Committee on Diversity & Equity
Meeting Minutes
March 8, 2017

Members Present: Jean Grow (Chair), Sameena Mulla, Karen Robinson, Josh Knox, Kali Murray, Monica Adya, Kerry Egdorf (Ex-Officio), William Welburn (Ex-Officio)

Guest: Alix Riley

Meeting called to order at 9:02 am

December minutes approved with corrections: Jean, Josh seconded
February minutes approved: Jean, Karen seconded

Exit Interview Recommendations
The committee discussed:
• Possibility of an external interviewer to conduct faculty exit interviews
• The definite need for compiling data from the interviews & having the findings available
  o From a risk management perspective, it was suggested that data be collected to lower risk profile

Action Items:
• Kali to add verbiage related to risk management in the opening paragraph of the committee’s Exit Interview Implementation document
• Jean & Sameena will make an appointment with Gary Myer, Senior Vice Provost for Faculty Affairs, (within the next couple of weeks) to further discuss the exit interview process

The committee thanked Sameena & Kerry for their efforts on drafting the recommendations.

Alix Riley, Office of Institutional Research & Analysis: Adjunct Faculty Data
Alix presented demographical data on non-tenure track faculty.
• Faculty are divided into two categories:
  o Regular
  o Participating (Full-Time* & Part-Time)
*The focus of the report was Full-Time (FT) Participating Faculty.
• There has been growth in FT lines within the university as a whole with clinical instructors (2016) accounting for 90/179 FT lines
• Breakdown by College
  o Arts & Sciences (A & S): decreased over time
  o Business, Education, & Engineering using less than A & S
  o Law School, as well, has seen a decline in FT lines
  o Colleges within the Healthcare field: Nursing & Health Sciences have had a noticeable increase in FT lines (in particular clinical instructors)
- Dental School driving the number of participating faculty overall
- It was noted that the above increases & decreases between colleges reflects:
  - The nature of the college regarding need for FT participating faculty &
  - The increases/ decreases in enrollment
- Demographical Breakdown of Participating Faculty
  - Larger portion are women (54.2%)
  - Few Participating Faculty are of diverse racial & ethnic backgrounds (11.7%)
  - Few Participating Faculty with the rank of Professor
    - Some colleges/ departments do not provide criteria for rank for Participating Faculty
  - Salary comparison not presented as this information is not in Alix’s area
- Alix directed the committee to two University websites for further info regarding Participating Faculty demographics:
  - [http://www.marquette.edu/strategic-planning/theme-culture-of-inclusion.php](http://www.marquette.edu/strategic-planning/theme-culture-of-inclusion.php) [this sites provides demographical comparisons of MU against 22 other colleges/ universities]
- There is no attrition data for FT Participating Faculty

**Action Items:**
- Alix, By May 2017 meeting, will have salary equity report for FT Participating Faculty (N = 179)
- Will reach out to Sally Doyle for PT report

**Meeting adjourned 10:17 am**

Respectfully Submitted,

Karen Robinson