

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

August 19, 2019

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

Absent with notice: B. Roth

Guests: Darin Ellis, Associate Provost for Academic Programs and Associate Vice
President for Institutional Effectiveness

The items marked with an asterisk constitute the Actions of August 19, 2019.

1. Statistics on Cohort Graduation and Retention including Math Competency and New General Studies Degree: Mr. Ellis presented data about the four-year and six-year graduation rates for the 2012 cohort of first-time-in-any-college students. That information can be selected by gender, race, ethnicity, and college. The overall freshman to sophomore retention rates range from 76% to 81.5%. Over the last several years the rate has decreased slightly. The four-year graduation rate for the 2014 cohort was 24.4%. The four-year graduation rate for the 2009 cohort was about 10.5%. The six-year graduation rate for the 2009 cohort was 34.5%. It is now up to 47%. Our graduation rates are at the low end among public universities but they are not the worst. Forty-eight percent of the 2012 cohort of female students graduated in six years compared with 26.6% of the 2009 cohort. The graduation rate of female students is slightly higher than that of male students. The African American six-year rate for the 2013 cohort is over 20%. We have smaller cohorts of Latino/Latina students with 89 in 2009 and 118 in 2018. Twelve percent graduated in four years and 42% graduated in six years. Of the 2012 cohort 42% graduated in six years and 7.3% in four years. Provost Whitfield pointed out that by the sixth year, almost 54% of the students in the 2012 cohort graduated.

Talking about why students might not complete their degrees, Mr. Ellis said that belonging is important. Statistics show that if students know three people on campus they are more likely to complete their degrees. Ms. hoogland mentioned that undergraduates enter with expectations of pursuing particular fields but are discouraged when the fields do not meet their expectations.

Ms. Beale asked the Provost to have Mark Jackson, the Director of the Academic Pathways to Excellence (APEX) program, provide the graduation rates for students in that program.

Asked about the number of students who transfer to community colleges, Mr. Ellis said that the university doesn't know how many transfer but it has information about the number who left Wayne State and completed their degrees at a community college. If the number of students who transfer to four-year institutions are counted,

our graduation rate increases 10 to 15%. The statistics for community colleges increase when their students transfer to four-year colleges.

Policy Committee members pressed for information about the effect that the change in the math competency requirement had on graduation rates. They would like the information from 2016, when the change was made, to the present. They discussed how to obtain the information. Ms. Dallas indicated that she was able to pull information like that in the earlier STARZ system used by advisers, but does not have access in the new system. Provost Whitfield, Mr. Ellis, and Ms. Dallas will meet to determine if there is a way to pull that information from the records.

At its meeting of June 21, the Board of Governors established a degree program, the Bachelor of General Studies in the College of Liberal Arts and Sciences, effective fall 2019. Ms. Beale had asked whether there was any expected count for students who would be admitted to that degree this year. Provost Whitfield said that no students have been admitted. Although Mr. Ellis had indicated at the BOG meeting that he would expect students who have been here 4-5 years and failed a course required for their majors would be likely admits, he declined to opine on the issue, indicating that CLAS will make the determinations.

[Associate Provost Ellis left the meeting.]

2. Fall Enrollment: Ms. Beale reviewed the enrollment report for the period that ended August 12 compared with enrollment for the same period for fall 2018. The number of new and continuing Ph.D. students is up but the number of masters students, particularly in Engineering, is down. Undergraduate enrollment in the Mike Ilitch School of Business is increasing. Asked about efforts to increase the number of masters students, the Provost said that we need to develop local talent because we cannot depend on attracting international students. However, the Provost will travel to cultivate relationships with foreign universities. Wayne State recently signed articulation agreements with St. Clair College in Windsor, Ontario that allow students to pursue a degree at WSU after receiving their diploma at St. Clair College.
3. Report from the Chair:
 - a. The new faculty orientation was held August 19.
 - b. The Helen DeRoy apartment building has been demolished.
 - c. Ten new faculty have been hired under the interdisciplinary program, across nine colleges. The next area for interdisciplinary hiring will be social and behavioral determinants of health. The two best proposals submitted will represent nine colleges.
 - d. Associate Provost for Faculty Development and Faculty Success Anmarie Cano launched the podcast EmpowerED to Lead. Ms. Cano interviewed Provost Whitfield.
 - e. The Provost has received the review of the Graduate School. Interim Graduate School Dean Ingrid Guerra-Lopez will meet with the Council of Deans about the report and some ideas she has developed. It does not appear to the Provost that the Graduate School has a well-defined mission. Mr. Volz believes the university needs to have data on enrollment, retention, and graduation rates of

masters students. Provost Whitfield thinks that information will be more readily available because of the recent review. About mid semester the Provost expects to ask the Policy Committee to name representatives to the search committee for the graduate school dean. A part of the graduate program is the employability of graduate students. The Provost indicated that he expects to bring an employability initiative to PC as soon as the online component is readied, which is important for increasing masters enrollments and for “branding.”

- f. The College of Nursing will be reviewed this year. The Provost will ask PC for representatives to serve on the review committee soon.

4. Report from the Senate President:

- a. The renovation of State Hall will be the university’s priority item on the Capital Outlay Budget Request to the state this fall. Ashley Flintoff, Director of Planning and Space Management, Facilities, Planning and Management, has agreed to form a faculty advisory committee to advise on the renovation with involvement from the Registrar’s Office, the Office for Teaching and Learning, and the Division of Computing and information Technology. The committee will get input from students. At its next meeting, PC will review a draft of the proposed submission to the state.
- b. The Capital Funding and Priorities Committee, which is trying to develop a list of priorities for funding met last week when Ms. Beale was out of the state. It was already a large committee and there had been discussion at an earlier meeting of downsizing the committee to make it more efficient. Instead, several new administrators, along with 2 students and another faculty rep, were added. Ms. Beale noted that large committees tend not to function well because they cannot arrive at consensus, leaving administrators fairly free to take action as desired. Provost Whitfield, however, suggested this expansion of the committee would be helpful, with all the various offices and functions represented. Provost Whitfield said that members talked about changing the leadership of the committee so that a faculty member and an administrator, someone not at the level of provost or vice president, co-chair the committee.
- c. Ms. Beale asked the Provost for the reports of the reviews of the College of Education, the Mike Ilitch School of Business, and the Graduate School. He will provide the reviews of Education and the Graduate School. The report of the School of Business is not complete.
- d. Ms. Beale was told that all Pell recipients would receive laptops but had no further information on the program. The Provost explained that all incoming freshmen would be able to participate in a program whereby they may purchase a refurbished laptop at a much-reduced price, under a pilot agreement with Dell.
- e. Ms. Beale noted that there had been a rumor that the Library and university were going ahead with the First Day textbook program, even though various committees had found numerous concerns, including considerable difficulty in opting out. She had asked the Provost and he assured her that there had been no decision to go forward; instead, AVPs Monica Brockmeyer and Dawn Medley are considering whether there are ways to modify the program to address the various concerns raised. Ms. Beale expects them to bring any suggested new program to Policy for review.

- f. Ms. Beale has asked Jon Cawthorne, Dean of the Library System, to report to the Policy Committee on the Race Card project. The Faculty Affairs Committee may be charged with studying how instructors might use the material in their courses.
 - g. The search committee for the Vice President for Health Affairs and Dean of the School of Medicine is moving forward and expects to hold airport interviews with a selected group of candidates in October.
 - h. The Ad Hoc Task Force on Transparency, established by the Policy Committee, is meeting. It was established because of significant concerns about the potential for misuse of the Academic Analytics database in salary, promotion and tenure processes and because of concerns about the dependency on data, which is subject to the judgments of the persons utilizing the data. The task force is looking at data transparency and algorithm transparency.
- *5. Proceedings of the Policy Committee: The Proceedings of the meeting of July 15 were approved as submitted.
 - 6. Agenda for September Senate Meeting: Policy Committee reviewed the draft agenda for the September 11 meeting of the Senate.
 - *7. Standing Committee Assignments: The staff in the Senate office solicited Senate members' preferences for their committee assignments. Policy Committee reviewed the charts and made changes to adjust for representation, number of members, and gender, and selected the chairs.
 - 8. Centers and Institutes Advisory Committee – II: Some faculty who have served on this committee are stepping down. This might be a good time, Ms. Beale suggested, to appoint members to staggered terms so there is continuity on the committee.
 - 9. Academic Freedom Concerns: President Wilson will meet with the Policy Committee on August 26 to discuss recent issues that have arisen regarding academic freedom. PC agreed that Ms. Beale will provide a brief overview and ask the President to discuss each of the specific issues with us. We can also use this opportunity to push for greater transparency and more recognition of the role of the Academic Senate in educational policy.
 - *10. Open Educational Resources: Ms. Beale reviewed the history of the university's involvement with Open Educational Resources (OER). The use of OER was initiated by the Student Senate because of its interest in reducing textbook costs. A group was formed in 2015 to consider adoption of introductory books but the charge and parameters were not clear and the group changed over time. They met with the Senate's Faculty Affairs, Curriculum and Instruction, and Policy Committees, which raised several concerns about OpenStax. That group disbanded in 2017. A second group was formed in January 2018 with nine librarians, two representatives from C&IT, and one faculty member for the purpose of incentivizing faculty to produce upper-level OER textbooks. The Student Senate President took a proposal to President Wilson, and funding at \$50,000 was committed. Policy members remain concerned, especially with this proposal to encourage faculty to write for OpenStax,

that faculty may not be aware of the issues with the program, including lack of royalties, lack of peer review, lack of copyright ownership, lack of post-publication controls over editing, and likely lack of credit for assistant professors towards promotion and tenure. Given that the proposal has been approved, Policy Committee does not consider any of the pre-existing committees qualified to decide which projects should be funded. Accordingly, PC strongly recommends that the OER proposals be reviewed by the Educational Development Grant Committee, an Article XXX committee whose members are selected jointly by the Provost and the Policy Committee from nominees made by the deans of the schools and colleges. The purpose of the committee is to evaluate educational proposals submitted by faculty. The Policy Committee will send a memo recommending use of the Educational Development Grant Committee for this project to the Provost.

- *11. Title IX: Policy Committee discussed language that the university might adopt to cover consensual relationships between supervisors and subordinate employees and between faculty and students. One issue was whether to require the highest-ranking person in the relationship to report the relationship to their supervisor or to require both parties to report the relationship. A second concern was how to handle relationships where the subordinate person feels coerced to participate in the relationship. A third concern was how to handle situations where a student claims that another student coerced them into a relationship. Provost Whitfield said that the university has processes in place to address claims of coercion between students. Ms. Beale noted that there are contradictory statements in the drafted policy and that she has marked a number of places where editing would help. The group seemed to think that the idea of splitting the consultant-written draft proposal into two documents—one a Board statute defining sex/general harassment and the other a presidential policy setting forth procedures—would be wise. Ms. Beale will share the comments of PC with Brad Roth, who will work with Linda Galante, Associate General Counsel, and Brandy Banks, Director, Title IX, on the development of the policy.

Approved as submitted at the Policy Committee meeting of August 26, 2019