

**Meeting Minutes**  
**Budgetary Affairs Committee**

College of Education

February 25, 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)

FPC Members Attending: Danling Fu (STL), Sevan Terzian (STL), Alyson Adams (STL ad hoc), Angela Kohnen (FPC Chair-elect), Cliff Haynes (HDOSE ad hoc), Diana Joyce-Beaulieu (FPC Chair), James McLeskey (SESPECS), Corinne Huggins-Manley (HDOSE/Chair), Holly Lane (SESPECS), Sondra Smith (HDOSE)

Ex-Officio Member: Sandra Bass, Dean's office

Dean's Representation: Glenn Good, Tom Dana

**Approval of Meeting Minutes**

1. Minutes from 1-28-2021 meeting
  - Alyson motion to approve
  - Danling seconded
  - Approved

**Updates**

1. Dean's update
  - Waiting on news from legislature
  - Planning for summer budget

**Agenda Items:**

Reminder 1: 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
  - Possible revisions:
    - Making the process visible is a valuable step
    - Salary numbers are visible publicly, but may not be sufficient to think of outcomes.
- Intended Outcome: Provide results of equity evaluation of faculty salaries to FPC.
  - Possible revisions:

- Recommendations to the Dean
- Document making processes transparent
- Provide more information to faculty about process of hiring salaries, factors that play a role...

Reminder 2: Based on the January 28, 2021 meeting, the BAC committee aims to focus the faculty salary review on:

- Evaluating systemic issues (rather than individual issues)
  - Increasing transparency of and access to all systems that impact faculty salaries
  - Forming a basis for continued work beyond the 2020-2021 BAC committee
  - Started with a discussion on the example evaluation from Oregon in TEAMS.
    - i. Should we consider having a third-party vendor do something similar?
    - ii. Should we consider doing this at all?
    - iii. Should we start with a scan of the data to decide?
    - iv. Some peer review research with similar goals to the Oregon evaluation recommended doing both, individual equity evaluation and system level evaluations.
1. Discussion around above two reminders
  2. Identification of the faculty salary systems for evaluation
    - a. Four systems discussed at previous meeting:
      - i. School merit policies, including administrative discretion in merit raises
      - ii. Processes for determining and negotiating starting salaries
        - Want to talk to Dean's office- what is this process, what are some mistakes you may make, considerations you have
        - Dean Good gave a broad overview of how starting salary negotiation are made and what is considered
      - iii. Annual report systems used to evaluate faculty
      - iv. Faculty requested discretionary pay increases
    - b. Thoughts on other systems, these systems, and more
      - Maybe starting salaries are the most important system
        - i. We (faculty) don't have a sense right now of the ranges of starting salaries, ways these decisions might perpetuate inequity
        - ii. Faculty have some "control" over the other systems, but have no control over starting salary systems
        - iii. Salaries are less talked about overtly between faculty, especially with women and people of color present
      - Consider both the outcomes of the hiring process (i.e., data on starting salaries of our COE faculty) as well as the process itself (e.g., examining the procedures themselves)

- There is some conflict here- to what end do we do this if we don't have power over it?
  - i. Isn't our role to provide guidance on budgetary affairs?
  - ii. Could the goal of the evaluation be to provide some guidelines as to how salary decisions "should" be made or "should not" be made?
  - iii. What should be valued, and how can BAC decide that or should they? And how do larger national values (e.g., different salaries for different fields) play a role in salary decisions here?

1. Development of plans for next steps

Next step: refine Goal 4 and Intended Outcome

### **Adjournment**

*Follow up email to group after meeting adjournment:*

*Dear BAC Committee,*

*I think it is fair to say that we ended today's meeting knowing that we want to reconsider, and be more specific with, our Goal and Intended Outcomes for the faculty salary equity initiative. Below is a new draft (not final draft) of these things, based on notes from our meeting. Please come to the next meeting with suggestions for revision. I think a good goal for us is to finalize the Goal and Intended Outcomes at the outset of our next meeting such that we can begin to plan how to work toward the intended outcomes we settle on.*

- *BAC Committee Goal 4: Examine the processes underlying determination of starting salaries for COE faculty, with the aim of increasing transparency of these processes to COE faculty.*
- *Intended Outcomes:*
  - *Provide a summary of the examination to FPC to facilitate discussion and decisions around continued evaluations of equity in COE faculty salaries.*
  - *Provide recommendations to the Dean for additional and continued evaluations of equity in COE faculty salaries.*

*Thanks!*

*Corinne*