

**Women's Faculty Special Interest Group
Clearinghouse Committee Subcommittee
Salary Analysis for Gender Disparities, 2004-2010: Executive Summary
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The salary analysis sub-committee of the Clearinghouse Committee was charged with evaluating faculty salary data for gender disparities and to evaluate if any disparities improved or worsened over time. Salary information was collected via contact with the research manager at the American Association College of Pharmacy. Mean and 25th, 50th, and 75th percentile data were procured by gender for the following categories: rank/years in rank (including administrative faculty), institution type, appointment year, department, and tenure status. Below are key findings for each category.

Rank and Years in Rank

For administrative faculty, there are an insufficient number of data points to draw an appreciable estimation of salary trends; however, there appear to be greater discrepancies for those at higher ranks with more years of service, particularly at higher pay scales. For faculty at the Professor level, differences in salary between genders is most apparent at higher pay scales and at higher years of service (>10 years). With very few exceptions, salary differences between genders for Associate and Assistant Professors are small and likely of minor significance.

Institution Type

Trends in salary differences between genders for Deans are inconsistent, with no more than a 6 percent difference in any category. Salary differences between genders for Associate Deans are small for those employed at private, calendar year institutions. For Associate Deans employed at public, calendar year institutions, male salaries are approximately 10 to 15 percent higher than their female counterparts. For Assistant Deans, large disparities exist for those at the lower pay scale employed at private, calendar year institutions and for those employed at public, calendar year institutions. Differences appear to stay consistent or widen over time. Trends in salary data for faculty are inconsistent. Large disparities were noted between genders for those faculty at the professor level employed at private institutions with an academic year appointment. Differences in professor salary were minimal between genders for public institutions with an academic year appointment and for private institutions with a calendar year appointment. Differences in male professor salaries have consistently been approximately 8-10 percent higher than their female counterparts for those employed at public institutions with a calendar year appointment. Regardless of institution type, small differences existed between genders, with any disparities narrowing over time, for faculty at the associate professor level. Differences between faculty at the assistant professor level are likely insignificant and have remained consistent over time.

Appointment Year

For almost every category evaluated, faculty employed with a calendar year appointment earned a higher salary than those employed with an academic year appointment.

Department

Salary trends for faculty in the Biological Sciences are inconsistent; however, males generally make approximately 10 percent more than their female counterparts. Salary disparities for faculty employed in Medicinal and Pharmaceutical Chemistries, Pharmaceuticals, Social and Administrative Sciences, Pharmacology, and Pharmacy Practice are largest at higher pay scales. Differences in salary for Social and Administrative Sciences faculty have narrowed over time, while those for faculty in Pharmacology have begun to increase over the past 2 to 3 years.

Tenure Status

Tenured males earned more income than their female counterparts. Salary differences among tenure-track faculty are less than those who have already received tenure. Percent differences in salary have generally decreased over time with the largest differences noted at higher pay scales. The largest disparities were noted among non-tenure-track males with an academic appointment. Salary differences began to widen for this sub-group beginning in the 2006-2007 year, with the largest differences again seen at higher pay scales.

Conclusion

These data must be interpreted cautiously. As data supplied were not raw data, inferential statistics could not be applied to these data. Additionally, the data are presented in a variety of settings, making consistent trends difficult to determine. The most concerning findings were the fairly consistent differences at higher pay scales. Potential contributors to this include women being hired in at lower salaries, males receiving larger raises, or females lacking appropriate negotiation skills.