From: Tom Sullivan, President
David V. Rosowsky, Provost and Senior Vice President

To: UVM Community

Re: Salary Equity Review

In summer 2013, President Sullivan asked Vice President for Human Resources, Diversity and Multicultural Affairs Wanda Heading-Grant to secure the services of a statistician to conduct an analysis of faculty salary at UVM, focusing specifically on investigating whether there is statistical evidence of a gap in salary associated with gender or with minority status. The data used for the analyses included full-time tenured and tenure-track faculty. All faculty were included in this study except those from the College of Medicine. The College of Medicine faculty was excluded because of substantial differences in the salary structure for those faculty.

Dr. Murray Clayton, Professor in the Department of Statistics and in the Department of Plant Pathology at the University of Wisconsin-Madison, was chosen as the statistical consultant for the study. Dr. Clayton has authored over 170 publications in statistical and scientific literature. Please see Dr. Clayton’s bio and video presentation of the methodology and results of the salary equity study. Dr. Clayton visited the University on two separate occasions in addition to numerous teleconferences. During his visits to the University, among the groups he met with included: 1) Leadership of the Faculty Senate, 2) Leadership of the Staff Council, 3) members of the former Presidential Commissions, 4) Faculty of Color Caucus Leadership, 5) Women’s Faculty Caucus, and 6) the ALANA Coalition Leadership.

Dr. Clayton found, based on the statistical analyses, after taking into account various factors thought to influence faculty salary, that there is essentially no statistical evidence of a campus-wide gap in salary associated with gender or minority status (see Full Report). A further detailed analysis within all colleges and schools is precluded by the relatively small size of many of the units. As always, in cases where individuals believe salary adjustments may be warranted, they may work through established processes that commence at the dean level.

This effort represents a positive step in supporting an employment environment that is in line with the targeted goals and values at UVM. As noted earlier, we will embark on a staff salary equity study starting this fall. We wish to express our thanks to the Presidential Commission on the Status of Women and the other Presidential Commissions for their leadership on this issue. In addition, we would like to acknowledge the extensive work, time, and professional effort expended by the Office of the Vice President for Human Resources, Diversity & Multicultural Affairs and the Office of Institutional Research in supporting this process.

Thank you.