Faculty Salary Equity

*Initial Study*

Institutional Knowledge Management, March 2017

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Background and Where We Are

Jan 30\textsuperscript{th} 2017:
• Received request from faculty senate reps, Linda Walters and Valerie Storey

Feb - Mar 2017:
• IKM reviewed university models
• Performed initial analyses guided by UC-Berkeley study
• Initial outcomes shared with requestors
Median 9-Month Salary and Percent Women and Underrepresented Minorities by College (2016)

Women: 5% ▼
Concentrated in lower earning disciplines

URM: 3.5% ▼
Varies by college
University Equity Studies

Colorado State University (2017)

• Study working group over one and a half years
• Two analysis groups (between group, individual)
• Single year and over-time analyses
• Findings identify salary differences among ranks
University Equity Studies

UC Berkeley (2015)
  • https://tinyurl.com/okrqpxs

UC Riverside (2014)
  • https://tinyurl.com/l7oh5t8

Rochester Inst. of Technology (2016)
  • https://tinyurl.com/lk9azje

Claypool, et. al (2017)
  • https://tinyurl.com/kypu3q6
Next Steps and Timeline

April:
• IKM – Solidify framework for deeper exploration
• Faculty Senate – review studies and provide feedback on model recommendations

May-June:
• IKM – conducts analyses similar to CSU model

July-August:
• Working group – Review analyses
  • Personnel Committee (Chair ?)
  • Faculty Excellence
  • IKM

September:
• Working group – disseminate findings (Provost, Senate)