



Board of Governors

PERSONNEL COMMITTEE

June 24, 2016

Minutes

The meeting was called to order at 11:52 a.m. by Governor Thompson 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; Joseph Artiss, Faculty Alternate Representative; John Dembinski, Student Representative and Rebhi Elder, Student Alternate Representative

Committee Members Absent: William Volz, Faculty Representative

Also Present: Governors Dunaskiss, Kelly and Trent; President Wilson; Provost Whitfield; Vice Presidents Burns, Lessem, Lindsey, Staebler and Wright, and Secretary Miller

APPROVAL OF MINUTES, June 26, 2015

ACTION: Upon a motion made by Governor Nicholson and supported by Governor Pollard, the minutes of the June 26, 2015 Personnel Committee were approved as submitted. The motion carried.

AFFIRMATIVE ACTION STATUS REPORT

Vice President Lessem introduced the director of the Office of Equal Opportunity, Nikki Wright, for the presentation. The report deals with the demographic break-down of faculty and staff complaints regarding discrimination, harassment and procurement as it applies to minority and women firms. Ms. Wright advised that the presentation is based on the 2015 status report which was compiled by the Office of Equal Opportunity, with input from the Offices of the General Counsel, Provost, Budget, Planning and Analysis, and the Division of Finance and Business Operations.

The majority of Wayne State employees are women, including 51% of the higher level positions and minorities make up over 42%, including 31% of tenured or tenure track faculty. Wayne recruits approximately 60% of its workforce from Macomb, Oakland, Washtenaw and Wayne counties and applicants for most non-academic positions are residents of one of those 4 counties. As of December 31, 2015, Wayne employed 4,927 individuals full time and they were distributed throughout 7 occupational categories, with 84%, or 4,138, in the three categories of faculty, executive administrative managerial, and other professionals. With the addition of the clerical

secretarial category, 90% of employees were classified in one of four categories. There were 2,610 women and 2,055 minorities employed by Wayne in 2015. Wayne employs temporary employees, with women comprising 61% and minorities 52% of this category. There were 404 full professors, of which 22% were women and 25% minority. While the total professors declined by 16, the female head count went up by 8, since the previous year. In 2015, 37% of associate professors were women and 33% were minority. The total associate professors declined by 17, with females declining by 5 and minorities by 3. In 2015, 49% of assistant professors were women and 38% were minority. With a decline of 19 faculty from 2014, female faculty declined by 8 and minority faculty declined by 12. Seventy-two percent of Wayne's women faculty and 66% of minority faculty are associate and assistant professors; Wayne had a total of 45 faculty promotions, with 20 faculty promoted to full professor and 25 to associate professor. Women made up 18 of the combined promotions and minorities 21. She noted a 5 year trend where although the total number of faculty declined, the number of women and minority faculty remained consistent.

Ms. Wright provided some details from the full report which compared results from Wayne against both Michigan public universities and Wayne's 15 national peer universities. The universities report their data to the National Center for Education Statistics through IPEDS data collection and are not required to report their data until after this report is given to the board. As a result, Ms. Wright used Wayne's available 2015 data and compared it to the most current data reported to IPEDS in 2014. Wayne's employment of minorities ranks 4th and employment of women ranks 8th, among these groups. In terms of minority faculty, Wayne ranks 1st and with respect to women faculty, Wayne ranks 6th. In management, Wayne ranks 5th in terms of minorities employed in this category and 14th in terms of women employed in management occupations. Wayne compares favorably in terms of where we are providing opportunities for women and minorities.

The Office of Equal Opportunity (OEO), is responsible for investigating internal complaints arising under the University's non-discrimination and sexual harassment policies. It serves as the University point of contact in response to complaints of discrimination and harassment by external agencies, such as the Michigan Department of Civil Rights and the Equal Employment Opportunity Commission. For purposes of the report, such charges are included as formal complaints. In 2015, the OEO received 27 inquiries and opened 22 formal complaints, of which 12 were filed externally with governmental agencies. From 2014, the number of complaints decreased from external agencies by 3. She noted favorable results in 2015, with the exception of 2 internal matters that were closed without a finding of a statutory violation or violation of university policy. Most agency complaints were still in progress. She noted that complaints filed on the basis of race comprised the consistent majority of complaints, between 7 and 8 each year, followed by disability complaints, with a total of 65 formal complaints having been filed over the last 3 years. Fifty-three percent of the complaints were from four areas including the School of Medicine, Division of Finance and Business Operations, College of Liberal Arts and Sciences, and the College of Education. She noted that while the School of Medicine's numbers were larger than others, it was not surprising given their overall numbers relative to the rest of the University population.

Ms. Wright then spoke about supplier diversity including a spending chart used as a representation of spending since the passage and implementation of Proposal 2 which began recognizable effects at Wayne in 2008, tracking spending with minority and women-owned firms spending. The purchasing office tracked spending with minority groups and since 2012, spending increased

reaching 5% or higher, with minority suppliers, with the exception of 2015, primarily due to the completion of the I-Bio Project.

For the 13th time in 16 years Wayne received the 2015 award for Corporation of the Year in the education sector, from the Michigan Minority Supplier Counsel. In the 2015 AASR, Wayne State continued to be a leader in providing equal opportunity to women and minorities. Diversity among faculty and staff continued to be essential to performance as a Model Urban Research Institution.

Following a question from Governor O'Brien, Ms. Wright reiterated that 51% of women are employed in the positions of faculty, administrative, executive administrative managerial, and other professionals, and agreed that there was more work to be done in the area of black and Latino faculty percentages. She described a Faculty Tenure Track Hiring Form, where her office looks at hiring procedures and the actions being taken by committees when they are hiring faculty, to make sure that the faculty are hired consistent with Equal Employment Opportunity laws and practices. In response to Governor Thompson's question about mentoring and promotions regarding the numbers of women and minority faculty concentrated in lower level ranks, Ms. Wright noted that she would have to find out more information.

ADJOURNMENT

There being no further business, the meeting was adjourned at 12:14 p.m.

Respectfully submitted,



Julie H. Miller
Secretary to the Board of Governors