Committee on Diversity and Equity  
Meeting Date: February 10, 2016

Present: Monica Adya; Jean Grow (chair); Wyatt Massey; Hiriam Bradley; Josh Knox; Kali Murray; Karen Robinson; William Welburn; Sameena Mulla (minutes)

1. Approval of Minutes
   a. Motion to approve December meeting minutes by Jean Grow; Seconded Monica Adya- motion passed

2. William Welburn: Campus-Wide Updates
   a. President’s Task Force will meet Friday, February 12, 2 pm, AMU 5th floor to discuss recommendations and set priorities.
   b. Faculty of Color lunch was hosted by President. Discussion was compiled into a summary report that was submitted to the president and provost.
   c. Programming has been intense during January and February: Martin Luther King Jr. celebration marked by Metcalfe Lecture; many student led activities; Mission Week event focused on Native American Wisconsinites relation to water and water-rights; university moving forward with initiatives to increase enrollment of Native American students and recruitment of Native American faculty; Alix Riley and institutional research are working on dashboard making data available; Faculty Fellow program announced to recruit two faculty fellows for the Office of Diversity.

3. Faculty Diversity and Inclusion Award: Committee Discussion and Vote for Recommendation
   a. The committee discussed the strengths of the two candidates for the first Diversity and Inclusion Award. The committee was impressed with the high quality of both dossiers, noting that the candidates reflect very different contributions to the university community. The committee found it difficult to compare both candidates because they approach diversity work from such different perspectives. Candidate A’s contributions have been both deep and wide given the candidate’s long history at Marquette. Candidate B’s work with minority students is deeply valued. The committee expressed deep appreciation and admiration for both candidates.
   b. The committee took a first straw poll, with voting members stating which dossier they would support. The first round of voting was five for Candidate A, two for Candidate B and one abstention.
   c. Further discussion of the candidates’ merits continued. A second and final vote was taken, resulting in a split vote with four votes in favor of each candidate.
   d. William Welburn did not vote as he is ex-officio.
   e. The committee then considered recommending two awards in the inaugural year in order to model the types of contributions which can be celebrated through the award. The committee agrees to recommend both candidates for the award.
   f. Hiriam Bradley and Jean Grow will draft the recommendation memo to Provost Myers that both candidates be awarded the inaugural recognition.

4. Institutional Research: Follow-up Discussion on Requests to Alix Riley
a. The Committee received notes from Alix Riley requesting clarification about some of the data requested, as well as a sense of the committee’s priorities.

b. Some of the demographic data about faculty and staff is already available on the OIRA website. Alix offered to preview the dashboard for CDE.

c. William Welburn clarified his discussion with Alix Riley, stating that while he thought some minority faculty negotiated higher compensation packages, he was unsure as to whether this applied to all minority faculty, particularly women.

d. Alix Riley noted that there is no central exit interview, which may present some challenges collecting data on attrition. CDE may consider recommending a standard exit interview.

e. Faculty advancement information will be available for OIRA analysis, though Alix expressed concerns over the ability to cross-tabulate this, and other data, by race and gender since the numbers are so low. The committee expressed an interest in seeing those cross-tabulations, and will weight them appropriately.

f. It will be difficult to get service load data, but Alix will try to see whether she can track down quality data from Checkmarq and the FAD. She suggests that the committee take up a question as to whether policies are in place to ensure equity in service loads.

g. Alix asked the CDE to clarify the difference between tenure track, participating and part-time faculty. The committee discussed that there are different terms in different colleges. CDE will communicate how these terms are to be grouped to Alix.

h. Committee is unsure how system registers teaching loads- are course releases registered?

i. CDE will follow up with Alix in hopes that there will be some data to review by the following CDE meeting.