

WAYNE STATE UNIVERSITY  
ACADEMIC SENATE  
PROCEEDINGS OF THE POLICY COMMITTEE

March 2, 2020

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

1. Report from the Chair:

- a. Provost Whitfield asked for an update on the work to revise the university's policy on Title IX to comply with the changes made by the federal government. The Policy Committee and the Faculty Affairs Committee in conjunction with the General Counsel's office have been trying to find acceptable wording for the policy. They have been discussing the regulations the university should implement to deal with consensual relationships that develop among members of the university community. These could be power relationships or caring relationships. Caring relationships are hard to prohibit. Policy's focus has been on not driving relationships under ground but requiring disclosure and removal of people from supervisory or evaluative positions of power when such relationships develop. Members of the Policy and Faculty Affairs Committees met with Stuart Baum, President of the Student Senate, and representatives from the Graduate Employees Operating Committee (GEOC). The Student Senate was pleased with an earlier version of the policy, but had not seen the most recent version. The Student Senate wants the word "prohibit" in the document. Our representatives explained the reason not to include it but the Student Senate members who saw the document think it would apply only to a supervising professor and a graduate student. It appears that the Student Senate thinks they can prohibit relationships that cannot be prohibited. Ms. hoogland had pointed out that what was most important was how consequences could be imposed when people do not report, which would depend on the employee's collective bargaining agreement. Mr. Roth had made the point that when people enter a relationship it may be consensual but it may deteriorate into a non-consensual relationship. Ms. hoogland thinks there should be a distinction between what applies to graduate students and undergraduate students. Ms. hoogland said that a situation that was not discussed in the meeting was what would be done when someone becomes chair of a department whose spouse also works in that department. That is why, Ms. Beale said, the statement about supervision and evaluation is in the document. Mr. Roth suggested that an alternative would be to include exceptions as well as prohibitions in the policy. It was mentioned that although a faculty member should not supervise a graduate student, if the policy was very rigid, a student may not be able to graduate. Some flexibility is needed.

The representatives from the Student Senate and the GEOC will meet with their members about PC's response and report back. Brandy Banks, the Title IX Director, is coordinating the policy. Policy Committee has submitted its recommendations to the General Counsel's Office, but if necessary, they can be changed. Ms. Banks is scheduled to meet with the Student Affairs Committee in April. Ms. Simon will give PC an update after that meeting. It is Policy Committee's understanding that the final document would be university policy, not a statute.

- b. The tour of the STEM building has been postponed to March 16.

- c. The committee that is reviewing the College of Nursing is gathering additional data. Rayman Mohamed, the chair of Urban Studies, chairs the review committee. He expects the report to be completed the week of March 16.
  - d. The CDC issued a statement about the coronavirus discouraging students from studying abroad. President Wilson has discouraged travel abroad for everyone. The administration asked faculty and students who travel abroad to report where they are going in case the situation worsens. The CDC recommended that travelers get insurance because the cost of returning early is very expensive. The university's coronavirus committee is considering scenarios how to handle various situations that might arise. The committee is discussing how courses might be affected and the difficulty of making travel plans.
2. Report from the Senate President: Ms. Beale mentioned that deadlines are approaching to nominate faculty for various positions. One of them is for the Women's Leadership Academy.
  3. Charge for the Anti-Bullying Committee: On February 3<sup>rd</sup> Boris Baltes, Associate Provost for Faculty Affairs and Associate Vice President of Academic Personnel, discussed with Policy Committee the forming of a committee and the charge to the committee to write a statement that would address the problem of bullying and intimidation. Mr. Baltes drafted a charge. PC discussed the need to define bullying and to establish standards of behavior. Bullying mainly is seen as a problem in grades K-12. Bullying occurs in disproportionate power relationships where there is the opportunity to manipulate people. Although administrators are in positions where they can bully people, faculty, staff, and students may also be bullies. The climate study revealed that bullying was a problem. PC thought the draft charge would have to be expanded. The anti-bullying committee would have to talk with experts, do studies and research, consult with administrators, faculty, students, and staff in different areas of the university. Ideas were exchanged about the size and the composition of the committee. The draft charge will be expanded and be returned to Policy for further discussion. Any policy that the anti-bullying committee formulates will have to be within the bounds of the collective bargaining agreements.
  4. Agenda for the April Senate Meeting: The Committee decided on the issues for the April 1 meeting. [The Senate meeting was cancelled due to the COVID-19.]
  5. Board of Governors: Policy Committee will invite all members of the Board to meet with them to discuss shared governance. Policy and the Provost discussed the issues PC might discuss with the Board and how to communicate with the Board on issues that are important to the Senate. Ms. Beale believes that the value of consultation is that we find out things that we otherwise would not know. A diverse set of perspectives results in better decisions. That is, hopefully, what the Senate can add to the functioning of the university.
  6. Interdisciplinary Hiring of Faculty: Mr. Roth reported that the Curriculum and Instruction Committee and the Faculty Affairs Committee would meet with Boris Baltes, Associate Provost for Faculty Affairs and Associate Vice President of Academic Personnel, to discuss the resource implications of interdisciplinary hiring. The committees want to determine the cost of the interdisciplinary hiring program. Provost Whitfield said that replacing faculty due to retirement or departure has nothing to do with interdisciplinary hiring. Deans are able to replace faculty unless they choose to reallocate the funds. They may have told faculty that the Provost took back the money for new hires, but he did not. The deans may have used the money to hire

part-time faculty and lecturers. A different pool of money is used for interdisciplinary hiring. Years ago a fund was set up for the purpose of helping units that had issues related to accreditation. The remaining money was given to schools and colleges to supplement the money they needed to hire new faculty and to retain faculty. When Provost Whitfield set up the interdisciplinary hiring program he asked faculty what areas they would like to see growth.

Mr. Roth said that we need to know how many faculty are leaving, whether they are retiring or leaving to go to another university, and if they are being replaced. The Provost also is interested in seeing data about the attrition of faculty. They discussed the possibility of finding the faculty who left Wayne State and those who were hired to replace them for the past five years. When enrollment increased several years ago, the number of faculty did not increase.

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Approved as submitted at the Policy Committee Meeting of April 6, 2020