



**BOARD OF GOVERNORS**

**PERSONNEL COMMITTEE**

**June 23, 2017**

**Minutes**

The meeting was called to order at 12:08 p.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 Dunaskiss, Gaffney, Nicholson, O'Brien, and Thompson; William Volz, Faculty Representative; Nourhan Hamadi, Student Representative

**Committee Members Absent:** Jane Fitzgibbon, Faculty Alternate Representative and Abdul Harris, Student Alternate Representative

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

**APPROVAL OF MINUTES, September 23, 2016**

**ACTION:** Upon a motion made by Governor Nicholson and supported by Chair O'Brien, the minutes of the September 23, 2016 Personnel Committee were approved as submitted. The motion carried.

**AFFIRMATIVE ACTION REPORT**

Vice President Louis Lessem introduced the director of the Office of Equal Opportunity, Nikki Wright, for the presentation of this year's report. The report details the demographic break-down of faculty and staff, complaints regarding discrimination and harassment, and procurement as it applies to minority and women firms. Ms. Wright advised that the Report was based on the 2016 data and compiled by the Office of Equal Opportunity in collaboration with the Office of the General Counsel, the Office of the Provost, Institutional Research, and the Division of Finance and Business Operations.

In 2016, Wayne employed 4,940 full-time employees with a racial make-up that includes 31% white women and 41% minorities. Wayne had 40 more full-time employees in 2014 than in 2016 with the number of minority employees decreasing by 14, and women increasing by 57. Under the executive managerial category there were 306 employees where women comprised 51% and minorities, 26%. There were 1668 full-time faculty, of which 32% were minority men and women. Other professionals included 2,198 employees, with women comprising 63% and minority men and women 42%.

Ms. Wright reviewed comparison results from Wayne against both Michigan public universities and Wayne's national peer institutions for minority faculty hires, among whom Wayne ranked 1st in that category, and 5th for Women faculty.

Among tenure track faculty, there were 396 full professors and 347 associate professors with an increase in female and minority associate professors since the previous year. The assistant professor category, at 195, showed a decrease since 2015. Ms. Wright noted that the full report provided a breakdown of tenured and tenure track faculty by race and gender.

The Office of Equal Opportunity (OEO) supports the Provost's office with respect to faculty hiring, promoting faculty diversity efforts. The data collection on faculty hiring has now been automated, with C&IT help, and the OEO Office has held 33 training sessions on this new process. The automation of hiring forms promotes broad and diverse candidate searches by incorporating practices discussed during the training sessions and allows for monitoring faculty hiring process, thus allowing the Provost to observe department diversity needs, with the intent to increase diversity over time.

Ms. Wright noted that the tenured and tenure track faculty hiring system is in the early stages and will be used to identify the race and gender of committee members, which is hoped to provide a variety of perspectives during the hiring process. If the committee is not diverse, the department will receive an alert and will have an opportunity to modify membership.

Ms. Wright then turned to supplier diversity efforts, and noted that the University awarded just under \$123 million dollars in services in 2016, with 3.8% of spending awarded to women-owned businesses and 8.3% to minority businesses. A full presentation on supplier diversity will be scheduled for a future Board meeting.

The Office of Equal Opportunity, (OEO), is responsible for investigating all internal complaints arising under the University's non-discrimination and sexual harassment policies. The Office serves as the University point of contact in response to complaints of discrimination and harassment for external agencies, such as the Michigan Department of Civil Rights, and the Equal Employment Opportunity Commission. For purposes of this report, such charges are included as formal complaints. In 2016, the OEO received 22 inquiries, and opened 19 formal complaints, of which 13 were filed externally with governmental agencies. In 2016, the number of complaints decreased compared to the previous 2 years. With the exception of 3 matters, the formal complaints were closed without finding of a statutory violation or violation of University policy. Remedial action was taken by the University on the three findings. An agency finding of retaliation has

been disputed. Ms. Wright noted that the full report contained a breakdown of complaints filed in each school and division over a 3-year period.

Ms. Wright then spoke about University Title IX compliance. Title IX is a federal law that prohibits sex discrimination in education, requires universities to investigate and address allegations of sexual assault and harassment, and requires exercising proactive steps toward prevention. The University's Title IX coordinators responsible for investigating complaints and remedying violations were identified. Ms. Wright noted that Title IX training was provided to the coordinators as well as to academic units, staff, and students. In addition, the university provided a Title IX awareness quiz on the Dean of Student's website, and hosted a presentation that focused on bystander intervention and reporting.

The University was awarded a \$7,000 grant from First Lady Sue Snyder's "Let's End Campus Sexual Assault" program, with the funds earmarked to launch a peer education program on campus. The office of General Counsel joined with the Dean of Students and the OEO to launch a 2016 sexual assault climate survey, and the analyzed results will be presented to the Board when the analysis is complete.

Following a question from Governor Gaffney, Ms. Wright noted that next year's priorities will be focused on diversity among University faculty and staff as well as ensuring accurate reporting to the Provost. In response to Professor Volz's question regarding the proportion of African American women faculty, Provost Whitfield noted that women comprised 43% of minority new hires, which include African American, Hispanic and Asian faculty. Governor Trent asked how the future of any Title IX policy changes in Washington would affect the University. Ms. Wright and General Counsel Lessem advised that there would be no changes in the University Title IX operations.

Governor Kelly asked to see statistics showing what the breakdown in terms of faculty gender and race was in other Michigan Public Universities. Ms. Wright noted that she would try to locate and provide that information with the next report.

Governor Thompson asked about minority and women faculty promotions and mentoring. Ms. Wright noted that through the Provost Office, there rank and promotion occurs through a promotion tenure committee. Provost Whitfield added that while not minority specific, there are faculty development programs, conducted through the Associate Provost for Faculty Affairs' office. The goal is to have deep, diverse and rich candidate pools and cultivating those faculty once they arrive, with support from the Provost's office.

A new associate Provost for faculty affairs will be on board in the fall with a directive to focus on faculty mentoring and different ways to create various faculty mentoring programs.

President Wilson commented that women and minorities in the faculty lower ranks is a national problem and that he is chairing a major industry initiative to try and identify best practices.

ADJOURNMENT

There being no further business, the meeting adjourned at 12:40 p.m.

Respectfully submitted,



Julie H. Miller  
Secretary to the Board of Governors

DRAFT