Minutes
Wednesday, November 21, 2018
8:15-9:45 a.m. Old Main Boardroom


Call to Order
Co-Chair Zeng called the meeting to order at 8:18 a.m.

Approval of the Minutes of November 7, 2018
The November 7, 2018 minutes were approved.

Vote on Quality Teaching Recommendations
The committee approved the following statements:

- SPBAC supports the revision of UA's current TCE core items
- SPBAC supports assessment of teaching quality based on multiple sources, for example teaching observations and instructor’s reflection about teaching, in addition to student evaluations.
- SPBAC encourages departments to adopt teaching observations and establish guidelines for their use in P&T and APR.

Senior Leadership Updates
Interim Provost Goldberg reported:

- Strategic plan initiatives are in the process of being prioritized, budgeted, and organized. Infrastructure projects will be among the first to start.
- The merger of Student Affairs and Enrollment Management units into the Provost’s Office is almost complete.
- Responsibility Centered Management-related visits to all individual colleges will be finished soon.

One suggestion from the discussion was to create a marketing campaign to “sell” the strategic plan to the whole campus.
Interim Senior Vice President Rulney reported:

- UA will hire a Vice President for Strategic Planning Implementation, in addition to several implementation managers and other staff. Among their responsibilities will be measuring plan implementation progress.
- Philanthropy will be required to support a large portion of the plan.
- The recently announced one-time $1K merit-based pay adjustment will be made in January 2019 to all eligible employees.
- Implementation of UCAP may result in some pay adjustments to better align with market standards.

**Discussion: How Should We Respond to Our COACHE Results?**

Led by Tom Miller, Vice Provost for Faculty Affairs and Laura Hunter, Associate Diversity Officer

- The UA survey results have been compared to a cohort of over 100 universities, plus five of UA’s peer institutions.
- A major findings report summarizing the COACHE results was distributed to SPBAC members. The report highlighted UA’s principal strengths and weaknesses as determined by the survey.
- The SPBAC committee was split into four smaller groups to discuss leadership – an area of concern in the COACHE results. Resulting observations included: absence of a system to tackle leadership problems early on; heavy fundraising demands on deans can affect their ability to effectively administer; not enough transparency and accountability in place for leadership.
- Departmental culture often contributes to lack of satisfaction among underrepresented minority faculty. What can UA do to create a more fulfilling and rewarding environment for these faculty? It was noted that not all colleges or schools have diversity committees. There is also a recognized need for training and mentoring department heads.

**Adjournment**
The meeting was adjourned at 9:49am