



Board of Governors

PERSONNEL COMMITTEE

June 26, 2015

Minutes

The meeting was called to order at 11:47 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 Massaron, Nicholson, O'Brien, Pollard, and Thompson; William Volz, Faculty Representative; John Dembinski, Student Representative and Rebhi Elder, Student Alternate Representative

Committee Members Absent: Faculty Alternate Representative

Also Present: Governors Dunaskiss, Kelly and Trent, and President Wilson; Provost Winters; Vice Presidents Decatur, Johnson, Lessem, Lindsey, and Wright, and Secretary Miller

APPROVAL OF MINUTES, May 2, 2014

ACTION: Upon motion by Governor Nicholson, supported by Governor Pollard, the Minutes of the May 2, 2014 meeting of the Personnel Committee were approved as submitted. The motion carried.

AFFIRMATIVE ACTION STATUS REPORT

Vice President Lessem advised that the annual Affirmative Action report is a Board requirement, and is framed on the affirmative action report filed for federal contractors. He introduced the Director of the Equal Opportunity Office, Christopher Jones, for the presentation. Mr. Jones advised that the report was compiled by his office with input and collaboration of several units including the Office of the General Counsel, Office of the Provost, the Office of Budget, Planning and Analysis, and the Division of Finance and Business Operations.

Wayne State continues to be a leader in providing equal opportunity to women and minorities. The majority of WSU employees are women, and minorities comprise more than 40% of the work force. One of the largest employers in the City of Detroit, the university recruits about 60% of its workforce from the 4 counties directly surrounding it: Macomb, Oakland, Washtenaw and Wayne. There are 7 main occupational categories for the University's 4985 full-time employees, with 84% either faculty, executive administrative managerial employees or other professionals, and another 7% in clerical and secretarial support. Women and minorities are also reflected in the majority of the university's temporary workforce. Minorities make up 4 of every 10 employees

at the University, and 40% of the women employed by the University also identify themselves as members of a minority group.

In his analysis of the faculty, he provided an overview of the number of faculty receiving tenure in the previous year, as well as the promotions to associate and full professor. Fourteen women and 18 minority faculty received promotions, of the 39 faculty receiving tenure in the previous year. The majority of women and minorities are concentrated in the ranks of associate and assistant professor, with 75% of women faculty in these ranks, and 67% of minority faculty in these ranks.

The University's Supplier Diversity program actively reaches out to minority and women who own business enterprises. In FY 2014, 4.8% of total dollars were awarded to minority firms for all construction and professional service contracts, and 1.9% of total dollars were awarded for goods and services. Women-owned firms were awarded 2.7% of total dollars for construction and professional service contracts and 2.3% of total dollars for goods and services. For fees paid for outside legal counsel, 16.8% of total dollars spent were paid to minority firms and 3.5% went to women owned firms. A new area being tracked is the amount of total spending placed with Detroit based businesses, and for FY 2014, 30% of total spending was with businesses based in Detroit. Mr. Jones added that additional analysis was performed on the impact of Proposal 2 – the Michigan Civil Rights Initiative, on minority suppliers. He advised that there was initially a significant impact on minority suppliers, but that spending with minority suppliers has reached 5% or higher of total spending for the third consecutive year.

Several charts included in the report provide comparison data for WSU's relative position compared to Michigan Public Institutions and to WSU's national peer institutions. In terms of minority faculty employment, WSU ranks first among its peer institutions; in terms of women faculty employment, WSU ranks 7th among its peer institutions. In terms of total employment, WSU ranks third for employment of minorities, and 12th in terms of employment of women.

The final portion of the presentation focused on the Office of Equal Opportunity and complaints filed with that office. This office handles both internal complaints filed, and those from external agencies such as the Michigan Department of Civil Rights and the U.S. Equal Employment Opportunity Commission. In FY 2014, the Office received 28 initial inquiries and 25 formal complaints, of which 15 were filed externally with governmental agencies. In terms of the formal complaints, in all but one case, no violations of university policy or statutory violations were found. Of the 76 formal complaints filed over the past 3 years, 45% of the complaints came from 3 areas of the University: the Division of Finance and Business Operations, the School of Medicine and the College of Liberal Arts and Sciences.

Governor O'Brien opened the floor for questions. Governor Dunaskiss inquired why the percentages were so low for supplier diversity, and whether or not it is a question of the number of women and minority owned firms or if there is another factor. Is entrepreneurial support needed? Mr. Jones advised that the number of construction projects and where they fall in any given year impacts these numbers, and that the University focuses on providing opportunities for women and minority owned suppliers.

Governor Trent asked for an explanation of the outside legal fees. Vice President Lessem advised that this category includes funds expended from the budget for outside attorneys, and also

includes money authorized to be spent through the Michigan University Self-Insurance Consortium (MUSIC). He indicated that most of these legal fees are spent on intellectual property patents and patent related issues. Governor Nicholson asked whether the money spent on large contracts is ever broken up to include categories such as minority owned, private owned companies, and public owned companies, to see the broader picture. Mr. Jones indicated that such a breakdown has not been done recently, but has been done in the past. Governor O'Brien asked about the process used to identify and use minority vendors, and how the Procurement Office is involved in this effort. VP Lessem advised that the Procurement Office, under the direction of Assistant Vice President Ken Doherty, is involved in this effort, and described a new initiative to increase the use of Detroit based businesses. Governor O'Brien suggested that Mr. Doherty be invited to a future meeting for a presentation on these initiatives. Governor Thompson asked for further information on why the majority of women and minorities are concentrated in the ranks of associate and assistant professor, and whether those individuals will eventually make their way to full professor. Provost Winters advised that there is every expectation when new professors are hired that they will succeed. There are some mentoring opportunities, workshops and other support services in place, although the length of time to promotion seems to be longer for women faculty.

Professor Volz thanked Mr. Jones for his comprehensive report, and raised his concern that the number of minority faculty members do not reflect the percentage of minority students at the University, and that this has been an ongoing issue. Wayne State may do well in this measure when compared to peer institutions, but there is much progress to be made. Provost Winters responded that new this year is the appointment of the Associate Provost for Diversity and Inclusion, who is beginning to work with school and college search committees, and will be addressing the committee later on the agenda. Governor Dunaskiss suggested that the University could also look at opportunities to encourage more minority students to choose higher education as a career goal. Provost Winters indicated that that work begins with advisors, and career preparation and training. President Wilson added that the University has a number of summer programs that focus particularly on minority students of all ages, and suggested that a presentation for the Board be developed for a future meeting.

OFFICE OF DIVERSITY AND INCLUSION

Provost Winters introduced Dr. Marquita Chamblee, Associate Provost for Diversity and Inclusion and Chief Diversity Officer, who marked 100 days since her arrival in February at Wayne State. Dr. Chamblee commended the Board and the University for creating the position of chief diversity officer. It represents a significant commitment by an institution to make sure that diversity and inclusion are a priority.

Defining what a Chief Diversity Officer is and does, Dr. Chamblee explained that a CDO reports to the provost, with some reporting to the president. It is an integrative role, working in collaboration with other entities and units on campus. She pointed out that diversity is a strategic priority, not an add-on, and having one person and office responsible for looking at all areas of the institution will ensure that the mission is being met in terms of inclusion. From previous experience in the role, she said she spends a fair amount of time interacting with individuals and units to get a true sense of the needs and challenges, as well as getting a sense of what is going well. When she was a candidate for this position, she studied where in the University diversity was working in order to figure out how to make it a reality across the institution. In essence, therefore, it is a collaborative process. Her role is to serve as a

connector, building collaborations and partnerships in order to begin to lay the foundation for establishing diversity and inclusion.

Dr. Chamblee discussed the report of the Greater Retention and Achievement through Diversity (GRAD) Committee that was initiated in 2012 and completed in 2013, and available on the Provost's website. There are six strategic goals, with the first three dealing with students and the last three about diversity more broadly. The student goals are concerned about access, retention, and student support, and how to do a better job of graduating the students that come from underrepresented communities. The last three are about the campus community and how to increase minority and women representation among staff and faculty. The final goal is to promote a campus climate where diversity and inclusion are natural and accepted concepts, rather than ideas in the background.

During the past five months, Dr. Chamblee has met with students and faculty members, both individually and in groups, discussing various issues pertaining to diversity, such as race and the LGBT community. She learned that there is a great deal of interest on the part of various units to increase diversity. Many schools and colleges and some departments already have their own diversity committees, thus providing her an opportunity to guide and help them find ways specific to their disciplines and their units. Dr. Chamblee has also participated in community events, representing Wayne State, and she is looking forward to translating those social interactions into meaningful conversations with the campus community. Currently, the GRAD Committee is considering its role and function for the future, specifically strategic planning that aligns with the University's strategic plan, with a focus on diversity and inclusion. Dr. Chamblee recently met with the School of Medicine Diversity Task force with the goal of providing some guidance and direction and helping them meet some of the challenges they face relative to diversity. She has also spent some time exploring funding possibilities to help support the work that needs to be done.

Dr. Chamblee prioritized the various aspects of her work. The most important is to right-size people's expectations; that is, approach problems thoughtfully and methodically about what can be realistically done in a given period of time. Another priority is the establishment of an Office of Multicultural Student Engagement, whose purpose will be to provide students who are underrepresented and marginalized some non-academic support such as financial, social, moral, and hand-holding. She hopes to have a director hired by the Fall Semester and to find some permanent space in the Student Center Building.

Among the challenges Dr. Chamblee faces is to have everyone recognize that creating an inclusive and welcoming campus is everyone's responsibility, not just hers. Another is to broaden the reach of units that currently work with marginalized students and then support them as much as possible, including student organizations and others who are doing the work both on campus and in the community. The current climate is inconsistent, in that student, faculty and staff of certain backgrounds in some units feel welcomed and accepted, while in other units they feel isolated, and the question is how to begin to provide support for everyone. The final challenge is obtaining the financial and human resources to get the work done. Despite the enormity of the work that must be done, she is an optimist, focusing on what is possible, and is looking forward to working with the university community.

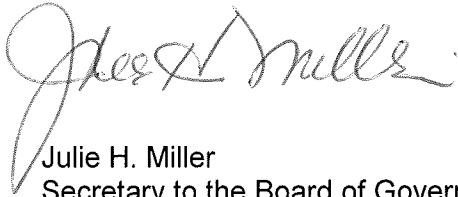
Governor Pollard agreed that there is much to be done at the University in terms of diversity and inclusion. Many years ago Wayne State did a good job for that time period, but the current situation requires new approaches and perspectives, and he looks forward to working with Dr. Chamblee.

A committee member noted that the University has had difficulty in the past obtaining full-time women and African American faculty, and asked what are the expectations of attracting faculty from less visible minority groups such as the LGBT community or some religious minorities. Dr. Chamblee said it is important that the community know that WSU is making a commitment to support diversity and inclusion, and that knowledge in itself should attract certain minority groups. She has already been contacted by a number of constituents from less obvious minority groups who want to make certain they are on the institutional radar.

ADJOURNMENT

There being no further business, the meeting adjourned at 12:34 p.m.

Respectfully submitted,



Julie H. Miller
Secretary to the Board of Governors

DRAFT