

Overview

NSF Advance requires universities to answer:

“What is the allocation of resources (salaries, start-up packages, and space) for T-TT science and engineering faculty by gender?”

The Resource Allocation Committee works to answer this question.

Impacts

- RAC engages faculty and admin from across campus
- RFP aided in reaching consensus on study process & parameters
- AS-RABC: Instrumental in the dissemination of faculty median salary data by discipline & rank

???

FUTURE Goals

- Create effective process for annual salary study AND dissemination of results
- Improve understanding and perception of faculty salary related processes
- Space, start-up, and other resource studies conducted
- Institutionalize successful approaches

Committee Members

Co-Chair: Kit Mayberry, Faculty COLA, VP Strategic Planning

Co-Chair: Margaret Bailey, Faculty KGCOE, AdvanceRIT PI

Stephen Aldersley, Faculty & Assoc VP for Academic Affairs, NTID

Judy Bender, Assistant VP Human Resources

Rich Dirmyer, Director Inst Research & Assessment, NTID
Joan Graham, Assistant VP Institutional Research and Policy Studies

Christine Licata, Faculty NTID, Sr Assoc Provost for Academic Affairs

Carol Marchetti, Faculty COS, Statistician, ADVANCE co-PI

Christina Ross, Assistant Director Compensation, HR

Pengcheng Shi, Faculty & PhD Program Director, GCCIS



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Faculty Salary Study

Examine salaries for potential systemic differences

- By gender, AALANA-status
- Accounting for variation from other factors:
 - Discipline
 - Rank
 - Time in Rank
 - Terminal Degree
 - Overall Performance Rating (not separate performance ratings in teaching, research, or service)
 - Benchmark Salary (based on discipline/rank)

Does NOT account directly for scholarship quantity or quality, teaching evaluations, workload portfolio, experience prior to RIT, etc.

Tenured and Pre-Tenure faculty only, excludes deans and associate deans, endowed chairs

Process

- Data: 2014 salary after annual merit review and market adjustments for 699 T-TT RIT faculty
- External Consultant: Center for Higher Education at Ohio University, hired through transparent Request for Proposal (RFP) process
 - RIT Human Resources/Ohio University protocol for data exchange
 - Preprocessing of data
 - RAC only saw aggregate results
- Statistical Methodology:
 - Regression model to observe effects of independent variables in explaining salary

Findings

Significant Predictors of Salary

- Primary Discipline
- Rank
 - Associate Professor associated with 16.1% higher salary than Assistant Professor, on average
 - Full Professor associated with 48.6% higher salary than Assistant Professor, on average
- Years in Rank
 - Each additional year in rank associated with 0.6% higher salary, on average (so additional five years associated with 3.0% higher salary)
- 2014 Performance Rating
 - Above “Meets Expectations” associated with 4.2% higher salary, on average when compared with “Meets Expectations”
- Terminal Degree
 - Not having a terminal degree associated with 4.8% lower salary, on average, when compared with having a terminal degree
- AALANA Status
 - AALANA status associated with 4% higher salary, on average when compared with non-AALANA status

Journey Has Just Begun

Dissemination
Executive Summary emailed to all faculty
Presentation to Deans
Open Campus Presentations

Moving Forward
Engage more faculty in the dialogue
Continue analyses with more complex models

Website: <https://nsfadvance.rit.edu/>
Email: advancewomen@rit.edu