



## Personnel Committee

June 21, 2019

### Minutes

The meeting was called to order at 9:20 a.m. by Governor Gaffney in the Room BC at the McGregor Memorial Conference Center. Secretary Miller called the roll. A quorum was present.

**Committee Members Present:** Governors Gaffney and Trent; renée hoogland, Faculty Representative, Trent; Linda Beale acted as Faculty Alternate Representative; Jasmine Coles, Student Representative

**Committee Members Absent:** Governors Busuito, O'Brien and Thompson; Richard Smith, Faculty Alternate Representative and Riya Chhabra, Student Alternate Representative

**Also Present:** Governors Barnhill, and Kelly; and President Wilson; Provost Whitfield; Vice Presidents Burns, Decatur, Lanier, Lessem, and Staebler; and Secretary Miller

### **APPROVAL OF MINUTES, DECEMBER 7, 2018**

**ACTION:** Upon motion made by Governor Trent and seconded by Faculty Representative hoogland, the Minutes of the December 7, 2018 Personnel Committee Meeting were approved as submitted. The motion carried.

### **AFFIRMATIVE ACTION STATUS REPORT**

Vice President Louis Lessem called on Nikki Wright, Director of the Office of Equal Employment Opportunity, to present the highlights of the 2019 status report. The report was compiled by the Office of Equal Opportunity in conjunction with the Office of the General Counsel, the Office of the Provost, Institutional Research, and the Division of Finance and Business Operations. The report highlighted data in the areas of employment of academic and non-academic staff, discrimination complaints, and supplier diversity.

In 2018, the University employed 4,916 fulltime employees. This was five less employees than the previous year. White women represented 30% and minorities 42% or 72% of the overall employee population. The minority population included Black, Asian, Hispanic, American Indian, Alaskan native, and Hawaiian and Pacific Islander men and women. There were 24 more full-time employees in 2016 than in 2018. Overall employee

headcount decreased by 24, with women increasing by 74 and minorities increasing by 16. The University employs 306 employees in executive managerial categories including deans, directors and managers. Women comprised 56% and minorities comprised 28.8% of these jobs. The 2 largest categories are other professionals at 2,188 employees and faculty at 1,633 employees. The University's largest group, other professionals, includes accountants, certain HR Professionals, assistant general counsels, and EO specialists, among others. Women comprised 65% and minority men and women 41.7% of this category. Minority men and women comprised 33.1% of the Tenure, tenure-track and non-tenure track faculty employed at 50% of FTE or above. Further discussion included full-time faculty by race and gender and comparative analysis of the University's ranking for minority faculty among national and peer institutions with Wayne State ranking first among peers. The data derived from The United States Department of Education's data collection system, IPEDS, a system of surveys conducted annually that gathers information from every federally funded institution of higher institution. The University has been ranked number one in minority hiring since 2012. Women comprised 42% of fulltime faculty, ranking the University 7<sup>th</sup> among similar national peers for women faculty. In 2017, the University ranked 7<sup>th</sup>. Total faculty has decreased by 95 since 2014, including 13 minority faculty and 2 women faculty. Since 2017, the number of women assistant professors decreased by 14 and minority assistant professors decreased by 15. There were 351 associate professors and 163 assistant professors. During this same time frame, the number of women associate professors increased by 6 and minority associate professors increased by 7. There were 389 full professors. The number of women full professors increased by 4 and the number of minority full professors increased by 9.

The committee also discussed the breakdown of tenure-tenure track faculty by race and gender. The university is taking steps to promote diversity among faculty through OEO support of the Provost's office with respect to faculty hiring. The Provost has mandated that all search committee members receive annual search committee training provided by OEO. Since 2018, more than 75 search committee members have been trained under this initiative. The training focused on expansive and diverse recruitment efforts, implicit bias and an introduction to the PhD pipeline created by the Department of Institutional Research. The pipeline provides search committees with information as to where to find graduates across the country in specific disciplines, their graduate institutions and their race and gender. Training resulted in more diverse search committees and recruitment efforts are creating a more expansive and diverse hiring pool. This year trainees will focus heavily on implicit bias awareness. There is a plan to partner with Institutional Research to provide training on proper use of the PhD pipeline. The percentage of minority full professors rose from 26.5% in 2016 to 28.8% in 2018. The percentage of women associate professors rose from 37.5% in 2016 to 42.5% in 2018. From 2016, the percentage of women assistant professors decreased from 49.2 to 45.4%. Compared to 2016, the percentage of women full professors remained the same.

OEO investigates all internal and external complaints of discrimination and harassment including those filed by outside agencies such as the Michigan Department of Civil Rights and the Equal Opportunity Employment Commission. During 2018, OEO received 26 initial inquiries and opened 16 formal complaints. Initial inquiries are used to determine if there is sufficient factual support for the allegations to warrant a full investigation,

accomplished through the filing of a formal complaint. Twelve of the 16 formal complaints were filed by outside agencies. Within the three-year period, 2018 had the highest number of initial inquiries while it had the least number of formal complaints. A breakdown of complaints filed with each school and division over the last three years was discussed. A three-year comparison of complaints by category was reviewed including decreases in the number of race claims by five and disability claims by four. Sex claims rose from zero in 2016 to 5 in 2018. The five sex discrimination cases investigated in 2018 by types included quid pro quo, hostile environment and gender discrimination. There were five hostile environment cases investigated, two of which were brought by students and three brought by employees. Three of the hostile environment cases identified a violation of the university sexual harassment policies and required remedial action. There were no gender discrimination cases. Title IX cases are reported to the Board separately by the Title IX office and those numbers are not included in this report. Next year this report will include Title IX data.

Wayne Supplier Diversity efforts were discussed, including spending with minorities and women for construction and general services over a 10-year period. For 2018 Wayne awarded \$138.2 million in services with 3.57% awarded to women owned businesses and 4.19% to minority businesses. Professor Hoogland asked for clarification of the use of the terms sex and gender in the report, as the language was confusing. AVP Wright noted that the University policy covers sexual orientation under sex discrimination and the description also depends on the type of complaint. President Wilson noted that gender is how you identify yourself in the simplest of terms and it is important to be very clear about whether you are talking about it from a biological perspective or from identification perspective. Professor Hoogland noted that gender in terms of transgenderism becomes confusing. AVP Wright noted that she would change the terminology and add those definitions.

Professor Beale noted that the faculty would like to see more diversity, both in terms of gender and people of color and especially African Americans adding that 7.8% was a really low number. She hoped that searches will continue to look for more diverse candidates. Ms. Coles asked which departments were seeing more tenured faculty. Provost Whitfield noted that he would have to pull those numbers from across 11 schools and colleges. Most likely it would be in CLAS, but there were different sizes in terms of the colleges and sometimes those numbers fluctuate. Governor Gaffney asked Provost Whitfield for those numbers for the next meeting as it would be useful for young professors to understand any perceived difficulty in receiving tenure. Provost Whitfield noted that the rate of tenure success is over 95%. Governor Kelly noted that the Board is concerned about there being diverse faculty and asked Professor Beale what actions the Faculty Senate has taken to help the university accomplish those goals. Professor Beale mentioned discussions in faculty affairs regarding focus on mentoring and interaction with the climate survey. Governor Kelly noted that there should be more than just talk to get future results. There needs to be some plans and she would like to see the faculty come up with some concrete proposals.

Governor Gaffney expressed concern that a part of the presentation included a graph indicating that there were fewer incoming professors than professors in the pipeline

toward becoming full professors. and asked if it is a budget-related rationale. Provost Whitfield noted some cut backs are because of budget constraints but also it is a result of normal in flow and out flow. President Wilson noted that the graph represented a national trend, particularly for women. It has been very common to have women entering academics as post docs and assistant professors, but they are much less represented as full professors and that is a national problem that needs to be addressed. Governor Trent asked about the drop in spending with minority suppliers and how would it be addressed. Mr. Doherty noted that drop occurred in construction. In Detroit, it has been very hard to attract any kind of contractor, whether diverse or not. Governor Barnhill noted that from a diversity standpoint the University was doing well in a number of different categories. He then asked about future goals and effective strategies being pursued. AVP Wright noted that the University's general goal is to diversify faculty to represent the student body. She noted this her office is also focused on this and this was being accomplished through additional trainings and tracking results. Mandatory implicit bias training in the Fall will be part of search committee training. In addition, OEO is focused on trying to eradicate discrimination, university wide, whether in faculty hiring, other hiring, discrimination that affects students, or discrimination that affects employees. They also investigate cases, which requires a lot of resources to ensure that the university is a comfortable place for everybody to come to. Governor Barnhill asked how trainings pertain to intention around diversity and the staffing, faculty, suppliers and vendors.

AVP Wright explained that through her office, with respect to faculty, search committee trainings give the search committee the tools to know where to go to search for a more diverse candidate pool and that training was previously voluntary. Now it is mandatory. That information is tracked through a system that was built in partnership with her office and the IT department and she receives information from search committees. This ensures that search committees are diverse, that there is expansive outreach to HBCUs and that committees are actually using tools and searching other sources. The rationale for rejecting candidates is reviewed and if there are any questions, those can be raised with the provost. A formerly paper system has been transferred to an electronic system so her office can look at everything that the search committee is doing.

Professor Beale asked how the departments with very few women or people of color could improve diverse hiring. AVP Wright noted that they would be given tools and with the encouragement of the Provost, they would be asked where there were any specific areas where unique skills and qualifications were necessary to evaluate candidates outside the university. They would also be encouraged to contact colleagues at other universities and ask them if they would be willing to sit on search committees. Professor Beale asked if there was data by department indicating level of diversity. AVP Wright noted that information is in the presentation materials. Professor Beale noted it was by school and not department. AVP Wright noted that information could be pulled and forwarded.

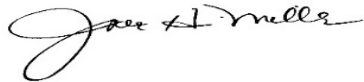
Professor. Hoogland expressed concern about the legality of imposing quotas and that the effort should be to move toward equity rather than just diversity. VP Lessem advised that quotas were not legal nationally and he referred to case law to make his point that compliance has made the University's job harder. Ms. Coles asked if the OEO had a

sexual orientation goal when it comes to recruiting and diversity. AVP Wright noted that there was only a requirement that there be no discrimination during the hiring process.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 10:04 a.m.

Respectfully submitted,



Julie H. Miller  
Secretary to the Board of Governors

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