

April 25, 1997, Faculty Council Meeting
1996-1997 Faculty Salary Report, Part I: Internal Statistics
Faculty Welfare Committee, March 31, 1997

The *1996-1997 Faculty Salary Report, Part I: Internal Statistics*, compiled by Lynn E. Williford, of the Office of Institutional Research (OIR), was produced in February of this year. Prior to its publication, a subcommittee of the Faculty Welfare Committee, consisting of Profs. Francoise Seillier-Moiseiwitsch (Biostatistics), James Allen (Health Policy and Administration) and Steven Bachenheimer (Microbiology and Immunology) reviewed the report with Dr. Williford, and Dr. Tim Sanford, Director of OIR.

Review: OIR and especially Dr. Williford are to be commended for the excellent job in presenting both detailed information and overview comparisons of faculty salaries. Besides providing statistics on University-wide faculty salaries (Table 1, pg.4), and changes in salaries between 1995-96 and 1996-97 (Table 2, pg.5), data are also presented on average salary changes for continuing faculty (Table 4, pg.7), and very importantly, comparisons of faculty salaries, broken down by Divisions and Schools (pgs.8-11). In the Division of Health Affairs, the salaries within the School of Medicine are further broken down to separately present faculty salaries in basic science and clinical departments. All of these data, as well as information at the departmental level, contained in an Appendix, are broken down to reflect high, median, low and mean salary figures for tenure track ranks (professor, associate, assistant and instructor), and for fixed term faculty. The information on median salaries is quite useful as it minimizes effects of small numbers of very high or very low salaries within a particular cell. For the first time the OIR report presents comparisons of faculty salary by status, including gender differences broken down to the School level (Table 5, pg. 14) and differences in salaries between recent hires and continuing faculty (Table 6, pg. 16).

The level of detail is now sufficient that any person wishing to do comparative research on salaries within the university has a good data base in this report. The availability of individual by individual salary information at several locations throughout the university offers any level of additional detail that one might ordinarily seek. OIR should be encouraged to continue compiling and presenting comparative data on male and female faculty salaries as well as salaries of recent versus continuing faculty. This type of information becomes more valuable as it is compiled over a longer time period. The *Faculty Salary Report* is currently distributed automatically to deans, department chairs and selected members of the administration and faculty. Any faculty member may obtain a copy of the report upon request from the OIR.

Recommendations: The Welfare Committee recommends improvements in three areas. First, standard deviations should be reported for "mean" data in the larger group analyses (Divisions and Schools). This can quickly give a feeling for the shape of the distributions of salaries at any rank. Second, OIR may wish to consider compiling data on salaries that reflect time of service. A table, (broken down to the Division and School level), which compares salaries for assistant professors subdivided into "first" and "second" contract, and for associate and full professors subdivided into "less than 5 years in rank" and "successive 5 years intervals in rank" can provide over time, a measure of the prevalence and impact of salary compression. Finally, the OIR should consider placing the report on the University Web site in an effort to widen the report's exposure in a cost-effective way.