Resource Allocation Committee (RAC)

Overview

NSF Advance requires universities to answer: “What is the allocation of resources (salaries, start-up packages, and space) for T-TT science and engineering faculty by gender?” The Resource Allocation Committee works to answer this question.

Faculty Salary Study

Examine salaries for potential systemic differences
- By gender, AALANA-status
- Accounting for variation from other factors:
  - Discipline
  - Rank
  - Time in Rank
  - Terminal Degree
  - Overall Performance Rating
  - Benchmark Salary (based on discipline/rank)

Does NOT account directly for scholarship quantity or quality, teaching evaluations, workload portfolio, experience prior to RIT, etc.

Tenured and Pre-Tenure faculty only, excludes deans and associate deans, endowed chairs

Process

- Data: 2014 salary after annual merit review and market adjustments for 699 T-TT RIT faculty
- External Consultant: Center for Higher Education at Ohio University, hired through transparent Request for Proposal (RFP) process
  - RIT Human Resources/Ohio University protocol for data exchange
  - Preprocessing of data
  - RAC only saw aggregate results
- Statistical Methodology:
  - Regression model to observe effects of independent variables in explaining salary

Findings

Significant Predictors of Salary
- Primary Discipline
- Rank
  - Associate Professor associated with 16.1% higher salary than Assistant Professor, on average
  - Full Professor associated with 48.6% higher salary than Assistant Professor, on average
- Years in Rank
  - Each additional year in rank associated with 0.6% higher salary, on average (so additional five years associated with 3.0% higher salary)
- 2014 Performance Rating
  - Above “Meets Expectations” associated with 4.2% higher salary, on average when compared with “Meets Expectations”
- Terminal Degree
  - Not having a terminal degree associated with 4.8% lower salary, on average, when compared with having a terminal degree
- AALANA Status
  - AALANA status associated with 4% higher salary, on average when compared with non-AALANA status

Journey Has Just Begun

Dissemination
Executive Summary emailed to all faculty Presentation to Deans
Open Campus Presentations

Moving Forward
Engage more faculty in the dialogue Continue analyses with more complex models

Website: https://nsfadvance.rit.edu/
Email: advancewomen@rit.edu

Committee Members

Co-Chair: Kit Mayberry, Faculty COLA, VP Strategic Planning
Co-Chair: Margaret Bailey, Faculty KGCOE, AdvanceRIT PI
Stephen Aldersley, Faculty & Assoc VP for Academic Affairs, NTID
Judy Bender, Assistant VP Human Resources
Rich Dirmyer, Director Inst Research & Assessment, NTID
Joan Graham, Assistant VP Institutional Research and Policy Studies
Christine Licata, Faculty NTID, Sr Assoc Provost for Academic Affairs
Carol Marchetti, Faculty COS, Statistician, ADVANCE co-PI
Christina Ross, Assistant Director Compensation, HR
Pengcheng Shi, Faculty & PhD Program Director, GCCIS

This material is based upon work supported by the National Science Foundation under Grant No. 1209115. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.