Title: Demystifying Faculty Salaries

Coordinator Information:

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Presenters:
Jana Hawley, University of North Texas, Moderator
Lynn Boorady, Oklahoma State University
Sanjukta Pookulangara, University of North Texas
Hye-Shin Kim, University of Delaware

Type of Session: Panel discussion followed by attendee participation

Source of Submission: ITAA members with administrative experience

General content of session:

Historically, talking about salaries is like talking about religion and politics—something best kept unsaid. Programs of textiles and apparel grew out of the home economics tradition, but today's faculty are prepared with backgrounds in business, economics, data analytics, design thinking, and sustainability science, among others. Yet salaries often still reflect our home economics history—female dominant and often seen as dispensable. Evidence exists that open discussion about salaries can begin to bridge salary gaps and provide the power to change culture. A major issue with sharing salary information is that salary decisions are complex and faculty often do not understand the full picture.

Faculty in programs of textiles and apparel are often concerned with unexplained salary gaps as compared to peers across campus. Even though they are working harder than ever, salaries have barely budged. Meanwhile, administrators often find themselves frustrated with trying to solve inequities and finding data to support their arguments for higher salaries to upper administration and legislators. A recent report by the American Association of University Professors (AAUP) confirms that campuses

across the USA are realizing tight budgets, over and above constraints caused by COVID-19. The AAUP report (2021) charts the first decline (adjusted for inflation) in academic salaries in a decade, with a 0.4% decline for the AY2020.

Theories of faculty salaries can be categorized into pay that either is a function of market competition or institutional forces; yet many other factors contribute to salary decisions including gender, race, historic bias, discipline, accreditation status, compression, institutional type, collective bargaining and university prestige, to name a few. Furthermore, salaries often are a hush-hush topic, further contributing to their complex mystery.

This session starts with a panel presentation on the following topics:

- An Overview of the situation; the Problem, concerns, challenges and hopes: Jana Hawley
- The OSU Faculty Salary Study: Lynn Boorady and the OSU argument (also talk about Carnegie Data)
- Historic and demographic bias: Hye-Shin Kim
- CIP Codes and CUPA Data, what does all this mean?: Sanjukta Pookulangara
- Managing Compression – Jana Hawley
- How collective bargaining can make a difference: Lynn Boorady

The proposed special topics session will consist of a panel presentation, open discussion, and attendee participation. Panel members will present the what, why, who, and how of determining faculty salaries. After the panel presentation, attendees will participate in break-out sessions to discuss situations and take away messages that will be useful for administrators as they campaign for competitive faculty salaries. This is a planned 75 minute session.

Benefits to members:

This session is designed for both faculty and administrators with the purpose to enlighten the nuances of faculty salary decisions. It shares ideas of when it is appropriate, or not, to have salary discussions. Ideas generated from the session will be compiled and distributed to the Administrator's Leadership Committee of ITAA and made available in a forthcoming ITAA newsletter.

References:

AAUP (2021). The annual report on the economic status of the profession, 2020-2021.