

May 8, 2019

MEMORANDUM

TO: State Board of Regents

FROM: David L. Buhler

SUBJECT: Revision of Regent Policy R805, Gender, Race, and Ethnicity Representation Within the Utah System of Higher Education Workforce

Issue

A vital element to higher education is for students' educational experience rooted in diverse perspectives, experiences and backgrounds. This requires Utah System of Higher Education (USHE) institutions to employ a diverse, representative, and equitably compensated workforce across all levels of faculty, staff, and administration. Although Regents' Policy R805, *Women and Minorities in Faculty and Administrative Positions*, sought to assess institutions' progress toward a more diverse workforce, it does not adequately capture the necessary data nor does it specifically strategies to improve workforce diversity and equality.

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. **Strategies at the Institutional Level Informed by System-wide Data:** The proposed policy directs presidents to collaborate with the Commissioner's office for obtaining and analyzing workforce data. Presidents are then responsible to develop appropriate strategies for improving workforce diversity and equitable pay and to report on their progress to the Resource and Review teams as part of their annual evaluations.

Commissioner's Recommendation

The Commissioner recommends the Board approve the proposed changes to R805 and to change the policy title from "*Women and Minorities in Faculty and Administrative Positions*" to "*Gender, Race, and Ethnicity Representation within the Utah System of Higher Education.*"

David L. Buhler
Commissioner of Higher Education

EJH/GL/DLB
Attachment



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

R805-1. Purpose: To ensure 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. USHE Data Assessment and Analysis: Institutions shall annually collaborate with the Associate Commissioner for Workforce and Institutional Research to assess and analyze their workforce demographic data for the following elements:

3.1.1. The number of faculty by tenure status and rank disaggregated by gender and race/ethnicity for each classification and in total.

3.1.2. The average equated nine-month salary for faculty by rank disaggregated by race/ethnicity and gender.

3.1.3. The number of staff (non-faculty) by occupational category disaggregated by gender and race/ethnicity.

3.1.4. The number of part-time faculty and part-time staff by occupational category disaggregated by gender and race/ethnicity.

3.2. Institutional Data Assessment, Analysis, and Accountability: Based on the annual assessment and analysis, institutional presidents shall identify strategies to employing a diverse, representative, and equitably compensated workforce and shall confidentially report their findings, progress, and outcomes to their Resource and Review Team as part of their annual evaluation under R208. Presidents may engage qualified professionals to perform statistical analysis of workforce data to inform institutional compliance with this policy, and federal and state laws.

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



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- 3.1.3. The number of staff (non-faculty) by occupational category disaggregated by gender and race/ethnicity.
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