

WAYNE STATE UNIVERSITY ACADEMIC SENATE

Official Proceedings

January 13,

2010

Members Present: Nancy S. Barrett, Provost and Senior Vice President for Academic Affairs; Seymour J. Wolfson, President, Academic Senate; Agnes Acsadi; Terrence Allen; Joseph Artiss; Ivan Avrutsky; Veronica Bielat; Kingsley Browne; William Brusilow; David Cinabro; Alfred Cobbs; William Crossland; Victoria Dallas; Donald DeGracia; Cheryl Dove; Karen Feathers; Maria Ferreira; Judy Field; Frederick Florkowski; Judith Fouladbakhsh; Doreen Head; Michael Horn; Patricia Jarosz; Barbara Jones; Debra Jozefowicz-Simbeni; David Kessel; Thomas Killion; Winston Koo; Jerry Ku; Rita Kumar; Liza Lagman-Sperl; Janine Lanza; Rodger MacArthur; James Martin; Lisa Maruca; Jason Mateika; Michael McIntyre; James Moseley; Charles Parrish; Frederic Pearson; Sean Peters; Elizabeth Puscheck; Danniell Rappolee; T. R. Reddy; Robert Reynolds; Michele Ronnick; Brad Roth; Nabil Sarhan; Mary Sengstock; Bo Shen; Naida Simon; Antoinette Somers; David Thomas; Harley Tse; Anca Vlasopolos; William Volz; Arun Wakade; Barrett Watten; Judith Whittum-Hudson; Jeffrey Withey; James Woodyard; Earnestine Young

Members Absent with Notice: Tyrone Austin; Deborah Charbonneau; Christopher Collins; Brian Madigan; Tej Mattoo; Boris Mordukhovich; Louis Romano; Alvin Saperstein; Assia Shisheva; Jianjun Wang; Derek Wildman; Russell Yamazaki

Members Absent: Basim Asmar; Ramona Benkert; Andre Furtado; Prahlad Parajuli; Regina Parnell; Aleksandar Popadic; Susil Putatunda; Linea Rydstedt; Timothy Stemmler

Others Present: Mark Ankenbauer, Associate Vice President for Human Resources; Johnnie Blunt, Academic Senate Office; Gloria Heppner, Associate Vice President for Research; Alan Jacobson, Office of Budget, Planning and Analysis; Robert Kohrman, Associate Vice President for Budget, Planning and Analysis; Jay Noren, President; Ross Pudaloff, Liberal Arts and Sciences; Kelley Skillin, Office of the Provost; Matthew Theut, Human Resources; Mark Wardell, Associate Provost and Dean of the Graduate School; Angela Wisniewski, Academic Senate Office

CALL TO ORDER: Provost Barrett called the meeting to order at 1:30 p.m. This regularly scheduled meeting of the Academic Senate was held in the Bernath Auditorium in the Undergraduate Library.

I. OPEN FORUM WITH PRESIDENT NOREN

The purpose of the open forum is to give Senate members the opportunity to ask questions of President Noren.

A member asked the President what occasioned the drive for the new code of ethics. President Noren said that discussion from the Board of Governors and federal regulations led to the administration's beginning the development of an ethics code. The ethics code, he said, is in the early stage of development. The administration had asked the Internal Auditor to begin with a technical document. The Audit Committee began that process. It was distributed prematurely. President Noren has asked Provost Barrett to establish and chair a committee to deal with the complexity of an ethics code.

The Provost said at least half of the members of the committee would be either faculty or academic administrators. She will seek nominations from the Senate for faculty representation. The committee will look at the regulatory environment and what kinds of ethics codes are needed and desirable for the University. It will look at what other universities have done in this area. Provost Barrett is developing a charge for the committee. When the charge is ready, she will seek nominations.

Mr. Parrish asked if it was the President's conception that the code would apply to all employees of the University or only to agents of the University with financial responsibilities. President Noren said that it would cover all University employees.

Mr. Parrish noted that the preliminary code was developed by a committee composed only of administrators appointed by the administration. The proposal was submitted to the President, who then submitted it to the Cabinet. The Cabinet discussed it and evidently did not alter it. Two lawyers served on the original committee, Mr. Parrish noted, and there are two lawyers on the Cabinet. The document was then forwarded to the Council of Deans and to the Policy Committee in a format such that all that was needed was the President's signature to implement it. The proposal Mr. Parrish saw did not appear to be a draft, it appeared to represent the position of the administration. President Noren maintained that the document was a preliminary draft that needed a lot of work. It did not represent the position of the administration, which is

why Provost Barrett is chairing the committee.

Ms. Vlasopolos asked if the preliminary draft would be used in the new committee's deliberations, and President Noren said that it would. The first committee did background work such as benchmarking.

Mr. MacArthur asked if there was news about the state's funding of higher education. President Noren said one piece of positive news was that the revenue forecast made on January 10 predicted that Michigan would have an increase in revenue between .5% and 4.3% in fiscal year 2011. Governor Granholm will submit her budget for FY 2011 to the legislature on February 11. Another potentially positive item is the stimulus bill called "Jobs for Main Street," which the U.S. House of Representatives has passed. There is \$300 billion of stimulus money in the bill. If the bill were passed by the Senate and signed by the President, Michigan would get some of that money. The projected deficit in Michigan's general fund is \$1.16 billion. FY 2011, President Noren said, would be a difficult year because unless there is federal stimulus money, the University would face a cut in its appropriation from the state. A 20% cut to state agencies was predicted two months ago. A 20% cut for Wayne State is \$43 million. The situation is looking a little better now.

Mr. Wolfson asked if anyone was developing plans to handle such a cut if it were to occur. President Noren replied that Deans and Vice Presidents are working on their budgets for FY 2011. Their budgets will depend upon the state's revenue, whether there is a federal stimulus package, and the level of tuition. The President has a budget committee that is not only looking at next year's budget but is looking at the budget structure and examining how to approach the budget in the future, including multi-year budgeting.

Mr. Wolfson asked if the Deans are able to continue searches for faculty. The President said that Deans are continuing the searches. They have been advised to be careful given the uncertainty of the financial situation.

Mr. Woodyard asked if the Deans were given guidelines for preparing their budgets. The President said that the guidelines reflect the possibility of a cut from the state of up to 20% and the possible range of a tuition increase between 5% and 15%. However, the figures are uncertain. The President hopes that the state will not cut the appropriation by 20% and that the tuition increase would be reasonable. The University must also enhance need-based financial aid.

Mr. MacArthur asked about the status of discussions between the School of Medicine, the Detroit Medical Center, and the Henry Ford Health System. President Noren said that discussions with the DMC are largely related to the residency programs and clinical contracts. The two parties are close to agreement. There will be reductions, but not of the magnitude that were once considered. The University has a draft affiliation agreement with Henry Ford on relationships for clinical departments. Discussions are continuing about increasing the number of medical students at Ford institutions. Jordan Cohen, the retired President of the Association of American Medical Colleges, will serve as a consultant on this affiliation.

Mr. Parrish noted that earlier in the planning process President Noren had projected hiring a large number of tenured and tenure-track faculty. The administration had projected tuition increases in the range of 15% per year over the next five years to raise Wayne State's tuition commensurate with that of Michigan State University. Mr. Parrish asked if this was still the administration's position or if the plan had been withdrawn.

President Noren said that the plan Mr. Parrish laid out was not a position of the administration. The strategic development process was looking at objectives the University hoped to realize in five years. There was no conclusion. They were not year-by-year objectives, but where the University hoped to be in five years. President Noren hopes one of the objectives will be to increase substantially the proportion and the number of full-time tenure-track faculty. The administration, he said, is not committed to a particular tuition increase and did not set a particular number of faculty to be hired. The administration is laying out ambitious targets but they are dependent upon Michigan's economy and the amount of the state appropriation, financial aid, and levels of tuition that can be justified. The administration has developed scenarios of tuition increases between 5% and 15%. One of the administration's objectives is to have the same revenue stream as Michigan State University. Initially five-year objectives were discussed in the strategic directions process. The process continues to determine what is realistic on a year-by-year basis. Increasing full-time tenure-track faculty is not realistic for the next year because the University is facing cuts. But in future years as the economy improves and the state appropriation increases, the objective becomes more realistic.

President Noren left the meeting.

II. AWARDS FOR GRADUATE STUDENTS

Mark Wardell, the Associate Provost and Dean of the Graduate School, addressed the Senate members to inform them how certain money will be awarded to graduate students. He explained the process for the changes he is presenting. Dean Wardell joined the University in July 2009. He believed the Graduate School needed to be more strategic in how it spends money to recruit graduate students. He developed a proposal and consulted with the Provost. He itemized for the Senate the presentations that he made to various groups in the University. The original proposal has been significantly revised during the process and Dean Wardell addressed the major concerns that were expressed. The primary concerns throughout the process involved the Rumble Fellowships and the Graduate Professional Scholarships.

Dean Wardell believes the programs the faculty were used to remain intact in terms of the allocation process and, in large part, the amounts of the awards. New money has come from the Office of the Vice President for Research in the form of travel grants and from the National Science Foundation with two fellowships for the Deans Diversity Fellowship Program.

The Council of Graduate Schools, in its analysis of exit surveys from the Ph.D. completion project, found that there are two primary reasons students select doctoral programs. First, they select doctoral programs based on the research being conducted by faculty and the quality of the academic programs related to a doctoral education. Dean Wardell has no control over that. The second major reason is financial support.

Wayne State's base funding levels are below the national norms. Dean Wardell wants to increase the stipend levels so Wayne State will be more competitive nationally and internationally in attracting students to the doctoral programs. He also wants to increase the number of awards and he is concerned about WSU's engagement with the region. The University has a large number of Masters students who are location bound and only take an occasional course. He wants to encourage them to complete their degrees. Dean Wardell wants to foster the regional economy by contributing to a high-performance work force.

Dean Wardell analyzed the 1,558 applications for doctoral programs received for fall 2009 to see how many students who applied had attended institutions that are ranked in the top 100 U.S. institutions according to total expenditures of National Science Foundation money. Eighty percent of all the applications were from institutions from which WSU received only one or two applications, and most of these were from international institutions. Of the institutions from which WSU received three or more applications, only about 8% were from the top 100 institutions. This means, Dean Wardell said, that Wayne State needs to do a better job of recruiting at those institutions.

Dean Wardell explained the proposal. Forty-five University Graduate Research Fellowships (UGRF) will be created with an \$18,000 stipend, tuition, and a health subsidy. Programs will be asked to demonstrate the superiority of their nominees compared with their current application pool. The nominations will be reviewed by a panel of faculty and the results will be sent to the graduate director who submitted the nomination within five to seven business days. Programs may add to the UGRF award. In the second year of the student's program, the Graduate School will pay the differential between the posted stipend rate for the program and the \$18,000.

The Deans Diversity Fund will have four fellowships of \$20,000 because the University received two new fellowships from the National Science Foundation. They will include tuition and a health subsidy. The persons eligible for these fellowships must not have attended Wayne State prior to entering the doctoral program. Students who receive the UGRF could have a prior degree from WSU or have been a student here previously.

The McNair Scholars, Dean Wardell said, are an important opportunity for any graduate program and are sought by many universities. The Graduate School will pay tuition for the first year for any McNair Scholar that a department recruits to its graduate program. In addition, the Graduate School will invite McNair programs within a three-hour drive of Wayne State to come to the campus for a program in the spring and fall with the idea that their being on campus and meeting faculty will encourage them to come here for their graduate career. The University also will partner with the McNair Scholars Program to hold a research conference for McNair Scholars in Michigan and in northern Ohio.

The Graduate School is changing the number of credits students must take to be eligible for the Graduate Professional Scholarship. In the past, the Graduate School paid for one to twelve credits for the fall and winter semesters. With the change, students will have to take between six and nine credits to encourage them to complete their degrees sooner.

Historically the University had 65 Rumble Fellowships. That number is being cut to 57 in order to increase the stipend from \$13,001 to \$15,750. There will be no change in the utilization options or in the distribution except as the individual colleges choose.

In the past, there were 190 housing allowances that were used as top-off stipends. That money went into funding the UGRFs. In the past 100 travel grants in the amount of \$250 were allocated. The Office of the Vice for Research and the Graduate School increased their allocations so that 100 grants of \$500 each will be allocated.

Re-allocated money, with the exception of the money from the OVPR and NSF, is funding the changes. It is Dean Wardell's hope that the University will increase the prominence of its doctoral education and engage in the regional revitalization process.

Dean Wardell took questions and comments from the floor.

Ms. Vlasopolos asked the Dean to explain the financial and conceptual aspects of the changes. She asked how the graduate research assistantship differed from the recruiting Rumble fellowships, what the student was expected to do, and the reason for the new category. She asked what the Graduate School would contribute to fund the graduate research assistantships in the first and third years. Ms. Vlasopolos asked how much funding the McNair Scholars would receive in

the first year and the source of the funding for the first year as well as for subsequent years. In changing the required credit hours for students receiving the Graduate Professional Scholarships, she suggested that if the Dean wanted students to attend full time, they should be required to take nine credits, the full-time load. Ms. Vlasopolos noted that the graduate programs in the sciences, in medicine, and in liberal arts do not function as Dean Wardell envisions.

Dean Wardell said that although the University Graduate Research Fellowship was originally called a research assistantship, the name was changed. The program is designed to provide the student with strong mentoring and early involvement in research. The student, in consultation with the mentor and the program director, will develop a program for the first year. Dean Wardell does not want the student to become a pair of hands for the faculty member. Evidence shows that students who get a fast start on research complete their degrees in a reasonable amount of time and are more likely to have successful careers.

The Rumble Fellowships, Dean Wardell continued, originally were intended to recruit students. Now they are used predominantly to support continuing students. Initially, he had planned to designate the Rumbles to maintain students. However some disciplines thought that move would affect their recruiting efforts.

The Graduate School is paying the stipend, tuition, and health subsidy for the first year for the UGRF and the Deans Diversity Fellowship. In the second year the Graduate School will pay the differential between the \$18,000 for the UGRF and the \$20,000 for the Deans Diversity and what the program will pay. Every doctoral program has a published rate of support. The Graduate School will pay the difference between the published rate and the award the student received the first year. The Graduate School is not involved in the third and fourth years; the programs will have to provide full support for the student. The Graduate School will pay the tuition for McNair Scholars in the first year. The Graduate School has made no commitment for the second year. Dean Wardell would like more funds for the McNair Scholars but this will require new money. The McNair Scholars would qualify for the UGRF and many would qualify for the Deans Diversity Fellowship.

Mr. Parrish asked how the Rumbles would be allocated. Dean Wardell said that the allocation to colleges is historical with the Deans deciding how to distribute them. Eight of the Rumble Fellowships were withdrawn from three colleges.

Mr. Pudaloff, the graduate director in the English Department, expressed frustration with the consultation process because he has not been able to get much information about the scholarships and fellowships. He does not have adequate information to give prospective students. Given the relative lack of funded research in English and in some other departments, University Graduate Research Fellows would receive \$18,000 in the first two years, but afterwards would receive less money. Dean Wardell apologized for the frustration Mr. Pudaloff experienced and explained what information had been mailed to Deans and to graduate directors. He said the Graduate School could not provide funding for students in their third and fourth years because there would be no money for recruiting new students.

Mr. Pudaloff asked if Dean Wardell had consulted with the Graduate Council about the changes. Amika Mathur, Associate Dean of the Graduate School, replied that the matter was discussed at the Graduate Council.

In response to a question about providing support for students who may not be meeting a department's standards, Dean Wardell said that it was always the department's decision whether to support a student. If the student was not performing satisfactorily, support was not necessary.

Ms. Ferreira talked about the need to provide fellowships for a longer period of time. She explained that two full-time students in the College of Education had opted to get a Masters Degree from Wayne State and transfer to another institution for their doctorates because the other institution offered them four-year fellowships. The fellowships and scholarships offered by the Graduate School emphasized attracting students, but students are interested in long-term commitments of support. Dean Wardell said that the time to a degree was affected in large part by monetary support and strong mentoring, but he was not sure that the Graduate School should support students in their third and fourth years. He added that 10% of the Graduate Professional Scholarship allocations go to the College of Education. Ms. Ferreira said that students have to apply every year for that support and if they are full-time students and do not receive one, they are left without support.

It appeared, Mr. Parrish said, that Dean Wardell assumed departments have resources available to support graduate students, but that assumption was false. Science faculty who have large grants with overhead might have money to support students but the social sciences and the humanities do not. Mr. Parrish would have liked Dean Wardell to delay implementation of the changes for one year.

Dean Wardell said that the changes are a one-year pilot program in effect for the 2010-2011 academic year. He welcomed feedback as the process progressed and said he would appreciate the support of the faculty. The information that Dean Wardell provided to the Senate would be available on the Graduate School's web site soon. People with questions may call the Dean directly.

III. LINKED EMPLOYEE ASSESSMENT & DEVELOPMENT SYSTEM

Mark Ankenbauer, Associate Vice President for Human Resources, and Matthew Theut, Director of Organization and Employee Development, informed the Senate about the Wayne Linked Employee Assessment & Development System (LEADS), an assessment tool being implemented for non-represented employees.

Mr. Ankenbauer said the system was developed to ensure fairness in the evaluation process. The process is consistent, provides feedback to everyone, and gives employees opportunities for development.

Mr. Theut said the process ensures that people are working on the right things. Performance assessments are easier when expectations are stated at the beginning. The process helps to motivate and encourage individuals to perform because they will be involved in the establishment of the goals and objectives. The individual will have continuous development to be more productive. Individuals see how the objectives are linked to the University and to their school/college/ division. The process has a component to talk about development. Expectations are clearly delineated at the beginning of the process. Assessments are more objective and the individual receives on-going feedback and coaching. Objectives will have a measurable component. The process establishes good communication between the individual and the supervisor and provides an objective performance assessment.

The current performance assessments are once per year at the end of the year. LEADS has three structured meetings. The plan and objectives for the year are set at the first meeting. At the second meeting, held mid-year, progress is evaluated. The final assessment is done at the third meeting. Feedback is built in throughout the process. Mr. Theut reviewed the assessment forms.

Ms. Simon asked if there were plans to use the process to evaluate represented personnel, and Mr. Ankenbauer said there were not.

Mr. Parrish raised an issue that he had brought up when Mr. Ankenbauer met with the Policy Committee. Mr. Parrish had asked Mr. Ankenbauer what he conceived as the differences between a corporation and a university. Mr. Ankenbauer told the Senate he preferred to look at the similarities rather than the differences. He thought it was healthier and more productive to look at the similarities. People work in both organizations and get paid for their work, there are revenues and expenditures, and people are evaluated based on their work.

Mr. Parrish noted that at the Policy Committee meeting Mr. Ankenbauer had said that the basic behaviors cascaded down from the goals of the organization. However, Mr. Parrish said, universities are made up to some extent of the activities of relatively autonomous professionals. Academic administrators are faculty members who are very similar to the autonomous professionals who make up the faculty. The concept that department chairs are the smallest cogs among the gears in a university is a short-sighted approach to the nature of a university. Mr. Parrish did not believe LEADS was an effective management approach in a university.

The process, Mr. Parrish said, may work on the business side of a university, but not on the academic side. Junior faculty, he noted, are assessed every year for salaries and for progress toward tenure. He thought the developers of the system needed a better understanding of universities. The depth of resentment among chairs and deans, he added, is enormous. Without the cooperation of the people who make up the organization, the process could not be effective and would fail.

Provost Barrett said that President Noren has asked her to chair a committee to look at the Wayne LEADS program and make recommendations. Department chairs and deans will sit on the committee.

Mr. Woodyard characterized the responses of the academic administrators with whom he has spoken about the LEADS program as livid. At the Policy Committee meeting, Mr. Woodyard asked if other academic institutions used this assessment program, and he understood Mr. Ankenbauer to say that they had. Mr. Woodyard asked for the list of institutions. Knowing how other institutions have used the process and their success would help Wayne State move forward in dealing with administrators and colleagues. Mr. Ankenbauer corrected Mr. Woodyard; he had not said that other institutions used the same process. He had said that some institutions used only one evaluation process and that others used one process for represented personnel and another for non-represented personnel. Some universities use aspects of the process such as setting up objectives early. Mr. Ankenbauer's office conducted a survey of what is used at other institutions and the data is being compiled. He has to analyze which universities use which elements of the process. If there are specific institutions in which Mr. Woodyard is interested, Mr. Ankenbauer can get that information.

Ms. Vlasopolos pointed out that the Agreement between the University and the AAUP-AFT outlines evaluation processes. One is the annual review for non-tenured personnel and the other is the salary review for everyone. While LEADS does not apply to represented faculty and academic staff, she suggested that the Human Resources Office look at those evaluations to see what is appropriate for a university.

Ms. Sengstock thought there was too much discussion about represented versus non-represented personnel. The issue, she said, was managing employees versus encouraging professionals whose long years of training have ordered and expected them to be initiators. Faculty, she said, will not be managed. Ms. Sengstock hoped that department chairs and deans would not be in that position either. They, too, are faculty and professionals. Faculty want their chairs and deans to

be encouraged and not managed by objectives.

Mr. Ankenbauer said that there was a hold on using the assessment system for chairs and associate chairs until the committee the Provost is forming is in place and he can hear their concerns and address them. His office will proceed with the process for other non-represented personnel.

Provost Barrett and Mr. Wolfson thanked Mr. Ankenbauer and Mr. Theut.

IV. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

December 2, 2009

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of December 2, 2009. PASSED.

V. REPORT FROM THE SENATE PRESIDENT

A. Report and Announcements

Mr. Wolfson thanked the faculty and academic staff for their comments regarding the proposed code of ethics. He received over 100 responses. He will keep the responses confidential. After removing the names and identifying information, Mr. Wolfson will put the comments into one document and distribute it to the faculty and academic staff, to the President, and to the Board of Governors.

For some time, Mr. Wolfson and the Vice Chair of the Senate have met with the President's Cabinet once a month. Recently President Noren asked to meet oftener with Mr. Wolfson and Mr. Romano. Rather than meeting with them alone, Mr. Wolfson suggested that the President meet with the Policy Committee, and he accepted the invitation. The meetings will be scheduled about once a month.

B. Proceedings of the Policy Committee

The Academic Senate received the Proceedings of the Policy Committee meetings of November 23, 2009, November 30, 2009, and December 7, 2009 (Appendix A).

VI. REPORT FROM THE CHAIR

Scholars Day

Provost Barrett announced that the University is holding Scholars Days the first two Saturdays and Sundays in February. Approximately 1200 of the top students, mostly from Michigan high schools, and their parents attend. As an incentive, students who attend Scholars Day and come to Wayne receive \$8,000 in scholarship money. Roughly 800 of those who attend will come to Wayne State. One reason for the good yield is that faculty, staff, alumni, donors, and Board members work with small groups of students in a seminar-type environment. They help the administration decide which students should be given the larger award, which is the Presidential Scholarship and entry into the Honors College. Provost Barrett is seeking faculty to participate in Scholars Day.

Of the students in the above group who are admitted, only about one-half can be taken into the Honors College. This year, for the rest of the students who attended Scholars Day, a loose learning community was developed. They received the Detroit Passport that all Honors students get. The Passports are free tickets to intellectual events in town. Retention of this group of freshmen from the fall to the winter term this year was extremely high, almost 100%.

Provost Barrett expects enrollment for the winter term 2010 to increase between 3% and 3.5% over winter 2009. Graduate enrollment is up as well. The retention rate of all students from fall 2009 to winter 2010 is about 95%.

The Provost took questions from the members.

LEADS

Mr. Woodyard urged the administration to put a moratorium on the use of LEADS for academic administrators. Although there is a moratorium on using LEADS to assess department chairs and associate chairs, it appeared the system would

be used for deans, associate and assistant deans, and academic directors. Mr. Woodyard MOVED

that the LEADS process not be applied to the entire academic side of the University.

SECONDED.

Mr. Artiss understood that the LEADS process would be attractive to a university attorney because it lays out goals for employees. If someone sues for wrongful dismissal, the attorney could point to the document to show that the individual did not meet the goals. Some years ago when Mr. Artriss worked in a laboratory at the Detroit Medical Center, this type of system was used. With 40 employees in his unit, there was a supervisor whose only job was to evaluate employees. Mr. Artiss suggested that this type of evaluation system was expensive in the documents that are generated, the employees' time in completing the documentation, and the meeting times for the evaluations.

Mr. Wolfson noted that there were no faculty on the committee that developed Wayne LEADS.

The vote on the motion was taken. PASSED.

Graduate Student Awards

Ms. Vlasopolos asked if it was possible to put a moratorium on the revision of the awards given to graduate students. Provost Barrett said that President Noren was very supportive of the changes and Dean Wardell felt he had to move ahead. The compromise was that it is a one-year pilot program. It will be evaluated going into the second year. The Provost acknowledged that second-year funding would be difficult for some disciplines.

Mr. Parrish noted that when Dean Wardell met with the Policy Committee he was asked about the total amount of support for graduate students. A major source of support for students are graduate teaching assistantships. Dean Wardell told the Policy Committee that the assistantships were not his responsibility and he did not have information about them. Mr. Parrish viewed the Dean's plan as a fragmented attempt to integrate graduate support.

Ms. Vlasopolos regretted that the whole structure for financing graduate fellowships was being changed without a definite plan. She found his explanation of what the recipients of the UGRFs would do to be nebulous.

Provost Barrett said that the worst thing that could happen was that no one accepts the UGRFs and the money is not used. She noted that she had not heard negative comments about the plan from the Graduate Council. However, Ms. Sengstock said that at the meeting of graduate officers and in other venues where the plan was presented, people made many of the same comments that were made at the Senate meeting. Dean Wardell immediately dismissed the comments. When he met with the graduate officers, the Dean made a presentation. He did not consult with them.

ADJOURNMENT: The meeting adjourned at 3:22 p.m.

Respectfully submitted,

Seymour J. Wolfson
President, Academic Senate