

WAYNE STATE UNIVERSITY  
ACADEMIC SENATE  
PROCEEDINGS OF THE POLICY COMMITTEE

March 29, 2021

Present: L. Beale; P. Beavers; L. Lauzon Clabo; J. Fitzgibbon; r. hoogland; C. Parrish; N. Rossi; B. Roth; N. Simon; R. Villarosa; Rohan E.V. Kumar

1. Approval of March 1 and March 8 Proceedings.

Members suggested a few edits and typo corrections. The drafts were approved as edited.

2. Report from the Chair:

- a. Campus Virus and Vaccine Status. Provost Clabo announced that the metrics for campus had worsened significantly. Cases have ticked up to 48 presumed/confirmed last week, while the campus positivity rate has gone from less than 1% to 4.7%. Similarly, the City of Detroit has increased from 6.2% to 10.2%. This is throughout southeast Michigan. The northern part of the state is even worse. Michigan, New York and New Jersey are experiencing a significant increase in cases. Since 47 of the 48 cases last week were in students, this is likely an impact of Spring Break from students traveling to Florida who brought the disease back with them. renee mentioned the crowded conditions she has noticed in sports bars nearby. Clabo agreed that a factor is St. Patrick's Day parties and pub crawls and the increase in indoor dining. Those affected were a mix of undergraduate and graduate students, more or less proportional to our student population. Most of the cases are asymptomatic, but the hospitalization rate has also increased in Detroit for those 40 to 49 and 10 to 19. Beale noted the concern is heightened because the more contagious variant from the UK is in Michigan. Clabo said that the Public Health Committee will monitor the situation, and it may be necessary once again to take targeted closing actions. The university continues to conduct random testing, and that has helped measure the status of the campus.

The Campus Health Center is now distributing to people 50 and older and then on April 15 it will be open to anyone 16 and older. The Center has received a significant increased allocation of vaccine—the second doses of Moderna to those who got the first dose several weeks ago and also 600 doses of the Pfizer vaccine. A similar allocation or more is expected in coming weeks. The campus center will be used for distribution.

Rossi noted a concern that many people will be visiting family for the religious holidays, and it will be important for them to be careful. Many people seem to think that once they have gotten a single dose of vaccine they are safe, but it takes two weeks after the second dose before the full protection kicks in. Mask-wearing and hand-washing remain very important, to avoid being a spreader. We do not yet know how possible it is for those vaccinated to spread the virus. Clabo agreed those points were important. Even when people are fully vaccinated, it is still possible to contract the disease, though it seems that the vaccine will prevent hospitalization and serious illness. Spring holiday travel could be very concerning.

- b. Commencement. Clabo has received many comments from students and families who are disappointed to have learned that the university plans a virtual commencement this May. Clearly, that walk is important to students and families, but it would be irresponsible of the

university to hold an in-person commencement at this time: it is not safe or realistic. The concern is not just students and families but also the people in the facility who provide lighting and audio and video. The idea is now that the university will provide a formal event next year in which those who were unable to walk this year will be able to walk and celebrate. Hoogland commented that Miami of Ohio is planning an in-person commencement with family members coming to a college town, packing restaurants: that seems completely irresponsible. Beale mentioned that the Law School added a “Paws” commencement—a pet photo “ceremony” with statements read—to add a more personal flavor and specialness to the event. Rossi noted that for many of our students this may be the first person who has ever graduated from a university, which makes it even more difficult for them not to be able to celebrate. It will be very important to provide that opportunity when possible next year.

- c. Enrollments. Clabo reported that fall enrollments continue to be a concern, with deposits from FTIACs down 13%. Applications from Detroit are sharply down (about 30%), and those students have tended to be about 20% of our entering class. These may be students who have not had access to reliable wi-fi service or have counselors who are not reaching out to them in the same way as in more advantaged populations. The enrollment team is considering the possibility of having mobile units that take wi-fi to students and allow them to interact with someone from Admissions on site to complete an application. The office is also putting a strong effort on transfer students. Villarosa asked whether the Admissions office was coordinating with the GIRO program that is embedded in many of the area schools.
- d. Town Hall on Fall Planning. Clabo noted that a town hall will be held soon to address questions about fall planning. The goal is to do it before the nine-month faculty and students are gone. One thing for certain—there will be mandatory testing for students prior to move-in. There will be rapid testing through the Campus Health Center. Students who test negative can choose to go back home for quarantine or move into quarantine housing on campus. There will also likely be random mandatory testing for in-person classes in the fall, since that provides an insight into the health of the campus. It will be necessary to monitor metrics as we are doing now. Faculty meetings or other types of gatherings on campus will not be possible until there is a larger percentage of the campus community vaccinated. Simon noted that the new CDC guidelines say that 3-foot social distancing is acceptable for K-12 and asked whether that will apply for fall here as well. Clabo responded that it isn't clear, but she expects that their guidance will include that for higher ed as well. It is also possible that the campus will be near the 75% vaccination rate by fall so hard to predict how it will be.
- e. Pharmacy Dean Search. Clabo expects to have an announcement very soon on the search but it is not quite finalized yet. The new Provost will start on July 1, and he has accepted the Senate's invitation to visit the plenary session on May 5 to introduce himself. Clabo has interacted with him a good bit over the last few weeks and is excited about his coming to campus. Parrish asked whether the lines of authority are clear regarding the VP Health Affairs and how the Dean of Medicine reports. Clabo responded that it is very clear. Beale, Rossi and Clabo were on the search committee, and this question was thoroughly addressed. The Dean of Medicine reports to the Provost on academic matters and to the President as VP Health Affairs on the clinical matters relating to Medicine, Pharmacy and Nursing. Those complicated reporting relationships have worked out well, with the collaboration enhancing the clinical placements and opening new avenues for each of the three colleges.

- f. Ombuds Task Force. Roth brought up the question of the task force that has been appointed but has still not had a meeting. Clabo responded that she plans to get a charge out to the task force this week. Roth had learned that there was a proposal at least informally put forward from other sources for a broader ombuds office that would include coverage of faculty and staff. Clabo responded that she wants the task force to look at the student-facing role of the ombudsperson as it has been implemented in the past. She views these as two separate issues that require different skill sets. The question is what is the appropriate structure to support those functions—an individual or a unit or some other approach. The committee will need to look at a variety of models that exist and what other universities have done to find a more contemporary approach. Roth asked whether the task force would address the faculty and staff issues or solely the student ones. Clabo indicated that the task force will just address the student issues.
3. Report from the Senate President:
    - a. Senate Secretary. Beale announced that Simon, Wisniewski and she had read over the many applications, selected a group of six potential candidates and ultimately interviewed three of them. We provided the information to the HR group that were running the search, and they completed the analysis and made the offer. So we have a new Senate Secretary who plans to start April 12, assuming all the paperwork can be completed in time. Her name is Amanda Powe. She has a graduate degree and is currently a financial aid officer at Madonna.
    - b. Senate Plenary May 5. As the Provost indicated, Beale invited the new Provost Mark Kornbluh to give remarks at the Senate plenary session on May 5 and he has accepted. In fact, he sent me an email saying that he plans to attend the entire meeting and looks forward to introducing himself to the Senate. He did note that he does not plan to talk about any specific ideas or visions for Wayne but about his background and why he is interested in coming here.
    - c. DEI Resolution. President Wilson has sent no response whatsoever to the receipt of the DEI Resolution that the Senate passed at the March 3 plenary. Nor has he confirmed a time for the first-quarter one-on-one meeting that he agreed to last year.
    - d. Facilities Planning. Beale met with Rob Davenport to discuss planning and restructuring of the division to better deal with addressing needs. One of the things that surprised me was his statement that the technicians in the past 1) have not had their tasks coordinated so that they would be handling all the current tasks in a given vicinity; and 2) have not had the kind of mobile 'tool carts' that allow them to carry the tools they need from place to place with ease. Those are two problems that are being directly addressed and will lead to much quicker response time to repair calls. Davenport would be willing to come to the Senate on May 5 if we can find 10 minutes on the agenda for that. Fitzgibbon asked about the ventilation problem in Scott Hall. Beale noted that one of the sticking points that Davenport had mentioned was the need to order parts specially for each project since that can slow down any needed work.
    - e. Tribal Statement. Beale spoke with Riya Chhabra about the current status of the tribal statement that the Student Senate and Academic Senate supported last year. Chhabra indicated that the administration had approached them to ask that they consider some alternatives. Beale shared with her the statement that Oregon uses on emails and suggested that might be one alternative. Chhabra will let us know when the Student Senate has reached a decision and we will then have to take it back to the plenary in the fall.
  4. Academic Senate Plenary Agenda for April 7. Beale suggested that the agenda as developed seemed to be sufficient (with the presidential election at the beginning and the main part of the

meeting devoted to a discussion of the FY '22 budget planning). Since no one had additional suggestions, that agenda will be the final one.

5. Academic Senate Plenary Agenda for May 5. Beale shared a draft for the May 5 agenda, which includes the reports from Senate standing committee chairs, the new Provost's remarks, and the regular reports from the Senate President and Senate Chair. Beale noted that the committee reports should be held to 4 minutes with no more than 1 minute over that and suggested that Manoj Kulchania be asked to serve as timer again to ensure that we don't go overlong, given the other items on the agenda. Simon agreed to check with Kulchania regarding serving again as timer. Members discussed whether to have Mark Kornbluh's remarks follow the committee reports or move that to precede President Wilson's remarks. There was consensus to have Kornbluh's remarks come early in the meeting as currently drafted since interest would be high in hearing from him. Members suggested the Senate be told the time limit for questions so that it doesn't go too long. Rossi suggested asking people to put questions in the chat. Simon noted that many people have complained that there was no town hall to introduce him as a finalist, leaving Policy as the only group of non-administrators that met with him. Beale noted the new item added—remarks from the two newly elected Board of Governor members Shirley Stancato and Terri Lynn Land—and asked for members' views. Members thought it was a good idea, especially since the usual swearing-in ceremony had not been held this year. Parrish suggested that it was unlikely that members of the Board would accept and that they wouldn't have anything of substance to say. Beale also had the possibility of having Davenport present his restructuring of facilities planning, but members thought there was already too crowded a meeting to add that in. Instead, Davenport could be asked to attend if the two Governors decline.
  
6. Student Code of Conduct Subcommittee Report. Roth reported on the meetings of the subcommittee, noting that the work has been quite complicated. There will likely be two separate reports: the first will deal with suggestions on improving the process that can be easily handled. That includes gearing up for the Wayne Experience courses in the fall to include academic misconduct in the curriculum and making data available to departments about the level of cheating within those departments so that people are aware what is happening around them. Richard Pineau, Roth noted, has done a good job of mapping out these issues so we are nearer to having a report on those matters. The second is the more complicated area of how to amend the Code of Conduct on these different tracks. The categories (10.1(a) and 10.1(b)) are quite different: 10.1(a) covers the faculty determination of a penalty within the scope of the course and the question of how appeals from those decisions should take place. That appeal is different from grade appeals not related to academic misconduct: each school has its own rules for grade appeals and those take place on the basis of very limited criteria so there should in principle be extraordinary deference to the faculty member in those cases. But these cases are different, since there needs to be due process notice to the student and the process of appeals from the penalty is different. As it currently stands, the department chair (or dean in non-departmentalized schools) deals with the appeal without any guiding standards and without even a guarantee that the faculty who imposed the penalty will be consulted. That was our primary concern. The subcommittee considered that one approach could be to have a faculty panel deal with these issues and cut the chair out of the process. This seems like a sound approach in principle, but it also puts a burden on faculty at the worst time in the semester. Further, it will be necessary to handle the matter expeditiously and that's more difficult if it is a committee of faculty peers. There may also be animosities among faculty members that could come into play in that situation. There was one suggestion to have an academic staffperson on the committee rather than just faculty, though this would make the process even more cumbersome. Another approach was to allow the unit head to make the decision and then allow the faculty member to appeal it. That, too, is difficult, because it vests the faculty member with some rights and the Student Senate

may mobilize against any possibility of that approach. We haven't run these issues by the General Counsel but will need to do that, too. Regarding 10.1(b), there is the issue of the student's choice between an informal process or a full hearing. The students elect to avoid a hearing and take the informal process with the dean or dean's appointee nearly 100% of the time. So the question is whether we should try to impose a faculty panel in those cases, and if not, how we should try to cabin the dean's discretion. Faculty panels pose the further problem that in a school like CLAS that encompass a range of methodologies, the cheating might be on a quantitative exam and the members of the panel might be from English. So that too is complicated.

hoogland agreed that the group has not yet arrived at a solution. The response of the Student Senate is worrisome, because they tend to have more say in this than faculty do, though the subcommittee is trying to find fair and necessary procedures. There are cases where students just make a relatively small mistake of not quoting appropriately or not providing a proper footnote. But there are clear examples of cheating and plagiarizing where there is not really ignorance about what is correct. Most students know full well when they do something that they are not supposed to do. There needs to be an effort to education students that life is full of adversity and a first problem does not mean that all is lost. Students could ask for extra time to work on a paper and do their own work, rather than cheating, and it would be fine. Another problem is the attitude that students have that they expect to get an A in the first week of a Gen Ed class. Hoogland tells students that if you were an A+ student in the first week, then you are likely wasting your time and money in the class: the idea is to learn. The Wayne Experience class needs to have more substance to it to prepare students for these concerns. It would also be better to have faculty involved in the teaching of academic ethics. So we need to deal with the Code of Conduct but we need to look at the larger picture as well. What sense of honor do students have today, hoogland asked. Thinking about these larger issues may be one of the more productive outcomes of these, in some respects, inconclusive discussions in the subcommittee.

Simon suggested that the group reach out to Angela Sickler from Academic Success Center if they want faculty involvement in the WE course to teach about plagiarism and academic ethics. She would be quite willing to encourage those teaching to schedule that on a particular day of the course. Beale thanked Roth and hoogland for their report and the description of the shorter-term and longer-term considerations of the subcommittee.

7. Reports from Standing Committees on DEI nominees and Future of Higher Education discussion. Beale asked the chairs on Policy for an update on the committees' discussions on higher education issues. She noted that it is likely going to be necessary for the chairs to push the groups to form working groups on particular topics. It would be good if at our next meeting the chairs can discuss what topics each committee has decided to work on. If there is overlap or if there are areas left unaddressed that should be addressed, we will need to press further on those areas. hoogland noted that it will be very hard to get faculty to do this over the summer. Most are exhausted from online teaching and training, and feel like they are "crawling to the finish line" of this semester. Fitzgibbon agreed that faculty are "drowning" at this point and not willing to take on more. Rossi noted that the Research Committee is somewhat different, since most are 12-month appointees anyway. Research had its first meeting with Bryant-Friedrich to talk about graduate education and research. She plans to form 3 or 4 working groups and try to spread the 9-month people across the groups so that they can participate if they feel they can do so but the 12-month people can make progress on the issues. Big issues include the foreign graduate students; how the research-intensive masters and doctoral programs will need to change; and the DEI issue—especially with regards to attracting more diverse individuals to the

faculty. One of the items that came up at the meeting was the inability for someone to get tenure if they do not yet have a green card. Clabo responded that those people who meet all the criteria will face a hold on promotion and official awarding of tenure until they have permanent residency status. Hoogland added that the university works with them to expedite that status. Hoogland noted that she was hired on a temporary contract until she got a green card. Rossi added that faculty from some countries like India and China have apparently been waiting 15-20 years for permanent status. Clabo thought it was not likely that faculty here would have to wait that long because the university does work with them to expedite the process. They don't lose their position in the meantime.

Beale agreed that everyone is fatigued with the pandemic and Zoom and too much work, but nonetheless we need to figure out ASAP which topics matter to each of the committees and try to pick working groups that can perhaps get started now and do some work over the summer as well as be ready to start up full force in the fall to work on the topics. It will otherwise be administratively mandated from above.

Beavers commented that both the higher education topics and the DEI nominee process have been difficult at the Budget Committee. Beale suggested that the chairs may need to pick four topics and ask specifically for people for each topic's working group. She urged each of the chairs to continue working on this so that we can make some progress on these topics.

8. New Business.

- a. Scholarship Awards. Fitzgibbon indicated that she would like to know how much had been awarded in the scholarship programs for this academic year. Perhaps the Policy Committee can invite Dawn Medley to a meeting to address the issue.

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As approved at the April 5, 2021 Policy Committee meeting