

All-unit: First round of pay equity increases complete  
March 30, 2023

Dear colleagues:

Yesterday, a number of MSP members were notified that they will receive salary increases as part of the new pay equity process negotiated in the MSP contract in 2017. This process replaced the outdated “anomaly” process. In the new pay equity review process, instead of asking for nominations from individuals or departments, an MSP/administration joint committee analyzed de-identified salary data for all faculty and librarians, and proactively identified inequities. Our process had several steps:

1. Using de-identified data, we used regression analysis to create a standard trajectory and a salary trend line for each department.
2. We identified individuals who fell below the line – after taking into account merit pay and promotional increments – and those individuals were candidates for equity adjustments.
3. We calculated the dollar amount that would be needed to adjust each individual’s salary upward to the trend line.
4. We prioritized faculty and librarians whose salaries are below the median for our campus.
5. We divided the equity pool among those eligible for equity adjustments.

We know that any formula is not perfect, and inequities remain. We did not have enough funds to fully remedy all salary inequities, but we are pleased that we provided well-deserved raises to many MSP members. This was only the first iteration of this process and we hope to increase the funds available for pay equity increases in the future. For this round, the Provost’s decisions are final and cannot be appealed. However, individual Schools and Colleges have the right to use their funds to make pay equity adjustments to address remaining inequities, as long as the MSP and the Provost’s office approve. The MSP will continue to work with faculty who are interested in requesting such a review, and we strongly encourage Deans to address disparities that remain.

We are very proud to have piloted this pay equity project. UMass and the MSP have taken the lead in Massachusetts and nationally by making pay equity a priority on our campus. By negotiating a fair process as well as a central pool of funds to address

inequities, we have created an important model that we hope to build upon in the future.

Sincerely,

Marc Liberatore and Eve Weinbaum

MSP co-presidents