WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

October 8, 2018

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

N. Simon; W. Volz; K. Whitfield; A. Wisniewski

Guests: Boris Baltes, Associate Provost for Faculty Affairs; Rita Casey, Associate Professor, Psychology, Liberal Arts and Sciences, and member of the 2N Committee on Student Evaluation of Teaching

The item marked with an asterisk constitutes the Action of October 8, 2018.

1. Student Evaluation of Teaching Guidelines: Associate Provost Baltes and Professor Casey were invited to the meeting to discuss the content of the student evaluation of teaching (SET) form and the need to provide guidelines for faculty and department chairs on the unit Salary Committees on how to use the information in the responses. The Agreement between the University and the AAUP-AFT states that “A joint committee composed of three (3) members of the Association and three (3) members appointed by the University shall serve as an advisory board to the Provost in the development and use of standard forms and other instruments for student evaluation of teaching.” The Faculty Affairs, Student Affairs, and Policy Committees provided input to the 2N Committee. Although the 2N Committee had made some initial changes to the form itself, it has not been active for some time and had not completed its tasks. The administrative appointees and one of the faculty who served on the Committee left. The Committee was concerned about the validity of the three questions treated as primary and how that information is typically used. The biases in the data are worsened because of the lack of understanding of statistics among many of the faculty salary committees using the data. The University does not have a form for online courses. Policy was informed that Laura Woodward, Director of Testing, Evaluation and Research Services, is in the process of putting the SET form online for all classes, including traditional classes, and the Policy Committee members strongly objected, noting that prior discussions at FAC and Policy had determined that it should not be conducted online for regular classes. Studies show that few students fill out online SET forms. Asked about the timeline for filling out the form, Ms. Casey said that it was historically done the last week of classes, but had been moved earlier in the term the last two years (as early as mid-semester) for administrative reasons. Faculty had responded that they had not yet covered some information on which the course was built and that the earlier administration made the evaluations even less trustworthy. A Policy Committee member mentioned that the length and substance of the SET are important. Another mentioned that students’ responses in the individual comment sections can be helpful. The members of the 2N committee are selected by the Administration and the AAUP-AFT. Members urged that the Provost appoint new administrative representatives to the 2N committee and that the Union appoint a replacement third member. Each side should name one of its representatives as a co-chair. Policy

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members noted that they are willing to provide input as desired on suggested revisions to the form and process, and would be happy to make suggestions for the proposed guidelines as requested. It will be important for the Provost’s Office to remind the Chairs and faculty who use the information about the biases within the SET. Ms. Casey stated that the SET needs to be dynamic and be revised as teaching changes. The contract should specify when the SET should be reviewed.

[Ms. Casey left the meeting.]

1. Research Misconduct Policy: Mr. Baltes remained for the discussion of the research misconduct policy. This arose out of the suggestion of Associate Vice President and Chief Audit Executive Carolyn Hafner that a committee again be formed to “develop a code of conduct for University employees that will promote ethical behavior.” In December 2009, a similar administration-only group drafted a Code of Ethics, and faculty overwhelmingly rejected the ideas in the proposed Code. The AAUP-AFT filed an unfair labor practice and a grievance against the University. The Code was not promulgated. However, in July 2010 then President Jay Noren issued University Policy 10-1 Wayne State University Policy and Procedure Regarding Research Misconduct. This was issued without any consultation with the Academic Senate or AAUP-AFT, although it clearly deals with education policy and employee rights that are protected under academic governance and the collective bargaining agreement. When the suggestion for a new committee (with 10 administrators and one Academic Senate representative) arose, Ms. Beale and the Provost discussed the rationale for a broad code of conduct and found that the primary concern was research misconduct and conflict of interest issues. In that light, Ms. Beale reviewed the Policy regarding Research Misconduct and noted some serious deficiencies. The Policy does not provide due process for the person accused of misconduct. The research integrity officer (ROI) has authority to take action without input from the accused and apparently even before the process is finalized. There are inappropriate restrictions on the accused’s ability to discuss matters pertaining to the case with other parties. Some process steps do not require notification to the accused in a timely fashion. The same persons who are members of the inquiry committee may also serve on the investigation committee and the accused has no say in whether a committee member is appropriate, no right to question witnesses at hearings, and no right to have counsel speak at hearings. There was consensus that it would be appropriate for the Academic Senate to suggest revisions to the policy. Ms. Beale will refer the matter to the Research Committee as a first step, with the intent of following through on recommendations for changes, with appropriate involvement of the AAUP-AFT as well.

[Mr. Baltes left the meeting.]

1. Report from the Chair:
2. Accreditors for several programs have been visiting campus. The team from the Accreditation Board for Engineering and Technology (ABET) thinks there is potential for the College of Engineering to get involved in urban planning in Detroit.

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1. The announcement requesting proposals to hire faculty for interdisciplinary work around big data will be sent soon.
2. Mr. Roth asked about the Undergraduate Research Opportunities Program. The call for applications has not been sent out and the deadline for submitting applications is usually in November before Thanksgiving. He pointed out that the reimbursement for travel expenses should not be counted toward financial aid. Provost Whitfield wants more students to participate in the program. He has spoken to the Deans about publicizing the program. Involvement is a key factor in students’ getting into graduate school.

\*4. Proceedings of the Policy Committee: The Committee approved the Proceedings of its meeting of September 24, 2018, as corrected.

1. Report from the Senate President
   1. Student Information: Ms. Beale noted that advising staff can no longer access student financial information and find it difficult to advise students who come to them with many questions about financial aid. Ms. Dallas added that the change impedes advisers’ ability to help students. The Provost said that this change was made due to the switch to Banner 9 and recognition that full access to financial information without the required training on confidentiality and use is a violation of Department of Education regulations. A different process would be needed, perhaps another screen with only the information advisors need. Members suggested that this matter needs to be addressed, since advisers cannot adequately advise students when they are unaware of relevant information. Perhaps selected advisers could also be given the full training to satisfy the Education regulations.
   2. RCM Taskforces: When the Administration began considering changing to an RCM budget model and task forces were formed, the Policy Committee asked that the President of the Senate and the Chair of the Budget Committee serve on the cost allocation and revenue allocation task forces. The administration declined on the grounds that the Budget Planning Council would serve as the body reviewing the RCM task force recommendations. In fact, a different RCM Steering Committee was established that had a similar makeup to the Budget Planning Council but did not include any of the Council’s Academic Senate representatives. In conversations with Provost Whitfield and Vice President Decatur, Ms. Beale noted that this has meant that the Academic Senate has been ill informed of the considerations underway in the task forces and requested that the President and Budget Chair be added to the RCM Steering Committee. This was done last week.
2. Update on the Quantitative Experience: Policy Committee reviewed an update on the work being done in the Department of Mathematics to revise its courses to fit the new quantitative experience requirement in the general education requirements. The Curriculum and Instruction Committee discussed the report at its September meeting. CIC was concerned that students would follow specific pathways to meet the requirement and would not be able to move into a STEM field if they took a quantitative experience class. Provost Whitfield noted that nothing prevented

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someone from moving. The general impression among Policy Committee members was that the requirement was improved.

1. Wayne State and Henry Ford Health System: President Wilson’s announcement that the University had signed a non-binding letter of intent to expand their partnership had been distributed to the Policy Committee. The announcement did not indicate how academic governance would be involved if the partnership were changed. The Provost has had conversations that lead him to believe the parties are aware of the need for consultation with faculty governance. It is very early in

discussions. Provost Whitfield views a partnership as an opportunity for growth and enhancement. Ms. Beale added that it would be good for the University if the partnership were successful but stressed that planning needed to involve academic governance.

1. Commencement: The Commencement Review Committee sent its recommendations for changing the May general commencement program to Policy Committee for comment. Policy Committee agreed with the decision of the Review Committee. However, it was not clear if a revised program would include the reading of the students’ names. Policy will send a memo supporting the decision of the Review Committee and recommending that individual student recognition remain a part of the program.
2. Agenda for the November 7 Senate Meeting: Policy Committee reviewed the draft agenda for the meeting. It will be finalized at a subsequent meeting.
3. Academic Leadership Academy Steering Committee: Associate Provost for Faculty Development and Faculty Success asked for the names of faculty to serve on this Committee. Policy Committee forwarded the request to the Faculty Affairs Committee for discussion and action.
4. President’s Standing Committee on Environmental Initiatives: Policy Committee selected two faculty to serve on the Committee that oversees the University’s Sustainability Plan.
5. Student Non-Academic Misbehavior Hearing Panel: Policy Committee selected faculty and academic staff to serve on the Panel. Selected were Arnelle Douglas, Academic Advisor IV, University Advising Center, Felicia R. Grace, Academic Services Officer IV, Nursing, and Anthony Dillof, Professor, Law.
6. Reports from Committee Chairs:
7. Ms. Simon reported that the Student Affairs Committee met and set its agenda for the year’s activities. The Committee will tour the new apartments on March 27. Jon Cawthorne, the Dean of the Library System, wants the University to join the First Day Textbook Access Program. SAC will review the Program. Members expressed some concern that students would be charged a fee even though they might access texts in different ways, such as by using reserve copies at the library rather than purchasing. Ms. Dallas asked if, in the student

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survey, students were asked if they purchase textbooks. Ms. Simon did not know if the survey would be carried out this year.

1. Ms. hoogland reported that the Faculty Affairs Committee met and drafted a list of priorities. She is asking the members to comment on the list and offer suggestions if they want changes.

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Approved as submitted at the Policy Committee meeting of October 15, 2018