Cultural Diversity Committee
Minutes for December 2, 2010
3:00-4:00 p.m.

Present: Julie Ancis, Eric Blacknall, Douglass Covey, Christine Gallant, Joel Glogowski, Shif Gurmu, Beth Gyllys, Gabe Kuperminc, Layli Maparyan.

Guest: Peter Lyons.


Since there was not a quorum, the committee could not approve the November minutes.

Peter Lyons noted that Mary Finn’s report and its findings were accepted by the President and the Chancellor. He described the techniques he used in devising his corrective analysis plan for the findings of this report. Finding pay disparities by gender in the College of Business, he removed data for that college, as well as data for those faculty whose salary was one, two, and three standard deviations from the predicted salary mean. Peter noted that after he had received our committee’s request for the dataset of Finn’s report, he revisited the data and discovered that he had made a mistake and a different college than Business showed such pay disparities. He also discovered that 28 subjects were not categorized into a discipline in the original coding of the data.

Julie Ancis, as co-chair of the subcommittee, reported its findings after receiving the dataset from Peter. Mary’s regression analysis was replicated, and basically the subcommittee found the same results as did her report: on the average, female faculty’s salaries were between 2.4-2.7% less than the salaries of their male counterparts. Julie and other members of the subcommittee then questioned Peter about his process of analysis in reaching his salary corrective action plan. Peter acknowledged that he should not have removed the College of Business from the data analysis. The subcommittee indicated that the corrective plan was problematic from a statistical perspective.

The subcommittee strongly recommended that in line with other colleges and universities, the administration secure statistical experts to develop a corrective action plan, such as an external consulting group. There are multiple rationales for hiring outside consultants, including the complexity of such correctives, the methodological problems thus far, and the need for independent, objective expertise. Issues of salary compression and back-pay would also need to be considered.

The full committee agreed that it should prepare a report for the Executive Committee recommending that the administration secure external consultants with statistical expertise to develop a corrective action plan.

Christine said that she wished to appoint subcommittees that will gather supporting materials for the report; and that the final report would be sent directly to the Senate Executive Committee since the President has already indicated support for corrective
action. The Background Research Subcommittee will be chaired by Layli Maparyan, and the Corrective Actions Subcommittee by Peggy Albers.

There being no other business, the committee adjourned.

Recorded by: Christine Gallant