

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
Official Proceedings
September 15, 2021

Members Present: Mark Kornbluh, Provost and Senior Vice President for Academic Affairs; Linda Beale, President, Academic Senate; Poonam Arya; Nicole Audritsh; Joan Beaudoin; Paul Beavers; Tamara Bray; Pynthia Caffee; Stephen Calkins; Stephanie Chastain; Wei Chen; Stephen Chrisomalis; Kelly Dormer; Paul Dubinsky; David Edelman; Brian Edwards; Erica Edwards; Jane Fitzgibbon; Andrew Fribley; Wanda Gibson-Scipio;; Daniel Golodner; Siobhan Gregory; 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; Manoj Kulchania; Amy Latawiec; Jennifer Lewis; Wen Li; Karen MacDonell; Krishna Rao Maddipati; David Merolla; Georgia Michalopoulou; Santanu Mitra; Ramzi Mohammad; Shirley Papuga; Charles Parrish; Rachel Pawlowski; Theresa Perlman; Sean Peters; Richard Pineau; Michele Porter; Avraham Raz; Shauna Reeves; Stella Resko; Robert Reynolds; Joseph Roche; Noreen Rossi; Brad Roth; Ali Salamey; Bo Shen; Naida Simon; Jennifer Stockdill; Elizabeth Stoycheff; Scott Tainsky; Ellen Tisdale; Ricardo Villarosa; William Volz; Le Yi Wang; Jennifer Wareham; Hossein Yarandi

Members Absent with Notice: Leela Arava; Lisa O'Donnell; Shane Perrine

Members Absent: Faisal Almufarrej; Alan Dombkowski; Jeffrey Grynawski; Carol Miller; Wassim Tarraf; Jeffrey Withey

Guests: Danielle Aubert; Boris Baltes; Darrin Ellis; Ahmad Ezzeddine; David Kessel; Mary Paquette-Abt; Karin Tarpenning; Nancy Welter

I. INTRODUCTION OF NEW MEMBERS

Provost Kornbluh introduced the newly elected members of Senate.

II. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of May 5, 2021. PASSED.

III. ELECTION OF THE POLICY COMMITTEE

Naida Simon chairs the Elections Committee. However, because she is seeking re-election to the Policy Committee, she turned over the election process to Paul Beavers and Christine Knapp. Prior to the meeting, eight members were nominated: Kelly Dormer, Academic Advisor III, Student Disability Services, Academic Affairs; Jane Fitzgibbon, Senior Lecturer, Communication, Fine, Performing and Communication Arts; Andrew Fribley, Assistant Professor, Pediatrics, Medicine; Jennifer Lewis, Associate Professor, Mathematics Education, Education; Charles Parrish, Professor, Political Science, Liberal Arts and Sciences; Brad Roth, Professor, Political Science, Liberal Arts and Sciences; Naida Simon, Extension Program Coordinator III, Undergraduate Education, Academic Affairs; Ricardo Villarosa, Academic Advisor IV, Dean of Students Office. Beavers opened the floor for additional nominations. There were none, and the nominations were closed. Each of the nominees stated why they were seeking election to the Policy Committee.

The vote was by secret ballot. Elected on the first ballot were Dormer, Roth, Simon, and Villarosa, all of whom received a majority of the vote. The second vote was to fill the fifth vacancy on the Policy Committee. Lewis was elected to the position. The Senate members next voted to fill the three-year term on the committee. Brad Roth was elected to the three-year term.

Accordingly, the members of the Policy Committee for the 2020-2021 academic year are as follows: Linda Beale (Law), Senate

Office of the Academic Senate

President; Paul Beavers (University Libraries); Kelly Dormer (Student Disability Services, Academic Affairs); Jennifer Lewis (Mathematics Education, Education); Noreen Rossi (Internal Medicine, Medicine); Brad Roth (Political Science, Liberal Arts and Sciences); Naida Simon (Undergraduate Education, Academic Affairs); and Ricardo Villarosa (Dean of Students Office, Academic Affairs).

Senate guests were admitted to the meeting.

IV. RESOLUTION THANKING ESSENTIAL WORKERS

Simon explained that she and Rossi authored the resolution to thank all the university employees whose work on campus during the last eighteen months kept the university running during the pandemic and prepared the campus for the return of students, faculty, and staff. The resolution below was approved unanimously.

Resolution Acknowledging the Tireless Efforts of Employees and Staff
During the COVID-19 Pandemic

WHEREAS the Wayne State University Academic Senate wishes to honor the “essential” employees and staff for their hard work over the past 18 months of the COVID-19 pandemic in keeping our campus community safe.

WHEREAS while most of our faculty and staff have been safe at home throughout the pandemic, the following groups of employees have worked on campus helping to mitigate the impact of COVID-19: the Wayne State Police Department; the Custodial Staff including custodians and janitors, supervisors and the associate director; Grounds Crews including groundskeepers and laborers, supervisors and the associate director; Engineering Staff including engineers, associate directors and the director; the Trades Staff including carpenters, electricians, laborers, painters, pipefitters, plumbers, key control managers, associate director and director; Human Resources; Payroll; Benefits; CFO/VP of Finance; Procurement; Mail Services;

Risk Management; WDET; Housing; Department of Lab Animal Resources including veterinary technicians and veterinarians; C&IT personnel; Research faculty and staff; and Clinical faculty and staff including Campus Health Center personnel, and faculty and staff in the medical, nursing, and allied health fields;

AND WHEREAS the above list of employees and staff are responsible every day for keeping our campus healthy and safe and making sure that those of us working remotely receive our pay and benefits; that our campus buildings are clean and in repair, including repairing those buildings impacted because of flooding from the torrential rainstorms; that supplies and equipment are ordered and received; that mail is received and delivered; and that many other important tasks too numerous to mention here are accomplished;

THEREFORE, BE IT RESOLVED on behalf of the Academic Senate that we hereby offer the above listed employees our heartfelt appreciation and gratitude both for their important role in the WSU response to the COVID-19 pandemic and for their long-standing role in caring for the health and wellness of our students, faculty, academic staff and employees generally. A safe return to campus would be impossible without these incredible employees. Their efforts are a testament to what it means to be Warrior Strong.

V. REPORT FROM THE SENATE PRESIDENT

A. Report and Announcements

Beale welcomed all of the Senate members to the Senate for the 2021-22 academic year, noting that it promises to be an exciting year as the campus returns to more in-person activities. The return will still heed science and safety requirements, as the university has done so well throughout this pandemic, thanks in part to the careful work of the various restart committees, including Public Health Restart and Academic Restart, each with a number of Senate representatives who have done yeoman service

Office of the Academic Senate

in bringing issues important to faculty and academic staff to the attention of the groups.

Beale also officially welcomed the university's new Provost, Mark Kornbluh. Mark and I have already been working together carefully on issues of concern to the university and have been meeting one-on-one (outside) since his arrival. The entire Policy Committee was impressed with Mark in our search interviews with him: Beale noted that Kornbluh was the absolute top candidate from Policy's perspective, and the committee was delighted that he was also the President's and Board of Governors' top candidate and that he accepted the job. The position of provost here is especially challenging, given our complex set of functions and the rather long-term "siloing" of those functions under prior administrators. Mark brings the kind of experience and concern for the academic core of the institution that auger well for our future.

Beale noted that the university's Strategic Planning 'umbrella' steering committee has been meeting through the summer, and the consultants have held various focus groups with constituents across the university and in the external community. There were also five different small subgroups, each with at least two Senate representatives, that met to flesh out some ideas on central questions, such as academic excellence (both teaching and research); financial stability; student success; diversity, equity and inclusion; and community engagement. There should soon be a rough draft that will be shared broadly for feedback. As you know, the President and Board are determined to complete the plan so that it is in place for the beginning of 2022. That means that the Senate's standing committees' efforts to consider some issues relevant to the future of higher education should be ready to come before the Senate at its November plenary. Accordingly, those recommendations should come to Policy around the 20th of October. Beale asked that each of the standing committees make this a focus of their first

meetings this year, so that they are able to send the reports of their working groups to Policy by that date.

As you likely are aware, two deans have decided to step down but will stay on board until searches are completed—Matt Seeger in CFPCA and Farshad Fotouhi in Engineering. The CFPCA search is already underway, I believe. Provost Kornbluh has asked the Policy Committee to provide a Senate representative that he will appoint to the Engineering search. Also, it is the time for the 5-year review of the School of Information Sciences, Library and Archives. The Policy Committee is also selecting a Senate representative to participate in that process at the provost's request.

You received the proceedings of the Policy Committee in the materials for this meeting. Much of the material will be familiar, since it deals with the university's responses to the pandemic, including the development of policies for modalities of classes, for flexibility in the fall semester recognizing the many different vulnerabilities of students, faculty and staff, and for a vaccine and mask mandate at the beginning (at least) of this fall semester.

A new Vice President for Budget and Finance has been brought onto the President's Cabinet. It is David Massaron, who has most recently worked in the Governor's and in the Detroit Mayor's Offices. Policy interviewed the CFO candidates and prepared a report for the search committee and president. Unlike the provost search, there was not a semi-finalist and finalist phase. I appreciate that the President has included the Policy Committee in these searches, but I hope in the future the administration will consider broadening the faculty and staff participation in executive administrative searches, perhaps by having more Senate representatives on the search committee itself and by having finalist candidates present in a town hall format to the faculty and academic staff.

Office of the Academic Senate

The Policy Committee has of course discussed enrollment trends and concerns throughout the summer and early fall. The provost has recognized the need for focus on this area, and we have begun discussion with him about possible ways to recruit and retain students and ways that faculty and academic staff can help in that endeavor. We expect those discussions to continue throughout the year.

The May 24 Policy proceedings provide an overview of Policy's meeting with Dean and VP for Health Affairs Mark Schweitzer. The discussion focused particularly on plans for improving research infrastructure (Scott Hall replacement) and faculty hiring, with the Dean suggesting plans for a 10-20% increase in research faculty and a new research building, both within about 5 years. He agreed that the university would likely lose the perinatal research branch in its present form but expects some components to remain here. That has been a significant portion of research funding, so it will take an effort to maintain or even increase our research ranking, which he hopes to do. Policy discussed the difficulty of moving clinical faculty off Wayne salary while nonetheless expecting them to continue clinical trial research projects, since having to ensure salary with clinical appointments makes finding time for clinical trial research more difficult. There was also agreement regarding a need to improve consultation with medical school faculty about potential plans.

A significant ongoing concern of Policy has been the administration's handling of a statement on the Israeli-Palestinian conflict approved by a clear majority of the Student Senate. Typically, the Dean of Students Office provides the Student Senate access to an updated student listserv so that the Senate can send official Senate business to its constituents. Nonetheless, the university President in this case made a decision based on his view that the statement was "inflammatory" that the Student Senate could not use the student listserv to disseminate the statement. Policy asked Brad

Roth and Ricardo Villarosa to discuss this issue with David Strauss and Lou Lessem, and Roth has also consulted constitutional law experts on the matter. Such content-based decisions regarding use of the university's listservs are of significant concern for both the Student Senate and the Academic Senate. This is an item that is still under discussion. Hopefully, it will not need to come to the full Senate for any action.

The Policy Committee has also been concerned for some time with the status of various school/college and university centers, some of which have been widely advertised as such on websites without having undergone the required charter process. Provost Kornbluh is also reviewing the various centers and will work with us on ones that need to receive a full charter or a charter review, including a new center that was temporarily chartered for one year shortly before he came on board. There is agreement that the materials and reviews need to conform to the statutory requirements.

Continuing areas of discussion include the criteria for emeritus status; a statement of values being developed by the Senate's ad hoc anti-bullying committee, and further developments regarding the student code of conduct and faculty consultation on grading changes. Thanks particularly to Jennifer Wareham, renee hoogland, and Brad Roth for their work on these issues through the winter term and summer. Some of these will likely come to the full Senate at some point this fall.

All in all, this has been an eventful summer. Beale noted that she looks forward to the Senate's working together this year.

B. Proceedings of the Policy Committee

The Academic Senate received the Proceedings of the Policy Committee meetings for May 3, May 17, May 24, June 7, June 14, July 12, July 19, August 2, and August 23.

C. Poll Regarding Preferred Modality for Fall 2021 Academic Senate Plenary Sessions

Beale polled the members to learn their preference for conducting the plenary sessions of the Senate. About 80% preferred to meet via Zoom and about 20% preferred meeting in person. The Policy Committee will take the Senate's feedback into account when deciding which modality will be best for particular meetings.

VI. REPORT FROM THE CHAIR

Provost Kornbluh stated that he is honored to join Wayne State as provost. He looks forward to meeting with the Senate in person when the pandemic eases. He views himself as a faculty member, a professor of history, and a strong supporter of shared governance. As the chief academic officer, his job is to serve the institution but also to represent the needs of the faculty and academic staff, a role that he takes very seriously. He is working hard to change the way the provost's office has worked in the past with colleges, departments, faculty and staff. Provost Office staff will work together more closely across everything the office, does from enrolling new students to helping with student success. He wants to build a different type of partnership across the university, rather than being isolated in the Faculty Administration Building. He is committed to engaging and working with both the Policy Committee and with the faculty councils within the colleges.

In addition to the searches for deans of the College of Engineering and the College of Fine, Performing and Communication Arts, there will also be a search for a new dean of the Mike Ilitch School of Business since Dean Robert Forsythe is stepping down next summer. With the assistance of national search firms, national searches will be carried out for all these deanships. The searches will follow the procedures in the Agreement between the University and the AAUP-AFT. The search

committees will have faculty and academic staff from within the colleges and will have representation from the Academic Senate.

Provost Kornbluh praised the decisions the university made to protect the health of the entire campus and the needs of individuals. This fall, in particular, the university worked hard to give everyone the ability to follow their conscience to do what was important to them. About one-half of classes are being held in person and one-half are offered online. For the most part, faculty who wanted to teach in person are teaching in person and faculty who wanted to teach online are teaching online. That is also true for academic staff and for students. At the beginning of the fall term, some students who had registered for online classes switched to in-person classes and some who had registered for in-person classes switched to online classes. This shows that Wayne State is an institution that cares about all of its members.

The provost noted that he was somewhat astounded by the level of compliance with the mandate to wear masks in buildings and the response to requiring vaccinations to prevent COVID-19 infection. Over 26,000 people have submitted documents in response to the vaccination mandate. About 95% of those people have been vaccinated and 5% have waivers. He is very proud that the administration did what was right for the campus. The administration will continue to monitor the pandemic and to respond as needed, in full awareness of the difficulties of dealing with many responsibilities during the pandemic. We work, we have families, and some of us have childcare and other issues to deal with. The pandemic has raised questions for people about what we do with our lives, leading many to rethink their futures. There is a lot of uncertainty, with considerable tension and anxiety around that uncertainty. Provost Kornbluh asked that people be tolerant, patient, supportive, and understanding around people's personal circumstances.

Provost Kornbluh turned to budgetary issues. The university's budget has grown every year over the last eight years at the same time that we've had budget cuts every year because the budget has not grown as quickly as the costs. Kornbluh will work with Vice President for Finance and Business Operations David Massaron to change the way we budget from the year-to-year model to a longer term where our revenues can keep pace with costs, and we don't have yearly budget cuts. Many units have cut at or beyond the point where they can manage. We need to develop revenue streams and enrollment that support the institution. For this fall, Kornbluh has been working with various colleges and units to relieve some of the budgetary problems they are facing.

The provost added that he was very proud to join an institution that has worked to respond to the inequities in American society. The Social Justice Action Committee report is inspiring and important. He is committed to making sure that there is real change in real time. He hopes to make announcements in the near future that reflect that. He is committed to making the university more diverse, more equitable, and more inclusive. Building a more diverse faculty and staff, a more inclusive curriculum, and a more equitable campus is dear to his heart. It is important work. It is a blueprint for change.

VII. REPORT FROM PRESIDENT M. ROY WILSON

President Wilson began his remarks by expressing appreciation for the perseverance and the resilience of the faculty during the pandemic.

He reviewed the status of enrollment. The total enrollment is down about 4.8% from last year. Last year we had very large enrollment. We had the largest freshman class in the history of the university. We benefited from students who wanted to stay close to home.

The profile of the 2025 class is very good with a median GPA of 3.46, median ACT of 25, and SAT of about 1150. The median SAT over the last two years was about 1080. Of course, fewer students took the ACT and SAT tests, and it is likely that those who took the tests are ones who tend to score higher. That may be the reason for some or all of the increase. Because students wanted to stay close to home last year 570 students participated in the Heart of Detroit tuition pledge. As of last week, 115 students are enrolled in the program. That is more than we had prior to fall 2020 and it is probably the number we can expect going forward.

Our investment in transfer programs in partnership with community colleges continues to pay off. The number of transfer students is on par with last year. With President Biden's plan for free community college tuition and Governor Gretchen Whitmer's Reconnect Program, Wayne State is well positioned to build a pipeline for community college students. In contrast, while our enrollment of international students is back to pre-pandemic levels, we are still far below the number we had four or five years ago.

The faculty and academic staff should be proud of the huge collective effort to increase student graduation rates. We will continue to build on the positive momentum. The 6-year preliminary graduation rate is 55.2%. Last year it was 51.9%. That is an increase of 3.3 percentage points. Particularly satisfying is the improvement in the graduation rate of Black students: 34%, up from 24.8% last year for an improvement of 9.2 percentage points—a 37% increase.

Wayne State participates in a program of the Association of Public and Land Grant Universities to increase the number of college graduates over the next five years and to eliminate the gap between white and Black students. The APLGU members set stretch

Office of the Academic Senate

goals. They did not think they would be able to achieve them but wanted to strive to do so. That stretch goal is a year-over-year improvement of white students of 1.9% and an improvement of Black students of 27%. We can take pride in our improvement. Goals are also in place for Latinx students, first generation students, and lower-income students.

President Wilson cautioned, however, that the pandemic has impacted students' functioning, and that is particularly true for minority students. It is well documented nationally that because this year's graduates were close to graduation they probably were not as negatively affected by the pandemic as the students who were beginning their college studies. Some students are experiencing significant difficulties with online classes and other issues that prevent them from progressing at the rate they would have normally progressed. We have to provide more resources to help them succeed and reach their goal of graduation.

In a recent issue of U.S. News and World Report our undergraduate Bachelor of Science in Nursing program was ranked 43rd in the nation out of almost 700 BSN programs, putting it in the top 7% in the nation. The college was already in the top rankings for the Master of Science program (ranked about 40th) and the Doctor of Nurse Practitioner (ranked about 31st). President Wilson congratulated the College of Nursing for its continued excellent work.

Last year U.S. News and World Report began measuring social mobility, which describes how universities are supporting and graduating large proportions of disadvantaged students, particularly those awarded Pell grants. Last year Wayne State was ranked number one among Michigan public universities while our U.S. ranking was 103. This year we advanced nationally to 65th in social mobility ranking. Our mission is to help students get a fair start

in advancing into a higher socio-economic level because of their college education. Although 65th is laudable, it is not enough for who we are as an institution. We should be among the very best in the country.

Wilson suggested that the university needs to focus attention on student success initiatives because of the effect of the pandemic. He pointed out some worthy programs that have helped students. The Office of Veterans Affairs Academic Excellence and TRIO Upward Bound program was awarded the Veterans-Student Support Services Grant through the next two years. It is a comprehensive academic support program that increases retention and graduation rates for veterans who are low income, first generation, or have a disability. About 60 students have been recruited with a target of 80 students for the fall term. The Kresge Foundation awarded Wayne State \$250,000 for the Warrior Way Back program that will support an adult peer coach and a comprehensive evaluation of the program outcome. The Kresge Foundation has been very interested in the program from the outset, and we appreciate their support. Programs for juniors and seniors were added to the Warrior VIP program: career readiness, internships, undergraduate research, and graduate school attainment. Currently about 170 students participate in these activities.

The President next addressed the pandemic. Wayne County and Michigan remain areas of high transmission as defined by the CDC, resulting in the administration mandating that everyone wear masks indoors. Although the positivity rate on campus remains low at about 2.8%, the number of cases has increased because of the more robust presence of people on campus. When the mask mandate was issued the administration said that it would be reviewed on September 15. Because the positivity rate in the Detroit area has not decreased since the mandate was inaugurated, it was decided to extend the mandate.

Office of the Academic Senate

Last year the total number of people on campus each day was about 1400. This year there are about 14,000 per day, resulting in a positive energy on campus, perhaps even more than there was three or four years ago. Students are on campus on the weekends. These are positive indications that students are enjoying returning to campus, being able to interact with their colleagues, and having a traditional college experience.

We have to maintain safety and abide by the COVID protocols. Ninety-one percent of the students who scheduled at least one in-person class are fully compliant with the vaccine mandate. Faculty are 96% fully compliant. Staff are a little over 85% compliant. Documentation of vaccine status continues to come in. The robust contact tracing has been instrumental in our being able to control the spread of COVID. If a person feels fine when they fill out the screener but feels sick later in the day, they should complete another screener. All positive screeners will get a return call within 30 minutes.

President Wilson stated that the AAUP-AFT and the university have agreed on a tentative contract that will be presented to the membership for ratification. He thanked Ricardo Villarosa, the chief negotiator for the AAUP-AFT, and Margaret Winters, the chief negotiator for the administration, for their hard work carried professionally. The President is excited about the change in the title and promotional ranks for lecturers and senior lecturers to assistant, associate and full teaching professors thus recognizing their importance to our educational mission. This augurs well for continuing cooperation for the many issues on which we have to work to advance the causes we all want.

The Higher Learning Commission sent the final report on the assurance reviews that we submitted earlier this year. Their review was very positive, with the university satisfying all criteria without reservations. According to the

report, "In the four years since the 2017 review Wayne State University has demonstrated substantial levels of accomplishment and improvement. The documents include evidence of an energetic and productive approach to all elements of the criteria." President Wilson thanked Associate Provost for Academic Programs and Associate Vice President for Institutional Effectiveness Darin Ellis and everyone involved for their excellent work. We are set for a number of years but will continue to focus on ways to improve.

David Massaron was appointed chief financial officer and Senior Vice President for Finance and Business Operations as of October 1. He was most recently the budget director for the State of Michigan and previously had been the CFO for the City of Detroit. His experience will be important as we navigate our relationship with Corvias for housing. Because of our unique partnership with Corvias, Wayne State did not experience some of the pain that most other universities with housing experienced, but our partnership is threatened because of financial difficulties. Whether the partnership is dissolved or continued, there will be financial consequences. There are complicated complex issues that have to be resolved, and Massaron's experience in negotiating such issues for the city and the state is important.

The arena project is on schedule for completion, with the opening scheduled for a November 5 game between the Warriors and the University of Michigan. Twenty percent of the tickets for the game have been reserved for students and will be distributed by lottery. The facility seats 3,000 people, with amenities similar to those at Little Caesars Arena. Students will also be able to attend the Pistons' NBA JV games at only \$5 per game, with twenty-four to be played in the arena. The partnership with the Pistons is very important because the arrangement will provide a steady stream of revenue that will go toward the debt service for the arena, resulting in very little net

expenditures by the university for a great campus amenity.

ADJOURNMENT: The meeting adjourned at 3:35 p.m.

The President ended his remarks by saying that this has been a very difficult time and seems never-ending. He appreciates the flexibility, hard work, and resilience of everyone as we move through the pandemic and asked that we persevere as we move forward.

Charles Parrish expressed surprise at President Wilson's optimism about President Biden's Build Back Better plan for free community college tuition. There are significant potential implications for institutions like Wayne State and other four-year institutions in Michigan. There is a provision in the plan for a maintenance of effort at the state level but maintaining an effort in Michigan in terms of the budget for higher education is not very optimistic. Parrish sees the plan as a threat to Wayne State.

President Wilson said that he did not intend to convey optimism about the plan. Nonetheless, if it is going to happen, he believes the university is well positioned with a pipeline from community colleges because of the transfer agreements and relationships with community colleges. If the question is whether the recommendation of the Biden administration is a net positive or a net negative for four-year institutions, he would agree with Parrish that there are significant risks to four-year institutions, particularly institutions like Wayne State.

Parrish suggested that since tuition makes up 65% of our general fund, the university needs to plan for the future around this issue or we may lose a significant part of our current revenue.

Provost Kornbluh thanked the Senate members and said that he looks forward to working with the Senate this year.