WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

September 30, 2019

Present: L. Beale; P. Beavers; V. Dallas; r. hoogland; D. Kessel; C. Parrish; B. Roth; W. Volz;

K. Whitfield; A. Wisniewski

Absent with notice: N. Simon

Guests: Boris Baltes, Associate Provost for Faculty Affairs and Associate Vice President of Academic Personnel; Anita Welch, Dean, College of Education

The item marked with an asterisk constitutes the Action of September 30, 2019.

1. Centers and Institutes Advisory Committee I: A Type I Centers and Institutes Advisory Committee (CIAC-I) reviews proposals for the establishment of new centers and institutes and it reviews charters for established centers and institutes that are multidisciplinary and report to the Provost. The Policy Committee and the Provost consult on the members of the committee. Mr. Baltes and Policy discussed their choices and assigned the faculty to staggered terms of one, two and three years and selected the chair. Some of the appointments have to be confirmed.

[Associate Provost Baltes left the meeting.]

1. Report from the Chair:
2. The Provost would like to create a distinguished teaching professor classification to acknowledge the importance of teaching. It would be similar to our distinguished research professor and our distinguished service professor. He suggested that a 2N committee be set up with the Provost selecting three faculty and the Policy Committee selecting three faculty to develop the criteria for the recognition. Ms. hoogland reminded the Provost that at an earlier meeting he had talked about adding the monetary award given to the recipients of the Excellence in Teaching Award to the individual’s salary rather than it being a one-time award. The Provost wants to make sure that the colleges award their faculty internally. He wants the criteria for teaching in the tenure and promotion process to be clearer. The agreement between the university and the AAUP-AFT has a process for the peer evaluation of teaching. Some departments have utilized the process but others have not.
3. The Provost often meets alumni who express their appreciation for the faculty who taught them. In the development campaigns, he thinks the university should connect alumni with their former professors. Ms. Beale suggested that Development needs to move on a proposal that Policy has discussed many times—soliciting funds for the naming of a variety of faculty titles at lower funding levels than the endowed professorships (John Doe Research Scholar, etc.).
4. Provost Whitfield will communicate with the Policy Committee about the formation of a committee to review and revise University Policy 00-1 Acceptable use of information technology resources.

[Dean Anita Welch joined the meeting.]

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1. Conversation with Anita Welch, Dean of the College of Education: The Provost explained that the Policy Committee invited new deans to meet with them to learn about their experiences and their views on the status of their colleges, and ideas about the future of the colleges. Ms. Welch said that she has been meeting and will continue to meet with all faculty and staff. Education includes kinesiology as well as more traditional educational groups, and the faculty and staff need to see themselves as more of a unified entity. To meet the requirements of the Michigan Department of Education the college had to work on grade banding and standard revision. Grade banding is the way teachers become certified in a subject. The state is redefining the number of bands or groupings. Faculty have had to make some much-needed revisions to programs. The college is working with Dean of the Graduate School Ingrid Guerra-Lopez to make sure that what we are offering is still current and relevant, that our students have the highest quality credentials possible and that our outcomes match employers’ expectations. Quite a few programs have been revised, with particular attention to educational evaluation and research (EER), which is not as strong as it should be: the dean has asked for three proposals for improvements, due in November.

The college also has new partnerships, including a memorandum of understanding (MOU) with the Detroit Public Schools Community District and the Ferndale Public Schools for dual enrollments focusing primarily on four teacher education foundational courses. They signed a teach-out agreement with Marygrove College to bring as many of their students here as possible. The challenge is that they have a masters in the art of teaching that is fully online, whereas ours is not. It will be a challenge but we are working to make it work.

Dean Welch is also working with the Development Office to develop a more meaningful relationship with alumni. In the coming months, alumni will be asked to help the college look at itself from a strategic standpoint. Beginning in 2020, the dean wants to set the stage to begin gathering feedback from stakeholders at the university level and in the community. Last week the Kaplan Center for Research on Urban Education Research was launched with the initial one-year charter approved by Policy and the Provost. In preparing the permanent charter the center is to focus on the sustainability for finance and the prospects of growth.

The college has also been working with enrollment services. They are bringing in Slate to better identify prospective students. Dean Welch is collecting ideas about a student lounge, which would help bring students together. Getting the different divisions to think as one begins with a strategic plan. Additional advisors are needed at both the undergraduate and the graduate levels. Graduate enrollment is on the decline; but undergraduate enrollment is up slightly. The college is looking at how courses are offered, if there are online options, and what makes sense from a programmatic standpoint. The college’s website will be updated to help prospective students find what they need.

The number of tenure-line faculty at the college has declined. The dean is looking at the possibility of hiring new faculty when needed. She wants to be sure that assistant professors become associate professors and then move to full professor. Other matters of concern: the number of dissertation credits that are required; technical upgrades in the classrooms in the education building; enhancing the reputation of the college both locally and nationally. The key to all is to construct a shared vision among the faculty, staff, and students. She will meet with stakeholders, alumni, the Board of Visitors, and people in the community. The college has many programs in Detroit and across Michigan. In 2022 the college will celebrate its 140th

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anniversary. It will be a time to solidify the college and to showcase all the work the college has done to that point.

Mr. Parrish asked about issues related to academic governance. Dean Welch said that the college abides by the agreement with the AAUP-AFT. All processes are embedded through the college assembly. The curriculum goes through the curricular committee. Mr. Parrish mentioned problems related to the development of curricula. The dean explained how she deals with curricular issues, the need to change some procedures, being available to faculty and all members of the staff. She consults with the budget officer about financial matters.

Ms. Beale asked about the college’s budget advisory committee. Is the committee active, do they consult with faculty and academic staff, sharing financial statements? The purpose of the BAC is to have consultation before financial decisions are made. Ms. Beale urged that faculty be elected to the BAC as stipulated in the contract and that it meet at least quarterly.

Dean Welch said that she expanded the administrative council. It now includes as sitting members her budget officer, the human resources coordinator, and the college level marketing and communication advertising director. The college-wide assembly meets every month. In her individual meetings with faculty, she has assured them that they can come to her or anyone at any time. Ms. Beale asked the dean to invite the chair of the BAC to those administrative council meetings to ensure more transparent communication about issues. BACs that work well have a great deal of transparency and discussion. Normally, the deans join BAC meetings and the BAC elects its own chair. In the winter term, the Senate Budget Committee invites all members of the unit BACs to a meeting at which the budget for the next fiscal is presented.

The dean noted that the college’s bylaws need to be revised. They need to make it apparent that the staff attend the meetings of the faculty assembly. The name should be changed from the faculty assembly to the “college assembly.”

Mr. Volz noted that one of challenges that colleges of education have across the state is too much capacity coupled with flat demand. Many colleges produce K-12 teachers. Is there a vision for the college to produce graduates that would have what potential employers need other than K-12? Dean Welch said the college does have such programs. Educating teachers for primary and secondary schools is only one division. There are three other divisions: kinesiology, counseling, and school counseling. Also, special education is not necessarily K-12. Graduates with a degree in education evaluation can work for the government and private industry. The college educates superintendents and principals. Sixty-five percent of the programs are outside K-12. Some institutions have changed their names to better reflect how they evolved. Our college should consider that.

Recently donations have increased. The dean expects to work with donors to increase their support of the college. The college needs to identify where it wants to go. They need something to promote.

Provost Whitfield asked about the relationship between the college and the Detroit Public Schools Community District. He wants the university to be involved in discussions with DPSCD to improve education. The university trains a lot of teachers and principals but it did not host the discussion about how to change things. Has the dean been able to make progress toward that

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goal? Dean Welch said that she met with Dr. Nikolai Vitti, the Superintendent of the DPSCD, within a few weeks of her arrival on campus. Dr. Vitti has the idea of growing your own teachers. Wayne State is involved in that conversation. We are working with Dr. Vitti on the education academy where students will have dual credit courses, come to Wayne State for the teacher preparation courses, go back to the Detroit schools as teachers. The dean’s long-term goal is, that after two years of professional development, the teachers would return for graduate courses.

[Dean Welch left the meeting.]

1. Report from the Senate President:
2. Wayne State is one of six finalists for the Association of Public and Land-Grant Universities Innovation and Economic Prosperity Award.
3. Governor Whitmer will veto some of the budget recommendations passed by the state legislature. We do not know how the budget will affect the university.
4. The Graduate Council met on September 18. They approved the entirely online Master of Studies in Law program. The Law faculty had approved a program that could be hybrid or online, but only the online program was submitted to the council. It is focused on human resources personnel who want to learn about employment and labor law so they are able to talk to lawyers who work in that area. The Graduate Council also talked about the budget. Ms. Beale told the council about the issues of academic freedom and the deletion of the email messages.
5. Someone informed Ms. Beale that a department chair in the School of Medicine who had a practice in another health system was not replacing faculty in the school. There is concern that there is a conflict of interest affecting the chair’s willingness to hire new Wayne faculty. In essence, his practice was in conflict with the medical school. It is problematic if chairs are hiring for other health systems.
6. Wayne State has partnered with the college readiness and student success program RaiseMe, which appears to be a for-profit ‘app’ provider. It seems to be a micro-scholarship program where students get points toward scholarships for meeting certain goals. The use of financial incentives as ways to encourage appropriate study habits is worrisome, especially since, Ms. Beale noted, students may not actually receive any more money from being in the program than they otherwise would. Policy Committee would like more information about the program and it would be a good topic for several of the Senate committees.

5. Title IX Statistics: At the request of the Policy Committee, Linda Galante, Associate General Counsel, provided information on the Title IX cases from June 1, 2017, through May 31, 2019. Policy Committee would like to have more specific information about the types and handling of incidents that involve employees and students and the support that the university provides to complainants. Ms. Beale will meet with Brandy Banks, Title IX Director, to discuss the type of information PC wants.

1. Centers and Institutes Advisory Committee – II: A Type II Centers and Institutes Advisory Committee (CIAC-II) reviews proposals for the establishment of new centers and institutes and it reviews charters for established centers and institutes that are multidisciplinary and report to the Provost. The Policy Committee and the Vice President for Research select the members of the committee in consultation with each other. Policy selected the faculty it would like to serve on the committee and assigned them to staggered terms of one, two and three years and they

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selected nominees to propose as chair. They will meet with a representative from the VPR’s office to complete the selection process.

1. Math Competency: Policy Committee would like to know how the change in the math competency requirement for general education has affected graduation rates. Ms. Dallas worked with Associate Provost for Academic Programs and Associate Vice President for Institutional Effectiveness Darin Ellis. She found that the designators for the math competency were not assigned consistently. Math competency can be achieved in many ways, for example, there is a long list of courses that can transfer to fulfill math competency and a variety of test scores in ACT and SAT that will place students out of math. For seven years, students who entered under the 2016 Bulletin in effect when the math competency requirement was suspended do not have to pass the requirement.

8. Reports from Liaisons:

a. Curriculum and Instruction Committee: Mr. Roth said that CIC would meet jointly with the Faculty Affairs Committee to deal with issues involved in grade changes, both in the ordinary grade changing process and in the academic dishonesty process. CIC hopes to get a report from the AAUP-AFT liaison who served on the 3N committee on online courses. The President of the Student Senate met with the committee about excuses for absences from classes. They are not uniform even among sections of the same course. Mr. Beavers said that Associate Provost Ellis is organizing work for educational outcomes at the most general level for students. This is a requirement of the Higher Education Learning Commission. Provost Whitfield said that there are general things that our students learn. Mr. Ellis’s work is the articulation of it. They are broad. They are the starting point and then go down to the colleges and from there to programs. Mr. Roth received a message about a meeting of the classrooms working group that was formed under Computing and Information Technology. The group is to advise on classroom technology. Ms. Beale suggested to AVP Hubbard that he use the same group of faculty that are advising on State Hall classroom renovations.

b. Facilities, Support Services and Technology: Ms. hoogland mentioned that the ceiling is

falling in the special filming room on the first floor of State Hall. There is concern about asbestos. Ms. Dallas said that someone was brought in to evaluate the elevators in Manoogian and he said the two that were not working are not reparable. The concern is that with State Hall coming off-line and Manoogian being the next largest classroom building, we are in a crisis situation.

1. Faculty Affairs Committee: A faculty member brought a situation to Ms. Beale’s attention. A

student in a class did not seem to match the official photo on Canvas. Another issue discussed was open education resources.

1. Search for the Director of the Office of Business Innovation: A committee was formed, but

Provost Whitfield said that he would hire an interim director.

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Approved as corrected at the Policy Committee meeting of October 7, 2019