

Meeting Minutes
Budgetary Affairs Committee

College of Education

January 28, 2021

Invited: Corinne Huggins-Manley (Chair), Cynthia Griffin (FPC Rep), Sevan Terzian, Danling Fu, James McLeskey, Holly Lane, Sondra Smith, Glenn Good (Dean's Office Rep), Tom Dana (Dean's Office Rep), Sandra Bass (Ex-officio Member), Alyson Adams (ad-hoc member), Cliff Haynes (ad-hoc member), Ashley MacSuga-Gage (ad-hoc member), Diana Joyce-Beaulieu (FPC Chair), Angela Kohnen (FPC Chair Elect)

Attended: Corinne Huggins-Manley (Chair), Cynthia Griffin (FPC Rep), Sevan Terzian, Danling Fu, James McLeskey, Holly Lane, Sondra Smith, Glenn Good (Dean's Office Rep), Tom Dana (Dean's Office Rep), Alyson Adams (ad-hoc member), Cliff Haynes (ad-hoc member), Diana Joyce-Beaulieu (FPC Chair), Angela Kohnen (FPC Chair Elect), Ashley MacSuga-Gage (ad-hoc member)

Approval of Meeting Minutes

1. Minutes from 12-3-20 meeting
 - Alyson motioned to approve
 - Danling seconded
 - All approved

Updates

1. Dean's update
 - Still waiting for official budget information from UF
 - Currently budgeting for summer 2021
 - Graduate School has paid some back to the COE, but still owes some

Agenda Items:

Reminder: Based on the December 3, 2020 meeting, the BAC committee is pursuing committee goal 4 and its intended outcome for the remainder of Spring 2021.

- BAC Committee Goal 4: Assist in evaluating equity in faculty salaries in the College of Education
 - Intended Outcome: Provide results of equity evaluation of faculty salaries to FPC.
1. Share and review work done toward action item from December 3, 2020 meeting: BAC members will investigate for methods and examples of evaluating faculty salaries, and share information and ideas via TEAMS

2. Share and review work done toward action item 2 from December 3, 2020 meeting: BAC members will brainstorm data we need/want for the equity evaluation.
3. Formalize a plan for conducting the equity evaluation of faculty salaries.

Big Picture brainstorming:

- How and where will this be used, and how can we reduce negative impacts, such as demoralization with any inequity located?
 - Consider grouping faculty in the evaluation (e.g., by rank) rather than individual data?
 - Given current finances, if we find “bad” things we might not be able to address it right now
 - Is the timing right? Will our results be out of date due to unknown future financials? Will we be able to take any action on what we find, given the current climate?
 - Regardless, for transparency purposes, faculty need to know that equity in faculty salaries is being reviewed and they need to know any results from such a review
- Many variables are at play, we would need a full picture of each person
- Inherent ambiguity in what we mean by equity, requires awareness of limitations of this process
- Developing principles and recommendations around equity may align better with BAC’s role as consultants to Deans
 - Looking at historical inequities can help to generate such principles and recommendations
 - Do we have previous data or evaluations of faculty salary equity?
 - Have any systematic areas of equity needs been identified?
 - Do we have transparency in these issues such that faculty can better engage in equity discussions and recommendations?
 - E.g., a report documenting how others have raised their salaries
- FPC has continued to request this evaluation for the past 3-5 years
 - Looking for broad, systemic inequity- not individual
 - Trend analysis?
- Evaluating the system might be a way to go
 - E.g., is the system designed to make the rich get richer?
 - E.g., are there certain groups/individuals navigating the system differently?
- Much literature available in higher education on best practices/methods for conducting these types of evaluations
 - The committee located an example faculty salary equity analysis from another institution; inequity issues found were most pronounced for Asian faculty members
- A prior BAC committee brought school directors in to speak about the merit review

New ideas for intended outcome for 2020-2021 BAC:

- Focus more on systemic issues. Some ideas of systems to evaluate:
 - a. Bylaws of schools' merit policies
 - b. Discretion of administration in dollar amounts of raises
 - c. Starting salary negotiation process
 - d. Annual report systems used to evaluate faculty
 - e. Faculty requested equity review system (and/or system around discretionary pay increase due to equity, compression, new job responsibilities)
- Focus more on transparency of the system
- Keep an eye on "playing the system" and the impacts of cultures such as that on equitable systems
- Focus on forming the basis for continued work, beginning with the system itself
- Diana's take is that FPC would agree with this direction of systematic focus

Email sent to all BAC members as a follow up to this meeting:

Between now and our February meeting, please review the two points below and provide feedback and thoughts to solidify our plans and next steps. Please use "@" followed by our BAC TEAM name so that members of this team are notified via email when you post your comments.

- *We plan to focus on systemic issues for the salary equity evaluation. The systems we discussed for inclusion in the evaluation are:*
 - a. *School merit policies, including administrative discretion in merit raises*
 - b. *Processes for determining and negotiating starting salaries*
 - c. *Annual report systems used to evaluate faculty*
 - d. *Faculty requested discretionary pay increases*
- *We may begin by inviting School Directors to speak with the BAC about the merit review system.*

Adjournment