WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

May 3, 2021

Present: L. Beale; P. Beavers; L. Lauzon Clabo; J. Fitzgibbon; R. Hoogland; C. Parrish;

N. Rossi; B. Roth; N. Simon; R. Villarosa; Rohan E.V. Kumar; Amanda Powe

1. Approval of April 26, 2021 Proceedings.

Proceedings were approved by the committee.

1. Report from the Chair
2. Academic Recognition Week. Provost Clabo thanked all academic faculty and academic staff for their hard work during this challenging year. She informed the committee that daily emails would be going out from the Office of Teaching and Learning. These emails will serve as an invitation to activities and will recognize academic staff, faculty, and graduate students. Clabo encouraged all members to participate in the activities mentioned.
3. Campus Virus and Vaccine Status. The positivity rate on campus is now less than 2% and total number of cases on campus last week were 4. The positivity rate in the City of Detroit has plateaued at 15.5%. The recorded 7-day average is 15.3%. The limitation of on-campus activities will continue until the average is below 15%.

Professor Parrish inquired about the outcome if there is a continued positivity rate of 15% or higher in the fall. Clabo responded believes we are on track to see a decreased positivity rate and is more worried about not reaching a safe level of herd immunity by fall. Indoor activity and cold weather will become more prominent, which will cause higher positivity rates. Vaccination will help to reverse this. Now there is enough supply, but not enough demand. There are 5000 doses of Pfizer in storage, and we are doing well with supply.

Clabo mentioned that there will be a voluntary, anonymous survey from the Center for Urban Studies regarding vaccination status. This will give a one-time snapshot of campus status. There will also be a request for members of the campus community to upload vaccination data if they were not vaccinated on campus. Aggregate data will be pulled to get more information about who is vaccinated on campus. 3800 students have been vaccinated through the Campus Health Center to date. This survey will assist with data for those not vaccinated on campus.

If faculty or staff are required to take a PCR COVID test to attend meetings on campus, the university will provide 2 PCR testing options. The first option will be the World-Wide Lab testing, which takes about 24 hours for results. The second will be the Cepheid test, which takes 45 minutes.

1. Strategic Planning Steering Committee. The first meeting took place and members’ views of essentials for a successful plan were discussed, showing different themes. Responses to the survey sent to the campus community were also available. Only raw data has been provided at this time. The committee will continue to meet and develop a new plan over the course of the summer.
2. Report from the Senate President:
3. Bartleby Email. The corporation sent an email to students using emails from a former effort. The email used Wayne State’s name as if the university supported the effort. The corporation stopped the communication and apologized. Beale asked Timothy Michael, Associate VP for Student Auxiliary Services and Chief Housing Officer, if there could be an additional communication to students explaining that this email was not from Wayne State. Michael suggested that students are currently distracted with end-of-the-semester tasks and an email might have the unwanted effect of encouraging them to use Bartleby. Paul Beavers noted that this is an issue for other schools as well. Beale suggested that there should at some point be a carefully worded email to students from the corporation regarding plagiarism and cheating. Clabo agreed to discuss this matter with Michael during their upcoming one-on-one meeting.
4. School of Medicine Tuition Increase. The tuition rate increases were approved at the Board of Governors meeting. It is not clear if there is again an internal commitment to allocate the entire revenues raised from the increase to the medical school.
5. Shirley Stancato and Terri Lynn Land. Neither invitation to attend the May 5th plenary session was accepted due to scheduling conflicts. Arrangements will be made to meet with them at a later date, likely with additional board members present. Beale would still like to have at least 2 members of the Board speak briefly at every other plenary session in order to give the Senate an opportunity to get to know the Governors and allow the Governors to have a better sense of Senate members.
6. Enrollment Report. This is the first week that FTIAC numbers are down. The graduate numbers have improved since last week but it is too early in the admissions cycle to predict where the numbers will land. Overall, undergraduate numbers are down 2.19% and this is a concern.
7. New Graduate Assistant. Prasad Nangre will start May 10th.

1. Communications and Required Actions.
   1. Dean Mark Seeger. Seeger will be leaving deanship of CFPCA when a replacement is found. Clabo would like to have the search committee underway soon, with a goal of appointing a new dean for fall or no later than mid-year. The Senate will have one of the Provost’s 4 slots to appoint. The committee agreed on two well qualified candidates. Beale will reach out to one and if not successful, will contact the second candidate.
   2. Student Code of Conduct Subcommittee Resolution. Roth drafted a resolution to put before the Senate based on the report approved at the last Policy meeting. Beale asked for any comments or edits to the resolution. Beavers suggested an area in need of an edit, and the committee agreed on the final wording. Policy supported putting the resolution to the Senate for approval.
   3. AS Plenary Session Agenda May 5, 2021. Times were added to the agenda to allow topics to be covered precisely. The committee discussed and agreed upon times for each of the items.
   4. New Faculty Orientation. The event for all new faculty has been tentatively scheduled for August 18th and 19th. In the past there was one Zoom session to introduction the Academic Senate. Beale suggested that Policy may want to consider creating a video or other innovative presentation. She noted that she would plan to attend the planning meeting but suggested that it would be helpful to have another faculty as well. Rossi volunteered, noting the importance of engaging the medical school faculty more broadly in the work of the Senate. Beale will inform Jake Wilson and send Rossi the scheduling doodle poll.
2. Reports from Liaisons.
   1. Faculty Affairs Committee. hoogland’s report will be submitted after the meeting.
3. New Business: Social Justice Action Committee. Parrish raised a complaint about the President’s Social Justice Action Committee report and his plan to have mostly administrators serve on the DEI Council. Academic governance and the central role of faculty and academic staff in these matters seem to be overlooked. He suggested that this issue be added to the Senate agenda. Roth reminded Parrish that the Senate had already passed, at its March plenary meeting, a resolution raising our concern about the DEI Council makeup and the requirement that any DEI Council recommendations come to the Senate for review. The resolution was sent to the President and Chair of the Board of Governors, but neither has responded. hoogland thanked Parrish for bringing this up, since it reminded us all that the Senate had determined to create an ad hoc Senate DEI Committee to operate over the summer, with the goal of updating the Senate bylaws so that a permanent standing committee could be put in place no later than the end of the fall semester. Beale will work on this with any committee members that volunteer.

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

May 17, 2021

Present: L. Beale; P. Beavers; L. Lauzon Clabo; J. Fitzgibbon; r. hoogland; C. Parrish;

N. Rossi; B. Roth; N. Simon; R. Villarosa; Prasad Nangre; Amanda Powe

1. Approval of May 3rd Proceedings.

The May 3, 2021 proceedings were approved as drafted.

1. Report from the Chair:
   1. Campus Virus and Vaccine Status. The campus statistics are continuing to improve, with only three cases last week and a 1.7% positivity rate. Detroit has similarly improved, though it still has a 10% positivity rate. The vaccine supply is plentiful. Campus testing is being reduced, so that only symptomatic individuals will be tested (including vaccinated individuals that are symptomatic. Random testing will continue for both vaccinated and unvaccinated, though likely with a smaller sample size.

The town hall tomorrow will likely address primarily faculty and staff to inform about current planning. At this point, the university will continue to require masks indoors, since there is no definitive data about vaccinations and Michigan still requires both masking and social distancing. This may, however, be updated soon.

Full face-to-face class in fall will require lifting the social distancing requirement, though small classes and graduate seminars can likely find spaces that will work. The hope and current discussion of planning is that there likely will be no social distancing necessary for fall. Contingency planning for fall required that faculty members submit courses with method of delivery. Many considered the social distancing mandates when creating these plans. Roth pointed out that nonetheless any requirement for social distancing would impact ability to deliver classes as planned, by switching to SYNC or using the “hy flex” platoon system, which most find unacceptable. Clabo acknowledged that the circumstances are still uncertain but that she expects the university to be able to manage. Beale noted that many faculty have asked whether they can require masks in a large face-to-face class. Clabo responded that they cannot do so if there is not a mask mandate for the campus.

The question of a vaccine mandate has still not been decided. The Michigan House has forwarded a budget proposal that will restrict state appropriations for public universities mandating vaccinations. The senate is working to pass a bill that will restrict vaccination passports or any requirement for documentation of vaccine status. That makes a mandate here difficult.

Rossi asked what the plan is for dealing with a student in a large class that becomes sick. Clabo responded that isolation will be required only for nonvaccinated individuals. Everyone will be asked to continue completing the daily screener for ongoing contact tracing purposes. The CDC guidelines will be followed.

Presidential Town Hall. This meeting will focus largely on fall plans. Many of the faculty and staff members have registered for the event. Questions related to fall will be answered accordingly. Many of the answers will depend on future data and recommendations. Confusion regarding indoor mask mandates will be discussed. Masks will continue to be required along with social distancing indoors. September requirements may look different. Requirement updates will be based on the local and national status of the disease and the overall vaccination status of the campus community. Face to face instruction depends on the restrictions being lifted.

1. Report from the Senate President:

a. School and College (S/C) Reviews. Beale noted that the Senate has still not received the various S/C reviews that have been completed for some time and that were to be distributed to Policy—e.g., Business, Nursing, CFPCA, Engineering. Provost Clabo stated that she would send those reports to Policy after sending them to the respective colleges.

* 1. Inventory of Centers. Beale also noted the importance of having the information requested on the various S/C and university centers and institutes that have either not been chartered officially or have not gone through the appropriate five-year review process. Clabo indicated she is still developing an updated list and plans to provide it to the new Provost when he arrives.

c. CFO Candidates. The Policy committee typically meets the candidates for CFO, so Beale sent a request to President Wilson after the May 5 plenary requested that the practice be followed in the current search. His response indicated that he would consider it. Beale asked Beavers if this has been raised on the search committee. Beavers indicated it had not been discussed but agreed to bring this up during the process, which is just now at the “virtual airport” interview stage. A public presentation will potentially build support and ease concerns.

d. Enrollment. Enrollment statistics distributed last Monday (and others to be distributed today) indicate that graduate enrollment continues to be an issue.

e. Meeting with BOG Members. Terri Lynn Land has communicated that she will continue working to set up a meeting for the Board of Governors and Policy.

1. Senate and House State Appropriation Discussion. Beale provided information on the bills under consideration. The suggested House approach will pose problems for research and graduate students.
2. New Faculty Orientation. A draft of the Senate’s proposed presentation was shared with Policy for the meeting, to cover Senate structure, operation, and the election timeline, with each committee chair providing an overview of that committee’s area of interest and types of action recommendations undertaken. Beale suggested that Rossi plan a special unit of the Senate’s presentation for the medical school faculty. Rossi suggested that the orientation be made mandatory for medical school faculty to be sure that those faculty can be relieved of their duties to attend, with some online education module as consequence for not attending. Clabo indicated that the Provost’s Office would not mandate attendance, but both Clabo and Beale noted that there can be several steps to encourage medical school faculty to attend. A special invitation can go out. Clabo suggested that Rossi discuss with the dean’s office the question of duty relief to enable attendance.
3. Faculty Affairs Subcommittee Emeritus Issue. Beale quickly reviewed the requirements for emeritus status in the recommendation that came to Policy through FAC and the FAC subcommittee. She noted several concerns about the recommendation. She believes the idea was to have the unit faculty approve the request for emeritus status automatically unless there was some major detriment in the applicant’s file (e.g., moral turpitude or other unprofessional behavior). Further, she disagreed with the limitation to tenured faculty with ten years at Wayne and the rationale that such a limitation was necessary to protect access to expensive library databases, as well as a sense that emeritus is historically a faculty privilege and other honors could be devised for academic staff and clinical and lecturer faculty. At the FAC meeting, she noted those concerns but thought some of the members were hesitant to speak out to disagree with the subcommittee.

hoogland explained some of the thinking on FAC regarding applying emeritus only to full- time tenured faculty. Even though some lecturers and academic staff do research, they are not evaluated on their research every year. The committee considered that people in different functions should be recognized in other ways, and thus agreed that staff and lecturers should not be included in this proposal. The committee did intend to take administrators out of the process to make sure that individuals could not be denied emeritus status based on personal bias or disagreements.

The Policy members agreed with the concerns Beale had laid out. Beavers noted that there are librarians with emeritus status and such a policy would appear to eliminate their status. Further, retired individuals continue to have access to the information and systems, other than some of the specialized databases. Simon explained that there are academic staff members that participate in research and should be recognized despite the yearly evaluation factor. Villarosa found the cost justification for excluding academic staff and contingent faculty from emeritus status exclusionary. Rossi noted that the tenure requirement would eliminate 85% of the medical school faculty that are clinician educators who are not eligible for tenure. Clabo noted that the term “faculty” includes lecturers, clinical track faculty, and research faculty as well as tenured and tenure-track faculty. Parrish reminded Policy that a revision was needed because a long-time faculty member was denied emeritus status because of his opposition to administrative policies.

Policy concluded that assignment of emeritus status should not be a promotion and tenure process and that precise language is necessary for the final version. Beale asked Villarosa to check the bylaws for process: based on that check, Policy agreed to send the memo back to the committee with a clear statement regarding the reasons for sending it back and the changes Policy would like to see. Under the bylaws, if the committee returns the report without change, Policy would take the report to the plenary with a statement of Policy’s concerns and rationales for objecting to specific items in the report. Beale will develop a draft for resending to FAC at the beginning of the fall term. It might be advisable to hold a joint meeting of Policy with FAC to discuss these issues.

1. Strategic Planning Steering Committee. Beale noted that the ‘homework’ assigned to the Steering Committee members for the second meeting (on Wednesday May 19) is to select foci and goals related to those mentioned in the Wright document distributed to Policy (developed based on the Board of Governors Retreat held in March). Beale reviewed the items indicated as possible focus areas and the goals stated, noting that it seemed rather disorganized, in that many closely related areas were treated as completely separate, while some other focus areas seemed rather limited and too oriented towards business approaches. There seem to be some biases in the way various subjects are addressed, in particular the “teaching excellence” section and various other items that clearly emphasize increasing online courses and degree programs (the executive education item). After discussion and suggestions from members at the meeting, Beale invited additional comments to her via email by Tuesday noon at the latest, which she will incorporate with the discussion from the meeting into a document to be copied to Policy for final comments and then shared with the Strategic Planning group as the Senate’s key concerns.
2. Meeting with School of Medicine Dean and Vice President for Health Affairs Mark Schweitzer. Beale noted that Dean Schweitzer had agreed to come to the Policy meeting next week and urged members to approach this as a collegial discussion with particular focus on research within the School of Medicine. The discussion should not be adversarial. It is important to get clarity on research—where he thinks the school will be in a year, in five years, and what the key problems are. We should also pose questions related to OVPR funds and whether that office is working well with the medical school in stimulating research. Questions also about the upcoming accreditation review are related.

Rossi commented that the medical school tenured/tenure-track faculty has decreased by about one-third in the last six years. On average, at least one person leaves the clinical department each month, and there are no hires in the basic sciences. Just recently a tenured faculty left Wayne for Central Michigan. This attrition raises concerns. Many remaining faculty do not have grants, and even those submitted to NIH that are well prepared often score too low to be funded. Other grant sources have been diverted to support COVID research. Once a faculty member has been without a grant for five years, it is very difficult to get grant funding. New faculty hires take time to establish their research. The timeline for the expectation to have 50% of salaries on grants is important—getting to 50% can’t happen overnight.

Parrish indicated his concern with the dean’s firing of two chairs, one in Family Medicine who had received a glowing review and another who had been the key person on diversity hires. Parrish does not believe that the dean has a plan for the next five to ten years.

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

May 24, 2021

Present: L. Beale; P. Beavers; J. Fitzgibbon; r. hoogland; C. Parrish; N. Rossi; B. Roth; N. Simon; R. Villarosa; Prasad Nangre; Amanda Powe

Guests: Mark Schweitzer, Vice President Health Affairs and Dean, School of Medicine; Linda Hazlett, Vice Dean of Research and Graduate Programs

Excused absence: Interim Provost Laurie Lauzon Clabo

In the absence of the Chair, Vice Chair hoogland started the meeting.

1. School of Medicine Research Discussion. After introductions, Beale invited the dean to provide a sense of the medical school’s future over the short term, and his vision of the School’s path for maintaining research excellence over the long term.

Dean Schweitzer stated his short-terms goals are “anti-exceptionalism” and preparation for the LCME accreditation visit in 18 months. He described anti-exceptionalism as bringing the med school into nearer conformity to its aspirational peers and the rest of the campus. The School of Medicine has had a slew of out-of-date features: curriculum, physical plant, residency program, continuing medical education (CME), hospital contracts, distribution of basic translational clinical sciences, relationship with the main campus, and professional education. Progress has been made within the medical school and can be referred to as “professionalizing the medical school and making it more similar to its aspirational peers.” In the past the school did not have processes and organizational patterns that were consistent with higher quality medical schools.

The LCME visit will monitor the medical school’s progress on a variety of these factors, so preparing for the LCME visit is a high priority. The school currently has a clean bill of health without ongoing monitoring, for the first time in 10 years. To prepare for the visit, Dean Schweitzer would like to address five large concerns systematically. First, there are 8 chair positions to be filled, with one or two more likely. The goal is to fill 6 of the 8 by the end of the year, with the remainder filled by President’s Day.

Second and third are increasing the number of voluntary faculty with a clear risk-mitigation strategy. The school’s student/faculty ratio is much higher than our aspirational peers because of the overdependence on DMC and fewer clinical partners than our peer schools. Based on the ultimate closure of Hahnemann University Hospital in Philadelphia after it was bought by (for-profit) Tenet Healthcare Corporation, the LCME will require that the school have a clear risk mitigation strategy. There are 310 students in the 2021 incoming class, with a higher yield of underrepresented minorities (in the top 10-15 schools in the country) and socioeconomically disadvantaged students. They will need diverse clinical sites, allowing them to select an environment that will work best for them while also considering different learning styles. Additional clinical partners will aid in risk mitigation, elasticity, individualized education experiences, and redundancy in other clinical programs. For example, a contract with Garden City Hospital is underway that will allow students in other clinical programs (Nursing, physician assistant) to assist where there is a great need. The hospital will be able to co-brand its residency program, residents will provide research support for clinical projects, and at almost no cost to the university (2 IRB submissions a year). Another contract will be signed with Trinity for St. Joe’s and St. Mary’s. PEPPAP dollars will hopefully come from this contract and the hospitals will be take approximately 18-24 students a year. The upcoming Providence Hospital contract will provide a new teaching site, making up for some of the 40 slots lost from Henry Ford’s alliance with Michigan State. The hope is that the investment will be offset by additional PEPPAP funds and scholarships for students. All of the new partners will provide voluntary faculty. Currently there are 1000 voluntary faculty and 1200 students—a 0.8 ratio. The ratio should be 1.5. Voluntary faculty members have a title and 2 hours/month teaching appointment with no salary or benefits.

Fourth is improving the physical plant. Scott Hall is a problem, and faculty members deserve to have better facilities in which to work. The Dean noted he is “cautiously optimistic” that it will be possible to build a research building and an education/research building in the near future. It will cost upwards of $200 million to do so, for which donors are currently being sought. There are several spaces available, but the preference of donors will need to be honored. Ideally, there will be a commitment before the LCME visit. If construction on these projects has not started in time for the visit, the current spaces need to be improved for medical education, including smaller group rooms since there is less need for large lecture halls, additional recreation spaces, study rooms, lactation spaces, and more.

Fifth, the overall organization of the dean’s office will be addressed. Reorganization is needed, with the first step being a search for a new vice dean for diversity to assist with this initiative. The dean and voting faculty of the department will assist with choosing a search committee. Beale asked how the search committee will be selected, and Schweitzer replied that there are guidelines providing for the dean and the faculty to select an equal number of members, with the dean selecting the chair.

Beale asked Schweitzer to provide more information about his vision for research in the school, since the university’s R1 research status clearly depends on the medical school where about 70% of funded research is conducted. Where does he think the medical school’s research will be in five years and what has to be done to maintain the R1 status? Beale noted that the medical school will likely lose the Perinatal Research Branch, a $20 million annual research item. Schweitzer agreed that it is unlikely the university will be able to retain the PRB in current form, but he expects that some components of the operation will remain here. Schweitzer suggested that the plans for promoting anti-exceptionalism and addressing the physical plant are key to maintaining research quality, with a third key being ensuring that clinical faculty and basic scientists work together, especially in developing translatable research, which is easier to fund over the short-term than ‘pure’ basic science. His goal is to move into the top 40 NIH-funded medical schools in the country. The university is currently ranked 77. Cancer research will grow and will be robustly funded by the NIH.

Beale asked what that meant for hiring researchers. Schweitzer responded that hiring the right researchers early in their careers is important and will create longevity within the school. As the largest single medical school, the school needs more faculty, more residents. There should be a 10-20% increase in paid faculty in 5 years, with most of the increase in faculty being voluntary faculty. The school cannot afford to hire stars but it can hire good people. Parrish noted that he understood that the plan is not to hire basic researchers in non-clinical departments; instead, they would be hired in clinical departments with 50% tenure. Schweitzer responded that the medical school has too little funds to hire in a different pattern from our peers: the university has neither a teaching hospital nor a significantly large practice plan, unlike University of Michigan, where both have faculty at only 50% tenure.

Beale asked again how research will increase or avoid declining in rank. Schweitzer stated that following our peer medical schools—Drexel, Ohio State, Temple, and University of Illinois Chicago—would be a best practice for remedying some of these issues.

Rossi noted that because we hire faculty to do clinical work, there are two forces that impact their ability to assist the research agenda—time and competence. For example, asking voluntary faculty (FTE) to judge student research often results in statements that they do not feel confident to do so. Schweitzer responded that he has offered to hire on a “K-award” and pick up the difference, which two departments took advantage of. Cancer biology and Family Population Health are two areas in which the school can and should build.

Beale suggested that there is a need for improved communication about the planning to support research and increase faculty, not just through town halls. Chairs cannot be depended on to communicate these kinds of issues to faculty, since they are often mired in more day-to-day details. It is an important role of the dean’s office. She suggested as well that Schweitzer find a way to ensure that clinical faculty can attend the new faculty orientation (NFO) events in the early fall. Schweitzer again suggested that the Senate meeting times do not work for the med school faculty, but Naida Simon noted that medical school faculty have had no trouble attending her committee meetings (usually held during the Wednesday afternoon time reserved for Senate meetings). Rossi also noted that she would be willing to provide an earlier morning session of the NFO for medical faculty.

*Hoogland thanked Schweitzer and Hazlett, who then left the meeting*.

1. Approval of May 17 Proceedings.

Committee members approved the proceedings as drafted.

1. Report from the Senate President:
   1. Enrollment. Graduate enrollment continues to be concerning. Law School enrollment numbers are off for LLMs and newly enrolled individuals, but LLM students often enroll later in the year. Overseas international graduates remain a concern. Members pointed out some problems with the graduate student admissions process, since schools are not getting completed applications in a timely fashion. Beale indicated she would discuss with the graduate dean in an upcoming one-on-one session already arranged. A maintenance fee for graduate student working on only their master’s thesis may be implemented. This idea will be coming to Policy for discussion and may lead to more individuals finishing their master’s degrees.
   2. Campus Opening. A presidential email has been sent to faculty and staff regarding a return-to-campus survey.

c. Strategic Planning Steering Committee. A consultant was invited to lead last week’s meeting at which a series of exercises intended to highlight strategic planning focus areas took place. Beale was disappointed in the failure to include specific goals related to faculty in the initial documents.

1. Communication and Action Items:
   1. GEOC Academic Senate Representatives Query. Tom Fisher and Jessica Greenwald were appointed in prior years to the GEOC Committee but will not be members in 2021-22 academic year, so the Provost’s Office has asked whether they should be replaced. Beale noted that her view is that individuals ask to serve a term continue to serve until the term is ended. Policy members agreed. Beale will inform the Provost’s Office.
   2. Pay Gap Subcommittee Appointee to Replace Ewa Golebiowska. Ewa Golebiowska indicated that she would like to step down from the subcommittee as it focuses now on academic staff pay equity issues. Members discussed potential nominees and agreed to ask Pynthia Caffee to serve.
   3. Resolution of Thanks for All University Essential Workers. Naida Simon and Noreen Rossi will draft a resolution for presentation at the September plenary session.
   4. DEI Follow-up. The members discussed communicating to Beale will draft an email to President Wilson to thank him for speaking to the full plenary and for his statement of agreement with the earlier-passed Senate DEI resolution. Confirmation of his support will be requested in writing. Roth will help draft the email.
   5. CFPCA Dean Search Committee. Members discussed issues raised by faculty and academic staff in CFPCA about the way the election for members of the dean search committee had been run. We understand that the administrative council limited the number of nominees to two per department and decided which two would be listed on the ballot, without consultation, if there were more than two in a department. As a result, there was unbalanced representation, with theater and dance not represented and no academic staff from the group of fifteen. The elected included two from Communication, one from Music and one from Art & Art History. Members thought the election should be run again—ideally with five slots so that there could be one from each unit and one for academic staff. Beale will raise the issue to Provost Clabo, and Villarosa will raise it from the Union perspective.
2. Liaison Reports.
   1. FSST. Enrollment management will resume campus tours for prospective students during the spring/summer semesters. The fall semester should be close to normal. On June 7th, there will a town hall meeting for students hosted by David Strauss, Dean of Students, and Tim Michael, Associate Vice President for Student Auxiliary Services and Chief Housing Officer. It is expected that no masks will be required outdoors and social distancing will not be implemented for fall. The daily screener will likely continue to be used. All building air filtration systems have been upgraded.
   2. Student Affairs. Orientation Part Two and FestiFall 2021 will return to outdoors.

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

June 7, 2021

Present: L. Beale; P. Beavers; L. Lauzon Clabo; J. Fitzgibbon; r. hoogland; C. Parrish;

N. Rossi; B. Roth; N. Simon; R. Villarosa; Prasad Nangre; Amanda Powe.

1. Approval of May 24th Proceedings.

Proceedings were approved as drafted.

1. Report from the Chair:

a. Campus Virus and Vaccine Status. Prior week’s reporting showed the first week since the start of the pandemic with no positive tests or cases on campus. The positivity rate in Detroit went down to 3.8%. The Public Health Committee will start to send biweekly updates to the campus community. Visitors are now welcome but will be required to complete the campus daily screener to facilitate contact tracing.

Surface transmission is not as important as we thought. Cleaning door handles and surfaces can be reduced but the decision has been made to keep these procedures through early fall to assist with maintaining a comfort level for concerned individuals. Clabo will advocate for the procedures to continue during flu season as well. Daily screening will continue through the summer and fall. We were the only 4-year university that did not contribute to an outbreak in its community. Contact tracing was done within 24 hours, which made a big difference. Masks in classes will depend on the vaccination numbers. At the state level, mask mandates are set to end July 1, 2021. The Public Health Committee will recommend keeping the indoor mask mandate for the summer, but it will be revisited for the fall semester. If we move to a vaccine mandate, everyone will have a place to upload documents or declination information.

There are some positions that will need to be on campus so a small group will be asked back first. If there are no outbreaks, a larger group will be asked to come back to campus. Individuals will need to work with their supervisors to determine the amount of work that can be done from home. We have found that screens and plexiglass barriers give a false sense of protection. Masks and 6 feet of social distancing are the proper way to protect employees and students on campus, though social distancing may no longer be mandated for the fall.

Members expressed concerns about issues that have arisen with the fall restart for academic staff. There have been miscommunications about the process and lack of clarity in some areas, such as Financial Aid, where messaging differs from the President’s and Public Health announcements. Some administrators are telling staff they must be in office without having any conversation or phased in approach. Provost Clabo said that she would bring this up at the full restart meeting on Friday, to ensure that any restart communication is checked with Public Health Committee. She agreed it was important to be clear on back-to-work mandates, flexibilities, and supervisor communications about requirements.

Another concern is the process for appeals where there are legitimate issues about how the return to campus is being handled. Clabo responded that there will be two processes that will address appeals: one for faculty and academic staff, through the Provost’s Office, and one for non-academic personnel, through HR. Clabo expects more definitive answers based on the data by July 15th when there will be another town hall meeting to answer questions and give up-to-date information and guidance.

b. Hoogland asked what information the Provost’s Office has at this point regarding student preferences for remote or in person classes. Clabo answered that results were mixed. Some students have complained about lack of face-to-face courses in areas like CFPCA’s dance and ceramics classes. Fitzgibbon noted significant problem when scheduled course modalities flipped from sync to async without that originating with the unit, creating a problem for instructors and students. Clabo noted the difficulty finding a balance. We want to offer alternatives without becoming a full online institution like the University of Phoenix. Beale noted that some of the current problems stem from the top-down approach to scheduling that occurred in the planning, without adequate consultation—a situation that was raised from November on by the Senate representatives at the Academic Restart Subcommittee.

1. Report from the Senate President:
   1. University Transit Proposal. Emily Thompson and Ned Staebler will come to discuss this at the next Policy meeting. There is a mobility initiative in engineering and it would be interesting to see if there is a connection between the two.
   2. Juneteenth. Juneteenth (June 19th) will be celebrated in various events during the week of the 14th. Brad Roth invited members to participate in the June 16th presentation on race relations in Tulsa as it relates to the massacre and Black Wall Street. There will be a panel that will discuss local matters along with other events listed on the schedule. An email of the events should have been sent and is posted online.
2. Opportunity Hires. Beale noted that opportunities hires can represent a way to bring in faculty of color. The University of North Carolina rejection of tenure consideration for Nicole Hannah-Jones, the creator of the1619 Project, might be such an opportunity. Lisa Jones, an acclaimed Black chemistry professor, has also indicated that she will not now accept the lateral move to UNC.
3. Student Resolution on Israeli-Palestinian Conflict. The Student Senate, after lengthy consideration and prior support from President Wilson, passed a Senate resolution regarding the Israeli-Palestinian conflict. President Wilson then refused to allow them to distribute the resolution over their university list-serve or to post it on the Student Senate website and issued a statement claiming the students’ resolution was unbalanced and inflammatory. The only place the Senate could post the resolution was on the Senate’s Facebook page. Roth will send the resolution to Policy members. Provost Clabo commented that Marquita Chamblee will conduct a discussion session to demonstrate an effective civil debate.
4. Communications and Required Actions.
   1. CFPCA Concerns about Dean Search Committee Election Process. Beale noted that people within CFPCA have raised concerns about the search committee election process. The college’s administration limited the number of nominees from each of the four departmental areas. The result was an overweight to communication (with two faculty selected) and an absence of performing arts representatives. No academic staff person was selected, of the 15 who serve in the college. Ideally the election would be re-run increasing the committee to a 5-N committee, with as many nominees as desired to run but a process that would select one faculty from each of the departmental areas and one academic staff person from the 15 academic staffers.

Clabo indicated that there is no norm to ensure representation from every department, and that would be impossible in schools like CLAS. Beale countered that CFPCA is quite different from CLAS, with only four departments and a sometimes-awkward merger of fine and performing arts with communication, which makes the predominance of communication representatives on the dean’s search problematic. Clabo indicated she had discussed this with Union representatives and will work to rectify the imbalance.

* 1. Summer Schedules. Beale asked Policy members to send summer availability to Amanda as soon as possible so that Policy can set the summer schedule of meetings.
  2. DEI Subcommittee lists. Beale asked that chairs email all DEI names to Amanda so that a list can be compiled for next steps.
  3. Senate Representatives to the Administrative DEI Council. Linda Beale asked that the Policy Committee approve renée hoogland and herself to serve on the DEI Council. She indicated that she thought it was important to have the Senate President serve, given the many issues regarding the Policy Committee and Senate’s responsibilities for educational policy that will come before the Council. renée’s service on the Council will offer an important diverse voice. Ricardo Villarosa asked that the decision be delayed until the next meeting. Members agreed to do so.

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

June 14, 2021

Present: L. Beale; P. Beavers; L. Lauzon Clabo; J. Fitzgibbon; r. hoogland; C. Parrish; N. Rossi; B. Roth; N. Simon; R. Villarosa; Prasad Nangre, Amanda Powe

1. 2021 SETs Process. Laura Woodward, Director of Testing and Assessment, and Boris Baltes, Associate Provost for Faculty Affairs and AVP of Academic Personnel joined Policy to discuss the 2021 SETs process. Woodward noted that quick decisions were made in the last year, including moving the SETs during the winter 2020 semester. The 2N SETs committee did “assist” with major issues. Prompting SETs responses using the gradebook feature in Canvas was the most controversial. A notification feature gives students the option of completing the SET process immediately or opting out of SETs for the course. Once a student opts out, it cannot be reversed. The administration added the gradebook feature because they were unhappy with poor participation rates: 40% for winter 2020 and 35% for spring/summer 2020.

After using a survey instrument with students, faculty, and some administrators for SETs feedback, the SETs committee was presented some options for the Winter 2021 process and approved gradebook reminders, a 1 ½ week extension for evaluation, a later evaluation window, the ability of faculty to change the evaluation period, and (for spring/summer 2021) inability for students who dropped the course to participate. This online system resulted in 51.4% participation.

Policy members noted that there was poor communication of these changes: the Policy Committee was not consulted at all, and many faculty members were not aware of the possibility of changing the evaluation period. Policy members found the process of connecting completing the SETs to student access to grades during the evaluation period completely inappropriate, especially when we know that SETs is generally a poor tool for assessing teaching to start with. Students were annoyed with the process and used the tool to vent. Roth noted that he considers lobbying students to complete the evaluation online unacceptable. Others noted that the process tends to attract negatives more than positives. Connecting the system with grades implies that faculty members support this. Substantial research has shown that the SETs process is biased against women, older faculty, faculty of color, etc. Further, it is absurd to count opting out of the evaluation in response to the gradebook notification as participation, which likely made the rates appear higher than they actually were.

Woodward agreed that opting out should not count as participation. Baltes said there had been positive feedback from some faculty members because the online system can be processed quicker for use for promotion, tenure and salary committee purposes. The SET coordinators within each department can create flexibility for the evaluation period if needed. Clabo noted that a template was created for SET coordinators who are within each department and better able to reach out to faculty members. Administrators claimed that complaints will be addressed for fall 2021. Woodward added that instructions and changing the question order is being considered to reduce the opportunity for bias.

Members noted that most faculty have no idea who their SETs coordinator is, and that SETs coordinators generally did not communicate these structural changes to faculty or did not communicate them appropriately. Beale and Roth emphasized that the university should not treat the necessary use of online SETs during the pandemic as approval for moving to that system permanently nor consider the processes used (such as the gradebook notification to push students to participate) appropriate. This is an educational policy issue, and there are significant reasons that the faculty considers online SETs inappropriate as an adequate measure of teaching.

1. Approval of June 7 Proceedings.

Members approved the proceedings as drafted.

1. Report from the Chair.
   1. Campus Virus and Vaccine Status.

For the second week in a row, there are no positive cases on campus and a zero positivity rate. The positivity rate in Detroit has fallen to 2.2%. Oakland University has mandated a vaccine for students living on campus and athletes. The University of Michigan has required the vaccination for students living on campus. The possibility of a vaccination mandate here remains subject to public health and state legislature considerations. There is currently a bill before the legislature that will prohibit vaccine mandates, even in residential housing.

The university plans to launch a new incentive program for faculty, staff, and students. Prizes will be given to individuals that upload their vaccination documents. The Center for Urban Studies survey will be re-launched to see where we are as a campus. If there is a lower percentage of undergraduate students vaccinated, the call will be made on a mandate. Clabo indicated she expects a decision by July 19th. If we are not able to identify individuals that are vaccinated publicly, the mask mandate will not be lifted.

Clabo indicated that HR’s return to work guide will be distributed this week. If a job needs to be done in person, the expectation is that the individual will be back on campus. Some remote activity will continue. No date has been set for all individuals to return. Members mentioned the way that Dawn Medley had communicated to her staff, which suggested that none would be allowed to work entirely remotely, which is not in accord with the Academic Restart understanding.

1. Enrollment. Enrollment numbers for fall are down significantly, with overall down 6.8% and even FTIAC down substantially. Transfer student enrollment is steady while graduate numbers are down almost across the board. Senior staff discussed strategies to help encourage students to register for courses after orientation. Online orientation allows distractions that seem to prevent many students from registering as quickly. On campus registration opportunities will be discussed as an option to increase numbers.
2. Office of Economic Development Transit Proposal. Emily Thompson, Director of Economic and Community Development, and Ned Staebler, Vice President for Economic Development, explained the transit pass plan that is still under negotiation but close to finalization. This has been in the works for at least five years and will provide more options to individuals trying to get around. Pilot programs were successful and helped to make the new, more comprehensive program possible. When finalized, students, staff, and faculty will have unlimited free access to DDOT, Smart, QLINE, and MoGo bike services with their OneCards. A new MOGO station will be added outside of MISB, and additional funding for marketing will be incorporated into the plan. The pass will be valid in other counties where these services are available.

The potential cost to the university will be $600,000 at most, with the real possibility of $100,000 to $150,000 less. Funding that had been used for the shuttles between main campus and the Ilitch School of Business (costing $328,000) and the School of Medicine (costing $226,000) will essentially be allocated to this program, and the shuttles will be discontinued unless some portion of the COVID recovery funds are used to run shuttles. Public transportation will benefit the campus community financially, as it pertains to parking and mobility.

Rossi noted concerns for students who travel between iBio and the medical school where parking is often difficult or they may have no car at all. She asked how the program would work for them. Staebler responded that the QLine stops at both iBio and the medical school and there is a Mogo station just two blocks from iBio (on the other side of TechTown. Similarly, the bus provides a fifteen-minute commute from Community Arts to the medical school. Rossi added that the Henry Ford Hospital is another site that students must visit. She suggested the importance of broad communication of the program and changes to students, with involvement of the medical school dean and the dean of graduate medical education. Since medical school students start in July, it would be important to get the word out during orientation. Beale agreed that targeted communication is essential—to RAs in residence halls, at orientation, in connection with the OneCard process, and with the Student Senate and the graduate student union leaders. Thompson noted that they might use a marketing committee including individuals from central marketing, the Student Senate, and the schools and colleges. Beale added that information can be sent via the Senate listserv if there are changes and updates that need to go to faculty. Clabo noted that Lisa Nuszkowski, the new president of the QLine (who started MoGo in TechTown), had announced the line’s testing runs for re-opening in July.

Roth thanked Staebler for his assistance with the Juneteenth celebrations.

1. Additional Agenda Items. The President’s Report and action items will be deferred to the next Policy meeting on June 21.

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

June 21, 2021

Present: L. Beale; P. Beavers; L. Lauzon Clabo; J. Fitzgibbon; r. hoogland; C. Parrish;

N. Rossi; B. Roth; N. Simon; R. Villarosa; Prasad Nangre; Amanda Powe

1. Approval of June 14th Proceedings.

The proceedings were approved as drafted.

1. Report from the Chair.

a. Campus Virus and Vaccine Status. The positivity rate on campus is 1.3%. There is 1 confirmed case and 2 awaiting test results. renée hoogland asked for more information on variants and vaccination effectiveness after 6 months. Clabo noted from recent Public Health meeting that all 3 vaccines are effective against the delta variant, though perhaps 1-2% less than for the alpha variant. The delta variant will very likely be dominant in the U.S. within 4-6 weeks. When a large percentage of the population is not vaccinated, more variants develop and they may be more aggressive and less responsive to vaccines. Durability of immunity has not been resolved.

b. Enrollment. Overall enrollment is down 6.47%, with undergraduate enrollment down 4% and graduate enrollment somewhat better than prior reports. These downward trends will affect the budget. Campus tours have started and will increase in frequency. Prospective students will have the opportunity to register under a tent and after orientation. Enrollment at other Michigan publics is down as low as 21% for fall, with both Michigan State and University of Michigan still offering test optional admissions and digging deeper into their pools. Naida Simon requested that students be registered with an academic advisor. Clabo said academic advisors will be available at those sessions.

c. State Higher Education Finance report (SHEF). A Bridge Michigan article included data from the annual SHEF report. Michigan funds its public 4-year institutions at only 59% of the national average, while community colleges in Michigan are funded at 110% of the national average. Michigan ranked at the very bottom of the states for state-funded financial aid per student.

1. Farewell. Clabo announced that today will be her last Policy meeting. She thanked the committee and let them know that it has been a pleasure and an honor to work with them all. Members noted their appreciation for her service during an exceedingly difficult year.

1. Report from the Senate President.

a. Continuing C&IT Issues. There are still issues with communication after consolidation. It continues to be an area that needs attention.

b. Government and Community Affairs. Stacy Clayton has come on board under Patrick Lindsey.

c. Provost and CFO. Mark Kornbluh will be on board July 1st. There is not a date set for a new CFO to start and we have not received any follow-up information about the CFO search after submitting the Policy memo to the Search Committee and President Wilson.

d. Strategic Planning Committee. This committee meets every 2 weeks. The discussion has been on primary focus areas. Several of the persons of color on the group were also (including both administrators and faculty) were interested in refining the existing values statement. Beale shared the resulting draft with Marilyn Kelly, since the Board of Governors will need to approve any values statement edits. Co-chairs for each focus area will likely be appointed in the next few weeks. The Senate committee chairs will need to continue working with their committee’s working groups on the set of recommendations on higher education policy that each committee will send to Policy in September, for review and approval by the entire Senate at the November plenary session.

1. Communications and Required Actions.
   1. PC Summer Meeting Schedule. We will not meet on July 4th. Both Noreen Rossi and Jane Fitzgibbon will be available on July 12th, which was noted differently on the summer schedule provided. Unless there is pressing business Policy will not plan to meet on July 19th or August 2nd. There was some confusion about the Medical School election results so Beale and Powe will follow up to verify results.
   2. University Response to Student Senate’s Israeli-Palestinian Conflict Statement. President Wilson blocked the Student Senate’s access to the all-student listserv to distribute their statement, even though it was customary for them to use it to distribute Student Senate information to students in the past. This is problematic since it is a content-based elimination of access. The question is whether Policy considers it appropriate to ask the Academic Senate to make an official statement on this matter.

Clabo spoke to discourage a statement. She suggested that the Student Senate should have a means of communication that does not imply that the Student Senate is speaking on behalf of the university. She met with the Student Senate Executive Board, who agreed not to push any further on this issue. Clabo added that the Student Senate was able to disseminate the Senate statement through their own social media.

Beale explained that preventing the Student Senate from using the all-student listserv in the same way they have been permitted to do in the past, based solely on the content of the message judged by the President as presenting a political problem, was a First Amendment free speech issue. Charles Parrish worried that this now suggests a potential problem for any university listserv users if their content is disliked by the administration. Brad Roth explained that these situations are treated as judgement calls rather than opportunities to make statements about the issues while acknowledging students’ rights to have different views. The Policy members discussed Professor Sedler’s statement about the constitutional problem with the university’s action. Roth suggested that he and Villarosa (since he is in DOSO) meet with Lou Lessem next to get the university’s perspective. The committee will then decide whether to develop a Senate statement.

* 1. Restart Rules. An Enrollment Management email went out to employees with a blanket statement that the campus is reopening. It allowed all individuals to work remotely one day a week but said that no individual would be allowed to work remotely full time. The announcement did not consider households that are more vulnerable for different reasons. Beale noted that if there are many who work in person full time, there would likely be sufficient work that one who needed to work remotely could do so full time. Clabo merely suggested that employees and supervisors should be in communication about work schedules. Work that needs to be done on campus will need to return to campus. The last 16 months were used to accommodate individuals for safety purposes, but as there is a decline in cases, individuals will be asked to come back to campus. Clabo suggested that FMLA is an option for vulnerable populations.

Public Health will be sending out individual messages about restart. Villarosa noted the Restart representatives concern that there was still inconsistent restart communication. Clabo will bring up the issue again in the executive restart committee. The emerging issues are changing daily and cannot be answered definitively as of today. Beale suggested that the Provost’s Office encourage supervisors to provide clear communication. The Enrollment Management email left no room for any discussions between an employee and supervisor about individual situations.

* 1. Senate Representatives to the Administrative DEI Council. Beale recommended that renee hoogland and Ricardo Villarosa serve as Senate representatives to the Council. Both agreed to serve.
  2. SmartCheck Termination. This system would alert students that withdrew from courses after census date to reach out to an academic advisor and/or financial aid to be aware of consequences of withdrawal. With its termination, new and some continuing students may fail to get necessary information. Clabo will look into this and provide additional information.
  3. BOG Budget Items for Friday Meeting. The fee and tuition rate recommended increase for 2021-22 is 4.2%, with provision for reduction if the state sets a lower cap. A Beecher House item is to provide a system that can bring fresh air in and provide air conditioning. Clabo said that Public Health and Schools/Colleges would send out messages regarding campus safety issues. Plexiglass use is under review. The Warrior Safe Training 2.0 will be updated and the screener will still be used.

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

July 12, 2021

Present: L. Beale; P. Beavers; J. Fitzgibbon; r. hoogland; C. Parrish; N. Rossi; B. Roth;

N. Simon; R. Villarosa; Prasad Nangre; Amanda Powe

1. Approval of June 21th Proceedings.

The proceedings were approved with edits.

1. Report from the Senate President.
   1. 2021-2022 Academic Senate List. The Senate office is attempting to finalize the Senate list for the coming year, in preparation for Amanda being able to send out materials to Senate members with request for committee preferences (which ideally should be done by July 23).

* 1. Enrollment. Numbers for both undergraduate and graduate/professional continue negative. If there is no improvement, the decline will double the percentage considered when creating the budget. As of today, the legislature has not acted on 2021-2022 state funding. State and federal funds may alleviate the amount of reduction required.

Noreen Rossi explained that graduate student enrollment in Medicine is concerning and will likely have a negative impact on research and other areas.

* 1. Campus Flood. Provost Kornbluh and Facilities AVP Rob Davenport agreed to send a notice to FAB, Law, and Community Arts faculty regarding the flood damage and actions to remedy it. All of these areas were hit hard. FAB and Law had upper floor as well as basement flooding. They are working to address mold issues during the clean-up, and all wet carpet will be removed.

Davenport’s plan to require better communications from his teams is still not working fully. The electricity went out in Scott Hall and he was not aware of the incident. The website incident reporting system he had said would be created needs to be established to help this, since middle managers are not communicating problems up the chain.

* 1. Rohan Kumar’s Job Success. Rohan E.V. Kumar, the Senate’s former graduate student assistant, accepted a full-time position with North American Lighting in Farmington Hills as an optical engineer with the company. Beale will send a card on behalf of Policy members to congratulate him.
  2. Undergraduate Experience Survey. The university withdrew from the National Survey on Student Engagement (NSSE) and is now conducting its own Survey of Warrior Educational Engagement and Transformation (SWEET) (apparently due to the $40,000 cost of the NSSE). One was done a year ago, and a new version is being prepared now for the W2022 term. Laura Woodward, Director of Testing and Assessment, heads the development, and Naida Simon is on the working group. The survey includes questions on campus climate, learning activities, support services, and instruction. Beale noted the loss of historical and comparative data that was a worthwhile advantage of NSSE. Policy will get additional information for further discussion, if needed, at next week’s meeting.
  3. Academic Restart. Various faculty and academic staff continue to note concerns about no mask mandate if there is no vaccination mandate. Representatives to the Academic Restart committee have raised this issue frequently. It has been brought to the fore because the Provost’s Office (at the President’s request) went back to associate deans to ask them to get faculty designated to teach remotely to switch to in person. Kornbluh raised the concern that he thought it would be difficult for faculty to ask students to be maskless given the politicization of the issue. The Provost is planning an announcement that will include information on this issue.
  4. Centers. The temporary charter for the Emerging and Infectious Disease Center was approved as expected. Kornbluh said that he would ask the 3 founding directors to respond to the various issues raised re operating, ultimate responsibility for decisions, and specific duties of the individuals involved. This temporary will need to come back to Policy in a year for the initial charter period. As noted in prior meetings, there is concern about the number of entities claiming “center” status that have not gone through any approval process. This will be important for the research committee of the Senate, in particular.
  5. Financial Skills Pilot Program. An announcement was sent out July 17, 2021 to note the launch of a financial skills pilot program to help students develop personal financial skills that will help them achieve financial stability, funded by PNC, Lake Trust Credit Union, and the Michigan Economic Development Incorporation. This is apparently interdisciplinary, since Julie Hollinshead and Matt Roling will head it. It is not clear what approval process this program has undergone. Beale proposed that the program be added to the next meeting with Kornbluh to inquire about the process used to approve such a program.
  6. SmartPath. This is a software system that was adopted by the medical school to replace the prior system that was a disaster. It will be used in Medicine for salary committee, promotion, tenure, and resumes. Committee members noted that there has been no discussion of adoption of the system across campus, yet Beavers shared an email from the Office of the Provost noting that the system will be used for tenure and promotion. It will be necessary for faculty members to upload all of their information individually. Additional information is needed so this will also be added to the next agenda.
  7. SETS. Laura Woodward followed up with the Academic Senate with her summary of our discussion. She did not include the most significant point—the problem of biases discussed during our meeting. The summary also assumed that the office could now adopt online SETs without further discussion, though we understood there was an agreement not to do so: the online process was purportedly adopted to meet the needs of the overall shift to remote during the pandemic. Paper evaluations should return with in person learning, other than for online courses. Policy has repeatedly emphasized the research that shows that the online process tends to create a negative bias and reduces the yields. The fact that the SETs coordinators are counting “opt out” choices as “participation” is telling.
  8. Research Funding. Beale noted two interrelated issues in the medical school: centralization of graduate student assignments and creation of a “pool” of staffing for grant support, even though there is an advantage to having staff consistently work with one department’s faculty.

Rossi explained centralization of graduate students raises concerns since departmental funding is less secure in some areas. T32 training grants are of course more secure, but there are departments without those or IBS funds. Further, centralization in the medical school’s Office of the Dean for Research raises a potential issue of conflict, since the Dean for Research is also Associate Chair in one of the departments with a high demand for graduate students.

Parrish added a further concern regarding requiring increased payment of salary on grants. The standard for payment of salary from individual grants at other institutions is approximately 20%, which is what the university averages. This is a policy issue that gives control to an administrator to allocate funds. Time should be proportionate to the work that is being done. The union was involved years ago to change the factors that were included. Even if more time is entered on the grant, clinical duties can’t be reduced.

1. Communications and Required Actions.
   1. Provost Kornbluh Meeting Attendance. Beale informed the Policy members of Kornbluh’s statement that he would like to attend only every other meeting of the Policy Committee. Members were deeply concerned that this would not be appropriate during the fall semester. One suggestion was that he plan to attend weekly but leave for items that are of less consequence. Several members noted that the Provost serves as Chair to ensure that the Policy Committee has continued access. A decision to curtail the extent of the relationship comes across as further disregard for the role of the Senate. This early part of his tenure should be an opportunity for the Provost to consolidate support of the faculty and academic staff. A motion was made, seconded and approved by unanimous vote to develop a Policy Committee memo to Kornbluh to urge him to recognize the importance of joining Policy for each of its meetings. [*Addendum: the memo sent by Policy is attached*.]
   2. July 19th Policy Meeting. Provost Kornbluh will not be able to meet at 1:30 pm -3:30 pm because of the Town Hall meeting set by the President during Policy’s regular meeting time. He is available at either 12:00 pm -1:30 pm or (3:30 or) 4:00 pm- 5:30 pm. All members can meet at the late afternoon time. Beale will confirm whether 3:30 or 4 will be the start time.
   3. New Faculty Orientation. The Provost’s Office proposed August 19th, 10 am to 11 am for the Academic Senate participation, via Zoom, in orientation. Two members indicated this would be difficult, so Beale will see if the group can do 11-12 on the 19th instead. This will be a Zoom session. [*Addendum: Sara Kacin confirmed August 19 from 11-12*.]
   4. LGBTQ and Title IX. The Biden administration’s Title IX notice supports the need to use sex as the correct term covering both sexual orientation and gender identity issues. Beale suggested hoogland approach Marilyn Kelly and Mark Gaffney since she has raised this issue several times as part of the personnel committee. Hoogland noted that Kelly was receptive and asked for language that could be presented to the Board of Governors. hoogland read the language shared with Kelly, and Kelly will discuss that language with the Board.
2. Liaison Reports.
   1. CIC. Brad Roth is working with members of CIC on a questionnaire for faculty to request feedback on the use of Respondus.
   2. Student Affairs. One of the higher ed working group subcommittee chairs walked away because of lack of participation of members in that group. The other two working groups are continuing to meet.



Academic Senate

MEMORANDUM

TO: Mark Kornbluh, Provost and Senior Vice President for Academic Affairs

FROM: Academic Senate Policy Committee

IN RE: Policy Committee Meetings

Date: July 13, 2021

The Academic Senate Policy Committee met on July 12, 2021 and discussed your proposal to hold meetings of the full committee with the Provost as Chair only every other week. Your proposal would overturn a practice of weekly meetings with the Provost that stretches back over five decades. For the reasons outlined in this memorandum, members of the Policy Committee consider this proposal problematic. The Policy Committee accordingly passed a unanimous motion at the meeting to convey to you the importance of the Provost’s participation in all Policy Committee meetings and its expectation that you will so participate.

As you know, the Policy Committee reduces its schedule of meetings over the summer. We can shape the remainder of that schedule to suit you, so long as there is recognition that there are a number of semester startup actions in early and mid-August that require your participation.

As the Senate’s leaders, we believe it is necessary that you join the committee for its regularly scheduled meetings for the Fall 2021 term on a weekly basis. If necessary, we could arrange for some of those meetings to include you for less than the full time, though we expect that you will find the information and discussion useful to you in your own work. The reasons we think it is necessary for you to participate in the Policy Committee meetings are multiple.

***First,*** while the advent of a new Provost to the campus is a celebratory moment, it is also the time in which you will be introduced to the academic culture of Wayne State University and to the perspective of the leaders of shared governance through the Academic Senate on the relationship between administration and Senate leaders.

***Second***, the official Bylaws of the Academic Senate include the appointment of the President or designee as Chair of the Senate. That delegation has long been to the Provost, and the rationale for the Bylaws provision has been to ensure adequate interaction with the Policy Committee serving as the executive committee of the Academic Senate. Without that weekly interchange and discussion of issues that have arisen, both the Senate leadership and the academic administration would be easily blindsided about important developments.

***Third***, at the beginning of your tenure, it would be advantageous to demonstrate your commitment to shared governance and openness to input from faculty and academic staff on educational policy and related matters under the Board of Governors statutes. This is especially true in light of recent instances of presidential diminution of the Senate’s role.

***Fourth***, while the Policy members appreciate that you intend to keep an open door and to continue the regular meetings with the Senate President, we do not think that substitutes for meeting with the full Policy Committee. The Policy Committee membership changes over time and is representative of the Senate. Its members are elected annually by the Senate members who are themselves elected by each of the units included in the Senate (with three of the Policy members holding staggered three-year terms and the Senate President holding Policy membership while serving as Senate President).

Accordingly, the Academic Senate Policy Committee members strongly urge that you plan to attend the full schedule of meetings with the Policy Committee, with absences noticed beforehand for other commitments that must be met so that the committee can move its agenda for such meetings to other dates, as done in the past.

The Academic Senate Policy Committee:

Linda M. Beale, Professor of Law, Wayne Law; President of the Academic Senate

Paul Beavers, Librarian; Chair, Budget Committee

Jane Fitzgibbon, Senior Lecturer, College of Fine, Performing and Communication Arts; Chair,

Facilities, Support Services and Technology Committee

renée hoogland, Professor; Vice Chair, Academic Senate; Chair, Faculty Affairs Committee

Charles Parrish, Professor, College of Liberal Arts & Sciences; AAUP-AFT Liaison to Policy

Noreen Rossi, Professor of Internal Medicine, School of Medicine; Chair, Research Committee

Brad Roth, Professor, Political Science and Law; Liaison, Curriculum and Instruction Committee;

Chair, ad hoc Subcommittees on Undergraduate Research Funding and on Student Code of Conduct Revisions

Naida Simon, Provost’s Office; Chair, Student Affairs Committee

Ricardo Villarosa, Coordinator of Student Life, Dean of Students Office; Parliamentarian, Academic

Senate; Liaison, Budget Committee

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

July 19, 2021

Present: L. Beale; P. Beavers; J. Fitzgibbon; r. hoogland; M. Kornbluh; C. Parrish; N. Rossi; B. Roth; N. Simon; R. Villarosa; Prasad Nangre; Amanda Powe

1. Approval of June 21th Proceedings.

Proceedings were approved by the committee.

1. Report from the Chair.
   1. Introduction. Provost Kornbluh greeted the members of the Policy Committee and noted his pleasure in being at Wayne as chief academic officer. His goal is for the Office of the Provost to work more as a team and communicate more effectively. He considers it important that the office be closely attuned to faculty and academic staff concerns. In this respect, he thanked the group for the restart announcement feedback.

Kornbluh noted that the university’s budget is a complicated issue, but he is reviewing it and the background information related to the current budget to assist him moving forward. Clearly, the 2013 collective bargaining agreement with the faculty/academic staff union included a university commitment to paying employees better over time, and in that Wayne State is exceptional compared to many other universities. The commitment was a good decision that has helped the university retain good employees. The contract was also an expensive decision that has been part of the cause of multiple budget cuts. Kornbluh hopes to increase revenue in order to continue paying employees well. That will require a renewed focus on enrollment management, especially regarding undergraduate recruitment. He was surprised to learn that 92% of Wayne’s undergraduates are recruited within 30 miles and 98% within 100 miles. International student recruitment can also increase enrollment and diversity for the university. The colleges need to take a greater role in the recruitment process. Other revenue areas will also need to be investigated, such as adult education.

Enrollment management changes will not start immediately. For the next month, the focus will be on bringing students back and getting admitted students to come to Wayne. In the future, he noted that he will want to visit a few other urban research universities that have done better than Wayne State at garnering enrollments, to try to learn from their example. (He thinks this is more efficient than paying considerable amounts for consultants to provide us the same answers that they provide everyone else.) His team will identify which universities to visit based on comparative data.

Another area is understanding our students’ costs. Discounted rates will need to be calculated precisely, but financial aid and understanding the process and amounts is very important. Kornbluh expects to bring some ideas on this to the Senate as they are developed.

Given southeast Michigan’s large immigrant communities, the university should be focused on first-and second-generation immigrants in addition to African American students as a way of diversifying our student body and recruiting more broadly. Diversifying the faculty is a priority that will allow students to see themselves in the faculty. Kornbluh hopes to attract philanthropic resources that will ultimately support hiring more people of color into positions.

The relationship between faculty governance and the administration is another focus. Faculty consultation is important, even though it will not always yield agreement. Kornbluh stressed that he is open to changing his mind through the consultative process.

Lower academic standards and poor retention and graduation rates have been issues for years. Parrish commented that the university has achieved better retention rates with athletes through appropriate focus and mentoring, but this needs to be expanded to other undergraduate students. Kornbluh agreed that support is necessary, suggesting that better partnering with K-12 schools, especially in the Detroit metropolitan area, and introducing more diverse faculty members can help. These are deeply rooted problems, so programs can be only one of the solutions. Engaging current students with local schools to prepare them for college is a strong consideration. This will benefit our students as well as the K-12 students. President Wilson is working to bridge the success gap. More information will be shared when available.

Noreen Rossi noted that there are current programs that are successful. She suggested the need for a conversation with successful programs. This will aid in deciding what approaches have worked. Kornbluh acknowledged that he has heard of some of these programs and will use them as models.

1. Report from the President.
   1. Endowment. The Foundation was informed that the Wayne endowment has hit the 1/2 billion mark, after many years of being in the 350-420 million range. Still small, but a strong step in the right direction.
   2. Public Health. Positivity rate was 2.2% on July 10th in the Detroit region. There was an increase in deaths to 2 a day. In Detroit, the positivity rate was 2.1%, with 1 death per day. Wayne, Oakland, Livingston, Monroe, and St. Clair moved up in risk level, likely because of the lower vaccination rate and the spread of the Delta variant.
   3. Title IX. Beale mentioned that the Title IX notice discussed last week was a positive step in acknowledging the need to include both gender and sexual orientation concepts.
   4. Faculty Titles. Beale noted that Policy has long pushed for more effort on funded faculty titles, including developing some sponsored funding for a period of years for simpler titles such as “Jane Doe research scholar.” As chair of the Budget Committee, Beale began an annual meeting with Development, and in that setting the Senate has consistently asked for a greater effort at raising funds to support various levels of faculty titles, such as 3-year titles that are directly funded rather than through an endowment. Susan Burns did agree to make raising funding for faculty titles a priority once the last campaign was completed, although she has consistently stated that donors do not want to support faculty titles. Further, in the most recent Budget Committee meeting with Development, she made clear that she did not consider this an important priority because her staff had compared the number of faculty titles university-wide with numbers at various four-year colleges in Michigan and found general similarity in numbers. Senate members pointed out that such institution-wide comparisons are inappropriate: benchmarks should be at the departmental or field level. That is, the number of Wayne State University chemistry faculty titles should be compared with the number at stellar chemistry departments at its similar rank nationally, not with chemistry at CMU or EMU. There is also a real reputational benefit for the university from such titles that seems not to be understood by Development. Beavers suggested setting up a meeting focused on this issue with key personnel. Kornbluh indicated he would review this issue to see what can be achieved. Graduated amounts and immediate-use funds may be options for endowment. Rossi also suggested finding out what pushes people away from Wayne State to go to other schools, since titles may be a factor in retention.
   5. New Faculty Orientation. We need to plan for one hour with the new faculty on August 19th at 11:00 am. This will be on the next Policy agenda to schedule our items of discussion.
   6. Announced Programs. Beale noted three items that came through as recent announcements where the university role and/or approval process was unclear. One was a new grant-supported “*pipeline program” pilot in CLAS for formerly incarcerated individuals* that will train an “educational transition coordinator”. The CLAS dean is principal investigator on the grant, but it wasn’t clear whether there was an arrangement for other faculty involvement in the program, admission of participants to Wayne, or further support if a student from this pipeline came to Wayne. The second pilot program is a “*financial capability pilot*” *for students* supported by various banks and headed by an adjunct faculty in the School of Business and Matt Roling, the head of Wayne’s (new) Office of Business Innovation. There is apparently also participation by the School of Social Work and other offices on campus as well as in the city. This is apparently an interdisciplinary program headed primarily by an adjunct, but it is not clear whether it is a program for Wayne students or whether any faculty units’ approval or participation has been involved. The third program is a “get involved” event organized by AVP Monica Brockmeyer using Tema Okun’s “White Supremacy Culture” workbook, which has drawn some stringent criticism for labelling as “white supremacy” both characteristics that are just poor examples of planning and thinking (the view that there is only a right or wrong way to do anything) and many characteristics that are in fact hallmarks of a well-run organization (good writing, timely productivity demands, clear processes for reaching final decisions, etc.). It seems a poor choice as a foundation for a university discussion of racism. These three items exemplify the lack of clarity that sometimes occurs in university communications, as well as lack of full consultative process and foresight in what is covered.
   7. Syllabus COVID Statements. Beale noted ongoing concerns about the push for “back to normal” in-person activities and classes. The university has made clear that there is no requirement for masking or social distancing, except that those who are not vaccinated are required to wear a mask indoors. There is no way to enforce that rule since neither faculty nor staff will know anyone’s vaccination status. Members agreed that there needs to be suggested wording for faculty to use in their syllabi, including that mandates and modalities may change if pandemic conditions require it. Villarosa suggested that the Provost join the Academic Restart meetings since they have not been very fruitful since Provost Whitfield left (Interim Provost Clabo did not attend). Kornbluh agreed to join the meeting on Tuesday.
2. Communications and Required Actions.
   1. Summer Meetings. Members discussed a change in dates through start of the fall semester, given the Provost’s availability. The committee will meet on August 2nd, 16th  and 30th. If needed to conduct Senate business (including planning for the plenary session), Policy may meet (without the Provost, who will be in flight) on the 23rd of August. Policy will not meet on Labor Day (September 6) but will meet on September 13th.The first Senate plenary is September 15th (later this year to avoid conflicting with other events). The memo to Senate members on committee preferences needs to go out as soon as possible so that those assignments can be made by Policy at the August 16th meeting. The committee will also need to handle the Article XXX committees as soon as possible, and for that Boris Baltes will be invited. [*Addendum: The slate for the Article XXX committees is drawn up by the Provost’s Office, so the meeting with Boris to finalize those assignments will depend on when that slate is available*.]

Summary of Upcoming Meetings: August 2nd, August 16th, August 30th, September 13th. Please keep August 23rd as a possible meeting date. Meetings will be held on Zoom through August. FAB 4339 will be reserved for future meetings and/or we may begin to use the Senate Conference Room as is our tradition, likely with continuing zoom connections for those not able to join the meeting in person. Senate plenary modality is not yet decided.

* 1. Update re University Response to Student Senate’s Israeli-Palestinian Conflict Statement. Kornbluh explained that the university surveyed all other universities in Michigan and some APLU Universities. None of the universities had an open listserv that their Student Senates could use to address all students. President Wilson decided that having an open listserv was an issue. Cabinet discussion related to the listserv and addition of a statement to emails that are approved to be sent. It is the administration’s understanding that the President of the Student Senate was fine with that.

Policy members noted that this is not a full portrayal of what occurred. There appears to have been a past practice through which the Wayne State Student Senate has been able to send messages to all university students, i.e., to the Student Senate’s constituents. Access to the list has been facilitated by the Dean of Students Office, and Policy’s understanding is that there has not been any content-check on this use in the past. This message, however, was not allowed to be sent, based entirely on administrative dislike of the content of the message. The Student Senate President’s lack of concern in this instance is essentially irrelevant, since this was debated at length in the Student Senate before being approved by a substantial majority of the Student Senate members (with the Student Senate President voting against it). Professor Sedler makes clear that this appears to be a constitutional violation, since it was a content-based decision when there has apparently been a pre-existing policy of open access to a student list to send items decided through a majority vote of the Student Senate members to all students. Policy members expressed strong concern about this issue, since a decision based on dislike of the content of a message does not augur well for protecting academic freedom of either students or faculty. Beale suggested that the university should create a listserv for the Student Senate that it updates each semester with student names on it. The university could require a disclaimer to be attached to any email from the Student Senate to students stating that the material is a product of Student Senate discussion and does not carry the imprimatur of the university. There should also be a clear statement from the university that there will not be interference with access to listservs. Kornbluh indicated he would look into this further.

* 1. SETS Process. Beale shared the email exchange with Laura Woodward that followed her visit to Policy to discuss the decision to associate online SET submission with certain grade information, for the Winter 2021 term. Woodward’s summary completely overlooked the discussion of bias and the additional problem that connection with grades adds to bias. Policy had also emphasized that a decision to “opt out” of SETs should not be counted as “participation”. Further, Woodward indicated a plan to maintain the online SETs process, even though there had been a clear understanding that SETs would not be moved online prior to the pandemic. The only reason we have done SETs fully online beginning Winter 2020 was because of the pandemic move of all functions to remote modalities. There should be an assumption that SETS will return to paper/in-person as we move mostly back to in-person instruction. Kornbluh will talk to the staff in his office regarding this issue.
  2. Strategic Planning. The Provost has requested Senate recommendations of participants on faculty focus groups and staff focus groups to meet once during the next few weeks. The committee reviewed a draft list and suggested some additional possibilities. The names will be sent to the Provost after the meeting. In addition, the committee considered potential appointees to the focus area subcommittees (research, academic excellence, student success, financial sustainability, and DEI). Beale noted that a primary function of the subcommittees will be to develop an initial draft of ideas for each of the areas. The group settled on individuals, so Beale will contact them and forward a confirmed list to the Provost.
  3. SmartPath. This item on the agenda is based on an announcement that went to associate deans regarding the use of the same software adopted by Medicine for all faculty records (selective salary; P&T; CVs; etc.). Faculty were neither consulted about the software nor informed about its use. Rossi described how the software had worked in the School of Medicine, noting problematic areas. For Medicine, the prior database was just shifted to SmartPath, but there were numerous glitches in the process. For many faculty, the software scrambled the order of authors on papers, which meant that a primary author might not be so listed. Medicine did end up allowing faculty to simply upload a PDF of their CV. External reviewer letters, which are generated with the appropriate factors for the school, also did not generate appropriately (and the auto-generated letter itself is very terse and likely tends to lead to poor recommendation letters).

Kornbluh agreed that the transition should have been noticed to the faculty. He will check to see what the expected use is in schools other than Medicine and let Policy know. [*Addendum: following the meeting, the Provost informed Policy that the P&T process will not change for faculty outside Medicine. Faculty will be able to submit their CVs as a PDF without having to enter the individual data points. The letter generated by the system can be modified by chairs (or deans in non-departmentalized schools/colleges). The terse version is what has been the standard template in the past.*]

* 1. Medical School Grant-Drafting Support. This item will be addressed during the next meeting.
  2. SWEET Survey Draft. Members discussed this briefly. Beale noted that her main comments were on the screen grab of the survey that was distributed to the committee. Simon asked that any additional comments be emailed to her so that she can share those at the meeting on July 22nd (where she serves both as Provost’s Office and Senate representative).

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

August 2, 2021

Present: L. Beale; P. Beavers; J. Fitzgibbon; r. hoogland; M. Kornbluh; C. Parrish; N. Rossi;

N. Simon; R. Villarosa; Prasad Nangre

Absent with notice: B. Roth

1. Approval of Proceedings.

The committee approved the proceedings of July 19.

1. Report from the Chair.
   1. Respondus. Last week Provost Kornbluh was informed that if the university did not renew the software for Respondus by Friday it would lose access to the software for proctoring exams. The software is problematic but some courses depend on it. Respondus has two parts, a LockDown Browser and AI technology. The browser is not as problematic as the AI technology which judges whether someone is cheating. In talking with Linda Beale, the Provost learned that the Academic Senate has similar concerns. Mortuary Science and Nursing have courses that need to be proctored for accreditation. The university gets 200 seats free for proctoring by renewing LockDown Browser. Kornbluh renewed the LockDown Browser. He would like to work with the Senate to move towards the type of exams that do not require proctoring software.
   2. The Provost and Policy members discussed the status of COVID-19 on campus and the restrictions that will affect students, faculty, and staff in the fall term. All employees will not be required to work on campus; some will be able to continue to work from home. Faculty and academic staff should work with their Chair or Dean to determine how to handle their work. Kornbluh said that when the FDA officially approves the vaccines anyone who comes to campus (faculty, staff, students, and guests) would have to be vaccinated for the next semester. Beale urged that an announcement about the requirement for vaccination be made soon and a statement that is being prepared be sent to faculty to include in their syllabus. Kornbluh mentioned that because the positivity rate for the virus has not increased, unlike at other universities, Wayne State has some time to decide on mandates and to inform the university community. While there are reports of less testing for COVID-19 the positivity rate has not increased in Detroit as it has in other cities. Beale thinks faculty should decide if students in their classes should wear masks. This is needed especially for faculty who are immunocompromised.

1. Report from the President:
   1. Enrollment. Beale reported that enrollment continues to drop. Kornbluh said that colleges are contacting students who attended orientation but have not registered for classes. There will be a major registration drive both on campus and online. He is hopeful that a budget deficit as a result of lower enrollment in the fall term will be made up somewhat by increased enrollment in the winter term. The enrollment of transfer students, he said, is very good.
   2. Senator Carl Levin. The death of former Senator Carl Levin will affect the status and work of the university’s Levin Center.
   3. Strategic Planning: The strategic planning subgroups are beginning to meet. They are to focus on certain areas. One is research but the focus of that group appears to have been changed to community engagement. The Policy Committee appointed some faculty and academic staff to the subgroups, but Kornbluh said that the subgroups could appoint additional members. Policy Committee will revise its selections for the subcommittees. Noreen Rossi asked the Provost for the list of members of the various subgroups.
2. New Student Convocation: The convocation is scheduled for August 31. A representative from Policy Committee will welcome the students on behalf of the faculty and academic staff.

1. New Faculty Orientation: The orientation for new faculty is scheduled for August 19. Members of the Policy Committee will speak about the Senate’s role in educational policy through shared governance and the work of the Senate’s committees.
2. STEM Innovation Learning Center: Last year Crain’s Detroit Business announced that the university was establishing a STEM center in collaboration with an external digital platform to promote diversity, equity, and inclusion among tech companies. Beale asked the status of the plans. Kornbluh said that he would not create a center around learning that is independent from the colleges and departments. His office is consulting with deans, department chairs, and faculty to set up labs that will be useful to faculty. Naida Simon asked if there would be a building manager for the STEM Innovation Learning Center. The Provost said there would be building manager. All aspects of the building, such as entrances, exits, and elevators, are under study to determine what needs to be done and what can be done to meet the needs of the users of the building. The STEM building and the renovated State Hall will have a lot of technology and students will be using the buildings for many hours, not just for classes. We were depending on the classrooms when State Hall is off-line in the 2022-2023 academic year. Beale asked if Policy could be given a tour of the STEM building. That, Kornbluh said, can be arranged.

1. Center for Emerging and Infectious Diseases: The Policy Committee had approved a one-year temporary charter for the center and sent comments to the faculty who proposed the establishment of the center. Those faculty responded to the comments. Policy Committee members discussed their concerns about the center at today’s meeting. Noreen Rossi noted that if the faculty involved in the center wanted to get substantial external funding they would need investment by the university. The university should evaluate the grant to determine if it wants to invest in the project. Also, Facilities Planning and Management needed to be involved in planning the facilities for the project. Because the center is able to function under the temporary charter, Policy Committee tabled the discussion and will re-visit the question in the fall. Kornbluh will tell the investigators what information the Policy Committee wants.
2. Agenda for the September Senate Meeting: Beale reviewed the items on the agenda for the September 15 meeting of the Senate. The Senate will elect the 2021-2022 Policy Committee at that time. PC discussed the pros and cons of the Senate meeting remotely and in person. The September meeting will be held via Zoom. Beale will poll the members to learn if they want to continue meeting via Zoom or in person. If the committees want to meet in person or want a hybrid system with some members meeting in person and some meeting virtually, there may be problems with the facilities that are available in the Faculty Administration Building.
3. Post-Pandemic Future of Higher Education: The Policy Committee charged the standing committees with considering issues related to teaching and learning as a result of the pandemic and changes the university might make to further student success. The topics are: students (undergraduate students, graduate students, non-matriculated students), credentials (grades, badges, certifications, degrees), online education, study abroad and international outreach, faculty, research, faculty needs, and experiencing the university context. President Wilson asked that the Senate to complete its work by October 15. The chairs reported on the progress of their committees. Some members declined to work in the summer, particularly after the stress of remote learning and the pandemic in general. The question before the committees is whether the areas should be pursued. President Wilson is asking for ideas, not for in-depth studies.
4. Diversity, Equity and Inclusion Committee: Policy discussed the establishment of the Senate’s DEI Committee. On the request for committee preferences, members were asked if they were interested in serving on such a committee. An ad hoc committee will be set up this year. The Senate’s bylaws must be changed to make it a standing committee. After that is done, it will be expected to function as all other Senate committees.
5. Responsibility Centered Management: Provost Kornbluh asked if Policy Committee was in favor of moving the budgeting process to the RCM process. Ricardo Villarosa said it was just changing the political budget process. It has great promise for improving transparency and accountability but its effectiveness is in the details. Beavers is concerned about unintended consequences. He is concerned about the impact on graduate education and the process. Beale sees the benefits of a good RCM model as primarily transparency and clarity about what is driving budgetary decisions and the potential of having a 3-year revision process of the formulas driving the budget allocations. At Wayne State much of the budget process is hidden. The Budget Planning Council makes recommendations. The President adopts some of them and the budget book is produced. However, the budget as presented is not final because it is not an all-funds budget book. Former chief financial officer William Decatur wanted an all funds budget so we could see all the money and how it is allocated. A concern was the graduate school functions, how the graduate research assistants and graduate teaching assistants are supported. Could the deans of the schools and colleges use money that was allocated to support graduate students for other purposes? There is worry about the way RCM was designed. Another concern was the financial aid structure, how much money is allocated and how much is spent. We need a better understanding of discounting tuition versus real dollars. A lot of accounting for undergraduate students has been obfuscating rather than clarifying. A third issue is space. Most people felt that more particularity is needed than what is in the plan, i.e., laboratories versus classrooms and offices. Labs are more costly. Are they helping the students, researchers, and the university? Beale said that we need a full data budget whether it is a base budget with re-allocations or an RCM budget. Kornbluh noted there is a problem if you have a budget that doesn’t balance and where you have to make cuts every year. How do you reallocate money? Beale said that the university has to figure out how to support the programs with the funds we have. Both models can do that. With RCM data show how money is coming in and how much more is needed. A base budget shows the amount you had been allocated. Should that be increased or decreased? It appears that RCM would be a better model for re-allocation but it depends upon the people making the decisions and how much data describe the issues. That is hard to do when you have declining enrollment. Beale added that one problem is the hiring of highly-paid administrators. reneé hoogland pointed out that humanities programs do not pay for themselves but they are necessary particularly in a university like ours where many students come in without a lot of cultural capital and not much experience thinking critically. To a large extent Wayne State offers a liberal arts education at the undergraduate level. Everyone needs those skills to get a job. Students cannot learn how to think critically in one semester. Humanities programs cannot pay for themselves but they don’t require expensive laboratories or expensive technology. Beale ended the discussion saying that Policy Committee wants a budget that is more transparent so that people can discuss what should be cut and where to provide additional support. Referring to the comments about declining enrollment, Kornbluh said that he would seek advice of the Senate on how to increase enrollment.

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

August 23, 2021

Present: L. Beale; P. Beavers; J. Fitzgibbon; r. hoogland; C. Parrish; N. Rossi; N. Simon;

R. Villarosa; A. Wisniewski

Absent with notice: M. Kornbluh

Guest: Robert Davenport, Associate Vice President, Facilities Planning and Management

1. Ventilation of Classroom/Office Buildings:

Several people have asked Linda Beale about the functioning of the ventilation systems in classrooms and offices. Earlier in the pandemic Robert Davenport had explained how the systems operated and the improvements in fan speed, filters and pre-filters, and fresh air intake that have been undertaken. The question now is whether the systems are working properly to ensure adequate ventilation in offices and classrooms given the high transmissibility of the Delta variant. Davenport explained that there are two ways to assess the condition of the air coming out of the ducts at the end of the line and whether the system is operating as designed. Each system is designed to provide a certain number of air exchanges per hour. In a business setting and perhaps in a classroom setting that number is 5 air exchanges per hour. It is different in research areas. The hoods in a laboratory are exhausting air. The air conditioning is competing with the air from the hoods. It takes good engineering to know that the air is balanced. One way to know if the air is balanced is whether a door is pushed open by the air in the building as you walk to it from outside. Air balancing is needed every 3 to 5 years. A large construction project in a building will affect the footprint of the HVAC plant. If enough air isn’t coming into a room the room may be very close to the HVAC plant or a damper is closed or has failed and is not pushing the air into the room. The further away from a machine you are the smaller the duct work gets so the air can continue to travel at a speed fast enough per minute to that end space.

There are one hundred kinds of mold, not all are destructive to the human body. The Office of Environmental Health performs tests on an as-needed basis.

Facilities uses MERV 13 pre-filters and MERV 13 primary filters; they catch all the contaminants. The typical office and classroom (not lecture hall) standards are around 10% fresh air being introduced into a building. Facilities has been running in the 20 to 40% range. When conditions allow, they will increase the amount beyond that.

When it is hot and humid outside the air temperature has to be reduced and the water in the air has to be removed. The system is not designed to make up that much air. IBIO and some areas of Scott Hall and Elliman Research Building are designed to condition more air than a typical office building. Facilities has placed a lot of focus on ensuring quality air. They have been running above the minimum to assure that the air exchanges that occur on a regular basis are at a minimum of 5 in a regular classroom and office setting.

Davenport responded to questions from the members. If anyone thinks there are problems with the air in a classroom or an office, they can contact him to make sure that the systems are operating properly. The university has building automation systems (BAS), computer HVAC systems that allow communication between boiler plants and cooling plants. They will make sure they are getting the correct temperature, the correct humidity, and the correct pressure in a particular space. Where we don’t have that type of technology, Facilities has manual measurements to make sure the standard is met. The first step is to make sure the fans are working, the dampers are open, the right amount of air is coming into a particular room and the right amount of return is being removed from the room. That can be done on a case-by-case basis. If everything appears to be running properly but there may be an odor, Facilities will bring in a member of the Office of Environmental Health to check if there are contaminants in the space.

Asked about radon testing in offices, Mr. Davenport said if someone thought there was a problem with radon, the staff would check the room.

His division is preparing a new communications plan and a new cleaning matrix to be distributed campus-wide to inform people what work custodians should regularly perform and who to contact when problems arise in their area.

Charles Parrish asked what provisions have been made to replace teaching materials that were damaged in the recent flooding in buildings due to storms. Davenport said that Facilities staff and representatives from the university’s insurance carrier, FM Global, met with the business affairs officers in the colleges and with deans, if they were available. The BAOs and FM Global employees are reviewing what was lost and making arrangements to replace immediately what needs to be replaced now and what can be replaced later. Content recovery experts tagged equipment and supplies that were damaged and need to be replaced. There is a well-defined process where faculty work with the BAOs and department chairs.

Robert Davenport left the meeting.

1. Report from the President:
   1. Enrollment: As announced earlier in August the debt threshold for students to register for classes was increased from $1500 to $4000 so that anyone with a debt up to $4000 is able to register for fall classes. Members of Policy Committee reported that student registration has increased slightly.
   2. Vaccinations: Submissions from students, faculty, and staff proving that they have been vaccinated against COVID-19 are fewer than expected. When classes begin monitors will be at building entrances checking for proof of vaccination when people enter. Faculty may require that students show their vaccination status. Noreen Rossi said that the Michigan Department of Health has a record of all vaccinations given in the state. People can get proof through the website if they have lost their information. The medical system where people received the vaccine will have records also.
2. Thank You Resolution for Essential Workers: Policy Committee approved the drafted resolution to present to the Senate for their approval at the September 15 plenary session, with the addition of “nursing” to the medical and allied fields phrase.
3. Assignment of Senate Membership to Standing Committees: Policy members reviewed the charts of members’ preferences for committee service for the academic year. They made changes to balance the committees for size and representation from the different areas and will give final consideration at the next meeting.
4. Reports from Committees: Several members mentioned that other committees on which they are serving as Senate representatives would make their final reports soon. The demands of faculty and academic staff for committee service over the summer have been high and many are exhausted with little time for rest.
5. Committee Assignments: Beale asked members to think of two items for each standing committee to work on this year. Traditionally at the beginning of the academic year Policy sends to the committees topics on which they might work. This will be part of the finalization of committees at the next meeting if possible.

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

August 30, 2021

Present: L. Beale; P. Beavers; J. Fitzgibbon; M. Kornbluh; C. Parrish; N. Rossi; N. Simon;

R. Villarosa; A. Wisniewski

Guest: Danielle Aubert who will serve as the liaison from the AAUP-AFT Local 6075 to the Policy Committee when she assumes the presidency of the AAUP-AFT on September 1.

1. Approval of Proceedings.

The committee approved the proceedings of August 2 and of August 23 as drafted.

1. Report from the Chair.
2. Provost Kornbluh reported that a record number of proofs of vaccination are pouring into the university. Instructions on how to get one’s proof of vaccination from the state are on the university’s website. Every advisor and every person in information technology can tell people how to get the information and to upload it. The faculty and academic staff have done well in submitting their proof of vaccination. Non-academic staff have not done as well. Supervisors are reaching out to their staffs to give them the information to submit their records. For the first two weeks of the semester, masks (courtesy of Ford Motor Company) will be available at the five larger teaching buildings and in every department and major office.
3. Previously when students owed the university more than $1500 they were unable to register for classes. The debt limit was raised to $4000 for the fall term. If students file a FAFSA there will be additional financial aid available to them. The university will use money from the American Recovery Act to reduce the debt owed. More than 400 students registered as a result of the change. The undergraduate class has moved from 6% below projected to only 3.5% below what was projected. The administration is also considering using money from the American Recovery Act in a debt forgiveness plan for the winter term to encourage more students to return.

In response to a question from Villarosa, Kornbluh said that the funds to reduce the debt are from the student allocation, not the institutional allocation. Later in the year the administration will use some of the institutional allocation. The university cannot tell the students how to use the money they receive from the government. Rossi asked how the university was assisting graduate students. The Provost said the same offer was made to graduate students.

Roth asked if there were contingency plans in place for in-person classes if infections rise. Kornbluh said that the established university triggers will apply if infections increase. If necessary, all classes would be moved online. However, he noted that the infection rates in Michigan and in Wayne County are not now increasing. We will have to see what happens when large numbers of students return to campus.

1. The Provost noted that the STEM building will be used this semester and expects that the building will help in recruiting students. A portion of the space has been assigned to chemistry, physics, and engineering. Some space has also been assigned to the art department because of the flooding and other problems in the art building. Beale suggested that the Provost arrange the long-delayed tour of the STEM building for Policy so that we have a better understanding of the space’s potential.
2. Report from the Senate President.
3. At a recent meeting the University Foundation changed the fee structure on endowment funds. In the past, 4.05% was distributed to the particular sponsored activity and 0.45% to Development and Alumni Affairs. The change distributes 4% to the sponsored activity and 1% to Development, providing $2.3 million for the new capital campaign. Beale supported the change. She thought it reasonable that Development funding should include a fee to provide part of the incentive for fundraising. The Senate’s Budget Committee had discussed such a change as funding for the Development Office beginning several years ago.
4. The Barnes & Noble Bookstore is asking students to buy their textbooks online. Low staffing at the bookstore affects their ability to serve students. The students will get their books more quickly purchasing them online. Kornbluh mentioned that there are similar staffing problems all over campus. There are fewer students on campus available to work, since only about 50% of classes take place in person on campus. There are also supply-chain problems.
5. Beale also reported that it is now possible for students, faculty and staff to post their preferred pronouns, if they so desire.
6. Beale mentioned the ongoing interest in having a university-wide ombudsperson. The ombudsperson for students resigned some time ago. Naida Simon in the Office of the Provost and David Strauss, Dean of Students, are sharing the responsibilities on a temporary basis. Beale sees some problem in that arrangement, since the ombudsperson should be truly independent of administration (other than for-cause termination of service) to provide the kind of advocacy and assistance needed. Members of the Faculty Affairs Committee and various faculty who contact the Senate office have suggested that the university have an ombudsperson for faculty to whom faculty could talk in confidence about their concerns. It should not be someone in their departments or an associate dean or someone in human resources who has little understanding of faculty issues. Ultimately, most on Policy believe we need a university ombudsperson, not just a student ombudsperson. The Provost believes the current approach for students is working but is willing to discuss the issue in the spring. In establishing such an office, the administration would have to work with the AAUP-AFT to avoid any overlap on wage, hour and working condition provisions in the contract agreement.
7. Questions have risen again about policies for centers and institutes at the university level and within the schools and colleges and whether they are properly chartered under the Board of Governors statutes with clear budgets outlining the budgetary support received from the university. Beale noted the oddity of 6 centers being listed on the OVPR website and the OVPR claim that only the 4 that have charters require charters because they are the only ones with any budgetary support from the university. Parrish pointed out that all activities on campus receive financial support from the university. Kornbluh said that the deans are in support of bringing the issue into order. This issue will come up for in-depth review at a later meeting of Policy.
8. Agenda for the September Plenary Session.

Policy Committee members reviewed the agenda for the September 15 meeting and adjusted timing to permit sufficient time for the PC election and resolution.

1. Standing Committee Assignments.

Policy Committee revised the draft of committee assignments. Senate members will be notified of their assignments with the mailing of the documents for the first September Senate meeting.

1. Anti-Bullying Committee Report.

In April 2020, the Academic Senate established an Ad Hoc Anti-Bullying Committee charged with the task of developing an anti-bullying policy. Brad Roth and Ricardo Villarosa reported on the work of the ad hoc committee, which initially developed an anti-bullying definition to provide the basis for a university policy on bullying. However, General Counsel Louis Lessem does not believe the university should move forward with an anti-bullying policy based on his interpretation of the recent lawsuit on the issue at Michigan (even though, as Roth reported, the court case was decided on a procedural rather than substantive issue). The ad hoc committee responded by shifting from a statement of policy to a statement of values and is currently gathering feedback from stakeholders about the draft report. The final statement will be sent to the Policy Committee and subsequently will be taken to the full Senate for action. Rossi raised a question about the draft report’s reference to “any” electronic communications since that would seem to include external communications such as Facebook or Instagram, and others suggested the language could be made clearer. Provost Kornbluh generally supported the concept of adoption of an anti-bullying statement.

1. Campus Safety Advisory Council. Prior to the creation of the Social Justice Action Committee, the Policy Committee discussed the fact that the Michigan statute on public safety officers at universities calls for the universities to have a public safety department oversight committee. The statute, adopted in 1990, states that:

The governing board of control of an institution of higher education shall not grant these kinds of powers and authority to public safety officers of the institution unless, before those powers and authorities are granted, the governing board provides the establishment of a public safety oversight committee comprised of individuals nominated and elected by the faculty, students and staff of the institution. It shall include two students, two members of the faculty and two members of the staff. The committee shall receive and address grievances by persons against the public officers or the public safety department and may recommend disciplinary measures be taken against a public safety officer who is found responsible for misconduct in office.

The Board of Governors responded to the statute by treating the Campus Safety Advisory Council (CSAC) that was in existence when Michigan adopted the statutory requirement as satisfying the requirement. However, the CSAC does not meet the specifics of the law or perform the functions specified. It is a body that shares information, which is a good function, but Michigan law requires an oversight body with a particular makeup and charge. The Social Justice Action Committee on Policing made a number of recommendations that the Policy Committee and Senate should consider supporting. Recently, Jennifer Wareham and renée hoogland wrote to the Policy Committee asking the Committee to advocate for changes to the Board Statute to include oversight procedures that would fulfill the requirements of the law. Policy Committee will develop a statement to take to the full Senate for action at a future plenary session. It might suggest that a subcommittee of CSAC satisfying the election requirements of the Michigan statute be created that will have a clear oversight function in accordance with the statute and would meet without Michael Wright (current chair of the CSAC) or Chief Holt (ex officio presenter at CSAC) or other non-statutorily required members.

8. Juneteenth. The academic calendar for the spring/summer term identifies June 20 as a holiday when no classes will be held. Simon asked if that meant staff members would have to work as had been done years ago before Martin Luther King, Jr. was a holiday for employees as well as students. Kornbluh understood that the Board of Governors made Juneteenth a holiday for all employees, but he will confirm if that is correct.