Marquette University
Subcommittee on Equity

ANNUAL REPORT, April 2010

Members: Lisa Hanson (Chair), Virginia Chappell (Secretary), Raquel Aguilu-De-Murphy, Sandra Hunter, Astrida Kaugars, Maureen Mascha, Kali Murray, Rebecca Sanders, Michael Slattery

The Subcommittee on Equity (SE) of the Committee on Faculty Welfare (CFW) met monthly throughout the 2009-2010 academic year, sponsored a lecture by Prof. Kristi Bowman of Michigan State University Law School, and addressed four major issues. Professor Bowman’s November 13 lecture in Eisenberg Hall at the Law School was followed by a faculty-student panel on “Equality, Equity and the Education of Women at Marquette for the Next 100 Years.” The event was funded by a grant from the Centennial Celebration of Women committee.

Issues Addressed This Year

1. Follow-up of a process to implement the Gender Equity in Salary Reporting motion approved by UAS Oct., 2008.
   a. SE members worked with Gary Levy to develop a process outcome to allow gender related salary issues to be addressed annually and communicated in the Provost’s Salary Report. A process was developed and approved by the Provost.
   b. ACTION: This process was presented to the UAS on March 22 and will be implemented beginning in 2010.

2. The development and approval of a motion for “10 years after” Gender Equity Task Force.
   a. SE members discussed the need for a formal evaluation of progress on gender equity issues at Marquette. Since the 10-year anniversary of the original report occurs in 2011, we felt it was time to take a broad look at the progress made in the past decade.
   b. ACTION: We developed and approved a motion to this effect and forwarded it to the Committee on Faculty Welfare (CFW). The CFW approved it and forwarded it to the UAS, but the UAS Executive Committee decided not to put it on the agenda of the March UAS meeting due to the press of other business, concerns about our rationale, and the upcoming transition in presidential leadership. SE members have an interest in pursuing the issue and will be discussing follow-up.

3. Meetings with University Leaders who share goals common to the work of the subcommittee.
   a. We met with Fr. John P. Fitzgibbons, S.J., Associate Provost for Faculty Development, to gain his perspective on equity and faculty development issues. A part of that discussion was the broader context of the equity issues on campus.

UAS 051010 Attachment VIIc1
b. We met with Dr. William Welburn to discuss his work on areas in the broad context of equity and diversity where we could work together. We will continue to work with Dr. Welburn in the future.

4. **Exploration of the equity issues relevant to benefits for Legally Domiciled Adults.**

It was brought to our attention that our University does not offer benefits that extend to same sex partners of faculty and staff. These benefits are offered at some other Jesuit Universities. We have begun to explore this issue by meeting with members of the Gender Resources Task Force. It was decided that the term legally domiciled adults is the preferred term as it extends the discussion to other adults who may live with a faculty member. We have yet to define the scope of the issue, the legal definitions of Domicile Adults, and a plan to explore the issues on this campus.

Finally, the SE notes the success of efforts led by Dr. Sandra Hunter of Physical Therapy to obtain new space for the Marquette Child Care Center at the NE corner of 19th Street and Clybourn Street, part of a larger comprehensive plan for child care on campus. This initiative began with a report compiled by Dr. Hunter with former SE chair Elise Sampson in Spring 2007.