WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

September 10, 2018

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

W. Volz; K. Whitfield; A. Wisniewski

Absent with notice: N. Simon

Guest: Annmarie Cano, Associate Provost for Faculty Development and Faculty Success

The item marked with an asterisk constitutes the Action of September 10, 2018.

1. Faculty Development: Provost Whitfield introduced Associate Provost Cano, who was invited to the meeting to tell the Committee about her plans to engage faculty in their development and to learn what resources are needed. Ms. Cano explained her role and that of Boris Baltes, who assumed the position of Associate Provost for Faculty Affairs. Faculty Affairs includes labor relations, promotion and tenure, and faculty retention. Ms. Cano’s portfolio includes success processes such as recognition and awards. Her responsibilities include the solicitation and preparation of the nomination slates for the Article XXX committees and serving as the liaison to the Senate’s Faculty Affairs Committee.

A Policy Committee member asked if orientation for Chairs would include training in their responsibilities and in the Agreement between the University and the AAUP-AFT. The Agreement provides $75,000 yearly to support professional development activities for tenured faculty and $30,000 for the professional development of members of the academic staff. The money has never been used.

Ms. Cano said that on-going training would be available for all Chairs. She is focusing on development activities for lecturers, instructors, and part-time faculty. Activities directed at academic staff would be addressed in the future. Several members of Policy Committee pointed out that the University has 300 academic staff with varying responsibilities and it would be appropriate to have development programs for them at the same time. New staff members should be oriented to the University. Often Department Chairs do not understand the role of the academic staff. They need to understand the policies that govern them. Ms. Cano said that part of the training for Chairs would include information about the staff.

Ms. Cano does not want to duplicate the training for academic staff done by the study skills academy and the advising academy. The seminars are open to all, not just the faculty. The Provost said that development for academic staff is more localized. There is more similarity among faculty than among academic staff.

Ms. Cano continued. Her mission is to promote and celebrate success with an array of programs for faculty at the different stages of their careers. A website will

Proceedings of the Policy Committee – September 10, 2018 Page 2

be developed with Information about the awards for faculty and the awardees. She would like to establish awards that celebrate faculty who are doing great work that can not be captured in a single award. She would like the Senate to identify other ways to celebrate faculty success and to develop faculty and academic staff as leaders in their work.

Ms. Cano reviewed the events that are scheduled for the winter term. In September the topic is “What can NCFDD membership do for you?” October: “How to develop a daily writing practice.” November: “The value of external leadership institutes.”

December/January: planning the semester.

Mr. Romano noted that in past years, a representative from the Academic Senate and a representative from the AAUP-AFT spoke about shared governance at the new faculty orientation. That should be re-instated. He would like to know the procedure used to select faculty for the honor of being named a distinguished professor and for the Distinguished Service Award that is mentioned in Board Statute.

Committee members again talked about the need for the Development Office to solicit funding for endowed faculty titles. Such recognition promotes the University. Provost Whitfield agreed with the Committee and is addressing the issue.

Another suggestion was to attach a stipend to the base salary of faculty who receive the Excellence in Teaching Award. That would be one way to acknowledge the importance of teaching.

Mr. Parrish pointed out that giving awards to several instructors did not make an institution work. Sixty to 70% of the instructors have to be good. He also asked what new duties Senior Associate Provost for Student Success Monica Brockmeyer would have. Provost Whitfield said that she would be taking student success to the next level, involving more faculty in student success.

[Associate Provost Cano left the meeting.]

2. Report from the Chair:

a. President Wilson’s address to the University is September 12.

b. The next sesquicentennial symposium “Genes, Urban Environments and Health” is September 14.

c. The Innovation Honors Symposium is September 19.

d. The Big Data & Analytics Ecosystem Town Hall Meeting is September 19. Provost Whitfield is hosting the event for all members of the University to discuss their needs around big data.

3. Report from the Senate President:

a. The New Student Convocation and Festifall were very enjoyable and successful.

b. Claudio Verani, Professor of Chemistry, is speaking at the Humanities Center Brown Bag lunch on September 11 on Science, Society and Sustainability.

Proceedings of the Policy Committee – September 10, 2018 Page 3

c. Provost Whitfield, Vice President for Finance and Business Operations William Decatur, and Ms. Beale discussed shortening the budget process and making it more fruitful in influencing the final budgetary decisions. The discussions will continue.

d. Mr. Romano had distributed a chart that showed how the cost of some products and services had changed between January 1997 and June 2018. Ms. Beale noted that the cost of hospital services, college textbooks, and college tuition had increased the most.

e. An NBER Working Paper by Stephen Bradley, James Garven, Wilson Law, and James West [I don’t know if their first names are correct. The recording wasn’t clear enough and I couldn’t find them online.] looked statistically at whether hiring chief diversity officers in universities had affected faculty and administrative hiring by race and ethnicity. They wrote “We were unable to find significant statistical evidence that preexisting growth in diversity for underrepresented racial/ethnic minority groups is affected by the hiring of an executive level diversity officer.” Mr. Parrish commented that resources were needed to effect major changes.

\*4. Proceedings of the Policy Committee: The Committee approved the Proceedings of its meeting of August 27, 2018, as submitted.

5. Enrollment: Enrollment for some schools/colleges has increased but overall enrollment is down slightly. Enrollment of first year in any college students increased but the number of continuing students decreased. The number of students transferring from community colleges increased, but decreased from four-year universities. Provost Whitfield expects the retention of transfer students to be better than that of students entering college for the first time because the transfer students have had some experience in college. Graduate enrollment in some colleges has dropped significantly. The Provost said that efforts to attract more graduate students would increase. Policy Committee is interested in knowing if the reduction in undergraduate enrollment is due to our increased graduation rate or to students’ dropping out. Ms. Beale will request the information. The Committee discussed the difficulty finding out whether students stop out or drop out and their reasons for doing so.

6. Scholarship Policy Changes: Last academic year students were told that they had to complete 15 credits each semester of the academic year to keep their financial aid. Later it was learned that students had to take 30 credits in a 12-month period. Recently, Ms. Beale was told that advisors again are telling students they have to complete 15 credits per semester. Ms. Beale asked the Provost if Policy Committee could meet with an administrator to talk about the policy and about the Warrior Way Back Program.

Provost Whitfield said that 58 students are in the Way Back Program this fall and 75 to 100 will begin the program in the winter. Students who did not qualify for the program were put on payment plans. They have to pay back some of their outstanding bill before they are able to register for classes. Students who owe money are not able to get their transcript. Ms. Beale would like to know if students who are on a payment plan are able to get a transcript when they repay the amount that would allow them to enroll or if they have to pay the full amount before they are able to get their transcript. These are issues for the Student Affairs Committee and the Policy Committee to address.

Mr. Romano brought up the marketing used by some universities that students in families with a certain amount of income are able to attend free. It is a powerful message and something Wayne State should do. Fifty percent of our students now do not have out-of-pocket expenses. Provost Whitfield said that we do have programs where students have no out-of-pocket expenses but they are not marketed well. Policy Committee will follow up on this issue.

7. Title IX Module: All students have to complete a Title IX training module that addresses sexual harassment and sexual abuse. Students who move into campus housing have to complete it before they are given a lease. A student brought the issue of the module to Ms. Beale’s attention. Upon accessing the module a letter from the Title IX coordinator, Brandy Banks, tells the student that the information is confidential. The next screen asks the student to enter his/her access ID and name. Some of the questions require a personal response, such as asking how the person would respond in certain situations. At the end there was a statement that a record of the responses would be kept but it did not state the purpose for keeping it. Ms. Beale thinks more information should be given to ensure confidentiality. She had discussed the issue with Provost Whitfield before the Policy Committee meeting. Ms. Banks will be invited to a Policy Committee meeting and to a Senate meeting to present the information.

8. Board of Governors Personnel Committee: Ms. hoogland and Mr. Volz volunteered to serve as the faculty representative and the faculty alternate representative respectively on the Committee.

9. Budget Planning Council: Provost Whitfield and Vice President Decatur want to re-organize the Council’s work to reduce the amount of time spent in meetings and to increase its influence on budgetary decisions. Policy Committee considered faculty who might serve on the Council. They will revisit the question at a future meeting.

10. Charges to Standing Committees: Policy Committee listed issues that the standing committees might address this academic year.

[Provost Whitfield left the meeting.]

11. Committee Assignments: Two recently elected members of the Senate were given committee assignments.

12. Non-Senate Member on Budget Committee: Policy Committee appointed Sudip Datta (Finance, Mike Ilitch School of Business) to serve as the non-Senate member of the Budget Committee for the 2018-19 academic year.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Approved as submitted at the Policy Committee meeting of September 17, 2018