
Faculty Salary Study Results School-level Report

College and Graduate School of
Arts and Sciences

Spring 2024



School-Level Analyses – A&S

The A&S analyses were conducted in the same way as the University-wide analysis except that the consultant only ran a single model with all variables included.

The regression analyses did not include performance metrics.

The analysis required consistent numerical performance metrics that apply uniformly to all faculty in the school. The methods and metrics used in A&S are discipline- and department-specific, making a single school-wide metric inappropriate for the purpose of this analysis.

The school will not adjust any individual's salary based **solely** on the results of this salary study.

A&S Study Parameters

- Populations:

Gender and Race Representation as of October 25, 2022

Faculty Group	Female	Male	AIAN*	Asian	Black	Hispanic	Two +	White	Unknown	Total
Arts and Sciences.AGF	141	126	1	31	7	8	6	204	10	267
Arts and Sciences.TTT	222	355	2	66	41	22	13	427	6	577
Total	363	481	3	97	48	30	19	631	16	844

* AIAN - American Indian or Alaskan Native

- Market salary benchmark used: A&S requested the analysis use the AAU (Association of American Universities) market salary benchmarks.

Factors Used in the Regression

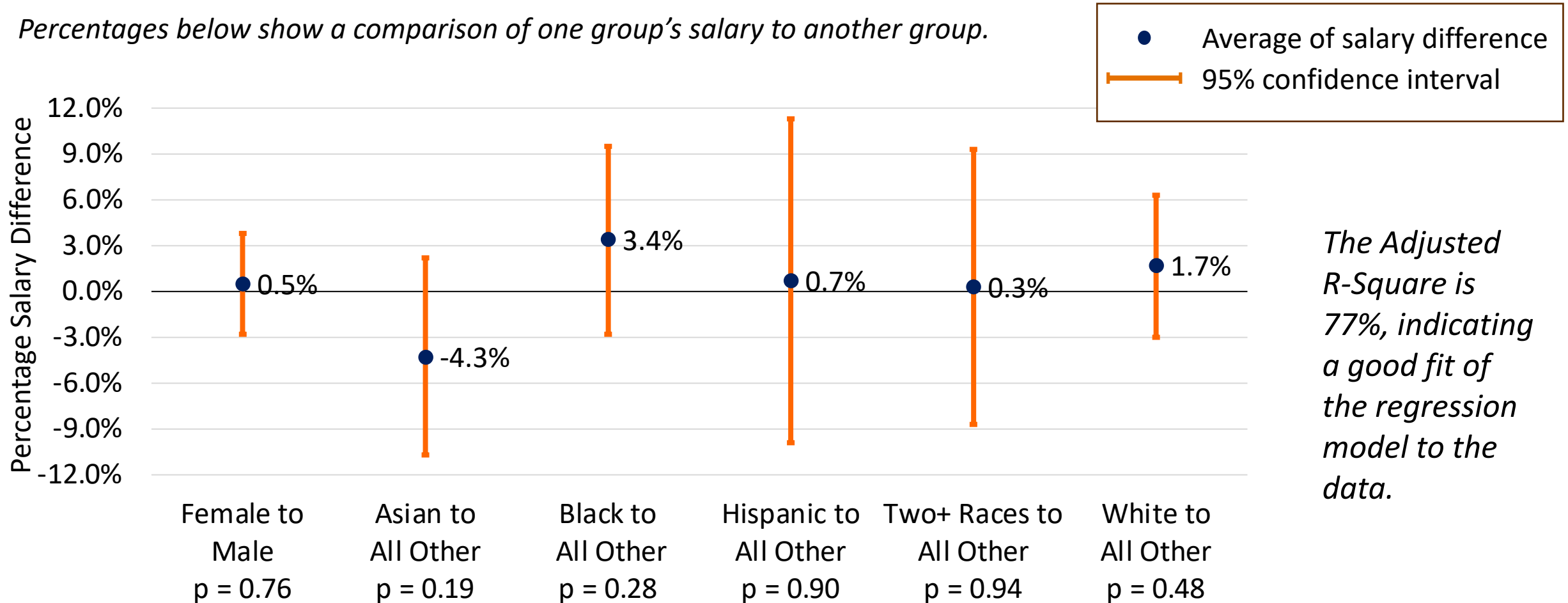
- Race and Gender
- Department Affiliation (AGF) or Market Salary Benchmarking (T/TT)
- Academic Rank (3 Lecturer Ranks and 3 Professorial Ranks)
- For AGF: Academic Track Type (Teaching or Research)
For AGF and T/TT: Faculty Type (Regular or Endowed Chair)
- Years Since Highest Degree at Hire
- Years in Current Rank
- Other Years at UVA in Prior Ranks

AGF Results



AGF Statistical Results Overview

Percentages below show a comparison of one group's salary to another group.



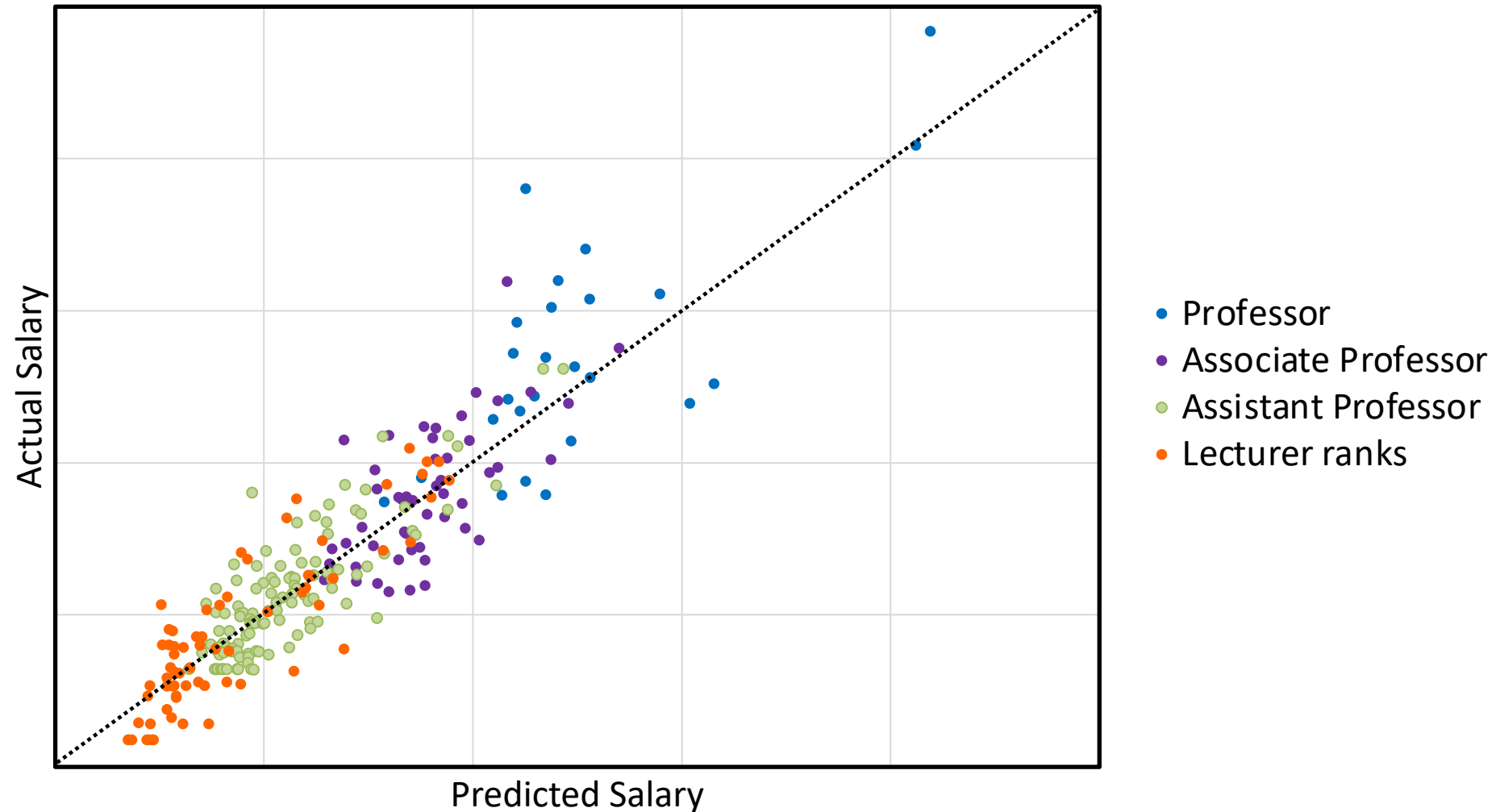
The Adjusted R-Square is 77%, indicating a good fit of the regression model to the data.

Academic Rank, Faculty Type, and Years in Rank have significant influences on faculty pay

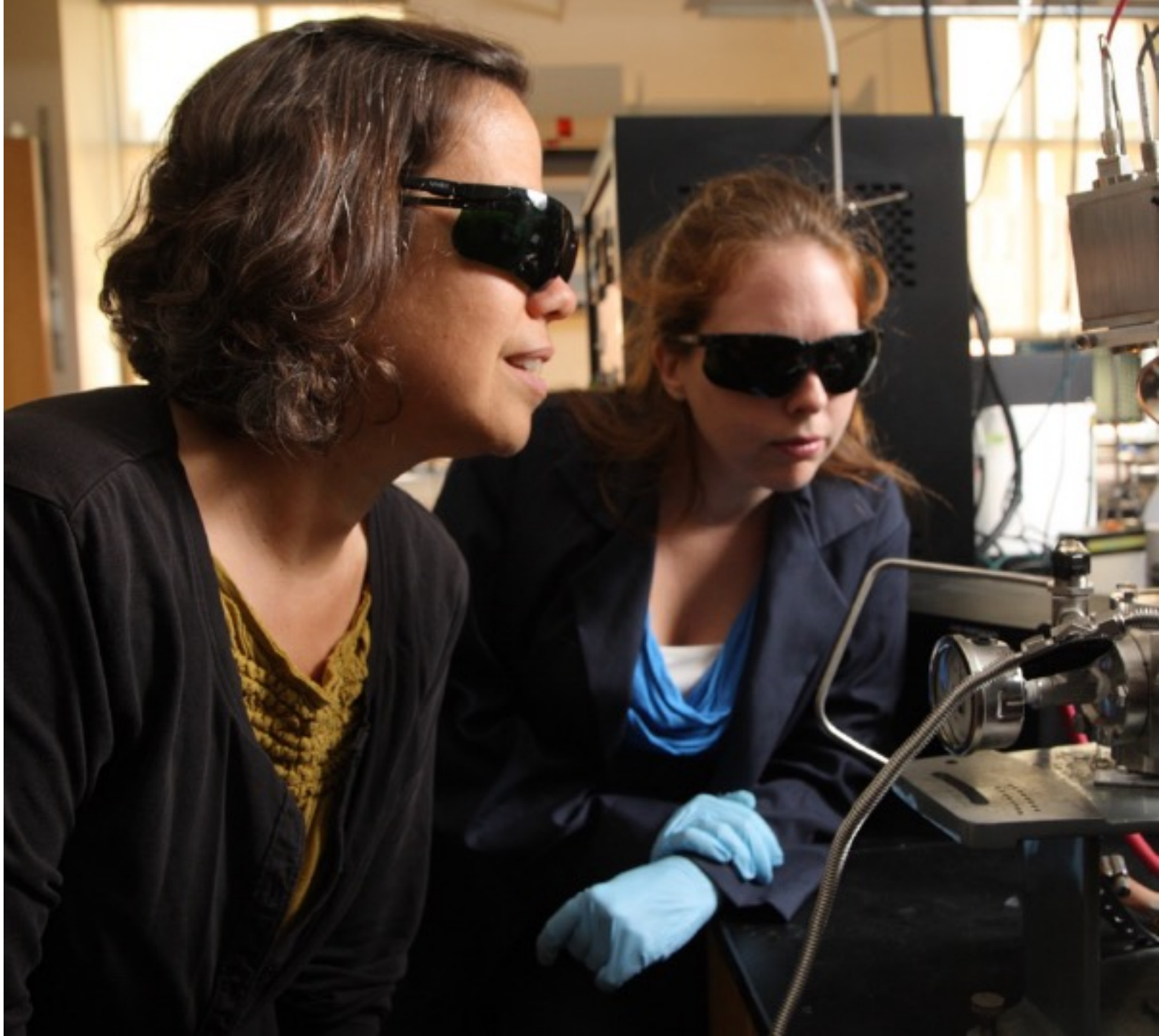
AGF Salary Prediction – Gender and Race



AGF Salary Prediction – Rank

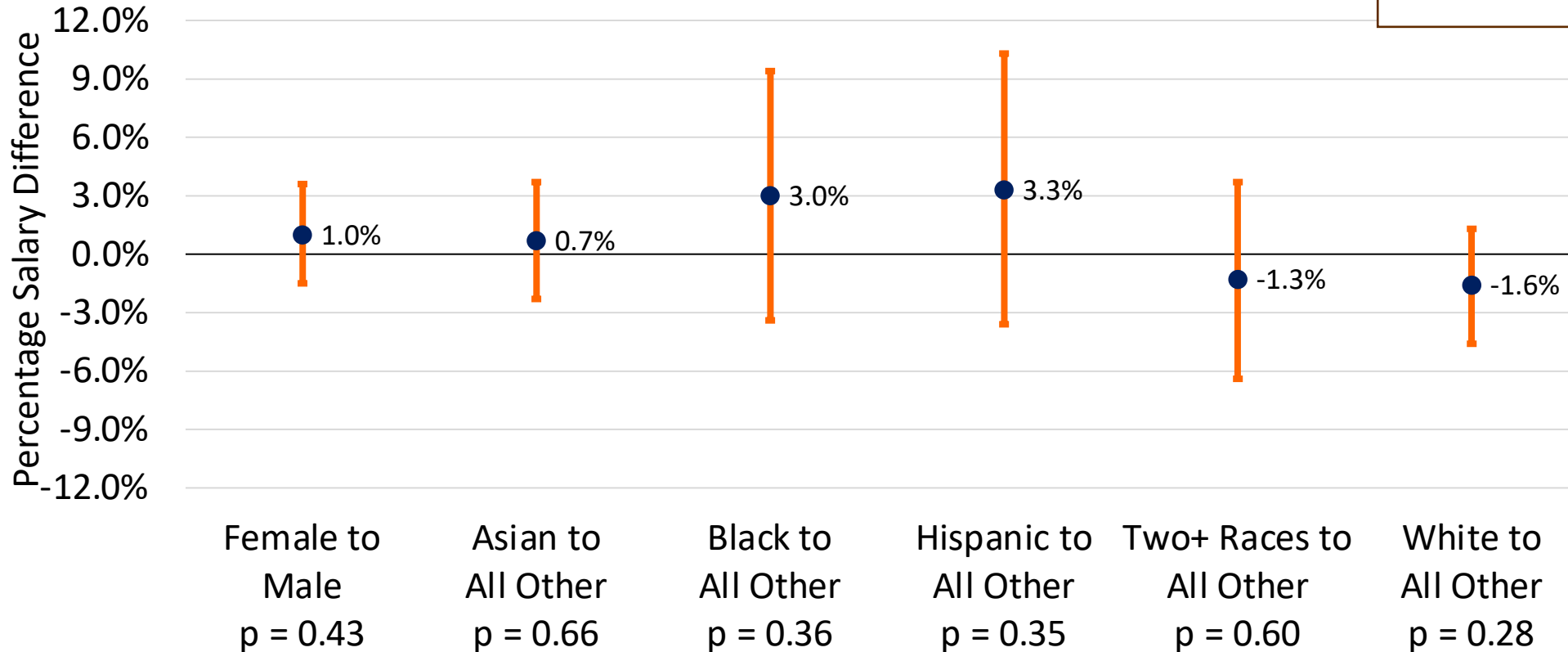


T/TT Results



T/TT Statistical Results Overview

Percentages below show a comparison of one group's salary to another group.

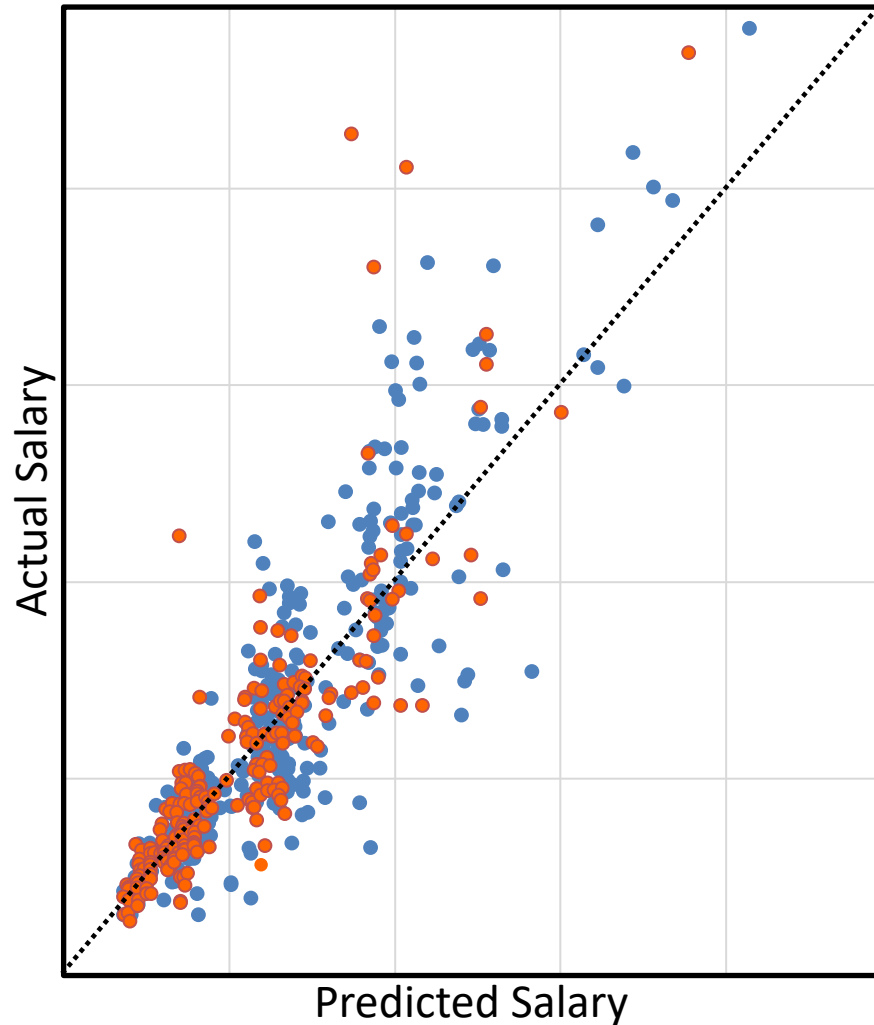


● Average of salary difference
 ┆ 95% confidence interval

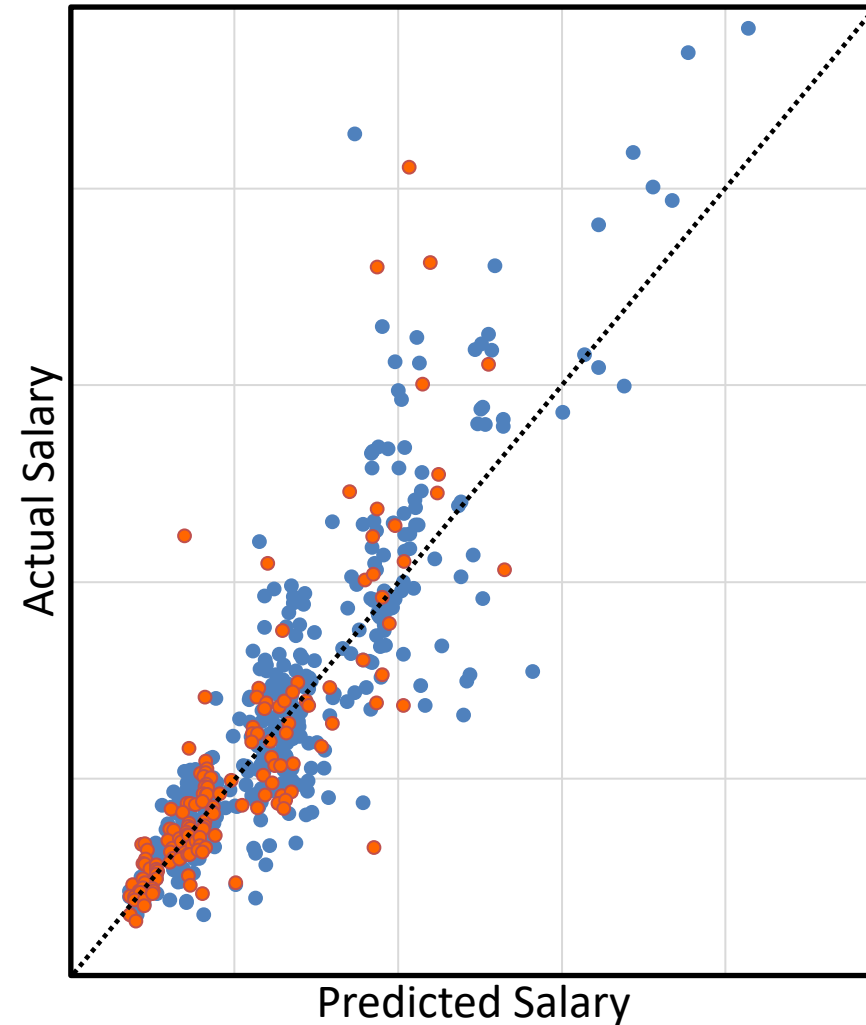
The Adjusted R-Square is 75%, indicating a good fit of the regression model to the data.

Market Salary Benchmark, Academic Rank, and Faculty Type have significant influences on faculty pay

T/TT Salary Prediction - Gender and Race

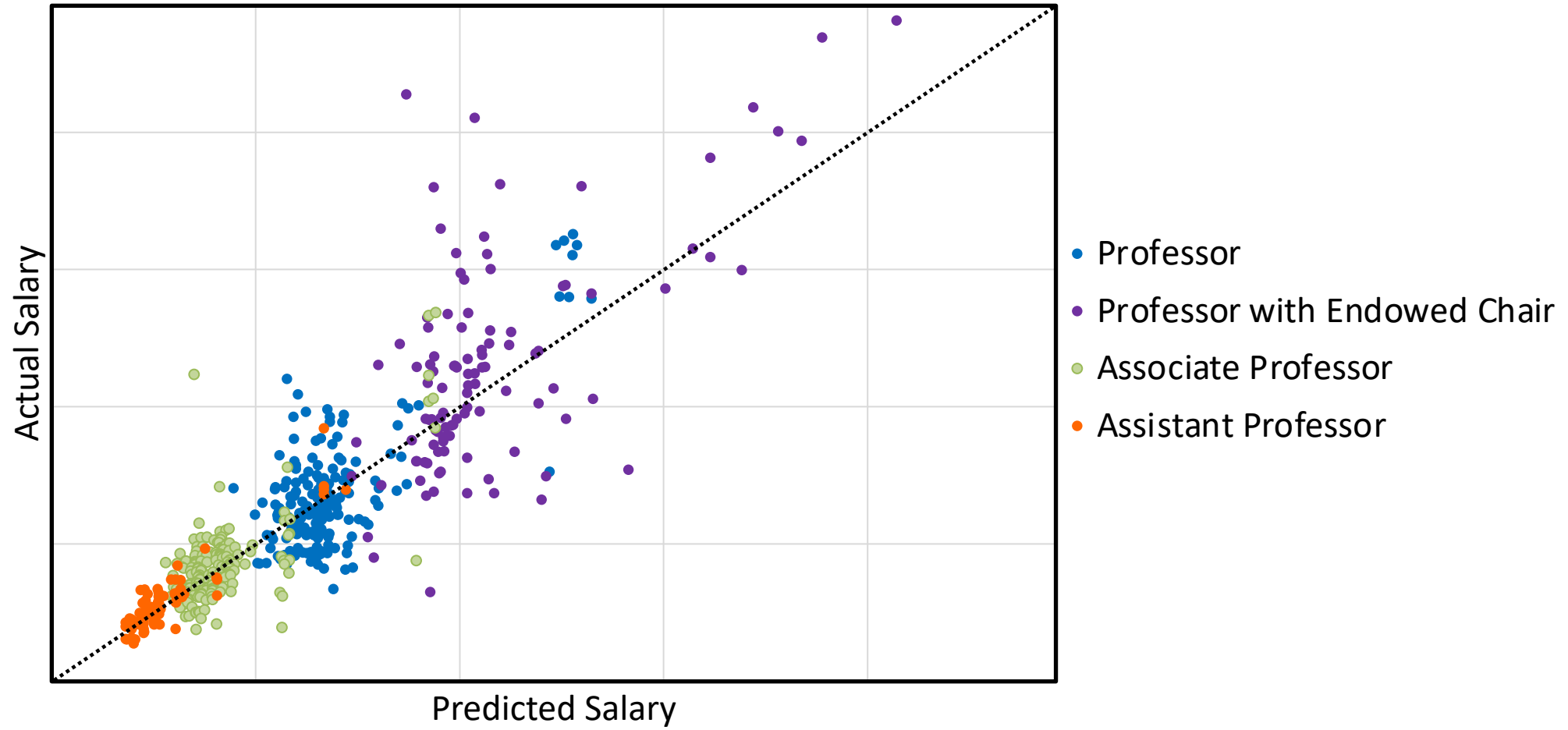


- Male
- Female



- White faculty
- All others

T/TT Salary Prediction – Rank



Outlier Analysis

Outliers are defined as ± 1.96 times the standard error for the analysis (5 percent of a normal deviation)

T/TT (N = 577)				AGF (N = 267)			
Positive Outlier		Negative Outlier		Positive Outlier		Negative Outlier	
<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
7	13	0	6	2	4	0	0
3.00%	3.65%	0.0%	1.69%	1.41%	3.15%	0%	0.0%

Percentage of faculty of that type and gender in the school

Main Takeaways

The School-level analyses found no statistically significant group-wide salary differences by gender or race.

26 positive outliers and 6 negative outliers were identified.

The school has already contacted department chairs of units where salaries are under further review.





Thank you!

For more information, please refer to
the FAQ on this website:
at.virginia.edu/faculty-salary-study

or contact

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