

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

November 23, 2009

Present: N. Barrett; C. Parrish; L. Romano; M. Sengstock; H. Tse; A. Vlasopolos;  
W. Volz; J. Whittum-Hudson; A. Wisniewski; S. Wolfson; J. Woodyard

The items marked with an asterisk constitute the Actions of November 23, 2009.

1. Report from the Chair:
  - a. Wayne State is participating in the Collaborative on Academic Careers in Higher Education (COACHE), a consortium of colleges and universities out of the Harvard Graduate School of Education. COACHE is currently surveying tenure-track (untenured) faculty who have been with Wayne State for at least one full year. Initially the participation rate of WSU faculty was very low, but it increased after a reminder was sent by COACHE. One more reminder will be sent.
  - b. There was good attendance at the University's charter night held November 21, 2009, at the Ritz-Carlton Hotel in Dearborn.
  - c. The Student Council held a rally on westbound Warren between Woodward and Cass on November 23, 2009, to raise public awareness of the need for the state to continue to fund the Michigan Promise Scholarships.
  - d. The Provost has funding available to support course development. She would like the recipients of the grants to hold workshops so that faculty can exchange ideas.
2. Report from the Senate President: The workshop on large class procedures co-sponsored by the Academic Senate was held November 20, 2009. It was videotaped for on-line streaming. A workshop in January will cover teaching large on-line classes.
- \*3. Proceedings of the Policy Committee: The Proceedings of the Policy Committee meeting of November 16, 2009, were approved as submitted.
4. Report of the Meeting with the President's Cabinet:
  - a. Mr. Wolfson and Mr. Romano met with the President's Cabinet on November 19, 2009. Human Resources personnel are training non-represented personnel in the new evaluation process called Linked Employee Assessment & Development System (LEADS). Among the classifications that will use the system are Department Chairs, Associate Chairs, and Deans. Mr. Wolfson attended a training session. Many people consider it inappropriate for academic administrators. Mr. Wolfson discussed the evaluation with President Noren, who was amendable to the fact that it might not be appropriate for academic administrators. The President also suggested that Mark Ankenbauer, Associate Vice President for Human Resources, discuss LEADS with the Senate. Policy Committee will invite Mr. Ankenbauer to one of its meetings.
  - b. Mr. Wolfson and Mr. Romano brought up with the President's Cabinet the procedure developed by the Senate Budget Committee and endorsed by the Policy Committee about the recapturing of unfilled faculty positions. The President said that he would consider the procedure. The President agreed that the unfilled positions that are recaptured would be filled by faculty and not moved to another division of the University. The President's Budget Advisory Task Force took up the memo at its meeting of November 20, 2009. The response to it was favorable.
  - c. At the meeting with the President's Cabinet, Mr. Wolfson and Mr. Romano asked the President, how with the financial difficulties facing the state, he planned to fund the new 125 positions that

are part of the strategic planning proposals. The plan calls for 21 new faculty positions every year for five years. President Noren responded by stating he never agreed to that; his plan was to fund the 125 positions over the five years but he may not be able to hire 21 each year. He may have to delay the hiring until the fifth year at which time he would hire all 125. It will depend upon the economy.

- d. Mr. Romano suggested that faculty make presentations to the Board of Governors to demonstrate how hiring faculty enhances the reputation of the University and improves teaching and retention of students.
5. December 2 Senate Meeting: Policy Committee reviewed the agenda for the meeting. The starting time of the meeting has been moved to 1:00 p.m. to accommodate President Noren's schedule because the University's holiday party is the same afternoon.
  6. Minutes of Meetings: Policy Committee received the minutes of the Research Committee meetings of September 25, 2009, and October 16, 2009. Committee members are interviewing administrators to learn their perspectives on research. The Committee will write a report for submission to the full Senate.
  7. Fringe Benefits Charged to Grants: Policy Committee discussed how fringe benefits are charged against grants and the fact that the amount can change from year to year. Faculty can be hurt by this process since their grants may not have enough funds to cover the increased costs and the administration then takes the money from their ICR funds.
  8. Strategic Directions Initiative: At its meeting of November 9, 2009, the Policy Committee decided to ask all Senate committees to review the Strategic Directions presentations and the comments recorded at the retreat, if they are made available. Policy Committee has not formally charged the committees. However, the Chair of one of the Senate's committees is proceeding with a review and he has asked for guidance. Policy Committee will tackle this issue at its next meeting.
  9. Reports from Liaisons:
    - a. Ms. Whittum-Hudson said that James Sears, the Associate Vice President for Facilities, Planning and Management, and the new director of custodial services addressed the complaints about the condition of classrooms at the Facilities, Support Services and Technology Committee meeting of November 18, 2009.
    - b. Ms. Sengstock reported that the Faculty Affairs Committee discussed the smoking survey, mentoring of faculty, and difficult students at its meeting of

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November 17, 2009. The Committee also talked about problems with Blackboard and suggested that they and the Facilities, Support Services and Technology Committee hold a joint meeting about the problems.

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Approved as submitted at the Policy Committee meeting of November 30, 2009