

UCF FACULTY SALARY EQUITY STUDY: FAQ

WHAT WAS THE PURPOSE OF THE STUDY?

IKM was asked to use existing university gender equity models (particularly one conducted at UC Berkeley) to explore any potential gender differences in salary. We made modifications to the UC Berkeley approach based on available time, data and resources, and UCF context and conducted a preliminary analysis. This report was not intended to serve as a final outcome, but rather should be interpreted as a first step in a process of isolating and resolving any potential inequities.

This study does not assess differences in *access* to various positions or fields. This study does include analyses on race/ethnicity and how race/ethnicity may interact with gender, but the primary emphasis for the bulk of the analyses is centered around gender.

This study was also intended only as an internal analysis. At this time, there are no comparisons being made to national salaries or pay differences between different universities. The initial report also does not separate faculty by tenure status (tenured, tenure track, non-tenure earning) but this characteristic is included in the overall model. We anticipate a greater understanding of salary differences in future analyses when these groups are separated.

WHEN WILL SOMETHING BE DONE TO RESOLVE INEQUITIES?

UCF is committed to being on the leading edge of eliminating inequality among faculty, staff, and students. However, in order to ensure that administrative action remains fair, justified, and appropriate, more data models are needed to further understand salary differences. A working group consisting of members of the Faculty Senate Personnel Committee, Faculty Excellence, and IKM is being formed to gain a more complete and accurate representation of the causes of salary differences. As mentioned above, the current report is a first step to identify any actionable steps and has opened up a range of additional questions for more targeted analyses.

WHAT DOES THE MULTIVARIATE MODEL IN THE INITIAL REPORT TELL US?

The purpose of the nested multivariate model is to explore the independent effect of different characteristics and factors while being able to isolate its effect by controlling for all other components of the model. Controlling for all other variables means that everything else in the model is mathematically held “constant” which would be similar to saying that the model would view all other characteristics that could influence salary as identical, except for the one isolated factor. A nested regression also allows us to see how/if the independent effect of certain variables change as we incorporate more factors in to the model. The adjusted R^2 value also tells us the percent of variability in salary that is explained by the factors included in the model. Our model explains about 70% of this variance, meaning that about 30% of the differences in salary are caused by factors not measured in our model.

HOW ARE TIP, RIA, SOTL, AND ADI AWARDS CONSIDERED IN THE MODEL?

In the initial study, TIP and RIA awards were counted and included as a sum in the multivariate model which was to be assessed using the question for every additional TIP or RIA award, how would the (log) salary increase or decrease compared to those with fewer awards.

Due to limitations of the data tables used for this analysis, only the number of TIP and RIA awards earned from 2006 onward were included in the model. This would mean that any interpretation would add the caveat of “in the past ten years,” understandably creating a limitation in the analysis.

SOTLs and ADIs were not included in the initial model, again due to time and data resource limitations. These awards were also not mentioned in the initial meeting to discuss data with the faculty members requesting this study.

IKM is currently working to further extract ADIs, TIP, RIA, and other salary increases for future analyses. We consider this a primary focus which the working group should address when it convenes, in order to ensure that the correct measures of interest are included.

WHAT DO THE BAR AND LINE CHARTS SHOW?

The bar charts show the median salary based on college or department and the line charts show the percent of women (or the percent of underrepresented minorities, when included) in that particular department or college. Some of the medians in the initial report may appear lower than expected. This is because both Tenure/Tenure Track and Non-Tenure-Earning groups are combined. In many cases, non-tenure-earning faculty earn less than tenure/tenure-track faculty, resulting in a compressed median income. See the separate appendix, included here, for a breakdown of median salary and percent of faculty that are women by tenure status.

The bar and line charts are intended as descriptive analyses only. They are not indicators of statistical inequality. The purpose of the bar and line charts are to identify characteristics of different departments and colleges to highlight descriptive differences.