Committee on Diversity and Equity  
Meeting Date: Nov. 11th, 2015  
9:00 – 10:00 AM

Present: Jean Grow (Chair), Monica Adya (minutes), Nyzria Connor, Keri Edgorf, Lisa Edwards, Josh Knox, Wyatt Massey, Sameena Mulla.

Guests: Daniel Bergen, Alix Riley

1. Updates and Celebration of Accomplishments:

   a. The *Excellence in Diversity and Inclusion* faculty and staff awards have been launched. Jean thanked everyone for their hard work on this. The committee will evaluate initial submissions during the Dec. 9th meeting.

   b. The campus alerts from MUPD have changed to reflect the new format. The committee cheered this accomplishment.

   c. Minutes from the October 2015 meeting were approved.

2. Guest: Daniel Bergen

   a. Daniel Bergen, Assistant Vice President of Student Affairs, visited the committee to discuss diversity initiatives.

   b. Daniel provided a handout that mapped out all the diversity initiatives under way in the division. He provided a background on how and why the various diversity initiatives were initiated. This has led to programming in three areas: Conversation and dialog, Action, and Education. A variety of programs have been planned around these themes. In summary, the purpose of these was to create opportunities for collaborative ways of addressing diversity issues on campus, especially as multiple divisions need to share this responsibility for most effective delivery on campus. There is a need to be intentional around these programs.

   c. Discussion ensued around several points thereafter:

      o Are all programs related to diversity at Marquette only or general diversity around the Milwaukee community? Daniel indicated that some ideas have been tossed around for partnering with high schools and upper classmen to come to campus. Intention would be to remove the stigma of MU as insular and draw people in as a place for the community.

      o Students often have to go to campaign in Madison and it would be good to have something at MU. It is important to teach students what is effective advocacy versus activism.
○ Question was raised about where these programs will reside permanently and how they will be sustained. There is concern that the university is depending on minority group of faculty and staff to implement these initiatives. How will this small group be protected to prevent fatigue?
○ There is a need to maintain enough flexibility to respond to student issues as they arise while making sure that the broader issues are at the forefront. E.g. Women’s leadership conference is focusing on women’s issues broadly but can change.
○ There needs to be space for sharing information and to promote discussion of ideas and collaboration.
○ Marquette needs a repository for anyone doing anything on diversity.
○ There is a need to spread the word a bit more about the planned programming. It was advised to rely on chairs, faculty meetings, faculty senate, part time faculty, faculty orientation.

3. **Guest: Alix Riley**

   a. Alix Riley, Director – Office of Institutional Research and Analysis, visited the committee to discuss reporting and analysis related to faculty diversity.
   b. Initial discussion focused on gathering information from Alix about the nature of data and reporting available to faculty and staff for decision making.
   c. Significant effort needs to be devoted to better understanding recruitment and retention of faculty, including part-time faculty.
   d. The committee proposed several items for consideration:
      ○ Time to promotion. Alix indicated that the data is being built. Currently MU has good stats to examine promotion and tenure transitions. E.g. a report for done for the CDE committee number of years for faculty in associate position.
      ○ For full faculty, it would be useful to have data by gender. Some of this data is not tracked by HR but may be available from P&T Committee.
      ○ There is a need to tie data from HR to Checkmarq to get data on course loads.
      ○ Course evaluations and gender differences can be done but will require approval.
      ○ Is there data available on advising?
      ○ Is there a way to distinguish if service loads are different for faculty of color? There seems to be a lot of variation between colleges. FAD might be potential source.
      ○ Some discussion centered on what sort of committee work was captured as part of service assessment. For instance, task forces may not be listed on the university website while committees might be.
      ○ Is there data on sabbatical or research days or family leaves of absence?
   e. Alix asked to articulate the specific questions the committee wants to address, the specific problems that will be addressed by this data so relevant information can
be provided for action. It would be important to be clear about what the committee might do with the data if it was available.

f. Suggestion was made to look at climate study data to determine patterns of interest that might need further drilling down. The moratorium on new reports is two months.

g. Question was raised about the need to do regular surveys of faculty to build on the climate study.

4. Meeting Conclusion

a. The next meeting is scheduled to identify candidates for the Excellence in Diversity and Inclusion award. Possibly part of the meeting should be dedicated to identifying questions to be sent to Alix.

b. In the interim, questions can be sent to Sameena.