

# Salary Equity in Higher Education

## Bargaining for Gender Pay Equity Within and Across Disciplines

**Dr. Johanna Foster**

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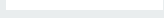
**Dr. Lisa M. Dinella**

National Center's 50th Annual Conference

Hunter College

March 26-28, 2023, New York City



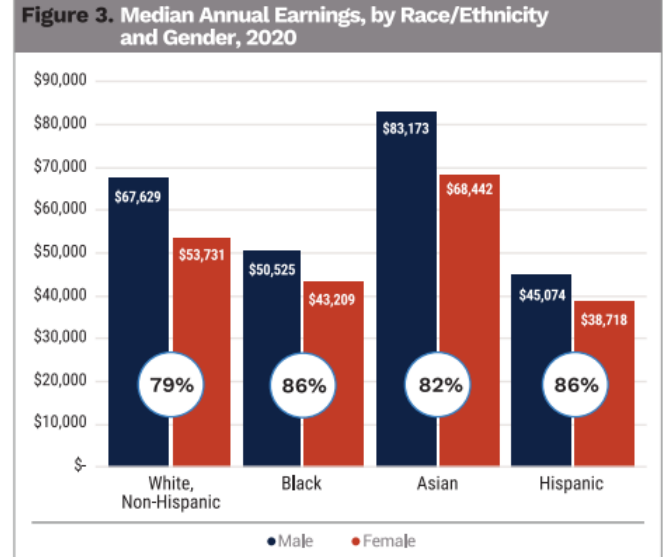


# **The Gender Wage Gap Comes to Campus**

# Gender Wage Gap in the US



<https://www.aauw.org/resources/research/simple-truth>



Source: Census Estimates - Personal Income in 2020 by Gender, Race, and Hispanic Origin (<https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html>)

This year's data does not include Native Hawaiian and Pacific Islander individuals, who are usually included when calculating the wage gap for Asian women. Without them, the Asian women's wage gap is much smaller than normal.

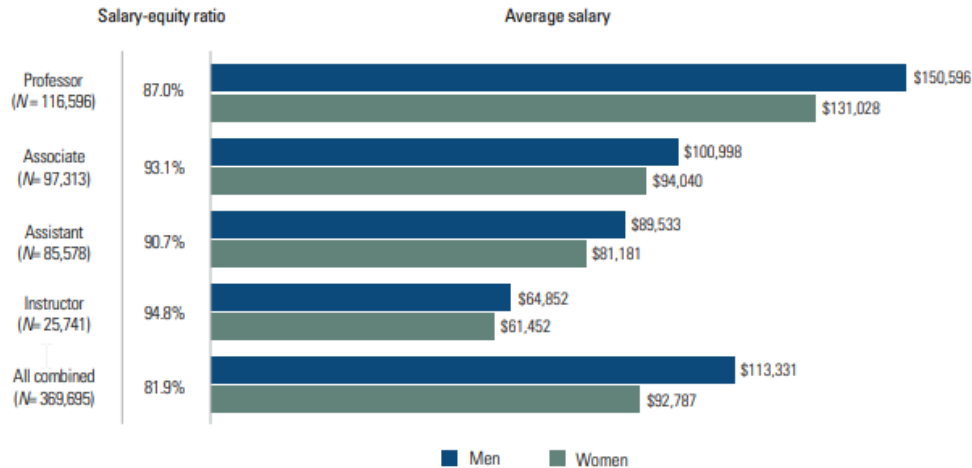
[https://www.aauw.org/app/uploads/2021/09/AAUW\\_SimpleTruth\\_2021\\_-fall\\_update.pdf](https://www.aauw.org/app/uploads/2021/09/AAUW_SimpleTruth_2021_-fall_update.pdf)

# Gender Wage Gap in the Academy

FIGURE 5

**Full-time women faculty members earn less than men at all ranks.**

Salary-equity ratio by academic rank and average full-time faculty salary, by academic rank and gender, fall 2021 (dollars)



*Note:* Salary-equity ratio is the ratio of women's to men's average salaries, multiplied by 100. The figure is based on 885 institutions with faculty ranking systems reporting full-time faculty salary data. The figure excludes 21 associate's institutions without faculty ranking systems.

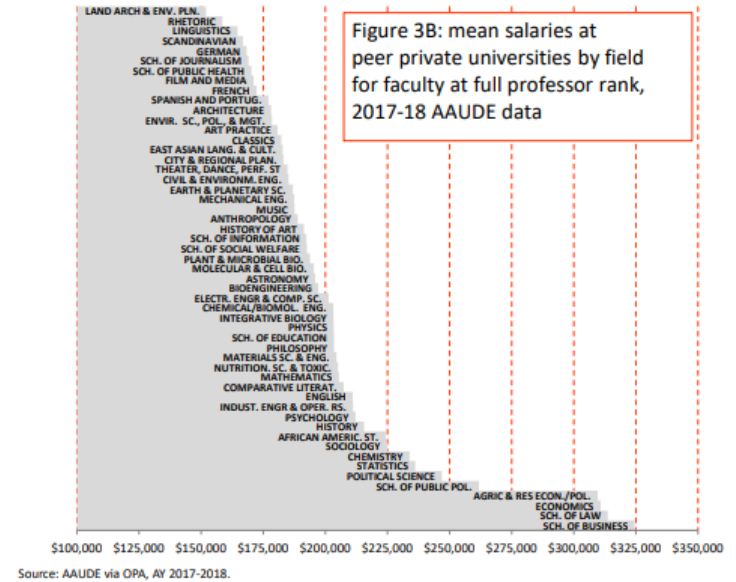
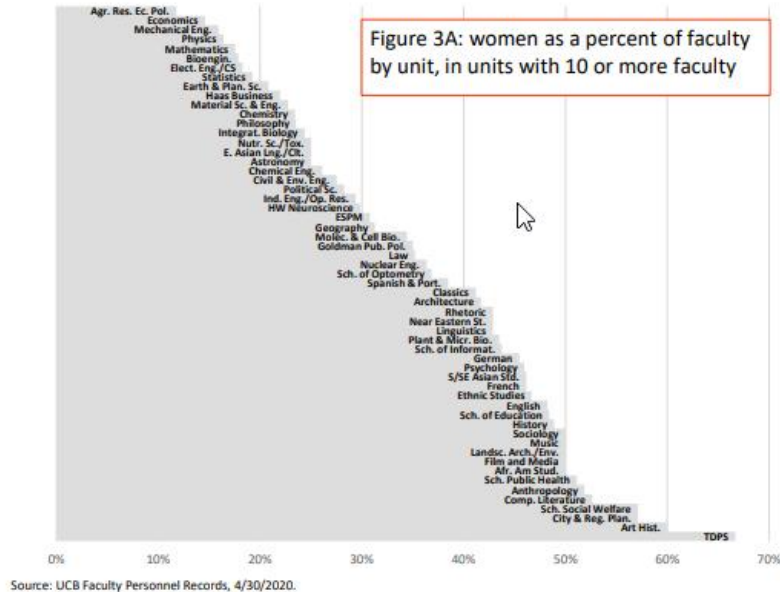
*Source:* AAUP Faculty Compensation Survey.

# Pay Gaps by Discipline

“Discipline is a control for market difference. Including a variable for discipline in the salary analyses ensure that pay differences related to discipline are not attributed to either race or gender bias” -  
AAUP Paychecks

Like most universities in the United States, Berkeley accepts disciplinary salary differences as a fact of academic life. As discussed in subsection 2C above, equity is itself now conceived as limited in its domain for an individual to other individuals in the same discipline. Thus, for example, we do not attempt to pay distinguished faculty members in the Department of Linguistics as much as we pay similarly distinguished faculty members in the Department of Economics.

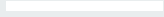
# Gender and Discipline



# Gender and Discipline

## Professor Salary by Discipline, 2019-2020 Higher Education Survey

| All Institution Average Data | English  | Computer and Information Science | Business, Management, Marketing |
|------------------------------|----------|----------------------------------|---------------------------------|
| Associate Professor          | \$68,712 | \$95,694                         | \$104,311                       |
| New Assistant Professor      | \$60,006 | \$90,575                         | \$117,500                       |



# Common Management Excuses



# Busting Myths

Myth 1: The market is an external, neutral force

Myth 2: Disparities reflect market forces & personal choices

Myth 3: Faculty across disciplines do not do the same job

Myth 4: Some disciplines are in more demand than others

Myth 5: Disparities are needed to recruit faculty

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# **Monmouth University as a Case Study**

# Monmouth University as Case Study

## Steps Taken:

1. Salary Data Information Requests are a Right
2. Conducted our own Salary Study
3. Education of Members and Build our Story for Importance
  - a) Member Meetings
  - b) Panel Discussions
  - c) Letters to the Editor
  - d) Open Letter to Board of Trustees (200+ members signed)
4. Leveraged this to Write Proposals
  - a) 90% Men in Masculinized Department Salary Equity Adjustment
  - b) Backpay using this criterion

# Monmouth University as Case Study

## What Did We Win?

### Salaries Compressed

- Raised floor, which advantaged feminized departments the most
- LMC to conduct “independent” salary study
- LMC to study Equity in Hiring, Promotion and Retention of Faculty

### Current Realities

# Resources About Androcentric Pay Scale

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