

IUPUI

**Salary Gender Equity
Study for Faculty**

Chair, Kim D. Kirkland

November 2008

Committee Members

- Simon Atkinson, President of Faculty Council
- Kathy L. Burton – Director, Information Management & Institutional Research
- Paul S. Carlin – Chair/Professor of Economics
- Mary Fisher – Associate Vice Chancellor for Academic Affairs
- LindaAdele Goodine – Professor of Art
- Kathy Grove – Director, Office of Women
- Kim D. Kirkland – Director, Equal Opportunity
- Rick Morgan – Data Specialist, Office of Equal Opportunity
- Michael Patchner – Dean, School of Social Work/Labor Studies
- Gary Pike – Executive Director, Information Management & Institutional Research

Why Faculty Gender Equity?

- Commissioned by the Chancellor and the Dean of Faculties
- Equity issues raised
- 10 years since the last study

What About Staff Members?

- November 2007 IU, including IUPUI, completed a comprehensive classification of PA staff to simplify classifications and to anchor compensation to market data (Indianapolis and central Indiana area).
 - HRA analyzed salaries to ensure staff were paid within a range that compares reasonably with the “going rate” for their job category
 - HRA did not specifically address gender equity
 - HRA determined that a normal distribution of PA staff within the ranges exist
- Fall 2008 HRA will look at the distribution of PA salaries based on gender
 - Sense for the need of an in-depth gender equity review for PA staff
 - Continue to address individual cases of gender equity as they emerge and follow-up with research and recommendations to the campus unit
 - Not currently aware of concerns or allegations of staff pay equity related to gender



Parameters/Scope

Included

- Academic Ranks ONLY – IUPUI Indianapolis & Columbus
- Full-time tenure-track whose primary appointment is faculty or Librarian
 - Some Directors
 - Chairs
- Full-time non-tenure-track
 - Clinical
 - Lecturers
 - Scientists/Scholars

Excluded

- Adjuncts
- Visiting
- Part-time
- School of Medicine – 2009-10 (except Basic Sciences/non-physicians – 200+ Faculty w/o Practice Plan)
- School of Optometry
- Executive Managers (Spring 2010)
 - Deans
 - Asst./Assoc. Deans
 - Some Directors
- Academic Specialist
- Academic Other
- Research Associates

Approximately 1,200 Participants

Variables

- Salary (10-month base pay)
- Gender
- Race/Ethnicity
- Member of graduate faculty
- Holds an earned doctorate
- Holds a terminal degree for discipline
- Age
- Holds special rank as a professor (e.g., endowed chair)
- Academic rank
- Service accrual years
- Years in current classification
- Number of years since highest degree was earned
- Hired as a department chair
- Hired as a dean
- Hired as assistant or associate dean
- Held position as department chair
- Held position as dean
- Held position as assistant or associate dean
- Department
- External salary data by discipline

Issues

- Administrative stipends excluded
- **Merit** will be the major factor in a **2nd round of evaluations** for cases that fall significantly below the initial comparisons
- Transparency about the process
- Results – what findings are we after?
 - Outliers will be individually examined for salary remediation by the School
 - Overview report of salaries by gender and other characteristics
 - Summary report of the external salary standards by discipline
- Report back mechanisms
 - Once complete, reports will be given to the Administration, Chancellor, Dean of Faculties, Deans, Faculty Council
 - A summary of the findings will be posted on the website

Timeline

What	Who	When
• Identify Committee Members	Kirkland	9/10/08
• Test Data using 2007 AAP Extract File	Morgan/Burton	9/20/08
• Host kick-off Meeting	Kirkland	10/2/08
• Freeze 2008 Data File	Morgan	10/1/08
• Data Clean-up	Morgan	10/15/08
• Review/App. Old data elements	Pike/Carlin	10/31/08
• Progress Report – what we’re doing	Kirkland	11/15/08
– Variables	Pike	
– Sample	Pike	
– Parameters	Morgan/Burton	
– Communication Plan		12/1/08
• Administration	Kirkland	12/3/08
• Campus Committees	Kirkland	
• Dean’s Council	Fisher	
• Diversity Cabinet	Kirkland	12/9/08
• Faculty Council	Kirkland	1/13/09
• Office of Women Council	Kirkland	11/24/08
• Faculty Executive Committee	Kirkland	12/18/08

Timeline (Cont'd)

What	Who	When
• Clean Data ready for analysis		
– Create dummy variables	Pike	1/31/09
– Develop Regression Model	Pike	
– Diagnostics	Pike/Burton	
– Analysis by school/department	Pike/Burton	
• Data Analysis Complete	Pike	February '09
• Draft/Interim Report	Kirkland/Pike	March '09
• Final Report	Kirkland/Pike	April '09
• School of Medicine Study	Committee	2009-2010
• Executive Management	Committee	Spring '10
• Qualitative analysis		