

Subcommittee on Equity

Meeting Minutes 1 November 2007—APPROVED

Cudahy 414

Meeting brought to order at 4:07 p.m.

Members present: Paul Bankston (chair), Virginia Chappell, Lisa Hanson, Sandra Hunter, Christine Krueger, Anne Pasero, Elise Sampson, Rebecca Sanders

Guest: Steve McCauley, Benefits Manager, Human Resources

1. The minutes of 10/11/07 were approved.
2. Steve McCauley guided the group through a review of the University Policy and Procedures Manual section 4-03 on Faculty Leaves (<http://www.marquette.edu/upp/documents/upp4-03.pdf>), noting that arrangements for alternative service are made with the faculty member's dean. Steve brought to our attention one change and one correction to the policy since members had reviewed information linked via the Faculty Mentoring Program (FMP) page last spring:
 - Effective July 27, 2007, a faculty member who becomes a parent is now eligible for an **automatic** one-year extension of the time period for conferral of tenure. This is accomplished by filing a Parental Extension Form with the Provost. Faculty may opt out of the extension by checking the appropriate box on the form. (A link to the form is available via the UPP 4-03 document at the URL above. No signatures other than the faculty member's are required.) The committee was gratified to learn of this development because it had recommended the automatic leave last year but members had not been aware of the change.
 - The information on the FMP page needs to be corrected to indicate that for faculty, only days that fall between the official academic year contract dates, from August through May, are counted toward leave. Thus, a maternity leave that begins when a baby is born in April might extend into the fall. Women must begin their medical leave at the time of the child's birth (unless alternatives are arranged with a dean); men may begin their leave at any time within the first 12 months of the baby's life.
 - The committee is interested in particular to know how many female and male faculty have taken parental leaves. Steve will supply data about leaves taken since Jan. 1, 2005 in time for our December meeting.
3. Update on SE participation in Provost search
Membership on the Search Committee has been announced, and SE input will come through Kristy Nielson, Chair of the University Academic Senate.
4. Child care Update
Workers at the daycare center will be given a raise, largely as a result of the efforts of Sandra Hunter's Ad Hoc Committee on Planning for the Child Care Center, which turned up the information that MU's day care workers were paid less than some students across campus.

5. Provost's Oct. 10 Memo on Gender Equity Review (of Salaries)

With very little time left for discussion of Provost Wake's memo, the committee agreed to send responses to Paul via email, led by Elise, with drafts submitted to the group for editing as we have done in the past. Paul urged responses ASAP so that the SE response can be submitted in time for Madeline Wake to reply before she leaves office in December.

Note: Paul distributed copies of the memo with two additional pages from emails between Paul and Kristy Nielson. Members who wish a copy should email Virginia, who will fax them the four pages.

Adjourned at 5 p.m.

Next meeting: December 6, 4 p.m., CU 414

Respectfully submitted: Virginia Chappell, Secretary

Cc: Kristy Nielson, Dick Abrams