WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

January 13, 2020

Present: L. Beale; P. Beavers; V. Dallas; r. hoogland; D. Kessel; C. Parrish; B. Roth; N. Simon;

W. Volz; K. Whitfield; A. Wisniewski

Guests: Robert Davenport, Associate Vice President for Facilities Planning and Management (FP&M); Daryl Pierson, Sustainability Coordinator, FP&M; Lawrence Greer, Student Intern, Office of Sustainability; Zoe Pidgeon, Student Intern, Office of Sustainability

The items marked with an asterisk constitute the Actions of January 13, 2020.

1. Sustainability: Mr. Pierson met with the Policy Committee in April 2019. Today he updated the committee about recent efforts to improve recycling initiatives on campus. His office has assessed waste in the buildings and developed strategies to improve the recycling program. They will conduct additional training for custodians, re-arrange some of the existing recycling bins, and improve the messaging about recycling. The recycling of plastics and glass are a challenge for the industry. Paper and cardboard are the high volume materials. Some institutions and municipalities have discontinued their recycling programs because of the shift in the industry while others have adjusted to meet the challenge. The university is adjusting to meet the challenge. The focus is on reducing and renewing waste material. Recycling will be the last option. They are trying to create a positive sustainability culture. They looked at best practices at other universities. The sustainability office is developing a voluntary green office program. They will share best practices for waste reduction, recycling, procurement, energy conservation, and transportation. They will offer special events for office staff to learn more about applying sustainability initiatives in the office.

Recent projects include the design and construction of green roofs and taking student groups to the recycling facilities to see the process. Water filtration stations are installed in new buildings. The sustainability office will install them in other buildings when requested. Purchasing and installation of the stations cost less than $2,000. The systems filter the water and count the number of 16-ounce water bottles that have been diverted. About 3.5 million water bottles have been diverted from the waste stream.

There are several bio-swales on campus. These are water catchment or filtration systems. Rainwater is channeled into the bio-swale. Drains prevent standing water from accumulating. Native plants within the designated border of bio-swales have longer root systems so they take up the water. Some faculty in engineering and geology monitor the systems as part of their research. The sustainability office will look into applying the water in the bio-swales to the water utility for drainage credit. There is a 16-foot by 180-foot bio-swell at parking lot 12 at Woodward and Harper. Smaller bio-swales are at the Business School and IBio and there is a rain garden by Science Hall. The office will pursue more opportunities to increase storm water management. The inventory of green house gas for 2018 showed that we had approximately a 19% reduction in carbon emissions compared with 2014. The goal is a 25% reduction by 2022.

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Several years ago, Wayne State did a cluster analysis of where employees live. SEMCOG lets organizations use a transportation dashboard to connect people living in the same area. This will assist people in forming car pools. Employees can report if they use alternative transportation like bicycling and public transportation into the dashboard. SEMCOG sponsors points that go back to the unit. That process will be personalized for Wayne State.

The Sustainability Office has eight Green Warrior interns who are part of the student ambassador program. They are students who want to be involved in sustainability activities. Mr. Pierson said that his office is developing a green office certification guide. The student ambassadors will help train office personnel and will help to validate compliance with the program.

The point system is similar to the structure of the LEED certification rating system. Units earn points for their sustainability initiatives and will be rated as bronze, silver, gold, or platinum green offices. For example, offices can earn points by purchasing paper that has recycled content. The procurement office will track such purchases to confirm that the unit purchased the correct paper. Ms. Beale suggested that another purchase that is easy to implement is purchasing ink refills for pens rather than purchasing new pens. Mr. Pierson will discuss the suggestion with Office Depot. Other activities that earn points are visiting the farmers market, bicycling to campus, and using public transportation.

Ms. Beale suggested that the sustainability program might attract students to Wayne State as young people are very interested in environmental issues. Ms. Pidgeon said that the Green Warriors have participated in freshmen orientation for the past two years.

Mr. Davenport said that the university needs to use compostable utensils, plates, cups, cookie platters, and packaging. Mr. Pierson reported how Facilities Planning and Management handled waste from their holiday party. Seventy-six pounds of waste were generated. Ninety percent of the waste was recycled or composted. Green Warriors were at the party and directed people in disposing their waste. The sustainability office worked out a deal with a local urban farm to take all the compostable material. The farm is willing to take compost from other events. The Chair of the City of Detroit Green Task Force is working with the sustainability office to formulate a plan for a good compost program. Composting would be to certain places and would not be left over night. They are developing a pilot project with Freshii and the Gold ‘n’ Greens cafeteria. Only the chef and the kitchen staff would compost. Grounds will collect the yard waste. The public will participate in composting at green events. Mr. Pierson is in discussions with catering and Aramark to use compostable materials.

Ms. hoogland complained about the swag that is given out at events. The items are often unattractive and people do not want them. She suggested that sustainable and more attractive items be given. Ms. Pidgeon said that since people like to get things, they are considering giving such things as re-usable or recyclable tote bags.

Their target launch date is April 22, which is the 50th anniversary of Earth Day.

Ms. Beale mentioned the need to eliminate plastic straws as environmentally conscious cities have done. Ms. hoogland and Mr. Davenport mentioned cities where shoppers have to pay for

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bags or where laws were passed prohibiting the use of plastic bags so people bring their own bags.

Mr. Volz asked what the price for drainage is and to whom we pay it. Mr. Pierson said that we pay the Detroit Water and Sewage Department for our water use, drainage, and sewage. The yearly drainage charge is about $1.5 million.

Ms. Beale asked if the Development Office was fundraising for sustainable initiatives. If not, that should be encouraged. Mr. Pierson has talked with DeJuan Woods, Director of Corporate Relations in the Development Office, but support from the Academic Senate would be greatly appreciated. Ms. Pidgeon said that they are discussing ways in which students might contribute to support sustainability initiatives with voluntary donations.

Mr. Pierson will send information to the Policy Committee about climate initiatives. He offered to return to update Policy at a future meeting. Ms. Beale asked the sustainability office to present a report to the full Senate.

[The guests left the meeting.]

1. Report from the Chair:
2. Provost Whitfield spoke with Development about raising money for urban sustainability. This is an area that people would recognize the university as being responsible with public funds and helping to improve the environment. Ms. Beale said that the Law School is talking with the Law School at Windsor about the possibility of joint programming that will aid recruitment of law students: Canadians are very interested in cross-border issues, including environmental law.
3. The number of cases of people complaining about bullying has increased. The Provost would like the Senate to provide ideas on how to address the problem. Ms. hoogland said that the Faculty Affairs Committee has discussed bullying but not much can be done because bullying is a gray area. People’s perceptions of comments and actions can be different because some people may not recognize comments as bullying while others do. Ms. hoogland is organizing a campus event at which the film “The Bystander Moment” will be shown. It shows how men bully, verbally abuse, and sexually abuse women. Research has been shown that men fear losing their sense of masculinity if they intervene and do what is right when they witness such incidents. Faculty and administrators will discuss these issues at the event. When the event is announced, the Provost will publicize it. Ms. Beale said that the FAC discussed with Annmarie Caño, the Associate Provost for Faculty Development and Faculty Success, the need for more training or more discussions with department chairs about the importance of dealing with bullying. Ms. hoogland thinks there is more awareness of bullying now than in the past. The Provost said there was awareness of bullying in the past, but it was accepted. Mr. Roth added that we have to be careful because a general emphasis on civility could be used to suppress criticism.
4. The review of the College of Nursing is progressing.
5. A search committee is being formed for the position of Associate Provost for Faculty Development and Faculty Success.

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 3. Report from the Senate President:

a. Ms. Dallas and Ms. Simon will attend the Warrior VIP program “Aiming for equity by meeting individualized needs” on January 29.

b. Mr. Kessel, Ms. hoogland, and Mr. Roth will serve on the Distinguished Service Professor Selection Review Committee for the second year. Ms. Beale proposed that one or two of the members be replaced every year allowing other faculty to serve while providing some continuity to the selection process.

c. Loraleigh Keashly, Associate Dean, Fine, Performing and Communication Arts, and Krystal Tosch, Web Accessibility Coordinator, Office for Teaching and Learning, are facilitating a panel centered on supporting the success of our students who are parents. Ms. Tosch asked Policy Committee to recommend a few faculty who have supported students with children to invite them to serve on the panel. Provost Whitfield offered to find students to sit on the panel.

\*4. Approval of Proceedings: Policy Committee approved the Proceedings of its meeting of January 6 as submitted.

\*5. Report of the Ad Hoc Committee on Academic Transparency: Policy Committee received the recommendations of the ad hoc committee about the use of the Academic Analytics database. The question before the ad hoc committee was whether faculty should have access to their data so they know what information is being used and how it is being used. Mr. Beavers served on the committee. He said that benchmarking gives a sense of what the norm might be for productivity. The data could be used to evaluate anyone for any purpose and share it with others. The committee was positively impressed that people could identify who merited awards. However, Mr. Beavers noted that it could also identify people who did not merit awards. At an earlier meeting, when PC discussed the use of Academic Analytics, it was mentioned that by using the algorithms departments could see how hiring faculty in a particular discipline might increase or decrease the productivity of the department. Mr. Beavers thinks that as we improve our data in the system other universities will improve also so it will become better. If the data is used to make decisions about promotion and tenure and for salary decisions, faculty should know. It was moved, seconded, and passed that the Policy Committee accept the recommendations of the Ad Hoc Committee on Transparency and that the Senate be asked to support the recommendations. A report about and a demonstration of Academic Analytics will be made at a Senate meeting.

\*6. Parliamentarian: Stephen Calkins served as the parliamentarian during the fall term but he is on sabbatical in the winter term. Policy Committee called for volunteers to serve in the winter and two members volunteered. Policy Committee selected Ricardo Villarosa to serve as the parliamentarian and asked Chen Wei to serve as the alternate parliamentarian at a meeting if Mr. Villarosa is unable to attend. As required in the bylaws, Policy Committee will ask the Senate to confirm the appointment. Mr. Volz mentioned that the UAW has a comprehensive training program where people can learn parliamentary procedure. He suggested that some people in the university might take advantage of the program.

 7. Academic Senate Meeting of February 5: Policy discussed agenda items for the February meeting. They will finalize the agenda at their January 27 meeting.

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 8. Commencement: Members selected the commencement exercises on April 29 and 30 at which they will represent the faculty in addressing the graduates.

 9. Committee Reports

 a. Undergraduate Research Opportunities Program Subcommittee: Mr. Roth, who chaired the subcommittee, expects the members to approve the draft report after which it will be submitted to the Policy Committee. The recommendations call for maintaining and enhancing the program, how to pursue diversity and inclusion, and seeking help with funding from campus entities, particularly the Division of Development and Alumni Affairs and the Division of Research. The recommendations are harmonious with the understanding of Monica Brockmeyer, the Senior Associate Provost for Student Success; Darryl Gardner, the Director of Operational Effectiveness, Student Success, and Matthew Orr, the Program Coordinator, Undergraduate Research. Mr. Roth said that the stakeholders agree that the Development Office should solicit funding to support the program. He thinks faculty and students should go into the community to let people know about the UROP to encourage support. The subcommittee also recommended that a standing committee review the proposals seeking funding and evaluate the output of the program and devise policies in response to the evaluations. The Provost believes we should have a curricular mechanism that gives credit for the research. The report and recommendations will be on the agenda of the March 4 Senate meeting.

 b. Research Committee: Phil Cunningham, Associate Vice President for Research Integrity, presented an overview about research integrity to the committee. Mr. Kessel, who chairs the committee, mentioned that it is a felony to submit a grant proposal to the National Institutes of Health if there is something in it that is not true. People have been prosecuted and jailed for violating the rule. Policy talked about the need to re-write Wayne State’s policy on research misconduct. Ms. Beale asked that Mr. Kessel select three members of the Research Committee who are familiar with the issues and that a committee with them and with Mr. Roth, Mr. Volz, and Ms. Beale draft a revision.

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Approved as submitted at the Policy Committee meeting of January 27, 2020