

PERSONNEL COMMITTEE

May 2, 2014

Minutes

The meeting was called to order at 11:55 a.m. by Governor O'Brien in Rooms BC in the McGregor Memorial Conference Center. Secretary Miller called the roll. A quorum was present.

Committee Members Present: Governors, Nicholson, O'Brien, Pollard, and Trent; William Volz, Faculty Alternate Representative; and Kristin Tarp, Student Representative

Committee Members Absent: Governor Dingell and Mary Sengstock, Faculty Representative

Also Present: Governors Dunaskiss and Massaron, and President Wilson; Provost Winters; Vice Presidents Johnson, Lessem, Lindsey, Nork, Staebler and Wright, and Secretary Miller

APPROVAL OF MINUTES, June 26, 2013

ACTION — Upon motion by Governor Pollard and seconded by Governor Nicholson, the Minutes of the June 26, 2013 meeting of the Personnel Committee were approved as submitted. The motion carried.

2013 AFFIRMATIVE ACTION STATUS REPORT

Vice President Lessem presented the 2013 annual report addressing three areas of affirmative action: 1) the demographic breakdown within the University of its various employee groups; 2) complaints of discrimination and harassment both within the University and filed against the University; and 3) expenditures to minority and women suppliers. He introduced Mr. Christopher Jones, Director of the Office of Equal Opportunity, to make presentation.

Mr. Jones said the report is compiled by his office with input from others, including the Offices of the Provost, the General Counsel, Budget, Planning & Analysis, and Finance & Business Operations. He prefaced his analysis by noting that WSU continues to be a leader in providing equal opportunity to women and minorities, who make up over 40% of the University's workforce. In 2013 WSU received an award for Corporation of the Year — Education Sector from the Michigan Minority Supplier Development Council, the 12th time WSU has received the award.

Beginning his analysis of WSU employees, Mr. Jones said that WSU recruits 60% of them from the four counties of Macomb, Oakland, Washtenaw, and Wayne. As of December 31, 2013, 5019 full-time employees were distributed throughout seven occupational categories, with 83% being categorized as faculty, executive/administrative/managerial, or other professionals. The clerical/secretarial category comprises 7% of full-time employees. Wayne also employs individuals in temporary positions; this group fluctuates during the course of the year, since University policy limits temporary employees to 1,000 hours per fiscal year.

Minorities and women are heavily represented throughout all levels of job categories at WSU. In the non-academic work force, women make up just over 60%, while minorities make up four out of every ten employees. Among the faculty, 20 of the 49 promotions within the tenure system were women faculty and 12 were minority. Those holding the rank of professor accounted for 42% of the tenure-track faculty. However, the majority of women and minority faculty are concentrated in the ranks of associate professor and assistant professor, with 75% of women faculty and 67% of minority faculty in those ranks.

Several charts in the report compared WSU's employment of women and minorities to other institutions, both the Michigan Public Universities (MPUs), and Wayne's national peer institutions. Mr. Jones focused on the national peer group, where WSU ranks fourth in percentage of total employment of minorities and eleventh in women. In terms of employment of minority and women faculty, Wayne ranks first for minority faculty and

seventh for women faculty. In the executive/administrative/managerial category, Wayne ranks fifth in terms of minority employment and tenth for women employment.

Mr. Jones next discussed the supplier diversity program, which provides outreach, mentoring, and networking opportunities to business enterprises owned by women and minority and physically challenged individuals. During FY 2013, minority-owned firms received 2.7% of total dollars awarded for all construction and special service contracts and 2.7% for general purchase of goods and services, while women-owned firms received 1.1% of total dollars awarded to construction and special service contracts and 2.3% for general purchase of goods and services. Of the fees paid to outside counsel, 14.8% of the total was paid to minority-owned firms and 27.7% to women-owned firms.

The final part of the affirmative action report dealt with complaints of discrimination and harassment made both internally and externally. Mr. Jones explained that his office is responsible for investigating internal complaints that arise within the University related to the Non-Discrimination/Affirmative Action statute. It also serves as a contact point for complaints from external agencies such as the Michigan Department of Civil Rights or the U.S. Equal Employment Opportunity Commission. During the 2013 calendar year, his office received 19 initial inquiries, of which 12 were closed without filing a formal complaint, and opened 18 formal complaints, of which six were internal and 12 were received from external agencies. All complaints except one were closed without finding a violation of university policy. Mr. Jones called attention to a new chart showing the distribution of complaints throughout the units of the University. Of the 79 formal complaints filed during the last three years, 48% were attributed to three areas: the Division of Finance and Business Operations, the College of Liberal Arts and Sciences, and the School of Medicine. Mr. Jones said what is most notable is that the numbers for 2013 for both initial inquiries and complaints received internally and from outside agencies are the lowest since 2009.

In his final comments, Mr. Jones discussed the Michigan Civil Rights Initiative, or Proposal 2, and its impact on diversity since 2006. It is increasingly apparent that

Proposal 2 has had an adverse effect on diversity in the area of construction and professional service contracts. However, its impact on minority and women suppliers has not been as severe. Spending with regard to minority suppliers has actually increased since 2008, reaching 5% of total spending for the second consecutive year. In addition, as mentioned earlier, WSU received the Corporation of the Year award from the Michigan Minority Supplier Development Council.

In conclusion, the 2013 Affirmative Action Status Report indicates that Wayne State University continues to provide equal opportunity to women and minorities, and that diversity among its faculty, students, and staff continues to be essential to its performance as a modern urban research institution. Mr. Jones concluded his report.

Governor O'Brien commented that in light of a recent Supreme Court case which leaves in place Proposal 2, Wayne State has been in compliance with the proposal and the case in the short term should have no impact on the University. She stressed, however, that it is imperative the University continue to believe in the importance of an educationally diverse environment, and that as the state's only urban research institution, Wayne has a special responsibility to pursue diversity through all legal means.

Governor Massaron noted that in the minutes of the June 26, 2013 committee meeting, Professor Sengstock brought up the issue of insufficient access to disability services. He asked if there has been any follow-up to the concerns she raised. Mr. Jones responded that he did discuss the issue with Professor Sengstock, and it was his understanding that her concerns were dealt with. Governor Massaron said that since the issue was brought up before a Board committee, he would like the committee and Board members to receive a report of what concerns were discussed how they were addressed.

Governor Trent asked Mr. Jones if there are any theories as to why the number of complaints dropped in the last years. Is the University more effective in preventing

discriminatory behavior, or do people have a better understanding of the process for filing complaints? Mr. Jones replied that both theories would explain the drop in complaints. He added also that the number of complaints is often tied to the economy, in that when the economy tends to grow, the complaints decrease. As an example, he noted that in 2011 and 2012, when the economy was still struggling, the number of complaints was very high, while in 2013 and 2014 they have been dropping.

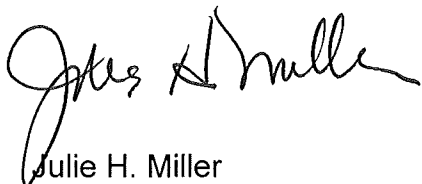
Governor Pollard observed that the number of inquiries was higher than the number of complaints and asked if there was a correlation between the two. Mr. Jones replied that usually there is a higher number of complaints than inquiries. What was unexpected for the 2013 year is that the complaints from outside agencies, numbering about five, were considerably lower than the usual double-digit number in the past.

Professor Volz commented that he always thought there was a disparity at Wayne between the number of African American female students as a percentage of the total student population, compared to the number of African American women faculty, and asked what was the exact number of Black women faculty at Wayne. Mr. Jones directed him to the correct table on page 8 of the full bound report, which indicated that in 2013 Black women faculty numbered 66, or 10% of the total faculty.

ADJOURNMENT

There being no further business, the meeting was adjourned at 12:25 p.m.

Respectfully submitted,



Julie H. Miller

Secretary to the Board of Governors