

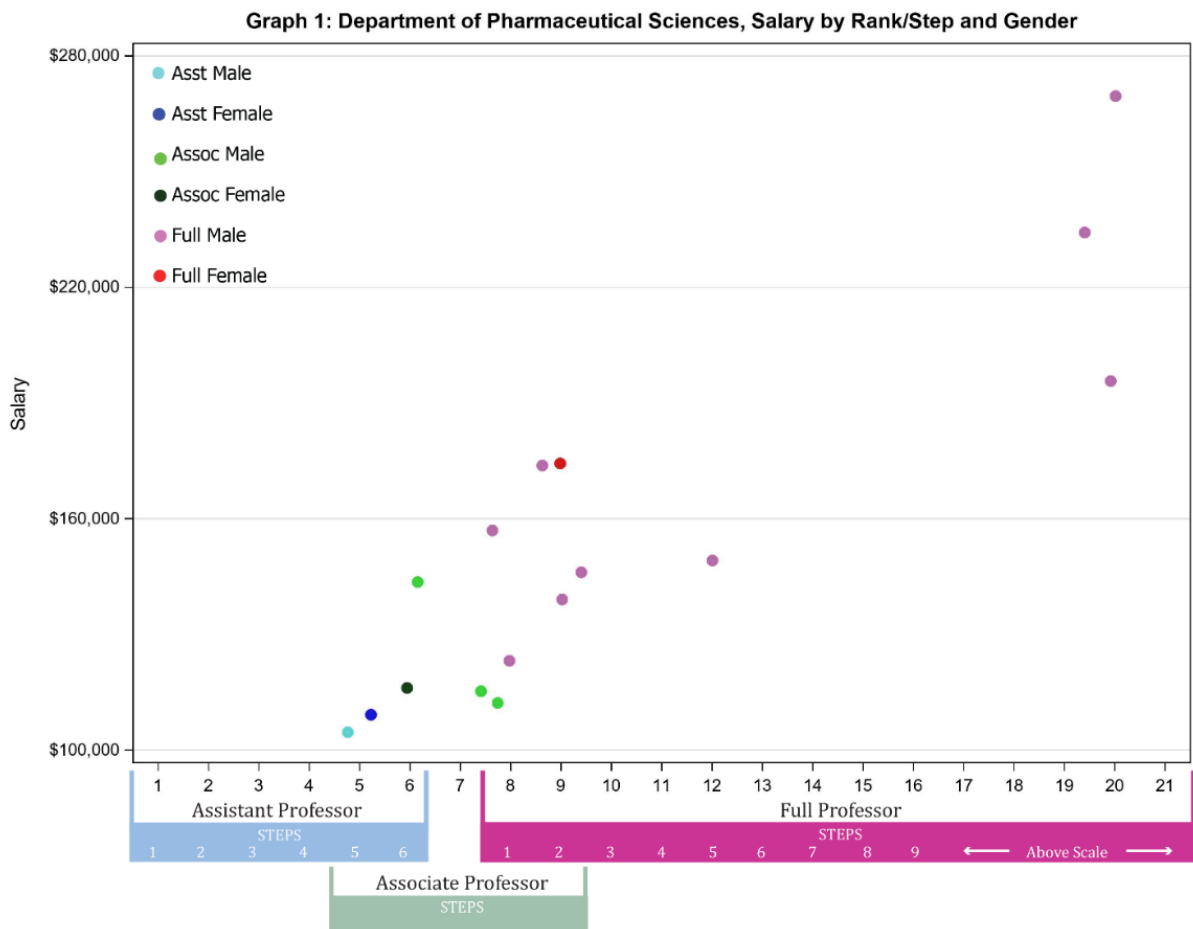
Overview

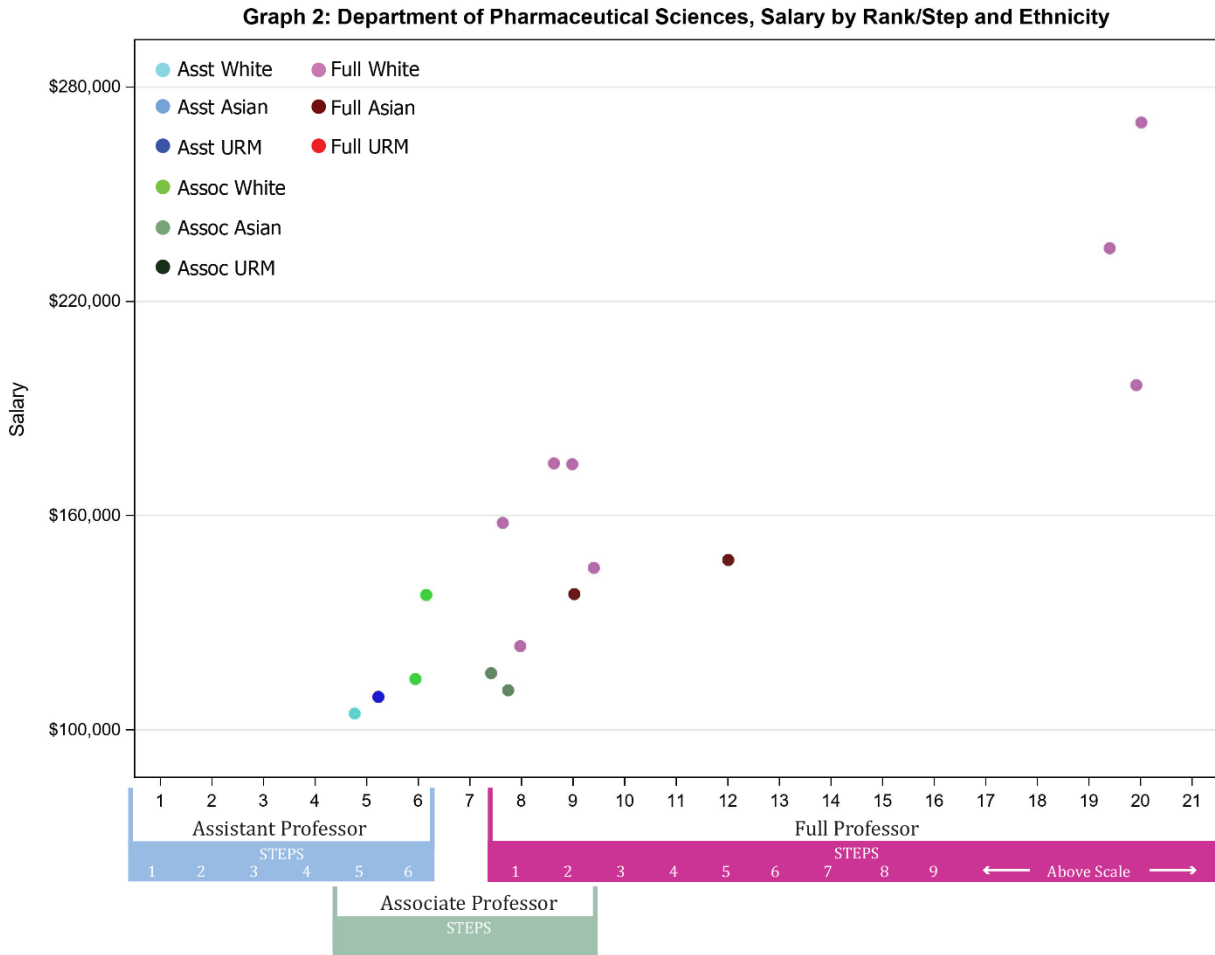
A joint Administration-Academic Senate Committee collaborated on our annual campus pay equity study of ladder rank faculty salaries. The analyses presented in this report focus on regression models that go beyond the annual residual analysis conducted in the past (1997-2014) and include evaluation of 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

- 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.

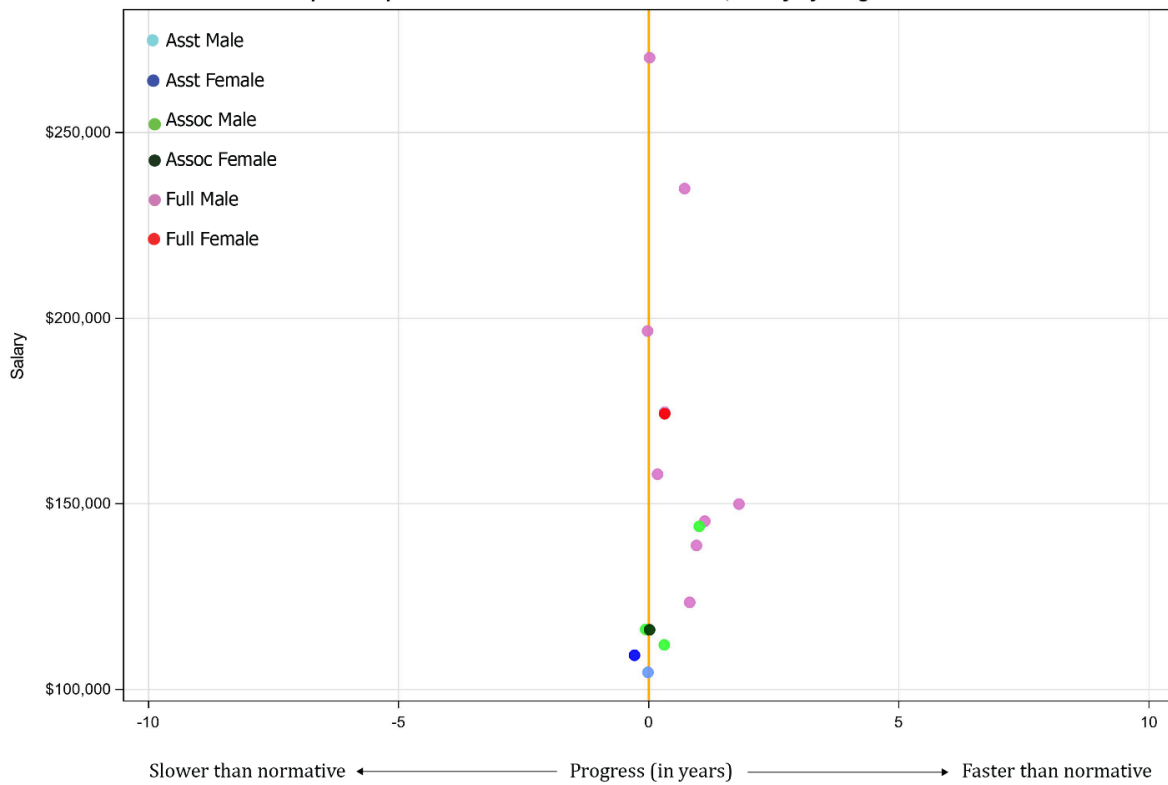




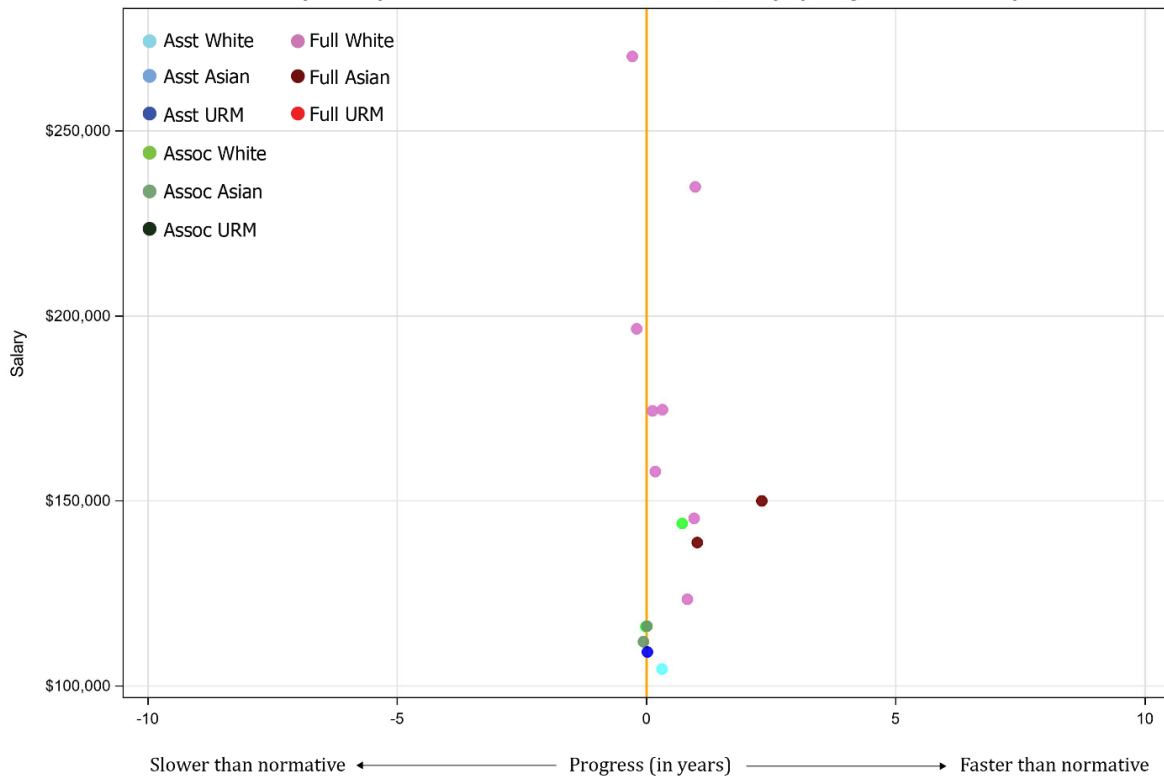
- Multiple regression analysis of salary vs rank/step. Given that there are no Asian women or URM males in the Department of Pharmaceutical Sciences, interaction analyses are not provided.

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

Graph 3: Department of Pharmaceutical Sciences, Salary by Progress and Gender



Graph 4: Department of Pharmaceutical Sciences, 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. However, female faculty progress at a rate that is 0.44 years slower than white males. After using multivariate regression to adjust for experience, discipline, and initial rank, there was no statistically significant difference in rates of progression between white men, women, URM, or Asian faculty.

Progress Rate (in years) Comparison

Comparison	n	Mean	t	df	p-value
White Male vs	9	0.44			
Women ^a	3	0.00	-2.53	8	0.035
URM ^a	1	0.00	--	--	--
Asian	4	0.75	0.76	11	0.465

Note. Multivariate regression was conducted estimating rates of progression adjusting for experience, discipline, and initial rank. These analyses showed no significant differences between White men and Women, URM, or Asian faculty.

^aHomogeneity of variance assumption not met. Satterthwaite variance estimator used.