

Meeting Agenda
Budgetary Affairs Committee

College of Education

December 3, 2020

Minutes in Red

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)

Approval of Meeting Minutes

1. Minutes from 10-22-20 meeting
 - a. Cynthia Griffin moved to approve the minutes
 - b. Danling Fu seconded
 - c. Minutes approved

Updates

1. Revised *Guiding Principles for Budget Decisions* was submitted to FPC, presented at the Nov. 16, 2020 FPC Meeting, and is now moving toward dissemination to faculty by the FPC.
2. UFF-UF posted statement about furloughs: <http://www.uff-uf.org/chapter-statement-on-furloughs/>
3. Jodi Gentry is presenting UF's new furlough policy at the Board of Trustees Board Meeting concurrent with today's meeting:
[https://trustees.ufl.edu/media/trusteesufledu/agendas/Board-and-Committee-Meeting-Materials---December-3-4,-2020-\(10\).pdf](https://trustees.ufl.edu/media/trusteesufledu/agendas/Board-and-Committee-Meeting-Materials---December-3-4,-2020-(10).pdf)
4. From FPC: we need to add outcomes to each of our committee goals (i.e., items 1 – 4 below)
5. Dean's update
 - a. Encouragement to hire but budget has to be considered
 - b. AI hires are underway
 - c. Efforts to grow enrollment have been helpful
 - d. Research is going well
 - e. Still waiting for budget news from larger UF- 2% reduction in August 2020 was complete, which is \$416K.

Agenda Items (listed by the four committee goals):

The committee drafted intended outcomes for each of the four committee goals (continued from previous meetings)

1. Review and revise the Guiding Principles for Budget Decisions
 - a. Intended Outcome: Draft a revised document and send to FPC.
 - b. The intended outcome is complete.
2. Consult as needed with Deans on budget reduction issues, including (a) Use the Guiding Principles of Budget Decisions to set priorities for budget reductions, and (b) Propose ideas for revenue generation to the Deans
 - a. Intended Outcome: Have monthly Dean update at each BAC meeting with chance for BAC to provide feedback, and have monthly opportunity to express ideas for revenue generation at BAC meeting.
 - b. This intended outcome has occurred at each meeting to date, and needs to continue.
3. Recommend and advise new allocations and re-allocations of monies to anti-racism activities in the College of Education
 - a. Intended Outcome: Have monthly agenda items that allow for discussion on monies related to anti-racism initiatives.
 - b. Updates about 3 COE committees reporting to FPC with anti-racism initiatives
 - c. Consider agenda discussions each week
 - d. How is the BAC involved here?
 - i. It was suggested that the BAC might need to be in discussions about how to meet the demands under the budget
4. Assist in evaluating equity in faculty salaries in the College of Education
 - a. Intended Outcome: Provide results of equity evaluation of faculty salaries to FPC.
 - b. Update from Cynthia Griffin
 - c. Diana has a table that shows where this goal comes from
 - d. This is a goal that we have control over; the BAC has talked about this for years
 - e. FPC has said that this issue comes up a lot from faculty, and the issues are often presented based on assumptions about equity issues in salaries
 - i. Are there inequities related to race, gender, and pay in COE salaries?
 - ii. BAC has been asked to review group-level college data on salaries
 - iii. This data is not transparent enough from the faculty viewpoint, and hence there are perceptions that there may be inequities in there
 - iv. Has come up at FPC for at least two years
 - v. BAC should look at the aggregate data focusing on inequities, and to have a discussion around what we find
 - vi. There may be systemic issues in how raises are distributed (e.g., percentage-based raises)
 - vii. Some Schools are looking at this internally
 - viii. No interest in disclosing individual data to BAC

- ix. BAC needs to consider how we can offer transparency
- x. Where is this data, and what data do we want? How have others evaluated equity in faculty salaries?
- xi. Action items:
 - 1. Before next meeting, BAC members will investigate for methods and examples of evaluating faculty salaries, and share information and ideas via TEAMS
 - 2. Also all members will brainstorm data we want- grouping variables (demographic, job title, etc.), salaries, raises, level of data, contextual data outside of demographics etc. (length at UF, scholarship, etc.)
 - 3. Remember that what we write in TEAMS is open access
- xii. Plan for January meeting- formalize plan for conducting evaluation

Adjournment