Exploring Salary Difference among Non-Tenure Track Faculty

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Study Aims

• Understand the diversity of non-tenure track faculty (NTTF) in the aspects of

  • Demographic composition
  
  • Salary distribution
  
  • Salary equity across job and between gender
Literature Review

- Two thirds of US faculty positions are NTT (Kezar, 2012).

- Clarity in contract renewal and rewards, such as promotion and recognition contribute to NTTF work satisfaction (Crick, Larson, & Seipel, 2020).

- Satisfaction with resources and rewards were associated with higher levels of workplace commitment (Ott & Cisneros, 2015).
Methods
Data Source

University of Central Florida Faculty data as of November 1st, 2020.

Percentage of Faculty Distribution
(N= 1,906)

- Non-Tenure Track: 42%
- Tenure Track: 58%
- Tenure Earning: 17%
- Tenured: 41%
Sample Selection

• Selection Criteria
  • Non-Tenure Track Faculty (NTTF)
  • Full Time
  • Not an administrator
  • Not in three specific medical programs

• The final sample contains 672 NTTF
Job Category Distribution of NTTF (n= 672)

- Lecturers: 41%
- Instructors: 29%
- Scholars: 7%
- Specialized Faculty: 5%
- Professors: 8%
- Instructional Designer: 5%
- Librarian: 5%
- Professors: 8%
Outcome Variable

- Reported 9-month salary as of Nov. 1\textsuperscript{st}, 2020.

- 9-month or equivalent annual salary.

- All 12-month employee salaries were multiplied by 81.82\% to calculate the 9-month equivalent annual salary.

- The natural logarithm of the annual salary is used.
Explanatory Variables

• Demographic variables
  • Gender (female, male- reference group)
  • Race/Ethnicity (Asian, International, Underrepresented Minority, White- reference group)

• Structural factors
  • College, Job code, Doctoral degree, Visiting status
  • Rank (lecturer/instructor regression model only)

• Rewards
  • Number of TIP, RIA, and SoTL awards
  • Total number of merit due to Administrative Discretionary Increase (ADI)
  • Total number of merit due to across the board increases

• Interaction terms
  • Gender by rank
Analytical Methods

• Variable Selection
  • Correction
  • Stepwise Regression (Forward and backward)

• Regression Models
  • M1: All NTTF, gender x job code interaction terms
  • M2: All lecturers/ instructors, gender x job code interaction term
  • M3: Lectures/ instructors by job code, gender x rank interaction terms (not included in the final model)
Results
NTTF by Job Category and Gender (n= 672)
NTTF by Race (n= 672)
## Instructors and Lecturers (n= 469)

<table>
<thead>
<tr>
<th>Role</th>
<th>Lecturers (n= 276)</th>
<th>Instructors (n= 193)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer, 142</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Lecturer, 107</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Lecturer, 27</td>
<td></td>
<td>Instructor, 101</td>
</tr>
<tr>
<td>Associate Instructor, 67</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Instructor, 25</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Salary Boxplot by Job Category for NTTF (n= 672)
Salary Boxplot by Rank for Instructors and Lecturers (n= 469)
Results from Regression Models
Highlights of M1 Results in Salary Equity

• Structural factors
  • Salary differ by job code and college
  • Salary for regular employment is higher than visiting

• Awards
  • Awards and Merits (ADI and across the board) contribute to significant increase

• Gender and job code Interaction terms
  • Female scholars earn less than male scholars
Highlights of M2 Results in Salary Equity

• Structural factors
  • Lecturers earn more than instructors
  • Salary for regular employment is higher than visiting

• Awards
  • Awards and Merits (ADI and across the board) contribute to significant increase
Highlights of M3 Results in Salary Equity

• Structural factors
  • Instructor rank has the lowest salary comparing to all other ranks in Instructors/Lecturers
  • Salary for regular employment is higher than visiting

• Awards
  • Awards and Merits-ADI contribute to significant increase
Conclusion and Discussion
• **Demographic Variation**
  • Gender difference in scholars’ salaries might be contributed from variance in colleges.

• **Structural Variations**
  • Macro and structural factors such as college, job category, employment type, rank all contribute to difference in salaries.
  • Current study results support Hilmer and Hilmer (2020) study finding that teaching assignment rather than research performance determines full-time NTTF salaries.

• **Rewards**
  • For lecturers/instructors, having more performance related awards (TIP, RIA, SoTL awards, and Merits-ADI) is associated with higher salary.
Questions?
Thank you!

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