Committee on Diversity and Equity
Minutes of Meeting
May 2nd, 2016

Present: Jean Grow (Chair), Monica Adya, Kerry Edgof, Bradley Hiriam, Wyatt Massey, Sameena Mulla, Kali Murray, Karen Robinson, William Welburn

Guest: Provost Daniel Myers

Acknowledgements
On behalf of the CDE, Jean Grow thanked Provost Myers for the support he provided for the inaugural Diversity and Inclusion award for faculty, which has also initiated a staff award. The committee also thanked the Provost for supporting and following through on changes to campus alerts.

Female Salary Equity Tracking
Student representatives were excused for discussion of this agenda item. Two specific action items emerged in discussion with the Provost:

- Efforts should be made on ramping up the sophistication of tracking salary equity data as it is somewhat ad hoc currently.
- The process around use and application of this information needs to be tightened as there are several areas where the process is discretionary.
- Provost’s office is going to undertake a broad salary study during the next AY in order to encompass a wider range of factors.

Recruitment and Retention of Diverse Faculty
Jean Grow acknowledged Sameena Mulla for the significant effort she put in developing and analyzing this issue. Sameena led the discussion thereafter.

- The issue addressed in this report questions how Marquette could be more systematic around the recruitment and retention of colored faculty.

- The report makes two recommendations:
  
  o Provost’s office should be engaged in conducting exit interviews with departing faculty. Who and how these interviews should be conducted is best determined by the Office of the Provost. Discussions focused on this charge being led by the Office of the Provost or the Ombuds Office. In case of the latter, some clarity is required about the confidentiality of the interviews as well as the reporting requirements.

  o Consistent reporting on hiring pool around recruitment. It is unclear if the declining diversity of faculty pool is because Marquette is not attracting a diverse enough pool or whether the selection process needs to be improved. Part of the problem is that each search
committee self-regulates itself and the process is not standardized. A systematic reporting that drills down from initial pool composition all the way to final hire is proposed to address this. It was proposed that William Welburn’s office might manage this process. It is, however, important to ensure that the process remains nimble and responsive to hiring cycles.

Discussion also ensued on budgets available for recruiting and where job announcements were being posted. Appropriate strategizing around this issue might be helpful in raising awareness of the search committee members around diversity issues.

Future Recommendations

- Provost Myers is in support of the CDE setting up annual meetings with the MU Police Department.

- CDE requested that some reports related to Diversity and Inclusion be routinely routed to the committee. The committee is tasked with identifying the specific reports to be requested.

- Provost Myers asked the CDE to determine what its relationship is with other related groups on campus, William Welburn’s office, the President’s task force so that these can be structured to co-operatively collaborate. A recommendation should be forwarded to the Provost.

At this point the Provost left the meeting.

Routine CDE Business

- Minutes from the previous meeting were approved
- Jean Grow will continue as CDE chair for one more year
- AY 2016-17 meetings will continue to be on 2nd Wednesdays of each month, 9-10 AM
- The committee congratulated Hiriam and Wyatt on their upcoming graduation. Their replacements are to be determined.
- Karen Robinson will continue on for another term
- Lisa Edwards will substitute for Kali Murray while she is in leave
- Josh Knox will continue for another term (confirmed via e-mail)
- Ryan Warner will stay on for one more year (confirmed via e-mail).
- Sameena thanked Jean for her work and dedication on behalf of the CDE.

ACTION ITEMS:

a. Kerry Edgorf will connect with Gary Meyers to discuss the best approach towards Exit Interviews.

b. Kali and Sameena will work on an initial recommendation for the Provost that will elaborate on the process around recruitment related reporting.
c. The CDE is to identify the specific DI reports that it would like routed.
d. CDE should identify synergies with other diversity and inclusion related entities on campus.
e. Identify replacements for Hiriam and Wyatt

The meeting concluded at 10:09.

Minutes Submitted: Monica Adya