

## University Faculty Affairs Committee Meeting Minutes

Thursday, April 27, 3:00 p.m.

**Attendance:** Jennifer Barry, Amrita Dhar, Caitie Finlayson (chair), Smita Jain Oxford, Bradley Lamphere, Miriam Liss, Kyle Schultz (acting secretary), Jessica Zeitz

**Welcome:** In this meeting of current and future members of the committee, we began with introductions. New officers were noted: Jessica Zeitz (Chair) and Kyle Schultz (Secretary)

**Equity Study Update:** The committee discussed yesterday's meeting with Gallagher and provided new members with background on this project. The committee was concerned by lack of progress demonstrated in this meeting, consisting primarily of previously-shared results, and the lack of timeliness in distributing recommendations that could have informed recent decisions about faculty pay. The committee also noted instances where the reported data did not seem to match the actual faculty demographics (e.g., the number of faculty members at a particular rank and area of specialization or gender) and one member noted the presentation contained calculation errors. Finally, members expressed an overall concern that the focus had shifted to specific issues or potential illegalities as opposed to recommendations for enhancing broader equitable practices.

The most interesting result stressed by the committee was the comparison of UMW faculty pay to the broader market, which was not a focus of the presentation. The committee expressed concern about the overall viability of the study and the effectiveness of disseminating its results, with specific concern about how a flawed report might be interpreted and used by stakeholders on campus. The committee will revisit this issue next year to consider possible next steps, including:

- Expressing concerns about the viability of Gallagher's work to the Provost.
- Providing direction for methodology to Gallagher (although they have not complied to similar requests in the past).
- Recommending a market study
- Asking faculty with expertise in quantitative analysis to use Gallagher's data for separate analysis and conclusions. (Historically, however, the administration has not acted on faculty-led analyses.)
- Requesting the raw data used by Gallagher
- Asking President Paino to reinstate faculty pay as budget priority, which is a reflection of university priorities. (The crisis narrative isn't working anymore, especially when pay is not keeping up with inflation.)

The committee discussed special assignments issue. Specific concerns included:

- Determining whether this issue is significant as it had been. The committee would like to know what special assignments still exist on campus.
- Questioning Gallagher's insistence on focusing only on base salary for the study. One member asked if analysis could focus within more nuanced groups such as faculty teaching summer courses and faculty with special assignments.

The chair will distribute her documentation on the equity study to the rest of the committee.

**Faculty Morale and Burnout Survey:** A Google document was compiled to analyze the data, with contributions by several members and Debra Schleef. A set of recommendations based on these analyses will be appended to this analysis. One member noted that her work found a significant difference in satisfaction along gender lines. (One member noted that university academic leadership consists of five white men, which is one factor that could contribute to this trend.) The committee will need to determine how to craft recommendations for dissemination to UFC during the coming year. A new member raised the concern that this survey is limited to perceptions. The recommendation to explore requesting transparency of departmental and College data with respect to teaching and service loads arose from this discussion.

The committee recognized and thanked Caitie and Lance for their leadership in the respective roles of chair and secretary. 😊

The meeting adjourned at 4:02 pm.