

2021 Annual FAIR Conference
March 22nd, 2021

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).

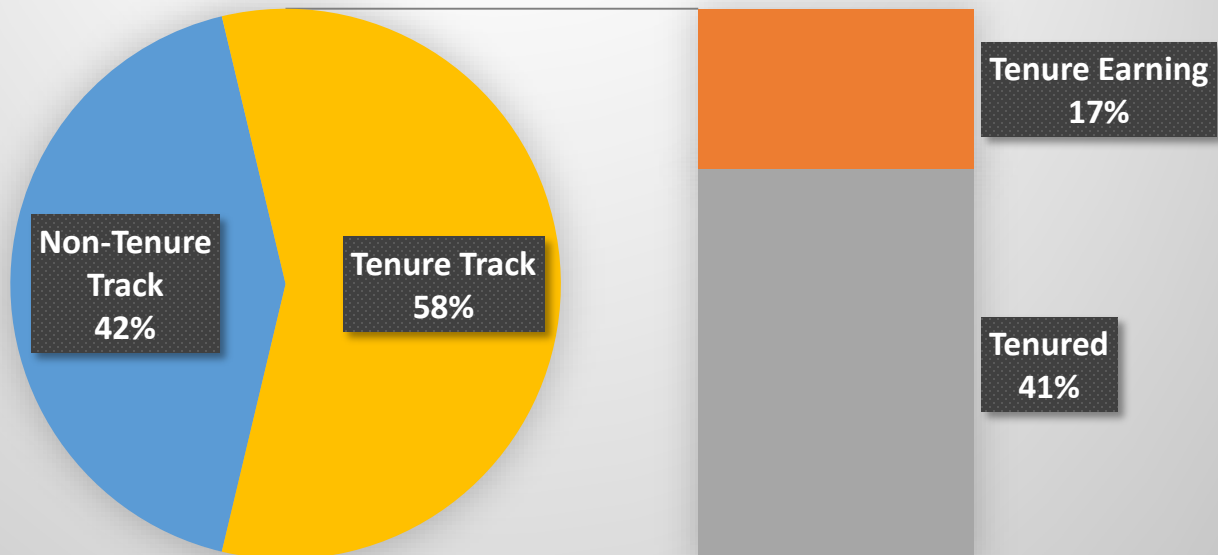


Methods

Data Source

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

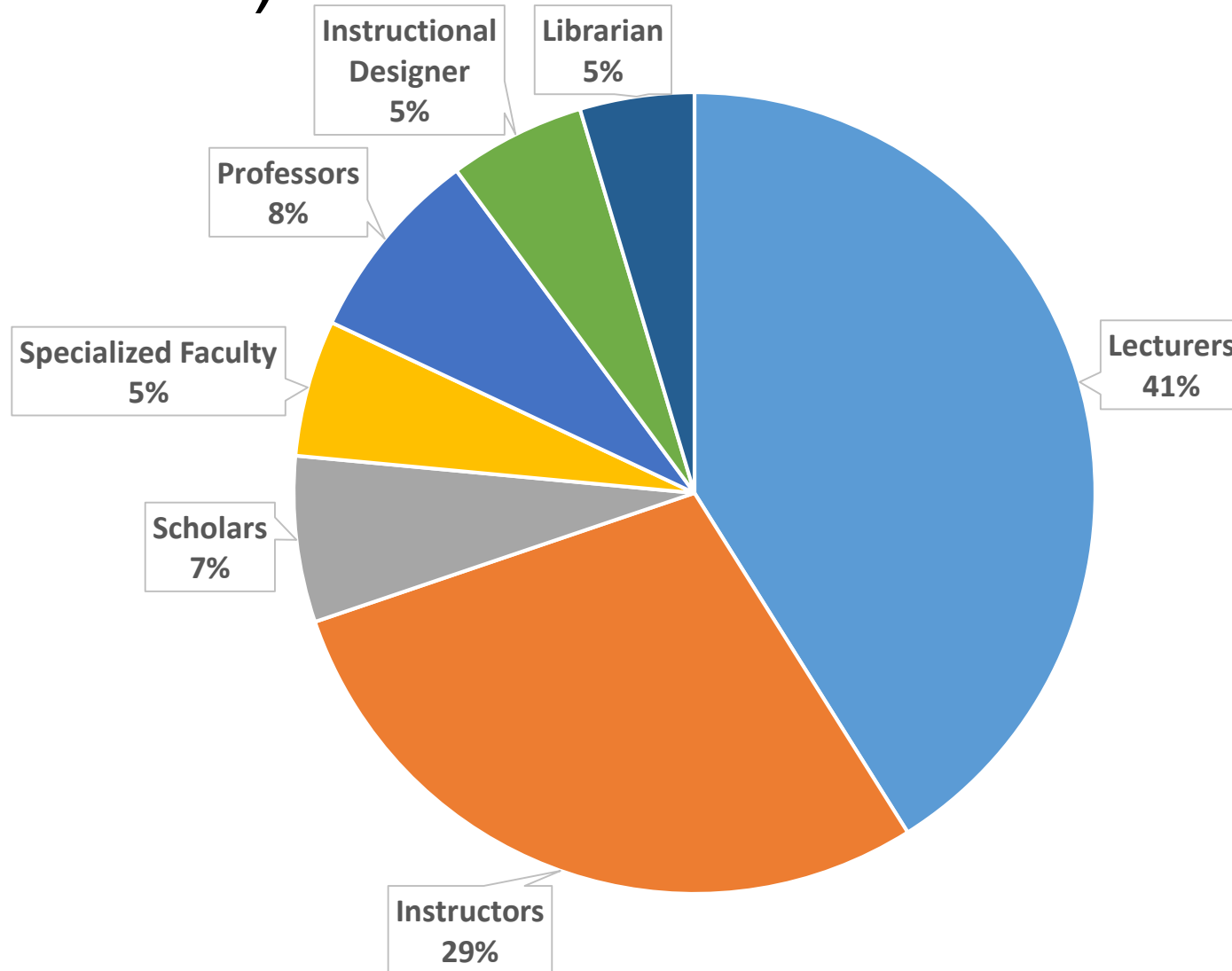
**Percentage of Faculty Distribution
(N= 1,906)**



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)



Outcome Variable

- Reported 9-month salary as of Nov. 1st, 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

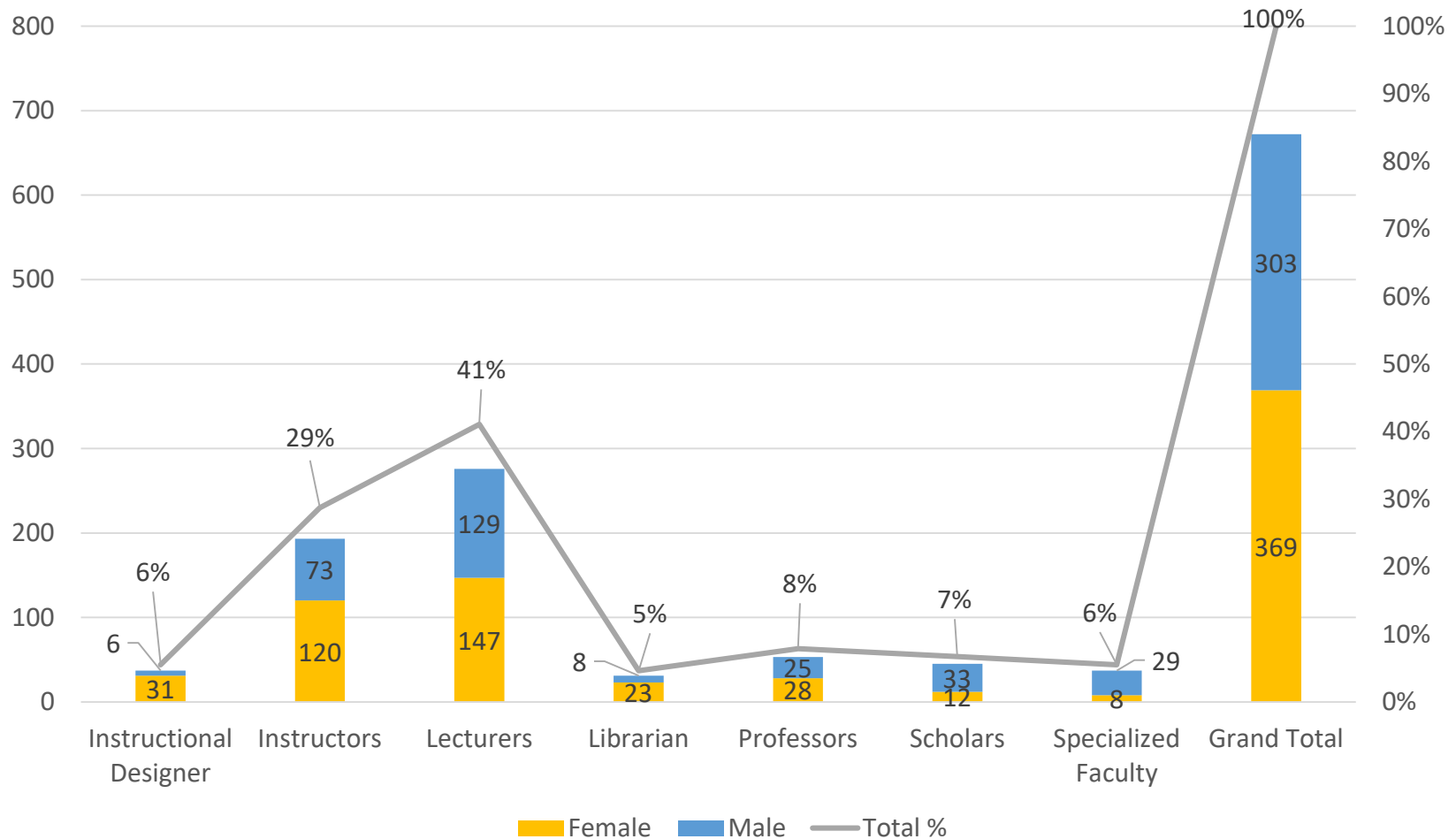
- Demographic variables
 - Gender (female, male- reference group)
 - Race/Ethnicity (Asian, International, Underrepresented Minority, White- reference group)
- Structural factors
 - College, Job code, Doctoral degree, Visiting status
 - Rank (lecturer/instructor regression model only)
- Rewards
 - Number 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

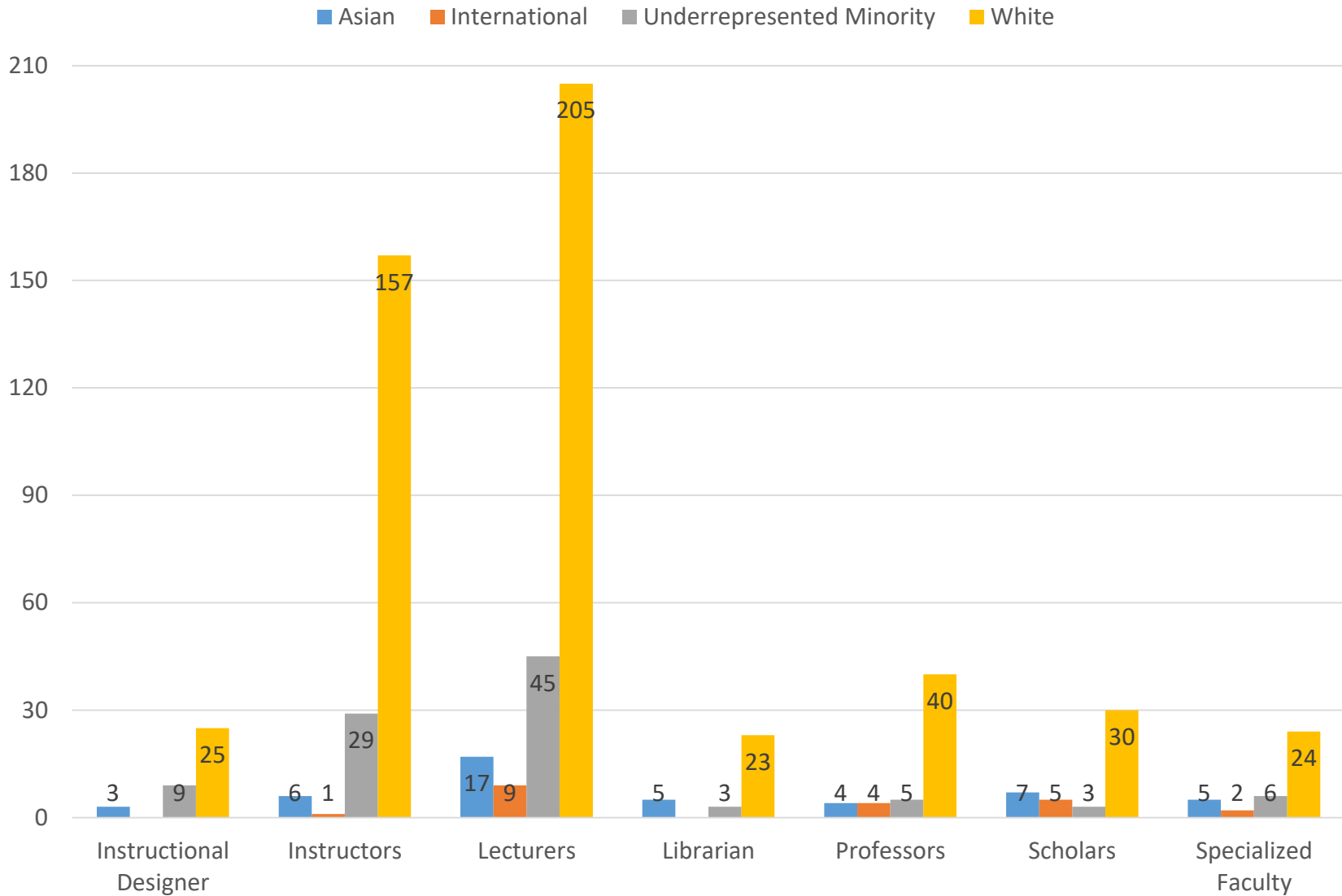
- Variable Selection
 - [Correlation](#)
 - Stepwise Regression (Forward and backward)
- Regression Models
 - M1: All NTTF, gender x job code interaction terms
 - M2: All lecturers/ instructors
 - M3: Lectures/ instructors by job code, gender x rank interaction terms

Results

NTTF by Job Category and Gender (n= 672)

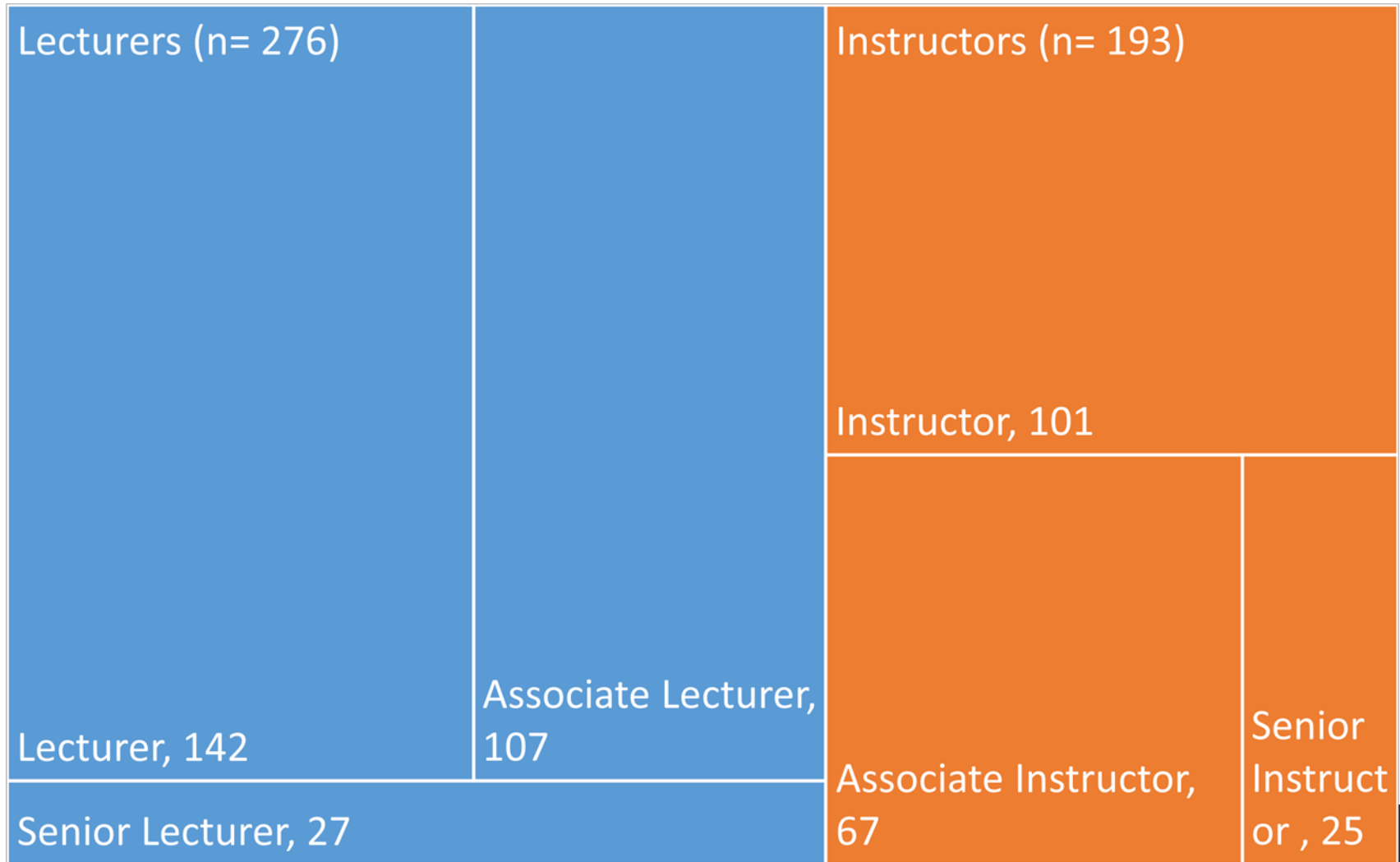


NTTF by Race (n= 672)

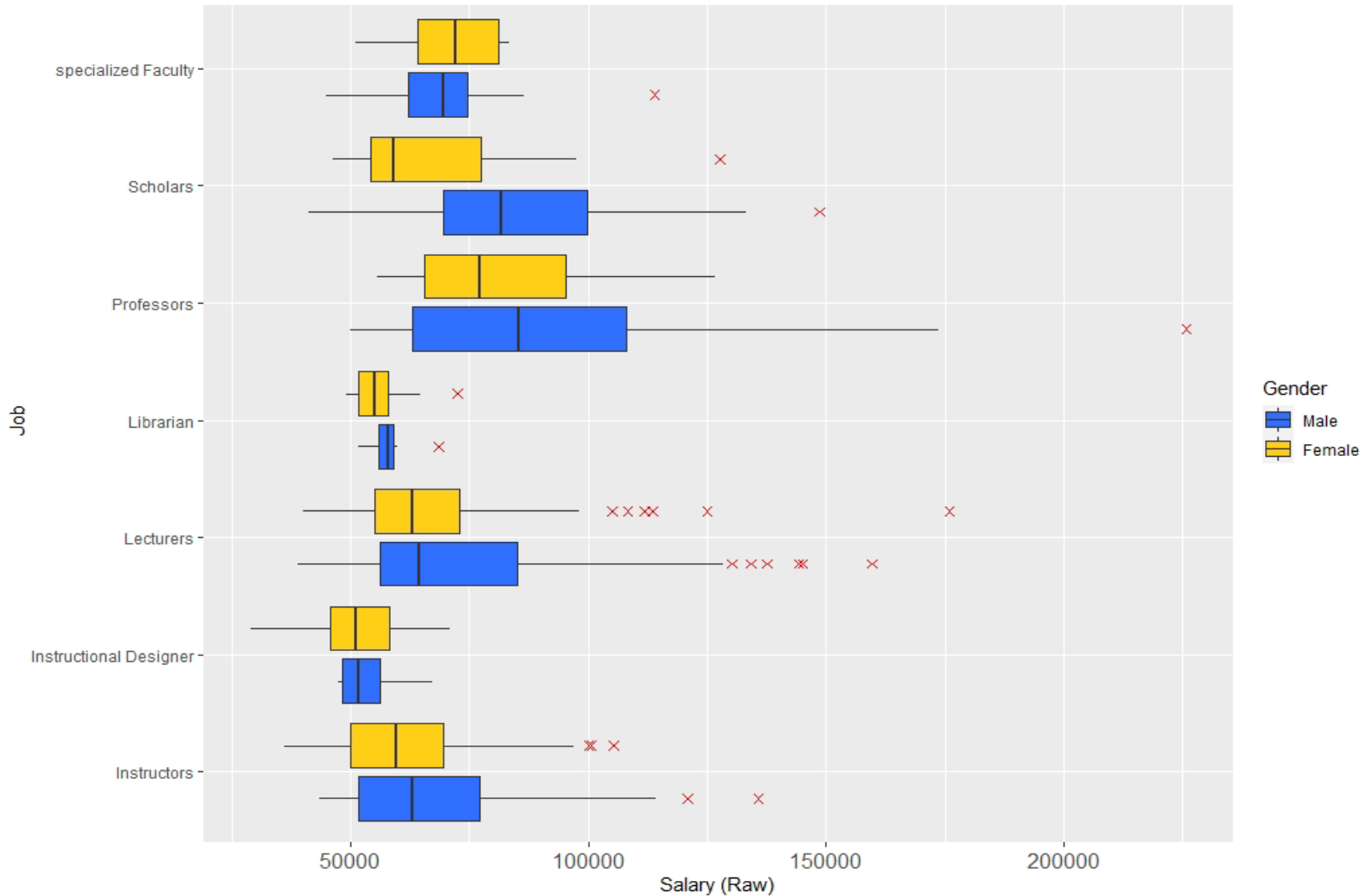


Instructors and Lecturers (n= 469)

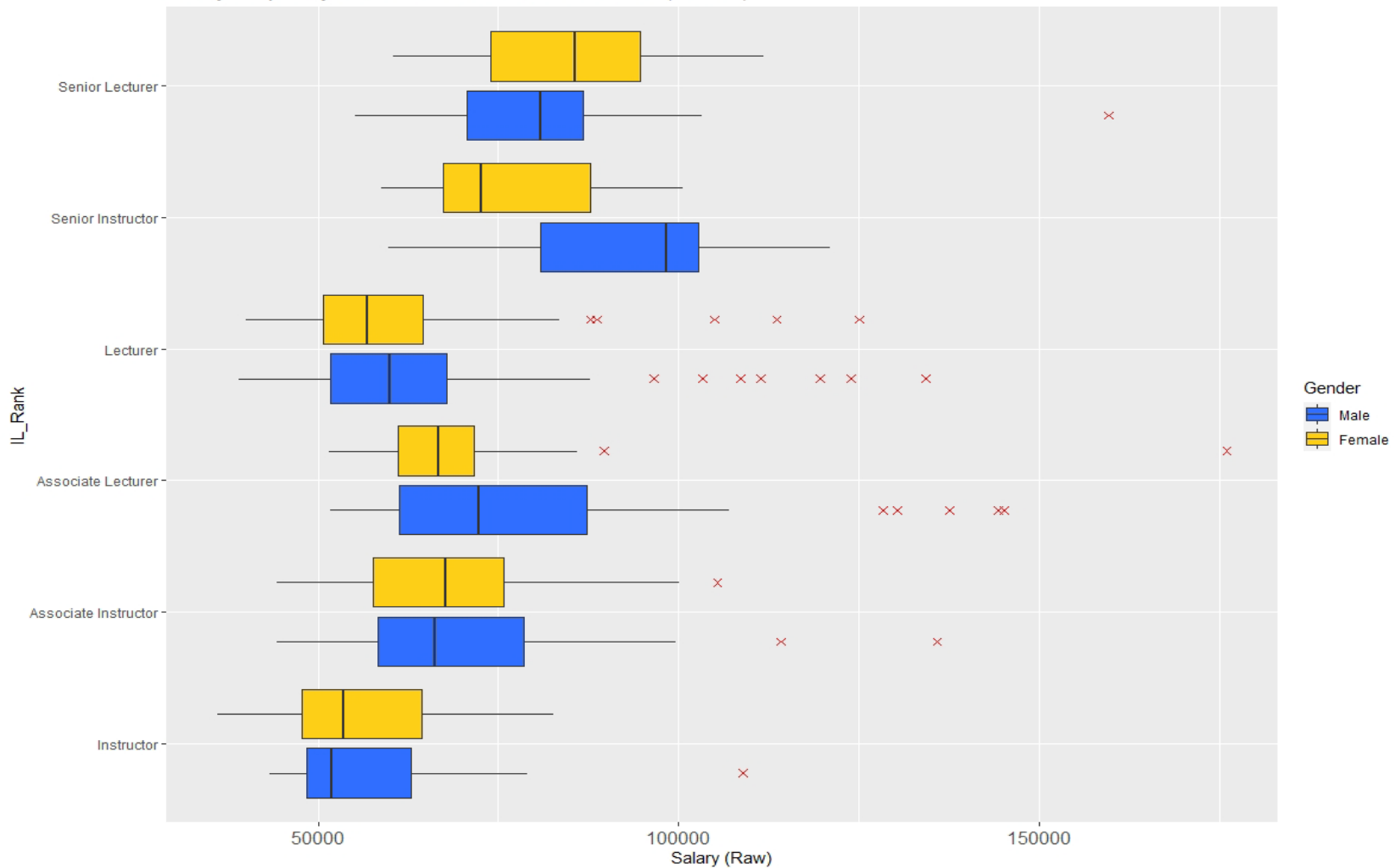
■ Lecturers (n= 276) ■ Instructors (n= 193)



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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