Marquette University  
Committee on Diversity and Equity  
Annual Report 2016

1. **Committee Description:** See revised Section 1.04, attached below  
2. **Committee Membership:**  
   Dr. Jean Grow, Chair, Communication (2018); Dr. Monica Adya, Management (2017); Hiriam Bradley, Professional Student Representative, Law (2016); Joshua Knox, Physician Assistant Studies (2016); Wyatt Massey, Undergraduate Student Representative, ARSC (2016); Dr. Sameena Mulla, ARSC (2018); Kali Murray, Law (2017); Dr. Karen Robinson, Nursing (2016); Ryan Warner, Graduate Student Representative, ARSC (2015);  
   Ex Officios: Dr. Kerry Egdorf, Ombuds; Dr. William Welburn, Executive Director, Diversity and Inclusion.  
3. **Committee Meetings:**  
The Committee met the second Wednesday of each month September 2015-May 2016.  
4. **Charge of Committee:**  
The Charge of the Committee on Diversity and Equity is that it bears responsibility for ensuring, promoting, facilitating, and monitoring diversity and equity opportunities at Marquette University. Details are within the attached charge.  
5. **Response to Charge:**  
None official assigned. Details of work and accomplishments related to general committee charge are listed below.  
6. **Committee Work and Accomplishments:**  
a. *Excellence in Diversity and Inclusion Faculty Award* was developed, submitted to the Provost and launched and will be presented annually at the Pere Marquette Dinner.  
b. *Facilitated changes in campus alerts,* which added a link to the perpetrator's description, after meeting with Provost, Dan Meyers, and Chief of Marquette Police, Paul Mascari.  
c. *Prepare recommendations to the Provost regarding tracking or and support for the recruitment, retention and promotion of diverse faculty,* by working with Alix Riley. The goal is to provide the committee with a monitoring system similar, to the system for women faculty.  
d. *Helped summarize the Climate Study,* in continuing collaboration with Dr. William Welburn’s, Diversity Advisory Board.  
e. *Continue monitoring salary and promotion equity* for women faculty.  
7. **Committee Recommendations:** The Committee on Equity and Diversity suggests the following:  
a. Explore, promote and expand programing and support, which promotes equity, diversity and inclusion:  
i. *Encourage the Office of Marketing and Communication’s to more robustly and promote diversity and inclusion* with A) an annual strategic plan for diversity and B) a crisis plan to address events that put the institution at risk  
 ii. *Build collaborations with Advancement* that create initiatives that celebrate and promote diversity and inclusion and which spark new and vigorous connection with diverse alumni.  
 iii. *Work toward creating a systematic framework,* which identifies programs, awards and opportunities to promote and expand diversity and inclusion within each academic unit.  
b. Work toward changing the climate to reflect principles of diversity and inclusion, leading to an inclusive community and environment for all:  
i. *Participate in monitoring the changes recommended and implemented as related to the findings of the climate study,* in partnership with Dr. Welburn’s Diversity Advisory Board and the President’s Task Force on Diversity and Inclusion.  
 ii. *CDE meets annually with Chief Paul Mascari to discuss tangible improvements in policing and police policy.* Then have MU police and OMC announce these tangible improvements, which continue to keep the Marquette community safe while make Marquette a more welcoming and inclusive environment.  
c. Continue working with the Provost’s Office and the Office of Diversity and Inclusion to monitor data related to fulfilling the charge of CDE:  
i. *CDE meets annually with Lynn Mellantine, Assistant Vice President of Human Resources and Alix Riley, Director Office of Institutional Research (OIRA)* and to explore opportunities for deeper data collection, especially as they related to diversity and inclusion.
ii. Request that the Chair of CDE be on the routing list for relevant existing reports to the above indices.

8. The following recommendations are beyond the scope of CDE. However, they are noted as institutional recommendations:
   a. Applauding the President’s Taskforce on Diversity and Inclusion, we recommend finding ways to integrate that work with the work of CDE, as appropriate.
   b. Make available to faculty, staff and students an annual report that monitors the university’s commitment to diversity and inclusion.
      i. Deans need to be held accountable for items related to diversity. An audit is suggested.
   c. Create programs, which target freshmen students to build a culture that embraces diversity and inclusion from the bottom up.
   d. Unify resources, which could streamline diversity and inclusion efforts:
      i. Identify ways to integrate student and faculty services related to diversity and inclusion into a unified framework.
      ii. Look for achievable, financial resources, and utilize current institutional structures to maximize intercultural engagement.
   e. Prioritize hiring and retention of diverse faculty:
      i. A holistic assessment of hiring and retention policies for diverse faculty, including departmental guidelines for identifying diverse faculty and requiring an annual report for benchmarking purposes. CDE should have access to the data for tracking.
      ii. Financial support for identification and retention of diverse faculty is imperative, including long-term advancement strategies that provide a sustainable, financial base for such recruitment.
      iii. A dialogue on creating a teaching and learning culture that recognizes the unique teaching challenges faced at Marquette by diverse faculty members.
   f. Enhance institutional support:
      i. Faculty mentoring through formalized and financially supported programming.
      ii. Support for grievance resolution, with greater emphasis on informal resolution through ombuds (who is currently available to faculty and staff) as well as a formal grievance process, must be robustly institutionalized for both faculty and students.
      iii. University Advancement needs to be accountable for initiatives that advance and support diversity. This process has begun with Advancement reaching out to CDE.

Respectfully submitted: Jean Grow, Chair, April 20, 2016

CDE Charge:

1.04 Committee on Diversity and Equity

The Committee on Diversity and Equity is responsible for ensuring, promoting, facilitating, and monitoring diversity and equity opportunities at Marquette University. Its business may be initiated by the UAS, the Provost, other UAS bodies, individual faculty, academic staff, or undergraduate, graduate, or professional students.

The Committee on Diversity and Equity defines the terms diversity and equity in the following manner:

Diversity refers to the experience of each member of the University community; with the understanding that each individual possesses unique social identities and that some of these social identities can intersect. Our commitment to diversity also includes cultivation of a climate that respects and values individual differences. Thus, the principles of diversity and inclusion refer to characteristics of each social identity* (including the intersection of multiple identities) as well as systemic factors that lead to an inclusive community and environment.
Equity is the full embrace of equality and fairness. The term equality is defined to mean that an individual should receive fair and similar treatment within a given community. Fairness means just treatment of all persons within the University community with an acknowledgment that persons with certain social identities have historically been oppressed within society. Therefore it is important to recognize that personal, cultural, institutional, and organizational discrimination and stigmatization along social identities creates and sustains privileges for some while creating and sustaining oppression for others. Further, the Marquette University community embraces the ethic of cura personalis, and shares a commitment to moving beyond tolerance to embracing diversity.

*Note: In keeping with Marquette University’s Catholic Jesuit mission and with respect for all individuals, social identity is meant to be inclusive. Examples include but are not limited to race, ethnicity, national origin, immigrant status, gender, sex, sexual orientation, gender identity, age, physical ability, cognitive ability, mental illness, religious beliefs, physical appearance, income or economic background, military status, geographic location, marital status, education, parental status.

Responsibilities:

1. Promotes diversity and equity opportunities at Marquette University. The term promote includes but is not limited to the following activities: building alliances across social identities; instilling values and providing tools that enable members of the University community to work together to eradicate all forms of individual and institutional discrimination and oppression; practicing mutual respect for social identities; and exploring differences and similarities in a safe and nurturing environment.

2. Ensures that diversity and equity opportunities are available at Marquette University. The term includes but is not limited to the following activities: supporting and planning ongoing activities related to diversity and equity; facilitating analysis of gaps, needs and opportunities.

3. Monitors diversity and equity opportunities at Marquette University. The term monitor includes but is not limited to the following activities: synthesis and critical analysis of reports related to faculty hiring, retention, promotion, and salary.

4. Provides an annual report to the University Academic Senate.

   The Committee may:

5. Undertake campus-wide assessment of diversity or equity, as directed by the President of the University, or other university official. The term assessment includes but is not limited to the following activities: collaboration with administration to obtain the data necessary to analyze and report comparisons with prior data and internal and external benchmarks.

Membership

Membership includes six faculty members representing a broad range of disciplines and two participating faculty members, one from the library and one adjunct. All members are appointed by the Provost with recommendations offered by the committee. The Marquette University Student Government will select one undergraduate student and the Graduate Student Association will select one graduate student and one professional student to serve on the Committee. The Associate Provost for Diversity and Inclusion, the Director of the Gender and Sexuality Resource Center and the Ombudsman will be ex-officio members of the Committee. Voting members are appointed for three-year terms. The chair is a faculty member elected by the members of the Committee. Student member responsibilities only include those responsibilities outlined in UAS statutes Section 1.04, “1” and “2”. 