



## BOARD OF GOVERNORS

### PERSONNEL COMMITTEE

September 23, 2016

#### Minutes

The meeting was called to order at 11:30 a.m. by Governor Thompson in Rooms FGH in the McGregor Memorial Conference Center. Secretary Miller called the roll. A quorum was present.

**Committee Members Present:** Governors Massaron, O'Brien, Pollard and Thompson; William Volz, Faculty representative, Jane Fitzgibbon, Faculty Alternate Representative; John Dembinski, Student Representative.

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

#### APPROVAL OF MINUTES, June 24, 2016

**ACTION:** Upon a motion made by Governor O'Brien and supported by Governor Massaron, the minutes of the June 24, 2016 Personnel Committee were approved as submitted. The motion carried.

#### PRESENTATION: OFFICE OF DIVERSITY AND INCLUSION

Provost Whitfield introduced Marquita Chamblee, Associate Provost for Diversity and Inclusion and Chief Diversity Officer, for an update and overview of progress made over the past year and vision for the future. Ms. Chamblee indicated that the process of the last year has been in building an infrastructure for support of diversity and inclusion to support students, staff, faculty, community and alumni across the campus.

One of the first efforts to change the campus culture was to begin to provide spaces on campus for people to engage in dialogue on areas of concern. One of the first such dialogues was on the shootings that occurred in Charleston, South Carolina - the dialogue helped to envision the hoped for campus culture - a space that was inclusive and welcoming and supportive for these dialogues to occur. More dialogues were held, many of which were on topics spurred by events happening across the country and how

individuals on campus, particularly from underrepresented backgrounds, felt, and how the university was addressing those concerns. Over the course of the year, 5 vigils were held, with close to 375 participants. These conversations helped to gather data about what is happening to our students, to learn their experiences, and to address and target efforts towards things that students perceive as challenges.

The Office of Multicultural Student Engagement (OMSE) was established this year, and a new director, Leo Savala, was hired, who came in and hit the ground running. New space has been created for that office in the Student Center Building, and Associate Provost Chamblee extended an invitation to an open house welcoming the campus to the new office. Mr. Savala has been meeting with campus representatives from admissions to introduce (OMSE) to the broader community, so students in high schools and their counselors know that Wayne State has a space where students of color, LGBT students, and others can come and spend time and feel connected to the institution. OMSE has participated in orientation, and talked there about some of the activities of the office so that students know it as a resource available to them. Marquita's office has also begun to help coordinate a number of cultural activities taking place all over campus, for which no one office was responsible. Included in this group are the African American graduation celebration, and the first ever Rainbow Graduation for LGBT students. They have done training for peer mentors and multicultural student leadership and are building an infrastructure to support students.

Another arm is the Wayne State University Equity Inclusion and Accessibility Working Group, which is an active group working on programs of support for students, staff and faculty. Through building the infrastructure and capacity, work of this group helps expand efforts throughout the campus. Ms. Chamblee advised that while there has been focused discussion on areas of support for students and faculty, university staff are often overlooked in the conversation. Some of the diversity initiatives that the EIA working group are focusing on are systems of support and training for staff. Ms. Chamblee has also been working with Nikki Wright, Director of the Office of Equal Opportunity, and together they have begun visits to schools and colleges, and will be working with departments over the coming months to help in writing job positions that talk about the importance of diversity on campus, to help begin to attract as broad and diverse a workforce as possible. Some of the schools and colleges are beginning to create diversity councils and task forces. Also newly established are employee affinity groups, the first two of which are a group of faculty and staff from the LGBT community, and the black faculty and staff association. The importance of these groups is to provide support and networking for staff and faculty or for historically marginalized organizations to begin to build a network and provide support for one another. These organizations also help provide an avenue for mentoring for students. One other initiative highlighted is the work of a group talking about development of an educational curriculum around multicultural and diversity issues that can be used in training efforts for students, staff and faculty.

For the coming year, initiatives include an assessment of the campus climate for diversity, development of a collaborative diversity council comprised of representatives from schools, colleges and departments that represent the health sciences, and working with

some of the university's academically most vulnerable students on how to support those students academically, culturally and socially.

In response to a question from Professor Fitzgibbons, Ms. Chamblee confirmed that she does visit classrooms, and is also visiting extension centers and getting an understanding of needs in a variety of campus settings. Governor Pollard added words of encouragement for the work underway, and suggested that future updates would be welcomed by the Board. Governor Trent concurred, and added that a specific area of concern for her is improvement of the African American and Latino graduation rates. She asked for some additional information about work with area high schools to increase recruitment and enrollment of minority students. Ms. Chamblee advised that there is an entirely new team in place, with new directors in admissions, financial aid, as well as a new Associate Provost for Enrollment Management, along with the new Director for Multicultural Student Engagement. Communication has been established with all of these offices, and others across the campus to build a program of success with the DPS. OMSE has created a learning community with particular emphasis on African American male students, which has biweekly meetings. Success in this area will take the collective effort of the entire University network, and there is a lot of work to do. Provost Whitfield added that in addition to the work Ms. Chamblee is undertaking, there is a group assembled by the Provost and Vice President Decatur to look at the structure of financial aid, and to redistribute financial aid dollars with a fine tuned approach and thoughtfulness to balance merit and need in the distribution of dollars.

Governor Thompson asked for a better understanding of the decline in enrollment, in particular with African American students, because understanding can help inform strategies for improvement. Ms. Chamblee gave a brief overview of efforts Monica Brockmeyer is undertaking, along with the new Associate Provost for Enrollment Management, on retention, demographic studies in the city and the region, and data related to high school graduation rates for all students in the university's service areas. There are a lot of moving parts. Provost Whitfield added that the pattern is not consistent across colleges. There are some areas at the institution where there has been an increase in minority enrollments. He has asked his institutional analysis team to focus on tracking and mapping the data in this area, and to review the numbers, both in percentages and in actual number of students. President Wilson suggested that it may be a good topic for a future presentation, which would provide an opportunity for the new enrollment management director to have some input and impact. Governor Thompson agreed, and indicated her concern that this be treated with some urgency.

On another topic, Governor Thompson asked about efforts to increase faculty diversity. Ms. Chamblee advised that they are examining the recruiting process to ensure a diverse candidate pool is part of a hiring process. Both she and Nikki Wright have been meeting with search committees across the campus and across colleges to talk through search processes and look for areas of improvement. Ideas raised in these discussions include when, where and how to advertise, when, where and how to reach out to prospective candidates, and to plug into networks. In some instances, in discipline specific fields, it is very important to understand the networks. This is a comprehensive approach, and

includes representatives from HR. There is also support being provided for faculty who are joining the university through the Office of Teaching and Learning, and through engaging senior faculty as mentors for the new junior faculty on staff. Provost Whitfield added his determination that Wayne State should be a destination for individuals from diverse backgrounds, and his message to Deans has been of the importance of diverse pools of candidates for searches, and that search committees have the appropriate training to provide for this outcome. Ms. Chamblee added that Dean Ambika Mathur has also added to these discussions by talking about post-doctoral programs and how to cultivate those individuals as prospective future faculty.

## **SUPPLIER DIVERSITY AND INCLUSION**

Ken Doherty, Assistant Vice President for Procurement was called on for a presentation about university efforts to expand and improve supplier diversity. Mr. Doherty began with a short overview of the impact of Proposal 2, which prohibits contracts to be awarded based on racial or gender lines. He advised that it does not prevent the University from outreach efforts toward diverse suppliers, or from tracking, recording and monitoring the University's progress towards diversity spending. It also does not prevent using diversity as a criteria when spending dollars related to federal grants. The University adopted a Supplier Diversity Program in 2002, which seeks to enhance relationships with minority, women and physically challenged owned businesses, and stipulates that Supplier Diversity is the responsibility of all schools, colleges and divisions. The Procurement Office includes diversity as a core value, and reports data not only within the University but to external entities, including the Michigan Minority Supplier Development Council (MMSDC) and its national counterpart. The office also prepares a portion of the Board's Affirmative Action report, and is involved in a number of local Diversity Councils. The University hosts an annual Diversity in Detroit based procurement conference on campus, and has been nominated for awards for its progress in this area. In addition to the MMSDC, the University is a member of the Great Lakes Women's Business Council, the Asian Pacific American Chamber of Commerce, the Michigan Hispanic Chamber of Commerce, and the Council for Supplier Diversity Professionals, which provides networking and outreach opportunities for businesses belonging to those organizations.

The University has won a significant number of awards for its progress, having been named MMSDC Corporation of the Year - Educational Sector for the 13<sup>th</sup> time in the last 16 years, and most recently will receive its first ever award from the Great Lakes Women Business Council for excellence in supplier diversity.

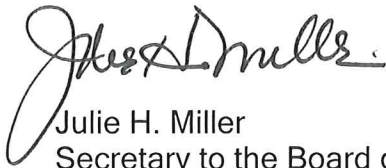
In terms of dollars allocated to minority spending, just over 8% of procurement dollars were allocated to minority firms in 2016, and 3.5% of those in women owned spend. A third category, called "other diverse" includes LGBT, small business, or businesses owned by disabled veterans, which the University has just started to track. In 2010, a Buy Detroit initiative began, supported by a number of corporations and business entities. By September 2015, Detroit spending was 10.04% of total spending, representing \$13 million in procurement spending, and in 2016, that number went up to 17.17%, or more than \$16 million in procurement spending.

Governor O'Brien was pleased to see the numbers moving upwards, but commented that there is a long way to go. She encouraged improvement efforts to continue.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 12:27 p.m.

Respectfully submitted,



Julie H. Miller  
Secretary to the Board of Governors

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