

## Final Report Student Affairs Committee 2022—2023

This year the Student Affairs Committee met 8 times including our Potluck Lunch in December. Here are some highlights of the 14 topics we covered:

### 1. The Office of Equal Opportunity:

- Terms to know:
  - **Implicit bias**—is an attitude or stereotype that affects our understanding, actions, etc.
  - **Discrimination**—an adverse action because of a protected class. One cannot discriminate based on race, color, religion, gender or national origin.
  - **Sexual Harassment**—2 types: *quid pro quo* and hostile work environment.
- The Office of Equal Opportunity (OEO) delivers implicit bias training to all search committees.
- Its role and responsibility are to investigate conduct that is reported and perceived to be offensive.

### 2. National Student Clearinghouse and Myhub:

- The National Clearinghouse facilitates students verifying their enrollment in the university. This is available from pre-registration to start of term.
- Myhub is the updated version of the clearinghouse. It uses the Wayne State seal and results are almost instantaneous.

### 3. Office of Student Financial Aid: FTIAC Scholarships and Transfer Scholarships:

- We want to leverage our goals to increase access to higher education, align our awarding policies with enrollment goals, maximize net revenue and increase accountability in the aid process.
- Goals: Increase enrollment and student credits taken, Student affordability and create institutional financial health.
- FTIAC Merit Scholarships range from \$500/year up to 4 years to \$12,000/year up to 4 years. The Scholar Award (\$500/yr.) one needs to maintain satisfactory academic progress and complete 24 credits each year. The Green, Gold, Detroit Leadership, Warrior, Anthony Wayne Freshman Scholarships need to maintain a cumulative GPA Of 3.0 and at least 30 earned credits/year. The President's Award for National Merit Scholarship Finalists is \$12,000/year for up to 4 years with a 3.5 GPA in the Honor's College and the 30 credit/year.
- Merit Transfer Awards range from \$1,000/year for 2 years to \$9,000/year for 2 years.
- All require 30 credits earned with a 3.0 GPA with the exception of the Pathway Scholarship which requires a 2.75 GPA.
- Other awards include Detroit Promise, Frontliners, Reconnect and the Wayne State Promise. These are tuition pledge programs.
- WSU Access and Heart of Detroit are other programs.
  - WSU Access is for incoming freshmen whose EFC is less than \$5000. Students need to be enrolled full-time and file a FAFSA by March 1 each year. Students must meet satisfactory academic progress and pass 30 credits annually.

- Heart of Detroit is for entering freshmen (2021) living in the City or graduating from a Detroit High School (public, private, or charter). EFC of less than \$5000, complete the FAFSA by March 1, maintain full-time enrollment fall and winter, pass 30 credits per academic year.
- Institutional funds include WSU athletics, Talent, Honors, study-abroad, and retention grants.

#### **4. The Transfer Experience:**

- For the past 3 years we have admitted more than 2,000 transfer students with 1,200 coming fall 2022.
- The transfer experience is hard and individual. We hold activities such as Warrior Days, Community College transfer advising by WSU advisors, Transfer Equivalency Self-Service (TESS), Orientation, Welcome Home Transfer, Transfer Success Appointments, Plug Into Transfer, Transfer Living, a Learning Community, Transfer Student Club, Transfer Tuesdays: Drop-In, and the website is being redesigned.
- Wayne State Transfer Pathways. We need to change the narrative to the student voice, encourage broader evaluation of earned credit, incentivize stackable credentials, provide multiple entry points, identify “pipeline” programs, create a student friendly model and develop a seamless transition.
- Our ongoing strategies include transfer credit experience which includes TESS, equivalency web experience and pathways, transfer partnerships which includes advising and faculty engagement, Transfer Admission Guarantee (TAG) within pathways and align our marketing support and training, We must enhance our orientation and examine reverse transfer within the National Student Clearinghouse.

#### **5. Proposed Senate By-Law Changes Agreed to by SAC:**

- Members of the Policy Committee should not be first year senators. PC members should have served at least 1 year as a senator in the past.
- Need to change the apportionment formula due to shrinking of tenure/tenure track faculty, professors of teaching and academic staff.
- Make DEI a standing committee instead of an ad hoc committee.
- Include the head of the school/college/division shared governance committee a member of the Senate
  - Not decided if with vote or without vote;
  - Not decided if should sit on a standing committee;

#### **6. Warrior 360:**

- The theme for Warrior 360 is College is Community. There is a 3-prong approach: Community, Partnership, and Care.
- Connects students to critical resources, anchors the WSU college experience in community and partners with students on their road to graduation.
- Fall 2022 welcomed 183 Warrior 360 students. They were recruited through APEX, Warrior VIP, CHAMPS students. 40% live on campus, 75 have the Heart of Detroit Scholarship, 54% are first generation college students, 51% live in Detroit, 63% identify as female, 55% as African American, 18% White 17% Hispanic, and 7% Asian.

- There is a one-week residential experience called Summer of Success. Peer mentoring is a component as is success coaching, and programming social activities such as a Tiger's game, move nights, etc.
- The goal for fall 2023 is 125 students.

#### **7. First Year Interest Groups:**

- Goals for FIGs were:
  - To increase first-year student engagement and retention;
  - Give students a small cohort experience by taking a block of courses centered around a shared academic interest;
  - Support transition to college by establishing early connections to faculty, academic advisors, and peers in their academic home.
- FIG schedules were part-time and chosen to satisfy general education requirements. Students can add additional courses to become full-time.
- Data for fall 2022: 495 students were enrolled in a FIG. 186 are first generation, 37 are Honors students, 55 are Heart of Detroit, 52 are students where English is not their first language and 200 are Pell eligible.
  - 386 were full-time, 172 took at least 15 credits, and 92% enrolled for winter 2023.
- Currently there are 40+ proposals for FIGs for fall 2023 and a majority are faculty led.
- Assessment consisted of three separate surveys. The surveys had a 23% to 25% response rate .
  - 70% said they interacted with a classmate outside of class
  - 81% attended or want to attend campus events or activities.

#### **8. Career Services:**

- Supports students, alumni, employers, faculty and staff, and the community.
- Tools include software such as Handshake, Big Interview, Forage, Parker Dewey, Job Search Guide, and Career Ready Guide.
- Workshops on resume writing, mock interview prep, job searching workshops and customized career programming.
- The first in-person Career Fair was held March 1, a virtual Career Fair, March 2, March 23 an Adult Learner Career Fair and March 29 an Athlete Career Fair.

#### **9. Changes in Board of Governors Statute on Probation:**

- Current statute has not been updated since the mid-1980s.
- The change reflects what we are doing.
- Probation is determined if a student's cumulative grade point average (GPA) is below a 2.0. Students are coded P1, P2 or P3. The number denotes which term of probation. The student has two terms to bring up the GPA to 2.0 or above.
- The proposal is to work with students who have not yet achieved the 2.0 but are improving and on track for graduation.
- This proposal is to add an option to continue to work with the student. There will be an academic recovery plan that sets expectations.
- Committee unanimously supported this resolution.

## 10. Office of Military and Veterans Academic Excellence:

- OMVAE has 5 pillars: Transition, Academics, Campus Life, Financial Aid and Career Services.
- OMVAE serves our military community, their qualifying dependents and spouses, active-duty military, selected reserves, National Guard and contracted Reserve Officer Training Corps (ROTC).
- They have a suite on the 6<sup>th</sup> floor of the Student Center Building. It has a day room and a study room. There is also a computer lab with 20 computers and free printing services. OMVAE serves over 120 students per year.
- On October 28, 2022, the name was changed to the Col. Gregory Gadson Office of Military and Veterans Academic Excellence Resource Center. This happened because of a \$1,000,000 grant from Jim Anderson to honor Col. Gadson for his military service and sacrifice.

## 11. Adult Learner:

- Adult Learner—students are at least 25 earning their first bachelor’s degree, working at least part-time and balancing families and children.
- How do we support the adult learner?
  - By programing such as Tuesday talks, holistic supplemental advising, success coaching, connections to campus resources, an Adult Learner Study Group, Adult Learner Alumni networking, an Adult Learner Lounge in the UAC, a weekly newsletter, social media including Facebook and Instagram, social hours (Coffee with Chloe) career and resource fairs, community outreach and recruiting plus more. There is also an Adult Learner Student Organization.
- Since 2000, 69,000 students have dropped out of Wayne State without a degree.
- Based on fall 2022 date 16% of all undergraduate students are adult learners. 55% are part-time, 42% are Pell eligible, 27% identify as African American or Black. They range in age from 25 to 81 with the average age of 32.
- **Warrior Way Back:** a debt forgiveness program
  - Originally \$1,500 debt but as of Spring/summer 2023 it will be \$4,000 of past due debt is forgiven in equal quarters for those who qualify. Students must file a FAFSA, have a GPA of at least a 2.0 and owe no more than \$4,000.
  - Students must take at least 6 credits each semester and earn at least a “C” in each course to have the debt forgiven.
  - Received a Kresge grant that allowed the team to hire a peer mentor and a success coach.
  - Between fall 2018 and winter 2023 over 350 students entered WWB. Of these 139 have graduated and 29 completed WWB and are still working on their degrees. Fall 2022 graduation had 19 graduating WWB students.
- **Phoenix Program:** a GPA forgiveness program
  - To qualify, students have to be returning after at least a three-year hiatus, have less than a 2.0 and no debt to the university.

- Students must take 12 hours and earn at least a “C” in each course. If they do, the university forgives each semester of “bad” grades. Students, with the help of an academic advisor, can choose to keep entire semesters of prior work where both credits and grades will count towards graduation. Other restrictions also apply.
- **Returning Warrior:** Neither WWB nor Phoenix
  - Returning to Wayne State having no debt and at least a 2.0.

## 12. Office of Student Financial Aid

- Discussion of Wayne State Guarantee
  - Four years of full-time study with zero out-of-pocket if family income less than \$70,000 and assets no more than \$50,000. Can get a 5<sup>th</sup> year if you are on track to graduate.
  - Must fill out FAFSA annually to keep qualifying
  - Need to pass at least 30 credits per academic year and enroll full-time fall and winter.
- Changes to 2023-25 FAFSA
  - The formula will change for both the FAFSA and Pell Grant.
  - FAFSA form will be shorter going from 108 questions to 36 and tied to IRS data.
  - This will help single parent households and hurt middle- and high-income families.
  - It will do away with the multiple children in college at the same time benefit.

## 13. Yes or No? The Effect of the Presence of Consent and Alcohol on Perceptions of Reporting Sexual Assault

- A student’s research project for a Sociology Directed Study.
- 195 students took the survey
  - Students were randomly given a scenario where sexual assault took place two with alcohol and two without alcohol; two with ambiguous consent and two where yes changed to no.
  - Consent was manipulated by the description of the assault.
  - The standard has changed from a “no means no standard” to a “yes means yes standard”.
  - Respondents were asked if they would report the assault and to whom?
    - Respondents viewed the scenarios with no alcohol as less reportable.
    - Respondents were most likely to tell family or friends if reported at all
    - Respondents were not sure where to go to report and no university resources are perceived as approachable.
    - Results showed that ambiguous consent paired with no alcohol was least likely to be reported
    - Results showed that participants were least likely to perceive a scenario as an assault with ambiguous consent with alcohol.

## 14. Withholding of transcripts if money is due

- WSU policy is to deny sending transcripts if money is owed. It will allow a transcript to be sent to an employer **IF** a payment plan is in effect and current. This is a one off.

- The case discussed is where the bachelor's degree was earned and at the time earned the balance was zero. Student then began a graduate program and had a balance
- Transcripts are linked if both undergraduate and graduate degrees are both here. Banner cannot differentiate between the two.
- Committee voted unanimously to support the memo drafted by CIC.

The Chair would like to thank our guest presenters:

Jessica Addy	James Hearn	David Merolla
Kate Bernas	Catherine Kay	Amber Neher
Kelly Dormer	Bill Keilman	Shawn Pewitt
Darryl Gardner	Chloe Lundine	Michael Quattro
Latonya Garrett	Tommy Martin	Susie Reynolds
Ranae Hamama	Matt McLain	Josephine Zdun

The Chair would also like to thank the best committee of the Academic Senate:

Nicole Audritch	Cynthia Merritt	Brad Roth
Stephen Chrisomalis	Gamal Mostafa	Ali Salamey
Michael Horn	Rachel Pawlowski	David Strauss
Barbara Jones	Gil Paz	Huda Syed
Christine Knapp	Shaunna Reeves	Jennifer Wareham
Pramod Khosla	Michele Ronnick	mark wenzel

Respectfully submitted,

Naida Simon, Chair