

# UCR Department Chair<sup>+</sup> Equity Study

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1. Background and Objective
2. Chair Workload and Compensation Metrics
3. Clustering Analysis Results
4. Open Floor Comments and Discussion

<sup>+</sup> SPP, SOE, SOM, and Business have Associate Deans of Academic Personnel that have responsibilities that include being the department chair for the single department in the school. These four positions are not included in this analysis.

# Background and Objective

1. Initiate a **transparent conversation** around chair compensation equity
2. **Measure chair workload** with as broad a set of feasible metrics as possible
3. Identify additional, **hard-to-measure**, workload areas
4. Solicit department **chair input** along the way
5. The results in this presentation have been **previously shared with the Deans and the Provost**

## OBJECTIVE

The objective of the study is to **calibrate everyone** with a **data-based view** of chair workload and chair compensation, and to fuel conversations around how to stride toward equitable policies.

# Related Documents on File

1. A 2015/2020 APO Document entitled “Guidelines for Department Chair Compensation Package

**TABLE A—Maximum Caps for Department Chair Stipend and Summer Salary**

<b>Department Total Expenditure Budget Range</b>	<b>Maximum Cap for Annual Stipend</b>	<b>Maximum Summer Salary (Applicable only to Academic- Year Appointees)</b>
\$5,500,000 or more	\$15,000	2/9 Annual Salary
\$4,000,001 to \$5,499,999	\$12,500	1.5/9 Annual Salary
Less than \$4,000,000	\$10,000	1/9 Annual Salary

2. College-specific guidelines, such as this from CHASS

	<b>Course Releases</b>	<b>Research Support</b>	<b>Stipend</b>	<b>Total Annual Compensation</b>
<b>Tier A</b>	2	\$10,000	\$19,000	\$29,000
<b>Tier B</b>	2	\$8,000	\$16,000	\$24,000
<b>Tier C</b>	2	\$6,000	\$13,000	\$19,000

# Workload Metrics for the Study

Workload Metric (3 Year Averages, AY19-20 thru AY21-22)	Data Source
Full Professors	IR
Associate Professors	IR
Assistant Professors	IR
Professors of Teaching	IR
Non-Senate Faculty	IR
Non-Faculty	IR
Grant Proposal	IR
Bachelor's enrollment	IR
Master's enrollment	IR
PhD enrollment	IR
Undergraduate Credit Hours Taught	IR
Graduate Credit Hours Taught	IR
Lab/Discussion Sections Taught	IR
Summer Credit Hours Taught	IR
Expenditures	Dean's Office
Square Feet of Space Managed	Dean's Office

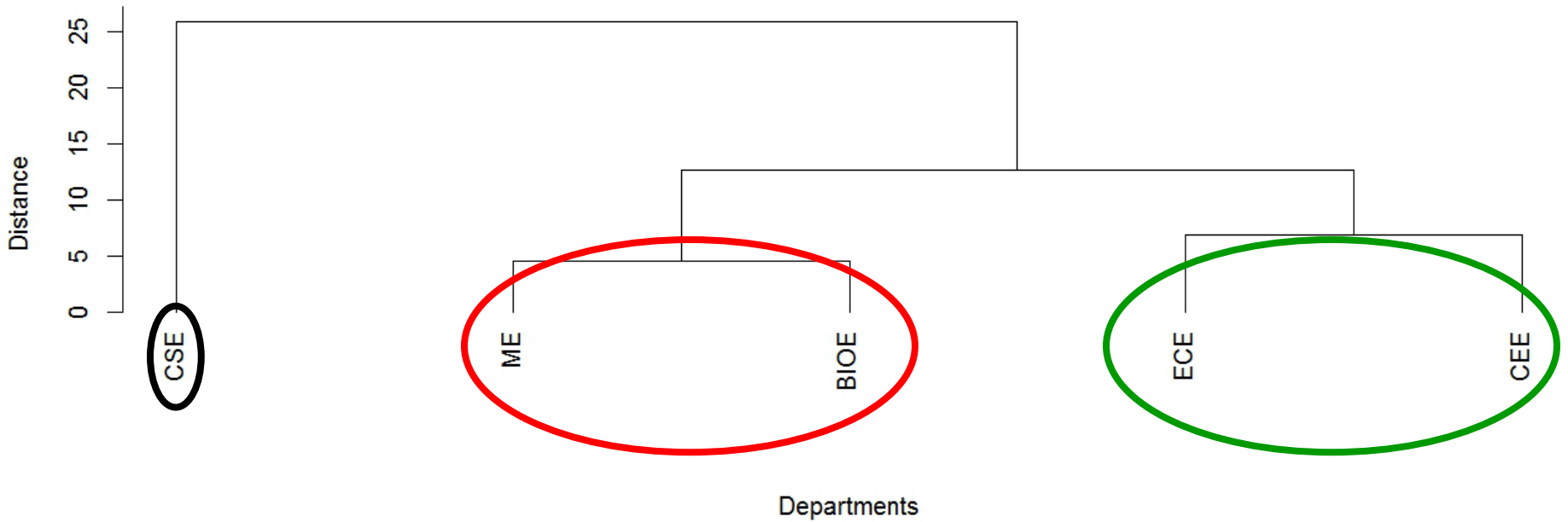
# Workload Metrics Difficult to Measure Uniformly and/or Objectively

1. Benchmarking with **other UC campuses**
2. **Staff support** levels
3. Responsibilities around **supervising staff**
4. Efforts around **department coordinated events** for the campus and the community
5. Efforts toward **managing department conflict** and/or specific individuals that may be high maintenance
6. Work arising from **regulatory aspects** of wet labs
7. **Oversight roles** with inter-college programs

# Compensation Metrics

Compensation Metrics (Annual)	Data Source
Stipend	Dean's office
Research Support	Dean's office
Summer Months	Dean's office
Teaching Relief	Dean's office
Vice chair support	Dean's office
Compensation Details for Vice Chair	Dean's office

# BCOE Departments – Clustering Dendrogram



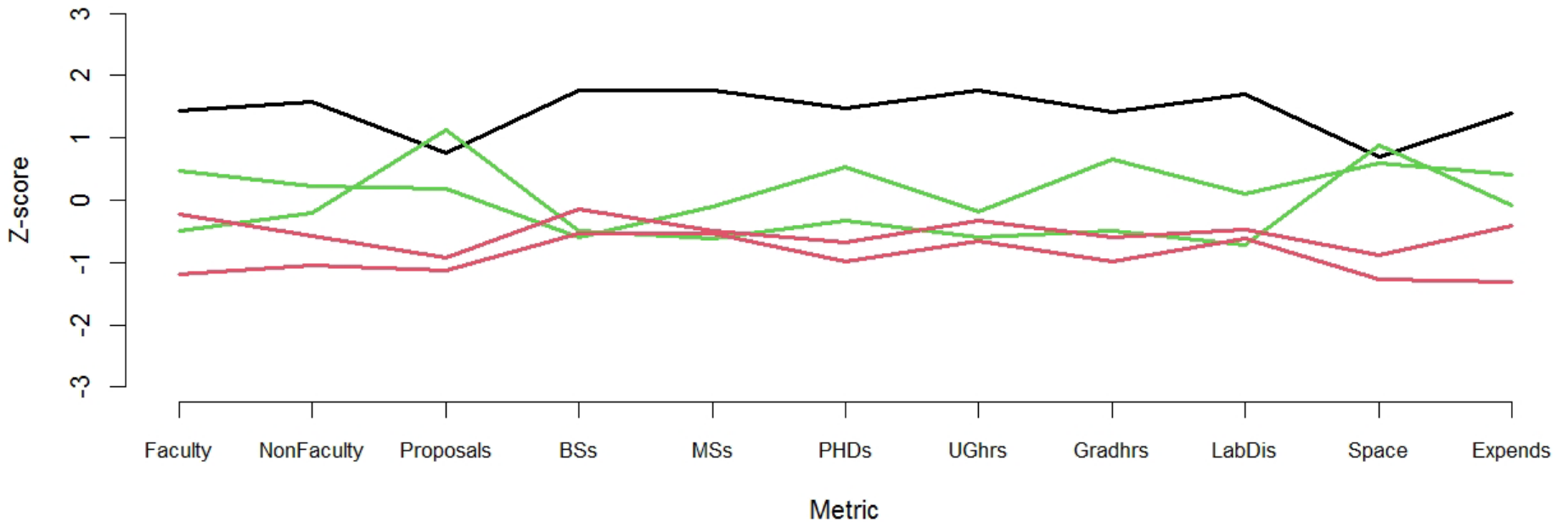
## SUGGESTED CLUSTERS

Cluster 1: CSE

Cluster 2: ME, BIOE

Cluster 3: ECE, CEE

# BCOE Departments – Workload Metrics by Cluster



## SUGGESTED CLUSTERS

Cluster 1: CSE

Cluster 2: ME, BIOE

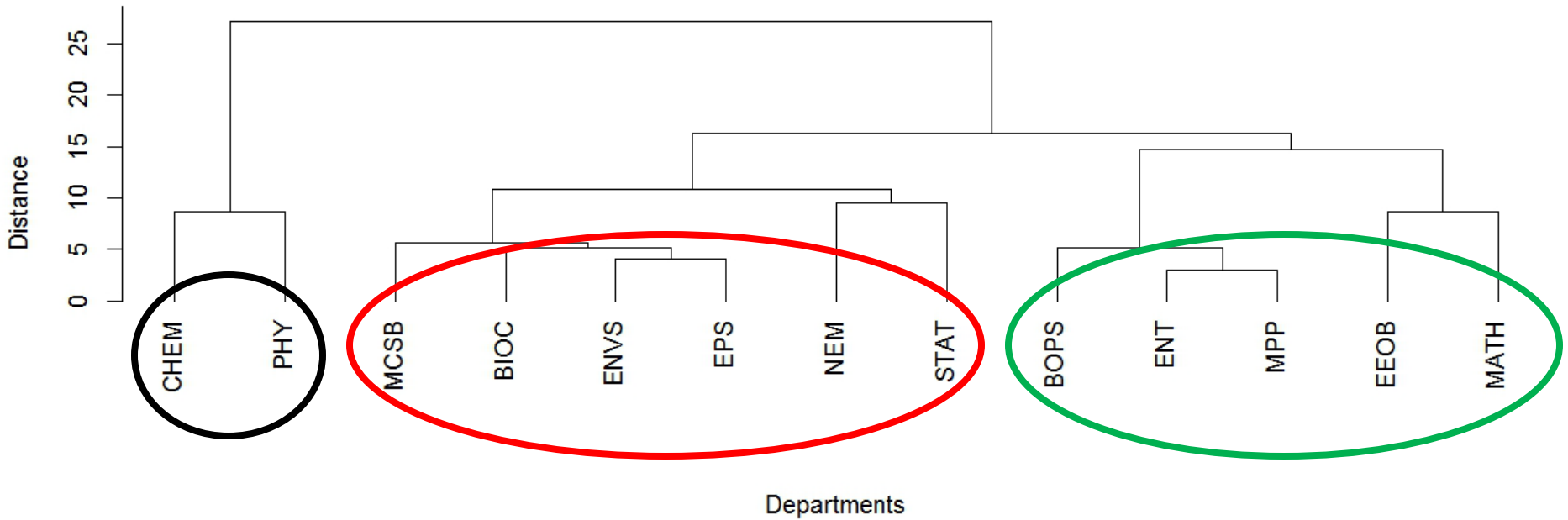
Cluster 3: ECE, CEE



## BCOE Departments – Compensation by Cluster

Dept	Compensation	Teaching Relief	Vice Chair	Vice Chair Comp
CSE	15K + 2 mos. summer salary	Y	Y (2)	7.5K from college, 0.5 summer salary, teaching relief
ME	15K + 2 months summer salary	Y	N	
BIOE	15K + 2 months summer salary	Y	N	
ECE	15K + 2 months summer salary	Y	Y	7.5K from college, 0.5 summer salary, teaching relief
CEE	15K + 2 months summer salary	Y	N	

# CNAS Departments – Clustering Dendrogram



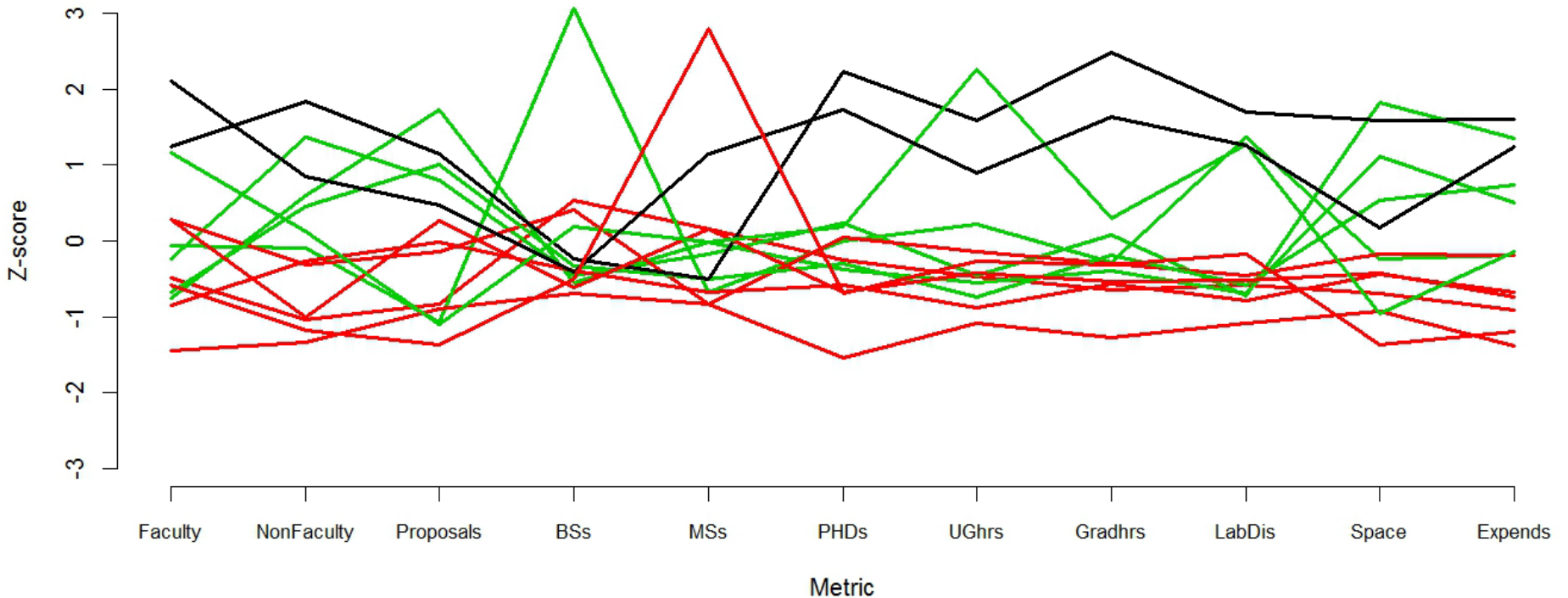
## SUGGESTED CLUSTERS

**Cluster 1:** CHEM, PHY

**Cluster 2:** MCSB, BIOC, ENVS, EPS, NEM, STAT

**Cluster 3:** BOPS, ENT, MPP, EEOB, MATH

# CNAS Departments – Workload Metrics by Cluster



## SUGGESTED CLUSTERS

**Cluster 1: CHEM, PHY**

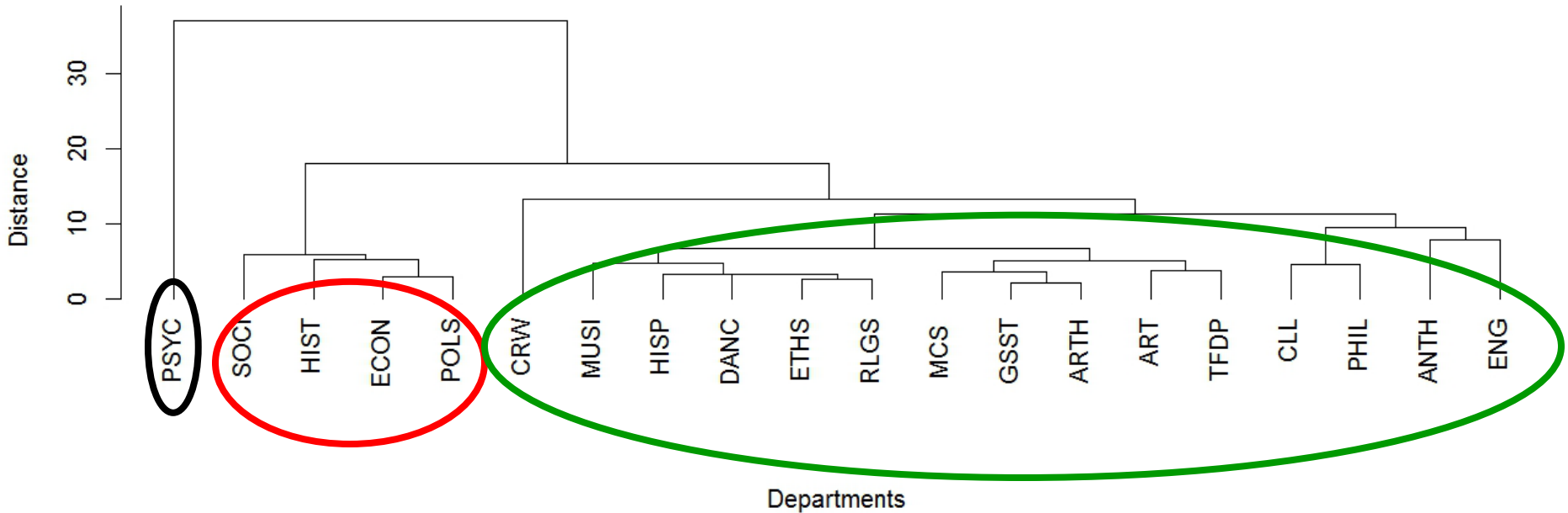
**Cluster 2: MCSB, BIOC, ENVS, EPS, NEM, STAT**

**Cluster 3: BOPS, ENT, MPP, EEOB, MATH**

## CNAS Departments – Compensation by Cluster

Dept	Compensation	Teaching Relief	Vice Chair	Vice Chair Comp
CHEM	60K	Y	Y	4K from department
PHY	60K	Y	Y	3K from chair
MCSB	60K	Y	Y	1.5K from chair
BIOC	40K	Y	N	
ENVS	40K	Y	Y	4.8K from chair
EPS	40K	N	Y	5K from chair
STAT	20K	Y	Y	Teaching relief
NEM	15K	N	N	
BOPS	60K	Y	Y (2)	VC for teaching 10K from department VC for CE 0.5K from department
ENT	60K	Y	Y	10K from chair
MPP	60K	N	Y	4K from chair
EEOB	60K	N	Y	5.5K from chair
MATH	60K	Y	Y	10K from chair

# CHASS Departments – Clustering Dendrogram



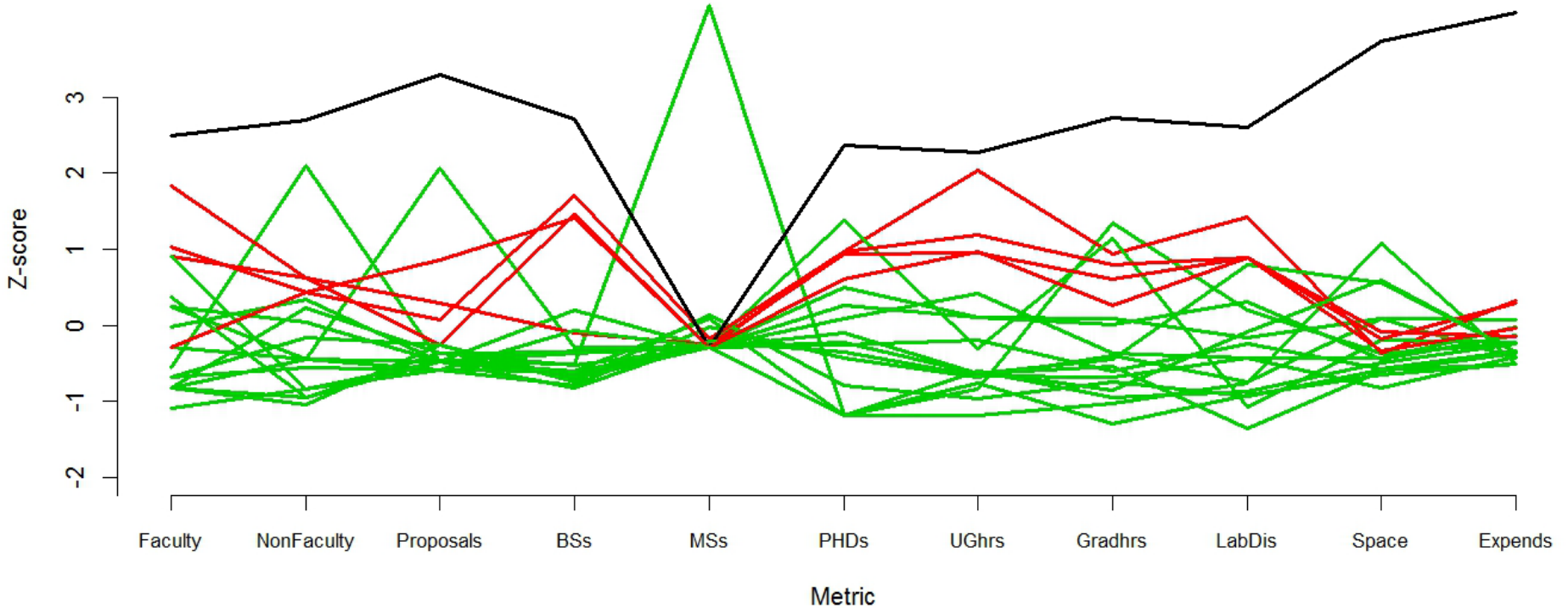
## SUGGESTED CLUSTERS

**Cluster 1:** PSYC

**Cluster 2:** SOCI, HIST, ECON, POLS

**Cluster 3:** CRW, MUSI, HISP, DANCE, ETHS, RLGS, MCS, GSST, ARTH, ART, TFDP, CLL, PHIL, ANTH, ENG

# CHASS Departments – Workload Metrics by Cluster



## SUGGESTED CLUSTERS

**Cluster 1: PSYC**

**Cluster 2: SOCI, HIST, ECON, POLS**

**Cluster 3: CRW, MUSI, HISP, DANCE, ETHS, RLGS, MCS, GSST, ARTH, ART, TFPD, CLL, PHIL, ANTH, ENG**

## CHASS Departments – Compensation by Cluster

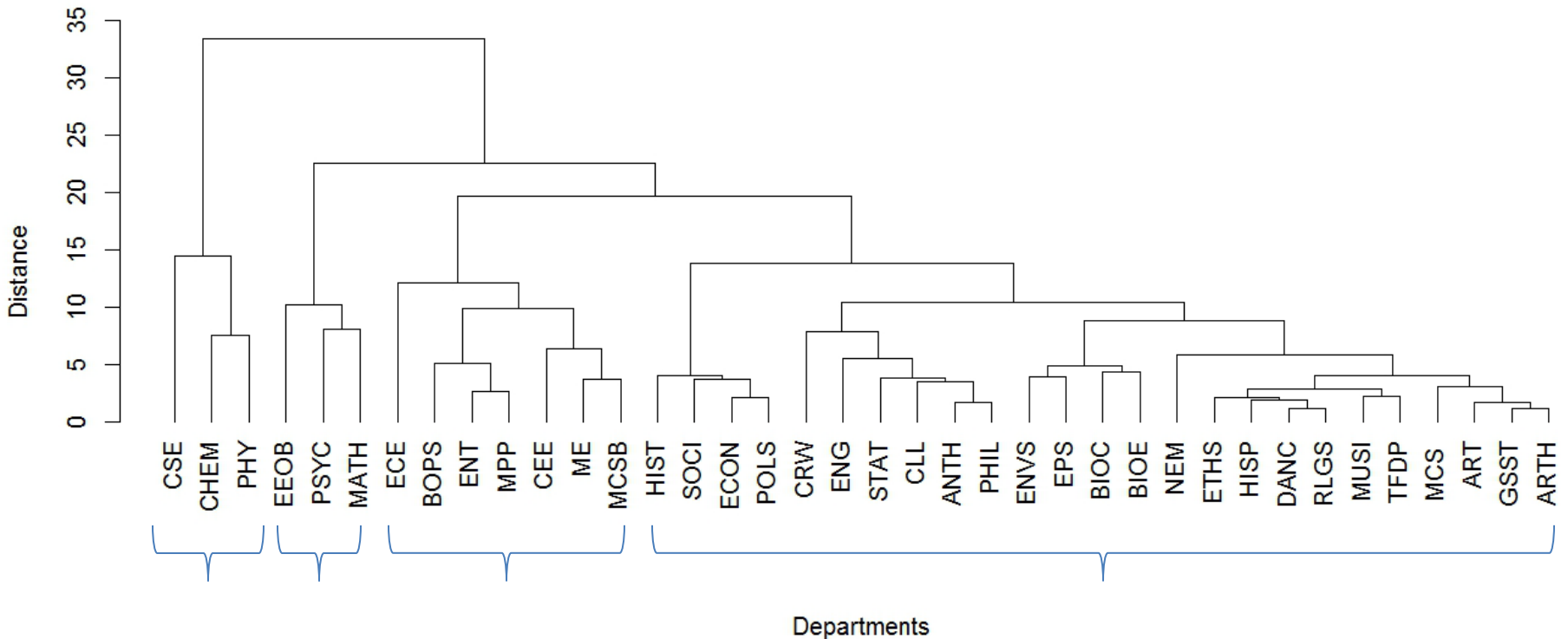
Dept	Compensation	Teaching Relief	Vice Chair	Vice Chair Comp
PSYC	29K	Y	Y	Teaching relief
<b>HIST</b>	<b>29K</b>	<b>Y</b>	<b>N</b>	
<b>SOCI</b>	<b>29K</b>	<b>Y</b>	<b>N</b>	
<b>ECON</b>	<b>29K</b>	<b>Y</b>	<b>N</b>	
<b>POLS</b>	<b>29K</b>	<b>Y</b>	<b>Y</b>	<b>3.5K from chair, teaching relief</b>

## CHASS Departments – Compensation by Cluster

Dept	Compensation	Teaching Relief	Vice Chair	Vice Chair Comp
CRW	24K	Y	Y	4K from chair, 2K from dept
ART	19K	Y	N	
TFDP	24K	Y	N	
MCS	24K	Y	N	
GSST	19K	Y	N	
ARTH	18K	Y	N	
HISP	24K	Y	N	
DANCE	19K	Y	Y	Teaching relief
ETHS	20.5K	Y	Y	3.5K from dept, teaching relief
RLGS	19K	Y	N	
MUSI	24K	Y	N	
CLL	29K	Y	N	
ENG	22K	Y	N	
ANTH	21K	Y	Y	6K from chair
PHIL	24K	Y	N	



# ALL Departments – Clustering Dendrogram



## SUGGESTED CLUSTERS

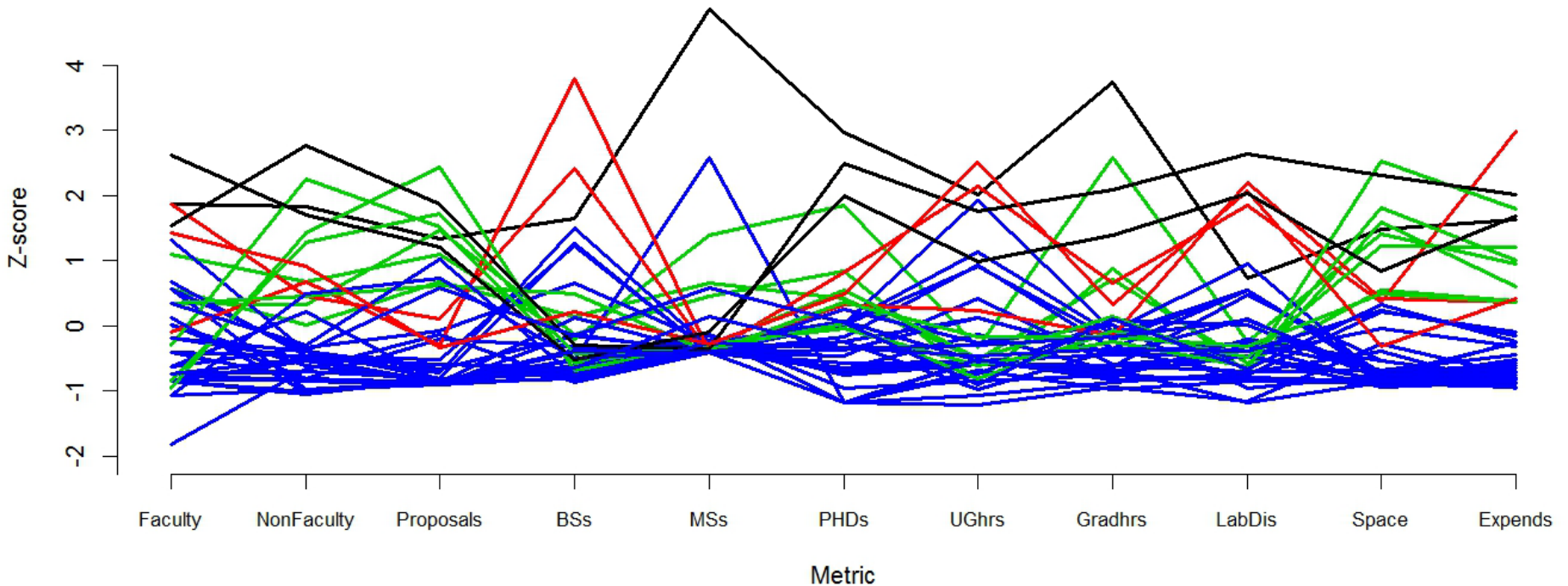
**Cluster 1:** CSE, CHEM, PHY

**Cluster 2:** EEOB, PSYC, MATH

**Cluster 3:** ECE, BOPS, ENT, MPP, CEE, ME, MCSB

**Cluster 4:** HIST, SOCI, ECON, POLS, CRW, ENG, STAT, CLL, ANTH, PHIL, ENVS, EPS, BIOC, BIOE, NEM, ETHS, HISP, DANCE, RLGS, MUSI, TFDP, MCS, ART, GSST, ARTH

# ALL Departments – Workload Metrics by Cluster



## SUGGESTED CLUSTERS

**Cluster 1:** CSE, CHEM, PHY

**Cluster 2:** EEOB, PSYCH, MATH

**Cluster 3:** ECE, BOPS, ENT, MPP, CEE, ME, MCSB

**Cluster 4:** HIST, SOCI, ECON, POLS, CRW, ENG, STAT, CLL, ANTH, PHIL, ENVS, EPS, BIOC, BIOE, NEM, ETHS, HISP, DANCE, RLGS, MUSI, TFD, MCS, ART, GSST, ARTH

Tier	Department	College Investment in Chair Leadership
1	Computer Science Engineering	Chair: 15K + 2 summer months + teaching relief + 2 vice chairs that each get 7.5K from college + 0.5 summer months + teaching relief
1	Chemistry	Chair: 60K + teaching relief + one vice chair that gets 4K from department
1	Physics and Astronomy	Chair: 60K + teaching relief + one vice chair that gets 33K from chair
2	Psychology	Chair: 29K + teaching relief + one vice chair that gets teaching relief
2	Mathematics	Chair: 60K + teaching relief + one vice chair that gets 10K from chair
2	Evolutionary ,Ecology Organismal Biology	Chair: 60K + one vice chair that gets 5.5K from chair
3	Electrical and Computer Engineering	Chair: 15K + 2 summer months + teaching relief + one Vvce chair that gets 7.5K from college + 0.5 summer months + teaching relief
3	Botany and Plant Science	Chair: 60K + teaching relief + two vice chairs that gets 10K from department and one that additionally gets teaching relief
3	Entomology	Chair: 60K + teaching relief + one vice chair that gets 10K from chair
3	Microbiology and Plant Pathology	Chair: 60K + one vice chair that gets 4K from chair
3	Chemical and Environmental Engineering	Chair: Chair: 15K + 2 summer months + teaching relief
3	Mechanical Engineering	Chair 15K + 2 summer months + teaching relief
3	Molecular Cell and Systems Biology	Chair: 60K + teaching relief + one vice chair that gets 1.5K from chair
4	Economics	Chair: 29K + teaching relief
4	Political Science	Chair: 29K + teaching relief + one vice chair that gets teaching relief and 3.5K from department
4	History	Chair: 29K + teaching relief

Tier	Department	\$\$
4	Bioengineering	Chair: 15K + 2 summer months + teaching relief
4	Sociology	Chair: 29K + teaching relief
4	Earth and Planetary Sciences	Chair: 40K + one vice chair that gets 5K from chair
4	Biochemistry	Chair: 40K + teaching relief
4	Creative Writing	Chair: 24K + teaching relief + one vice chair that gets 4K from chair and 2K from department
4	Environmental Sciences	Chair: 40K + teaching relief + one vice chair that gets 4.8K from chair
4	Anthropology	Chair: 21K + teaching relief + one vice chair that gets 6K from chair
4	English	Chair: 22K + teaching relief
4	Philosophy	Chair: 24K + teaching relief
4	Statistics	Chair: 20K + teaching relief + one vice chair that gets teaching relief
4	Comparative Languages and Literature	Chair: 29K + teaching relief
4	Music	Chair: 24K + teaching relief
4	Ethnic Studies	Chair: 20.5K + teaching relief + one vice chair that gets 3.5K from department and teaching relief
4	Theatre, Film, and Digital Productions	Chair: 24K + teaching relief
4	Media and Cultural Studies	Chair: 24K + teaching relief
4	Dance	Chair: 19K + teaching relief + one vice chair that gets teaching relief
4	Hispanic Studies	Chair: 24K + teaching relief
4	Religious Studies	Chair: 19K + teaching relief
4	Art History	Chair: 18K + teaching relief
4	Art	Chair: 19K + teaching relief
4	Gender and Sexuality Studies	Chair: 19K + teaching relief
4	Nematology	Chair: 15K