



Faculty Salary Equity Study

Working Group Final Report to Faculty Senate

November 16, 2017



UCF

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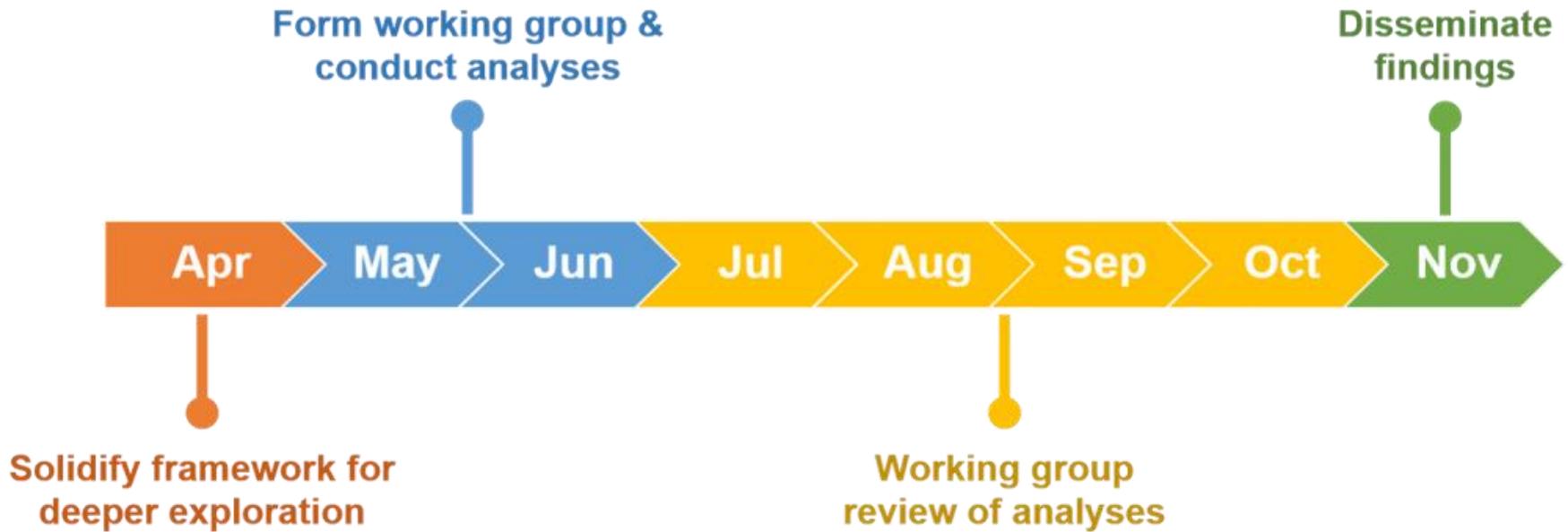
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Study Timeline



Study Data and Methodology

Sample	Tenured or tenure-earning faculty employed full-time as of November 1, 2016 (n=935). High level administrative faculty and faculty for MD programs were excluded.
Methodology	This study includes descriptive and multivariate analyses. Three regression models were used to explore the effect of gender and race on salary, by rank. Additionally, prediction intervals were used to identify extreme and cautionary outliers: faculty whose salary was below the lowest predicted value.
Variables	<i>Dependent</i> – The logarithm of the 2016 9-month salary (or converted equivalent for 12-month faculty) as of Nov. 1. <i>Predictors</i> – gender, race/ethnicity, gender x race/ethnicity <i>Controls</i> – college, total faculty years at UCF, number of ranks held at UCF, administrative roles, number of awards earned, number of merit increases, number of times on leave

Key Findings

- **66% of the sample were men, and 66% were white.** Increasing gender and racial diversity emerged by rank, particularly among assistant professors.
- **Female associate professors earn 3.9% less** than their male peers, controlling for college, years as UCF faculty, ranks held, administrative roles, leave, awards, and merit increases ($p < 0.05$).
- **Underrepresented minority associate professors earn 4.8% less** than their white peers controlling for college, years as UCF faculty, ranks held, administrative roles, leave, awards, and merit increases ($p < 0.10$).
- No statistically significant gender or racial differences in salary emerged among full or assistant professors.
- Records of individual faculty whose salary falls below the lowest bounds of predicted salary intervals, based on the control factors, will be made available to appropriate administrators for review of salary.

Working Group Recommendations

- 1. Perform salary equity analyses every 3 to 5 years** to monitor diversity and equity in faculty salaries over time, consistent with the UCF mission for equality.
- 2. The university commit to a plan to impose a salary floor** by rank and degree attainment.
- 3. Conduct administrative review of individual faculty** whose salary fall below the lowest bounds of predicted salary intervals, based on the control factors, and commit to alleviating any potential salary inequities among existing employees.
- 4. Conduct a similar analytic salary study of non-tenure-earning** instructors and lecturers, and a **follow-on study of salary compression** for tenured/tenure-earning faculty.
- 5. Implement required training for faculty search committees** to contribute to the diversity efforts consistent with the UCF mission.

Planned Action Items

1. Bring salaries up to the lowest predicted level (90% confidence level)
2. Close the female and underrepresented minority equity gap

How?

Set aside funds from central ADI.

Final Report available

<http://ikm.ucf.edu/analytics/faculty-salary-equity/>

