

WAYNE STATE UNIVERSITY
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE
May 22, 2023

Present: D. Aubert; L. Beale; P. Khosla; M. Kornbluh; J. Lewis; N. Rossi; S. Schrag; N. Simon

Absent with Notice: J. Fitzgibbon; r. hoogland; B. Roth

Guests: Boris Baltes (AVP); Simone Chess (Director-to-be, Center for Sexuality and Gender); Laurie Clabo (Chief Health Officer and Dean, College of Nursing)

I. CENTER FOR GENDER AND SEXUALITY

The CIAC-I committee reviewed the university center proposal for the Center for Gender and Sexuality (CGS) and offered recommendations. Provost Kornbluh asked Chess to explain the choice of the center's title, since the program includes "women's studies" in its title. Chess explained the academic program title will not change, but the center is adopting a title reflecting the best practice in the field. Women are included within gender, and the center will have as part of its mission feminism and celebrating histories of and current urgent political needs of women, but it is also important that the center be trans-inclusive. Gender and sexuality as the title, without adding the term 'women', better signals inclusivity.

Linda Beale asked Chess to describe the expected pathway from primarily provost funding to a more balanced budget of continuing provost support and grants. In particular, what kinds of grants are possible and how soon might the center begin to supplement some of the fellowships and other projects discussed in the proposal with grant funding? Chess noted that some aspects of the center would remain university funded because they are part of the university's overall mission. Programming such as Wayne State University Pride, Wayne State University Coming Out Week, Wayne State University Women's History Month are already university initiatives, but they are currently funded by "passing the hat" around the entire university, which can be difficult. The academic program will remain in and funded by the College of Liberal Arts and Sciences (CLAS). There is tremendous opportunity for external funding from local and regional corporations that have diversity, equity and inclusion offices (e.g., Ford and other large corporations), similar to some of the funders of the Center for Latino and Latin American Studies (CLLAS). Some informal relationships already exist with the pride or feminist arms of those kinds of corporations—even the City of Detroit has an LGBTQ employee group with funding mechanisms and grants available. The center could also pursue large research-oriented grants with various units. Coming from the humanities, Chess is most familiar with the NEH, but there are others in the social sciences and public health science that might work, especially in collaboration with other units of the university. A significant aspect of the five-year plan is researching which of those would be the best fit.

Kornbluh added that the vision includes baseline university funding for CGS like there is for CLLAS and the Humanities Center. Although CLAS may be the major participating college, the center is interdisciplinary, including, for example, CFPCA and Education, making central funding through the Provost's Office appropriate. Chess pointed out that there is also potential for philanthropic funding as another pathway to build a center endowment or to endow fellowships and scholarships.

Noreen Rossi noted the considerable disparity among women in health care. The proposal includes collaborating with key community organizations such as Corktown Health, which is

where most of trans individuals are seen; but there are many health questions that are often ignored. For example, a recent epidemiological study shows women with depression on anti-depression drugs have more problems with cardiovascular health than men do: that trend is even worse for Black women. The proposal does not currently include anyone in women's health listed, so Rossi suggested Chess consider reaching out to that group (which also includes some "deep pockets"). Chess agreed, noting they have had some informal connections with people in medicine and public health, though the university structure poses a challenge for forming formal collaborative arrangements. There are a large number of undergraduate majors and minors with pre-health goals, so it would be ideal to incorporate that aspect.

Pramod Khosla asked how the center hoped to encourage faculty involvement in grant applications. Chess is optimistic: faculty who reach out to the GSW program often feel that they are the only ones in their units researching gender and sexuality issues, and they may lack peers with whom to discuss complex interdisciplinary issues. This resourced and structured center will create spaces for them that support a collaborative framework. This is the rationale for including an interdisciplinary research grant rather than just faculty fellowships: it may encourage faculty to form small collaborative groups to work on projects together. This year GSW hosted a reproductive justice summit with ten local groups who work in reproductive health regionally, so this could also be a direct pathway into women's medicine.

Rossi also asked about infant mortality and maternal deaths, since Detroit is ranked worst in the country. These inequities are both health and societal, stemming from psychological issues as well as lack of education. Chess suggested the best path forward is with intentional collaborations, working with existing groups that are paying attention to that. The new Detroit Center for Black Studies will have an arm that points to gender and sexuality and also community and equity, and the center could partner with them around Black women's health.

Chess pointed out the numerous committees around campus working on initiatives like the ones being discussed here. It might be helpful to have a task force to report on what each group is doing and how to connect with them. There are faculty who would be willing to help work on grant proposals when there is a center leader and a group organizing them. Kornbluh suggested advertising an opportunity to support graduate student fellowships might generate numerous responses. Beale noted one of the university's strengths is the interest that exists in these issues all around the campus, but one of the weaknesses is not finding enough ways to bring people together. Hopefully this is something the center can do.

Prior to Chess overseeing the GSW program, it was located in FAB. They currently have a space in the Maccabees Building, but most students are not familiar with that location. Since this research center will also serve as a student services center, Kornbluh confirmed the CGS will be relocated to the sixth floor of the Student Center Building along with the new Center for Sexual Violence Prevention and Education and Hillel of Metro Detroit (although that move is not part of the center proposal). The seventh floor has been reconfigured to accommodate the Office of Multicultural Student Engagement (OMSE), CLLAS and the Crockett-Lumumba Scholars program (the new center for African American student success.) This floor provides an open student study space as well as a large multipurpose room that can be reserved. Chess noted the CGS will be able to share some of the resources and space located on the seventh floor: this is especially helpful, since OMSE provides some LGBTQ student services. Beale asked whether the CGS will have a presentation space. Chess has requested a common space for small gatherings of 15 to 20 people, but they will be able to reserve the large communal space on the seventh floor. There will be small offices for the director and staff and faculty fellows.

Beale asked Chess to elaborate on the expected combination of research and student-centered service. Chess responded that the two most urgent needs on our campus are infrastructure and

support for (i) a dedicated student resource center, which is the best practice for universities of our size and type for gender and sexuality, and (ii) a research hub for gender and sexuality. Most of our peer institutions have one or the other or both, but they are separate. There are very few models that have them together, but combining those is a good model for forward-looking universities like ours because we want to show students that it is all connected. Additionally, it fulfills our mission to have wraparound services where everyone from field-leading research faculty to undergraduates who have questions about gender and sexuality come together in one space where those connections are made clear.

Rossi asked about expected presentations and other events. Chess responded that they hope to learn from the Humanities Center that it is important not to over-program. CGS will have regular events organized around each term for undergraduate students, graduate students and faculty and research. GSW has a series called Behind the Publication where scholars come to talk about their research methods and interest in their current work.

Kornbluh has been facilitating meetings between a group of Black faculty in the medical school who are concerned about health inequities and the faculty here involved in the Center for Black Studies in Detroit. Some of these will serve on the steering committee. The same facilitation may help this center.

Beale thanked Chess for coming to Policy and confirmed that Policy will provide a memo supporting the center.

II. APPROVAL OF POLICY PROCEEDINGS

The proceedings for May 8, 2023 were approved as amended.

III. UNIVERSITY COVID-19 AND FLU VACCINE POLICY

Chief Health Officer Clabo discussed the changes to the university's vaccine policies. A decision has been made based on local and national data to end the COVID-19 vaccine mandate for everyone on campus. The exception is students who live in campus housing because there is a (small) increased risk associated with congregate living. Once Policy and the Board of Governors have been informed, an announcement will go out to the campus community to make it effective immediately. A few changes include the retirement of the Campus Daily Screener and continuing availability of testing and vaccines at the Campus Health Center (CHC) but with insurance billing where available. The cepheid tests that give an accurate result in a short period of time cost the CHC \$100 plus staff time; however, students should know that the CHC never sends a student to collections. Their credit history will not be jeopardized by their inability to pay for a COVID test or care, and they should be encouraged to come to the CHC to get that done. Unpaid student bills are just written off every year, so Clabo is not concerned.

The university will, however, continue the flu vaccine mandate, unlike what is happening in the rest of the state. We are the only four-year institution in the state to require the flu vaccine for faculty, staff and students, but we have had minimal pushback. We are a relatively healthy campus because of the mandate.

There will be a broader change to vaccination requirements for students in campus housing. Those students will be required to provide records of the five common vaccines that they should have already received. If they have not received them, they will be required to sign an attestation saying that they understand they may be subject to additional measures in the event of a public health need. We have been lucky that we have not lost a student to meningococcal disease in campus housing so far, but it is time that we make the vaccination practice regular and routine.

Jennifer Lewis supports continuing to require the flu vaccine, but asked why we would not also continue to require the COVID-19 and begin requiring the HPV vaccine for those in campus housing. Clabo explained there is longstanding scientific understanding of what constitutes good public health practice regarding the flu: a single annual dose of three strains that reflect the influenza most likely to be circulating in the fall. For COVID, there are not currently stable vaccine requirements: we are in a transitional phase when only people 65 and older or those with co-morbidities are authorized for an updated bivalent vaccine if it has been four months since their last vaccine. By the fall, there may be a new bivalent vaccine that reflects then-circulating strains, but that is not yet assured. There is not significant evidence to suggest a certain vaccine regimen will be the norm. In addition, other universities and the American College Health Association have dropped the COVID vaccine requirement. Kornbluh noted that even former U.S. chief medical advisor Anthony Fauci stated that vaccine requirements may have been counterproductive in the long run because of the science uncertainty Clabo mentioned as well as the political polarization that resulted. Clabo added that the results of wastewater testing on campus recently came back as undetectable for COVID for the first time. As for not requiring HPV vaccine, Clabo noted that it is less likely to cause a significant outbreak in a congregate living setting. It is behaviorally based so does not pose the same level of risk—unlike measles, mumps, rubella, tetanus or meningococcal disease, which are spread inadvertently and often without detection.

The discussion noted potential changes to the notice to improve it, such as including a caveat that this policy is subject to change in the fall, depending on the status at that time, addressing it to faculty, staff and students rather than to the campus community, including a statement at the beginning noting that we have come through the worst of the pandemic and are now starting a new phase, reminding people about necessary precautions if they have COVID, strongly recommending that individuals continue healthy hygiene habits, and providing a hyperlink that provides information on the rationale for continuing the flu vaccine mandate and exemption policy. Clabo mentioned her concern about the decline in basic disease prevention activities like regular physicals, especially in younger people. Campus health messages will come out on a regular basis, encouraging students to pay attention to health matters. An example is the recent email about HPV.

Kornbluh noted his shock when he learned that MMR and meningitis vaccine had not been routinely required for campus residences by any Michigan university: losing a student to bacterial meningitis is heartbreaking.

IV. REPORT FROM THE CHAIR

Presidential Search: It is expected that the BOG will make a determination soon regarding who they will invite to campus. It is not clear that there will be any meetings with broad groups of campus constituencies. Members were concerned that lack of a chance for faculty and staff to meet finalists could have long-term consequences.

Enrollment: Members discussed the current enrollment trends, especially in undergraduate and masters students. Kornbluh noted that the way cohorts of students carry forward across the four-to-six (or more) years before graduation makes it difficult to understand enrollment trends fully from looking at overall admissions or graduations statistics. Over a five-year period, the numbers of students with majors in CLAS and CFPCA have declined substantially, with fewer incoming students each year, while those majoring in Engineering have increased. The business school has had more incoming transfers than freshmen, which likely reflects the pathways created for community college students. The fact that FTIAC enrollment was down for Fall 2022 by about 200 students will hurt us for five years: it means that our flexibility in undergraduate enrollments is not very high from year to year. Beale noted that there was an earlier grid produced by IRB

showing the cohort coming in each year overall and for FTIACs, men, women, Black and Latino students. It followed each cohort to the next year indicating numbers retained and numbers graduated. At some point a few years ago, that grid was no longer available. Kornbluh noted that the spreadsheet we currently have does not provide an accurate prediction of student numbers, yet our retention and graduation rates are now fairly stable, and it should be able to develop new dashboards that show these cohort trends better.

Kornbluh also noted that FTIACs and transfers are up from last year, though it is not clear whether those are merely frontloaded or real increases. That will become clear when orientations take place later. There is no way to determine the likely number of transfer students. There used to be a gentlemen's agreement between four-year institutions not to recruit transfer students from each other, but that has ceased. Wayne does a good job recruiting community college students, and we are also marketing to students that go elsewhere, so it is possible transfers will be up. That will not be especially significant for this year's budget, but it will make a difference if the undergraduate population increases by 3% to 5% each year over several years.

Master's enrollment continues to be down everywhere except Engineering. More support is needed from the Provost's Office. Education and Social Work have been buffeted by market forces and certificate programs, so it is not clear how much can change there. The new dean of Business has plans for the several specialized MBAs, but they are about a year behind Engineering in moving those out. Medicine has seen their master's programs decline significantly over the last several years. Kornbluh noted that he expects to see a plan from the Medicine dean soon. Rossi noted that Medicine would not need to expand faculty since those classroom-based programs can be taught to scale. A problem is that the School of Medicine had no competition for its BMS program in the past, but Oakland and MSU started BMS programs that are drawing students away by targeting those who hope to improve their GPAs to make professional school possible. Wayne has done no marketing, and students have dropped from 90 to 35. Kornbluh shared that his previous institution's program had 300 students a year: it was not a bridge to medical school but rather to well-paying lab-based jobs. There is a strong market for that degree.

The CLAS dean would like to lower out-of-state tuition, which is possible if a market analysis shows these programs can make money. CLAS has not worked out business plans like Engineering and Business which are not hiring additional tenure-track faculty for their master's programs. Kornbluh noted the importance of working with units that understand the economics. Pharmacy and Law added students into existing classes without adding to labor costs. At the same time, there are clinical-based master's programs in nursing and pharmacy that cannot make money but need to break even.

Lewis commented that her unit is good at sharing enrollment statistics and wondered what faculty can do to recruit more students. Kornbluh suggested faculty will need to take greater responsibility for bringing in students and mounting programs that make the economics work. Education recognizes better than CLAS, but the question is how to do it. One way is welcoming prospective students on campus in a way we have not in the past. Most other campuses have one open house day a week and they have a list of people that prospective students can talk to. We need each school and college to understand this is important and show them how faculty can contribute. Members suggested student ambassadors can assist faculty to address questions at open houses, and support can create settings in which that interaction happens more easily. Kornbluh agreed that OMSE, admissions and deans should be supported in using student ambassadors. Law holds several events for admitted students in which faculty participate, and faculty call admitted students. Physics faculty also call the admitted students. Calls could be challenging in large programs like psychology or biology, though Kornbluh noted that the engineering dean is texting on six different platforms with any student who expresses an interest.

It appears that continuing PhD numbers are up, but new PhD numbers are down compared to this time last year. Kornbluh's hypothesis is that students are taking longer because of COVID, so departments are admitting slightly fewer. At the same time, the movement for a living wage continues: that would mean at a minimum a 50% increase in costs for Wayne State and a significant shrinkage of PhD programs. Rossi suggested more departments should seek T32 grants. The ad hoc PhD committee established by the provost is looking into this and other issues, including attempting to determine what money, if any, we make on PhD tuition. If we could reduce the required credits to a PhD and shrink the time at which students switch from PhD tuition to a nominal fee, faculty would have the opportunity to put more of their students on grants.

V. REPORT FROM THE SENATE PRESIDENT

Enrollment and Housing: Beale reported that along with the slight increase in overall enrollment housing was also up 1.6%. Kornbluh confirmed housing is up 250 students. We have 3200 beds; last year we were in the low 60% filled, but this year should be closer to 80%. We know we can fill University Towers and the newer Anthony Wayne Drive Apartments and remodeled Chatsworth but need to figure out how to fill Atchison Hall and Ghafari Hall. One option is to remodel them so they have private bathrooms; the other option is to sell doubles as more expensive singles, which would not bring in as much money as predicted. Post-pandemic, students are not as interested in living in traditional dorm rooms.

We have 300 athletes in University Towers because the cost is significantly cheaper. The cost of attendance was low to bring students in but because of NCAA compliance requirements, student athletes have to stay in the University Towers. As a result, athletes live farther from the central campus and athletic facilities in a facility without food services. We expect to recalculate the cost of attendance and move athletes to Housing buildings that are closer to main campus. Then we can market those 300 spaces in University Towers to graduate and medical students. We can likely raise occupancy 7% or 8% with this change. Interim athletic director Erika Wallace also discovered the food insecurity of some of our athletes: she arranged to have donated food available in athletics and had the athletes buy the meal plan.

Graduate Council Executive Committee Meeting: Beale reported that she and Kornbluh met with the executive committee of the Graduate Council to discuss graduate faculty status and the need for a faculty of record for any interdisciplinary certificate that the Graduate School offers. The Graduate Council met on May 17, but there is no new proposal as of yet on these issues. Another cross-disciplinary program that will need to come to the Senate for review is the AMP program that will allow bachelor credits (for example, in psychology) to count towards a master's degree in a different field (for example, in Social Work). The program pilot will begin this fall, so Beale will reach out to Ed Cackett to discuss.

VI. FINALIZATION OF SUMMER DATES FOR PC MEETINGS

The list of summer dates was finalized. Beale noted that Policy might have to meet on one of the unscheduled dates if a matter needs Policy input.

VII. SENATE REPRESENTATION ON UNIVERSITY DEI COUNCIL AND ITS EXECUTIVE COMMITTEE

Brad Roth (CLAS) and Ricardo Villarosa (DOSO) are currently serving as Senate representatives on the university's DEI Council and Executive Committee. Villarosa's Senate membership expires in August, so Beale suggested Marisa Henderson (CLAS) to take over that role because she has co-chaired the ad hoc DEI committee for two years. Policy agreed. Beale will contact Henderson and alert Chamblee.

VIII. REPORTS FROM STANDING COMMITTEE LIAISONS

Lewis reported that OTL has asked for a representative from CIC to serve on the committee that will judge the applications for the Quality Matters initiative. Beale suggested that in future those kinds of request should come to Policy since it serves as the Senate's committee on committees. Perhaps Lewis can provide suggestions for consideration at the next meeting.

IX. NEW BUSINESS

Kornbluh recommended Beale serve if willing as the Senate representative on the search committee for the chief diversity officer. Beale agreed to serve.

Beale will send a memo to the chairs of the standing committees requesting representatives to serve on the ad hoc bylaws committee over the summer. It would help to have a diverse group assisting in this project.

Approved as revised at the Policy Committee meeting of June 12, 2023.