

Salary Equity

November 2, 2006

Salary Study, September 2006

- Data, received July, 2006, are the courtesy of the Office of the Provost.
- Subjects are all full time active faculty from all university departments with the exception of the clinical departments of the School of Medicine.
- Salaries are adjusted to a 12 month equivalent appointment.
- Data are for the years 2002 to 2005. Funding for the NSF ACES Grant began September, 2003.

Salary Study - All Departments*

Rank	Sex	n	2002	n	2003	n	2004	n	2005
Full	M	173	\$125,112	174	\$130,234	175	\$135,985	145	\$136,339
Full	F	36	\$106,169	38	\$117,819	36	\$117,387	31	\$119,011
Associate	M	97	\$89,022	97	\$92,978	97	\$96,344	84	\$101,131
Associate	F	47	\$82,427	48	\$85,891	48	\$91,583	48	\$96,907
Assistant	M	62	\$72,613	61	\$75,598	66	\$83,589	75	\$73,549
Assistant	F	54	\$72,066	56	\$72,610	60	\$77,846	65	\$76,080
Total		469		474		482		448	

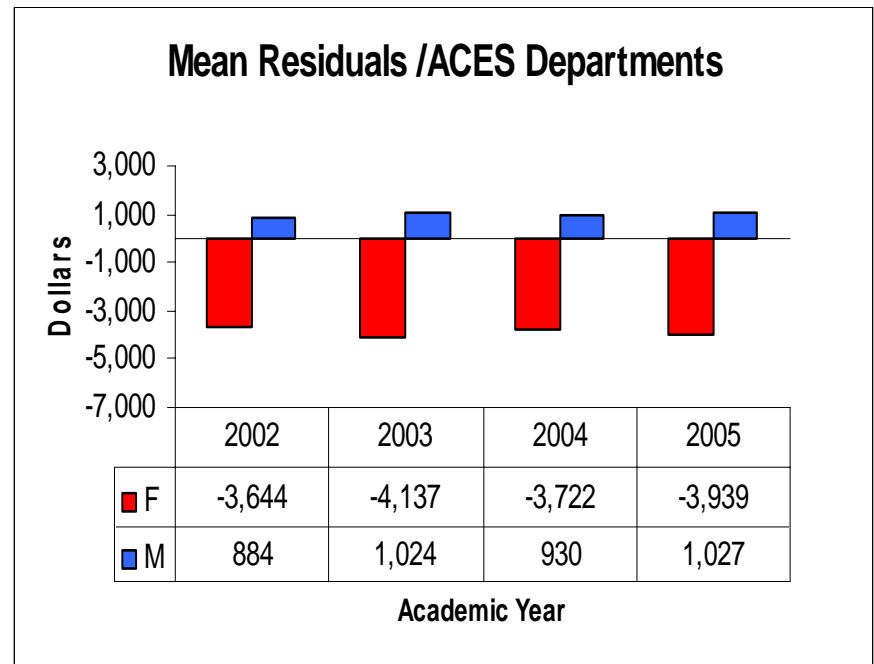
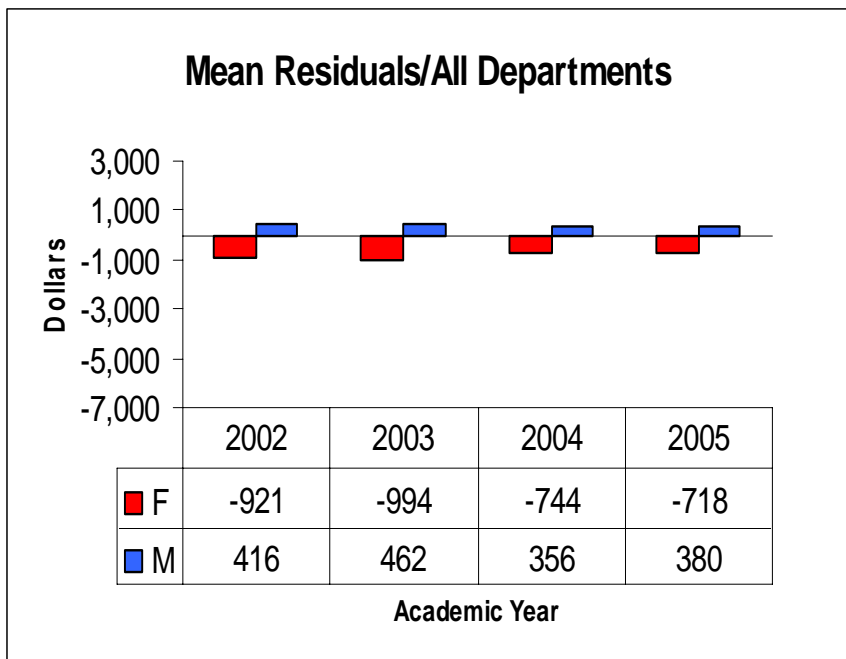
* Clinical Departments of the School of Medicine are excluded.

Salary Study - ACES Departments

Rank	Sex	n	2002	n	2003	n	2004	n	2005
Full	M	130	\$120,698	131	\$124,972	132	\$129,872	106	\$134,227
Full	F	18	\$103,720	18	\$109,546	18	\$115,913	14	\$115,539
Associate	M	55	\$95,301	55	\$100,405	54	\$103,390	49	\$107,608
Associate	F	13	\$89,335	13	\$93,019	13	\$98,518	12	\$106,364
Assistant	M	24	\$81,758	24	\$83,522	29	\$88,557	38	\$80,987
Assistant	F	19	\$88,432	20	\$90,380	20	\$94,442	20	\$93,280
Total		259		261		266		239	

University Wide Salary Study - Regression

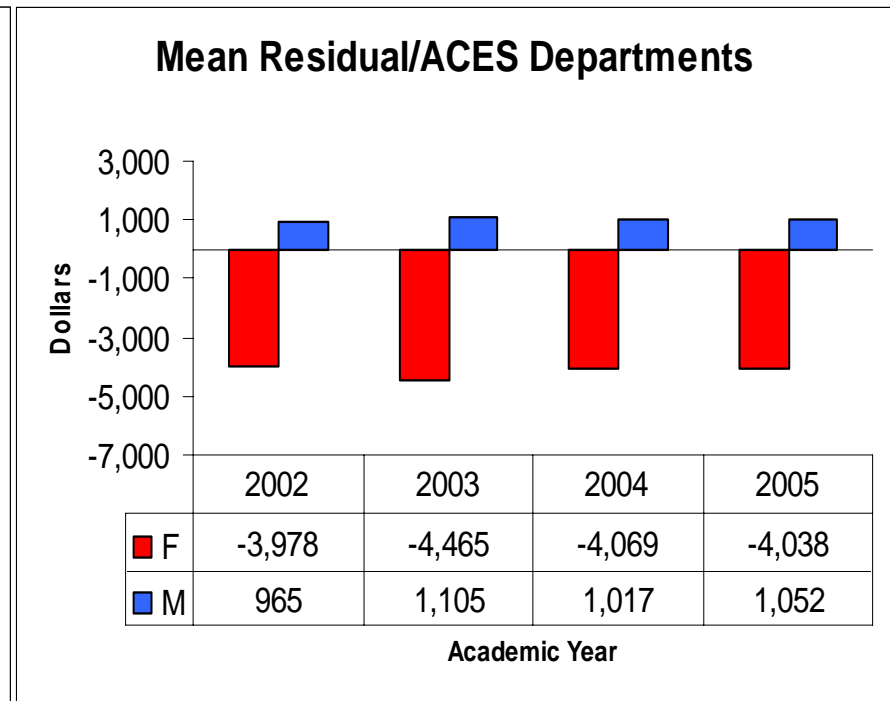
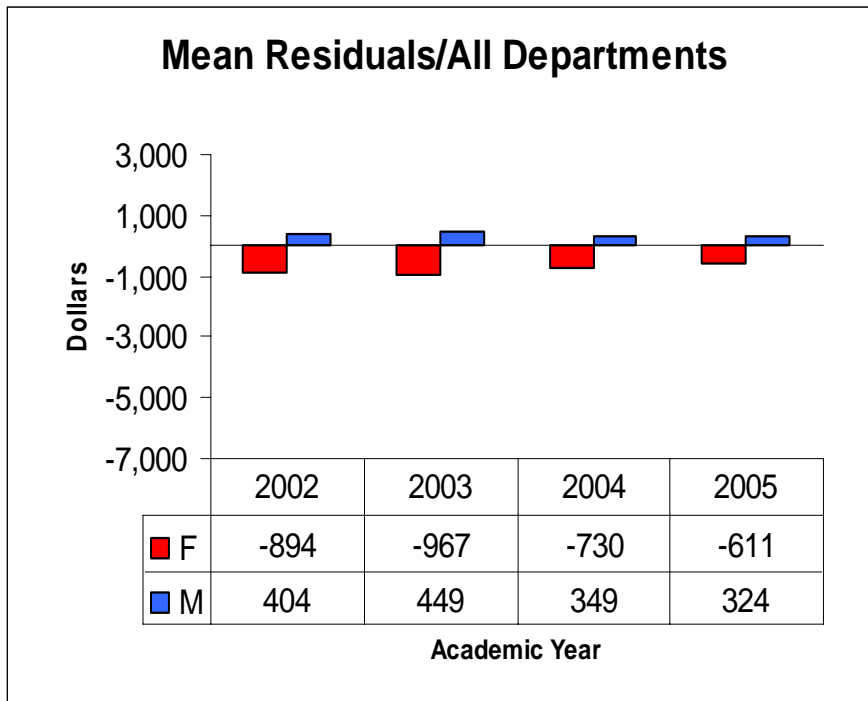
- Controlling for Rank, Discipline, Tenure Status, Years since Hire, Years in Rank, Highest Degree, and Years since attaining the Highest Degree.
- Residual = Actual Salary adjusted to 12 months – Predicted Salary.



University Wide Salary Study - Regression

Controlling for Rank, Discipline, Years since Hire, Years in Rank, Highest Degree, and Years since attaining the Highest Degree

Residual = Actual Salary adjusted to 12 months – Predicted Salary.

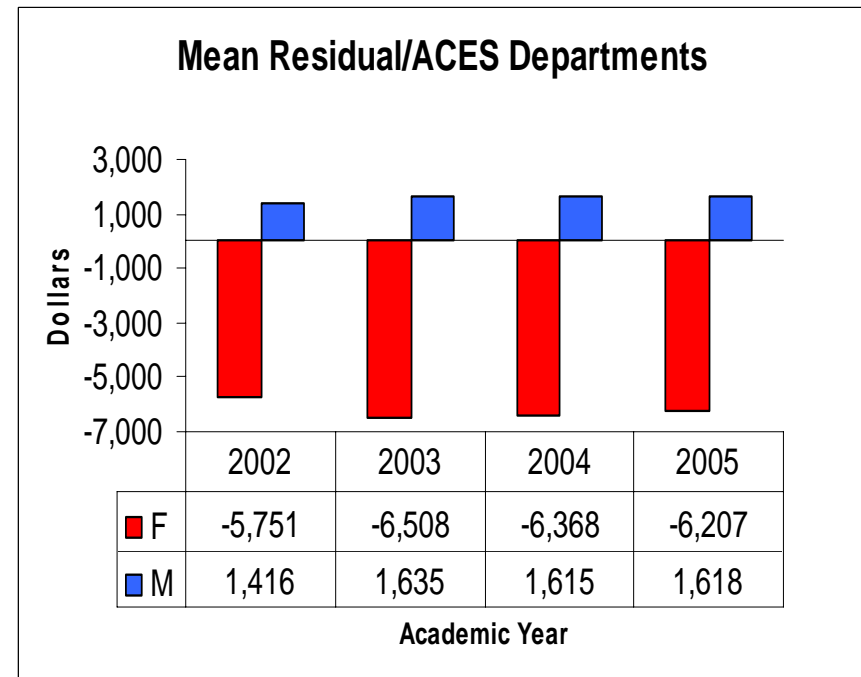
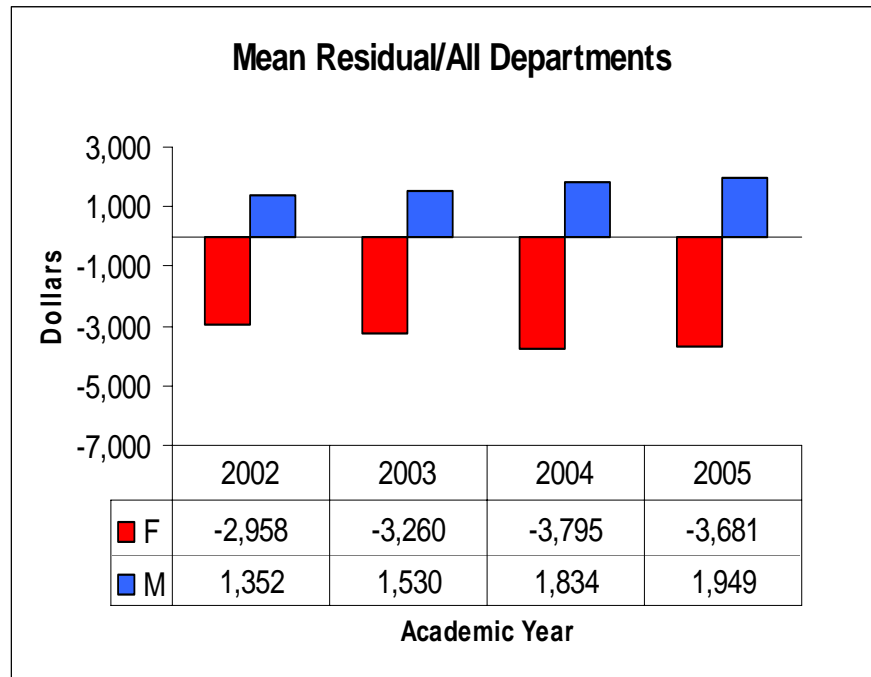


The Tenure variable is removed.

University Wide Salary Study - Regression

Controlling for Discipline, Years since Hire, Years in Rank, Highest Degree, and Years since attaining the Highest Degree

Residual = Actual Salary adjusted to 12 months – Predicted Salary.



Rank and Tenure Variables are removed.

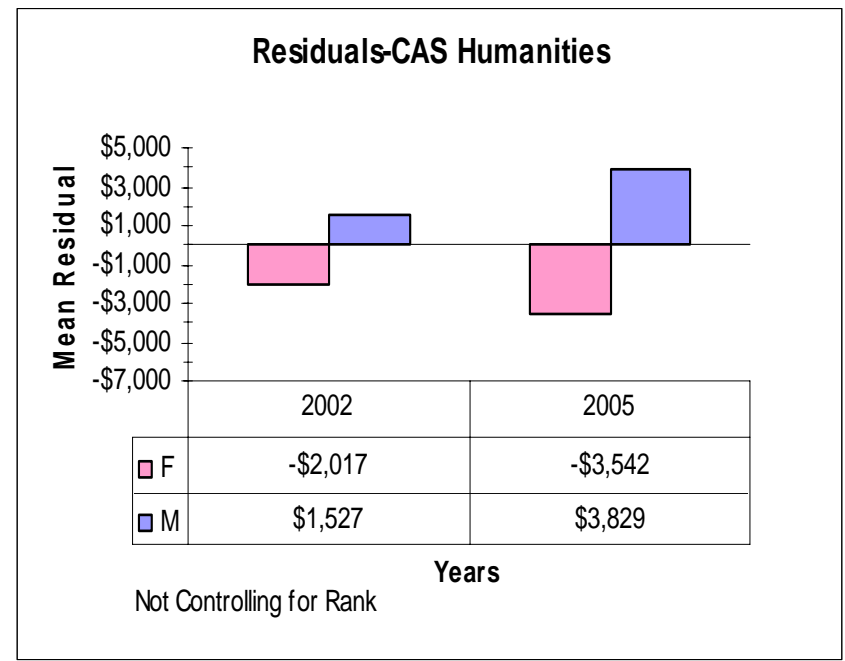
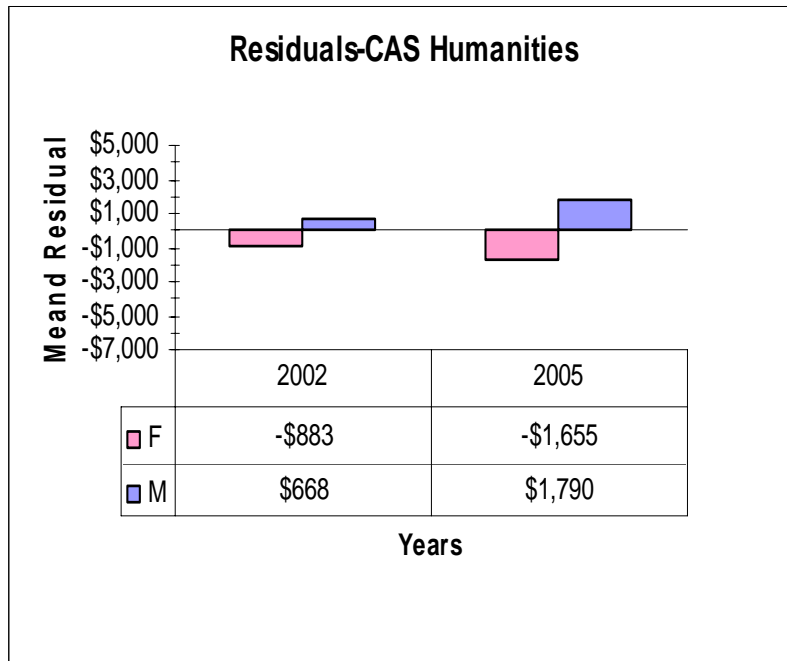
Case Arts and Sciences: Humanities Departments

Rank	Sex	n	2002	n	2005
Full	M	16	\$89,055	15	\$105,556
Full	F	6	\$86,687	6	\$90,573
Associate	M	17	\$69,638	13	\$77,371
Associate	F	14	\$66,892	15	\$78,532
Assistant	M	4	\$60,446	16	\$67,732
Assistant	F	9	\$58,698	6	\$64,222
Total		66		71	

Regression

Controlling for Rank, Tenure Status, Years since Hire, and Years in Rank.

Residual = Actual Salary adjusted to 12 months – Predicted Salary.



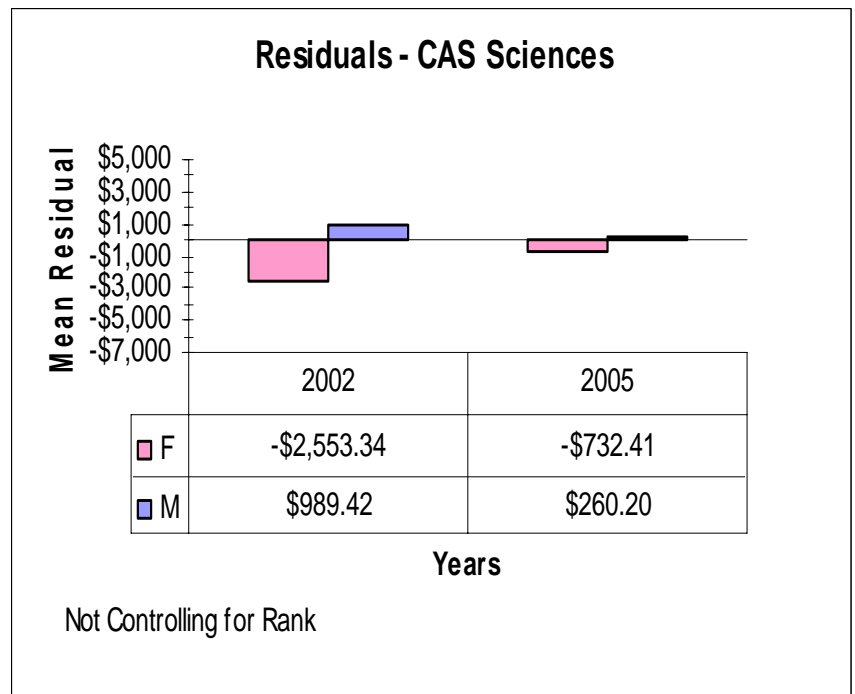
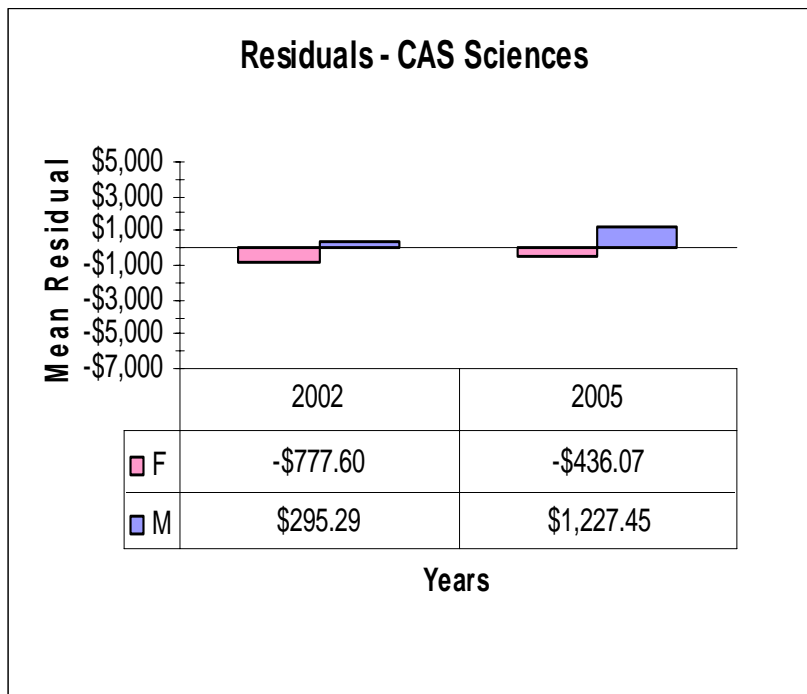
Case Arts and Sciences: SCIENCE AND SOCIAL SCIENCE DEPARTMENTS

Rank	Sex	n	2002	n	2005
Full	M	55	\$107,437	46	\$110,675
Full	F	13	\$96,631	9	\$108,074
Associate	M	15	\$72,790	14	\$83,332
Associate	F	8	\$68,144	8	\$82,716
Assistant	M	12	\$61,918	15	\$67,608
Assistant	F	7	\$67,222	9	\$69,587
Total		110		101	

Regression

Controlling for Rank, Tenure Status, Years since Hire, and Years in Rank.

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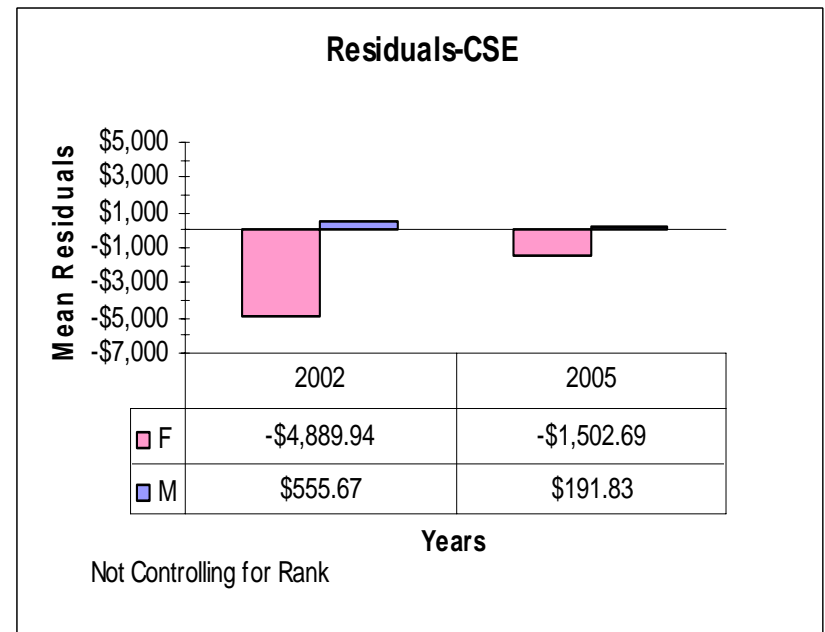
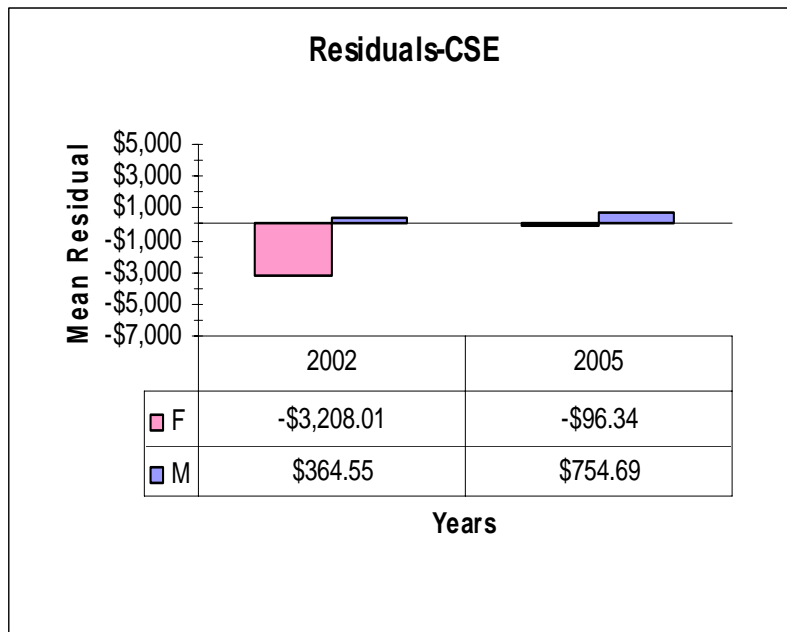
Case School of Engineering

Rank	Sex	n	2002	n	2005
Full	M	59	\$122,464	50	\$144,655
Full	F	4	\$122,762	4	\$143,287
Associate	M	25	\$90,344	25	\$104,120
Associate	F	3	\$78,758	3	\$98,452
Assistant	M	5	\$84,808	19	\$81,209
Assistant	F	4	\$78,943	5	\$91,558
Total		100		106	

Regression

Controlling for Rank, Tenure Status, Years since Hire, and Years in Rank.

Residual = Actual Salary adjusted to 12 months – Predicted Salary.



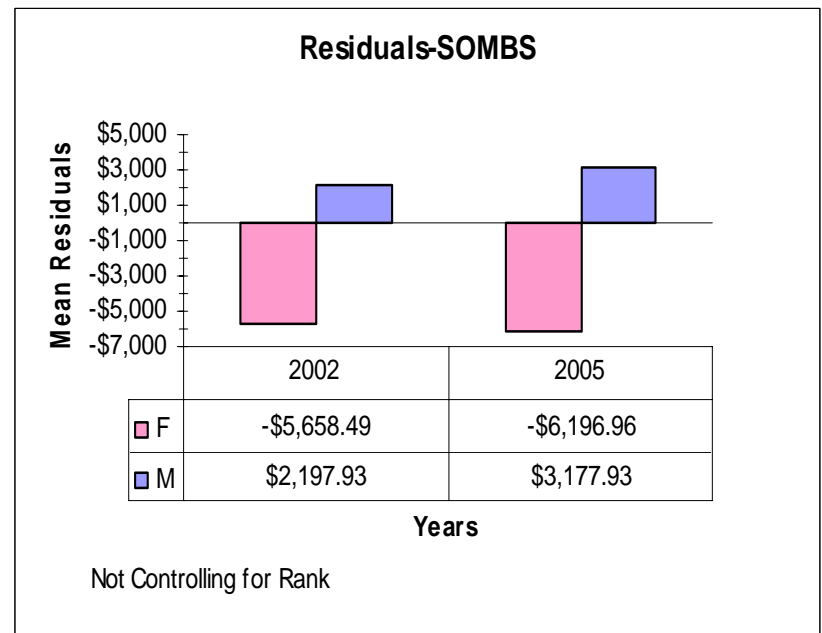
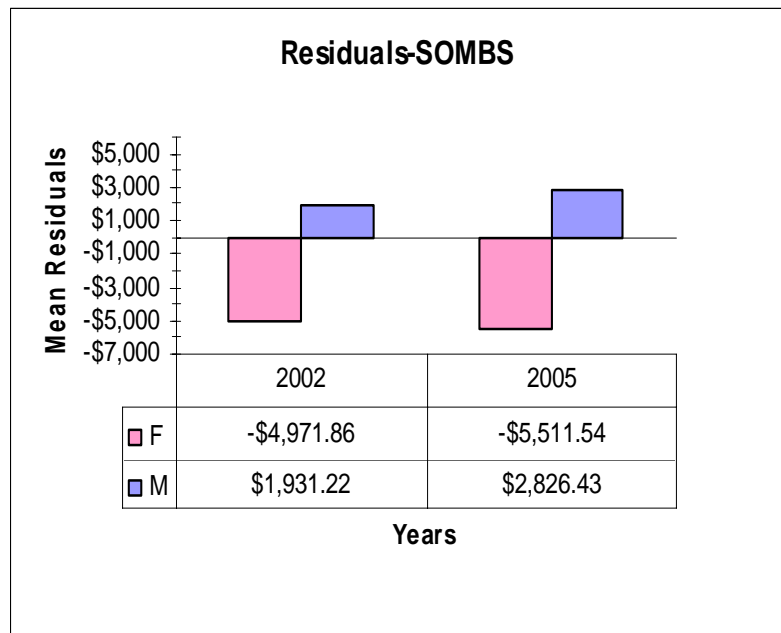
School of Medicine Basic Sciences

Rank	Sex	n	2002	n	2005
Full	M	51	\$131,958	37	\$167,157
Full	F	13	\$98,488	11	\$126,329
Associate	M	35	\$77,658	24	\$89,484
Associate	F	15	\$84,287	16	\$92,855
Assistant	M	40	\$70,748	50	\$77,332
Assistant	F	19	\$61,155	27	\$73,713
Total		173		165	

Regression

Controlling for Rank, Tenure Status, Years since Hire, and Years in Rank.

Residual = Actual Salary adjusted to 12 months – Predicted Salary.



School of Medicine Basic Sciences 2006 by Gender

Rank	Sex	N	Mean
Professor	F	13	\$129,612
	M	65	\$171,902
Associate Professor	F	22	\$96,764
	M	40	\$96,531
Assistant Professor	F	34	\$79,479
	M	58	\$77,143
Senior Instructor	F	3	
	M	1	
Instructor	F	13	\$54,923
	M	12	\$60,714
Total		261	

School of Medicine Basic Sciences 2006 by Ethnicity

Rank	Ethnicity	N	Mean
Professor	Non-Minority	75	\$165,377
	Minority*	3	
Associate Professor	Non-Minority	50	\$96,485
	Minority	11	\$91,536
Assistant Professor	Non-Minority	62	\$77,006
	Minority	30	\$80,076
Senior Instructor	Non-Minority	2	
	Minority	1	
Instructor	Non-Minority	19	\$60,896
	Minority	6	\$47,591
		261	

* Minority ≡ 'African American' + 'Asian' + 'Hispanic' + 'Native American'
Data Source: 2006 School of Medicine

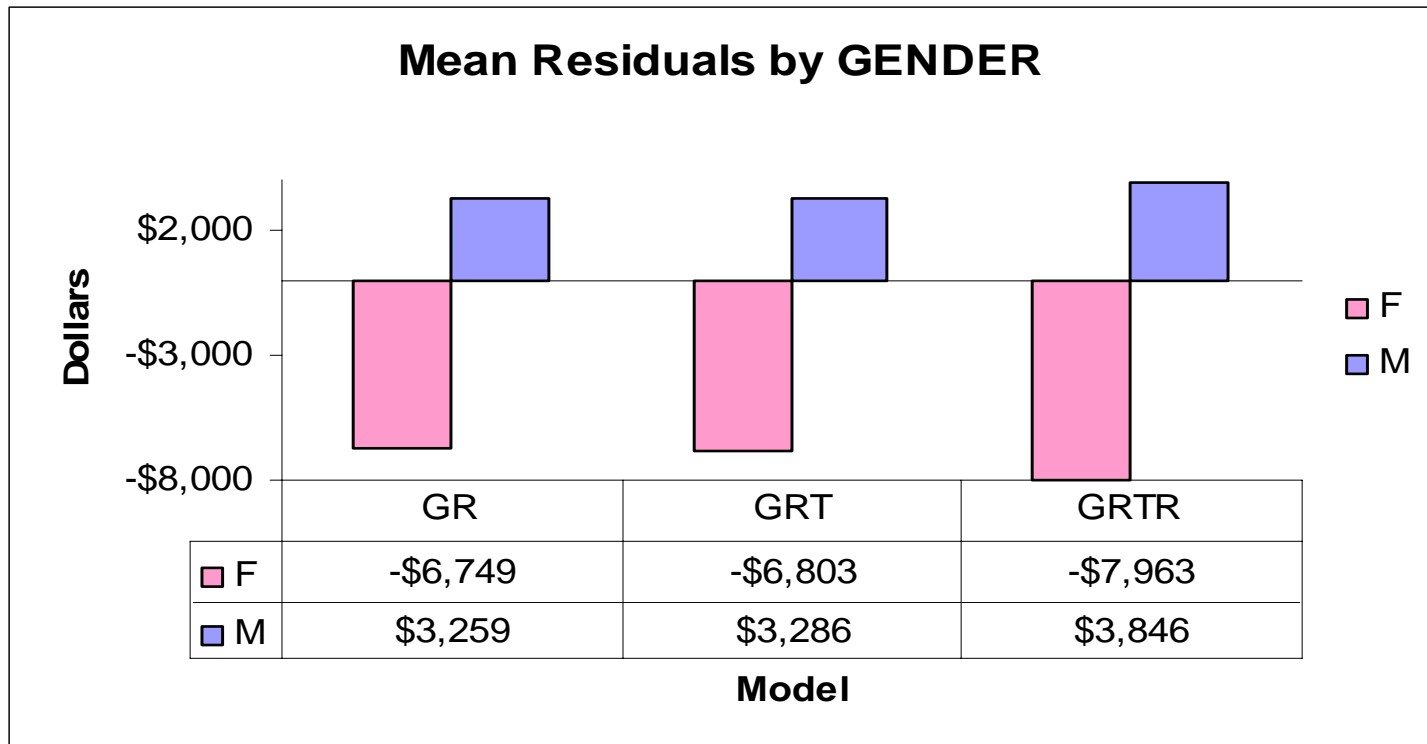
Regression – 2006 Data

Controlling for:

GR: Age, Hire Year, Rank, Tenure Status, Tenure Track, Terminal Degree.

GRT: Age, Hire Year, Rank, Tenure Track, and Terminal Degree.

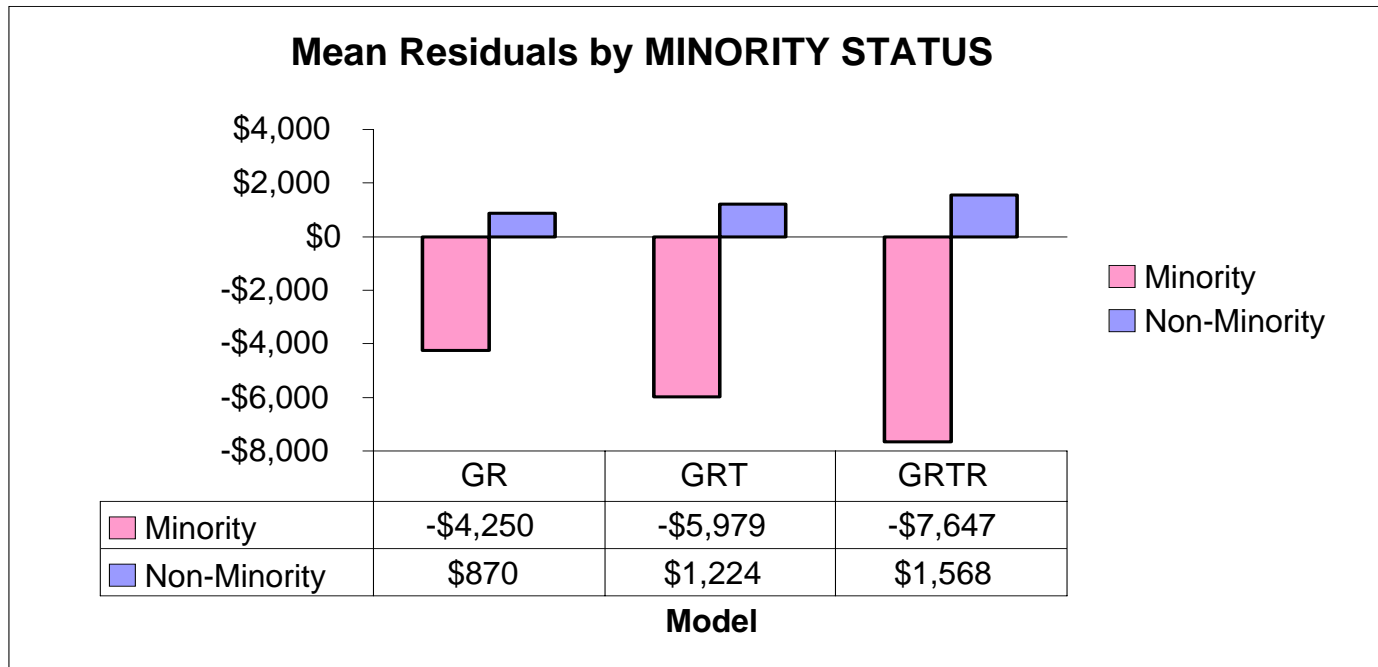
GRTR: Age, Hire Year, Tenure Track, and Terminal Degree



Residual = Actual Salary adjusted to 12 months – Predicted Salary

Regression – 2006 Data

- Controlling for:
- GR: Age, Hire Year, Rank, Tenure Status, Tenure Track, Terminal Degree.
- GRT: Age, Hire Year, Rank, Tenure Track, and Terminal Degree.
- GRTR: Age, Hire Year, Tenure Track, and Terminal Degree



Minority ≡ 'African American' + 'Asian' + 'Hispanic' + 'Native American'
 Residual = Actual Salary adjusted to 12 months – Predicted Salary

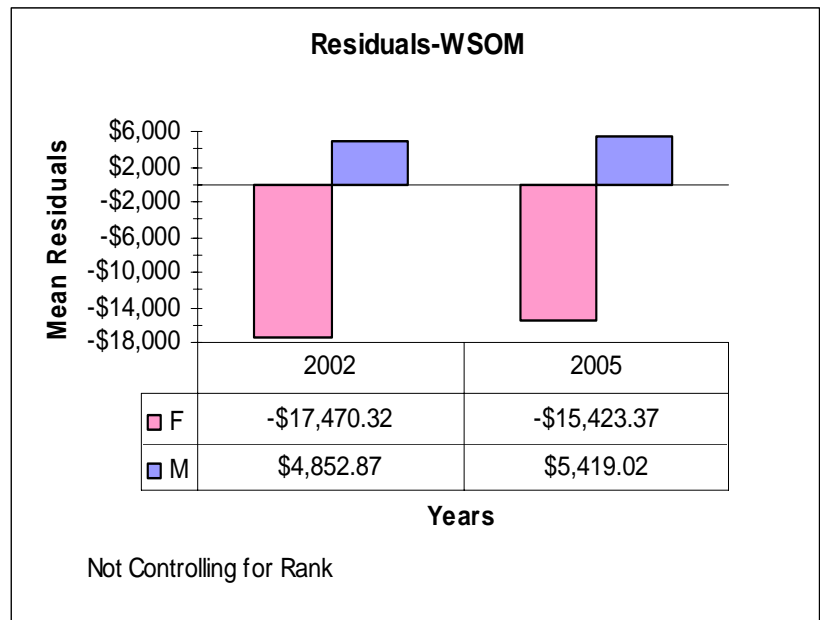
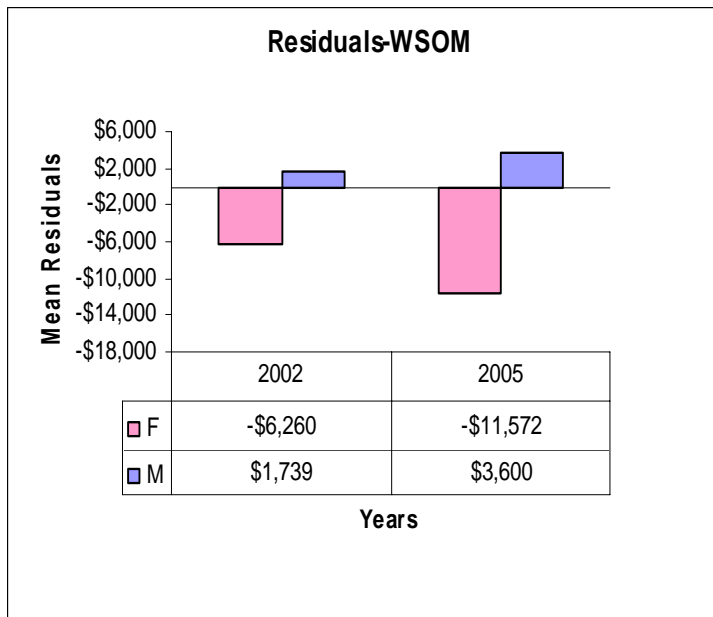
Weatherhead School of Management

Rank	Sex	n	2002	n	2005
Full	M	25	\$170,153	20	\$212,245
Full	F	1	.	1	.
Associate	M	20	\$123,170	15	\$148,188
Associate	F	6	\$121,087	5	\$147,730
Assistant	M	12	\$114,897	10	\$138,822
Assistant	F	9	\$116,636	8	\$143,192
Total		73		59	

Regression

Controlling for Rank, Tenure Status, Years since Hire, and Years in Rank.

Residual = Actual Salary adjusted to 12 months – Predicted Salary.



Salary Study - Conclusions

- Differences in salary between male and female faculty cannot be explained fully by differences in Rank, Discipline, Tenure Status, Years since Hire, Years in Rank, Highest Degree, and Years since attaining the Highest Degree.
- Female faculty are predominantly in lower ranks while male faculty are in higher ranks.
- The differential in tenure and rank status contribute further to disparities in salary.

Salary Study - Next Steps

- Continue the process of maintaining data integrity.
- Perform a study of rank and retention to understand the relationship between equity and gender.
- Strongly recommend that data necessary for salary equity studies be maintained and archived for each academic year on a permanent and ongoing basis.
- Strongly recommend that an equity analysis be undertaken annually independently of University administration.
- Continue interventions to bring equity in rank and salary by gender.