

Submitted By: Laurie M. Lauzon Clabo, PhD
Provost and Senior Vice President for Academic Affairs

ACADEMIC AFFAIRS REPORT

HIGHLIGHTS FROM SCHOOLS AND COLLEGES

Academic Student Affairs and Global Engagement

Office of International Programs

OIP hosted International Student Welcome Jan. 17 to celebrate and meet the largest number of new winter students Wayne State has garnered in the last five years. The new students hail from 22 countries, from Albania to Sudan.

The team has offered information sessions and workshops for domestic students interested in applying for funded international graduate study awards including the Douglass O'Connell Global Internship, Rangel Graduate Fellowship Program, Gilman Scholarship Program and Fulbright.

Transfer Student Success Center

The TSSC team is recruiting at several local and national events to meet prospective students interested in attending Wayne State. Events include the Henry Ford College Summer Research Opportunities Symposium, Lansing Community College Transfer Fair and Schoolcraft College Winter School Daze festival. Wayne State University was selected as one of Phi Theta Kappa's featured institutions and will be represented by the TSSC at the national Virtual Transfer Fair to tap into a diverse pool of ambitious PTK students seeking transfer opportunities.

In partnership with Henry Ford College, the TSSC cohosted Signing Day for HFC students to learn about the Learn4ward Transfer Pathways. This event included presentations from both schools, along with a panel of student speakers. Attendees were able to meet HFC advisors and WSU transfer advisors during the Jan. 25 event.

Undergraduate Admissions

Staff is active with outreach, recruitment and yield activities that include several information sessions for the Heart of Detroit tuition pledge program, created for students who are residents of the city of Detroit or who will graduate from a Detroit high school. During the sessions, students learn about eligibility criteria, admissions application requirements and next steps for enrollment.

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Warrior Days at Western International High School provided an opportunity to meet with all 400 high school seniors and encourage them to apply for admission to WSU. A similar program, held in partnership with the WSU C2 Pipeline afterschool program, was held at Martin Luther King High School. Both events allowed prospective students to engage with school/college/department representatives and learn more about the academic, student success and support services offered at WSU. Staff also participated in the Scholarship Marathon with LIFE Leaders at SAY Detroit Play Center, created for high school students on the east side of the city. Students learned about the Heart of Detroit Tuition Pledge and the Michigan Assured Admission Pact (MAAP), a cooperative effort among public universities committed to admitting all Michigan high school graduates who have earned a cumulative high school grade point average of 3.0 or above.

Admitted Student Days in February and upcoming in April provide admitted students and guests an opportunity to learn more about academic programs, participate in school/college/ department activities including mock lectures, lab tours and student panels. Students can take campus walking tours, residence hall tours and eat lunch at the Towers cafeteria. These are the two largest yield events UGA hosts for the 24/25 academic year.

Admissions staff are representing the university at National Association for College Admission Counseling national college fairs in Columbus, Cleveland, western Michigan and Detroit this spring.

Student Success

The Academic Success Center launched 1:1 tutoring for 68 undergraduate-level courses and trained 11 new tutors who will provide embedded learning support services in nursing, computer science, electrical computer engineering and criminal justice. Supplemental Instruction is now available for five separate biology courses, two chemistry courses and one nursing course.

Career Services is hosting numerous career fairs to help students prepare for their job search this spring. Included are specialty fairs for engineering, computer science and business, and all-majors in-person and virtual fairs. Mock interviews with employer partners are open until April.

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The Pre-Med and Health Science Center in the University Advising Center hosted its second annual pre-med night, "Leap into Your Future," for prospective students and fall 2024 admitted students. Students and family members attended a variety of pre-medical related sessions, engaged with pre-medical and medical students during a panel discussion, and met with pre-med advisors and staff from the Office of Student Financial Aid, Undergraduate Admissions and the Dean of Students Office.

Academic Persistence

The Academic Persistence initiative was launched in the fall for students working to raise their grades in current courses, find success in the repeated course, or those navigating academic probation. In collaboration with Warrior 360 and the University Advising Center pre-nursing advisors, Academic Persistence specialists have been working one-to-one with students referred to the Academic Rebound program. This multifaceted approach to academic support is designed to arm students with the connections needed to guide them back on track, regardless of the cause of their challenges. By the start of the winter term, 165 students have been referred to Academic Persistence programming, an increase of more than 400% **compared to 41 students who began the program in the fall.**

Academic Excellence

At the close of the fall term, 35 FTIAC students participating in Warrior 360 earned a GPA that makes them eligible to pursue membership in the Irvin D. Reid Honors College. A "lunch and learn" in February offered students a chance to collect more information about this opportunity.

32% of all students engaged in W360 support (303 active participants) earned a GPA of 3.3 or higher.

College of Liberal Arts and Sciences:

The College of Liberal Arts and Sciences [announced the appointment of Professor Saeed Khan as the new director of the Center for the Study of Citizenship](#). The transition in leadership comes as Marc Kruman, distinguished service professor of history and founder of the Center for the Study of Citizenship in 2001-2002, steps down after guiding its growth for the last two decades. Under Kruman's leadership, the center has played a pivotal role in the global development of citizenship studies through its acclaimed international conference, book prize and publications.

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As we enter February, it's important to [recognize our ongoing commitment to the preservation of Black history throughout the year](#). From history to anthropology, our CLAS faculty and students diligently engage in research and initiatives to celebrate the rich cultural heritage of the Black community in Detroit and beyond.

Five CLAS professors were recently [recognized at the Distinguished Professor and Distinguished Service Professor Reception on Jan. 31](#). The designation recognizes faculty who have made extraordinary contributions to the university outside their own disciplines or who, by unusual service outside of the university, have brought great honor and recognition to the institution.

The Science Coalition (TSC) named [two CLAS students as winners of its fifth-annual Fund It Forward Student Video Challenge](#). Graduate and undergraduate students were invited to create a video explaining their personal connection to fundamental research and why Congress should continue to invest in the partnership between federal research agencies and their university counterparts. Mohamed Chakkour and Chisom Joshua Onu, graduate students in Dr. Miriam Greenberg's lab in the Department of Biological Sciences in the College of Liberal Arts and Sciences at Wayne State University, were awarded first place in the graduate category. Jay Elias, a junior in the Department of Psychology, was awarded third place in the undergraduate category.

The Wayne State University Humanities Center marked its [30th anniversary with a conference and gala](#) on Feb. 2, boasting an impressive lineup of CLAS humanities faculty. The event underscored the profound significance of this vital academic discipline.

Assistant Psychology Professor Hannah Schacter recently [http://Last fall, Schacter was selected as the 2023 Early Career Award recipient by the Alberti Center for Bullying Abuse Prevention at the University at Buffalo. The annual award recognizes exemplary scholarly contributions to the field of bullying abuse and prevention and research that has the potential to influence practice and policy.]discussed her research on the effects of bullying with the Warriors in the Community podcast. Last fall, Schacter was selected as the 2023 Early Career Award recipient by the Alberti Center for Bullying Abuse Prevention at the University at Buffalo. The annual award recognizes exemplary scholarly contributions to the field of bullying abuse and prevention and research that has the potential to influence practice and policy.

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The Wayne State Humanities Commons continued its commitment to fostering crucial dialogue within the field with a book talk by WSU history professor Andrew Port. He discussed his book *Never Again: Germans and Genocide after the Holocaust* to a packed house. Located on the 2nd floor of the Undergraduate Library, the Humanities Commons exists to unite students and faculty in the liberal arts and social sciences, providing an outlet dedicated to conversations about art, community, resilience and accessibility.

College of Fine, Performing and Communication Arts

The Art Department Gallery and the James Pearson Duffy Department of Art, Art History, and Design presented its annual Tri-County High School Exhibition, Jan. 19 through Feb. 9. This exhibition featured approximately 120 selected artworks created by high school students from Macomb, Oakland, and Wayne counties. The college hosted teachers, parents, families and friends who came out to support and cheer students on during the Jan. 19 opening reception.

A team of Wayne State University student filmmakers have earned top honors from the Broadcast Education Association (BEA) after competing in its most recent 48-hour Film Competition. Last October, within the span of 48 hours, students from the Department of Communication were required to write, produce and edit a short film. The competition was open to BEA member institutions and included submissions from across the country, with two teams from Wayne State successful in completing all the project requirements.

On Thursday, March 7, the first Department of Communication Open House will be held in General Lectures and Manoogian Hall. The open house will showcase the department by providing prospective students the opportunity to meet with faculty and staff, experience interactive presentations, and talk to current students and alumni.

Jessica Rajko, associate chair of the Maggie Allesee Department of Theatre and Dance, was recently named a 2024 Knight New Work Detroit recipient. The initiative from the John S. and James L. Knight Foundation supports the creation of new work by local artists who utilize technology in their practice to foster meaningful connections between people and place. Jessica will continue her research on human relationships across computing systems and haptic media design for dance.

Wayne State dance students had the wonderful pleasure of starting the winter 2024 semester off with a curriculum takeover by Amy Miller from Gibney Company in New York City.

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Amy was on campus at Wayne State the first week of the semester where she taught classes, and then stayed the weekend setting a repertory piece on our senior dance students to be premiered at the 95th Annual Spring Dance Concert: Echoes of the Future April 19-21.

CFPCA hosted a Detroit Public Schools Community District professional development day on Tuesday, Feb. 27, for all DPSCD educators in Fine and Performing Arts. The day included a welcome from Dean Elahi, workshops for over 200 educators, lunch and networking with faculty and staff.

College of Nursing

The CON faculty and staff continue to contribute greatly to the broad scope of nursing scholarship and to the community at large. [Dr. Lisa Blair \(Assistant Professor\)](#) received the 2023 Founders' Award from the International Society of Nurses in Genetics (ISONG). The award recognizes Dr. Blair's work in genomics practice and her role as team leader of the work group to revise the scope and standards of practice for the genomics nursing specialty in collaboration with ISONG and the American Nurses Association. The award was presented to Dr. Blair at the 2023 International Society of Nurses in Genetics World Congress in Providence, Rhode Island.

The College of Nursing [C2 Pipeline Program](#) led by [Don Neal](#) has been awarded a \$1,091,040 grant from the Michigan Department of Lifelong Education, Advancement, and Potential as part \$50 million funding package aimed at expanding access to affordable before, after and summer school opportunities for students across the state. Operating in 15 Metro Detroit high schools and serving 1,600 students per day, C2 Pipeline uses hands-on, project-based learning activities in science, technology, engineering, and math to engage students with a focus on college and career readiness, particularly in the S.T.E.M. and health care professions. The grant funding will be used to provide transportation services to students at C2's partner schools each day after school and throughout the summer, making the program's on- and off-campus programming more accessible.

Assistant Clinical Professor and Advanced Public Health Nursing Specialty Coordinator [Dr. Katherine Balint](#) was a key contributor to the Association of Community Health Nursing Educators recently released white paper, "Reimagining Graduate Education for Advanced Public Health Nursing." The paper addresses the need to transform master's and doctoral programs to meet the rapidly changing demands of public health practice today, providing a critical analysis of APHN education, a roadmap to reimagine it, strategies to foster DEI in APHN programs and much more. Learn more and download the paper at <https://buff.ly/3OpiVTO>

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Irvin D. Reid Honors College

The popular Honors College series “Lunches with Leaders” continues into the Winter 2024 semester. The series connects Honors students with a variety of campus and community leaders over an informal lunch for discussions of careers, community impact, pathways to success and other important issues. Guest speakers for the winter semester are:

- February 27, 2024: Mel Bedi, PharmD, Ph.D., Assistant Professor-Research
- March 19, 2024: Kimberly Espy, Ph.D., President, Wayne State University

The first Honors College Showcase event was held on Wednesday, January 17 in the SCB Ballroom and Hilberry Rooms. This event invites admitted FTIACS who met the criteria for Honors membership and their parents and guests to come to campus and hear more about the Honors experience. The guest students and parents were presented with a welcome and Honors overview from the Honors dean, followed by a panel of current Honors students who reflected on their WSU Honors experience, and then were invited to a selected Resource Fair where they could interact with various schools/colleges, programs, and student services.

A virtual Showcase on Zoom was hosted on Tuesday, February 20 for those who were not able to come to campus in January. More than 100 prospective students registered to attend the online event (plus their guests) to hear more about the Honors experience and hear from current Honors students, faculty and advisors.

The Honors College hosted a special “Honors Night at the Planetarium” on Tuesday, February 6, at the WSU Planetarium in Old Main. The event – held in the evening – was open to Honors students, alumni and donors. The presentation was led by Honors Astrophysics student Jacob Callebs. Attendees were able to experience new perspectives of Detroit's evening sky with a guided walkthrough of "The Winter Hexagon" that showcased the six brightest constellations in the Winter sky. The presentation also included a screening of the film, "Black Holes: The Other Side of Infinity."

The “Honors Faculty & Friends Open House” was held on Wednesday, February 7 in the Honors College. Faculty who teach Honors courses or provide Honors options for students, as well as faculty mentors for students completing their Honors thesis were invited. Honors was able to show appreciation to faculty who support and mentor students through their Honors experience.

The Irvin D. Honors College took part in the WSU Spring Open House event on March 2 with an informational session about the benefits of Honors, admission criteria, and opportunities. Honors advisors also staffed an informational table at the resource fair.

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The Wayne Med-Direct Academic Day is scheduled for Saturday, March 23 virtually (Zoom). The top 25 Wayne Med-Direct applicants (and their guests) were invited to attend to hear more about the WMD program and opportunities, and the students were interviewed by representatives of the WSU School of Medicine, Honors College, CLAS, and Admissions.

Eugene Applebaum College of Pharmacy and Health Sciences

The **Doctor of Pharmacy** program successfully earned the maximum possible eight years of continued accreditation from the Accreditation Council for Pharmacy Education. After a site visit in October, ACPE found the program to be in compliance with all 25 of its standards. Thanks to faculty, staff, students, preceptors and the PharmD Self-Study Steering Committee's leadership and dedication, the program's accreditation extends until June 2032.

The **Mortuary Science** program 2023 cohort had a 100% pass rate on the National Board Examination and the highest average score of all accredited programs. Faculty regularly review the curriculum to ensure alignment with the American Board of Funeral Service Education curricular outlines and the NBE blueprint. Students complete structured preparation for the NBE in the Professional Review course and must pass a practice exam before taking the NBE.

On Jan. 10, the **Medical Laboratory Science** and **Pathologists' Assistant** programs hosted an IPE event featuring multiple hands-on education stations, including a showcase of the PAA program's new SIM cadavers. This experience and other IPE sessions help Wayne State students practice critical communication and knowledge transfer skills between professions that will ultimately benefit patients in the health care setting.

Associate Dean for **Pharmacy** Susan Davis was interviewed by WJR as an expert source on CVS pharmacy changes within Target stores and the pharmacy job sector as a whole.

The **Office of Student Affairs**, though its partnership with WSU **Counseling and Psychological Services**, is hosting multiple opportunities for students to speak with professional counselors for support in addition to participating within a grief circle, scheduled to occur on Feb. 16, 28 and 28. This effort came forth as a direct request from several student organizations for elevated care. OSA staff also was scheduled to visit multiple Detroit Public Community Schools, including Martin Luther King Jr. Senior High School (2-15) and Western International High School (2-6) to showcase WSU Applebaum degree programs and career opportunities. Students from Cesar Chavez High School and Crockett High School (DPSCD) began dual enrollment coursework in

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Medical Terminology within the Applebaum Building this semester. Continued onsite touchpoints were scheduled to occur at Oakland Community College (2-12) and Henry Ford College (2-20) while transfer plan pathways are in the process of development at Macomb Community College and Wayne County Community College District.

School of Social Work

Center for Behavioral Health and Justice:

- The CBHJ operates 22 projects across six different initiatives with community partners in 39 counties across Michigan and a total operating budget of \$2.8 million.
- In January, the CBHJ welcomed its new director of data administration, Melanie Hinojosa, PhD. Dr. Hinojosa is an expert in quantitative methods, complex statistical analysis, health policy, childhood trauma, and health inequalities. She most recently served as an associate professor at University of Central Florida.
- On January 19, Wayne County announced its plan to deploy 100 Narcan vending machines across the county. Under a four-year \$3.6 million grant from the county, [the CBHJ will implement the program using a data-driven strategy that is the first of its kind in Michigan](#) including using data to determine placement of the machines and measuring impact of the vending machines on fatal overdoses, changes in community attitudes, and harm reduction. During the course of the project, the CBHJ will partner with WSU's Center for Urban Studies to distribute Narcan kits and other harm reduction materials to the machines placed in Wayne County through its AmeriCorps program.
- On February 1, the School of Social Work and CBHJ hosted partners from the newly formed Behavioral Health Emergency Response Initiative (BHERI) including Pew Foundation, Marron Institute at New York University, Blue Meridian, Michigan Justice Fund, and crisis response administrators from Ohio and Texas. Beginning this year, the CBHJ and its counterparts from Ohio and Texas will collaborate on assessing/expanding/evaluating state-level crisis work in collaboration with Pew Foundation and Marron/Blue Meridian. The CBHJ will be awarded a \$250,000 planning grant for this calendar year from Marron/Blue Meridian and anticipates that this will lead to a multi-year grant to support the expansion of crisis response across the state.
- Bethany Hedden-Clayton, manager of federal grants for the CBHJ, was invited to present finding from the CBHJ's Centers for Disease Control R01 study at the

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Ohio Deflection Summit in Indiana in January and the International Association of Chiefs of Police in Massachusetts in October. The CDC study demonstrates that drug interdiction is associated with increases in fatal and non-fatal overdoses. These presentations provide an important avenue to share this work in order to work with police to examine possible harms associated with policing work and the development of interventions to mitigate these harms.

Faculty:

- Associate Professor (Clinical) and Education Technology Coordinator Fay Keys and Assistant Professor (Teaching) and BSW Program Director Norma Love-Schropshire have been selected in the inaugural cohort of the WSU Online Course Quality Fellowship.

Events:

- The School of Social Work faculty, staff and students had [a strong showing at the annual 2024 Society for Social Work and Research \(SSWR\) Conference](#) in January, with over 30 presentations on subjects ranging from the integration of ChatGPT in social work research, to the impact of bullying, and beyond.
- The School of Social Work launched the three-part series [Promoting Social Justice and Equity for Sexual and Gender Diverse Communities](#) in fall 2023. The series is designed to help social workers, students, faculty, staff, and community members develop a critically conscious awareness regarding the lived experiences of transgender and gender diverse individuals. The series will continue on March 7, 2024 with [Embracing Diverse Perspectives and Addressing Sexual Fluidity](#) from 3:30 – 5:00 pm in The Thompson #105 for March’s National Social Work Month and will conclude on April 4, 2024 from 3:30 – 5:00 pm on Zoom with [Legislative Milestones: Understanding LBGTO+ inclusive policies, exploring anti-discrimination laws, and empowering LBGTO+ communities](#). We encourage all to join us for this free series of open, respectful, and enlightening conversations.

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College of Engineering

Jitao Zhang, assistant professor of biomedical engineering and a scientific member of the Karmanos Cancer Institute's Molecular Imaging Program, received a National Science Foundation Faculty Early Career Development (CAREER) award, the organization's most prestigious accolade for up-and-coming researchers. The five-year, \$502,132 grant aims to continue development of a novel imaging technique called Brillouin microscopy that can map cell and tissue stiffness often associated with early signs of cancer and other diseases. Zhang is an award-winning researcher who holds three patents on Brillouin microscopy, which is different from conventional imaging

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methods in that it can acquire the mechanical information (e.g., stiffness and viscosity) of biological samples in a non-contact and label-free manner.

Helen Durand, associate professor of chemical engineering and materials science, was selected as a recipient of the AIChE 35 Under 35 award, which recognizes 35 chemical engineering professionals under the age of 35 who have made significant contributions to the field and to the American Institute of Chemical Engineers while serving as a role model for future generations. Durand's research aims to solve practical problems in manufacturing by mitigating safety and security hazards in control systems and autonomous operations. In the six years since her arrival to Wayne State, she has secured numerous extramural grants, including an NSF CAREER award and the Air Force Office of Scientific Research Young Investigator award. Additionally, she has mentored Wayne State chemical engineering students at all academic levels.

The Association for Computing Machinery (ACM) announced its latest class of ACM Distinguished Members, an accolade that recognizes longstanding members who have made significant contributions to the computing field. Among the honorees is Daniel Grosu, associate professor of computer science. Grosu, who has been at Wayne State since 2003, directs the Parallel and Distributed Computing Lab which focuses on cloud and edge computing, parallel and distributed algorithms, and topics at the border between computer science, game theory and economics. He has published more than 125 peer-reviewed papers, has served as an associate editor on several journals, and has advised several award-winning Ph.D. students.

The Wayne State Department of Civil and Environmental Engineering recently partnered with Eastside Community Network, a Detroit-based non-profit organization, to study how to better improve the city's storm water drainage. The partnership led to the installation of a cooperative observer station, the first COOP station in Detroit in the modern era. As the National Weather Service has struggled over the years to measure actual precipitation data in the city, this new station will help improve forecasts and serve an important role in the development and improvement in storm water drainage mitigation programs. Leading the charge on behalf of WSU is Bill Shuster, professor and chair of civil and environmental engineering, and Marie Garcia, a postdoctoral fellow in the department.

The Law School

Wayne Law a Top National Law School on Critical Measure of Affordability

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Two independent studies have ranked Wayne State University Law School in the very top of law schools on a critical measure of affordability: the ratio of its graduates' debt to starting income. One study, jointly conducted by The HEA Group and Student Defense and published this month in [preLaw Magazine](#), used U.S. Department of Education data on graduates from 187 law schools with a five-year payment window to determine which graduates can best pay down their loans. Wayne Law ranked No. 11 nationally—alongside Harvard, Stanford, Cornell, Penn, Northwestern, Yale, Columbia, Duke, and University of Chicago, among others. In [a similar study](#), U.S. News and World Report ranked Wayne Law No. 2 nationally for the best salary to debt ratio of graduates entering the private sector. The rankings place Wayne Law among the best values in American legal education and underscore its commitment to welcoming students from all walks of life and graduating them with the skills and freedom to make an impact.

Wayne Law to Host ABA Task Force for American Democracy

On March 15, Wayne Law and the Levin Center for Legislative Oversight and Democracy will host the [National ABA Task Force for American Democracy's](#) Michigan Listening Session, one of only six such sessions taking place throughout the country. Attendees will include Michigan Secretary of State Jocelyn Benson, former U.S. Court of Appeals for the Fourth Circuit Judge Michael Luttig, former U.S. Secretary of Homeland Security Jeh Charles Johnson, and former Detroit Mayor Dennis Archer. Secretary Benson will speak to the reliability of the State's election system and challenges of voting misinformation, and a roundtable discussion will address the importance of civics education and assuring trust in administration of elections.

Law School Endowed Lectures Feature Speakers from Around the Country

Wayne State Law School is hosting eight endowed lectures this semester, where speakers from around the country will engage with important topics like the role of religion in public life, corporate responsibility, and community economic justice. Speakers include nationally-renowned academics from Columbia, Berkeley, University of Chicago, University of Virginia, and Stanford Law Schools. They also include leading public policy advocates and attorneys like Rachel Laser, President and CEO, Americans United for Separation of Church and State, and Mary Jo White, former Chair of the U.S. Securities and Exchange Commission and former U.S. Attorney for the Southern District of New York.

Wayne Law and WSU School of Social Work to Launch Statewide Holistic Defense Fellowship

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Building on Wayne Law's and the WSU School of Social Work's pathbreaking Holistic Defense Partnership, the Michigan Justice Fund and Michigan Indigent Defense Commission have selected Wayne Law and the School of Social Work to be the joint architects of a new Michigan Holistic Defense Fellowship. The Fellowship, which will launch this summer, will enable law and social work students from around the state to work at several select public defense offices, providing holistic defense services to indigent clients. The program is part of a larger mission to transform the quality of Michigan's indigent defense system.

Office of Faculty Affairs and Development

This Fall, as a year-long extension of New Faculty Orientation, our office has hosted new faculty and other academic personnel at six sessions facilitated by other campus partners to assist with institutional familiarization for those new to Wayne State. A further four to six such sessions are planned for Winter 2024. In September 2023, we partnered with the UPTF to welcome part-time faculty back to campus with learning sessions and lunch. Additional workshops or panels for other populations and general audiences are planned for both semesters, along with 10 meetings of the Academic Leadership Academy, with a mix of face-to-face, virtual, and hybrid modalities. Topics will range from public scholarship to promotion and tenure. We're also partnering with [WSU-GEARS](#) again to update and re-run our Associate to Full workshop series.

Beginning academic year 2024-25, the university will be implementing new promotion and tenure factors for faculty. These new factors were developed by a committee consisting of AAUP-AFT faculty representatives, faculty members of the academic senate, and academic administrators. The main impetus behind the update was to make the factors more inclusive and to recognize a broader range of scholarship, teaching, and service activities. The intent is not to require these activities but to make sure they are recognized. Major items addressed in the factors include:

- Diversity, equity, and inclusion (DEI) related activities should be considered an important type of academic activity across scholarship/creative activity, teaching, and service.
- Publicly engaged scholarship should be considered a significant type of scholarship/creative activity and definitions and examples are provided.
- Interdisciplinary/collaborative research should be recognized as an important type of scholarship/creative activity.

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Other changes were also made to bring our university factors up to date (e.g., incorporation of gender-neutral pronouns).