Committee on Diversity and Equity
Meeting Minutes
December 11, 2019

Members Present: Karen Robinson, Monica Adya (Chair), William Welburn, Josh Knox, Sameena Mulla, Lisa Edwards, Janice Welburn, Kali Murray

1. Welcome and reflection by Monica Adya

2. Approval of October and November minutes with small edits to Chair

3. Review and discussion of D&I Award candidates
   a. Reviewed list of nominees and removed those that were ineligible because they were staff or did not meet criteria for minimum number of years at MU
   b. Noted there was a small amount of nominees, despite 3 reminders that went to university.
      i. Solicited ideas for strategies to increase awareness about award: making announcement at Academic Senate meeting, encouraging Deans to share announcement, letting student organizations know (e.g., MU Student Council)
   c. Discussion about conflicts of interest re. D&I award, including what to do about people who committee members know well and are nominees
   d. Discussion about creating a smaller group of members, including students and previous awardees, who could coordinate selection process.
      i. Motion was proposed to pilot the creation of a subcommittee to review D&I award nominees this year; all were in favor.
      ii. It was determined the subcommittee should be comprised of 5 people, perhaps including a professional student who likely hasn’t interacted with nominees as much
      iii. Lisa Edwards and Josh Knox volunteered to serve on this smaller committee for 2019-2020. Monica Adya will contact other past awardees to see if they are willing to serve.
   e. Discussed how to elevate the D&I Award nominations, and if CDE could write a letter for the T&P committee of the nominee? CDE will discuss this idea further and consider proposing to the Provost.

4. Brief discussion about composition of CDE and whether administrators should be members. Should statutes be revised for future? It was determined this issue would be discussed at a future CDE meeting.

5. Salary data report: Monica Adya shared a sample report for the committee to discuss.
   a. Committee noted this report was better than recent reports which were much too brief.
   b. Specific information was requested for this new report format:
      i. Separate data for each college
      ii. Information about the regression model used to calculate equities/inequities
      iii. Information about the specific inequities that were identified
      iv. More transparency about the methodology used to analyze this data
c. Questions were raised about the ‘pool’ of money that can be used to address inequities, and a suggestion was made to recommend that the Provost have a pool available to address inequities. *This issue will be added to the agenda for the meeting with the Provost.*

5. There will be no meeting for January; Monica Adya asked if we should add one on January 15th? It was decided that perhaps the D&I Award subcommittee should meet on that day. Monica will follow up after contacting potential members.

6. On May 16th the Provost will attend a CDE meeting. It was suggested we might also invite the Provost to attend an earlier meeting to discuss CDE and what the committee does, as well as to follow-up on the Ombuds position.

Meeting adjourned at 10:05am

Minutes submitted by Lisa Edwards.