

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

February 4, 2019

Present: L. Beale; P. Beavers; V. Dallas; r. hoogland; C. Parrish; B. Roth; W. Volz; K. Whitfield;
A. Wisniewski

Absent with notice: D. Kessel; N. Simon

Guest: Stephanie Hartwell, Dean, Liberal Arts and Sciences

The item marked with an asterisk constitutes the Action of February 4, 2019.

1. Report from the Chair:

- a. There are many activities in the university. If members have questions, Provost Whitfield will respond to them during his report.
- b. The Provost discussed his plans for the Graduate School Dean search. He indicated that he had asked various people in the Graduate School and the deans of the schools/colleges for suggestions for candidates to serve as interim dean of the school. He will meet with the Graduate Council for input on the process for the search for a permanent dean. He indicated the search would be internal. Mr. Parrish, as the liaison from the AAUP-AFT, reminded the Provost that searches for deans are covered in the agreement between the university and the AAUP-AFT. The selection advisory committee is to be consulted about the appointment of an interim dean. If there is no selection committee, the appropriate committee of faculty and academic staff in the school/college should be consulted.
- c. The Provost notified Policy that Wayne State has formed a partnership with Microsoft Corporation for various programs, as a result of his discussions with the company over the last 18 months. One will help Public Safety harness data to identify license plates to assist in finding people who are missing. If a vehicle were to cross the university's boundaries, the police would be able to identify the owner of the vehicle. Another is a pilot program for digital education modules in which Wayne State is one of 12 schools in the world participating. There is no charge, as Microsoft is undertaking the pilot to gather information. The schools do not have to follow a strict structure but can decide if the program is something they can use. The people who use big data, led by Patrick Gossman, have expressed the most interest in using the online curricular modules in masters degree programs. Faculty will be able to review content, to determine whether to offer it as a course or combine with other coursework in a hybrid model. Policy Committee members expressed concern about the data that Microsoft would collect from offering these modules, and about the process in forming the partnership. Senate representatives have not been involved in any discussions and are not clear on what kind of educational program Microsoft is offering. Provost Whitfield said that the university and Microsoft have been discussing what they are offering educational institutions for 18 months, but Microsoft only offered this project just before the December holiday break. The Provost noted that the purpose is to give our students more digital skills when they seek employment. There is no cost to the university for the content we will receive. Students will be able to obtain micro-credentials.

Ms. Beale noted a concern that commercial corporations create educational material like this in order to make a profit by commercializing what has traditionally been higher education offerings. As public funding shrinks, profit-making steps in. That is worrisome, because it substitutes commercial aims for broader faculty objectives. She questioned the process for determining whether the content was appropriate and asked if the Provost would share written materials describing the pilot program. Members of Policy also noted their concerns about the data to which Microsoft would have access and people not knowing that their data had been accessed and the purpose of its use. Everyone understood that Microsoft was interested in the data to make money. Ms. Hoogland pointed out that it might be difficult to withdraw from such a program if it later seems unsatisfactory. Public Safety has access to the data but they have rules about how it is used. We do not know how Microsoft will use the data. Policy considers this to be a major educational policy. Members again asked for materials and data to better understand what the pilot program is and how Microsoft will use data it acquires from the schools participating. The Provost noted that representatives from Microsoft will be on campus February 20 to explain the program. The Provost will arrange for Policy Committee members to attend the meeting. He will also provide Policy with materials describing the program prior to the meeting.

2. Report from the Senate President:

- a. On February 1 a small group of Policy Committee members met with several members of the Board of Governors. It was a fruitful meeting in which members were able to share some of their concerns about institutional issues with the Board. It is hoped that these meetings can continue, as a way to provide the faculty perspective on academic issues before they are determined in the formal meetings.
- b. President Wilson announced the creation of a new “super dean” position, Vice President for Health Affairs and Dean of the School of Medicine and a search that would have Steve Lanier, Vice President for Research, as co-chair with a representative from Henry Ford Health System. Ms. Beale had suggested to the President that one of his appointees should be someone selected by the Academic Senate, to ensure that there is someone with a broad understanding of the university as an academic enterprise and not just health services personnel involved in the search.
- c. The Policy Committee will write a memo to Brandy Banks, the Title IX Director, and Louis Lessem, General Counsel, about an incident in which a graduate student was advised to delay a Title IX complaint until after grades were in. The committee considers it important that there be more than online modules as training for Title IX: chairs and associate deans need to be brought together in small groups to discuss the issues regarding systemic sexism (and homophobia and racism).
- d. The conversion from Detroit Public Lighting to DTE has led to placement of unsightly large metal above-ground boxes in various places around campus. Ms. Beale asked Harry Wyatt, Jr., Associate Vice President, Facilities Planning and Management, about the possibility of planting shrubs or having some greenscape to ameliorate the loss of existing trees. His initial response was that it would be impossible to have plantings because of the need for access.
- e. There is an Online Committee that has been meeting after much delay, as mandated by the collective bargaining agreement. Ms. Beale asked that the Policy Committee be given an update of the committee’s work in the near future.
- f. The Policy Committee’s nomination of three faculty for the Academic Senate representative position on the search committee for the dean of the graduate school was submitted.

- g. The Library has changed the e-book platform.
- h. The master plan process is moving forward. At the most recent meeting, the committee members reviewed various maps showing the way the campus roads, pedestrian paths, and buildings are used at different times and illustrating potential ways to view the core of the campus. Ms. Beale would like to have a presentation about the master plan process to the Senate while it's in the early stage.
- i. The hearings of units before the Budget Planning Council have begun. Planning for the switch to the RCM budget model is continuing, with the Steering Committee taking a closer look at some of the drivers to ensure greater transparency and fairness.

[Dean Stephanie Hartwell joined the meeting.]

3. Research Funding in the School of Medicine: Mr. Parrish commented on the report from the Research Office at the Board of Governors meeting on February 1. The report showed an increase in funding as a result of an accounting change that includes the Karmanos Cancer Institute's corporate funding in the overall numbers. That increase is about \$40 million. There is also more funding shown due to the method of accounting for clinical trials. Otherwise our research funding is essentially flat at a time when funding for the Office of the Vice President for Research increased 25%. Our research ranking has fallen from 50th in 2005 to 69th. Ms. Beale noted that she had discussed her concerns about our research ranking and the reporting of our research funding with President Wilson in her meeting with him last week.
4. Meeting with Dean Hartwell: Last summer Stephanie Hartwell joined the university as dean of the College of Liberal Arts and Sciences. Policy Committee was interested in hearing her vision for the college. One of the reasons Dean Hartwell came to Wayne State is its urban research mission. She wants the faculty and students in the college to be part of the revitalization of Detroit. They can learn from what is happening in the city and what is not happening. Collaboration across the disciplines is important. The university is diverse and it has great resources such as the weather station, laboratories, green house, mineralogy museum, natural history museum, planetarium, auditory clinic, and the Dan Zowado Memorial Observatory in New Mexico.

Ms. Hartwell mentioned plans and activities that have been implemented or will be implemented soon. She wants faculty in the liberal arts and the humanities to be more entrepreneurial and apply for internal grants and grants from foundations and community partners. Another objective is increasing student success. She is listening to students to find out what they need. She has set up learning communities and is providing additional support for students on probation and those who are may soon be on probation. Students are interested in interdisciplinary programs. Dean Hartwell wants to enhance faculty success. Faculty in some departments believe they have not been treated fairly, that their departments have not received authorization to hire new faculty. Some feel their work is not supported. The Dean wants to address faculty bullying, mentoring, and unproductive faculty. She has met with the department chairs and will meet with the graduate program directors.

Dean Hartwell indicated she had two issues that she would like guidance on from Policy. She has noticed a wide variety of faculty workloads and wondered if there are university workload guidelines. Mr. Parrish said that the AAUP-AFT has never negotiated faculty workloads. If a dean or chair wants to change the practice in the college/department there is an appeal process

in the contract. He noted that the policy for lecturers is very weak. Ms. Beale suggested that the Dean consult with a broad spectrum of faculty about workloads because they vary by discipline.

Dean Hartwell also expressed interest in developing a faculty code of conduct. Policy Committee informed her that there is a long history regarding an administrative push for a single ethics code governing faculty, with considerable faculty and Academic Senate pushback because proposals have threatened academic freedom and speech rights of faculty. There are research integrity codes and similar codes developed under specific areas, but creating an ‘umbrella’ code tends to lead to top-down restrictions on faculty that do not comport with the goals of an academic institution and go beyond reasonable limitations.

Ms. Beale asked how the dean saw her role in the development of graduate research and education. Beale noted that the recruitment processes and the success of departments’ efforts in recruiting graduate students vary. The dean of CLAS needs to be a leader in supporting and incentivizing graduate education and research and in maintaining our status as a major urban research university with masters, doctoral and post-doctoral students. Dean Hartwell responded that CLAS is expanding its recruitment efforts and is especially interested in encouraging masters enrollments, in particular in practical, applied masters programs that are terminal and lead to jobs. In discussing the relationship between CLAS and the Graduate School, the dean indicated she would like to have a hybrid approach where the schools/colleges manage some aspects of graduate programs and the graduate school would manage others. Various Policy members noted their concern that the dean’s discussion of “practical” masters programs and de-emphasis on doctoral programs seemed to devalue doctoral programs and the importance of research, suggesting that CLAS would be reallocating funds currently supporting excellent doctoral programs to other objectives. Ms. Hoogland and Mr. Parrish spoke of the need to support PhD programs and the importance of doctoral programs to faculty recruitment. Dean Hartwell answered that she thinks the university has to consider the marketability of people with PhDs. She wants the departments to find the “right balance” for their masters and PhD programs. What is their discipline’s capacity? She mentioned that some departments think of themselves as entitled to the same amount of GTA/GRA funding that they have always had. Ms. Beale noted that there had been a lengthy consideration of this within the Graduate School recently, resulting in a program that would sustain existing excellent programs but allow some reallocation ‘around the edges’. One of the concerns regarding the RCM model is that allocation of these funds to the deans may lead to their being used for other purposes and ultimately to the detriment of our doctoral and masters programs.

Mr. Roth told the dean that the Curriculum and Instruction Committee is working on the issue of academic dishonesty. The committee will meet with Dean of Students David Strauss and the Conduct Officer on February 20 to consider how the student code of conduct might be improved and brought up to date. There are problems with how the system has functioned compared with the way it is outlined in the code. He is interested in learning how the Dean is addressing the issue.

Another issue discussed was the possibility of a CLAS-wide coordinator for the undergraduate internship programs to relieve the burden on the undergraduate advisor and the director in individual departments. The coordinator would be able to give the students more attention with that being their primary responsibility.

Ms. Dallas mentioned that some of the academic staff in CLAS have expressed concern that they are not treated as professionals. They need an opportunity to voice their concerns to the college's administration. This is an important issue for academic staff across various units of the university.

[Dean Hartwell left the meeting.]

- *5. Proceedings of the Policy Committee: The Committee approved the Proceedings of its meeting of January 14, 2019, as submitted.
6. Privileges for Emeritus Faculty: An emeritus faculty member notified Ms. Beale that he did not have some library privileges to which emeritus faculty are entitled. He was told that he did not have access from home to all of the journal resources. Both the Provost and Paul Beavers indicated that emeritus faculty were supposed to have full access. It appears that there likely is a glitch in the system and the situation can be resolved easily. The Provost will follow up with Dean Cawthorne to verify that emeritus faculty are not being restricted in their library access.
7. Nominations for Distinguished Service Faculty Award: The Provost's Office has received some nominations for the award. Because of the closure for inclement weather, if there are not many nominations, the office will still accept additional nominations for a short period of time. Ms. Beale encouraged faculty to submit nominations.
8. Graduate Student Liaisons: The Graduate Employees Organizing Committee requested that they be allowed to appoint liaisons to the Academic Senate committees. Policy Committee agreed that the GEOC could appoint non-voting liaisons to the Budget Committee, Curriculum and Instruction Committee, Facilities, Support Services and Technology Committee, Faculty Affairs Committee, Research Committee, and Student Affairs Committee.
9. Board of Governors Meeting: The Board met February 1. The new position permanently merging the positions of Vice President for Health Affairs and Dean of the School of Medicine was announced by the President just prior to the Board meeting. Policy members had concerns about having a dean who reports to the provost, as is standard, also being a vice president. Such an arrangement diminishes the power of the provost. Since one of the long-term problems of the Medical School has been its separation from the rest of the campus and its administration's tendency to place 'business' interests above academic concerns, this arrangement, which was done without any consultation with the Academic Senate, seems especially problematic.
10. Internal Audit Issue: Policy had developed a draft resolution that could be acted on by the Senate at its full meeting, but members decided to hold on such an action because Carolyn Hafner, Associate Vice President and Chief Audit Executive, and Ms. Beale are meeting on Tuesday to discuss the Internal Audit process for starting an investigation of a professional employee based on anonymous tips and using information that is not part of an employee's personnel file. It is hoped that the result can be a review of the office's processes and differentiation between a reasonable review to determine if an investigation is warranted and a full-scale investigation.

11. Budget Committee: The committee met on January 28. Harry Wyatt, Jr., Associate Vice President, Facilities Planning and Management, updated the committee on the master plan.

Budget Committee also had an update on the RCM steering committee's work to make the drivers more sophisticated in such areas as allocation of the state appropriation and charges to schools to support the Office of the Vice President for Research.

12. Agenda for Senate Meeting: Policy Committee finalized the agenda for the Senate meeting of February 6.

Approved as submitted at the Policy Committee meeting of February 11, 2019