1. **Committee Membership:**
   Joshua Knox, Chair, Health Sciences (2019); Dr. Monica Adya, Management (2020); Jessica Delgado, professional student representative (2019); Dr. Julia Azari (sabbatical replacement for Sameena Mulla), Arts & Sciences (2021); Kali Murray, Law (2018); Dr. Jean Grow, Communication (2018), Dr. Eric Waters (spring sabbatical replacement for Dr. Grow), Communication; Dr. Karen Robinson, Nursing (2019); Corinne Conway, undergraduate student representative (2018); Ryan Warner, graduate student representative (2018); Ex Officios: Dr. Kerry Egdorf, Ombuds; Dr. William Welburn, Executive Director for Diversity and Inclusion.

2. **Committee Meetings:**
   The Committee met the second Wednesday of each month September 2017-May 2018.

3. **Senate Charges to Committee:**
   The Charge of the Committee on Diversity and Equity is that it bears responsibility for ensuring, promoting, facilitating, and monitoring diversity and equity opportunities at Marquette University (details as addendum).

4. **Response to Charges:**
   Details of accomplishments related to charge work are listed below.

5. **Committee Work and Accomplishments** (* indicate continuing initiatives):
   a. **Met with the Committee on Teaching** on two occasions. The Committee on Teaching discussed their process and presented the proposal for revision of Student Teaching Evaluations using the IDEA teaching evaluation instrument. The committee made recommendations including consideration of providing training or guidance documentation to P&T committees on how to interpret and use the scores and exploring options for inserting question(s) that examine how we are treating diversity across campus.
   b. * **New protocol for hiring** that was initiated by CDE with a focus on D&I was implemented in 2017/18.
   c. * **Met with Senior Vice Provost Gary Meyer.** At the recommendation of CDE, the Office of the Provost now conducts and compiles information from voluntary exit interviews and a survey on all faculty leaving the university to inform retention processes. Vice Provost Meyer has agreed to continue to present an annual report to the CDE annually. Details are available in the committee meeting minutes.
   d. * **Met with Marquette Police department.** This is an annual CDE meeting, to get report on initiatives related to D&I and shared concerns. The committee was impressed with the commitment to ongoing officer training in fair and impartial policing techniques and cultural sensitivity, an increase in the numbers of staff that are racially and gender diverse, and the implementation of a MU police officer community liaison position.
   e. * **Continue to monitor salary and promotion equity among women** faculty. As of this date we are waiting on the annual comparative gender equity salary summary.
   f. * **Oversaw the selection process for the Faculty Award for Excellence in Diversity and Inclusion** final candidates. This year there was an unprecedented number of nominations. The committee applauds the efforts made to increase the visibility and prestige associated with this award, placing it on par with the university wide faculty teaching awards.
   g. * **Ongoing collaboration with the Diversity Advisory Board,** chaired by Dr. William Welburn.
   h. * **Promoted relevant programs, events and services,** which help advance equity, diversity and inclusion for both faculty and students.
6. Unfinished Business:
   a. Complete work on adjunct and clinical faculty as related to diversity and equity concerns. Began
      an exploration into data on adjunct and clinical faculty, including meeting with Alix Riley in
      2017 to gather data. This effort is focused on determining what inequities may be exist and what
      suggestions could be made in the future to address these concerns. Other committee work, the
      limitations of faculty definitions across colleges and access to data have hampered further efforts
      on this during 2017-18.
   b. Service load equity for faculty. CDE, working in conjunction with the provost and the university
      academic senate will be convening a task force to make recommendations about perceived
      service load inequities as it relates to tenure and promotion. The goal is to empanel a task force
      for fall 2018 with recommendations to follow by mid-year.
   c. The committee will be revising the tools we use to select the Faculty Award for Excellence in
      Diversity and Inclusion final candidates. The committee plans to work on this issue in the fall of
      2018 prior to the next selection cycle.

7. Committee Recommendations for Unfinished and Future Business:
   a. Prioritize hiring and retention of diverse faculty:
      i. Track each department’s compliance with the new D&I hiring procedures after
         initiation, encourage a diversity hiring plan in each college, including college
         benchmarking, and provide CDE with access to the data for tracking.
         1. Goal in next ten years: 8% Hispanic, 8% Black, 1% Native American.
      ii. Build collaborations with Advancement that will fund diversity and inclusion
          initiatives
         1. CDE has noted this in previous years and have not noticed significant progress in
            this area.
      iii. Encourage OMC to strategically and robustly focus on diversity and inclusion
          1. CDE noted this in previous years and have not noticed significant progress in this
             area and strongly restate our concern.
      iv. Create a university wide dialogue on a teaching and learning culture that recognizes
          the unique teaching challenges faced at Marquette by diverse faculty members.
      v. CDE applauds the efforts and accomplishments of the Center for Community
         Engagement.
   b. Prioritize diversity work as part of the promotion process, including scholarship, teaching
      and service.
   c. Prioritize completion of the faculty service load process and make recommendations to the
      provost by mid-academic year 2018-2019.
   d. CDE to complete work on adjunct and clinical faculty as related to diversity and equity
      concerns. CDE will be working with HR and OIRA to gather further data in 2018.

Respectfully submitted: Joshua Knox, Chair, April 28, 2018.

CDE Charge

1.04 Committee on Diversity and Equity

The Committee on Diversity and Equity is responsible for ensuring, promoting, facilitating, and
monitoring diversity and equity opportunities at Marquette University. Its business may be initiated by
the UAS, the Provost, other UAS bodies, individual faculty, academic staff, or undergraduate, graduate, or professional students.

The Committee on Diversity and Equity defines the terms diversity and equity in the following manner:

Diversity refers to the experience of each member of the University community; with the understanding that each individual possesses unique social identities and that some of these social identities can intersect. Our commitment to diversity also includes cultivation of a climate that respects and values individual differences. Thus, the principles of diversity and inclusion refer to characteristics of each social identity* (including the intersection of multiple identities) as well as systemic factors that lead to an inclusive community and environment.

Equity is the full embrace of equality and fairness. The term equality is defined to mean that an individual should receive fair and similar treatment within a given community. Fairness means just treatment of all persons within the University community with an acknowledgment that persons with certain social identities have historically been oppressed within society. Therefore, it is important to recognize that personal, cultural, institutional, and organizational discrimination and stigmatization along social identities creates and sustains privileges for some while creating and sustaining oppression for others. Further, the Marquette University community embraces the ethic of cura personalis, and shares a commitment to moving beyond tolerance to embracing diversity.

*Note: In keeping with Marquette University’s Catholic Jesuit mission and with respect for all individuals, social identity is meant to be inclusive. Examples include but are not limited to race, ethnicity, national origin, immigrant status, gender, sex, sexual orientation, gender identity, age, physical ability, cognitive ability, mental illness, religious beliefs, physical appearance, income or economic background, military status, geographic location, marital status, education, parental status.

Responsibilities:

1. Promotes diversity and equity opportunities at Marquette University. The term promote includes but is not limited to the following activities: building alliances across social identities; instilling values and providing tools that enable members of the University community to work together to eradicate all forms of individual and institutional discrimination and oppression; practicing mutual respect for social identities; and exploring differences and similarities in a safe and nurturing environment.

2. Ensures that diversity and equity opportunities are available at Marquette University. The term includes but is not limited to the following activities: supporting and planning ongoing activities related to diversity and equity; facilitating analysis of gaps, needs and opportunities.

3. Monitors diversity and equity opportunities at Marquette University. The term monitor includes but is not limited to the following activities: synthesis and critical analysis of reports related to faculty hiring, retention, promotion, and salary.

4. Provides an annual report to the University Academic Senate

The Committee may:

5. Undertake campus-wide assessment of diversity or equity, as directed by the President of the University, or other university official. The term assessment includes but is not limited to the
following activities: collaboration with administration to obtain the data necessary to analyze and report comparisons with prior data and internal and external benchmarks.

Membership

Membership includes six faculty members representing a broad range of disciplines and two participating faculty members, one from the library and one adjunct. All members are appointed by the Provost with recommendations offered by the committee. The Marquette University Student Government will select one undergraduate student and the Graduate Student Association will select one graduate student and one professional student to serve on the Committee. The Associate Provost for Diversity and Inclusion, the Director of the Gender and Sexuality Resource Center and the Ombudsman will be ex-officio members of the Committee. Voting members are appointed for three-year terms. The chair is a faculty member elected by the members of the Committee. Student member responsibilities only include those responsibilities outlined in UAS statutes Section 1.04, “1” and “2”.