Cultural Diversity Committee
Minutes for Nov. 4, 2010
3:00-4:35 p.m.

Present: Peggy Albers, Julie Ancis, Fred Brooks, Elisabeth Burgess, Annette Butler, Doris Derby, Christine Gallant, MaryAnne Gaunt, Joel Glogowski, Shiferaw Gurmu, Heather Housley, Gabe Kuperminc, Layli Maparyan.

Absent: Eric Blacknall, Douglass Covey, Nick Demos, Susan Easterbrooks, Valerie Fennell, Beth Gyllys, Cora Presley (on leave), Jeff Pruett, William Robinson, Tai Wang, Tanya Washington.

Guest: David Cheshier.

David Cheshier was introduced as the chair of the Faculty Affairs Committee (FAC). Then the history of the Gender Salary Inequity Initiative was related. In 2008 an FAC subcommittee was formed to study the 2005-2008 Advancement of Women Report on the Status of Women, which analyzed gender inequity in faculty salaries. In Spring 2010 Mary Finn (former Associate Provost for the Office of Institutional Effectiveness) reported on the AofW Report in Spring 2010 for the Provost, and found salary discrepancies by gender for tenured and tenure track faculty.

In August President Becker accepted the findings of Finn’s report, and received approval from the Chancellor for corrective action. Then he charged Peter Lyons (present Associate Provost for Institutional Effectiveness) to plan for a correction mechanism. Lyons concluded that the significant pay discrepancy was only in the College of Business. At its October meeting two weeks ago, Lyons presented his correction analysis plan to FAC. The committee did not seem inclined to pursue the issue of gender inequity in faculty salaries after Lyons’s verbal report to them. David attended our meeting to decide whether a joint subcommittee on this issue should be put together from our committee and his to consider the matter.

Julie Ancis gave a PowerPoint presentation analyzing the 2008 AofW report, including Mary Finn’s statistical analysis, and then Peter Lyons’s “salary corrective action analysis.” She noted that Lyons indicated he removed outliers in his analysis, but his justification and methodology, including how many were removed, seemed unclear. He also removed all data from the College of Business, considering only the data from the other colleges. Shif Gurmu agreed that it seemed problematic to remove the outliers and data for an entire College, and thought that we need a better methodological approach for corrective action.

Several members expressed the wish for Peter Lyons to come to a future meeting and “walk us through” his analysis. They also agreed that the raw data of Finn’s report should be re-examined.
Christine appointed a subcommittee to review the dataset of Finn’s report, comprised of committee faculty members who were trained in survey research and data analysis. She named Julie Ancis and Gabe Kuperminc as co-chairs, with Shif Gurmu as the other member. This subcommittee would reanalyze Finn’s raw data in a report for consideration of this issue.

There being no other business, the committee adjourned at 4:35 p.m.

Minutes recorded by Christine Gallant.