

Pay Equity among the Loyola University Maryland Tenured and Tenure-track Faculty

Sibson Consulting – April 2016

Executive Summary

The VPAA engaged the services of Sibson Consulting to conduct an analysis of pay equity for gender and race/ethnicity among tenured and tenure-track faculty at Loyola University Maryland. As a result of the analysis, Sibson concluded that the results revealed no statistically significant differences in compensation between men and women and between minorities and non-minorities.

Details

N=273 faculty who were tenured or tenure-track during the 2015-16 academic year.

Results were analyzed using multiple regression. Sibson also conducted a regression variant, covariance analysis.

Independent variables included:

- Gender
- Race/Ethnicity
- Disciplinary area
- Rank
- Years since terminal degree

Dependent variables included: base salary, and total compensation (defined as base salary + stipend).

Findings & Conclusion

Gender and race/ethnicity were unrelated to pay. Independent variables that *were* related were discipline, rank and years since degree. Of those variables, the largest effects were attributable to rank and discipline.

Sibson concluded that Loyola University Maryland had no concern about its pay practices regarding female or minority faculty based upon the analyses.