

MEETING SUMMARY



Institutional Knowledge Management

SUBJECT: Faculty Salary Study Working Group

DATE: 6/13/2014

ATTENDEES: **IKM:** Linda Sullivan, Andre Watts, Alyssa Mullins, Zachary Merritt, Amanda Miller

CMS#: 42955

Faculty Senate: Mason Cash, Tian Tian, Bridget Rubenking, Grace White

Faculty Excellence: Ana Leon

Office of Institutional Equity: Nancy Myers

Human Resources: Sarah Lovel

NOTES

-Introductions of members of the Working Group

-Reviewed direction for the study

-Reviewed initial findings from exploration

>5% lower salary for females than males

>3.5% lower salary for underrepresented minority than white

>3 studies used to create UCF models

-Introduced two new studies that IKM is interested in incorporating into the UCF model

>Colorado

>Missouri

-Questions posed by Working Group Members

>What is the impact of a faculty member's salary at hire?

>Considered comparing everyone's salary to 1990 dollars, are newer initial salaries inflated vs the longer term employees?

>Are the awards (TIP, RIA, SoTL) going mostly to men? Are the award processes unbiased? TIP are skewed to larger departments, etc.)

-Reviewed how IKM moved away from using the frozen EEO table to the new FacultyStaff table (data dictionary included within packet)

>FacultyStaff dataset included more years

>Included more data

>Question regarding Race bucketing. Is Hispanic overwriting their race?

^IKM will check how race is being pulled by HR query

>Question – does IKM have data on items that could actually promote changes?

-Question regarding types of Faculty employees included in study – Why are only Tenure, Tenure Earning faculty included? Are the Non Tenure Faculty being ignored?

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>Response – IKM Is working to develop a functional working model and will move to apply the model to Non Tenure Faculty at that point (as these two types of faculty are very different)

-Question regarding if the study will lose the importance of small samples if they are not significant

-Question regarding the Associate Professor Summary of Models by Faculty Rank graph: how the underrepresented and female is a positive while the individual values are negative (is it a union or an intersection)?

-IKM quickly reviewed the specific items the Working Group would need to provide feedback on

-IKM requested a sub group of individuals to participate in a Statistical review of the model

>Members include: Grace White, Tian Tian, Bridget Rubenking, Sarah Lovel

-Working Group requested the Descriptive Statistics to be updated to include the N's of the data along with the percentages

- IKM discussed the importance of adhering to a specific scope for the study while acknowledging the important role of other research questions in future studies. Suggested that working group continue to consider what is necessary and/or sufficient to answer the question at hand to make actionable recommendations.

ACTION ITEMS	RESPONSIBLE	DUE
Add N's to descriptive table	Alyssa	Next meeting
Set up Statistics Subgroup meeting	Zack	6/19/17
Investigate PeopleSoft "race" issue	Amanda	Next meeting
Work on model validation and visualization ideas	Statistics Sub Group	Next Meeting
Review questions posed in informational packet	Non-IKM Members	Next meeting