Committee for Diversity and Equity 5/9/18 Meeting Minutes

Members Present: Josh Knox, Monica Adya, William Welburn, Karen Robinson, Kali Murray, Corrine Conway, Jessica Delgado, Julia Azari

Meeting commenced: 9:00 am Zilber 327

1. April Meeting minutes reviewed. Motion for approval Corrine, seconded Kali. All in favor, approved as submitted.
2. Laura McBride from OIRA presented the Full-time tenure track faculty and tenured faculty hiring trends and retention 2003-2017 report.

Female hires 45% and 38% in last 2 years tracked, on pace with recent years but lower than high in 2013.

In last 2 years, % of total white ethnicity hires have been the lowest in the tracked years.

Male/female faculty of color hires comprised 39% of total hires in 2017 and 27% in 2016.

Female hires across MU colleges tend to be discipline specific with engineering, dentistry and business much lower than education, health sciences, and nursing.

Faculty of color hires are more narrowly distributed across colleges from 12-32%.

For retention from the 2003-2009 hire cohort, 72% of female hires were retained versus 62% of males with 67% of the total cohort retained.

By race and ethnicity, the % of minority faculty hired retained is lower than the MU overall average, ~50% with it noted that Hispanic/Latino and African Americans retention is significantly lower than the referent white rate.

Members inquired if we have data to know where we compare to referent/peer universities. Ms. McBride felt this was not likely available publicly.

William mentioned that Loyola Marymount Indexes students to faculty by race/ethnicity and provides detailed metrics publicly. See https://www.collegefactual.com/colleges/loyola-marymount-university/student-life/diversity/

For future reports, members inquired if the more recent years could be added even though the data set may be incomplete which OIRA was open to doing.

3. Faculty Gender equity salary report.
   Inequalities again noted between men and women faculty at each tenured rank.
   Regression analysis was performed, and gender inequality determined to not be a factor. Salary differences attributed to departments with higher salaries dominated by male faculty and longevity. Of the cases where time in service or rank did not explain differences, adjustments were made by deans.
   Members were unclear on what performance means for the purposes of this report and noted a lack of full transparency in the report.
   Members suggested considering a specific recommendation to the provost on the transparency of the data available to the committee.
Meeting Adjourned 10:00

Submitted Josh Knox