

WAYNE STATE UNIVERSITY  
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE  
June 17, 2024

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

Absent with Notice: D. Aubert; J. Lewis

Guests: Ken Doherty, AVP, Procurement; Dennis Orr, Assoc. Dir, Accounts Payable

I. HONORARIUM POLICY

Internal audit had recently performed an audit on the honoraria process on campus. Doherty and Orr were invited to Policy to discuss the 1.3.3 honoraria policy. There was already information on honoraria in policy 1.3.2, but HR determined the need to have a standalone policy because there needs to be an agreement on campus on what an honorarium is or is not.

Policy members noted their concerns that the updated honoraria policy does not reflect the actual way academic honoraria work. They asked Doherty and Orr to redraft the policy based on their suggestions. This included removing "paying for something where payment is not customary." Payment is customary: it is just that the payment is fixed and decided ahead of time and does not relate to the professional field or market. "No negotiation of" is correct, but "no agreed-upon amount" is not correct because there is an agreed upon amount. To avoid misunderstanding, the parentheses should be removed and should state "nominal/token amount not equivalent to a professional rate". The provision stating "Professional service must be provided a period not to exceed three consecutive days or five days in a rolling year" is too short, since these kind of token honoraria may be for a program review that may take place over several weeks (even though likely not full time each day) or a workshop that might last a week. It is understandable that some limit must be set, so 10 days in a rolling year should probably cover most of the typical types of academic honoraria. Guest travel is not a part of the honorarium, so the policy should state that it applies exclusively to cash payments made to honor the services and not to transportation, accommodation or other reimbursements for expenses.

The issue was raised that no student can receive honoraria. Doherty noted it should go through student financial aid, not through honoraria. Linda Beale suggested investigating whether there are cases of students who might be paid an honorarium for something not connected with the pursuit of their degree.

A policy should reflect reality, so Doherty and Orr agreed Policy's criticisms made sense. They will do a redraft and try to take these suggestions into account. In particular, they need to think about how honoraria might apply to students. They will confer with financial aid and legal counsel on that issue. They will also provide a clear explanation of circumstances that require a personal service contract. Revisions will be shared with the Policy Committee.

II. APPROVAL OF POLICY PROCEEDINGS

Policy tentatively approved the June 3, 2024 proceedings, but agreed to give Provost Clabo a chance to provide comments before finalizing.

III. REPORT FROM THE CHAIR

Enrollment: Policy members were concerned about current enrollment reports being late, sloppy and not making sense. Provost Clabo noted this has transitioned from Sr. Vice Provost Academic Affairs Ahmad Ezzeddine to Vice Provost Enrollment Management Charles Cotton. While the data is available on the dashboard every day, measuring week over week this early leads to these very large swings because it depends on when an orientation session is scheduled where students actually register. While students have been admitted, they have not all registered. This is only registered students. Data reporting out of a certain office remains problematic, so the provost has Cotton working on building those relationships. FTIACs had been down considerably because of the FAFSA mess, but we are currently at net positive for FTIACs. Master's enrollment is still holding. This week it appears we compare on track to last year, and last year was a huge FTIAC class. Clabo will feel much better about these reports when it is August 1 when the majority of orientations are done. Clabo noted that she raised a fuss about the fact that the report was not available on Monday. Beale agreed: Policy needs it by Monday morning.

Brad Roth questioned if anyone has ever done any meta-analysis of this to figure out whether the week over week report actually tells us anything in the long term. It seems as though there are different paces unpredictably of registration in any given year. Our hopes are always raised by the fact that we are better off than we were. Clabo explained when she sees a significant difference from the last week, she calls the dean for an explanation. Until we get the registration to a floor, these early days the swings are way too wild. If we hold flat given the FAFSA disaster and master's enrollment challenges, she will be thrilled.

Enrollment is existential for a university. We live and die by the number of students who come here. We have had nobody devoted to enrollment management until last week. An R1 institution should have someone devoted to enrollment management full time. Clabo is hopeful that this is the beginning of something new, and is optimistic about the fact that the person we hired is going to do a good job. Through a position elimination, a position in enrollment management marketing was also added, which will hopefully post this week. This person can do actual social media marketing and SEO, and the position will help us think about doing academic marketing, not just marketing the university.

Encampment and stages of engagement: President Espy, Interim SVP Business Affairs Bethany Gielczyk and Clabo met with Student Senate President Hayden Johnson and Student Senate Vice President Hassan Ezzeddine on Friday. The Student Senate has formed the Resolution Enactment Committee that includes people who are not students—members of Faculty for Justice in Palestine, Alumni for Justice in Palestine and a variety of other groups, and they will meet this week without leadership. Johnson and Clabo agreed to start with a small meeting next week to determine next steps that will include Espy, Gielczyk, Student Senate VP Ezzeddine and Ridaa Khan who was formerly on Student Senate executive board and is still a leader in Students for Justice in Palestine. Beale noted it is important to recognize that the Resolution Enactment Committee may not truly be representative. Also, leadership cannot actually negotiate with that group, and it needs to be clear that the discussion is not a negotiation. There are many other voices on campus that should be heard by the administration, so it cannot give negotiation status to a single, non-representative voice on issues affecting all.

Regarding the strategy for moving resolutions from the Student Senate into action, Clabo pointed out Johnson has a seat on the University Leadership Council. That would be an opportunity to bring those kinds of resolutions to leadership at the university level to help shape them. Beale noted she had tried to set up a meeting with Johnson at the end of the winter semester but he declined because of exams and summer break. It worked better when the previous Student Senate president engaged more with members of Policy early in developing resolutions.

Roth noted that the question is whether the group's goal is to accomplish something rather than to engage in confrontation as a legitimate form of political action. Anything that could somehow turn down the temperature of this issue, particularly in respect of our relationship with the whole community that is now annoyed with us, would be good. But if the students are playing to an outside audience, it is not really about the mechanics of decision-making in the university. Clabo responded there is merit, for example, in having more information and less misunderstanding. So the website about the investment policy is a good idea. There is also a planned education session at the next Board of Governors (BOG) meeting to describe how the endowment and the cash pool are structured and how decisions are made about investment. It must be clear that there is not a motion for divestment. Such changes would come through the Foundation Board.

Beale agreed with Roth that the goal of at least some activists may be as much confrontation and publicity as it is to actually bring about change.

Noreen Rossi raised the issue about the October BOG meeting scheduled to be held in Grand Rapids. That could be perceived as hiding away, especially since BOG meetings outside of the university premises proper have not been typical in the last two decades. That unusual move can add to the potential for misperception. Additionally, the security in Grand Rapids would be under the purview of somebody else. Clabo noted two perspectives: the reputational risk to the Board of moving off campus versus the danger of a repeat of what happened at the last Board meeting, which also involves reputational risk. That is a Board decision, and they are carefully considering the alternatives.

Roth asked whether there are disciplinary actions being taken against any students in connection with any of this. Clabo responded we have a code of conduct process that follows normal channels, and she would not expect that that would proceed without careful thought about context. Beale has invited WSU Police Chief Anthony Holt to the next Policy meeting to talk about the various incidents as well as the future predictions.

Consideration of a faculty scholar in residence: Clabo asked for Policy Committee advice regarding the possibility of establishing a half-time position for a faculty fellow in the provost's office that would be a one- or possibly two-year appointment. Beale noted she has seen that work as a short-term position for a faculty adviser in a university president's office. The concern here would be that it might tend to diminish Senate shared governance by substituting an 'in-house faculty member' for the Senate President's interaction with the Provost.

#### IV. REPORT FROM THE SENATE PRESIDENT

Foundation Board meeting: Beale reported the Foundation Board is having a dinner meeting Thursday and an all-day meeting on Friday.

Budget Committee meeting: June 24 is the final Academic Senate Budget Committee meeting of the academic year.

Upcoming issues or tabled business: Policy has a rather large agenda on June 24. Beale has invited Chief Holt to talk about the wide range of things around campus police. She would also like to talk about the potential for handling campus police oversight. Also, Vice Provost for Enrollment Management Charles Cotton will be discussing enrollment.

The Faculty Affairs Committee (FAC) never finished the emeritus status resolution. renèe hoogland confirmed FAC will work on it next year.

Policy needs to figure out what needs to be put before the plenary regarding student code of conduct changes. According to Dean of Students David Strauss, he did not know there have been any changes since 2005 so it is unclear if he is up to date on what was done.

Policy needs to think about what specific charges each committee should think about beginning in the fall. Ideally, the Policy Committee should make specific suggestions in addition to things each committee may want to do. It would be helpful for Policy members who are chairing committees or acting as liaisons to suggest ideas of things to include in that list.

V. CIAC-II REPLACEMENT APPOINTEE (April Vallerand 1 -year remaining term)

Policy selected names and Beale will reach out to determine willingness to serve.

VI. PLANNING FOR YEAR OF FOCUS 2024-25: DISCOURSE THEME

Clabo announced the first event of the 2024-25 Year of Focus has been scheduled. The opening symposium is September 12 with John Inazu, a professor of law and religion at Washington University in St. Louis and the author of the book "Learning to Disagree: The Surprising Path to Navigating Differences with Empathy and Respect". He has done this work on other campuses. The committee leadership hopes to focus in the fall on skill building (e.g., skills needed to support dialogue and discourse in divisive times). This is not for academics alone, rather the entire campus so it has to be accessible to faculty, students and staff. After Inazu's talk there will be a panel discussion (internal panel members) and then a series of interactive activities. Those who register for the event will get lunch, free copies of the book and an opportunity to sign up for workshops and events taking place throughout the semester.

The panel is less well developed so Clabo has asked Brandon Gross (AVP for Strategic Operations & Academic Communications) to engage deeply and to help bring to her questions, ideas and thoughts. Clabo will then bring those to the committee members who are also on Policy. If Policy members have ideas about who should be on the panel, please send them to Clabo.

In the winter we will be more prepared for what would be more controversial speakers bringing polarized perspectives. It is Clabo's goal to have a year of focus every year. It will not always be on this topic, but world events collided with the plan. The whole purpose of year of focus was to shape a robust community. Clabo is considering a health and communities topic in 2025-26.

VII. ACADEMIC INTERDISCIPLINARY PROGRAMS CHARGE FOR A JOINT PROVOST/ACADEMIC SENATE TASK FORCE

Policy talked about the membership and concluded that the provost likely would want to appoint one or two deans or chairs, one or two center directors, Graduate School dean Amanda Bryant-Friedrich and either Vice Provost Darin Ellis or Senior Vice Provost Boris Baltes. The Senate would try to pick six faculty, including one junior faculty, who would represent more of a cross-section of the university. Ideally, membership should include professors who actually deal in interdisciplinary subject matter. As far as the charge, we would want to retain mention of the way academic programs can be supported by centers versus housed in centers. Policy members were encouraged to think of other questions to include, as well as suggestions of Senate members who might be good to put on the task force. The provost will develop a next draft based on Policy's discussion.

VIII. SOUTH END ACADEMIC SENATE APPOINTMENT AND RE-CREATION OF BOARD

Policy discussed the problem that the current BOG statute is completely outdated and has not been followed for multiple years. Policy members were concerned about the approach of DOSO and the representative from CFPCA, Elizabeth Stoycheff: apparently, those two were making decisions rather than the students having the primary voice. Policy must consider how best to go about revising the BOG statute and setting up, perhaps temporarily, a board or waiting until the statute has been revised and approved by the BOG to set up a new board. That is still to be decided. This will come back to Policy in the next few weeks.

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*Approved as revised via email on August 19, 2024.*