

**Faculty Senate**  
**University President & Provost Remarks**  
**January 25, 2016**

**Dr. Hopkins**

Announcements

- The U.S. Department of State and the National Academies announced 12 new Jefferson Science Fellows for 2016-17, and included on this list is Professor Sharmila Mukhopadhyay. Professor Mukhopadhyay is the director of the Wright State Center for Nano-Scale Multifunctional Materials.
- Larry Y. Chan has been named Wright State University's new Vice President for Legal Affairs and General Counsel effective March 1, 2016. Dr. Chan has more than 10 years of work experience in higher education law at Bowling Green State University as Associate General Counsel.
- In early January, Wright State senior, Emily Bingham, traveled to Los Angeles to compete in the Jeopardy! College Tournament of Champions. Emily's first episode will air on Tuesday, February 2, at 7:30 p.m. The Wright State Alumni Association has organized a watch party in her honor, details are available on their website: <http://wrightstatealumni.com/>
- Boonshoft School of Medicine student Christen Johnson has been elected as President-elect of the Student National Medical Association.
- Professor Joe Deer was named a recipient of the 2016 Governor's Award for the Arts in Ohio for Arts Education. Professor Deer and the other award winners will be honored during a luncheon May 18 in Columbus.

Wright State Research Institute

Dr. Hopkins invited Mr. Dennis Andersh, Executive Director of WSRI & CEO of WSARC, and Dr. Robert Fyffe, Vice President for Research, to address the Senate regarding a recent story in the Dayton Daily News about past "named-in-grant" hiring practices, and the hiring of a relative of a Board of Trustees member.

Mr. Andersh:

- The named-in-grant process was used for the hiring of all WSRI employees until May 2015. This applied to roughly 100 employees.
  - WSRI took extra steps during the process of hiring the Trustee's relative by first clearing it with HR, and then with Provost Narayanan who gave approval to move forward.
- The named-in-grant process was a way of expediting the hiring process that WSRI had negotiated and put in place with the University.
- This was not the best use of the named-in-grant process and it was suspended in May 2015. WSRI now follows the standard WSU hiring procedures.
- WSRI employees are at-will employees based on grant funding and receive a 2-month notice if funding expires.

## Wright State Research Institute - Questions

Senator Flanagan: Why did the named-in-grant process stop last May?

Mr. Andersh: It came up as one of the issues in the H1B visa investigations.

Senator Flanagan: Was it understood by WSRI that the named-in-grant process was not the proper method for general hiring?

Mr. Andersh: At the time it was the approved process that was negotiated between the University and WSRI.

Dr. Fyffe: Prior to May 2015, the most recent director of WSRI had begun to look at the process and had instituted a new process called "Kickstart" in order to be more rigorous with how the named-in-grant process was used.

Senator Cao: What is the process for transferring money from one unit to another for hiring purposes and how transparent is the process?

Mr. Andersh: Through last year, WSRI was behind by 3 years in F&A payments to the various colleges. Contracts were being let that weren't charging overhead or F&A, for example there was a \$5million contract awarded to WSARC where overhead wasn't charged. There is a bow wave of approximately \$4.6million of uncollectable F&A from the past 5-6 years of WSRI & WSARC contracts.

Dr. Fyffe: As part of the new affiliation agreement, currently being refined by legal counsel, any transfer of funds will be accompanied by a sub-contract between WSARC and the University.

Senator Hertzler: Do WSRI employees fall under WSU HR salary bands?

Mr. Andersh: In the past, WSRI did not use salary bands and positions were paid based on what the market could bear. Since then, WSRI conducted a complete salary review and salaries that were too high will have their future raises capped. The salary of the Trustee's relative was unique due to cybersecurity background and high level government security clearance.

Senator Garber raised concerns regarding the inclusion of the hiring of a Board of Trustees family member on the Board of Trustees agenda, and the perceived lack of accountability in University Hall relative to standards expected of faculty. Dr. Hopkins responded that the administration should have been alert to the unique situation and that responsibility belongs to himself and Dr. Sweeney, not the administrative assistant that prepped the agenda materials.

Senator Doom asked how faculty can help with the ongoing issues. Dr. Hopkins responded that more information cannot be shared until a public report is released by the external investigator. Dr. Fyffe added that he and the Senate Select Committee on Research Initiatives have been meeting to discuss some of the issues.

### Consultant Discussion

Referring to his comments from the December Senate meeting, Senator Milligan raised additional concerns regarding the process and criteria by which external consultants are hired. As an example, Dr. Milligan brought up the recent proposal to approve an increase of 175% over the original approved contract with Push Inc. for brand identity and marketing services. Dr. Milligan continued that questions remain how the original contract was approved, how the need for the services were identified, and that a lot of his constituents question the need for Push Inc.'s services. Citing faculty with survey design experience, Dr. Milligan also called into question the competence of the survey methods used in the rebranding campaign; specifically the campaign's comparison of higher education to McDonalds, and the labeling of students & parents as consumers.

Dr. Robert Sweeney, Executive Vice President for Planning, replied that the rebranding campaign was launched several years ago at the direction of the Board of Trustees. The University was spending several millions of dollars per year on marketing without a good sense of effectiveness. A group of faculty, staff, alumni, and retirees selected Copernicus Marketing Consulting and Research to assess the current branding and marketing strategies of the University. With the results from Copernicus, the University launched a request-for-proposal for marketing and branding firms which led to the selection of York & Push Inc. The contract for Push Inc.'s marketing services stipulates that once the University reaches the \$500k threshold then the contract must be reapproved by the Board of Trustees.

Dr. Hopkins concluded that he would welcome further discussions with the Senate regarding the issues surrounding the use of consultants.

Through floor discussions between Senators Milligan, Doom, D. Loranger, and Faculty President Loranger, the following motion was made, seconded, and approved:

**The Senate Executive Committee, in consultation with Faculty Senators, is charged with developing a set of questions regarding the use of consultants to be submitted to Dr. Hopkins in time to receive written responses by the next Faculty Senate meeting.**

## **Dr. Sudkamp**

### Announcements

- Enrollment is slightly up from this time last year. Undergraduate enrollment is up 0.1%, and graduate enrollment is up 2.5%.
- Starting January 1<sup>st</sup>, Dr. Joseph Keferl assumed the duties of the Dean of the College of Education & Human Services.
- Dr. Margaret Dunn will chair the search committee for the new Dean of the College of Science and Mathematics. The committee hopes to complete the search by the end of Spring 2016, and have new dean in place by Fall 2016.
- Dr. Stephen Foster, Associate Vice President for International Affairs, will be on leave until his scheduled retirement in February 2016. Dr. Henry Limouze has been named as the interim Associate Vice President for International Affairs.
- On Thursday, January 28<sup>th</sup> and Friday, January 29<sup>th</sup>, three senior international officers on campus to conduct a review of Wright State's international programs. The goal of the review is to determine what the University can do moving forward to serve our international students and serve the faculty through our international programs.
- The Faculty & Staff Appreciation Event will be Saturday, February 20<sup>th</sup> between the Women's and Men's Basketball double-header. The Women's game begins at 3pm, the Appreciation Event runs from 5pm to 6:45pm, and the Men's game begins at 7pm. All Wright State faculty and staff with a wright.edu email address are eligible to receive up to four FREE tickets.  
<https://www.wright.edu/athletics/faculty-and-staff-appreciation-night>