

WAYNE STATE UNIVERSITY
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE
November 14, 2022

Present: D. Aubert; M. Barnes; L. Beale; r. hoogland; P. Khosla; M. Kornbluh; J. Lewis; N. Rossi; B. Roth; S. Schrag; N. Simon

Guests: Kelly Dormer, Assoc. Dir. VP Academic Affairs; Darin Ellis, AVP, VP Academic Affairs; Michael Poterala, General Counsel

I. DISCUSSION WITH GENERAL COUNSEL MIKE POTERALA

Poterala thanked Policy members for inviting him. As a native Michigander, he was happy to be back home after spending 11 years in North Carolina and Maryland. In coming to Wayne State, he expected the challenges to be more in line with our peer institutions in terms of what's happening nationally with demographic trends. It's been gratifying to hear about some increases in state support after years of disinvestment. In terms of the amount of money per student and for capital expenditures, he pointed out the difference in the amount of public investment made in other states (specifically North Carolina) compared to Michigan.

From a faculty governance perspective, in terms of relationships with the Office of General Counsel (OGC), there are many Freedom of Information Act (FOIA) requests and they tend to take a long time to get answered. Beale asked if this was one of the things Poterala has started looking at. He explained the issue of dealing with FOIA requests is viewed internally as an unfunded mandate that often does not have adequate resources. Additionally, because institutions of our size are decentralized, there is not a central custodian of those records. It's a very important commitment that we, as an institution, have to the public, but a broad request can be challenging (e.g., extended time period, emails, general subject matter). Our obligations are to respond to that person as well as making sure we're protecting the privacy rights or other rights that might exist for people or entities whose information might be in our records. In the year that he has been here, Provost Mark Kornbluh said he has not seen many compared to his time at the University of Kentucky where the Lexington and Louisville newspapers FOIA'd the university all the time. The question of having a dedicated person to handle these requests has come up in previous Budget Council meetings, so Beale asked whether there was now a dedicated FOIA person. Linda Lowe is a paralegal and the FOIA Coordinator, but Poterala believes any attorney in the OGC can get pulled into that depending on who the client is. Lewis pointed out several K12 districts charge for FOIA requests by the number of hours. In Poterala's experience at the University of Maryland, they were obligated to provide the first two hours free of charge, but these big requests will quickly surpass two hours.

Khosla asked for comment on the number of members on Poterala's team and if there any specific or general areas where the work of the OGC falls. Regarding the subject matter of the OGC, Poterala said any billion-dollar organization has legal issues around employment and information technology (privacy and cybersecurity). As an educational institution, there are potential state compliance laws and as a research institution, federal compliance. Because we have a medical school, there's even more that must be done. OGC supports people negotiating sponsored research agreements. Although they are not faculty members' personal lawyers, they will help them meet their university obligation. There are many ways that intellectual property can come up (patents, copyrights, trademarks). We are both creators and users of those different forms of intellectual property, and it's not just a matter of thinking about it in terms of academic output, we also have licenses to make branded apparel. We have unions and deal with labor issues. There is also the physical plant, with construction and financing. Procurement sometimes requires legal support because of issues raised in transactions. It is a very broad spectrum of needs, and OGC is here to provide legal advice as the needs arise.

The OGC is currently down two attorneys, but fully staffed there are eight or nine. In general, Poterala tried to staff the office in a way that meets most of the day-to-day needs. He has worked with senior leadership to make sure there is agreement on the staffing needs. Historically, Wayne State has used many outside counsel. That's not a problem, but he is not sure it is the right balance. Beale said most of our litigation has been with outside counsel. That is not uncommon and Poterala uses specialized litigation (e.g., real estate, public financing, big construction projects, patent work). Because of the separation between Wayne Health and the university, any defense of medical malpractice claims would be handled by Wayne Health's attorneys. If we have issues with the NCAA, he will find outside counsel.

From the faculty governance perspective, Beale raised the issue of bullying and intimidation versus discrimination and explained the development of the Senate's anti-bullying statement of values, which is now posted on the provost's website. Kornbluh pointed out it is a value statement rather than a policy, and suggested Brad Roth provide the background for that result. Roth explained there was a lawsuit against the University of Michigan by an organization called Speech First, which opposed the development of an anti-bullying policy at the University of Michigan that would have consisted of a response team. Michigan began with a somewhat problematic definition of bullying, but tweaks to that definition were not sufficient to satisfy Speech First. The key issue adjudicated in the litigation was Speech First's standing to sue. Speech First won that part of the case, but the tone of the dicta in the opinion persuaded the University of Michigan General Counsel's Office to fold: they agreed to a settlement with Speech First, which gave them everything, including no response team. If someone was accused of having bullied or intimidated another, there was nothing that could be done to intervene in any way other than making services available. Wayne's GC followed the lead of the University of Michigan General Counsel.

Poterala said the seeds for this situation were planted back in the late 80s by the late Judge Cohen who said it's a First Amendment violation for a public body to go talk to somebody when it's just speech that has offended someone. If you look at the First Amendment cases that have come out, including from the Supreme Court, people would be surprised to see the rights of speakers that this conservative court had defended. That jurisprudence—at least over the last 50-odd years—has been consistent. It runs contrary to a desire on many campuses to be able to apply some kind of discipline. The difficulty, Beale said, is that it's a hard line to define between protected speech and unprotected harmful conduct when it comes to intimidation and bullying.

Poterala suggested the best response to those who claim that they can say whatever to whomever is to protect professors' rights of speech while making it clear that students do not have to remain with a professor whose speech offends them. That case was applauded within the Big Ten as one of the first visible examples of an administration reacting in a way that was seen as effective but without disciplining the speaker—and that's a hard thing to do. Kornbluh said there have been several cases involving mistreatment of graduate students where we have responded to conduct when we couldn't prove Title IX or bias. Those cases are not discussed publicly, and sometimes colleagues of the disciplined faculty member are not aware of the actions taken.

Rossi commented on the failure to teach young people how to respond to these things in a productive manner. For example, women in the School of Medicine were suffering microaggression in meetings, so she suggested they simply get up as a group and leave the next time they are talked over. If they continue to do that, the micro aggressors will get the message. Sometimes you must think of creative ways to teach students, faculty and staff how to deal with that—especially when it doesn't come to a level of frank discrimination, and to know your personal space when the line is crossed. Poterala agreed; the fact that the government cannot censor speech does not mean that individual listeners cannot respond with their own speech. For example, Purdue has a freshman orientation that includes a module in which people role-play being obnoxious and discriminatory: he thought it was an excellent way of helping people understand what it may be like when they leave campus. He tries to be helpful in a situation where people are feeling maligned or disrespected in some way; but there is no Office of Hurt Feelings.

Beale also shared a memo from December 2021 about the campus Police Advisory Council and the need to satisfy the Michigan statutory requirement for an oversight committee. Poterala briefly reviewed it with the

provost and intends to meet with Laura Johnston to go over the history: He will gladly discuss this further with Policy at a future meeting.

Kornbluh raised another issue regarding students and the mental health issues that have become more visible during the pandemic. Both he and Poterala consider it more important to protect a student's life than to avoid helping them in order to comply with FERPA. We need to take good care of students, including ensuring that they have someone aware of their situation if they are taken to a hospital because of a breakdown. Accordingly, the university is developing policies for students at risk in the dorms and other places that will be shared with Policy. Poterala recalled Maryland football player (Jordan McNair) who passed away in 2018 from heat exertion after a workout. This incident was kicked out to external investigations and ultimately caused Maryland's accreditation to be put on warning because of interference from the Board of Regents. This issue weighs on his priorities.

II. UPDATE ON FIGS AT WSU

Ellis and Dormer were invited to Policy to provide an update on the first-year interest group (FIG) program discussed at an earlier meeting. There were 405 students across 20 FIGs enrolled as of census (9/13/22), and yesterday (11/13/22) was the last day that students could withdraw from a course. Four students have stopped out and 386 students are still registered at full time or above. Twenty-two of the 35 students who fell below full time are still enrolled in 11 credits. At the midterm point, they did outreach to every student with an EAA/midterm grade of a C- or below: 167 personalized emails were sent with intervention opportunities and what's available to them. Dormer pointed out the psychology FIG: there are 34 students in SOC 1010 and 14 of them have below average grades at the midterm. They reached out to the professor regarding the low trending grades and discovered the first exam was open book: Why are these students failing an open book test? They discovered students had delayed reading the book until they took the test. The instructor adjusted some of the content to include how to prepare for an open book exam. Additionally, they have put a peer mentor in SOC 1010 to help reinforce note taking; the students did much better on the second test. Dormer noted there are faculty in chemistry and statistics who do their own FIG-specific tutoring: that is going well. They have been able to offer FIG-group tutoring for some other courses that the Academic Success Center has put on.

Beale asked for clarification about the relation between FIG groups and faculty. This year there are no faculty teaching FIGs. Ellis explained that faculty were *invited* to participate, but they wanted to make sure there was no sense of obligation since it was last minute and schedule-based according to what advisors thought would be a feasible first semester schedule. There are only a few faculty who are working with the program. In Dormer's example there was an advisor and a faculty member who worked together, but in most of the FIG groups, there is just an advisor.

renée hoogland questioned how the EAA grades intervention differed from the regular EAA interventions. Students get an automated alert when they have an EAA grade of a C- or below. The FIG intervention connects them with a peer mentor and contact with their advisor (if that person was not their FIG coordinator). Dormer said when they discovered the trends, they also engaged the faculty primarily through email as well as conversations over the phone. In terms of trends, hoogland questioned if it was primarily in the sciences. Dormer responded that Nutrition and Food Science has a lot of challenges. The course was asynchronous, which may not be ideal for a first-year student. The department is considering whether the online experience would be enhanced if these students were in two or three in-person courses, creating a community with people to talk to and study with. This has not worked well in the sciences or English composition. Policy members agreed; typical first year students often do not have the discipline of knowing how to take notes on course content or how to pace themselves. Kornbluh said Ellis is working on this issue independent of FIGs. Little attention has been paid to which courses work for first-year students, and the provost has asked Ellis to meet with his teams, deans and chairs to look at this issue specifically. Ellis said there is a quantitative experience course in the College of Fine, Performing and Communication Arts with an asynchronous section and the DFW rates appear to be linked to that modality.

Some of the departments have investigated this on their own, such as renee hoogland's department that looked at the students taking composition online as opposed to in person. Because it was not working well, the department went back to in-person classes. Kornbluh said the Provost's Office will be increasing communication to departments who have not yet responded to this challenge independently.

Dormer said they have done two surveys; one at the beginning of the semester and a second midterm survey that closed today. There were 80 respondents to the midterm survey: 75% of them reported that they interacted with their FIG classmates outside of class (socially or in a study group). Some of the feedback included:

I like that I'm with my block classmates more, it's easier to talk to them. I don't think I would have made friends otherwise.

The FIG made my schedule a lot easier to control and handle. I didn't feel lost.

All of the professors in the FIG are excellent, much better than my other professors.

I love my schedule a lot!

This was really helpful as a commuter student.

I love getting to know my classmates. I feel like I found my people.

In addition to the surveys, whenever Dormer sends an email to FIG students, she includes a link to a Qualtrics text box for any questions, requests for resources or things they want be connected with. Many students have reached out about all kinds of things (scholarships, housing contracts, etcetera) and many connections have been made.

The expectation of the FIGs was to offer at least one monthly, in-person, FIG specific activity for individual groups; those haven't gone that well in terms of attendance. The pre-med FIG had a number of students tour the medical school. The business school did coffee with the dean, but nobody showed up; many said they didn't know what a dean was. Survey feedback indicated most students just want someone to eat lunch with. As a result, several groups are doing 'Eat and Enroll'; they are provided lunch in the cafeteria and advising for next semester. Last week, psychology and biology's Eat and Enroll registered over 80% of their FIG students for next semester.

Several FYS English faculty reported students engaging with one another: talking, sharing, hanging out before or after class and supporting each other in the classroom. Dormer said next year they will focus more on all-FIG activities to take some of the planning pressure off individual FIGs. There is good turnout when the peer mentors encourage them to participate in campus activities: Last week, about 40 students attended a candle-making event. Centralizing activities and encouraging them to come with the friends made in their FIG may be a better use of resources. Large activities will focus more on engagement with the department.

Many students hold part-time jobs and Rossi questioned if that interferes with the ability to participate. There were 105 replies to the first survey that asked about employment: 49% were not employed at all; 30% work between 11 and 20 hours per week; 13% work between one and 10 hours per week; nine students said they worked more than 20 hours a week.

Kornbluh believes this significantly improves the registration process in the summer because they save seats in these classes. This also provides a better selection of classes and the opportunity to find community. In Kentucky, he was particularly concerned about the pre-med and the science students finding community in very large freshman classes; it turned out to work just as well for the smaller majors as it did for those students who were in large classes.

Beale asked how the program can be expanded. Information sessions were attended by 20 faculty and a call for proposals went out to all faculty and academic staff. Dormer spoke to all the CLAS chairs and associate deans, and said she is open to speaking to anybody who would be interested. She hopes these will be more faculty led, with suggestions from departments about what courses they would want to build into a FIG.

hoogland asked if there is a way to compensate faculty; many would love to do this, but it is difficult to take more on. Kornbluh said the compensation to faculty is a better class—faculty can do a FIG doing nothing different, but they will have 20 to 30 students who chose that subject area, know each other and are taking a couple of other courses that relate. Dormer said the expectation for faculty or a department is to help them identify a group of courses that would make a good block. They are working to have more centralized marketing as part of the admissions flow, but the departments will still be responsible to help recruit their students by promoting the FIG. They want faculty who will teach within a cohort.

The number of courses in a FIG is flexible; this year there were between two and six courses. Dormer believes three or four would be ideal. If faculty knew who the FIG instructors were, perhaps they could stagger their syllabi so tests don't fall in the same day/week. Beale noted the importance of clear communication with faculty on the topic: it was not clear from our last meeting on FIGs what the role of faculty was. This discussion has helped. She recommended guidelines designed specifically for faculty to describe how this works and what the role of faculty is when their class is connected with the FIG. Kornbluh said a clear email can be sent through the provost that reflect the value to students, faculty and their courses when coordinating with their colleagues. He believes they will find many more faculty that would be enthusiastic if it was clear—it certainly wasn't clear to him after the first discussion and this discussion has helped make it much clearer.

CFPCA has had learning communities for 10 years and Michael Barnes asked if there has been any comparison in the success of FIGs versus learning communities. Dormer said there is an assessment grant this year to compare the sense of belonging and engagement between learning communities and FIGs. Most learning communities aren't tied to any specific courses, whereas FIGs are tied to two or more specific courses. FIGs are true learning communities by definition with the class and the faculty engagement piece built in. She believes there is opportunity to refine learning communities and move FIG students into them.

Rossi asked when students learn about their potential FIG. This year it was primarily at orientation as well as any pre-orientation outreach from advisors: Dormer has been working with marketing and admissions to begin communicating the program in January. Ideally students would pre-register and opt into the FIG *before* orientation and encourage as much preregistration as possible. During the summer about half of the business students were already enrolled in the FIG, and it improved the orientation experience.

Ellis noted that there are a number of other topics that the Provost's Office is working on. He suggested providing Policy with an update from institutional research on efforts to adopt the MENA race designation. There have been discussions with the MENA staff and Faculty Association, and they expect to have a letter of support forthcoming. Kornbluh also suggested inviting FYRE (First Year Residential Experience) to present: Scholarships made the Chatsworth Apartments the cheapest housing offered, and the building is almost fully occupied with FYRE students. He has requested data on what stage we lose students and will share this information with Policy. We do better with the first-year retention than our graduation rate would predict: we are at 84% and would like to be at 90%. He pointed out 84% is good and could get the graduation rate close to 70%. If the main reason is financial, there's a larger financial reason here than other universities. The new state scholarship dollars should help: The state hasn't published the guidelines yet and the universities are still lobbying, but at a minimum, we will have to spend \$8 million more on financial aid next year than we spent this year. Close to 50% of our students pay nothing for tuition or fees, covered either by merit, Pell or financial support from the university. Some of that \$8 million will be used for scholarships to get students across the finish line; some will be used to help people in a more subjective way to deal with emergencies.

Lewis shared how she coordinates six sections of the freshman Wayne Experience class, and all six instructors this semester have reported student mental health is the worst they have ever seen—even worse than during the pandemic. More students say they are being treated and are suicidal: There is real concern about metrics going forward. Qualitatively things are alarming, and Kornbluh said there have been more transports to the hospital. For example, there was an incident in which two female freshmen pulled knives on each other. In another incident people were screaming at 6 a.m. and woke up the entire University Towers apartments. He requested statistics for midterm grades but only received confirmation that faculty turned them in. Withdrawals are not up

significantly, and incompletes are level across multiple years. Mental health is a significant issue here, but we haven't seen proof yet that it is significantly hurting larger performance.

Rossi said the medical school's interns and graduate students have been remote for two years. Everybody talks about the effect on K12 students, but it has affected students across the board. Last week she worked with an intern that could not relate to people. All the intern's interactions (clinical rotations, clerkships, rotations, consults and surgery) had been done virtually. Kornbluh suggested Laurie Clabo (Chief Health Office) talk to Policy in detail about what is being done for mental health: CAPS now has a 24-hour triage system and a Wayne State employee is available to talk 24 hours a day. If a student is transported to the hospital, there is a university-employed mental health counselor that will talk them through the whole process. Additional employees have been hired in CAPS and Clabo has all data on the wait times. There are education caseworkers that have FERPA confidentiality (not HIPA confidentiality); if a student is not showing up to class, they can follow up on them. Advisors and faculty will also be available to talk.

Simon pointed out that faculty have also suffered from the stress. This is the first year we have fallen in participation for EAA: we have a great rate at 96%, but last fall was 98%. Kornbluh said there is a faculty and staff program to help with mental health, and EAP information went out to all employees. Human Resources is doing some training with chairs. Policy members agreed there is a morale issue, whether it's from the pandemic or from the sense of overload and trying to figure out how to deal with coming back to in-person.

III. APPROVAL OF PC PROCEEDINGS

The October 31, 2022 proceedings were approved as submitted.

IV. REPORT FROM THE CHAIR

Cluster Hire: The Mellon Foundation has requested our bank account information and sent us a draft award letter for the cluster hire. It still must be approved at their December 8th board meeting and the provost believes we will receive \$6 million to support African American studies broadly arranged across the humanities and social sciences, which includes law and education. He believes it will help make similar arguments in STEM areas. The president and provost have given the School of Medicine five searches they can characterize as supporting issues around African American health research.

Library Dean Search: Search consultants have been hired for the library dean search and a search committee has been created. The first search committee meeting will take place before Thanksgiving.

Enrollment Management Search: A search consultant has been hired for the head of enrollment management search. They are trying to do a targeted search rather than a traditional one that waits four months before forming a search committee. Good candidates will be reviewed as they come in, hopefully earlier rather than later. A Policy member will be included that process.

Black and Latinx Student Recruitment and Success Task Force: The provost met with the potential task force that included faculty and staff from across the campus. They gave a good presentation and everyone in the room seemed impressed with the efforts from admissions and the numbers have been steady. Kornbluh suggested admissions present at Policy about recruitment of students of color. The potential task force includes two faculty from African American studies, two faculty from Latin American Studies, and a representative from CLAS, Engineering and Business.

Cass Tech Dual Enrollment Program: Cass Tech is our number one feeder school; this fall 150 Cass Tech juniors and seniors will be taking dual enrollment classes at the MISB. We are looking to grow this program with other schools as well.

Spring Summer Enrollment Taskforce: Although it is late, the provost is creating a task force on spring/summer enrollment: We lost \$18 million last year and need to pay attention to this. For several years spring/summer tuition was discounted; that decision was not evidence-based, and we need to rethink how this is priced. Kornbluh wants to use financial aid rather than discounting tuition, offer beneficial classes and market the classes better. He asked Beale to recommend Policy members to be on this task force.

Simon said one of our big problems is many junior and senior level classes are not taught by full-time faculty. A student might want to come spring and summer, but nothing they need is offered. Barnes agreed: CFPCA does not offer anything but Gen Ed courses in the spring/summer terms. Kornbluh said he and Dave Massaron (AVP/CFO) will figure out the revenue shares of the colleges (which are probably too complicated) and the task force will be charged with determining a simpler, cleaner revenue share for the colleges.

Lewis explained that the College of Education is illogical. There is a disincentive for full-time faculty to teach in spring/summer: they are essentially not allowed to teach. A significant number of their students are teachers who are off in the spring/summer and would love to take courses then. Kornbluh just met with education's executive committee and faculty are now allowed to teach in load in spring and summer. He suggested somebody from education also be on this task force.

Beale raised the issue of Academic Student Affairs and Global Engagement's international program receiving a percentage of all spring and summer enrollment funds. Kornbluh expects to offer schools and colleges 40 to 50%; it is torture for the deans and the BAOs because money is taken away from them, which makes no sense. Both Lisa Shrader (AVP) and Brelanda Mandija (Sr. Dir. Budget and Planning) are on the committee, and the business office knows we want to simplify the revenue share.

Aramark: Kornbluh said there are significant issues with Aramark related to low housing occupancy and flexible work hours; we have far fewer students living in the dorms than we planned, and employees are here three days a week instead of five. With demand down Aramark cuts corners. The catering is awful, so no one has events on campus. It may be that the profit on catering helped subsidize the student meal plan. Additionally, their labor costs have gone up by 25%, and they're not hiring people. He recognizes the vicious cycle we are in, and it is not an easy problem to solve. He and Massaron are waiting on the outside advice scholar on financial aid for next year; they want to use scholarships for housing to get more students in housing next year. They may try to get Aramark to bid out the contract again. The problem is they put money into capital improvements, and we owe then for those capital improvements. It is possible someone might bid with the capital improvement costs as part of the contract. Attendance at Gold n' Greens is down, making it hard to justify keeping it open.

Barnes wondered if studies have been done on why housing has decreased so much: We had to put people in hotels five years ago because we didn't have enough housing and now, we have a glut. Kornbluh said there was a consultant study on housing that he can share with Policy. The problem is high rents that are bad for graduate students. The old rundown houses with lots of rooms that grad students used to occupy do not exist anymore: they were all torn down and new housing is too expensive for grad student stipends. Some of the problem is Detroit taxes and economics. MSU, for example, has sprawling plywood and chicken wire apartment complexes that went up with nice gyms and swimming pools; they beat the price of the old dorms on campus significantly. MSU now requires two-year leases in their dorms because the competition in the private market was so great and able to undercut the dorms.

V. REPORT FROM THE SENATE PRESIDENT

Presidential Search Committee: The presidential search committee has been appointed and posted on the Board of Governor's website. Beale finds it worrisome how few academics are on the committee, resulting in little understanding of the academic enterprise. The community is much better represented than the faculty, with four Board of Governors members as well as an additional two community member appointments.

Data Breach and C&IT Security: Beale and Roth met with Tom Cavalier (Asst. General Counsel) and Rob Thompson (AVP/CIO) to discuss the data breach policy and the C&IT security policy: They are close to being finalized.

School of Public Health: The Public Health Committee, which includes Beale and hoogland, has met twice and the president wants a vote recommending the university go forward with a new school by December 2nd. There is a lot that must be considered in thinking whether we can and should start a school of public health. Beale does not think it is a bad idea to have a school of public health, but there are issues about faculty in particular, since our faculty are in two different places (MPH program in Medicine and a B.A. in Public Health in CLAS). We also do not have the two required Ph.D. programs, and any effort to establish a school will require faculty expenses—both to provide incentive to faculty to move to the new school and to conclude new hires necessary to create a quality program in at least 3 concentrations.

Rossi pointed out when the MPH program was established in family medicine, there was talk about a school of public health and the reason they did not do that was because it required certain outside accreditation. Beale said it takes two years plus five years for accreditation and we would probably have to hire faculty before we could possibly be accredited. Kornbluh said the MPH is accredited and if we use the term "School of Public Health", it starts a clock in which the review must occur in two years, or the MPH accreditation could be lost. He can't force faculty to move—that must be their choice. Faculty in the School of Medicine generally are reluctant to leave a medical school for something else. The faculty in CLAS would be reluctant to become second-class citizens in research-focused public health. Not only would it be difficult to move the faculty we have, but also the number of faculty we have are not sufficient (we may not have the minimum needed for accreditation).

Kornbluh believes the election may have changed the game a little bit. The city and the state have more money than they ever had before and will ever have again, and it may be possible to get a significant amount of one-time money that could support hiring faculty. He is reluctant to take on extra costs for next year: it will be a challenge to keep us above water and not have budget cuts. If we could get \$30 million from the state, \$25M would let us hire some faculty over the next three or four years to build a faculty and \$5M would create the facility. We could probably grow the package that would create enough revenue to support the faculty.

hoogland found it worrisome to try and rush it through while we are hiring a new president because it could influence the search. In general, Kornbluh agreed, though this may be the time to make an ask of the legislature. Beale pointed out the active searches to replace the bio statisticians we've lost in the School of Medicine. The bio statisticians we had would have given support for having a bio statistics field for the degree.

VI. COMMUNICATIONS AND REQUIRED ACTIONS

A. December 7 Academic Senate Plenary Agenda (Draft)

Beale shared a draft of the December 7 Senate plenary session agenda with Policy members. Tim Stemmler (Interim OVPR) has already agreed to discuss research stimulation and the allocation of ICR funds. Krista Brumley (CLAS) has agreed to present the WSU-GEARS program. Kornbluh suggested making time for one of the new deans to be introduced.

Beale shared the November plenary poll results with Policy members and will also distribute them to the members of the Senate.

Approved as submitted at the Policy Committee meeting of November 21, 2022.