

Report of Faculty Senate Compensation Committee: AY 2018-19

Fall 2018: Provost Mattison attended a committee meeting where we discussed the following section of the 2017 ad hoc committee recommendations as charged by faculty senate:

A. Recommendations that may require additional funds or the reallocation of existing funds.

1. Pay equity across gender and race categories:

a. To the extent that discrepancies in pay between men's and women's salaries and the salaries of minority to majority individuals within disciplines are not accounted for by differences in annual performance evaluations, adjust salaries to achieve parity.

i. Note: This will require a rigorous analysis of the past performance of those earning under the cohort/discipline average to determine whether discrepancies are related to performance, and will necessarily involve input from supervisors and deans on an individual case basis.

b. To the extent that discrepancies in benchmark salaries between disciplines correlate to the percentage of faculty who are women and/or members of minority groups in that discipline nationwide, adjust market benchmarks for the effects of gender and race disparity.

Provost Mattison, Kevin Saunders, and Gary Johnson provided us a report of their statistical analysis in response to our question of:

Are low-paid faculty disproportionately women or persons of color? If so, is the problem university-wide or confined to particular units?

Could you please identify all faculty whose pay falls 15% or more below the market benchmark median for their discipline and rank --call these faculty the "low pay group." Then for each academic unit, can you compute the fraction female and the fraction of color in the "low pay group," and the same fractions in the academic unit as a whole. We recognize you can only provide information in aggregate as to not identify specific individuals. This will help us with our committee charge.

The faculty senate compensation committee met in the Provost's office with Provost Mattison, Gary, and Kevin and reviewed the results. In regards to equity of faculty pay, the statistics showed that there is not a statistically significant difference for persons of color or based on race in regards to pay based on rank. We will not be making any recommendations that need to be acted upon this year, however would suggest this is revisited if a process for merit based raises is identified.

We talked as a committee that it would be our recommendation to have this as a committee charge every 5 years.

Spring 2019: The committee worked with Erin Lain do address the following portion of the ad hoc committee report:

To the extent that discrepancies in workload for women and faculty of color are due, in part, to the "silent labor" performed by these individuals—such as mentoring, recruiting, outreach, and other work they are often expected to perform as representative of women's and minority issues on campus—adjustments to achieve equity should account for the additional labor represented by these expectations.

Literature in this area was gathered and reviewed by the committee. Erin Lain attended Spring meetings to work with the committee. The committee's proposed definition of invisible labor to Erin Lain, Associate Provost for Equity and Inclusion is as follows:

Drake defines invisible labor as activities that advance the university mission that are often ignored or not proportionately valued in annual evaluations, promotion, and compensation and may negatively impact work-life balance, physical and mental health, and/or retention. These activities occur within the context of employment that individuals perform in response to the implicit or explicit demands from stakeholders (administrators, students, alumni, community members, self-identified). Invisible labor often disproportionately burdens groups historically underrepresented in higher education.

Theme questions have been suggested to the campus climate working group on survey design to use the above definition to investigate further the issue of invisible labor.

The committee would like to faculty exec to consider that this work is continued with a charge for next year's committee.

Respectfully,
Anisa Fornoff, Faculty Senate Compensation Committee Chair