

# UCF FACULTY SALARY EQUITY STUDY

## WORKING GROUP SUMMARY OF FINDINGS

### BACKGROUND

This single year “snapshot” study of 2016 tenured/tenure-earning faculty salaries explores salary differences by gender and ethnicity. This research was conducted between April and August 2017 and was informed by equity studies conducted at other institutions. This research does not analyze salary changes over time and does not intend to provide an exhaustive list of factors that contribute to salary differences.

The working group includes representatives from Faculty Excellence, Faculty Senate, Human Resources, the Office of Institutional Equity, and Institutional Knowledge Management. The 7 faculty members on the working group represented 5 colleges; ranks = 3 Professors, 1 Associate Professor, 1 Assistant Professor, 2 Instructor/Lecturers.

The full report includes working group recommendations including replication efforts. The working group also recommends the consideration that sample size may affect significance or lack of significance found among certain groups, urging administration to supplement these analyses with individual level review.

### 2016 “SNAPSHOT” STUDY 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.

## 2016 “SNAPSHOT”

### 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

#### *Dependent*

The logarithm of the 2016 9-month salary (or converted equivalent for 12-month faculty) as of November 1.

#### *Predictors*

- Gender
- Race/Ethnicity
- Gender x Race/Ethnicity

#### *Controls*

- 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