

Marquette University

# Subcommittee on Equity

Meeting Minutes December 4, 2008—APPROVED

Cudahy 414

1. Meeting called to order at 2:05 p.m.  
Members present: Lisa Hanson (chair), Virginia Chappell (secretary), Cheryl Maranto, Kali Murray  
Excused by virtue of semester leave: Paul Bankston, Astrida Kaugers  
Guest: Gary Levy, Associate Vice Provost for Institutional Research and Assessment
2. Approval of the minutes from November 6 (meeting with Steve Melching, Chair of the Committee on Faculty Welfare) was postponed until the January meeting.
3. The meeting was devoted to discussion with Dr. Levy about the type of data that may be available and useful to us as the committee continues to do its mandated work: monitoring the implementation of the 2003 report of the Gender Equity Implementation Task Force. Major points:
  - Dr. Levy and Provost John Pauly feel that our requests for data are reasonable and fair. The UAS minutes for Oct. 20, 2008, note that “the benchmark would be worthy of discussion” and that Dr. Levy has begun gathering data.
  - Confidentiality must be respected. The committee may be aware of more detail than can be made public. We assured Dr. Levy that we would respect concerns about confidentiality.
  - In the future, Web-based Faculty Activities Reports will enable more fine-grained monitoring of salary equity.
  - “The more microscopic the view, the less information you really have.”
  - We noted that our May 1, 2008, request for information “by disciplinary areas” had been represented in the UAS minutes as requesting information “by unit.”
  - The UAS amended our request to stipulate that the information be categorized “by division.” This wording needs clarification—none present understood the intent.
  - Dr. Levy noted that mixed appointments can sometimes make it difficult to associate faculty with a department home.
  - The UAS minutes stipulate that the report would be made public beyond Marquette. We had not asked for this, so will request clarification.We thanked Dr. Levy for his generous and clear discussion of the issues with us and look forward to working with him further.
4. Discussion of specific information to request will continue at our next meeting.

Respectfully submitted,  
Virginia Chappell, Secretary

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

Archive of SE minutes is available at <http://www.marquette.edu/provost/subcommitteeonequity.shtml>.  
Minutes of the bodies to which we report may be found at  
<http://www.marquette.edu/provost/committeeonfacultywelfare.shtml>  
<http://www.marquette.edu/provost/UASminutes.shtml>