

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

Attendance:

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?

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?

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.

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

Because the committee charge to commission a study of faculty salaries is being shifted to CESF from Academic Affairs Advisory Committee (AAAC) at the suggestion of SACUA, Kentaro Toyama provided background information related to AAAC's work in this area. AAAC had been working to get 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 addressed 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**

Adjournment

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