Faculty Salary Equity Review (FSER)

School of Nursing Summary Report

Period covered: July 1, 2017 – June 30, 2018

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1. Highlights of adjusted analyses by Gender

Of a total of 96 faculty members with appointments greater than or equal to 75% time, 89 faculty members identified as female (92.7%) and seven faculty members identified as male (7.3%). After adjusting for series, rank, step, degree type and department, there was a lack of statistical evidence of an imbalance in X+Y salaries, Z-payments, accelerated advancements and stipends between female and male faculty members.

There was a schoolwide male preference for higher median X+Y unadjusted salaries. Although grant funding appears to account for a portion of the salary gap, annual salary negotiation also appears to be an attributing factor.

2. Highlights of adjusted analyses by URM status

Of a total of 96 faculty members with appointments greater than or equal to 75% time, 15 faculty members were categorized as URM (15.6%) and 81 faculty members were categorized as non-URM (84.4%). After adjusting for series, rank, step, degree type and department, there was a lack of statistical evidence of an imbalance in X+Y salaries, Z-payments, accelerated advancements and stipends between URM and non-URM faculty members.

3. Findings/salary adjustments made

The salary of one faculty member (a non-URM female) was below the predicted unadjusted X+Y salary model. Her salary was increased by $4,000 so that it was in line with the salaries of faculty members in the same series, step and rank.

4. Summary of salary analyses for low and high outliers (e.g., justification for salary differences)"

There was one low outlier salary for a non-URM, female faculty member in the HS Clinical series at the assistant rank that was attributed to low market-based compensation.

There was one high outlier salary for a URM female faculty member in the Adjunct series at the associate professor rank that was attributed to grant funding. This faculty member was not in a leadership position.

5. Action items for coming year from school

The following are the School of Nursing guiding principles adopted for future reviews:

- Refine guiding principles of salary setting, provide clearer examples of salary setting, and make broadly available these principles and examples to ensure transparency, accountability, accessibility and clear communication.
- Continue to implement, evaluate and modify accordingly the salary determination quality improvement process, initiated last year, to ensure salary equity upon appointment of faculty recruits.
- Continue to review and reinforce consistent implementation of the standard procedure for annual setting of X, Y and Z salary components to maximize salary equity.
- Reinforce adherence to the policy for determining stipends to ensure fair, consistent and equitable compensation among academic appointees providing administrative service and leadership.
- Review and modify guidelines to remedy salary, acceleration and Z payment imbalances when such imbalances exist.
- Ensure that appointments to leadership positions are the result of an internal or national search and that leadership positions are advertised broadly to maximize access to leadership opportunities for all faculty members.
- Continue to review and modify as needed the *Diversity Initiative* plan to reach the School of Nursing's goal, which is based on state and national nursing and population statistics, of 30% male or URM faculty members by 2030, with focused attention on salary equity.