

Subcommittee on Equity

Meeting Minutes 6 December 2007—Corrected and approved 31 Jan. 2008
Cudahy 414

Meeting brought to order at 4:05 p.m.

Members present: Paul Bankston (chair), Virginia Chappell, Astrida Kaugars, Christine Krueger, Cheryl Maranto, Anne Pasero, Jane Peterson, Rebecca Sanders

1. The minutes of 11/1/07 were approved.
2. The committee agreed that future meetings will be on first Thursdays at 4 p.m.

Old Business

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

This review had been requested by Profs. Lauren Leslie and Elise Sampson. Members noted that since this committee was established, monitoring progress toward salary equity has been a central task of this committee. We agreed that the information in the report is too coarse-grained to give us an accurate picture of salary patterns or to draw meaningful conclusions about equity. Paul will seek direction from Kristy Nielson and Dick Abrams about how to proceed. We would like to see this report become an agenda item for the Faculty Welfare Committee.

Specific concerns included the following:

- The use of averages is misleading. Salaries of “new hires” were examined from FY01-FY08, but rank was not noted.
- We would like the data broken out by discipline or area.
- The data continue to conceal the cumulative effects of gender inequity in salaries. (Payments from the special salary pool were never cumulative.)

4. Salary Pool for Promotions

It had come to the committee's attention at the November meeting that there is no written policy for the salary bonuses to be given upon promotion to associate or full professor (announced by the Provost at last May's Pere Marquette Dinner). (Discussion in the Academic Senate had confirmed that the policy was not in writing.) A number of people expressed concern that these raises might be taken from the general merit pool, leaving the rest of us to subsidize these raises. We determined to ask the Faculty Welfare Committee to address the matter—to secure a written policy, and Paul has since emailed Mike McKinney to raise the matter.

New Business

5. Summer Tuition for Faculty Children

We learned that free summer school tuition for children of faculty is limited to matriculated Marquette students. Faculty children who attend another university during the academic year are not eligible for the tuition waiver. Given that these students are not taking the place of a paying student, the committee wondered about the rationale for the policy. It was noted that there is no written policy. We determined to ask the Faculty Welfare Committee to address this matter.

6. Adoption Benefits

It was brought to the committee's attention that the University has no provision for supporting costs associated with adoption of a child. There was some question about whether this was an equity issue. Noting that since the matter definitely involves support for families, we would refer the matter to the Faculty Welfare Committee as well as recommend that the person who brought it to a committee member's attention raise the issue with that committee.

Meeting Adjourned at 5:05 p.m.

Next meeting: February 7, 4 p.m., CU 414

Respectfully submitted: Virginia Chappell, Secretary

Cc: Kristy Nielson, Dick Abrams, Dale Kaser