Faculty Salary Study Summary

Introduction:

This ***Summary*** highlights the key findings from a faculty salary study conducted in fall 2017. A seven-member task force, appointed by the Provost, completed the study. The task force[i] responded to four key research questions addressing median salary comparisons with R1/R2 institutions, internal compression, entry-level salary comparisons, and systemic equity issues.

All faculty employed on October 1, 2017 were included in the analysis. Chairs and associate deans were included in the study. Twelve month salaries were converted to nine-month equivalents prior to analysis. Deans and VPs with faculty appointments were not included in the analysis. Three additional faculty members were removed as outliers as their salaries caused undue influence on the analysis.

Variables of interest included the following: nine month salary, gender, ethnicity, highest degree earned, honorarium (distinguished research professor, distinguished teaching professor, or regents professor), current rank (professor, associate professor, assistant professor, and lecturer), time in current rank, time at UNT before current rank, degree to hire (number of years between date of hire and highest degree –used as a proxy variable for experience prior to UNT), college, and market salary median (market salary data from annual CUPA-HR 2015-16 Faculty Salary Survey). Performance was not included as a variable.

Research Questions/Key Findings:

1.   Where does UNT fall at a disciplinary level relative to other R1/R2 institutions?

In accordance with UNT Regents' Rule 06.500 and Texas Education Code 51.908, UNT is charged with providing faculty with an average salary and benefits at least equal to the average of that provided by similar institutions. Results from the *Faculty Salary Study* revealed that the average salary to market ratio across all 1,096 faculty members is 1.009. Ninety-eight percent of faculty fall between .60 and 1.39 of salary to market ratio, the remaining 2% are above 139% of their market salary.
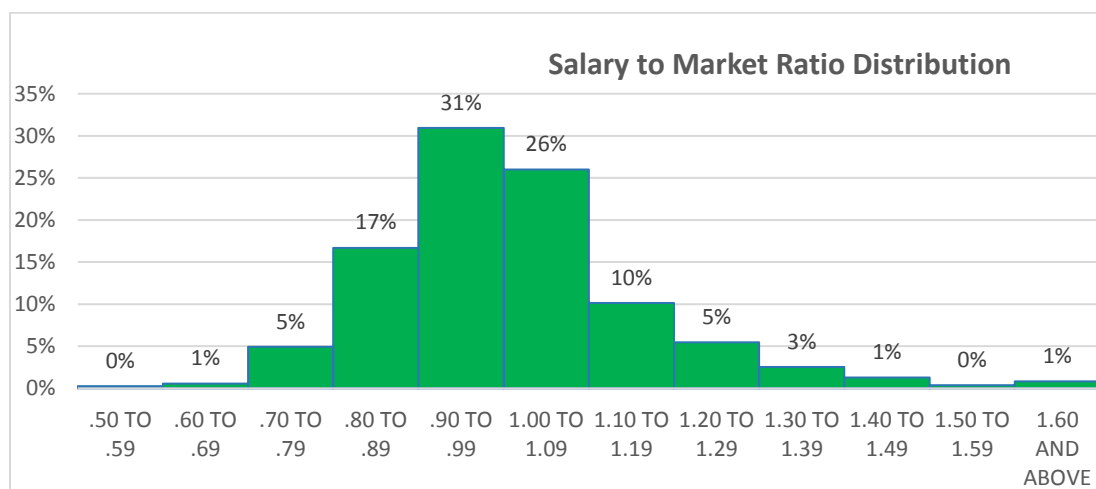
2.   Are there compression issues by faculty rank?

Areas of compression were found in the following colleges and across the following ranks:
- CMHT -lecturer to senior lecturer;
- COB- senior to principal lecturer;
- COB –assistant professor to associate professor; and
- COI -senior to principal lecturer.

Additional caveats such as time in rank, performance, alignment of CIP code or target hires may or may not explain compression issues at the departmental levels in these colleges.

3.   Are we at market with assistant professors hired within the last three years?

Seventy-six percent of the new hires were between 90 and 110% of the market median of all assistant professors. An additional 13% were above 110% and the remaining 11% were below 90%.

4.   Are there equity issues related to gender or ethnicity by college at UNT?

Gender and Ethnicity were not statistically significant predictors of salary after controlling for variables studied (i.e., *Market Salary Median, Number of Years with Degree Before Hire, Years at UNT Before Current Rank, Years in Current Rank, Highest Degree, Honorarium, and Current Rank)*. In the absence of statistical significance, there were some differences in salary as noted below:
- On average *White Female Faculty members* were paid $601.72 less when compared to *White/Asian Male Faculty*.
- On average *Minority Female Faculty* members were paid $75.26 less when compared to *White/Asian Male Faculty*.
- On average *Minority Male Faculty (excluding White and Asian)* were paid $1,343.11 more when compared to *White/Asian Male Faculty*.

5.   What are UNT's next steps?

UNT has allocated approximately $310,000 to address salary market gaps for faculty members who are both meritorious (performing at or above average) and experience significant pay inequity. These adjustments fall into two groups: 1) assistant professors hired within the last three years who are performing at or above average and making less than 90% of their estimated market salary (n = 8); and 2) continuing faculty who are performing at or above average and making less than 85 percent of the market median (n=75). The distribution across ranks includes the following: professors, n =44; associate professors, n = 13; lecturers, n = 7; senior lecturers, n = 7; and principal lecturers, n = 4. For additional information, please see Message from the Provost.

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[i] *Members were Mary Barber (Faculty Senate Representative, Mathematics); Mary Barton (DAIR); Christy Crutsinger (Provost Office); Paul Hutchison (Faculty Senate Representative, Accounting); Melinda Lilly (Academic Resources); Eugene Martin (Provost Office); Cassie West (DAIR).*