Support to Department Chairs and Deans
in Assessing Individual Salary Equity

At the request of chairs and deans, ADVANCE Program staff can assist with analyzing faculty salaries at the departmental, school, and college levels, and with equity assessments of individual faculty members' salaries, following the recommendations in the American Association of University Professors publication, *Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty.* Our approach involves the use of multiple regression models that include factors known to predict salary to a substantial degree.[1] One of our key models allows for the assessment of possible inequities associated with gender and race/ethnicity. This model can be used to demonstrate what salaries would be for women and minorities if they were rewarded as white males are for the career attributes included in the model. We also generate additional models that allow departments and units to address other types of questions about faculty earnings.

As we analyze faculty salaries for evidence of potential inequities linked to factors such as race or gender, we note that additional factors, other than inequities, can lead to differences in faculty compensation. Such factors include differences in particular subfields' average salaries, differences associated with specific types of research within a field, as well as differences in scholarly productivity. We discuss these types of issues when we meet with chairs and deans about the results of the salary analyses conducted for their units.

Our regression models involve the analysis of a variety of variables that are not widely used at departmental and even school and college levels. The ADVANCE staff is experienced in acquiring and analyzing these data, and in meeting with deans and chairs to assist with the interpretation of the results. The ADVANCE Program has recently conducted several salary studies for deans and chairs who requested analyses that were specific to their units. The feedback we received is that such analyses were quite useful to these unit leaders as salary equity issues were being considered. We are happy to offer this service to deans and chairs who request it. ADVANCE may assess fees for our salary analysis service; fees will vary based on factors such as the size of the unit being assessed and the number of statistical models that are requested.

For more information, please contact the ADVANCE Program at advance-surveys@umich.edu
or visit the ADVANCE Program's Web site at http://advance.umich.edu

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[1] The regression models used by the U-M ADVANCE Program staff for predicting salary include variables such as: number of years at U-M, number of years since highest degree at time of hire, years at U-M prior to current rank, department, rank, race, and gender. Generally, our models have been found to account for 70% or more of the variance in faculty salary, indicating that these models are useful for predicting salary. Other performance-related variables that affect faculty salary levels (e.g., publications, grant awards) are often less readily available, and are not typically included in our models.