

# Subcommittee on Equity

Meeting Minutes March 19, 2009—APPROVED

Cudahy 414

1. Meeting called to order at 10:05 a.m.

Members present: Lisa Hanson (chair), Virginia Chappell (secretary), Raquel Aguilú de Murphy, Paul Bankston, Sandra Hunter, Kali Murray, Rebecca Sanders

Excused: Astrida Kaugars, Cheryl Maranto

## **The committee extends congratulations to Astrida Kaugars on the birth of her baby girl!**

2. Minutes of the February 19 meeting were approved.
3. Childcare Center Update. Progress continues. Next step is a meeting with the university architect to discuss specific needs for a potential building renovation—location is not determined yet.
4. Salary Reporting  
Lisa reported on the Feb. 19 meeting with Gary Levy to discuss the desired outcomes of our salary reporting motion, passed by the UAS. Her notes are incorporated here.

Attending: Gary Levy, Ed Fallone, Steve Melching, Cheryl Maranto, Rebecca Sanders, Lisa Hanson

We discussed details about the structure of a salary report that would provide more detail concerning gender by division/College/disciplinary area. Gary feels that he can provide the following in the salary report:

- The report will include regular faculty only
  - The issue of participating faculty is far too complex to address in this manner
- Base salary will be reported, not “actual salary,” which would include stipends and compensations beyond the base
  - However, this may be desirable in the future.
- Salary will be reported by mean, median, range and standard deviation
- Salary will be adjusted to account for 9,10 and 12 month contracts—all salaries will be converted to 9-month for ease of comparison
- Comparisons to other Universities can be explored in an effort to develop a system that would allow the various committees within the faculty governance structure to evaluate Marquette’s salary percentile ranking compared to other Universities
  - For example, the Faculty Counsel has requested that “the goal of 60<sup>th</sup> percentile nationally” be specifically addressed.
- The report will go back to include 3 previous years

Following the meeting, Gary asked for a point person from the Equity Subcommittee to work with him on some details. Cheryl Maranto has graciously agreed.

Lisa emailed the Provost and indicated that we had made progress.

5. New Business

- a. Promotion and Tenure and equity concerns

Because a number of departments across the university are currently revising promotion and tenure guidelines, we deferred discussion of this matter until the next academic year.

b. Centennial of Women at Marquette

At the suggestion of Sandra Hunter, we determined to explore possibilities for making the mission and work of the Subcommittee on Equity visible as part of this series of events. Grants are available to support a variety of program events. The issues we would hope that a panel, speaker, and/or visual display could address include the following:

- What do issues of gender equity mean for women's education, particularly for undergraduate women?
- How has the university changed since the January 2001 Report of the President's Task Force on Gender Equity?
- What still needs to be done?

We noted that although the scope of our subcommittee's mission extends beyond gender issues, the centennial celebration makes a focus on gender equity appropriate for what we sponsor.

Kali Murray agreed to take the lead on designing a panel and requesting funds for it through the centennial planning committee.

c. Subcommittee Membership

With the end of the academic year, three people's terms on the committee are expiring. Lisa requests that these members consider who might replace them, keeping in mind that the charge of our committee is to monitor all types of diversity issues (gender, age, culture, race, religion, sexual orientation, rank and employment status). We agreed that we need a diversity of departments/disciplines represented on the committee as well.

Membership for next year will be a major agenda item at our April meeting.

Meeting adjourned, 10:55 a.m.

Respectfully submitted,  
Virginia Chappell, Secretary

**Next Meeting, our last of the current academic year: April 16, 10:00–11:30 a.m., CU 414**

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/subcommitteonequity.shtml>.

Minutes of the bodies to which we report may be found at <http://www.marquette.edu/provost/committeonfacultywelfare.shtml> and <http://www.marquette.edu/provost/UASminutes.shtml>