

MEETING SUMMARY



SUBJECT: Faculty Equity Study Working Group DATE: 7/26/17

ATTENDEES: **IKM:** Linda Sullivan, Andre Watts, Alyssa Mullins, Zack Merritt, Amanda Miller, Ana Navarro, Danae Barulich CMS#: 42955

Faculty Senate: Tian Tian, Mason Cash

Office of Institutional Equity: Nancy Myers

NOTES

The group reviewed discussions from the statistical subcommittee meeting held on 6/27.

The following faculty groups will be excluded from the study:

- MD program faculty
- Administrative faculty members at dean level (including Association, Assistant levels) and above
- Non-tenure earning (possible follow-on study)
- Less than full-time

(Final sample size for 2016 snapshot data = 935)

The model being used in this study will generate a predicted salary for each faculty member based on several factors including rank, employment length, awards, etc. (excluding race and gender). The prediction interval will contain lower and upper bound values. Anyone below the lower bound will be flagged.

The outcome of the study could help shape HR policies and starting salaries.

Mason cautioned that some faculty (with a certain education making below a certain dollar amount per year) will be receiving incentives after November 17, 2017. These faculty members could be part of the outliers identified by the model. It was recommended that the group investigate further after the final report is released to determine if any of the outliers received this incentive.

The second part of the study will include race and gender to give a picture of the possible disparity on an aggregate level.

National data needs to be confirmed so that it can be incorporated into this study for comparisons.

Next Steps

The target date for the study results is September, but this can be moved to October if needed. The next working group meeting will take place prior to the Fall term start date.

The final report should contain evidence needed to take action. One additional working group meeting is needed to discuss the final report elements, including:

- How to visualize the data
- Recommendations for future research

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Institutional Knowledge Management

Mason Cash asked about the possibility of including disability status as part of the of salary equity research. This was noted for potential follow-up as ability to access this type of data would need to be determined.

Zach is going to follow-up with the stats sub-committee to get clarification on R-squared values.

ACTION ITEMS	RESPONSIBLE	DUE
Determine final report elements.	Group	8/15/17 (Next working group meeting)
Contact HR (Sarah) to pull CUPA data for national comparisons	Alyssa/IKM	Prior to 8/15/17
Clarification on R-Squared valued with stats sub-committee	Zach/IKM	Prior to 8/15/17