

## **ADDRESSING GENDER INEQUITY AT MARQUETTE**

### **Statement of Goals & Action Plans**

#### **Accountability**

**Goal:** *Ensure that there is transparency about the disproportionate distribution of service, teaching, and pay on female and BIPOC faculty.*

**Recommended Actions:**

1. Develop metrics to assess equity at the department, school/college, and university levels to measure the ongoing impact that the pandemic is having on faculty.
2. Develop service dashboards to keep track of faculty service and ensure the equitable distribution of service.

**Goal:** *Close the gender pay gap at MU.*

**Recommended Actions:**

1. Complete an independent pay equity audit at MU.
2. Reinstate the retroactive gender equity pay adjustment.

**Goal:** *Increase accountability in MU upper administration regarding equity.*

**Recommended Actions:**

1. Hold administrators, deans, and department chairs accountable for reaching DEI metrics by linking performance and reward structure.
2. Reinstate the office of the Ombudsperson as the primary recipient of gender-related concerns.
3. Ensure that future hires for upper administration have a track record of improving DEI conditions in their organizations.
4. Revise and update Title IX trainings.

#### **Leadership Training**

**Goal:** *Identify pathways for IWL to support training and evaluating chairs on the basis of equity.*

**Recommended Actions:**

1. Train chairs to apply research support standards fairly and equitably, and track distribution of research support to ensure equity.
2. Train chairs in the biases of student evaluations, alternative forms of teaching evaluation (*i.e.*, peer and chair evaluation), and how to apply teaching standards fairly.
3. Provide policies on gender equity for department/college workload documents in connection with the above service/teaching dashboard and metrics policies.
4. Encourage deans and department chairs to seek and create synergies between the research, teaching, and service duties of each faculty member.

**Goal:** *Be a co-conspirator for women's leadership skill training on campus for students, staff, and faculty.*

**Recommended Actions:**

1. Hold quarterly events and workshops on topics related to women's leadership and current issues affecting women.
2. Provide training or support for women to take on leadership roles that can facilitate change.
3. Work with student organizations and the 707 Hub for student leadership programming.
4. Collaborate with MU Staff Senate to identify needs and resources for female staff regarding leadership skills, recognition, and development opportunities.

## Career Development

**Goal:** *Provide career development support for faculty including writing, service, and teaching support.*

**Recommended Actions:**

1. Hold quarterly events and workshops that target assistant professors to help them advance in their careers, and help midcareer scholars overcome barriers to promotion.
2. Develop a faculty-run writing group program to help faculty—particularly women and BIPOC faculty—prioritize time to make progress on scholarship.
3. Develop a faculty-run mentorship program to help faculty—particularly women and BIPOC faculty—navigate service and find an appropriate balance among teaching, research, and service obligations.
4. Develop faculty-run pedagogical meetups of those who teach topics related to gender.

## Caregiving Resources

**Goal:** *Expand caregiving resources available through Marquette channels.*

**Recommended Actions:**

1. Immediately change current policies to allow the inclusion of childcare expenses in internal and external grants (see NSF and NIH, both require institution to offer).
2. Provide back pay for faculty who stopped their tenure clock to take a family leave.
3. Provide paid parental leave to graduate students.
4. Expand childcare capacity by building relationships and fee assistance with local providers, including backup and drop-in care.
5. Recognize the ongoing impacts of the pandemic on scholarship and teaching.
  - a. Provide no-cost workload relief to faculty who have had increased caregiving responsibilities because of the pandemic (*e.g.*, course releases, reductions in numbers of advisees and service responsibilities, reducing number of new course preps, reduce service load, *etc.*).
  - b. Ensure that merit pay is awarded with recognition of these impacts.