DIVERSITY AND INCLUSION COMMITTEE

Tuesday, March 24, 2015
11:45 a.m. - 12:15 p.m.
Auditorium of the Albert & Shirley Small Special Collections Library, Harrison Institute

Committee Members:
Frank M. Conner III, Co-Chair
Allison Cryor DiNardo, Co-Chair
Kevin J. Fay
Barbara J. Fried
William H. Goodwin Jr.
Margaret N. Gould
George Keith Martin, Ex-officio
Christopher P. Holstege, M.D., Faculty Consulting Member

AGENDA

I. FACULTY SALARY STUDY REPORT (Dr. Martin to introduce Ms. Kerry Abrams; Ms. Abrams to report) 1

II. REPORT BY THE VICE PRESIDENT AND CHIEF OFFICER FOR DIVERSITY AND EQUITY (Dr. Martin) 2
   • 2015 Martin Luther King, Jr. Celebration Overview

III. ATTACHMENT
   • Provost Simon's Letter to the Faculty Regarding the Faculty Salary Study
UNIVERSITY OF VIRGINIA
BOARD OF VISITORS AGENDA ITEM SUMMARY

BOARD MEETING: March 24, 2015

COMMITTEE: Diversity and Inclusion Committee

AGENDA ITEM: I. Faculty Salary Study Report

ACTION REQUIRED: None

BACKGROUND: Dr. Martin will introduce Ms. Kerry Abrams, Vice Provost for Faculty Affairs and Professor of Law. Ms. Abrams will provide a report on the faculty salary study. Provost Simon’s letter to the faculty summarizing the findings of the Faculty Salary Study Task Force is attached to these materials.
Community Martin Luther King, Jr. Celebration
January 2015

Prior to President Sullivan’s arrival to Grounds in August 2010, she asked that the Office for Diversity and Equity develop a community-based strategy for celebrating the life and legacy of Dr. Martin Luther King, Jr.

During the past five years, the Community MLK Celebration has provided a unique opportunity for the University to publicly illustrate its commitment to community partnerships around diversity and equity.

The Office for Diversity and Equity engages a broad range of community and University representatives over several months in a collaborative planning process. The Community MLK Celebration Planning Committee is comprised of University representatives from many areas of U.Va., most of whom are appointed by their deans, as well as community members representing a wide array of organizations. Overall, more than 100 individuals – including members of student, academic and civic organizations – participate in planning the celebration.

The theme for the 2015 Community MLK Celebration was “Giving Voice.” More than 25 events were held over the course of two weeks in January, encouraging reflection upon King’s advocacy for Civil Rights and his efforts to serve mankind widely.
Events included panel discussions, workshops, lectures, film screenings, shadowing opportunities in the Health System for local high school and college students interested in health care careers, and musical and theatrical performances.

The list of events and pertinent information can be viewed at the following website: www.virginia.edu/mlk.
2015 Calendar of Events

SATURDAY, JANUARY 17
10:00 AM - 8:00 PM
**Draw-athon**
Jefferson School African American Heritage Center

3:00 PM
**Starr Hill Walking Tour**
Jefferson School City Center - Commerce Street Steps

6:00 PM
**Community Dialogue on Race**
City Hall Chambers

SUNDAY, JANUARY 18
1:00 - 5:00 PM
**The Bridge to Ridge Community Arts Festival**
Mt. Zion First African Baptist Church

5:00 PM
**30th Annual Martin Luther King, Jr. Community Celebration Service**
Mt. Zion First African Baptist Church

MONDAY, JANUARY 19
12:30 PM
**Day in the Life of a Healthcare Professional**
University of Virginia Medical Center

12:00 PM
"Living the Dream: A Celebration of the Life and Work of Martin Luther King Jr."
Hospital Chapel, University of Virginia Medical Center

1:00 PM
"Until the Quiet Comes: Cinema Under Radar"
Screening of Three Short Films
Ruffin Hall 103

1:00 - 3:00 PM
"Continuing the Dream"
Carver Recreation Center

4:00 PM
"Diversity in Health Care Education and Practice"
Speaker: Marc Nivet
McCleod Hall Auditorium
5:00 - 7:00 PM
"Tense Boundaries: Activism at the Intersection of Race and Gender"
Teach-In
Chemistry 304

TUESDAY, JANUARY 20
12:30 - 1:45 PM
"Until the Quiet Comes: Cinema Under Radar"
Film Discussion
Minor Hall 125

4:00 - 6:00 PM
"The Sound of Civil Rights: Jazz, Blues, Funk, and the Shape of Change to Come"
Teach-In
Minor 125

7:00 PM
Film Screening: First Generation
Newcomb Theater

WEDNESDAY, JANUARY 21
5:30 PM
Interfaith Worship Service
Brody Jewish Center at the University of Virginia

THURSDAY, JANUARY 22,
6:00 PM
TA-NEHISI COATES
"Legacy and Justice: Civil Rights in the Modern Era"
Keynote Address
Culbreth Theater

FRIDAY, JANUARY 23
2:00 - 4:00 PM
"Black Lives Matter: More than Just a Statement"
Auditorium of the Albert and Shirley Small Special Collections Library

6:00 PM
"The Other Movement Inspired by Dr. King and the African American Struggle for Civil Rights"
Speaker: Dr. Glenn B. Anderson
Holloway Hall (Bavaro Hall 116), Curry School of Education
SATURDAY, JANUARY 24  
10:00 AM - 12:00 PM  
*Postponed to February 7th Due to Inclement Weather*  
"Empowering Caregivers: African Americans and Alzheimer's Disease"  
Jefferson School African American Heritage Center

SUNDAY, JANUARY 25  
7:00 PM  
Raisin' Cane: A Harlem Renaissance Odyssey  
The Paramount Theater

MONDAY, JANUARY 26  
10:30 AM  
Raisin' Cane: A Harlem Renaissance Odyssey (Arts Education Performance)  
The Paramount Theater

TUESDAY, JANUARY 27  
1:30-2:30 PM  
"Industries, Influence, and the Journey: Celebrating Diversity in Business"  
Panel Discussion  
Saunders Hall, Classroom 180, Darden School of Business

3:30 - 5:00 PM  
"Continuing Education at U.Va.: Early Service to Women and African Americans"  
Auditorium of the Albert and Shirley Small Special Collections Library

6:00 PM - 8:00 PM  
"Slavery at the University of Virginia"  
Film Screening and Panel Discussion  
Jefferson School African American Heritage Center
Message from Provost Simon regarding Faculty Salary Study
Wednesday, August 20, 2014 1:03 PM

Dear Faculty,

I am pleased to announce that the Faculty Salary Study Task Force has issued its report, and I write to summarize the report's findings and to let you know our first steps toward addressing the recommendations. The full report is available on the website for the Office of the Executive Vice President and Provost at: http://provost.virginia.edu/provost-office-task-force-and-committees/faculty-salary-study.

This is the first detailed salary study of the tenured and tenure track faculty to be undertaken at the University of Virginia. I want to thank task force members Sarah Turner (Chair), Silvia Blemker, Greg Fairchild, Amalia Miller, Eric Patashnik, Sara Rimm-Kaufman, Rip Verkerke, and Tim Wilson for their excellent work. In addition, I want to recognize the contributions of Gertrude Fraser, Marcus Martin, Susan Carkeek, Kerry Abrams, and Madelyn Wessel, all of whom served in ex officio capacities. The task force was commissioned by my office to conduct a rigorous examination of faculty salaries at the University of Virginia. The task force was given confidential access to extensive quantitative information about tenured and tenure-track faculty in all schools but Medicine. This information included the salary of each faculty member in four particular years (2013, 2012, 2007, and 2003).

Key Findings:
The task force determined that certain important variables such as rank (assistant, associate, or full professor), the faculty member's school or department (discipline), the number of years since receipt of a graduate degree, and the number of years at UVa, were all essential to account for in its analysis. These factors have also been viewed as required in other recent University equity studies, as salaries vary widely across academic disciplines, schools, experience, and rank. Once it had accounted for these variables, the task force found that, on average, for the 2013 salary data, male faculty members made 2.7% more than female faculty members, an average annual difference of $3,638. The difference in pay was larger at the Associate and Full Professor ranks, reversed at the Assistant Professor rank, and most statistically significant at the Associate rank. As has been the case in other recent University salary equity studies, the task force did not (and could not) incorporate qualitative factors that may affect salaries in
individual cases such as annual performance evaluations, peer review, scholarly productivity, research funding, service or teaching contributions, or outside offers into its quantitative analysis. This work remains to be, and will be done.

It is important to note this finding is not unique to the University of Virginia or to higher education. Policy discussions and reviews regarding this issue are taking place in numerous industries. This study also comes at a time when the University is committed to increasing overall faculty compensation to be in the top 20 of our AAU peers.

Task Force Recommendations and Next Steps:
The report recommended several actions, each of which we are pursuing. Kerry Abrams, Vice Provost for Faculty Affairs (kerryabrams@virginia.edu), will be responsible for leading the administrative activities associated with the report. First, Kerry and I will be meeting individually with the school deans to discuss the results of the study and require that careful qualitative assessments of faculty salaries be undertaken by each school and department. These assessments will include review of the factors noted above which could not be quantitatively evaluated by the task force. It is anticipated that some salary adjustments will be made. Even though the task force was unable to reach conclusions about disparities based on race or citizenship, we will be closely scrutinizing individual cases to ensure that any appropriate salary adjustments are made. Although the report's findings would suggest that women's salaries are more likely to require adjustment, this process will include both men and women to ensure that all faculty members whose salaries were found to exhibit a statistical parity difference receive fair and equitable review.

Kerry will also carefully assess institutional practices that could differentially affect faculty success, soliciting input broadly from our University community and forming advisory groups where needed. While the report found a 2.7% salary differential between male and female faculty, the cause of this differential is not ascertainable from the data studied. The Provost's office will be investigating several potential underlying causes identified in the report, including: the allocation of resources that lead to research productivity (such as lab space and research assistance); the assignment to committees and assessment of institutional service; efforts made to mentor junior colleagues; assistance provided to tenured faculty seeking promotion; the observed gender disparity in the rate and timing of progression from associate to full professor;
and whether there are any gender disparities in hiring and salary-setting for senior new hires coming from other institutions. Some of this work has already begun through UVa CHARGE, an NSF ADVANCE program designed to increase the representation and advancement of women in academic science, technology, engineering and math (STEM) and social, behavioral and economic (SBE) science careers. We will expand the activities begun by the ADVANCE group to include faculty outside the STEM and SBE fields.

Finally, we recognize that achieving fully equitable representation and compensation at the University requires long-term study and engagement. The Provost's office will continue to track the variables analyzed in the study; work to develop new, more nuanced methods of studying faculty salary; and commission appropriate reports to measure our progress over time.

President Sullivan and I intend to expand salary equity review beyond the group studied by the Task Force. Kerry has reached out to the leadership of the General Faculty Council and the Executive Vice President for Health Affairs to begin the process of studying salary equity issues among the non-tenure-track faculty and to enable a similar study for the faculty in the School of Medicine.

Best regards,

John

John D. Simon
Executive Vice President and Provost