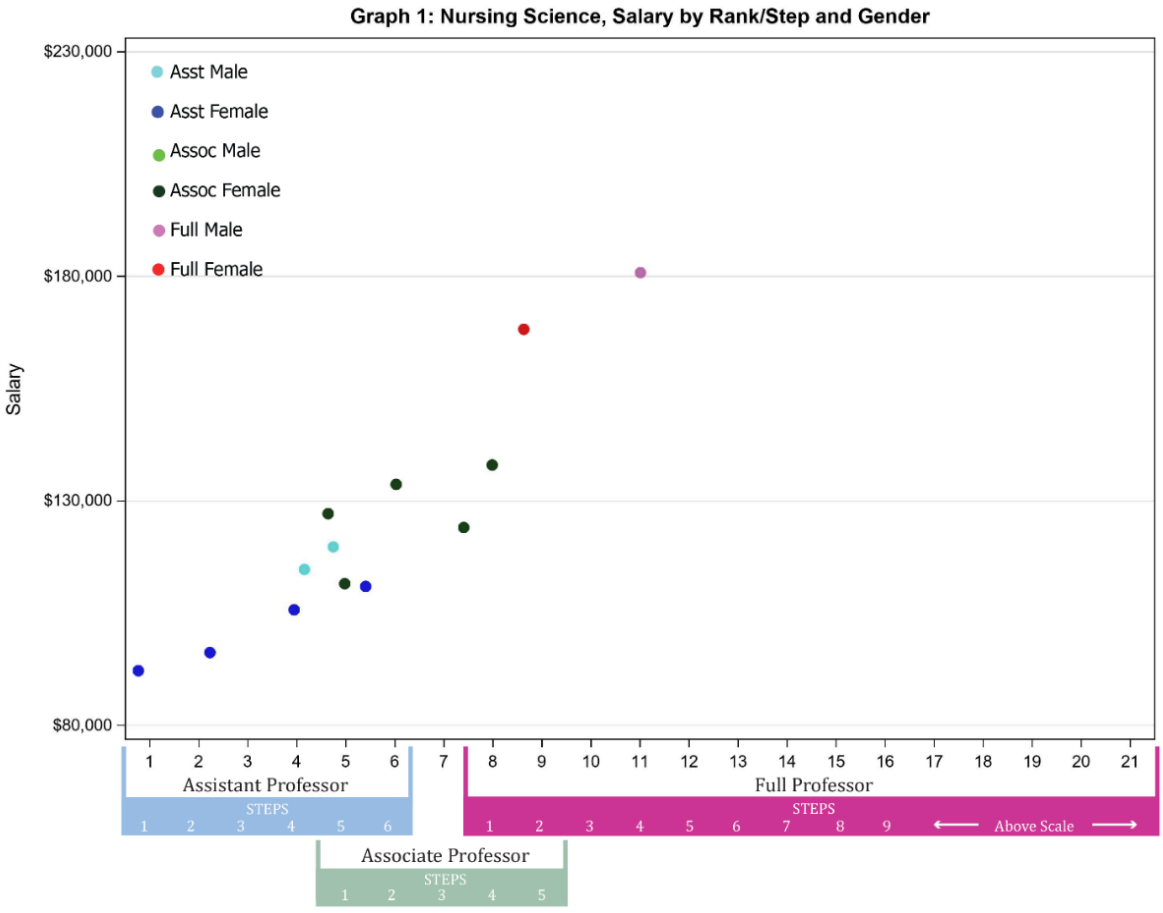
Overview

A joint Administration-Academic Senate Committee collaborated on our annual campus pay equity study of ladder rank faculty salaries. The analyses presented in this report 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. For the first time in 2020, Professors of Teaching are included in the analyses with other ladder rank faculty. This occurred after the transition of Lecturers with Security of Employment to stepped Professors of Teaching titles. For analytical purposes, they are treated the same as other ladder rank faculty. Analysis of salary data from October 2019 indicated no evidence of systemic disparity in pay associated with gender and/or ethnicity at the campus level when experience, discipline, and rank are included in the model.

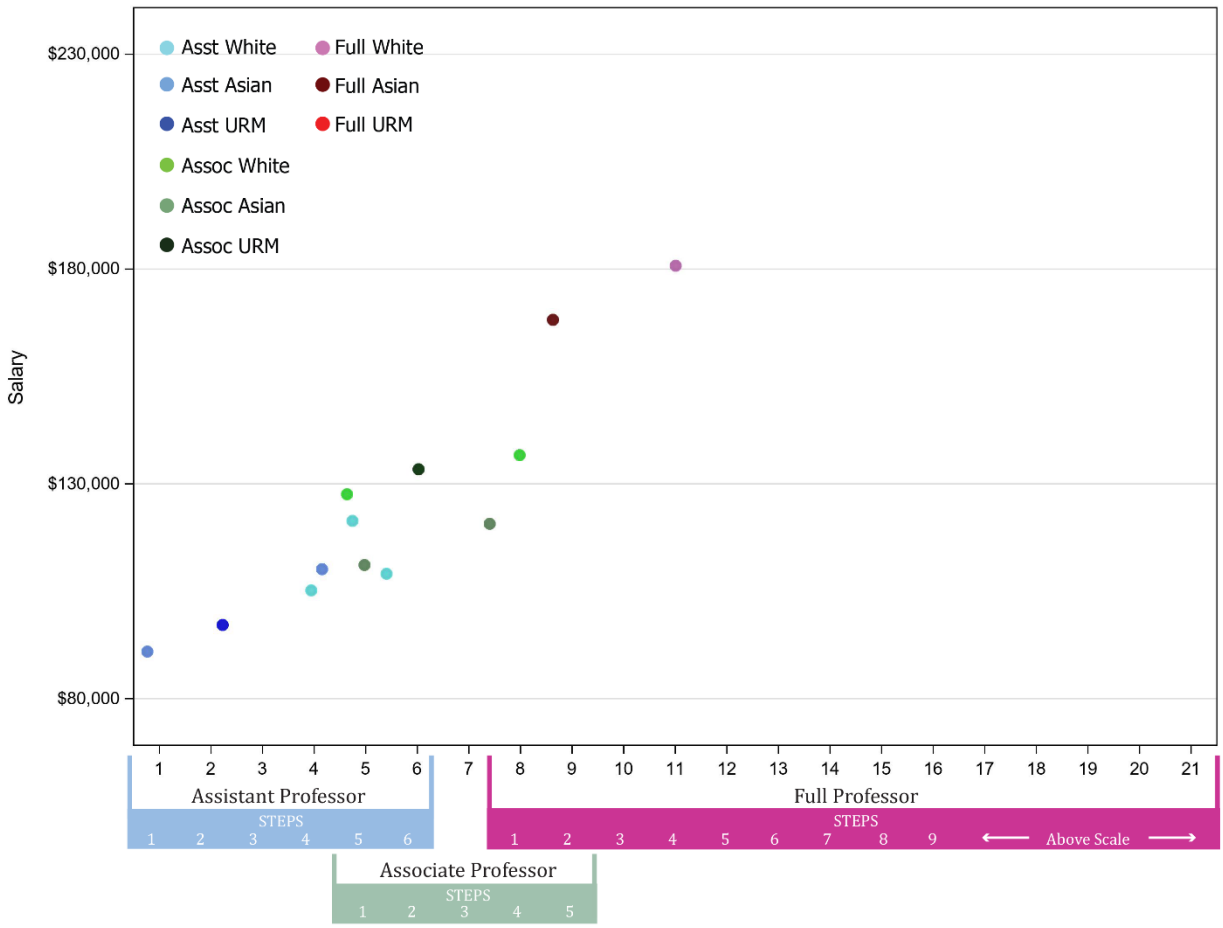
Methodology (see campus level report)

Results

1. Salary data for all ladder rank faculty plotted as a function of rank/step/gender and rank/step/ethnicity illustrated in Graphs 1 and 2.



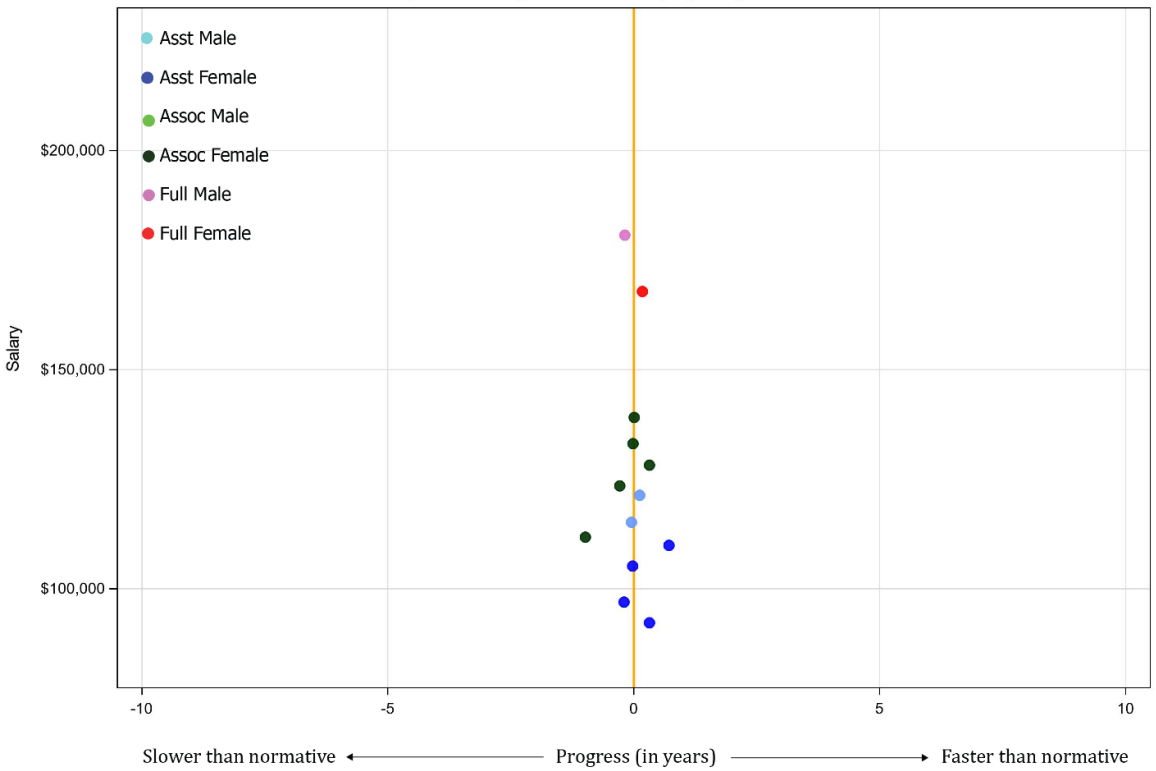
Graph 2: Nursing Science, Salary by Rank/Step and Ethnicity



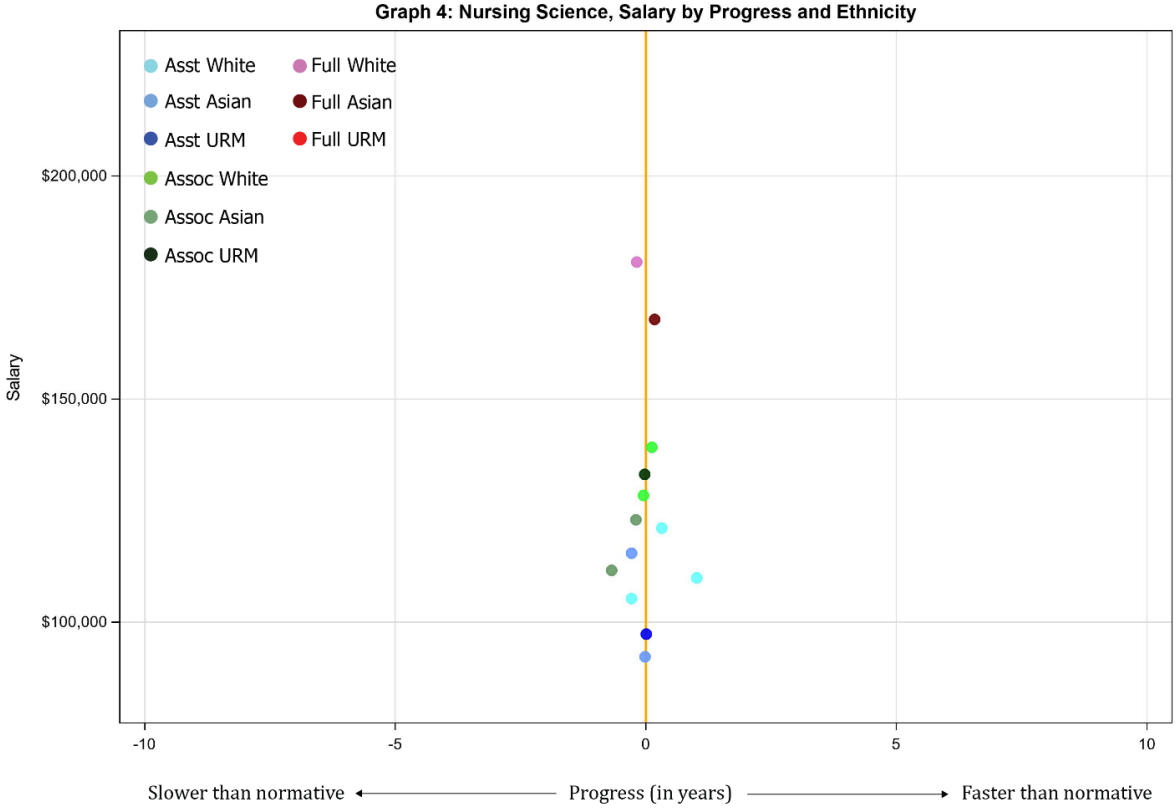
2. Multiple regression analysis of salary vs rank/step. Given that there are no URM men in the School of Nursing Science, interaction analyses are not provided.

3. Progress Rate plotted as a function of gender and ethnicity illustrated in Graphs 3 and 4

Graph 3: Nursing Science, Salary by Progress and Gender



Graph 4: Nursing Science, Salary by Progress and Ethnicity



4. Progress Rate Analysis: Using a simple t-test, the results indicate that there is no statistically significant difference in progression rate means by either gender or ethnicity when compared to white male faculty.

Progress Rate (in years) Comparison

Comparison	n	Mean	t	df	p-value
White Male vs	2	0.00			
Women[a]	10	0.00	0.00	9.00	1.00
URM[b]	2	0.00	--	--	--
Asian[a]	5	-0.20	-1.00	4.00	0.37

[a]Homogeneity of variance assumption not met. Satterthwaite variance estimator used.

[b]There was no variance in progress rate among white male faculty or URM faculty, so inferential statistics are not appropriate.