

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

College of Education

March 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)

In Attendance: Corinne Huggins-Manley (Chair), Cynthia Griffin (FPC Rep), Sevan Terzian, Danling Fu, James McLeskey, Holly Lane, Sondra Smith, Alyson Adams (ad-hoc member), Cliff Haynes (ad-hoc member), Diana Joyce-Beaulieu (FPC Chair),

Ex-officio Member: Sandra Bass

Dean's Representation: Glenn Good, Tom Dana

Absent: Ashley MacSuga-Gage (ad-hoc member), Angela Kohnen (FPC Chair Elect)

**Approval of Meeting Minutes**

1. Minutes from 2-25-21 meeting
  - Holly motioned to approve
  - Alyson seconded
  - Approved

**Updates**

1. Dean's update
  - No new news from legislature on budget, so UF news is not new either
  - Some reduction in informal conversations around furloughs etc.
2. Hass faculty evaluation equity initiative
  - There are efforts to continuously evaluate equity in T&P and other systems at the provost level, and this might be what is referred to in the latest IDEA document from Faculty Senate

**Agenda Items:**

1. Review Faculty Senate initiatives for equity in faculty salaries to inform our plans moving forward. From the IDEA Living Document (see TEAMS for full document as of early march 2020):

- Item 10. Develop a best-practices document in benchmarking salaries. Recommend annual reports on unit metrics in this domain, with justifications for report results. Develop accountability to ensure equity by sex and race/ethnicity in the future.
- Item 4. COACHE survey results, data, and a brief plan of action are reported to the Faculty Senate annually.
  - See <https://coache.gse.harvard.edu/>
- Diana- there is university wide commitment to regularly examining and making transparent equity in faculty salary
- The Faculty Senate is already using a more updated IDEA document, which grouped their initiatives
- How does this influence our BAC goals around faculty equity issues?
  - The university level efforts won't shed light on the processes of starting salary negotiation in our College- that process will still be a mystery to faculty
  - If we still want to make this more visible, interviewing Deans would be needed
  - Dean Good: market value is the main decision parameter when new hires are paid by the college, but some hires are paid for by resources outside of the college
    - Thought from committee: How loyal is the college to market value when negotiating salaries?
    - Having competing offers can be a decision changer too
  - It could be good if faculty had something in writing about the general principles used to negotiate starting salaries
  - The question was raised: How would this help faculty to feel better or different about equity issues? Transparency might be the main purpose.
  - Maybe may need a flowchart starting with salaries, going through merit, going through promotions, going through requests for equity reviews. So the full process would be out there and transparent.
    - Allows us to go beyond the starting salary
    - It may not do too much in terms of promoting equity.
    - Can work in certain issues such as flat rate raises
    - Would a **broad** principles document that outlines considerations across four areas: initial salary offers, merit processes, equity review processes, and other outside offers be helpful?
      - Could help with ensuring equal information access for COE faculty
      - Could help with digging up the merit processes in use under the various units in the COE
  - BAC may want to consider adding a role of reviewing the UF reports and findings from equity work and surveys
  - BAC may want to consider adding a role of regularly interacting with Department Chairs to understand their merit processes and any changes in such processes

- Should make use of School’s bylaws and the collective bargaining agreement that are supposed to address merit process, but would need to go beyond that if/when equity is not addressed in such formal documents
  - Some equity issues have been addressed in other committees in which it was acknowledged that the way that we “count” our work as merit may have equity issues
  - The Deans may need to work with Chairs to understand equity in merit processes
    - It was suggested that this work should come from the Deans office rather than BAC
    - It was suggested that Faculty Affairs Committee be involved here
2. Review and finalize new BAC Committee Goal 4 and Intended Outcomes. Current draft:
- 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.

**New goals for this academic year:**

1. Constructing a formal request from the Deans to regularly examine and meet with School Directors about merit processes and policies, focusing on equity.
2. Begin the process of developing a broad principles document of the “flowchart” of the faculty salary processes throughout the “life cycle”
3. Continue to keep a close eye on University wide initiatives around equity, such that BAC 2021-2022 can continue to make actions toward equity that complement the University initiatives.

**Adjournment**