

Results of Faculty Compensation Equity Analysis Reassuring

The Gender Equity Initiative was commissioned in April 2008 by Chancellor Michael F. Collins and Dean Terry Flotte after former Lt. Governor Evelyn Murphy, during a presentation on campus, challenged employers to eliminate potential gender wage discrimination. Mr. John O'Brien, President and CEO, UMass Memorial Health Care and Dr. Walter Ettinger, President, UMass Memorial Medical Center, Associate Vice Provost for Clinical and Population Health Research and Professor of Medicine, UMMS asked to include the clinical system physicians in the analysis of faculty compensation equity. The purpose of the study was to determine if compensation inequities were present for faculty with respect to GENDER and/or RACE.

The results of the study were recently presented to leadership and are being discussed with stakeholder groups. The extensive analyses revealed no evidence of systemic or system-wide salary inequities based on either gender or race.

Three separate and comprehensive analyses were completed:

- **10 year longitudinal analyses of salaries:** faculty salary changes, pay period by pay period, were studied to evaluate trends. Market salary data were not factored into the analysis and faculty positions were not grouped by specialty.
- **Point in time analyses of salaries:** "snapshot" of average salaries by degree and rank were analyzed; faculty segmented in six specialty areas.
- **Office of Federal Contract Compliance (OFCCP) Methodology Analysis:** With assistance from an experienced external consultant, a series of statistical analyses was conducted on faculty grouped with similar jobs into 39 Similarly Situated Employee Grouping (SSEGs). Additional analyses were performed to determine if significant pay differences exists based on gender or race.

The results of the OFCCP Methodology Analysis document that UMMS has no systemic significant salary disparities based on gender or race. In some groups there were substantive differences that led to further exploration and resulted in a small number of corrective salary adjustments.

A similar review of over 2100 UMMS staff and post doctoral positions for compensation equity has been completed using the OFCCP Methodology. These results also document that UMMS had no system-wide significant salary inequities based on gender or race for staff and/or post doctoral fellows.

Ongoing plans have been formulated that will help us to continue to be a leading Academic Health Sciences Center where compensation and advancement equity in support of a diverse workforce is one of our hallmarks. UMMS and UMMHC will continue to provide internal review of compensation for new faculty hires, annual institutional level reviews with departments, and external compensation equity reviews every 3 years to maintain and ensure compensation equity.