

Faculty Salary Study Announcement
September 15, 2011

In 2000-2001, the University conducted a gender equity study for tenured and probationary faculty, but has not institutionalized recurring salary equity studies. The Provost has commissioned a new faculty salary study to evaluate faculty salaries by both gender and race or ethnicity and with the intention that we conduct salary equity reviews on a recurring basis.

Background

The University is committed to ensuring that faculty salaries are both **competitive** and **equitable**. The Office of Institutional Research evaluates faculty salaries annually in relation to public benchmark universities, and faculty salary competitiveness is reported to the Board of Trustees in the President's 2020 Vision scorecard (as an overall percent of market value). However, we have not established a practice of conducting recurring salary equity reviews.

The Executive Vice President & University Provost charged the Vice President for Human Resources & University EEO Officer with responsibility for developing a model to evaluate faculty salary equity by both gender and race or ethnicity – working in collaboration with the Associate Provost for Faculty Personnel, Institutional Research, the Commission on the Status of Women, the Commission on Diversity & Racial Equality, the Faculty Senate, and Academic Deans to ensure the resulting study model is consistent with Federal EEO guidelines and best practices among higher education.

Preliminary work has been undertaken and we anticipate that a salary study model will be approved by appropriate constituency groups by Fall 2011. Beginning Spring 2012 and continuing thereafter on a recurring schedule as directed by the Provost, the VPHR & University EEO Officer will conduct a faculty salary equity study in conjunction with the University's EEO/AA planning cycle and will report results to constituency groups, academic deans, and the Provost for appropriate disposition.

Composition of Faculty Salary Study Group

Beth Boehm, Professor of English, Associate Provost for Faculty Personnel, & Interim Dean
School of Interdisciplinary & Graduate Studies

Sam Connally, Vice President for Human Resources & University EEO Officer

Pamela Feldhoff, Associate Professor of Biochemistry, Associate Vice President for Research,
& Faculty Senate Representative, Chair Planning & Budget Committee

Bob Goldstein, Associate Provost for Academic Accountability, Institutional Research, &
Effectiveness

Cynthia Logsdon, Professor of Nursing (SON), Professor of Obstetrics, Gynecology, &
Women's Health (SOM), Associate Chief of Nursing Research (UMC), & COSW
Representative, Recruitment & Retention Committee

Linda Shapiro, Associate Professor & Chair, Education, Former Associate Provost and
2000-2001 Gender Equity Study Group Representative

Charles Sharp, Assistant Professor of Marketing, & CODRE Representative, Faculty Concerns
Committee

The faculty salary study group will be supported by Dennis Finnegan, Director of Employment & Compensation, and Mimi Bell, Compensation Analyst, both in Human Resources.

Preliminary Discussions & Potential Study Guidelines

On the recommendation of COSW (and with its financial assistance), the study group launched its review with a one-day workshop Aug 2 facilitated by an external consultant to provide an overview of various methodological approaches to evaluating faculty salary equity. Dr. Barbara Butterfield facilitated our discussion. Barbara has served at some of the country's most prestigious universities, including chief HR officer roles at the University of Pennsylvania, Stanford University, and the University of Michigan. She has been a long-time leader in the College & University Professional Association for Human Resources (CUPA-HR) and has been instrumental in developing appropriate HR metrics in higher education. You may review Barbara's profile at <http://www.sibson.com/highered/team-members/butterfield.php>.

The 2000-2001 Gender Equity Study was facilitated by PRI Associates, which used a regression model predicated on academic discipline, rank, and total years since date of terminal degree to identify salary outliers. Outliers were then reviewed by Deans to determine whether equity adjustments were justified. The 2000-2001 study did not include an evaluation of equity by race or ethnicity.

The Faculty Salary Study Group has agreed to the following preliminary guidelines:

- We will first develop a model to identify salary variation by gender and race or ethnicity – but will avoid the pitfall of assuming that salary variation constitutes a salary inequity, without a qualitative review. Statistical remedies (cohort based salary adjustments) are no longer valid under current EEO/AA planning principals.
- Any remedy must be predicated on a qualitative assessment of an individual faculty member's qualifications, employment status, and history of performance based evaluations in relation to predicted salaries by academic discipline and rank. Such qualitative reviews will be within the purview of Academic Deans and the Provost.
- In developing a salary model, we will survey peer institutions and professional literature in an effort to identify variables that are predictive of prevailing market value by academic discipline, rank within discipline, and years in rank (among other variables).
- We will present a conceptual framework for the equity study to Academic Deans, the Faculty Senate, COSW, and CODRE for comment and feedback, before finalizing the study model or running actual data comparisons – and will publish periodic reports during the study to keep the university community informed as to our progress.
- We will not attempt to evaluate labor market competitiveness within the context of the salary equity review. This will ensure that results are focused on addressing any equity issues that may be identified, independent of any salary competitiveness issues.
- If salary equity issues are identified in the study, they will be referred to the Provost for consideration in future salary budget discussions (which may require a period of time to address). We are not requesting an allocation of funds in advance of the study, until we know what its findings may be.

Please feel free to share your thoughts with any member of the Faculty Salary Study Group or contact me at sam.connally@louisville.edu or 502-852-3698.