



Faculty Salary Equity Review at IUPUI Executive Summary of the 2014-15 Study

One of the recommendations from the 2013-14 Task Force to Review the Status of Women as well as from the 2008-09 faculty salary equity committee was that the University institutionalize a faculty salary equity study every five years. In response, staff from the Institutional Research Office (IRO) conducted an analysis of faculty salaries under the supervision of a small advisory committee appointed by Kim Kirkland, Director of the Office of Equal Opportunity (OEO). Members of the advisory committee included Melissa Lavitt (Associate Vice Chancellor for Academic Affairs), Larry Miles (Director, IRO), Anne Mitchell (Director, SRO), Rick Morgan (Data Specialist, OEO), Gary Pike (Professor, School of Education), and Marianne Wokeck (President of Faculty Council).

A total of 1,057 full-time tenured, tenure-track and non-tenure-track faculty members on both the Indianapolis and Columbus campuses were included in the study. Librarians and research scientists/scholars also were included in the study, as were department chairs and directors, if their primary appointment was as a faculty member. Adjunct, other part-time faculty members, as well as visiting faculty were not included in the study. Individuals with faculty rank who held Executive Administrative/Managerial positions (deans and assistant/associate deans) as classified by the U.S. Equal Employment Opportunity Commission were also excluded from the study. The IU School of Medicine did not participate in the study. In addition, faculty members from the IU School of Optometry were not included because that school did not participate in the 2009 study.

Multiple regression analysis was used to evaluate faculty salaries at IUPUI because the technique is widely accepted as a method of testing for salary inequities. The analyses were carried out in two steps. In the first phase, faculty members' salaries were regressed on a variety of personal characteristics, including national salary data broken down by academic discipline, faculty rank, tenure status, years of service, administrative positions held, gender, race/ethnicity, and IUPUI School. The results of this phase of the analysis were used to determine if gender and race/ethnicity were associated with differences in faculty salaries.

In the second phase, the multiple regression analysis was used to create a model to predict faculty salaries at IUPUI and identify individual faculty members with salaries significantly below what was predicted by the model. Faculty members with standardized residual scores of -1.67 or less (i.e., actual salaries more than 1.67 standard deviations below their predicted salaries) were considered to have salaries that were of concern. This compares favorably to the metric of two standard deviations below the mean used by the federal government when investigating salary equity issues. The names of faculty members identified as outliers were referred to the deans of their respective schools. Deans were instructed to form committees to carefully review faculty members' records to determine if the shortfalls in salaries could be justified based on factors that could not be included in the study (e.g., research productivity).

Four findings regarding salary equity emerged from the study:

1. There was a statistically significant gap between the salaries of male and female faculty members (\$2,317) that was not explained by other faculty characteristics.
2. There were not statistically significant differences in faculty salaries by race/ethnicity.

3. Although there was a significant gap in the salaries of male and female faculty members, more men (26) than women (17) were identified as having salaries that are substantially lower than predicted. Thus, 60% of the faculty members with lower than predicted salaries were males.
4. The salary gap between female and male faculty members has remained similar since 1998. The unexplained salary gap was 3.0% of average faculty salaries in 1998, compared to 2.4% of average faculty salaries in 2009, compared to 3.0% in 2014.

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