

# Faculty Salary Equity *Initial Study*

Institutional Knowledge Management, March 2017

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UCF

# Background and Where We Are

Jan 30<sup>th</sup> 2017:

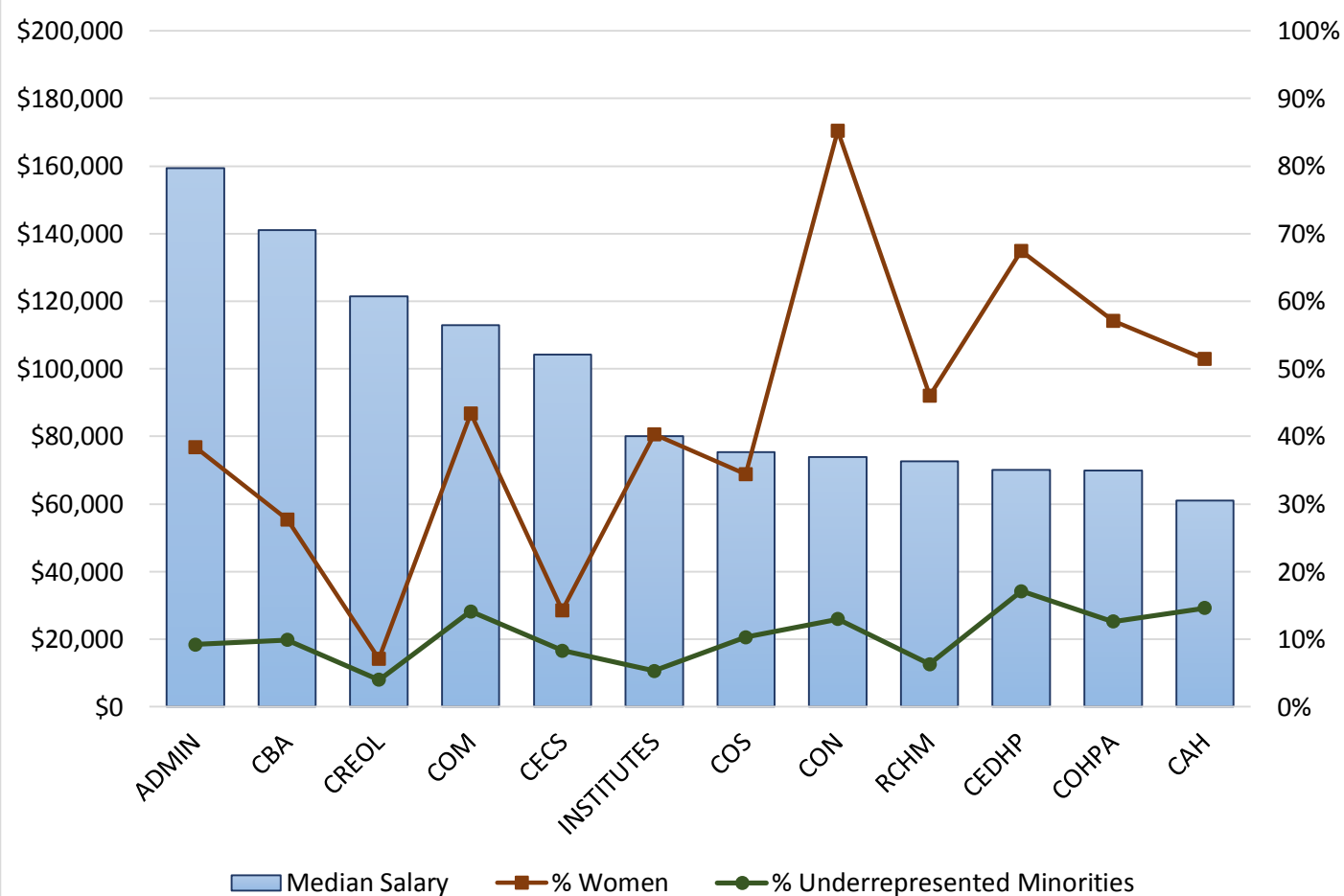
- Received request from faculty senate reps, Linda Walters and Valerie Storey

Feb - Mar 2017:

- IKM reviewed university models
- Performed initial analyses guided by UC-Berkeley study
- Initial outcomes shared with requestors

# Initial Exploration

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)

