

UNIVERSITY OF MINNESOTA

Twin Cities Campus

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and Academic Affairs*

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Date: July 14, 2013
To: Tenured and Tenure-Track Faculty, Twin Cities Campus
From: Arlene Carney, Vice Provost for Faculty and Academic Affairs
Re: Salary Equity Analyses and Process for Salary Equity Reviews
Attachment: 2013 Salary Equity Replication Summary; Summary 2011 Gender Equity Salary Study Report

I write to share with you the results of the salary equity study that was just completed this spring, and apprise you of the institution's plan for implementing a review process to address salary equity concerns for tenured and tenure-track faculty.

In late April, the Office of the Senior Vice President for Academic Affairs and Provost completed a replication of the salary equity study that was finalized in June, 2011, based on 2007 Twin Cities salary data. In our replication, we used salary data for tenured and tenure-track Twin Cities faculty from 2012. The study included data for the Twin Cities non-Academic Health Center colleges plus the School of Public Health and the College of Pharmacy. Our consultant, Dr. Murray Clayton, a faculty member from the University of Wisconsin, Madison and expert in salary equity analyses who prepared the first report in 2011, was retained again to work with our Office of Institutional Research to prepare the 2013 replication study.

I have attached for your information the results of the replication of the salary equity analysis that Professor Clayton has completed. In his executive summary for 2013, he provided both data analysis and his recommendations for implementing salary equity processes at the University of Minnesota. We have considered these recommendations carefully and have incorporated some of them. However, as an academic community, we will ultimately determine the best solutions for our own implementation in a collaborative and transparent manner.

I want to share with you our recommendations for the next steps in implementing a formal and uniform process for completing salary equity reviews and identifying policies and practices that will foster equitable compensation structures. These recommendations come after discussions among the provost, a steering group consisting of representatives from the Provost's office, the Office of the Vice President for Equity and Diversity, the Office of the Vice President for Human Resources, and input from the Twin Cities deans, the Faculty Consultative Committee, and the Women's Faculty Cabinet.

As you will see in the updated analyses, the study conducted in 2011 on 2007 salary data concluded that there was a 2.2% salary gap favoring men after accounting for disciplinary and market differences (but not merit) across all ranks. The replication study based on 2012 salary data concluded that this modest gap has remained during the five-year period between the two data points. The gap is now 2.4%, again favoring men. Although the gap has increased slightly, it is a non-significant increase statistically. The analyses both show that this gap was not evenly

distributed across colleges nor was it evenly distributed across ranks. The greatest gap remained at the full professor level. Just as in 2011, the steering group believes that the study results warrant establishing a process by which salary equity reviews can be conducted, using all criteria on which salaries are based, including merit.

Next steps:

1) Develop and implement a system for reviewing and adjusting the salaries of faculty.

Individual colleges determine faculty salaries and each college has its own procedures in place for addressing salary equity issues. This fiscal year (ending June 30, 2013), we have asked collegiate deans to rely on existing mechanisms for addressing salary inequities.

Starting fiscal year 2013-2014, we have asked TC deans to appoint faculty members to Salary Equity Review Committees (SERCs) that will look at faculty salaries this fall and advise the dean regarding salary adjustments.

This summer, the Provost's Office and other administrative staff and faculty will work with colleges to develop and implement a process for reviewing and adjusting, if necessary, the salaries of faculty. Each college will receive a salary structure overview for the college and for each department as well as instructions for conducting salary equity reviews.

The goal is to produce a standard procedure for analyzing underlying salary structures and identifying faculty who should be evaluated for potential salary adjustments. The Salary Equity Review Committees will begin review of college and department salary structures this fall.

2) Begin analyses of the salary structure for tenured and tenure-track faculty in those colleges in the Academic Health Center that were not included in the recent study.

Nursing, the Medical School, Veterinary Medicine, and Dentistry were not included in Professor Clayton's analyses. We have begun analyzing those colleges. The compensation structure in many of those colleges is quite complex. Specific recommendations regarding those AHC colleges are expected during academic year 2013-2014.

3) Other faculty groups. At this point, the analyses did not include the following faculty groups: contract/term faculty, tenure track and tenured faculty on non-Twin Cities campuses.