The meeting was called to order at 4:02 pm.

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<th>Topic</th>
<th>Lead</th>
<th>Notes</th>
<th>Questions and Answers</th>
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<td>Approval of Minutes</td>
<td>Eyler, Chair</td>
<td>Meeting minutes from the March 23rd meeting were approved.</td>
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| Chancellor's Report    | Andrew Martin, Chancellor            | • The main item to report is that the Strategic Plan was presented to the Board of Trustees on May 6 and approved unanimously. It went amazingly well, and the Board is very enthusiastic. The Chancellor is grateful to the Provost for her hard work. The Strategic Planning process was centered on faculty, and an inclusive process, with a couple thousand people involved. Now the work begins.  
  • Commencement begins next week and we can accommodate the faculty. There will be a festival on campus from Mudd Field. On Friday night the Medical School Commencement will begin at Twilight. | Q: What happened to people who missed out on Faculty Endowed Chair installments?  
  A: Last year we had 11 ceremonies.  
  Q: Will there be shade for faculty at Commencement?  
  A: Shade may change next year. Provost: Like last year will have remote viewing stations. Website lists where they are. Beaumont Pavilion is where we will celebrate the students who graduated. |
| Chair’s Report         | Amy Eyler, Chair                    | • The Faculty Senate met in April; 14 were there in person and 14 on zoom.  
  • There are five new members for the Faculty Senate Council, and four new ACTAF members. New FSC members: Carlos Bernal-Miszachi (At-Large/Med), Tammy English (Divisional/A&S), Armando Gomes (Divisional/Business), Patty Heyda  
  )Divisional/Sam Fox, Kristina Kleutghen (At-Large/A&S). New ACTAF members: Jenine Harris (Brown), Ron Cytron (McKelvey), Bret Gustafson (A&S, Colin Burnett (A&S). Compton Awards will be presented at Founders Day, November 5th. We are working on a process for nominations. |                        |
| Ombuds Report          | Peggie Smith, Vice Dean for Academic Affairs | Peggie Smith provided the Ombuds Report and the FSC discussed the Report.                                                                                                                                                                                                  |                        |
| WUSM Gender Pay Equity Report | David Perlmutter, Executive Vice Chancellor for Medical Affairs and Dean, School of Medicine and Rick Stanton, Vice Chancellor for Medical Finance & Administration | • A slide presentation was made and is available on the FSC website [here](#).  
• The last Gender Equity report was done in 2021 based on FY2020 data  
• FY2020 was a year like no other; WUSM faced a 10% expense reduction, carried out in a department specific way. This affected incentives for the next year, and base compensation, but we were happy to reinstate compensation in Sept/Oct. Part of the benefit package that was not retroactively reinstated.  
• The methods used were the same as before; this is the fourth study. The 2019 data was never reviewed. This presentation was made to the Executive Faculty.  
• One question is: what is salary equity? Is it similar compensation and comparable work, productivity driven? Or does it mean everyone is the same?  
• The methods capture variation through a regression analysis. The analysis has controls outlined in the presentation.  
• A major focus also has been on how to look at specialty, rank, longevity and productivity.  
• Dean Perlmutter: two main comments. First this is a rather crude analysis based on a complicated structure.  
• Second, a major focus in this area has been in how we are looking at promotion, leadership positions.  
• Q: Looking at research are they more likely to be outliers?  
  A: On the clinical track it did not come up as a theme in outliers; almost a track by exclusion.  
• Q: Women do a lot of unpaid service work, and thus would not access incentive pay. Can you comment on that? Are we now doing the analysis to get at fairness related to that?  
  A: Percent effort is not in the analysis.  
• Q: Should we direct faculty to look at RVUs?  
  A: Department and chairs need to put value on that effort; need to better look at effort reporting, in terms of incentive compensation, taking more call, hazard call, covering others. Some choose to take other things because of work-life balance. The difference is we run a soft money culture.  
  Provost: if willing to make the data available. Could that be done?  
  A: WUSM looks at things differently.  
  Chancellor: one observation. The covariates you choose are the most important thing. That determines whether you get this right. |
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<th>Strategic Plan</th>
<th>Beverly Wendland, Provost</th>
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<td>Q: How do we use and interpret the word voluntarily? There is a visceral reaction to that assumption; as women are well aware it emanates from bias.</td>
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<td>A: Strategic Plan: The Board of Trustees ratified the Strategic Plan on Friday, May 6. Everyone should thank the leadership of the Senate, thank faculty members who participated. There were 150 faculty formally imbedded; it was a primarily faculty driven effort. What is next? There will be a public launch in the fall. Over the summer, planning for the implementation, identifying the faculty to lead this effort, building project timelines and dashboards, KPIs and Dashboards. We will be emphasizing “finding your place in the plan”, the exciting opportunities. There will be seed grant announcements, many events. There will be a committee setting realistic goals for an accreditation application for the public health school. The Leadership will be sending out a communication shortly, announcing the result of the meeting, with a further communication in the fall. There will be two areas where we will need the FSC to be supportive. First, on developing structures to promote interdisciplinary work, for assigning credit for interdisciplinary work. We need to set up rules of the road for joint hiring and joint appointments. For example, the School of Public Health will not be a silo; we need to set up new policies. Second, in the area of undergraduate education, there are a number of things needed: core literacies for today’s students for tomorrow’s world; the development of continuous teaching, upgrading courses, to work on certain elements of digital learning, using our time as wisely as possible.</td>
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<td>Q: How will the SP be communicated? A: By email. We are now building the teams. Q: Does the Public Health program, and their faculty, automatically become part of the School of Public Health? A: It will be offered as an “opt in” for faculty.</td>
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<td>Other Business</td>
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An executive session started at 5:41 pm.
The meeting was adjourned at 5:48 p.m.

Respectfully submitted, Timothy McBride, Secretary