

# Triennial Tenured/Tenure Track Faculty Salary Equity Study

## Purpose

NC State’s faculty salary equity study is conducted every three years to inform the campus community. The purpose of this study is to determine if there are **group** differences in base salary by gender or racial identity after accounting for some relevant **professional factors** (see variables). Group differences may be used as a starting point to discuss quantitative differences that exist.

Recruiting and retaining a diverse faculty is a core part of NC State’s mission to prepare students to function in a global workforce.

## Study Population and Demographics

The study included all full time tenured and tenure track faculty *except*

- Department heads
- Assistant and Associate Deans
- Administrators with tenure whose main appointment is in a unit other than an academic department

The results are based on salaries of 1362 full-time T/TT faculty

- 416 Female faculty: 124 Assistant, 150 Associate, 142 Full
- 946 Male faculty: 167 Assistant, 274 Associate, 505 Full
- 135 URM\* faculty: 48 Assistant, 46 Associate, 41 Full
- 182 Asian faculty: 47 Assistant, 51 Associate, 84 Full
- 1042 White faculty: 181 Assistant, 325 Associate, 536 Full
- 733 White Male faculty: 110 Assistant, 209 Associate, 414 Full

## Methodology

The fall 2017 Faculty Salary Equity study employs a separate regression model for each college. In this model the log(base salary) was regressed on race/ethnicity and gender, with additional variables for length of service, rank, and special designations such as distinguished faculty. All the regressor variables are listed in the box at the right. The models use separate variances for each rank.

## Key Findings

Median salaries for URM\*, Asian and female faculty were estimated to be between 95% and 105% of their reference groups (white faculty or male faculty) at most ranks in most colleges, but variations exist.

- ★ There were 2 instances in which estimated median female faculty base salary was less than 95% of the median base salary for men in the same rank and college. There were 3 instances in which estimated median female faculty base salary was greater than 105% of the median base salary for men.
- ★ There were 6 instances in which median URM\* faculty base salary was less than 95% of the estimated salary for the reference group in the same rank and college. There were 7 instances in which the estimated URM\* faculty median base salary was greater than 105% of the reference group salary.
- ★ There were 4 instances in which the estimated median Asian faculty base salary was less than 95% of the median base salary for the reference group in the same rank and college. There were 8 instances in which Asian faculty median base salary was greater than 105% of the reference group’s salary.

## Variables

### Dependent

The logarithm of the 9-month salary as of October 31, 2017. Salaries for 12-month faculty were converted to 9-month equivalents before analysis.

### Independent

Gender indicator  
 URM\*, Asian indicators  
 Distinguished Faculty indicator  
 University Faculty Scholars indicator  
 Chancellor’s Faculty Excellence Program Rank  
 Log(Market Salary) by department  
 Years of Previous Experience  
 Years at NC State before rank  
 Years at current rank  
 9 month/12 month indicator

\*URM includes all faculty who selected at least one of the following: Hispanic, Black or African American, American Indian or Native Hawaiian/Pacific Islander.