WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

November 5, 2018

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

1. Wisniewski

Absent with notice: B. Roth; N. Simon

Guest: Louis Lessem, Vice President and General Counsel

The item marked with an asterisk constitutes the Action of November 5, 2018.

1. Department of Education Expectations for Addressing Suspension/Expulsion and Potential Issues for Marijuana Legalization: Vice President Lessem is forming a committee to determine what if anything the University should do if voters approve the legal use of recreational marijuana by people over the age of 21. The proposed law has restrictions governing its use. Mr. Lessem asked the Policy Committee to appoint faculty and academic staff to serve on a committee to study the effects of recreational marijuana on the University. Wayne State is bound by the regulations of Title IV of the Higher Education Act that covers the administration of federal student financial aid. Under federal law, marijuana is a schedule 1 drug, which is the same level as heroin and morphine. Mr. Lessem believes we have to consider how the legalization will affect students in classrooms and dormitories and how it might affect federal financial aid. It will be months before LARA (Licensing and Regulation Agency) establishes rules about the drug. Policy Committee briefly discussed some issues that might affect employees, in particular those who drive vehicles in their jobs. The University, Mr. Lessem noted, follows city and state laws. On another issue, a lawsuit before the Sixth Circuit Court will have implications for all public universities in dealing with accusations of sexual misconduct. One member of the Policy Committee spoke to the need to have lawyers, not the students involved in the lawsuit, cross examine the victim and the accused. The University, he said, needs a quasi-independent judicial-like hearing by a hearing officer versed in due process.

[Mr. Lessem left the meeting.]

2. Report from the Chair:

a. The Provost’s Office created a faculty highlights newsletter. Faculty will be able to learn what their colleagues in other units are doing, perhaps leading to interdisciplinary work.

b. Provost Whitfield will make a presentation at the annual meeting of the Association of Public and Land-Grant Universities about the demographics, roles, responsibilities, and rewards for non-tenure-track faculty. There is a national decline in the number of tenured/tenure-track faculty at all types of four-year colleges: 2016 data shows tenured and tenure-track make up just under 30% of primarily instructional faculty nationally (National Center for Education Statistics IPEDS Data Center), while about 57% of the academic labor force is part-time and full-time non-tenure-track faculty, with graduate students comprising the remainder of the workforce. That is, nationally a little over 70% of the instructional positions are contingent faculty of one type or another. Public research institutions do slightly better, averaging about 48% tenured/tenure-track faculty in a 2009 study. The hiring of non-tenure-track faculty tends to be driven by a desire to cut costs. Members of the Policy Committee responded to the

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Provost’s comments. Some departments at Wayne State include lecturers in their unit’s

decision-making processes, but that is not done across the board. Mr. Parrish noted that the administration’s collective bargaining position has been to refuse job security for lecturers. He suggested that the least the University could do is to make a commitment to long-term non-tenured faculty by giving them longer multi-year contracts. Salary committees in the depart-ments and schools tend to reflect the values of the tenure-track faculty and they often do not adequately value the contributions of non-tenured faculty. Provost Whitfield mentioned that if tenure-track faculty are told that teaching will not advance their careers, they focus on the work that will. A member noted that some faculty may resist using new teaching technologies. Departments are increasing the teaching load for lecturers and reducing the time they might devote to scholarship or research. Although that is not required, in general they are not rewarded unless they publish. Some lecturers receive their teaching assignments only a few days before classes begin, and they are often asked to develop multiple new courses with relatively short notice. Many of these issues could be resolved relatively simply with more foresight and concern for the position of lecturers. Provost Whitfield mentioned that some faculty are choosing not to seek tenure, apparently wanting freedom and not wanting to go through the tenure process, but they have no job security. Ms. Beale ended the discussion by stating that most of the lecturers she knows would like to have the security of a tenure-track position and the ability to write in their area of interest.

1. Report from the Senate President:
2. The Women of Distinction Award ceremony was held November 1. Beena Sood, Professor of Pediatrics, spoke about women and inequity issues. Ms. Beale recommended that there be a link to her speech on the University’s new web page where faculty accomplishments will be listed. Ms. Beale would like the web page to have content about the faculty’s scholarship and research.
3. Ms. Beale mentioned an example of the way in which the University unwittingly excludes people, in this case students, by the wording of announcements. Announcements about events should be inclusive.
4. Ms. Beale asked Jon Cawthorne, Dean of the Library System, for detailed information about the expenditures for journals, both digital and print, for the last five years and how the costs have impacted the Libraries overall. He has not responded. She asked Provost Whitfield to follow up on the request on behalf of the Senate.
5. Ms. Beale noted that we have not seen guidelines for the awarding of the title of Distinguished Service Professor, a new title created a decade ago by the Board of Governors but not yet awarded to any faculty member. She asked that the Policy Committee have the opportunity to review any guidelines before they are promulgated.

\*4. Proceedings of the Policy Committee: The Proceedings of the meeting of October 29, 2018, were approved as corrected.

1. Marijuana Legalization Planning Group: Policy Committee selected Eugene Schoener, Professor of Pharmacology and Professor of Psychiatry and Behavioral Neurosciences, Medicine, and Ricardo Villarosa, Academic Advisor IV, Coordinator of Student Life, Dean of Students Office, to serve on the Planning Group.
2. General Education Oversight Committee: Policy Committee has been discussing the number of members from the College of Liberal Arts and Sciences that should serve on the General Education Oversight Committee (GEOC). Last year when the reforms to the general education

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program were adopted and the Statute on General Education was revised, the number of representa-tives from CLAS to the GEOC was reduced from eight to four. The change was not discussed by Policy Committee or by the GEOC. Data from the Provost’s Office show that in fall 2018 faculty in CLAS are teaching 79,210 of the 94,979 or 84% of the credit hours. One member thought that the makeup of the committee should also consider the number of students from all the schools and colleges who are taking the courses, but others on Policy did not agree. Ms. Beale distributed a proposal to revise the composition of the GEOC. In that proposal six of the representatives would be faculty in the College of Liberal Arts and Sciences. Other minor changes in the Statute to conform better with last year’s discussions about the committee also are included.

1. Charter of the Institute of Gerontology: Policy Committee received the proposal to renew the charter. They supported the renewal, but asked for the number of grants that the Institute submitted recently and which of them were funded. That information was sent to the Senate Office after the meeting.
2. Parking Use by Audit Office: The Policy Committee sent a memo dated October 17 to Carolyn Hafner, Associate Vice President and Chief Audit Executive, objecting to the use of parking records as a way to determine if an employee was on campus. In a memo dated October 23, Ms. Hafner explained how the anonymous tip was being investigated. The Policy Committee wrote another memo, dated November 5, expressing its concern about due process in the procedures being used. It restated its position that the use of parking records “lacks any value as affirmative evidence of absence from campus”, and again asked that Ms. Hafner’s office rescind its demand that the employee produce proof of her attendance.
3. Committee Reports:
4. Ms. hoogland chairs the Faculty Affairs Committee. At its November 2 meeting, the Committee had a conversation with Associate Provost for Faculty Development and Faculty Success Annmarie Cano about bullying of female faculty. Mr. Parrish has received reports of bullying but many women do not report the incidents because they do not expect to be believed. The FAC prepared for a meeting with Jeff Bolton, Assistant Vice President, Office of University Budget, to discuss the RCM model. The Committee will meet with Darin Ellis, Associate Provost for Academic Programs and Associate Vice President for Institutional Effectiveness, regarding academic issues.
5. Mr. Beavers, the liaison to the Curriculum and Instruction Committee, reported that the Committee had a presentation about academic dishonesty. Policy Committee would like to have a report about the number of incidents of cheating that occur. Jodi Young, General Manager of the Barnes and Noble Bookstore, presented on the First Day Textbook, that would provide students with all the materials they need for a class. It would be limited to major lectures. Students would have the materials on the first day of the class. Some departments that have had presentations about the program have found it not feasible and have not adopted it. Policy members expressed concerns about the imposition of a fee, even with an opt-out provision, and the potential for it to increase as a means of revenue for the bookstore.

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Approved as revised at the Policy Committee of December 3, 2018