Minutes
Wednesday, October 21, 2015
8:15-9:50 a.m. Old Main Boardroom


Guests: G. Burd, P. Coonan, M. Fleming, T. Miller, D. Ray

Call to Order
Co-Chair R. Richardson called the meeting to order at 8:16 a.m.

Approval of the Minutes of October 7, 2015
The minutes of October 7, 2015 were approved.

Updates
Provost Comrie had two updates for the Committee:

1. The search for a new Chief Diversity Officer has been formally launched with the first meeting of the sixteen member committee earlier this week. Comrie thanked the search committee co-chairs, SPBAC member and Vice President for Human Resources and Institutional Effectiveness A. Vaillancourt and Assistant Vice President for Diversity and Inclusion Francisco Moreno for all their hard work.

2. Concerns about UA salaries falling behind the market have been the subject of Deans and Provost Council discussions. Some progress has already been made for Non-tenure track (NTT) faculty in the colleges of Humanities and Social and Behavioral Sciences. The Provost emphasized that expecting the state to fund salary increases is very unlikely. Thus, addressing salary increases would involve a range of strategies, from seeking efficiencies in current spending to finding alternative sources of funding to decisions about what we will not be able to do if we use funds for salaries.

Discussion
It was explained that each 1% of pay increase at the UA translates to approximately $6-7M.

Members discussed both faculty and staff salaries. With faculty salaries there are national comparisons with such groups as our AAU peers, both private and public. UA faculty salaries are at about 80-85% of the median salary of our AAU public peers. Staff salaries also tend to be below comparisons at about the same rate. Some disparities within groups on campus, for both faculty and staff, are market driven, with salaries much higher in some disciplines. T. Miller will
send members information from the 2002 UA College of Medicine Grace Project that addressed salary inequity issues for women. A discussion followed on methods for determining increases, including across-the-board and merit-based approaches. Members noted that with the often stagnant salaries that characterize the post 2008 environment, any approach that did not include some component of across-the-board increases could create morale issues. At the same time, any approach that did not include merit would also be inconsistent with a Never Settle approach to meeting UA strategic goals. It was also noted that in the non-academic world, bonuses are an important component of compensation. A. Vaillancourt pointed out that there are statutory laws that govern bonuses.

**RCM Governance in Academic Affairs - Gail Burd and Pam Coonan**

The Committee welcomed Senior Vice Provost for Academic Affairs Gail Burd and Senior Director for Academic and Curricular Affairs Pam Coonan. They provided a series of handouts for the committee, which accompany these Minutes.

Burd shared that her office deals with the development of new academic programs, minors, subplans, certificates, annual curriculum updates and now all new courses that have been presented and approved by departments and colleges.

Burd recommended that when a department is considering a new course or program it should contact Pam Coonan early on for direction on how to proceed efficiently. New programs require planning approval by ABOR. After ABOR planning approval, the implementation process goes through the various offices and procedures at UA, including consultation and negotiation with any other potentially affected units on campus.

Burd distributed four draft documents that outline how the process proceeds for New Academic Programs, Undergraduate Subplan Implementations, Undergraduate Certificates and Graduate Certificates. (These draft documents can be found on the SPBAC Internal website, and accompany these Minutes.)

While the Undergraduate and Graduate Councils will continue to play important roles evaluating the academic quality of proposed programs, courses, etc., college associate deans, through the College Academic Administrators Council (CAAC) will play a larger role than in the past. CAAC will review proposals for overlap with existing programs/courses, and consider the financial implications of new programs/courses both in terms of impact on existing programs as well as the viability of the proposed program/course. The Academic Curriculum and Affairs office will play a coordinating/communication role to help make sure that institutional efficiency and interests are part of the planning and implementation process, and to help departments/colleges as they propose and implement new programming. The approval process will involve more negotiation, collaboration and communication than in the past to ensure new programs meet emerging needs without duplicating existing efforts.

**Adjournment**

The meeting was adjourned at 9:59 a.m.

**Future Meetings**

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<td>November 18, 2015</td>
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