

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

June 11, 2012

Present: R. Brown; V. Dallas; D. Kessel; R. MacArthur; C. Parrish; L. Romano;
A. Vlasopolos; W. Volz; A. Wisniewski; J. Woodyard

Absent: L. Beale

The items marked with an asterisk constitute the Actions of June 11, 2012.

1. Report from the Chair:

- a. Provost Brown updated the Committee on the search for the Dean of Liberal Arts and Sciences.
- b. The Law School and the College of Nursing will be reviewed this year.
- c. Provost Brown said President Gilmour insists that the budgets of the academic side and the administrative side of the University be cut equally. The Provost will evaluate the schools/colleges individually. He would like to maintain the current budget or cut minimally those schools/colleges that are performing well, i.e., they have high enrollment and have a good research portfolio. The budgets of the weaker schools and colleges would receive a larger budget cut.

As of the tenth week of enrollment for the fall term 2012, enrollment is up 2%. However, the administration believes that enrollment will drop more than usual after the fall term because of the changes in the awarding of Pell Grants. It is likely that the number of first-year students in the Law School will decrease this year. A Policy Committee member suggested that a review be carried out of how and to whom the scholarships for Law School students are awarded.

The decreasing population in Michigan means that there will be fewer high school graduates. The Provost thinks the marketing for students should be changed to attract young adults rather than its being directed only to 18 to 21 year-olds.

Policy Committee discussed with the Provost the need to revise the method used for determining the budgets of the units. The responsibility-centered model will not be adopted. The Policy Committee agreed with the Provost that the Budget should be transparent and easily understood.

- d. Provost Brown announced how the review of the Graduate School would proceed. Benchmarking would be done to learn how other universities organize their graduate schools. He wants to analyze how a reorganization would impact the School financially. The Huron Consulting Group will assist the University in this aspect of the review. The Provost will seek the advice of faculty on how the

School might be reorganized. He will ask the HCG consultants to meet with the Policy Committee and the Academic Senate to get their advice. He expects that a decision will be made by December.

- *2. Proceedings of the Policy Committee: The Proceedings of the Policy Committee meeting of June 4, 2012, were approved as submitted.
- 3. Termination of Faculty: Last week some members of the Policy Committee reported that some tenure-track faculty who had three-year contracts were given termination notices after two years because they had not published. The Policy Committee heard that this was being done at the behest of the Provost.

The Provost said that he had not instituted such a policy. He has told the Deans that if they have tenure-track faculty whom they believe will not meet the requirements for tenure they should not wait until the sixth year to inform them. A Policy Committee member also mentioned that some units are conducting harsh third-year reviews. Provost Brown said that if the annual reviews were done properly the faculty would know what to expect. He is reluctant to continue or reappoint faculty who cannot meet the standards for tenure. In some disciplines it is not unusual to not publish in the first two years. A Policy Committee member stated that if standards are being tightened, it must be stated in the Agreement between the University and the AAUP-AFT. The termination of faculty has affected the morale of other junior faculty. A member noted that while there is the presumption that tenured and tenure-track faculty lines cannot be cut when reducing the budget, raising the standards too high would result in the termination of faculty. Because faculty have to be given one year's notice if they are being terminated, the cut would come in the following year. It was suggested that the administration provide a sample review to departments as a model for preparing the annual review of faculty.

- 4. Budget for FY 2013: Mr. Romano corrected the figures he had presented to the Policy Committee last week about the amount of the budget that was predicted to be cut. The Committee will take the figures to the next meeting with the President's Cabinet. The point remains that a cut of 3% to the Schools and Colleges is much larger than the same cut to the administrative side because of the impossibility to cut the tenured faculty. No such limitation is found in cutting administrative personnel.
- 5. Post-tenure Review: Mr. Parrish informed the Provost about a form of post-tenure review, which is prohibited by the Agreement between the University and the AAUP-AFT, being conducted in the Medical School. The School has tied the review to the salary review process. Mr. Parrish explained how the salary review should be carried out.
- 6. Campus Survey: Over the past several months, the Academic Senate Student Affairs Committee has been working with the administration on a survey of the campus community. The administration has agreed that the SAC would look at the questions from the last survey and those for the upcoming survey and offer suggestions. Policy Committee also would like to see both sets of questions. The

recommendations of the SAC will be provided to the Policy Committee. The purpose of the survey is to provide information on which to base decisions.

7. Meeting with the President's Cabinet: Policy Committee reviewed items to discuss with the President's Cabinet at their next meeting on June 28, 2012.
8. Breakfast with the Provost: Mr. MacArthur mentioned that at another university the provost periodically has breakfast with students. It is a popular event.

Approved as submitted at the Policy Committee meeting of June 25, 2012