



FBO Town Hall

Q&A Summary

February 14, 2018

Questions Submitted in Advance

Q: Regarding snow... If we are non-profit University, why don't we have equipment?

A: Steve Pecic - A generous budget for equipment was shared with Facilities Operations this fiscal year. In order to execute replacements, we must work together to understand how far to stretch the available funds. Supervisors and management are instructed to collect feedback from staff on the items that are most worn and items that make our efforts easier. It serves no good, if management is just guessing on what staff need. Like any budget, personal or otherwise, spare money availability comes only after required spending occurs like payroll, utilities, code compliance, etc. With budgets down from State budget cuts and from enrollment fluctuations, we have not been able to have superfluous funds for such spending.

Q: Why do you brag on having 208 Acres? And it's only serviced by less than 20 people. And are you and all that you represent proud of that? We need to be appreciated and we want to work. In the past, we came in at 3 am when we can do our jobs. It's safer for students and for us because no one is in our way. When you wait it takes us three times the time to get our jobs done. We were willing to work so don't wait to call us in.

A: Steve Pecic - Grounds personnel service approximately 190 - 195 acres of general campus and the medical school. The compliments that I have personally received on the appearance of campus and the fact that visitors can tell a real, tangible, difference of the borders of WSU to the surrounding urban environment should have any of the team proud. I am proud of the excellent work this ragtag team executes. The pride in the work is evident, and it is well known that the team wants to do more – but that requires support in more personnel with improved equipment. I am working on alleviating those two points. We are not at liberty to just shift schedules, which would make our public interference less, and like it or not we must be cognizant of budget limits. Wear on the human body must be realized; the last big snow storm was preceded by two workman's comp and two FMLA call-in, further depleting our workforce. It was determined that after an 11 hour day, we would poll for Sunday personnel to come and support housing and athletics. The intention was recovery and not monetary. **Again, I own that decision – nobody else.** It was unknown to FP&M that Performing Arts had and maintained a performance on Saturday, generating a rush attempt to get support in for clearing of the Hilberry Theater. Closure issues will be discussed at a leadership level and how it will be addressed going forth.

Q: Bill (deferred in meeting) What's the status of the HR AVP search?

A: Bill Decatur – We are currently receiving applications and expect to conduct the first round interviews this month and to offer the position to a finalist at the beginning of April.



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Q: With the Fall 2017 enrollment being "essentially flat", what are the projections relative to budget cuts, layoffs, a reduction in force?

A: Jeff Bolton - While it is true that the overall student headcount at WSU remained relatively flat from fall 2016 to fall 2017, the University has seen a marked increase in credit hour production. Compared to budget projections, credit hour production was up 1.6% in Fall 2017 and 0.9% in Winter 2018, which resulted in a slight budget surplus in FY 2018 YTD.

Q: What's being done to protect students from a tuition increase in the Fall 2018?

A: Jeff Bolton - The Governor's FY 2019 budget proposal, submitted on February 7th, limits Michigan Public Universities to a 3.8% tuition increase. WSU does all that it can to limit tuition increases while at the same time ensuring the ability to sustain the excellence of the University. The Office of Student Financial Aid also has initiatives underway to improve the way in which student financial aid packages are structured.

Q: Beyond shifting more costs to employees through higher copays and deductibles, what are we doing to contain health care costs?

A: Lila Asante-Appiah

Telemedicine

Starting in 2018, our health plans are expanding the delivery of health care services through technology to offer more convenience and improved benefits. Fees vary depending upon the carrier. However, our employees and their family members can now go online from their phone, tablet, or computer to get 24/7, non-emergency care from a doctor. This will allow employees to get the medical advice needed from the convenience of their own home, without having to make an appointment to see a primary care doctor.

DMC Plan

With the exit of DMC Care, WSU aggressively provided additional services to WSU DMC Care enrollee to assist them in choosing alternative coverage. Many of these members transitioned into HMO's which resulted in significant savings to WSU and the impacted employees.

Pharmacy

Healthcare costs are continuing to rise, which impacts premiums. WSU is focused on curtailing costs by exploring, with outside benefit experts, benefit plan design changes that will allow us to control pharmacy spend.



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Q: According to the Budget Book, "The \$1 million General Fund subsidy to Housing is transferred to Parking.", so why didn't staff parking fees go down?

A: Jeff Bolton - Reallocating the general fund subsidy from Housing to Parking was an initiative designed to offset the cost of student semester parking permits by 25%. The cost reduction helped to eliminate a barrier to a student's ability to spend more time on campus, which encourages enrollment in additional credit hours and improved academic performance. Controlling rates for student and permit parkers continues to be a priority for Parking and Transportation Services.

Questions From the Floor

Q: What are you doing to add staff and build a stronger staff? You compare ourselves to U of M staffing but we have these new building and lack the staff to manage them. What are you doing about that?

A: Steve Pecic - I cannot give 100% attention to all of the units needing support and must reinforce my management teams gaps to get decision makers in place. A combination of those individuals and our access to the already funded vacancies are all a focus for filling the gaps and getting the support needed. At this time we are targeting the stretch goal of having 50% of the vacant custodial positions filled by April 2018. Vacancies in Grounds, Trades, and Engineers are all moving towards being filled with trained and competent personnel. We will be using posting techniques that target professional organizations, vocational training and other sources to get team-mates who share our desire to make this a great place to work. Finally, the Facilities *FORWARD* Continuous Quality Improvement Initiative will have aspects that works to develop better communication, accountability, training and satisfaction for both the customers and the staff affected.

Q: You compare ourselves to U of M staffing but we have these new building and lack the staff to manage them. What are you doing about that?

A: Steve Pecic - I do not compare us to U of M, we are not them and do not have large endowments that fund us in the same measure. We are an Urban Higher Education Research Institution. We will be the best Urban Higher Education Research Institution. We will get there together. All new facilities have an opportunity to present the operational reoccurring expenses needed to maintain them. In addition there are often one-time costs that are presented to get equipment in support. I have reviewed the new facilities in development and construction to present those costs. A selection of personnel have experienced me asking a lot about institutional knowledge, ideas and headaches. There is value in those conversations that allow me and my management team to begin developing the story of what is needed for success. I will continue to randomly engage people and probably ask teams to come together to develop some ideas further out of their boxes.



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Q: There is no process in place for campus closures. This causes confusion to weekend events. Everything closed down but theatre didn't. There is a lack of process across the board.

A: For Discussion at Senior Staff. We will come back at the next Town Hall with an update on this subject.

Q: Harry... Hillberry Gateway project. What is it?

A: The University's Hilberry Theatre is a vibrant part of the Midtown Cultural Center, located along the Cass Corridor at Hancock. The classical Roman ionic style building was constructed in 1916 as the former First Church of Christ Scientist in Detroit. The University's Hilberry Theatre Company was the nation's first graduate repertory company, and has been performing in the building since 1963. Clarence B. Hilberry, then President of Wayne State University, personally took responsibility for creating a home for the company by raising funds to convert the former church into a modified thrust stage modeled after the Stratford Theatre in London, Ontario.

Although updates have been made to the building over time, the core facility has remained unchanged and ineffective for twenty-first century theatrical production. The theatre's existing conditions significantly limit set design and prevent the use of current theatrical technologies. Back of house resources, such as adjacent set and costume fabrication and related storage, are located in a separate building a block away, creating serious transportation and handling difficulties. Antiquated heating and cooling systems frequently cause temperature and humidity comfort problems throughout the building.

In September 2016, the Board authorized \$350,000 to programmatically reevaluate prior studies of the Hilberry Theatre and to advance design phase activities for the Hilberry Gateway Performance Complex. This effort resulted in the proposed plans to fully renovate approximately 23,000 square feet of the existing Hilberry Theatre and construct a 71,300 square foot addition that includes a new 400 seat theatre, a 150 seat performance lab, new back of house production facilities, combined lobby and box office, and the 380 seat Gretchen Valade Jazz Center.

The construction of this project will require the relocation of the historic Mackenzie House which is currently adjacent to the Hilberry Theatre. The relocation of the Mackenzie House is part of this overall project budget.

The Hilberry Gateway Performance Complex will serve theatre, dance and music programs well into the future with flexible, appropriate space for a 21st century education. This project creates a performance destination that will work to strengthen the Wayne State University strategic plan goals of leading Detroit's revitalization. With the project, Wayne State will engage the community with accessible, visible, highly regarded theatrical, dance and music productions and outreach.

At the completion of the project, the Bonstelle Theatre on Woodward Avenue will be decommissioned, and the shop building at 95 West Hancock will be decommissioned.



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The project is estimated to cost \$65M and will be funded \$10M from gifts and the remainder from University bonds.

Links to Today@Wayne that showcase the Bond Issuance and the Hilberry Theater gift:

https://i.wayne.edu/view/5a788abf173c4?utm_source=link&utm_medium=email-5a788abf173c4&utm_campaign=Today%40Wayne+Newsletter+-+Monday%2C+February+5%2C+2018&utm_content=Read+this+email+on+the+Web

https://i.wayne.edu/view/5a7b3021d9a49?utm_source=link&utm_medium=email-5a7b3021d9a49&utm_campaign=Today%40Wayne+Newsletter+-+Wednesday%2C+February+7%2C+2018&utm_content=Read+this+email+on+the+Web

Q: How does the Bond process work and can I get in on this?

A: Marianne Cunningham - Wayne State University has an ongoing capital improvement program consisting of new construction and renovation of existing facilities. These projects are funded from a variety of sources, including gifts, State appropriations, University funds and bond proceeds. If the funding source is bond proceeds, the University receives BOG approval to issue the bonds, develops a financing plan, which includes the preparation of an official statement, marketing, pricing, and issuance of bonds, and establishes the debt service requirements (repayment of principal and interest) of the bonds.

University Bonds are not a personal investment opportunity.

Q: How are we doing with the International students?

A: Jeff Bolton - The decline in international enrollment in fall 2017 was a nationwide issue, primarily stemming from political uncertainty. In response, WSU has created strategic recruitment programs to assist in the matriculation of international students, primarily at the Master's level. Examples of these initiatives include the hiring of a recruiter in India, holding Open House programs abroad, and increasing the availability scholarship funding.