

APPROVED**UNIVERSITY REVIEW COMMITTEE****Friday, April 21, 2023****10:30 a.m.****Location: Hovey 401D**

Members present: Chad Buckley, Tom Buller, Kevin Edwards, Miranda Lin, Randall Reid, Erin Reitz

Absent: Julie Schumacher, Susan Sprecher, Craig Gatto (non-voting member)

Called to order 10:30 AM.

The first order of business was to approve of the minutes from the Mar 10 meeting. Reitz abstained, and the remaining members present approved.

The URC discussed a Provost Office request to extend the time the Provost can consider non-appealed promotion and tenure decisions before they are due to the President, extending that deadline from March 21 to April 15, as listed in ASPT Appendix 1b, page 81. URC considered whether there were any conflicts or impacts on faculty related to this proposal. Finding none, URC voted unanimously to approve the move from March 21 to April 15.

Edwards asked members to consider whether the URC should advise Senate on responses to the Phase 1 Salary Equity review (see Minutes of Mar 10 for details). He summarized the discussion in the May 4, 2022 Senate minutes in which Drs. Trites and Tarhule commented on this review. The major action item they presented was to work on a path for full professors to continue making salary gains commensurate with the market and peer institutions. Dr. Gatto is working with a COACHE survey task force to address this issue, and so URC members agreed to wait for their proposals, but will continue to consider solutions found in peer institutions. Edwards noted other forms of inequities might be evident in the raw data, but the data were masked by PRPA for any demographic group of 5 people or less. This unfortunately limits URC's ability to identify and assess such potential problems.

Edwards presented an information item for vote next time. This is to fix an apparent dropped word in Appendix 2. The information item is attached below.

The URC will have at least one more meeting in May to wrap up business for '22-'23.

Adjourned 11am.

Information item for May 2023

Typo in ASPT to be corrected.

APP2, p.87, Scholarly factors list

Current:

8. Managing or serving as a consultant for exhibitions, performances, and other **scholarly creative** activities;

Should be changed to:

8. Managing or serving as a consultant for exhibitions, performances, and other **scholarly or creative** activities;

Rationale:

" **Scholarly and/or creative** " is standard language throughout this section.

The term " scholarly creative " is not used or defined elsewhere.

URC should vote on whether this is an editorial or substantive change.