

**WAYNE STATE UNIVERSITY – ACADEMIC SENATE**  
**Official Proceedings**  
**January 12, 2011**

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Members Present: Ronald T. Brown, Provost and Senior Vice President for Academic Affairs; Seymour J. Wolfson, President Academic Senate; George Alangaden; Ivan Avrutsky; Ramona Benkert; Veronica Bielat; Abhijit Biswas; Anthony Cacace; Deborah Charbonneau; David Cinabro; Mary Cooney; Victoria Dallas; Donald DeGracia; Cheryl Dove; Karen Feathers; Jane Fitzgibbon; Andre Furtado; Ewa Golebiowska; Randall Gretebeck; Avril Genene Holt; Michael Horn; Maik Huttemann; Patricia Jarosz; Winston Koo; Jerry Ku; Rita Kumar; Shawna Lee; Rodger MacArthur; Brian Madigan; James Martin; Jason Mateika; Bart Miles; Boris Mordukhovich; Bryan Morrow; James Moseley; Jennifer Sheridan Moss; David Oupicky; Abhilash Pandya; Prahlad Parajuli; Charles Parrish; Elizabeth Puscheck; Daniel Rappolee; Aaron Retish; Robert Reynolds; Louis Romano; Michele Ronnick; Brad Roth; Heather Sandlin; Alvin Saperstein; Naida Simon; James Sondheimer; David Thomas; Karen Tonso; Anca Vlasopolos; William Volz; Mary Width; Derek Wildman; James Woodyard; Lee Wurm; Earnestine Young

Members Absent with Notice: Barbara Bosch; Kingsley Browne; Nabanita Datta; Robert Holley; Renee Hoogland; Barbara Jones; David Kessel; Michael McIntyre; T. R. Reddy; Mary Sengstock; Jianjun Wang; Judith Whittum-Hudson

Members Absent: Basim Asmar; Tyrone Austin; Judith Fouladbakhsh; Christian Kreipke; Liza Lagman-Sperl; Janine Lanza; Regina Parnell; Susil Putatunda; Linea Rydstedt; Timothy Stemmler; Jeffrey Withey; Zhe Yang

Others Present: Johnnie Blunt, Academic Senate Office; Robert Guttersohn, *The South End*, Gloria Heppner, Associate Vice President for Research; Howard Shapiro, Associate Vice President for Student Services and Undergraduate Affairs; Angela Wisniewski, Academic Senate Office

CALL TO ORDER: This regularly scheduled meeting of the Academic Senate was called to order by Vice Chair Louis Romano at 1:35 p.m. Mr. Romano served as Chair until Provost Brown arrived.

**I. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE**

**December 1, 2010**

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of December 1, 2010. PASSED

**II. REPORT FROM THE SENATE PRESIDENT**

**A. Report and Announcements**

1. Mr. Wolfson extended greetings for the New Year.
2. At the January 10 Policy Committee meeting, the Provost and the Committee members jointly selected the members of the University-wide committees that are formed according to the provisions of Article XXX in the Agreement between the University and the AAUP-AFT. The membership lists will be distributed to the Senate after the persons selected for the committees have been notified.
3. Mr. Wolfson reported that the Policy Committee met with the President's Cabinet during the fall term. The meetings have been productive and positive.
4. On January 10, the Policy Committee met with Richard Nork, the new Vice President for Finance and Business Operations and Treasurer. Mr. Nork wants to increase the use of technology to improve the processes and the service to faculty, staff, and students.
5. Mr. Wolfson noted that Provost Brown has established a dysfunctional rules committee, which will review the University's rules and policies to eliminate the ones that are obsolete.

Provost Brown arrived at the meeting and assumed the Chair.

**B. Proceedings of the Policy Committee**

The Academic Senate received the Proceedings of the Policy Committee meetings of November 22, 2010, December 6, 2010, and December 13, 2010. They are attached to these Senate Proceedings as Appendix A.

**December 13, 2010**

Referring to item #1 in the Policy Committee Proceedings of December 13, 2010, Mr. DeGracia asked about the discussion the Committee had with Dr. Sokol regarding the establishment of a Department of Clinical and Translational Science. Mr. Wolfson reported that the University submitted another application to the National Institutes of Health seeking a clinical and translational science award. Dr. Sokol was appointed Chair of the new department. There are issues in the department that

have to be resolved in conjunction with the AAUP-AFT.

### III. MATTERS SUBMITTED BY THE POLICY COMMITTEE

#### A. Undergraduate Student Success

Associate Vice President for Student Services and Undergraduate Affairs Howard Shapiro updated the Senate on student success. The presentation to the Senate provided the rationale for the new retention initiatives that would be presented soon.

Mr. Shapiro noted that students have to learn to be responsible for their own success. In addition, everyone at the University has to do everything they can to help students be successful and support those who need help. There are stressors that affect student success: financial need, preparedness, residing on campus, full-time versus part-time students. The better prepared a student is for higher education the more successful he or she will be. The average ACT score for students entering in fall 2010 is 20.9. Wayne State has a bimodal distribution of 20.9, which presents unique challenges for the University. Residential students are retained better because they are engaged full-time in their academic work.

The fall enrollment of FTIACS (first time in any college students) has averaged 2502 student over the past nine years. Most of Wayne State's undergraduate students are from southeast Michigan. The first time full-time in any college students can be followed as cohorts and they can be compared to national data. FTIACS are a standard method of comparison.

Mr. Shapiro noted that the one-year retention rate for FTIACS has improved over the past two years, indicating an upward trend. The improvement in retention rates should soon result in higher graduation rates.

Mr. Shapiro looked at the profile of the undergraduate student population. Eighty to eighty-five percent of the students are from the tri-county area. The number of high school age students in the tri-county area is decreasing. The number of students from Detroit has decreased, but the number of students from Wayne County has increased.

Our retention of African-American students has improved. The average retention rate for the period 2001-2009 was compared with the retention rate of the fall 2009 cohort into the 2010-2011 academic year. The retention of males and females has been

about equal. However, there are differences among racial groups.

The ACT has a correlation with student success. Wayne State has had substantial improvement in the retention rate of students who entered with an ACT score of 15 or below, which is not considered college-ready. If the University admits students, it has a responsibility to educate them. The improvement in the retention rate shows that the University is meeting that responsibility. It is a national issue that African-American males have a lower rate of success in college. WSU has improved its retention of African-American male and female students substantially in the last two years.

Mr. Shapiro presented data comparing Wayne State with other institutions. The Consortium for Student Retention Data Exchange is a group of 1,000 or more institutions that submit data annually about retention. The ACT scores for institutions that are classified as "moderately selective" range from 21 to 22.4. Wayne State's ACT is 20.9, putting it in the group that is "less selective." Mr. Shapiro compared WSU's one-year retention rate for the 2006 cohort of FTIACS and the 2009 cohort against other institutions in the moderately selective and less selective categories. WSU's one-year retention rate was far below average in 2006 and is now in the average range.

Mr. Shapiro turned to the graduation rate. The national measures most commonly quoted are six-year graduation rates. Wayne State's 4-year graduation rate is 10%. Its 6-year rate for the 2002 cohort is 34%. The 8-year rate is 41% and the 10-year rate is in the mid-forties, where it tops out. Other institutions top out at the 6-year rate or close to the 6-year rate. The things the University does to decrease the length of time to graduation will also boost the graduation rate. Mr. Shapiro expects to see improvement in the graduation rates in the next one to two years.

Wayne State's six-year graduation rate for all students in the 2000-2003 cohorts is 33.3%, which is lower than comparable institutions in the moderately selective and less selective categories. Our graduation rate of black students is 9.2%, much lower than the other schools. There is a large gap between the graduation rates for black and for white students at WSU. The graduation rate for white students at WSU is 43.8%. Mr. Shapiro pointed out that the gap in the retention rate between white and black students is narrowing. Progress is being made, but we still have an unacceptable gap in ethnicity.

Most universities participate in the National Student Clearinghouse, which tracks students who leave one institution to see if they have transferred to another institution. Sixty-eight percent of the students who leave Wayne State are still in the system during the six-year period or have graduated from another institution.

Wayne State is breaking traditional barriers, particularly the prediction that students with low ACT scores cannot achieve. If we admit students with lower ACT scores and can help them be successful in college, we should be known for that.

Mr. Shapiro presented information about the initiatives to help students. Learning communities are groups of students organized by staff and faculty for particular educational purposes. They have to have learning goals and they have to build community around that learning. The learning communities reflect the improved retention rates.

Mr. Shapiro illustrated how Mathematics 0993 affects student retention. Different formats for delivery with a learning community concept have been applied to the course. Close to 80% of the students in the Rising Scholars Program have successfully completed MATH 0993. Forty-four percent of the students in the computer-based laboratory have completed the course.

One of the cultural issues that hampers students' process is their thinking that they'll "get around to it." In the past students delayed applying for financial aid and registering for classes. The University has pushed students to change their habits and to do these earlier. It has used social media to get the message out. Registering early does not mean you need to pay tuition; it means you have to plan ahead.

All tuition and fees can be covered through grants without loans. Family contributions plus grants equals tuition. Anyone who has their financial aid in order by the appropriate deadline can get a voucher in advance of the disbursement of the aid against which they can charge their books.

Wayne State has more work to do. Retention and graduation rates need to be above our peer institutions, not hovering around average. Student success is the job of everyone on campus. The teaching mission is center to Wayne State's research mission. It needs to be recognized and rewarded. We need to be known for our success. Wayne State is taking the challenge and doing it better than anyone else.

Mr. Shapiro ended his presentation by thanking the faculty and staff for their work to improve retention and graduation rates. He took questions from the floor.

Mr. Roth asked if there was information about the students who did not come to Wayne State as FTIACS. It appeared that much of the success with students was in the upper level classes with whom full-time faculty have the biggest impact. He asked if there was a way of looking at the data to give a better view of the success we are having. Mr. Shapiro said that there is a lot of data. By the time students reach the upper level classes, the students with problems have dropped out. The University has to ensure that students have the skills they need.

Mr. Furtado congratulated Mr. Shapiro on the work he has done. Mr. Furtado believes Wayne State has to address the gender gap between African-American males and African-American females. The graduation rate for African-American males is 5% and for African-American females it is 15%. He pointed out that the Rising Scholars Program works because students have more instructional time. The Program forms learning communities with 20 to 25 people. Wayne State has a diverse student body. It needs diverse pedagogy.

Mr. MacArthur asked if anyone has analyzed what factors might predict success for freshmen entering the University with an ACT of 15 or lower. Did they attend a particular high school or have a high GPA or participate in learning communities? Mr. Shapiro said it does not matter what high school students attended or their race or socio-economic level. The high school GPA, the ACT, and the commitment of the student are important. Students who have a high ACT but low grade point average did not commit to studying and learning the material in class. A low ACT but high GPA indicates that the students are hard workers. They do not have the basic skills to perform well on the ACT, but they can learn those skills and with hard work can be successful at the college level.

Mr. Woodyard mentioned that for a number of years the Academic Senate has advocated for surveying students to find out the reasons for their behavior. The second year retention rate for African American students is 60% percent with 40% of the students dropping out. The retention rate is high the first year because students are on probation and they are not excluded until the second year. However, there is no data to show this. Mr. Woodyard again spoke in favor of surveying students every year.

Mr. Wolfson asked if we know what the control groups are doing that have high graduation rates for African American students. Mr. Shapiro said that we know a great deal about what they are doing. The initiatives WSU has implemented are best practices. The graduation rates he presented are based on the 2002 cohort. Because the retention rate of African American students has increased he expects their graduation rate to increase, also. Mr. Shapiro said that Wayne State would continue to use others' best practices to improve our retention rate.

#### IV. REPORT FROM THE CHAIR

Provost Brown said that the committee that made recommendations on implementing retention initiatives has completed its work. Their report was submitted to the President's Cabinet, which asked that some clarifications be made. That is being done. After the Cabinet completes its work, the report will be given to the Policy Committee. It also will be submitted to the Board of Governors.

One of the committee's recommendations is to enhance the Office for Teaching and Learning to assist faculty in instructing students who come to the University not properly prepared for academic work. Another recommendation would increase the number of academic advisors.

Provost Brown is establishing a committee to look at our admissions requirements. Access, he noted, is an important value at Wayne State.

The Provost will attend the meetings of the Tenure and Promotion Committee.

The Provost will meet with junior faculty. The survey of junior faculty conducted by the Collaborative on Academic Careers in Higher Education (COACHE) revealed that junior faculty are not clear about the tenure process. A consultant, one of the original writers of the survey, also will question the respondents to clarify their responses.

President Gilmour has authorized the Provost to form a dysfunctional rules committee, which he will do. The Provost wants to eliminate out-of-date rules and policies.

Live Midtown, a residential incentive program for employees of Wayne State, the Henry Ford Health System, and the Detroit Medical Center will be unveiled on January 13. Employees of the three institutions will receive a \$20,000 forgivable loan for the purchase of a residence or \$25,000 at the rate of \$5,000 per year. Renters will receive a \$2,500 allowance for the first year they rent an apartment in

the Midtown area and \$1,000 for the second year. Current homeowners or owners of condominiums will receive \$5,000 for exterior improvements of \$10,000 or more. The Kresge Foundation has given a grant for the program. The three institutions have contributed money, with Wayne State's contribution being \$200,000. The purpose of the program is to enhance the area and to attract younger people who enjoy living in a city.

#### V. NEW BUSINESS

There was no new business.

ADJOURNMENT: It was MOVED and SECONDED to ADJOURN the meeting. The meeting adjourned at 2:40 p.m.

Respectfully submitted.

Seymour J. Wolfson  
President, Academic Senate