Minutes
Wednesday, April 20, 2016
8:15-9:50 a.m. Old Main Boardroom


Guests: B. Carter, T. Gaxiola, T. Miller, S. Rosenberg

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

Approval of the Minutes of April 6, 2016
The minutes of April 6, 2016 were approved with two abstentions.

Updates-Provost Comrie
Provost Comrie said that the Chief Diversity Officer search is in its final stages, with an announcement expected soon.

Searches are underway for new deans for the Colleges of Humanities and Architecture, Planning & Landscape Architecture. Provost Comrie will be sending out a call for search committee members shortly for the latter.

The Honors College Re-envisioning task force has compiled their recommendations and delivered them to the Provost.

Budget discussions are underway. Provost Comrie has asked that SPBAC provide the administration with its advice on priorities for FY17 that include possible budget increases, following conversations SPBAC has had throughout the semester on budget priorities.

M.L. Brown asked Provost Comrie about the Academic Program Review recently completed for UA South. Members were told that discussions on how to best realize UA
South’s unique strengths and contributions are being discussed. Melissa Vito, Senior Vice President for Academic Initiatives/Student Success, has been charged with developing ideas and recommendations for UA South, whose focus has changed through the years. Tom Miller, Vice Provost for Faculty Affairs, added that faculty are meeting to discuss the possibilities around better connecting UA South faculty to their home departments on the main campus.

Co-Chair Richardson asked the provost if cluster hires were a model for the future; the response is that it is too soon to assess the effectiveness of the model given that we’re still in the first year of cluster hiring at the institutional level.

**SPBAC Recommendations on FY17 Budgeting Priorities**
Co-chairs M. Galilee-Belfer and R. Richardson shared the draft *SPBAC Recommendations to the UA Administration on FY17 Budgeting Priorities* that had been previously shared and discussed. Members were asked to let the Co-Chairs know if there were specific ideas that were not captured adequately or were unclear in the document. Members suggested more emphatic wording on raise recommendations, asked for a clearer word than endowment to describe the fund that will be used for Operations and Infrastructure, and asked that graduate students be listed separately rather than grouped with staff. The Co-Chairs requested that any further suggestions or recommendations be emailed to them.

**UHAP Updates-Tom Miller & Stephanie Rosenberg**
T. Miller and S. Rosenberg from the Office of the General Counsel discussed UHAP updates in three areas that are being proposed following the major UHAP rewrites of 2014.

The first area involved Non-tenure Track faculty, and was informed by the work of the Non-tenure Track (NTT) Task Force. The task force, led by Michael Brewer, Vice Chair of the Faculty, has recommended clearer policy language in UHAP around promotion and career progression for NTT faculty, which the current re-writes address.

The second area involved research and professional misconduct, where current UHAP language is not sufficiently clear in terms of when and how findings from faculty governance grievance procedures can be considered in P&T decisions. T. Miller affirmed that the new policy does not permit P&T review committees to ‘re-litigate’ the findings of these procedures, but does permit the fact of the findings to be considered as part of the review process.

The third major re-write area involved 5-Year Reviews for administrators. The last rewrite introduced some ambiguity around who does and who does not get reviews, and the new policy language clarifies for which kinds of administrators 5-Year Reviews are required (Senior VPs and above, as well as vice provosts). He asked that members email him with any questions or concerns.
Diversity Coordinating Council-review of its diversity plan & discussion of SPBAC recommendations

Bryan Carter, SPBAC member Javier Duran, and Tannya Gaxiola (Chair) attended SPBAC to discuss the Diversity Coordinating Council’s Diversity Strategic Plan. T. Gaxiola shared that the Council had heavily participated in discussions around what the UA most needs from a new Chief Diversity Officer, as well as how to leverage diversity as a competitive advantage to recruit both faculty and students from underrepresented groups.

Council members presented a PowerPoint and handed out packets that utilized a pyramid structure to illustrate the vision, goals, sources of competitive advantage, areas of focus, strategic imperatives and key actions & initiatives that are informing the Diversity Strategic Plan. This plan will be available as a facet of Never Settle, with specific recommendations around diversity and inclusion.

Council members mentioned that as part of the development of the Diversity Strategic Plan, they had cross-referenced key actions and initiatives against those in Never Settle, noting where direct alignments to Never Settle language and tactics existed. Co-Chair M. Galilee-Belfer asked T. Gaxiola to let the SPBAC Co-Chairs know if the Council felt there are elements in the Diversity Strategic Plan that aren’t yet in Never Settle but that members think should be included in the broader UA plan.

A discussion ensued about the types of resources and information different members of the campus community most need in order to realize our commitment to inclusive learning environments. M. Finnegan pointed out that faculty that practice inclusion inspire their students to do the same. Members suggested asking successful faculty to share practices that work for them. J. Sun emphasized the value of communication. Some of the ideas that students would like to see happening are already happening, but are not being communicated well.

Adjournment

The meeting was adjourned at 9:52 a.m.

Future Meetings

May 4, 2016 8:15 am – 9:50 am Old Main Boardroom
August 17, 2016 8:15 am – 9:50 am Old Main Boardroom