Minutes
Wednesday, February 19, 2020
8:15-9:45am Old Main Boardroom


Observers: J. Dudas, R. Miller, A. Romero

Presenters: Liesl Folks, Senior Vice President for Academic Affairs & Provost; Lisa Rulney, Senior Vice President for Business Affairs & CFO; Helena Rodrigues, Vice President, Chief Human Resources Officer; Kathy Whisman, Associate Vice President Office of Budget, Chief Budget Office

Call to Order
Co-Chair Helm called the meeting to order at 8:18 am

Approval of the Minutes of February 5, 2020
The February 5, 2020 minutes were approved.

Review of Re-Visioning SPBAC Workshop: Data Insights and Future Plans
Committee members reviewed information and results from the SPBAC workshop held on February 5th. Co-Chairs Helm and Brummund discussed priorities identified during the workshop and informed committee members how the discussion will inform an updated MOU and that identified priority topics will be the subject of recurring SPBAC meetings, namely annual budget changes, RCM allocations, faculty/staff/GA hiring, recruitment and financial aid, strategic planning and strategic priorities.

Members reflected on the workshop and commented on the role of current membership in setting the committee’s mission. Members also suggested that topics and SPBAC recommendations are to be revisited in meetings to determine impact of decisions/recommendations. The co-chairs concluded the discussion with a list of “next steps” including:
• Create a SPBAC meeting schedule based on priorities exercise
• Have additional conversations on topics where votes were tied (consulted vs informed roles)
• Reconfirm role of SPBAC with university leadership
Discussion topic: Annual Merit Increase Program

Liesl Folks, Senior Vice President for Academic Affairs & Provost; Lisa Rulney, Senior Vice President for Business Affairs & CFO; Helena Rodrigues, Vice President, Chief Human Resources Officer; Kathy Whisman, Associate Vice President Office of Budget, Chief Budget Office

Rulney approached the committee to discuss an annual merit increase program considering current financial constraints (flat revenue and increasing costs associated with increasing enrollment).

Rodrigues provided contextual information regarding the history and implementation of annual merit increases. Committee members discussed merit increases and debated the process of distribution of increases: some favored leaving merit increases to the college/department level; others preferred a centrally funded approach with institution-wide guidelines.

Committee members expressed concerns regarding pay and retention efforts of faculty and spoke about the need for data on merit increases that have occurred in the past at the unit/department level. Co-Chair Brummund informed the committee that UCAP has been useful in understanding current workforce and added that UA has inconsistent performance management in place across the campus.

Folks expressed that the responsibility to compensate employees appropriately is not tied to only those units which generate a budget surplus.

Committee members discussed budget discrepancies across colleges and the effects on new hires after retirements. The potential positive impact on faculty morale and stress levels was considered by the committee with transparency of the merit increase process emphasized.

Members debated the benefits of a January or July disbursement cycle for pay increases and also expressed that all employees, regardless of FTE, should be treated the same (a lower assignment does not indicate a lower contribution to the UA mission). Members also raised the need to look back at least 3 years for merit increases in order to average good and bad years.

The discussion was followed-up by a survey among SPBAC members after the meeting to determine preferences in terms of merit increase processes.

Updates

President Robbins
Robbins updated the committee on interactions with the State Legislature: the 50-50 funding model of previous decades is no longer an option. Instead the Legislature is looking to target funds for tangible items such as funding for the medical school in Phoenix and the program to incentivize medical students to stay in Arizona after graduation. Robbins also informed the committee he is involved in a discussion with Banner regarding “creative differences” that have arisen after 5-year affiliation.

Robbins also expressed he would like to see more autonomy and decision-making at the departmental level regarding compensation and merit increases.

Liesl Folks, Senior Vice President for Academic Affairs and Provost
Folks updated committee members regarding the final stages of the pay equity study. How to communicate the study’s results is a current focus. Career-track and Continuing Faculty will be
the subject of the next pay equity study. Folks informed the committee the pay equity study was conducted without faculty input because of legal and confidentiality needs. She is working to include faculty in the review of data and expressed the need for greater transparency.

**Helena Rodrigues, Vice President, Chief Human Resources Officer**
Rodrigues informed the committee about a pay equity study for staff as part of UCAP implementation.

**Lisa Rulney, Senior Vice President for Business Affairs and Chief Financial Officer**
Rulney informed the committee members all ABOR consent agenda items were approved. She expressed thanks to all who have nominated or referred candidates for the UAPD advisory board. The advisory board has been formed with the expressed goal of serving as a bridge between UAPD and the greater campus community. Rulney also added information about Campus Conversations starting Feb. 19 and on April 29.

**Adjournment**
The meeting was adjourned at 9:47 am.