Committee on Diversity and Equity
May 8th, 2019


The meeting began at 9:00.

Office of Institutional Research and Analysis Full-Time Tenure Track and Tenured Faculty Hiring and Retention Report

- Laura MacBride appeared on behalf of OIRA to discuss the Full-Time Tenure Track and Tenured Faculty Hiring and Retention Report.
  o She noted that she will be meeting with Gary Meyer, Senior Vice Provost for Faculty Affairs, in order to coordinate her efforts with his annual Exit Interview Survey.
  o OIRA was also negotiating for access to additional Human Resources data, as it is still difficult for OIRA to identify all departing faculty.
  o MacBride summarized the report. The report tracks faculty hiring trends from 2003 to 2018. It breaks down hiring by gender, race and ethnicity, and disaggregates these data by college. In addition to hiring, the report analyzes departing faculty between 2003-2010 along the same characteristics (gender, race/ethnicity, college).

- Questions from CDE
  o When asked by CDE members whether any patterns jumped out, MacBride explained that there may be disparities in retention rates, and that this must be observed over multiple years to determine whether a disparity exists.
  o CDE suggested accounting for the third-year review as a significant time of departure, as this has borne out in research on faculty departures. In short, MIT researchers identified a trend across U.S. universities and colleges in which faculty depart in anticipation of a weak 3rd year review. Presently, the third-year review is not accounted for in the OIRA report, but they plan to follow up to see if these data can be incorporated.
  o CDE members suggested concentrating on the first three years of the tenure-track as a critical period for supporting faculty.
  o In the future, CDE requested peer institution data for reference and comparison. It is hard to gauge MU’s performance without a broader sense of other institutions. Other Jesuit universities, and similarly sized private institutions in the Midwest might be appropriate for comparison.
o One CDE member pointed out that though a chart in 2018 indicated a high number of recruits from underrepresented minority demographics, that six of the eight of these hires were within the cluster hire, indicating that outside of the cluster, recruitment was reflective of the broad demographics of the fields in which recruitment had taken place. While the raw number of total faculty hired from underrepresented backgrounds was high in comparison to other years, as a total percentage of hires, it was consistent with previous years hiring demographics.

o One member of CDE had served on a task force on partner hiring, and indicated that the taskforce had concluded that dual-partner professional placement was a recommended strategy for recruitment and retention. This recommendation was forwarded to the Office of the Provost.

o CDE members asked for more granular demographic data by College in future reports. OIRA will add this to the report and send as follow-up.

o CDE members asked if we can consider replacement factors, comparing racial demographics of departing and incoming faculty. This will require comparisons of the recruitment and retention reports to the Separating Faculty Report.

o In future iterations of the report, OIRA would like to examine Associate Professor progress to full, using the point 5 years post-promotion for reference.

o CDE members asked about tracking full-time non-tenure track faculty recruitment and retention when they had long-term contracts. Those who has worked at the university 3 years or longer should be tracked, and compared to national hiring trends. Some research has suggested that nationally, non-tenure track faculty tend to contain higher percentages of women and minority faculty.

CDE thanked MacBride for her work on the report, and hoped that it was circulated more broadly, possibly also the college deans. They look forward to the 2019-2020 update to the report.

**Review and Approval of April Minutes**

Sameena Mulla moved to approve the April 2019 minutes. Kali Murray seconded the motion. The motion passed unanimously by all voting members.

**Constituting the Committee on Diversity and Inclusion in 2019-2020**

Chair Josh Knox congratulated graduating committee members Corrine Conway and Jessica Delgado, and thanked them for their service. The committee discussed
reappointments and the chairship for 2019-2020. Members agreed to renew their appointments, and Monica Adya agreed to chair the 2019-2020 committee.

Other membership questions were raised and require more discussion and clarification. Can deans be sitting members of CDE, for example? Josh Knox will consult the by-laws and provide more guidance in Fall 2019. Another membership question is on the appointment of someone representing the Gender and Sexuality Resource Center as the center no longer exists.

2019-2020 Agenda Items

The CDE will discuss its membership: should all colleges be represented?

The committee will complete its study of the use of Diversity Statements in hiring and make a recommendation.

The committee will complete its study of university stewardship of Title VI and VII and make a recommendation.

The CDE will request the Gender Equity Salary Report from the Office of the Provost, as the report was not submitted for discussion at the end of the Spring 2019 semester, as is customary.

The CDE will discuss appointing a sub-committee with the sole purpose of selecting the winner of the Diversity Award.

Motion to adjourn the meeting by Ashley Faytol. Seconded by Kali Murray.

Meeting Adjourned at 10:15 am

Minutes as recorded by Sameena Mulla