

Faculty Senate Meeting  
 May 18, 2022  
 11:45 a.m. to 1:00 p.m.

President's Boardroom, 14th floor,  
 Saratoga Building  
 12:00 p.m.-1:00 p.m . (lunch served at 11:45 a.m.)

Attendance

<b>Dental School -5</b>	<b>Present</b>	<b>School of Medicine -19</b>	<b>Present</b>	<b>School of Social Work -4</b>	<b>Present</b>
Alkhubaizi, Qoot	✓	Abrams, Thomas	✓	Cagle, John	✓
Bosio, Jose (Jo, Say)	✓	Abzug, Joshua		Lewis, Ericka	✓
Brooks, John	✓	Chapoval, Svetlana	✓	Shaw, Terry	✓
Griffin, Ina	✓	Conroy, Vincent	✓	Unick, George	✓
Mishler, Oksana		Desikan, Sarasi	✓		
		Dubbs, Sarah		<b>Graduate School -2</b>	<b>Present</b>
<b>School of Law- 4</b>	<b>Present</b>	Edwards, Sarah		Gordes, Karen	✓
Campbell, Patricia	✓	El-Maghrabi, Essam		Kulo, Violet	✓
Gray, David	✓	Film, Roy	✓		
Greenberger, Michael		Hardy, Nancy		<b>Library Faculty -1</b>	<b>Present</b>
		Henderson, Renny	✓	Shipper, Andrea	✓
		Hu, Arthur			
<b>School of Nursing -5</b>	<b>Present</b>	Kallen, Michael	✓	<b>Part-Time -1</b>	<b>Present</b>
Antol, Susan	✓	Kim, Raymond		Burgee, Suzanne	✓
Clark, Karen		Knight, Stephanie			
Daniels, Amy	✓	Schocket, Lisa		<b>School of Pharmacy -5</b>	<b>Present</b>
Edwards, Lori		Strauss, Erik		Boyle, Cynthia	✓
Gutcheon, Veronica	✓	Wilkerson, Richard		Devabhakthuni, Sandeep	
		Wong, Uni		Fletcher, Steven	
<b>Adjunct Faculty Rep</b>	<b>Present</b>			Hynicka, Lauren	
		<b>Staff Senate: Lei Zhang</b>			

Agenda

**12:00 p.m. to 12:05 p.m. Welcome and Approval of Minutes**

Josh is out this week and Sarasijhaa is filling in.

Welcome to the May meeting and congratulations on getting to the end of the year - and getting students to graduation. The last year has been challenging.

Vincent motion to approve and Jose seconded.

Jose was in attendance and this will be updated by Terry.

**12:05 p.m. to 12:15 p.m. Update from Drs. Jarrell/Ward**

Dr. Ward provided updates

Seconding the sentiments and congratulating everyone.

Happy that we are back to in person for the most part.

Thankful to the faculty for all the work to get us all to this point.

The appointment for the new Dean at the school of law was announced earlier this week - Renee - they are well known to the school of Law and will be a great asset.

Continue to track what is going on with COVID - the crisis management team meets as needed to get updates. This will be continued as long as necessary.

Q: what is the masking decision around graduation?

A: masks strongly recommended.

### **12:15 p.m. to 12:55 p.m. Faculty Equity Study Presentation - Segal**

Dr. Ward gave an introduction to the UM team and the structure of the salary equity analysis.

Dr. Ward stated that the analysis was requested by faculty and the University agreed.

Patricia Hoffman - Dir of compensation, wellness... introduced the Siegel folds.

Kevin Carrington

Moshe Mayefsky

Data was collected approximately one year ago.

Some technical challenges have occurred but were overcome.

An internal pay equity analysis is to discover if there is any race, ethnicity or gender impact on pay. First step was to determine what variables impact pay and to look at any biases that might exist within the schools.

Regression analysis was done to understand the impact of the different variables on pay. Each school had a unique set of variables. Focused on two primary findings - systemic and individual level. What system issues exist and then to compare individuals.

They are looking for  $r^2$  values over 70%

Library faculty were not included in the analysis neither was the graduate school.

For each school they were able to get a strong predictive model.

No significant impact on pay by gender in schools other than the school of medicine where there is a 4.8% lower pay.

Run by Race as well with the findings that the School of Dentistry had a significantly higher difference in salary for Asian faculty. No significant differences by race otherwise.

The results suggest that there are 25 black faculty and 68 white faculty in the school of social work

Rank, experience, department, full/part time status, clinical faculty, education, other factors (reporting relationship), administrative supplements were included and whether you have a supplement. Which variables were used differed by school.

Individual schools have received more detailed analyses as has the University system as a whole.

Discussion of the outliers - there were 133 outliers, 67 high outliers, 66 low outliers

Q: can you speak to how the differing statistical power (sample sizes) might impact the results? Segal said that this should not matter, they are keying off of the r-squared. For smaller schools they might have had to limit the number of variables in the model due to sample size.

Q: specific to dental school around the differentiating between dental and dental hygiene? There were school specific models that took into account characteristics of the school.

Each outlier was examined on a case by case basis.

*Q: Was there differences in the model between ranks and race/ethnicity or gender?*

Dr. Berthoud. The 5% significant difference in pay in the school of medicine stood out by gender - is there a plan on campus to develop a plan for this?

A: This information and the information that will be gained from the strategic planning process around Diversity, Equity, and Inclusion. There are several factors being considered that will be informed by the DEI strategic planning process. They are thinking about small and big factors to improve both retention and promotion.

Dr Ward stated that there has been attention paid to this over the last two years and he feels confident that these issues will not be present when/if we do this again.

*Q: were the salaries normally distributed?*

Not in all cases, but they did transform salary as appropriate.

Recommendations and next steps.

1. Complete review of low outliers - rationale for pay differences need to be captured and documented
2. Implementation of individual pay adjustments, as appropriate - determine necessary adjustments to individuals.
3. Bolster data upkeep - continue to collect data relevant to all components of pay to ensure completeness of data and to improve future pay equity studies.
4. Incorporate results into current pay policies and practices - utilize the predictive models to assess compensation levels when hiring or promoting to maintain equity.
5. Conduct regular pay equity studies - conduct a follow up pay equity analysis in 12-18 months to assess the impact of changes.

*Question: did you explore inequity effects prior to adjusting for other factors such as rank?*

There could be a representation gap that is not included in the analyses but there was not a statistical study on that.

*Question around tenure policy and structure.*

Dr. Ward - decisions at UMB have a University Wide policy that delegates responsibility to the Schools. To get at that question is really a school specific question.

Ongoing technical difficulties has made the presentation challenging.

*Question: How will this be used and available on campus?*

Dr. Berthoud: There will be a public dashboard and possibly a single sign on dashboard that focuses on equity and other issues.

Each of the Deans has had their data presented to them. The expectation is that this data will be shared and discussed in each school.

*Question: promotion was one of the issues.*

Dr. Berthoud: time in rank will be examined as well.

Dr. Ward - if policies are being administered equitably we should not see discrepancies. We need to understand how the APT committees work and their impact, also structural factors that might impact women and minority faculty members.

Dr. Berthoud: there is also a need to look at mentoring, workload, work structure.

*Q: are the full models available somewhere - ideally with regression coefficients even for non-sig factors?*

The full models were presented to the deans in each school - only the significant factors were included, although if requested they can be provided to the deans.

Meeting ran long...

12:55 p.m to 1:00 p.m. Faculty elections and new business

The elections will be run longer due to not all distribution lists being sent out.

Elections and Committees  
2022-2023

Executive Committee

President (Johua Abzug)

Vice-President (Sarasi Desikan)

Secretary (Terry Shaw)

Campus Committees with Senate Faculty Representation

Parking & Transportation Advisory Committee Meeting (Oksana Mishler)

Diversity and Advisory Council (Qoot Alkhubaizi)

Staff Senate (Karen Clark)

Art Council (David Gray & Lori Edwards)

CUSF (Patricia Campbell, David Gray, Roy Film, Susan Antol, Karen Clark)

Presidents Council for Women (Sarasijhaa Desikan)

1:00 p.m. Adjourn