



MEMORANDUM

To: Julio Frenk
University President

From: Linda L. Neider
Chair, Faculty Senate

A handwritten signature in blue ink, appearing to read 'L. Neider', is placed over the 'From:' field.

Date: April 27, 2020

Subject: Faculty Senate Legislation #2019-89(D) – Faculty Senate Equity and Inclusion
Standing Committee Annual Report

The Faculty Senate, at its April 22, 2020 meeting, had no objections to the acceptance of the Faculty Senate equity and Inclusion standing committee annual report.

The report is enclosed for your reference.

This legislation is now forwarded to you for your information.

LLN/ss/rh

cc: Jeffrey Duerk, Executive Vice President and Provost
David Birnbach, Executive Vice Provost, Faculty Affairs
Jill Ehrenreich-May, Chair, Committee on Equity and Inclusion

FACULTY SENATE

April 2020

Prepared by Committee Chair, Jill Ehrenreich-May

Committee Members: Jill Ehrenreich-May (Chair), Shatha Baydoun, Caroline Bettinger-Lopez, Rosina Cianelli, JoNel Newman, Louise Davidson-Schmich, Scotney Evans, Landolf Rhode-Barbarigos, Teresa Scandura, Cristina Favretto, Thomas Goodman, Eryn Milian, Roxane Pickins, and Justin Stoler

Left Committee: Natalia Andrea Villegas Rodriguez (Left University; Rosina Cianelli replaced)

Ex Officio: Linda Neider, JoNell Potter, Helen Bramlett

Dates of Meetings:

FALL	SPRING
Sep 23, 2029	Jan 27, 2020
Oct 21, 2019	Feb 24, 2020
Nov 18, 2019	Mar 30, 2020
Dec 2, 2019	Apr 13, 2020
Sep 23, 2019	

Background

The Faculty Senate's Standing 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.

Activities

The mission of our committee in the last several years has been very *advocacy-oriented*, acting as a supportive voice for faculty regarding issues relevant to equity, in particular, with progress noted this year on issues related to paid parental leave policies and the continuation of a collaborative effort with Provost Duerk to understand issues related to pay equity across Colleges and Departments within the University.

We made significant progress this year with regard to:

(1) Faculty parental leave. We worked with UM HR/Benefits, the Benefits Subcommittee for the Miller School of Medicine and the Provost's office to pass legislation via the Faculty Senate to remove the 24-month waiting period for paid parental leave benefits for Research Faculty, UMMG Faculty and Lecturers. We understand that this change to the faculty manual is ready for the Provost and President's signatures at present.

(2) The conduct of a second sex and race/ethnicity salary analysis by the UM Office of Planning, Institutional Research and Assessment. The Standing Committee received the 2020 Equity and Inclusion Salary Analysis from the Provost's office on April 13, 2020. We reviewed the findings with Dave Becher from the Office of Planning, Institutional Research and Assessment and the Provost on April 20, 2020 via Zoom.

This analysis included a second time point analysis from the 2018 sex-based salary study and a new analysis of potential pay discrepancies by race/ethnicity and for Deans/Chairs by biological sex. *However, the Standing Committee is NOT authorized to release the summary presented to the full Faculty Senate at this time.* The Chair of the Standing Committee was given permission to provide a summary of the findings verbally to the Faculty Senate and will do so on April 22, 2020.

In short, findings suggested that the University has made adequate progress since 2018 in reducing gender-based pay discrepancies overall and that no statistically significant differences remain in any College or University unit. However, the findings presented were incomplete in regard to the Miller School of Medicine (for which findings were not presented on April 20, 2020 to the Standing Committee) and in terms of some further analyses to better understand the race/ethnicity findings observed initially.

Notably, there were trend-level findings reported regarding pay disparities for Hispanic and Black faculty, in comparison to White faculty. The Provost asked for additional time to explore these findings further, since they were not presented relative to individual Colleges or schools, reportedly due to small sample sizes. Further communications with the Provost and Dave Becher to the Chair indicate that these findings will be added with more recent data, likely by Fall 2020.

Recommendations

- (1) We recommend that further changes to the Faculty Manual be considered with regard to the (a) University's need to certify an employee's role as a primary caregiver. We also recommend further exploration of (b) how FMLA benefits are divided at the University of Miami in families with more than one faculty caregiver.
- (2) The Standing Committee expressed a number of concerns about the salary analysis presented to the Committee on April 20, 2020 and recommends follow-up with regard:
 - a. The rationale for not releasing these present findings to faculty beyond our Committee and the University's Deans. We strongly recommend that at least the sex difference-related findings be immediately released to all faculty. Not all schools and Colleges experienced decreases in the pay gap between male and female faculty since the 2018 analysis and while these differences were not statistically significant, some had troublesome trends that require clear follow-up plans following resumption of normal operations at the University of Miami.
 - b. We recommend that the Office of Planning, Institutional Research and Assessment add the Miller School of Medicine findings to the current 2020 salary analysis, even though some assessment of salary trends in this regard have been

completed by an outside consulting firm. We further recommend that in this update they include salary data for clinical faculty and non-clinical faculty (separately for the educator and research faculty tracks), respectively.

- c. We recommend and request follow-up in the 2020-2021 school year regarding the race/ethnicity pay discrepancies observed, which were of a larger and more concerning magnitude, albeit not statistically significant, particularly regarding Hispanic and Black faculty. While we appreciate that this analysis was not complete and that pressing COVID-19 related issues take precedence, we will continue to work with the Office of Planning, Institutional Research and Assessment to release further analysis of the findings observed and action plans related to remediation publicly.
- d. We recommend and request another time point analysis of this data in Fall 2021.