



Channel Islands

CALIFORNIA STATE UNIVERSITY

DIVISION OF ACADEMIC AFFAIRS-PROVOST

August 9, 2022

Dear CSUCI Faculty,

In my letter to the faculty on September 28, 2021, I indicated that the Provost's Office would conduct a review of all tenured and tenure-track faculty salaries for the purpose of addressing inequities that may have resulted due to past practice or other factors. I am writing to share the results of this study.

### **Background**

Past practice at CSUCI included granting raises above the minimum for a subset of faculty at the time of promotion. This practice, however, was not uniform and not all faculty were availed of this opportunity for raises above the minimum. In conversation and consultation with Deans and other academic leaders, concerns were raised regarding potential inequities that may have resulted from past practices. These past practices included some variation in salaries offered to incoming new probationary faculty. In light of this, as Provost, I committed to funding a faculty equity study and to addressing salary inequities identified.

### **Faculty Equity Study Methodology and Results**

In Fall 2021, the University hired an external consultant, Caroline Q. Durdella, Ph.D., Dean of Institutional Research and Planning at Rio Hondo College, to conduct the study. A primary purpose was to advise the University on whether some faculty salaries were lower than others without reasonable justification (i.e., statistically significant differences not attributable to random variation). Special attention was paid to whether gender, ethnicity, or race was a factor in any salary discrepancies. Anonymized data were provided to the consultant who employed regression and other statistical analyses to review salaries that were lower than expected.

Importantly, the study concluded that gender, ethnicity, and race were *not* found to be statistically significant predictors of faculty salaries. In particular, the consultant concluded that:

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Results from each of the four regression models reveal that neither gender, or more specifically being male, or race/ethnicity, or more specifically being a faculty member of color, were statistically significant predictors of current salary. . . . In other words, for this study, being male and/or white does not result in a higher current salary than cannot be attributed to random variation than that observed for women or faculty of color. (Durdella, C.Q., 2022, *Summary Report*)

At the same time, while reviewing distribution of faculty salaries for unusual observations, the study noted a small number of faculty salaries that were significantly below what would be expected for a normal distribution of salaries. While these salary differentials were not attributable to gender or race, there was, broadly speaking, evidence of salary inversion in some academic disciplines. The Provost's office engaged Durdella to further analyze these anomalies and to make specific recommendations for salary adjustments. As a result of both of these studies and after internal review and confirmation, I am pleased to share that six faculty members have received equity raises. Individual letters have been sent to each of these colleagues.

### **Update on Raises at Promotion**

As I previously shared in my September 28, 2021 letter to the faculty, the Provost will make determinations regarding potential raises above the minimum in light of criteria based on equity. In the past RTP cycle (21/22), fourteen faculty were promoted. After an analysis of the data and after consulting with other campus leadership, eleven faculty members received raises greater than the minimum based on equity and one received a merit increase for notably exceptional performance.

Having completed the faculty salary equity study, having determined salaries at promotion, and having instituted new levels of review for salary offers at the time of hiring, I am confident that CSUCI's commitment to fairness and equity is reflected in its compensation for probationary and tenured faculty. As Provost, I am committed to continuing these practices and ensuring that they are institutionalized as a permanent feature of our practice and policy in Academic Affairs.

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To promote transparency and fairness, a copy of this letter and the one from September 28, 2021 can be found at [www.csuci.edu/daa/policies](http://www.csuci.edu/daa/policies).

I end by thanking you for your contributions to the mission of CSUCI. We are fortunate to have so many committed and talented faculty. Having taken these steps to ensure that all faculty are treated equitably and fairly, we have strengthened our core campus mission of educating students.

Cordially,



Mitch Avila, Ph.D.

Provost

California State University Channel Islands