Committee on Diversity and Equity  
April 10, 2019

Members Present: Joshua Knox (Chair), Sameena Mulla, Karen Robinson, Kali Murray, Lisa Edwards, Monica Adya, Jessica Delgado, Corrine Conway, William Welburn (ex officio).

1. Joshua Knox (Chair) called the meeting to order at 9 am.
2. Senior Vice Provost Gary Meyer presented his 2019 faculty separation report to the committee summarizing interviews and surveys from full-time faculty members who separated between July 1, 2016-June 30, 2018.
   Dr. Meyer noted that exit interviews serve two purposes: Administrative thank you for service and allowing exiting faculty to have voice. Survey/interview data include primarily regular faculty but some long-time, full-time participating faculty. 37/51 faculty exiting voluntarily agreed to interview, but a few elected not to or left the institution before they could be approached. Dr. Meyer noted that he is working to change the process so that he becomes aware of all full-time faculty who are planning to leave before they exit. Three-quarters of faculty who exited were retiring, while leaving for an attractive job offer was the most common reason cited for those not retiring. Concerns raised from those exiting: straying from core values of the university, resource allocation, improving leadership including a lack of women in administrative roles and increasing the number of faculty of color.
   Members noted that the increasing number of women in the ULC doesn’t seem to address what feels like a lack of women in 'academic leadership.'
   Questions on participating faculty- difficult to capture exits compared to regular faculty.
   Members suggested 3-year cut point of time in service for gathering data.
   Wording of one question in survey on tolerance of diversity. Members suggested, “Is the atmosphere inclusive for diversity.”
   Member suggested that we may gather richer conclusions when the faculty of color begin to retire.
   Member suggested clarity of purpose for the question on satisfaction with surrounding community.
   Members suggested providing separation metrics by retirement and disaggregating data with satisfaction by gender.
   Dr. Meyer noted he will be working with OIRA to consider combining reports including this report and the hiring and retention report.

3. Minutes from the Feb 13, 2019 meeting were discussed. Members will vote for approval via email.

4. CDE has begun research on the procedures and practices in place in relationship to guidance from the Department of Education on Title 6 and 7. Just as Title 9 requires universities to cultivate institutional practices that foster gender equity, Title 6 and 7 require educational institutions to counter discrimination based on "race, color, and
national origin." Kali Murray, Jessica Delgado, and Sameena Mulla have surveyed Marquette's current campus resources to address Title 6 and 7 complaints and compared them to those considered best practice. The committee will review this research and issue a recommendation early in the next academic year.

5. Sameena Mulla suggested that we table the discussion on a diversity statement requirement when hiring full-time faculty until the fall.

6. Diversity and Inclusion Award

- Recommendation of Dr. Kristin Haglund was accepted by the provost.

7. Sameena Mulla moved to end meeting. Joshua Knox seconded. Meeting adjourned at 10:03.

Minutes taken by Josh Knox