University Budget Advisory Committee (UBAC) Report

on University Faculty Council (UFC) Motion to Recommend Faculty Equity Study

As requested by Kristin Marsh, Chair of UFC, UBAC considered the working draft of a motion to recommend a faculty equity study, meant for potential consideration at the 12/1/2021 UFC meeting. UBAC met to discuss the motion on 11/1/2021, and the minutes of that meeting will be posted shortly at

<https://ufc.umw.edu/committees/university-budget-advisory-committee/minutes-reports-of-budget-advisory-committee/>

In particular, Dr. Marsh asked UBAC to tap into our knowledge of the University budget and faculty perspective on budgetary priorities and to report on whether we endorsed a UFC motion to recommend a faculty equity study.

Before UBAC met, we communicated with Paul Messplay to learn about any allocation of funds for this study already in the budget. Paul Messplay reported that “There were some funds set aside in last year’s budget, but … the cost of the study will [likely] exceed what we’ve already set aside.” He also said that “there are [some] limited resources available to be used at the President’s discretion for one-time expenditures such as this.”

In addition, UMW’s 2022-24 State Budget Requests, which are pending approval by the Secretary of Education, ask for state funds both to provide funding to support faculty and staff diversity and to enhance UMW’s Office of Diversity, Equity and Inclusion. Those budget requests include $75,000 each year for the next six-years to support faculty and staff diversity in response to “equity and market studies for both faculty and staff. Once complete, the University will need to be in a position to respond to the results, make competitive offers, and address inequities as well as accumulated salary compression and inversion.” In addition, $580,000 was requested to enhance UMW’s Office of Diversity, Equity and Inclusion “to address a number of critical needs, including securing personnel to support the successful implementation of the inclusive excellence framework and the resources to provide the education, training, programming, and assessment necessary to move the University forward.”

In short, funding for the study is already available, although it will be President Paino’s decision as to whether the amount of the funding can be stretched to the full vision of the proposed study, and state funding is being sought for implementation.

While UBAC recognized the importance of a faculty concern passed along by Dr. Marsh that spending money on the study without money in hand for implementing its results could mean that the study would go out of date before action could be taken, it also decided that without such a study, there would be no impetus for identifying the scope of the problem or making it a budget priority.

UBAC also discussed the possibility of including staff in the study. Equity is an important issue for staff as well as for faculty, and doing one study for both faculty and staff seems more cost effective than doing two separate studies. UBAC recommends that the UFC approach the USC to ask whether it would support including staff in the study.

Although we do not yet know the full cost of the study or whether the University would be able to act on the results, given the importance of equity and inclusion and recognizing that a study is critical to addressing those matters, **UBAC endorses a UFC motion to recommend a faculty equity study.**