

Policy Recommendation for Faculty Salary Equity Reviews

From time to time, faculty salary equity reviews have been initiated by various units on the Bloomington campus. The most recent extensive review was mandated by the Board of Trustees in 1997. That review did not find any “systematic group bias in salaries on the basis of gender or minority status.” However, it did find “individual cases where women, minorities, and white males appeared to be lower in salary than warranted by their vitas. Also, certain whole cohorts based on years in rank were low in salary when compared to others.” Since that review, individual case reviews have been initiated by the Dean’s Office and brought to the attention of the Faculty Affairs Committee. These reviews have identified cases where salary adjustments seemed warranted.

Our review of the history of faculty salary equity reviews has revealed that:

- It is possible for inequities in faculty salaries to emerge over a relatively short period of time.
- Comprehensive reviews of faculty salary inequities have not been conducted on any regular or frequent basis. Consequently, any inequities that arise could reach high levels before being addressed.
- In addition to their inherent unfairness, unaddressed inequities may negatively impact personal and institutional morale as well as faculty effectiveness and retention, and are thus worthy of attention.
- Although it is very difficult to accurately measure salary inequities for individual faculty members in an academic unit such as the School of Education, reviews should be conducted on a regular basis to address any inequities that might exist.

Therefore, the Faculty Affairs Committee recommends that the following policy be adopted by the School of Education’s Policy Council:

Faculty salary equity reviews will be conducted on a regular basis to ensure timely remedy of major inequities in faculty salaries. A thorough, extensive review will be done once every six years, beginning in the 2007-08 academic year. A more limited review based on recommendations from department chairs will also be conducted every six years beginning in the 2004-2005 academic year. This will create a six-year cycle of reviews, ensuring that some form of review (extensive or limited) is completed every three years.