

## ACADEMIC AFFAIRS REPORT

Wayne State University (WSU) was named the winner of the Association of Public and Land-grant Universities (APLU)'s 2018 Degree Completion Award which recognizes and awards schools that utilize new approaches to advance degree completion and ensuring educational quality of its students. In 2011, WSU established a Student Retention Initiative which works to improve student success by hiring professional academic advisers, improving the general education curriculum courses, increasing support for faculty development and for underprepared students, strengthening financial aid and creating first-year experiences for new students. The university also has seen strides in its graduation rate, increasing from 26 to 47 percent over six years. "We applaud Wayne State University for the exceptional student success progress they have achieved," said APLU president Peter McPherson. "For years now, public universities have been working hard to advance innovative practices that increase student success. We're now seeing the results of that commitment and we look forward to building on that progress across all of public higher education. Wayne State's work in this area serve as a model and inspiration for public universities across the country."

Wayne State University Computing & Information Technology partnered with the Office of the Provost, Enrollment, and Marketing and Communications to create a virtual experience for recruiting new students at country-wide events. The vision of C&IT Senior Director of Desktop Technology and Customer Service, Melissa Crabtree, the tool is the first of its kind at Wayne State. What began as a historical virtual tour of the campus quickly turned into more once Crabtree presented it to Provost and Senior Vice President for Academic Affairs, Keith Whitfield. With direction from Whitfield and great help from Gary Cendrowski, the associate director of IT for the College of Fine, Performing and Communication Arts, the project began to take shape. Whitfield was impressed by Crabtree's first version of the app, but wanted to push the idea further and incorporate it in recruiting efforts. Crabtree rose to the occasion, soliciting help from teams at both C&IT and Wayne State Marketing and Communications to create what we see now. Through 360-degree video and drone footage, potential students experience a Wayne State football game from the sidelines, sit in on an orchestra rehearsal, and visit a College of Pharmacy classroom. "I [wanted] to make any student in the world feel like they're sitting in a classroom at Wayne State," Crabtree said. Potential students also see life outside of campus and are introduced to the vivacious opportunities in the surrounding city of Detroit. Viewers walk through the Detroit Jazz Festival in Hart Plaza, visit the Detroit Institute of Arts, and more. "[The app] shows the heart of the classroom, the heart of Wayne State and the heart of Detroit," Crabtree said. This fall Wayne State recruiters will hit the road, VR glasses in hand, as they travel to multiple cities to meet new potential students. Going forward Crabtree hopes to use this technology to further enhance the Wayne State experience for students, staff and alumni. Crabtree expressed enthusiasm about making the leap from virtual reality to augmented reality, where viewers interact with the content. Such a tool would completely change the way Wayne State manages satellite classes, online accessibility, and communication with donors. Faculty in the College of Pharmacy and Health Sciences were not only excited to be a part of this current project, but at the prospect of utilizing augmented reality in place of the expensive mannequins they currently use to train students.

## **SCHOOLS, COLLEGES AND DEPARTMENTS SPOTLIGHTS**

Local business leader and philanthropist Avinash Rachmale, M.S. '89, and his wife, Hema Rachmale, Cert. '92, have donated a total of \$5 million to the Wayne State University College of Engineering under the auspices of The N. Rachmale Foundation: \$1 million to create an endowed scholarship fund, and \$4 million to build a structures and materials engineering testing laboratory in Highland Park, Michigan. "The first employees I hired were Wayne State engineering students," Avinash said. "And I have roots at Wayne State and Detroit that go back more than 30 years. I owe so much to this city and university; it is my honor to give back to College of Engineering students, especially those who want to make a difference in Detroit." The Rachmale Detroit Engineering Scholars Program annually incentivizes five high-performing students from Detroit Public Schools Community District to attend Wayne State's College of Engineering and assists them in the transition from high school achievement to career success. The 8,000-square-foot N. Rachmale Foundation Structures and Materials Laboratory is expected to be completed in 2020. The facility will provide Wayne State civil engineering students and faculty members with unprecedented opportunities to engage in large-scale, real-world structures and materials testing projects.

Of the more than 15 million people who pass through the U.S. criminal justice system each year, approximately 20 percent experience serious mental health or substance use disorders that frequently go unidentified or untreated. Wayne State University School of Social Work created the Center for Behavioral Health and Justice to address these issues. This "center of excellence" assists local communities, organizations, and behavioral health and law enforcement agencies across Michigan in diverting individuals with mental health and substance use disorders from the criminal justice system to appropriate treatment. The center will provide these stakeholders with expertise, evaluation, support, training and technical assistance to inform effective, evidence-based policy and programs. "The criminal justice system intersects with many other systems — particularly the behavioral health system — in ways that are extremely complex and difficult for communities and organizations to navigate," said Social Work Dean Sheryl Kubiak. "This center will produce a much-needed infrastructure and the expertise required to assist local systems, assess programs, identify evidence-based practices and implement data-driven decision-making."

## **STUDENT LIFE AND STUDENT SERVICES**

Homecoming 2018 was celebrated on Saturday, October 20. Activities for the week included a comedy show, "Trade your T" Warrior Wednesday, a family friendly tailgate party, and a sesquicentennial-themed long sleeve t-shirt free giveaway for fans. Fifty students were nominated for the Homecoming Court by faculty, staff, and students. Of those 50 nominations, the Homecoming Committee, comprised of WSU staff members, selected 19 students to interview resulting in eight students being selected to the 2018 Homecoming Court: Simon Mourani (Computer Science), Kristian Rice (Public Health & Sociology), Molly Sute (Public Relations & Dance), Gabrielle Gordon (Psychology), Paul Jones III (Urban Studies), Dalia Ibrahim (Political Science, Peace & Conflict Studies), Bilal Hammoud (Psychology & Public Health), and Courtney Buzzell (BFA Design & Tech Theatre).

On Friday, November 2, Wayne State hosted the Third Annual State of Michigan Colleges and Universities Food Pantry Summit. The previous two years were hosted by the University of Michigan-Dearborn. Sixty-four people were in attendance, representing 14 colleges/universities and 6 civic and governmental organizations. This was the largest summit to date to share ideas, successes and best practices around helping students who have food challenges.

The Residence Halls Association held their semester Open Forum on Monday, October 8 where students met with representatives from the housing and dining offices to discuss living on campus and feedback for changes and improvement.

### **EDUCATIONAL OUTREACH AND INTERNATIONAL PROGRAMS**

Office of International Programs hosted leaders from nine international partner universities during WSU's Sesquicentennial Celebration. Representatives from Fudan University (China), Okayama University (Japan), Pukyong National University (South Korea), Riga Technical University (Latvia), St. Clair College (Canada), Tamkang University (Taiwan), the University of Windsor (Canada) and Zhejiang University of Technology (China) met with WSU academic departments with which they have exchanges or want to develop deeper ties, as well as deans and President Wilson. In addition to campus festivities, the guests toured the new Mike Ilitch School of Business building and were treated to a Pistons game by President Wilson in a suite at Little Caesars Arena.

Office of International Programs sponsored an open house in Windsor for prospective Canadian students Nov. 1, drawing scores of potential Warriors from area high schools and St. Clair College. Participants met with representatives from academic programs, admissions and financial aid, learning about the Great Lakes Tuition Award for residents of Ontario as well as scholarships for international students. More than 430 Canadians attend WSU, making it second only to India in the number of international students on campus.

The president of Macedonia, Gjorge Ivanov visited campus for a special presentation: "Birth of a New World: Challenges and Opportunities for Generations Y, Z, and Alpha." The event, which drew a large number of guests from both the university and the Macedonian community, was sponsored by OIP, which hosted the ambassador from Macedonia last year.

WSU is one of 57 colleges and universities nationwide that has joined the #YouAreWelcomeHere national scholarship program, pledging to create scholarships for international students to study in the U.S. Temple University leads the national initiative, which began as a hashtag in November 2016 following expressions of apprehension by some international students about studying in the U.S. Beginning in fall 2019, WSU will offer two annual, renewable scholarships that will allow recipients to study at the Michigan in-state tuition rate.

Wayne State University has been chosen as a 2019 host institution for the Iraqi Young Leaders Exchange Program sponsored by the U.S. Embassy in Baghdad. IYLEP brings around 100 Iraqi undergrads to the U.S. for a four-week summer exchange program, and WSU has hosted orientation for the group the last two years. At the invitation of World Learning, which implements the program on behalf of the embassy, WSU applied to host a student cohort for three weeks of academic programming and cultural activities next summer.

Wayne State University has joined The New University in Exile Consortium, a group of universities that have agreed to host at least one scholar at risk for a minimum of two years. Scholars at risk are those who are facing persecution in their home countries; endangered and escaping war torn regions of the world; or exiled. Along with The New School, its organizer, the group includes Wellesley College, Brown, Columbia, Georgetown, George Mason and Rutgers University at Newark. OIP, on behalf of the Office of the Provost, is working with the Scholars Rescue Fund to identify and place a scholar at WSU.

Ahmad Ezzeddine, associate vice president of educational outreach and international programs, was elected to the Board of Directors of NAFSA: Association of International Educators, the world's largest nonprofit association dedicated to international education and exchange. The board guides the associations through its strategic plan, setting goals and objectives for three years. NAFSA has more than 10,000 members at over 3,500 institutions worldwide.

### **Transfer Student Success Center (TSSC)**

The TSSC hosted three special events in November to recruit transfer students to WSU: Transfer Open House Nov. 7 in the Student Center and WOW! Walk Over to Wayne Nov. 13 and 15. WOW is a new event held at the Schoolcraft satellite campus in Livonia and Advanced Technology Education Center in Warren, with the goal of bringing convenience and WSU information to students near their home schools (Schoolcraft and Macomb Community College South Campus). Academic departments offered details on the programs offered at the satellites, and general university information also was available.

New articulation agreements have been signed with Macomb Community College (computer science) and Henry Ford College (pre-pharmacy), and are in the works with St. Clair College, Windsor (business/marketing and computer technology).

Representatives from Jackson College visited campus to develop articulation agreements and strengthen the partnership with WSU to facilitate seamless transfer for international students in engineering and computer technology. Additionally, a group of Jackson students toured campus Nov. 2.

### **Executive and Professional Development (EPD)**

EPD has entered into an agreement with Wayne County to provide leadership development to supervisors in 2019. Topics are being determined and participants selected, with the expectation that the relationship will continue after the conclusion of the program next summer.

Working with UAW Ford representatives, EPD facilitated a focus group to test a redesigned health and safety program that includes an updated curriculum and new delivery modes.

Expanding its relationship with the Detroit Institute of Arts, EPD is developing an Applied Project Management Program to complement the DIA's new project management software system.

The Procurement Technical Assistance Center within EPD offered the course, "Market Research: Unlocking the Keys to Government Contracting" to more than 20 Detroit-based small businesses. PTACs of Michigan provide small-business owners and entrepreneurs with a competitive edge in selling to the public sector by educating them on contracting opportunities. Through this grant-funded service, WSU's PTAC provides clients with the marketing and technical assistance needed to sell goods and services to the federal government, particularly the Department of Defense.

### **FACULTY DEVELOPMENT AND FACULTY SUCCESS**

This fall, the Provost's Office launched a professional development series for faculty and academic staff. Offerings include new faculty coffee hours to help connect new faculty with each other and with key Wayne State resources to support their own and their students'

success; and Chair Chats to offer department chairs and division heads networking and peer mentoring opportunities and access to information to enable them to support the success of their faculty, staff, and students. In addition, a slate of professional development seminars has been developed to support mentoring, career development, and leadership development.

### **STUDENT SUCCESS**

The First Year Seminar (FYS) course offered by the Academic Success Center has more than 900 first year students enrolled. This course has grown from just four sections three years ago and is believed to be the nation's first "brain science based" study skills course. The developer, Angela Sickler, is receiving invitations to present nationally about the approach.

About 200 new first year students have joined the Warrior Vision and Impact Program (VIP). The Warrior Vision and Impact Program (VIP) supports the success of selected incoming students, by delivering comprehensive academic, career, research, financial literacy and mentoring support. It students' successful transition into college, fosters their positive engagement in the university setting and prepares students to challenge themselves as leaders beyond graduation. Warrior VIP is delivered in partnership with many other programs across the campus, including the Network and RISE learning communities. Early data suggests that this comprehensive suite of support may be eliminating educational disparities between Black and White students during the first-to-second year.

#Justregister. Advisors, Financial Aid Officers and support services from many other units took over the undergraduate library on November 2nd and 7th to hold a registration extravaganza. Hundreds of students turned out and had their registration questions answered and needs met in one session. This is just one more example of how partnering across the campus is driving our student success increases.

Graduation Rate goal established in University Strategic Plan

**50%**



**9,817**

Increase in number of UG credit hours since the start of the strategic plan.



**940**

More Bachelors Degrees Awarded in 2017 compared to 2015 – an increase of 36%

**7%**



Point increase in graduation rates for transfer students who enter as juniors since beginning of strategic plan.



**86**

Countries represented by international Students.

**50% or more**

Increase in advising appointments in one year, due to the introduction of the AdvisingWorks system.



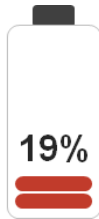
**3x**

Increase in Black Graduation Rates since start of Student Success Initiative. Educational disparities are beginning to narrow as well.



**19%**

Point increase in entering first-year class since beginning of strategic plan.



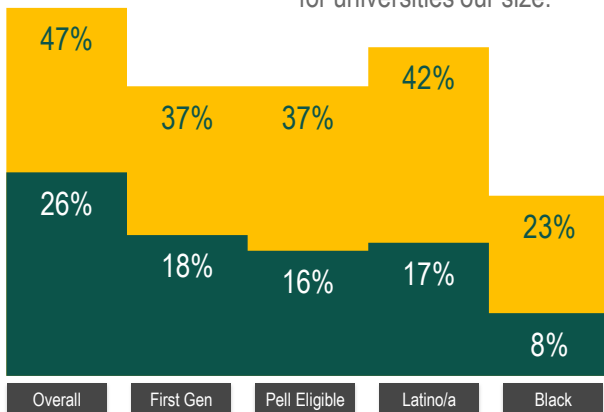
## Principle of Student Success:

*If students thrive, our university will flourish, public higher education will be valued, and our nation will benefit.*

## Graduation Rate Increases

**47%**

Six year graduation rates have increased for many groups of students since the beginning of the student success initiative. Early evidence suggests that WSU is demonstrating the fastest rate of improvement in the nation for universities our size.



**#205 in National Rankings**

up from unranked nationally before the start of the University Strategic Plan



## General Education Reform

In 2017, WSU adopted a major revision to our general education curriculum — the first such revision in over 30 years. The reform built on the strengths of the old program while streamlining and introducing new topics created to specifically align with our mission and strategic plan. This includes explicit commitments to global learning, diversity, equity and inclusion, and supporting students' transition into the Wayne State University academic community.

## Proactive Advising

We have built on academic advisor hiring, the advisor training academy, our investments in technology, improved utilization of data, student progress monitoring, a commitment to institutional learning, and the work of the action teams, to deliver increasingly individualized, proactive advising at critical junctions. One year in, advising appointments have already increased by 50%.

## Advisor Training Academy

The WSU Advisor Training Academy (ATA) provides initial and on-going training and professional development of academic advisors. The curriculum includes an advisor certification program. In addition, the ATA supports communication and networking for advisors across the campus. The ATA is beginning to be emulated in institutions across the nation.

## Technology Investments

Technology has been key to the Student Success Initiative since its inception. WSU's C&IT division has developed several important applications in-house, including the advisor scheduling, a social-networking student portal, and on-line declaration of major. The university has also invested in a new degree audit system, a bulletin and curriculum management system, new systems in Disability Services and Career Services, the Wayne Mobile app, and an advising management system. This work continues with the implementation of Banner 9.

## Warrior VIP

The Warrior Vision and Impact Program (VIP) supports the success of selected incoming students, by delivering comprehensive academic, career, research, financial literacy and mentoring support. It students' successful transition into college, fosters their positive engagement in the university setting and prepares students to challenge themselves as leaders beyond graduation.

## First Year Seminar

FYS 1010 is the nation's first brain-science based study skills course, preparing students at every level to optimize their ability to perform at a college level of rigor. More than 900 students annually report dramatically increased confidence in their ability to maximize their concentration, study optimally, manage college stress, and plan their activities. A significant increase in retention has been demonstrated, especially when combined with Warrior VIP.

## Action Teams

Multiple cross-functional action teams are jointly engaging in institutional learning, process alignment and process improvement as they break down silos across campus. Key among these teams is the Inclusive Excellence Action Team which reviews student data, performs institutional learning, and brings an equity and diversity lens to the other action teams and to Student Success as a whole.

## Student Success Steering Committee

The Student Success Steering Committee and the Graduation Action Project brought campus leaders from schools and colleges and many other units together to monitor and support degree progress. Using a massive spreadsheet called "The GRID," the SSSC is evidence-driven in its work to eliminate student barriers.

## Academic Advising

Starting in 2012, WSU hired 45 professional academic advisors, approximately doubling our advising capacity. Advisors were placed in the schools & colleges to maximize their relationships with faculty. Prior to the initiative many students had a bifurcated advising experience, receiving general education advising in the University Advising Center and major advising in their department.





*Miles Reuben*

## Rabeya Ali

Rabeya Ali is a senior majoring in Psychology with both departmental and university honors. She is a IMTPC-certified Master Peer Mentor because of her dedication to the Learning Community Program and her willingness to go above and beyond in support of BIO and WIDER Learning Community students. She is part of the Learning Community Program’s “Dream Team” and was integral in developing August Peer Mentor Training this year. Rabeya is also a research assistant in Dr. Noa Ofen's Cognitive and Brain Development lab at the Institute of Gerontology, looking at memory formation and development.

## Warrior VIP

The Wayne State Warrior Vision and Impact Program (VIP) is a comprehensive student support program and learning community. Warrior VIP invites incoming students to join the learning community to support their engagement with the university, development of leadership skills and the accomplishment of academic goals. Through a first-year seminar, mentoring relationships and a variety of campus resources, Warrior VIP students are part of a community of learners who thrive intellectually and personally. Warrior VIP supported 75 students last year and an additional 200 this year. Early data suggest that VIP erases the Black-White disparity for retention into the sophomore year

## Luanne Romano

Luanne Roman returned to Wayne State with 105 credits as part of the Warrior Way Back Initiative. She is pursuing a BS in Education with a concentration in teaching. Her major is math.. Her GPA is 3.4. Luanne is a current educator and mom to an alumni – as well as enjoying being a member of the College of Education with her daughter!

## Warrior Way Back

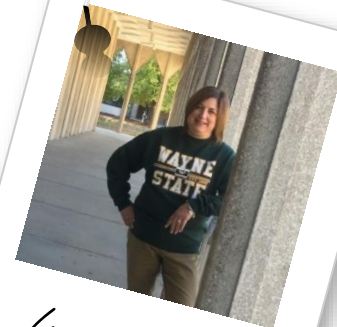
The Warrior Way Back program is a novel approach to re-engage students who left the university with debt and without a degree. In creating a new approach to university debt forgiveness, the Warrior Way Back allows returning students to complete their degrees, meet growing demand for an educated workforce and support Detroit’s economic renaissance. Warrior Way Back, with 59 students enrolling this fall (and nine expected to graduate in 2018) is the nation’s most innovative approach to re-engaging with students who have left college.

## Sarah Milano

"Today I accepted my admission for WSU. I can't wait to start my journey as a junior transfer student in the fall! It is even more special knowing this is where my mom earned her masters 🍀🍀"



*Rabeya Ali*



*Luanne Romano*



*Sarah Milano*