

## Faculty Affairs Committee Meeting ( 1/21/2022, 1:30 pm-3:30 pm)

(1) Approval of minutes from the November meeting. Christine Jackson made a motion to approve it and Patricia McCormick seconded it.

(2) WSU-GEARS program presentation by Drs. Krista Brumley and Lars Johnson.

- NSF-funded Grant. Originally submitted this grant in January of 2020.
- Officially funded in August of 2020 and the intention of the grant is to develop strategies and resources that help eliminate three barriers: work/family/life, toxic work environment, and workload barriers in hiring, retaining, and advancing
- Targets STEM related 23 departments across campus
- Lars presented data from year one baseline survey. Data collected in Winter 2021 which included demographic data on full time faculty by gender, race, and rank.
- There are more men at the higher ranks (Associate and Full Professor) with more women at the Assistant Professor level.
- Wayne DRIVES: Purpose of the baseline survey was to gather climate and perception data on employee experiences at WSU.
- All full-time faculty were invited to participate (n=1406). 23% full-time faculty: 56% were women, 70% identified as white, and 29% were from NSF STEM-defined disciplines.
- Findings for Work/Family/Life Strain: More women are reporting high levels of work-related interference with their non-work lives (10% endorsement by women vs. 3% by men) and blurring between work and non-work (44% vs. 33%). Women also report lower perceptions of support from the department and its leaders for non-work and family-related obligations. Family supportive superior behaviors varied for men and women by rank. Women at the Assistant and Associate ranks had a lower high endorsement as compared to men (60% endorsement by women vs. 73% by men and 28% endorsement by women vs. 50% by men respectively).
- Wayne Accelerates (new initiative): Family Advocacy Network (FAN): Purpose: Provide peer support to new and current faculty members to navigate the complexities of work/family/life strains at WSU.
- Recruited 7 Family Advisors. They are tenure-track or tenured faculty who will be trained in WSU policies/resources to assist faculty with questions on maternity/paternity leave, FMLA, tenure clock stoppage, sick leave, etc. This will be launched sometime in February 2022.
- Hidden Workload Burden: Compared to men, more STEM women report high levels of time pressure (65% endorsement by women vs. 38% by men), imbalances in gender equity, and more constraints (lack of job-supportive resources). Fewer women report high levels of job security (26% endorsement by women vs. 40% by men). More women reported high preferences for separating work and non-work but fewer women reported perceptions of support for doing so. High endorsement by women at all three ranks for time pressure, but the difference between women and men at the associate level was almost a 30 point difference. Shows that men are stable across ranks, but women look significantly different at the associate rank level.

- **Wayne Shifts: Workload Equity Tool:** To address the workload Equity issue that's been raised in this particular survey and other data collection points at Wayne State, did a pilot study that recruited participants from the 23 STEM depts. Participants included 11 departments; 3 colleges; 80 faculty. Looked at workload related to teaching, advising, and service commitments by examining their professional records. Written mini briefs for each of the 11 departments.
  - **Findings for Toxic Work Environment:** In addition to more women reporting high levels of witnessing abuse, more women also report high levels of experienced interpersonal incivility. Fewer STEM women report high levels of inclusion (23% women vs. 64% men) and equality within the department (31% women vs. 71% men). This pattern of results suggests the workplace experiences of STEM women may be markedly less favorable than those of men. Women across all ranks do not feel included in their departments, but it looks very different for women at the associate professor rank (9.52 % higher endorsement for women vs. 57.14% high endorsement for men). This is really concerning.
  - **Three Initiatives:**
    - *Bystander Intervention Training and Train the Trainer:* Purpose: Empower faculty to recognize different kinds of bullying and to intervene to minimize negative impacts. Working with theater faculty to develop skits. There will be 4 levels of training: 1 hour raise awareness workshop, 90-minute interactive workshop (scenarios), one-day workshop (role playing), and train the trainer one-day workshop (faculty training).
    - *Networking:* Create informal & formal networking opportunities for STEM women faculty to reduce isolation, foster inclusive community, support retention & advancement. This includes GEARS website and social media account, profiles of 41 Wayne Women in STEM, Wayne Women Walks (Thursdays at 11:30), and networking with other internal networks (COSW, Office of Faculty Development & Faculty Success, Wayne Women Lead, and WISTEM).
    - *Wayne Trains: Chair Workshop Series:* Offers training on how chairs can be effective leaders to change department climates. Has been going on for a year now. The next training will be about developing good P&T factors (Winter 2022).
  - **Core Survey Measures:** This cuts across different elements. Looked at cynicism, emotional exhaustion, and peer support. Fewer women reported high levels of peer support, more women reported high levels of cynicism and emotional exhaustion. Compared to men, these results suggest women have fewer peer-related resources and are experiencing higher degrees of burnout symptoms. Women across all ranks had a higher percentage of high endorsement for emotional exhaustion (burnout), but it was very steep for women at the associate and full professor rank.
  - **Follow-up questions asked by Christine Jackson, Stephen Chrisomalis, Satinder Kaur, Linda Beale, Georgia Michalopoulou, Stine Eckert, and Bo Shen.**
- (3) **FAC Meetings**
- Future meetings of FAC this semester will take place on the 3rd Friday of every month

- Agenda items for February 18 meeting: (a) presentation by Dr. Ahmad Ezzeddine on Educational Outreach and International Programs; (b) Dr. Darrin Ellis and Ms. Kelly Dormer on statute of changes for academic programs
- March meeting (3/18/2022) is canceled because of spring break.

(4) New Business:

- Christine Jackson brought up the Student Code of Conduct. Emphasized that it really should happen. The chairs are trying to keep track of this but having some sort of system, a reporting structure, would be helpful. It will allow the chairs to keep track of all the policy changes.
- Stephen Chrisomalis inquired about budget cuts. Asked if a 3% budget cut for next year was true. This becomes a faculty issue if the unfilled lines are pulled back again this year as they were last year. In response Linda Beale shared about the Budget Planning Council process which involves a series of hearings where every Dean makes a presentation about priorities, initiatives, and potential cuts for their School/Unit. The template for this year does say 3% cuts, but this doesn't mean that everybody's budget is going to be cut by 3%. The Provost understands that across the board cuts have cut many to the bones so he wants to focus on revenue generation. Both the Provost and Dave Masseron are working towards a long-term, more transparent, all funds budget. Boris Baltes stated that the Provost is determined to avoid cuts. Focus is on prioritizing efforts and initiatives. Christine Jackson further talked about multi-year budget and its potential for focusing on more revenue-generating initiatives. She also expressed concerns about persistent cuts across the years and how the narrative has changed to either being more efficient or finding alternative funding sources. We can no longer be so dependent on tuition dollars.
- Bo Shen asked Linda and Boris about updates from the Campus Health Committee about teaching in February. Students in the College of Education who are enrolled for student teaching (over 100 students) went to their school placements at the start of the semester but then received an email from the Campus Health Committee asking them to pause their student teaching. This disrupted their learning and also negatively impacted schools and mentor teachers. Linda Beale shared that we will be back in person starting February 1st and there will be guidance coming from the Provost for faculty. Boris Baltes shared that we will go back to the modality that a course was originally scheduled for. There will also be a process for those who want to change the modality of their course.
- Patricia McCormick asked a question about the sub-groups on the different topics and wondered if each sub-group needed to write a formal report and if so, when it would be due. Linda Beale responded that the Policy Committee already got a report from FAC that included information from each sub-group. The Policy Committee has reorganized things from all Senate committees and have a draft that will be shared at the next plenary session.