

Marquette University

Subcommittee on Equity

Meeting Minutes 1 May 2008—APPROVED

Cudahy 414

Note: The scheduled April meeting of the subcommittee was canceled.

Meeting brought to order at 3:38 p.m.

Members present: Paul Bankston (co-chair), Lisa Hanson (co-chair), Virginia Chappell, Sandra Hunter, Astrida Kaugers, Christine Krueger, Cheryl Maranto, Kali Murray (new member), Jane Peterson, Elise Sampson, Rebecca Sanders, Martin Seitz

1. The minutes of 3/6/08 were discussed, amended, and approved with changes.

2. Update on CFW Annual Report

Paul distributed paper copies of the Committee on Faculty Welfare April 29 report (also sent to SE members by email), which lists motions for which the CFW requests collaboration and action from the administration. The issues addressed in the document include the following:

- Health insurance for retirees under age 65
- Employee summer tuition remission at Marquette
- MU participation in the FACHEX system
- Part-time faculty academic rank and salary system

3. Discussion of SE Rotation and Composition

Paul announced that two new members will be joining us for next year: Kali Murray, assistant professor of law (in attendance) and Raquel Aguilu De Murphy, associate professor of Spanish.

We noted our intention to reduce the size of the committee.

The five members rotating off the committee are Christine Krueger, Anne Pasero, Jane Peterson, Elise Sampson, and Martin Seitz, who is retiring from Marquette.

We extended congratulations to Martin and thanks to all for their years of service. Martin noted in particular that he hoped men would continue to serve on the committee. It was agreed that gender should not be separated from other equity issues.

For the 2008–2009 academic year, we will have nine members, three of whom will be on sabbatical in the fall:

Lisa Hanson (co-chair, serving as chair)

Raquel Aguilú de Murphy

Paul Bankston (on sabbatical F '08)

Virginia Chappell

Sandra Hunter

Astrida Kaugers (on sabbatical F '08)

Cheryl Maranto

Kali Murray

Rebecca Sanders (on sabbatical F '08)

A meeting time was set for the first meeting in fall (see below), with the understanding that a regular schedule will be established when we know more about individual teaching schedules.

4. Update on Draft Response to Provost's October 2007 Gender Equity Report to the SE

A motion regarding the salary reporting and gender had been passed at the March 6 meeting. However, shortly after the meeting, new salary reports were found on the Web, so the motion was moved to the agenda for this meeting.

The following motion was approved unanimously and forwarded to the Committee on Faculty Welfare by email on May 12, 2008:

Given (a) the Subcommittee on Equity's (SE) primary charge to address matters of gender equity among faculty, (b) Father Wild's commitment voiced at the February 27, 2008, Town Hall meeting that Marquette should address gender inequities in salary, (c) the difficulty of assembling fine-grained salary data by gender and discipline from scattered reports over the last few years, and (d) the UAS's January 28 call for the Provost to submit an annual report comparing Marquette faculty salaries to national norms, said report to be modeled on Madeline Wake's May 9, 2007, report,

The SE, in the interest of gaining maximally meaningful information regarding gender equity, requests that the UAS specify that annual reports be expanded to include information such as, but not limited to, the following:

- 1. Provision of salary ranges and medians instead of averages**
- 2. Expansion of data such as that in Table 1 (of the May 9 report) to compare men and women at Marquette to national norms, making extensive use of publically available discipline-specific salary data (see, for example, data from the American Psychological Association, IEEE, and various professional and academic associations)**
- 3. Expansion of data such as that in Table 4 (of the May 9 report) to include information about Marquette men and women faculty by rank and by disciplinary areas.**

5. Update on the Childcare Comprehensive Planning Committee

Sandra Hunter reported that a comprehensive plan for a new child care center is working its way through channels. The primary goal is increased child capacity, which therefore requires a larger facility and increased staff.

The committee offered a round of applause for Sandra in gratitude for her focus and energy in working toward this goal over the past year. Questions about the factors contributing to the success so far, Sandra offered the following:

- Networking across the Committees on Faculty, Staff, and Administrators, particularly establishing connections between faculty and administrators
- Meeting one-on-one with key people
- Finding allies in key places
- Getting people on board who have a passion for the project
- Doing upfront research as a basis for establishing benchmarks and projections

Meeting adjourned, 4:50 p.m.

Next meeting: Tues., Sept. 4, 11 a.m., CU 414

Respectfully submitted,
Virginia Chappell, Secretary

Cc: Kristy Nielson, Dick Abrams, Dale Kaser [upon approval of minutes]