

March 20, 2019

MEMORANDUM

TO: State Board of Regents

FROM: David L. Buhler

SUBJECT: Revision of R805, *Women and Minorities in Faculty and Administrative Positions*

Issue

The Regents have a long history of actions designed to focus attention on and to encourage representative participation in the Utah System of Higher Education (USHE) for students, faculty and staff. Regents' Policy R805, *Women and Minorities in Faculty and Administrative Positions*, approved by the Board in 1985, is a part of that history. It is time to update this 33-year-old policy to assure it is responsive to current times.

Background

Current Board members have expressed interest in continuing to carefully monitor the representation by gender, race, and ethnic group of the faculty and staff of the USHE and the effects of salary equity on that representation. This is particularly important because there is research that demonstrates that students from diverse backgrounds are more likely to participate in higher education and continue to completion if they see individuals like themselves represented in the faculty, staff and administration of higher education institutions. Appointments of women to the presidencies of four of the eight USHE institutions have brought the power of these appointments into sharp focus.

Updating the policy to reflect more current language and data reporting includes:

1. **Policy Title Change:** A change in the policy title from "Women and Minorities in Faculty and Administrative Positions" to the broader, more specific, and inclusive of all USHE positions (not just faculty and administrative positions, but staff positions as well) "Gender, Race, and Ethnicity Representation within the Utah System of Higher Education."
2. **Clarity in Board Goals:** This proposed revision includes more clearly stated policy goals: (1) employment of a diverse, representative, and equitably compensated workforce, (2) an educational experience for students rooted in diverse perspectives, experiences and backgrounds.
3. **Analysis of the Data to Inform Board Decisions:** As findings from a thorough process for data collection and analysis becomes available, the Board can direct future actions to achieve the policy goals.

Commissioner's Recommendation

The Commissioner recommends the Board approve the proposed changes to R805, to include a change in policy title from "Women and Minorities in Faculty and Administrative Positions" to the broader, more specific, and inclusive of all USHE positions (not just faculty and administrative positions, but staff positions as well) "Gender, Race, and Ethnicity Representation within the Utah System of Higher Education."

David L. Buhler
Commissioner of Higher Education

EJH/KH/GL
Attachment



R805, ~~Women and Minorities in Faculty and Administrative Positions~~ Demographic Gender, Race, and Ethnicity and Salary Representation Within the Utah System of Higher Education Workforce¹

R805-1. Purpose: To provide ~~the Board for an annual report~~ comprehensive data analysis of to the Board on the representation by gender, race, and ethnicity in the workforce of the Utah System of Higher Education (USHE) with the goals of having USHE institutions: (1) employ a diverse, representative, and equitably compensated workforce that mirrors the population representation within Utah across all levels of faculty, staff, and administration; and (2) achieve market-based salaries for all groups, provide students with an educational experience rooted in diverse perspectives, experiences and backgrounds, concerning the status of women and minorities as faculty members and administrators in the Utah System of Higher Education.

R805-2. References

- 2.1. Utah Code §53B-2-106 (Duties and Responsibilities of the President - Approval of the Board of Trustees)
- 2.2. Policy and Procedure R801, Equal Opportunity and Nondiscrimination

R805-3. Policy Assessment and Analysis of USHE Workforce

3.1. ~~Comparative Analysis of USHE Workforce Representation~~ Faculty Employment Data Assessment: ~~The Commissioner is directed, in consultation with the Presidents, to prepare annually comparative analyses of women and minorities in faculty and administrative employment, including salary levels, and tenure status and awards. The reports shall take into account specific academic departments, specific CIP categories of academic disciplines and fields, or appropriate classifications of administrative personnel, and length of service.~~ The Commissioner shall direct the USHE audit director to assess prepare a report detailing the USHE workforce's demographic representation. Institutions shall provide the Commissioner's staff data as requested, including the following ~~The USHE audit director shall obtain the following data from each institution:~~

3.1.2. The number of faculty—tenured, tenure track, instructors, and adjunct separately, and disaggregated by gender, race, and ethnicity for each classification.

3.1.3. The number of general staff (FLSA non-exempt), part-time and full-time, and disaggregated by gender, race, and ethnicity.

3.1.4. The number of administrative/executive (FLSA exempt), -disaggregated by gender, race, and ethnicity.

3.1.5. Wage and salary data for all faculty and staff, disaggregated by gender, race, and ethnicity.

¹ Adopted February 15, 1985, amended January 27, 1995.

~~(1) The Presidents will ensure their respective institutions provide data such that the Commissioner can prepare Presidents, an annual report (in the aggregate) of faculty (tenured, tenure track, and adjunct), general staff, and administrative/executive positions showing, for for the full group and disaggregated by gender and ethnicity for each category the:~~

~~(a) number and percentage represented;~~

~~(b) average salary; and include the following: and by college, school, and other administrative units within each institution::women and for minorities:~~

~~(a) the number and percentage in faculty positions;~~

~~(b) the number and percentage in administrative positions;~~

~~(c) the average faculty salary and the average salary for all faculty;~~

~~(d) the average administrative salary and the average salary for all administrators;~~

~~(e) the number and percentage holding tenure-track faculty positions; and~~

~~(f) the number and percentage with tenure.~~

~~(2) The report shall aggregate the data at the system level, but take into account and appropriately weight factors including academic department, CIP category of academic discipline and field, length of service, and classification of administrative personnel.~~

3.2. Data Analysis: The Commissioner's office staff may engage statisticians, demographers, or other professionals necessary to comprehensively analyze the data. The Commissioner shall share preliminary findings and trends with institutional presidents and the Regents Audit Committee to determine which findings require additional examination and which findings are ready to inform new policies or practices.

3.23. Board Discussion. As findings become available, tThe Commissioner shall present the annual reportpresent will be presented to the Board with comparative demographics analysis, potential areas of concern, analysis of areas needing improvement in order for the workforce of the USHE institutions to: (1) mirror representation consistent with Utah's population, and (2) reflect market salaries. Based on Board discussion, the Commissioner may and recommendrecommendations for policiesy and/or best practices changes to be implemented to reach the Board's desired goalsthat will help the system cultivate a diverse workforce and expansive educational experience for students.;

R805, Gender, Race, and Ethnicity Representation Within the Utah System of Higher Education Workforce¹

R805-1. Purpose: To provide the Board comprehensive data analysis of the representation by gender, race, and ethnicity in the workforce of the Utah System of Higher Education (USHE) with the goals of having USHE institutions: (1) employ a diverse, representative, and equitably compensated workforce across all levels of faculty, staff, and administration; and (2) provide students with an educational experience rooted in diverse perspectives, experiences and backgrounds.

R805-2. References

- 2.1. Utah Code §53B-2-106 (Duties and Responsibilities of the President - Approval of the Board of Trustees)
- 2.2. Policy and Procedure R801, Equal Opportunity and Nondiscrimination

R805-3. Assessment and Analysis of USHE Workforce

3.1. Data Assessment: The Commissioner shall direct the USHE audit director to assess the USHE workforce's demographic representation. The USHE audit director shall obtain the following data from each institution:

3.1.2. The number of faculty—tenured, tenure track, rank, years of service instructors, and adjunct discipline separately, and disaggregated by gender, race, and ethnicity for each classification.

3.1.3. The number of general staff (FLSA non-exempt), part-time and full-time, and disaggregated by gender, race, and ethnicity.

3.1.4. The number of administrative/executive (FLSA exempt), disaggregated by gender, race, and ethnicity.

3.1.5. Wage and salary data for all faculty and staff, disaggregated by gender, race, and ethnicity.

3.2. Data Analysis: The Commissioner's office staff may engage statisticians, demographers, or other professionals necessary to comprehensively analyze the data. The Commissioner shall share preliminary findings and trends with institutional presidents and the Regents Audit Committee to determine which findings require additional examination and which findings are ready to inform new policies or practices.

3.3. Board Discussion. As findings become available, the Commissioner shall present to the Board comparative demographics analysis, potential areas of concern, and recommendations for policies or best practices that will help the system cultivate a diverse workforce and expansive educational experience for students.

¹ Adopted February 15, 1985, amended January 27, 1995.