Committee on Diversity and Equity
Meeting Date: March 9, 2016
9:00 – 10:00 AM

Present: Jean Grow (Chair), Kali Murray (minutes), Josh Knox, Monica Adya, Karen Robinson, Sameena Mulla, Ryan Warner, William Welburn, Hiram Bradley

1. Introduction: Ryan Warner is the new graduate representative (ryan.warner@marquette.edu). He is in his first year in a PH.D. degree program for Counseling and Psychology.

2. Approval of Minutes
   a. November minutes approved by Sameena, seconded by Karen.

3. Discussion of DI candidates
   a. The Provost will make a decision to select one candidate for the Diversity Award.

   a. Three primary initiatives are drawing to a conclusion, including the final report on the campus climate study, the efforts of the President’s Task Force on Equity and Diversity, and strategic planning around diversity issues. Likely recommendations that will come out this process include greater education and training on diversity issues, more funding for support for affinity groups, and more efforts related to minority student and faculty retention.

5. Report: Data Analysis on Faculty Data (Report, Alex Riley, Crystal Lendved, Laura)
   a. Members of the Office of Institutional Research came to discuss a range of institutional data related to faculty recruitment, hiring data, and faculty retention data. After discussion between CDE and the members of OIRA, we identified one general conclusion and two specific conclusions. First, the members of OIRA noted that data is not always clear on these issues because of a lack of consistent reporting at the department level with regards to recruitment, retention, and hiring decision-making. Second, despite some gaps in the data, two conclusions were apparent:

   - African-American and Latino tenure-track are leaving Marquette before going up for tenure at rates significantly higher than white faculty.
   - Marquette rates of recruiting non-white faculty and women have been trending downwards since 2010.
CDE determined that it would be best to make a number of recommendations in regard to both conclusion at our next meeting.

6. Meeting conclusion
   a. Jean Grow announced that she will be stepping down as chair in Fall 2016, and solicited nominations for Chair of CDE.
   b. Committee will next meet in May 2016.

Respectfully submitted: Kali Murray