KU Equity Study

2000
Why, Method, Response

- Provost initiated to complement Regents’ mandated salary equity study
- Faculty committee constructed and administered with help of IR
- Survey of faculty and unclassified staff
- Response rate: 33% faculty, 37% staff
Findings: Faculty

- Campus good place to work on average
- Perceptions of inequity are not uniform
- Women: annual raise, voice, formal recognition, respect from students, unit climate
- Faculty of color: raise, merit process, formal recognition, mentoring, teaching awards
- Four of top areas are also issues for men
- Other issues: parental status, sexual orientation, reverse discrimination
Findings: Staff

- Relatively equitable place to work
- Uniform concerns
  - Merit salary allocation
  - Amount of annual raise
  - Recognition of achievement
- Perceived inequities among offices
- Women and staff of color perceive greater inequities on some issues
Lessons Learned from Data

- Fairly equitable environment
- We identified some places where differences; policies may have changed
- Everyone feels some inequitable treatment
- International faculty also have concerns
Lessons: Process

- Don’t develop your own survey; find one and adapt
- Be prepared when findings don’t serve desired purpose: things are more equitable than believed
- Tension among committee members about legitimate equity issues