

WAYNE STATE UNIVERSITY
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

April 18, 2022

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

I. PROCEEDINGS OF THE APRIL 18 POLICY COMMITTEE

The proceedings were approved as revised.

II. REPORT FROM THE CHAIR

Decanal Candidates. Provost Mark Kornbluh provided updates on the decanal search. One MISB candidate withdrew, and feedback is being collected on the remaining three candidates. There are plans to invite a preferred finalist back. Three of the five engineering dean candidates have been interviewed. The candidates have been rather dynamic, and Kornbluh appreciates Policy's thoughtful feedback. There will be a national search for a College of Education, and an appointment of an interim dean since current Interim Dean Guerra-Lopez has accepted a deanship starting in July. Kornbluh noted that the college's Executive Committee supported on outside search. The election for members of the search committee will take place soon, and Kornbluh has invited the college to share ideas on what to look for in an interim dean. Kornbluh prefers bigger search committees that represent different ranks, gender and racial diversity so will propose an eight-person search committee to provide the needed breadth of the college.

Admissions Update. We are significantly ahead of where we were last year in terms of applications and admissions, with the potential for 3000 freshmen; however, the number of students that have committed at this point is lower than last year and what this means is not clear. Kornbluh said that national news indicates students are taking their time to decide.

Graduate Student Union. Negotiations have begun with the graduate student union. Their first set of demands were dramatically out of line with the other unions. Their primary demand is a \$4500 raise per year for four years to get to a "livable wage", a concept that considers their pay a 12-month salary rather than a half-time salary for 9 months. Kornbluh requested more time to respond to a request on that scale. For public research universities, we are relatively competitive in salary. Doubling graduate assistant salaries would require cutting the number of graduate student in half. That would be a loss to the university, and the union is not willing to negotiate reducing the number of its members. Aubert suggested it is hard to get by \$21,000 a year. It is a big demand in terms of the percentage increase, but not so much in terms of dollars. Kornbluh responded that the university simply does not have the funds to nearly double their pay: to do so would require reducing the number of graduate student and closing programs that are too small to continue with half the students.

III. REPORT FROM THE SENATE PRESIDENT

Search Committee Diversity. Beale noted that the interviews with decanal candidates have been interesting and provide insights into ways to achieve better diversity. One mentioned that he requires each search committee to elect a person from its membership that members trust on that issue serve at a stages as the committee's diversity advocate. Beale suggested that having someone already on the

committee elected to fill that function seems like a better idea than having outsiders (HR representatives or faculty from other schools/colleges with stipends) appointed by the administration to serve on the committee.

Transfer Credit Cap. Beale received an email from faculty members in CLAS raising concerns about the transfer credit cap. One concern expressed was that students with more credits would enroll in higher level courses when they are not adequately prepared for them. Another was that part-time faculty and graduate teaching assistants would lose their positions teaching survey courses that would now have lower enrollments. Aubert added that the CLAS minor requirement was another concern: the CLAS faculty council discussed removing the minor requirement because of the new transfer cap. If students come in with 90 credits, they can potentially graduate in one year.

Simon provided the historical background of the minor, noting that it serves primarily as a money grab: if students take a minor in CLAS, CLAS gets tuition funds, whereas if they take a minor in Business, that school gets more tuition dollars. Kornbluh agreed, stating that a minor requirement makes it harder for students to graduate. Beale added that the minor was a CLAS decision: the college can retain or eliminate it as the faculty choose but faculty should be aware that it creates graduation problems for students. Aubert said the concern was that the college would lose students; however, these students may be taking their Gen Ed requirements elsewhere. Simon pointed out that students must take the right credits to get a degree. If they come in with 90 credits, they may need more than 30 credits for the particular degree. Beale said there will likely be minor changes that may affect some faculty's courses whenever there are changes in requirements, but we should not make educational policy on the grounds of not permitting any changes. Lewis agreed, noting that these worries are not a legitimate basis for making educational policy. Kornbluh said he will reach out to the dean of CLAS and meet with the Faculty Council.

IV. COMMUNICATIONS AND REQUIRED ACTIONS

A. Second Draft of 0504 Plenary Agenda.

Beale explained that the Center Review Process proposal will not be ready in time to be put on the agenda and the Graduate Faculty Status proposal will likely need to be postponed as well. Kornbluh said he will work to have the Resolution on Student Code of Conduct Changes ready in time. Beale confirmed that Shirley Stancato will speak. Kornbluh and Ahmad Ezzeddine, VP of Academic Student & Global Engagement, are planning a public presentation for the Board about the university's role in social mobility. Kornbluh suggested adding that to a future plenary agenda.

B. School of Medicine Task Force Report and Faculty Letter

Beale asked Policy to share their thoughts on the School of Medicine Report of the Task Force for Enhancement of Recruitment and Retention of Under-represented in Medicine Faculty and Senior Administrative Staff from 2020 and the letter on the concerns of the School of Medicine African American faculty that was distributed to faculty by Aubert on behalf of the AAUP-AFT. Paul Beavers had suggested the Senate issue a statement, but it isn't clear that we are well enough informed to prepare a statement. Lewis suggested inviting the signatories of the letter to a Policy to discuss the issues. Roth noted the problem that providing a statement in support of the letter would be difficult, since only one side has been heard. Aubert said that this is a School of Medicine issue that was shared by the Union to amplify the message. Beavers thought inviting people to Policy would allow us to seek information that will appear in our minutes and be a service to everyone. Beale suggested inviting a small group to talk to Policy about the diversity issues within the medical school. This will

give Policy the chance to ask about the response to the letter, the response to the task force and what is being done, as well as the search process. For example, the task force report suggests the search processes are inconsistent, and that can be clarified by inviting those who work with that process to a Policy meeting. Rossi explained that even if there is a problem with the processes for recruitment, it is deeper than that: when no people of color apply, it is difficult to achieve a diverse faculty. The real question is why people of color are not applying. Further, the perception that members of the task force were put in a position where they felt they had to resign is itself a very serious concern.

Rossi said there have been successful strides made to address the diversity issue in terms of the student body. Villarosa said the gains made appear to be slipping: current student sentiment is more in line with the letter. Rossi agreed that the students are worried but are staying quiet in hopes of graduating before accreditation issues rise.

Beale said that it is difficult to determine what the primary issue of concern should be for us. LCME accreditation is a primary concern of the Policy Committee because it is an educational issue, and part of LMCE accreditation includes how well we recruit and retain diverse faculty and students. Beale suggested that we select names of people to invite to come to a future Policy meeting to discuss this further. She recommended Policy consider this and send her suggestions. Although this is a School of Medicine issue, it has educational overtones because of faculty morale, recruitment, and accreditation.

C. Memo of Inquiry Regarding Center for Emerging and Infectious Diseases

Beale asked if there were any comments on the memo. Rossi said it touched on all the salient points, noting that the charter request conflated various information to make the report look more substantive, while we need to know the nuts and bolts of that particular center. Beale noted that the request provides a budget for the Sapphire grant, but nothing about the overall center budget and no information on the budget for the year of the temporary charter. Kornbluh suggested Interim Dean Sakr be included in the review process. Members discussed whether this center should be reviewed by the CIAC group since it involves faculty from more than one college. Rossi noted that it also involves Henry Ford Health and other entities and may have lab space off campus. She recalled how the temporary charter came the day before the former provost left office, which left little time to review or comment. Beale explained that it had been a Bold Moves proposal but was rejected by the Bold Moves Committee because of its structure and lack of focus and Policy had similar questions when the temporary charter was considered.

Kornbluh asked if there was evidence of support from VPR and the medical school dean in the packet. Beale responded that the charter request states that the dean provides funding and university space is provided but includes no dollar figures whatsoever (including no information on any ICR/F&A funds accruing to the university to cover some or all space costs). It also states that its partners provide support without giving information on the amount, location or procedure for that support. Beale and Kornbluh discussed a process to include the dean in the information chain. Rossi said the charter request came across as a marketing tool, not a center proposal. She emphasized that it is important to know what the budget is and to have clear statements of space allocations. The School of Medicine has had problems with leases of lab space and other commitments that end up being costly. Beale said she will amend her memo to ask for clear information about budgets and about the exact location, uses and funding for laboratories and any other facilities. Rossi suggested asking for classification for those laboratories because they originally asked for a BLS3 Lab.

V. OLD/NEW BUSINESS

A. Research Misconduct Policy Revisions proposed by Research Committee

This item is on hold pending further information and discussion.

B. Graduate Faculty Status Proposal at Graduate Council.

Kornbluh indicated that Dean Bryant-Friedrich will contact Beale to discuss the proposal.

C. Student Code of Conduct Proposal (OGC revision)

Kornbluh indicated he would talk again with OGC to see if there is a way to include the oversight information about reasons for grade overrides that Policy requests. If possible, this could still be included on the agenda for the May plenary session.

D. COVID-19

Villarosa raised a concern about the Campus Daily Screener, noting that the library inconsistently monitors screeners, whereas the Student Center still regularly does so. Kornbluh acknowledged work needs to be done on the COVID policy for the fall and this can be addressed by Chief Health Officer Clabo at the plenary, adding that she is willing to come to Policy as well. Beale noted the concern raised by some faculty and staff that there is no mask requirement at orientation and open house sessions, even though we are not requiring vaccination. Kornbluh spoke in favor of getting back to normal on campus, acknowledging that this is a difficult issue. It is unclear whether students want to be back in class, so the focus has been to build up student life outside the classroom. One possibility is using more hy-flex instruction where the teacher is in person and some students in-person while others are remote. At lunch with the president and new faculty, that many preferred this kind of teaching, though Kornbluh questioned what this means for the quality of education. Villarosa added that there will be some who are not willing to return to pre-pandemic normal until they feel safe.

Approved as revised at the April 25, 2022 Policy Committee meeting.