

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

April 6, 2020

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

The items marked with an asterisk constitute the Actions of April 6, 2020.

1. Report from the Chair:
 - a. Provost Whitfield said the administration would send to the university a summary of the actions that have been taken in response to COVID-19. The administration expects to announce how commencement will be handled soon, since the ceremony is necessary to officially confer degrees. We have been very successful in moving work and teaching off campus. There have been some glitches, but Computing and Information Technology has worked very hard to address them as they arise.
 - b. The spring and spring/summer classes will be taught online. The decision about the summer classes will be made soon. The decision for fall classes has not been made. We do not have much data about applications and enrollment for the fall semester, as is usual at this time of the year, but they are holding steady. Wayne State has received frequent compliments for the way the faculty have reached out to students.
 - c. It does not appear that the pandemic has affected our hiring of faculty for the fall term.
- *2. Approval of Proceedings
 - a. Members approved the Proceedings of February 24, 2020, as submitted.
 - b. They approved the Proceedings of March 2, 2020, as submitted.
 - c. They approved the Proceedings of March 16, 2020, as submitted.
3. Report from the Senate President: The Policy Committee invited the elected members of the Board of Governors to meet with them to discuss the role of the Academic Senate in shared governance. Governor Dana Thompson responded that she would very much like to meet. Marilyn Kelly, the Chair of the Board of Governors, responded later that she would arrange the meeting. Ms. Beale noted that this is our invitation and thus she thinks it appropriate to respond that we will host a zoom meeting and offer certain dates. It likely would be best to wait until our graduate dean interviews are completed.
- *4. Establishment of an Anti-Bullying Committee: The Climate Survey showed that many people witnessed or experienced bullying and intimidation. Boris Baltes, the Associate Provost for Faculty Affairs and Associate Vice President of Academic Personnel, proposed the establishment of an Anti-Bullying Committee and sent a draft of the charge to the Policy Committee. Policy revised the draft and reviewed it at today's meeting. The membership would include representatives of the faculty and academic staff, a representative appointed by the AAUP-AFT, a lecturer, and a representative of the Graduate Employees Organizing Committee. The anti-bullying committee would be charged with consulting widely across campus including with non-academic staff.

Mr. Parrish, the liaison from the AAUP-AFT, pointed out that disciplinary actions could not be introduced against union members without being negotiated according to the terms and conditions of employment in the contract between the university and the AAUP-AFT. The charge to the committee implies that disciplinary action would be brought against people who are accused of bullying. The contract protects the rights of bargaining unit members. The administration cannot assume, because a representative from the AAUP-AFT is a member of the committee, that the union will approve the decisions of the committee. Mr. Parrish pointed out that union contracts have disciplinary procedures. He asked if the recommendations of the anti-bullying committee would apply to all employees including administrators.

Ms. Beale agreed that consequences would only be applicable to the extent that the particular union or employment contract permits, as stated in the draft charge. The recommendations of the anti-bullying committee would cover all employees, including administrators. She expects the committee will consult broadly and try to fashion a definition and procedures with which all groups are comfortable, though there may need to be alternatives for specific constituencies. Ms. Hoogland added that the climate survey clearly showed that bullying and intimidation are pervasive on campus. It occurs across all job categories. No group of employees should be excluded.

Mr. Beavers saw the work of the committee as developing a model that would have to harmonize with the contracts of the various unions. Creating such a model is a worthwhile task but it will be a complicated diplomatic endeavor to get approval from all constituencies.

Provost Whitfield understood this discussion to mean that, as a starting point, the work of the committee would be shared with all unions. It would begin the discussion and would ultimately require acceptance by the individual unions, which may mean revisions to accommodate various groups.

Asked what changes he would like to see in the charge to the committee, Mr. Parrish said that the charge as presented almost assumes that there is a huge crisis on campus. To have a document that is convincing the charge should not merely mention the climate survey; instead, it should include specific evidence about the problem.

Ms. Simon stated that it was necessary for the committee to examine the problem: the committee's final report would contain the data it assembled. Ms. Dallas added that there is clearly a perception across campus that bullying, and intimidation are problems. The problem should be examined, and a model policy should be developed.

Policy Committee unanimously accepted the charge to the anti-bullying committee.

4. Mobility Initiative: Provost Whitfield explained that the American Center for Mobility (ACM) located in Ypsilanti received a grant from the U.S. Department of Transportation to create a mobility institute. Led by the College of Engineering, Wayne State received a grant from ACM to participate in the work. The Provost knows faculty in other departments who work in the area of mobility, such as urban studies and the Michigan Developmental Disabilities Institute. He suggested that these and other units be involved in the institute. A larger initiative shows the strength of the university. PC members noted that the university has a process for the establishment of centers and institutes. If the university's involvement is structured like an

institute, the Provost said that it would go through the process for establishing an institute. Mr. Parrish pointed out that to succeed the institute would need an on-going commitment of funding from the university. Outside groups do not pay for the infrastructure. They will not pay the day-to-day costs needed to maintain the institute. He asked for details about the university's commitment. What money will WSU receive from the grant? Will the College of Engineering absorb the money? Members agreed that the Academic Senate should receive regular reports about the viability of centers and institutes so corrections can be made; getting well-considered budgets for centers either at startup or upon 5-year reviews has been difficult. The Provost will obtain more details about the funding and the plans. He suggested that Associate Dean of Engineering Weisong Shi might provide more information to the PC. If this institute functions as the institutes that have gone through the approval process, it should go through the same process.

Approved as submitted at the Policy Committee meeting of April 20, 2020.