Faculty Salary Equity Study Regression (AAUP) Model

LNRATE  Natural log of annual salary as of June 1, 1993
         adjusted by 9/11 for 12-month appointments

SENLEN  An index of length of service based on the number of years in rank for instructors
         and assistant professors, the number of years in rank plus six for associate
         professors, and the number of years in rank plus 16 for full professors. For
         non-minority male associate professors with more than ten years in rank the
         SENLEN increment is reduced by one for each year of experience greater than 10.

DY      Years since highest degree plus three for a master's degree and ten for a doctorate
         or other terminal degree.

MARK   The market ratio is defined as the ratio of the average salary at all 79 institutions in
         the 1991-92 National Association of State Universities and Land-Grant Colleges
         (NASULGC)/Oklahoma Study survey for a given field and rank divided by the
         average salary for all fields for a given rank.

For example:

    a faculty member promoted to/hired as full professor 7 years ago
    earned his/her doctorate in 1968
    in a department whose market factor is .97

Then DY = 34, SENLEN = 23, MARKET = .97, then:

LNRATE = INTERCEPT + aSENLEN + bLNDY + cLNMARKET

Predicted Salary = e^{INTERCEPT} \cdot e^{aSENLEN} \cdot DY^b \cdot Market^c

Predicted Salary = e^{10.47610525} \cdot e^{0.01150762SENLEN} \cdot DY^{0.05693135} \cdot Market^{0.86365543}

Predicted Salary = (35,458.038)(1.30301)(1.22233)(.97404)

Predicted Salary = 55,008

[Appendix]

(Attachment to March 15, 1993 memorandum from Vice Chancellor
Watters to Academic Deans Re: Faculty Salary Equity Study.)
I agree with your concern about the present salary calculations. You can call Frank Holleberg's office and they can quickly give you the salaries w/o the Tenure Colleagues.

I understand other depts. have done this. I have asked the Oversight Committee to develop another way of handling long-term associate profs.

(agree that this is not equitable.)

From Kenneth L. Watters
Resolved. The UWM Faculty Senate finds that the Faculty Salary Equity Study (Budgets and Institutional Research, UWM: February 1, 1993) is seriously flawed by the inclusion of a formula for generating "predicted salaries" that discriminates against non-minority male associate professors with more than ten years in rank. The Senate recommends that the office of Budgets and Institutional Research in cooperation with the Faculty Oversight Committee devise a formula for generating normal faculty salaries that does not discriminate against any group on the basis of race or gender and gives credit to long-term associate professors for time in rank. The Senate further recommends that the revised formula be presented to the faculty senate for approval before being utilized.

Rationale. The Faculty Salary Equity Study (Budgets and Institutional Research, UWM: February 1, 1993) as revised by the Faculty Oversight Committee contains "predicted salaries" for all UWM faculty members. With some qualifications, a predicted salary represents the average salary for a faculty member of the same rank, field, and length of service in a group of institutions deemed comparable to UWM. One of the variables used in calculating predicted salaries is the "SENLEN" variable, referring to seniority and length of service. According the formula used in the final study, the SENLEN variable increases by one with each year in rank except that it is decreased by one for each year in rank by non-minority male associate professors after their tenth year in rank. (See appendix 1.) This results in significant disparity between the predicted salaries of non-minority male and all other associate professors. In one humanities department, for example, a non-minority male associate professor with 13 years in rank has a predicted salary of $46,851; a minority or female associate with an identical history would have a predicted salary of $50,200. Another non-minority male associate in the same department has 20 years in rank and a predicted salary of $43,618. His minority or female counterpart would have a predicted salary of $54,907.

In this context, the term "predicted salary" is misleading. "Predicted salaries" have been distributed to all departmental chairpersons for use in making salary recommendations. They are widely assumed to be prescriptive, i.e., to represent fair salaries for faculty members of average merit. No other assumption explains the purpose of their distribution. Despite reservations attached to them, their specificity and seemingly well-documented nature makes them unusually powerful evidence in salary negotiations. They have been and will continue to be the principal data used in flagging underpaid faculty members and in negotiating QRP salary adjustments raises. Since this is so, the method used to "predict" the salaries of associate professors was flagrantly unfair to non-minority male associate professors with more than ten years in rank.

Submitted by:

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