

Provost's Letter on Faculty Salary Study (5-2-18)

Colleagues,

This week we will present to the University's Board of Trustees the results of our updated Faculty Salary Study. Per our commitment to the Faculty Senate, we are sharing the results University-wide in advance. The full report, including specifics about the methodologies employed and findings, is attached.

The Office of the Provost and Office of Institutional Research collaborated to conduct this study according to the same methods used in the 2015 Mercer Study, but using updated salary data from the 2017-18 year; members of the Faculty Senate's Committee on Compensation and Fringe Benefits were consulted throughout the process, and have reviewed the study's methods for fidelity to the Mercer Study.

The report provides breakdowns of the "SLU Compared to Market" data by college/school and time in rank; the report also includes breakdowns of internal pay gaps between genders by college/school. Here are some of the high-level, University-wide findings of the study, about which you can learn more in the full report:

- In the aggregate, SLU faculty salaries are 2% below the market median – a 5% improvement since the original Mercer Faculty Salary Assessment was conducted in 2015, when SLU, as a whole, was 7% below the market median.
- Changes in many factors since 2015 have contributed to the 5% improvement, including: decreased number of faculty, changes in faculty contract length, dedicated salary increases to address gender inequities, and salary increases for merit and promotion/tenure.
- The cost to ensure that every faculty member's salary is at least at the market median for the respective discipline is \$5.6M.
- By 2017-18, gender was not found to be a statistically significant predictor of pay.

I encourage you to read the full report for more results, and for more detailed treatments of methodology. It is important to note that this is only the second such study conducted that compares faculty salaries externally to market and internally for equity. Accordingly, we've committed to the conducting this same kind of study every three years so that our ongoing quest for salary equity is regularly reviewed and acted upon.

If you have questions about the study or its results, please let me know. My thanks to our colleagues on the Faculty Senate's Committee on Compensation and Fringe Benefits, who have been instrumental in both advocating for needed change and providing methodological and analytical support.

Sincerely,

Nancy Brickhouse, Ph.D.
Provost