tasks faculty, staff and students now do on their own devices, including cellphones, such as part-time faculty teaching remotely, faculty posting grades, students accessing Canvas on their iPhones, and faculty logging in to a public computer to change a student's grade. Kornbluh said these processes must change in the future so we will continue to discuss this challenge and work through it. Paul Beavers raised the question about library resources becoming less accessible. Kornbluh thought that would not be a problem because students are getting one-way information.

Foundation Meeting: The most recent Foundation Board meeting included an extensive presentation on the proposed new Telemedicine Center selected as part of the Bold Moves campaign targets. The presentation showed ways that the Center's development of virtual reality approaches can be used to treat mental illness such as phobias.

Proposed Student Code of Conduct Changes: Beale noted that the Senate's proposed changes to the Student Code of Conduct regarding academic misconduct should go to the BOG and asked the provost to ensure that this is on the agenda for the June meeting. Roth ran the ad hoc subcommittee but won't be available to attend the BOG meeting; he has recommended it be presented by Richard Pineau.

Budget Planning Council and Enrollments: Beale noted that the BPC Senate representatives had not yet received the summary document of rankings and comments, which is customarily distributed among the members. She will check with Brelanda Mandija (Senior Director, Budget and Planning). Kornbluh said the decided approach is not to dock any college or unit but rather to use various one-time funding, as well as some reserves in the Provost's Office and OVPR as a bridge to avoid penalizing any unit—for example, there is startup money in an account that will not be used for five years. These sources will allow us to proceed without cuts, but the startup money must ultimately be returned. The budget is still up in the air, of course, until we know what the state will do. Our assumptions are still based upon splitting the difference between the House and the Senate, and we are still uncertain about enrollment for the fall. Currently, we are behind in both continuing students and new students. Because the two orientations this year have been completely filled, compared to the four orientations held last year, there is a hopeful sense that new student numbers will be fine once they are registered. Beale asked what the rationale was holding only two orientations this year. Kornbluh responded that this was the pre-pandemic norm, which was adopted by admissions without discussion this year. Retention and recruitment will be added to the Provost Office's new annual calendar beginning in July to help with planning and facilitate better communication. In addition, weekly meetings with the entire Provost Office staff will be held and awards will be given to those who work with each other and with other units and colleges, helping to break down silos.

Lewis noted the national downward trend in applications and admissions. In a program she directs, she has witnessed students apply here without response, leading her to seek information about the applications. Simon confirmed that applications often seem to "get lost" here. Lewis added that great applicants give up and go elsewhere when they are admitted there right away. She suggested our admission numbers would be better if we processed students better. Kornbluh suggested cutting the number of orientations could explain why the registrations are behind for new students. He is trying to find out why registration is so behind for continuing students. Simon suggested our students don't have any urgency in registering since upper-level classes don't fill up. Villarosa asked whether last year's reduced threshold for financial holds was still being done and publicized. Kornbluh responded that there will be a threshold increase this year, not yet announced to \$2500. Simon raised the issue that students have to request the 30% summer

tuition discount because financial aid does not automatically apply the discount. Kornbluh said he will report back on this issue.

IV. Communications and Required Actions

A. Senate Representative for College of Education Dean Search (National)

Beale and Noreen Rossi agreed that Education in general requires a broader scope and a different perspective. Beale thought a representative should come from CLAS or MISB. Policy agreed to ask renée hoogland to serve.

B. Senate Representatives for Fall Events Committee (one faculty and one academic staff)

Kornbluh explained this committee is to coordinate campus activities to bring people back in the fall. A new incarnation of the PlaceMakers program, the goal is to bring back life on campus. Student life will have representatives on the committee and Kornbluh would also like faculty and staff to serve on the committee. Ideas include bringing back food trucks and parking discounts for part-time students. Beale suggested having a faculty representative from CFPCA, and Danielle Aubert suggested some possibilities. Beavers suggested a staff representative from libraries. Policy agreed on Veronica Bielat as the academic staff representative Biba Bell from CFPCA as the faculty representative.

C. W for Graduated Transcripts

The registrar's office investigated further and learned that it can convert all former W grades (WP, WF, and WN) to W retroactively, even for those who have graduated because it does not change grade point averages or number of credits earned. Policy unanimously supported this additional change, concluding that it was not necessary to wait until the fall to have the full Senate act since it was essentially the same as the undergraduate change already approved.

D. Detroit PEER Center in the College of Education—Charter Request

Lewis provided some background on the center but recused herself because she was involved with the first version of the program about six years ago. She described it as an initiative to partner with Detroit Public Schools Community District (DPSCD) to do data sharing and research together. The Skillman Foundation provided original funding, and it now has funding from the Spencer Foundation and a research practice partnership with DPSCD. The core interest of DPSCD was to investigate chronic absenteeism. This initiative to make positive change has generated research and interventions. Beale asked if there were any metrics for success on what has already been done. Lewis suggested the initiatives are too new and pointed out that they were launched just as the pandemic began. The center proposal does specify metrics for how success should be evaluated in the future. Beale observed that this charter request has a clear focus, a responsible director, a reasonable projected budget, and broad objectives that are clearly related. She said she will draft a memo stating Policy's support of the charter request and send to members for any edits.

E. Teaching Factors Proposal

Aubert reported on the result of the work of the 2N committee. The factors of promotion were determined for teaching faculty up for associate or full professor. Packets for promotion would go through channels to the university P&T committee. The process allows for internal letters. Beale asked what is key in the procedures part. Aubert said the big difference from tenure-track faculty is that teaching faculty (former lecturers) are evaluated on teaching plus one of the other two categories (research or service). There is also a more elaborate process for the evaluation of teaching. Rossi asked about the personnel included in this category. Aubert said

teaching track faculty, not research faculty. Rossi noted that clinical educators in the medical school are, in fact, considered to be teaching faculty—they are not expected to do research and consider themselves to be on a teaching track. Beale was concerned that the title and content of the document isn't sufficient to distinguish the difference; the documents need to explicitly define who is included and who is not, recognizing the complexity of clinical educators as part of the university system. Rossi agreed there would be too much confusion as the document currently exists. The description of the procedures and factors needs to be something fair, workable, and stated in clear and understandable ways. Beale recommended delaying the topic until the next meeting and asked Policy members to thoroughly read through the procedures and the explanation of the evaluation. The guidelines document must be clearly compatible with the procedures and factors document because that will be going to faculty to help them figure out how to prepare their packets. It must also be clear to them how they are being judged because they will depend on the guidelines and instructions as their guide to what they need to do. Lewis thanked the union for its important work on something that has always been murky. Aubert agreed that the process made everybody realize that the factors for tenure-track faculty remain problematic.

F. Senate Ad Hoc DEI Committee Items

Policy reviewed the DEI Committee's year-end report, the letter to the Policy Committee, and the set of recommendations and bylaw insights. An issue of concern included what role the DEI Committee and the Academic Senate should play on issues such as Florida's Parental Rights in Education legislation. The DEI Committee questioned what their role is in raising these issues and how they should go about it. Beale noted that Policy has discussed this question about guidelines for Senate or university statements on state, national, or global issues and has temporarily deferred any action or official statement: she did not think it could be brought to the Senate until the Policy Committee reaches a consensus on approach. Nonetheless, she agreed with the DEI Committee that they should bring to Policy any issues for which they think a Senate statement is appropriate. The question, she said, is how does Policy deal with it at this point. Beale referred to the issue of Ukraine and the war of aggression that has no respect for humanity. A CLAS proposal for refugee scholars was brought to the provost and the university is now registered with the new University in Exile Consortium to host these scholars—that is an education-related university response. She asked to hear from Policy members about these issues.

Regarding the bylaws comments and insights, Beale believed they were in agreement with Policy to have the usual liaisons but also add an additional liaison from the Coalition of Unions and possibly from other DEI committees across campus. Beale suggested that there needs to be a bylaws redraft that includes a standing DEI Committee. She suggested that Policy consider also expanding the Academic Senate membership by including the head of each of the school/ college units of faculty governance as voting ex officio members of the Senate to bring in a broader voice. Those ex officio members could voluntarily choose to serve as well on a standing Senate committee but would not be obligated to do so. The DEI Committee will have to continue to be ad hoc until the bylaws are passed in the fall, with the hopes of making it a standing committee by winter.

Regarding issues such as Ukraine, the Florida law, book banning, and CRT, Lewis suggested working on policies rather than statements. Beale asked Lewis to clarify what that would mean for the Senate: surely she does not want the administration to develop policies on what is taught. Lewis recommended the policies reflect our statements. If there are going to be statements, Rossi believed they should be broad to avoid the risk of not being inclusive. If the Senate makes any kind of statement, Beale said it should come from the ground up to get to the plenary: she did not think Policy itself should typically initiate statements. The idea for a statement would need to come from a committee stating the importance of the issue, and then Policy could ask the other relevant standing committees if they agree with the importance of the issue. If there is a consensus that a statement is appropriate, those committees could work with Policy to draft the statement. Beavers liked the idea of having the DEI Committee focused on higher education issues. Villarosa suggested

inviting interested Senate members to a special meeting to discuss this topic so that we could all listen to more voices. Lewis suggested making room in a plenary meeting by emailing reports in advance and putting Senate members into breakout rooms for ten minutes to talk about the issue. She also suggested inviting the chairs of the DEI Committee to an upcoming Policy meeting to help move the issue forward.

Policy members agreed with the recommendation about the representation of the standing committee. Regarding the other recommendations, Beale suggested Policy members think about whether they support them and defer further discussion to a later meeting. Beale can then send a memo to the DEI Committee summarizing Policy's continuing discussion and inviting the chairs to attend a Policy Committee meeting later in the summer.

G. Fall Break Document

The ad hoc Fall Break Workgroup made up of Academic Senate members and administrators was formed to explore the possibility of adding a two-day break in the fall semester. A report was submitted to Policy by Darin Ellis. Beale noted the choice is between an earlier start to the semester or no additional fall break. An earlier start complicates bench sciences and schools that already start orientations early, and also creates problems for people with children and negatively impacts students' summer job income. Fitzgibbon suggested leaving it up to faculty to give their class a short break. Simon pointed out the policy in place that requires consistent class minutes for courses with the same credits. Kornbluh suggested it would be helpful if members of the Policy Committee would be willing to hold a discussion with the Student Senate in the fall. If the recommendation is not to do this, the Student Senate members who have advocated for it need to know why.

Lewis suggested that faculty comments collected by the Fall Break Working Group reflected an attitude of convenience for faculty: to be student centered and do what is right for our students, she thought we should support the break as aiding the mental health of our students. Beale did not think this was just a convenience argument but also a real accreditation argument and a reflection of faculty understanding that many of our students depend on summer employment days for funding. Simon pointed out that last year's mental health day cancelling a day of classes seemed to work fine. Fitzgibbon said university appointments begin August 18, but nobody expects to start teaching then. Kornbluh said he was not convinced the students would be willing to take starting earlier to get a fall break. Beale worried that most students would not use those two days in ways that improve their mental health and noted that most faculty are understanding when a student tells them that they need a day off. She also pointed out that the Student Senate members tend to come from a more elite group that may not have the same funding problems faced by the majority of students. Fitzgibbon agreed that the Student Senate is not fully representative of the student body: she said a group of seniors told her they would simply take a day off if they need it. Lewis again noted her concern about not listening to our Student Senate and pointed to the strong message from CAPS stating there is a crisis and data from around the country that supports a break. Rossi asked how a snow day is any different and suggested that model be used for the fall break. Kornbluh agreed that the students seem to feel if this can be worked out, it should be done. Policy noted it was too late to do this for Fall 2022 so there is additional time to consider how to approach the issue.

Approved as revised at the June 6, 2022 Policy Committee meeting.