

2013 Follow-Up Report to the Faculty Salary Equity Study

The University of North Carolina at Chapel Hill

This is a summary of the Executive Vice Chancellor and Provost's response to the report submitted by the Faculty Salary Equity Task Force [see attached Executive Summary] in spring 2012. Provost Bruce Carney had charged the Task Force with replicating the 2002 faculty salary equity study to determine if salary differences existed by gender and race/ethnicity after controlling for factors that should be related to compensation. The Task Force was also asked to examine time to promotion and the diversity of new faculty hires, and to recommend ongoing strategies for monitoring equity.

The Provost presented preliminary results from the Task Force report at the April 2012 meeting of Faculty Council and invited feedback and comments. His senior leadership team was assigned to identify follow-up analyses and to study the feasibility of implementing the report's recommendations. The following actions had been taken by the end of the 2012-13 academic year.

- **Salary Equity Study:** The Task Force had recommended further analysis of the data to include "...a more detailed, qualitative, case-by-case analysis performed by individuals who have context-specific knowledge of the faculty member's career history and professional performance." The Provost asked the Office of Institutional Research and Assessment to provide each dean with the regression models for his/her school and a roster of the faculty who had been included in the analysis. Several suggestions were made by school-level experts to modify the regression models and variables to improve the validity of the findings. These included using a more precise method of adjusting a faculty member's salary to account for administrative duties, differentiating between permanent and temporary distinguished chair awards, and introducing a new measure of clinical productivity as a salary predictor. The final roster listed each faculty member's actual salary, the salary predicted by the regression model (after controlling for experience, discipline area, rank, tenure status, and other career-relevant factors), and the difference between the two. Faculty members with large negative discrepancies between their actual and predicted salaries (defined as 1.5 standard deviations from the mean for their academic units) were flagged. The Provost asked the deans to investigate these cases and to provide an explanation and a description of any actions taken to remedy disparities that were not justifiable based on professional productivity, quality, or other appropriate factors. These explanations were reviewed by the Provost's senior leadership team.
- **Tenure and Promotion Study:** The Task Force Report outlined the data issues that limited their ability to conduct a comprehensive analysis of faculty career progression. Solutions for improving the availability and quality of faculty data have been discussed by the Provost's Office and members of the Appointment, Promotion, and Tenure Committee. The Office of Institutional Research and Assessment, the Office of Human Resources, and the Office of Academic Personnel have raised these data issues during the planning process for the upcoming conversion of the University's legacy human resources and financial systems to PeopleSoft. It will be particularly important to develop new reporting systems that enable analysis of both historical and current data and longitudinal studies of individual faculty over time.
- **Hiring Study:** Efforts continue to track former participants in the faculty diversity initiatives described in the Task Force Report and using the results to evaluate the effectiveness of these programs. In addition, the Office of Diversity and Minority Affairs, the Office of Equal Opportunity, and the Office of Institutional Research and Assessment are collaborating on ways of increasing the information available to assess recruitment, hiring, and retention patterns by gender and race/ethnicity over time, and to compare our progress with our peers.