

To: Faculty Senate
From: Leslie Bary, Chair, Senate Ad Hoc Committee on the Status of Women
Through: Lewis Deaton, President, Faculty Senate, and Kathleen Kneirim, Secretary, Faculty Senate
Re: Committee Report and Motion on Data request for salary study
Date: 5 October 2015

This report follows discussion among committee members and correspondence with Ellen Cook this semester and earlier. The committee is proposing a motion to the Senate (see section in bold, p. 2) which, coming from a committee, needs no second – it can be discussed and voted upon directly. I am unable to attend Senate meetings this semester but George Wooddell can answer any questions that may arise. The motion involves a request for data that is essential to our study of salary equity. Work toward salary equity is an essential part of our charge.

BACKGROUND

On November 19, 2014 the Faculty Senate decided on a process for requesting data from the administration. The motion as passed specifies, in part, that: "...the Senate does recognize that there may arise unavoidable temporary delays in processing data requests and has every intention of accommodating the University where possible, in these cases" and that: "The Senate shall expect a response, if only in the form of a progress report, to all data requests, within two weeks and every two weeks thereafter until the data are delivered." At the time of the passage of the data request motion the Senate was informed that our point of contact would be Assistant Vice President for Academic Affairs, Ellen Cook.

Subsequent to the passage of the data request motion, the Ad Hoc Committee on the Status of Women requested the data that will be required to monitor equity in faculty salaries. Specifically, we requested the CUPA and/or OSU market controls (matched to each faculty member) which also control for rank and Department, the number of years each faculty member has spent in their current rank, the number of years each faculty member has been at UL, Lafayette, each faculty member's race/ethnicity, each faculty member's sex, each faculty member's newest salary and each faculty member's old salary.

THE CURRENT SITUATION

The Ad Hoc Committee on the Status of Women has been in contact with the Assistant Vice President for Academic Affairs, Ellen Cook, roughly every two weeks during the regular fall and spring semesters of AY 2014-2015, more or less as per data request procedure. As of the date of this request, those "progress reports" might be fairly summarized as follows:

- we will soon receive the salary data
- we (the committee) are expected to match the market controls to faculty ourselves
- time in rank cannot be obtained
- time in service cannot be obtained
- requests for updated data on race/ethnicity are not addressed

Those five bulleted items can be further summarized into a statement that we will not receive the data we need until sometime after the implementation of Banner/ERP, if at all.

ANALYSIS AND COMMENTS

It is not ideal that the Ad Hoc Committee on the Status of Women match market measures to faculty. However, there is some reason to believe that we can do it. Further, we believe that a gentle reminder will obtain updated race/ethnicity data. But, we simply cannot run a valid analysis without time-in-rank and time-in-service. The problems with those two variables are in three categories.

1. The data are difficult or impossible to extract from our current database, so we await the implementation of Banner/ERP.
2. The data are inaccurate, as they currently exist in our database.
3. The data are missing for some faculty members in our current database.

These are indeed difficult problems, and the administration has our sympathy. We do recognize that this is a very difficult time to obtain data due to inadequate staff and funding, and insufficient software. Ultimately over 1,000 numbers must be individually checked and/or entered in order to provide the two variables in question. Nevertheless, for many different reasons of which are data request is only one, our University must know how long each faculty member has been in their current rank and how long they have worked at the University. Difficult or not, the University must obtain accurate data on these two variables and have them in an extractable form in a database of some kind. And ultimately if the University ever intends to do a market adjustment of faculty salaries, the University (not the Ad Hoc Committee on the Status of Women) must match a CUPA or OSU number to each faculty member. These tasks, therefore, must be placed on the University's agenda.

PROPOSAL

At this point, therefore, the Ad Hoc Committee on the Status of Women formally requests a Gantt chart of a plan to obtain the necessary data be constructed by the administration and delivered to the Faculty Senate.

WE MOVE that the Senate request that a Gantt chart such as the one below be constructed by the administration and delivered to the Faculty Senate, so that the Senate is assured that the University does intend to undertake these tasks and has some estimate of when we might finally receive the data we have



requested, and also to facilitate biweekly updates from the administration on the progress being made.