



BOARD OF GOVERNORS

PERSONNEL COMMITTEE

October 6, 2017

Minutes

The meeting was called to order at 12:03 p.m. by Governor Thompson in The Garage Conference Room at Tech Town. Secretary Miller called the roll. A quorum was present.

Committee Members Present: Governors Dunaskiss, Gaffney, O'Brien and Thompson; Lou Romano sat in as the Faculty Representative and Nourhan Hamadi, Faculty Alternate Representative

Committee Members Absent: Governor Nicholson, William Volz, Faculty Representative, Rene Hoogland, Faculty Alternate Representative; Abdul Harris, Student Representative

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

APPROVAL OF MINUTES, June 23, 2017

ACTION: Upon a motion made by Governor Dunaskiss and supported by Governor Thompson, the Minutes of the June 23, 2017 Personnel Committee were approved as submitted. The motion carried.

BUILDING INCLUSIVE COMMUNITY: EQUITY, INCLUSION, AND ACCESSIBILITY ISSUES AT WAYNE STATE

Provost Whitfield introduced Marquita Chamblee, Associate Provost for Diversity and Inclusion and Chief Diversity Officer, for a discussion about building a more inclusive community at the university.

Ms. Chamblee noted that her office is about three years old, with an evolving mission and vision. The vision is for the University to be a place where people want to come to live, work, and study. The mission is to provide a space on campus that's not just physically safe but also emotionally safe, challenging and nurturing in light of challenges on campuses across the country. In an ongoing effort to build an inclusive community, the office launched a climate study to look at how the University can build that kind of community help everyone think intentionally about what it means to be inclusive, and consider the programs and initiatives that we be created and continue to supported in the years ahead.

Creating spaces for conversation is important to engage the campus community and let them their feelings are important. Opportunities for the staff and faculty to come together around issues of common concern, and employee engagement groups for African American and Latino faculty and staff have started to create common cultural interest and support for students. This is a collaborative campus wide effort with the Diversity office and the Office of Multicultural Student Engagement (OMSE), which has used both councils and committees to work on particular issues.

A wide variety of diversity counsels will be created over the next 6-9 months. Among those will be a STEM diversity counsel to talk about how STEM units can collaborate and create better efficiencies, and a Health Sciences Diversity Council, created to discuss how the University engages pre-college and college students to help them recognize the many educational opportunities available in this area.

Both the Diversity Office and the Office of Multicultural Student Engagement are also supporting student access and student support initiatives to look at methods to enhance the retention and graduation rate of students of color. In addition, Associate Provost Brockmeyer's work with the Educational Advisory Board (EAB), in conjunction with the Diversity Office, helped create programming to assist students and advisors in understanding the pathways to success.

Two key programs emerged from the Office of Multicultural Student Engagement to address this narrative and move forward on an effort to focus on success for African American male students, in particular. The group, called the "Network," started out as a small pilot learning community to bring together first year African American male students, with African American male staff and faculty, engaging them in life skills and how to navigate and access resources as a black male student. Data show that new African American students are less likely to ask for help, and peer and professional mentoring can help address and improve this issue. Twenty men were formally recognized as volunteers in the social, educational support program and conversations were held at orientation programs, in the community, and with students in the network. The first open house drew about 100 men. Faculty, staff, Vice President Patrick Lindsey and others from his team, medical students and Provost Whitfield attended, and talked about the Network. A biweekly Wednesday night meeting schedule was set up after the open house, with 55 of the 60 men consistently in attendance. RISE is programming for women of color, with support from the Diversity office. It started with 15 women last year and is currently at 30, with professional women serving as peer mentors.

Priorities for the coming years include the climate study, which is an opportunity for everyone on campus who has an access ID, student, staff, faculty and administration, to participate in an online and/or paper survey with accommodations including assistive technology. Existing student survey data will be analyzed, and focus groups will be conducted. As data is gathered, there will be immediate creation of action teams to begin to address any issues identified in the survey results. In order to help formulate solutions a group has been created to begin to address how to help staff, students, and faculty with issues of difference.

President Wilson commented that the issue of the challenges facing African American males had garnered national attention. The President will be participating in an upcoming two-day National Academy symposium specifically on the topic of African American males in medicine, science, and engineering. Within a week of that, the Association of American

Medical Colleges has a symposium at its annual meeting related specifically to African American males in medicine, and the President noted that he would be leading that symposium and is looking forward to returning with some concrete ideas for potential use at the university.

Governor Thompson asked about particular programming to address campus incidents like those that have occurred at other Michigan universities. Ms. Chamblee noted that the University had not had that many incidents similar to those at other Michigan campuses. Proactively, along with Michael Wright's team, scenarios are being looked at to generate responses if those incidents were to arise. There is an existing protocol to address incidents and include reports to both the President and campus safety, who follows up. OMSE provides spaces for public conversations, and a recent webinar on black male mental health was hosted.

Governor Trent asked that as a campus that supports free speech, whether there is a strategy to address controversial speakers coming to campus. Ms. Chamblee advised that the Diversity office is working with staff, students and faculty who support inclusive communities to think about ways to express resistance in more positive ways. Speakers will be allowed to speak on campus, with appropriate University preparation on how to deal with the external community. Vice President Lessem offered that the University has e some previous experience with controversial speakers.

Ms. Hamadi asked for an update on what was being done to address concerns of Arab American and Muslim students. Ms. Chamblee noted that the Diversity office and the Office of Multicultural Student Engagement were proactively communicating and conducting outreach to student organizations.

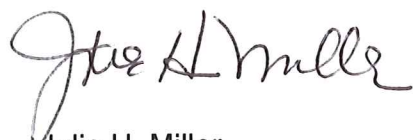
SUPPLIER DIVERSITY AND INCLUSION

The Supplier Diversity and Inclusion presentation, to be presented by Vice President Decatur, was postponed until a later meeting.

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