

Salary Analysis

Introduction	Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results
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Data

- Assistant Professor, Associate Professor, and Professor
- Both tenure and non-tenure streams
- Excludes faculty in clinical departments in the School of Medicine
- Physical Education and Athletics includes instructors.
- Analyses were conducted on base salary
- Salaries for the School of Medicine and for the School of Dental Medicine are based on a 12-month appointment.
- Salaries for all other schools are adjusted to a 9-month equivalent appointment and are adjusted to 100% effort.
- Data are for Fall 2016. Changes made after November 1, 2016 are not reflected in this analysis.

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Regression analysis conducted for each school

- Dependent variable = 9-month equivalent adjusted salary and incentive (12-month salary and incentive for MED and DENT).
- Independent variables = age, rank, years in rank, tenure status, years since hire, highest degree, years since highest degree.
- Using the regression analysis, a predicted value was calculated for each faculty member.
- This predicted value was subtracted from the faculty member's actual salary, giving each faculty member a "residual" value.

Limitations of the Analysis

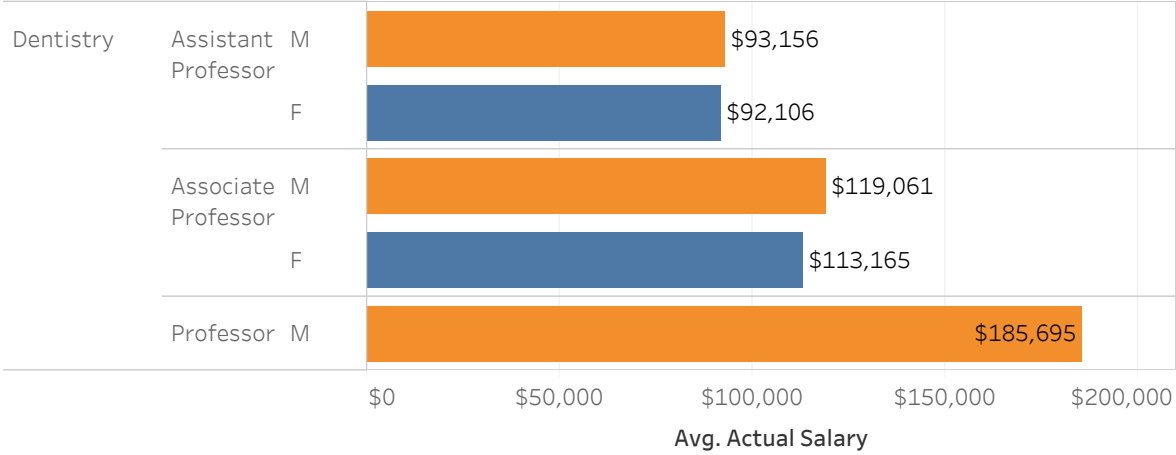
- No measure of productivity in the regression analysis
- Examining residuals by group is a "broad brush" technique for highlighting where differences **might** exist.
- Analysis is **strongly** affected by extreme high/low values.

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Average Salary By Gender

School/Divis.. Current .. Gen..



School/Division
Dentistry

Gender
■ M
■ F

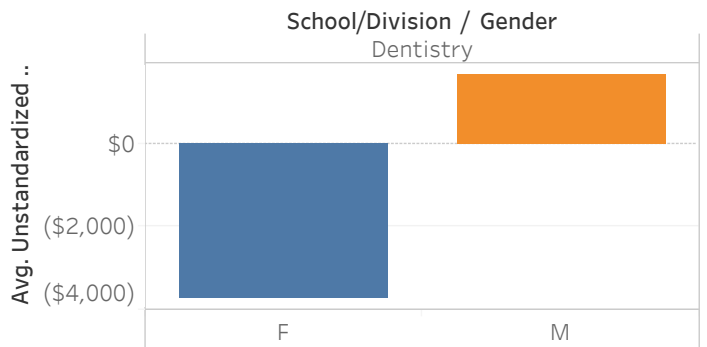
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Regression Line by Gender



School/Division	Gender	Count	Standardized
Dentistry	F	Count above the line	35% 6
		Count below the line	65% 11
	M	Count above the line	50% 19
		Count below the line	50% 19

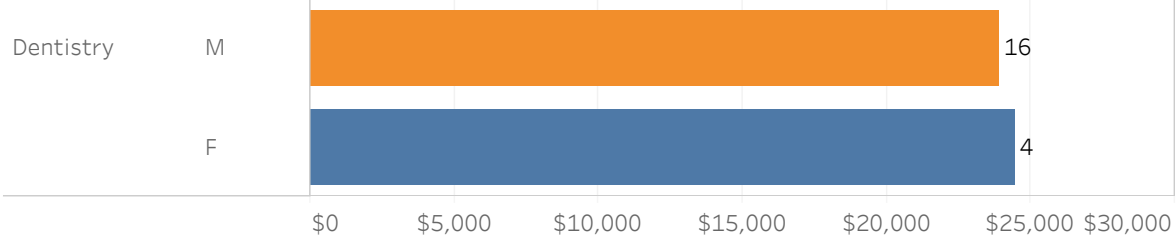


Salary Analysis

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Administrative Salary

School/Division Gender



School/Division

Dentistry

Gender

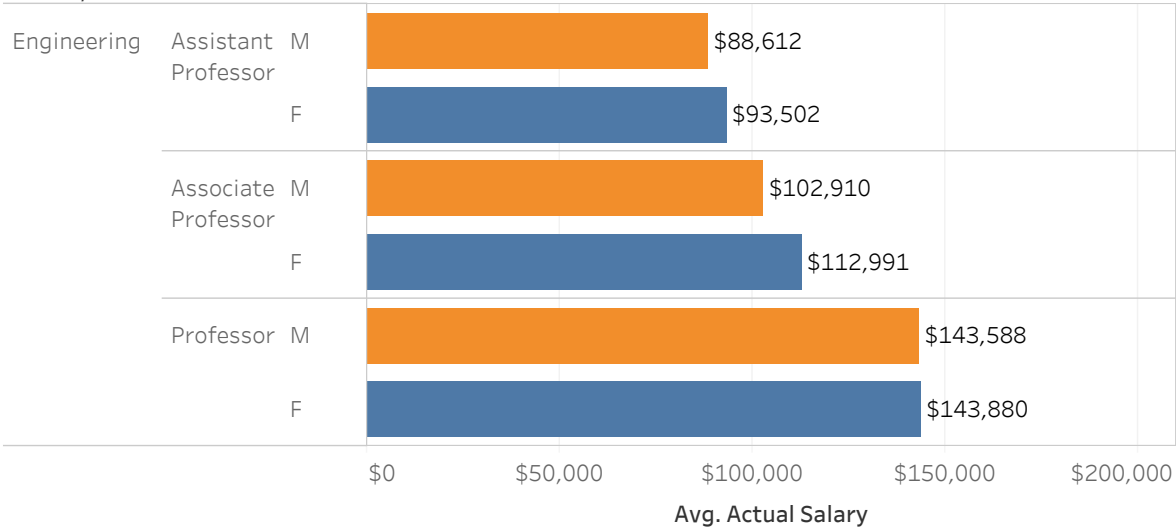
Summer Salary

Salary Analysis

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Average Salary By Gender

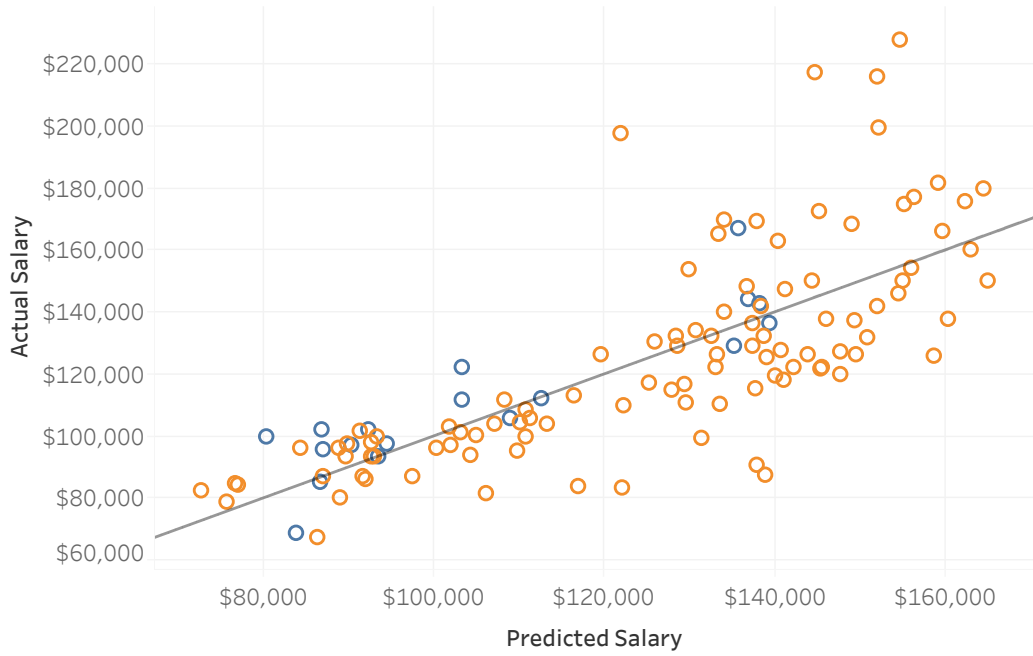
School/Divis.. Current .. Gend..



Salary Analysis

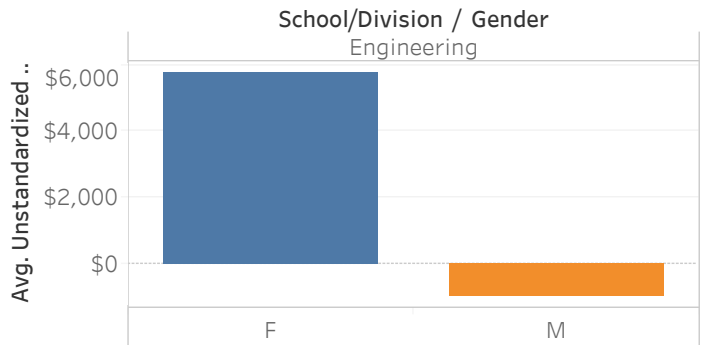
Introduction	Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results
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Regression Line by Gender



- School/Division
Engineering
- Highlight Tenured/Tenure Track
No items highlighted
- Department
No items highlighted
- Last Name
No items highlighted
- Gender
 - M
 - F

School/Division	Gender	Count	Standardized
Engineering	F	Count above the line	61% 11
		Count below the line	39% 7
	M	Count above the line	42% 43
		Count below the line	58% 60

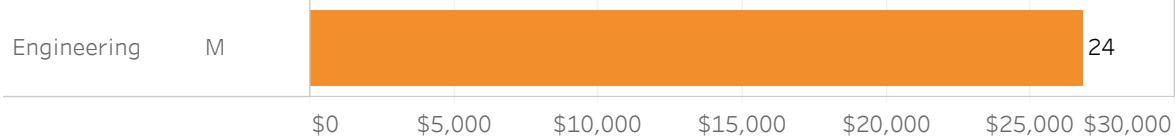


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Administrative Salary

School/Division Gender

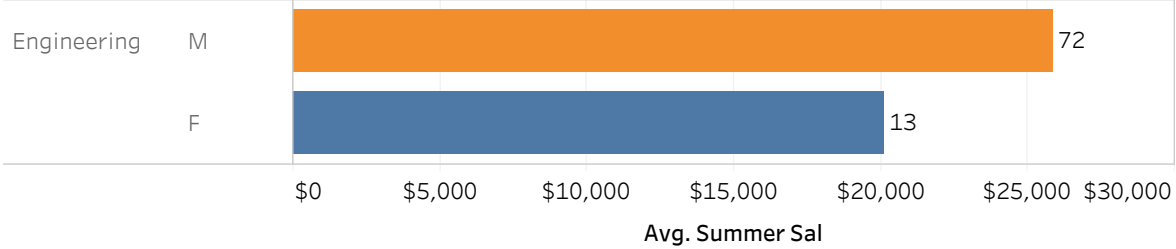


School/Division
Engineering

Gender
M
F

Summer Salary

School/Division Gender



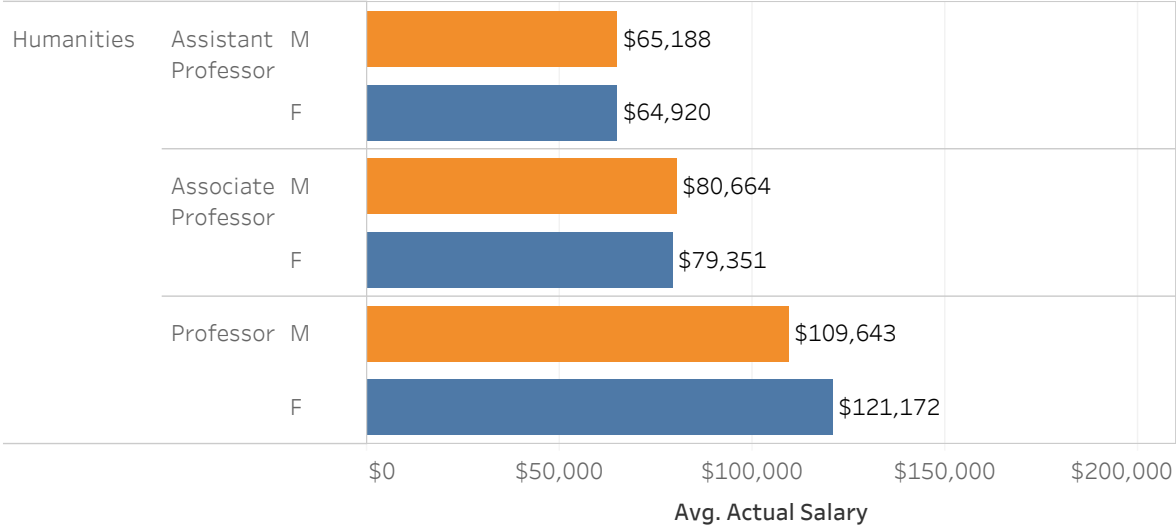
Avg. Summer Sal

Salary Analysis

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Average Salary By Gender

School/Divis.. Current .. Gend..



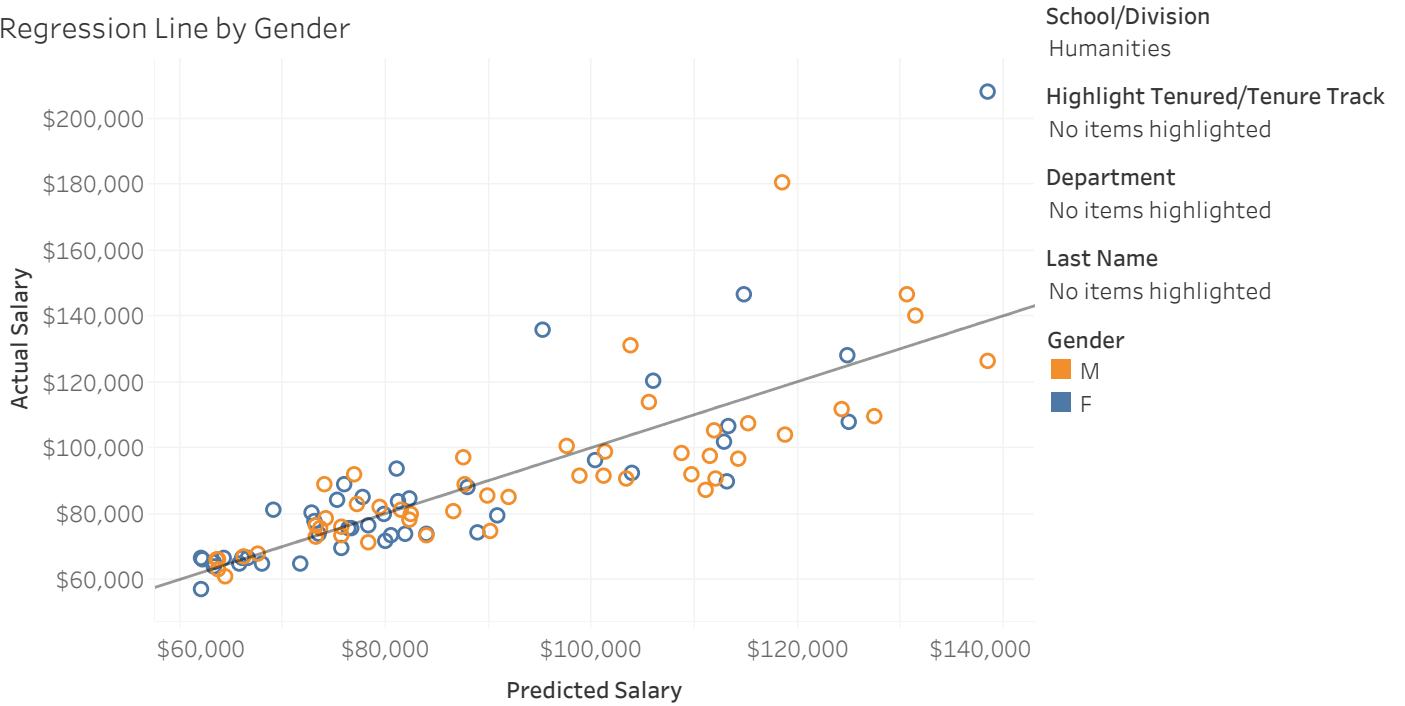
School/Division
Humanities

Gender
■ M
■ F

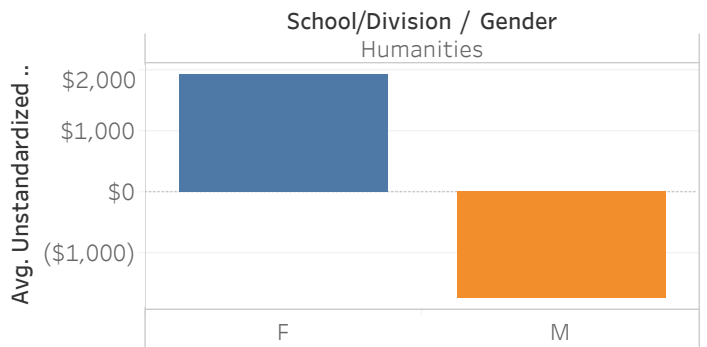
Salary Analysis

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Regression Line by Gender



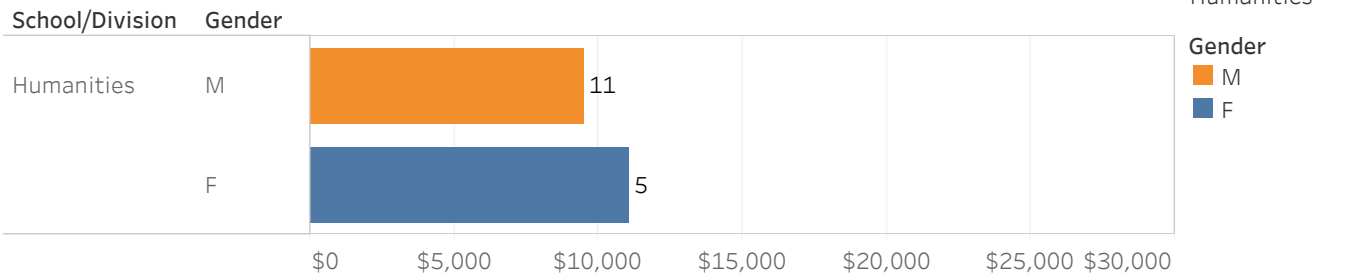
School/Division	Gender	Count	Standardized
Humanities	F	Count above the line	50% 22
		Count below the line	50% 22
	M	Count above the line	41% 20
		Count below the line	59% 29



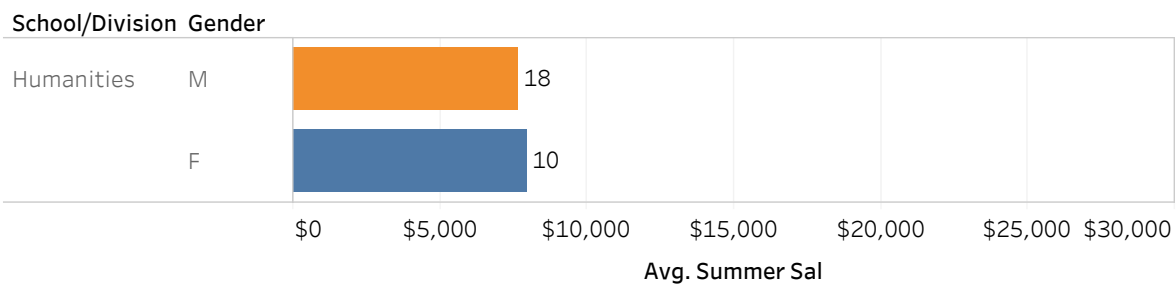
Salary Analysis

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Administrative Salary



Summer Salary

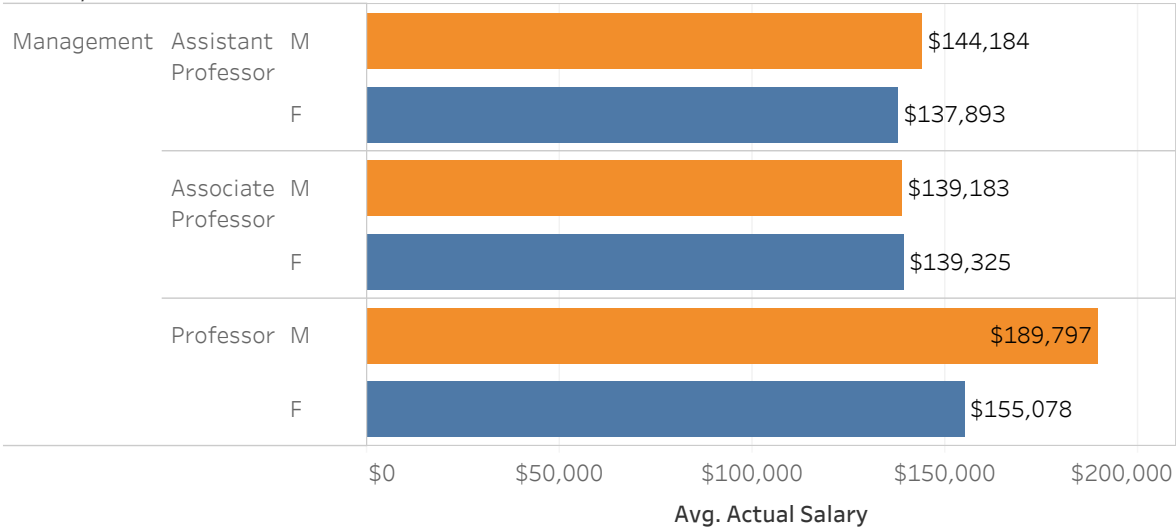


Salary Analysis

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Average Salary By Gender

School/Divis.. Current .. Gend..



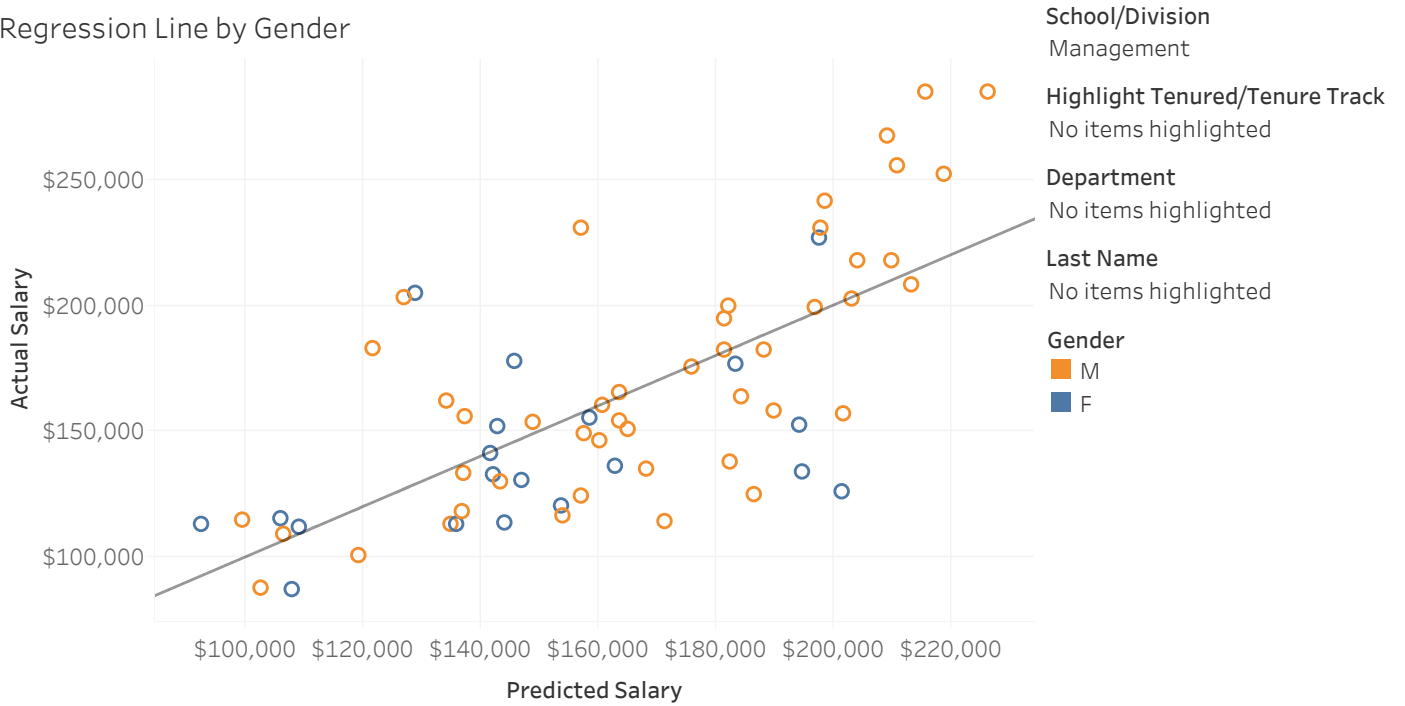
School/Division Management

Gender
■ M
■ F

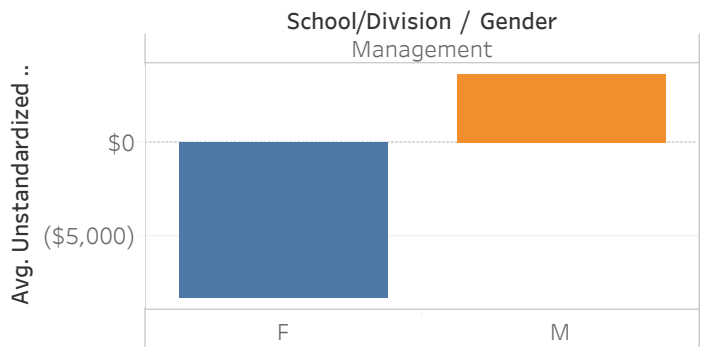
Salary Analysis

Introduction	Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results
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Regression Line by Gender



School/Division	Gender	Count	Standardized
Management	F	Count above the line	35% 7
		Count below the line	65% 13
	M	Count above the line	48% 22
		Count below the line	52% 24



Salary Analysis

Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results	Recommendations
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Administrative Salary

School/Division Gender

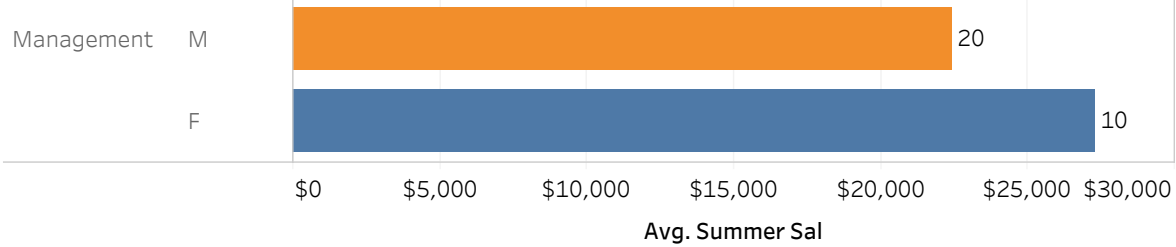


School/Division Management

Gender
M
F

Summer Salary

School/Division Gender



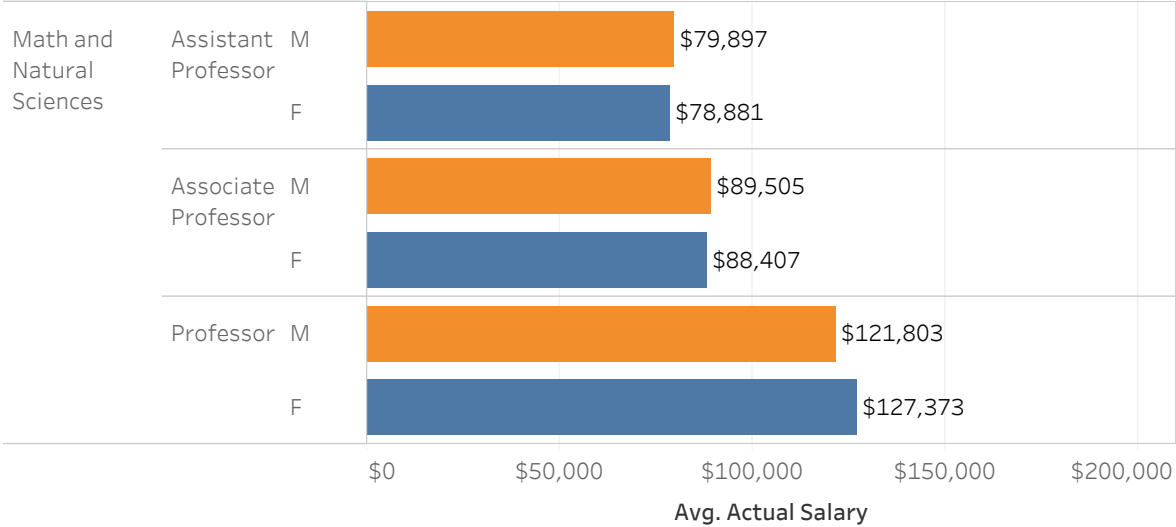
Avg. Summer Sal

Salary Analysis

Introduction	Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results
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Average Salary By Gender

School/Divis.. Current .. Gend..



School/Division
Math and Natural..

Gender
■ M
■ F

Salary Analysis

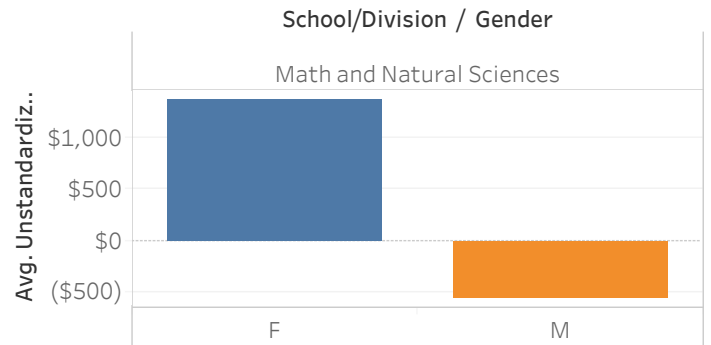
Introduction	Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results
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Regression Line by Gender



- School/Division**
Math and Natural Sciences
- Highlight Tenured/Tenure Track**
No items highlighted
- Department**
No items highlighted
- Last Name**
No items highlighted
- Gender**
 - M
 - F

School/Division	Gender	Count	Standardized
Math and Natural Sciences	F	Count above the line	44% 11
		Count below the line	56% 14
	M	Count above the line	44% 27
		Count below the line	56% 35

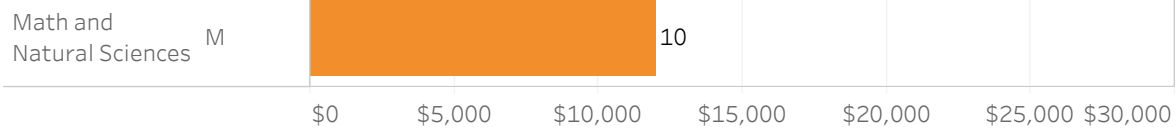


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Administrative Salary

School/Division Gender

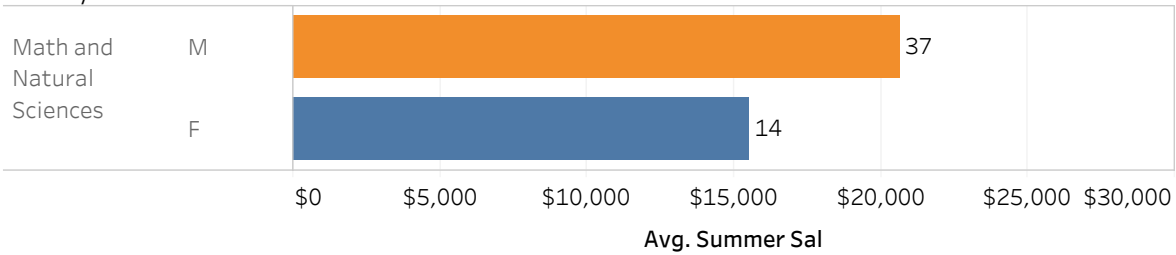


School/Division
Math and Natural..

Gender
M
F

Summer Salary

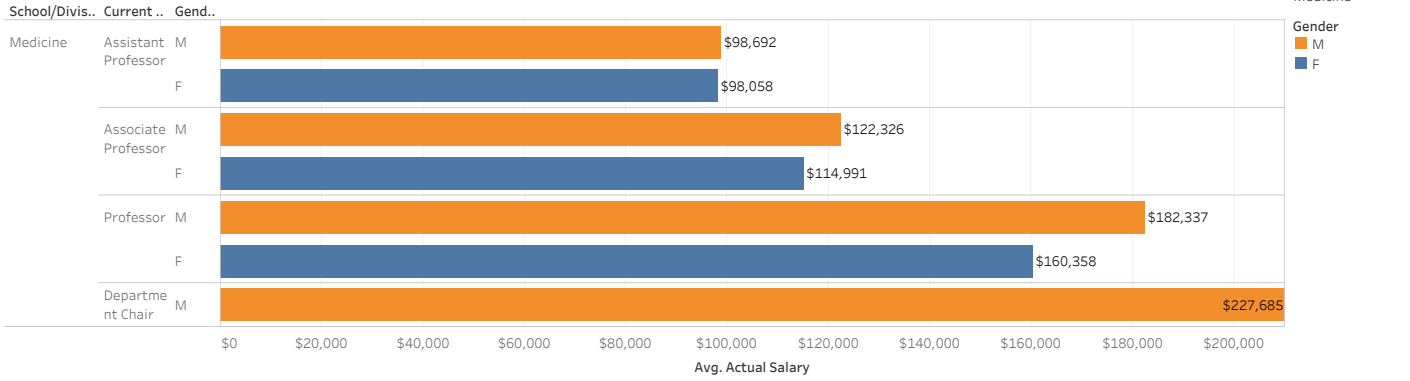
School/Division Gender



Salary Analysis

Introduction	Average Salary By Gender within School/Division and R...	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Average Salary by Race/Ethnicity within Rank and School	Regression Analysis by Race/Ethnicity	Summer and Administrative Salary by Race	Results and Recommendations
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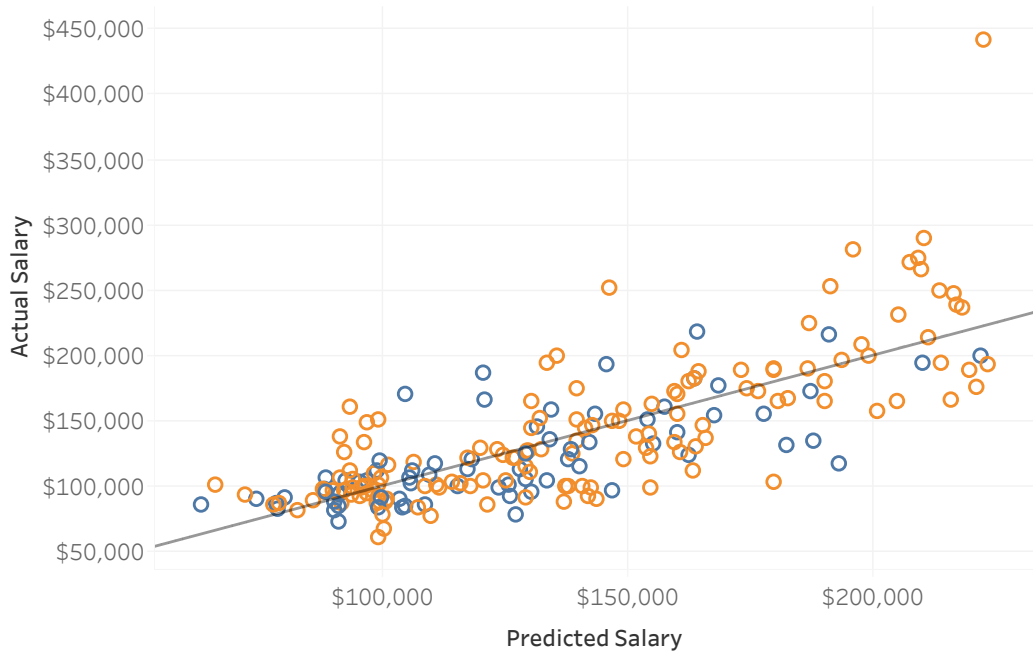
Average Salary By Gender



Salary Analysis

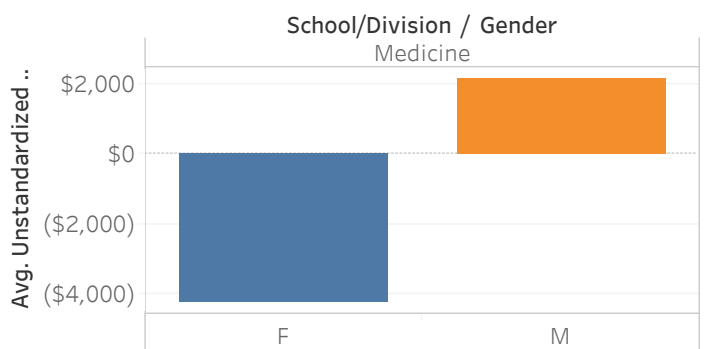
Introduction	Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results
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Regression Line by Gender



- School/Division
Medicine
- Highlight Tenured/Tenure Track
No items highlighted
- Department
No items highlighted
- Last Name
No items highlighted
- Gender
 - M
 - F

School/Division	Gender	Count	Standardized
Medicine	F	Count above the line	44% 32
		Count below the line	56% 40
	M	Count above the line	51% 72
		Count below the line	49% 69



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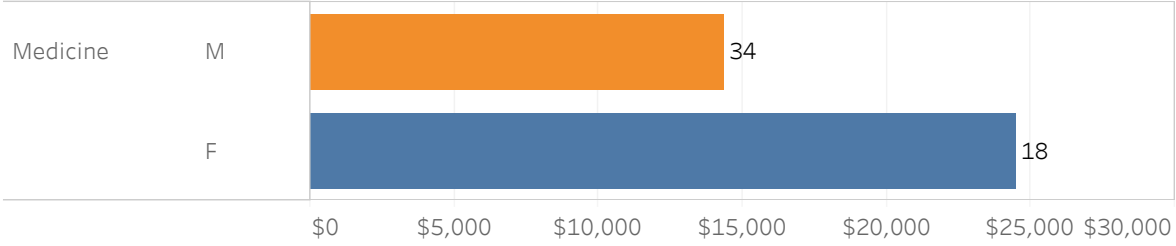
Administrative Salary

School/Division Gender

School/Division

Medicine

Gender



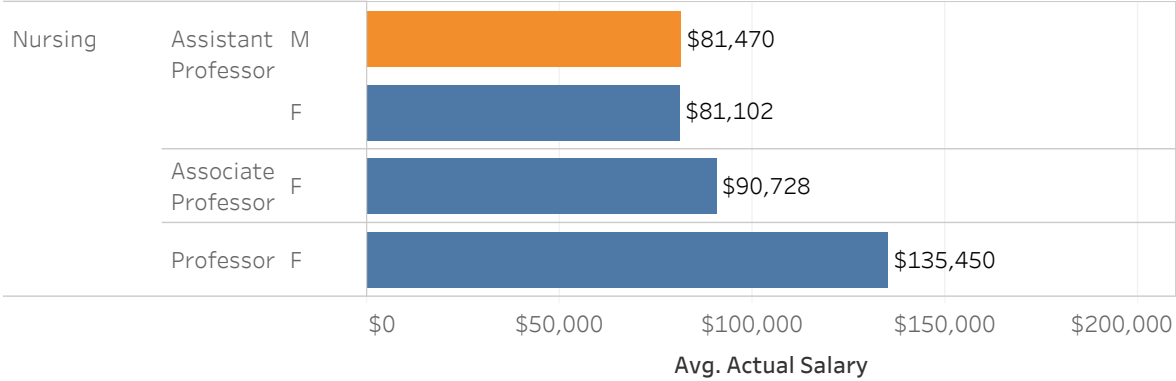
Summer Salary

Salary Analysis

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Average Salary By Gender

School/Divis.. Current .. Gend..



School/Division

Nursing

Gender

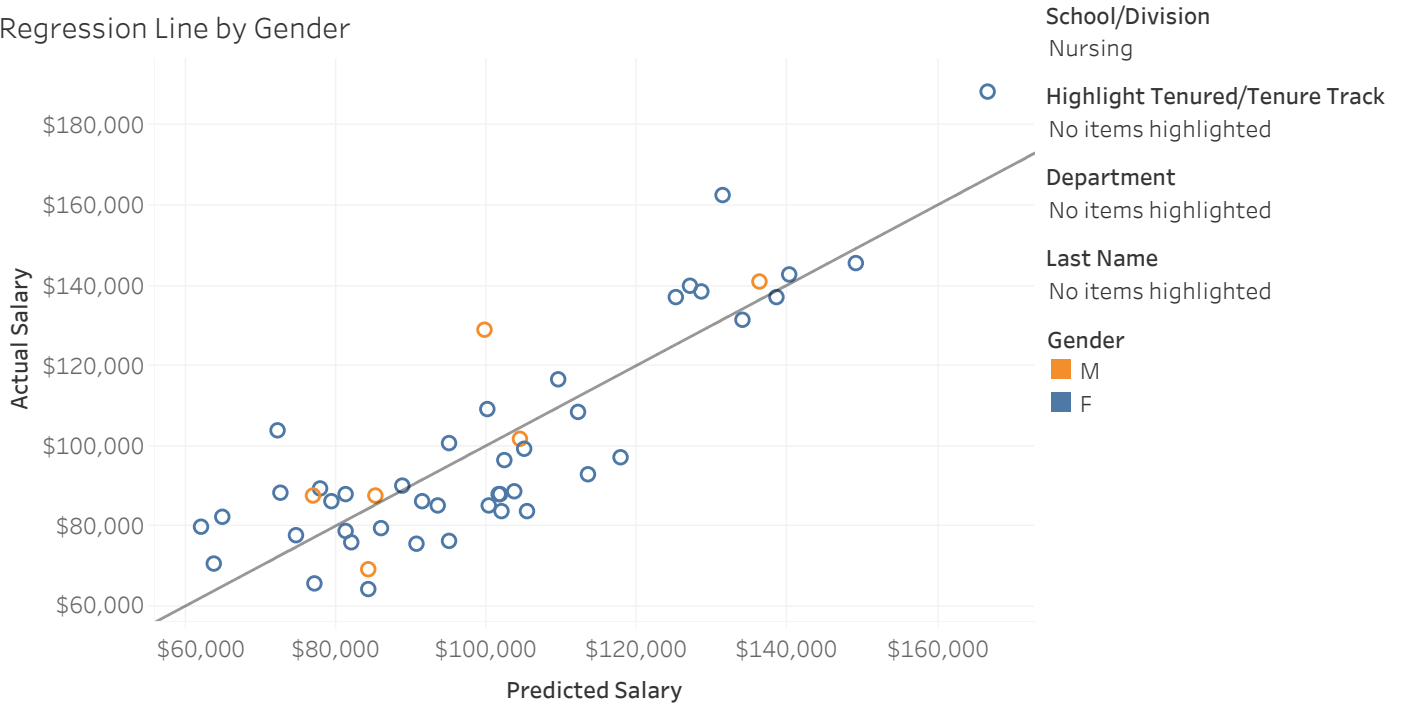
M

F

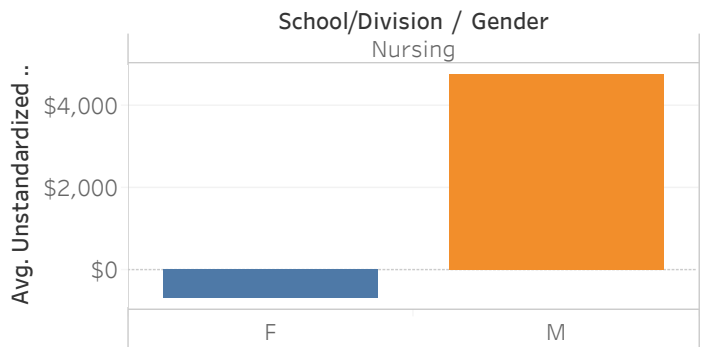
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Regression Line by Gender



School/Division	Gender	Count	Standardized
Nursing	F	Count above the line	45% 19
		Count below the line	55% 23
	M	Count above the line	67% 4
		Count below the line	33% 2

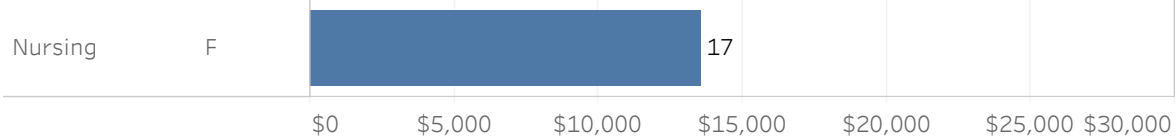


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Administrative Salary

School/Division Gender



School/Division

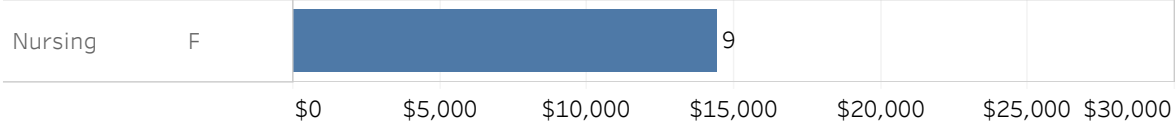
Nursing

Gender

■ F

Summer Salary

School/Division Gender



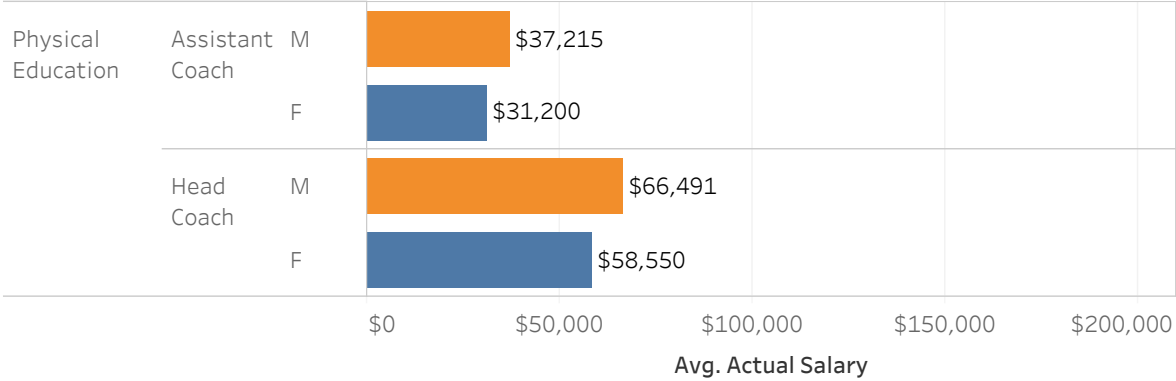
Avg. Summer Sal

Salary Analysis

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Average Salary By Gender

School/Divis.. Current .. Gend..



School/Division
Physical Education

Gender
■ M
■ F

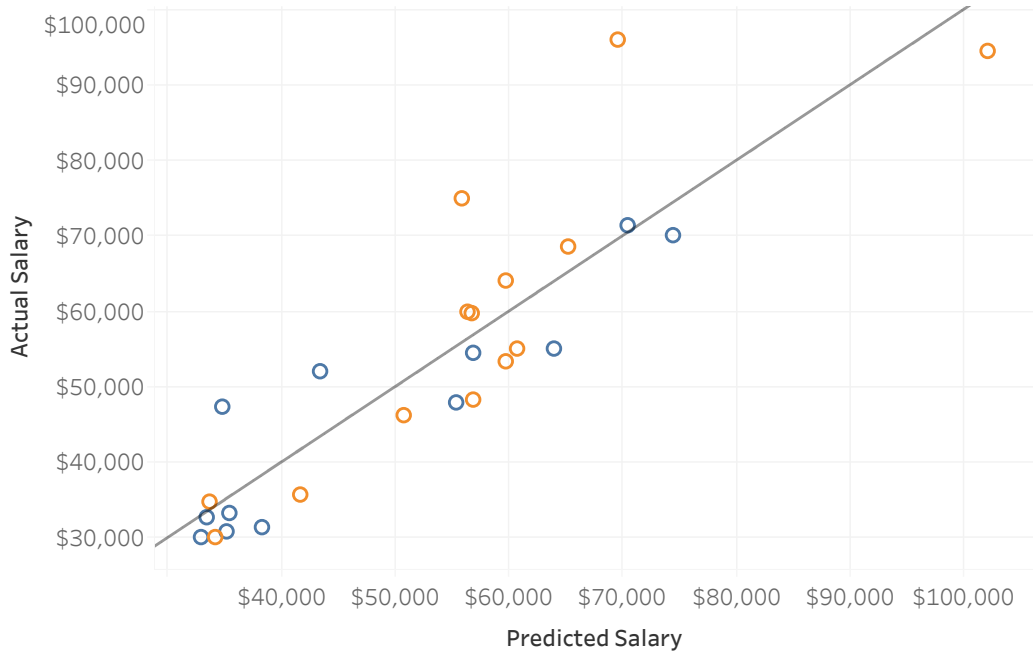
\$0 \$50,000 \$100,000 \$150,000 \$200,000

Avg. Actual Salary

Salary Analysis

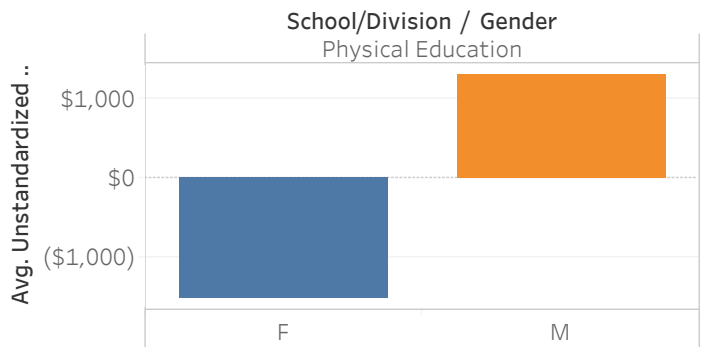
Introduction	Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results
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Regression Line by Gender



- School/Division**
Physical Education
- Highlight Tenured/Tenure Track**
No items highlighted
- Department**
No items highlighted
- Last Name**
No items highlighted
- Gender**
 - M
 - F

School/Division	Gender	Count	Standardized
Physical Education	F	Count above the line	25% 3
		Count below the line	75% 9
	M	Count above the line	50% 7
		Count below the line	50% 7

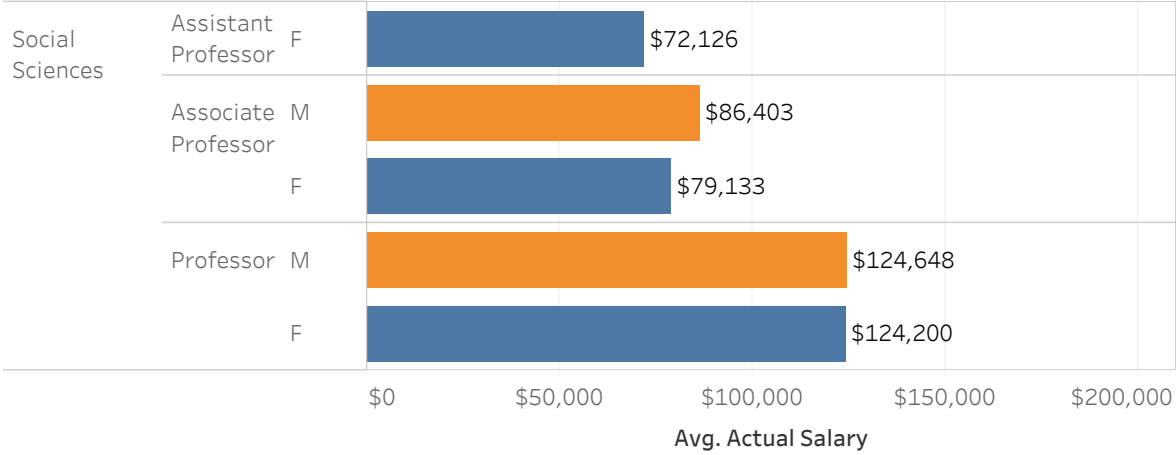


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Average Salary By Gender

School/Divis.. Current .. Gend..



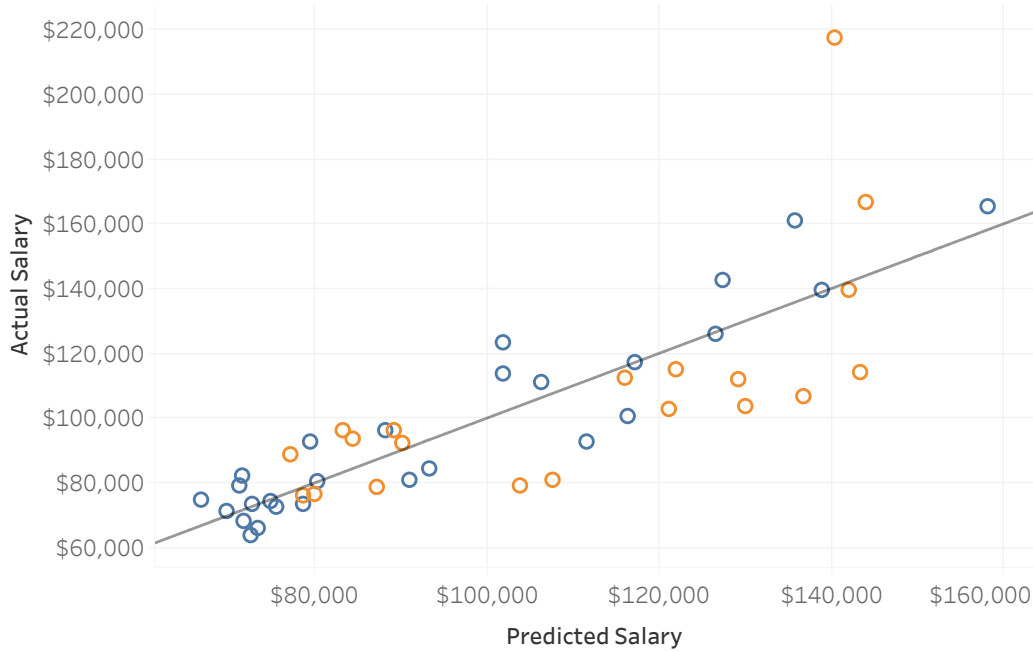
School/Division
Social Sciences

Gender
■ M
■ F

Salary Analysis

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Regression Line by Gender



School/Division
Social Sciences

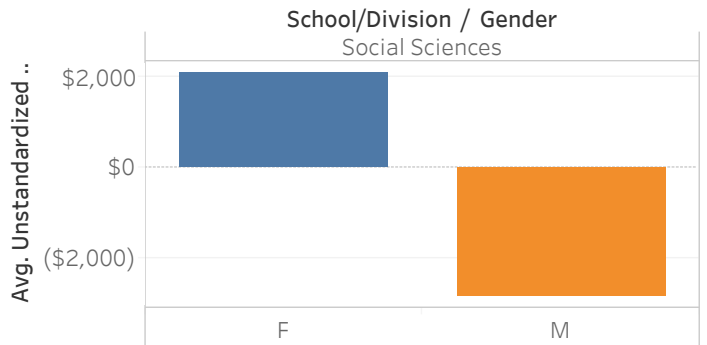
Highlight Tenured/Tenure Track
No items highlighted

Department
No items highlighted

Last Name
No items highlighted

Gender
■ M
■ F

School/Division	Gender	Count	Standardized
Social Sciences	F	Count above the line	56% 15
		Count below the line	44% 12
	M	Count above the line	35% 7
		Count below the line	65% 13

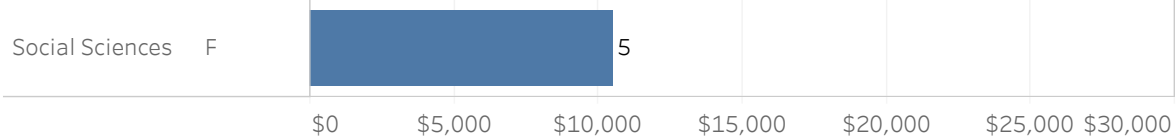


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Administrative Salary

School/Division Gender

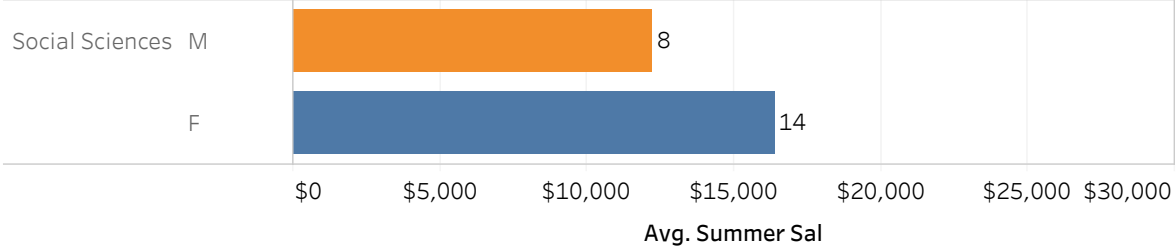


School/Division
Social Sciences

Gender
M
F

Summer Salary

School/Division Gender



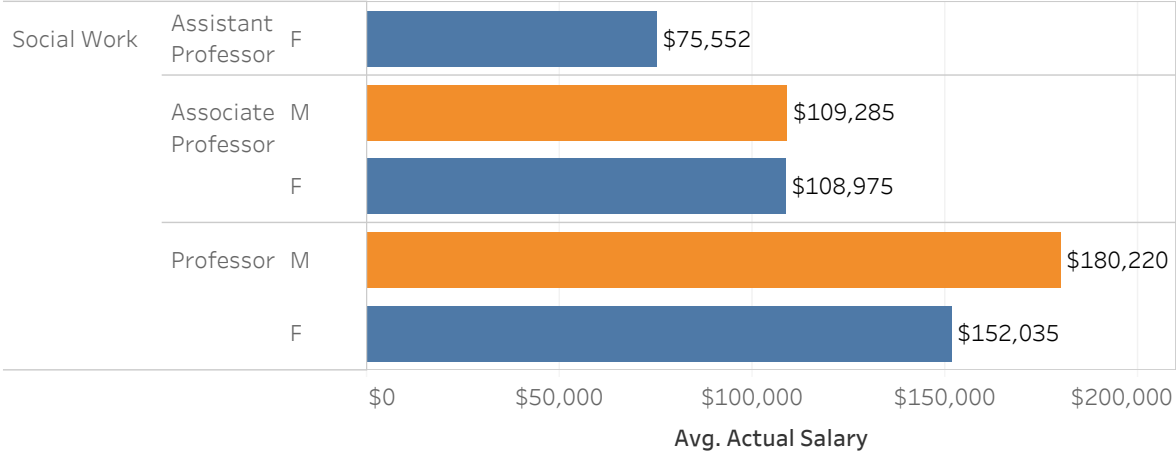
Avg. Summer Sal

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Average Salary By Gender

School/Divis.. Current .. Gend..



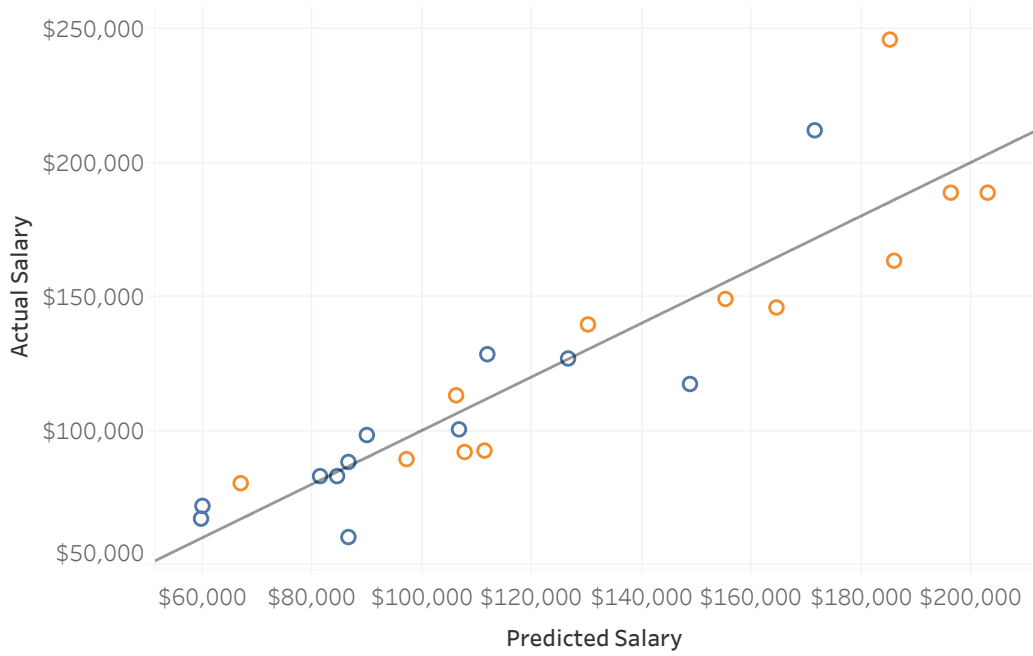
School/Division
Social Work

Gender
■ M
■ F

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Regression Line by Gender



School/Division
Social Work

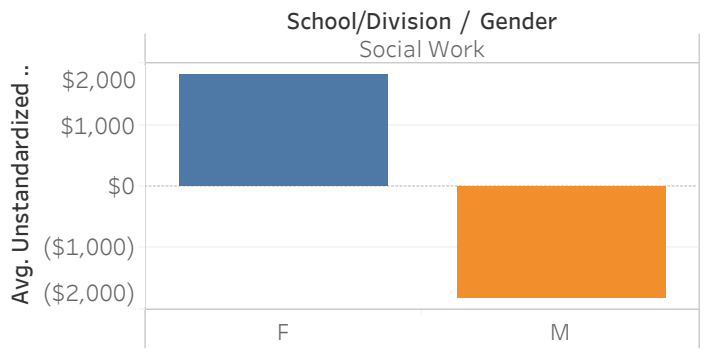
Highlight Tenured/Tenure Track
No items highlighted

Department
No items highlighted

Last Name
No items highlighted

Gender
■ M
■ F

School/Division	Gender	Count	Standardized
Social Work	F	Count above the line	67% 8
		Count below the line	33% 4
	M	Count above the line	33% 4
		Count below the line	67% 8



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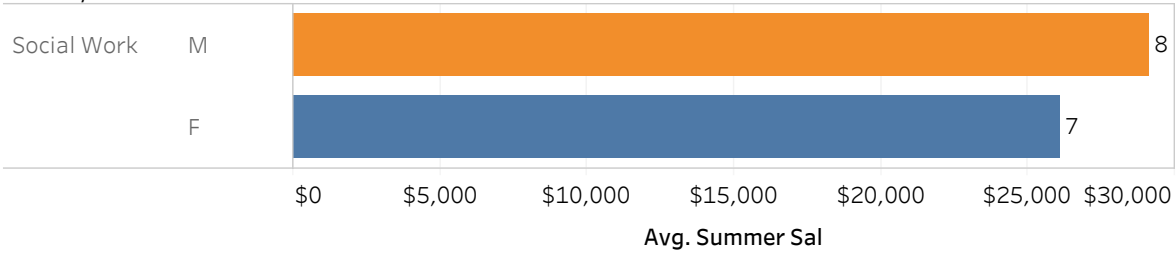
Administrative Salary

School/Division
Social Work

Gender
M
F

Summer Salary

School/Division Gender



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Average difference in residual values between men and women by school.



This chart represents the average differences between the standardized and unstandardized residuals between men and women within each school. Values above 0 occur when men have residual values higher than women. Values below 0 occur when women have higher residual values. The orange wide bars represent the standardized residual values. The thin blue bars represent the unstandardized difference between men and women, or the average difference in residual values in terms of dollars.

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Results

- The largest standardized differences in favor of men reside in Law, Nursing, and Management.
- The largest unstandardized differences in favor of men (or differences in dollars) reside in Management, Law, and Medicine.
- The use of new tools allows us to more easily look at individuals on a case by case basis.
- The inclusion of race/ethnicity further allows the Univeristy and schools to look at issues related to inclusion, diversity, and equity.

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Recommendations

- The following efforts are recommended for the advancement of women faculty:
- Enhance mentoring for female faculty to increase the likelihood that women faculty will achieve tenure and promotion to full professor in a timely manner. This will assure that salary increases will occur earlier in female faculty careers.
- Currently, few female professors of higher rank are hired. Actively recruiting female faculty at senior ranks would reduce gender differences in salary where they exist.
- More women faculty need to be promoted to leadership positions. For example, within the School of Medicine, only one department chair is female.

Salary Analysis

Introduction	Analysis	Average Salary By Gender within School/Division and R..	Regression Analysis by Gender	Average difference in residual values by Gender	Summer and Administrative Salaries by Gender	Results
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Data

- Assistant Professor, Associate Professor, and Professor
- Both tenure and non-tenure streams
- Excludes faculty in clinical departments in the School of Medicine
- Physical Education and Athletics includes instructors.
- Analyses were conducted on base salary
- Salaries for the School of Medicine and for the School of Dental Medicine are based on a 12-month appointment.
- Salaries for all other schools are adjusted to a 9-month equivalent appointment and are adjusted to 100% effort.
- Data are for Fall 2016. Changes made after November 1, 2016 are not reflected in this analysis.