



## PERSONNEL COMMITTEE

September 13, 2024

### Minutes

The meeting was called to order at 10:46 by Governor Gaffney in the Student Center Ballroom. Secretary Miller called the roll. A quorum was present.

**Committee Members Present:** Governors Barnhill, Gaffney, Land, and Stancato. Pramod Khosla, Faculty Representative, Jennifer Lewis, Faculty Alternate Representative; Issa Hosari, Student Representative, and Rachel John, Student Alternate Representative

**Also Present:** Governors Atkinson, Busuito, and Kumar. President Espy, Provost Clabo, Vice Presidents Gielczyk, Lindsey, Obasi, Paterala, Ripple and Schweitzer, Chief of Staff Smiley, Senior Vice Provosts Baltes and Ezzeddine, Vice Provosts Cotton, Ellis, and Gardner, Interim Vice Provost Padgett, Acting Vice President Thompson, Associate Vice Presidents Davenport and Hafner, Assistant Vice President Phillips Director Wallace and Secretary Miller

### APPROVAL OF MINUTES, APRIL 26, 2024

**ACTION:** Upon motion made by Governor Kelly and supported by Governor Stancato, the minutes of the April 26, 2024 meeting of the Personnel Committee were approved as submitted. The motion carried.

### PERSONNEL COMMITTEE UPDATE

#### FACULTY AFFAIRS

Senior Vice Provost for Faculty Affairs, Boris Baltes, began his presentation with an update on new tenure and tenure-track faculty joining Wayne State this fall, highlighting their diversity and excitement about joining the institution. He identified from this group three new faculty for the committee, Professor Cha from the School of Business, Dr. Bird-Pollan, a professor of Law and the Alan S. Schenk Chair in Taxation, and Professor Dent from the Chemistry Department as examples of this diverse class. A new website has been created to introduce the university community to incoming faculty, providing their background and comments about joining the institution.

Next, SVP Baltes discussed faculty equity initiatives, including two advanced grants from the National Science Foundation: the GEARS grant and a partnership grant with Michigan State and Ohio State University. These grants aim to support faculty across their lifecycle and promote inclusivity in departments. Dr. Krista Brumley, who heads both grants, will take on a half-time role in the Provost Office to institutionalize these programs. SVP Baltes also highlighted a workshop series designed to help associate professors achieve

full professor rank in a timely manner. Another component in this area is the appointment of Dr. Nicole Gerring as a Family Services Coordinator to support work-life balance for faculty. SVP Baltes commented on the level of support for faculty, which is the highest he has seen in his 27 years at the University. Professor Khosla, the committee's faculty representative, served as the lead negotiator for the AAUP, and he added his perspective to the discussion, which included an overview of the recent contract negotiations with the AAUP. He advised that he was very pleased with the professionalism of the discussions, and progress made on a number of key areas including significant investments in faculty and staff, changes to parental leave policies, and the introduction of a workload policy that includes flexible work and family leave. The contract received strong support from AAUP membership, with 95% voting in favor of ratification.

Looking towards the future, SVP Baltes advised that bargaining will begin soon with the graduate employees and the part-time faculty.

### **DEI INITIATIVES**

Next, Interim Vice Provost Donyale Padgett presented an update from the Office of Inclusive Excellence. Dr. Padgett also serves as an Associate Professor of Communication in the College of Fine Performing and Communication Arts. Her update highlights the office's commitment to diversity, equity, and inclusion (DEI) and its evolution into the Office of Inclusive Excellence. This change signifies a deeper integration of DEI principles into the university's everyday practices, policies, and behaviors.

Dr. Padgett's report outlined four key areas of commitment: inclusive culture and climate, inclusive curriculum, education, training and development, and access and equity. These areas align the DEI pillar of the university's strategic plan. The update provided progress on various initiatives, including the second Culture and Climate Survey, DEI strategic planning, and several educational and training programs.

One of the highlighted programs is the implicit bias in healthcare workshop, which has seen over 300 participants since the start of 2024. The workshop received high marks for overall satisfaction, relevance, and the ability to conduct dialogue. Another program, Amplifying Voices, focuses on the needs and experiences of students with disabilities, LGBTQ+ students, Jewish students, and Muslim students. Faculty participants reported increased familiarity with these groups' needs and experiences after the sessions.

Dr. Padgett also reported on the establishment of Employee Engagement Groups (EEGs) and the creation of guidelines for these groups. Additionally, the Office of Multicultural Student Engagement (OMSE) has been active, hosting over 92 events with more than 1400 attendees and piloting a multicultural student advisory board.

The update concluded with a discussion on the importance of inclusive excellence and its integration into various campus initiatives, including the Quality Initiative (QI) and faculty development.

A question was raised on whether data exists that shows the impact of a diverse faculty on student success and retention. Dr. Padgett advised the research presentations and

discussion at faculty development conferences and academic professional organizations consistently highlight the benefits to students from having faculty that look like them, and the use of inclusive curriculum. The discussion also touched on the efforts of the campus-wide DEI (Diversity, Equity, and Inclusion) committee and the importance of making students from various backgrounds feel understood and welcome.

#### **OTHER BUSINESS**

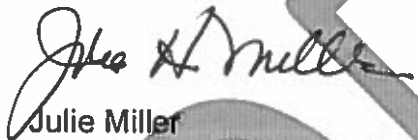
The committee also received a recap on the status of negotiations with non-academic unions. AVP Hafner advised that discussions continue with the UAW Staff Association and UAW Professional & Administrative unions, which she hopes will be wrapped up in the next few months. Discussions with the Operating Engineers should begin in December. Over the past year, agreements have been ratified with the police officers, building trades, and janitorial staff.

SVP Gielczyk provided an update on the consulting engagement with Accenture to review HR activities enterprise wide. They completed their initial work in the spring and are now back working with various HR teams throughout the university. One of their first initiatives will be a review and potential re-engineering of the recruitment and hiring process from A to Z. SVP Gielczyk advised that representatives from Accenture will attend the December Personnel committee meeting for questions and discussion.

#### **ADJOURNMENT**

There being no further business, the meeting adjourned at 11:19.

Respectfully submitted,



Julie Miller  
Secretary to the Board of Governors