

WAYNE STATE UNIVERSITY – ACADEMIC SENATE
Official Proceedings
November 4, 2020

Members Present: Laurie Lauzon Clabo, Interim Provost and Senior Vice President for Academic Affairs, Ex-officio; Linda M. Beale, President, Academic Senate; Leela Arava; Poonam Arya; Paul Beavers; Juliann Binienda; Timothy Bowman; Tamara Bray; Pynthia Caffee; Stephen Calkins; Leah Celebi; Wei Chen; Susan Davis; Richard Dogan; Alan Dombkowski; David Edelman; Brian Edwards; Tom Fischer; Jane Fitzgibbon; Samiran Ghosh; Wanda Gibson-Scipio; Siobhan Gregory; Lance Heilbrun; Marisa Henderson; renee hoogland; Arun Iyer; Barbara Jones; Thomas Karr; Mahendra Kavdia; David Kessel; Fayette Keys; Thomas Killion; Christine Knapp; Manoj Kulchania; Wen Li; Karen MacDonell; Krishna Rao Maddipati; Georgia Michalopoulou; Ekrem Murat; Sandra Oliver-McNeil; Christie Pagel; Charles Parrish; Rachel Pawlowski; Thomas Pedroni; Shane Perrine; Sean Peters; Richard Pineau; Avraham Raz; T. R. Reddy; Shauna Reevers; Stella Resko; Robert Reynolds; Joseph Roche; Brad Roth; Krysta Ryzewski; Berhane Seyoum; Bo Shen; Naida Simon; Elizabeth Stoycheff; Scott Tainsky; Ellen Tisdale; Ricardo Villarosa; Clayton Walker; Jennifer Wareham; Jeffrey Withey; Hossein Yarandi

Members Absent with Notice: Kelly Dormer; Peter Henning

Members Absent: Faisal Almufarrej; Xiaoyan Han; Michael Horn; Jennifer Lewis; Justin Long; David Merolla; Carol Miller; Santanu Mitra; Ali Salamey; Jennifer Stockdill; Neelima Thati; William Volz

Others Present: Brandy Banks, Office of the General Counsel; Thomas Cavalier, Office of the General Counsel; Cathy Kay, Financial Aid; Rohan Emmanuel Kumar, Office of the Academic Senate; Dawn Medley, Enrollment Management; Mary Paquette-Abt, Fine, Performing and Communication Arts; Louis Romano, Liberal Arts and Sciences; Angela Wisniewski, Office of the Academic Senate; Nikki Wright, Office of Equal Opportunity

CALL TO ORDER: Provost Clabo called this regularly scheduled meeting of the Academic Senate to order at 1:32 p.m. The meeting was held via Zoom.

I. TITLE IX: CHANGES TO REGULATIONS

Ms. Wright informed the Senate members of the changes to Title IX of the Higher Education Act. Title IX is a federal statute that governs how federally funded universities must respond to investigate allegations of sexual misconduct and, in particular, sexual harassment. The U.S. Department of Education finalized new Title IX regulations effective August 14, 2020, changing how universities must handle such cases. All universities were required to comply quickly with the new regulations. Wayne State adopted interim Title IX policies and procedures. Under the new regulations faculty and staff are considered responsible employees, except for confidential employees in Counseling and Psychological Services and in the Campus Health Center. Responsible employees must report allegations of sexual misconduct and harassment directly to the university's Title IX coordinator Brandy Banks. When a complaint of harassment is reported to the Title IX coordinator, the coordinator must act. As in the past, supportive measures are offered to the complainant. Under the new regulations supportive measures also must be offered to the accused respondent.

The revised Title IX is more limited than in the past. Previously, issues involving students were handled according to the Student Code of Conduct. Issues involving employees were handled according to the Title IX regulations. Under the interim policy, student and employee complaints are covered under the interim Title IX regulations. In the past, sexual harassment had to be severe or pervasive. Under the new regulations, the sexual harassment must be severe, pervasive, and objectively offensive. Quid pro quo or asking for a benefit in exchange for a sexual favor falls under Title IX, but it only applies to conduct between two employees. It does not apply to conduct between an employee and a student. The new Title IX regulations also apply to sexual assault, stalking, and dating violence. The university's non-discrimination affirmative action process covers the areas that the Title IX regulations do not address.

Ms. Wright said that the jurisdictional requirements also are more limiting than

previously. To use Title IX, the complainant must be a current employee or current student at the university at the time they file the complaint. The misconduct must have occurred in the university's educational program or activity. This means that the university must exercise substantial control both over the respondent and the context in which the incident occurred. The university must have substantial control over any building that is owned or controlled by a university-recognized student organization, fraternity, or sorority. The incident must have occurred in the United States. The university is not given jurisdiction over incidents that occur in its study abroad programs when a victim and respondent are in a foreign country, but such incidents would be investigated under the university's non-discrimination policy.

Complaints may be handled in a live hearing or, in some cases, in an informal process. The informal process is similar to mediation. Both parties and the Title IX coordinator must agree in writing to use of the informal process. The informal process is not available in a case of alleged sexual harassment of a student by an employee or if there is an accusation of sexual assault. These charges have to be handled in a live process.

A decision maker conducts the live hearing. The live hearing may be held in person or virtually or in a combination of in-person and virtual hearings. The Title IX coordinator and the investigator are responsible for gathering evidence and giving it to both parties. The decision maker will hear the evidence and decide the case using a "preponderance of evidence" standard. This means that the complainant will prevail only if the decision maker determines that more of the evidence favors the complainant. The Title IX coordinator, the decision maker, and the appeals officer must be different people to make sure they are free from bias and conflict of interest. If there is a conflict of interest, the complainant or respondent will be able to raise the issue to the Title IX coordinator and it will be brought to the attention of the decision maker. After the decision maker rules on the case, the complainant and the respondent may raise the issue of bias or conflict of interest to a third party. That third party is the president of the university or the president's designee. The complainant and the responder may have an advisor prior to the hearing and must have an advisor at the live hearing. If one of the parties does not select an advisor for the hearing, the university must appoint one. The advisor's main responsibility is to cross examine

the other party at the hearing. At the hearing, the decision maker will decide in real time if a question is relevant to the case. If the question is not relevant, it will not be allowed. If a party does not submit to cross examination at a hearing, meaning they don't attend the hearing or they don't answer questions, the decision maker cannot rely on any statement that party or witness made to determine responsibility. This means that if the respondent, the complainant, or a witness made a statement to the police but that person did not attend the hearing, the decision maker cannot use that statement as evidence in determining responsibility. Further, the university cannot access medical records without written consent. Under the rape shield law, the parties cannot be asked about their history of sexual behavior unless it is to show that someone other than the respondent is responsible.

The advisor may be an attorney and may be someone within or outside the university. The university will have a list of advisors from which the complainant or the respondent may select. Advisors will have to adhere to a code of conduct.

After the decision maker rules on the case and submits a report, either the complainant or the respondent may appeal the decision to the president or his designee. Currently, the designee is Michael Wright, the Vice President for Marketing and Communications and Chief of Staff.

There is an emergency removal process in the interim procedure that allows for a student or an employee to be removed from the university if there is an immediate threat to the physical health or safety of a person arising from the allegation of sexual harassment. This removal process also covers a person who is a threat to himself or herself. However, there is a post removal notice and an opportunity to challenge the removal.

The Interim Title IX Sexual Misconduct Policy and Procedures is available at: <https://policies.wayne.edu/appm/10-13-interim-title-ix-sexual-misconduct>. The reporting form is available at: https://cm.maxient.com/reportingform.php?WayneStateUniv&layout_id=3

In a response to a question from Mr. Edwards, Ms. Banks said that in the last academic year the university received approximately 70 reports of possible sexual misconduct. These include reports of any alleged sexual misconduct

experienced by a member of our campus community, even if the respondent is not affiliated with the university. The university reaches out to every individual who makes such a report. The university received fewer than 5 formal complaints in the last academic year. Although the new DOE policy does not apply to sexual misconduct outside the U.S., Ms. Banks reaches out to every person who reportedly has been subject to sexual misconduct no matter where the alleged misconduct occurred or whether we have jurisdiction under the Title IX policy. Anyone (the complainant, a responsible employee, a witness, or friend of the complainant, etc.) may make a report to Ms. Banks.

Ms. Beale asked if the Title IX coordinator was responsible for trying to ensure that a witness to an assault attends the hearing. Are there sudden unavoidable circumstances that would act as waivers to the rule mentioned about non-attendance or provides for delays, in cases such as illness or hospitalization? Ms. Wright said the Title IX coordinator would send notices to the parties and the witnesses informing them of the date and time of the hearing. The university does not have the power to demand that someone attend the hearing or discipline someone who does not go to the hearing. The regulations state that if someone does not show up for the hearing that cannot be used against them. Ms. Beale suggested that as part of the procedure the Title IX coordinator should be instructed to call or email the parties and witnesses with the information. Ms. Wright said that the coordinator would make multiple attempts to notify the people involved. If a delay were necessary, they would have to decide if the hearing could be delayed. Mr. Cavalier added that there is no specific provision in the federal regulations that gives the university the authority to delay a hearing, but it likely that the decision maker could make a decision to delay. Ms. Wright add that the university's formal process now requires that a formal complaint must be resolved within 120 days, counted from the date of the filing of the complaint to the written determination. If there were to be a delay, we would have to make sure that we could justify a delay to a third party, such as a court.

Ms. Beale mentioned that the cost to the university if we hire outside advisors who are attorneys could be significant. If someone in the university were selected as an advisor, how would that appointment be handled? Ms. Wright said that the university would provide a list of people

who could serve as advisors free or charge. If the parties choose to use an outside attorney, they will be responsible for paying the attorney's or advisor's fee. If the university chooses to use an outside attorney or advisor, the university will be responsible for the fee. Even if an attorney is hired, the role would be limited to the advisor role and would not function as an attorney in a trial. Ms. Wright noted that she has begun compiling the list of people who would be able to serve as advisors and invited anyone interested to contact her office. People on the list should generally be free of bias and conflict and willing to be trained as an advisor.

Provost Clabo thanked Ms. Wright, Ms. Banks, and Mr. Cavalier for the presentation.

II. FINANCIAL AID AND SPECIAL RECRUITMENT PROGRAMS

Dawn Medley, Associate Vice President for Enrollment Management, and Cathy Kay, Senior Director, Office of Financial Aid, were invited to the meeting to update the Senate about the Kick Start College program and the Heart of Detroit program. Ms. Medley explained several financial aid awards that are available for students. The Detroit Promise Award was set up by a foundation to attract students from the Detroit public schools and students who live in the city. The program provides each student who graduates from a Detroit public high school and has a high school GPA of 3.0 and an ACT score of 21 a scholarship of \$500 to attend Wayne State. The foundation is in the process of raising money to increase the amount of the scholarship. In addition, a few years ago the Office of Financial Aid created the Access Award to fill the gap for students' ability to satisfy tuition and fees. The university pays any unfunded tuition and fees for students who receive a Pell grant, a supplemental education grant, and any kind of merit award and have a family contribution of \$0 to \$5000.

With the Heart of Detroit (HOD) award, the university attempted to create a program to encourage a positive mindset for high school students that Wayne State can be a possibility for them if they satisfy the requirements for admission and complete the FAFSA form for federal financial aid. The university will make sure their college tuition and fees are covered. Enrollment Services estimated that if we had had the HOD program in fall 2019, we would have admitted 269 students. The program was

launched in August 2020 and 569 HOD students enrolled. The university ultimately received slightly more than \$2 million in funding (via Pell grants and scholarship payments) for those HOD students while maintaining the same scholarship discount rate. The program is responsible for increasing our fall freshman class.

Two years ago we had our largest class of first-time-in-any-college students (per existing records, which only go back to 2004). Last year we had the second largest class. This year we welcomed 3120 FTIACS, which is a 5.1% increase in the freshman population. In comparison the University of Michigan had a 0.7% increase in their freshman enrollment. All the other 4-year public institutions in the state were down, some as much as 18% in their FTIAC classes. Wayne State is a viable option for students in the metro region who chose to stay close to home because of the pandemic. We have a 55% increase in Black FTIAC enrollment and a 17% increase in Hispanic student enrollment.

We pay for this with the Pell grants, the supplemental education grants, interest from endowed awards, and funds people donate annually to support scholarships. The amount of the awards varies because the support is packaged according to an individual's financial needs and merit. Ms. Medley thought we would bring in 100 additional students. We added 118 students that Ms. Medley thought would not have come to Wayne State if we did not have the HOD program.

Another program that helped our freshmen enrollment is the Kick Start program. There was competition among the state public universities for freshmen this year. In addition to being concerned about the yield of freshmen, we wanted to launch students into the online or virtual college environment. Enrollment Services worked with the English Department in CLAS and the Department of Communication in CFPCA to revamp classes that would help students understand what it would take to succeed in online or virtual classes. Five hundred ninety-seven students completed the Kick Start program. Participation was not based on need or merit. Students were offered the opportunity to take the English course into which they placed or take the Communication 1010 course. They could take the class with no out-of-pocket expense for tuition and fees. Some graduate students needed the experience of teaching to fulfill their graduation

requirements, so they were the instructors. The cost of instruction was paid from one-time money provided by the Provost's Office and the Enrollment Management Office. Ms. Medley believes the program helped with the yield and helped students assimilate to education in the virtual world. The students were connected early with advisors, with peer mentors, and with supplemental instruction. The feedback was that the university gave the students an earlier and easier way to connect. The program gave them a chance to be successful.

Ms. Medley next updated the Senate about the Med-Direct Program. A Med Start program was launched in 2005 to attract a more diverse population to the medical school. However, there was no requirement that students who earned their undergraduate degree from Wayne State through Med State had to enroll in our medical school. Graduates were recruited by other medical schools. That program was discontinued and was replaced by the Med-Direct program. Med-Direct is a nationally competitive program, but 60% of the students are residents of Michigan. Students in math and science academies and magnet schools apply because the program is known nationally among high school guidance counselors. Ten students are admitted each year. A recruitment committee composed of the director of undergraduate admissions, the vice deans of diversity, admissions and equity in the medical school, members of the Honors College, and science faculty interview the applicants prior to their admission as freshmen. They look for students with stellar academic credentials who focused on different aspects of medicine or public health. They look at students who are in need financially or may be economically disadvantaged. They want to ensure that they are meeting the goal of having first-generation under-represented students in the medical school. Students selected for the program receive the same financial support we provide to our national merit scholars. Their undergraduate tuition, fees, and housing are covered. As the students complete the milestones and pass the MCAT, they are admitted to the medical school. Their medical school tuition and fees are covered, but housing is no longer covered. Ms. Medley explained the expenditures and funding for the program. Provost Clabo noted that the year that the Med-Direct program began was the year when the LCME cited the school because it had only one under-represented racial or ethnic minority member in the school.

Referring to Ms. Medley's statement that HOD brought in 118 students that the Access Award would not have brought in, Ms. Beale asked if that was because the eligibility standards are different or because the recruitment messaging was different. Ms. Medley said it was the recruitment messaging. They packaged the program to remove some barriers to let students see that the university was a possibility for them.

Ms. Beale asked how the Kick Start program would be funded in the future if it is continued. Also, she asked if the 3 credits the students earned in the summer would count towards the 15 credits they need to earn in the fall semester. Ms. Medley said the Kick Start program is being evaluated to see if it supports student success. They hope to discover whether the students are retained at a higher rate than other students, if their transition to college was smoother, if their GPAs are higher, and if they are able to complete more credit hours. Whether the program contributes to student success will determine if it is continued. The students were asked to take 15 credits in the fall, but the university has decided to be more flexible. The support will not be discontinued arbitrarily. A student may register only for full-time status (12 credits) and retain the award. Their credit hours will be determined through their relationship with their advisor and the faculty.

Provost Clabo added that she has asked that the students' progression from the fall to winter term be carefully monitored. If giving students the opportunity to engage gently in one class sets them up for success in a way that more of them progress than we would have anticipated that results in an increase in revenue. Depending on the additional revenue the investment of \$100,000 for graduate assistants to teach the course is small by comparison.

In response to a question from Ms. Simon, Ms. Medley said that the HOD students are asked to take 15 credits in the fall and 15 in the winter because that is when they get their financial aid. There is year-round Pell eligibility spread over three semesters rather than two. The majority of our students have exhausted their financial aid by spring/summer. Ms. Kay said that the policy has always been 15 credits per semester for a total of 30 credits in the academic year. If a student does not take 15 credits in the fall, their aid will continue in the winter term. If a student falls

below 30 credits in the academic year, they look at AP classes and other transfer credits.

Ms. Medley said if students do not complete their 30 credits in an academic year, it's hard for them to graduate in four or even five years. Because the amount of financial aid has decreased, many students exhaust their aid before they complete the classes for their major. Enrollment Services is trying to keep students on track to graduation. If students need to take classes in the summer, they are able to use the spring/summer tuition discount.

Ms. Pawlowski asked if the students who withdrew from the Kick Start program were surveyed to find out why they withdrew. Ms. Medley said her office has spoken with the students' advisors. They have some anecdotal information, but they will contact the students in three or four weeks. Some of the students who dropped out of the program did stay at Wayne State, but some went to other institutions. Some students' circumstances changed because of need to work during the pandemic. Ms. Beale asked that Ms. Medley send the information from the survey to the Senate Office when available.

Provost Clabo thanked Ms. Medley and Ms. Kay for their work in creating innovative programs to support student success and to keep students here. It is a testament to their work that we have the enrollment we have this fall as opposed to many of our competitor schools.

III. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of October 7, 2020. PASSED.

IV. REPORT FROM THE SENATE PRESIDENT

A. Report and Announcements

Policy Committee discussed with Loreleigh Keashly, Associate Dean in the College of Fine, Performing and Communication Arts, and Chair of the Child Care Implementation Committee, the status of efforts to provide childcare on campus. The Implementation Committee had been working with a provider to establish childcare on campus, but the provider decided not to open a facility at this time. Ms. Beale will follow up with Ms. Keashly about progress in developing new

support for employees and students with children and bring it back to the Senate as appropriate.

As some may know, Ms. Beale serves on the search committee for the provost. The committee has held only one meeting but will meet with the WittKiefer search firm this week, including a more senior staffer from the firm that has been added to assist us. They will talk about the process for reviewing applicants and selecting the candidates they will interview. The timeline for the search is accelerated.

The Policy Committee and the Faculty Affairs Committee discussed interdisciplinary hires with Provost Clabo. Interdisciplinary hires began with the hiring of faculty for IBio. Some of the faculty who were hired had connections with as many as three different departments, making it difficult for them to establish good relationships with a tenure home. There also was concern that the interdisciplinary hiring process may have undercut the hiring of foundational faculty needed in schools and departments when retirements or resignations left unfilled vacancies with an interdisciplinary hire the only possible way to increase faculty. There is consensus that any interdisciplinary hiring needs to balance appropriately the desire for increasing inter-professional relationships with the need to satisfy core curriculum and research field needs. No interdisciplinary hiring will be done this year because of budget concerns. Ms. Beale thanked Provost Clabo for her frank discussion of these issues and her agreement that interdisciplinary hires should not cut out field-specific hires that are needed within departments and schools.

Ms. Beale met recently with Dean of the Graduate School Amanda Bryant-Friedrich. They talked about graduate teaching assistant funding, how indirect cost recovery is used and the concerns regarding the university's declining research ranking, and the need for a strong relationship of the Graduate School with the individual schools and OVPR. Ms. Beale is pleased that the Dean has many positive ideas about how to move forward. When Policy Committee interviewed the finalists for the dean's position, they were very impressed with Ms. Bryant-Friedrich.

The Social Justice Action Subcommittees are developing recommendations and an agenda on a fairly fast timeline. They are expected to submit their final reports to the umbrella committee by

November 21. Ms. Beale hopes that Policy Committee will be able to discuss key areas in time to provide helpful input into the recommendations, as she is concerned that the process is overstepping the jurisdiction of the Academic Senate as the voice of faculty and academic staff on many of these matters. Ms. Beale has invited Dean of Social Work Sheryl Kubiak, who chairs the Diversity, Equity and Inclusion Subcommittee, to meet with Policy Committee to talk about a few of the subcommittee's recommendations.

The Board of Governors met October 30 to approve a new fiscal year 2021 budget. All of the planned layoffs that were part of the administration's planned budget were cancelled, except for 27 positions in the Division of Computing and Information Technology that are still scheduled for elimination. The Board of Governors was scheduled to meet on September 25 to approve the FY 2021 budget. Prior to that meeting, Board members let the administration know that they likely would not approve the budget because it called for the layoff of about 100 employees. Ms. Beale is disappointed that the administration, in cancelling the layoffs and using reserve funds to avoid the layoffs, did not make changes within the units to determine an appropriate budget. Instead, whatever unit budget allocations were present in the September 25 budget were continued, other than those layoffs. Paul Beavers, the faculty representative to the Board's Budget and Finance Committee, and Ms. Beale, the faculty alternate representative, were concerned that the schools that minimized layoffs and perhaps made large programming cuts which they would have preferred not to take were hurt worse than schools that directed as much as possible to the reduction of staff. The revised budget did not seem to have the kind of consideration it should have had. Vice President for Finance and Business Operations Rebecca Cooke said the administration did not take any other considerations into account, such as further and more realistic reductions to administrative salaries. As before, the President's base salary of about \$650,000 will be reduced by only 10%, amounting to about \$65,000. With additional compensation for housing, a car, other benefits, and various deferred compensation amounts, his yearly salary is actually almost \$1 million, so that reduction is *de minimis*. Other administrators have had only a 5% reduction in their salaries.

Another issue was the lack of transparency about the budget and the general disregard for shared governance that that represented. The Board members received the FY21 current funds “budget book” prior to the meeting scheduled for September 25. Although that budget book was to be delivered to student and faculty representatives on the Friday before the meeting, we learned on Friday afternoon that we would not receive the book, and the faculty and academic staff representatives and the Student Senate representatives who have votes on the Board committee were not given that September budget book ahead of the October meeting either. Paul Beavers and Linda Beale received a budget briefing with Chief Financial Officer Rebecca Cooke and were told that the only change was the removal of any layoffs, with the remainder of the budget the same as proposed for the September meeting. The administrators said that re-creating the budget book could not be done for the October 30 meeting, and it probably would not be available until January. The Academic Senate and the Student Senate representatives felt they were being asked to support a black box budget. They did not have the detailed information they normally would have through perusal of the current funds budget book. They were given only selected information, including the summary page that showed the percentage cuts to each school and college but note the budget pages for each individual school and college. Thus, they did not have the detailed information about strategic initiative funds, the other adjustments that were made, and the amount of differential tuition allocated to particular schools and colleges. The President, the Provost, and the Vice President for Finance and Business Operations had made the final changes in the budget prior to the September 25 aborted meeting without providing information to the Academic and Student Senates at that time. The general lack of consultation, the lack of transparency, the lack of detail about the budget, concern that there could have been more attention to administrative sacrifices amid a great deal of administrative talk about the need for faculty and staff to sacrifice—all of these concerns resulted in the Senate vote against approving the budget at the Board of Governors committee meeting. Student Senate representatives to the Budget and Finance Committee expressed similar concerns and also voted against the budget. Nonetheless, the full Board passed the budget with a 5-3 vote. The budget cuts (starting with 5% for schools and

colleges and 7% for divisions, but modified with other adjustments) were less draconian than initially expected, since the state did not institute the sharp cuts that were feared and the administration agreed to use about \$12 million from reserves for this crisis.

The final concern about the budget was the centralization of C&IT that had been announced to the entire university community by the President in late spring. This decision took place without any consultation with the Senate’s Facilities, Support Services and Technology Committee, Budget Committee, or Policy Committee. (Ms. Beale was informed that even the individual deans were surprised by the decision and had not been consulted.) There had been a bare mention at the Budget Planning Council about the idea as something worth considering in the future, but CIO Hubbard had indicated that he would want schools and colleges to consent to come on board through personnel having a dotted line relationship to C&IT. The resulting centralization is quite different from that mention, and Centralization will likely have a fairly significant impact on various schools and colleges, especially where the school or college no longer has the staff specifically selected and trained to meet its needs. At the Board’s Budget and Finance Committee meeting, the administration stated that the elimination of the 27 positions in C&IT would be delayed until the middle of the 2021 fiscal year to give the employees an opportunity to find other positions. Although they have bumping rights, it is likely that there would be few, if any, technical positions available to bump into. Schools and departments have spent considerable effort to find the resources and the personnel who work very well. Ms. Beale believed the units will not have as good IT support with the standardization of services.

B. Proceedings of the Policy Committee

The Academic Senate received the Proceedings of the Policy Committee meetings of October 5 and October 19. They are attached to these Senate Proceedings as Appendix A. Ms. Beale invited members to email her if they have questions about any of the discussions, which are now recorded in fuller detail for benefit of the members.

VI. REPORT FROM THE CHAIR

Provost Clabo suggested that the Senate could invite interim Chief Financial Officer Rebecca Cooke to outline the process that was followed for the re-development of the budget. There may be some misunderstanding of several of the processes involved in the development of the initial budget and in the revised budget.

Provost Clabo thanked the Academic Senate for the support of the mental health day on October 30. Members of the faculty, staff, and senior administration made individual telephone calls to over 2100 freshmen who are largely enrolled in online courses and are considered to be at risk of not progressing as we would expect. It is a credit to all faculty and staff for taking the needs of the students seriously and reaching out to them. About 1500 students participated in a drive-through swag bag pick-up. They were very positive about that experience and about the mental health day in general. Many students have reached out via personal email to thank us for recognizing the strain the semester has been on all of us. The Provost thanked the Senate and the AAUP-AFT for their support of this important and rather hastily pulled together event. It was put this together in ten days and it was very successful. Students are already asking if we plan to do it again soon.

The number of cases of COVID-19 on campus is increasing. Our seven-day average increases by one every seven days. The State of Michigan is hitting new records of cases per day. The state has well exceeded the new case numbers from March and April, back when we thought we were at the height of the pandemic. The average of new cases in Michigan per day in the last 10 days is 3021. The 10-day average is 1100 higher than it was in the previous 10 days. Hospitalizations are increasing. The Public Health Committee is very carefully monitoring the status of COVID cases on both our campus and the surrounding community. Following this Senate meeting, Provost Clabo will have a discussion with the chief public health officer for the City of Detroit. The city has been a great partner in this work to make sure we are doing everything we can to support the health of our community. Wayne State has been incredibly successful thus far. That is a tribute to the work of our Campus Health Center, our colleagues who serve on the Public Health Committee, to faculty and staff at large, and to our students who are being responsible in

ways that we perhaps are not seeing at other universities. The Provost thanked Dean of Students David Strauss for his outreach to our students in Greek life who have been a source of spreader events at other universities. We have had very good luck in the experience of our students who are in fraternities and sororities. They have been good partners with us to contain the spread of the pandemic by being socially responsible. Provost Clabo is very grateful to them.

The Provost mentioned a new \$3.9 million "Connecting Seniors" grant from the State of Michigan through the corona virus task force on racial disparities rapid response initiative. Wayne State is partnering with the City of Detroit, Focus Hope, Microsoft, the United Way for Southeastern Michigan, the Rocket Corporation Community Fund, and the Connect 313 Fund. Of the \$3.9 million grant, \$2 million is coming to the university so that we can partner with these organizations to provide technology, technology training, and access to tech-enabled health services for low-income seniors and their caregivers in the City of Detroit. We will serve 4000 seniors by the end of this calendar year. The schools and colleges involved in this work include the Department of Psychiatry and Neurosciences in the School of Medicine, the College of Nursing, the Eugene Applebaum College of Pharmacy and Health Sciences, the School of Social Work, and the Institute of Gerontology. It is a very nice example of our ability to collaborate across colleges and the university's ability to collaborate with our partners in the city in order to make meaningful change in our community. This is a good opportunity for the university to demonstrate to the City of Detroit the value of having an urban-serving research university.

VII. NEW BUSINESS

There was no new business.

ADJOURNMENT: The meeting adjourned at 3:40 p.m.

Respectfully submitted,



Linda M. Beale
President, Academic Senate