

# OEO REGISTER

WAYNE STATE UNIVERSITY  
OFFICE OF EQUAL OPPORTUNITY  
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## President Wilson Encourages Sensitivity to Differences in Light of Presidential Election

As Wayne State is continuing to absorb the aftermath of a long and difficult presidential election, President Wilson encourages the WSU community to practice respect and civility while exercising the constitutional right to free speech and assembly. During the weeks following the Presidential election, WSU saw several protests on and around campus. President Wilson recognized that while free speech and assembly is a basic responsibility of any university, and one which WSU takes seriously, diversity and inclusion is woven into our history, mission, strategic plan, and our day-to-day interactions with each other.

On November 10, WSU held a dialogue in the Undergraduate Library to provide a space for people to share their thoughts and feelings about the election. The dialogue was facilitated by our Office of Diversity and Inclusion and Office of Multicultural Student Engagement. It explored how to move forward in mending the divides that the election exposed in our communities and across our nation.

In his November 11 message regarding the election, President Wilson expressed: "It is tempting to give in to our fears and emotions at times like this, but I encourage all of us to appeal to our better selves, to understand and support those who are struggling or feel marginalized, and to treat everyone, even those with whom we disagree, with respect and civility." Later in his December 12 message, President Wilson recognized the WSU community for continuing to serve our mission while treating each other with respect and civility.

President Wilson's address in January 2017 reiterated the University's continued position and practice regarding international and undocumented students. Wayne State protects student privacy and will not share private student information unless required by law or a court order. President Wilson also emphasized that our police do not inquire into or record the immigration status of students or other persons unless a serious crime has been committed, and affirmed that WSU only uses E-verify for its intended purpose to confirm employment eligibility.

Wayne State University is very concerned about the possible effects of President Trump's executive order on the University's international students and scholars. Currently, WSU is working with other universities and academic organizations in order to better understand the implications of the administration's recent changes as a collective effort to help monitor the situation and provide the appropriate response and support to the campus community.

### WSU MISSION:

*To create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities.*

*How will you live our mission?*

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President Wilson continues to stress the importance of not giving in to fear or anger during these challenging times. However, times of transition and uncertainty can also be opportunities to better understand and support one another and appreciate our differences.

President Wilson addressed the University in February 2017 as we learned of certain unfortunate incidents where people left hateful, racially charged graffiti in public areas of the campus and on social media. Incidents of this nature will be investigated and appropriately addressed as WSU has an unwavering commitment to ensuring that our campus is welcoming, inclusive, and fully nurturing of people from all backgrounds. Complaints of discrimination or harassment should be reported to OEO at (313) 577-2280.

“In these times of change and uncertainty, passion is understandable, but hatred and violence are not. We cannot allow these incidents and the small-minded people who perpetrated them to either intimidate us or deter us from our mission and values. This is our university, and we all play a role in its progress, not only through our own success but also through the support and success of others.”

~M. Roy Wilson



WSU College of Engineering

## WSU Engineering College Tackles Growth & Diversity



WSU College of Engineering

Wayne State University's College of Engineering is instituting a plan to diversify its student population. While the College grew in enrollment over the past few years, it recognized a deficit in the number of people of color and women. The College of Engineering has implemented strategies that prioritize the recruitment of these students and create initiatives to engage with potential applicants.

Enrollment is currently at 3,798 with the majority of undergraduate, master's and doctorate degree students being white. In addition, there are 440 women enrolled in the undergraduate program compared to 1,768 men.

The College of Engineering announced several planned partnerships to address these disparities. In addition to working with the Detroit Area Pre-College Engineering Programs (DAPCEP), the College plans to collaborate with GO GIRL and Camp Infinity to engage and offer programs to young girls in science, technology, engineering and mathematics.

One of the College's largest initiatives includes the EOS program. The project seeks to increase the number of students from underrepresented groups pursuing and obtaining degrees in engineering. The College also recently introduced new degree programs including Data Science, Business Analytics, a Cyber Security Program, and a Cyber Physical Systems Program.

[The South End](#)

# President Trump Signs New Executive Order - Travel Ban 2.0

On March 6, 2017, President Trump signed a new Executive Order restricting travel into the United States by individuals from six countries, replacing the January 27, 2017 Executive Order. In assumption that the travel ban will take effect, Wayne State University's Office of the Vice President and General Counsel drafted an extensive *Immigration Executive Order FAQ* to answer common questions that the WSU community may have regarding the travel ban. The following is an abbreviated list of FAQs, however, the WSU community is encouraged to visit <https://president.wayne.edu/immigration/faq.php> for the full version:

- **What's different about this Executive Order?**

This Executive Order is more carefully written and revised to apply to fewer people as previously stated in the January Executive Order. In addition, it clarifies who will and will not be affected .

- **Does this mean it will be in affect?**

Currently, we are not sure. Those challenging the Executive Order maintain that the changes are superficial, and like the January Executive Order, it discriminates on the basis of religion. However, we can expect a period of uncertainty as it is challenged in the courts. The purpose of discussing the FAQs is under that assumption and preparation that it will be in effect.

- **Which countries are effected?**

The March Executive Order will apply a 90 day travel ban to certain individuals from Iran, Libya, Sudan, Somalia, Syria, and Yemen.

- **What about Iraq?**

Iraq was previously included in the January Executive order but is no longer included due to intensive lobbying from Iraqi government officials.

- **Who does the travel ban apply to?**

The 90 day travel ban applies to individuals from any of the above mentioned six countries who were outside of the United States and did not have a valid visa and do not currently have a valid visa on January 27.

- **When does the new Executive Order take effect?**

March 16, 2017, one minute after midnight.

- **How will valid visa holders who are outside of, or in transit to the U.S. be effected after March 16?**

Valid visa holders will be allowed entry, as revised from January's ban attempt when many valid visa holders were being denied reentry.

- **Does it apply to people from the six countries who have permanent residency status?**

No, as revised and clarified from January's Executive Order.

- **I will be out of the United States after this Executive Order takes effect. I am from one of the six countries effected by the ban. Although I have a valid visa, will I be allowed to reenter the U.S.?**

Not automatically. Individuals from one of the six countries included in the ban will have to apply for a waiver, which is case by case. For example, an individual may have been previously admitted into the United States for 'a continuous period' of work or study and wishes to return to resume that activity. In this case, we can not say for sure that the waiver would be granted, or how long the application process would take, therefore; it is safe not to leave.

- **Will the travel ban end after 90 days after its effective date of March 16?**

Not necessarily. The Executive Order contemplates that other countries will provide information to the U.S. within the 90 day period that will help determine whether or not its nationals can be safely admitted. It is possible that the list of countries could be reduced, modifies, or expanded after 90 days.<sup>3</sup>

- **What happened to the refugee ban that was included in the January Executive Order?**

The March Executive Order keeps the 120 day ban on the admittance of refugees. However, January's Executive Order that included an infinite ban on Syrian refugees have since been eliminated.

#### ***What is Wayne doing?***

We pride ourselves on being a welcoming environment for students and scholars from around the world regardless of religion, racial or ethnic background, sex, or nationality. International students and scholars - through their contribution to our society, culture, and economy, enrich not only the campus community but also our city, state, and country.

We will continue to do whatever possible to provide our international students and scholars with the support they need and deserve during these uncertain times.

Wayne State University will continue to monitor the progress of March's Executive Order and all other actions that may affect our international community. We continue to protect student privacy, and will not share private student information unless required by law or court order nor will we require students to disclose their immigration status except as required by law. Our police do not ask for or record the immigration status of students or other persons unless a serious crime has been committed.

[generalcounsel.wayne.edu](http://generalcounsel.wayne.edu), [www.oiss.wayne.edu](http://www.oiss.wayne.edu), [diversity.wayne.edu](http://diversity.wayne.edu), [oeo.wayne.edu](http://oeo.wayne.edu)

## **OEO Still Offering Faculty Hiring Plan Training Sessions**

In the November 2016 edition of the OEO Register, OEO announced that Provost Keith E. Whitfield implemented changes to the procedure for hiring academic personnel as set forth in the OEO Tenure/Tenure Track Faculty Hiring Plan. OEO and Chief Diversity Officer, Marquita Chamblee, Ph.D., have offered numerous training sessions to Deans, Chairs and search committees regarding revisions to the forms, as well as the importance of diversity and inclusion in university searches.

OEO and Dr. Chamblee are still offering training. Please see the OEO website for available training dates offered for the Winter 2017 school term. You may also contact OEO at (313) 577-2280 to schedule a date for training or make further inquiries.

As a reminder, Parts I, II, and III of the forms must be submitted separately to OEO. Each form will be reviewed by OEO and the Associate Provost, and if approved, returned to the Department. Please remember that the Online Hiring System (OHS) must be utilized by all applicants, not just those seriously considered.

[oeo.wayne.edu](http://oeo.wayne.edu)

### **EVENTS**

#### **\*March is Women's Month\***

- *COSW Strengthening Women's Civic and Political Participation #HoldTheFloor*

March 22nd, 2017 12:00pm

Student Center Hilberry E and F

<http://cosw.wayne.edu/>

- *Equal Pay Day Event*

April 4th, 2017 12:00pm-1:30pm

UGL Community Room

<http://cosw.wayne.edu/>

- *Understanding Consent: Kickoff for Sexual Assault Awareness Month*

April 4th, 2017 10:00-2:00pm

Kresge Auditorium Purdy/Kresge Library

[aw4681@wayne.edu](mailto:aw4681@wayne.edu)

### **Contact Us!**

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