Committee on Diversity and Equity
May 10, 2017
Meeting Minutes

9-10am - Room 327 Zilber Hall
Ryan- minute taker

Call to order: 9:06am
In attendance: Kerry Egdorf, Monica Adya, William Wellburn, Ryan Warner, Jean Grow, Sameena Mulla, Joshua Knox, & Kali Murray (on phone)

Approval of April Minutes
- Motion to approve by Sameena Mulla
- Approved with the recommended changes
  - There is a typo in exit interviews: It states “Vice Provost”, instead of “Vice President”
  - Edit and include: “Dr. Myers agreed to a September meeting with the chair, making arrangements prior to that meeting”
  - Under C1, add: “Committee members will solicit student membership…”

Committee Member Discussion
- Sameena Mulla will be absent for one entire year
  - Will try to write two books
  - She suggests two undergraduate students to serve on CDE next academic year: Eliana Winterbauer-Light and Corinne Conway
  - These individuals are both very accomplished, discerning and qualified student leaders
- Kali Murray plans to stay on CDE until 2018
- Ryan Warner plans to stay on CDE until 2018
- Monica Adya’s term is up in 2017, but she will ask her junior faculty
  - She would like a couple of weeks to inquire about this
- We need professional student representative
  - Kali Murray will contact Jessica Degado

Recommendations for Chair
- Nakia Gordon (Psychology Department) and Julia Azari (Political Science Department)
  - Sameena Mulla indicates we should go with Julia Azari first
- Joshua Knox expressed interest in serving as chair due to Jean Grow being on sabbatical in the Spring
- Motion for Joshua Knox to serve as Chair beginning Fall 2017 is put forth by Jean Grow
- Motion is 2nd by Sameena Mulla
- Motion approved at 10:02am
- Joshua Knox will serve as new CDE Chair
Faculty Awards Discussion

- At the awards dinner, the provost thanked Jean Grow and William Wellburn
- The committee notes, that in the future, it should be recognized as the committee’s work and not just the Chair at the awards dinner. This will be communicated to Dale and the Provost.

Questions for Provost and President

- Two questions were asked of Mike Lovell that still need to be answered
  - 1st question: What is your financial plan to hire diverse faculty? Where are the numbers?
  - Other universities have more diversity than Marquette
  - There is a need for cluster hiring and institutional initiatives need to be in place to recruit diverse faculty
  - 2nd question- If the focus of the university is to become a R1, and women do the majority of the service work, what is the plan to protect female faculty?
  - The Deans should be responsible for protecting female faculty
  - Where do diverse faculty fit in with the institutional initiatives?
  - Our hiring practices for diverse faculty are not where it should be given the demands being put on them
  - Provide data to support concerns
  - Meeting with Provost, prioritize questions
  - It was also recommended that questions should be emailed to him prior to the upcoming meeting
  - Overall, four areas need to be addressed:
    1) Overall funding
    2) Cluster hires
    3) Institutional plan to hire diverse faculty
    4) How it will be formalized

Additional Concerns

- If faculties choose to do service there should be a different way they are evaluated
- Currently, faculty are evaluated in research (which is most important), and service (not priority on current metric system)
- Furthermore, there is no way to get time spent mentoring students counted on the metric system
- Faculty of color spend a lot of time having office hours with students of color not in the department
- There should be a way to count undefined service and official/unofficial advising burden
- We should make it known that facility should come to this committee if they have any concerns
We should request that it be added to the faculty handbook that faculty may come to William Wellburn’s office or CDE if they have any diversity concerns.

**Data**

- Alix Riley was unable to join us to share data on participating full-time $.
- Unlikely that we will have data before meeting with Provost.
- Jean Grow will ask when she thinks she get his data for us.

**Salary**

- Last 10 min were spent looking at salary data.
- Ryan Warner was not present for this discussion.

*Adjourned*