Update: Faculty Salary Equity Study

Katherine Bassard and Kathleen Shaw

May 2, 2017
Background

• 2014 Compensation Study by Titan Group
  ➢ Reviewed VCU faculty and staff compensation
  ➢ Salaries compared to market
  ➢ Jobs compared by rank, role, discipline, and job description
• Findings were that VCU pay is competitive;
  ➢ Pay for T&R faculty is at 99% of the market midpoint of the salary structure
  ➢ Many outliers exist
• VCU conducted the internal equity study as a follow up
Study Approach

• Analyses based on AY 2014-2015 salaries for all tenured, tenure-track and term faculty, excluding School of Medicine

• Used multiple regression analysis to compute average salaries within each group while controlling for all available and quantifiable characteristics that may affect compensation

• Empirical analysis examined how the logarithm of nine-month T&R faculty salaries for gender and minority groups is related to multiple factors
  - School
  - Academic discipline
  - Rank
  - Years at VCU
  - Years since highest degree
  - Terminal degree
Study Findings

• No statistically significant difference between salaries of male and female tenured and tenure-track faculty

• No statistically significant differences between men and women within specific academic ranks

• No evidence of a statistically significant association among term faculty between gender and compensation

• Comparatively small number of underrepresented minority faculty limited power of statistical tests to detect meaningful differences

• Results unchanged when alternative approaches to empirical analyses were used
Study Limitations

- Empirical study can only answer a narrow question: is there a statistically significant association between faculty salaries and demographic characteristics?

- Limitations of this study include (but are not limited to):
  - Quality and quantity of scholarly publications or creative works;
  - Amount of external research funding obtained;
  - Number of patents grants;
  - Performance on teaching evaluations;
  - Recognition for significant institutional or public service;
  - Value of outside offers received;
  - Assessments contained in annual performance evaluations; and
  - Possible societal barriers or institutional obstacles that may deny demographic groups access to more highly paid faculty positions.
Recommendations

- Conduct departmental review of individual faculty salaries  
  
- Study university policies & practices affecting salary equity  
  
- Gather additional data to extend initial analysis  
  
- Expand analysis to include Medical School faculty salaries while accounting for academic physicians’ distinctive role in providing clinical care  
  
- Conduct periodic reviews  

Underway
Committee Members

- Kevin Allison, PhD *ex officio* Sr. Assistant to the President & Interim VP for Inclusive Excellence
- Katherine Bassard, PhD Sr. Vice Provost for Faculty Affairs
- Cathleen Burke *co-chair* Assistant Vice President for Human Resources
- Ponjola Coney, MD Sr. Assoc. Dean for Faculty Affairs, School of Medicine
- John Guthmiller, DMA Sr. Assoc. Dean for Academic Affairs, School of the Arts
- Rebecca Heise, PhD Ass’t. Professor, Dept. of Biomedical Eng., School of Engineering
- James Hinterlong, PhD Special Assistant to the Provost & VP for Academic Affairs
- Wendy Kliewer, PhD Professor & Chair, Dept. of Psychology, College of H&S
- D’Arcy Mays, PhD Assoc. Prof. & Chair, Dept. of Stat. Sc. & Opns. Research, H&S
- Carol Scotese, PhD Assoc. Prof. & Chair, Dept. of Accounting, School of Business
- Kathleen Shaw, MBA *co-chair* Vice Provost for Planning & Decision Support
- J. H. (Rip) Verkerke, JD Professor of Law & Director, PELLS, UVA School of Law
- Madelyn Wessel, JD *ex officio* Former VCU University Counsel