

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
Official Proceedings
December 1, 2021

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; Alan Dombkowski; David Edelman; Brian Edwards; Erica Edwards; Jane Fitzgibbon; Wanda Gibson-Scipio; Daniel Golodner; Siobhan Gregory; Jeffrey Grynawski; Xiaoyan Han; Robert Harr; Lance Heilbrun; Marisa Henderson; Arun Iyer; Christine Jackson; Barbara Jones; Satinder Kaur; Pramod Khosla; Christine Knapp; Shelly Jo Kraft; Jennifer Lewis; Wen Li; Karen MacDonell; Krishna Rao Maddipati; David Merolla; Georgia Michalopoulou; Santanu Mitra; Ramzi Mohammad; Lisa O'Donnell; Shirley Papuga; Charles Parrish; Rachel Pawlowski; Richard Pineau; Michele Porter; Shauna Reeves; Stella Resko; 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: Stephen Calkins; Andrew Fribley; Amy Latawiec; Shane Perrine; Sean Peters; Avraham Raz; Robert Reynolds; Joseph Roche; Noreen Rossi; Jennifer Stockdill

Members Absent: Faisal Almufarrej; Paul Dubinsky; Michael Horn; Manoj Kulchania; Carol Miller; Theresa Perlman

Guests: Danielle Aubert; Boris Baltes; Laurie Lauzon Clabo; Kelly Dormer; Ahmad Ezzeddine; David Kessel; Mary Paquette-Abt; Louis Romano; Karen Tarpennig; 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 November 3, 2021. PASSED.

II. UPCOMING SENATE ELECTIONS

Naida Simon, who chairs the Elections Committee, announced that two elections would be conducted this term.

According to Board of Governors Statutes, the Academic Senate elects the members of the university-wide faculty hearing panel and the university-wide academic staff hearing panel. This election will be opened later this afternoon. Every Senate member may vote for four people to serve on the faculty panel and four people to serve on the academic staff panel. The election will close on January 13, 2022.

At the first plenary session in the winter term, the Senate will vote to fill Kelly Dormer's position on the Policy Committee. Dormer accepted an administrative position and is no longer eligible to serve on the Senate or the Policy Committee. Simon asked members to contact her if they are interested in standing for election. The term will run up to the first plenary session in September 2022 when the next elections are held.

III. INTRODUCTION TO "FUTURE OF HIGHER EDUCATION" RECOMMENDATIONS FROM THE STANDING COMMITTEE CHAIRS

Beale introduced the presentation, noting that the Policy Committee had charged each of the standing Senate committees to consider challenges and opportunities that the university might face in the post-pandemic era, in areas such as enrollments, remote education, and research. The Policy Committee will take the reports of each of the standing committees under consideration and draft a full report with recommendations to put before the Senate Plenary. The approved report would be shared with the Provost, President, and the Board of

Governors for consideration. At this Senate meeting, the chairs will outline the areas on which the committees are working.

A. Research Committee

Noreen Rossi was unable to attend today's meeting, so Beale made a brief report for the Research Committee. That committee formed subgroups to address faculty research, student research, and research facilities. The subgroups have developed an extensive list of suggestions to be included in the committee's final report. Among them are the importance of doctoral studies to an R1 institution, and the need for the university to provide adequate support and incentives to encourage faculty research.

B. Faculty Affairs Committee

Bo Shen, who chairs the Faculty Affairs Committee, stated that the committee's working groups are considering credentials, online education, faculty and staff needs, and Study Abroad and international outreach. Regarding credentials, they are looking at pass/no pass options, the awarding of badges and certificates, competency-based education, professional development, and assessment models.

For online education, the working group considers current course format distinctions sufficient, but students would benefit from greater clarity during the registration process. We need to consider our view on the questions of what is Wayne State's identity and what type of instruction do we want to be known for? The university's tuition is too high for an online school, and we have to consider the workload for faculty and staff. As a minority-serving institution, we have received a grant to provide Study Abroad programs for minority students.

The awarding of badges and certificates should be well regulated. WSU is an R1 research institution so there is limited space for competency-based education. We can, however, provide specialized professional development across the campus. There is no one-size-fits-all assessment model. Faculty teaching online

courses need strong support from the Office for Teaching and Learning.

C. Student Affairs Committee

Simon summarized the work of the Student Affairs Committee. The committee broke into three subgroups that looked at Study Abroad, credentials, and the transition students had to go through to switch from in-person to online instruction and switch back. Students believe faculty think online education is easier than face-to-face education. The committee wants a transfer credit policy that is reasonable, accurate, and student-friendly. They identified support services, Counseling and Psychological Services Center, Student Disability Services, and the Office for Teaching and Learning as especially important.

The Study Abroad sub-committee looked at other universities as well as Wayne and made a number of recommendations. Other universities move towards a more global experience, and many universities have faculty consultants to help develop and implement Study Abroad programs. Funding is a problem for our students. Students have to work, and many cannot take time off for more than perhaps a long weekend. Some departments do not have Study Abroad programs at all, so we need to create more programs and more opportunities for students to participate in these programs. We should look to Canada as a possible Study Abroad destination because of its closeness.

Under credentialing, the committee thinks universities need to be a hub of lifelong learning. To do that we need to think innovatively. From 1973 to 2002, the university had the College of Lifelong Learning. The main department was interdisciplinary studies. The college closed in 2002 and the department was moved to Labor and Metropolitan Affairs until 2007 when it was dissolved. We need to consider certificates as non-degree credentials certifying that a person has completed a learning objective or multiple learning objectives.

D. Curriculum and Instruction Committee.

Jennifer Lewis, the chair of the committee, was unable to attend the meeting, so Richard Pineau made the report for the committee. They divided the work into five categories. Under the student category, the committee considered how best to engage students in and out of the classroom. How do we get information to students in different formats? How do we establish classroom policies to deal with students' needs and how do we determine those needs? How do we provide support for underrepresented minority students and expand the wraparound services we provide for those students?

The second theme is online education. A separate 3N committee had worked on many recommendations for online teaching and another 2N committee continues the work. The CIC working group supports revising the student evaluation of teaching instrument to encourage early support in online, hybrid, and in-person courses. How do we prepare students for online learning? We should establish criteria for determining the teaching format. We should resolve workload issues, including intellectual ownership of materials faculty have developed. Decisions should be made based on student and faculty surveys.

Another group looked at facilities. We need to ensure that buildings are appropriately maintained, so that the beauty and quality of indoor spaces matches the beauty of outdoor spaces. Inspection by administrators should be expanded to include elevators, technology updates, and cleanliness. All building and outdoor spaces should be accessible to everyone, including bathrooms and classrooms.

Another issue discussed was how to promote inclusivity on campus to ensure that all students have an opportunity to experience the full university. We should expand activities on campus for students who live off campus and foster feelings of belonging and connection. Childcare should be available on campus. We need to think beyond housing for on-campus life.

E. Facilities, Support Services and Technology Committee

Jane Fitzgibbon reported that the FSST Committee had many of the same concerns that the other committees had. It focused primarily on two concerns: (1) the need for attention to facilities due to the historical level of deferred maintenance, and (2) the ability to deliver online teaching in additional methods.

The major problem with facilities is money. Without serious commitment nothing will change. There are many problems with elevators and water leaks. The university must find a way to address these facilities issues.

Online teaching has offered both benefits and hardships. It has been more work for faculty. There are various other issues that come into play with different aspects when teaching is online. The SET instrument does not add any real value and serves mainly as a place for students to vent. The FSST Committee recommends ceasing the use of pass/no pass marks. Many students "don't get it" when classes are in an online environment. Students like the flexibility of online classes and the lack of parking problems. On the other hand, they have internet problems, lack privacy and are not able to participate as they would normally, and they are often afraid they will be judged by their surroundings. They miss socialization. When an instructor gives students voluminous amounts of material to read, they don't read it and discuss it among themselves as they would in a physical environment.

F. Budget Committee

Paul Beavers, the chair of the committee, said that the committee considered several broad areas. The first need is to reform budget practices. Shared governance is impossible unless the faculty and academic staff have meaningful input into the university budget. This can't be achieved unless the representatives play a meaningful role in budget planning and the final budget is presented in a clear and comprehensive manner.

The university must be guided by the principle of transparency, and the budget must be sustainable and reflect the university's mission and values. This is particularly the case in research-intensive universities where it is important that research

funding be optimized. Expensive Ph.D. education cannot be sacrificed to more profitable undergraduate education.

At WSU there is a need to move away from the practice of incremental budgeting on an annual basis. The university is deferring any implementation of a responsibility-centered management (RCM) budget model, given the need to first make progress towards long-term budget planning that incorporates data in an all-funds model. There were also concerns regarding the earlier RCM model about the possibility of unintended or unacknowledged consequences of some of the RCM provisions as well as the complexity of required determinations. We will be moving first towards multi-year budgeting since annual incremental budgeting promises only a death by a hundred cuts. The budget needs to provide a path through proven opportunities and not merely the means to carry on for another year.

It is particularly important that faculty and staff be involved in budgeting and provided information about all funds, not just the General Fund. Unless faculty and staff understand the full range of resources available, they cannot understand the actual position of the schools, colleges and divisions or the university as a whole.

Research is another area of importance and must be well funded, with the effectiveness of the funding closely monitored. The necessary role of graduate students in our research must be acknowledged, and support for graduate students cannot be diminished in favor of more profitable undergraduates. Stipends need to be competitive, and the allocation of indirect cost recovery funds monitored and adjusted to maximize research. We should consider whether the funds allotted to the Division of Research and to the schools and colleges demonstrably move research forward. We need to establish procedures to promote operational efficiency in the Division of Research, including research cores and Sponsored Program Administration.

We have to address foreseeable budget challenges. It's likely that all the Senate members could add to the already long list of those.

Beale said that this is an ongoing discussion. Early in the winter semester, Policy will bring its report to the Plenary incorporating material from all of the committees.

IV. UPDATE ON PANDEMIC

Laurie Lauzon Clabo, Dean of the College of Nursing and Chief Health and Wellness Officer, was invited to the meeting to update the Senate on the long-term outlook about COVID and planning for the fall 2022 term. However, the spread of the omicron variant has overridden that discussion. Rather, Clabo will discuss the current status of the pandemic.

Clabo said the state of Michigan reports the number of cases of COVID on Monday, Wednesday, and Friday. The report was not made last Friday because of the Thanksgiving holiday. The 7-day positivity rate before the holiday was 9.2%. On Monday, November 29, it was 16.1% in the city of Detroit, which hits our trigger measure. President Wilson sent a message yesterday morning to reduce the population on campus temporarily until we have more data points to report. The campus positivity rate has been at heightened alert for three weeks. The most recent number was 7.3%. On Monday at 10:00 a.m., the university reports the positivity rate and case numbers that were collected as of the previous Saturday at midnight.

The plan for the next few weeks is to keep as many people off campus as possible. Some faculty have moved their courses to remote. The campus community will be kept informed if different action is needed. President Wilson is hopeful that we can still have in-person commencement ceremonies as currently scheduled (December 13-14). If the increase of cases is due to the Thanksgiving holiday, it may level off by mid-December.

The wild card is the omicron variant. There has been much reporting about this variant; but the

information conflicts. Three things matter in understanding variants of SARS-COVID-2.

- (1) The omicron variant is more transmissible than the previous variants, and early data suggests that it is much more transmissible than the delta variant.
- (2) The data from South Africa seems to show that omicron is less severe, but the sample is too small to provide a definitive picture.
- (3) It is too early to know if omicron is able to evade existing vaccines. It is very unlikely that a new variant, even though highly transmissible, would render our vaccines absolutely ineffective. They may be less effective, but we don't know yet.

Some things make Clabo very confident and hopeful about the future, even though in all likelihood, COVID will not go away but will circulate in our community at least for the next few years. The new variant appears to be less severe. Vaccines are now available for children who have been inadvertently spreading the virus until now. Two new therapies are being developed. The availability of oral therapeutics will help greatly. Merck and Pfizer asked for FDA approval of the oral therapeutics they developed, and it has been granted. If we can treat COVID like influenza (and these therapeutics are to COVID like Tamiflu is to influenza), then we can move to the stage where COVID is endemic, not pandemic.

Clabo is optimistic that by next fall we will be in a much different place. The Institute of Health Metrics and Evaluation at the University of Washington suggests that Michigan will likely have a peak of cases in the current wave towards late December, but the model shows a very sharp downward trajectory after that date. We are likely to have a bump after holiday travel, but it is predicted to be a less severe bump.

Provost Kornbluh added that the guidance to deans and supervisors was to reduce the population on campus for the next couple of weeks, with a decision to come later regarding next steps.

Clabo noted that the university works closely with the city. Wayne State has been cited as a model for how a four-year institution manages COVID on campus. We are one of a very few campuses in the country *not* to contribute to an outbreak in the community. We are astutely aware of what is occurring in the community and are not a spreader for the community. Yesterday 20% of the acute beds in the city of Detroit were filled with COVID patients. That is the highest since April 2021.

We have people on campus who have been vaccinated and have received the booster but have nonetheless tested positive and have symptoms. Everyone over 18 should get a booster six months after getting the mRNA vaccine or 2 months after the single dose of the Johnson and Johnson vaccine. All are available at the Campus Health Center. Regardless of what vaccine was received initially, any of the three are available and suitable as a booster.

Brian Edwards asked if the university had data on how many staff and students have died from the virus and how many have had to drop out because of long-term COVID effects. Clabo said that two students died last year in the early phases of the pandemic. There have been no deaths this year. The Provost's office is more likely to be able to answer the question about dropouts; but there has been an increase in long-term COVID in the last six months at the national level. Young people are sicker. Earlier one of the concerns about the mRNA vaccines was myocarditis—i.e., cardiovascular swelling among young adults, specifically in young men, after they received the vaccine. Now we know that the incidence of myocarditis is significantly higher in young men after having COVID than after getting the vaccine.

Edwards believes what is needed is a website that has applied artificial intelligence machine learning to the data we have in terms of factors such as co-morbidity and age and uses that information to predict the distribution of deaths in the next month. People could type in their personal information to find what risk they face, as currently predicted. That approach would get increasingly better as more data is accumulated.

Clabo agreed this was a good idea but does not know of any system that performs in this way.

Stella Resko asked about the travel policy. Clabo noted that it was announced about two months ago that university travel would again be funded. The CDC recommended just yesterday that adults with co-morbidity reconsider travel, but the university is not changing its travel policy at this time.

Some questioned the circumstances in which the campus health center turns daily screeners from green to red. Clabo explained that the screener is used to quickly identify potential cases, allowing the health center to get people into quarantine when necessary and to do quick contact tracing. The average time from submitting and getting a red screen to getting a call from the Campus Health Center is 39 minutes. If the call reveals no problems, the screener will be switched to green.

Members asked why the air travel question was still in the campus daily screener. Clabo responded it is there because conditions change fast globally. The CHC staff will ask the person where they traveled from. They look at four levels of risk as identified by the State Department and the CDC. If people traveled from one of the countries at level three or below and are fully vaccinated, they will be asked whether they have any symptoms. If they have no symptoms, their screen will be changed from red to green. The red screen only means that you are not allowed on campus *until* you are appropriately screened by the health center: it does not necessarily stay red. The staff needs to talk with the person to make sure, and they can give some free advice as well.

Clabo and Kornbluh answered some of the questions in the chat messages. Asked about finding the pediatric vaccine, Clabo indicated pediatricians' offices may have a limited supply, but many pharmacies are also offering the pediatric vaccine.

Asked if faculty had the option to change an in-person class to an online class for the winter term, Kornbluh urged faculty not to move classes online at this time. About 50% of the classes are currently scheduled to be online, and 50% are in

person. The predictive models show a fairly sharp decline in cases after this week. If we don't have a decline, faculty will, at a minimum, be given the option to move their classes online. That applies to early January as well. The chairs and deans have been very responsive to individual faculty and staff, and that will continue. Some students want to have classes in person and some want online classes. The Provost hopes that in fall 2022, 75% of classes will be in person.

Clabo said the reason for confidence is that we have pivoted many times. She is especially proud the way Wayne State has managed during the pandemic. We are not perfect, but we look better than many other institutions. We use best evidence to develop the metrics. We have pivoted quickly in three instances, and we have seen how that has helped the health of our campus community.

Asked about moving a final exam online, Kornbluh advised the faculty to talk with their department chair or assistant dean to clear the change. The departments and deans have been authorized to make the change to accommodate concerns. The Provost asked faculty to be cognizant, however, of the difficulty such a change might cause for some students with fewer resources and what kind of support can be provided to them. Kornbluh said that he and Clabo would be fine if there wasn't a class final, but he knows some STEM disciplines are not comfortable with that. He is mildly hopeful that they will be able to accommodate some in-person finals.

The Provost responded to a question asking for the university's definition of an essential worker. He said that the university does not use that term. They view all of our workers as essential. We do have critical infrastructure employees who manage the facilities. We also have student safety employees. We have students who live in the dorms whose health and safety depend on these vitally important employees. The Provost has not heard of issues where supervisors have not accommodated the requests of academic staff. Boris Baltes, the Senior Associate Provost for Faculty Affairs and Associate Vice President of Academic Personnel, is available to mediate any

issues. Most students say that the academic staff care deeply about the students and understand how much they depend on them.

Christine Knapp mentioned the importance of having an accurate campus positivity rate. Everyone needs to report symptoms whether or not they come to campus so the positivity will be accurate. Many students do not complete the screener. Some thought it was a legal obligation for the university. All faculty do not ask students to show proof that they filled out the screener. Knapp wants the message about the need for everyone to report to be well distributed to the campus community.

Clabo said that she wants everyone to have full confidence that we are not underreporting the positivity rate on campus. Between 800 and 1000 people are tested per week. Anyone who has an approved waiver is tested weekly and certain populations, because of high-risk activity, are tested more frequently. Athletes, because of the enhanced possibility of transmission during athletic competition, are tested five times per week. Public Safety officers are tested because of the unpredictable and often very close contact with individuals for whom they may not be able to verify vaccination status. They are tested at the beginning of each shift, which is also about five times per week. Anyone who is symptomatic is tested. If someone asks to be tested, they will be tested.

From a scientific perspective we are over-sampling the population. That was a deliberate decision. We might report higher rates that we would like to see but we would rather over-sample than under-sample. The approach is based on conditions. The other groups on campus that are at high risk are the people living in campus housing because of the risky nature of congregate living. In the ten days prior to Thanksgiving, 20% of the people who live in the dorms were tested. They were incentivized to have a free test by putting \$20 on their one-cards. The positivity rate was 3.3%. The overall campus rate at that time was 5.2% or 5.5% for the students living in the residences. This testing gives us confidence that we don't have spread within the dorms but there is some spread from the city to some students—

i.e., we have community spread because we border the city.

Clabo stressed the importance of filling out the daily screener. It is the most important thing to do. The campus daily screener is linked to the vaccine uploads, and it has allowed us to do quick contact tracing. If students, faculty, or staff have symptoms, they should fill out the screener whether or not they are on campus. It lets the person with symptoms get free advice from a certified contact tracer. Some students are up for code of conduct charges for deliberately using the guest screener to circumvent the vaccine requirement, since guests self-report whether or not they have been vaccinated. If students use the guest screener, let them know that is inappropriate. The Provost's office will send a message to faculty on some strategies that faculty have been using to verify screening.

For people who are tested five times per week, the tests include four antigen tests and one PCR test. This is partly for comfort, because the antigen test is a nasal swab and the PCR is a nasal pharyngeal swab that is much less comfortable. We also use the antigen test on people who recently recovered from COVID, because they will shed the virus for about 90 days after COVID. If a person has a waiver and contracts COVID, they will be tested with the antigen test because the antigens are a better test for that group. We could get a high rate of false positives from the PCR test.

Kornbluh responded to a comment suggesting that the campus is an isolated island in the city. He noted that people are surrounded all day in their interactions in the city by both vaccinated and unvaccinated people. With the positivity rate high throughout the city, Wayne State is not an isolated island. Despite that, it is safer to be here than at many other campuses.

Ricardo Villarosa mentioned that in the Dean of Students Office a member of the academic staff is on campus every day to meet in person with students who come to the office. It's an example of what other offices might do. Provost Kornbluh thinks this type of collaboration is valuable.

V. CHAIR'S REPORT

A. Dean Searches.

Provost Kornbluh gave an update on the searches for the dean of Fine, Performing and Communication Arts, the dean of Engineering, and the dean of the Mike Ilitch School of Business. The Policy Committee met with the four finalists for CFPCA. Kornbluh thanked them for their energy, their effort, and their feedback. The candidates also met with the faculty council of the college. At least one candidate will return before a decision is made. The ad for the other searches should be out in a week or so. The members of those search committees expect to talk with the semi-finalists in the middle of the winter semester and bring the finalists to campus towards the end of the semester.

B. Pathway to Faculty Program.

The Provost has talked with the Senate members and with other faculty about programs to promote greater diversity among faculty. The first program, Pathways to Tenure, was rolled out to deans and department chairs this week. The program is to hire underrepresented faculty in specific departments and programs. Five or six post-docs will be hired for the 2022-2023 academic year. Departments and programs will submit proposals stating why they want to fill the positions and in January a central committee will authorize the programs or departments to advertise the positions. The departments and programs will make the decision whether or not to hire the applicants.

The administration is working to hire clusters of faculty. The Provost waited to begin the process until the new chief financial officer David Massaron could determine if we had the funds to carry out this program. The process will likely be announced at the beginning of the winter semester.

C. Support for Students.

The Provost's office will provide more support to students, especially in two areas. On many occasions the Policy Committee has urged him to

address the mental health crisis among our students. Many faculty have told him the challenges students are facing are more intense now than ever before. The university will increase its services in this area. We probably will adopt a model that other universities are using of having an academic worker who would follow more closely some students for their health and perhaps for the health of others. Currently when a student is troubled they are referred for counseling but counseling is confidential and we don't follow up with the student. The social worker would be a complement to the counseling services. Counseling and Psychology Services is trying to hire more counselors to increase the support it provides to students. In addition, we will add case worker support.

There has also been discussion about providing more support for different cultural groups on campus and for intercultural communication. Last summer President Wilson endorsed a proposal from the Social Justice Action Committee to have a Black student cultural center provide more academic and cultural support for our African American students like that provided to students in the Latino/a and Latin American Studies program. We plan to provide more support for different ethnicities and recent immigrants. A diverse group of cultures are represented on campus. The Provost will take to Policy Committee a proposal to provide more cultural support for students. We will engage faculty in this initiative. There will be a call for proposals for faculty who want to be involved in these activities and a small stipend to support the faculty involved in this initiative.

D. Enrollment Management.

Our enrollment management officers are committed to work more closely with academic units. The university bought more names of prospective students this year and admitted significantly more students this year than last year. We are working with enrollment management to build stronger relationships with the colleges in the admitting process.

VI. PRESIDENT'S REPORT.

Beale thanked the Provost for letting the Senate select faculty to serve on the committees that do the five-year review of schools/colleges. A representative was selected recently to serve on the review of the Law School. She also thanked Kornbluh for having the Policy Committee meet with decanal candidates. They recently met with the candidates for dean of the CFPCA. After such meetings, the Policy Committee sends a consensus memo to the Provost and the search committee. The search committee may get a broader perspective of the candidates.

A. Student Senate Fall Break Request.

The Student Senate has requested that the university have an additional two-day break in the fall semester. Many issues have to be discussed before deciding that such a move is feasible. There may be accreditation issues for some schools, and a likely need to start the fall semester a week earlier may interfere with students' summer jobs, student externships, various school and university student orientations, and faculty research projects. The Thanksgiving holiday already disrupts class, and an earlier two-day break would likely also be disruptive, especially for some subject matter courses. Kornbluh will give a charge to the committee. Policy will contact Senate representatives to serve on the committee.

B. Discriminatory Comments by Faculty.

The Policy Committee discussed with the Provost discriminatory comments sometimes made by faculty in classrooms. These are extraordinarily worrisome and how to combat that is not clear because we need information about the incidents. The Provost and the Policy Committee have talked about having more workshops that provide an opportunity to have conversations about this issue to make sure it does not happen. It is difficult for students and reflects poorly on the university if faculty or other students make discriminatory comments about a student's religious or ethnic background.

C. Code of Business Conduct and Ethics.

The administration has again proposed a draft university-wide code of business conduct and ethics that would apply to all employees, spurred by the expectation that the university may soon have a level of federal funding that requires universities to have such a code. On three prior occasions over the last decade and a half, the administration developed a draft "code of conduct" that it expected to submit to the Board of Governors for approval. Those drafts were extraordinarily objectionable: they were poorly written and created onerous requirements on faculty and staff that interfered with free speech and academic freedom rights. The Senate objected strongly, with several commentaries that demonstrated line by line the problems with the drafting and the inconsistency of the drafts with existing university policy. The administration each time ultimately withdrew the drafts. In response to the last of those proposals, the Policy Committee suggested that the best approach would be to simply provide a listing with links to existing relevant policies and practices. That is essentially what the administration is doing this time. There is, however, an overly broad preamble and a new reporting obligation in the suggested draft. The Policy Committee has provided edited language so this has not yet been decided.

D. Campus Police Oversight Committee.

Another issue on which the Policy Committee is working is a suggested revision of the current Public Safety Advisory Council to create a Campus Police Oversight Committee that satisfies the requirements of the statute that the state of Michigan passed in the early 1990s. The Policy Committee has sent a memo to the administration proposing that the advisory council continue but that it should add members of the community that live within the jurisdiction that Public Safety officers patrol. Policy also recommends that the staff, Academic Senate and Student Senate representatives to that Council should be treated as a genuine oversight subcommittee that meets separately in accordance with the statute to receive complaints and take needed action. The Provost is supportive, and this is expected to be presented to the Board in the winter term. When that is done,

it will be posted on the Senate Teams website. Beale thanked Senate members Jennifer Wareham and renee hoogland who were instrumental in bringing this situation to the attention of Policy Committee and wrote the recommendations to improve the handling of complaints.

E. Student Senate Listserve Access.

Another issue that has not been resolved is the Student Senate's access to the listserv of its constituents who are all the students at the university. The Policy Committee continues to talk about this with the General Counsel and the Student Senate because we view the administration's action as an inappropriate content-based administrative decision to prevent the Student Senate from communicating with its constituents. That is extraordinarily problematic, since it suggests that the administration sees itself as having authority to regulate the content of student self-governance.

F. Strategic Plan.

The Policy Committee reviewed a recent draft of the university's strategic plan. All Senate members have had the opportunity through the standing committees to see the current draft and make comments. If members have additional comments, please send them directly to the Provost or to members of the Policy Committee.

Beale concluded by wishing everyone a happy holiday season. Knowing that this is the end of a stressful period and that the pandemic has increased that stress, she expressed hope that everyone would find respite over the holidays, eat good food, share some good cheer and have an enjoyable holiday.

ADJOURNMENT.

The Provost asked if there was any new business for the Senate. There being none, the Provost Kornbluh thanked the Senate members for their work. We are working in more challenging times than ever. There will be additional communications regarding plans for the winter term, and we'll share challenges and work on the

issues in a collaborative manner. He also wished the Senate members a happy holiday.

The meeting adjourned at 3:30 p.m.

Respectfully Submitted,



Linda M. Beale
President, Academic Senate