

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
Official Proceedings
March 2, 2022

Members Present: Mark Kornbluh, Provost and Senior Vice President for Academic Affairs; Linda Beale, President, Academic Senate; Leela Arava; Poonam Arya; Nicole Audritsh; Linda Beale; Joan Beaudoin; Paul Beavers; Tamara Bray; Pynthia Caffee; Stephanie Chastain; Wei Chen; Stephen Chrisomalis; Paul Dubinsky; David Edelman; Brian Edwards; Jane Fitzgibbon; Andrew Fribley; Wanda Gibson-Scipio; Daniel Golodner; Siobhan Gregory; Jeffrey Grynaviski; Xiaoyan Han; Robert Harr; Lance Heilbrun; Marisa Henderson; Michael Horn; Arun Iyer; Christine Jackson; Barbara Jones; Satinder Kaur; Pramod Khosla; Christine Knapp; Shelly Jo Kraft; Amy Latawicz; Jennifer Lewis; Wen Li; Karen MacDonell; Krishna Rao Maddipati; David Merolla; Georgia Michalopoulou; Santanu Mitra;; Lisa O'Donnell; Shirley Papuga; Charles Parrish; Rachel Pawlowski; Sean Peters; Shane Perrine; Richard Pineau; Michele Porter; Shauna Reeves; Stella Resko; Robert Reynolds; Joseph Roche; Noreen Rossi; Brad Roth; Ali Salamey; Bo Shen; Naida Simon; Scott Tainsky; Wassim Tarraf; Ellen Tisdale; Ricardo Villarosa; William Volz; Le Yi Wang; Jennifer Wareham; Jeffrey Withey; Hossein Yarandi

Members Absent with Notice: Alan Dombkowski; Erica Edwards; Ramzi Mohammed

Members Absent: Faisal Almufarrej; Carol Miller; Theresa Perlman

Guests: Danielle Aubert; Boris Baltes; Kelly Dormer; Darin Ellis; Ahmad Ezzeddine; David Kessel; Mary Paquette-Abt; Karen Tarpinning; Nancy Welter

I. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE PLENARY SESSION

It was MOVED and SECONDED to APPROVE the proceedings of the Academic Senate plenary session of December 1, 2021. PASSED.

II. ELECTION OF A MEMBER OF THE POLICY COMMITTEE.

Naida Simon, the Chair of the Elections Committee, stated that the election was necessary to fill the position left vacant when Kelly Dormer resigned her seat on the Senate to accept an administrative position. Jane Fitzgibbon and Charles Parrish were nominated. They told the Senate members why they were seeking election to the Policy Committee. The vote was taken by secret ballot. Fitzgibbon was elected. She thanked the members for their support.

III. RESOLUTION SUPPORTING THE REPORT AND RECOMMENDATIONS OF THE ACADEMIC SENATE AD HOC ANTI-BULLYING COMMITTEE

Jennifer Wareham, who chaired the committee, began by thanking the other members of the committee for their hard work in preparing the proposal. They are: Boris Baltes, Marisa Henderson, Loraleigh Keashly, Ariel Levi, Jade Metzger-Rifkin, Rachel Pawlowski, Brad Roth, and Ricardo Villarosa. Findings from the climate survey and several reported alleged cases of bullying at Wayne State, Wareham said, demonstrated to the Policy Committee the need to establish an anti-bullying policy. The Ad Hoc Anti-Bullying Committee was initially charged with developing a formal anti-bullying policy with complete disciplinary procedures.

When the committee reviewed existing anti-bullying policies at other 4-year institutions and the research on bullying in academe, the committee learned that the University of Michigan had a definition of anti-bullying and anti-bullying policy that was contested in court: the university subsequently agreed to a settlement. As part of the settlement, the University of Michigan modified its anti-bullying

policy to one currently used by the State of Michigan for K-12 education and removed the disciplinary component in their student code of conduct.

Wayne State's Office of the General Counsel advised the anti-bullying committee that it did not consider adoption of an anti-bullying policy appropriate at this time. Thus, the statement presented to the Senate members does not provide for formal disciplinary action. The committee nonetheless feels it represents a good first step toward the concerns about anti-bullying at Wayne State. The statement of values contains a definition of bullying that is consistent with Michigan's definition. The proposal also contains information about existing university policy regarding conduct related to bullying but not bullying specifically. The committee requests that the university provide support for education and resources to improve the climate and culture at Wayne State.

In the addendum regarding the Education and Resource Request for the Anti-Bullying Proposal, the committee recommends that the university provide education and resources on bullying; create a website dedicated to providing information regarding the anti-bullying initiative; provide a general fund budget item to support personnel, website development, and educational efforts related to the anti-bullying initiative.

The committee asked the Senate to support the anti-bullying statement of values resolution.

Avraham Raz commented that the report should explicitly include bullying of faculty by a dean. Wareham said that initially the committee developed a policy that had consequences and actions but the result of the Michigan case made it difficult to adopt such policies at this time, so the committee decided upon a statement of values. Much behavior that would qualify as bullying does not violate any existing policies prohibiting discrimination and harassment at the federal, state, or university level. The university does not currently have policies that would address a supervisor bullying faculty or faculty bullying individuals other than such behavior that

is based on protected classifications such as religion, race, or ethnicity.

Wareham noted that the committee is seeking the university's support acknowledging that we value camaraderie and we want to have a welcoming environment. The committee believes that, at minimum, we should have a statement that defines bullying and state that it is unacceptable at our institution. We can give meaning to such a statement of values by putting effort into educating the university community, providing a central location where people are able to access information and submit complaints about bullying activities, and holding workshops on the topic. Then maybe we can begin to change the culture at Wayne State. Until we do that we will not improve the climate here regardless of the dynamics between the people who perpetuate bullying and those who are bullied. This statement, Wareham said, is a good start.

Joseph Roche asked to whom this statement of values would apply. Wareham said it would apply to all members of the university: faculty, staff, and students. Generally, other universities have such statements only in their student code of conduct, but we know that bullying occurs between faculty, between faculty and staff, between staff and students. The ad hoc committee would like to have a blanket statement adopted by the university that such bullying will not be tolerated and that we will try to change the culture to improve the situation.

Wanda Gibson-Scipio asked what challenges Michigan faced. Wareham said that an organization called Speech First had challenged Michigan's definition of bullying as not specific enough and as infringing on First Amendment rights. That policy would have required a response to any complaints and had specific disciplinary actions.

Our Office of the General Counsel told the ad hoc committee that the university would likely be sued, especially if it was a blanket policy applicable to all faculty, staff, and students. The ad hoc committee's statement does not have a disciplinary component. It states the type of environment we want at Wayne State and that we

will put effort into educating the university community, identifying bullying and considering how to possibly prevent it, how to recognize it, and providing information regarding people can seek help for such behavior. Hopefully, that would begin changing the environment. Maybe we can reach a point where we could have a specific policy but that does not seem to be feasible now.

Brian Edwards asked how widespread the problem is and how much money the committee hoped or assumed would be set aside for this initiative. Wareham said it is quite prevalent. In the recent campus-wide climate survey it was identified as a problem, and other incidences of bullying have been reported since then. We don't know the full extent of the problem. There is a growing body of research examining bullying in academe nationwide and globally. It is hoped that another campus climate survey will be undertaken and that there will be some improvement in this area. It was difficult to determine the cost because this is a new initiative. The committee did not recommend hiring a new employee but recommended that there be a reallocation of duties so that people who are in jobs that touch on this topic have this as part of their duties. There would have to be an adjustment for their time so they could carry out this work. They anticipate the initial cost would be about \$40,000 with an annual cost of another \$20,000. The university will have to track the cost and whether or not the initiative is successful.

Although we do not currently have an anti-bullying policy, Kornbluh noted that complaints about bullying by employees are sent to either Internal Audit or Human Resources and from there to the Provost's Office. Complaints always are investigated. Bullying is never acceptable, and people who bully need to revise their behavior. If there is bullying between students, the complaints are sent to Student Affairs.

Stephen Chrisomalis said that one of the challenges of an issue like this is that the people who need the training or education are the least likely to attend. Sharing information is important, but most important is having a clear mechanism by which bullying is reported and centralized. We should put more of our resources in that area than

in education. Wareham agreed, adding that is why it is important to have a website where people can register their complaints. Most people don't know where to report bullying behavior. Although people who bully may not seek education about bullying, Wareham thinks that a changed culture can result in peer pressure that makes it more likely that bullies will not engage in such behavior.

Kornbluh commented that, as Wareham said, this is a first step, and it is an important one. Court cases are seldom absolutely clear, and there can be differing legal interpretations. The university has begun the search process for a new general counsel. This is a good first step, but we should be able to do more in the future.

Beale reiterated that the Policy Committee established the ad hoc committee because the findings in the climate survey about bullying and intimidation were by far the most consistently reported issue across all the constituencies that responded to the survey. Making a start to establish the cultural value of anti-bullying is very important. In taking this important step, it may be easier to take additional steps in the future.

The vote was taken and a super-majority of those present (abstentions reflected non-voting members) APPROVED the motion.

IV. RESOLUTION IN SUPPORT OF PROPOSED CHANGES TO BOG STATUTES

Kelly Dormer, Associate Director, Strategic Academic Initiatives, and Darin Ellis, Associate Provost for Academic Programs and Associate Vice President for Institutional Effectiveness, presented the report and resolution.

A. Posthumous Degrees.

The current policy requires undergraduate students to complete 90% of the degree requirements. That means students would have to be in their final semester in order to receive the degree. The proposal would change the

requirement to 75%. Other 4-year institutions in Michigan either do not have a policy for posthumous degrees or they are in the 75% range. Most of the recently awarded posthumous degrees have been in line with the 75% requirement.

Currently, master's students also have to complete 90% of the program requirements to receive a posthumous degree. That would be changed to 75% of the required credit hours in every published curricular category, with support of the student's school/college and department required. Students in doctoral programs other than Juris Doctor, Doctor of Medicine, or Doctor of Pharmacy will have to complete 75% of the doctoral degree requirements in every published category, including preliminary or comprehensive examinations, with school/college and department support required. Students in Juris Doctor or Doctor of Pharmacy programs, will have to complete 75% of requirements in each published curricular category. Students in the Doctor of Medicine program, will have to complete 100% of the pre-clinical basic science requirements and 75% of the published clinical requirements.

Robert Reynolds spoke in favor of the motion. He has seen how important it is for family members of a deceased student to have their loved one receive such recognition.

B. Withdrawal Policy

The purpose of the proposed change in the withdrawal policy is to make it more equitable and more student-friendly. Currently, students initiate the request to withdraw, and the faculty member must approve or deny the request. Marks are withdrawal passing (WP), withdrawal failing (WF), or withdrawal not attending (WN). The proposal changes all those marks to a W for withdrawal, with faculty approval no longer required.

The current process requiring faculty approval may delay processing the request and may result in problems with refunding of financial aid. The WF grade also creates problems for students applying for graduate school and makes students

less competitive for some professional programs, even though there may be a reasonable explanation for the poor performance causing the withdrawal, such as illness or death in the family.

The Policy Committee recommended that the change be retroactive for all students who have not yet received the degree for which the course applies. The transcripts of students who have completed a degree that included WF, WP or WN cannot be changed.

Naida Simon commented as a member of the committee that initially proposed the WP, WF, WN marks. They were necessary because the State of Michigan at that time threatened to cut funding to the university unless it had more information about types of withdrawals. That demand is no longer present, and she wholeheartedly supports the motion to revise the policy.

Andrew Fribley noted that Wayne State is in the minority of state institutions that continue to use the WP, WF, WN mark system, putting our students at a disadvantage compared with students at other universities that do not have such a mark system.

It is the intention that if a student applies for a W the instructor will be informed and thus have an opportunity to talk to the student if the instructor thinks the student would benefit from remaining in the class.

Mary Paquette-Abt noted that the date at which a student withdraws from class may be different than the date they stop attending class. Ellis said that students should still let the faculty member know that they want to withdraw. Such procedural questions are not addressed in the current document. The Board statute only relates to the mark on the transcript.

C. Undergraduate Certificates

Board Statute 2.43.12 Guidelines for Undergraduate Certificate Programs states "An Undergraduate Certificate Program is for students who are currently enrolled in

undergraduate coursework or who have previously earned an undergraduate degree and who would like to add a certification to their current or past degree program.” The students are required to have completed at least 60 credit hours. The certificate program requires 15 semester credits of courses at the undergraduate level.

The proposal deletes the 60 credit hours requirement and reduces the minimum number of credits for certificates to 12. Departments can set a higher number of credits than 12 for their certificate programs. Currently, students cannot use transfer credits for certificates. The proposal allows one-half of the minimum number of credits to be transfer credits. The proposal also eliminates the requirement that courses be at the 3000 level and above. The certificate would also be awarded at the completion of the work rather than completion of the degree.

D. Transfer Credit

Dormer explained that the university limits the number of credits students may transfer from 2-year institutions to 64, but students who transfer from 4-year institutions may transfer all the credits they have earned. The proposal would allow students from 2-year institutions to transfer all the credits they have earned and have them apply to their 4-year degree. Each student would be required to complete the 30-credit residency requirement. In most cases, the degree requirements are more than 30 credits. This is an opportunity to be equitable. Most peer institutions allow transfer of all credits from 2-year institutions.

There is also currently a 12-credit limit on transferring technical, vocational, and applied credits, except for nursing and engineering technology. Other programs such as public health want to allow more of those types of credits. The proposal would remove that limit.

Ellis stated that he values the cooperation and comments of the committees of the Academic Senate in working on these proposals. Every one of the proposals has been improved by Senate participation. This, he said, is how shared

governance works. It proves we can work expeditiously to meet deadlines. These changes are to be in effect for fall 2022. Beale agreed that the work on these statutes shows shared governance as it should perform.

An anonymous poll was taken with a separate vote on each proposal. All four proposals were APPROVED.

V. RESOLUTION IN SUPPORT OF THE SENATE REPORT ON THE FUTURE OF HIGHER EDUCATION.

Beale introduced the topic, noting that the report is a product of all the standing committees of the Senate and represents a consensus perspective. The committees were asked to respond to the question: What are the most important issues and challenges and how can they be addressed. Policy Committee combined the various committee reports, developed in almost every case from three or more working groups within the standing committees, into a single report. There was more consensus than Policy expected. Where there were different points of view, Policy incorporated them into the report.

The Policy Committee hopes the report will guide faculty planning and will serve as something faculty across the university can use to find ideas that identify what we should do or what we should avoid. It is hoped it also will be of use to the deans and the provost in making decisions about resources. As AVP Ellis said, some of our policies and regulations have been in effect a long time and revising them may make innovative programs easier to implement.

Beale thanked the standing committees for their work and their thoughtfulness in looking towards the future and thinking positively about where we should be going. This is an exemplary example of what the Senate should be doing. Upon Senate approval, the report will be shared with the President and the Board of Governors so they have a sense of the Senate’s perspective on the challenges and opportunities for higher education at Wayne.

Joan Beaudoin thanked Beale for the report. She recognized that a lot of time, effort, and thought went into it. Beaudoin said that she teaches only online and only master's students. In the area of expanding the student body, what has helped the library science program is that the courses are online, allowing people to attend from many places in the world. Many students are married to military personnel and live overseas. She wondered why it doesn't appear in the first section for expanding the student body. She got her first master's degree through online coursework and would not have been able to compete the degree otherwise. Beale responded that she thought the report made clear in various sections that appropriate use of quality online education was important.

VI. PATHWAY TO FACULTY

Graduate Dean Amanda Bryant-Friedrich spoke to the Senate members about the new Pathway to Faculty program. She noted that the provost has talked with the Senate members and with other faculty about programs to promote greater diversity among faculty, and this program is an important mechanism for bringing faculty from diverse backgrounds with scholarly interests in fields relevant to underrepresented groups to campus.

Dean Bryant-Friedrich noted that the goal here is to bring underrepresented faculty into specific departments and programs. Five or six post-docs will be hired for the 2022-2023 academic year. There have already been 25 applications from departments and programs who have submitted proposals stating why they can benefit from these positions. A central committee is being established that will include two department chairs, two faculty, AVP Boris Baltes, VP for Research Steve Lanier, the Provost and the Graduate Dean. That committee will choose the programs or departments allowed to search for positions, but the departments and programs will make the decision whether or not to hire the applicants.

The administration is working to hire clusters of faculty who are researching topics relevant to diversity, equity and inclusion across the

university. These fellows will come in with a faculty vote with an understanding of the metrics they are required to satisfy to move forward to a tenure-track position. The central committee will participate in the establishment of those metrics to ensure that they are reasonable.

Wassim Tarraf commented that a previous round of cluster hires had a number of problems and wondered if this program had identified what features were successful and unsuccessful. The dean responded that she was not deeply knowledgeable about the past program but believed that issues arose because people may not have had a real academic home that fit their research interests or may not have had sufficient institutional support. Certainly, the hope is that this program will better address those needs.

Andrew Fribley asked who would be responsible for startup funding and what would happen if a person satisfied the metrics but no funding was available at that time. The dean responded that the Vice President for Research and the Provost (and likely the department or school/college) will commit the funds up front as needed to make the appointment a tenure-track appointment.

Stella Resko commented that it is an important issue for the university to create an environment hospitable to underrepresented minorities and women and she appreciated the attention to the issue.

VII. PRESIDENT'S REPORT

Beale reminded Senate members that the proceedings of the Academic Senate Policy Committee are shared at each plenary session so that members are aware of the topics that have come before Policy and the reasons for our consensus positions and actions. She invited members to let her know if they have any questions about any of the issues discussed at Policy. Members can email her anytime and she will try to respond as quickly as possible.

The action items before the Senate at this meeting have engaged much of the Policy Committee's time, as well as that of the standing committees. Other topics have included the ongoing responses

to changes in intensity of COVID-19 and a discussion of best policies for treatment of online and in-person events when the university closes because of a weather emergency. Beale indicated that she would mention just a few items that had absorbed considerable Policy Committee attention over the last months.

Clearly, many in the university community have been following the recent activities within the medical school. As most members of the Senate are aware, there have been a number of problems there going back more than 15 years, including structural deficits stemming from the loss of the funding formerly provided by the DMC, the breakdown in the negotiations for a closer affiliation between the medical school and the Henry Ford Health System, and the loss of most of the pediatric faculty and related PEPPAP funds and Children's Hospital practice to CMU. All of those things occurred before the term of Dean and Vice President for Health Affairs Mark Schweitzer, but were followed later by the loss of Emergency Medicine PEPPAP affiliation (though not the loss of the faculty) to CMU. The PEPPAP funds are a significant support for community medicine in the southeast Michigan region, and so those programs that moved funds to CMU struck a blow against the medical school.

President Wilson has recently announced a major medical school restructuring, again splitting the roles of vice president for health affairs and medical school dean. The medical school Faculty Senate Executive Committee sent Wilson a letter objecting to such a decision being made without consultation. Thankfully, President Wilson responded with an apology and recognition of the importance of consultation for future actions. In this context, Beale reiterated the importance of shared governance and how much the members of the Academic Senate Policy Committee have appreciated the Provost's open and consultative approach on matters affecting educational policies.

The Senate office has been cleared by Human Resources to make an offer for the Senate's new administrative assistant position, so we hope to have someone in place in that position by the time of our next meeting.

VIII. CHAIR'S REPORT

Kornbluh thanked Beale for her kind words about shared governance and his work here as provost. He noted his firm belief that academic leadership roles are responsible to the faculty and staff as well as responsible to administrators, saying "I work for you as well as for the President." The university is experiencing turnover at the dean level, but Kornbluh noted his commitment to working hard to ensure that all the deans understand what's expected of them. They must be responsible to their faculty and they must communicate well with their faculty and with the elected faculty councils in their schools/colleges. This will be important for Interim Dean Sakr as he steps into leadership in the medical school, so they will continue to talk about that.

The challenges that face the SOM, as Beale has noted, go back a long way. Many of them are rooted in economic issues and healthcare delivery in the state. If we are going to work our way through this, we need to do this in partnership. We have a unique opportunity because the leaders of the Democratic and Republican parties in the state have signed off on a significant state commitment to a new building that would be a joint building for the medical school and for Karmanos Cancer Institute. We believe we will get a \$100 million legislative commitment this year. That is worth its weight in gold. Those of you who work in Scott Hall know what the conditions are. One of the things I learned coming in as provost is how much deferred maintenance there is on the campus. Scott Hall is the most problematic and most expensive building. Our ability to get a better facility for the medical school means a great deal. Money from the state will not pay for the building by itself: we have to borrow some money, and our CFO is working on that. We will also need philanthropic support. It will be important to demonstrate that there is faculty support as well as administrative support for the project. We look forward to working together on that.

The university is in the midst of the budget-hearing season. It is somewhat different than the last couple of years, in that the units were asked

to project some potential cuts for two years from now. We have told all the units that we believe that we'll be able to cover the deficit for the coming year, so we are not looking to do significant budget cuts this year for most units, but we're going to have a challenge that we need to raise revenues in the next couple of years so that we don't return to a budget cut environment. Dave Massaron and I plan to meet with every college in the next six weeks, before the end of the semester. He has a very simple spreadsheet that shows how our costs will escalate over the next five years and how much more revenue we have to bring in. The Policy and Budget Committees have seen an early draft, and the final version will be shared with the schools/colleges and the Senate. Basically, it will allow all of us to see where we are and where we will likely be five years from now so that we can think about it. We are committed to trying to build a budget system that is not only more transparent but also more functional. The goal is to move beyond the kind of annual budget cuts that have lowered morale and made it difficult for any school/college or unit to take innovative actions. Kornbluh urged Senate members to attend the planned meetings and urge their colleagues to ask questions and challenge us to make this work for all of us.

Kornbluh stated that the final thing to talk about at the meeting is the pandemic, which thankfully can now take its place as the last thing on the agenda rather than the first item. All the news is positive about how we are moving to a new stage and beyond the various restrictions nationally. There was an announcement from the university about the first easing of some of our pandemic regulations. The Campus Health Committee is going to put up a FAQ before March 11 for the first changes. We will continue to discuss this as a community. From the administration's point of view, we've tried hard to look after the interests of all members of the community. The university is a diverse community made up of people from different backgrounds and health experiences. It is important to protect people who still remain vulnerable as we begin to lift restrictions. The Policy Committee members have provided feedback on the importance of doing that, and it has been heard clearly. Nothing is going to change overnight, and nothing is going to change

without discussion or without providing opportunities for people who have concerns to be protected as well.

IX. CALL FOR NEW BUSINESS.

Provost Kornbluh called for any items of new business that members would like to bring to the attention of the Senate. Avraham Raz made a statement alleging that the Senate President had not responded to his emails and had inappropriately failed to add an item to the plenary agenda. He stated that Senate members have a right to have their suggestions added to the agenda. Beale answered that she had indeed responded to his emails and that member agenda suggestions are welcome, but the Senate agenda is set by the Policy Committee under the Senate's bylaws. She added that members are welcome to bring a specific concern or issue up in this "new business" section of the meeting but indicated that she would not respond further in a public forum to what was, in essence, an inter-personal dispute between them. The Senate's parliamentarian included the text of the bylaws in the chat section noting that the Policy Committee sets the Senate plenary agenda.

Provost Kornbluh repeated that new business can be brought up at this point.

ADJOURNMENT.

Provost Kornbluh thanked the Senate members for their work, noting that we are working in more challenging times than ever, and we'll continue to work on the issues in a collaborative manner.

The meeting adjourned at 3:35 p.m.

Respectfully Submitted,



Linda M. Beale
President, Academic Senate