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MEMORANDUM

To: Julio Frenk
University President

From: Tomás A. Salerno
Chair, Faculty Senate 

Date: May 4, 2018

Subject: Faculty Senate Legislation #2017-48 (D) – 2018 Faculty Senate Committee on Equity and Inclusion Report and Recommendations

The Faculty Senate, at its April 18, 2018 meeting, unanimously approved to accept the annual report and recommendations of the Faculty Senate Committee on Equity and Inclusion.

This legislation is sent to you for your information.

TAS/rh

Enclosure

cc: Jeffrey Duerk, Executive Vice President and Provost
Shouraseni Sen Roy, Chair, Faculty Senate Committee on Equity and Inclusion



Faculty Senate Equity and Inclusion Committee 2017-2018 Annual Report

Prepared by Committee Chair, Shouraseni Sen Roy

Committee Members: Lilian Abbo, Merike Blofield, Jill Ehrenreich, Cristina Favretto, Anito Joseph, JoNel Newman, Landolf Rhode-Barbarigos, Teresa Scandura, Shouraseni Sen Roy (chair), Lien Tran, Natalia Villegas

Ex Officio: Linda Neider

Dates of Meetings: 10/17/2017, 11/14/2017 (with Provost), 12/1/2017, 2/14/2018, 3/7/2018, 3/26/2018 (with Provost)

Background

The Faculty Senate Committee on Equity and Inclusion Committee is charged with reviewing the conditions of employment and academic opportunities of female and minority faculty members, including recruitment and hiring practices, teaching responsibilities, research opportunities, promotion, tenure and appointment to significant administrative posts and committees. The Committee's concerned with any general problems affecting female or minority faculty.

During the 2017-2018 academic year the Committee mainly focused on the following issues:

- **Elderly/Dependent care benefits:** We met with Cristina Elgarresta, Associate VP Total Rewards to discuss various options for elderly dependent care. As per her request, we prepared a table listing the presence/absence of similar benefits in our peer institutions. The committee is waiting for a response from her.
- **Parking Proposal:** The committee unanimously approved a parking proposal developed by Dr. Merike Blofield.
- **Recommendations from Ombudspersons:** The committee met with ombudspersons from both Coral Gables and Medical campuses. Some of the issues brought up by the ombudspersons that should addressed by the senate or the committee next year are summarized in section below on recommendations.
- **Salary Analysis** – The committee received the 2017-2018 Faculty Gender Salary Analysis ~~(attached)~~ Report from the Provost. The report highlighted significant differences based on gender in the Music, Business, and Medical schools. The report revealed increasing gaps in

salary with increase in rank at the university level. Based on the report the committee would like to make recommendations noted in the section below.

Recommendations

The committee would like to address the following issues over the next academic year 2018-2019:

- Paid leave and/or work reduction for faculty responsible for the duties of familial elder care. Some of the possible measures that may be implemented are listed below:
 - *Employees could take of chunks of time—for helping settle a parent in a nursing home that could come under the rubric of parental leave.*
- Recommendations based on the salary analysis report for 2017-2018:
 - In all academic ranks the report highlights that women are less likely to be promoted than men to higher leadership roles such as Chair or Dean and a minority are advanced to Professor. We would like to examine the statistics showing the number of women who have been promoted to Professor from Associate Professor (listed ideally by departments within schools) over the past five years. In addition, it would be useful to know how many women vs men have been turned down for promotion from Associate to Professor over the same time period.
 - The committee recommends that each school develop an action plan to sponsor and counsel women and Chairs toward promotion pathways, similar to that developed by the Department of Psychology described below (it should be noted that these guidelines, which are specific to Psychology, do not indicate what the role of service or teaching, if any, is in terms of promotion. In other schools and departments, the guidelines will obviously be different but should be articulated clearly so that all faculty are aware of the respective criteria for promotion):

Guidelines for Promotion to Professor in Department of Psychology

 - *Established Independent Researcher*
 - *Significant body of work published since tenure/promotion (to Associate) was awarded*
 - *National and/or international visibility for one's research/scholarship*
 - *Evidence of grant support for research*
 - *National recognition as reflected in editorial work (i.e., editorships, boards), service on study sections, and/or grant reviews*
 - *National/international service to the profession (e.g., leadership position in national or international organizations)*
 - *Continued excellence in teaching*
 - *In order to make sure that Associate Professors are receiving adequate feedback regarding progress toward promotion, the full Professors will review Associate Professors during their 4th year in rank, and every three years thereafter until they are promoted.*

- Up to 25% salary gap in gender within all faculty ranks needs to be addressed and rectified
- We propose that each Dean develops an action plan similar to the ad hoc committee the Business School Dean appointed to review and address salary disparities and provide progress reports at regular intervals to the EIC or Faculty Senate.
- In addition, a short and long term action plan should be developed at the Dean/Provost level to ensure gender equity in the years ahead.
- A salary analysis should also be done based on minorities as well as other protected groups (e.g., age).
- A Faculty Development initiative should be launched with SEEDS: The committee will work with SEEDS' to create initiatives to enhance the careers of underrepresented faculty and to help eliminate biases within the broader faculty body over the next academic year.
- Based on issues raised by UM faculty ombudspersons Norm Altman and Rene Sacasas:
 - Develop Training for Chairs: There is currently a lack of proper training for Chairs before or during their tenure. Chairs need to go through mandatory training regularly. Mandatory orientation for Chairs should take place to ensure how key policies should be implemented and managed. Overall, the conduct of Chairs is a systemic problem.
 - We need a staff ombudsperson. The Faculty Senate unanimously voted for a resolution to have a staff ombudsperson appointed by the President's office last year in the spring of 2017. Despite repeated inquiries by the Senate leadership to the administration, this has still not happened.
 - Exit interviews for faculty: the committee should examine the results of exit interview conducted by Faculty Affairs, if there are any such datasets, to get better insights in faculty retention.
 - Faculty Senate should set up two task forces to examine the following issues:
 - HR problems and concerns on all campuses
 - Locations and accessibility of lactation rooms at all the campuses.