Committee on Diversity & Equity

Minutes of Meeting

May 14th, 2014

Present: Jean Grow, Joshua Knox, Kali Murray, Karen Robinson, & William Wellburn

Convened: 12:05

Approval of minutes: members reviewed the April 9th meeting minutes. Minutes were approved with minor clarity changes to language on climate survey and bias reporting.

Discussion of recommendations to Provost:

William- discussed the importance of bias reporting for faculty and its historical context on campus. Kali discussed the legal issues associated with it.

Recommendations to Provost Callahan:

1. Bias reporting for faculty: CDE should be the committee where faculty bias is reported. CDE recommends that it be promoted internally (news briefs ect...) and added as a talking point to the New Faculty Orientation.

2. Faculty education on diversity: The committee recommends that a discussion on diversity issues and the resources available to faculty should be included in New Faculty Orientation each August. Susannah Bartlow, Jean Grow (or chair of CDE in future) & William Wellburn should be the co-presenters.

3. The committee should continue faculty gender equity analyses with reports with data provided by the Provost. The committee recommends that CDE now begin faculty diversity analysis reporting data provided by the Provost.

4. The committee recommends that a faculty award to acknowledge excellence in diversity and equity work be established. The award should include acknowledgement at the Pere Marquette Celebration and include a monetary component.

Faculty award for excellence in diversity discussion:

Members discussed the best means to develop a nomination and selection process. The following was proposed and discussed: A subcommittee is established which nominates potential candidates. Nominated candidates are forwarded to the full committee which then votes on the subcommittee recommendation, aye or ney. The committee chair then forwards those candidates’ names on to the provost for a final recommendation/selection.

Jean agreed to reach out to Vice Provost Gary Meyer to discuss the process and criteria involved in Pere Marquette awards. Karen Robinson will reach out to the Darryl from the Golden Rose award for specifics on that award to further inform the process.
Faculty gender equity report:

Members again expressed interest in having the faculty diversity component and thought it would be helpful to have the comparable numbers from AAUP. Jean agreed to ask Dale for this.

Analysis of salary data:

Members thought there had been compression of the gender differences at the assistant and associate level. However it appears that the gap has grown amongst full professors. Members speculated if current hiring practices are having the intended effect at the lower levels. Members wondered if blockage from associate to full professor was the larger current issue and perhaps related to climate. Long term associate professors may not be put forward or hesitant to pursue it. The low total number of full female professors make analysis difficult.

Jean will send a separate email to the provost requesting data on female vs. male faculty who are long term associate professors.

William suggested that Dr. Jean Hossenlopp may have some of this data also.

Members discussed our Charge for next academic year. The following items were put forward:

1. Establish Diversity Faculty Award to include plan for nominations, criteria, and selection process.
2. Contribute to the Campus Diversity plan as requested by William Wellburn.
3. Continue faculty salary/diversity tracking.
4. Serve as the committee that accepts bias reporting (see committee charge #3)

Meeting adjourned at 1:05pm.

Respectfully submitted,

Josh Knox