



**MU News Bureau**

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## **University deals with increasing turnover**

By Rudi Keller

**At the beginning of University of Missouri President Mun Choi's first faculty meeting on March 22, associate professor of law Ben Trachtenberg listed 16 major administrative jobs that have turned over – some more than once – since the beginning of November 2015.**

From the top of the university hierarchy, the list included curators, the president, the MU chancellor, two vice chancellors, seven deans, the athletic director, the football coach and the men's basketball coach. Even then the list was incomplete.

"It's been an exciting time," said Trachtenberg, chairman of the faculty council for the past two years. "Not what I signed up for exactly, but an exciting time."

Trachtenberg, a member of the Chancellor Search Committee, had no idea another major departure was looming. On Thursday, interim Chancellor Hank Foley announced he was withdrawing from consideration for the permanent job to become president of the private New York Institute of Technology. That job's most recent occupant was paid more than \$1 million, which would more than double Foley's current pay.

Foley said pay wasn't the biggest incentive for the move. Instead, he said it was the decision to conduct a lengthy search after he had been on the job for more than a year, making occasional missteps such as calling graduate students "kids," but also shaking the timid public relations staff when they altered the public and internal versions of a statement about "appalling" behavior by former assistant professor Melissa Click.

The new chancellor will be named in May.

"I was in favor of a national search," Trachtenberg said. "I thought that whether we hired Hank Foley or not, we were better off after a national search. If it ended up him, he would have the legitimacy of a national search. If it was someone else, it would mean there is an even stronger candidate out there."

Departures Trachtenberg did not mention included Vice President for Finance Brian Burnett and MU Health Care CEO Mitch Wasden, who was the highest paid administrative employee before he left in February for a new post in Oregon. Burnett received a 33 percent pay raise to move to the University of Minnesota, where his salary will be \$410,000. In the UM System, the job of

chancellor at Missouri University of Science and Technology also is open with the departure of Cheryl Schrader.

Foley is paid \$459,000 as chancellor and Choi receives base pay of \$530,000 per year. The university faces contraction throughout its operations because of state budget cuts, declining enrollment and limits on tuition increases. Faculty and staff working without raises will be watching how much it takes to fill the open executive jobs.

“It is my belief we will be able to attract highly qualified candidates based on what we are able to afford to pay them,” said Maurice Graham, chair of the Board of Curators. “We have done that in the past and I think we will be able to do that in the future.”

In an interview about his new post, Foley spoke of it as the job he hopes to hold for 10 years or longer to cap his career. The longest tenure of a UM president over the last 50 years was seven, for James Olson, with many here for about five years before moving on to a bigger university or a higher-paying job.

MU can be a destination job but it will be the amenities of the community and campus, not the pay, that does it, Foley said. And there always will be young administrators building careers who come and go, he said.

“Clearly Missouri doesn’t make the market, whether it is for coaches, athletic directors, top talent in faculty or top talent in administrators,” Foley said. “But it is capable of competing. It is not a regional or local school, it is a national school.”

Some of the recent turnover among deans is because of retirement and some is because of relocation. The pay rate for many deans is about \$250,000 on the MU campus and a new law dean will be named soon, Trachtenberg said.

But pay isn’t the only attraction for high-profile jobs, Trachtenberg said.

“Ultimately, if you want to get paid the absolute maximum amount, then a public university in Missouri is not going to compete with Stanford,” he said. “But no one in upper administration at Mizzou is missing any meals.”

The university will get the talent it needs now that Choi is in position, Graham said.

“I think we all agree that stability is important,” he said. “I think stability can be a strength of an institution and we benefit from stability. We are clearly headed in that direction.”

The cuts facing the university, likely to be about \$50 million for the Columbia campus in the coming year and more in the future, weren’t a factor in his departure, Foley said. The next chancellor will deal with recommendations for closing programs and shifting money among campus departments.

“It is a team, team that will have to come together,” Foley said. “A lot of decisions will have to be made because it is just fiscal reality.”

As cuts are made, the university may need administrative reorganization or consolidation but combining the jobs of chancellor and president isn’t one that should be considered, Trachtenberg said.

“You would likely upset a lot of people in Kansas City, Rolla and St. Louis if all of a sudden the president is no longer working equally for all the campuses and working for MU,” he said. “And to the extent you think being chancellor is a full-time job, I guess the idea is he could do all that presidenting in his spare time.”



## **Editorial: Hank Foley leaves MU with good marks**

By Henry J. Waters III

### **Interim MU Chancellor Hank Foley will become the next president of New York Institute of Technology.**

I would have been glad to see Little Hank, as I called him (guess who Big Hank is) become permanent chancellor of MU, but several understandable factors stood in the way. Brand new university system President Mun Choi was not in the best position to simply elevate an interim holder of the office. University curators were bound to conduct a nationwide search for a new chancellor, not the route Foley preferred. And because he had taken over as interim chancellor at a time of unprecedented upheaval in MU governance, Chancellor Foley inevitably evoked some opposition on campus to counter his strong support.

It turned out the road to the presidency in New York was smoother than winning the job he already had at MU. On top of that, the New York job is a good one, at a science-oriented institution where Foley’s background fits the bill very well, where the former president is retiring after 16 years at the helm, giving Foley reason to plan on finishing his career in similar fashion, and where the institution is offering new President Foley a salary of more than a million dollars a year with more on the horizon.

Foley is making \$459,000 as interim chancellor here, the same amount paid his predecessor, Chancellor R. Bowen Loftin. Foley said money is not the primary reason he is moving to New York. Higher costs of living will offset much of the gain, he says, but he certainly is not taking a

loss by moving. He came to MU from Pennsylvania State University, so he's familiar with the Eastern Seaboard neighborhood.

All in all, the timing worked against Foley's retention at MU. In the perverse politics of the situation, he had to work harder to prove he should keep his MU job than to gain it in the first place. To his credit he had exhibited leadership while in the interim position, speaking out when he thought necessary, inevitably irritating some faculty members and others already smarting from criticism from outsiders for lack of adequate response to student protests.

A formal search has been underway, and President Choi hopes to announce a new chancellor in May. One can imagine he wanted to consider his own person as leader of the flagship campus. And one can certainly imagine Hank Foley will thrive in his new job as president of the New York Institute of Technology. Sounds like a good fit for a good person who did a yeoman job at MU during a challenging time.

HJW III



## [Bed sensor research could significantly help older patients](#)

Watch story: <http://www.komu.com/news/bed-sensor-research-could-significantly-help-older-patients>

This story was generated by an MU News Bureau press release: [MU Technology Helps Older Adults Living With Congestive Heart Failure](#)

By John Saltzman

COLUMBIA – **Researchers in the MU College of Engineering and the Sinclair School of Nursing developed a special sensor for assisted living patients.** The technology is called “bed sensors” that can detect early problems of impending health issues by monitoring movements of the patient at night and throughout the day.

Researchers Marjorie Skubic and Marilyn Rantz said the sensors can substantially reduce hospitalizations of assisted living patients.

Skubic said, "Having sensors that continuously monitor heart rates provide a significant benefit for older adults, without requiring the individuals to wear or push anything."

Residents in assisted living facilities such as TigerPlace, were given the option to participate in the research stage of the bed sensors development. Many residents of TigerPlace said there was no question on whether or not to have the sensors installed.

"I didn't see a good reason to say no. So, if I can contribute to the safety of people here, I'd be glad to do it," said resident Bob Harrison.

Harrison wasn't the only one who felt this way; others using the sensors were appreciative of what the sensors did for them and others.

"If it's gonna help somebody, I'm gonna do it," George Hage said.

Residents said they like the fact that the sensors make them feel safer.

"I think their goal is to be able to see patterns and to help people," Susan Crigler said.

Dr. Laurel Despina of Sinclair School of Nursing, one of the people involved with the research, said, "If we could catch it early enough and get effective treatment to them early on, we might avoid a lot of hospitalizations, so potentially we could see a decrease in patients coming to the hospital with exacerbation of congestive heart failure," said Despina.

The sensors were created using a flexible tube of water that can measure blood flowing through the body and sensors can detect small changes in this flow and predict potential problems.

"The idea of embedded sensors rather than having something that the person wears, that's a big deal. If the person doesn't have to remember to push a button or wear something that's clunky or even if it's not clunky just the act of having to put it on and wear it all the time, I think that's what spurred a lot of this research," Despina said.

The alternative to life alert or older technologies will not only be more comfortable and safer for patients, it will save them money as well, Despina said.

And it has other benefits, she said.

"It avoids potential risk because, as with anything in health care, if you have to go into the hospital there's risks there that you would face that you wouldn't necessarily face if you were at home," Despina said.

## University of Missouri Notes Drop in International Students

**The four campuses of the University of Missouri system have reported a drop in international student applications attributed to uncertainty about U.S. immigration and visa policies, and foreign students' safety concerns, a university spokesman said.**

The declines in applications range from 10 percent to 50 percent from this time last year, although officials on the Columbia campus refused to release specific numbers, The Columbia Daily Tribune reported.

Executive orders by President Donald Trump limiting entry from some Muslim-majority countries and worries about changes to visa programs are making international students reluctant to apply, University of Missouri spokesman Christian Basi wrote in an email. He said students are also scared about potential violence against foreigners, following the killing of an Indian man in a recent shooting in Olathe, Kansas.

Basi wrote that "many prospective students and their families have said that they do not feel safe coming to the United States."

New system President Mun Choi has said one of his first initiatives is to increase revenue by attracting more international students. The push comes as the university faces reduced state support and severe budget shortfalls.

Applications from international students are down 10 percent from last year at Missouri-St. Louis, which currently has 523 international students, spokesman Bob Samples said.

At the Rolla campus, 1,083 international students make up a little more than 12 percent of the student body, which is a drop from about 1,300 a few years ago. Spokesman Andrew Careaga attributes the decline to lower international oil prices and the end of an exchange program with Sri Lanka. The school received 1,009 applications from international students this year, down 14.6 percent from the 1,182 received last year by this time, he said. The University of Missouri-Kansas City reported a decline of more than 50 percent from 1,225 in 2016 to 664 this year.

International students have made up about 6 percent of the Columbia student body in recent years. Without giving precise total, Basi said admission applications from graduate students are down 16 percent and that "we are very close to UMKC numbers on interests in applying" overall. He said the decline is expected to continue this fall.



## Center, Responsibility and Discovery halls will close next year

By Andrew Withers and Emily Gallion

**Center, Responsibility and Discovery residence halls will be “taken offline” next year due to low freshman enrollment, Residential Life Director Frankie Minor said in an email obtained by The Maneater.**

Minor said in the email that the department still anticipates employing most or all staff members hired.

“Historically every year between now and August, various situations occur that result in position openings, e.g. normal attrition and voluntary staff choices, as well as unplanned academic or personal challenges,” the email said. “If necessary, we will offer alternative employment opportunities at comparable compensation to the remaining staff.”

If ResLife needs more space after ROAR, the housing selection process, starts April 10, the department will bring halls back online individually.

“This is an early move to try to be as prudent as possible with the resources we have,” MU spokeswoman Liz McCune said.

If demand does not increase, that brings the total number of halls that will be offline next year to seven. The department announced in April 2016 it would be closing Respect and Excellence. In December, Residence Halls Association President Matt Bourke confirmed that the department planned to take Schurz and McDavid offline based on decreased anticipated class size.

At the time, Minor said in a presentation to RHA Congress that 23.5 percent fewer freshmen than anticipated signed housing contracts. The email Sunday stated that ResLife had “better information” that indicated a need for “additional adjustments.”

The halls were selected because their closure will disrupt fewer returning students and the facilities have higher-than-average utility costs, according to the email.

“It is much easier to expand our capacity later than to consolidate it later,” Minor said in the email.

ResLife will also be canceling eight Freshman Interest Groups due to low anticipated demand. The email stated that these eight FIGs were similar to others that will still be available.

# MISSOURIAN

## Following policy changes, General Assembly unsure of next steps to combat intern harassment

NATALIA ALAMDARI, 1 hr ago

JEFFERSON CITY — Three years ago, Gina Walsh wouldn't have wanted her daughters working at the state Capitol.

Today, the state senator from Bellefontaine Neighbors said, "It's a much more professional workplace."

Marga Hoelscher said she believes the General Assembly's priorities have shifted.

"We want to make sure our work environment is not a hostile environment for anyone who comes in the Capitol to do business," Hoelscher, Senate administrator, said. "Twenty-five years ago, we didn't talk about it like that."

It's been nearly two years since former Missouri House Speaker John Diehl, R-Town and Country, admitted to inappropriately texting a college freshman intern. Just over two months later, in July 2015, two interns accused Sen. Paul LeVota, D-Independence, of repeated sexual harassment.

"It was the first time I'd ever encountered anything like what was happening at the Capitol," Robynn Kuhlmann, intern coordinator at the University of Central Missouri, said. What followed was a thorough education on Title IX and intern rights.

Criticism descended on the statehouse as details of the two scandals came to light. Other women stepped forward, sharing their stories of harassment while working at the Capitol. U.S. Sen. Claire McCaskill divulged her experience with workplace harassment as a statehouse intern.

McCaskill suggested creating a hotline for interns, should they need help, and even [donated \\$10,000 in December 2015 to the Missouri Coalition Against Domestic and Sexual Violence](#) to develop resources.

Spearheaded by current House Speaker Todd Richardson, R-Poplar Bluff, Capitol administrators and legislative leadership have pushed key policy changes, turning to the Women's Foundation, a Kansas City nonprofit, for counsel.

House and Senate employee handbooks now more clearly outline what constitutes harassment and how complaints are reported. House members, their staff and interns go through yearly in-person sexual harassment prevention training. The Senate already had online training in place.

In 2015, two intern harassment scandals shook the state Capitol. Now, House and Senate employee handbooks more clearly outline what constitutes harassment and how complaints are reported. House members, their staff and interns go through yearly in-person sexual harassment prevention training.

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Outside of the Capitol, sexual violence prevention experts are working on compiling resources for interns, and women in government have taken it upon themselves to mentor interns starting their careers.

Equity activists and training specialists approve of the Capitol changes as a baseline measure, but call on the legislature to "continue the conversation" beyond the realm of training.

But what does it mean to continue the conversation, and how do you effectively do that, especially when dealing with a topic as sensitive as sexual harassment?

The simple answer? It's complicated.

"Think of an organizational culture as a blanket, a fabric that crafts the organization," Debbie Dougherty, interim chair of MU's Department of Communication, said. "It's all-encompassing. It's woven together. Trying to rip a hole through the fabric to reshape it is a really hard process. And that's what sexual harassment policies are attempting to do."

*Story continues:* [http://www.columbiamissourian.com/news/state\\_news/following-policy-changes-general-assembly-unsure-of-next-steps-to/article\\_406b405e-0ab8-11e7-82b2-c77e25216909.html](http://www.columbiamissourian.com/news/state_news/following-policy-changes-general-assembly-unsure-of-next-steps-to/article_406b405e-0ab8-11e7-82b2-c77e25216909.html)



## Threat to University Research

Trump administration says it can cut billions by scaling back reimbursement for overhead costs. University groups say that funding is essential to conducting research.

### NO MU MENTION

*By Andrew Kreighbaum April 3, 2017*

When President Trump proposed a cut of nearly 20 percent in support for the National Institutes of Health, many wondered how the administration would even attempt to find such reductions. The answer emerged in the congressional testimony last week of Health and Human Services Secretary Tom Price, who argued the government could save billions without hurting research by cutting back on the overhead reimbursements to colleges and universities.

Higher education associations said cutting those reimbursements would have a very real impact on the science conducted on campuses. For some institutions, eliminating support for administrative costs could mean they would find it difficult to continue that research at all, the groups said.

The Trump administration in its so-called skinny budget last month proposed cutting the funding of the National Institutes of Health, the largest backer of university-based research, by nearly 20 percent. Even the most conservative members of the GOP caucus expressed concern after the

document's release about cutting support for the agency that funds important developments in cancer and epidemiology science.

But in testimony in front of a House appropriations subcommittee last week, Price argued that the administration could make those cuts to the agency's budget without harming any research by eliminating support for administrative costs. Eighty percent of NIH's funding is directed to universities and medical centers throughout the country in the form of research grants. Price said about 30 percent of that grant funding is spent on what he called indirect expenses.

"We ought to be looking at that," he told lawmakers. "That's an amount that would cover much more than the reduction being proposed."

Price suggested there were greater efficiencies to be found at institutions involved in research that would allow the government to actually increase direct support for research.

Higher ed groups said facilities and administrative expenses involved in supporting campus-based science are very much part of the costs of doing that work and such payments have been part of the financial support of research for decades. Ending that support would mean universities would face billions in additional expenses for staffing, utilities, facilities and more.

The NIH spent about \$6.4 billion on such costs last year, on top of \$16.9 billion in direct support of research.

"They are intrinsically part of the costs of doing research," said Jennifer Poulakidis, government affairs director at the Association of Public and Land-grant Universities. "Indirect cost payments that institutions receive when they do research for the federal government do not even fully cover all the costs associated with doing research. Universities are definitely paying for some of that work already."

And Poulakidis said colleges and universities have become more and more efficient over recent decades in how they support research enterprises as they grapple with declining support at the state level. At the same time, they've seen regulations associated with research increase at the state and local level.

"The costs have increased, the state support has gone down and our institutions have become much more efficient," she said. "There's not a lot of wiggle room here."

Universities individually negotiate the rates for overhead payments -- shorthand for the reimbursements from the government for administrative costs. Those rates can vary significantly from campus to campus. But Tobin Smith, vice president for policy at the Association of American Universities, said there are already caps for such payments in many places. Congress in the 1990s adopted a 26 percent cap on administrative costs exclusively for universities.

That was part of the fallout from a scandal over how Stanford University used overhead payments on items like decorations for its then president's house. Since then, the awarding of

funding has been cleaned up and standardized by Congress and higher ed, Smith said. But reimbursement rates often don't cover the entire amount of facilities and administrative costs.

"We often have to subsidize those costs with university money," he said.

That means universities already have plenty of incentive to be as efficient as possible, Smith said.

"These costs are real. To say they aren't is very wrongheaded and misrepresents the situation we will face at universities," he said. "Frankly, some of our universities won't be able to figure out a way to pay for those costs."



Salon is a top online arts and culture magazine with 24 million visitors per month.

## [The secret lives of works of art: What percentage of a museum's holdings are likely to be fakes?](#)

By Noah Charney

I often hear the statistic that 10 percent of the art in museums is fake. I usually respond to this by saying that 97 percent of all statistics are misleading.

A better question, but equally unanswerable in an honest and true way, is how much art in museums is not what it seems? A not-insignificant percentage of the holdings of any museum will be of uncertain, or shifting, attribution. These works are usually not displayed to the public, but held in storage, for researchers and the occasional special exhibition. The works you see on the walls are almost certainly what the museum believes them to be, which means that they are almost always whatever the top scholarship agrees they are. The number of fakes and forgeries, proactively produced with intent to defraud and acquired by museums, is minuscule. Museums, as you might think, are very good at telling the good art from the questionable, and almost never acquire forgeries.

That is why it is so noteworthy when they do.

This week, news broke of a rumbling of scandal at the Metropolitan Museum of Art. A small limestone statue head displayed there, ostensibly circa 1145 AD, depicting King David and once part of the portal of Notre Dame de Paris, may in fact be a forgery. That alone is enough to draw the interest of folks who have never visited the Met. There's an element of schadenfreude, that wonderful, nearly untranslatable German word that means "taking delight in the misfortune of others," to seeing a mighty, wealthy, elite institution cut down to size, shown to have had the wool pulled over its eyes. It is not the aristocracy who rejoices when the emperor wears no clothes.

But the story of the Met head is even more headliney, because this is no simple supposition that the sculpture "looks wrong." It actually looks pretty good. But there is a backstory that has even identified a potential forger, and it involves a former Monuments Man, James Rorimer, whose fictionalized, on-screen counterpart was played by Matt Damon. Prior to the Second World War, Rorimer was the curator for medieval art at the Met.

This story came to light through the research of Robert Walsh, a retired dealer in 20th century antiques, based in New York, who bought a sculpted head that looks strikingly similar to the Met head, at an antiques shop in Greenwich Village in 2012. Walsh thought that his statue might be older, and more valuable, than the antiques shop price of just \$600 seemed to indicate. **So, in 2014, he had it sent for forensic testing at University of Missouri, which has a specialized archive in French limestone.** The results were as Walsh had hoped: Stone from his statue head matched samples taken from a quarry in Burgundy, and was indeed old.

Walsh contacted the Met. He thought that his statue might either be a twin of theirs, or perhaps from the same workshop carving statuary for Notre Dame de Paris. But his approaches were not welcomed. "They didn't even want to see my head," he said. "Can you imagine?"

The coldness of the Met might have come from a concern that Walsh, as a collector and former dealer, was hoping, through his approaches, simply to increase the value of the antique he had bought. But museum experts will often assist with authentication or other such requests from collectors and dealers. The Met's response felt, to Walsh, antagonistic. Perhaps the museum had something to hide?

Walsh began to research the Met head, and traced its acquisition back to Rorimer, who had acquired it for the museum. Its provenance was from a French dealer named Georges Demotte, who was infamous for passing off forgeries to major museums. Demotte employed an accomplished conservator/forgery, Emile Boutron, who was described, in a quote in a 2014 edition of the journal *Metropolitan Museum Studies in Art, Science and Technology*, as someone able to "repair, amend, alter and invent anew." In 1923 the New York-based agent who worked for Demotte was quoted in newspapers calling him "the world's greatest faker," who had "inundated America with false art." He specified that Demotte had sold "at least six" fakes to the Met. This did not stop museums, including the Louvre, from buying from Demotte.

Rorimer oversaw the 1937 purchase of what the November 1930 catalog of Demotte's New York gallery simply called a "Crowned King's head" that had been found "in Paris in the environs of St. Germain de Pres." According to Walsh, its initial list price, in 1930, was \$35,000. The Met

paid \$2,500 for it in 1937, a substantial discount, it seems, acquiring it from art dealer Arnold Seligmann, who had bought it from Demotte in 1934. The precipitous drop in price alone raises some question over why it suddenly lost so much value. The likeliest explanation is that its authenticity was not universally accepted.

Walsh seems to have been on to something. With the test results of his own statue head in hand, he not only approached the Met, but also the Louvre, which had purchased a very similar head, also from Demotte's New York Gallery, in 1934. The Louvre promptly removed its head from display.

There is a vocabulary of uncertain attribution. Only if a scholar is 99 percent certain of attribution will a work be listed as "by" a certain artist. If there is some doubt, then an artwork might be listed as "attributed to," or "circle of," or "style of," and so on. Attributions shift with the discovery of new archival material or forensic discoveries, or even with learned opinions. And, however infrequently, scholars can attribute a work to a master, which was in fact made by a forger.

The Met and the Louvre could settle this stone head throwdown quickly and easily by sending their statue heads out for external (and therefore objective) forensic examination and publishing the results. If the results show that the stone is French and appropriately old, then they can be confident that their statues are originals. Since the Louvre removed its statue from display shortly after Walsh contacted the museum two years ago, it implies that it did test the head, and that the tests were not as it had hoped.

There is only moderate shame in a museum acquiring a forgery. It happens, and it should not feel like the end of the world when it does. But the art community tends to be so arch and proud that subterfuge is sometimes employed to cover up accidental acquisitions of inappropriate objects (see the many scandals of the Getty, for some of the most prominent examples).

When I taught a course on art crime at Yale, we took students to the storage rooms of the Yale Art Gallery, where we were able to examine forgeries of early American paintings that had been acquired as originals. When their fraudulence was identified, they were removed from public display, but kept for didactic purposes. This, one imagines, is what the Louvre did with its "Crowned King." The Met, on the other hand, has refused to acknowledge, at least publicly, the possibility. The story gets even weirder, as the aforementioned 2014 Metropolitan Museum journal article is about conservation of medieval sculpture, and mentions Rorimer, Demotte and Boutron, and even some medieval polychrome wood sculptures in U.S. collections found to have been forged. It's an odd coincidence that it should come out the same year that Walsh was making his inquiries, as Walsh suspects that Boutron may have been the hand behind the Met and Louvre Crowned King heads. He's hoping that his own version, since the forensics look right, was the original from which Boutron drew — or rather carved — his inspiration.

# THE CHRONICLE OF HIGHER EDUCATION

## Wayne State's Move to Strip 5 Professors of Tenure Sparks Unease About a Broader Threat

### NO MU MENTION

*By Sarah Brown* APRIL 3, 2017

Wayne State University takes the highly unusually step of trying to strip tenure from five medical-school professors who its president says are "abusing the tenure system," some faculty members on the campus say they're concerned that more tenure threats may not be far behind.

M. Roy Wilson, who has been the university's president since 2013, drew attention on Wednesday after a Detroit News article quoted him as saying that the five professors in question are "not doing anything" and that "the bar is not that high." Hearings for one of them took place on Wednesday and Thursday.

Beyond those five, a handful of other professors have been flagged for a lack of productivity and the possible revocation of their tenure, Dr. Wilson told The Chronicle.

Many of the faculty members on that list are in the medical school. But Charles J. Parrish, a professor of political science and president of Wayne State's faculty union, said he knows of at least two who are not — one in the College of Liberal Arts and Sciences, and one in the College of Education.

Dr. Wilson, who has held faculty and administrative roles at several universities and was formerly chancellor of the University of Colorado at Denver, said he isn't "somebody who came here from outside of academia and did not understand tenure."

The protection is important, he said, "but I do think that one can abuse tenure and take it for granted."

Most professors on the campus are hard-working and productive, Dr. Wilson said. But particularly in the medical school, he said, the small number who aren't doing their jobs well haven't faced any consequences. "This has been tolerated for so long that it's become part of the culture among a segment of the faculty," he said. The president's academic background is in medical research, and much of his work has focused on glaucoma and blindness in West Africa and the Caribbean.

Medical-school professors go through the same tenure process as other faculty members, though the standards they must meet vary. Many of them are on the research educator or research tracks, where activities such as publishing regularly and bringing in grants are essential.

The five professors in question are in research-centric roles, officials said, and most had no publications in the past five years.

Wayne State has tried to strip professors of tenure just twice in the past, and neither attempt was successful.

Dr. Wilson believes his actions will, in fact, help stave off further attacks on tenure by politicians and others. "Because tenure is such an unusual thing, people who don't understand it already have suspicions about it," he said. "Then when they see stories of blatant abuses, like what I'm talking about, it really puts the whole tenure system under further risk."

But for some Wayne State professors, Dr. Wilson's actions have raised alarm. Still fresh on their minds is a furor that took place in 2012, during the last contract negotiations between the faculty union and the administration — which was led by a different president at the time, Allan D. Gilmour. Administrators tried to include language in the contract that faculty leaders asserted would have given officials the ability to fire tenured professors quickly and without faculty input.

The union and the administration eventually hammered out a compromise, including a process focused on faculty members who had fallen behind their colleagues. So there is already a system in place for dealing with unproductive professors, said Mr. Parrish, who testified last week in support of the first faculty member to go through hearings.

"If this is carried through, if it's that easy to get rid of people," he said, "Wayne State may become a pariah of a university." ***Story [continues.](#)***