



Graduate Council

October 19, 2022

2-3:30 p.m., Simons Room, Kresge Library (Williams Mall entrance)

- I. Report of the Chair
 - a. **VOTE:** Review and approval of September 2022 minutes (page 2)
 - b. Seating of the Awards & Scholarships and Inclusive Excellence committees
- II. Executive Committee (Ed Cackett, Chair)
- III. **VOTE:** Completion of RCR course to advance to PhD candidacy (Todd Leff)
- IV. **VOTE:** Creation of zero credit master's maintenance course (Jeff Pruchnic)
- V. Student Senate report (Mohamed Dabaja)
- VI. New Business
- VII. Report of the Academic Senate Liaisons
 - a. Linda Beale, Academic Senate
 - b. Robert Reynolds, Research Committee
 - c. David Moss, Curriculum and Instruction Committee
- VIII. Adjournment

Meeting Notes: September 21, 2022

<https://wayne-edu.zoom.us/j/95416304462?pwd=Qytkb0JNcnpZVkgwZkZyUUFZN056Zz09>

- I. **Special Presentation**
DEI **Strategic Planning** (Presentation by Marquita Chamblee, Chief Diversity Officer; Shelly Clifton, Director of Business Affairs, College of Nursing; Kelly Kozlowski, Assistant Vice President for Economic Development)
- II. **Report of the Chair**
 - a. Review and approval of 2-2:30 p.m. 5/11/22 minutes (page 2)
 - b. Review and approval of 2:30 p.m. 5/11/22 minutes (page 6)
 - c. New graduate faculty categories
- III. **Executive Committee (Ed Cackett, Chair)**
- IV. **Associate Deans Reports**
 - a. Zero credit Master's maintenance course proposal (Jeff Pruchnic)
 - b. Inclusive Excellence Committee Membership and Logistics (Jeff Pruchnic)
 - c. Completion of RCR training as a requirement for PhD candidacy (Discussion, Todd Leff)
 - d. Awards Committee Membership and Logistics (Todd Leff)
 - e. *Pathway to Faculty* Updates and New RFP (Angulique Outlaw)
- V. **New Programs and Program Review Committee (NPPR), Todd Leff, Chair**
 - a. Program Inactivation Proposal
 - i. *Reading (Education Specialist Certificate)*
- VI. **Student Senate report (Mohamed Dabaja)**
- VII. **New Business**
 - a. Graduate School Strategic Planning
- VIII. **Report of the Academic Senate Liaisons**
 - a. Linda Beale, Academic Senate
 - b. Robert Reynolds, Research Committee
 - c. Stella Resko, Budget Committee
- IX. **Adjournment**

Attendees:

Linda Beale, Paul Beavers, Ramona Benkert, Abe Biswas, Tamara Hew-Butler, Ed Cackett, Christine D'Arpa, Mohamad Dabaja, Marcus Dickson, Nathan Fisher, Paul Johnson, Chera Kee, Loreleigh Keashly, Mahbub Islam, Cheol Lee, Todd Leff, Jeffrey Martin, Sara Maher, Larry Matherly, David Moss, Angulique Outlaw, Deborah Patterson, Sarah Pearline, Jeff Pruchnic, Stella Resko, Preethy Samuel, Malathy Shekhar, Sally Villasenor, Fred Vultee, Dan Walz, Mary Wood, Atilla Yaprak, Zhengping Yi, Young-Ro Yoon

Absent with notice:

Amanda Bryant-Friedrich, April Vallerand, Deborah Charbonneau

Absent without notice:

Steve Chrisomalis, Athena Kheibari

Guests:

Marquita Chamblee, Chief Diversity Officer; Shelly Clifton, Director of Business Affairs, College of Nursing; Kelly Kozlowski, Assistant Vice President for Economic Development

DEI Strategic Planning

Kelly Kozlowski, Assistant Vice President for Economic Development, made a PowerPoint presentation on behalf of the WSU DEU Council. She said the plan is nearly finished, but they are still collecting feedback. The DEI was a direct outcome of the Social Justice Action Committee recommendations. There is an entire working group devoted to metrics and data within the Council looking at DEI plans at other institutions. Key resources that inform the work of the Council are the Social Justice Action Committee report, the University's climate study and the University's strategic plan. Strategic priorities are recruitment and retention, accountability, structural advancements, learning and development and culture. The documents mentioned earlier provide scaffolding for units who need structure as they develop plans or who may be new to this kind of planning. Once units create a plan it's important to support successful implementation.

The Council includes representatives from units across the university. The idea is that every area has a liaison to the Council. She next provided a roster of those who are on the council. They have come up with a process focusing on six different stages of the process. The first three are about creating the plan, whereas the fourth, fifth, and sixth speak to ongoing evaluation and assessment. She said it's important to gather a team, making sure that everyone understands the importance of this kind of planning and then ensuring an environment that allows for honest open exchange in terms of the methodology. The DEI Council did not want to be overly prescriptive on how this work was done as long as it's done. There are examples of a particular methodology or approach. She has spoken with units who have already gone through their strategic planning exercise. Some units started with a strategic plan and used its pillars to come up with goals that include DEI as part of a broader plan. There is a Data and Metrics Committee which looks at the data that is already readily available. Planning and implementation is the next focus. Here you might have access to surveys or anecdotal evidence to support the creation of goals, making sure that they're aligned with Wayne State's. Separate groups should create the strategy from those who identify an implementation plan. Next, you identify outcomes for the goals, establishing timelines for the goals and assigning leaders for each one again to make sure there's accountability and assign resources and a communication plan for each goal. The final step is planning implementation. How frequently will you revisit the plan and look at progress and inform stakeholders of progress. Global awareness across campus of progress is important. The next phase is about revising and reviewing. She noted that there are always variables that

are outside of our control and hard to predict. Being flexible, celebrating success and increasing awareness of progress beyond our units are all important.

The final portion concerns resources and a toolkit. It's recommended that you create a multi-year plan that is aligned with the University's strategic plan. She said the council will be a resource for those who need additional support as they move through the process. She displayed a basic template that teams could use. She said she is collecting feedback from various stakeholders on campus. For example, the Academic Senate Policy Committee asked for a DEI statement, which the Council is working on. A guideline document and legal considerations were also suggested by stakeholders. The slide deck presented at the meeting should be available within the next month. A question came up about representation from the SOM. It was noted that the SOM has a vice dean for diversity and inclusion who may be working independently.

Review and approval of the two meetings held on 5/11/22 at 2 p.m. and 2:30 p.m. respectively

A motion was made and seconded to approve the 2 p.m. meeting minutes. The minutes were approved by a unanimous vote.

A motion was made and seconded to approve the 2:30 p.m. meeting minutes. The minutes were approved by a unanimous vote.

Graduate Faculty Categories

Todd Leff reported that graduate faculty categories have been discussed in the Council and now are being discussed in the Provost's office and by the Academic Senate.

Executive Committee:

Ed Cackett recognized and thanked members of this year's Executive Committee. He recapped the agenda for the September committee meeting which discussed RCR completion required for advancement to PhD candidacy, a master's maintenance course, the reduction of dissertation credit hours and how this will impact tuition revenue. The Board of Governors will need to approve the reduction of dissertation credit hours. He said the Provost is interested in how we pay for graduate education at WSU and setting up a working group to look at that.

Associate Dean Reports

Master's Maintenance Course

Jeff Pruchnic said the zero-credit course has been discussed and it would parallel the doctoral maintenance course. Students would only pay the associated fees for taking this course. This would be for most almost all students that have a completed the thesis requirement, although there may also be students in situations where they have an incomplete. The advantages for this course are the same as they are for the PhD. Students may need access to university

services, including CAPS, which they cannot access unless they're enrolled. His understanding from discussions last year is that most folks were not opposed to this course, but there was some discussion about how the requirement would be enforced, or what to do if a student has trouble paying the fees for the zero credit. The proposal will receive more discussion at the next graduate directors meeting. Depending on the decision of the Executive Committee, it could show up for a vote in Graduate Council at one of our next meetings.

Inclusive Excellence Committee

This committee requires members to be graduate faculty, but not necessarily a member of the Graduate Council, and we're hoping to have one member from each college. So far, we have seated members from six different colleges that have primary faculty appointments. He next announced the committee's members. The meeting will take place in early October. This committee has a broad charge to review and propose initiatives in graduate education to improve diversity, equity, and inclusion, and it'll also oversee and adjudicate awards that are relevant to DEI including the Dean's Diversity Fellowships and King Chavez Parks Future Faculty Fellowships. Deans were asked to select members, but next year, members will be selected in the regular faculty elections towards the end of the academic year.

Completion of RCR training as a requirement for PhD candidacy

Todd Leff reported that the zero-credit GS-0900 course on RCR should be made a requirement for advancing to candidacy. This course is important to make sure we have robust training for PhD students. The problem is that there is no check on whether or not anybody's taken the course. It appears on the transcript, but it's not required for any of the PhD milestones. There were many circumstances of students getting to the point where they're ready to defend, and they haven't taken the course. There will not be a vote on it today, but Leff said he wanted feedback.

A GC member said this process was in place, but removed since the class was only offered once a year. Leff said these obstacles should be removed since it will be offered twice a year. Another GC member noted that this is obviously very germane to the School of Medicine and to training grants. He asked if this only concerns the didactic piece. There are concerns that RCR training is one size fits all. Leff said there's a requirement for students to have discipline-specific RCR training in their units, but for fall 2023 there will be multiple tracks for various disciplines. Another GC member said students should take the course in their first semester. Someone asked if the Grad School would offer a course in research rigor and reproducibility and the answer was "no". Leff said this is best done at the departmental or S/C level since its discipline dependent.

A question came up about offering the course in-person. This will eventually happen since NIH and NSF will require an in-person component. Another question came up about being able to see if a student has completed RCR training. Leff said it appears on the transcript and you can also check STARS.

Awards and Scholarship Committee

The Dean would like a careful review of what our awards are, what the rationale for each of the awards and a determination of whether or not we're meeting the original intention of each of these awards, and reviewing the eligibility requirements. The overall goal is to streamline and make more efficient the process of distributing what money the graduate school has. Leff read off the committee roster.

Pathway to Faculty

Angulique Outlaw said there are three pathway pre-Faculty Fellows from the Honors college that are going to transition to hopefully to anthropology and art history. Another is in oncology. We also have a post-doc fellow that Social Work who would like to be part of the program. Three departments have completed their job announcements, and so they're going to start advertising. We plan to start the new cycle of applications in the winter. We still have trainings to complete. The language and the original advertisement refer to post-docs, and because of the teaching component here they will be called pre-faculty fellows to encompass teaching. A question came up about having a full faculty vote for these hires. Was a vote taken when an offer was made? Outlaw responded that the hiring process is being done in individual departments. It was noted that different departments and different colleges have different rules in place for hiring, so it's not always a faculty vote. Sometimes it's an appointments committee which makes a recommendation to the chair, or the chair recommends to the dean. The real question is if departments are following their normal process. This process is different from a tenure-track hire since the fellows are coming in as one position and being moved into the faculty position. Further information will be provided to the GC member who posed this question.

Another question came up regarding a legal review of the ad given the state constitutional provision. Outlaw said the language had been reviewed. Another GC member asked if the union contract mandates a faculty vote prior to hiring. Again, it was noted that the individual departments handled the hiring process.

New Programs and Program Review

The Committee is in the process of reviewing a new Ph.D. program in reproductive science at the School of Medicine. It will be presented later this year. The committee did vote on a proposal from education to terminate a program education specialist certificate in reading. Paul Johnson said we've previously discontinued our reading programs at the Master's level, and at the doctoral level. And we're doing now with the final part of this at the Education Specialist level. And in prior to cases we moved the gradient program from its own standalone program to a concentration in another program. This program is being moved because of a decline in enrollment, and since the State of Michigan changed its credentialing of reading specialists.

A motion to approve the program deactivation was made and seconded. The deactivation was approved by a unanimous vote.

Report of the Student Senate Representative

Mohamed Dabaja introduced himself as a first-year PhD student in biology. The Student Senate is working on a fall break initiative for fall 2023. The break would be in mid-October. There also is a Public Health Committee of the Student Senate who are working a campaign to promote seasonal flu vaccines, which will be required to be on campus. Flu shot clinics are being held across campus and they are trying to get out the word. The Governmental Affairs Committee

is promoting voter registration. Another initiative is to strengthen the Undergraduate Research Opportunities Program (UROP). Improvements to UROP's website are underway to make sure it has an updated faculty list.

Graduate School Strategic Plan

Leff said the strategic planning process will begin in October. More details to follow.

Academic Senate, Linda Beale

Beale said the election for the Policy Committee took a long time, but the committee is seated. There are two new people on Policy: Pramod Khosla and Michael Barnes who replaced Ricardo Villarosa and Jane Fitzgibbon. She said Senate committees are being asked to consider amendments to the Senate bylaws, which could make elections easier. Another consideration is to have elected faculty from each S/C who serve as the head of the faculty assembly serve as ex-officio members of the Senate to promote communication and collaboration between the Senate and the S/C. She said the chair of the Executive Committee of the Grad Council could serve in this capacity.

Enrollments are a concern across the board at the University, because our budgets depend on our enrollments. We are down about 5% overall for undergraduates. Enrollment for master's programs did particularly well, and kudos go to the Graduate Council and to Dean Amanda. The Senate does appreciate the work that the Graduate School has done. Maintaining and increasing enrollments is an important and ongoing concern.

To increase enrollments, graduate certificate programs are being discussed. What kinds of changes should we make to graduate certificates to make them more responsive, more innovative? Engineering, for example, has looked at experiential credits which count towards a graduate degree. All of the Senate's standing committees will be discussing how to make programs more innovative this year.

The Presidential search is underway. Beale and Danielle Aubert (AAUP-AFT) met with Board Chair Mark Gaffney regarding the search. They urged him to form a diverse search committee

that's not too large. They recommended 14 members that would include a good representation from the faculty of the University and would have a good perspective on the needs of an R1 institution. Listening forums with various stakeholders will be held to collect information on what these groups want to see in a new president. It's important for the search committee to have that kind of input.

In terms of the DEI Council, Policy urged the council to have the names of those serving on the Council to be listed on a website since many people did not know who was representing their S/C. They also said it's important to not reduce everything to qualitative measures. We should also focus on the idea of creating an inclusive accepting community. She also mentioned that when looking at student groups, be they master's, PhD or undergraduates, it's important to be mindful of the Michigan Constitutional provision which forbids preferential treatment. She ended by mentioning that Policy will be taking a look at the current emeritus status to make it more available to more categories of people.

Budget Committee, Stella Resko

Resko said she is rotating off the Budget Committee, but would provide a report on activities over the summer. She said the June tuition increase was 4.5% with an increase in financial aid. It was expected that state appropriations to WSU would be down by 5%, however, WSU did receive a larger appropriation than anticipated. WSU also received a \$100 million earmark for the Karmanos Medical Research Center. There have been discussions between the Budget Committee and the CFO about moving the university to five-year budget cycles. It's still being discussed. Beale added that five-year budget cycles is complex because we have different fiscal years for some of the funds. There are also various questions about how we account for research stimulation funds. For example, indirect cost recovery funds that are going to central accounts and how you account for all of it. There is a push to institute the five-year cycle perhaps by the end of this academic year.

A motion was made to adjourn the meeting and seconded. The meeting adjourned at 3:27 p.m.

Respectfully submitted,

*Mary Wood
Program Director*