



PERSONNEL COMMITTEE

April 26, 2024

Minutes

The meeting was called to order at 11:01 a.m. by Governor Gaffney in Room 1540 at the Eugene Applebaum College of Pharmacy and Health Science, 259 Mack Avenue, Detroit, MI 48201. Secretary Miller called the roll. A quorum was present.

Committee Members Present: Governors Barnhill, Gaffney, Kelly, Land (via video), and Stancato; Noreen Rossi, Faculty Representative; Pramod Khosla Faculty Alternate Representative; Hassan Ezzeddine, Student Representative, and Hayden Johnson, Student Alternate Representative

Also Present: Governors Atkinson, Busuito (via video), and Governor Kumar, President Espy; Provost Clabo, Vice Presidents Ezzeddine, Obasi, Ripple, and Staebler, Chief of Staff Smiley; Interim Vice President Gielczyk, Associate Vice President Hafner, and Secretary Miller

APPROVAL OF MINUTES, JANUARY 31, 2024

ACTION: Upon motion made by Governor Land and supported by Professor Rossi, the minutes of the January 31, 2024 meeting of the Academic Affairs Committee were approved as submitted. The motion carried.

2023 EQUAL OPPORTUNITY STATUS REPORT

Governor Gaffney introduced Associate Vice President Amy Lammers for the presentation of the 2023 Equal Opportunity Status Report, the focus point of today's meeting.

Wayne State employs approximately 6964 individuals, of whom 4649 are full time. Ms. Lammers presented a number of slides providing demographic information on the university's employees. Women represent 56% of the employee population, and minorities comprise 44%. The university uses federal definitions in its classifications of race and gender. The report reflects data points on employee population at the university over the past 5 years. Employment statistics have remained relatively stable over this period.

Ms. Lammers also provided comparative data showing the university's position relative to other Michigan public institution and to its national peers. WSU ranks second in the state in terms of overall employment of women, where it has improved steadily in this area since 2014. Among national peers, it ranks 7th.

In terms of minority employment, WSU is ranked number one by a large margin, and has held this ranking for the past 10 years. Among national peers, the university ranks 4th. Ms. Lammers provided similar statistics for management occupations for both women and minorities.

Next, Ms. Lammers turned to a review of women and minorities among the faculty, where slight increases have been seen in both categories in a very competitive market. Data was provided by both faculty and tenure status. She attributed the growth in numbers at the non-tenure track assistant and associate professor levels to recent changes in faculty classifications in the AAUP collective bargaining agreement. Ms. Lammers provided comparison data on the % of women faculty both among Michigan public institutions and national peers, where WSU ranks 9th and 13th, respectively. Among minority faculty, Wayne ranks number one in the state for the first time, and third among national peers. The committee briefly discussed the impact of small changes in the hiring of additional women faculty member on these percentages and rankings, as goals for the future.

Next, Ms. Lammers reviewed activity in the Office of Equal Opportunity. She presented charts summarizing the number and type of complaints received, and reviewed the process used to investigate the allegations and determine its status and next steps if any. From the formal complaints, there were no findings of discrimination or harassment by any agency or internal process.

Comparative information on the number of complaints filed at peer institutions is not available. WSU continues to have a relatively low number of complaints filed internally, and some individuals prefer to file complaints with external agencies. The university continues to offer training programs in a number of areas that may impact these numbers, as well as finding accommodations for those in need of them.

Additional questions were raised on the topic of steps that could be taken to bolster the number of women faculty at the University and what impediments might exist that could dampen this effort. There may be underlying issues that impact a female faculty member's path to tenure, and some of those same issues may exist for minority faculty members. Provost Clabo advised that the Mellon Grant the university received will provide support in this area. The grant provides \$6 million over a 5 year period to fund 30 faculty in the humanities area, many of whom may be women.

In terms of objectives for the coming year, the OEO Office has training programs in place, is currently monitoring the faculty hiring system, and understands the focus and goals of hiring more women faculty. There have been changes at the federal level that impact Title IX policies, and the office will be working on modifying the university's Title IX policy and process to conform to the new federal guidelines.

UPDATE ON MINIMUM WAGE REVIEW

With time left on the agenda, Interim SVP Gielczyk was asked for an update on efforts to increase the minimum wage for university employees.

The university is looking at a \$15 minimum wage for full-time employees, with very few staff currently falling below that wage level. The university hopes to accomplish this in the next fiscal year. For student assistant positions, there are a greater number of them, with pay currently averaging between the \$12 to \$15 range, depending on their on-campus assignment. The university is working on a multi-year plan to address the student employee component, with the goal of raising the minimum wage up to \$15 by year 3. The university has included the cost of increasing the minimum wage for employees in the modeling that they are currently doing for this year's budget, which will be considered by the Board in June.

There are some additional nuances that are under review, including the new requirement issued by the U.S. Department of Labor of overtime pay for postdoctoral and graduate students. The new rule came out within the past week, and it is being carefully studied.

ADJOURNMENT

There being no further business, the meeting adjourned at 11:35.

Respectfully submitted,



Julie Miller
Secretary to the Board of Governors