The meeting was called to order at 10:05 by the committee chair, David Cheshier. Minutes from the September 27, 2010 meeting were approved.

Peter Lyons reported on the status of efforts to examine gender salary inequity at the university. At the directive of President Becker, an analysis was conducted in June 2010 by Dr. Mary Finn to determine if gender inequity could be documented among faculty. That report having concluded that pay discrepancies did appear to exist, Dr. Peter Lyons, once in place as director of institutional research, was asked by the president to do further work that would explore the possibilities of enacting a corrective action plan. Preliminary analysis showed that adoption of such a plan might be premature, since (a) salary inequity effects seemed to be localized in one college, and (b) since much of the overall apparent inequities seemed to disappear when judged against the standards in use by those litigating gender discrimination (which in at least some cases focus most closely on salaries that are a full two stand deviations off normal. The Cultural Diversity committee is following up to assure that the closest statistical analysis truly justifies setting aside the earlier findings of apparent inequity. Lyons answered committee questions about his findings for roughly a half hour.

The committee reviewed a motion brought by John Duffield to bring the language governing administrator review policy into sync with the committee’s spring efforts to update evaluation procedures. After being moved and seconded, the motion was unanimously adopted.

The latest version of the University Strategic plan was discussed, with particular attention to issues that would be of particular salience to faculty and staff work-life issues, implications for promotion and tenure, and larger university organization. Committee members were urged to actively participate in the scheduled town hall meetings.

Committee members were asked to express their particular interests in serving on subcommittees related to salary compression, parental leave and day care, and professional development leaves so that work can begin on these topics at the start of the new year.

A motion to adjourn was made, seconded, and accepted by acclamation at 11:15 AM.