

Racial Equity Study

Fall 2017 Baseline Data

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Senate Budget Policies Committee

Racial Equity Study

- Baseline report on racial equity at Pitt
- Focuses on two questions:
 1. How does the racial make-up of (Pgh Campus) Pitt faculty compare to peers?
 2. How do the salaries of underrepresented racial minority (URM) faculty compare to non-URM faculty?

Racial Equity Study

- Definitions
 - URM: includes Black, Hispanic, Two or More Races, American Indian or Alaska Native, or Native Hawaiian or other Pacific Islander
 - Non-URM: includes White, Asian, Other, or Unknown

1. Racial Make-Up of Pitt Faculty

- Question
 - Is Pitt in line with peers in terms of racial/ethnic make-up of faculty?
- Data Source
 - Department of Education's IPEDS database

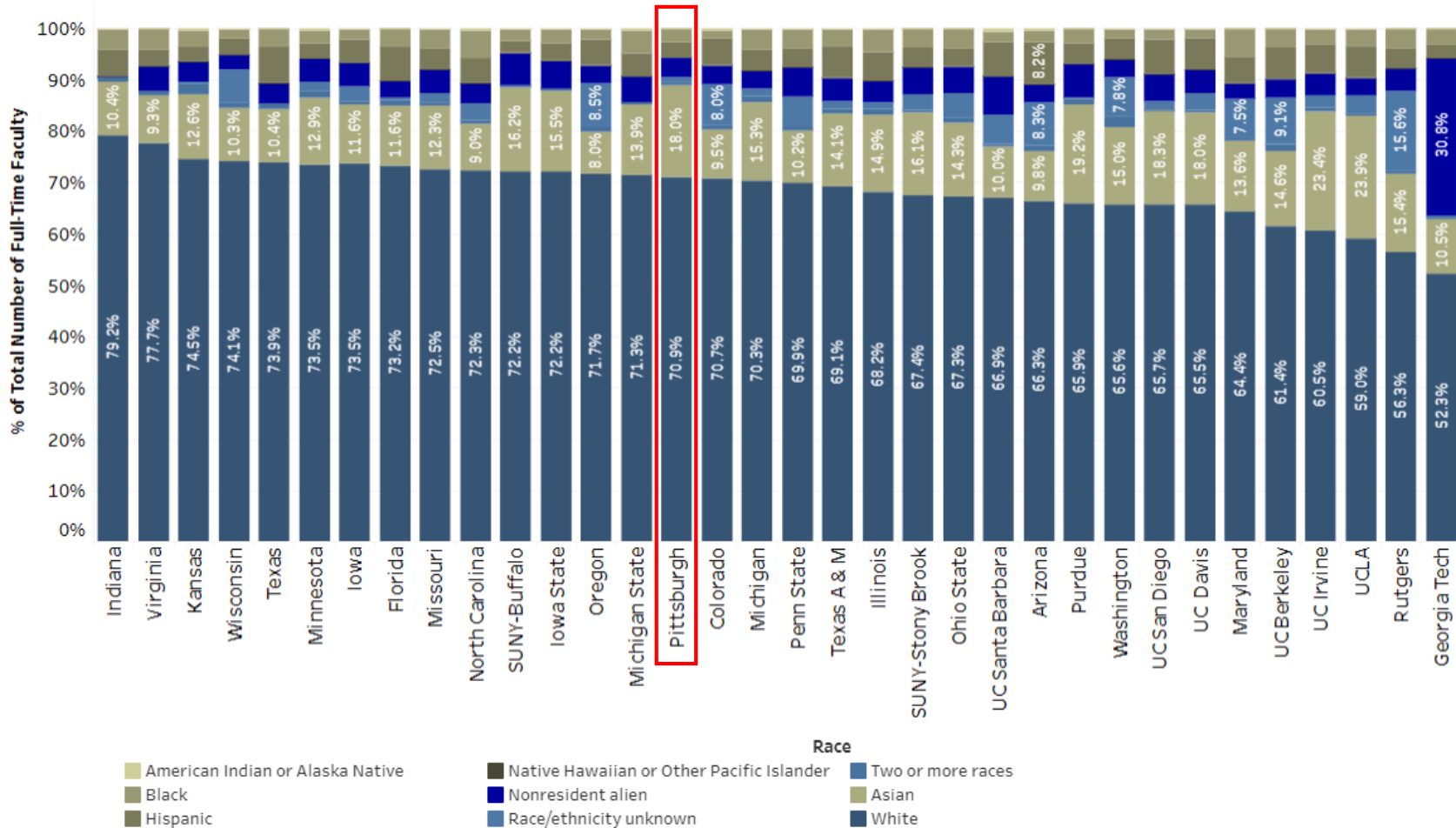
1. Racial Make-Up of Pitt Faculty

- Who is included?
 - 4,083 full-time instructional faculty as of Fall 2017
 - Pittsburgh Campus only
 - By rank and tenure status
- Peers
 - Association of American Universities (AAU) - Publics
 - E.g., UVA, University of Michigan, Penn State

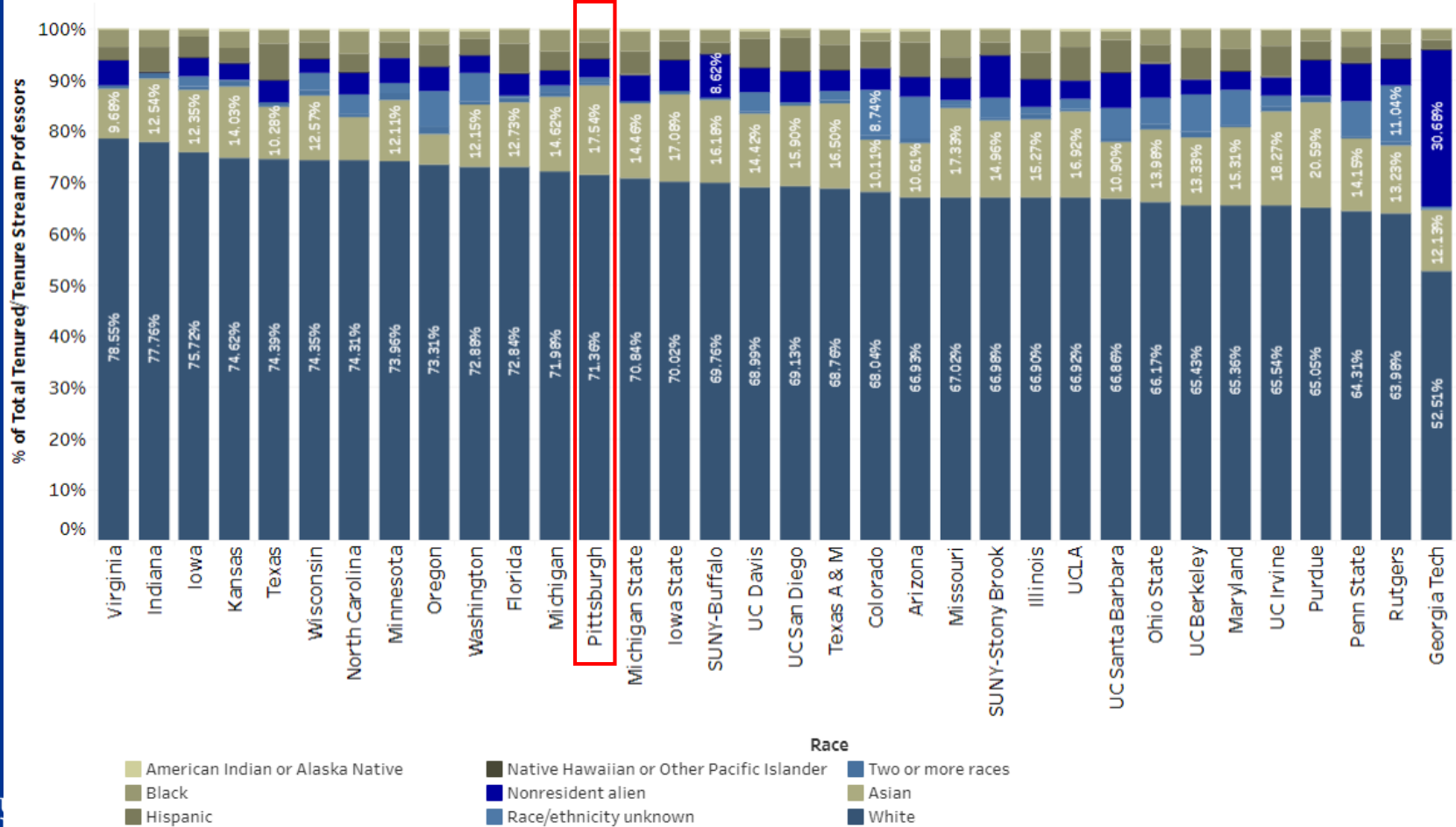
1. Racial Make-Up of Pitt Faculty

- Analytic Approach
 - Descriptive stacked bar charts of race/ethnicity data by the combination of rank and tenure status
 - Race/ethnicity categories include: American Indian or Alaska Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian or Other Pacific Islander, White, Two or more races, Unknown, Nonresident Alien (i.e., international)

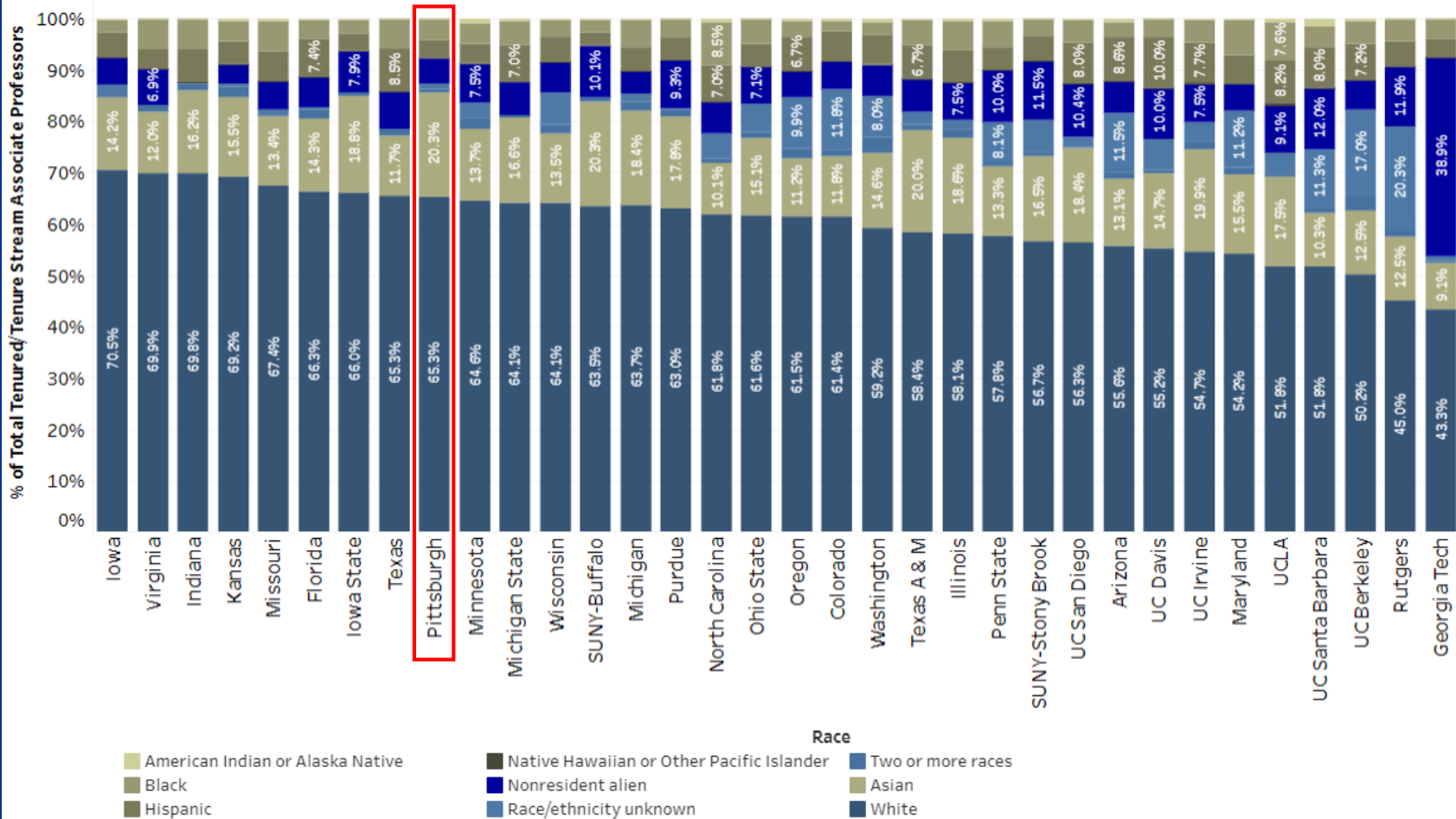
Full-Time Faculty by Race



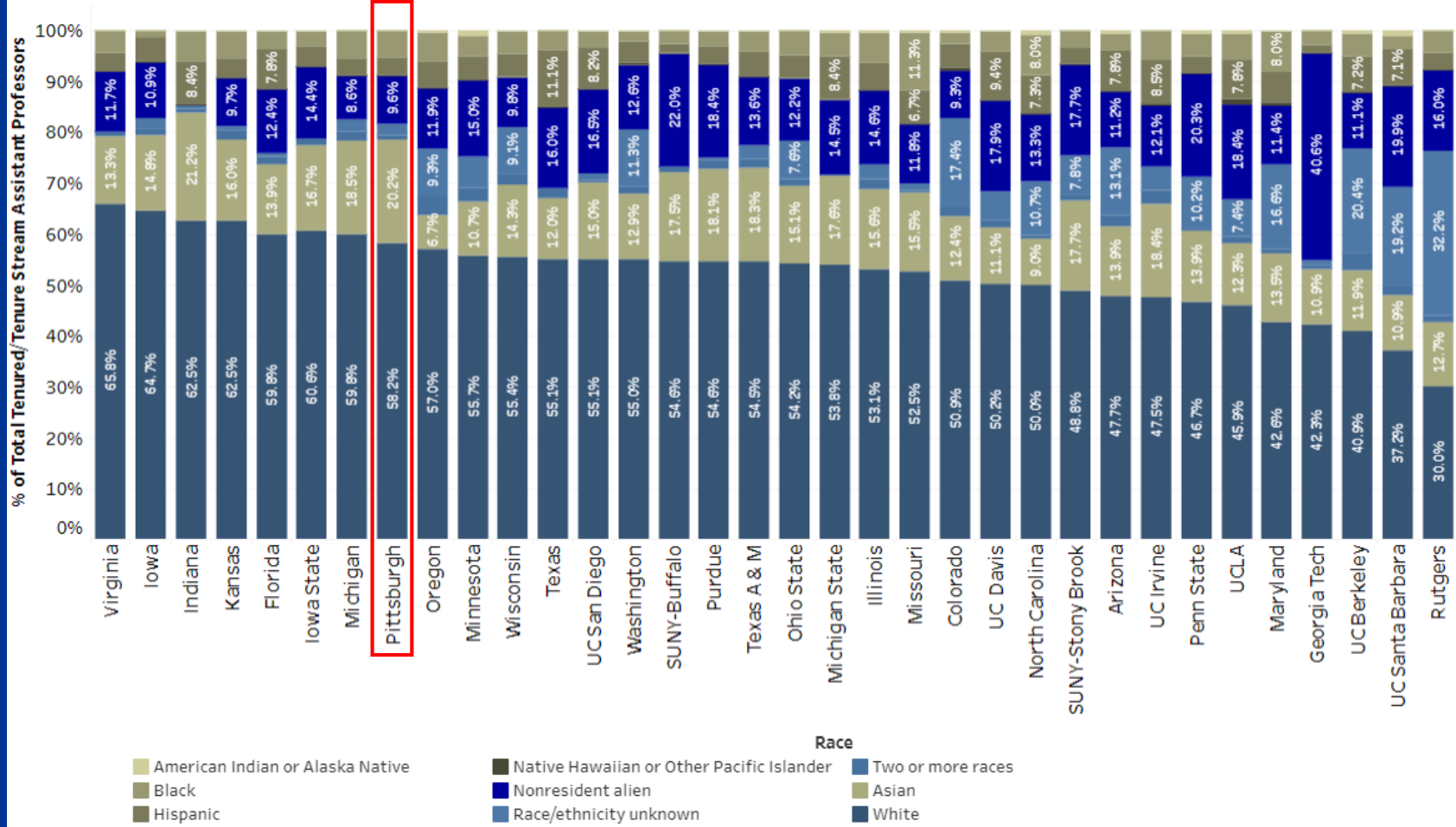
Full-Time Tenured/Tenure Stream Professors Faculty by Race



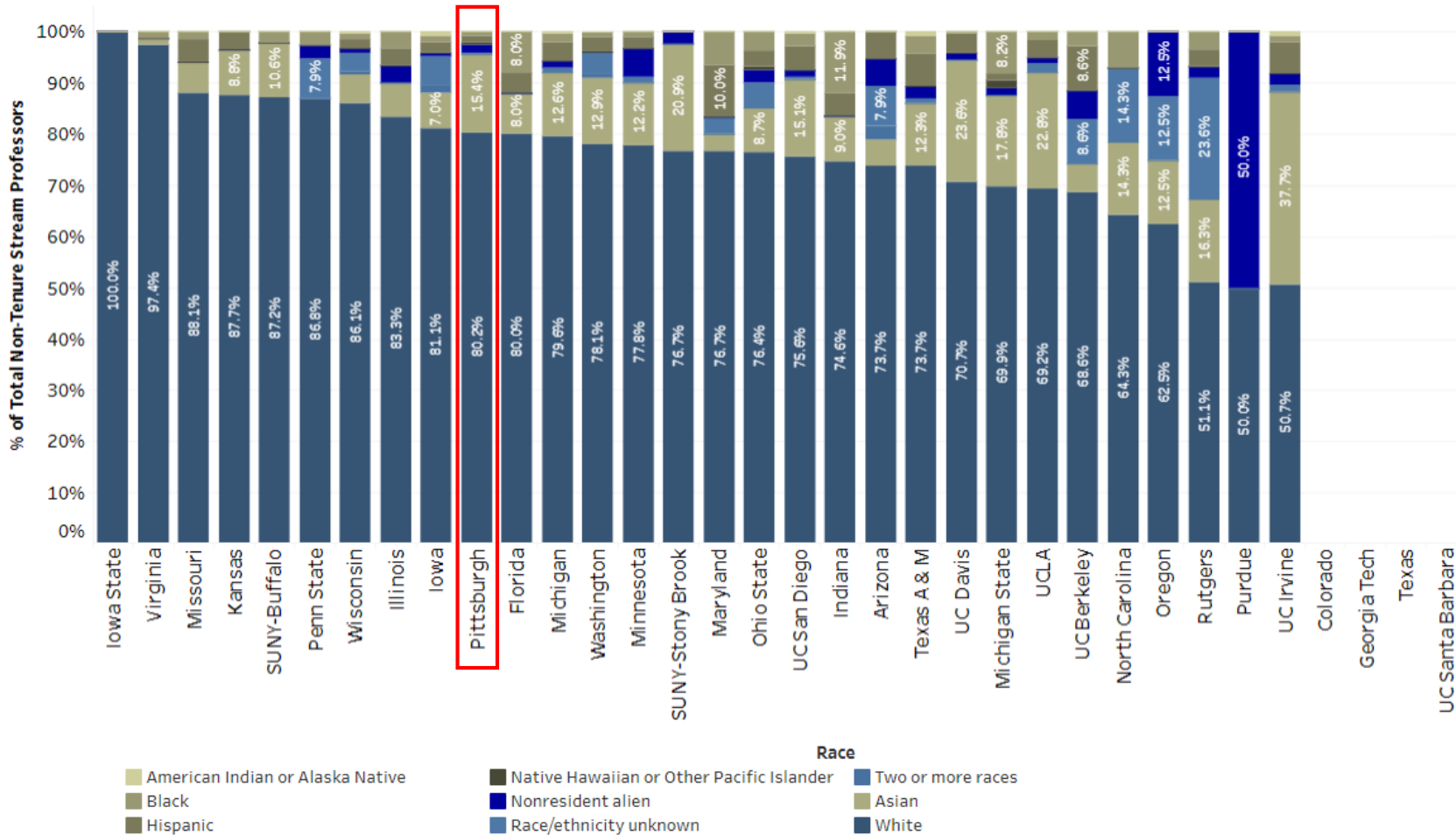
Full-Time Tenured/Tenure Stream Associate Professors Faculty by Race



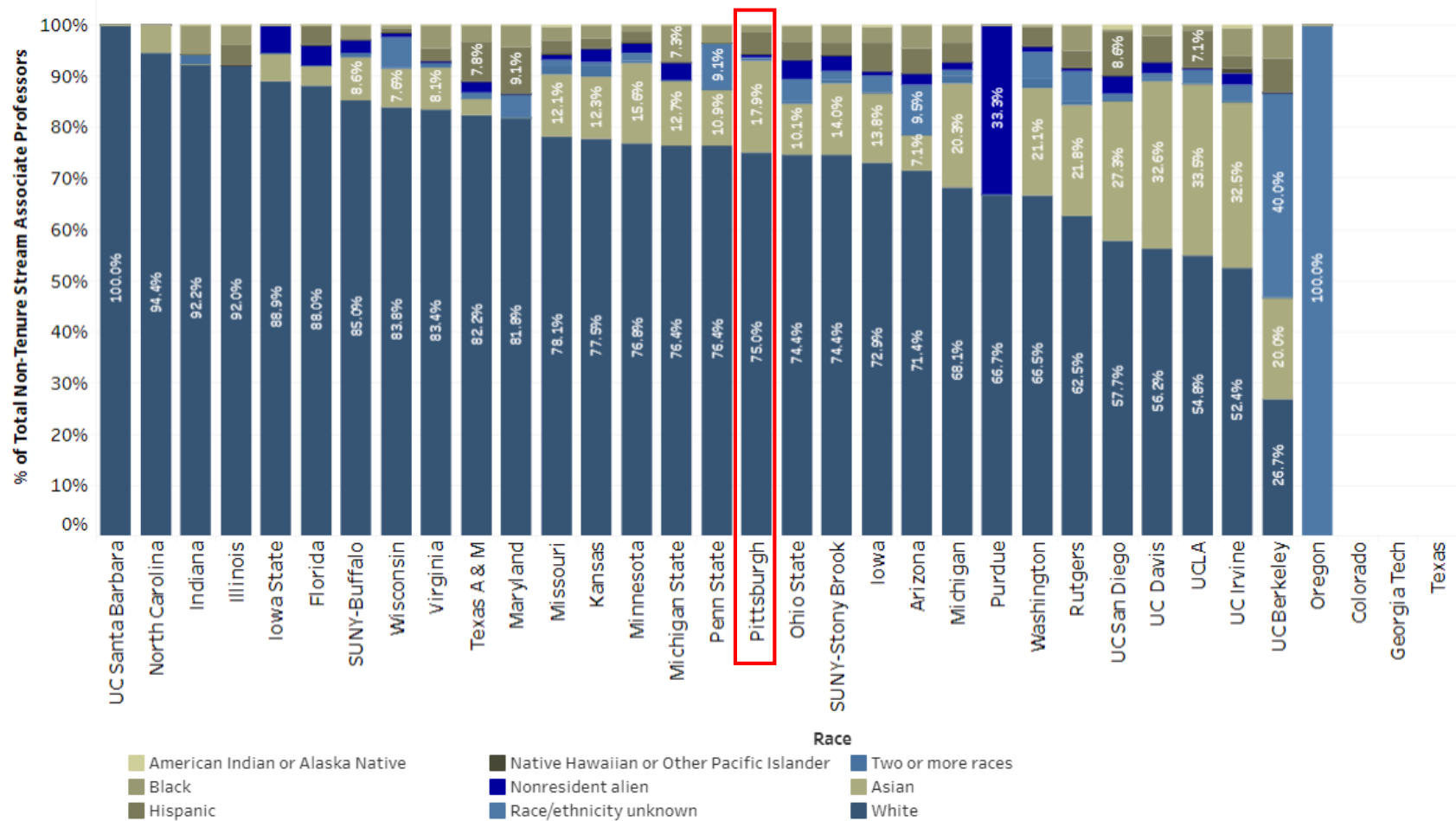
Full-Time Tenured/Tenure Stream Assistant Professors by Race



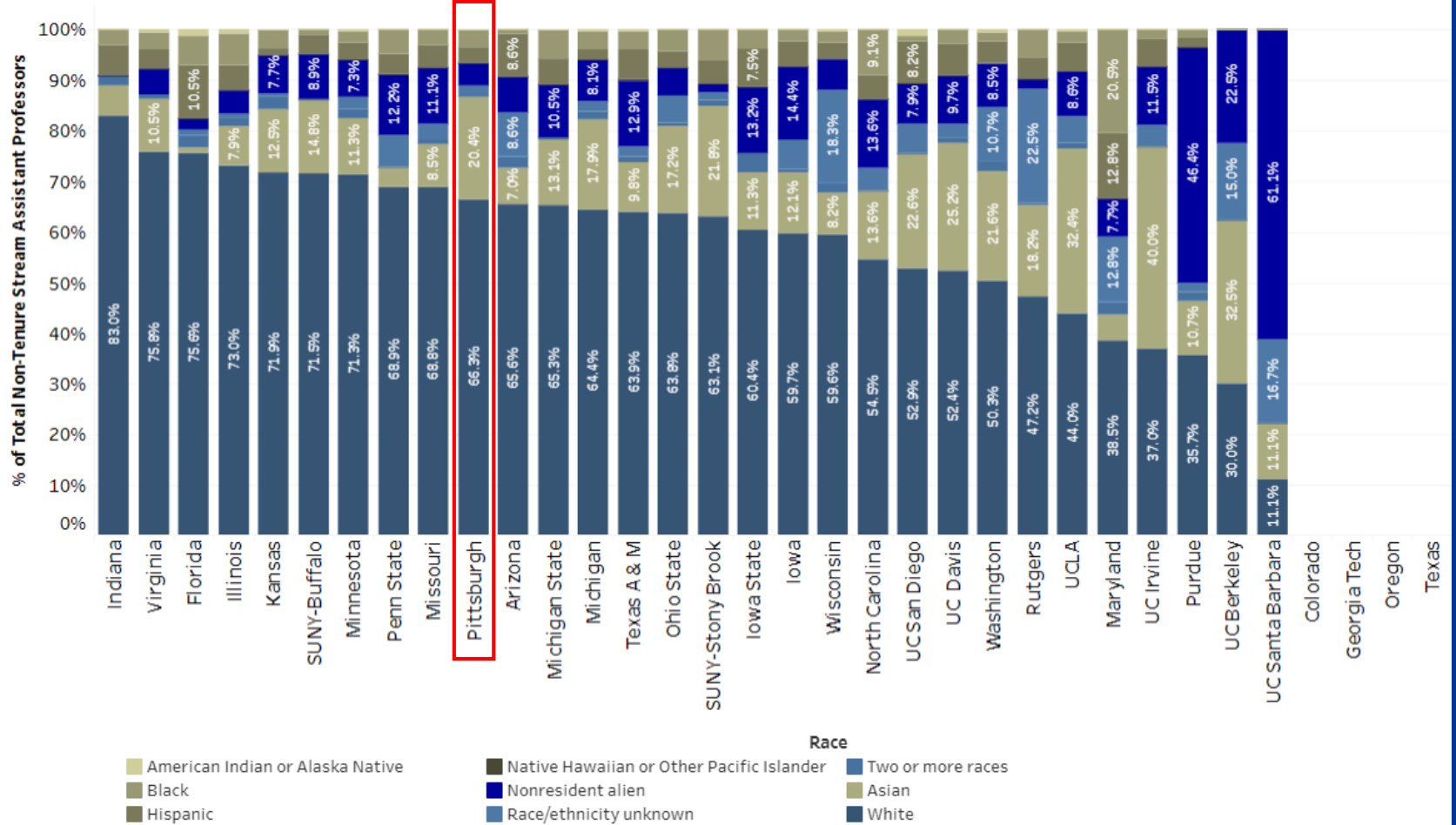
Full-Time Non-Tenure Stream Professors Faculty by Race



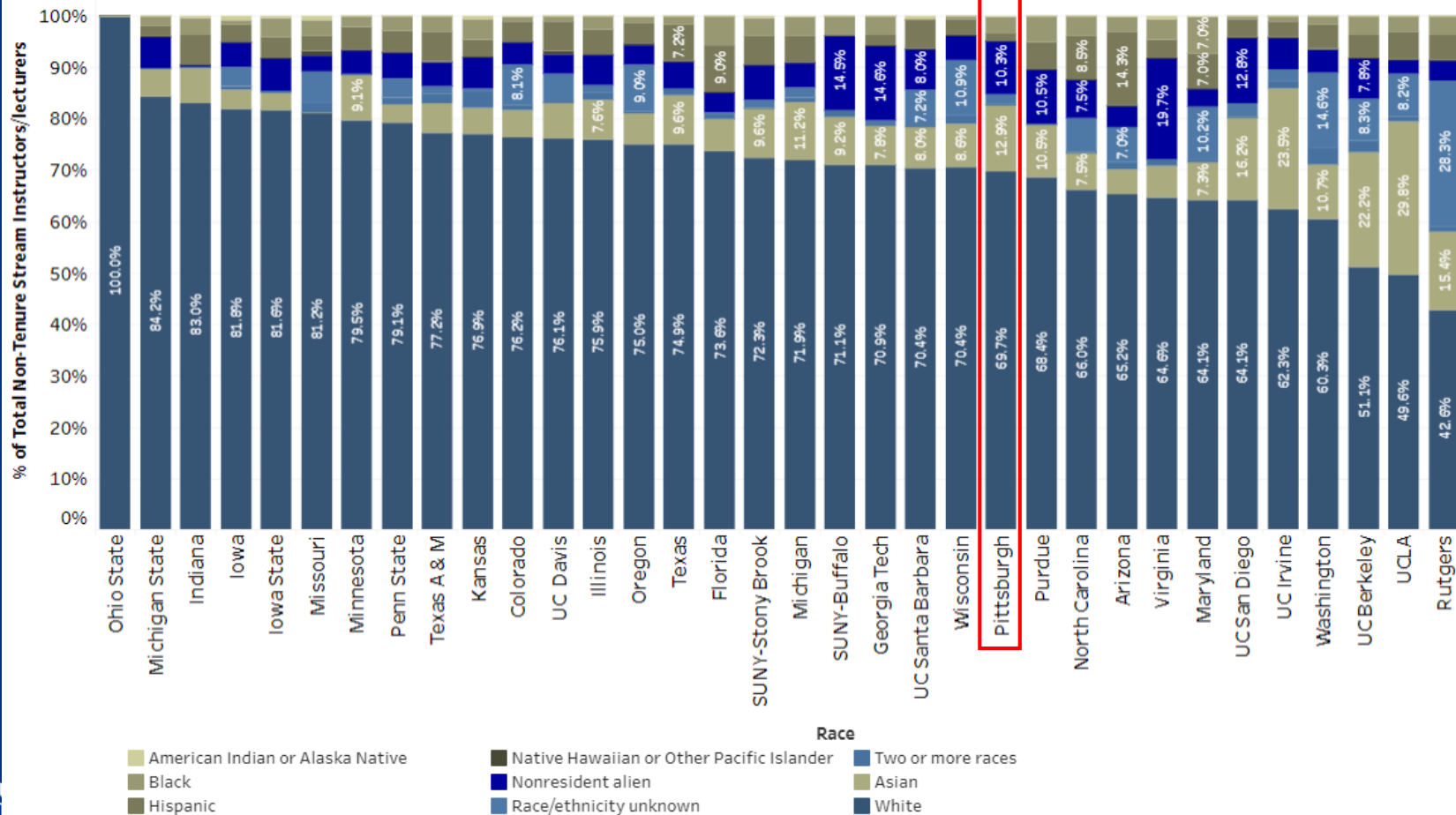
Full-Time Non-Tenure Stream Associate Professors Faculty by Race



Full-Time Non-Tenure Stream Assistant Professors Faculty by Race



Full-Time Non-Tenure Stream Instructors/Lecturers Faculty by Race



1. Racial Make-Up of Pitt Faculty

- Results
 - Wide variation in racial/ethnic diversity of faculty among peer institutions
 - Cannot benchmark % URM because of IPEDS racial/ethnic categories
 - Opportunity for improvement

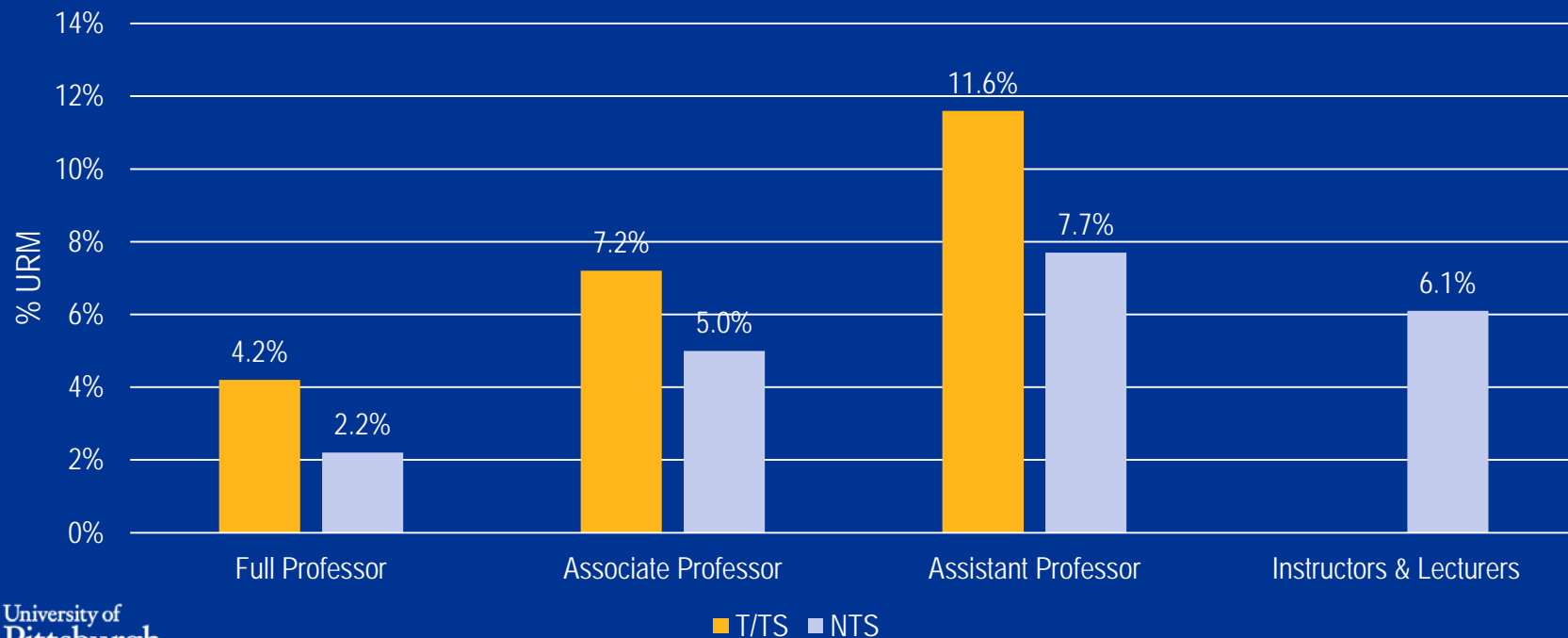
2. URM vs. Non-URM Salary Analysis

- Questions
 - What is the % URM by rank and tenure-status
 - How do the salaries of URM faculty compare to non-URM faculty?
- Source
 - University Data Warehouse
 - Salary data reported to IPEDS

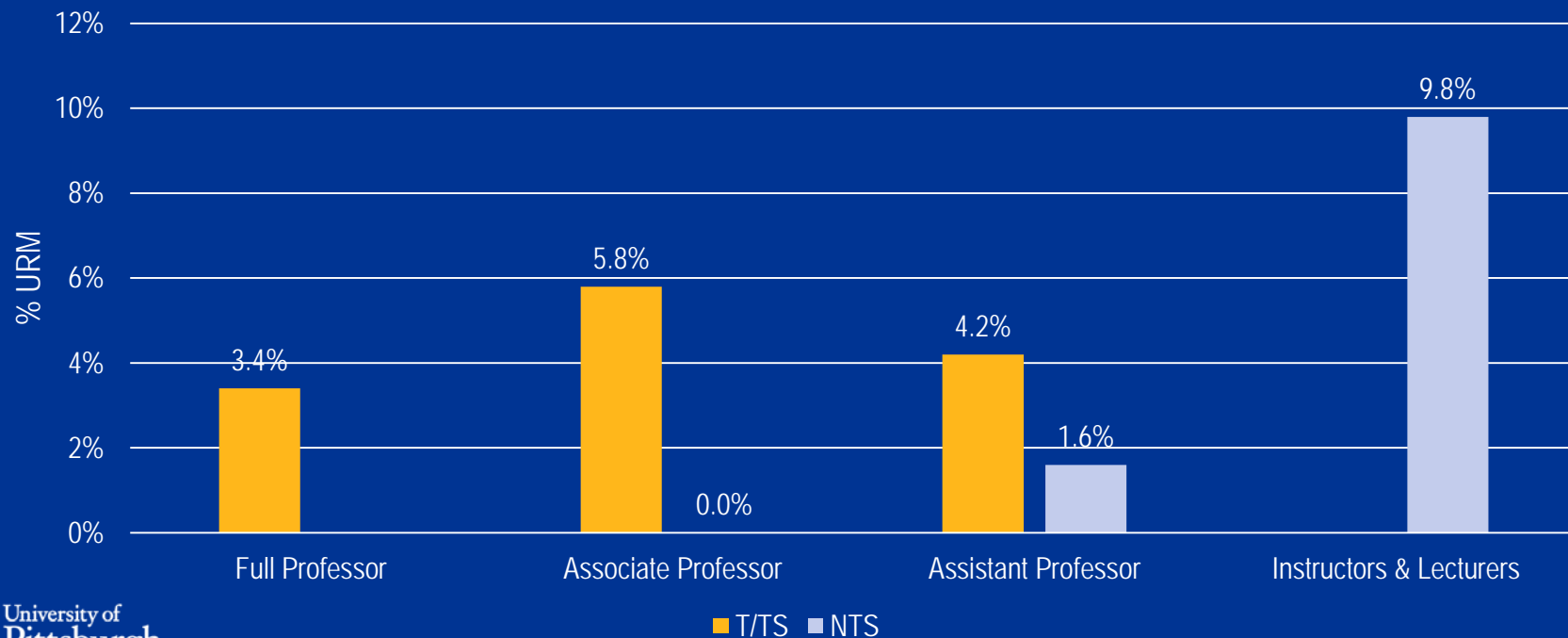
2. URM vs. Non-URM Salary Analysis

- Who is included?
 - Full-time instructional faculty as of Fall 2017
 - Included faculty with some clinical responsibilities (i.e., UPP)
 - Excluded primarily clinical faculty (i.e., UPP2, those with majority of pay from UPP)

% of Full-Time Faculty Who are URM: Pittsburgh Campus



% of Full-Time Faculty Who are URM: Regional Campuses



2. URM vs. Non-URM Salary Analysis

- Statistical Approach
 - Regression analyses stratified by rank
 - Dependent Variable: 9-month equivalent salary
 - Independent Variable: URM status
 - Covariates:
 - Gender
 - Tenure Status
 - School (or regional campus)

2. URM vs. Non-URM Salary Analysis

- Outcomes
 - Statistical significance of URM status
 - Ratio of URM faculty salary to non-URM faculty salary

Regression Analysis: Pittsburgh Campus

	No Controls				
	Intercept	Estimate	Standard Error	p-value	Salary Ratio
Full Professor	\$151,649	\$(5,102)	\$9,234	0.58	97%
Associate Professor	\$103,836	\$4,712	\$5,019	0.35	105%
Assistant Professor	\$80,905	\$4,236	\$3,086	0.17	105%
Instructors & Lecturers	\$51,026	\$(227)	\$3,116	0.94	100%

Regression Analysis: Pittsburgh Campus

	No Controls					Controlling for Gender, Tenure Status, & School			
	Intercept	Estimate	Standard Error	p-value	Salary Ratio	Estimate	Standard Error	p-value	Salary Ratio
Full Professor	\$151,649	\$(5,102)	\$9,234	0.58	97%	\$(5,874)	\$8,747	0.50	96%
Associate Professor	\$103,836	\$4,712	\$5,019	0.35	105%	\$3,908	\$4,654	0.40	104%
Assistant Professor	\$80,905	\$4,236	\$3,086	0.17	105%	\$2,526	\$2,575	0.32	103%
Instructors & Lecturers	\$51,026	\$(227)	\$3,116	0.94	100%	\$1,027	\$2,832	0.72	102%

Regression Analysis: Regional Campuses

	No Controls				
	Intercept	Estimate	Standard Error	p-value	Salary Ratio
Full Professor	\$90,587	\$(12,919)	\$14,007	0.37	86%
Associate Professor	\$71,880	\$869	\$3,538	0.81	101%
Assistant Professor	\$58,624	\$(2,115)	\$5,256	0.69	96%
Instructors & Lecturers	\$48,798	\$624	\$3,294	0.85	101%

Regression Analysis: Regional Campuses

	No Controls					Controlling for Gender, Tenure Status, & Campus			
	Intercept	Estimate	Standard Error	p-value	Salary Ratio	Estimate	Standard Error	p-value	Salary Ratio
Full Professor	\$90,587	\$(12,919)	\$14,007	0.37	86%	\$(6,724)	\$14,453	0.65	93%
Associate Professor	\$71,880	\$869	\$3,538	0.81	101%	\$335	\$3,537	0.93	100%
Assistant Professor	\$58,624	\$(2,115)	\$5,256	0.69	96%	\$(3,863)	\$5,105	0.45	93%
Instructors & Lecturers	\$48,798	\$624	\$3,294	0.85	101%	\$2,165	\$3,215	0.50	104%

2. URM vs. Non-URM Salary Analysis

- Results
 - Salary ratios approach (and exceed) 100% for most ranks across all campuses
 - Salary ratios are lowest at the professor rank
 - This finding warrants some detailed exploration

Suggestion for Moving Forward

- Combine Gender Equity and Racial Equity Studies into one study
- Equity Study would be presented every two years