

WAYNE STATE UNIVERSITY  
ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

October 9, 2023

Present: L. Beale; S. Chrisomalis; r. hoogland; P. Khosla; M. Kornbluh; J. Lewis; N. Rossi; B. Roth; S. Schrag; N. Simon

Absent with Notice: D. Aubert

Guests: Loreleigh Keashly, CFPCA; Paul Kilgore, Director of Research, EAPCHS

I. CAMPUS CLIMATE SURVEY

Keashly met with the Policy Committee for feedback on the campus climate survey before the formal marketing campaign. The survey has not yet been finalized, but the structure is in place. The first campus climate survey (initiated by the Academic Senate) was launched in 2018, and it was used to inform a number of different initiatives and ideas. It is a good idea for the university to do this on a regular basis to assess its current state, what has been done and what still needs to be done. The institution has gone through a few changes since the last survey including a new strategic plan, leadership changes and changes brought on by the COVID pandemic, which has affected the institution and the people in it, as well as increasing polarization, racial division and political division across the country. This is also an opportunity to collect data on the various initiatives and resources developed since 2018 and recognize changes due to turnover among students, faculty and staff.

In 2018, the Campus Climate Study Committee worked with Survey Research Lab from the University of Illinois-Chicago (whose grant was not renewed, so they are no longer available). Former CDO Marquita Chamblee, Interim CDO Donyale Padgett and Keashly interviewed four different vendors and chose Viewfinder for this survey because of the flexibility offered: we need an experienced vendor and the ability to customize a survey to our needs. Some items from the 2018 survey have been included to allow for direct comparisons. It is also possible to compare data with other universities that have used Viewfinder.

The committee is made up of a diverse group of people. The goal is for the survey to be implemented November 1 and completed by the end of the semester. The data will be analyzed, and a preliminary report will be shared with the Executive Council, the Academic Senate and then with the entire campus by April 2024. Viewfinder provides a fast turnaround of the data with all identifiers stripped off to allow for a preliminary analysis. In the first survey, every question was available to everyone, with responders choosing whether to respond. In this survey, most of the questions are open to anybody who chooses to take this survey but there are also subsets of questions for those with specific identities such as active military/veteran, LGBTQIA+, people of color, people with disabilities and internationals. Based on responder's self-identification, there are questions on respect, feelings of belonging, policies and procedures and evaluation of overall services and support. No specific offices are being evaluated; however, the student survey does include questions on specific offices connected to different identities (i.e., Gadson Office of Military and Veterans Academic Excellence and Student Disability Services). There is a new section on campus DEI resources and people's awareness of them. There are also items (like those included on the first survey) having to do with discrimination, bias and

harassment, both experienced and witnessed, and responder's overall sense of the effectiveness of reporting such incidents, if they have done so.

Responders do identify their school/college or divisional unit, but not their academic department. Keashly noted the importance of having the correct, broad-category campus units listed for this purpose. She pointed out the general policy, as done in the last survey, not to analyze data at a unit/college with 10 or fewer people. Only Keashly will have access to the full data set. If she is aware of a particular category with few people, that data will be aggregated into larger units. Steve Chrisomalis added that given enough data, people become identifiable, so vigilance is important. Although the first survey had relatively high response rates (40% from staff, 25% from faculty and 12% for students), Linda Beale noted that concerns about confidentiality and being able to be identified tends to discourage some people from responding to this kind of a survey. Elizabeth McQuillan (Business) and Damecia Donahue (Libraries) from the campus climate study group will work as a team with Keashly to make sure the survey data is stored in a secure place and keep the code book separate from the survey data itself.

Various Policy members pointed out potential issues with the categories, noting changes that would make it easier for faculty and staff to understand how to mark the survey. In the last survey, Naida Simon noted academic staff members were grouped with all other staff, resulting in less valuable data and less comfort among academic staff that their concerns would be noticed.

The survey will provide information to responders regarding their percentage completion. There will not be an individualized link, but responders can return to complete the survey if they use the same device to do so. The libraries will provide computer access to those who need it, and hard copies will also be available. The survey is estimated to take 15 to 20 minutes to complete.

Provost Kornbluh recommended offering a drawing for gift cards to encourage participation. Keashly confirmed they do have incentives in the budget, but some noted concern about taxability of such awards. Kornbluh will look into that.

Keashly agreed to share a preliminary survey with Policy to provide their comments, so long as it is recognized that any fundamental revision of the survey would push it back several months.

Once the survey is ready, Beale agreed to send out a Senate email to all faculty and academic staff to encourage them to take the survey a few days after the original link is sent out.

## II. APPROVAL OF POLICY PROCEEDINGS

The proceedings of the October 2, 2023 Policy Committee meeting were approved as revised.

## III. REPORT FROM THE CHAIR

War in Israel: Last weekend was not good for peace in the world. We have both Jewish students and Palestinian students that are upset about what is going on. The new administration, like many across the US, is grappling with how best to support our students, staff, and faculty when external world events deeply impact the campus. Kornbluh reported a statement went out to all students saying recent events in the Middle East are both directly and indirectly stressful for members of the community. It pointed people to CAPS and announced OMSE is offering a restorative circle for people to talk tomorrow afternoon. Two faculty members, Saeed Khan (CLAS) and Howard Lupovitch (Director, Academic, VP Academic Affairs), who have historically conducted public

fora, have planned a set of dialogues around issues in the Middle East for this semester: the first one will take place next Thursday.

Prior to these recent events, Students for Justice in Palestine scheduled Palestinian-American activist Huwaida Arraf to speak Tuesday at 5 p.m. in the Student Center about support for Palestine. The administration recognized that this group, like all registered student groups, has a right to invite speakers to campus and she has a right to speak. The provost will attend: if hecklers try to shut the speech down, he will remind them of the right of the speaker to speak. The police will be there as well, both in uniform and in plainclothes: and, if necessary, they will remove hecklers. We do have clear policies that extend to the Student Center as well as the classrooms that you cannot disrupt a scheduled academic event. Chrisomalis questioned if anything will be sent to faculty so that they know what the students have been told. Kornbluh agreed to share what was sent to students with faculty.

Several faculty members, Hillel, and the Anti-Defamation League have asked the university to make a statement condemning the terrorist attacks. The administration understands the deep passions and direct impact that many in the university feel in wake of the horrific violence in Israel and Palestine. Every letter and call on this issue have been responded to personally. The Board of Governors has also been kept apprised of concerns and events on campus. Jennifer Lewis suggested there will be pressure from many sides to issue statements, so she would like to understand the principle behind the university's stance. Kornbluh stated that universities across the nation have realized that making political statements may not be appropriate, as noted in a recent *Chronicle* article. Universities should provide space for discussion rather than issuing proclamations. Chrisomalis agreed. Pramod Khosla noted the more immediate issue at Wayne State is the impact on the local community and students. Kornbluh pointed out we have one of the largest Palestinian student bodies in the country as well as many students from Lebanon and Iran, and this university also has a long Jewish history with strong ties to the Jewish community in the area.

#### IV. SELECTION OF A SENATE APPOINTEE TO A NEW PARKING COMMITTEE

The VP Finance and Business Operations office is forming a new parking committee to look at the issue of graduated rates and other ways to make parking more accessible to those who feel they cannot afford it while still being able to pay for upkeep of the parking garages. Policy members recommended two Senate members, and Beale will reach out to determine their willingness to serve on the committee.

#### V. CENTER FOR EMERGING AND INFECTIOUS DISEASES CHARTER REQUEST (REV'D)

Kilgore was invited to Policy to discuss the Center for Emerging and Infectious Diseases (CEID) revised charter proposal. Over the past several months, the center was able to bring together a number of units across the campus, including CFPCA, CLAS, nursing, pharmacy, medicine and social work. Faculty will be engaged and participating actively in the work of the center from all different units, designing teaching and training programs. The center will have offerings of faculty in specific areas of the campus; there are going to be courses offered perhaps within one unit, but our faculty will contribute to teaching in that if invited or if some of the units decide that is something they would like to focus on. As an overall activity, education is a big thrust along with being able to reach out to the community. Education writ large is one area of opportunity, not only because of demand from the community but also because of demand from faculty and organizations within the community. They have worked with community organizations, NGOs and similar foundations across Detroit, as well as with agencies such as community centers,

health centers, county health departments, city departments and the like. They do a lot of training and teaching of health care providers, and, in partnership with community members, develop training programs and implement them as well.

CEID will engage across university units in the area of grant and research project development. Faculty affiliated with the center-to-be are currently working on the NSF proposal Predictive Intelligence for Pandemic Prevention Phase II (PIPP). A group has been assembled representing faculty from different units, and the LOI was accepted after being brought in through OVPR and submitted to NSF with a due date in late December. This will be multidisciplinary and innovative: it is not the typical surveillance project that CDC or other units have done, so it is expected that NSF will be supportive.

Additionally, training programs for students are being developed, creating opportunities for master's, postdocs and Ph.D. students. This forms our next generation of investigators and academicians in this area. Universities that have these centers across the country are doing this because training programs are very important, and something that NIH and NSF look for as well.

Beale noted some remaining concerns in the charter documents and recommended solutions. The center should have two co-directors, Marcus Zervos and someone outside the School of Medicine (probably Kilgore) instead of a single director who is only minimally connected with Wayne State (Zervos has a 5% appointment). It must be clear that the co-directors are appointed by OVPR as delegee of the president, with consensus required on major decisions including hiring and other significant budgetary expenditures. It was also recommended the internal and external advisory committees be revised. The internal advisory committee should include the current list of administrators but also one faculty representative from each of the 'involved' schools from which there are expected to be affiliated faculty (CLAS, CFPCA, CLAS, medicine, nursing, pharmacy, social work). The external advisory committee should include at least 90% external members who are experts in fields within the center from outside Wayne State (with no more than 10% of members from Wayne State)—with the goal that these people have expertise and connections that will help the center. There should be a specific goal that the center will work on and receive within the charter period a T32 or broad center-focused grant that would not have been achievable without the center. A clear statement should be included acknowledging that the Wayne State courses/degree programs facilitated by center faculty "belong to" schools/colleges (i.e., to the school/college in which faculty of record who must approve the degree program and curriculum reside). There is also a need for clear alignment between the School of Medicine and the center/OVPR websites with appropriate functions of each specified. Policy members also discussed the possibility of developing—again, clearly with approval required of the faculty of the schools involved—a certificate in the field of emerging and infectious disease, where there is a clear faculty of record in the schools outside the center expected to approve such courses and certificate through each school's curriculum and degree approval process.

Kilgore agreed with Policy's recommended solutions. He will work on the revisions and submit the updated charter request to Policy within the next two weeks.

## VI. NOVEMBER 1 DRAFT PLENARY and DISCUSSION OF 1004 PLENARY TOPICS

Beale shared an updated draft including a facilities presentation and discussion session led by FSST, as a way of being responsive to the facilities issues raised at the 10/4 meeting. Lewis urged a small-group breakout for all plenary sessions. Khosla reported that breakouts worked well for a CLAS faculty council meeting, and Chrisomalis noted the benefit of increased interaction among Senate members, with new topics possibly rising to Policy's attention and

highlighting of shared challenges. Beale noted that the process was useful but shared her concern that members do not understand the importance of the standing committees as the working committees of the Senate: various liaisons and other guests participated in the breakout sessions so there was not a clear focus on issues within the Senate's jurisdiction. Hoogland added that there will likely not be time at every meeting to have a breakout, and such breakouts are less constructive when they do not culminate with a summary of the 2-3 items discussed in each group. Noreen Rossi added that any future breakout sessions would need more time, with groups intentionally composed and Policy members participating in each group. Lewis suggested distribution of the topics from 10/4 and Policy's response on addressing themes.

The November 1 Senate plenary agenda will include a segment responsive to the facilities issues raised at the October plenary, including a discussion after the presentation led by FSST. Beale suggested that we can also encourage members to feel free to send questions to the Senate Office so that the FSST members can be sure they are included in the discussion.

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*Approved as revised via email October 25, 2023.*