WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

April 23, 2018

Present: L. Beale; B. Roth; V. Dallas; r. hoogland; D. Kessel; C. Parrish; L. Romano;

K. Whitfield

Absent with notice: N. Simon; W. Volz

Guest: Marquita Chamblee, Associate Provost for Diversity and Inclusion and Chief Diversity Officer

The item marked with an asterisk constitutes the Action of April 23, 2018.

1. Climate Survey: Ms. Chamblee reported on the Climate Survey of all students, faculty, and staff that was carried out between January 16 and February 28, 2018. The Campus Climate Study Committee designed and launched the survey in collaboration with the University of Illinois-Chicago (UIC) Survey Research Laboratory. A pilot survey of 200 people was run in fall 2017. In addition to employees of the University, people who work at Wayne State but are not Wayne State employees were given the survey. These include employees of the Bookstore, custodial staff in Corvias facilities, and Aramark.

Staff was the largest group of respondents. Students were the least responsive group at about 12%. Among the 577 faculty who responded all did not complete the survey. Anyone who completed more than 50% of the survey was included in the results. From the responses, they will determine if there are issues that need more exploration. Some of the information from staff members will be used to create questions for focus groups. The quantitative data give a certain type of information. Qualitative data through focus groups give depth and texture to people’s experiences.

One of the reasons to contract with UIC is that people cannot be identified. UIC has the data for departments; Wayne State will not have data that extend to departments. People were concerned that nothing would be done with the information. Ms. Chamblee would not have undertaken the task if the data would not be used. She wants to take action on items that can be done rather quickly so people see that changes are being made.

In developing the survey, Ms. Chamblee looked at about 15 different climate studies from universities across the country. The Climate Study Committee used some of the questions in those surveys and questions about the unique aspects of Wayne State. They asked about accessibility and the ability of students, staff, and faculty to express their views.

The University should get a preliminary report in July and the final report in late September. Communication of the results will probably start in mid fall. Ms. Chamblee expects that she will ask for additional analysis after she gets the preliminary report. There probably will be a town hall about the findings in late work in late fall.

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October or early November. She anticipates that the focus groups will complete their

Ms. Chamblee would like help in identifying people to serve on the focus groups and colleagues from among people who do focus group research to join the working group and lend their expertise. Her office will be working with the schools and colleges that have graduate students who do this type of research to help them further their careers.

Ms. Chamblee would be glad to meet again with the Policy Committee or the full Senate as the data come in. As action teams that dig into the issues that emerge are formed she would like to know of faculty who are interested in working on the issues to help move the institution forward. There will be focus groups for students. She wants to ensure that we pay attention to the success of graduate students, doctoral students, and professional students as their needs are different from those of undergraduates.

Mr. Parrish asked if the data would be available for faculty to analyze. Ms. Chamblee will check what protocols were written in the IRB, what WSU agreed to access and what it agreed not to access.

Ms. Beale alerted Ms. Chamblee to a nationwide survey that faculty participated in some time ago as a possible source of information for comparison with the Climate Survey.

Mr. Romano asked what kinds of things might be targeted for change. Ms. Chamblee said that she wants to find out if students, faculty, and staff feel respected, if they have experienced harassment, and if people, particularly staff feel that they don’t have opportunities for promotion. She wants to find out about the climate in classrooms and departments and what prevents people from thriving.

Policy Committee members asked how the data would be used to make improvements. Ms. Chamblee said that the analysis could be done by college. If there are problems in a college the Deans and Department Chairs would work with Human Resources to make improvements. In situations where mandates cannot be changed or training relieve the situation, staff can support students and work with departments for the best conclusion.

Ms. Chamblee believes the survey will expose some strengths but it will also expose needs. She noted that staff members appreciated being asked about their situation, particularly in a way that felt safe.

[Associate Provost Chamblee left the meeting.]

1. Report from the Chair:
2. The Online Courses Committee met. Provost Whitfield has asked for a report on or before April 1, 2019. There will be three Co-Chairs, one from the Administration, one from the AAUP-AFT, and one from the Union of Part-time Faculty.
3. The search committee for the Dean of Liberal Arts and Sciences is compiling the survey information it received about the candidates who visited campus. The Provost will meet with the committee this week.

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1. The Administration is trying to collect information about all the summer programs. There are many for middle school students and high school students, but they don’t work together. It would be good for our academic programs to know what kinds of support the University is providing. The programs should be used as vehicles for recruiting students.

1. Report from the Senate President:
2. The Sesquicentennial Program, “School Choice in Urban America: Prospects and Challenges” was held April 18. The next program is in September when there will be a week long series of events.
3. On April 19, the Athletics Department honored the student athletes who recorded at least a 3.5 grade point average for the fall 2017 term.
4. The Administration held a town hall on RCM on April 18. Policy Committee members reminded the Provost that faculty hope to get specific details about the task forces’ proposals. The Provost will ask if there are reports ready to be shared.
5. The Graduate Council met on April 18. The Rumble Fellowships have been increased from $15,000 to $20,000 per year but the number that will be awarded has been reduced.
6. On May 3, an active shooter drill will take place involving State Hall, the Chemistry Building, and Science Hall. Parts of Warren and all of Gullen Mall will be closed. The closing of the Chemistry Building will be a hardship for Chemistry faculty and graduate students because they are on campus every day, not only when classes are in session. Occupants have to be in the building before 8:00 a.m. and will not be able to leave until after 3:30 or 4:00 p.m.

\*4. Approval of Proceedings: The Policy Committee approved the Proceedings of its meeting of April 16, 2018, as submitted.

1. Enrollment Information for Fall Term 2018: Policy Committee reviewed enrollment information for the fall term through April 16 compared with the same period for fall term 2017. It is projected that enrollment will increase slightly.
2. Agenda for Senate Meeting: Policy Committee reviewed the drafted agenda for the May 2 Academic Senate meeting.
3. Annual Reports: Policy Committee received the Annual Reports of the Student Affairs Committee and the Elections Committee. They will be distributed to the full Senate for the May 2 meeting.
4. Report from the Liaison to the Faculty Affairs Committee: Ms. Beale is the liaison to the FAC. At the April 20 meeting, they discussed the Academy of Teachers. It is an honorific appointment and will advise the Office for Teaching and Learning about ways to acknowledge good teaching. The FAC also discussed the mentoring survey and RCM. Krista Brumley and Kathryn Maguire, who are members of the FAC and developed the survey, presented the outcomes and the data to the other FAC members.

Approved as submitted at the Policy Committee of April 30, 2018