Committee on Diversity & Equity

Minutes

Sept. 14th, 2016

Present: Jean Grow (Chair), Jesse Byam-Katzman, Eva Rodriguez, Sameena Mulla, Lisa Edwards, Karen Robinson, Ryan Warner, Kerry Edgorf, William Welburn, Monica Adya (Minutes taker)

Excused: Josh Knox

1. New committee members were introduced

2. May 2016 minutes were approved

3. Update on new DI search protocol
   - The CDE will be submitting a protocol to the Provost that elaborates on a formal process for recruiting faculty of diverse background.
   - A brief overview of the origins of the protocol were provided (refer to AY 2015-16 CDE minutes). Underlying driver for these proposed protocols stem from the desire to ensure that a methodical process is followed in recruiting faculty from diverse backgrounds.
   - In developing the protocols, best practices at other institutions were assessed.
   - The proposed protocol provides a checklist that search committee chairs as well as college and university leadership may follow. The details of this checklist were discussed and minor suggestions for improvement were identified.
   - The committee discussed the necessity to keep the hiring process moving forward if one of the steps proposed in the protocol is not accomplished. It was agreed that there are sufficient checks built into the protocol that should raise red flags before this situation arises.
   - Discussion ensued about the availability and administration of training for diversity searches for search committee chairs. Training will be offered routinely through Dr. Welburn’s office. Fall schedule was being put in place. In the interim, Dr. Welburn will continue to meet with search committee chairs to review.
   - Discussion also ensued about partner hiring. Currently, mechanism in place for partner hiring or placement are ad hoc. The onus mostly falls on the Deans. This may need to be escalated possibly to Dr. Gary Meyer’s office.
   - The committee agreed that this protocol is a significant accomplishment and will move the University closer to peer institutions in terms of accountability and commitment around diversity and inclusion.

4. Committee Goals for 2016-17
   - Exit Interviews: The CDE will work with Kerry Edgorf and Gary Meyer to assess and evolve a more formalized process around exit interviews for faculty who leave Marquette mid-career
   - Diversity & Inclusion Award: This will be the second year for the Diversity & Inclusion award that the CDE instituted. The CDE will continue to administer the application and selection process
- **Continued Engagement with OIRA:** OIRA has been able to provide data that has been beneficial in identifying diversity and inclusion gaps and work to be accomplished. The committee will continue to engage with OIRA to better understand these issues on campus.

- **Review of Salary Equity Data:** The CDE will work with the Provost’s office to discuss annual salary equity adjustments and process applied.

- **Review of Police Department Annual Report:** CDE will meet with representatives from the MUPD to understand progress on DI issues.

5. **Other Items**
   - Ryan Warner encouraged faculty to promote the Man-to-Man club on campus. The organization will be moving towards supporting coaching and other enrichment opportunities.
   - Karen Robinson informed that the College of Nursing has received a grant to support students of color. Monies will be available for scholarships.
   - Jean Grow will be engaged with the local YMCA on sessions related to race and diversity.