

# Subcommittee on Equity

Meeting Minutes February 19, 2009—APPROVED

Cudahy 414

1. Meeting called to order at 10:10 a.m.  
Members present: Lisa Hanson (chair), Virginia Chappell (secretary), Raquel Aguilú de Murphy, Paul Bankston, Sandra Hunter, Astrida Kaugars, Cheryl Maranto, Rebecca Sanders
2. Minutes of the November 6 meeting with Steve Melching, Chair of the Committee on Faculty Welfare, and December 4 meeting with Gary Levy, Associate Vice Provost for Institutional Research and Assessment, were approved.
3. Childcare Center update. The plans for the center are moving forward. The business plan has been approved and space for the center is being discussed.
4. Announcements  
We had sought clarification of the way our motion on salary reporting had been reported in the UAS minutes. Lisa reported the following:
  - a. The UAS term “division” was intended to correspond to what we indicated by “disciplinary area.”
  - b. The information in the reports will not be publicly accessible. The indication that it would be seems to have been a typographical error (omission of the word “not”).
5. Discussion of salary reporting  
Most of the meeting was devoted to planning for a meeting with Gary Levy, Associate Vice Provost for Institutional Research and Assessment, and Ed Fallon, Chair of the Faculty Council, later that day about what salary information regarding women and men at different ranks and in different “divisions” or “disciplinary areas” could be gathered and reported without violating privacy or neutralizing differences.  
  
We are asking for information about median salaries and salary ranges. Grid frameworks based on reports currently available at the Office of Institutional Research and Assessment Web site were distributed and proposed as a basis of discussion with Dr. Levy that afternoon.  
  
A subcommittee of Cheryl Maranto, Rebecca Sanders, and Lisa Hanson, was named to work on this matter on a continuing basis.
6. New Business  
In our discussion of past salary reports, questions were raised about the disparity between the number of women and men at the rank of full professor. It was determined that this is an issue for us to study next.

Meeting adjourned, 11:25 a.m.

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/committeefacultywelfare.shtml>  
and <http://www.marquette.edu/provost/UASminutes.shtml>