Minutes
Wednesday, April 1, 2020
8:15-9:45 am via Zoom


Absent: P. Dourlein, S. Keim, J. P. Roczniak, B. White

Observers: J. Dudas, C. Henderson, A. Romero

Presenters: Liesl Folks, Provost

Call to Order
Co-Chair Helm called the meeting to order at 8:16 am

Approval of the Minutes of March 18, 2020
The March 18, 2020 minutes were approved.

Discussion Topic: Faculty Pay Equity, Liesl Folks, Provost
Provost Folks presented to the committee regarding the process and progress of the faculty pay equity review. The pay equity review began with the objective of looking for systemic inequity in base salary on the basis of gender, race, and/or ethnicity. Folks stated the process started with a legal review in late 2019 from which no systemic issues were found. The next step was an internal review for non-systemic issues beginning in early 2020. Recommendations and salary adjustments were completed in March 2020. Folks informed the committee the next step will be an elective review process.

Folks shared the data utilized in the faculty pay equity review including:
- Base salary as of January 30, 2020
- Year of terminal degree
- Academic rank
- Years in rank at University of Arizona
- Employment units for paid positions
- Gender
- Race/Ethnicity data (per IPEDS definitions)
- Teaching contributions (measured as the sum of student credit hours delivered between FY2014 and FY2019)
Sponsored award research expenditures (by credit split to investigator, FY 2016 – FY2019, as recorded in UACCESS research/financials)

Folks noted all salaries were prorated to 1.0 FTE for comparison and faculty on fiscal year appointments were prorated to an academic year appointment for comparison purposes.

Folks shared pre-salary adjustment population data including:
- Population Salary Pool = $182,004,331 with Share for female faculty = $60,881,737 (33.5%)
- Female median annual salaries = $99,046 and Male faculty median salaries = $111,356; A difference of $12,310.
- The difference in salary is mostly attributable to factors other than gender (rank and discipline: more senior ranks have higher proportion of male faculty and are better paid). Also male-dominated fields have higher salaries than female-dominated fields.

Folks also presented pre-adjustment population data by race/ethnicity stating the information is uneven but shifts in hiring practice were optimistic. Median salaries by race and ethnicity varied significantly across rank.

Folks explained the internal mathematical model used during the review process, noting it was built on AAUP guidance. The model predicted salaries based on academic rank, years since terminal degree, college, and department.

She provided insights into the near-peer comparison process including:
- Process considered all faculty, one department/college at a time (regardless of gender, race/ethnicity).
- Work was performed by provost, dean and college representatives, with the support of UAIR.
- Faculty salaries were ordered as a function of years since terminal degree. Each salary was compared against all near-peers.
- Where salary disparities were seen that could not be explained by performance factors, an adjustment was recommended. The size of the adjustment was informed by the regression model.

Of the total population, Folks indicated only 38 were excluded from near-peer comparisons based on:
- Faculty that currently held, or previously held, administrative roles at the level of head / chair or above.
- Faculty with formal retirement agreements in place.
- Faculty with salary differences due to non-normative qualifications, relative to the peers within their departments (e.g., a computer scientist working in a non-STEM department).
- Faculty for whom UA does not control the salary.
- Faculty with current Performance Improvement Programs.

Folks shared with the committee the outcomes of the salary adjustments including:
- From the results of the near-peer comparisons, salaries of 177 employees, out of a total of 1,458 employees, or 12.1% of the population are to be adjusted.
- Adjustments are effective start of Spring 2020. Total amount of the salary adjustments was $885,659 or .5% of the total salary pool.
- Notifications were sent to individual faculty via memos from relevant deans.
• Adjustments are centrally funded until start of Fall 2021 semester, at which time they will be absorbed into college budgets.

Folks provided details on the next steps in this process, including:
• Any current T/TE faculty member who has been on payroll since at least the start of the Fall 2019 semester may request an Elective Review of base salary. The request may be made via a secure webform with a deadline listed as April 30, 2020. Results will be communicated by June 30, 2020.
• A Faculty – Administration Joint Committee will be convened to guide further campus work on faculty salary equity.
• Salary equity reviews will be conducted for Career Track Faculty and for Continuing Status Faculty (during 2020) and for University Staff (initiated already).
• A non-binary gender identification option will be initiated with HR systems.
• Biennial salary equity reviews will be scheduled for faculty and staff.

Committee members discussed concerns and asked Folks questions regarding the pay equity study and results including:
• Multi-ethnicity identification: one known challenge to IPEDS model is multi-ethnicity designations. Folks stated even if questions about ethnicity are asked using IPEDS model we analyze all identifications provided by faculty.

Folks concluded by stating salary adjustments will be honored despite budget cuts.

Updates

President Robbins
Robbins updated the committee members on the external advisory board for the UA Cancer Center. He continues ongoing efforts to negotiate with Banner and is continuing to work with donors through the COVID-19 crisis. Robbins also expressed concerns over UA graduates entering the workforce at a lower level than in the past.

Liesl Folks, Senior Vice President for Academic Affairs and Provost: Updates on COVID-19 – operational, faculty/staff/student, and financial
Folks updated the committee on developments connected to COVID-19 including:
  o Slow but steady growth of cases in Arizona. The UA campus has marshalled resources to support the community. Test kits will be deployed to campus health, first responders, and Banner. As capacity increases more test kits will be supplied to other communities as needed.
  o Campus health has been able to cope with tests needed by students. 50-60 tests done at UA for students with symptoms; only found 1 positive. Those tested get results back overnight.
  o Disclosure of COVID-19 Status: The county health department has a responsibility for reporting anyone in contact with a person positive for an infectious disease and has delegated that responsibility to UA College of Public Health and SAFER program. Folks expressed it would be helpful if information was volunteered to campus health, which then hands off the information for contact tracing.
  o Pass/Fail grading: students have until the last day of class to choose pass/fail or original grading policy determined by faculty member. The student would inform the Registrar of
any changes to avoid possible faculty influence. Only the Law college is 100% pass/fail due to issues with class rank.

- **Commencement**: Remained cancelled/deferred with a dialogue continuing about how to celebrate seniors achievements via digital solutions.

- **Student Emergency Fund**: $370,000 raised, administered by Dean of Students, and ensured students who lost employment will be paid through end of semester. Campus pantry working to get food to students in need.

- **Promotion and Tenure**: Memo about hiring slowdown triggered concerns for those coming up for P&T. If a dossier is being prepared at this time, the deadline was extended with the goal of keeping paths to promotion unaffected.

- **Hiring**: Folks indicated UA may not be hiring as many adjuncts going forward, but this is based on demand and decided by department chairs/heads/directors. Professors of practice are not part of this dialog as they are part of core faculty. Folks also stated early retirements are not being considered as part of this process.

- **Rebates**: Students were offered a choice of a 10% refund on parking, housing, and meal plans or a 20% credit toward the same costs for next academic year if planning to return.

- **Strategic Plan & Initiatives**: Nothing that was not already incumbent through the strategic plan will be funded and a process is underway to determine what can be put on hold.

- **All summer activities will be conducted online through June. Face to face planning can start July 1st.**

**Betsy Cantwell, Senior Vice President, Research and Innovation**

Cantwell updated the committee on the process of shutting down research facilities and activities across the UA campus and informed the committee about a COVID-19 research group involving 160 faculty.

**Steven Moore, Senior Vice President, Chief Marketing/Communications Officer**

Moore informed the committee about his work with enrollment, marketing, and admissions, including looking at ways to be more efficient with attracting students and more geo-targeting of marketing.

**Lisa Rulney, Senior Vice President for Business Affairs and Chief Financial Officer**

Rulney informed committee members about the financial stability response taskforce consisting of 7 working groups. Information about the working groups can be found via financialtaskforce.arizona.edu; comments can be emailed to svpcfo@email.arizona.edu or submitted through an anonymous webform. Rulney shared topics from the working groups and discussed the possibility of a hiring slowdown. She noted additional funds will not be allocated to the strategic plan. She discussed operational efficiency and the possibility of increasing the amounts a student may carry as a balance and still be allowed to register for classes.

Members asked Rulney questions regarding student involvement in the taskforce and working groups. Rulney stated faculty are involved in all topics except athletics. No students were on the working groups, but students were encouraged to submit feedback.

Rulney spoke about strategies to mitigate loss of revenue and prioritize furloughs over layoffs.
Jessica Summers, Chair of the Faculty
Summers informed the committee about the faculty election and efforts to redo syllabus policy around attendance. She is working with Provost Folks and Greg Heileman to streamline new program approvals processes. Summers also expressed Faculty Senate may meet during the summer to address COVID-19 concerns.

Adjournment
The meeting was adjourned at 9:52 am.