Minutes
Wednesday, February 18, 2015
8:00 a.m. -10:00 a.m. Old Main Silver & Sage Room


Absent: D. Armstrong, E. Betterton, L. Breci, M. Burke, M. Jonen, I. Ortega, M. Proctor, K. Whisman

Guests: M. Fleming, T. Gaxiola, T. Miller, A. McClure, F. Moreno

Call to Order
Co-Chair M. Galilee-Belfer called the meeting to order at 8:02 a.m.

Approval of the Minutes of January 21, and February 4, 2015
The minutes of January 21, 2015 were approved as amended with one abstention. The minutes of February 4, 2015 were approved with one abstention.

Updates
Provost Comrie shared with the Committee that President Hart is currently in Phoenix attending Senate Appropriations Committee meetings focusing on the budget proposal Governor Ducey sent out two weeks ago.

Comrie updated members concerning Cluster Hires. He and K. Espy, Senior Vice President for Research, have met with the seven review committees to discuss the top proposals. Members asked if among the goals of these meetings was to review how new cluster hires might be distributed across colleges. Comrie replied that he and K. Espy have also met with the college deans to see where best the proposals will be housed.

Members asked questions about the ages, experience and diversity of the approximately twenty new hires that are planned over the total exercise. Comrie explained that the faculty members hired under different proposals will bring with them different skill-sets (and will be of varying ranks) based on the type of program and proposal goals.

The Arizona Board of Regents (ABOR) meeting on the UA campus the first week in February went very well. The UA presentation focused on accomplishments since the initial Never Settle presentation to ABOR in November of 2013, including new initiatives and progress toward mission-critical goals. Members were encouraged to view the presentation and PowerPoint on the Never Settle website: http://neversettle.arizona.edu/
M. Galilee-Belfer told the Committee about an upcoming presentation to the Faculty Senate by members of SPBAC concerning the Never Settle plan and how faculty might become more involved with the plan. She also reminded the members about the upcoming nation-wide “Walk Out” of adjunct faculty, scheduled for February 25th.

Competitive Advantage 3 of 3: Diversity Coordinating Council, Francisco Moreno, Chair
Francisco Moreno, Assistant Vice President for Diversity and Inclusion/Health Sciences and Chair of the UA’s new Diversity Coordinating Council (DCC), distributed a handout for members entitled A Collaborative Model for Achieving Our Diversity Goals, which identifies the top key people and goals of the DCC. One of the top priorities is “to recruit and retain a diverse student body of undergraduate, transfer, and graduate degree-seeking students,” and to “hire, nurture, and retain a diverse, outstanding faculty.” To accomplish these priorities, the Council is comprised of members from eight areas of the campus and will report to the Provost and other campus leaders. SPBAC members discussed the various ways diversity manifests on campus, including race/ethnicity as well as gender identification and abilities. Members discussed the importance of a variety of needs for support for diversity on campus, including cultural centers.

Members asked about the issue of accountability, and who on campus is charged with ensuring that our commitment to diversity is met at each level (students, faculty, community engagements). Members also discussed the value of a designated leader in the highest level of administration, such as the UA had until recently. Along that line, the question was posed: is there a plan to appoint one person as Chief Diversity Officer? Guest T. Gaxiola addressed the need for someone who could interact with the community and have the tough conversations sometimes necessary around diversity.

Committee members asked about the metrics of diversity. Are there numbers available and who would provide them? B. Bryson said that her office is able to provide that information.

Budget Discussion—Provost Comrie & Gregg Goldman, CFO
Provost Comrie presented a short PowerPoint to start discussion about the UA budget. He explained that the need to invest or dis-invest is ongoing and changes daily, and that the Never Settle plan is a living document that is changeable by design, depending on the availability of funds.

Comrie reviewed that cuts that invariably happen should not affect the UA’s foundational goals and strategies, but must be approached strategically. Comrie then presented a set of principles to consider in making budgetary recommendations, including whether cuts should be across-the-board vs. targeted; limited to State funds, or other/all funds; considered in light of the potential to offset/reallocate; consider support functions vs. academic functions; and be attentive to short-term vs. long-term impacts.

The finance office is planning on various scenarios that strategize what would need to happen if the cuts are at various levels. Comrie explained that planning for larger cuts can yield prioritized items. Members discussed the critical importance of effective campus communication given the proposed cuts.

Gregg Goldman, Senior VP for Business Affairs and Chief Financial Officer, talked about the need for strategic realignment of resources and multi-year budgeting. Even if there would be no cuts, there is still always a need to assess what is the most efficient way to run the institution.
Members wondered about the possibility of having fewer workers, but higher skilled, workers for certain areas. The notion of centralizing some functions was also suggested, to create efficiencies across campus.

Comrie and Goldman asked that members forward them their thoughts and ideas.

**Adjournment**
The meeting was adjourned at 10:02 a.m.

**Future Meetings**
- March 4, 2015 8:30-10:00 a.m.  Old Main, Silver & Sage
- March 18, 2015 CANCELLED
- April 1, 2015  8:00-10:00 a.m.  Old Main Boardroom
- April 15, 2015 8:00-10:00 a.m.  Old Main, Silver & Sage
- May 6, 2015  8:30-10:00 a.m.  Old Main Boardroom