1. **Committee Description** (see revised Section 1.04, attached)

2. **Committee Membership:** Dr. Lisa Hanson (Chair) Nursing, (2013); Dr. Linda Laatch, Clinical Laboratory Science, (2013); Dr. Jean Grow, Communication, (2013); Dr. Kali Murray, Law, (2014); Dr. Ed de St. Aubin, Psychology, (2016); Dr. Monica Adya, Management, (2013); Dr. Susannah Bartlow, Director, Gender and Sexuality Resource Center, (2016); Dr. Kerry Egdorf (Ex Officio), Ombudsman; Dr. William Welburn (Ex Officio), Associate Provost for Diversity & Inclusion.

3. **Committee Meetings:**
   The Committee met October, 2012; November 28, 2012; December 19, 2012; January 23, 2013 and March 19, 2013 and had email meetings during months when we did not meet in person.

4. **UAS Charge to Committee:**
   The UAS Charge to the Committee on Diversity and Equity was to refine the description and charge of the Committee.

5. **Response to Charge:**
   The Committee on Diversity and Equity Description and Charge was forwarded to Dr. Lea Acord to be included in the Shared Governance Restructuring Document and then forwarded to the Executive Committee of UAS to be presented at the May 6, 2013 meeting.

6. **Committee Work and Accomplishments**
   The new Committee Description and Charge will be presented to the UAS on May 6, 2013.

7. **Committee Recommendations.** The Committee on Equity and Diversity Developed a suggested plan for future directions for the 2013-2014 academic year. This plan is outlined below.

   **I. Higher Learning Commission (HLC) Site Visit**
   The Committee on Equity and Diversity (CDE) members should be prepared to address site visitors particularly regarding diversity and shared governance during the HLC site visit (Sept 30-Oct 2).

   **II. Promote, Sponsor and Support Ongoing Diversity and Equity University Activities, Programing and/or Awards.**

   a. Explore what programs are available on campus and help members of CDE connect with them to facilitate better communication of events, services that help promote Equity and Diversity including relevant faculty and student awards that acknowledge efforts to embrace diverse and/or first generation college students.
      a. There is potential for website development working with the Offices of Marketing and Diversity.
         i. Optimally this work could begin before the HLC site visit
         ii. CDE members could lead the website effort.
      b. The CDE could develop a system to check in with each academic unit each semester to identify programs, awards and opportunities.
      c. The CDE members could gather the information and identify gaps and opportunities for programing.
      d. This process could lead to a Hall of Fame Award that could be presented annually at the Pere Marquette Dinner to acknowledge excellence
III. Work towards an ongoing process of Diversity and Equity Monitoring

a. Identify which indices need monitoring to fulfill the charge of the CDE.
   a. Examples include:
      i. Faculty Salary
         1. Provost salary reports for 2011 and 2012 reflect detailed gender equity monitoring and action based on the system that was developed jointly.
      ii. Faculty recruitment and retention by gender, race and ethnicity
      iii. Promotion and tenure by gender, race and ethnicity
         1. Eg. What progress has been made on women going from Associate to Full?

b. Identify which reports exist for the indices of interest or which need to be developed
   a. Meet with Alix Riley, Director Office of Institutional Research (OIRA) in the fall 2013 to discuss how that office monitors faculty issues. Explore potential opportunities for monitoring relevant to the work of CDE.
   b. Meet with Lynn Mellantine Assistant Vice President of Human Resources in fall of 2013 to discuss which reports are available relevant to the work of CDE.
   c. Meet with the Provost in Spring of 2014 to discuss needs and opportunities for monitoring of indices.
   d. Request that the Chair of CDE be on the routing list for relevant existing reports to the above indices
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: Social Identities 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 ensure 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:

4. 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 includes six faculty members from different academic units and one member of the academic staff whose primary duties reflect diversity and equity responsibilities. All faculty and staff members will be appointed by the Provost for three-year terms with staggered rotation on and off the Committee. The Associate Provost for Diversity and Inclusion and the Ombudsman will be ex-officio members of the Committee. Student membership includes one appointed undergraduate, one appointed graduate student, and one appointed professional student. All student members will be appointed to one-year terms by the same method articulated in Article II, Section 1.03 and can be re-appointed for one additional term. Student member responsibilities only include those responsibilities outlined in Section 1.04, “1” and “2”.