

Meeting Minutes
Economic Status of the Faculty
10-9-19
9AM FAB4006

Attendance: Martha McComas, Joy Beatty, Lisa Bradshaw, John Buckley, Grant Kruger, Naomi Laventhal, Kirk Philipich

Announcements: Introduce Joy Beatty the SACUA/Senate Assembly Chair who is visiting our meeting today.

New Business:

1. **Charge 19-20 (NOT NEW): GENERAL CHARGE** As the voice of faculty, the committee shall advise and consult on policy and procedure issues related to the broad range of University activities. The committee's advice shall be sought and given in a timely manner so that the advice could affect the decision making outcome.
 - a) **Last year's specific charge:** Use the longitudinal data from faculty salary records and any other relevant sources to examine how salary raises and reductions are distributed across different faculty demographics.

Are there significant differences in the salary programs between different schools and colleges?

Note: A specific charge is not listed and therefore I assume it is the same.

2. **Librarian Salary Report Concern:**

A librarian reported that due to some changes in the availability of external salary data for the U-M Library's benchmarking report against peer institutions, the Library must adjust its timeline of availability of the report from May to the fall. There is a reference in the procedures document to share the salary report with CESF, however, it is not clear whether this has been done regularly in the past.

Questions: How does the Librarian Salary report feed into the work of the committee? Are there any concerns with the revised timeline? Is librarian salary data available directly from HR?

We are going to table this concern until we further refine our specific charge and see if and where this fits in.

3. **LS&A Salary Program Concern:**

LS&A sends with the individualized salary letter a letter describing its salary practices in general. The way the salary program is described in that letter does not align with the actual way the College awards salary increases.

Questions: Can CESF help with this issue?

Martha to respond to the reporting faculty member and reassured her that our committee discussed her concern. That we feel her meeting with her department

chair/Dean is the best route at this point. Additionally, the concern has been taken the Chair of SACUA, and is being given to David Potter. Essentially this concern is slowly making its way up the chain. The email will include Joy and David.

4. **Med School Academic Affairs Advisory Committee Concern:**

A request was received asking CESF, when completing a salary equity review, to include the Medical School in its review, and to include faculty on all tracks rather than limiting its review to instructional track faculty only.

Naomi to follow up on this concern and bring back more information.

5. **Update from Kentaro Toyama, Chair of AAAC:**

Kentaro Toyama, Chair of Academic Affairs Advisory Committee (AAAC), provided background information related to AAAC's work on getting the administration to commission a study of faculty salaries with particular interest in identifying disparities by gender, race, and potentially additional dimensions. Studies were conducted in 2007 and 2012, but there hasn't been a study completed since then.

AAAC has made several requests to administration to commission a study, but for undisclosed reasons, the administration has delayed taking action. It has been 7 years since the last study, so a new study is overdue.

Professor Toyama address some additional issues for CESF to consider as it does this work, such as personnel needs to analyze data, the need to consider whether the university has the data available needed to analyze the multiple desired faculty demographics.

Professor Toyama also referenced a 2012 study that suggested after controlling for rank and experience, women faculty were paid 1.6% less than male faculty.

6. **Where did we last leave off and where do we go from here**

There was large discussion concerning the path we took last year and the roadblocks we encountered. Joy suggested working with Martha to refine the specific charge of the group so that a deliverable is more attainable. The group agreed this was a good idea. Martha is meeting with Joy and others from SACUA to discuss possible directions this group could take and to formulate a plan to bring to the Nov 6th meeting.

One possible area to look into is the economic status of the faculty --- home life. For example looking at housing, location of residence, child/elder care, tuition assistance for children. Could we look at the overall economic situation of the faculty and propose a correlation or inference that the status is good, could be better, or poor. Additionally, we should try to find out what some of the benefits of our sister schools have available for their faculty and if this is an area we would like to report to the Regents about.

Adjournment

Next Meeting: November 6th 9AM Flemming RM# 4006—or of course by BlueJeans