Committee on Diversity and Equity
Minutes of Meeting
February 8, 2017

Present: Jean Grow (Chair), Kerry Egdorf, Sameena Mulla, William Welburn, Josh Knox

Guest: Jacki Black, Associate Director for Hispanic Initiatives

Marquette’s Path to Becoming a Hispanic-Serving Institution (HSI)
Jacqueline Black gave a detailed presentation on the designation of “Hispanic-Serving Institution,” a formal federal designation indicating that the student body is 25% Hispanic.¹ Marquette aims to reach HSI status in 10 years. The current student body is currently 10.6% Hispanic, and increasing the percentage of Hispanic students to 25% requires a 1% increase every year (or 22-23 additional students in every cohort). After her presentation, she took questions.

She emphasized many important points in her presentation. Some highlights included:

- Alignment of the HSI Initiative with the Jesuit mission
- Milwaukee and Wisconsin demographic trends that show significant growth in Hispanic communities (70.1% in the City of Milwaukee)
- The appreciation for HSI designated universities as very diverse across a range of communities and racial demographics
- A continued commitment to serving all of our students with the same level of services and care
- Initiatives across the university to enhance student services, student experiences, and support
- Initiatives to expand pre-college programming, shift recruitment strategies, and enhance retention
- Appreciation not only for the particular challenges of Hispanic students, but also their many gifts and assets and how these will contribute to an enriching educational environment for all our students
- Research findings suggesting curricular shifts that might support and enhance the experiences of a diverse student community
- Dispelling myths about the HSI designation, and the changes that may come with this initiative

After her presentation, Jacki Black left the meeting.

Diversity and Inclusion Award
The committee members present discussed the dossier for the faculty candidate for

¹ Ms. Black noted that she is using the term Hispanic to remain consistent with the language of federal guidelines but acknowledged that Latino and Latinx are often preferred terms for self-identification among our student, staff and faculty.
The Diversity and Inclusion Award. The dossier described a set of significant and high impact contributions by the candidate. The second faculty candidate withdrew their nomination. Jean Grow, as chair, will reach out to the faculty member who withdrew to seek information as to the reason for withdrawal. Because the two candidates selected for the dossier stage after the nominations were submitted were both so strong, the committee agreed that the award process should proceed with the single candidate.

The committee members agreed that in the future, the guidelines for nomination and selection for the Diversity and Inclusion Award must include a date by which the nominated faculty indicate their acceptance of the nomination.

The committee did not have quorum, so Jean Grow will hold an on-line vote, and will forward the committee’s recommendation to the provost.

**Recruitment and Retention of Diverse Faculty: Exit Interview Strategies**
Jean Grow acknowledged Kerry Egdorf and Sameena Mulla for the draft document they produced on exit interviews. The document will be circulated for discussion at the March CDE Meeting.

The meeting concluded at 10:01 am.

Minutes Submitted: Sameena Mulla