

Subcommittee on Equity

Meeting Minutes April 16, 2009—APPROVED

Cudahy 414

1. Meeting called to order at 10:15 a.m.
Members present: Lisa Hanson (chair), Virginia Chappell (secretary), Paul Bankston, Sandra Hunter, Cheryl Maranto, Rebecca Sanders
Excused: Raquel Aguilú de Murphy, Astrida Kaugars, Kali Murray
2. Minutes of the March 19 meeting were approved.
3. Announcements—none
4. Childcare Center Update. A project team has been formed and is moving forward with a feasibility study *re:* facilities.
5. Salary Reporting
Cheryl reported that she has received much material from Gary Levy and they are working on the best way to present materials. Items of note:
 - An historical look at average faculty salary since 1999 is available at http://www.marquette.edu/oira/documents/fac_sal_reg_rank.pdf.
 - One of the issues they are wrestling with is how to report salaries within units that are mixed by disciplines, a factor that drives salary.
 - Another is the difficulty of comparing means and medians, with standard deviations on both
 - MU's future online system for Faculty Activities Reports will make regression analysis possible.
 - At the Feb. 19, afternoon, meeting with Gary, it was agreed that OIRA would set up a Sharepoint site (password protected) where otherwise confidential salary data could be posted. Lisa will ask if this can be set up by fall.
6. Follow-up Discussion of Salary Information
Concern was expressed that the University was losing ground in regard to the goal of raising faculty salaries at Marquette to the 60th percentile of AAUP average salaries for full-time faculty in doctoral institutions by rank. This goal was established in May 2003 in a directive from the Board of Trustees directive to senior leadership; it is mentioned in both Dr. Wake's and Dr. Shrock's Report on Faculty Salaries (May 9, 2007 and May 7, 2008). It is clear from the comparison tables in these reports that although the gap narrowed between FY06 and FY07, it increased significantly between FY07 and FY08.

During the discussion, it was noted that salary is creating recruitment and retention problems in some units. We agreed that the overall economic situation makes it difficult for attention to be paid productively to the percentile goal overall; **however, equity issues and attention to units where competition issues are influencing recruitment deserve continued attention.**
7. Centennial of Women at Marquette
Kali has taken the initial steps in inviting a speaker from Michigan State who writes in the area of education, law, and feminism. We will request funds for airfare, lodging, a reception, and an honorarium. We will aim for an event in late February, between Mission Week and Spring Break,

tentatively entitled Equality, Equity, and the Education of Marquette Women for the Next 100 Years. Cheryl will continue to work on event planning over the summer, but someone else will need to pick it up in the fall.

Also under consideration is a second event, a panel on Success for Faculty Women with outside speakers and campus respondents.

8. New Business

Committee Membership for next year

- Lisa agreed to accept another term of membership, but only to be chair for another year
- Paul will be replaced by Mike Slattery, Associate Professor of Mathematics, Statistics, and Computer Science.
- Cheryl will be replaced by Maureen Mascha, Accounting Department.
- Virginia agreed to continue as secretary.
- The expiration of terms for members of the subcommittee are now as follows:
 - Raquel Aguilú de Murphy, 2011
 - Virginia Chappell, 2010
 - Lisa Hanson, 2012
 - Sandra Hunter, 2010
 - Astrida Kaugars, 2010
 - Maureen Mascha, 2012
 - Kali Murray, 2011
 - Rebecca Sanders, 2010
 - Michael Slattery, 2012

Note: A week after the meeting, Lisa was contacted by the Committee on Committees about membership. This was our first contact with them. They accepted our roster of new members.

Meeting adjourned, 11:00 a.m.

Respectfully submitted,
Virginia Chappell, Secretary

Next Meeting: September, specifics to be determined.

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