NOTES

Main Topics

- Discussion of study methodology
- Tenure/Tenure-Track models and Rank models
- Research productivity data
- Brainstorming visualization/reporting ideas
- Actionable recommendations

Discussed study methodology: Linear regression – Dependent variable is the log of the adjusted 9 month salary for each faculty member

- Discussed how far to break down grouping by discipline (department level limited due to sample sizes)
- Discussed tests used to test college/department level difference in average (and median) salaries to determine current method of categorization
  - For tenure/tenure-track model: If yes, separate by dept., otherwise, group by college
  - Rank models broken down by college

Group decided to focus on rank specific models rather than entire tenure/tenure track model, so this question is not currently an issue

- Discussed model assumptions and related verification work
  - Heteroskedasticity present in models
  - Adjusted model to use more robust regression method
  - Results practically identical, so went back to normal regression for convenience

Group members did not determine this to be an issue. Will revisit issue as needed.

Discussed differences between Tenure/Tenure-Track models and Rank Models

- T/TT models use all T/TT faculty, with control variable added for rank
- Rank models consider each rank a separate population
- Decided to use rank models

Discussed upcoming measure of Research Productivity using Academic Analytics data

- Described the aggregated “Scholarly Research Index (SRI)” score for each faculty member
  - Contributions weighted differently by discipline
- Use of this measure is supported by Univ. of Missouri’s salary equity study
- Currently have data as of Nov. 2015 – should get 2016 data around Sept.
• Need to determine how to move forward in the meantime without access to this data, as the group decided it would be particularly helpful to have

Discussed best ways to report results for intended audience

• Binary significance, and emphasize effect size
• Make sure to display counts (n’s)

Recommendations

• What actions could reasonably be taken as a result of this study?
• Discussion of project scope
  o Keep it narrow to finish by Faculty Senate meeting in fall
• Use prediction intervals from model to flag outliers among faculty members for further investigation
• How good should model performance be in order to feel comfortable with recommending action based on their results?
  o Roughly, $\text{Adj. } R^2 \geq 0.6$

<table>
<thead>
<tr>
<th>ACTION ITEMS</th>
<th>RESPONSIBLE</th>
<th>DUE</th>
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<tbody>
<tr>
<td>Audit administrative faculty for inclusion in model</td>
<td>Statistics subgroup</td>
<td>7/5/17</td>
</tr>
<tr>
<td>Test function to identify outliers in model results</td>
<td>Zack</td>
<td>Next meeting</td>
</tr>
<tr>
<td>Benchmark model performance against similar studies</td>
<td>Zack</td>
<td>Next meeting</td>
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<tr>
<td>Provide raw .csv data to statistics subgroup</td>
<td>Alyssa</td>
<td>6/28/17</td>
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