

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
PROCEEDINGS OF THE POLICY COMMITTEE

November 4, 2019

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

Absent with notice: D. Kessel

1. Report from the Chair:
 - a. The review committee for the College of Nursing has been formed and will be given its charge tomorrow.
 - b. Based on the recommendation of the internal advisory board for Labor@Wayne, Gayle Hamilton was appointed Interim Director of the program. Ms. Hamilton had been serving as Associate Director.
2. Discussion of Centers and Institutes: Provost Whitfield supports interdisciplinary programs but he questions whether centers and institutes should be located in the Provost's office rather than in the academic units. At some universities all centers are housed in colleges. Small centers might feel more protected when located in the Provost's office rather than in a department. Ms. Beale believes that being in the Provost's office would enable more interdisciplinary collaboration. Provost Whitfield agreed that his office is able to sometimes leverage relations in colleges so faculty work together. However, interdisciplinary work should not be limited to the Provost's office. Under RCM centers should be in colleges because the credit hours go to the college.

Mr. Volz identified benefits to centers being housed in colleges. They have staff support and an advisor could be in the college. A center could be a network for part-time faculty. Mr. Volz would like centers to have a broader approach and not focus so much on STEM fields.

Mr. Parrish noted that having a center report to a dean tends to lead, over time, to the dean expecting the center director to work to support the college. Centers that report to the Provost are protected from deans who do not support interdisciplinary work. Mr. Parrish added that one purpose of having a center is to allow institutions to follow emerging interests or a wider scope of interests without creating a college or department. They may be in response to external demands. Standard centers have large budgets from central sources. Others may be very small.

The Provost wants to discuss the structure of the centers and institutes and to determine if they would benefit from being in a college, especially under the RCM budget model. In addition, the value of the centers needs to be articulated. Ms. Beale agreed that it would be appropriate to discuss the status of the centers and institutes under RCM: a tax similar to the "student" tax could be used to provide a base budget to interdisciplinary centers and institutes to bring speakers to campus and hold events that support faculty research, with additional funding from grants/philanthropy.

Policy Committee and the Provost will continue the discussion at a future meeting. Ms. Beale is interested in learning what type of support the centers and institutes need—in the past, their budget submissions in connection with charter approvals and reviews have been at best sketchy. Provost Whitfield would like to know the goals of the centers and institutes and how the directors plan to achieve them. Ms. Dallas suggested that the directors might make a report to the full Senate because people may not know the work and research they are doing.

3. Report from the Senate President:

- a. Last week the University of Michigan announced the building of a research and education center at Gratiot Avenue and St. Antoine Street. The continuing movement of public institutions into Detroit is worrisome in terms of a competitive threat to Wayne State.
- b. The Provost's Office announced a new scholarship program managed by the Office of Educational Outreach and International Programs to provide opportunities for WSU students "to gain global competencies and to promote the university's expanded global engagement and participation in study abroad programs." An endowment, the Global Experiences Endowment, was established by transferring money from a discretionary fund.
- c. The Office of the Provost has launched a micro-credential/badge program to "recognize verified contributions and achievements by students, faculty, staff, and affiliates." Some would be issued to students for skills they achieved outside the classroom; others would be for academic programs that are not recognized by certificates or degrees. Former Dean of the Graduate School Ambika Mathur began a program for skills that graduate students needed to help them in their careers. The Provost's office has established guidelines and standards for issuing the badges. *Ms. Beale pointed out that this is, again, an academic educational policy issue that should have been brought to the Academic Senate for discussion.* The information on the website indicates that an eight-member "Micro-Credential Quality Assurance Committee" will manage the program, suggest and approve all changes to the program, and enforce rules for the creation and issuance of the three types of badges: administrative, recognition, and academic. How the policy works should be discussed in the Academic Senate. The university is creating many administratively-run ad hoc committees that are outside the shared governance structure. We should discuss their purposes and whether instead their tasks are more appropriately assigned to one of the existing Academic Senate committees. In this case, it would appear that the work of administrators dealing with micro-credentialing should come to the C&IC of the Senate for review and consultation, and to Policy if viewed as needed by C&IC.

4. Distinguished Teaching Faculty Committee: Provost Whitfield is forming a new administrative committee to acknowledge excellent teaching in response to the belief of some faculty that the university does not value teaching. The committee will determine what metrics to use in the evaluation of nominees and will participate in the selection of the awardees. It is expected that a monetary award will be added to the recipient's salary. The Provost and the Policy Committee will each appoint three faculty to the committee. Policy Committee selected the faculty it will appoint.

5. Computer Use Policy Group: This group will work with Daren Hubbard, Chief Information Officer and Associate Vice President for Computing and Information Technology, to rewrite University Policy "Acceptable Use of Information Technology Resources." Ms. Beale will contact the faculty that Policy nominated.

6. Budget Planning Council: According to the charter of the Budget Planning Council, the Provost appoints two at-large faculty positions. PC members will bring names of potential members to next week's meeting.
7. Gender Pay Gap Analysis Subcommittee Tentative Recommendations: The Gender Pay Gap Analysis Subcommittee of the Gender Equity Working Group is an offshoot of the Commission on the Status of Women, a presidential committee formed to address issues of potential disparities and pay among faculty. Policy Committee received the recommendations of the subcommittee dated October 27, 2019. It was noted that gender by itself was not a predictor of variance in pay. It became more significant when combined with underrepresented minority status. There is more inequity at the professor rank than at the associate professor and assistant professor ranks. Departments that have all males have higher salaries than disciplines that are predominantly female.

Ms. Beale noted that the tentative recommendations appear well-intentioned but seem to suggest an administrative-focused approach to solutions that does not reflect the nature of shared governance or the importance of the bargaining agreement's salary committees. The recommendations do not seem to recognize the way current salary committees already work to deal with equity issues. Ms. Beale asked that members send comments to her about the recommendations.

8. Undergraduate Research Opportunities Program: Mr. Roth chairs the Undergraduate Research Opportunities Program subcommittee that was charged with formulating plans for the ongoing operation and expansion of the current UROP with the aim of generating additional research opportunities for students. Senior Associate Provost for Student Success Monica Brockmeyer formed another group that appeared to duplicate the membership and work of the UROP. After the Policy Committee expressed its concern about the purpose of the Brockmeyer group in a letter to Ms. Brockmeyer, Ms. Brockmeyer suspended the work of the team she had formed. Policy Committee discussed how to proceed and noted that the delay in getting underway should allow the committee somewhat more time to reach its recommendations. Mr. Roth will discuss the issues with Ms. Brockmeyer.

Approved as submitted at the Policy Committee meeting of November 11, 2019