

# Salary Equity Study

Academic Year 2008-2009

# Data

- Those included in the study are all full-time active faculty from all university departments with the exception of the clinical departments of the School of Medicine
- Salaries for the School of Medicine and for the School of Dental Medicine are based on a 12-month appointment
- Salaries for all other schools are adjusted to a 9-month equivalent appointment
- Data are for AY2008-2009

# Method

- Tables include descriptive statistics using the 9-month equivalent adjusted salary
- Cells where  $N < 3$  were not included in the salary tables

# Method

- Residuals calculated using a three step process:
  - 1. Regression analysis conducted *for each school*
    - Dependent variable = 9-month equivalent adjusted salary (12-month salary for MED & DENT)
    - Independent variables = age, rank, years in rank, tenure status, years since hire, highest degree, years since highest degree
  - 2. Using the regression analysis, a predicted value was calculated for *each faculty member*
  - 3. This predicted value was subtracted from the faculty member's *actual salary*, giving each faculty member “residual” value
    - Positive residual means person is being paid more than the above independent variables would predict
    - Negative residual means person is being paid less than the above independent variables would predict

# Method

- Graphs were created by plotting the average residual for men and the average residual for women *in each school*
  - Positive residual for women in a particular school means that, on average, women in that school are being paid more than the independent variables would predict
  - Negative residual for women means that, on average, women are being paid less than the independent variables would predict
- This description of methods explains the RTIN bars on each chart. The RTOUT bars were calculated in exactly the same way with one exception: rank and tenure were removed from the initial regression equation

# Limitations of the Analysis

- No measure of productivity in the regression analysis
- Examining residuals by group is a “broad brush” technique for highlighting where differences might exist
- Residual values in this population have very high standard deviations
  - Mean residual value for men in MGT is \$609, STDEV is \$25,681
  - For women in MGT, mean residual is -\$2,802, STDEV is \$26,141
- Analysis is strongly affected by extreme high/low values
  - Removing faculty with the highest 2 residuals from MGT and rerunning analysis, difference between men and women drops from \$3,411 to \$1,263
  - Removing faculty with the lowest 2 residuals from MGT and rerunning analysis, difference drops from \$3,411 to \$289.

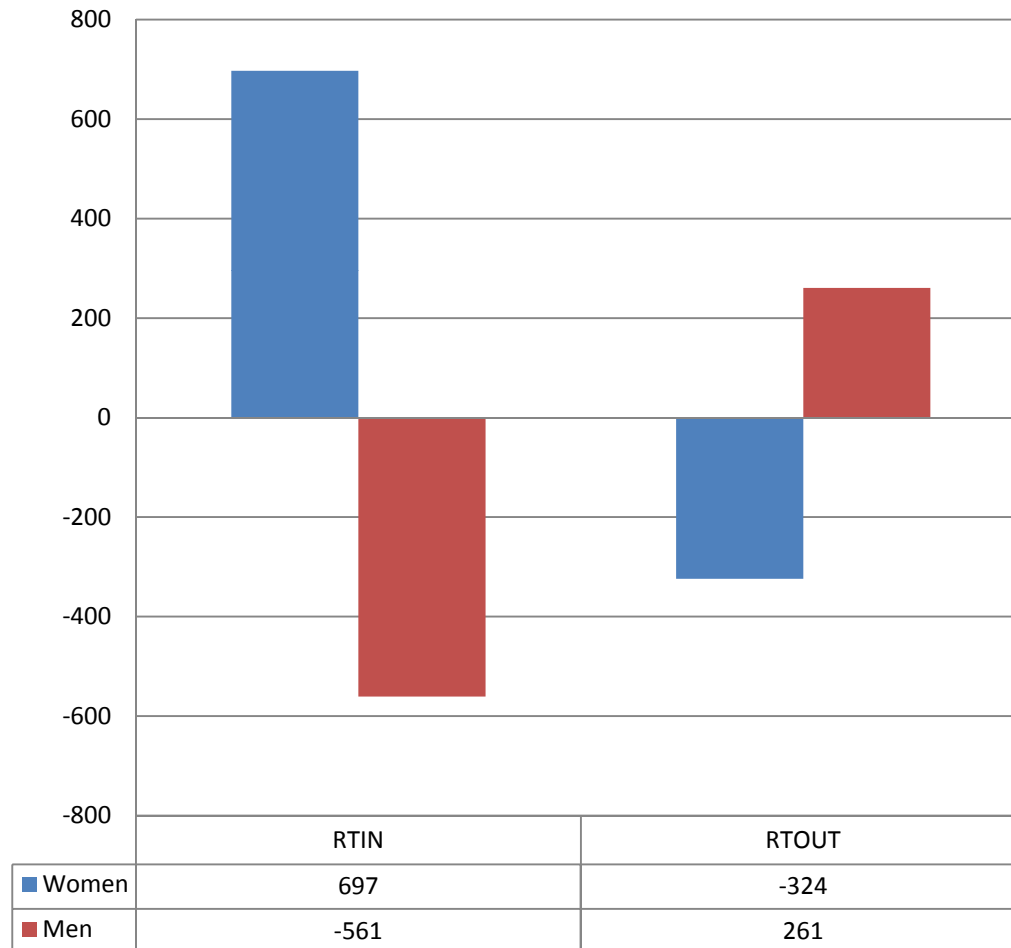
# College of Arts and Sciences - Humanities

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	M	8	58,025	2,997
Associate Professor	M	17	68,787	7,332
Professor	M	21	93,649	18,204
Assistant Professor	F	9	57,217	3,348
Associate Professor	F	19	71,486	16,243
Professor	F	9	88,537	13,273

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# College of Arts and Sciences - Humanities

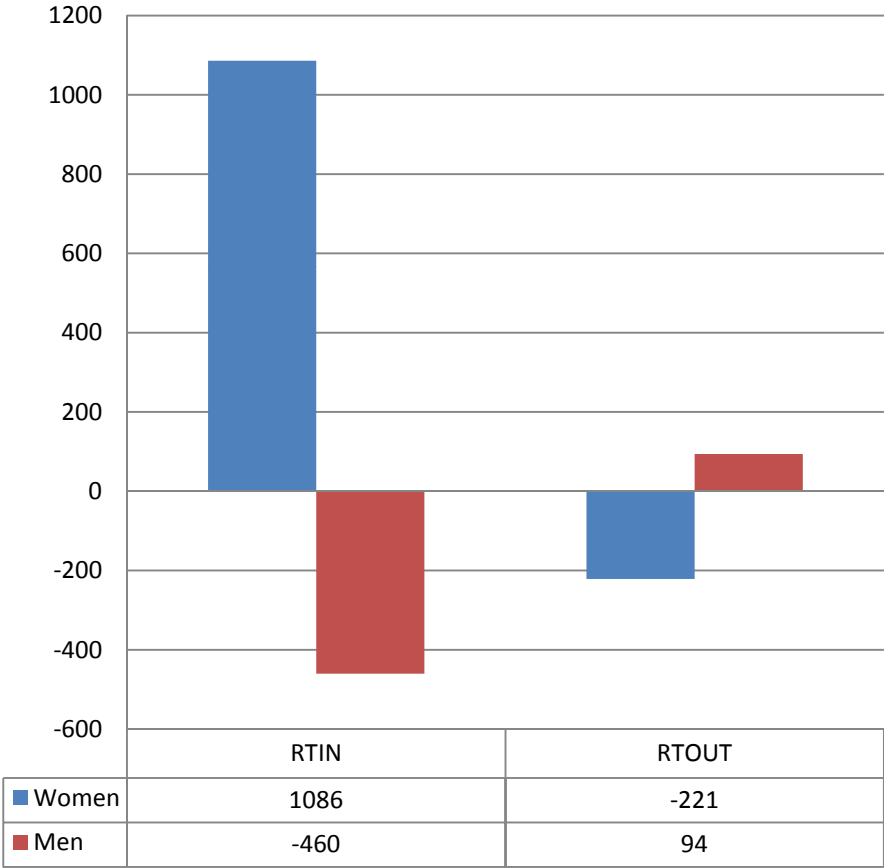




# College of Arts and Sciences – Math, Natural Sciences, Social Sciences

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	F	15	60,433	4,402
Assistant Professor	M	16	63,462	5,282
Associate Professor	F	10	74,748	6,202
Associate Professor	M	19	75,650	8,323
Professor	F	14	103,553	18,393
Professor	M	57	105,745	24,241

# College of Arts and Sciences – Math, Natural Sciences, Social Sciences



# College of Arts and Sciences – Social Sciences Only

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	F	7	59,076	4,590
Assistant Professor	M	6	63,253	6,826
Associate Professor	F	6	72,010	4,093
Associate Professor	M	7	71,9234	8,092
Professor	F	8	104,103	21,132
Professor	M	12	114,065	34,176

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# College of Arts and Sciences – Social Sciences Only

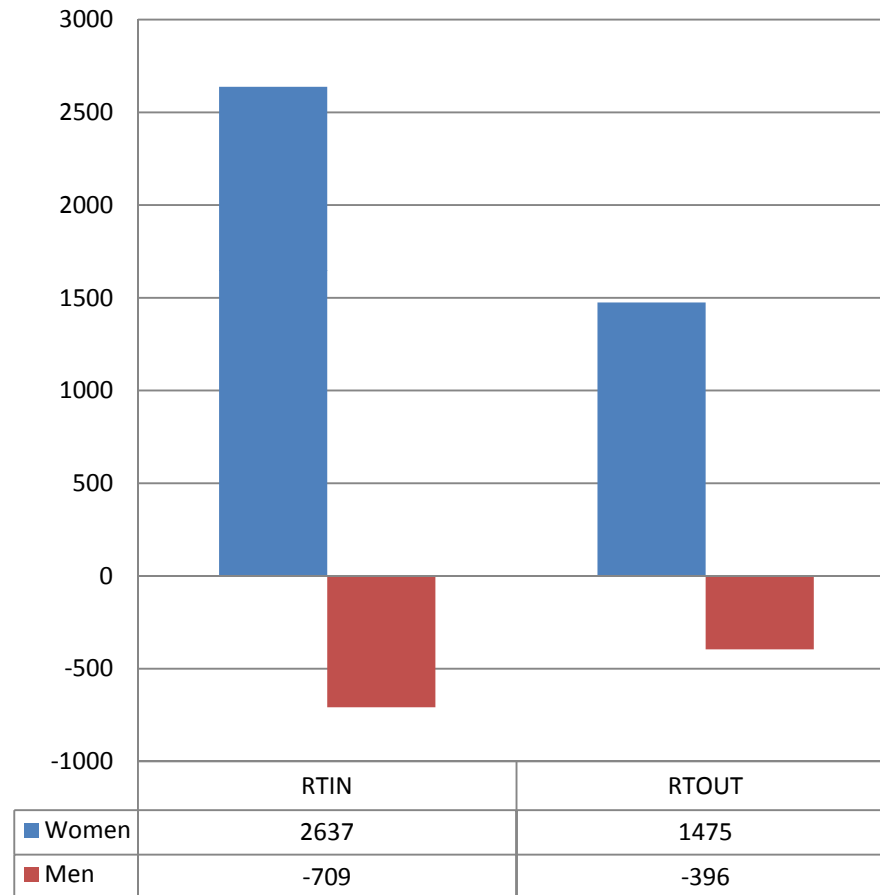


# College of Arts and Sciences – Math & Natural Sciences Only

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	F	8	61,621	4,153
Assistant Professor	M	10	63,588	4,535
Associate Professor	F	4	78,855	7,070
Associate Professor	M	12	77,824	7,978
Professor	F	6	102,820	15,915
Professor	M	45	103,527	20,784

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# College of Arts and Sciences – Math & Natural Sciences Only



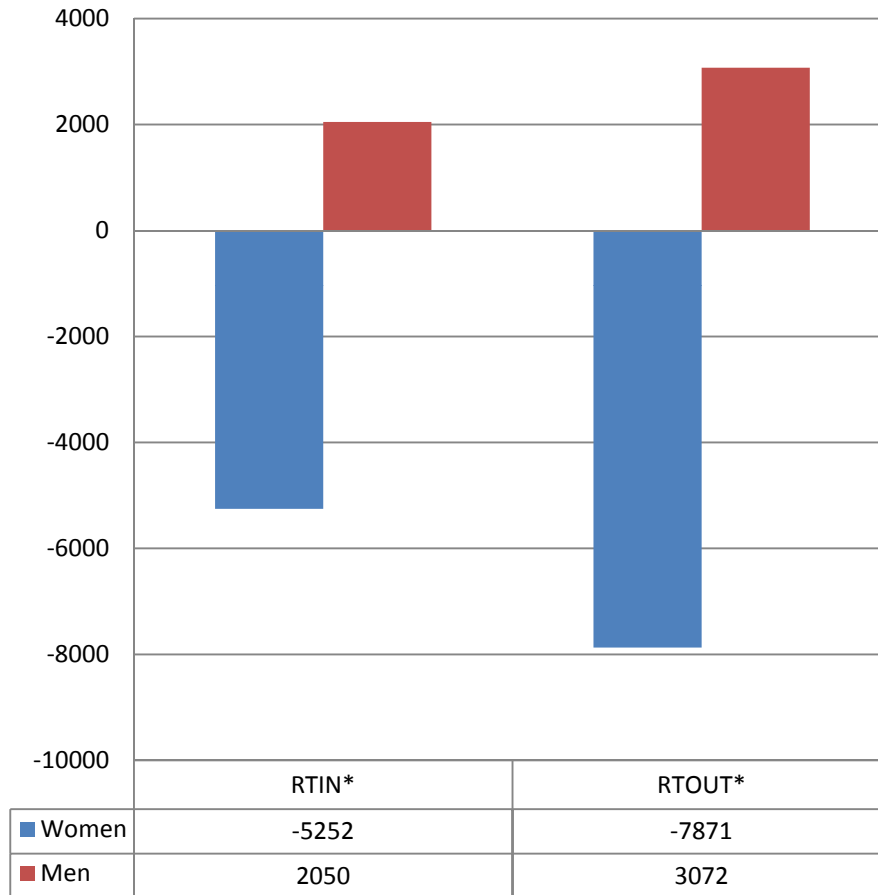
# School of Dental Medicine

Rank	Gender	N	Mean*	Std. Deviation
Assistant Professor	F	10	72,987	8,965
Assistant Professor	M	17	83,678	11,711
Associate Professor	F	5	113,641	39,326
Associate Professor	M	16	97,366	25,822
Professor	F	1		
Professor	M	8	144,189	28,047

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\*Salaries based on 12-month appointment

# School of Dental Medicine



\*Salaries based on 12-month appointment

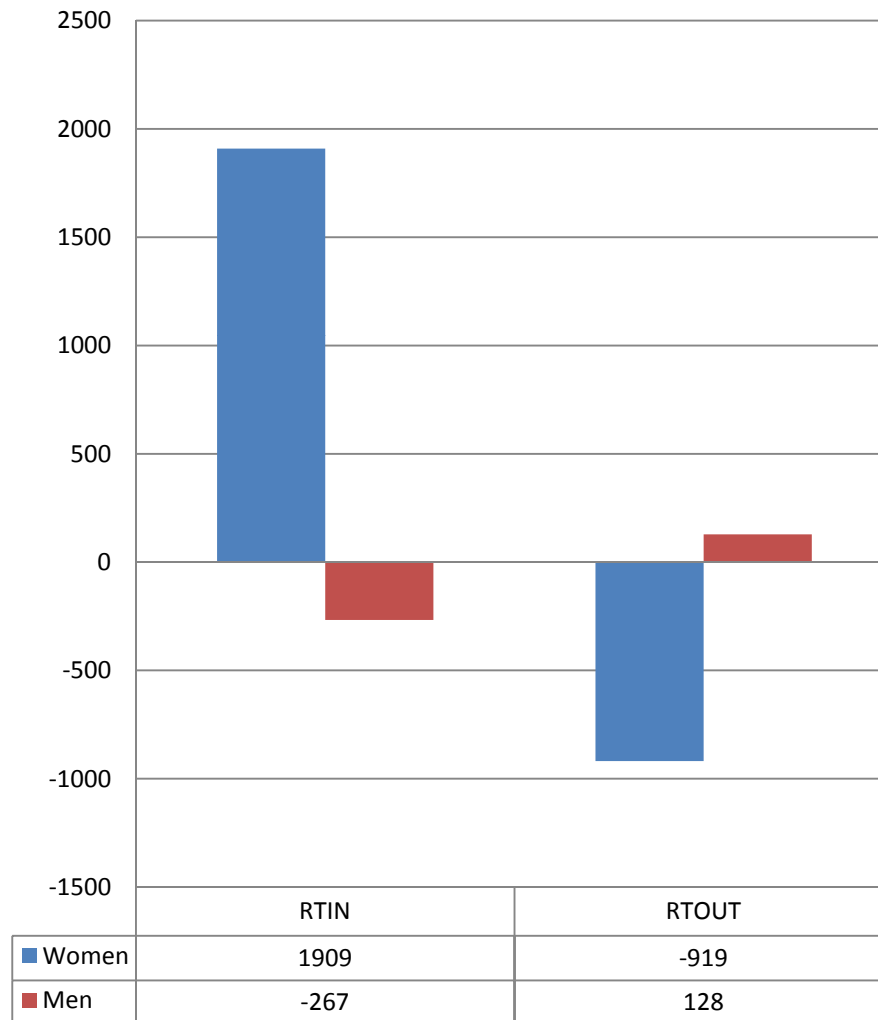


# Case School of Engineering

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	F	6	83,424	6,779
Assistant Professor	M	15	82,800	4,687
Associate Professor	F	3	79,937	5,079
Associate Professor	M	21	87,929	11,324
Professor	F	4	127,139	14,075
Professor	M	57	122,507	26,896

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# Case School of Engineering



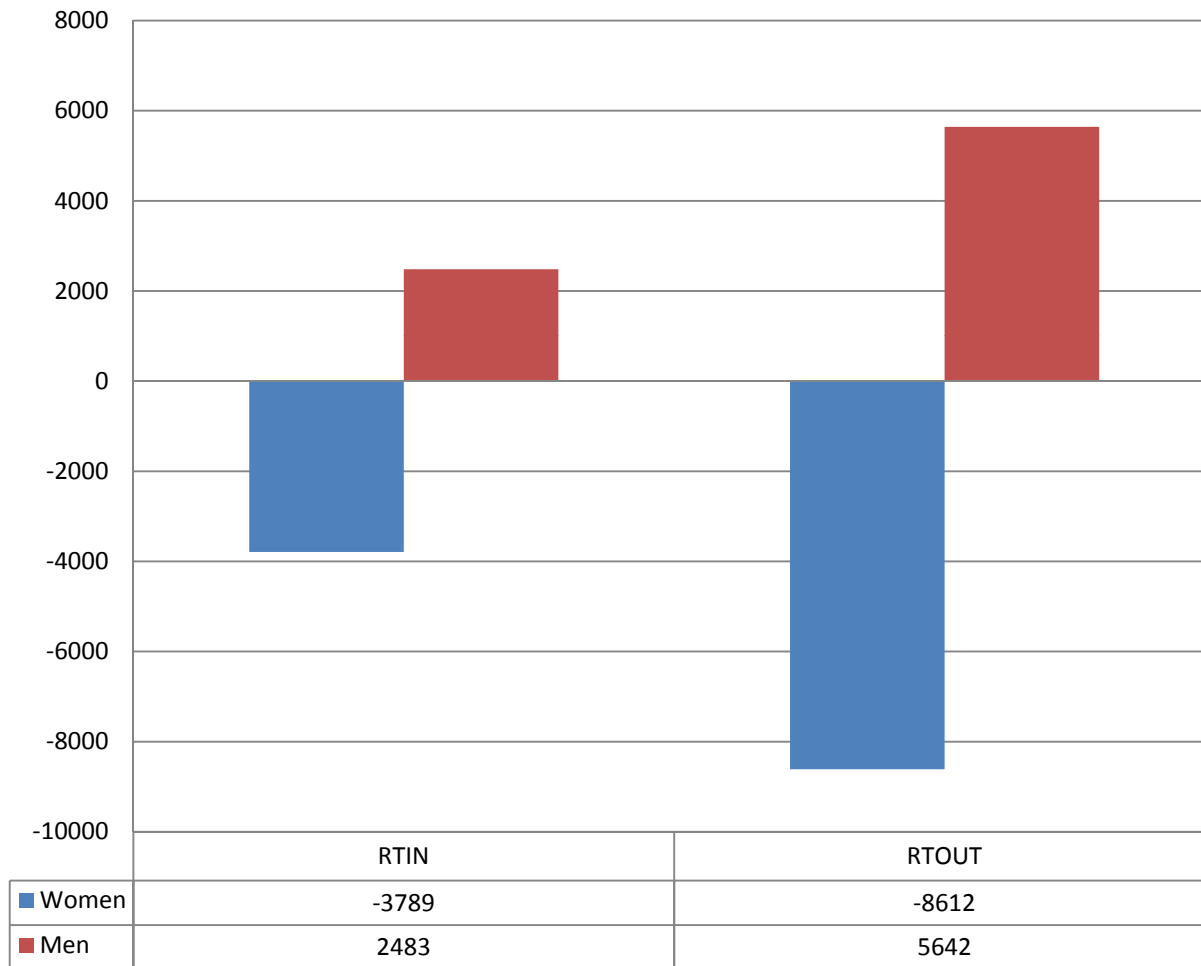
# School of Law

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	F	1		
Assistant Professor	M	1		
Associate Professor	F	7	94,815	21,329
Associate Professor	M	3	113,933	29,462
Professor	F	11	135,065	35,877
Professor	M	25	156,266	46,747

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# School of Law



# School of Medicine - Basic Sciences

Rank	Gender	N	Mean*	Std. Deviation
Assistant Professor	F	26	81,654	13,180
Assistant Professor	M	46	83,504	14,111
Associate Professor	F	20	97,552	17,896
Associate Professor	M	41	101,348	23,212
Professor	F	13	127,757	21,158
Professor	M	43	164,741	48,709

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\*Salaries based on 12-month appointment, department chairs removed from analysis

# School of Medicine - Basic Sciences



\*Salaries based on 12-month appointment, department chairs removed from analysis

# Weatherhead School of Management

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	F	5	133,480	28,448
Assistant Professor	M	11	117,155	18,156
Associate Professor	F	2		
Associate Professor	M	10	125,971	24,448
Professor	F	3	121,795	15,894
Professor	M	25	162,909	40,409

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# Weatherhead School of Management





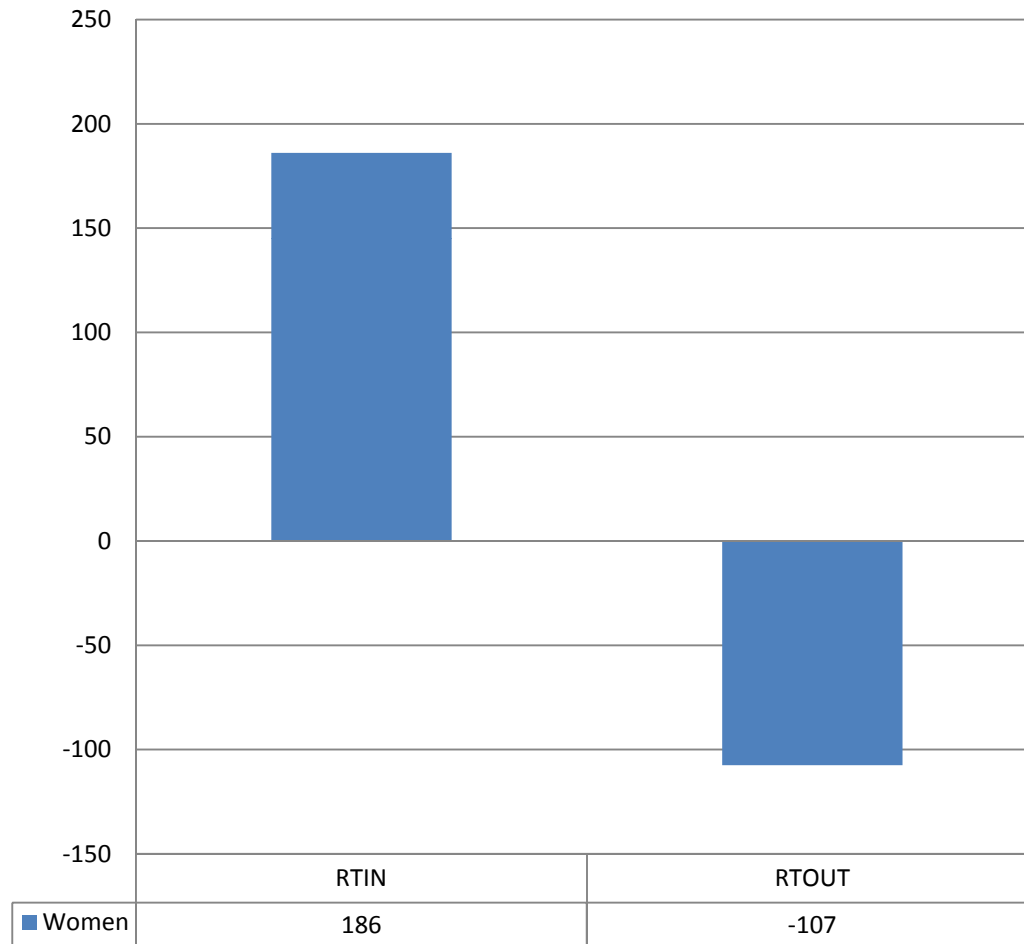
# Frances Payne Bolton School of Nursing

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	F	26	63,101	7,957
Assistant Professor	M	1		
Associate Professor	F	13	81,043	10,622
Associate Professor	M	1		
Professor	F	12	119,526	20,838

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# Frances Payne Bolton School of Nursing



# Mandel School of Applied Social Sciences

Rank	Gender	N	Mean	Std. Deviation
Assistant Professor	F	3	57,942	6,151
Assistant Professor	M	1		
Associate Professor	F	4	93,862	9,468
Associate Professor	M	4	72,821	10,887
Professor	F	3	121,355	42,311
Professor	M	6	135,290	18,090

# Mandel School of Applied Social Sciences



# Gender Summary – Salary Equity Study

All FTE except clinical departments of the School of Medicine.

School	Discrepancy of residual values 2008-2009
A&S - Humanities	\$1,258 W
A&S – Math & Natural Sciences	\$3,346 W
A&S – Social Sciences	\$1,225 M
A&S – Math, Natural Sciences and Social Sciences	\$1,546 W
Engineering	\$2,176 W
Management	\$3,411 M
Nursing	N/A
Dentistry	\$7,302 M
Law	\$6,272 M
School of Medicine	\$5,157 M
MSASS	\$2,319 W

# Summer Salary

Faculty in Dentistry and the School of Medicine are on 12 month contracts and, thus, do not receive summer salaries

School		% With Salary	Mean	St. Dev.
<b>A&amp;S - Humanities</b>	Men	22%	\$9,928	\$5,927
	Women	19%	\$8,985	\$4,214
<b>A&amp;S – Math &amp; Natural Sciences</b>	Men	66%	\$20,606	\$9,675
	Women	67%	\$14,819	\$5,330
<b>A&amp;S – Social Sciences</b>	Men	52%	\$15,414	\$10,863
	Women	67%	\$16,686	\$13,010
<b>A&amp;S – Math, Natural Sciences and Social Sciences</b>	Men	62%	\$19,422	\$10,099
	Women	67%	\$15,824	\$10,071
<b>Engineering</b>	Men	70%	\$23,536	\$13,224
	Women	69%	\$28,646	\$16,277
<b>Law</b>	Men	66%	\$12,771	\$8,318
	Women	53%	\$11,998	\$3,676
<b>Management</b>	Men	63%	\$18,675	\$12,078
	Women	60%	\$29,238	\$5,749
<b>Nursing</b>	Men	0%	\$0	\$0
	Women	35%	\$10,464	\$10,307
<b>MSASS</b>	Men	73%	\$24,547	\$12,628
	Women	80%	\$17,999	\$10,102

# Supplemental Salary

		% With Sup.	Mean	St. Dev.
<b>A&amp;S - Humanities</b>	Men	22%	\$7,858	\$3,151
	Women	8%	\$6,408	\$7,523
<b>A&amp;S – Math &amp; Natural Sciences</b>	Men	13%	\$16,864	\$13,077
	Women	22%	\$8,273	\$4,316
<b>A&amp;S – Social Sciences</b>	Men	28%	\$13,099	\$13,898
	Women	5%	*	
<b>A&amp;S – Math, Natural Sciences and Social Sciences</b>	Men	17%	\$15,217	\$13,122
	Women	13%	\$12,305	\$9,760
<b>Dentistry</b>	Men	44%	\$13,312	\$12,102
	Women	25%	\$12,200	\$11,315
<b>Engineering</b>	Men	17%	\$16,691	\$18,056
	Women	38%	\$18,074	\$12,050
<b>Law</b>	Men	62%	\$11,208	\$9,415
	Women	53%	\$7,958	\$6,877
<b>School of Medicine</b>	Men	15%	\$25,180	\$17,293
	Women	10%	\$12,541	\$9,360
<b>Management</b>	Men	4%	\$13,768	\$3,157
	Women	20%	\$33,994	\$4,078
<b>Nursing</b>	Men	50%	\$13,000	\$0
	Women	25%	\$10,077	\$4,382
<b>MSASS</b>	Men	0%	\$0	\$0
	Women	30%	\$11,000	\$3,606

\*Only one supplement. Removed to protect confidentiality