

WAYNE STATE UNIVERSITY – ACADEMIC SENATE
Official Proceedings
March 5, 2014

Members Present: Margaret E. Winters, Provost and Senior Vice President for Academic Affairs, Chair; Louis J. Romano, President, Academic Senate; Robert Ackerman; Joseph Artiss; Poonam Arya; Ivan Avrutsky; Michael Barnes; Linda Beale; Paul Beavers; Abhijit Biswas; Sherylyn Brillelr; Frances Brockington; David Cinabro; Victoria Dallas; Nabanita Datta; Donald DeGracia; Heather Dillaway; Cheryl Dove; Karen Feathers; Maria Ferreira; Jane Fitzgibbon; Andrew Fribley; Judith Fry-McComish; Nancy George; Ewa Golebiowska; Jeffrey Grynawski; Ellen Holmes; Avril Genene Holt; renee hoogland; Michael Horn; Zhengqing Hu; Maik Huttemann; Lisa Lagman-Sperl; Lawrence Lemke; Stephen Lerner; Kypros Markou; Fayette Martin; James Martin; Jason Mateika; Howard Matthew; James Moseley; Patrick Mueller; Victoria Pardo; Philip Pellett; Alexey Petrov; Elizabeth Puscheck; Robert Reynolds; Marsha Richmond; Linea Rydstedt; Andrea Sankar; Mary Sengstock; Naida Simon; William Slater; Richard Smith; Beena Sood; Ronald Thomas; Ellen Tisdale; William Volz; Barrett Watten; Tamra Watt; Jeffrey Withey; King-Hay Yang

Members Absent with Notice: Judith Floyd; Moira Fracassa; Andre Furtado; David Kessel; Kafi Kumasi; Rodger MacArthur; Boris Mordukhovich; Bryan Morrow; Joshua Neds-Fox; Charles Parrish; Michele Ronnick; Lobelia Samavati; Heather Sandlin

Members Absent: Jennifer Beebe-Dimmer; Randall Commissaris; Willane Krell; Brian Madigan; Jeffrey Potoff; T. R. Reddy; Harley Tse; Derek Wildman

Others Present: Gloria Heppner, Associate Vice President for Research; Alan Jacobson, Office of Budget, Planning and Analysis; Barbara Jones, Student Financial Aid; Henry Robinson, Academic Pathways for Excellence Scholars Program; Ricardo Villarosa, Dean of Students Office; Angela Wisniewski, Office of the Academic Senate; Yueyang Zhang, Office of the Academic Senate

CALL TO ORDER: Provost Winters called this regularly scheduled meeting of the Academic Senate to order at 1:35 p.m. The meeting was held in the Bernath Auditorium in the Undergraduate Library.

I. UNDERGRADUATE STUDENT SUCCESS ANNUAL REPORT

Associate Provost for Student Success Monica Brockmeyer made the report. She gave a brief history of retention, the initiatives to improve retention, and the data showing the results of the initiatives. She presented information about the trends for minorities

and women and mentioned the new initiative Greater Retention and Achievement through Diversity.

In 2010, a retention task force of faculty and administrators developed a plan for systematic investment in student learning and retention. Investments were made in general education, academic advising, support for teaching and learning, support for academic readiness, the first-year experience, learning communities, curriculum, and financial aid. These efforts were complimented by the adoption of a holistic evaluation in the admissions process.

The government requires universities to report retention and graduation rates for FTIACS (first time in any college students). This is the group used to compare the retention and graduation rates of universities. The percentage of students who were retained from freshmen year to sophomore year has remained around 76% for the past several years. The six-year graduation rate for the cohort that entered in 2007 is 32%. The Strategic Action Graduation Committee has set a goal to increase the six-year graduation rate to over 40% in the next few years. Some students take ten or more years to graduate. The University would like to develop ways to assist students to complete their degrees sooner.

Ms. Brockmeyer said that the University is looking at students' first year grade point averages and other metrics for student success. The first semester GPA correlates with graduation. The GPAs for these students have improved. Overall retention rates by ethnicity and gender have improved but they have not improved for African-Americans. Six-year graduation rates have improved for all students except for American-Indian students whose numbers are too small to be statistically significant. There are significant achievement gaps between white students and African-American students with the graduation rate for African-American students being about one-quarter of the rate for white students. More academic support is needed for students with ACT scores of 20 to 24. They are the largest group of students and their retention rates have dropped slightly.

The National Student Clearing House compiles enrollment and graduation data for 3,000 two-year and four-year institutions, 96% of the colleges and universities in the U.S. WSU had 2,810 students in the 2007 cohort. Thirty-two percent received degrees from Wayne State. Five percent received degrees from other four-year institutions, 4% from community colleges, 12% were still at WSU, 8% were at other

four-year institutions and 10% were at community colleges. After six years, 71% of the students that entered WSU in 2007 had obtained a post-secondary degree or were still working toward a degree.

Wayne State's first-year retention rate compares favorably with the other public universities in Michigan, being in the upper half of the group. However, the six-year graduation is poor.

Ms. Brockmeyer mentioned the initiatives that support student achievement: learning communities, peer mentoring and academic advising. Thirty-two new academic advisors have been hired for the colleges and department. The goal is to higher 13 additional advisors. Having 45 advisors will bring the student-advisor ratio to 250 to one. Advisors in the departments will assist students with both general education and their major curricula. The University Advising Center is focusing on at-risk students, students who have not declared a major, veterans, pre-professional students, and students in transition.

The Strategic Graduation Action Committee coordinated units to increase the graduation rate from 28% to 32%. Most departments have submitted four-year degree plans for undergraduate students. The university is implementing a better on-line degree audit that will promote better scheduling of classes to meet students' needs. The SMART check has reduced the number of dropped classes. Undergraduate research opportunities have expanded.

In addition, other initiatives are being introduced. The GRAD initiative has several thrusts: excellence, which means that all of our students should be able to participate in the opportunities here and be able to thrive; increasing the graduation rates for all students while continuing to provide access and opportunity; continuing to embrace diversity and cultural learning as a key competency; promoting and supporting faculty and staff diversity and inclusion; and assessing and improving the campus climate, if necessary, around diversity and cultural issues. An associate provost will be hired to serve as the chief diversity officer.

Ms. Brockmeyer concluded by saying that the University's student success initiatives are an investment in students, in the University, and in our economic well being. She took questions and comments from the members.

Mr. Volz noted that the presentation compared Wayne State's success, not with other research-intensive universities, but with public universities that do not have much research. He expected that we would not compare as well against research universities. Ms.

Brockmeyer spoke about the benefits that Wayne State, as a research university, is able to bring to the students it serves. There is a national imperative to educate the type of students that attend Wayne State. Mr. Petrov would like recruitment efforts to expand beyond metropolitan Detroit and admit a broader range of students. Ms. Brockmeyer pointed out that Wayne State does have a broad range of students. She, too, would like to attract students from across the country.

Mr. Reynolds asked what services were available to retain students who are on a research track so they do not transfer to universities that focus more on research. Ms. Brockmeyer believes the advisors in departments will be able to address the students' needs and assist them in pursuing their academic goals. The University is beginning the process of reviewing the general education requirements and considering what the University's aspirations are for graduates in the future.

Mr. Lemke addressed the need for the University to provide more academic support for students who are not FTIACS as the FTIACS comprise just over one-half of the student body. The data presented does not provide the full picture of the student population. Ms. Brockmeyer said that more attention is being directed at this issue as more institutions are pushing back on the measures the University must report because they do not reflect today's student population. Student Achievement Measure is a consortium of higher education agencies where universities report the four-year and six-year graduation rates for all students. Wayne State participates in the consortium, which is attempting to move the government to take into account the progress of transfer and part-time students. Tracking the progress of transfer students is more difficult because they enter with different numbers of credit hours or with associate degrees or technical degrees.

Mr. Romano thinks the ten-year graduation rate is important and asked if there was data that compared those numbers with other universities. Ms. Brockmeyer said that the nine-year graduation rate is about 43%. The government does not require universities to report the ten-year graduation rate.

In January Ms. Brockmeyer and several other administrators visited Georgia State University to learn how they had increased their graduation rate to 55%. In addition to using big data, Mr. Romano asked what specifically the administration would do to emulate their success. Ms. Brockmeyer said that the administration is still in the planning phase. The messages from GSU were how data can be used to inform decision-making in comprehensive and important ways. In particular the data informs financial aid decision-making and advising. Mr. Romano suggested that

initiatives that could be easily adopted would be to require students to see an advisor in their first year and to choose a major in their first year. Ms. Brockmeyer said that the administration is looking carefully at those possibilities.

II. STRATEGIC GRADUATION ACTION COMMITTEE: GOALS, ACTION, PROGRESS

Corinne Webb, the Associate Vice President for Enrollment Management, reported on the work of the Strategic Graduation Yield Committee and the Strategic Graduation Action Committee. The Strategic Graduation Action Committee was formed in February 2013 with representatives from colleges and from such units as the Academic Advising Center, the Financial Aid Office, the Registrar's Office, the Division of Finance, the Student Financials Office, and the Academic Senate Policy Committee. The Committee was to fashion a strategic and tactical plan to enhance the University's six-year graduation rate. Ms. Webb and Ms. Brockmeyer co-chair the Committee.

The strategies and tactics are data driven, goal oriented, and student focused. The six-year graduation rate for the cohort that entered in 2006 was 28%. The Registrar's Office looked at the cohort that entered in 2007 and determined how many had graduated, how many could potentially graduate by the end the academic year, how many were still enrolled, how many were not enrolled, and whether any of those students had a hold preventing them from registering. The fall 2007 cohort had 2,810 students. The students who were targeted were those with 90 or more credits completed. The Committee set a realistic goal of graduating 32% of that cohort. The colleges investigated why their students had not completed their degree and found a course of action to assist them in doing so.

At the end of the fall 2012 semester (5.5 years after the cohort entered), 747 or 26.6% of the students had graduated. If nothing had been done, the rate may have remained at 28%. Colleges found that some students had not declared a major or had completed all of their coursework but had not applied for graduation. Others needed to fulfill general education requirements or to complete some core courses in their major. Some did not have the financial resources to complete their last few courses. The bursar's office developed a repayment plan for the students who had exhausted their financial aid so the hold on their records could be removed. By the end of the spring-summer term 20 students had completed their requirements, increasing the graduation rate to 32.3% for the 2007 cohort.

The Strategic Graduation Action Committee has set realistic goals for the next six years. The goal for the 2008 cohort is to graduate 34% by the end of the 2014 spring-summer term. The goal for the 2013 cohort is 45%. Ms. Webb explained how the Committee determined the goals for the 2008 and 2009 cohorts.

Ms. Webb said that the first-year students who enter in fall 2014 would have to declare a major. If they do not know what path they would like to pursue, they will choose among exploratory majors that are discipline specific. The academic advisors will guide the students in choosing their majors or exploratory areas. Undergraduate students will be required to fill out a plan of work.

The Strategic Recruiting and Yield Committee is made up of many of the same college representatives that serve on the Student Graduation Action Committee. This Committee drafted a recruiting strategy for FTIACS and for transfer students.

Applications and admissions are up for fall 2014 but it is still early in the process. Forty-eight percent of the students admitted have some kind of merit scholarship. Of the 8,000 students that have been admitted, 1136 have accepted the offer.

Ms. Webb invited any member of the University community to be a University Ambassador. The ambassadors write personal notes to welcome students.

Mr. Lemke expressed concern that the program to graduate students was targeted only at FTIACS. Students who are not FTIACS are as deserving of the resources and support to graduate. He encouraged the administration to address the needs of the entire student population to help them graduate and then to advertise that accomplishment to the outside world. Ms. Webb said that would be done. She noted that the University has invested a significant sum of money for that purpose.

III. APPROVAL OF THE PROCEEDINGS OF THE ACADEMIC SENATE

A. December 4, 2013

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of December 4, 2013. PASSED.

B. February 5, 2014

It was MOVED and SECONDED to APPROVE the Proceedings of the Academic Senate meeting of February 5, 2014. PASSED.

IV. REPORT FROM THE SENATE PRESIDENT

A. Report and Announcements

Mr. Romano mentioned several items of interest to the Senate members.

The search for the Vice President for Research is drawing to a close. The candidates are very good.

A subcommittee of the Inauguration Committee has selected the presentations for the academic symposium on April 4. The committee tried to distribute them among the colleges as well as among the disciplines. There will also be a graduate student poster session and a post-doctoral poster session.

The Policy Committee and the Provost continue to discuss the new credit policy.

The budget hearings for the colleges and the divisions begin in mid April. President Wilson, Provost Winters, Vice President Ratner, Associate Vice President Kohrman, Vice President Rick Nork, and Mr. Romano will review the budget proposals. Metrics will be given to the units and decisions will be made to adjust the budgets or to hold them flat.

B. Proceedings of the Policy Committee

The Senate received the Proceedings of the Policy Committee meetings of January 27, 2014, February 3, 2014, and February 17, 2014. They are attached to these Senate Proceedings as Appendix A.

V. COMMITTEE REPORTS

Announcement of the Election of the President of the Academic Senate

Ms. Simon, the Chair of the Elections Committee, announced that, as stipulated in the Bylaws, the election of the Senate President for the 2014-2015 academic year would take place at the April meeting. The names of the members interested in running should be submitted to Ms. Simon or to the secretary. Nominations also may be made at the April Senate meeting; the nominator must secure the agreement of the nominee to serve.

VI. REPORT FROM THE CHAIR

Provost Winters reported that a small group from the University made a presentation to the Kresge Foundation in the hope of getting funding for some of the planning stages of the retention and graduation

initiatives. The University was asked to write a letter of intent.

Referring to Mr. Lemke's comments about support for transfer students, the Provost said that a transfer office has been started under the auspices of the Educational Outreach Office recognizing that transfer students have their own set of needs and ways of adjusting when they come to the University. It is hoped that peer-to-peer mentoring will be in place and that an array of services will be available.

The Provost presented to Vice President Nork a list of the issues about TravelWayne that were brought to her attention. The faculty liaison to the Division of Computing and Information Technology, Geoff Nathan, will meet with Associate Vice President and Controller James Barbret and Associate Controller Tamaka Butter to lay out the problems.

Provost Winters updated the Senate on two Deans' searches. The finalists for the Dean of the Law School are visiting campus. She expects the search will conclude at the beginning of April. The search committee for the Dean of Business Administration has narrowed the pool of applicants.

In addition to having Mr. Romano as the representative of the Senate at the budget hearings, the Deans will bring their college's budget officer and a faculty member of their budget advisory committee to the meeting. They will set out their budget needs and where cuts will be taken if necessary.

Provost Winters thanked everyone who completed the questionnaire for the strategic planning exercise. She noted that the Senate is not alone in thinking that enrollment, retention, and time to graduation are at the top if not tied with research needs.

VII. NEW BUSINESS

There was no new business.

ADJOURNMENT: It was MOVED and SECONDED to adjourn the meeting. It ended at 2:55 p.m.

Respectfully submitted,



Louis J. Romano
President, Academic Senate