Committee for Diversity and Equity 4/11/18 Meeting Minutes

**Members Present:** Eric Waters, Josh Knox, Monica Adya, William Welburn, Karen Robinson, Corrine Conway, Jessica Delgado, Julia Azari

Meeting commenced: 9:06 am Zilber 327

1. **Reflection**
2. March Meeting minutes reviewed. Motion for approval, seconded. All in favor, approved as submitted.
3. **Pere Marquette Dinner May 3**
   - A. Everyone Encouraged to go!
   - B. Times: Start 3pm, drinks at 5pm, dinner at 6pm
4. William- website update?
   - A. Currently being worked on
5. **Salary data visibility update**
   - A. Marquette’s data is publicly available
   - B. Work with provost’s office so that the link is available for everyone
   - C. Provost always sends us a salary to create a document that gives us regarding diversity and equity report. All of this would be available within the next couple weeks and will be a next meeting topic.
   - D. Discussion of whether student’s can be present – it will be discussed further.
6. **Reups for CDE next year**
   - A. Kali Murray stepping down. Josh Knox agreed to return as chair. Sameena Mulla will be returning in the fall. Monica Adya will be in sabbatical. Jean Grow is currently deliberating who her replacement will be.
7. **Questions/concerns for provost meeting**
   - A. Last year the hiring issue was a major concern as well as service load
   - B. Do we need to have a provost meeting? Or do we just take care of documents?
     - i. Decided to focus on salary and recruitment documents and forego the provost meeting. Josh will let provost’s office know.
8. **Plan for addressing service loads equitably in tenure/promotion.**
   - A. Discussed any possible questions that may come up regarding tenure/promotion position.
     - i. We want some data on the starting applicant pool and to see whether it correlates in some way to the people we actually hire: accountability.
     - ii. Want to see where to put our efforts and focus specifically on that.
   - B. Updates on the service load issue:
     - i. There are currently some questions on whether it should be a committee of the senate.
     - ii. There are also questions on how to gather data about service loads.
     - iii. Right now, we have very little systematic data specifically against other colleges
     - iv. Topic will be revisited.
     - v. Idea is to have a ad hoc committee that is generate by the senate and this committee.
vi. This topic has purchase with the faculty it is just a matter of figuring out the process.

vii. There is a desire to have more of a stamp from the provost office stamp is currently not as strong as it needs to be.

viii. We need a campus leader to be the energy behind this.

ix. Meeting between Josh Knox and Cheryl will be set up to discuss this topic further.

9. Discuss plan for DI award rubric prior to next cycle
   A. Moved to fall issue.
   B. Karen agree to help on this.
   C. Emphasized to provost that this is an award from the committee.

10. Concerns for the greater good:
    A. Update on Law School meeting with Sergeant Berrios-Schoedr
       i. The Hispanic Law Student Association paired up with the Asian law Student Association, invited the Black Law Student Association, and the Constitutional Law Society to discuss diversity issues within MUPD such as racial profiling, police diversity training, etc.
       ii. Over 45 students, from the various organizations, attended this meeting to discuss diversity type issues with Sergeant Berrios-Schroeder.