



## OFFICIAL PROCEEDINGS

March 6, 2024

### Regular Meeting

The meeting was called to order at 2:30 p.m. by President Espy. Secretary Miller called the roll. A quorum was present, with the following Board members in attendance:

Present: Governors Atkinson, Barnhill, Busuito, Gaffney, Kumar, Kelly, Land, and Stancato; President Espy

Also Present: Provost Clabo, Vice Presidents Ezzeddine, Lindsey, Obasi, Ripple, Schweitzer, and Staebler, Chief of Staff Smiley; Interim Vice President Gielczyk, Associate Vice President Hafner, Associate Provost Padgett, and Secretary Miller

### PUBLIC COMMENT

Two individuals filed requests to speak. Ms. Danielle Reeves addressed the Board about a service initiative called Totes for Hope. Mr. Joshua Neds-Fox spoke about the start of contract negotiations for academic staff. Their respective statements can be found in Appendix I.

### APPROVAL OF THE CONSENT AGENDA

President Espy asked for a motion to approve the Consent agenda, which includes the following items:

- A. Approval of the Official Proceedings of January 31, 2024 (Regular Board)  
Approve proceedings as presented.

#### *Recommendations from the Academic Affairs Committee*

- B. Establishment of a New Program for the Bachelor of Science in Professional Biomedical Services (Academic Affairs)
- C. Establishment of a Joint Master of Business Administration and Master of Science in Accounting (Academic Affairs)
- D. Establishment of a New Program for the Joint Master of Science in Organizational Leadership (Academic Affairs)

E. Change in the Principal Requirements for Earning the Doctor of Education in Educational Leadership and Policy Studies (Academic Affairs)

*Recommendations from the Budget and Finance Committee*

F. Transfer from the Contingency Reserve

G. 3T MAGNETOM Cima.X for Neuroscience Research Grant (Budget and Finance)

**ACTION:** Upon motion made by Governor Land and supported by Governor Barnhill, the Board of Governors approved the Consent Agenda as presented. The motion carried.

## PERSONNEL RECOMMENDATIONS

The next item on the agenda was approval of personnel recommendations submitted by Provost Clabo.

**ACTION:** Upon motion made by Governor Stancato and supported by Governor Busuito, the Board of Governors approved the personnel recommendations for tenure, promotion to full professor and administrative appointments other than those separately submitted. The motion carried.

### College of Liberal Arts and Sciences

Long Luo, Assistant Professor with tenure per University year, for renewal as the Carl R. Johnson Early Career Assistant Professorship in the Department of Chemistry effective August 17, 2023, through May 14, 2025.

## RECOMMENDATIONS FOR SENIOR ADMINISTRATIVE APPOINTMENT

### Ratification of Executive Committee Actions

President Espy asked the Board to ratify two personnel actions the Board approved since its last public meeting. The first was the approval of the appointment of Melissa Smiley as the Chief of Staff/University Relations Officer. Ms. Smiley will lead this newly formed division, which includes Government & Community Affairs, Marketing and Communications and the Board of Governors Office. She brings a wealth of senior leadership experience to this position. President Espy also extended thanks to outgoing Chief of Staff Michael Wright on his retirement.

The second action was approval of the appointment of Laurie Lauzon Clabo as Provost and Senior Vice President for Academic Affairs, for a three-year term. A national search will begin in 2026 for her successor. Provost Clabo brings exceptional experience and continuity to this role, and a proven track-record of success in leading the academic enterprise.

**ACTION:** Upon motion made by Governor Kumar and supported by Governor Kelly, the Board of Governors ratified the following two actions adopted by the Board of Governors since the Board's last public meeting.

1. Approval of the appointment of Melissa Smiley as Chief of Staff/University Relations Officer, approved by the Board of Governors by electronic vote, completed on February 17, 2024, with a vote of 8-0. The effective date of this appointment is March 4, 2024.

2. Approval of the appointment of Laurie Lauzon Clabo as Provost and Senior Vice President for Academic Affairs, for a three-year term, approved by the Board of Governors by electronic vote, completed on February 29, 2024, with a vote of 8-0. The effective date of this appointment is March 4, 2024.

The motion carried.

## **PRESIDENT'S REPORT**

President Espy accompanied a new written report with a slide presentation with highlights that have occurred since the Board's last meeting. She shared updates on student achievements and various awards received by student athletes in baseball, swimming, and track. Institutional highlights included the sponsorship of the DSL Classical Roots event, honoring board chair Shirley Stancato, and the Campus Speech Symposium, featuring global experts discussing constitutional law.

Wayne State University continues to lead nationally, particularly in access programs like K through 12 STEM access. The University recently was invited to share best practices with top universities and industries across the country. The university also hosted a number of events commemorating Black History Month, including a talk by Dr. Pujan from Texas A&M on minority males' programs, a Detroit History event, and a Black business reunion hosted by Tech Town, which welcomed Dr. Don Graves, the Under Secretary for Commerce.

In celebration of Black History Month, a video montage included highlights of significant moments and individuals associated with Wayne State University and Detroit's history. Cited were the dedication of a well-known building in 1963 to signify the university's commitment to preserving black history; Judge Damon Keith's connection to Wayne State Law School; Rosa Parks' visit to receive a humanitarian award; and the achievements of a pioneering chemist who earned her PhD from Wayne State and became the first Black American female chemist hired by a major company.

## BOARD CHAIR'S REPORT

As she begins her service as Board Chair, Governor Stancato expressed her pride and gratitude for the opportunity to serve. She acknowledged previous chair Mark Gaffney's leadership and emphasized Wayne State's community outreach efforts, including sponsorship of exhibits and events celebrating figures like Judge Damon J. Keith and Black History Month. She highlighted the university's commitment to public engagement, exemplified by recent symposiums and the recognition of Black alumni. Additionally, she shared statistics demonstrating Wayne State's impact on Michigan's education and workforce. Overall, she expressed pride in the university's role within the community and her commitment to furthering its mission.

### **SPECIAL TOPIC: OUR MOMENT IN TIME FOCUS AREA: TEACHING AND LEARNING**

Provost Clabo outlined the focus for the presentation on Teaching and Learning, the first of a series of presentations dedicated to updating the board on the progress of the University Strategic Plan. The eventual goal is to provide a high-level overview of key performance indicators (KPIs) for each strategic focus area of the university's strategic plan. She began with an overview of graduation rates, including the overall six-year graduation rate and rates for underrepresented minority students.

She discussed various metrics related to graduation rates, including the overall six-year graduation rate, graduation rates for underrepresented minority students, black graduation rate, white graduation rate, and a persistent black-white graduation rate gap. The comparison to peer institutions showed faster progress in graduation rate improvement, despite starting from a lower graduation rate for black students. Additionally, the impact of the pandemic on overall enrollment at all levels was observed in the metrics. Highlights included positive outcomes in first to second year retention rates, and improvements in time to degree.

She then provided an overview of the demographics of Wayne State University's diverse student body. Nearly 80% of Wayne State students study full-time, 43% are Pell-eligible, 15% adult learners, and 56% balancing work while attending school. Initiatives such as the President's College to Career program and paid internships are important strategies in facilitating students' transition into the workforce. There has been a significant improvement in the average time to graduation, which decreased to 3.9 years in 2023. Additionally, she stressed the importance of considering students' backgrounds and social mobility in understanding their educational journeys.

Despite facing significant socioeconomic challenges, nearly 56% of Wayne State students graduate in six years. It is important to consider the impact and dedication of faculty, academic staff, and collaborative efforts focused on student success.

The university continues to work on efforts to improve the persistent equity gap. These efforts include initiatives such as intrusive academic advising and other student support

programs as strategies to reduce the gap. Closing the equity gap remains a challenge that requires continued focus and evidence-based interventions.

Provost Clabo concluded the presentation by discussing the implementation of a balanced scorecard to track progress on the various focus areas outlined in the university's strategic plan, starting with teaching and learning. This scorecard aims to provide a comprehensive overview of key performance indicators to measure the university's success in achieving its strategic goals.

Several Board members thanked the Provost for the presentation, noting with interest the significant differences between WSU's mean family income and that of MSU and U of M, and the accomplishment of our students. All agreed there is much work to be done.

## **BOARD COMMITTEE REPORTS**

Two of the Board's standing committees met earlier in the day. President Espy called on each of the Committee chairs for a report.

### ***Academic Affairs Committee***

Governor Stancato reported that the Academic Affairs Committee discussed various topics, including the approval of three programs and changes in requirements for a fourth program, which were included on the consent agenda earlier in the meeting. The committee heard a presentation highlighting the Office of Teaching and Learning, which provided an overview of its staff, operations, and popular resources; the College of Liberal Arts and Sciences' Educational Transition Coordination program, which supports formerly incarcerated individuals with academic and wrap-around services; and the College of Nursing's Jacobs Scholars Program, which offers assistance with academic preparedness, financial resources, access to role models, and campus and community engagement.

### ***Budget and Finance Committee***

Governor Barnhill advised that the Budget & Finance Committee agenda included updates on long-term investments, cash pool investments and debt programs. The committee approved an expenditure for executive searches and one for procuring a 3T MAGNETOM Cima X scanner. Standard reports on purchasing exemptions and major capital projects were also presented. The committee also thanked Rob Davenport for his service as he departs the university.

## **RECOMMENDATIONS FROM THE UNIVERSITY LEADERSHIP**

### **ALCOHOL SALES FOR FOOTBALL AND MEN'S AND WOMEN'S BASKETBALL GAMES 2024-2054 SEASON**

Erika Wallace, Director of Athletics, provided an update on a program to begin alcohol sales at Wayne State's football stadium and the Fieldhouse for football and basketball games. She has met with several university constituent groups, including students, faculty

and community members to answer questions and hear viewpoints. A lot of support for the proposal was received, and questions regarding concerns about liability, parking, and overselling raised by community members were also addressed. Stakeholders would like to remain informed and involved in this process.

Approximately \$10,000 in anticipated revenue per year is expected, and the license, if received, is valid for one year. The plan moving forward would be to evaluate the metrics following that first year, including revenue generated, attendance figures, and incident reports and use those to assess whether alcohol sales should be continued or discontinued at these events.

**ACTION:** Upon motion made by Governor Kelly and supported by Governor Stancato, the Board of Governors approved alcohol sales for the 2024-2025 seasons at Tom Adams Field and Wayne State Fieldhouse. All sales will follow state requirements in which all servers will be required to have TIPS certification. The motion carried.

**ESTABLISHMENT OF ENDOWMENTS**

**ACTION:** Upon motion made by Governor Busuito and supported by Governor Land, the Board of Governors approved the establishment of endowment funds that total \$425,807.90 for the purposes presented. The motion carried.

The Endowment Funds are as follows::

**Establishment of Endowment Funds\***

**Action Requested:** Motion that the Board of Governors establish endowment funds that total \$425,807.90, for the purposes presented:

1. The Michael J. Barker, M.D. Endowed Scholarship to recognize scholastic achievement, encourage continued progress and provide assistance to students in financing their education in the School of Medicine. \$50,807.90

2. The Capstone Unipro Group Endowed Scholarship to recognize scholastic achievement, encourage continued progress and provide assistance to students in financing their education in the Eugene Applebaum College of Pharmacy and Health Sciences. \$25,000

3. The Megan (Wanzo) Coulter, MA, ACPP and Carolyn Patrick Wanzo Endowed Scholarship to recognize scholastic achievement, encourage continued progress and provide assistance to students in financing their education in the in the School of Social Work.

\$25,000

4. The Tracy A. Hanson Endowed Scholarship to recognize scholastic achievement, encourage continued progress and provide assistance to students in financing their education in the Mike Ilitch School of Business.

\$200,000

5. The Krause Family Endowed Scholarship to recognize scholastic achievement, encourage continued progress and provide assistance to students in financing their education in the Mike Ilitch School of Business.

\$125,000

### DIVISIONAL REPORTS

President Espy advised that the divisional reports from executive leadership are available in the meeting materials, and the officers are available should Board members have any questions.

### ADJOURNMENT

There being no further business, the meeting adjourned at 4:00 p.m.

Respectfully submitted,



Julie H. Miller  
Secretary to the Board of Governors

## APPENDIX I: Public Comment

### Danielle Reeves

Good afternoon everyone. My name is Danielle Reeves and I am here in two capacities today. I am a part of the small but mighty team at the Office of Sexual Violence Prevention and Education. But I am here today representing the President's Commission on the Status of Women as a Commissioner. And I'm a part of the Social Justice Committee. And so today I'm here to talk about a service initiative that we are putting together as a Social Justice Committee, and it is called Totes for Hope. So I am here to rally for support and provide information on that initiative. It is my pleasure to be the Chair of that event alongside my Co chair, Leah McCoy, and our fabulous Social Justice Committee. So Totes for Hope, we are collecting personal items, personal care items, which is listed on the flyer that we provided to donate to both the Campus Panty and an organization that we will be selecting this week, locally. We have secured Target as our corporate sponsor. They will be donating the tote bags as well as some of the personal items that we have requested and our goal is 100 bags. Being here today to share and ask for your support is important for a couple reasons. One reason is that we want to make sure that the Wayne State and the surrounding community knows that it's important to serve at all times of the year. Oftentimes, these type of initiatives are centered around the holiday season and so sometimes people can get left out. And so we want to make sure that it's clear that people feel loved and cared for all year round. Also we believe that it's important to have the support and participation of Wayne State leaders because that also inspires others to serve as well. I want to just thank you all in advance for your support. For those of you in the room today. And I know that I'm going to see some of your beautiful faces at the donation sites that I'm going to list shortly. We have 4 sites, we will be collecting from March 18th to April 3rd during regular business hours at the FAB Building, School of Medicine, the Student Center Building and Old Main. There is a list of items on our donation list, and so if anybody has any questions, my e-mail address is also on that flyer. My name is Danielle Reeves. I want to say thank you to my Commissioner colleague Stacie Clayton for making sure that we understood this process so that we could be here today to make this announcement. And again, if you have any additional questions, please e-mail myself or my Co Chair, Aliyah, and we'd be happy to answer any questions. It's important that we have your support because we want to make the greatest impact possible for this initiative. Thank you so much.

### Joshua Neds-Fox

President Espy, Board of Governors. I'm Joshua Neds-Fox, a librarian and the coordinator for digital publishing in the libraries. Thank you for the opportunity to



speaking today. I'm here to read a letter that was signed by nearly 600 faculty and academic staff to mark the beginning of contract negotiations, a copy of the original will follow to each of you via e-mail. We, the faculty and academic staff of Wayne State University and members of Wayne Academic Union stand in solidarity to address the crucial issues that shape the working conditions and educational environment at our institution. We've begun the negotiations with the university and we share with you today the core concerns that lie at the heart of our commitment to a just and equitable workplace that fosters a thriving academic community. First and foremost, we advocate for a fair and just compensation structure that reflects the rising cost of living over the last three years, faculty and academic staff have received only 4.25% in salary increases. A shared sacrifice during the years marred by COVID that helped the university overcome its challenges. It is now time for our members to share in a salary structure that not only recognizes our contributions, but also ensures a strong standard of living. Salary demands are not just about recognizing our hard work, but also about acknowledging the integral role that we play in the success of Wayne State University. We also recognize that no matter what raises we receive, if the rate of inflation outpaces our gains, then we effectively fall further behind. In times of high inflation, as in recent years, when the cost of essentials and utilities shot up by over 12%, our members have struggled to maintain fast eroding household budgets. In order to ease the financial pain of uncertain economic times, it's essential that we introduce a cost of living adjustment in our contract. It's the only way to protect our members and ensure a sustainable standard of living. Equally important is the need for a comprehensive, flexible work policy embedded in our contract. The past few years have underscored the importance of flexibility in our work arrangements. Such a policy will not only enhance our productivity but also contribute to stronger recruiting, better retention, higher morale and healthier work life balance. As we navigate the evolving landscape of education, we must embrace the possibilities that remote work offers without compromising the quality of our instruction and research. Finally, we recognize our common responsibility to the Community in which we live and work and propose in this contract the establishment of an emergency housing program to address housing and security among our students. No student should face the daunting challenge of pursuing their education while grappling with housing instability. A program that provides support during times of crisis is a reflection of our commitment to the holistic development and well-being of our students. We call upon all members of our academic community to stand in solidarity with us. It's our hope and expectation that you, the Governors of Wayne State University, will share our assessment of these priorities as just, equitable and in the best interests of the university going forward. Together, we can shape the future of our university to reflect our shared values of excellence, equity and inclusivity. Thank you very much.