



Be The Difference.

Gender Equity Actions at Marquette University Dec. 8, 2003

In 1999, the Gender Equity Task Force issued a report that included several recommendations to address gender equity issues among faculty at Marquette. Working from this report, the Gender Equity Implementation Task Force submitted a subsequent report in 2002 to recommend more specific actions. The following is a summary of these recommendations as well as the university's corresponding responses. In some cases, the university already has taken action. In others, the university has mandated that the appropriate entities take action. In still other instances, the university has opted for an alternative course of action or decided that action is not feasible at the present time.

While this report closes the current process, it is clear that the efforts for assuring gender equity must be ongoing.

1. Institute a formal mechanism to monitor progress on issues of gender equity.

Action: The provost and senior vice president have required that academic deans and vice presidents monitor gender equity and diversity in their annual reports.

2. Establish a standing committee on the status of women.

Mandate: The provost has asked the Committee On Faculty to consider establishment of a subcommittee on the status of women. The subcommittee would monitor the status and opportunities for women faculty and report annually to the president and Academic Senate on gender equity.

3. Improve salaries and other aspects of work life for part-time faculty.

Action: The Committee On Faculty and the Deans' Council developed recommendations to improve the work life of part-time faculty. The president and provost have directed each college to submit its plan to address concerns for part-time faculty by Feb. 1.

4. Sponsor activities to improve awareness of gender-related issues.

Action: Three sessions for women faculty were held during the 2002-03 academic year. The provost has agreed to fund a presentation by a national expert in gender equity during 2004.

5. Establish an Office of the Ombuds and appoint a university ombudsperson.

Action: Dr. Rita Burns started as the university ombuds on Oct. 28, 2002. She opened her office to faculty, administrators and staff in December 2002. In her first six months, the office had 102 visits, 27 percent of which were from faculty. The Office of the Ombuds will report aggregate data to president and the Academic Senate on an annual basis.

6. Establish a formal mentoring program for new faculty in each college and school.

Action: The Center for Teaching and Learning initiated programs for new faculty and sessions for coaching principles of teaching for tenure-track faculty in fall 2003.

7. Increase the regularity and transparency of annual progress reports and triennial reviews (separate

from merit reviews).

Decision: Faculty review systems will be examined in each college and school and a follow-up survey is planned for 2004-05.

8. Improve the promotion and tenure process by addressing:

- College- or department-specific guidelines
- Value of collaborative research
- Weight and nature of service
- Peer review of teaching
- Self-nomination

Mandate: The provost has charged the University Promotion and Tenure Committee to consider improvements in these areas during the 2003-04 academic year and recommend university-wide standards to the Academic Senate by fall 2004.

9. Address faculty salary inequities, especially salary compression in senior ranks.

Action: An equity pool to address inequities by gender was established in 2001. In 2001-02, the vice president for academic affairs directed each college/school dean to identify salary differences between men and women faculty starting with the hiring amount and moving forward. Equity adjustments were made for 20 faculty women. In 2003-04, the university plans to apply a proposed merit allotment to address salary compression.

10. Improve the system of merit pay allocation for faculty.

Mandate: At Marquette, all salary increases are based upon merit. The systems used to define merit vary by college/school. The provost has asked each academic dean to provide the system of merit pay allocation in his or her area by January.

11. Establish the evaluation of department chairs by the faculty at the end of a chair's second year and every three years after.

Action: Starting in the 2002-03 academic year, all chairs are evaluated in writing by faculty every three years. Gender equity is addressed in the evaluations.

12. Require each department chair to report annually to his or her dean regarding the following:

- Gender-inclusive governance structure
- Work climate
- Gender-inclusive approach to hiring and leadership development
- Gender-based fairness in promotion and tenure reviews and merit reviews

Decision: This recommendation was brought to the Deans' Council in November for creation of an implementation plan. The plan will include a status report for each department and college/school in their 2003-04 academic year annual reports.

13. Each dean should be assessed by their college or school's faculty after two years in office and every three years after.

Action: Commitment to gender equity was included in the faculty evaluation of deans undertaken in spring 2002. The provost will continue to ask faculty to evaluate all deans every three years.

14. Annual evaluations of the deans by the provost should include gender-equity issues including:

- a) Gender-inclusive structure
- b) Gender-inclusive development of faculty
- c) Fairness in hiring, promotion and tenure, and salary increases

Action: This is included in annual evaluations as well as discussed in regular meetings.

15. Provide training for chairs and faculty on discrimination, sexual harassment and gender equity.

Action: Orientation for new faculty, administrators and staff includes a session on sexual harassment. These topics will be included in the annual department chairs retreat in spring 2004.

16. Provide permanent funding for the Women's Studies Program.

Decision: As an academic program, the Women's Studies Program will continue to be funded by the College of Arts and Sciences. Recently, the college met a \$10,000 challenge grant from The Brico Fund to fund program activities.

17. Institutionalize and improve communication of existing work-family policies.

Decision: The section in the faculty handbook regarding requests for tenure-clock stoppage after parental leave has been added to the Human Resources leave of absence policy. Work policies on family issues will be consolidated for display on the Web.

18. In addition to full-time, routine childcare, the Krueger Parent and Child Center should develop a short-term, emergency childcare service.

Decision: The center provides care for all enrolled children and is staffed accordingly. State regulations prohibit care of additional children with the current number of staff. Therefore, emergency services will not be offered.

19. Enhance the parental leave policy to make it possible for a faculty member to be out of the classroom for the entire semester in which the family leave is taken with at least partial pay to assure continuity of faculty for students.

Action: Three additional options for faculty have been added to the parental leave policy due to the unique situation presented by the teaching role of faculty and the needs of our students."