MEMORANDUM

TO: The Diversity & Inclusion Committee:

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, Faculty Consulting Member

and

The Remaining Members of the Board and Senior Advisor:

Frank B. Atkinson
L.D. Britt, M.D.
Helen E. Dragas
Frank E. Genovese
John A. Griffin
Victoria D. Harker
Bobbie G. Kilberg
Stephen P. Long, M.D.
John G. Macfarlane III
Edward D. Miller, M.D.
John L. Nau III
Leonard W. Sandridge Jr.

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Diversity & Inclusion Committee on September 12, 2014

The Diversity & Inclusion Committee of the Board of Visitors of the University of Virginia met, in Open Session, at 9:15 a.m., on Friday, September 12, 2014, in the Byrd Room of the Harrison Institute; Ms. Allison Cryor DiNardo and Mr. Frank M. “Rusty” Conner III, Co-Chairs, presided.

Present were George Keith Martin, Kevin J. Fay, Barbara J. Fried, and Margaret N. Gould.
Present as well was Christopher P. Holstege, M.D., the Faculty Consulting Member.

Also present were Teresa A. Sullivan, Karen L. Abrams, Susan A. Carkeek, Susan G. Harris, Richard P. Shannon, M.D., Marcus L. Martin, M.D., Debra D. Rinker, and Sarah E. Turner.

Ms. DiNardo opened the meeting and gave the floor to Dr. Martin.

Report by the Vice President and Chief Officer for Diversity and Equity

Dr. Martin explained the history of the faculty salary study, and said the American Association of University Professors (AAUP) had found nationally that women’s salaries lagged those of men; however, the AAUP found that it was more pronounced at the University of Virginia than at many other universities. He said the plan to conduct a faculty salary study was initiated in 2012, and a study task force was appointed by Provost Simon in October 2012. Dr. Martin asked Ms. Turner to report on the findings on behalf of the faculty salary study task force.

Sarah Turner is University Professor of Economics and Education in the Curry School of Education. She gave an overview of the charge of the task force, with the long-term objective of recruiting and retaining an outstanding faculty. She said they measured the extent of systematic differences in salaries among faculty in similar fields of work and experience. The study did not include faculty in the School of Medicine. The study was looking at earnings differences by race and gender and citizenship. Because of the small numbers, it was not possible to make any conclusions about racial and citizenship differences. She also cautioned that productivity was not considered in the findings. She said the task force found that the average salary of female tenure track and tenured faculty is 2.7% less than the average salary of male tenure track and tenured faculty. When examined by rank, there is no systematic gender difference expected for non-tenured assistant professors; the difference appears in the higher ranks, associate and full professor: 4.8% for associate professors and 3.4% for full professors.

Ms. Turner said the task force does not offer an explanation as to why these gender differences exist. She said the task force recommended a careful assessment of individual salaries including productivity in the analysis. The University must also study institutional practice, including the allocation of lab space, research assistants, committee assignments, etc. She said the University should consider expanding the empirical analysis, and conducting a similar empirical analysis of salaries of non-track faculty and faculty in the School of Medicine.

Ms. Turner recognized the significant work of the members of the task force and advisers to the task force. She said the report is a starting point rather than an ending point in looking at compensation across the University.
Ms. Abrams addressed next steps. She said the Provost’s office is following up on all of the recommendations. The salary issue is one data point on the climate for women and underrepresented minorities at the University. She said women linger at the associate level longer than men, and there may be inequity in promotion and other areas beside salary.

Ms. Abrams said they are scheduling appointments with the deans to discuss salary adjustments. Deans can bring the measure of performance to the table, which the study was unable to do. Some deans have developed rubrics for measuring performance that may assist other deans.

She said the task force report cannot tell us what is driving the 2.7% difference. There are three kinds of explanations: bias; women and men are performing differently because they are performing different tasks; or there is a performance gap. If the third is true, then we need to know why. This will be a school by school analysis.

Other steps will include a more detailed climate study that is more qualitative than quantitative, and there will be studies of the non-tenure track faculty and the faculty in the School of Medicine. There are more females in non-tenure track positions than in the tenure track and tenured positions.

Dr. Martin made some closing comments and opened the meeting up for discussion with the committee members. Mr. Conner said in his experience the difference in supporting mechanisms has accounted for gender disparity in large part.

In response to a comment, Ms. Abrams said they will be looking at salaries of underrepresented minorities, not just gender, in the individual reviews of faculty conducted with the deans.

Ms. Fried asked if age was a factor. Ms. Turner said the age structure of faculty is disproportionately male in the older faculty. However, the study was asking the question about men and women at the same levels of experience.

The Rector said he has found that minorities and women tend not to have the natural mentors that white males have available to them and this is a factor in performance.

Ms. Turner said not all schools are the same in terms of an ability to analyze the data. Nursing is an area where you run out of power to make strong statements about gender differences. She said it is not the tails of the distribution that are driving the differences such as at Michigan where there are some individual highly paid men.

Dr. Martin passed around the schedule for the President’s Commission on Slavery and the University Symposium on October 16-17, 2014.
On motion, the committee adjourned at 9:45 a.m.

SGH:dr
These minutes have been posted to the University of Virginia’s Board of Visitors website:
http://www.virginia.edu/bov/diversityandinclusioncommitteeminutes.html