

WAYNE STATE UNIVERSITY

ACADEMIC SENATE

PROCEEDINGS OF THE POLICY COMMITTEE

December 16, 2013

Present: J. Artiss; L. Beale; V. Dallas; D. Kessel; R. MacArthur; C. Parrish; L. Romano; W. Volz; M. Winters; A. Wisniewski; J. Woodyard

Guest: Joseph Dunbar, Associate Vice President for Research; John Vander Weg, Interim Associate Provost for Academic Personnel

The items marked with an asterisk constitute the Actions of December 16, 2013.

1. IMSD Program: Associate Vice President Dunbar was invited to the meeting to inform the Committee about a program he heads called the Initiative for Maximizing Student Development (IMSD). The goal of this program, which is supported by the National Institutes of Health, is to increase the number of students from under-represented groups who complete Ph.D. degrees in the fields of biomedical and behavioral research. Mr. Dunbar also became involved in increasing the success of students across campus.

He provided statistics about graduation rates. WSU freshmen have a one in three chance of obtaining a degree and underrepresented minority students have a one in eight chance. WSU's graduation rate is about 32% for all students and about 15% for underrepresented students. Provost Winters noted that, according to the Chronicle of Higher Education, the national graduation rate is 54%.

Wayne State, Mr. Dunbar said, is fairly similar to institutions across the country. A lot of schools have similar admission standards and admit students that are at-risk. If you look at the enrollment, tuition, and graduation rates of the schools in Michigan, we are substantially lower than other schools. Mr. Dunbar believes the difference in WSU's graduation rate and its peers is the difference in institutions. Wayne State has two missions: to provide a quality education consistent with national standards and to provide the programs and incentives to help students succeed who would be characterized as at-risk.

A retention committee that Mr. Dunbar co-chaired made a number of recommendations, but those recommendations are just now being implemented. Policy Committee members pointed out some of the improvements that have been made.

Mr. Dunbar reviewed the history of the IMSD Program that was started in 1972 by the National Institutes of Health. Wayne State received its first grant in 1978 and has been funded continuously since then. Mr. Dunbar became the director in 1982. From 1978 to the present 469 undergraduate students have received support. Three hundred seventy-four or 85% of these students graduated. One hundred sixty-two graduate students have been supported with a graduation rate of 96%. Eighty-one received Masters degrees and 67 received the Ph.D.

The mean high school GPA of the students who entered the IMSD Program for the 2013 summer course was 3.5. The mean ACT score was 22.1. The control group of underrepresented minority students who were invited to participate in the program but did not accept the invitation had a mean high school GPA of 3.46 and mean ACT score of 20.58.

The Program tries to place the students in the same science and mathematics courses so they can support each other. They take an introduction to research course that provides an opportunity to talk about how one conducts research and to check on their progress. In the second semester the students begin research with mentors and they focus on professional development. After one year, the sophomore and upper level students interact with the freshmen and this interaction continues throughout their participation in the Program.

The GPA of the IMSD students is higher than the GPA of all WSU students majoring in science and the GPA of the IMSD students increases as they progress through the Program. The non-IMSD students, especially the underrepresented minority students who do not participate in the Program, do not perform as well.

Mr. Romano thought that it was important to know if the success of the students in the Program was due to their having a higher GPA when they entered the Program or whether there was something about the Program that led to increasing their GPA. The control group with which the IMSD students were compared was the group of students invited to participate in the Program but chose not to participate.

Policy Committee members noted that, to assess and improve retention efforts, we need to compare students in a particular program with those in the general population to determine the effectiveness of the efforts. The IMSD Program involves a lot of activities that improve students' success.

The Provost was asked for data that compared the students in the Program with all students who have declared a major in the sciences. She will try to provide the information.

Mr. Dunbar continued with his presentation. After six years, the non-IMSD underrepresented students had a graduation rate of 21% and the IMSD students had a graduation rate of 87%. The percentage of non-IMSD under-represented students who entered graduate or professional schools was 11% and for IMSD students it was 64%. Half of the underrepresented minority students who went to graduate and professional schools were in the IMSD Program. More students from the Program go to the University of Michigan and Michigan State University for medical school and Ph.D. programs.

The Program is evaluated by an outside evaluator every year. Students also evaluate the program. Adjustments are made to the program based on the evaluations.

Mr. Dunbar believes the program is successful because the underrepresented minority students get to interact with other underrepresented minority students who are doing well, they have focus and goals. The faculty mentors make students feel comfortable in their research programs.

[Mr. Dunbar left the meeting. Mr. Vander Weg joined the meeting.]

- *2. Article XXX Committees: Prior to the regular meeting, the Policy Committee met without the Provost present to identify the members of the faculty and academic staff whom they would like to serve on the university-wide committees formed according to Article XXX in the Agreement between the University and the AAUP-AFT. At this point in the meeting, Provost Winters and the Policy Committee jointly selected the members of the Excellence in Teaching Awards Committee, the Academic Staff Professional Development Committee, the Academic Staff Tenure and Promotion Committee, the Sabbatical Leaves Committee, the Faculty Tenure and Promotion Committee, the General Education Oversight Committee, and the University Research Grant Award Committee. A change was needed in the list of nominees for the Educational Development Grant Committee; that selection will take place at the Policy Committee's January 6 meeting.

[Mr. Vander Weg left the meeting.]

3. Report from the Chair:

- a. Provost Winters thanked Mr. Romano, Mr. MacArthur, and Mr. Volz for participating in the Commencement ceremonies on December 14. They addressed the graduates on behalf of the faculty.
- b. There is an experimental program for the winter semester that allows students to register for classes if they owe the University up to \$500. The previous maximum was \$200. The University's debt level precludes raising the allowable amount higher. Academic and financial administrators will review the success of the program.
- c. The Provost and the Policy Committee discussed the need to improve the procedures for notifying students and parents when tuition payments are due. Policy Committee members thought that a discussion of the process was needed.
- d. The University has formed a partnership with the Ferndale University Public High School students. The students, who are taught by the faculty of the high school, take their morning classes at WSU. The classes are taught separately from University classes, but students also participate in activities that introduce them to the University.
- e. Monica Brockmeyer, Associate Provost for Student Success, made a preliminary report on retention to the Board of Governors Executive Committee on December 13. She will make a fuller report in February. Corrine Webb, Associate Vice President for Enrollment Services, gave an overview of financial aid at that same meeting.
- f. Mr. Romano expressed the concern that the budget cuts that have been made every year for many years adversely affect enrollment. Fewer faculty mean that fewer classes are available resulting in fewer students. Policy Committee members believe the University has to examine the reasons for the loss of

students. Many of the universities with which we compete have not lost students. One area that might be addressed is the terminology used in awarding financial aid. Students are more attracted to an institution that offers financial aid as merit-based rather than need-based.

4. Report from the Senate President: The call for faculty to submit presentations for the faculty symposium that will be held in conjunction with President Wilson's inauguration will be sent out the week of December 16. The topic is new frontiers and the special role that Wayne State plays as an urban university. Submissions that are related to urban issues will get special consideration.
- *5. Proceedings of the Policy Committee: The Proceedings of the Policy Committee meeting of December 9, 2013, were approved as corrected.
6. Selectivity and Yield by ACT Scores: As requested, the Policy Committee received the Selectivity and Yield for first time in any college students for the fall 2013 term. The yield is about 25%.
7. Report of the Faculty Athletic Representative: Robert Ackerman (Law) serves as the Faculty Athletic Representative (FAR). The NCAA recommends that the FAR report annually to his/her institution's Academic Senate. Mr. Ackerman requested the opportunity to report to the Senate, and his report will be placed on the February agenda. In addition, the Policy Committee will ask Robert Fournier, Athletic Director, to the Senate meeting to present the strategies his unit employs to retain and graduate students.
8. Reports from Liaisons:
 - a. Facilities, Support Services and Technology Committee: Mr. Artiss, who chairs this Committee, reported that on December 11, FSST and the Curriculum and Instruction Committee met to discuss possible renovations in State Hall. They hope to have recommendations before the end of this academic year.
 - b. Faculty Affairs Committee: Ms. Beale, the liaison to FAC reported that, at the Committee's meeting of December 11, they discussed whether colleges and departments have mentoring programs, their accessibility, whether they are posted on websites, and the need to have a more standardized approach regarding this information. FAC also discussed mentoring. Members thought that there needed to be follow up to determine if the mentoring that is supposed to be taking place is being done. They also think the survey should be redone with modifications to the instrument.

Approved as submitted at the Policy Committee meeting of January 13, 2014