

WAYNE STATE UNIVERSITY – ACADEMIC SENATE
Official Proceedings
March 1, 2017

Members Present: Keith Whitfield, Provost; Louis J. Romano, President, Academic Senate; Robert Ackerman; Poonam Arya; Ivan Avrutsky; Douglas Barnett; Linda Beale; Paul Beavers; Cathryn Bock; Tamara Bray; Krista Brumley; Stephen Calkins; Victoria Dallas; Susan Davis; Donald DeGracia; Brian Edwards; Jane Fitzgibbon; Moira Fracassa; Andrew Fribley; Nancy George; Ewa Golebiowska; Daniel Golodner; Smiti Gupta; Jennifer Hart; Carolyn Herrington; Ellen Holmes; Peter Hook; Barbara Jones; Donna Kashian; Mahendra Kavdia; David Kessel; Fayette Keys; Qin Lai; Diane Levine; Leonard Lipovich; Christopher Lund; Katheryn Maguire; Kypros Markou; Aaron Martin; Santanu Mitra; Bryan Morrow; S. Asli Ozgun-Koca; Victoria Pardo; Charles Parrish; Alexey Petrov; Lori Pile; Izabela Podgorski; Michele Porter; Elizabeth Puscheck; Susil Putatunda; Jeffrey Rebudal; Robert Reynolds; Brad Roth; Anne Rothe; Heather Sandlin; Bo Shen; Naida Simon; Richard Smith; Gail Stanford; Amanuel Tekleab; Ronald Thomas; Ellen Tisdale; Sokol Todi; Mark VanBerkum; William Volz; Jennifer Wareham; Jeffrey Withey; Xin Wu; Jinping Xu

Members Absent with Notice: Margit Chadwell; Susan Eggy; Michael Horn; Ashok Kumar; Stephen Lerner; Karen MacDonell; T.R. Reddy; Michele Ronnick; Barrett Watten

Members Absent: Mary Anderson; Todd Leff; Jason Mateika; Beena Sood

Others Present: Thomas Anderson, Liberal Arts and Sciences; Deirdre Baker, Graduate Admissions; Rita Casey, Liberal Arts and Sciences; Tamica Dothard, Office of the Academic Senate; Alan Jacobson, Office of Budget, Planning and Analysis; Catherine Kay, Office of Student Financial Aid; Dawn Medley, Associate Vice President for Enrollment Management; Arthur Michalski, Graduate School; Karin Tarpenning, Liberal Arts and Sciences; Angela Wisniewski, Office of the Academic Senate

CALL TO ORDER: This regularly scheduled meeting of the Academic Senate was called to order at 1:32 p.m. by Provost Keith Whitfield.

I. AGRADE

Deirdre Baker, the Director of Graduate Admissions, provided an overview of the Accelerated Graduate Enrollment (AGRADE) programs. She explained the benefits to students, and how faculty can propose such program.

The AGRADE program allows highly qualified seniors to enroll simultaneously in undergraduate and graduate

programs. A maximum of 16 credits of select graduate courses can be applied for dual undergraduate and graduate credit. Students in an AGRADE program may expect to complete both their bachelors and masters degrees in as little as five years.

Wayne State has 36 AGRADE programs with 70 students currently enrolled. There are programs in the Ilitch School of Business and in the Colleges of Nursing, Engineering, and Liberal Arts and Sciences.

Students receive graduate credit but pay the undergraduate tuition rates for the courses they take as part of the AGRADE program. The estimated savings for the 12 to 16 credits students take in the program are more than \$9,000 in Business, more than \$10,000 in CLAS, and more than \$12,000 in Engineering.

To be eligible for the program, students must have an overall grade point average of 3.5 and a GPA of 3.6 in their field of study. Superior performance in their field of study is determined by the department. Students must have 90 undergraduate credits, which is approximately their junior year, to begin the program. They receive graduate credit only for the courses in which they earn a B or higher.

Students apply through their departments, not through Admissions. Most programs require the students to meet with a graduate and an undergraduate advisor to insure that they meet the requirements and are eligible for the program. Students have to complete the dual credit enrollment form and a plan of work. A scholarship is available for students in the program. It pays up to four credits of in-state graduate tuition, which is approximately \$2,941.

AGRADE programs may be developed between two programs in a single department, between departments/programs in a single school or college, and between departments/programs in two different schools and colleges. The graduate office of the school or college that houses the masters program has administrative responsibility over the AGRADE program. To set up an AGRADE program, a department must include the rationale for the program, the maximum number of AGRADE credits that will be allowed, the eligibility requirements, the assessment plan for the program, and the approval of the department and school or college. Information about the AGRADE program is at wayne.edu/gradschool/faculty/program-proposals/agrade/. Information about the scholarship is at wayne.edu/gradschool/funding. Faculty with general

questions about the program may contact Ms. Baker at gd2267@wayne.edu or 577-8141. For information about the AGRADE scholarship and any other masters level scholarships contact Arthur Michalski at gg2254@wayne.edu or 7-0096. Contact Cindy Sokol at ah2636@wayne.edu or 577-8050 or Dr. Annmarie Cano at af7516@wayne.edu regarding new programs and the program review committee.

Ms. Brumley spoke to the success of the AGRADE program as a conduit for students to enter the masters program and the success of the students in the masters program in the Department of Sociology.

Mr. Romano asked about the publicizing of the AGRADE program. Ms. Baker said that most publicity is done within departments, but in the next few weeks the Graduate School would be contacting schools and colleges about better marketing of the program. Mr. Romano suggested that information about the program be given to undergraduates and that it be featured in *Today@Wayne*.

Senate members suggested that the program would be attractive to high achieving students when they apply for undergraduate admission. They suggested that information about the program be sent to potential students when they apply for undergraduate admission. The program could be a tool to retain high achieving students and to improve our graduation rate.

II. FINANCIAL AID

Dawn Medley, Associate Vice President for Enrollment Management, presented information about student financial aid and some changes that have been made in Enrollment Services. The information includes changes in the awarding of scholarships, gap funding for students who receive federal financial aid, and the review of the Office of Student Financial Aid (OSFA) by the Department of Education.

Ms. Medley said that Provost Whitfield and Vice President for Finance and Business Operations William Decatur support the funding of additional staff positions in the OSFA to improve the services provided to students. The DOE cited the Office for being incredibly short staffed. It currently has 23 staff members. They are in the process of filling three existing vacancies of financial aid officers and are creating four new financial aid officer positions. Ms. Medley hopes to add a total of 17 staff to the current 23 positions. With the additional staff and other changes, the OSFA will be able to provide better service to students and a higher level of responsiveness. They will be able to anticipate students' needs and should be able to do more outreach. The Office will have greater compliance oversight with the DOE.

The process for awarding scholarships has been revised. There was an overage in the undergraduate merit scholarship fund, a little more than \$7 million over what was budgeted. Under the grid system, scholarships were automatically awarded, exceeding what we could afford. The grid system was eliminated. The OSFA is working with the Deans to make sure that we are spreading awards among a variety of students.

Ms. Medley listed the scholarships that are available for entering freshmen, changes to the amounts awarded, and changes in eligibility requirements. The scholarships are awarded for four consecutive years. A change to some scholarships is the requirement that students complete 30 hours in each academic year to retain the award. This change was made to get students to complete their coursework within the four years of the award. The information sheet for the 2017-18 Freshman Scholarships is available at wayne.edu/scholarships/freshmen. It is attached to these Proceedings as Appendix A.

Changes also were made to need-based awards. More than 50% of our students are eligible for Pell grants. Some money that had been earmarked for merit awards is being shifted to need-based awards. We may have a smaller incoming Honors class and we will have fewer students who have all their tuition and fees paid.

There was a gap in the gap funding. When a student receives federal financial aid there may be a gap between what they receive and the amount of their tuition and fees. The administration is trying to find a way to offset the gap.

Ms. Medley has developed the Community Ambassador Training Program for faculty, staff, current students, alumni, and members of the community. The ambassadors will be given a tool kit with answers to questions that prospective students and parents ask when recruiters talk with them. The packet also has request for information cards. When talking with people about Wayne State, ambassadors should give the people the card on which to put their contact information. The ambassador will return the card to the Undergraduate Admissions Office so the information can be added to the mail cycle. This program is not about training people to talk to students; it is about providing answers to questions with which people may be unfamiliar and having the names of employees and offices that an interested parent or student may want to contact.

The OSFA is building a mail communication and telephone cycle for incoming students. Ms. Medley's goal is to have 25 points of communication in an 18-month cycle.

It is important, Ms. Medley said, that departments that offer programs for middle school and high school students give the students' contact information to the Admissions Office so they can invite the students to other campus events. Some students who participated in programs were offended that they were not invited to an open house, interpreting the lack of follow up as the University's not wanting them to apply.

Associate Provost for Student Success Monica Brockmeyer, Associate Provost for Academic Programs Darin Ellis, Chief Information Officer Daren Hubbard, and Ms. Medley are on the senior leadership team for implementation of the Education Advisory Board (EAB). They are developing a communication cycle to make sure that students know all the steps they need to take to be successful and to stay on track to completing their degree.

The Enrollment Office is soliciting bids for new customer relationship management software for the Student Services Center to improve the services the Center provides.

Ms. Medley took questions and comments from members.

A member asked how Wayne State connects with the local school systems to inform them about our scholarships. Ms. Medley said that we have a traditional recruitment model that relies on relationships with high school counselors. She hopes to expand our outreach efforts, partnering more with the schools and colleges and taking advantage of community ambassadors. With the additional financial aid officers staff will be able to attend FASFA nights at high schools to make sure students are comfortable with the financial aid process.

At the Budget Planning Council, Mr. Romano learned that Wayne State provides much more financial aid relative to tuition income than the national average. Our ratio of financial aid to tuition is very high. Mr. Romano asked if that would continue.

Ms. Medley replied that we have students with greater need than the average university in the U.S. Twelve to 13 percent of the students at some universities in Michigan are Pell eligible. More than 50% of our students are Pell eligible. Wayne State is committed to supporting its students who have financial need. Provost Whitfield added that we are making changes to assist our financially needy students. We have focused heavily on merit rather than need. We have been overspending on financial aid and have had to reduce the amount awarded, but we want to assist students who need financial help. Among urban universities Wayne State is in the top half of institutions with a high ratio of financial aid to tuition.

Mr. Romano asked if the University was able to identify students who are in their fifth or sixth year and who need only a few credits to graduate but who don't have money for tuition. Catherine Kay, the Director of the Office of Student Financial Aid, replied that the OSFA is able to identify those students. About 70% of that population does graduate. The University has a completion grant. The OSFA is studying whether the funding is adequate or if it should be reduced or increased.

Mr. Romano continued. Sometimes the amount of the Pell grants students receive does not cover their entire bill for tuition and fees. Do we have many students with this problem and do we provide money to fill that gap? This situation, Ms. Medley said, is what is referred to as the gap in the gap. She gave an example for students who have an EFC of \$0 to \$5,000. The tuition and fees for a student is \$12,500 per year. They receive a \$5,000 Pell grant and a \$400 supplemental education grant from the federal government. WSU may give them a merit award of \$2500. The University then covers the remainder of the money the student owes. We fill the gap for all students with an EFC of \$0 to \$5,000.

Asked about the marketing of scholarships for out-of-state students, Ms. Medley said that prior to her arrival and the appointment of Ericka Jackson as Director of Undergraduate Admissions, there had not been a consistent effort for out-of-state recruitment. Beginning this summer, recruiters will be targeting out-of-state markets where they believe we have the greatest opportunity for success.

Ms. Medley mentioned that the University recently signed up for the program raise.me, which applies game theory to student scholarships. A high school student who has perfect attendance for a semester may get a \$50.00 scholarship. The program is built on predictability models so that over the course of the three or four years, high school students can earn a scholarship at Wayne State. The University only pays the scholarship if the student applies, is admitted, and matriculates on campus. Over 2500 students nationwide have signed on to have their information sent to Wayne State that we had not had previously based on this program.

Ms. Simon noted that the amount of the scholarships is static, but when students attain junior status tuition increases. Is the University considering increasing the amount of the scholarships for the last two years? Ms. Medley said that the amount of the scholarships would not increase. The federal government increases students' loan eligibility so they are able to borrow more money.

Asked if Wayne State's participates in the Detroit Promise program, Ms. Medley said that we do participate in the program which provides \$500 to students.

Mr. Fribley is very impressed with what Ms. Medley has achieved. The University and the students, he said, are fortunate that she is in charge. Ms. Medley, in turn, thanked the great team with which she works and thanked Provost Whitfield for his support.

Provost Whitfield agreed that Ms. Medley, Ms. Kay, and Ms. Jackson are doing great work. Applications are up 13 to 14%. Our Welcome Center and the Office of Enrollment Management are about hospitality and making students feel welcome.

III. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of February 1, 2017. PASSED.

IV. REPORT FROM THE SENATE PRESIDENT

A. Report and Announcements

1. Mr. Romano said that the Sesquicentennial Committee continues its work. March 1 is the deadline for departments to submit proposals for the faculty symposiums.
2. The Graduate Assistantship Allocation Committee, on which Mr. Romano serves, is trying to determine the best way to allocate graduate teaching and research assistantships across the University.
3. Mr. Romano encouraged faculty to attend the forums with the site visitors from the Higher Learning Commission (HLC). The visitors will be asking questions, and it is important that faculty participate in the accreditation process.
4. Linda Beale, William Volz, and Mr. Romano serve on the Budget Planning Committee. Each school, college, and unit will make presentations over the next two months. Although enrollment is projected to be flat, there are pressures to increase spending, so budgets may be cut. New initiatives are being proposed and contract requirements have to be met.
5. Undergraduate headcount was down 2.2% in fall 2016. Graduate student headcount was up 6.9%. Overall headcount was up 0.3%. Credit hours were up 0.6% in the fall. In the winter undergraduate headcount was down 1.3% and graduate headcount was up 4%. Overall headcount was up 0.1%. However, in the winter semester credit hours are down 0.8%.

B. Proceedings of the Policy Committee

The Academic Senate received the Proceedings of the Policy Committee meetings of January 23, 2017, January 30, 2017, and February 13, 2017. They are attached to these Senate Proceedings as Appendix B. Senate members asked questions about some of the issues that were discussed by the Policy Committee.

January 23, 2017

Item 2.c., stated that Mr. Romano suggested that a committee of faculty might be helpful in working with Associate Provost Brockmeyer and the Gardner Institute to implement a plan to improve student success in barrier courses. Ms. Pile asked about the work of that committee. A faculty committee has not been formed. Provost Whitfield said that the Kresge Foundation awarded a grant to the John N. Gardner Institute to work with Wayne State on this issue. The time to form a committee might be when we have the Institute's input on how to address the problem. The committee could consider their suggestions.

Referring to item 11.b., Mr. VanBerkum asked what was learned from the pilot program of free parking for first-time-in-any-college students. Mr. Romano is chairing a committee that analyzed the number of credit hours students took, class attendance, and participation in extracurricular activities in the fall term. The hypothesis was that if students could park free they would take more credit hours and come to campus oftener. It was thought that as semesters progressed, students run out of money and they don't go to class because they do not have money to pay for parking or do not want to pay for parking. The analysis, unfortunately of only a few classes that agreed to participate, showed that attendance did not increase over the semester and that students did not take more courses. There was a small increase in the number of credit hours and a small increase in enrollment. Students did not spread classes over the full week. There was no way to monitor whether more students attended extracurricular activities, but those in charge of the activities reported that there appeared to be an increase.

The same information will be analyzed for the winter term, but the change in the scheduling matrix will make it difficult to compare the data.

January 30, 2017

Referring to item #1.a., regarding President Donald Trump's executive order of January 27, 2017, "Protecting the Nation From Foreign Terrorist Entry

Into the United States", Mr. Reynolds noted that the College of Engineering has had a large drop in the number of applications. He asked if the University could do something to assist the students who are from the countries that were named in the executive order and to make Wayne State more attractive to those who might otherwise have applied for admission. Provost Whitfield said that the Office of International Students and Scholars (OISS), the Office for Diversity and Inclusion, and the College of Engineering are discussing how the University might address the issue. Wayne State is an institution that wants students to feel safe where they can get a good education, but it must comply with federal laws. The Trump administration may issue another executive order that might affect students. OISS is keeping in contact with students and updating them on actions that might affect them. Provost Whitfield referred the Senate to an article in *INSIDE HIGHER ED* published on February 27 that addressed the issues. The article is titled "International relations scholars meet against backdrop of Trump's presidency and travel ban."

Ms. Hart asked if the administration had information or resources for faculty as they travel between research sites or travel overseas for conferences. For information about travel warnings and issues of security, the Provost referred faculty to the OISS, as well.

V. COMMITTEE ANNOUNCEMENT

Ms. Simon, the Chair of the Elections Committee, announced that, at the April 5 meeting, the Senate would elect the President for the 2017-2018 academic year. Nominations may be submitted to Ms. Simon or to Ms. Wisniewski.

VI. REPORT FROM THE CHAIR

1. Provost Whitfield updated the Senate on the searches for Deans. The University received 45 applications for the Dean of the Law School. The initial interviews, the so-called airport interviews, will be conducted in the next two weeks. The slate of candidates will be reduced and the finalists will then visit campus. In the summer, Cheryl Waites will step down as Dean of the School of Social Work. An Interim Dean will be appointed. Dean of Liberal Arts and Sciences Wayne Raskind's contract will expire in the summer of 2018. The search for his replacement will begin in fall 2017.

There was a discussion about the need for reviews of several school/colleges as mandated in the Agreement between the University and the AAUP-AFT. The Provost mentioned that a review

of the school or college provides information about the unit that is helpful in the search for a Dean. Mr. Parrish noted that the review is a review of the school/college, not of the Dean. When this issue was negotiated originally, the AAUP-AFT wanted the review to be of the Dean, but the administration insisted that it be a review of the school/college in general.

2. The Provost urged faculty to attend the forums with the HLC visitors. The reviewers want to know that faculty are engaged and participate in University activities. Accreditation reviews ensure that we have quality programs and that we have practices and policies that make Wayne State a lively and engaged University.
3. The Provost referred Senate members to two reports regarding the degree completion disparity between white and black students. One report was published by *The Education Trust*, "A Look at Black Student Success: Identifying Top- and Bottom-Performing Institutions." The report ranks the schools by racial gap for the six-year graduation rate. We have improved our graduation rate of black students but we have more work to do. There are other schools in Michigan and in the Midwest that have large disparities, which raises questions about the reasons for the disparities. The other report titled "Closing the Gap" was published in *INSIDE HIGHER ED*.

VII. NEW BUSINESS

A. Recruitment Event

Ms. Pile announced that a new recruitment STEM event would be held on March 14, Pi Day. About 1,000 sixth, seventh, eighth, and ninth graders will come to campus for an active learning experience sponsored by the College of Liberal Arts and Sciences and the College of Engineering.

B. Merger of Departments in the School of Medicine

Mr. Edwards is one of the 17 faculty involved in the merger of the Department of Biochemistry and the Department of Immunology and Microbiology. He was elected to the transition committee, which is discussing the possibility of changing the name of the merged Department, which now is called the Department of Microbiology, Immunology and Biochemistry, because the name of the Department has an impact on the employment of their graduates. Mr. Edwards asked the Provost if it would be possible to change the name of the department. Provost Whitfield said that it was a reasonable request.

The second issue Mr. Edwards raised impacts the faculty. As part of the merger, the faculty received a change of assignment letter. The letter replaced all other appointment letters the faculty have, i.e., the hiring letter and the letters notifying them of their promotion and their being granted tenure.

The letter did not mention whether they were on the tenure track or the research track or whether they had a nine-month or a twelve-month appointment. The day before the Board of Governors approved the merger of the departments, Dean of Medicine Jack Sobel met with the faculty and made nine verbal commitments. The change of assignment letter specifically states that the "offer may not be modified or altered by any oral statement or representation." The offer may be modified only in writing by a University official. Mr. Edwards asked the Provost if the affected faculty could receive an addendum that states that all the conditions in their legacy department would be transferred to the new merged department.

Mr. Parrish said that when the merger of the departments was brought to his attention as President of the AAUP-AFT, he immediately contacted Associate Provost for Academic Personnel John Vander Weg and fashioned a memo that Mr. Vander Weg approved, stating that there would be no changes in the terms of employment. The letter was sent to the affected faculty, and copies were sent to Provost Whitfield and Associate Provost Vander Weg.

Provost Whitfield commented that he understood the concerns of the faculty and that he would take care of the matter.

ADJOURNMENT: The meeting adjourned at 3:21 p.m.

Respectfully submitted,



Louis J. Romano
President, Academic Senate