

# Subcommittee on Equity

Meeting Minutes November 6, 2008—APPROVED

Cudahy 414

Archive of SE minutes is available at <http://www.marquette.edu/provost/subcommitteeequity.shtml>.

1. Meeting called to order at 2:05 p.m.  
Members present: Lisa Hanson (chair), Virginia Chappell (secretary), Sandra Hunter, Rebecca Sanders  
Excused by virtue of semester leave: Paul Bankston, Astrida Kaugers  
Guest: Steve Melching, Chair of the Committee on Faculty Welfare (CFW)
2. We began the meeting by welcoming Steve Melching, newly elected chair of our parent committee. The first part of the meeting was devoted to get-acquainted discussion. Steve helped us understand the intended relationship between the CFW and our subcommittee. He also gave us an update on the four CFW motions from 2007–2008. (A copy of these was distributed at the May 1, 2008, SE meeting; VC will email to new members.) The following points were made:
  - a. In general, motions that provide options are preferred by the Faculty Council and Academic Senate. In the same vein, it was noted that proposals that involve the expenditure of money should be “discussed in advance.” (See item (d) below.)
  - b. A subcommittee of the CFW has been formed to inquire further into the CFW’s motion asking that retirees under age 65 be returned to the same risk group as active employees. Early retirees have discovered that the price of continuing under the MU insurance plan cost in the vicinity of \$35,000. See the CFW document for additional detail.
  - c. Our Summer Tuition Remission motion, which had been passed unanimously at the CFW meeting of Feb. 12, 2007, and forwarded to the University Academic Senate (UAS), is currently “in limbo.” There had been some confusion of it with a separate CFW motion about rejoining the large Tuition Exchange program. See the addendum to our minutes of March 6, 2008, for wording of the motion we sent and the motion passed by the CFW—ours spoke of “children of faculty eligible for tuition remission”; theirs changed it to “children of employees eligible for tuition remission.”
  - d. The CFW’s motion regarding the Tuition Exchange program is similarly in limbo, with no action or discussion at the UAS level. A meeting among Steve Melching, Kristie Nielson (secretary of the UAS), Bill Thorn (chair of the UAS), and Ed Fallone (chair of the Faculty Council) is to be arranged to discuss procedures.
  - e. Our Salary Reporting motion (see May 1, 2008, minutes) was passed by the UAS at its Oct. 20, 2008, meeting, with slight rewording of point #3 to protect confidentiality in situations where gender or rank might identify individuals. [Note: the UAS minutes may be found at <http://www.marquette.edu/provost/UASminutes.shtml>, but as of our November meeting, the minutes of that meeting had not been posted.]

We thanked Professor Melching for coming to our meeting and look forward to working with him in the future.

3. Approval of the SE meetings on Sept. 4 (with emendations from guest Kerry Egdorf) and Oct. 2
4. In preparation for the visit with our subcommittee by Dr. Gary Levy, Associate Vice Provost for Institutional Research and Assessment, on Thurs., Oct. 4, we discussed information we need to pursue our charge of monitoring and addressing “gender, diversity and equity in the status, opportunities and evaluation of the faculty.” We have invited Dr. Levy to help us understand what kind of data about equity issues is normally gathered and what we may request.
5. **Child Care Center Update.** Sandra reported that she, along with Kris Ropella, Steve Duffy and Barbara Ploszay had had a positive meeting with Senior Vice President Greg Kliebhan, who supports the project. The next step is approval from the Space Committee.

#### **New Business**

6. Concern was raised about the recently announced implementation of online course evaluations in light of (a) the understanding of many that student evaluations tend to be harsher on women faculty, (b) it’s been suggested that faculty provide extra credit in classes that reach high participation rates and/or bring food and encourage in-class evaluations via laptops—methods that would not seem to foster reliability and that make the faculty member responsible for evaluation results in ways that extend beyond teaching, and (c) students will for the most part be asked to fill out evaluations for all their classes in settings remote from the classroom. We will ask Dr. Levy what plans are in place for examining the course evaluation data for gender, racial, or ethnic bias or for comparing results to those gathered via previous instruments (IAS and SCOT).

**Next meeting: Dec. 4, 2:00–3:00, CU 114.**

Respectfully submitted,  
Virginia Chappell, Secretary

Cc: Bill Thorn, Chair of Academic Senate; Steve Melching, Chair of Committee on Faculty Welfare; Dale Kaser, Office of the Provost (for posting)