

President's Report

Academic Senate

Dec. 4, 2019

NB: * indicates either meetings that I attended or items of which I have digital or print copies

Pay Equity

- COSW subcommittee report distributed in your packet
- Policy Committee response also included
- Gist of response:
 - Concerns re establishment of yet another administratively dominated committee for issues that should be faculty dominated
 - Agreement that various concerns of women faculty and academic staff should be addressed, including child care, changing rooms, and others
 - Agreement that it would be helpful if the administration (by itself, or through the contract negotiation process) would provide a fund for equity adjustments that could be accessed through a reasonable process

VPHA and SOM Dean

- The Search Committee has conducted airport interviews and various candidates were also brought for limited campus interviews.
- The Search Committee members were able to work together to build consensus about candidates
- In the process, members developed a clear understanding of the responsibilities of the position and the ways in which an appropriate person may be able to break the current logjam on various Medical School issues.

Update on Budget and RCM Process

- November 6 RCM presentation to full Senate
- Expectation that RCM analyses (i.e., individual numbers for each school/college and administrative unit) will be available sometime in early Winter Term
- Confirmation that GTA/GRA funding that is put in the schools/colleges will be in segregated account that cannot be spent on other needs, but there remain concerns about various monitoring and accountability functions

Warrior VIP Program

- Policy has been following the Warrior VIP program, which has achieved some success in improving retention of relatively small cohorts of First Gen, Black, and/or Low-Income students
- We asked for an update for the 12/2 Policy Committee meeting
- Retention for the 2018 cohort *going into year 2* is still very good (74% for Black VIPs and 75% for Black VIPs that take the first year seminar (FYS)); it does now fall below the full 2018 cohort of students (78.8%)
- This is a decline from retention for the 2017 cohort *going into year 3*: 78% Black, 83.3% Black + FYS versus 69.1 % for the full 2017 cohort

Timeline and Statements: BOG and Presidential Schism

12/7/18 BOG Meeting*

Early Extension of Wilson Contract with Large Compensation Increase, put forward by outgoing member Nicholson & passed 5-3 with 2 outgoing members in majority



02/19 BOG Directive

BOG voted 6-2 to have Wilson fire VP Health Affairs David Hefner after some BOG members FOIA'd information re compensation and duties. Wilson delayed compliance.



02-03/19 BOG on SoM

BOG 4-4 split rejects HFHS LOI* to move GME & other WSU functions to new independent Board; WSU pediatrics practice plan (UP) moves to CMU in dispute with Wilson and SOM over various items, including PEPPAP funds.

03/22/19 BOG Meeting*

3 BOG members call on Wilson to resign.

Small group of community activists behave disruptively during meeting in support of Wilson.



06/21/19 BOG Meeting*

3 of 8 elected BOG members boycott meeting to prevent quorum in protest of rejected real estate deal again appearing on Exec Comm agenda (1 of the dissenting 4 was out of state on long-scheduled trip).

Wilson and 4 elected BOG members claim Wilson (**non-voting** ex officio) for quorum and then pass all matters with 4 votes.

Boycotters sue (case remains in litigation regarding quorum issue)



10/23/19 HOD Media Event

Chair Trent appears with Wilson and government dignitaries in announcement of new HOD “free tuition” program for Detroiters.

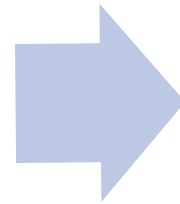
HOD, presented as a major budget and educational policy change, had not been discussed with Senate or full BOG though planned since April.

BOG members (other than Trent) informed shortly before media event.

10/28/19 Miller Emails to BoG*

Following the HOD event, the Secretary to the BOG emailed the BOG that Chair Trent “asked that a *special executive committee meeting* be set up,” suggesting a 10/30 date.

Shortly after, a second email titled “*a second option for a special executive committee meeting*” offered to append that special meeting onto the Health Affairs meeting already set for 11/4.



11/4/19 Meeting

7 of the 8 elected BOG members attended (Barnhill was out of state).

After discussion, a motion to allow Wilson to resign by end of 11/5 or be fired was made, seconded, and passed by 4 of the 7 members.

11/5 Trent Statement

stating there was no Exec Comm meeting or vote to fire; no Wilson plan to step down; & full support from BOG Chair Trent & Vice Chair Kelly



11/14 Busuito Statement

reciting history since December 2018 BOG meeting, actions on 11/4, and reasons for lost confidence in Wilson by Thompson, Busuito, Kumar & O'Brien



11/20 Wilson Statement to Senate

response to Busuito statement stating commitment to mission



11/22 Trent Statement to Policy

Response to Busuito statement stating "factual errors", including nature of the real estate purchase and the 11/4 meeting

Related Matters of Concern

- The factions on the BOG appear to be in irreconcilable conflict: Chair Trent and Members Kelly, Gaffney and Barnhill appear to be ready to support Wilson no matter what, while Members Busuito, Kumar, O'Brien and Thompson appear to have lost all faith in Wilson. Wilson has stated he has no intent to resign and has treated the 11/4 vote as invalid.
- The conflict between the BOG factions and Wilson has been covered extensively in local and national media and brought questions from students, faculty, alumni, and community members.
- Some of the actions protective of Wilson are harmful to the university. It has been reported that the university's marketing office is producing press materials denigrating the critical members of the BOG and organizing rallies. At least one current university official apparently made an anonymous complaint to the HLC (our accrediting body) claiming conflicts of interest and interference by BOG members who have lost faith in Wilson.
- The questions of validity of the June 21 BOG vote and the November 4 BOG vote go to the core of the legality and functionality of the university administration, creating stress for all of us.
- At the Budget Committee's annual meeting with Development, we learned that fundraising on behalf of the Medical School is down from 25% of the university's total to 11% (resulting in an overall decline for the university). Similarly, other areas of the university are reporting that these events are impacting the university negatively, in terms of fundraising and other forms of support.

- **Wilson has displayed a frequent lack of regard for shared governance and disdain towards faculty and academic staff, including:**
 - Failing to ensure that educational policy issues are brought to the Senate for **consultation**, including
 - Deciding to merge the VP Health Affairs with the SOM Dean, where “consultation” involved an administrative task force but no discussion with the Senate until the search for a new VP/SOM Dean was announced this year;
 - Allowing VP Hefner to threaten to detenure scores of medical faculty under criteria not in the School’s P&T factors, thus demoralizing many and causing some of the best faculty to leave;
 - Announcing a new Heart of Detroit program without any consultation re implications for instruction or budget;
 - **Mishandling the UP concerns** in a way that has imperiled the School of Medicine’s ability to ensure sufficient residency positions for our students and to enable our clinical faculty to practice in Children’s Hospital if they do not go to CMU with UP.
 - **Cancelling the prior practice** of holding at least two meetings (fall and winter terms) of the President’s Cabinet with Policy Committee to discuss a range of relevant issues
 - Similarly **cancelling the one-on-one meeting** with the Senate President (only re-established early this year) as “no longer needed” (until a recent invitation to re-instate, after the 11/4 BOG meeting and Busuito statement)
 - Providing **no public follow-up to our censure motions and AVP Medley’s unconscionable statement** at our public meeting;
 - Displaying **intense** anger towards the Senate President when the BOG Audit Committee chair invited the Senate President to attend a meeting to discuss our Due Process concerns;
 - Hafner consistently claimed that she had followed due process while I was present. I have been told by BOG members that *after I left the meeting, Carolyn Hafner cried, admitted that her office had indeed violated due process, and claimed it would never happen again although the actions taken comported with her description to me of the normal process in her office.*
 - Consistently advising Board members not to invite Policy to talk directly with them about issues of concern;