

Marquette University  
**Subcommittee on Equity**  
Meeting Minutes 4 Sept. 2008—APPROVED  
Cudahy 414

Meeting brought to order at 11:12 a.m.

Members present: Lisa Hanson (chair), Virginia Chappell (secretary), Sandra Hunter, Kali Murray  
Excused by virtue of semester leave: Paul Bankston, Astrida Kaugars, Rebecca Sanders  
Guest: Kerry Egdorf, Ombuds (scheduled for 11:30)

1. The minutes from May 1, 2008 had been approved via email.
2. Despite our lack of a quorum, we decided to move forward on the grounds that four of the six members not on sabbatical were present and that we were expecting a guest shortly.
3. **Follow-up on our motion to Committee on Faculty Welfare (CFW) regarding summer tuition remission** (see our Feb. and March '08 minutes)

Lisa had emailed Dick Abrams (former chair of the CFW) to ask about this and invited him to come to our meeting. He reported that the CFW had submitted the summer tuition motion for active consideration by the Senate, but the officers had been opposed to moving forward. He declined the invitation because he would be out of town, but his term is up anyway. The CFW will be electing a new chair at its first meeting of the year.

Virginia volunteered to look up minutes of both the CFW and UAS to discover how action/inaction on our motions has been reported there.

4. **Follow-up on our salary report motion** (see our May '08 minutes). Lisa sent the motion to Dick Abrams on May 12, after its last meeting of the year, and again on Aug. 25. We await the election of a new chair of the CFW.
5. **Childcare Center update.** Sandra distributed an executive summary of the Comprehensive Business Plan for the Child Care Center and continues to feel optimistic about the progress to date. Together with Steve Duffy and Kris Ropella, she met with the new Provost, John Pauly, early in September and found him to be very supportive. (Members interested in receiving a copy of the executive summary should email Sandra.)
6. **Schedule of Future Meetings.** We tentatively scheduled an October meeting, pending information about the schedules of members not present. Gary Levy, Associate Vice Provost for Institutional Research and Assessment, has been invited to the October or November meeting (depending upon schedules) to help us understand what kind of data about equity issues is gathered and what we may request.
7. **Report from Dr. Kerry Egdorf, Ombudsman.** She distributed an information packet about the services offered by the Office of the Ombuds and provided some history and data about her nearly year and a half in office. Hers is a part-time position, but together with some teaching, she works full-time. (Committee members who would like a copy of the packet should email Kerry.)
  - Office was established in 2002 as a response to the Task Force on Gender Equity.
  - KE began in the position in April 2007, succeeding Rita Burns, who left to accept a full-time ombuds position at the University of Texas M.D. Anderson Cancer Center in

Houston. KE wants to quell any negative rumors about RB's departure, noting that this was an entirely positive move on RB's part. Three generations of her family are now in Houston.

- KE stressed that she is committed to confidentiality and she is confident that university administration understands that confidentiality is a given for any ombuds position.
- She defines her role as primarily one-on-one coaching. She is there to help visitors (callers) solve their own problems and noted that working toward a solution does not necessarily mean involving the other party with the ombuds. She is also available for mediation, facilitating small and large group meetings and retreats, group decision-making, problem solving, and goal setting. She has conducted several GROW sessions and is scheduling additional sessions for the upcoming year on conflict management, communication skills, and conducting and participating in performance appraisals.
- KE does not keep records but does keep aggregate information about cases and issues. Cases are defined as going beyond a simple inquiry to include gathering information for a visitor or helping visitor to explore options and strategies for resolving issues or concerns.
- She handled 83 cases between May 1, 2007 and June 30, 2008
  - 26 staff, 30 faculty, 19 administrators, 5 students, 2 parents, and 1 former employee. She is not officially tasked with handling student issues, but has met with student-visitors and parent-visitors in order to refer them appropriately.
  - Visitors were 10% men, 90% women. KE noted that the pattern of visitors is “strikingly gendered” though the vast majority of the presenting issues were not expressed as gender specific.
- The most frequent issues brought to the office, based on the standard reporting categories of the International Ombudsman Association:
  - Evaluative relationships 55 %
  - Career progression and development 18 %
  - Peer relationships 12 %

Note: cases are not isomorphic with the issues discussed because cases may involve multiple issues.

In response to a question, KE said that she does not have data about “satisfaction” or other results because she does not keep records and thus cannot survey visitors afterward. She noted that this also is standard ombuds practice.

The committee thanked KE for her detailed report, and agreed to her idea that she attend our meetings as often as she can.

Meeting adjourned, 12:10 p.m.

**Next meeting: To be determined after receipt of remaining schedules from members.**

Respectfully submitted,  
Virginia Chappell, Secretary

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