

WAYNE STATE UNIVERSITY  
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

December 5, 2022

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

Absent with Notice: N. Rossi

I. APPROVAL OF PC PROCEEDINGS

The November 28, 2022 Policy Committee proceedings were approved with minor typographical corrections.

II. REPORT FROM THE CHAIR

Welcome Center Update: City demolition a couple of blocks away from the Welcome Center caused a rat colony to take up residence in the planters outside of the Welcome Center, but have entered the building as well. Facilities handled it for a few weeks unsuccessfully and without informing anyone. The university has now hired the most reputable Detroit pest removal company to remove the rats, and the company appears to have succeeded. There were traps set in the building last week, and one juvenile rat was caught. We will continue to work with the pest control company to make sure the building is pest free. The university complies with federal health and safety guidelines: we have an office in OVPR that is removed from the provost and the president and reports to the federal government. Our Health and Safety officer has said that the rats have never posed a risk to anyone in the building. Provost Kornbluh explained the university is a science-based organization. If we are going to make this university succeed, our reputation is important. It is not clear what more could be done than what is currently being done. A partnership with employees must be part of that process. The Welcome Center is not the only building on campus with pest extermination work at this time.

Aubert questioned whether the provost expected employees to ignore the issue and work with a potential rat presence. There are two concerns employees have: (i) rats were seen as recently as last Wednesday (11/30) inside the building, and (ii) employees were told the building was thoroughly cleaned, but rat droppings continue to be spotted. Kornbluh explained that he had personally had a problem with rodents four times in his homes without vacating during the month and a half required to eliminate them. Kornbluh suggested the 11/30 video may have been the sole juvenile rat that was trapped in the last 10 days. He is frustrated, but the university is doing the best it can to ensure the building is sealed. These kinds of problems are common in cities and in suburban areas as well.

Aubert suggested there was a breakdown in trust between the employees and facilities management. Beale countered that we should recognize that (i) the administration acted responsibly by hiring an external company and (ii) our staff interact with the federal agency that has stated that it is not a health hazard. Kornbluh said he would hold a forum for employees with health officers and the pest company. While she has never had rats, Simon commented that they don't go away overnight. She suggested that the administrators talk to the Welcome Center employees who are frustrated because their initial complaints were taken lightly. Kornbluh agreed that was a problem: both he and CFO Massaron were furious that they had not heard about the first complaint. Massaron is trying to change the culture in facilities: it was ridiculous to hide this problem. When Massaron learned about it, he took the strongest

approach to remove rodents in a building. Aubert complained that employees were nonetheless brought back into the building, and now cannot eat at their cubicles on the first floor: she urged the administration to move employees to another building or allow them to work remotely.

Lewis shared that she has an ongoing mouse problem in her house. To avoid killing them, her family dumps them in the woods; but they come right back. Rodents are a feature of life, she said—especially in older buildings—though it is not something that anyone wants in a workplace. There is the existing problem, which the university is dealing with, but there is also impression management. To make people feel more comfortable, the university could take steps to manage that impression—i.e., signs in the building explaining what is done and a phone number to report problems, or perhaps giving people an option to work in another building. That would help to lower the temperature: these are just creatures that live with us.

Aubert pushed on the question whether the Welcome Center should stay open. Employees are feeling pushed; an OSHA complaint was filed; and the university has 30 days to respond. Beale noted that a commercial firm was hired and given carte blanche to remove the rats three weeks ago. That seems to be working: only one rat trapped in the last ten days likely does not justify closing the Welcome Center when the federal agency says there is no health problem. Simon supported moving employees to a temporary location while the pest control company works on this, to reassure employees that the administration understands their concerns. Hoogland pointed out that ticks, mites or fleas can act as vectors to spread diseases from rodents to people, but others noted those pests are not active in winter temperatures. Kornbluh emphasized part of the issue is that many employees worked from home during the pandemic and now want to continue to do so. The administration considers this an office that needs to be staffed: this is how we welcome students to campus and arrange financial aid. There is no health risk to anyone in that building in the opinion of the university's health and safety office.

Kornbluh noted the importance of spreading the message that the CFO and provost want to know about problems and the university is dealing with the issue in good faith. Hoogland suggested people would like to have information on how long it is likely to take to eliminate the problem. Kornbluh indicated he will try to get an answer. Lewis agreed more information would help the situation, but she thought it would be difficult to provide a definitive end date. Aubert added her concern that employees were told the building was thoroughly cleaned, but moving lecterns or other furniture aside revealed rat droppings still there. Employees lose trust when they see evidence of lack of a thorough cleaning. Kornbluh noted that he had inquired about the cleaning, but he has not yet received verification of the nature of the cleaning. He will find out what has been done.

Aramark and Housing: Kornbluh discussed the downward spiraling problem with Aramark. Housing occupancy isn't full; the food contract was based on a certain level of occupancy; and the numbers of employee meals are below expectations. Aramark invested in space on campus, but revenues are below forecasts. Tim Michael is retiring, and a national firm has been hired to find a new AVP for Student Auxiliary Services (primarily housing and the bookstore). Hopefully, we can increase housing occupancy and food services: they are linked economically. Students are unhappy with Aramark, and Aramark is unhappy with Wayne State. The provost and Massaron are meeting with regional administrators from Aramark next week to try to resolve these problems.

Lewis suggested an arrangement with local food establishments that would allow students to dine under their meal plans. Kornbluh noted that the public/private partnership arrangement is at issue: Aramark made a \$20 million investment, and the university owes them for that: it was expected to be paid out of profits over a decade, which Aramark would use to pay off its debt. But dining services are not profitable.

Simon suggested a problem may be that they do not accept cash. Kornbluh noted the source of this restriction is not clear: it was originally because of the pandemic, but clearly there is a charge (3% to 5%) for credit card use. The Aramark contract is renewable, and Kornbluh noted it may be possible to bid out the contract with another P3 company that would replace Aramark and absorb these costs. Lewis said the quality of Aramark's service is terrible, even for basic items. Kornbluh agreed service has gotten worse: Aramark no longer has a catering manager and has insufficient full-time staff. There are also supply chain issues.

Kornbluh explained that not filling housing is the immediate problem because the holders of the Corvias debt (MetLife and others) are hemorrhaging money. They cannot sue the university for assets because the Corvias contract was well done and protective of the university—all they get is the housing revenues. In the long run, however, poor relationships with these major banks and insurance companies are not beneficial to the university. They could conceivably decide to turn the dorms into apartments, resulting in significant litigation. It is in our best interest to figure out how to fill the dorms. Lewis agreed filling the dorms is significant because they contribute to campus life.

Liaison/GradCAS: Kornbluh discussed Liaison, the company from which the Graduate School licensed the common app software GradCAS for Graduate School applications. The university did a poor job of implementing the switch from Slate to GradCAS, without providing customized services for the 300 programs it impacted. Over the last month, the Graduate School worked to ensure that we received in-process applications with customized information for specific master's programs, and we continued to tell Liaison about the problems. Nevertheless, last week Liaison upgraded its software and *eliminated* the newly customized processes from our site, moving us back to sending students generic information and putting student applicants into an inaccessible black hole. The provost made the decision to pause Liaison completely and go back to Slate next week. The lawyers are reviewing the contract to send a letter informing them of the decision. The Provost's Office will provide colleges with additional staffing to find applications left in limbo and move them over to Slate. This action by Liaison was unacceptable, and it likely was a poor choice for us anyway. Kornbluh did not think there will be major budget implications. This impacts those who run large Ph.D. programs (Chemistry and Psychology) because they will likely have fewer applicants as a result. Education is not upset because it competes in a marketplace for master's students in which the Common App advantages probably offset some of the system problems. Engineering is working hard to grow their master's enrollment and is aggressively following up on its own.

### III. REPORT FROM THE SENATE PRESIDENT

BOG Meeting: The Board of Governors met last week and voted in favor of the block tuition proposal. There was also a rather extensive discussion about campus elevators. After the meeting, Beale heard about the broken elevator in 400 Mack, which includes a pediatric clinic on the first floor and a clinic serving mostly elderly people on the second floor. Most of the doctors on the second floor will go down to the first floor to see their patients, but there are subcontracted services, such as blood testing, that will not do so. Beale mentioned this issue to Dave Massaron, who said he would investigate, although responsibility for the space lies with Wayne Health.

Another item approved at the BOG meeting was repairs to the Helen L. DeRoy Auditorium pool. The project will cost \$2M. It must be fixed to demonstrate university stewardship before the DeRoy Foundation will donate for other things.

Potential Meeting with the MSU and Michigan Academic Senate Presidents: Beale reported receiving an email from the Michigan State Academic Senate suggesting a meeting among the Senate leaders at the

three R1 universities to discuss relationships with the elected Boards of Governors. She will let Policy members know if anything comes of that outreach.

Multi-factor Authentication: Faculty will soon receive an email about the January 3rd shift to Microsoft multi-factor authentication (MFA) from using both MFA and Duo Mobile. This applies to accessing Academica or anything we use with a wayne.edu login such as Zoom, Canvas and STARS. Duo Mobile will, however, still be necessary when accessing the Wayne system through the VPN and Global Protect. It is Beale's understanding that users do not have to do anything to facilitate the transfer: it will be an automatic conversion. Policy members commented this will be taking place when faculty will be setting up their Canvas sites for next semester's classes and checking grades regarding holds for advisors. Lewis raised the issue of using Duo Mobile abroad. She recommended a demonstration at a future Senate meeting.

School of Public Health Exploratory Committee: Beale and Hoogland have both participated in the School of Public Health Exploratory Committee that President Wilson charged on October 25<sup>th</sup>, requesting a recommendation by December 2<sup>nd</sup>. It was a rather contentious process where a working group of about half of the committee worked on a draft memo setting forth the core ideas that had been discussed. The committee chair was VP Health Affairs Mark Schweitzer. He shared the draft memo with the others on the committee for edits and developed a "final" version without allowing anyone on the working group to see or comment on the additional suggested edits. That bifurcated process did not allow the development of a true consensus memo, although apparently Schweitzer cast it as such in sharing his 'final' version with President Wilson. That final version was cast in a more positive frame.

Meeting with President Wilson: Beale received an email from the president inviting her to meet one-on-one with him. It is her understanding that he hopes to build a bridge back to better communication.

#### IV. COMMUNICATIONS AND REQUIRED ACTIONS

##### A. Policy Committee Meeting Agenda

Beale noted the goal was to have one more meeting of Policy this month, on either the 12<sup>th</sup> (preferable) or 19<sup>th</sup>. She would like to invite the Senate reps to the 3N Factors Committee to the next Policy meeting. She would also like to invite David Rosenberg (Medicine) to discuss the Translational Neurosciences Initiative. Beale requested Policy members send her suggestions for what to include on the February 1<sup>st</sup> Academic Senate plenary agenda.

##### B. CIAC-II Review and Recommendation for IEHS Charter Renewal

Beale shared a brief history of the IEHS charter renewal recommendation from former VPR Steve Lanier that was presented at the Board of Governors meeting in January 2017. CURES was a 2014 three-year grant with the director of IEHS as principal investigator. As a three-year grant, the use of a center name (CURES) was allowed under the BOG statutory provision for short-term 'centers' that exist only for grant purposes. CURES apparently did not undergo any process for establishment as an ongoing center.

When the IEHS came up for renewal in 2017, however, the institute asked to include CURES in the title for the institute and essentially treated CURES as a legitimate center "nested under" the IEHS institute, a situation not actually encompassed by the exception for center chartering in the BOG statute. The BOG Academic Affairs Committee recommended that the BOG renew the charter for the institute through January 2023. The action also requested approval of a change in the name to Institute of Environmental Health Sciences/Center for Urban Responses to Environmental Stress Stressors (IEHS/CURES). There was no substantial justification in the BOG record for including the CURES center name as part of the

name of the institute. It is not clear how much consideration the 2016 CIAC-II committee gave to this issue.

The CIAC-II review from 2016 said that the institute depended on too few people but the current CIAC-II review states that it now has a strong leadership team, with the transdisciplinary nature attracting junior faculty alliances. IEHS has a new grant (CLEAR) that also required a 'center' title though, like the original CURES, it is just for the term of the grant. The CURES grant, however, has apparently not been renewed, per Beale's discussion with VP Research Stemmler.

Beale questioned what Policy should say about this. She was curious how the loss of the \$7.7 million in CURES funding affects the institute and whether that should result in a name change or an independent chartering of CURES with bridge funding to get further grants. Stemmler revealed his concerns about this issue, too. If it is still a part of IEHS, then it is a nested center without a statutory ground for that. The BOG statutes allow use of the center title without a charter *only* for the purpose of short-term grant funding.

Kornbluh suggested a workable approach would be to invite the PIs to discuss this at Policy. The institute obviously has a great deal of value, but we do not understand whether CLEAR replaces CURES. We can ask for a better understanding of how these different pieces fit together and what is expected in terms of the university's support in the absence of a CURES grant. Beale agreed to invite the PIs to the next Policy meeting.

## V. REPORTS FROM LIAISONS

Curriculum and Instruction Committee (CIC): Lewis reported on the discussion of the BA in Law proposal at the recent CIC meeting. Jennifer Wareham (CLAS) came to the meeting to present the proposal, and Lewis provided a summary after the meeting of the CIC members' concerns. There were 3 key concerns around what the program would look like—the advisory committee, the core requirements (which members suggested had too many options, many of them low-level courses, for each core requirement) and the electives (which members thought lacked a needed focus on legal studies courses across disciplines). The meeting provided various opportunities for people to share their views, beginning with the presentation and group discussion, and then following with break-out group discussions from which statements about the program were shared on a Padlet. Lewis shared the Padlet document with Wareham and will also put the various statements into a more organized format to send to Wareham.

Lewis noted that she invited Wareham and Lance Gable (Law). Gable was part of the working group that developed the proposal from Law but was unable to attend. She was informed shortly before the meeting that the provost and the dean of CLAS planned to attend: she noted that it is important to have a protocol for guests at future meetings.

Roth explained that Wareham seemed quite open to the Senate's consideration of this matter. The CLAS Curriculum Committee is taking up this issue somewhat later than originally planned. There are other substantive questions being asked in the CLAS Curriculum Committee, and there will be additional steps before this is finalized. Lewis added that she followed up with Wareham after the meeting, and she clearly welcomed input and was concerned that the timeframe should allow time to develop a robust proposal.

People on the committee raised substantive issues. During the CIC meeting, Wareham indicated they would roll out the program and then fix things afterwards, but Lewis pointed out the trouble the university encountered in rolling out the Wayne Experience requirement too quickly and trying to fix it later. There seems to be reticence among the working group members, however, to take the time needed to get this

right, so that it has a better chance of being successful. There were various interesting and valuable comments about how to strengthen the proposal. Lewis shared that her undergraduate degree was an interdisciplinary social science degree, and it has served her well. She sees the value of interdisciplinary undergraduate degrees, but she also wants it to be a good one.

As a TA, Roth taught an undergraduate major in legal studies at Berkeley. That program, like other programs of this nature, was built around the “law and society” scholars of the institution. This proposed BA in Law is not; rather, it has been thrown together based on course titles and course descriptions in the bulletin. Some of these courses are taught by regular faculty, and some by part-time faculty. He has raised the concern that the program will draw people away from disciplinary majors that provide a more orderly presentation of a discipline. This is a problem since the program as currently designed does not provide a strong interdisciplinary major with a coherent core of people guiding it. He also considers it problematic that people will think the BA in Law is a pathway, if not to this law school, at least to improved prospects of being admitted to a law school, which is not the case. The effect will be to draw students away from more rigorous academic programs into an ill-planned interdisciplinary program that is too much of a hodgepodge that relies on as many as three 1000-level courses. This was a shared concern at the CIC meeting.

Kornbluh raised both process and substance concerns with the CIC discussion. He suggested faculty governance belongs at the appropriate level, which for this program is the CLAS and Law faculty. He suggested that the Senate is not an appropriate place to review it. This is being proposed as a liberal arts degree, so he considers the development of the BA in Public Health in CLAS as comparable. There are two potential undergraduate degrees in public health: a BS, deeply grounded in science, and a BA, a broad-based liberal arts degree that opens different paths for students, many of whom will go into business with some understanding of sociology, anthropology and nutrition/food science. The BA in Law is a liberal arts degree in law similar to what CLAS did with public health. He believes the appropriate place for considerations and objections from faculty members in CLAS and in political science is in their own college.

Lewis stated that the CIC discussion did not undermine that faculty role. Beale pointed out that one of the strongest voices in the CIC meeting was a student who was concerned about the core courses, because he had already taken many of them either as Gen Ed requirements or as electives. The student considered the proposal a non-rigorous CLAS degree. Further, she noted that we may disagree on the merits of the degree proposal as currently constructed, but *the educational policy jurisdiction of the Senate explicitly covers issues where there are impacts beyond a single school*. We do not have a school of public health and we created within CLAS a department of public health with a BA degree, and a Master's of Public Health in Medicine. But we do have a law school, and that is why the provost has insisted that both the Law faculty and the CLAS faculty must approve the degree proposal. It is a degree program that is clearly more interdisciplinary than the norm. It is certainly within the Senate's jurisdiction to provide its concerns about the requirements of the program. The Senate could well hold a plenary vote to express its concerns. The CIC discussion allows an informal sharing of Senate concerns in a positive way with the intent of helping CLAS (and Law) improve the proposal. The worry expressed has not been so much a desire to tell students to major in a specific department (whether political science or philosophy or economics or sociology) but rather to encourage CLAS to develop a more rigorous set of core requirements and electives so that the program provides students some career advantage. As currently set up, it is Gen Ed-lite except for the Law School courses.

hoogland asked whether this proposal was discussed in the Law School. Beale noted that the faculty voted to approve the proposal, although there were various concerns expressed. The arguments in favor of approving—even from the Non-JD Committee members putting the approval resolution forward—were essentially that Law faculty should not be concerned about the CLAS courses and should just vote to

support Law's courses and participation, because of the potential recruitment benefit to the university. Roth noted that the Law School overtly made its determination without regard to the concerns on the CLAS side, because it sees itself as being a team player. It will further discuss relaying substantive concerns to CLAS but that was seen as a separate question from participation in the program. Roth added that he considers himself obliged, given his role within this institution and his range of expertise within this matter, to address substantive concerns whenever discussion of these issues take place. This is not an effort to 'overturn' but to help strengthen the ultimate program.

Kornbluh strongly believes there is a place for liberal arts majors in the College of Liberal Arts and Sciences. Neither majoring in history nor taking a BA in Law provides a leg up on a career. The BA in public health puts together a social science and humanistic social science set of courses that provide a breadth of understanding: that is what is proposed here. That is within the purview of CLAS, which now has the support of the law school, where the overwhelming majority supported this proposal. Simon agreed that there is nothing wrong with using Gen Ed requirements as core courses in the major, because you still need 120 credits to graduate and you can only count them once. Nonetheless, she does not think there should be so many low-level courses in a major. She teaches curriculum development for another university and can make suggestions. With the right courses, it could be a good program. It is very clear that this major does not guarantee you admission into law school, but she noted that early public health majors did think they would be helped in getting into medical school. Some did get in, but it was because they had other strengths.

Lewis responded that the committee did not feel this proposal was ready for prime time. It is now being shared more widely in CLAS, and she hopes that as more people review it, it will be strengthened. She also noted her respect for Roth's view as a person in both Law and CLAS: that is invaluable expertise that should be heard.

hoogland questioned how the concerns of the CIC members will be shared. Beale explained that Wareham will be the administrative director of this degree program for the purpose of taking those concerns into consideration. Law will discuss at another faculty meeting how best to share a statement of the concerns that were raised by many members of the faculty with the working group and the CLAS people involved with it as a way to strengthen the program. Roth said the members of the working group include himself, Josh Wilburn (Philosophy, CLAS), Brad Smith (Criminal Justice, CLAS), Wareham (Criminal Justice, CLAS), Gable (Law), and Nikki Taylor-Vargo (staff director of non-JD programs in Law). This informal group came together after a meeting of the different departments that have a stake in the proposal. There was no formal procedure, and it is not clear whether the group will be reconvened to take in the concerns expressed in this process. The process has been driven by the CLAS Dean's office, with Associate Dean for Undergraduate Studies Lori Pile in charge. The authority to move this forward has devolved to Wareham. It will come before the curriculum committee of the CLAS faculty council, then the faculty council, and ultimately to the CLAS faculty assembly.

Student Affairs Committee: Simon reported the next SAC meeting will be on December 14th. A potluck lunch will be held at noon. Policy members are welcome to come so long as they bring a dish to pass.