

WAYNE STATE UNIVERSITY
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE
July 18, 2022

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

Absent with Notice: D. Aubert

Guests: Marisa Henderson, Co-Chair, Senate Ad Hoc DEI Committee

I. DEI Committee Discussion

Marisa Henderson, Senate Ad hoc DEI Committee Co-Chair, provided an update on the committee's work, priorities, and relationship with the university-wide DEI Council regarding metrics and measurements. Henderson said she became a co-chair with Scott Tainsky during the winter semester due to the original co-chairs stepping down due to family issues and a change of position. The committee's focus was on student success outcomes, hiring and implicit bias, with recommendations and bylaw suggestions based on those three topics. Marquita Chamblee (Associate Provost for Diversity and Inclusion and Chief Diversity Officer) was the administrative liaison and provided insight on the activities of the Office of Multicultural Student Engagement (OMSE), but she did not provide information about the DEI Council. As a representative on the DEI Council, Villarosa reported that the structure of the Council was formalized with assistance from an outside consultant. The DEI Council focused on the Social Justice Action Committee recommendations as well as the alignment of the mission and vision exercises. Villarosa confirmed that both the Council and the ad hoc committee spent most of the time in discussions about their respective roles. The DEI Council has made progress but is not quite done. Beale asked whether there were recommendations from the DEI Council to the president this year, and Villarosa confirmed there were none. Henderson acknowledged the ad hoc committee's slow start and noted that the hope is to start out on track in 2022-23. Beale suggested one possibility would be for the 2022-23 committee to meet with representatives from each of the school/college DEI committees.

Henderson reviewed the ad hoc DEI Committee recommendations and bylaw insights with Policy. A major point considered was building and maintaining a central hub for DEI education that contains tools, resources and curated examples to guide the university community. This includes fixing the incomplete information on the OMSE website (time and effort are needed in advertising as well as the need for more information). A greater push for good educational opportunities around implicit bias is needed for hiring groups—both upper management and administration and faculty/staff. Additionally, the committee recommends establishing protocols and measures for inclusive hiring practices. Beale added that Peter Hammer (Law) has done this type of programming and suggested the provost offer programs by our own people—they are

more effective than online programming. Henderson agreed there is a wealth of knowledge in house and it should be used at all hiring levels. Rossi agreed and said the problem is at the second level when interviewing one on one—those individuals are not included in the education and that is where things have not gone well. In the School of Medicine there is a requirement that the people placed on search committees cannot be seated until they have completed the implicit bias modules—there are no requirements for subsequent levels to have the training.

Provost Kornbluh confirmed the requirement for search committees and agreed that the quality of the current implicit bias training handled by the Office of General Counsel is not satisfactory. A bias training and workshop director has been hired and charged with developing an inhouse program. Using our own experts makes sense, and there will be workshops with the chairs, directors, and deans in the fall. He also agreed with Rossi that we need to do better with the faculty searches. Regarding academic staff searches, Kornbluh is not sure of HR's policy on non-faculty searches. He suggested that Policy could invite HR representatives to a meeting to discuss further. One of the key tools to increase faculty diversity is to do more targeted hiring and searching to find candidates. We are able to waive some of the search process to bring in more faculty diversity, but it doesn't happen at the staff level.

Another recommendation of the committee was the need for a better pool of candidates or better effort on these hiring committees to make sure they are inclusive. Henderson said the ad hoc DEI committee was interested in investigating what the DEI efforts are in current hiring practices and recommended an assessment of DEI accomplishments and agendas to align the search committee practices with the university's strategic plan as well as the recognized best practices for facilitating meaningful DEI changes around campus. Henderson reiterated there are many DEI efforts, but they are not sufficiently connected: it may be important to have better communication about the various groups' plans and agendas. Beale suggested the DEI committee work with Chamblee to publish a newsletter on things happening on the DEI front that informs the groups in each of the schools, colleges and divisions. Lewis added that she has seen some highly successful units in hiring, supporting, and retaining diverse employees: perhaps the DEI committee could talk with those units about sharing parts of their proposals.

Henderson pointed out that while the university is moving toward diversity, it has been less successful with inclusiveness. Once a diverse employee is hired, training and pay are often unequal. Retention is an issue, since equity and inclusivity issues still exist in many departments. Beale asked if mentoring is part of the process for academic staff. Simon confirmed there is a mentoring committee for academic staff, with Rachel Pawlowski as the current chair. When a staff member is hired, a more seasoned academic staff member reaches out and the committee holds mentor events to match them. If that doesn't work, they are re-matched. Villarosa confirmed that academic staff peer mentoring seems to be working. Simon noted that there are also an Academic Staff Steering Committee (ASSC) and Academic Staff Professional Development Committee (ASPDC) and various unofficial groups. Rossi commented that many of the departments don't have enough senior people: with the cutbacks on staff, there is often nobody in the office but the

person that was just hired. She recommended more concerted and coordinated efforts between schools. Kornbluh said he will encourage more holistic communication. Chamblee's office is primarily an operating unit rather than an overarching unit: it keeps up with activities within OMSE but not with student life (DOSO) or student success (Academic Student Affairs and Global Engagement). The DEI Council was designed for colleges to share information, but we don't do a good job letting people know what is going on in the different student services and among the faculty. Kornbluh also pointed out that we have recently succeeded in hiring the largest percentage (~35%) of faculty ever from underrepresented areas. There has been consideration of retention: the Pathway to Faculty program has motivated departments and colleges to think about creating better supports. The salary issue is not so much about equity as whether we are willing to pay a premium in a reverse market. If we want to hire and retain those who have been historically under-supported in academia, we have to pay more.

Lewis commented on the need for the university to be more welcoming to all kinds of diversity and hopes there will be space in the coming year to look at ability and disability on campus (e.g., wheelchair accessibility in bathrooms and elevators). If this to be a Senate priority, the provost suggested it be driven through a task force made up of faculty and students that works with facilities on a list and a strategy. Beale added that what gets prioritized with whatever funding we have is important. Fitzgibbon said the FSST Committee discussion with AVP Rob Davenport suggested there is no money for increasing accessibility. In Manoogian, a person in a wheelchair cannot come straight in through the doors. In case of emergency, there is no designated way to get anyone in a wheelchair down from upper levels of Manoogian or Old Main. Kornbluh acknowledged the enormous deficiency in deferred maintenance but noted that prioritization tends to favor the squeaky wheel. Rossi argued that safety planning itself does not necessarily cost but must be organized.

Henderson discussed the recommendation of pushing for greater inclusivity for those in the university community and better capturing the diversity of our student body community through additional personal identifier options in all university systems. The federal system doesn't recognize MENA (Middle East and North Africa), and Kornbluh added that we are required to report IPEDS (Integrated Postsecondary Education Data System) data. Nonetheless, the university has been collecting MENA data on students for a few years and will start collecting this data on faculty in the fall. Every student is asked to self-identify, and MENA is a part of that categorization. Institutional Research is developing a way to display this data that will be brought to Policy for consideration when it is available.

Henderson went on to discuss the bylaws comments and insights. The committee recommends the usual liaisons from AAUP, part-time faculty, Student Senate and the graduate student organization, with the addition of a (non-AAUP) liaison from the Coalition of Unions. Beale asked for clarification on the recommendation for a representative from other DEI committees across campus beyond the DEI Council. Henderson explained that the committee wasn't sure how deep the DEI efforts were around campus or whether the DEI Council is the central hub. If there are other efforts, it

might help to have representation on the committee to facilitate communication. Beale understood that DEI Council is intended to be an umbrella group that includes the Senate and all schools, colleges and divisions, as well as administration. She emphasizes that any educational policy recommendations from that Council must come to the Academic Senate DEI Committee and then to Policy (and possibly other standing committees) and the plenary Academic Senate for consideration before they go to the president or the Board of Governors.

Henderson raised the DEI Committee's questions on the Florida Parental Rights in Education legislation, noting that this issue was not discussed around campus. She explained that the committee was not sure whether they should have taken the lead on such a controversial issue. Beale responded that Policy has also been discussing this difficult issue and trying to determine an appropriate response because it is hard for any one person to speak for the entire university. She indicated her view that the role of the DEI Committee is to be aware of issues that run counter to diversity, equity, and inclusion, and to consider making recommendations to Policy for university action that isn't politicized. Lewis agreed and suggested it would be helpful for the university and Policy to hear recommendations from the DEI Committee on potential responses to these difficult issues. Kornbluh recommended that the DEI Committee invite attorneys from the Office of General Counsel to meet with them to discuss their perspective on this complex issue. The university is frequently called on to make statements on political issues that may involve issues of academic freedom and expression amongst faculty. Being a campus that encourages free discussion of ideas, the idea of a faculty forum that allows an in-depth thoughtful discussion of the issues, as Policy has proposed recommending to the post-Roe committee, reflects the type of institution we are. It is different than the president, provost, or even the Policy Committee issuing a statement on a particular issue. Lewis pointed out the diversity of views around these issues and asked what we can do to make sure these discussions feel inviting and comfortable. When there are issues that merit an academic response, Beale suggested the DEI Committee think about what that academic response might be and recommend it to Policy so they can help make it happen. As faculty, or even as the Academic Senate, we can speak more directly than the president or provost can on some of these issues, so this must be taken into consideration when finding the balance. Brad Roth commented that there is pressure to respond in real time—which is often problematic and leads to unintended consequences. Rossi agreed that our initial gut responses tend to be less thoughtful and often problematic. How to best address those *is* an area of inclusion—inclusion of ideas and interchange of ideas and respectful civil discourse, which is what universities are supposed to be about. We do have faculty and students with differing views, and Kornbluh agreed that forums and teaching opportunities are often more appealing than issuing statements.

Policy members thanked Henderson for her presentation and the helpful review of the DEI ad hoc committee's work.

II. Proceedings of the Policy Committee Meeting of June 27.

The proceedings were approved as amended.

III. Report from the Chair

Decanal Updates: The new dean of CFPCA has already started. The new dean of the business school has also now started and has been very communicative with her faculty. The new dean of Engineering starts August 1, 2022 and is very engaged. The searches for the dean of Education and the VP for research are moving slower than anticipated because the search firm has been much less helpful in writing the position announcements. Tom Walker is serving as interim dean of Libraries until the end of this month. A decision will be made soon on a longer-term interim dean, with a search for a new dean expected to be launched in August. The BOG met with two finalist candidates for General Counsel last week, and it is expected that an offer will be made soon.

IV. Report from the Senate President

Post-Roe Committee: The committee agreed to hold a forum as Policy had suggested which is tentatively scheduled for August 9 or 11, and Dean Clabo will contact people proposed as panelists (many of whom are on the committee). The idea is to make it something the university community is invited to attend live as well as to provide a link so it can be viewed at any time. Questions will be coming through a chat that will be monitored. There will be two panels: 1) historical and legal context of the decision and 2) educational and health service implications of the decision.

Student YouTube Video and Withholding Transcripts for Payments: Beale noted that a WSU student in financial difficulty who was being kicked out of his dorm and facing homelessness posted a video about the situation on YouTube, which has since been taken down but had thousands of views. The provost said he and CFO Massaron were deeply distressed to see the video and emphasized that we need to change our processes. The bursar made the student an offer that violated federal financial aid rules: it was not the way we should handle these kinds of student issues. Beale asked if the issue had been resolved for this student, and Kornbluh said Massaron is working on it. Kornbluh added that he would like to eliminate the policy of holding transcripts for unpaid bills. In practice, we do release transcripts to any employer. Transcripts are only held to prevent students with unpaid bills from enrolling at another institution—and in many cases these are ultimately released as well. Kornbluh thinks the policy is immoral and should be eliminated completely. Policy members agreed that a student has earned whatever they've earned on their transcript, and they should be able to have the transcript as evidence of what they accomplished here.

New World of Work Program: Beale raised concerns about a joint venture with *Crain's Detroit Business* and Wayne State University that will offer a program of 28 hours of instruction over eight weeks in a hybrid model for \$3950. Participants who complete the program will receive a leadership certificate from Wayne State University. It is not clear that this 'certificate' went through any regular faculty approval process, so it is odd that it carries the university's name. The provost explained that *Crain's* approached Ahmad Ezzeddine's office for instructors: Ahmad then contacted faculty and Marketing. Wayne

State is receiving some money for use of the name and faculty participants are being paid. In the future, we will ensure more control over use of our name. We do some not-for-credit teaching, often through the colleges. Beale pointed out that it was announced in Wayne Today. This is a problem in that it implies the certificate is academically approved. Lewis commented that this is a category of problem that often arises—competition with our academic programs. We need clarity around this issue; students may not enroll in our degree-granting programs because they can pay a fraction of tuition to get a ‘certificate’. Policy members agreed there is potential for misrepresentation of the program.

V. Communications and Required Actions

A. Academic Senate New Faculty Orientation Schedule

Policy members agreed to the times listed on the schedule to discuss the role of the Academic Senate and the standing committees.

B. Appointments of Faculty/Academic Staff to Student Misconduct Hearing Panel

Policy recommended faculty and academic staff members to serve on the Non-Academic Student Misconduct Hearing Committee Panel for two-year and three-year terms, necessary since there was no appointment of the 2021 cohort last year. Beale will contact the selected personnel to verify willingness and then send full memo to Nikolina Camaj.

C. Emeritus Status Proposal

Policy discussed the needed changes to the criteria in 2013. When the changes were ultimately posted to the university’s website, they did not comport with the compromise that Policy thought had been reached to take the “chain of command” out of the decision process. The Faculty Affairs Committee (FAC) reconsidered the requirements and made it more exclusive rather than open, driven by the drafters’ concern that we would be opening high-cost databases to academic staff and faculty. Policy asked FAC to reconsider, resulting in the current draft. This draft thus states that you have the same library privileges, *except* select high-cost licensed library databases for continuing research will require application and decision by the appropriate offices. Beavers added that he is trying to get the language reviewed by the people who would know best within the libraries to avoid offering access too broadly. It should be carefully qualified, or it will either drive up our costs for posting databases and resources or make them unavailable to us. Regarding the use of their Wayne email account, Beale indicated that an affirmative renewal to keep the account had been considered important, and Kornbluh supported continuing that procedure. There was discussion about those who leave the university for the purpose of retirement rather than to take a position at another university: Kornbluh thought that most universities allow emeritus status if individuals satisfy whatever the requirements are for retirement (usually a combination of age and number of years at the institution), even if you go to another university. Beale noted that

current policy simply states “at retirement” but that there had been discussion that this leads to people who retain access to sometimes confidential information that can be an anti-competitive weight. Rossi agreed with Beale and described the concern over this language in the School of Medicine about information that bleeds through in communications in terms of strategies for our practices as well as concerns about those jumping ship and working for competitors down the street. Beale questioned what it means if you “retire” to go somewhere else. Kornbluh agreed to do some checks regarding how other institutions handle the issue. Lewis suggested adding instead a proviso that access to listserv information required acting only in the best interest of Wayne State with access revoked if this is compromised. Rossi suggested asking people when they retire what they need access to because some emeritus professors are still collaborating with us. Beale said that is the reason for the statement that some databases will require application for access so a decision can be made. Beavers said he will talk to his colleagues about the language and will come back to Policy with something appropriate that will not insult the faculty or drive up expenses. Beale confirmed this proposal is not finalized and Policy will come back to this issue at a future meeting.

Approved as drafted via email by Policy Committee