

WAYNE STATE UNIVERSITY
ACADEMIC SENATE
Official Proceedings
May 3, 2023

Members Present: Mark Kornbluh, Provost and Senior Vice President for Academic Affairs; Linda Beale, President, Academic Senate; Heather Abraham; Mohammed Al Hallak; Suresh Balasubramanian; Joan Beaudoin; Pynthia Caffee; Stephen Calkins; Fernando Charro; Wei Chen; Erin Comartin; Alan Dombkowski; Damecia Donahue; Paul Dubinsky; Sujay Dutta; David Edelman; Jessika Edgar; Brian Edwards; Erica Edwards; Jane Fitzgibbon; Ewa Golebiowska; Daniel Golodner; Haidong Gu; Robert Harr; Marisa Henderson; reneé hoogland; Michael Horn; Arun Iyer; Christine Jackson; Barbara Jones; Satinder Kaur; Pramod Khosla; Christine Knapp; Jennifer Lewis; Abhijit Majumder; Cynthera McNeill; Cynthia Merritt; Georgia Michalopoulou; Bharati Mitra; Ramzi Mohammad; David Moss; Lisa O'Donnell; Gil Paz; Sean Peters; Richard Pineau; Tamme Quinn-Grzebyk; Shauna Reeves; Robert Reynolds; Joseph Roche; Noreen Rossi; Brad Roth; Ali Salamey; Bo Shen; Gina Shreve; Naida Simon; Cheryl Somers; Elizabeth Stoycheff; Wassim Tarraf; Ellen Tisdale; Ricardo Villarosa; William Volz; Jeffery Withey; Kai Yang; Hossein Yarandi

Members Absent with Notice: Rachel Pawlowski; Le Yi Wang

Members Absent: Nicole Audritsh; Juliann Binienda; Stephanie Chastain; Chris Collins; Shelly Jo Kraft; Nasser Lakkis; Carol Miller; Gamal Mostafa; Jennifer Stockdill

Guests: Mark Gaffney; David Kessel; Mary Paquette-Abt; Sarah Schrag; Karin Tarpenning; M. Roy Wilson

I. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

It was MOVED and SECONDED to APPROVE the proceedings of the Academic Senate plenary session of April 5, 2023. PASSED.

II. UPDATE ON THE PRESIDENTIAL SEARCH

As chair of the Presidential Search Committee, Governor Gaffney was invited to plenary to give an update on the presidential search. He noted how hard everybody has worked and provided a synopsis of the search process. The Board began discussions in September of last year. Four in-person, two-hour listening sessions took place in October and November, hosted by the Academic Senate, Student Senate, community members and the Office of Multicultural Student Engagement (OMSE). Gaffney felt

good about Wayne State's process in comparison to the presidential search at MSU which included seven one-hour listening sessions that were held online. At the end of October, the search firm WittKieffer was hired to provide advice and outreach. He thanked Beale for helping write the job description and pointing out a number of things that were not included in the first draft. The first week in December, a 16-member search committee was appointed that included three faculty, the AAUP president, Student Senate leadership, a researcher, two deans, four Board of Governor members, a student, a worker, two community members, a staff person, the VP of Finance and the VP of DEI. WittKieffer sent out over 3400 solicitation notices for the position that opened in January. When they closed the posting, 54 responses were received. Applicants submitted a three-page cover letter, resumé and curriculum vitae. In March, the search committee engaged in two anti-bias training sessions with an outside firm. On March 29, a half-day meeting was held to review the 54 responses and they were reduced to 12 semifinalists. On April 12 and 14, the search committee conducted airport interviews and reduced the number of finalists to six. During the week of April 17, a step was added because the search committee was interested in further work and wanted the Board to hear more voices. An additional committee of six members comprised of administration was established, including Provost Kornbluh, the VP of Finance, the VP of Student Affairs and three deans. After interviewing the finalist candidates, the committee wrote up a survey and provided the Board with the results, which they found very valuable and are using it as a guide. The Board deliberated on April 28 after interviewing the finalists on April 26 and 27 and determined them to be good candidates, but wanted to spend more time with them and more time deliberating. It was clear to Gaffney that the Board was not ready to reduce the six down to two or three. They will meet again on May 8 for further deliberation and again the week of May 22 to reduce the six down to two or three, and hope to determine the new president by the week of May 30 or June 5. Although the search process is taking a little longer than anticipated, Gaffney was not concerned. The reason they are taking longer is to ensure they do a good job because nobody on the eight-member Board of Governors has chosen a university president before. To make sure they get it right, taking additional time is necessary.

The current group of finalists include one female, one African American, a chancellor, a president and four provosts. The Board is considering the fit: we want a president who can come in and help us where we need the help the most without being redundant. Gaffney started out with a full-page list of characteristics and soon realized that nobody was going to meet all of those characteristics. He questioned if we really need somebody with a lot of medical background to look after the medical school, or do the folks that we have over

there now appear to be taking care of that? Do we need somebody to look after academics, updating academics for the modern world, answering that value proposition question, or do we have a good faith in our current provost so that does not need be a strong characteristic of the new president?

The Board has appointed two transition committees: one to honor President Wilson in his final 100 days and one to work on the first 100 days of the next president. Gaffney reported that the Board intended to go to the Association of Governing Board meeting, though not everybody was able to attend. He, along with a couple of other Board members, took every presidential search class that was available and was happy to report that our process checked almost every box of the best practices explanations. He left the meeting with confidence that the process was good in design and implementation.

Paz (CLAS) raised the concern about the representation of the faculty. There are three faculty on the search committee, but one of them is doing double duty as a representative of the Union. The additional committee comprised of administration that met with the candidates diluted the voice of the faculty even more. Secondly, we need \$50 million in donations to build a new medical school building. To what extent is this the issue of fund raising from the president? The arts and sciences paid for the previous medical school disaster, so he was concerned about this additional \$50 million. Gaffney explained there were three faculty on that original committee, and it was clearly important to the faculty members on the search committee that the finalists have backgrounds in academics. The preference was for someone who began their academic career as a professor and worked their way up through the system. At least four of the six finalists have that. Additionally, the State of Michigan was kind enough to give us \$100 million for the new medical school. We expect Karmanos Cancer Institute (KCI) to put in tens of millions of dollars and we will have to raise somewhere in between. The amount ranges from \$50 million to \$100 million, depending on how the design of the school comes out, because if you design bigger, it costs more. We will continue to use parts of Scott Hall and the parts that work the best will have a smaller footprint there, but the plan is to go on and build that. We intend to raise money for it, and we would need the help of the new president to do that.

Calkins (Law) thanked Gaffney for his helpful and informative presentation. He pointed out the likelihood of the candidates having heard about the past

dysfunction of Wayne State's Board, and was concerned if they get messages about how things have repeatedly slipped, the candidates will look at other options or second guess if they really want to do this. Gaffney agreed and reported the Board is relying on the search firm to stay in touch with the candidates.

Edwards (Medicine) shared how a colleague informed him that approximately half the senior leadership at Harvard are internal candidates. The advantage of internal candidates is that they know the place, whereas a new person coming in can take one or two years to understand the fundamentals of the Board and Wayne State. It is much more efficient to at least alternate internal and external candidates, and he questioned if weight was given to internal candidates. Gaffney confirmed there were no internal candidates.

Dubinsky (Law) inquired about the candidates who have no background in teaching or research. Gaffney hesitated to respond because of the confidentiality promised to these candidates, but pointed out one of the candidates has experience as president of a university. None of them are politicians or from corporate America.

Lewis (Education) stressed the importance of faculty and student voice. It is important to faculty that the president have academic experience. The committees are considering and working on issues around the most important needs of the university. She urged the Board to hear more from faculty, staff and students who live this day in and day out. With all due respect, the Board of Governors sees things from a high level, and administrators have their own perspective, so it is important to hear more from faculty, staff and students—the people who are at the ground level.

Rossi (Medicine) responded to Gaffney's query as to whether the president should have experience as a physician. Being from a medical school, she does not believe that is necessarily a criterion and, in fact, may be harmful. Regardless if they are from the arts, medicine, law, engineering or administrative, what is necessary is for the individual to be able to work with—and chooses to listen and respond to—the people who answer to them, including the Board, faculty and staff. It is important that the president can pick good people to run rather than micro-manage individual areas, regardless of the school. Gaffney confirmed that was a key question and explained how the first meeting was the full, eight-member Board, and how they included the four Board members who were not there when the faculty was there in the previous meeting, because the four wanted to talk

about governance and how these candidates considered what good governance should be. The Board is considering these concerns, but he believes they were better served at first meeting with the 16-member committee instead of a smaller group.

III. REPORTS FROM STANDING COMMITTEE CHAIRS

Traditionally, the chairs of the Senate standing committees provide end-of-year reports. This year the Senate included the DEI ad-hoc committee that is intended to become a standing committee through a bylaws change during the upcoming academic year, so the ad hoc DEI committee is included here as well. The written reports will be available on the Senate's Teams site.

A. Election Committee

Chair Simon (University Advising Center) reported the Election Committee held five elections this year: the Policy Committee; the replacement of Michael Barnes (CFPCA) on the Policy Committee; the election of the Senate president; the hearing panel elections of faculty and academic staff; the member-at-large election. Apportionment is the most difficult task for chair of the Elections Committee because they must decide from a list of 1800 people whether they are counted in apportionment. With the assistance of Boris Baltes (AVP) and James Van Loon (SIS), the committee was able to do this. There were no losses or gains to the divisions, schools and colleges. There are still 76 senators: six members-at-large and 70 from the schools, colleges and divisions. She found this very disconcerting because there were 88 senators when she became a senator in 2007. The committee must consider the apportionment issue and change the formula. She thanked the committee members, especially those who participated in the challenging Policy Committee election in September.

Paz questioned if the apportionment is based on the number of faculty and represents a decline. Simon explained how the apportionment is based on at least half-time faculty, academic staff, administrators and academic staff administrators who have retreat rights, and she confirmed this represents a decline in the number of full-time faculty and academic staff.

B. Student Affairs Committee

Chair Simon reported the Student Affairs Committee (SAC) had eight meetings, covered 14 topics and hosted

a pot-luck lunch in December. Among the list of topics discuss, she highlighted the November 9 discussion on financial aid and pointed out the chart that includes scholarships the Office of Student Financial Aid disperses for our FTIACs and transfer students as well as what is needed to get it and what is needed to keep it. The committee discovered the 2023 to 2025 financial aid is changing; the government is changing the formula for Pell and the FAFSA will go from 108 questions down to 36 and will connect to the IRS data input by the applicants. This will help single-parent households and hurt middle and high-income households, and it will do away with the multiple children in college at the same time benefit. Another highlighted discussion was around a student's research project (Yes or No? The Effect of the Presence of Consent and Alcohol on the Perceptions of Reporting Sexual Assault) for a sociology-directed study shared by the chair of the Sociology department. SAC found it disconcerting that a large percentage of respondents did not know where to go to report sexual assault and felt that no university resource was perceived as approachable, and Simon stressed the need to change this. Finally, SAC discussed the withholding of transcripts and voted along with the Curriculum & Instruction and Faculty Affairs Committees to not withhold transcripts if money is due. They discovered if a student is here as an undergraduate and graduate, the transcripts are linked and cannot be separated. Therefore, if one degree is earned and more money is due, and a second degree is earned and money is still due, the student cannot get their transcript. That policy must change. Simon thanked the guests who presented at the meetings as well as the members of SAC who she described as the greatest committee of the Senate: they show up regularly and ask very perceptive questions.

The provost pointed out the newly formed Office for Sexual Violence Prevention and Education. A full-time professional coordinator was hired last month and is charged with putting together a full plan of education for the students starting in the fall, so he was hopeful they were moving proactively to address the second concern raised by SAC.

C. Budget Committee

Chair Fitzgibbon (CFPCA) thanked the members of the Budget Committee (BUD) and the contributing guests who attended several meetings. There were six meetings, one of which was a joint meeting with the Policy Committee. She highlighted discovering how the Board had not been receiving quarterly updates. BUD also worked with the provost on block tuition, and they are

hopeful for an increase in enrollments. The State of Michigan's School of Medicine funding and the bond authorization, which will give us a total of \$250 million, was discussed over two meetings. Last week, the meeting covered the financial statements and a treasury update. Of the major projects discussed, State Hall is on target and construction will take place on the DeRoy reflecting pool. The Hilberry Gateway project was the largest.

D. Curriculum & Instruction Committee
Chair Lewis (Education) reported the Curriculum & Instruction Committee (CIC) meet eight times: two meetings in person and six meetings over Zoom. The written report provides more detail about the topics covered, and she highlighted how the CIC considered changes to the syllabus which is still underway. The official syllabus template has gotten longer, and the concern is that students are not reading every word in the boilerplate language, and perhaps not even class-specific information. She highlighted how committee member Charro (CLAS) had shared a program that he and Amar Basu (Engineering) developed to support student mental health, and it has just received funding to expand. The committee worked on the transcript release policy, and pointed out how helpful Simon and the provost have been in this effort. Changes to BOG policy on academic probation have been reviewed, and considerable time was spent working on the proposed BA in Law that will be offered in CLAS. CIC has been asked to look at the standards for online courses and programs, and in that the committee has added thinking about standards for in-person courses and programs. They considered the academic freedom statement that the Senate wants to issue, and looked at academic integrity, especially in the context of AI. They also considered the Wayne Experience suspension and would like to hear more about how it will be reinvigorated. Lewis thanked Policy for putting together a spectacular committee that represented faculty and staff of different occupational positions and levels at the university. She also thanked Darin Ellis (AVP) and Kelly Dormer (Assoc. Dir., Academic Affairs) for attending meetings frequently. Finally, she asked CIC members to stand, describing them as spectacular, noble, collaborative and thoughtful.

Concerning the ballooning of the syllabi, Paz questioned how the plan will move forward. Lewis will gladly circulate a memo drawn up with suggestions they have so far, although it is not finalized in any way. In fact, it will probably go through a few more committees before there is something more formal to circulate. One idea is to make most of the policies hot links that are maintained centrally to keep them current and consistent

across all the units. Committee member Quinn-Grzebyk (Business) is willing to share some of the things she has done to digitize her syllabus and make it more interactive and engaging. Additionally, a group from a university in Texas that studied syllabus development and what it does for students came to present to the committee. There are many things that can make the syllabus more friendly and position instructors as allies with their students as well as provide some support for mental health and academic well-being that we like to work on as a university. Senate members were encouraged to contact Lewis if they had any other ideas.

E. DEI Ad hoc Committee
Co-chair Henderson (CLAS) thanked committee members for being willing to engage in important discussions. This was the second academic year of the ad hoc committee, and they took a lot of time learning about the DEI actions and initiatives on campus by connecting with and learning from campus groups (i.e., Student Disabilities Services, OMSE, Gender, Sexuality and Women's Studies) who do DEI work. Recommendations to Policy include the need to better support colleagues in these groups that perform the DEI work on campus. They call for more inclusivity in Senate procedures because of the lack of academic staff and students involved with some of the things that happen here. Additionally, the committee should take on the heavy task of reviewing official documents of both the Senate and the university because some of the language needs to be updated to ensure inclusivity of the entire campus community. Finally, the ad hoc committee should be an official Senate subcommittee and they appreciate Policy putting this on today's plenary agenda.

F. Facilities, Support Services and Technology Committee
In February, Withey (Medicine) replaced Michael Barnes (CFPCA) as the chair of the Facilities, Support Services and Technology Committee (FSST). Chair Withey reported five meetings held over the academic year. In October, the committee met organizationally to figure out what issues to discuss, and guest speakers were invited to the following four meetings. In November, Rob Davenport (AVP, FP&M) gave a presentation on the capital outlay plan in which every expense over \$750,000 is reported to the state. Major items include replacing the law school classroom building (\$40 million) and the efforts underway to address deferred maintenance (approximately \$700 million). In February, Rob Thompson (CIO) gave a presentation on upgrades to campus security and access

because most of the locks in the university are still brass keyways. This meeting took place shortly after the shootings at MSU and there was extra attention given to the fact that we cannot control many of the entries to our buildings. There is a process underway to look at replacing the current locks with locks that are more easily controllable from the outside. An encouraging outcome from that meeting was some members of FSST were asked to serve on the group that is charged with looking into campus security. In March, Davenport came back to further discuss capital outlay and the plan to put forward \$100 million to address the deferred maintenance (e.g., mechanical plumbing, electrical, roofs), and there is regular timing for replacement of items like furniture and such. Jim Brock (Sr. Dir., FP&M) gave a presentation on changes to the operations of FP&M and reported campus will be divided into zones and people have been hired to address the needs for completing a request in each zone. Jon Frederick (Dir., Parking and Transportation) presented at the final meeting and reported there has not been a parking increase in four years. Parking was greatly impacted by the pandemic and had to use general funds to survive. Now that the parking fees have gone back up to pre-pandemic rates, they are better off but the problem remains that when something needs to be replaced, it cannot be covered under the current rate structure. The committee pushed back; parking is expensive, and we should not have to pay more. Generally, the guest speakers were very transparent, open and willing to answer questions. The committee members were fantastic at asking in very detailed and pointed questions as needed, but the problem remains that FSST is a passive receiver of information and not typically involved in the process of planning for things. FSST should be on the front end of planning or facilities replacement, technology replacement, etcetera, and not hearing about it after decisions have been made.

Beale commented how she and others on the Budget and Policy Committees have at times talked about the consideration of a graduated parking fee because we have people on campus with very different salary levels. She questioned if that was brought out in their discussion with the parking. Withey agreed it is very unfair to a lot of people, but the issue was not discussed. Beale believes this issue should be pursued as a Senate in the future.

G. Faculty Affairs Committee

Chair Stoycheff (CFPCA) reported the Faculty Affairs Committee (FAC) had a very successful year meeting

with various stakeholders across the campus, including the adult learner team, the WSU-GEARS team, testing and assessment and the university's 2N committee. They surveyed the university and extensively discussed the role of what a faculty member should be this academic year. They had begun drafting a memo that talks about the role of faculty, particularly as it pertains to recruitment and retention because that seems to be an initiative off campus. It was the committee's belief that the role of faculty in this process should be that of the face of the university, highlighting faculty endeavors alongside a very cohesive university plan to execute it. The university needs resources and training that should not be the onus of faculty members in terms of recruitment and retention. Additionally, Hoogland (CLAS) assembled a subcommittee that outlined a proposal for a university required course on reading, writing and critical thinking that has gone to Policy and the Office of the Provost. Lastly, the committee spent a lot of time discussing the role of faculty, mental health, burnout and morale. Since the pandemic, many students are suffering with mental health issues, and that is affecting faculty mental health and well-being. What they have found when talking with colleagues and collaborating experiences across the university is that faculty are not in a place they want to be, so they advocated to Policy that the university invest in primary prevention to reduce stress and workloads across the university.

H. Research Committee

Chair Rossi (Medicine) thanked the loyal and responsible members of the Research Committee (RES) who attended seven meetings this year. The primary charge was to review and suggest revisions to the WSU Research Misconduct Policy. There were also several other issues brought up by the committee itself. As far as the misconduct policy, AVPR Philip Cunningham and General Counsel Mike Poterala informed RES that the Office of Research Integrity in Washington, which the misconduct is reportable to, is changing its template this year. It is unclear when that will be and they were asked to hold off until that template is provided because it would need to be revised yet again to comply, since any changes in policy need to then be sent to Washington for approval. The other items the committee dealt with include Tim Stemmler (Interim VPR) presentation on the distribution of indirect costs, including changes in policy that may occur in the OVPR in terms of that distribution, as well as how the support of Cores and other common resources (e.g., animals, IRB, IACUC) are supported. The issue of IRB delays was brought on

by many members of RES because this has caused delays primarily in expedited reviews, as well as in student research in CLAS, Engineering, the School of Medicine and elsewhere. These impacted the degrees and the ability to complete degrees by several of our students and to have timely reports for faculty for their research funding agencies. The IRB itself was sometimes the source of the delays, and sometimes it was in the IT communication from Wayne State to the vendor, but there has been a considerable problem with the vendors, both for the IACUC and IRB, that Cunningham explained was being addressed because more than \$1 million a year is spent on this interface, and we need to have better service. For example, the IRB requests that were requested in September will be implemented around July or August of this year. These are minor changes to the expedited IRB, and this is unacceptable. The committee also discussed the salary structure on grants, and this is quite complex. Dave Massaron (VP, CFO) was going to come back to discuss the general funds directed toward research enterprise, support of cores and tech transfer. Only a small fraction of clinical salaries can be recouped, so they are working on this complex matter and will unfortunately require a more open relationship with Wayne Health, which is a separate entity and there lies the stumbling block. Finally, in the last meeting they discussed IT support, and several new things came to light. Some may already be aware that they will be issuing standard computers to every faculty member; one desktop or laptop with two monitors and standard software. The problem is that Acrobat is not going to be a standard, only Acrobat Reader. Likely the biggest concern was the that access to Canvas, Banner and other university programs will only be permitted through a Wayne State-issued computer. If you are working from home, that could be a problem. This became a major discussion point in the last meeting, and it interfaces with both FAC and SAC, because they asked what will happen to students who will not have a university issued a computer, and that is where they left it, so that is where RES will take over next year because that will be a major change for teaching across every discipline.

Kornbluh did not believe that there is a change for Canvas, so it will not impact courses. Also, it is not to obtain information from Banner, rather the ability to make changes in Banner. It is a question of security: hackers who go after universities have become increasingly more challenging and the real issue is to anybody who has the ability to enter anything into our enterprise systems such as Banner must go through a university-issued computer. Staff members who have

flexible work assignments will have to have computers that they can take home, so they are pricing the costs of that. Students who are reading in Canvas have no problem; permissions will be needed for those making changes in enterprise software. The provost is not going to minimize the fact that the whole world has become less open and our ability to go from one device to another is changing here. We are going to keep communicating about it and Thompson will come back to plenary in the fall to further discuss the issue.

IV. AMENDMENT TO ADD A STANDING COMMITTEE TO BYLAWS

To approve a bylaws change under the Senate Bylaws, Beale explained the Senate must first see the change in one plenary session and hold an official vote in a following plenary session. Regrettably, this is the last plenary of the academic year, and the first time Policy was able to get materials together due to many different issues coming up. What will be done at this plenary is to essentially to move what has been an ad hoc DEI committee for two years into a permanent standing committee of the Senate, and suggest that for the make-up of this committee to have least two representatives from the two largest schools of the university (CLAS and Medicine) and at least one representative from each of the other schools to give a sense of the broad charge expected for this DEI committee in terms of tracking educational policy recommendations that come through the DEI Council to the Senate for a vote and recommendation to the provost, president and Board of Governors, and to be thinking generally and broadly about diversity, equity and inclusiveness for the Senate and for educational policy generally. This vote will be a straw vote and not have formal power, but we will be able to follow the recommendations of the bylaws in setting up the committee with a footnote that DEI is still an ad hoc committee until that vote takes place at the beginning of the plenary session in September.

Volz (Business) thanked Henderson for the DEI presentation and raised the issue of limited presence of staff and academic staff which play a critical role in the university and are not well represented on Senate committees. As a way of inclusiveness on our standing committees, he suggested that staff and academic staff be seen much more frequently on this committee. Generally, the Policy Committee has considered the preferences of Senate members when setting up the committees. Beale agreed with the importance of having academic staff and faculty on the DEI committee, but Policy has tended not to specify a certain percentage

because for one we will not know what the percentage of our membership will be from year to year. She noted how sometimes Policy goes against those preferences in order to create that kind of diversity.

Villarosa (DOSO) questioned how Policy intends to establish the membership of the DEI Committee. Over the past couple of years, the ad hoc committee has been an additional assignment. How is Policy going to address that? Beale hopes to list it as a standing committee, but with an asterisk noting that it will be ad hoc until the Senate holds a formal vote at the September plenary. She acknowledged the need to do a complete bylaws revision as well as changing the apportionment formula. Informally, Policy discussed including the heads of each of the school's and college's faculty councils or executive committees as members of the Senate to support the liaison effect—more information coming out of the schools and colleges and going to the schools and colleges. She hopes to work with a few volunteers on a bylaws revision committee over the summer to ensure they are uniform, paying attention to all those issues, including pronouns.

A straw vote in favor of making the DEI an Academic Senate standing committee was passed unanimously.

V. REPORT FROM THE SENATE PRESIDENT

Beale highlighted the preliminary report from the AI subcommittee that came through with a number of different recommendations, a few of which the Policy Committee will urge the provost to put into motion—i.e., talking about use and misuse of AI in both the faculty and student's orientation sessions, and thinking about the academic integrity module that Pineau (CLAS), chair of this subcommittee that looked into this issue, largely developed and to include something about AI in that. It is an enormous issue with complex questions about how we deal with AI as faculty. There are some places and some subjects where people are already using AI as part of the course and teaching students how to use it, and there are other areas where people are very concerned about plagiarism in keeping with AI and how to design their courses to avoid it. The work that the CIC is doing on the syllabus will need to incorporate some form of the syllabus recommendations here, which included that for those faculty who want to prohibit the use of AI, they need to have a very clear statement about the rationale for that choice and that that choice exists. For those who want to use it, they also

need to have a very clear statement about in what way and what kind of citation to authority is required to use AI. She expects work on the academic integrity module to be ongoing over the summer, and perhaps making a recommendation before the end of summer to some changes of the syllabus template that is provided. There is a resolution here suggested for the Senate, and it is Beale's view that something along these lines should be brought to the Senate at the September plenary as well. She encouraged Senate members to read this report in detail, give it consideration and contact anyone on the Policy Committee with questions, concerns, disagreements or agreements, because this will be something discussed for some time.

Beale noted the discussion from Massaron on the uncertainty of the budget in part because of enrollments. Recent enrollment reports provided a bottom line of 1.84%, which is the first positive number in several years. There was positive news in areas of both undergraduate and some of the graduate degree programs which is important in terms of the current budget situation and the potential for a 2% to 4% cut will be reduced within any enrollment increases realized.

Regarding the issue of free speech, Beale discussed the email from President Wilson that mentioned the professor in the English department—not the one that came out most recently, which was a more measured, supportive free speech, but the earlier one. She provided a personal statement on this issue:

A Wayne State professor of English exhibited an egregious lapse of judgment in a personal Facebook post related to the speech disruption that took place at another university described in national news. The professor's statement, however, was protected by constitutional freedom of speech, was not done as part of his professional Wayne State University duties and did not rise to a true threat subject to criminal liability nor make a menacing statement directed to the Wayne State University community. Accordingly, an ill-advised announcement by Wayne State's president to the university community that identified the professor's department, noted the professor's suspension, and asserted potential criminality and referral to law enforcement unnecessarily created fear and anxiety among students, staff and faculty while producing a chilling effect on faculty academic freedom and free speech rights. I find it hard to see justification for the way the president handled that case publicly.

Majumber (CLAS) shared how he is teaching a large, asynchronous online class and struggled with ChatGPT. The word "online" does not appear in the preliminary report from the AI subcommittee and is a huge gaping hole, because the biggest problem lies in the online classes. After trying many different things in the class, he has some solutions but they would require breaking the 100% online requirement of an online class, and that is something that must seriously be considered. A couple of his students scored 100% on a test, and he noted how he has trouble getting 100% on the test having taught the class for 10 years. When he asked his dean if he could bring the students in to his office to do the problem on the board, he was told no because it is an online class. Beale agreed and has been thinking about quality in online programs in and of itself as a hugely important issue for the Senate to think about. The prevalence of AI and the possibility of its use in online asynchronous classes in particular will be something the Senate must consider. She recommended Majumber discuss this with Pineau, who will be continuing to think about it, and Policy will continue to discuss it throughout the summer. There are real quality issues about online classes that need to be discussed.

Edwards suggested one way of dealing with the issue is differentiating among the courses, particularly the online courses; some can be 100% online, but others can be indicated on their student records or letters of recommendation that they had an in-person test. His wife has taught some online courses, and there are places where people can go to write exams that are supervised in other locations. The people who then see the results of these courses could make their own decisions as to what they value or how they include it in their evaluation of candidates for various positions.

VI. REPORT FROM THE CHAIR

Interim chief diversity officer.

The Provost's Office sent an email to faculty and staff regarding the retirement of Chief Diversity Officer Marquita Chamblee, the first chief diversity officer for the university. The provost is accepting nominations and applications for an interim position starting in July and noted there is nothing that precludes the interim for being a candidate for the permanent position, so if anybody is interested or wants to nominate someone, send an email to provost@wayne.edu. The plan is to have a national search for the permanent position.

Campus security.

The Facilities Committee reported to the provost on security, and he emphasized they are trying to do some of the more affordable things as quickly as possible. For example, all the buildings on campus were surveyed and rated for camera coverage and both the Student Center and Welcome Center have had a substantial increase of cameras installed, and there are plans to continue to increase camera coverage. At the same time, they are working on the issue around locks. We do have the ability to lock all buildings. One of the questions is what time the buildings are locked at night. If you are in buildings that you would like to see locked earlier at night, send that up through department chairs to the deans, and we will have ongoing discussions about that. The provost expects to move towards having more of the buildings locked earlier and open only by card or key access.

Enrollment.

The Office of the Provost is cautiously optimistic about fall enrollment. On the undergraduate side, we have more acceptances now than we had at Census Day last year: applications and acceptances are up and enrollment is up slightly, dependent upon when there is orientation for continuing students. Continuing students are also ahead of where we were last year, however, this varies greatly by department and college. Kornbluh offered a great deal of thanks to the faculty, academic staff and those who have been paying attention to this. He singled out Engineering because they have done a remarkable job both for continuing students and new students. The FAC reported on advertising faculty to recruit students. Hired consultants reported that web pages are the front door for students looking to enroll and we have been paying for substantial overhauls of the Business and Engineering websites as the models for new websites that will have much more up-to-date faculty pages being highlighted. They have been working to do things automatically—i.e., for faculty teaching a class every semester, it updates the new class on their own webpage. Updating webpages is important because search engine optimization depends upon how frequently a webpage was updated, so doing something as simple as changing the course every semester makes Google think that every webpage of every faculty member has been updated, and then it has more search engine optimization.

The story of declining enrollments is complicated, and Kornbluh continues to emphasize a significant part of our decline in enrollments over the last ten years has

been because we have graduated more people and moved to more full-time and fewer part-time students. There is no denying that the total number of student credit hours is down some over a decade, but the student credit hours is not down nearly as much. In his view, Wayne State has done a decent job of paddling a canoe upstream in the last several years due to a decline in 18-year-olds, a pandemic that resulted in nearly a 10% decline of university attendance across the nation, U-M growing their student body by almost 7000 students thus taking a percentage of students from MSU which took a percentage of students from Wayne State. Despite having to paddle upstream, we have not gone over any rapids and significantly held our own. Our competition for undergraduates is MSU and U-M, not Grand Valley and to a lesser extent Oakland and U-M Dearborn. The regionals have lost far more students than we have over this time period. Ensuring we have improvement is important to the long-term financial health of the university, and the provost thanked Senate members and encouraged them to continue to get our continuing students registered and to be available for new students, and to let them know this is a really good place to go to school. Looking at expected retention rates versus the entering quality of our class, we do better than national predictions in the way *U.S. News* and *World Report* would measure this. In the long run, growing fee-paying master's programs is worth the most money to the university (in some professional fields, they are paying in the mid-thirties for annual tuition). Undergraduates are heavily discounted and given a lot of financial aid, and that would take five or six undergraduates to equal that revenue. Those departments who are thinking hard about master's students are really contributing to the bottom line.

Promotion factors.

A 3N committee looked at university promotion factors and their report will be available shortly. A retreat is scheduled with the deans this summer and the provost hopes to come back to the Senate and to the Union in early fall with suggestions to improve the path to promotion. We have not done as good a job as we should be doing for research faculty, and he would like to see us move to the expectation of promotion from associate to full on the same timeline as promotion from assistant to associate and across all disciplines. Some of the changes recommended by the 3N committee involve looking at the community engage scholarship, looking at the type of work that faculty does and giving an appropriate credit. More attention should be paid to smoothing out and supporting faculty careers next year from the

Provost's Office.

Academic freedom.

Many Senate members are aware that we have a group of outside ministers that are literally agent provocateurs who come to campus each year. They sent us a 10-page letter of their rights to be verbally abusive on campus. We knew they were coming this year and planned for police presence and a barricade to cordon them behind if they got physically threatening, as they did last year. This year, they failed in provoking the students, so they upped the ante and stomped on the Quran, upsetting a lot of our students. There is a need to have a discourse about academic freedom and how that relates to our values of inclusivity and belonging on campus with our students in the coming year. The provost has been talking to the dean of the law school and some of the faculty there that have paid attention to this, as well as the Policy Committee. The Office of the Provost in partnership with the Policy Committee would like to sponsor some student-focused events to highlight both sides of the discussion; people who really do believe that a place like this should not allow hate speech and how they feel, as well as people who understand the law and the limitations that we face, and try to have a forum for students who want to try to understand this. He has offered to fund an academic conference in this area because these are hard questions about what is allowed on a college campus, and pointed out public campuses have more legal restrictions than private campuses.

Artificial intelligence.

Kornbluh has offered to fund an academic conference as a way to expand the discourse on generative AI. He understands the problems with ChatGPT and cheating, but that is barely the surface of the impact of generative AI on knowledge production that we are seeing, and the products that are out there now can be used by authors to generate articles and such. Those in the computer field know AI is really good at writing code, and they have been unleashed not just by ChatGPT, but by Google, Amazon and a whole series of companies. There is nothing built into these AIs that has a bias towards truth or decency. It is quite interesting that Majumber's physics tests had all the right answers; they often get all the wrong answers, but they are extremely persuasive. It raises lots of questions for the role of faculty that goes well beyond teaching in the classroom. In addition to the really good work that the AI subcommittee is doing, many would appreciate bringing in some experts very quickly and trying to understand better where we are

headed with this.

VII. NEW BUSINESS

Paz shared how Physics and Astronomy had run a summer program in the past for high school students, and he had interacted with some Detroit high school students whose situations were dire in terms of the learning environment. Physics and Astronomy also gets requests from students from very affluent high schools who want to do research with faculty, and several have done that. He has witnessed the way these students from these schools get tutored in terms of how to approach faculty and how to write their applications for things. He questioned Wayne State's approach or responsibility in helping talented students from Detroit high schools. There are departments trying to do various things, especially in relation to NSF careers, but is there a general, more uniform approach from the university in trying to help these students? Kornbluh explained there was a meeting in the Provost's Office about shifting around personnel to have someone coordinate these efforts as well as surveying of many of the programs offered by the different departments and colleges. There are all sorts of issues here, and the short answer is yes. The new dean of education, who will start July 1, is a graduate of the Detroit Public Schools and deeply interested in this. CLAS, Engineering and Medicine have been doing a lot, but this is the core of what the College of Education does. This is our pipeline for the future, and we are going to try to pull this together and provide more central support. There is interest in better connecting pieces to recruitment as well, and the provost suggested putting K-12 programs on the plenary agenda early in the fall. Additionally, there are some exciting changes for next year: Business will be hosting 300 Cass Tech students in dual enrollment core courses across three years of high school.

Reynolds (Engineering) commented that many of the master's students in computer science are international, and one of the big issues raised is around support (e.g., scholarships, tuition, releases) to make it easier for them to come in and learn at Wayne State. Are there any initiatives that speak to this issue? Kornbluh confirmed there is some scholarshiping at the master's level but, broadly speaking, this is one of our major revenue streams going forward, and with international students, some of this is limited to the students who can afford to make this work for them and for us.

VIII. STATE OF THE UNIVERSITY ADDRESS

President Wilson delivered a non-traditional state of the university report to the Senate without a lot of data. Over the past ten years, he acknowledged the Academic Senate as being an incredibly informed group. There is a very sophisticated and comprehensive structure of standing committees, and the hard-working Policy Committee meets nearly every week.

In terms of transition, the presidential search is well underway. It was his understanding there are five potential candidates and the Board had hoped to whittle that down to two candidates at the last Board meeting, but were not successful in doing that—hopefully because they have five great candidates. It is likely that two finalists will be determined by the Board in the next week or two, and then brought to campus. He has been assured by Governor Gaffney that it will be close to the original timeline envisioned. The timing of the search for the vice president for research is set to begin after there is some certainty as to who the president might be. The thinking is that we are fairly close to selecting a new president, and we are just in the beginning stages of the VPR search, so the new president will be able to come in and make an informed decision by having the opportunity to interview the finalist candidates. He noted that interim VPR Stemmler has been doing a fabulous job, so the question then arises as to why not make him the permanent VPR. Wilson explained the VPR position is very important, and the university deserves a person who has gone through a formal vetting process, and the new president should be able to have his or her priorities reflected in the selection, and he has encouraged Stemmler to be a candidate. Additionally, the provost will do a quick internal search for an interim chief diversity officer, and then do a national search for a permanent replacement of Chamblee who is retiring in June. Finally, the KCI CEO search is progressing very well and there are several very strong candidates for that position. Unfortunately, the selection will be delayed because one of the candidates has had a medical issue and will need the rest of the month to sort that out.

There have been a number of campus improvements, and State Hall will be opening in time for the fall semester. Although Wilson does not plan to attend events and openings once the new president is on board, he will make an exception for the opening of State Hall. There has been a successful opening of the Hilberry Gateway. The President's preview was several weeks ago, and the event space in terms of his reception was very nice. The

auditorium is phenomenal, and the acoustics are great. Work is now underway on the Gretchen Valade Jazz Center. Although it is unfortunate that Valade passed away before she could see it come to fruition, her influence is there, and it is going to be another magnificent venue for our students.

Wilson reported how he is often asked about unfinished business: if he had a little bit more time, what would he want to spend it on? The process of looking at the feasibility and desirability of a School of Public Health here in Detroit had begun, and the committee that looked at this said it would very much welcome, but that it should be done correctly with the appropriate funding, not on a shoestring budget. His focus over the past several months has been trying to secure seed funding, and he has six or seven irons in the fire and is optimistic that several will materialize, but time is running short. He is optimistic that something will come of that, but the situation with not having a hospital partner that shares the same academic mission as the medical school continues to be a problem. They have been working on some potential affiliations with other health systems that have not come to fruition yet because now is a very bad time for hospitals; most of them are losing money and that has slowed the discussions down, but progress is being made and that will be important for the future of Wayne State. The truth of the matter is that there is not an academic medical center in the country that is research intensive that does not have a hospital partner that shares their academic mission. Those that are more community-focused by having the distributed hospital system that they rely on are basically community-based medical schools. For us to maintain and grow our research, it is going to be extremely important to solidify that.


Work is now underway for the medical education and KCI research building that will be located on Lot 75 across from the current Scott Hall. The current building will continue to be used while developing a five to ten-year plan to demolish Scott Hall and move everything over to the new building. There will likely not be enough money to have a brand-new building that is going to be able to house everything that is currently in Scott Hall now, plus the research center, so we are going to have to shelf some space out. There are also some potential partnerships that we have been talking to that will expand the scope of that project. It is not public yet but will be soon, and there are some real exciting opportunities there.

Finally, free speech has been a major issue on many campuses. Certainly, on our campus over the past couple of months there has been a couple of free speech issues that have come up. One of the things that is apparent is that a lot of people do not really understand free speech, so we are going to have a symposium led by the provost in the fall that centers on free speech and what is allowable and not allowable. Hopefully it will be something that is really engaging and will result in students, faculty and others having a much better understanding of free speech.

Kornbluh thanked the president for his service, his support of our academic mission and the decade of incredible improvement for our undergraduate students. It is quite a legacy.

The meeting adjourned at 3:33 p.m.

Respectfully submitted,



Linda M. Beale
President, Academic Senate