

WAYNE STATE UNIVERSITY
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE
January 29, 2024

Present: D. Aubert; L. Beale; S. Chrisomalis; L. Clabo; r. hoogland; P. Khosla; J. Lewis; N. Rossi; B. Roth; S. Schrag

Guest: Boris Baltes (Sr. Assoc. Provost Faculty Affairs, VP Academic Affairs)

I. APPROVAL OF POLICY PROCEEDINGS

The proceedings of January 22, 2024 Policy Committee were approved as submitted.

II. DETROIT CENTER FOR BLACK STUDIES (DCBS)

Acting Provost Clabo invited Baltes to update Policy about the Mellon Foundation grant, noting that Provost Mark Kornbluh was the principal investigator (PI) on the grant that expanded to include both cluster hires (the original scope) and the creation of a DCBS, added after expressions of interest by the Mellon Foundation. Apparently, there is some confusion on campus, in that some have assumed that those hires brought in under the grant were all to have been appointed, and actively participate, in DCBS. The grant, however, does not link hires or participation to establishment of the DCBS. Policy had understood that the Mellon hires and Pathway-to-Faculty hires would have a faculty (tenure) home within a particular academic unit, not within DCBS; but that any of those hires who were interested would be encouraged to become affiliated with the center.

As PI on the grant, Kornbluh was able to accelerate hires by using the Mellon foundation money available at the beginning to support departmental searches for hires already in progress that found candidates that fit within the criteria. This acceleration was considered beneficial, since there was a possibility of pursuing additional Mellon funding if they were satisfied with the progress made under the original grant.

Kornbluh as PI also created a steering committee, but misunderstandings have apparently arisen regarding the steering committee's function since his departure in November. Some seemed to think the steering committee was to serve as a search committee for all Mellon hires and others thought it would at least have a screening function for hires if not a final say-so on hires. This was neither Policy's nor Clabo's understanding. The steering committee cannot take a direct role in searches, since those will be handled, as always, by the hiring units. The committee's important role is to serve as an advisory committee to the center as it gets established and ascertaining existing and newly hired faculty interest in participating actively in the center. In that way, they can advise about the kinds of information about the role of affiliated faculty that should be included in the charter.

After some discussion, Linda Beale suggested four things that must be done. First, there must be a process of notifying those who have been hired on Mellon funds that they are Mellon hires. Second, there must be a process of ascertaining from those hires (and any in process of being hired) their interest in participating in DCBS. Third, at the same time as the second step, a charter for the center must be drafted. That will need to come through Policy and the Office of the Provost under the statute before going to the Board of Governors (BOG) for official approval. That charter should include information about the role of affiliated faculty. Both of those things will be partly determined by the grant language and partly by the fact that the Mellon hires are hired with a broader remit than simply research focused on Detroit—i.e., some will be interested in Black Studies from a Detroit metropolitan-area perspective and others will be interested in a broader national or global area of Black Studies. Fourth, the university must develop press releases and other marketing touting the university's success in hiring under the Mellon

grant and noting the importance of the simultaneous creation of the DCBS and what that will mean for the greater Detroit region, the state and the nation.

Clabo agreed that is the appropriate approach. As a first step, Baltes will provide a list to the steering committee of all people that have already been hired, with their CVs. The steering committee can best serve as the initial advisory committee for the to-be-chartered DCBS and as the initial contact with these hires to ascertain their interest.

III. REPORT FROM THE CHAIR

Interdisciplinary graduate programs: Clabo addressed a topic that has been discussed at Policy on several occasions in connection primarily with questions around the appropriate role for schools/colleges/departments and the Graduate School in housing interdisciplinary programs. Clabo noted that the key question, from both a faculty and curriculum perspective, is where interdisciplinary certificate programs, undergraduate programs and graduate programs are and should be academically housed. Beale noted that both Policy and Kornbluh had concerns about a claim that any interdisciplinary certificate, masters or doctoral programs should be housed in the Graduate School rather than in departments and schools/colleges following ordinary practice in terms of faculty responsibility for curriculum and degree programs.

Clabo indicated that she has informed the Council of Deans that there should not be distinct policies for interdisciplinary undergraduate programs, graduate programs and certificate programs. These all require an academic home for development of curricula, and it will be important to ensure there is a way for two or more departments and/or schools/colleges to work together to jointly develop such programs. There needs to be an overarching framework and then a policy statement or policy guidelines that govern interdisciplinary programs at any level. This is an opportunity making it clear where curricula get developed, where funds-flow decisions are made and where faculty of record decisions are made.

Beale suggested that a representative from the Policy, Faculty Affairs (FAC), Curriculum and Instruction (CIC), Student Affairs (SAC) and Research (RES) Committees work on this issue, perhaps with some additional faculty representatives from other schools and colleges asked to serve as Senate representatives. The provost would pick the appropriate deans, associate deans or graduate directors to serve. This would be an ad hoc Provost/Academic Senate task force with a charge to develop a recommended policy on process for ensuring that there is an appropriate home for any interdisciplinary program (in the academic sense, so whether between different schools or including multiple departments within one school).

Clabo noted every time we do these, we say we value interdisciplinarity, but we do not think about it being organization-wide, which requires consideration of funds flow, workload and faculty credit. These are issues that are not purely administrative and not purely faculty. The guidelines developed can be brought to the BOG for approval if necessary as it moves up the chain, but it must be developed by the academic side of the house. Clabo will work with Beale on establishment of a charge. Her perspective is that the committee should draft overarching principles and general planning guidelines but also talk about specifics—i.e., this iteration for certificate programs, this iteration for undergraduate programs, this iteration for graduate programs. If we do not do that as a committee of the whole, it will devolve into three different enterprises. Beale agreed: if Policy members have specific ideas that should be in the charge or member suggestions, she will take everybody's suggestions into account.

Noreen Rossi noted these are all interdisciplinary across schools/colleges/departments. What about certificate programs that are within? Clabo suggested both: we consider them interdisciplinary even if they are within a school and college because they cross department lines. Steve Chrisomalis suggested it is worth saying these are “inter-departmental and inter-college programs” rather than “interdisciplinary” that are the focus of the discussion.

Clabo noted the urgency in the work because new ones are coming up every day, and she does not want to hold up someone's grant because we do not yet have a policy, but she will suggest they find an academic home in the short term.

PhD Committee report: Clabo also addressed the PhD Committee report. Many faculty and deans have asked her about the status of the report. She has asked the co-chairs to provide a draft by the end of next week.

IV. REPORT FROM THE SENATE PRESIDENT

Revision to charter for Center for Emerging and Infectious Diseases (CEID): Beale noted on the Board of Governors items for the full meeting there is a revision to the charter of the CEID. Although any revision to a charter should have come to Policy, she believes this is manageable since it is a correction of an oversight in the changes that were agreed to between Policy and Interim VPR Tim Stemmler that a number of deans should serve on the advisory committee rather than merely the dean of the School of Medicine. Clabo confirmed it was an oversight: she plans to note the correction at the meeting.

FOIA request: Beale reported on the FOIA request for Policy Committee information on religious issues. She heard from the Office of General Counsel that there has not been a follow up after they were told how much it would cost to go through all records. The requesting group will probably come back with a more limited and specific statement of records required.

Presidential Investiture: At the last Policy meeting, Beale had discussed the developing plans for an Espy inauguration ceremony preceded by a faculty/academic staff lunch and a student performance. Since then, the president decided to hold only an investiture ceremony and reception at the DIA, with an extensive list of VIP guests, on March 18 starting at 3:00 p.m.

Law and FAB restrooms: Beale reported she has communicated with Rob Davenport (AVP, FP&M) in the past about the problems in the women's restroom in FAB, suggesting they install bidets in some of the restrooms to replace a regular toilet to deal with the problem. In the law building, many of the women's restrooms have been dysfunctional for years, and they have had to close them for now in the classroom building and tell students to run over to the library building on their break to use the restroom. We may want to address this to Facilities as a general concern.

Member-at-large election: Beale announced the member-at-large election is coming up and unit elections will need to be held soon. The Senate Office will try to get information out in a timely manner.

Faculty and the Foundation Board: From the Budget Committee aspect, Beale has discussed with David Ripple (VP, Development) the issue that development needs to think more about faculty (e.g., faculty titles and the ways that they can use faculty and engage them in what faculty are doing). Ripple has asked for further information. Policy members should consider what kinds of engagement for the Foundation Board would be helpful—i.e., could we take the Foundation Board to see faculty labs or have more presentations from different faculty members at the Foundation meeting? The Foundation becomes much better acquainted with the university administration and the ‘rosy picture’ painted of the university, but not a robust understanding of what faculty do and who they are. Beale welcomed suggestions from Policy about suggestions of faculty who could present their research to the members of the Foundation's Board. From her perspective, she would also like to see Ripple involve interested faculty more in fundraising events here and throughout the country, such as establishing a listserv for faculty who have indicated a willingness to talk about their research to alumni groups. Rossi agreed on the need to get more information out about what our faculty do. She listens to U-M's NPR station that broadcasts a blog from their medical school. We should consider doing that sort of thing, not necessarily in the medical school, but in marketing faculty from engineering, nursing, social sciences and humanities.

Clabo agreed with these proposals. We are asking Development to work harder on getting named professorships and endowed professorships. One of the things we should be doing is making sure that the community hears about our distinguished and endowed professors. Ripple should be invited to Policy again for a further discussion about required funding for a named professorship, endowed professorship, deanship, chair, distinguished faculty, etcetera.

Beale noted that we have held a joint meeting of the Senate's Policy and Budget Committees with Development every fall for at least eight years where this is a perennial topic of discussion. She is also pushing for a \$50 million minimum for naming a building—something that has not been considered in the past. There are numbers for endowed faculty, so one of the things the committee has pushed for is for having some lower level named faculty positions as well, to get people started. Former VP of Development Susan Burns' view was that donors do not want to give to support faculty and therefore she refused to make it a high priority or develop a broader rate scale different from what certain peers charge. Beale noted our situation is quite different because we have so few named faculty positions. Certainly, every law school that matters has half to 75% named positions: if we get less money to start with lesser titles, we are more likely to get more money and more significant titles. Ripple has been more responsive on that, but there is still a way to go. The idea of having the Foundation Board hear from faculty about their research will help, but we need to think about other ways to establish faculty who are willing to participate, such as talking to an alumni group whenever they give a conference presentation elsewhere. Beale noted we can also add Ripple to an upcoming Policy Committee meeting for further discussion.

School of public health working groups: Beale is on the School of Public Health Executive Committee and on the finance working group but has received no notice of any meeting. She has also heard from other Senate representatives that were appointed to other working groups asking why they have not been invited to a meeting. It is not clear whether any meetings are taking place or if so, whether they are taking place without Senate representatives. Clabo indicated she would follow up with VP Mark Schweitzer.

Faculty move in CFPCA: Beale had heard faculty in the media arts and sciences program have moved from the communications department to the theatre and dance department without any vote from the communications department faculty, noting the information was rather odd. She thought the provost should be aware. Danielle Aubert explained if they move, they will leave behind two faculty who would not have many students, plus the entire rest of the communications department, so it did raise questions about process. Rossi pointed out that is happening more broadly because reproductive sciences has decided they want to be separate from physiology. Beale said it is a broader question than just whether a particular faculty member or group of faculty prefer to associate with other faculty in another department. It ultimately affects whether programs can be offered, who sets the curriculum and what funding is available. Aubert explained that in this case two of the three opting to move are junior faculty on a tenure track, so as a more senior faculty member, she is concerned that they may not be aware of the various concerns such a move raises.

Foreign influence policy: Beale noted the need to bring back to Policy the foreign influence policy and the consulting policy. Beale will contact Tom Cavalier in the Office of General Counsel to find out what is holding up the revision that he agreed to bring back to the committee, because that is fairly urgent.

V. FEBRUARY 7, 2024 PLENARY AGENDA

Policy discussed the Senate plenary agenda. Clabo confirmed President Espy will discuss the College-to-Career initiative.

VI. STUDENT SENATE RESOLUTION 2324-09 ON PROVISION OF MENSTRUAL PRODUCTS

Policy agreed the resolution is reasonable: facilities should make sure dispensers are in more locations on campus. Beale will draft a memo to FP&M supporting the resolution.

VII. STUDENT SENATE RESOLUTION 2324-07 ON RESPECT

The issues being addressed by the proposed resolution were unclear to Policy. Members questioned the audience and the goal, and there was concern with the risks of weaponization of the “respect” language.

Aubert suggested some Student Senate representatives be invited to Policy to further discuss these concerns. Clabo agreed it is important for them to be exposed to dialogue among academic leaders; they would benefit from hearing from a deliberative group that is a little more senior and knowledgeable. Beale questioned what kind of a format would work best for that discussion. Steve Chrisomalis suggested inviting them to an upcoming Student Affairs Committee meeting, which Policy members can attend as well.

VIII. ASPDC REPLACEMENTS FOR TWO MEMBERS

Policy selected two academic staff member nominees for the Academic Staff Professional Development Committee to replace one staff member who left the university and the other who no longer wishes to serve.

IX. BUILDING COORDINATOR STEERING COMMITTEE SENATE REPS

Davenport is responding to the problem with building coordination raised at the Facilities, Support Services and Technology Committee and Policy. There are many building coordinator problems such as faculty locked out of classrooms, an unclear website that makes finding information difficult, as well as a number of people who were designated as building coordinators who did not know about this assignment. Beale explained the steering committee will ensure building coordinators get proper training, make sure there are lists, information is updated, etcetera. She will share this information and determine interest through the Senate listserv, and then Policy can choose representatives to serve on the steering committee.

X. W MASCOT WORKING GROUP SENATE REP

Policy has been asked for a recommendation of a faculty member to represent the faculty in a work group charged with creating a new mascot, replacing the existing Barney-like figure. Beale asked Policy members to suggest someone in CLAS and in athletics.

XI. SCHOOL OF PUBLIC HEALTH BYLAWS WORKING GROUP SENATE REP

Policy recommended a faculty member to serve on the school of public health bylaws working group. Beale agreed to reach out to determine willingness to serve and, if willing, inform Schweitzer.

XII. REPORT FROM STANDING COMMITTEE LIAISONS

Diversity, Equity and Inclusion Committee (DEIC): Pramod Khosla reported DEIC met recently and had an informal talk with General Counsel Mike Poterala.

CIC: Brad Roth reported CIC met and discussed probation. They also looked over various examples of what Wayne Experience (WE)-type courses look like at some other universities and generated a number of ideas using a padlet. Beale emphasized the WE is something that must be dealt with. She suggested

the proposal FAC has been developed might be considered. An important question whether it can be optional rather than required, especially since there was difficulty staffing sufficient sections. We should try to have a recommendation from FAC and CIC that Policy can vet and then send to the plenary for recommendation to the provost and possibly GEOC.

Unlike the WE set up, renée hoogland suggested there could be a more useful way to introduce students to college life, which is not just about practicalities and continuity of finances and whatnot. It should focus on things that we can offer students instead of what family members can help with. Beale noted some students need that because they cannot get it through family. The optionality would be choosing something like the FAC seminar proposal or choosing something like what the WE was supposed to be, ideally including academic integrity and other important concerns for new college students.

Chrisomalis was concerned that no WE course will fit well with the new block registration. Most of those cohorts are completely full, so they do not even have an option. They are getting registered in a list of courses before they meet with an advisor. Clabo noted it will likely be packed with content, but her concern is that she does not see content on civil discourse. What does it mean to live with and study at Michigan's most diverse campus? hoogland confirmed that is part of the seminar FAC proposed because ethics is central to critical thinking. The number of credits (three for the proposed seminar) represents a problem with treating the seminar as an option instead of the one-credit WE course. This requires some consideration in arriving at a workable solution.

Approved as revised at the Policy Committee meeting of February 12, 2024.