Committee on Diversity and Equity  
Meeting Date: Dec. 9th, 2015  
9:00 – 10:00 AM

Present: Jean Grow (Chair), Wyatt Massey (minutes), Josh Knox, Monica Adya, Karen Robinson, Sameena Mulla, Lisa Edwards, Kerry Egdorf

1. Approval of Minutes  
a. November minutes approved by Sameena, seconded by Monica.

2. Discussion of DI candidates  
a. Lisa stepped down from possible DI nomination because she serves on the committee. Committee approved forwarding two of the four remaining candidates (Maranto & Williams) by Dec. 18. The candidate’s dossier is due by Feb. 5. The committee will decide the final ranking during the February meeting. The provost makes the final decision.  
b. Committee approved review process that will consider original nomination documents as well as the candidate’s dossier in making the final DI nomination.  
c. Committee decided that committee members would remain ineligible from receiving the DI award to promote diversity work in other university institutions or by other faculty members.  
d. Committee will receive PDFs of dossiers before February meeting to review. Jean will make sure that all candidate files are archived for future reference.

3. Discussion of questions to drive data collection  
a. Sameena led discussion to generate questions to give to Alix Riley. Monica forwarded to committee an article about women and teaching evaluations, which was also sent to Alix.  
b. Committee approved seeking data about retention and attrition  
   i. Seeking data about the timing, college and gender of faculty that are leaving.  
c. Committee approved seeking data about years to promotion  
   i. Seeking data by department, college and across the university.  
   ii. Comparing faculty of color and female faculty of color, and subtracting years taken off for family leave.  
   iii. Member commented that it could be difficult to measure motivational factors and perception about time to tenure. Another suggested getting the hard data and comparing it to other research to see if there are correlations and to inform Marquette University data.  
d. Committee approved seeking data about faculty salary  
   i. Member suggested comparing the salaries of adjuncts and participating faculty in different colleges, as well as by gender and race.  
e. Committee approved seeking data about faculty leave
i. Seeking information about who is taking leave, comparing medical and maternity/paternity leave.
ii. Provost’s office may have data because clock is supposed to stop by default.
iii. Discussion of stopping clock, member noted it is automatic on family leave, but must be requested for personal leave. Segmenting leave by family, personal and the gender of the person taking leave was suggested. It was noted that qualitative data exists about hesitancy to take family leave, which could back up hard data.

f. Committee approved seeking data on faculty service
   i. Seeking information about committee work, advising, course load and number of students.
   ii. Data may be on FAD but departments use the information differently, which affects faculty motivation to complete profile. It was suggested that the chair send a note to deans about the committee using FAD data. Committee will also share the coming research at department meetings.
   iii. Data may be able to explain contributing factors to differences.

g. Committee approved seeking data about religion
   i. May be too few non-Christian faculty for a representative sample.
   ii. It was suggested that this void could be an opportunity to survey faculty. Looking at experiences of non-white faculty was suggested as was citizenship status, which could be a proxy for religion questions.

h. Sameena to write summary of questions for digital review and approval before forwarding to Alix.

4. Discussion of diversity on teaching evaluations
   a. Committee approved support suggestion for diversity question on MOCES by the President’s Taskforce on D&I subcommittee
   b. Lisa suggested asking the university to include question about informal diversity work by faculty on the FAD.

5. Meeting conclusion
   a. Committee thanked Lisa for her work this semester.
   b. Committee will not be meeting in January 2016.

Respectfully submitted: Wyatt Massey