

WAYNE STATE UNIVERSITY
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE
October 21, 2024

Present: L. Beale; S. Chrisomalis; L. Clabo; D. Donahue; r. hoogland; P. Khosla; J. Lewis; J. Moss; R. Reynolds; N. Rossi; S. Schrag

Guests: Bethany Gielczyk, SVP Finance/Bus. Affrs., CFO and Treasurer; Anthony Holt, WSU Police Chief; Mike Poterala, General Counsel

I. POLICY PROCEEDINGS

The proceedings of the October 7, 2024 were approved as submitted.

II. REPORT FROM THE CHAIR

Employee Engagement and Affinity Groups: Provost Clabo reported she has started visiting school/college and academic affairs units. It has been helpful to understand what they see as needing support. The discussion helps the units move from operating on their own to seeing themselves as supportive across faculty and school/college units. She emphasized the importance of employee engagement and affinity groups like the Association of Chinese Faculty: they help create community and can share specific concerns related to the university's environment.

Update on Sr. VP Health Affairs search: Clabo announced the Sr. VP Health Affairs finalist candidates will be on campus next week and perhaps into the following week.

October Board of Governors meeting: The Board of Governors committees meet on campus and the Board will hold its public comment period here this Wednesday. The Board's full meeting will be in Grand Rapids on Thursday followed by a number of recruitment and donor relation events. Changes to Ph.D. requirements will be before the Board. Clabo will also present information on master's enrollments.

Provost and Academic Senate Task Force on Academic Interdisciplinary Programs: The interdisciplinary task force is now fully formed. Clabo appointed the deans from Pharmacy, CLAS, Honors, Law and the Graduate School, and the Academic Senate selected an equal number of faculty. Vice Provost Darin Ellis will chair.

Review of the Graduate School: The five-year review of the Graduate School will begin soon. In accordance with past practice, the provost will select people with roles in graduate programs to represent their home units.

III. REPORT FROM THE SENATE PRESIDENT

Academic Senate Budget Committee meeting: Linda Beale reported the Budget Committee met this week to discuss the FY24 budget. Instead of 2.5% base funding from the state, it is 1.5% base funding and 1% one-time funding. The university will not have less money than in the planned budget; however, the one-time funding hole will have to be filled next year. If the trend of improved master's enrollments continues, that may provide a resource for that purpose.

The Budget Committee also discussed capital planning. The health sciences building will be funded by the state and bond proceeds, and it is also expected that there will be philanthropic funds.

The design phase is in process. Clabo noted that this presents an opportunity to accelerate the research enterprise. The building design is intended to serve an expanded research program with flexibility in the research space so that we can support single PI/R01 research as well as cross-cutting, interdisciplinary research with multiple PIs. The labs will support larger focus areas building off the developing research thrusts, rather than replicating existing lab facilities. There will be considerable discussion about space allotments relative to funding, staffing and expected research areas.

A new law building is also planned with \$30 million from the state, an additional \$10 million from bond funds and likely \$5 million or more from donor funds. Beale noted the university normally spends \$1-2 million on planning and design, and six months later seeks authorization from the state to proceed. Given the upcoming election and potential delays as governmental offices shuffle, the plan is to move forward now for state authorization.

HIGH Program: As part of her report, Beale requested information about the HIGH Program. She noted it appears to be non-functioning, but she understands that former first lady Jackie Wilson is still receiving a salary as staff for the program.

Update on searches: A search is underway for a VP Enterprise Planning and Operational Excellence—a new position over Institutional Research and Data Analytics, C&IT, and university-wide enterprise strategic planning. The search committee expects that there will be campus interviews before the end of the year.

IV. SELECTING SENATE INVITEES FOR ROAD TO INCLUSIVE EXCELLENCE DEI EVENT

Beale will send an email to Interim Vice Provost for Inclusive Excellence Donyale Padgett suggesting it would be important to invite personnel from each of the school and college DEI committees, personnel from the DEI Council, directors of the Department of African American Studies, Gender, Sexuality and Women's Studies and other employee engagement affinity groups that might be interested. Members of the Policy Committee were asked to suggest any specific Senate members from their committees that Padgett might invite.

V. LEARNING MANAGEMENT SYSTEM/LEARNING TOOLS INTEROPERABLE SENATE REPRESENTATION

Policy selected three candidates to represent the Academic Senate on the LMS/LTI Governance Committee. Beale will reach out determine willingness to serve.

VI. DISCUSSION OF POLICE OVERSIGHT COMMITTEE DRAFT

Beale summarized issues that the Policy Committee had thought need to be addressed in the current draft. A central issue was the use of the terms "complaint" and "grievance": these terms seem to be limited in some cases to either the committee or the police department but then used indiscriminately in other cases. It would be helpful to define complaint and grievance clearly and to make it clear that complaints and grievances can go either to the police department or to this committee directly. Beale also pointed out contradictory language in the current draft, including a statement in one section that the police chief would provide a quarterly report and a statement elsewhere that he would provide a semiannual report.

Beale noted an overarching concern that this process and information be as transparent as possible. The Senate believes the campus community should see this committee as providing a campus perspective on the operation of the police department that would not otherwise be

possible. Of particular concern is wording in the draft that appears to allow the police chief to block in-depth investigations.

Poterala mentioned the Office of General Counsel (OGC) had primarily adopted language from the policies at U-M and MSU. He agreed that the terminologies of grievances and complaints should be clarified.

Bob Reynolds noted his concern about the two different processes—one before the committee and one before the police chief. Poterala responded that the intent was to mimic our peers and to have a process for handling consistently those things that come to the committee. He acknowledged that police departments have their own processes. OGC considers it is preferable for a complainant to decide whether to report their complaint to the police department or to the committee. Beale reiterated the concern that the overall language seems to allow the police chief to block in-depth committee investigations: the concern is that the police chief should be required to support the committee holding a hearing when it so decides, since the hearing is not made public. The provost suggested it would help address these process concerns if a workflow chart could be developed to show options for complainants at each step and processes for the oversight committee. Beale urged that the processes should allow an appeal to the oversight committee from a complaint that had been originally lodged with the police department if the complainant so chooses.

Policy members noted the importance of training elected committee members. That is one of the reasons for staggered terms, so that the first election would be one person from each group elected for a one-year term and one person for a two-year term. There will also be a need for additional orientation to the procedures for the committee and the police department itself. The chair will be selected by the committee from the two elected faculty members, and OGC will serve as the staff for the committee. The chair will be the spokesperson for the committee to ensure that a rogue member would not release confidential information. Beale noted there should be some statement that the chair's statements represent the committee's consensus.

Jennifer Moss mentioned there is a national group on police best practices for oversight. Perhaps the most relevant best practice not yet in the document is that the committee should have unfettered access to relevant records. That is assumed in the nature of a hearing and investigation, but it likely would be best to have it mentioned. Beale added that police summaries to the committee should be written reports, not oral reports. Noreen Rossi noted that there should also be in the process a requirement that a vote be taken and noted in the records.

The group supported having an annual report that did not reveal confidential information but provided information about categories of complaints and committee recommendations.

The next steps will be development of a new draft; seeking information from U-M and MSU regarding to what extent they provide public information about items that have come before the oversight committee; development of the workflow document; and consideration of written reports.

VII. FOREIGN INFLUENCE POLICY DRAFT

Beale summarized her meeting with AVPR Phil Cunningham and Associate General Counsel Tom Cavalier regarding the foreign relationship disclosure document. She noted they would not easily have a record of everyone who would be a “covered person” because not all extramural

funding at the university goes through SPA. They agreed notification should be sent as an email blast to the entire faculty community. They discussed a gap in the current document in that it did not cover the kinds of foreign relationships whereby a faculty member may be either mentoring graduate students or teaching a class using data from their research in a country that is a listed country. Cunningham and Cavalier agreed to add appropriate language to the definition of foreign relationships to cover this gap. The third item discussed was the question about consolidating in some way the required disclosures. Ideally this could be done through one form with appropriate links to inform people regarding each section of the form. Alternatively, there could at least be a disclosure website covering all of the disclosure forms and available prominently on the provost's Academic Affairs websites, on DORI's websites, and on each of the schools'/colleges' websites. In that way the consulting, conflict of interest, and foreign influences required disclosures would be easily findable with links to the relevant information about the disclosure needed, making it easier for faculty to decide what they need to disclose.

Policy members noted that there are also a number of students in faculty labs, such as a student who has come from Iran to study at Wayne State who is working in a faculty lab. They questioned whether this is a circumstance that requires disclosure. That point had not been discussed, so Beale will inform Cunningham and Cavalier of Policy's questions around that example.

VIII. NOVEMBER 6 PLENARY AGENDA

Policy finalized the November 6 plenary agenda.

IX. NEW BUSINESS

Wayne Experience: Policy discussed the need for consideration of items to satisfy the Wayne Experience requirement. The Curriculum and Instruction, Student Affairs, and Faculty Affairs committees are looking into possible ways to mold the Wayne Experience requirement. Any changes will need to go through both Policy and GEOC and then come to the full plenary for approval.

ForagerOne: Steve Chrisomalis reported ForagerOne has been moved to Kelly Dormer (Dir., Undergraduate Affairs) rather than Matt Orr, who has left the university. The transition in personnel may cause a delay in the rollout of the program.

Approved as revised via email October 31, 2024.