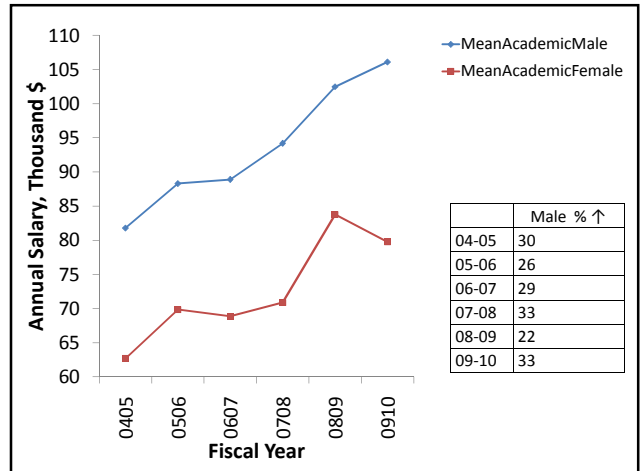
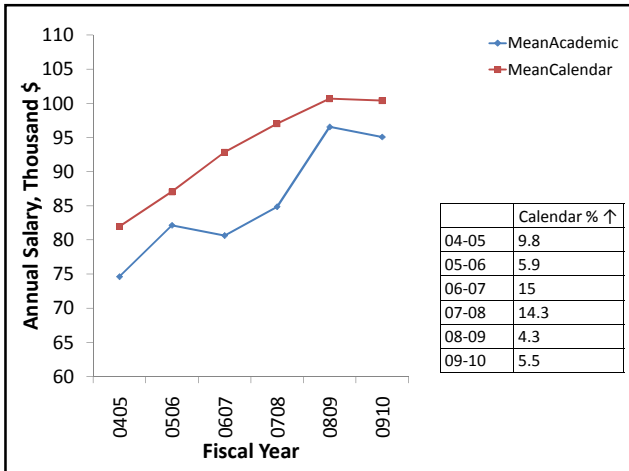
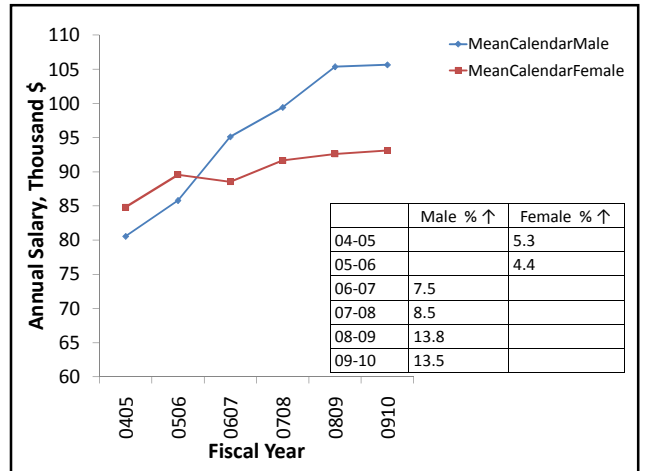
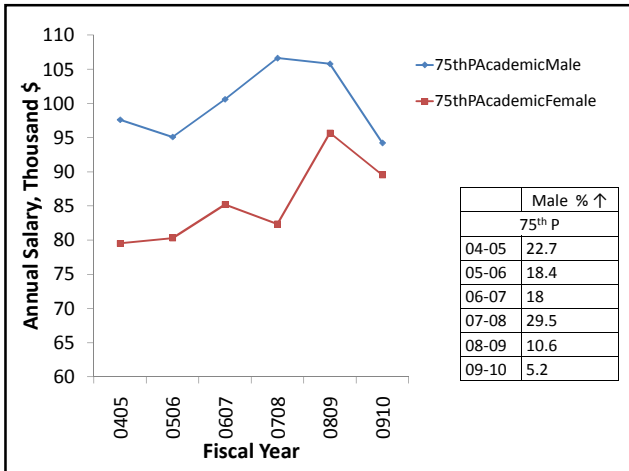
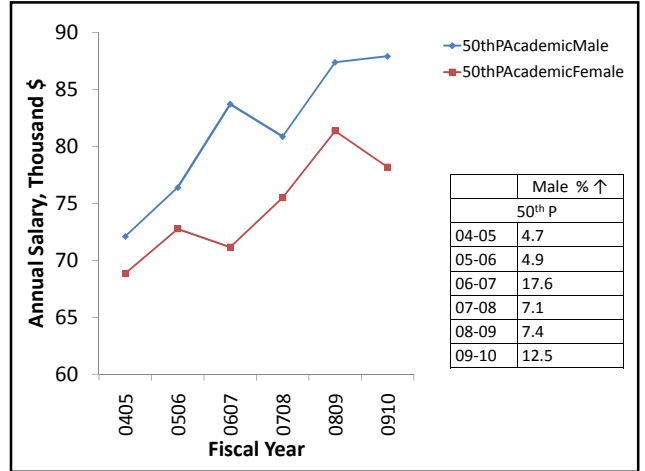
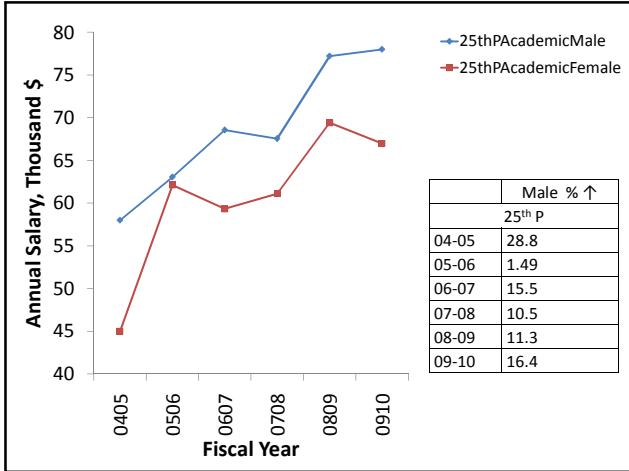


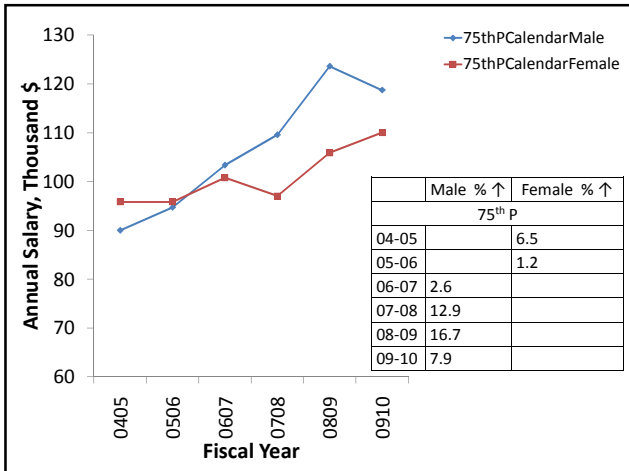
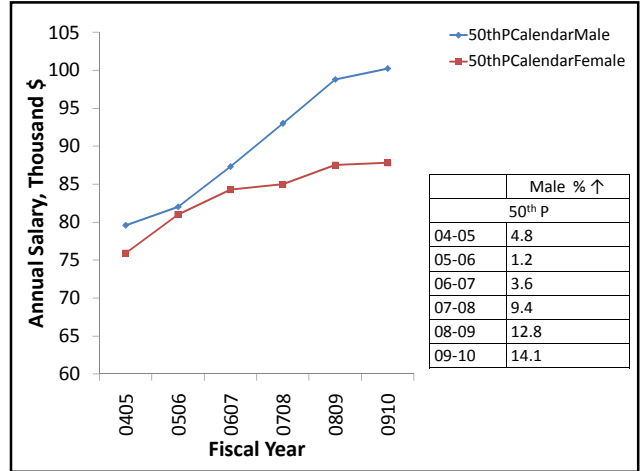
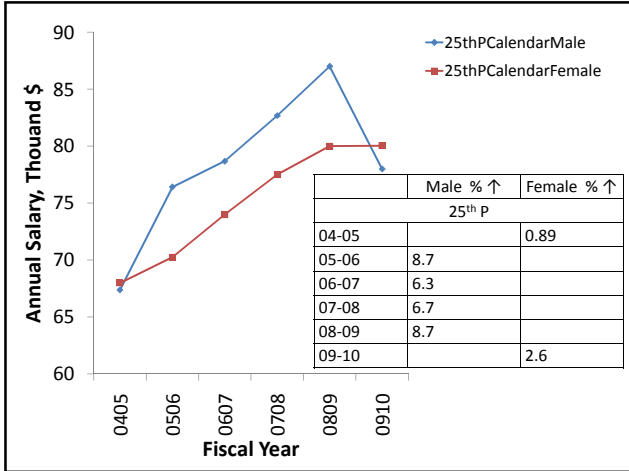
Analysis of Salary Data 2004-2010

Women's Faculty SIG
Clearinghouse Committee Subgroup
T.M. Wensel, J. Johnson, J. Kavookjian,
K. Galt

BIOLOGICAL SCIENCES



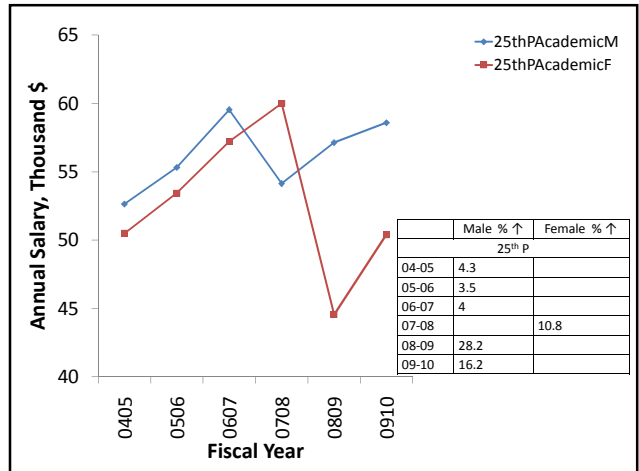
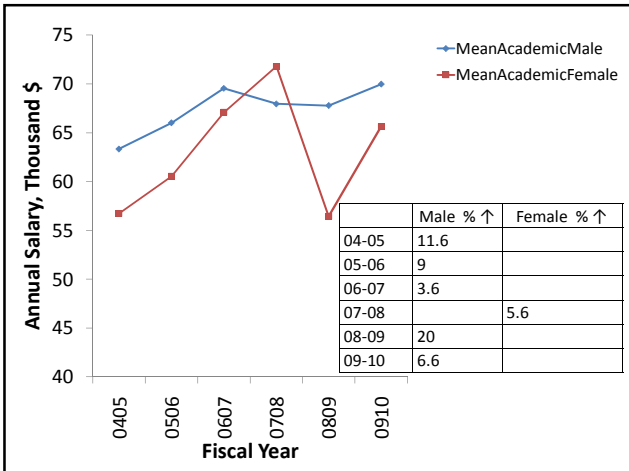
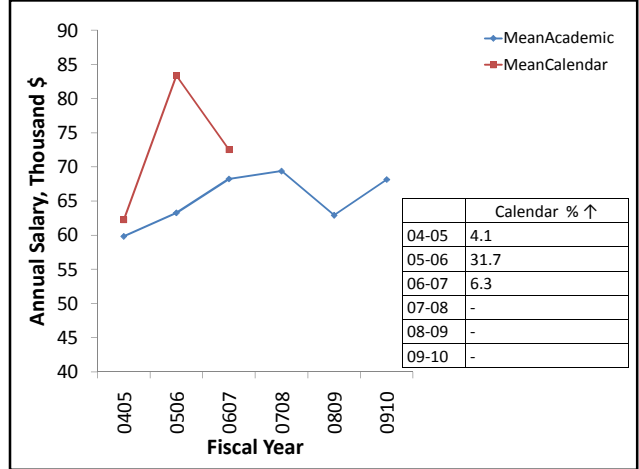


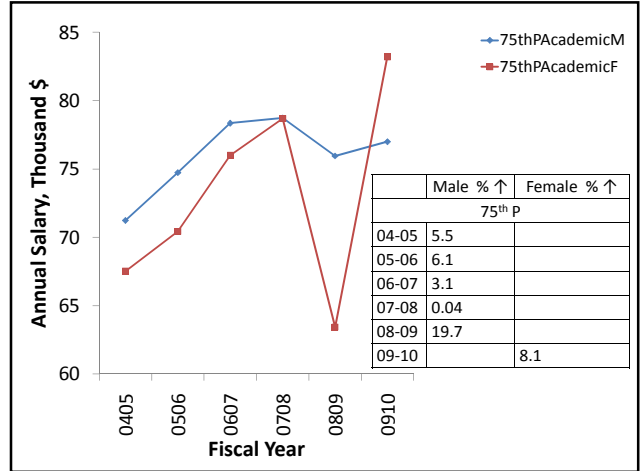
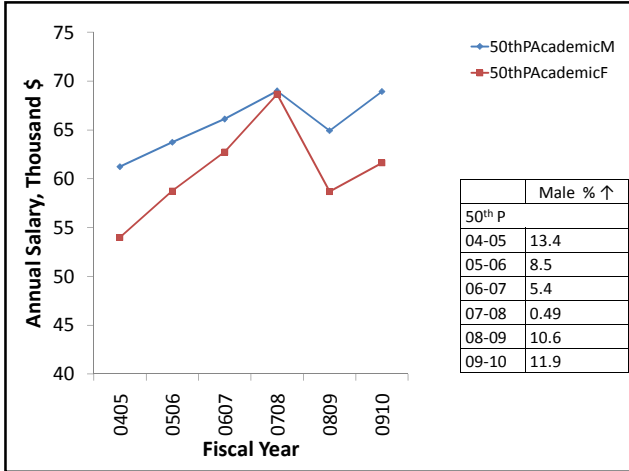


Analysis

- Faculty employed on a calendar year make more than those on an academic year
- Males employed on an academic year make 5 to 33% more than females
 - Gap has INCREASED except for the 75th percentile
- Calendar males generally make 8 to 15% more than females
 - No consistent trend

LIBERAL ARTS

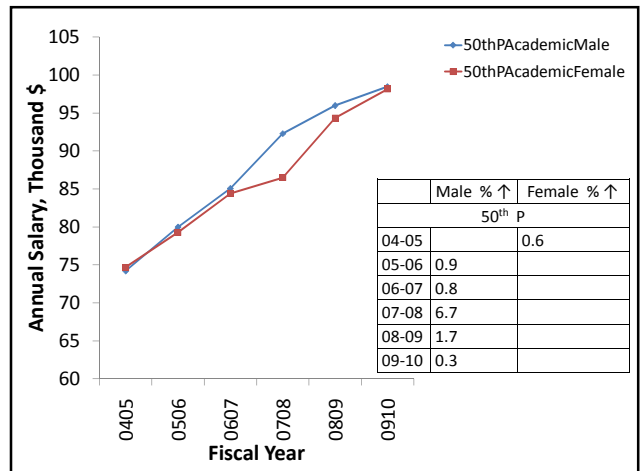
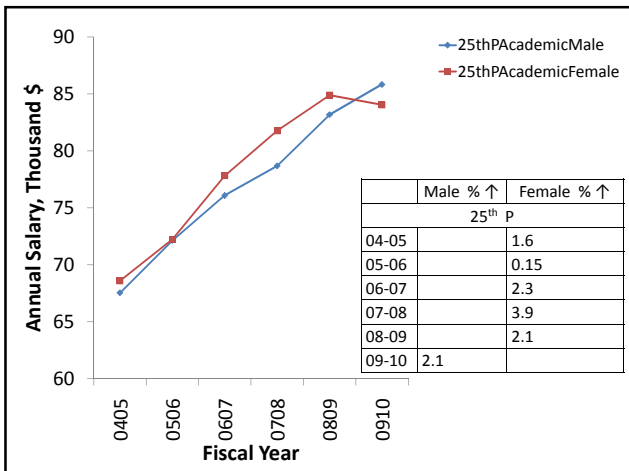
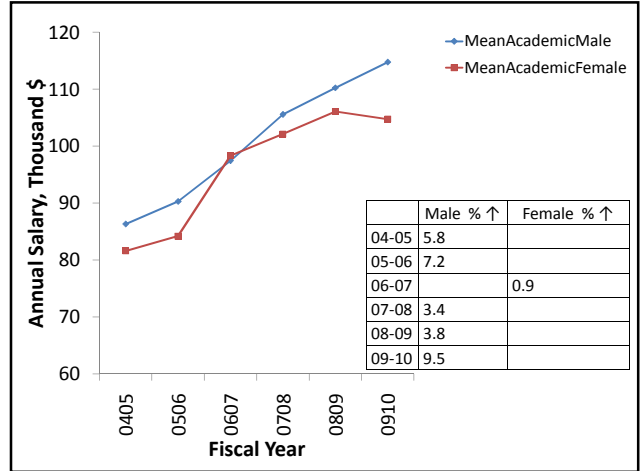
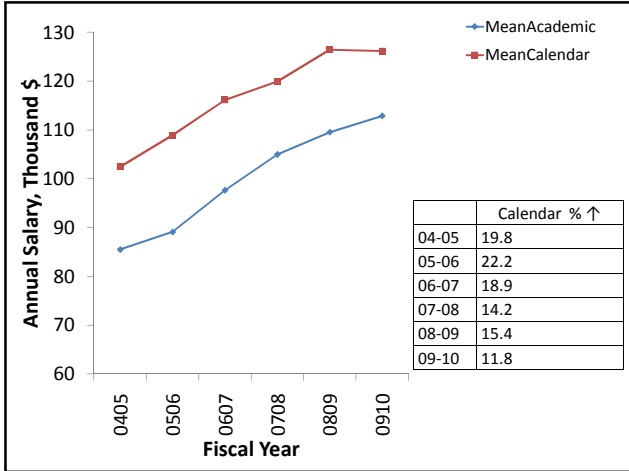


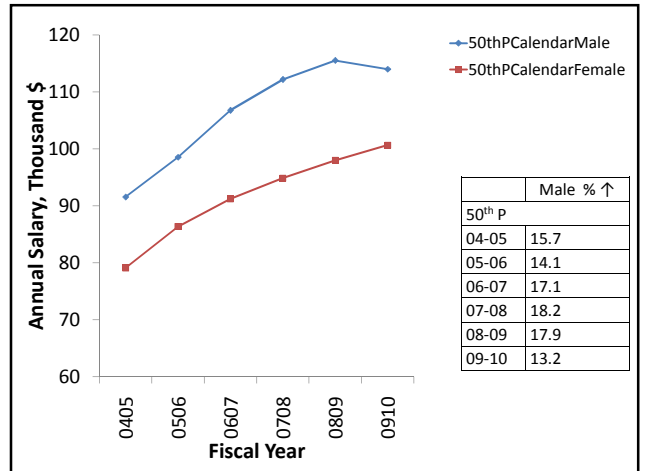
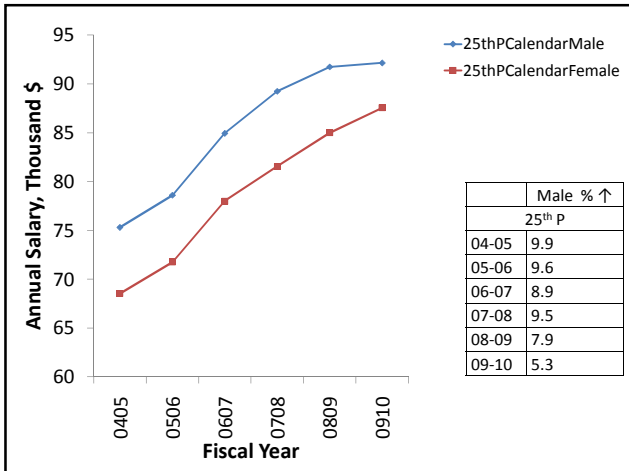
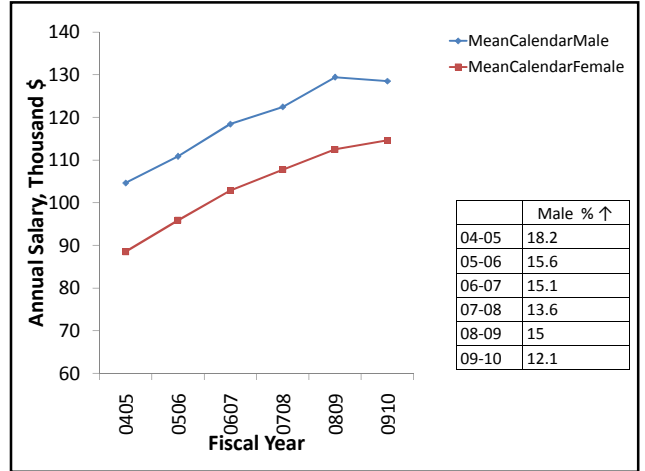
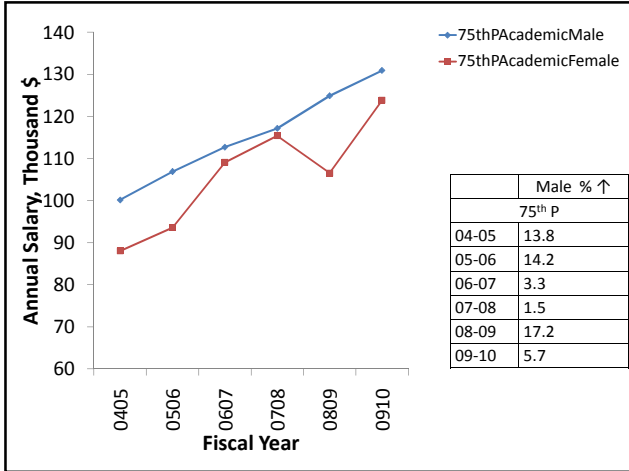


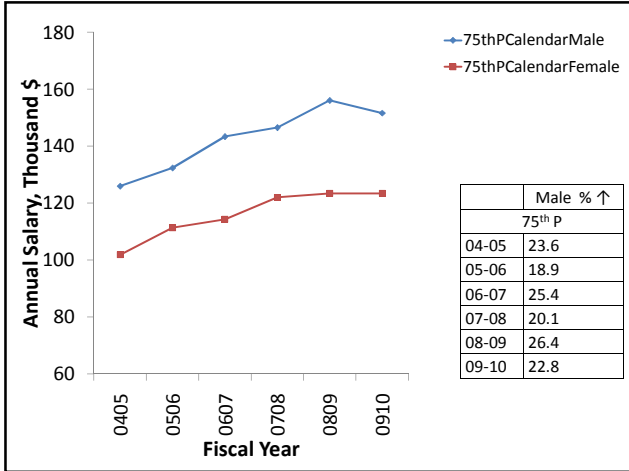
Analysis

- After catching up or exceeding male salaries, 08-09 saw drastic declines in female salaries – Now facing a gap of 6 to 16%
- Only females paid at the 75th percentile made more than males in 09-10 (~8% increase)

**MEDICINAL; PHARMACEUTICAL
CHEMISTRY ;PHARMACOGNOSY**



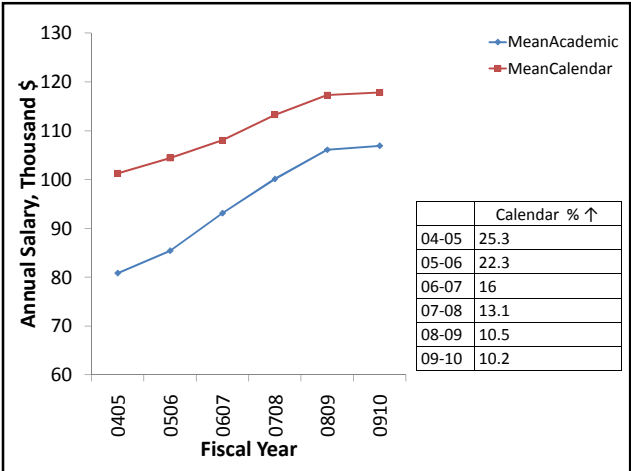


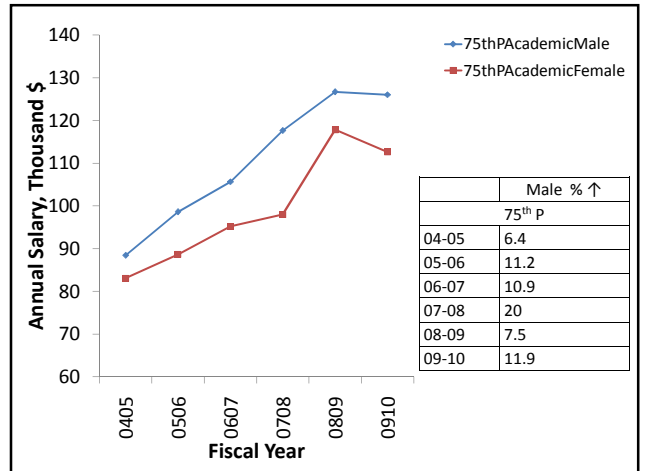
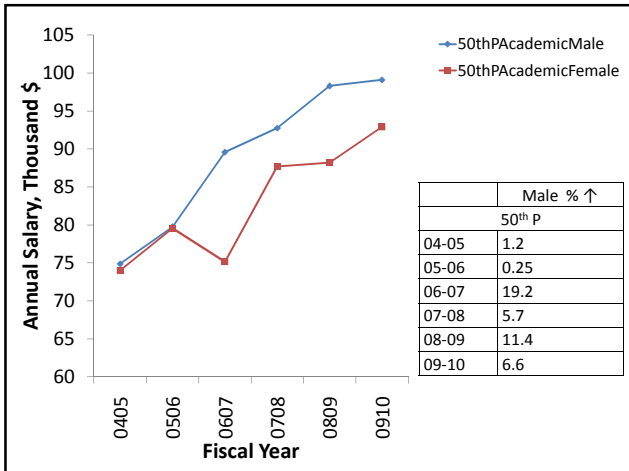
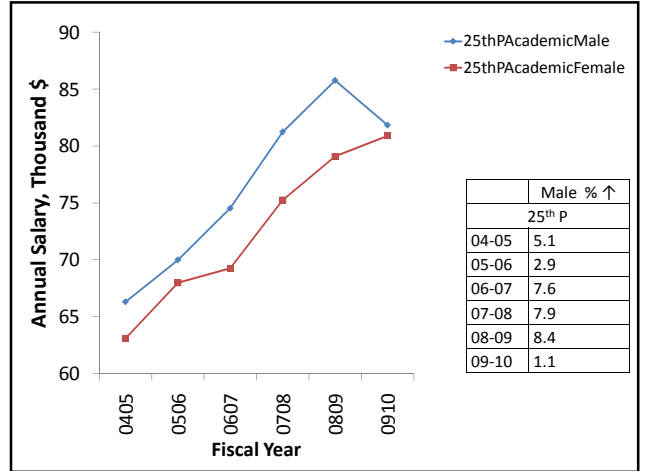
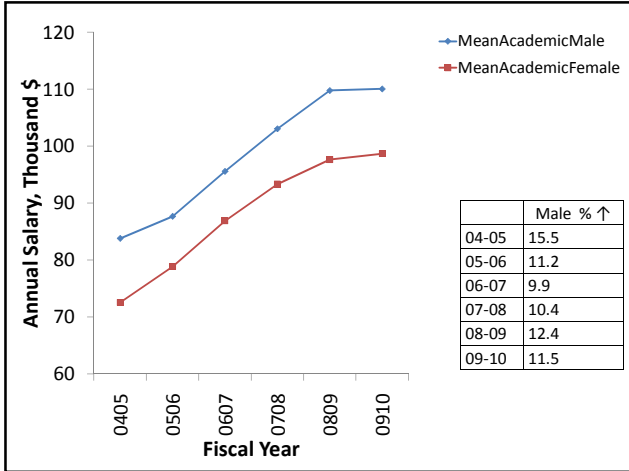


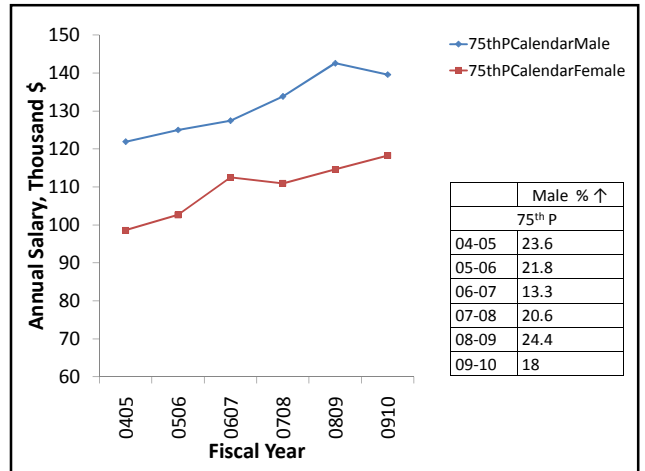
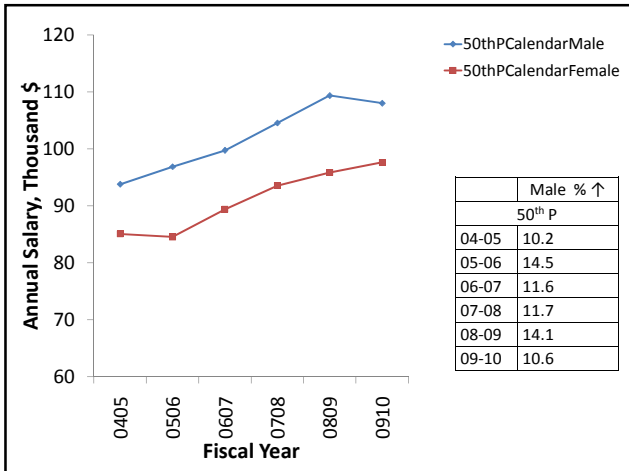
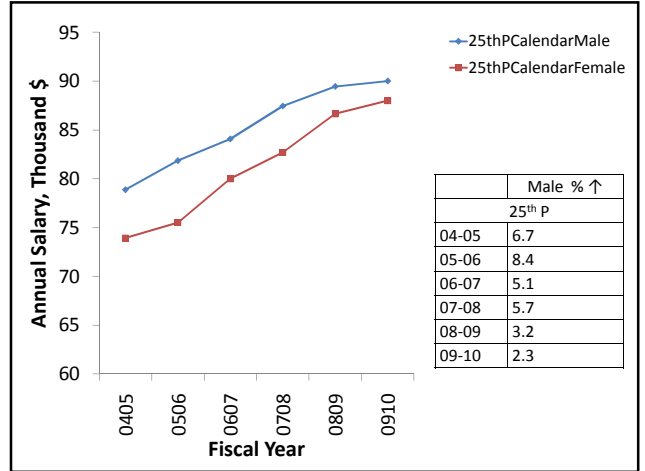
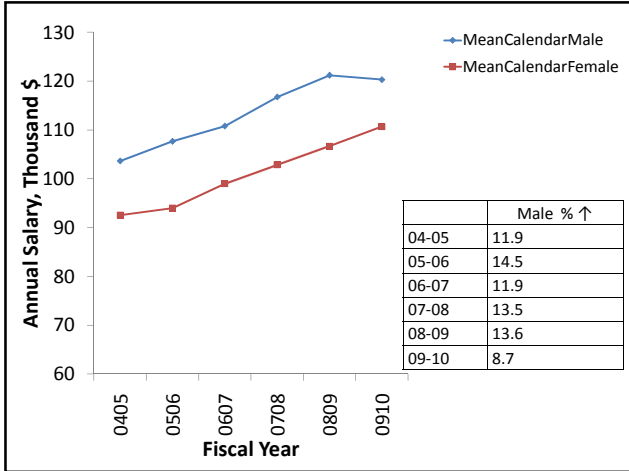
Analysis

- Faculty employed on a calendar year make more than those on an academic year
- Academic appointments are similar with the exception of the 75th percentile (males ~5% higher)
- Gaps in salary for faculty with a calendar appointment increase as pay scale increase
 - Differences range from 5 to 23%

PHARMACEUTICS



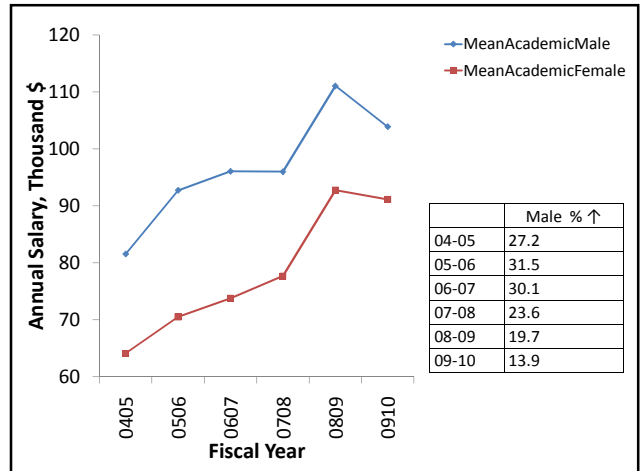
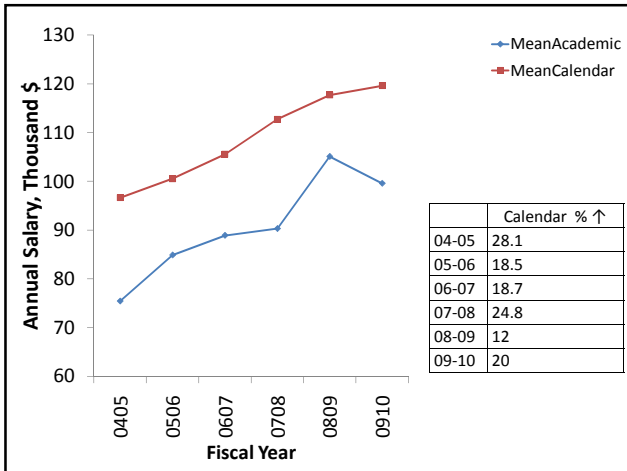


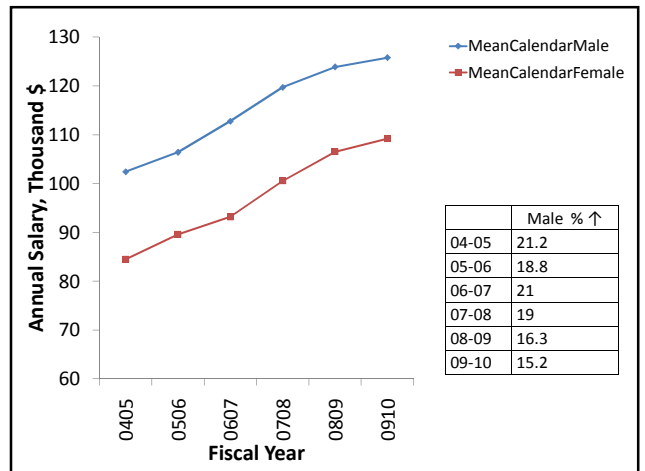
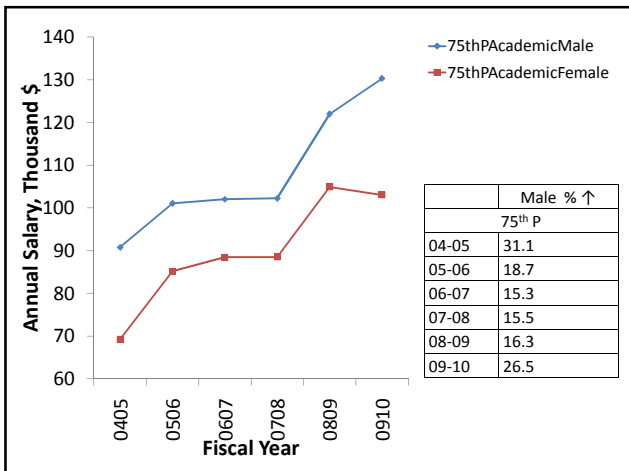
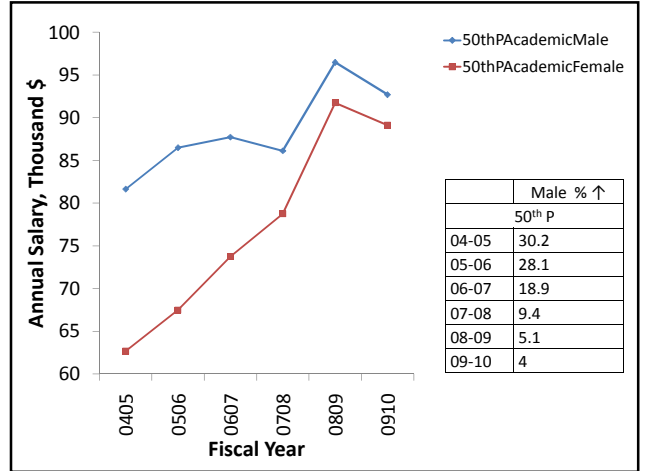
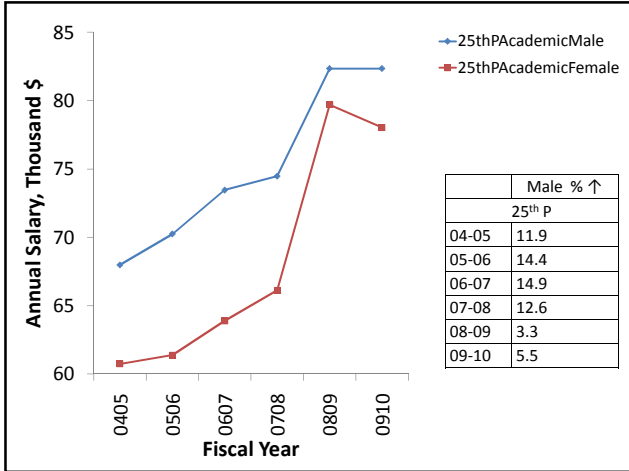


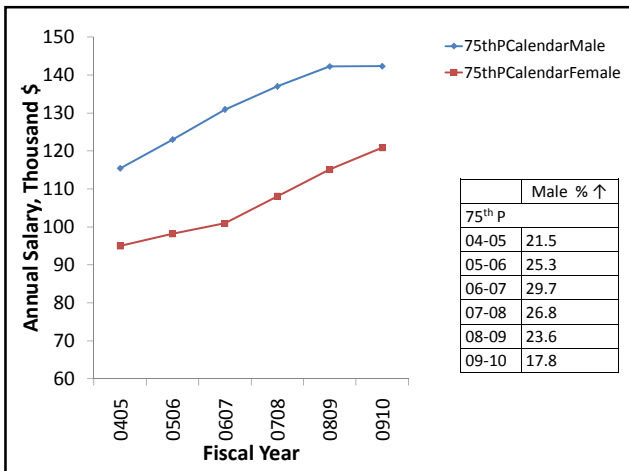
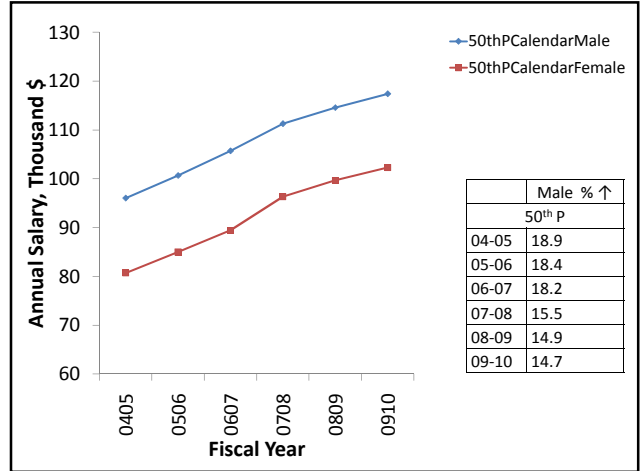
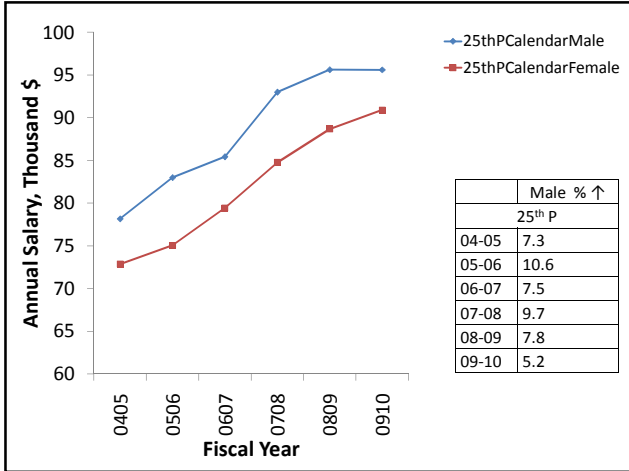
Analysis

- Faculty employed on a calendar year make more than those on an academic year
- With the exception of the lowest pay scale, males with an academic year appointment make 6 to 10% more than females
- Gaps in salary for faculty with a calendar appointment increase as pay scale increase
 - Differences range from 2 to 18%

SOCIAL & ADMINISTRATIVE SCIENCES



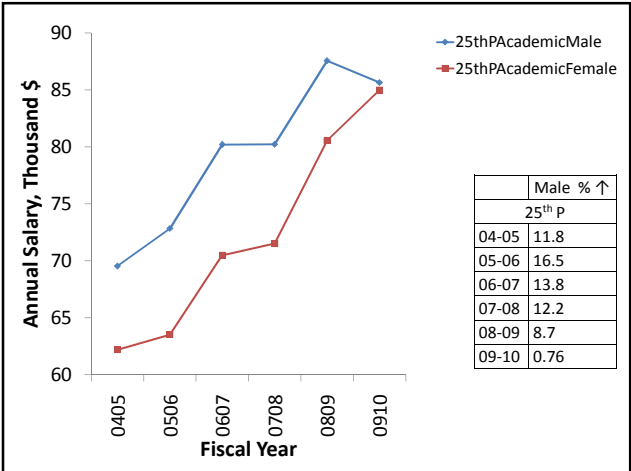
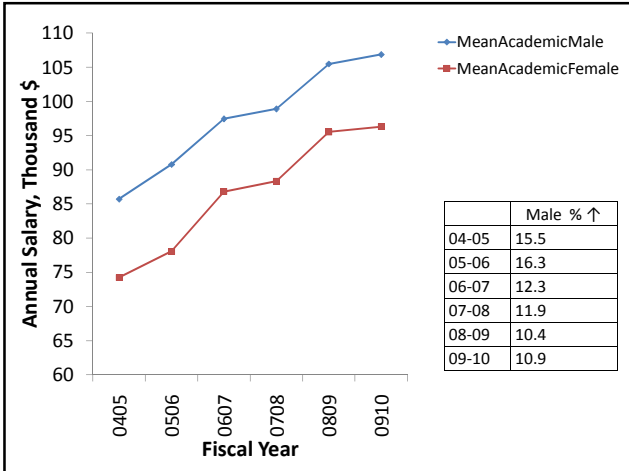
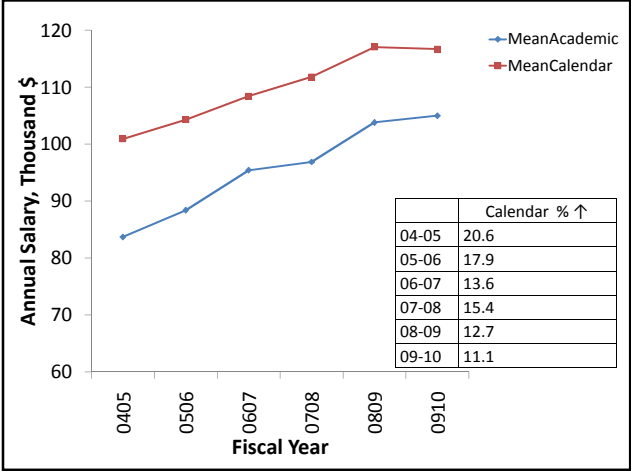


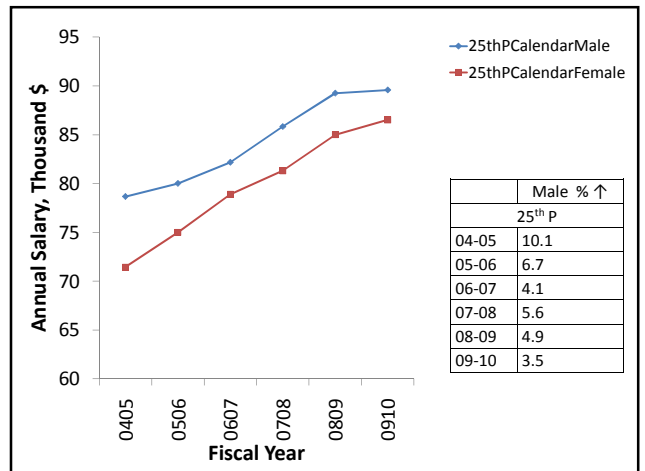
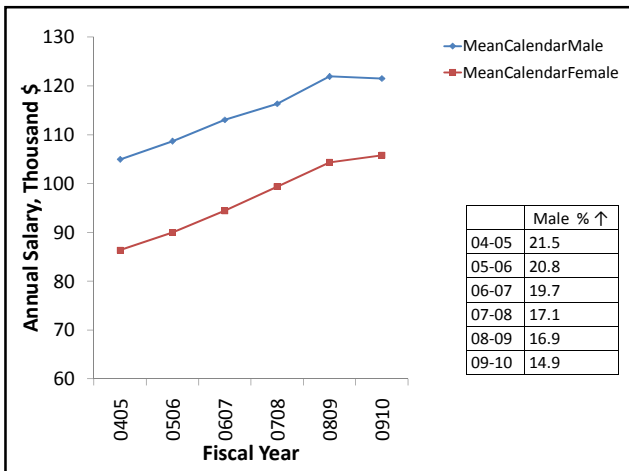
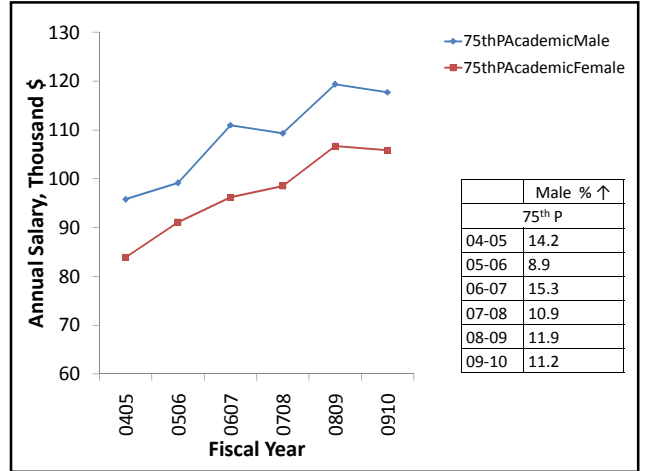
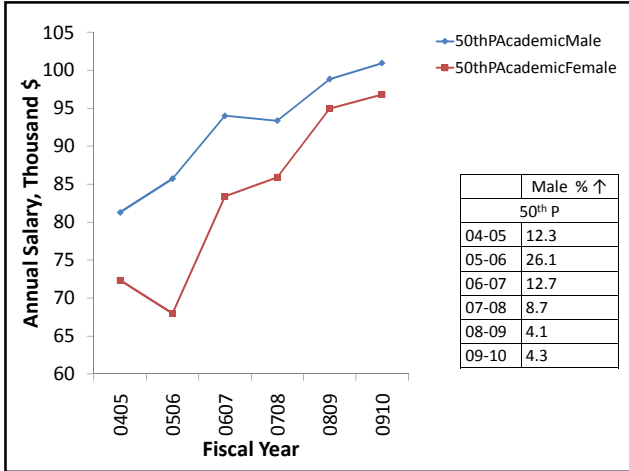


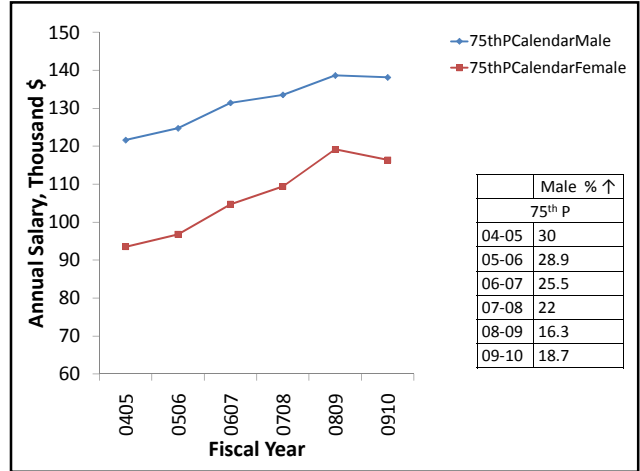
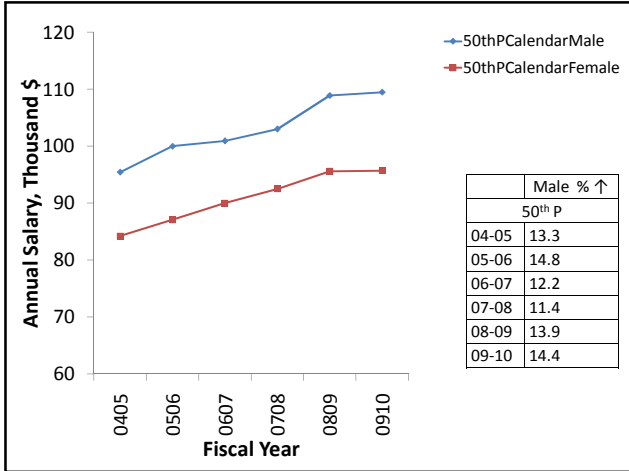
Analysis

- Faculty employed on a calendar year make more than those on an academic year
- For academic appointments, the gap has narrowed to a small difference (~5%), but is much higher at the 75th percentile (~26%)
- For calendar appointments, gaps have stayed fairly consistent with a slow narrowing
 - Largest disparity is seen at the higher pay scale

PHARMACOLOGY



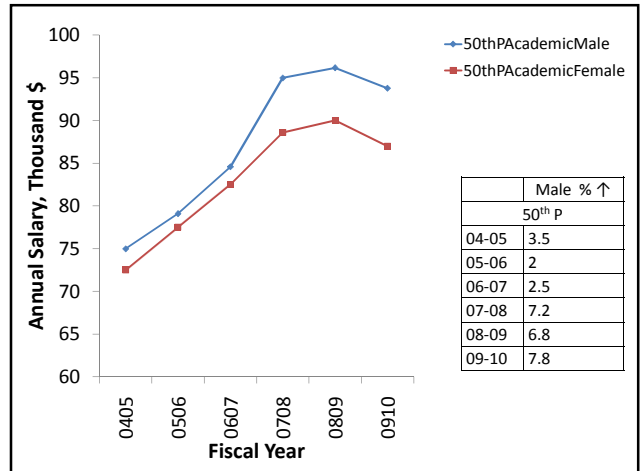
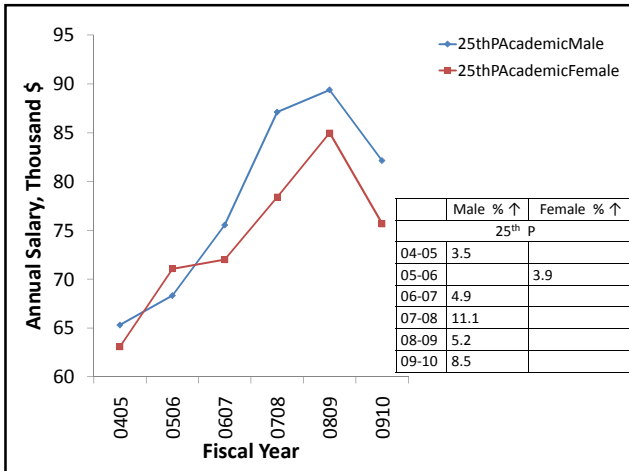
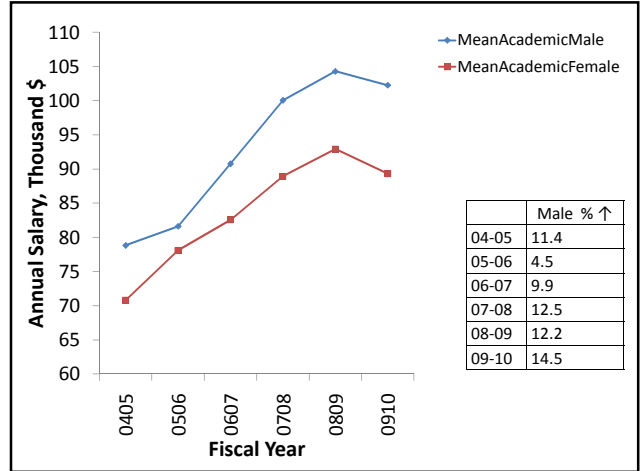
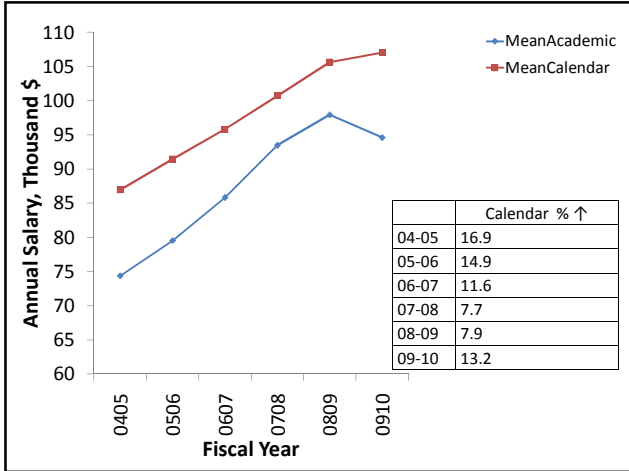


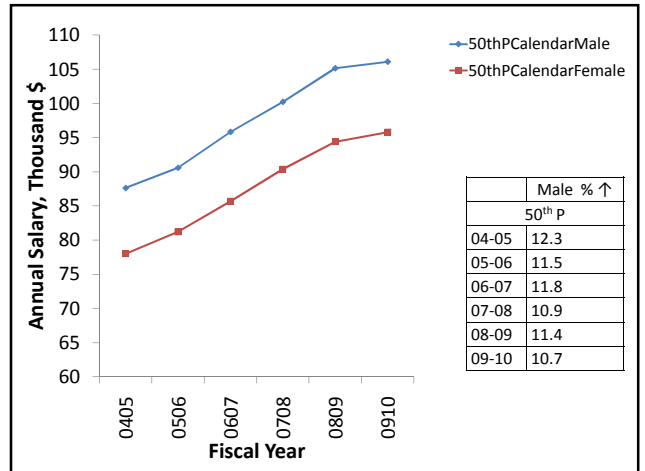
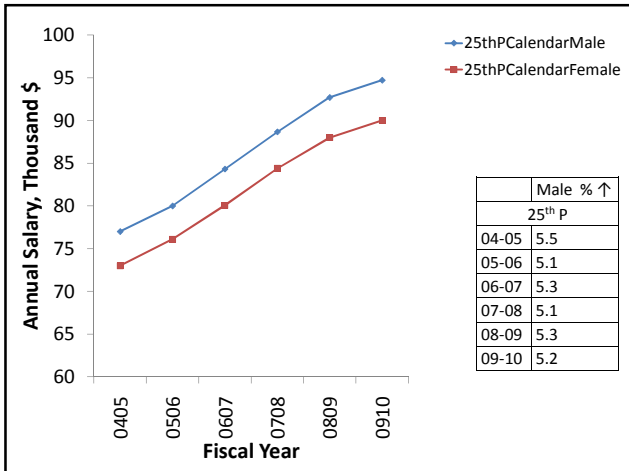
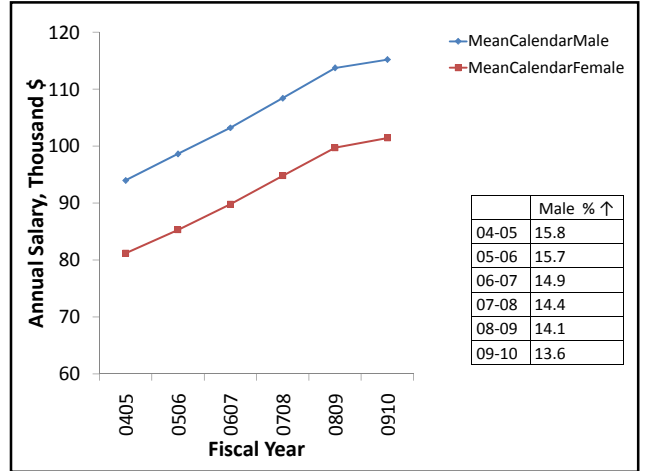
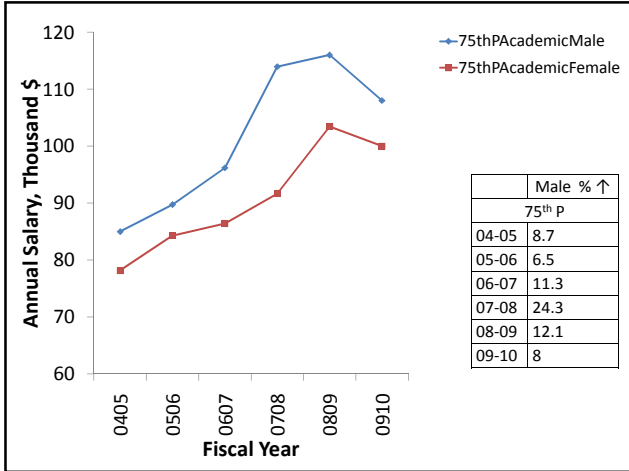


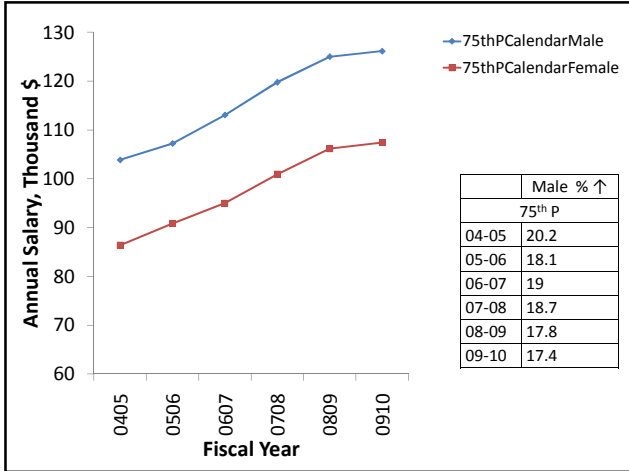
Analysis

- Faculty employed on a calendar year make more than those on an academic year
- Salary gaps for academic appointments have narrowed and almost reach equality, except for the 75th percentile
- Salary gaps for calendar appointments have begun to increase over the past 2 to 3 years
 - Largest increases in disparity seen at the 50th and 75th percentiles

PHARMACY PRACTICE



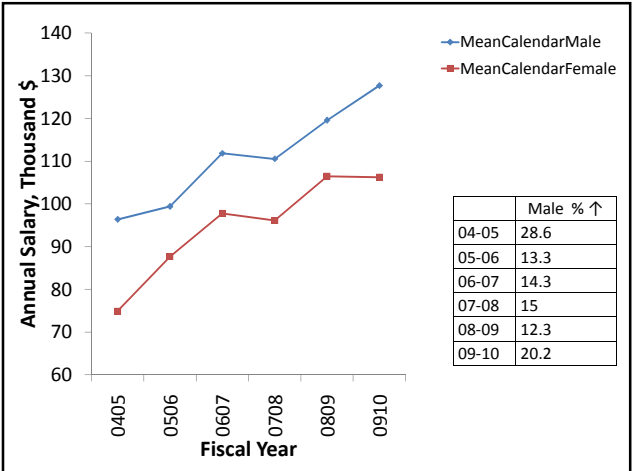


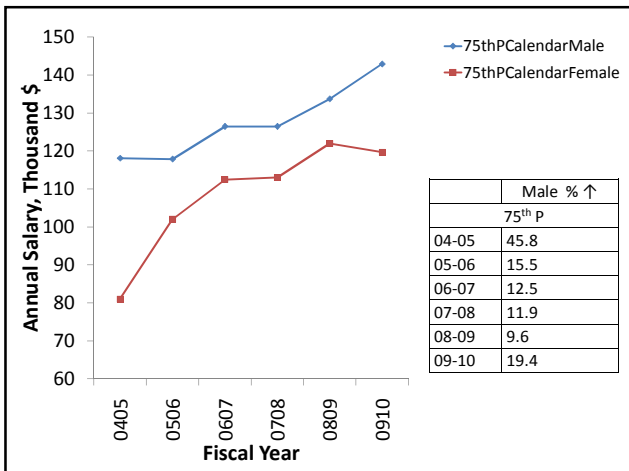
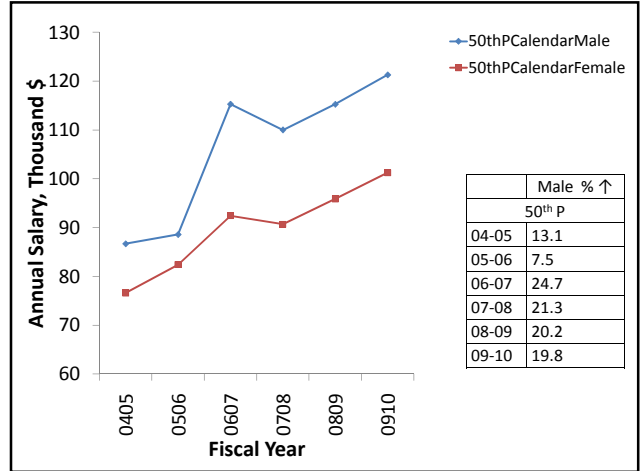
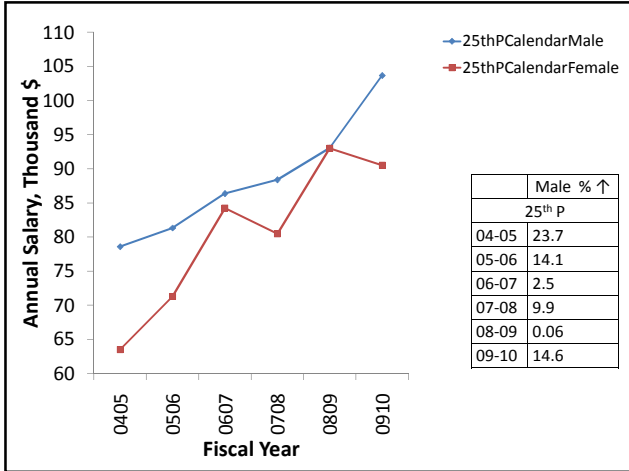


Analysis

- Faculty employed on a calendar year make more than those on an academic year
- Inconsistent trends in salary, but males with an academic appointment make more than females
 - While males still make more, the gap at the 75th percentile has decreased over the past 2 to 3 years
- Differences among calendar appointments have stayed consistent with the largest gap seen at higher pay scales

CPE





Analysis

- Salary differences are inconsistent with a recent increase in the gap between males and females
- Males make upwards of 20% more than females, regardless of percentile

Women's Faculty SIG Session

*The Power of Negotiation in
Achieving Your Goals*

Monday, July 12th from 8-9:30 am