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)
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

- Full Professor: 4.2% T/TS, 2.2% NTS
- Associate Professor: 7.2% T/TS, 5.0% NTS
- Assistant Professor: 11.6% T/TS, 7.7% NTS
- Instructors & Lecturers: 6.1% NTS
### % of Full-Time Faculty Who are URM: Regional Campuses

<table>
<thead>
<tr>
<th>Title</th>
<th>Full Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
<th>Instructors &amp; Lecturers</th>
</tr>
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<tbody>
<tr>
<td>% of URM</td>
<td>3.4%</td>
<td>5.8%</td>
<td>4.2%</td>
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- Full Professor: 3.4%
- Associate Professor: 5.8%
- Assistant Professor: 4.2%
- Instructors & Lecturers: 9.8%
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

<table>
<thead>
<tr>
<th></th>
<th>Intercept</th>
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<th>p-value</th>
<th>Salary Ratio</th>
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<tbody>
<tr>
<td><strong>Full Professor</strong></td>
<td>$151,649</td>
<td>$(5,102)</td>
<td>$9,234</td>
<td>0.58</td>
<td>97%</td>
</tr>
<tr>
<td><strong>Associate Professor</strong></td>
<td>$103,836</td>
<td>$4,712</td>
<td>$5,019</td>
<td>0.35</td>
<td>105%</td>
</tr>
<tr>
<td><strong>Assistant Professor</strong></td>
<td>$80,905</td>
<td>$4,236</td>
<td>$3,086</td>
<td>0.17</td>
<td>105%</td>
</tr>
<tr>
<td><strong>Instructors &amp; Lecturers</strong></td>
<td>$51,026</td>
<td>$(227)</td>
<td>$3,116</td>
<td>0.94</td>
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<td>Full Professor</td>
<td>$90,587</td>
<td>$(12,919)</td>
<td>$14,007</td>
<td>0.37</td>
<td>86%</td>
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<tr>
<td>Associate Professor</td>
<td>$71,880</td>
<td>$869</td>
<td>$3,538</td>
<td>0.81</td>
<td>101%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$58,624</td>
<td>$(2,115)</td>
<td>$5,256</td>
<td>0.69</td>
<td>96%</td>
</tr>
<tr>
<td>Instructors &amp; Lecturers</td>
<td>$48,798</td>
<td>$624</td>
<td>$3,294</td>
<td>0.85</td>
<td>101%</td>
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### Regression Analysis: Regional Campuses

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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