

# OEO REGISTER

**WAYNE STATE UNIVERSITY  
OFFICE OF EQUAL OPPORTUNITY  
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Photo Credit [www.doso.wayne.edu](http://www.doso.wayne.edu)

## Campus-Wide Sexual Assault Survey for WSU Students

Wayne State is committed to maintaining an atmosphere of learning and living in a safe, healthy and nondiscriminatory environment for all students — and we would like your help to understand how we're doing. On Oct. 24, all students received an email from President Wilson, requesting their participation in a survey about unwanted sexual contact on campus.

The survey is both voluntary and completely confidential. All students who complete the survey will be eligible for a drawing in which numerous \$100 gift cards will be awarded.

To access the survey, students should use their unique survey ID. Survey responses will help the university re-evaluate policies on sexual misconduct, develop prevention tools to reduce the number of incidents on campus, and provide better support systems for those who have experienced such incidents. All responses will remain confidential. Your name is not anywhere on the survey, and web data is stripped of any identifying computer-related information before the data is received.

The survey — conducted by the WSU Center for Urban Studies on behalf of the Dean of Students Office, the Office of the General Counsel and the Office of Equal Opportunity — takes about 20-30 minutes to complete. It can be done in more than one sitting within the month-long survey period.

Because some of the questions inquire about sexual or otherwise sensitive information, some students may wish to speak with WSU's Office of Counseling and Psychological Services (CAPS) regarding any discomfort they may feel. CAPS services are free to all registered students and may be contacted at 313-577-3398.

<http://wayne.edu/newsroom/news/check-your-inbox-for-an-important-campuswide-survey-about-sexual-assault-21082>

## WSU MISSION:

*To create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities.*

*How will you live our mission?*

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## Faculty Hiring Plan Changes Promote Diversity and Inclusion

Diversity and Inclusion is a core value of Wayne State's Strategic Plan. Wayne State Provost, Keith E. Whitfield, asked the Office of Equal Opportunity (OEO), the Chief Diversity Officer, and Associate Provost for Academic Personnel to review WSU's hiring procedures for academic personnel to increase the recruitment of diverse underrepresented faculty. Based on that review, Provost Winters implemented changes to the Tenure/Tenure Track Hiring Plan that supports the formation of diverse search committees and the recruitment of diverse pools of applicants. The changes were presented to the Council of Deans on September 20, 2016.

Among the changes is a requirement that search committees be composed of individuals from diverse backgrounds. Search committees are responsible for conducting the search for qualified applicants and should, themselves, reflect diverse perspectives and backgrounds. Search committees may also request that applicants submit diversity statements. In addition, advertisements for all searches must include standard approved language that expresses Wayne's commitment to excellence, collaboration, integrity, diversity and inclusion, as well as encourages applications from women, people of color and other underrepresented people. Each of the three parts of the OEO plan is reviewed and approved independently by OEO and the Associate Provost, with Provost Winters reviewing final candidate pools. The Tenure/Tenure Track Hiring Plan and instructions for completion are located on the OEO website, [OEO@wayne.edu](mailto:OEO@wayne.edu), along with the *Guide for Effective Searches*.

The OEO and Chief Diversity Officer are currently offering training to search committees and support staff responsible for completion of hiring plans. Please see the OEO website for dates and times currently offered. Search committees and support staff are encouraged to attend training.

## WSU to Host 2nd C-SART Meeting

Wayne State University will host the Wayne County C-SART's (Campus Sexual Assault Resources Team) second meeting on November 10, 2016. C-SART meetings provide a means of sharing information among those working on issues of campus sexual assault and is led by the Wayne County Prosecutor's Office. Attendees address, discuss, and share information related to Title IX.

During the November 10 meeting, Antonia Abbey, Ph.D., will present "Alcohol and Sexual Assault: What Do We Know from Research and How Should It Guide Programming." Dr. Abbey is a professor and area chair of Social Personality Psychology at WSU. In recent years, her research and work has focused on the intersections of alcohol and sexual assault.



Dr. Kernsmith & Dr. Smith-Darden

## Dating Violence & Sexual Assault

The Wayne State School of Social Work has received nearly \$1.8 million dollars from the Centers for Disease Control and Prevention (CDC) to adapt, implement and evaluate an evidence-based program to prevent sexual and dating violence perpetration among youth. The funding represents the largest federal grant in the school's history.

Over the next four years, Associate Social Work Professor Poco Kernsmith and Assistant Social Work Professor for Research Joanne Smith-Darden will use the CDC funding to address sexual violence via an adapted evidence-based Youth Empowerment Solutions (YES) curriculum. The research team will introduce the adapted violence prevention curriculum in three Metro Detroit middle schools, and evaluate its efficacy in preventing sexual and dating violence among adolescents. Kernsmith and Smith-Darden will work with co-principal investigator Marc Zimmerman, Director of the University of Michigan Prevention Research Center and Professor of Health Behavior and Health Education at the University of Michigan School of Public Health, as well as partners from the University of Michigan, Department of Psychology and the Michigan Department of Community Health Rape Prevention and Education Program.

<https://socialwork.wayne.edu/news.php?id=20793>

# New Overtime Rule for Workers

In 2014, President Obama directed the Secretary of Labor to update the overtime regulations to reflect the original intent of the Fair Labor Standards Act (FLSA), and to simplify and modernize the rules so they're easier for workers and businesses to understand and apply. The Secretary of Labor issued its final rule on May 18, 2016 with the following changes to become effective December 1, 2016:

The final rule will:

- Raise the salary threshold indicating eligibility from \$455/week to \$913/week (\$47,476 per year), ensuring protections to 4.2 million workers.
- Automatically update the salary threshold every three years, based on wage growth over time, increasing predictability.
- Strengthen overtime protections for salaried workers already entitled to overtime.
- Provide greater clarity for workers and employers.

Wayne State is developing and implementing appropriate practices and procedures to address the new rules. FLSA compliance decisions are being communicated to Wayne State employees via email and on the HR website <http://hr.wayne.edu/tcw/flsa/index.php>. Employees may also contact their HR Consultant with any questions.

<https://www.dol.gov/featured/overtime>

<http://fortune.com/2016/01/06/overtime-lawsuits-rules/>

## WSU offering RAD Courses for Men

The Wayne State University Police Department will again be hosting the Rape Aggression Defense System's Resist Aggression with Defense (RAD) For Men class at the Wayne State University Police Department, located at 6050 Cass Avenue at Burroughs. Each RAD for Men class will be taught by WSU Police Officers who are also nationally certified RAD instructors.

(RAD) for Men is a comprehensive self-defense course for men only. Participants will have the opportunity to raise their awareness of aggressive behavior and recognize how aggressive behavior can negatively impact their lives (losing a scholarship, removal from Housing or kicked off a sports team, academic expulsion, exclusion from future employment opportunities, loss of a current job, having a criminal record, incarceration, suffer a physical injury, etc.).

Participants will learn steps to avoid and diffuse aggressive behavior, consider how they can be part of reducing aggression and violence, learn and practice hands-on self-defense skills to effectively resist, rape and escape aggressive behavior directed towards them. This course is designed to empower participants to make safer choices when confronted with aggressive behavior. The course objective is to provide responsible information and realistic tactical self-defense options to men who find themselves in confrontational aggressive situations.

WSU students, staff and faculty may attend with, or enroll, one non-WSU male as their guest. Sons and male siblings 12 to 16 years of age may attend the RAD for Men training program once a parent signs a Parental Consent Form. It is recommended that minor male participants attend the course with a male parent or older male sibling. The course costs \$20.00 per participant for the nine hour, three session training offered November 7th through 9th, 2016 on Monday, Tuesday, and Wednesday from 5:30pm to 8:30pm.

[police.wayne.edu/rad.php](http://police.wayne.edu/rad.php)

### EVENTS

•*RAD Course for Men*

November 7-9, 2016; 5:30pm to 8:30pm

[police.wayne.edu](http://police.wayne.edu)

•*C-SART Meeting*

November 10, 2016, 12:00pm-1:30pm

•*International Education Week*

November 11 - 15, 2016, Presented by the Office of International Programs in celebration of education & exchange worldwide.

[internationalweek.wayne.edu](http://internationalweek.wayne.edu)

### Contact Us!

Wayne State University  
Office of Equal  
Opportunity  
656 W. Kirby Ste. 4324  
Detroit, MI 48202  
Phone: (313)577-2280  
Fax: (313)577-7738  
[oeo@wayne.edu](mailto:oeo@wayne.edu)

Visit us on the web at [oeo.wayne.edu](http://oeo.wayne.edu)

**Nikki Wright**, Director  
[nikki.wright@wayne.edu](mailto:nikki.wright@wayne.edu)

**Tommy Martin**, EO Specialist  
[tommy.martin@wayne.edu](mailto:tommy.martin@wayne.edu)

**Dawn Marshall**, EO Specialist  
[dawn.marshall@wayne.edu](mailto:dawn.marshall@wayne.edu)

**Shalandria Cooper**, Lead Secretary  
[sqcooper@wayne.edu](mailto:sqcooper@wayne.edu)