

Equity and Diversity Committee
College of Agricultural and Life Sciences

September 14, 2020, 2:00pm-3:03pm

Via Zoom

Attendees: Brian Asen, Bill Barker, Brad Bolling, Dominique Brossard, Thomas Browne, Natalia de Leon, Christelle Guedot, Laura Hernandez, Carol Hillmer, Becky Larson, Mickenzee Okon, Bret Payseur, Mark Rickenbach, Bre Sinotte Wang, Matthew Warren

Not present: Erika Anna, Erin Ebbesmeyer, Doug Rouse

Minutes by: Julie Scharm

Attending as public meeting: None

MINUTES

The meeting was called to order by Tom Browne at 2:02pm.

Welcome and introductions

Committee members introduced themselves.

Review agenda

No changes were made to the agenda.

Approval of August 18, 2020 meeting minutes (attachment)

The following correction to the minutes was noted:

- Word correction: in the departmental five-year plan section, change the word “interested” to “interesting.”

Christelle Guedot made a motion to approve the August 18, 2020 meeting minutes with the above correction. Becky Larson seconded the motion. The motion was unanimously approved.

College updates and questions from the committee

The CALS climate survey will be sent out to all CALS faculty, staff, and graduate students in October 2020. The survey will not be sent to undergraduate students as it is focused on the employee experience and there are undergraduate surveys at the campus level. There will be pre-survey meetings with representatives of departments, centers, and administrative units to learn more about the process and identify who in the units will participate in survey communication and post-planning efforts. In the spring semester, the survey results will be analyzed and units will work with the Office of Strategic Consulting on post-survey plans, priorities, and actions. The college will look at overall results and potential goals and priorities. The survey will be repeated every two years.

Comments and questions:

- Will units be able to add their own questions to the CALS climate survey?

- Initially, the hope was to have a pilot program and allow departments to do this, but due to COVID-19, we need to forego that. We can use this year, however, to determine if there are questions we need to add or think about.
- Was the September 14 Lunch and Learn recorded?
 - No, it was not.

A CALS gender pay equity assessment for faculty was conducted and shared with the committee. The assessment helped to look at data from when we started with additional faculty funds from campus to what it looked like after, and the effect on different ranks of faculty. Literature on pay equity studies, methodologies, limitations of data, etc. was reviewed and then an analysis was run on data from last summer and the beginning of this summer, based on the 9-month equivalent of salary. The study did not look at data within departments.

The key findings were:

- Male faculty, on average, were paid more than female faculty.
- After accounting for faculty rank, the gender equity gap largely disappears. At some ranks, women made more than men.
- Women's times to key promotional milestones were, on average, 3-4 months longer than for men.
- A regression analysis of June 2020 salary as a function found that significant explanatory factors were years since PhD, assistant professor status, and having an appointment in the Department of Agricultural and Applied Economics. Gender was not significant.

The college is discussing how to institutionalize the pay equity assessment. The assessment will be shared with the CALS department chairs and the CALS Academic Planning Council. The college would like to conduct a similar analysis for staff; however, that will wait until the TTC project is complete, which will make the analysis easier and more consistent moving forward.

Comments and questions:

- Rank is an issue if males get promoted earlier. It would be helpful to have an analysis for rank in gender.
- This study is point in time. When you look over 10 years and divide by rank, up until the past year, the data had discrepancies. We need to maintain equivalency in hiring and be conscious of what salary we're hiring them at and when we are promoting people.
- Hope that study will result in departments having written guidelines about evaluating and approving pay adjustments.
- There are a very small number of female full professors, which is concerning.
- The distribution of self-reporting race/ethnicity is alarmingly low.
- Would like to see a longer-term trend because when there are faculty issues like retention, it has an influence on the interpretation of the results.
- People get increases in salary through retentions and that is an uncomfortable system. Would like to see consistency in retention exercises.
- Women are less likely to pursue a retention or apply somewhere else, even if it's a way to get a salary increase, and culturally men might be more prone to do this.
- If we say we will match salaries for underrepresented faculty and those salaries are from underrepresented places, then it adds to the problem of inequity, which is a systemic issue.

- When a young woman has children, she often requests a tenure clock extension and sometimes the mentoring committee doesn't encourage that, as men often don't do the same.
 - There was a study showing that even when men do take leave for child, they end up being more productive, which has impact on what the bar is perceived to be.
- Maybe doing some homework before setting a faculty member's initial salary can be part of our hiring best practices.
- Self-reporting and the way diversity is measured (which does not include international employees) is not representative of what really exists.

Dean attendance at October meeting – develop advance questions

Dean Kate VandenBosch will attend the October meeting and she will provide an update on the EDC proposals and college goals. Are there some high-level topics we'd like the dean to address with the committee?

Potential ideas:

- What are the college's goals and the benchmarks in increasing underrepresented faculty recruitment?
 - The college would like to reflect the Madison community. We need to figure out how to create the environment people want to be in.
- What is the reality of having a support system for retention in the college?
- What is the college's commitment to seeing documented change and how can we all put our efforts towards that? For example, how do we have more women full professors? What is the dean's plan?
- How do we create an environment that is diverse, beyond the census/self-reporting, since our data is not really reflective of reality or the diversity we're looking for?
- Update on the committee's proposals

Subcommittee structure for 2020-21

The committee will have four subcommittees for the academic year and people can indicate which subcommittee(s) they prefer to serve on. Everyone is asked to join at least one subcommittee and it is preferable to have 3-4 people in each subcommittee.

The four proposed subcommittees for this year are communications, department diversity reps, lunch and learn, and recruitment and retention. We will have a sign-up spreadsheet for subcommittees. Future agenda topics listed may be side projects or workgroups, instead of specific subcommittees.

Comments and questions:

- Can you provide information on each subcommittee on the sign-up sheet?
 - Yes, we will provide that.

Adjourn

The meeting adjourned at approximately 3:03pm.