

Overview

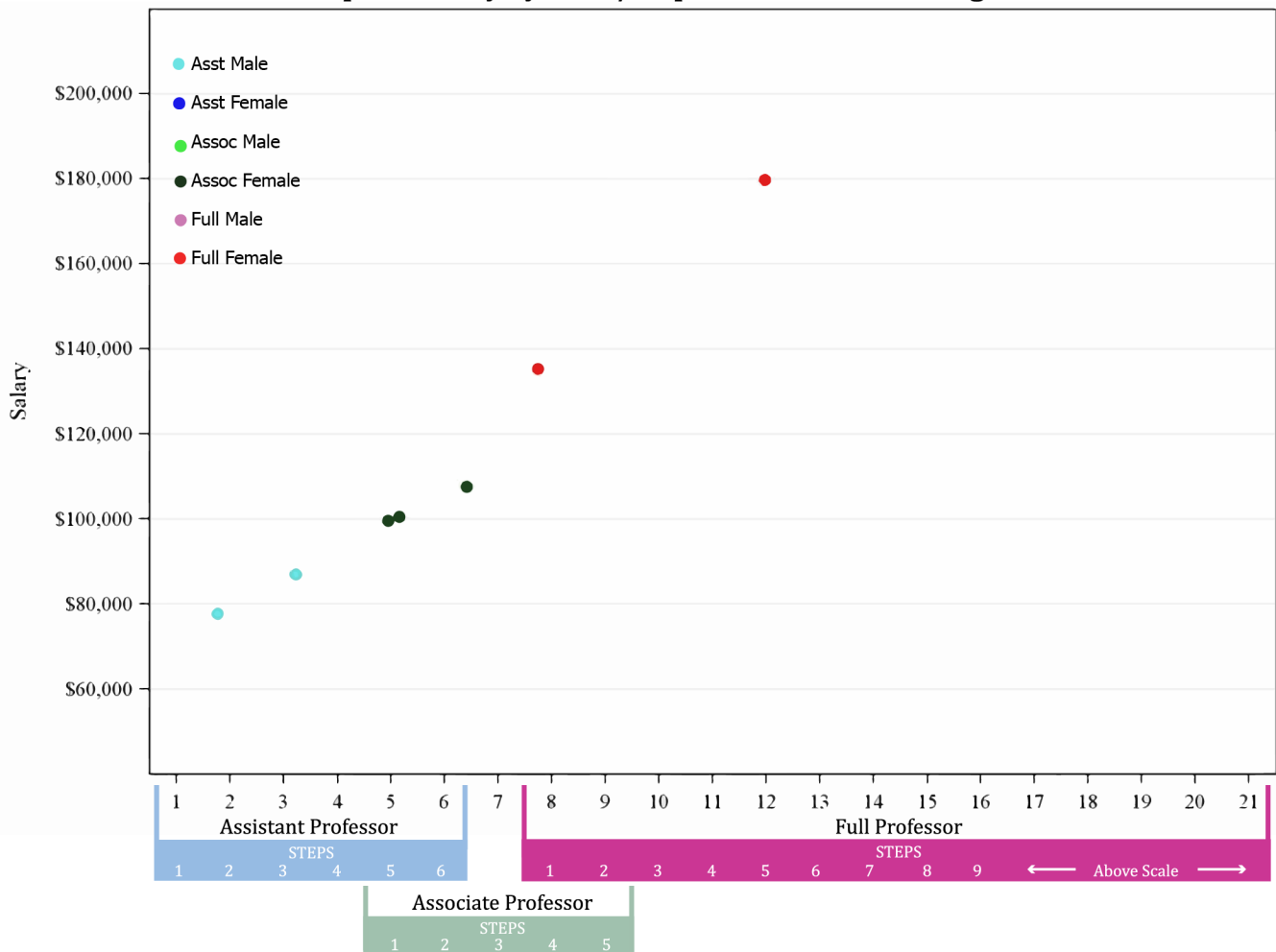
A joint Administration-Academic Senate Committee has undertaken the planning and execution of an equity study on ladder rank faculty salaries. The analyses presented focus on regression models that go beyond the annual residual analysis conducted in the past (1997-2014) and include evaluation of rate of progression through the ranks. The methodology used and results for the analyses at the whole campus level are available in the campus report. Results of the school level analyses are available in separate reports for each of 14 Schools/Units. SOM faculty continue to be excluded from this study due to the differences in compensation associated with participation in the COMP plan.

Methodology (see campus level report)

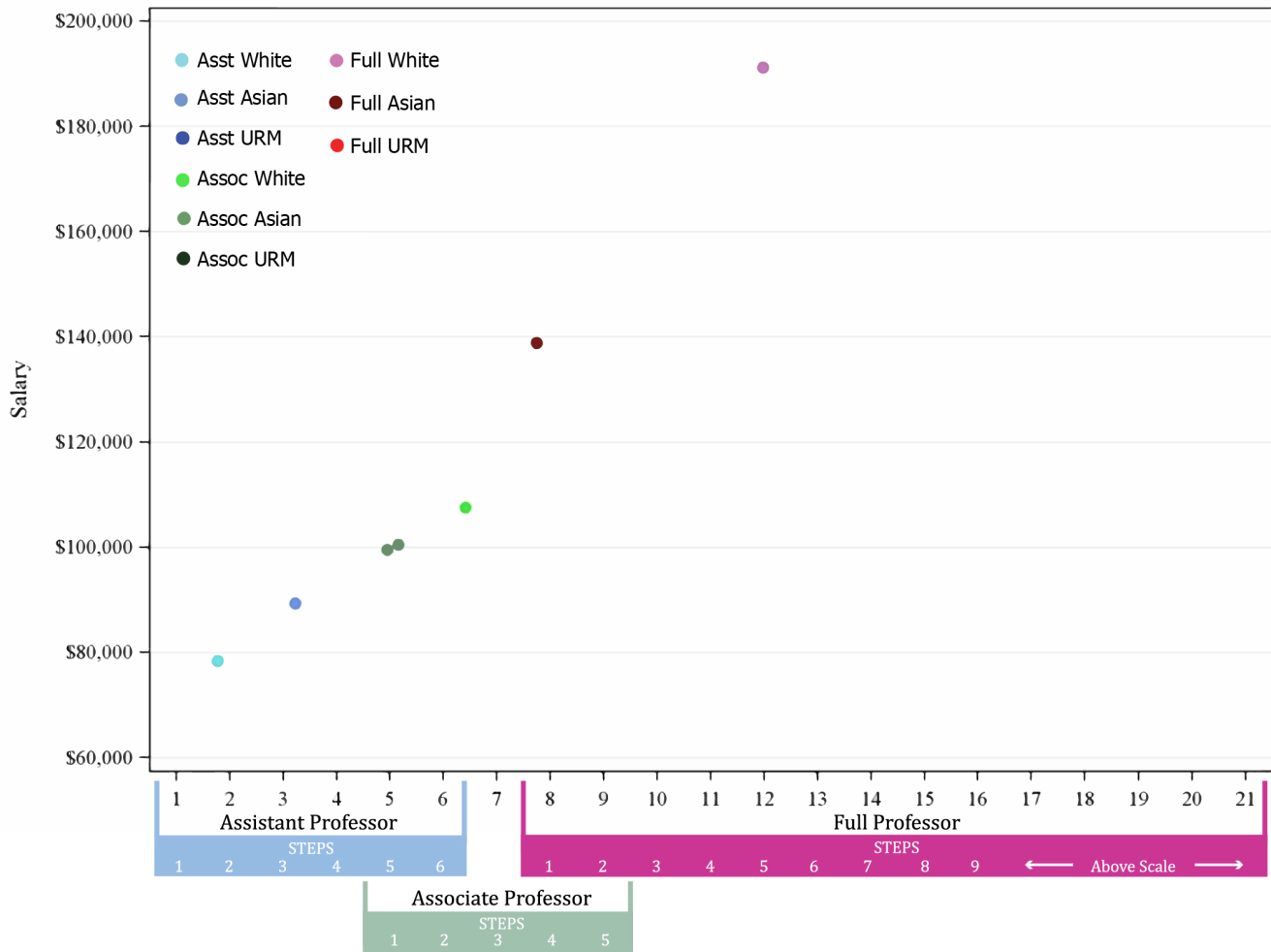
Results

1. Salary data for all ladder rank faculty plotted as a function of rank/step/gender and rank/step ethnicity.

Graph 1: Salary by Rank/Step and Gender - Nursing Science



Graph 2: Salary by Rank/Step and Ethnicity- Nursing Science



- Multiple regression analysis of salary vs rank/step. All faculty in the School of Nursing are women who are white or Asian. As indicated in Table 1, the simplest model with only demographic variables shows Asian faculty earn salaries that are 19% lower than those of white faculty. However, only 4% of salary variation is explained by this model. As control factors are added to the model, salary differences change significantly with Asian faculty earning 8% more, compared to white female faculty. The percentage of salary variation explained by the model increases to 99%.

Table 1.

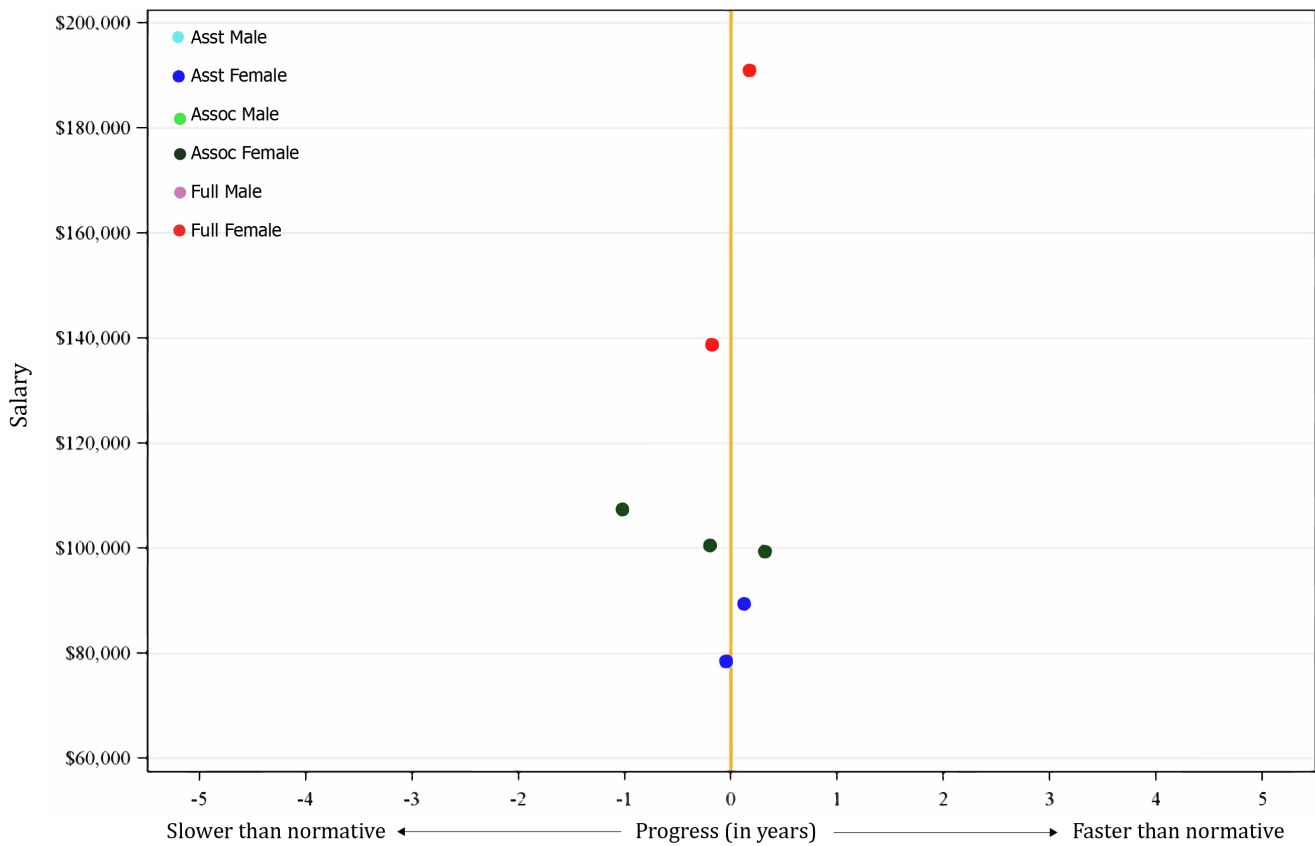
Submodel	R-sq	Significant Variables	Salary Difference		
			Women vs White Men	Asian vs White	URM vs White Men
1 Demography	0.04			-18.7%	
2 Demography, Experience	0.97	Experience**		39.9%	
3 Demog, Exper, Field	0.97	Experience*		39.7%	
4 Demog, Exper, Field, Rank	1.00			13.0%	
5 Demog, Exper, Field, Rank ¹	0.99	Market*		8.3%	

*p<0.05, **p<0.01, ***p<0.001

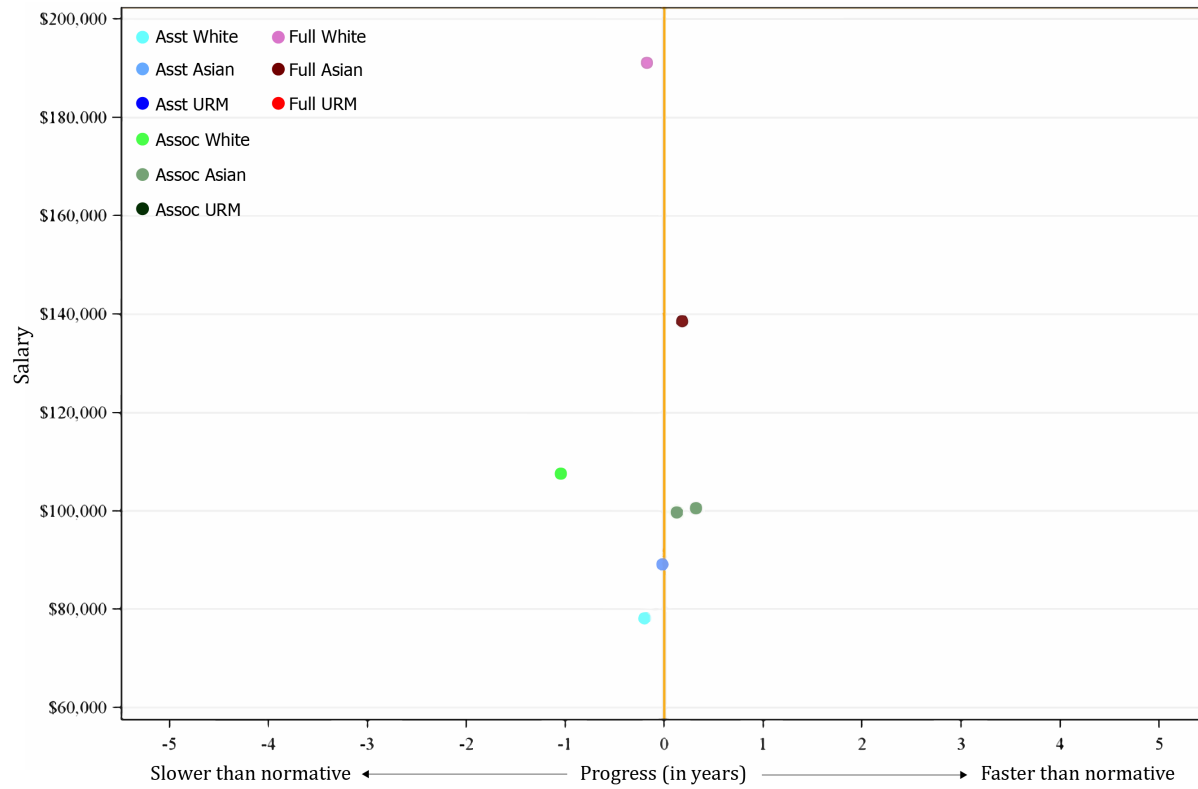
¹Final model corrected for collinearity.

3. Progress Rate plotted as a function of gender and ethnicity

Graph 3: Salary by Progress and Gender - Nursing



Graph 4: Salary by Progress and Ethnicity - Nursing



4. Progress Rate Analysis: Because there aren't any white male faculty in the school of nursing, progression rate analysis comparing white male faculty to other faculty by gender and ethnicity is not applicable.