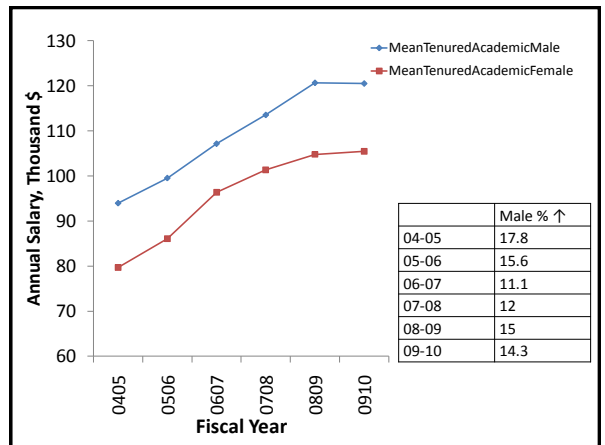
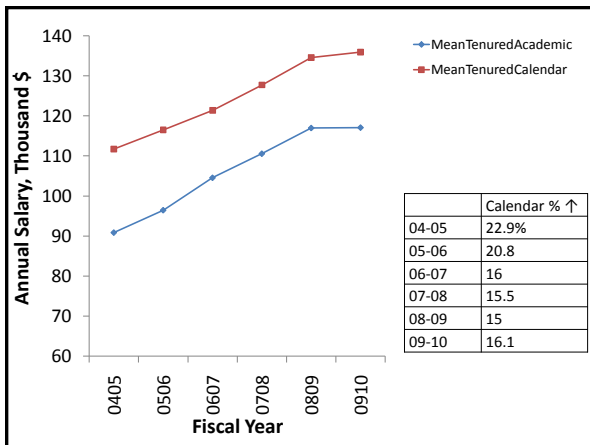
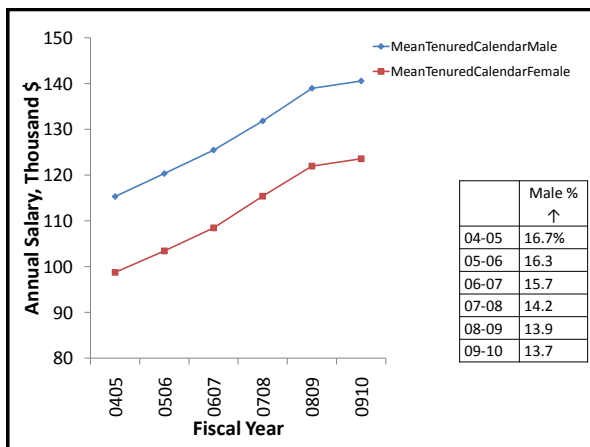
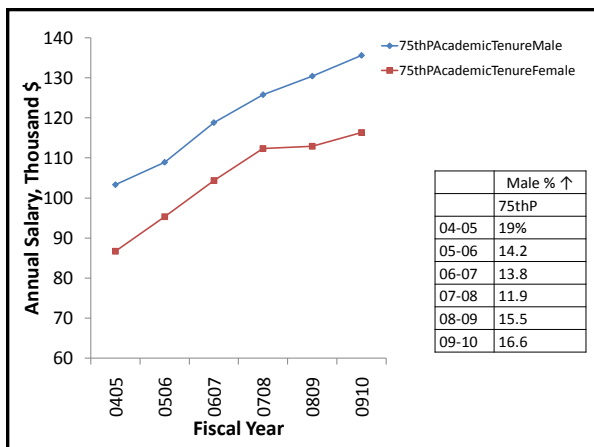
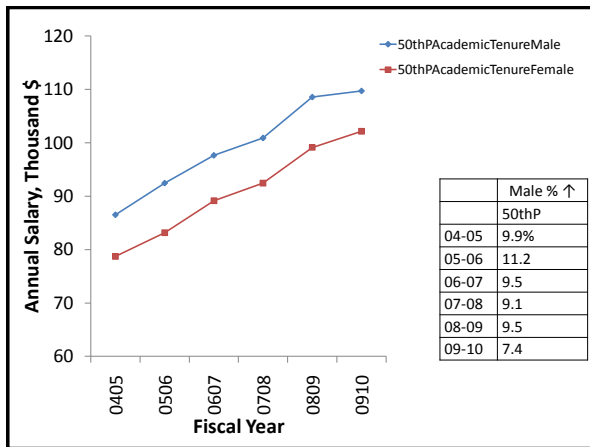
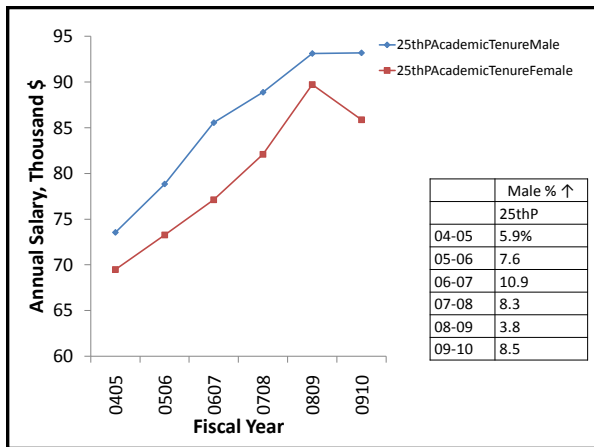


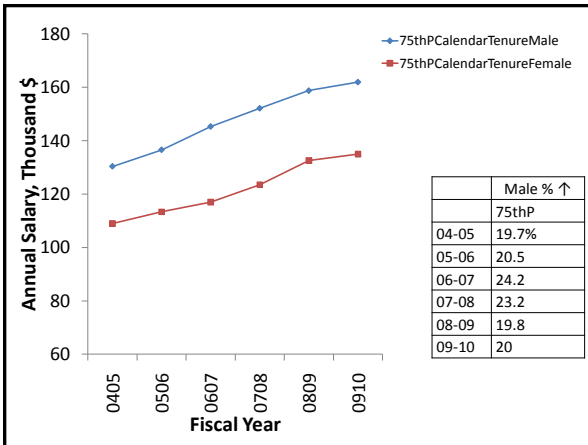
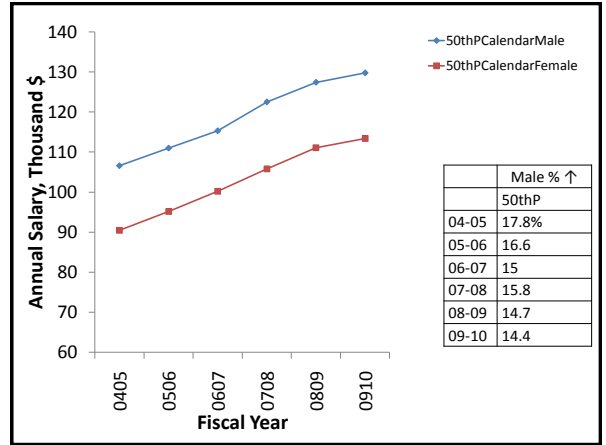
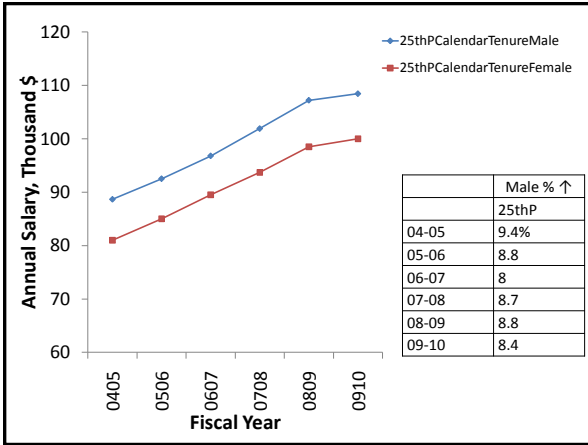
Analysis of Salary Data 2004-2010

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

TENURED FACULTY DATA



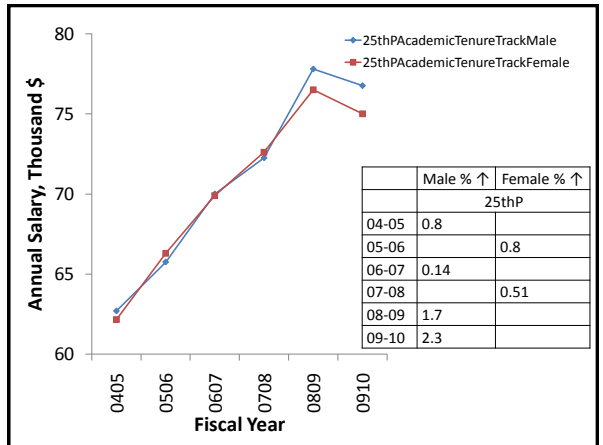
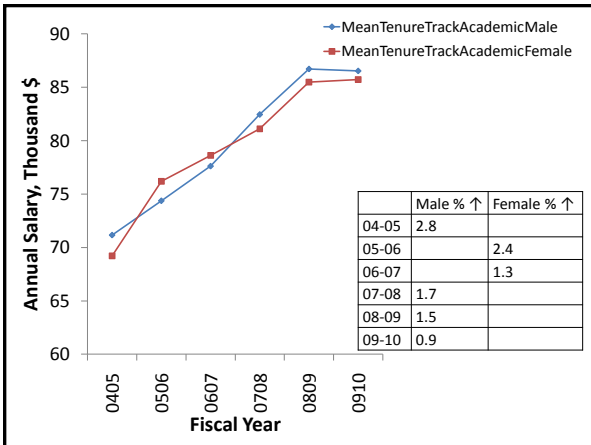
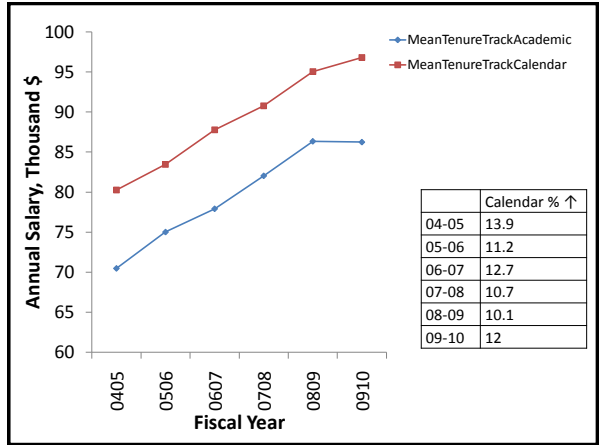


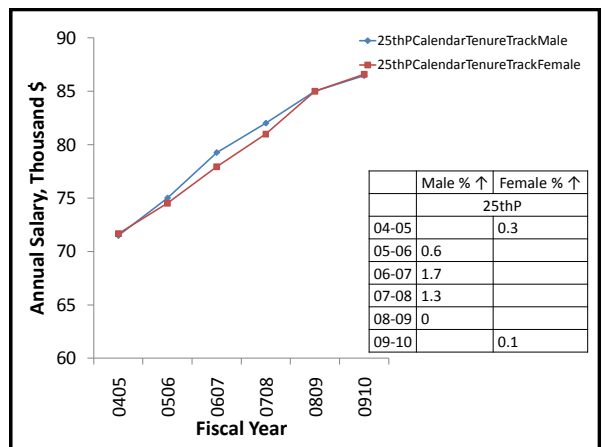
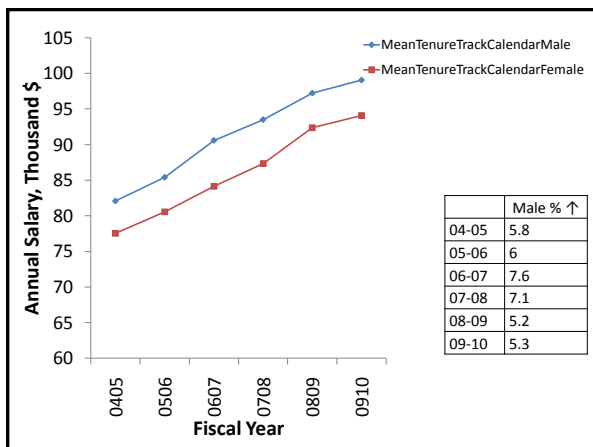
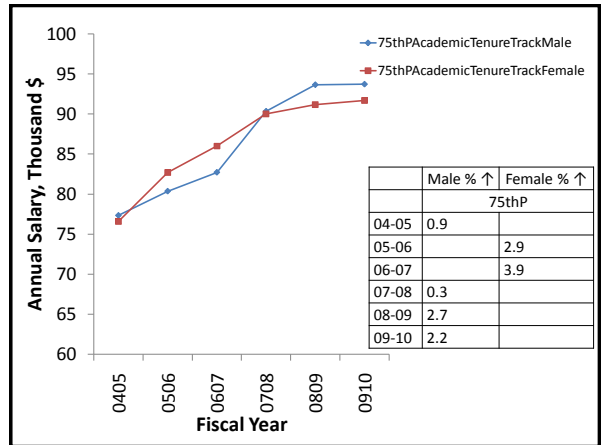
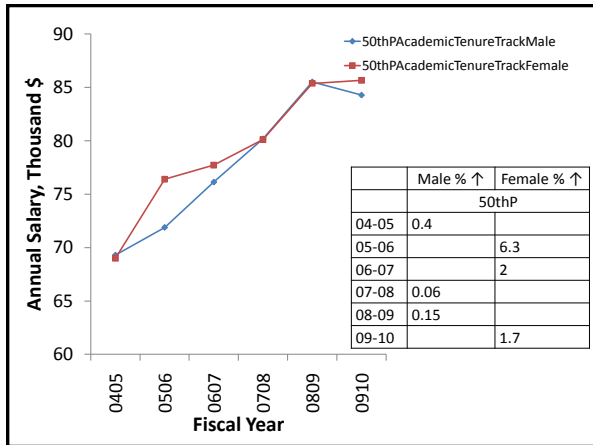


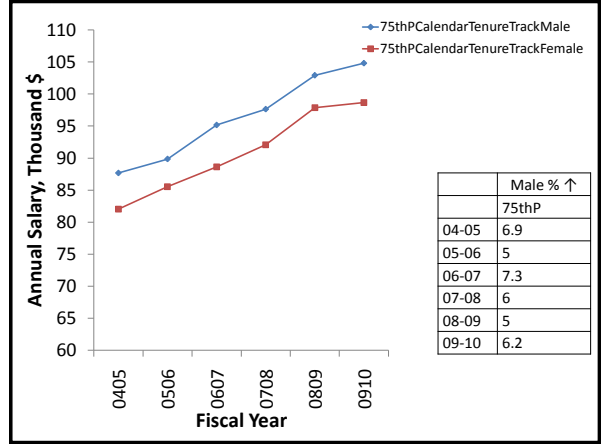
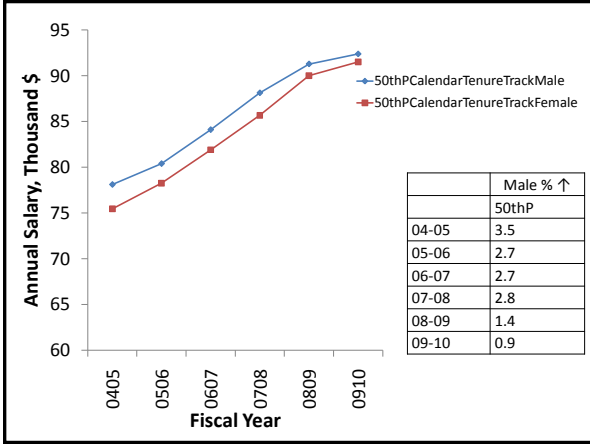
Analysis

- Average salaries of tenured faculty with a calendar appointment are more than those with an academic appointment
- Tenured males make more than tenured females
- The gap in salary differences has generally decreased over time
- The largest differences are seen at higher pay grades

TENURE-TRACK, NON-TENURED FACULTY DATA



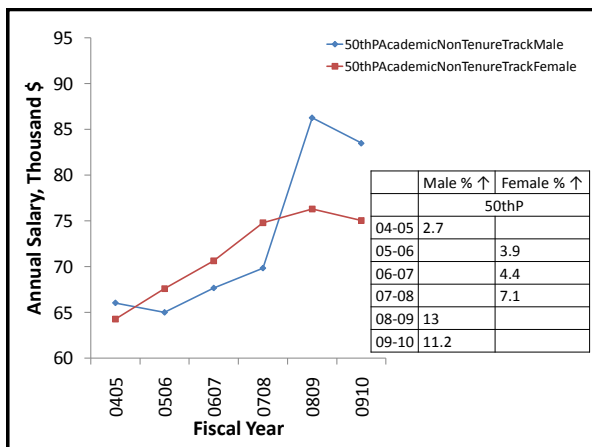
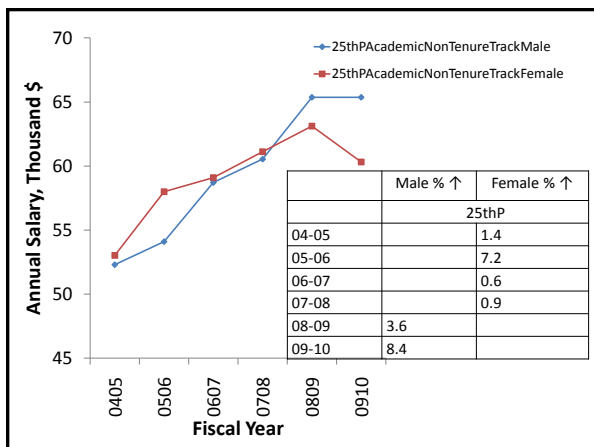
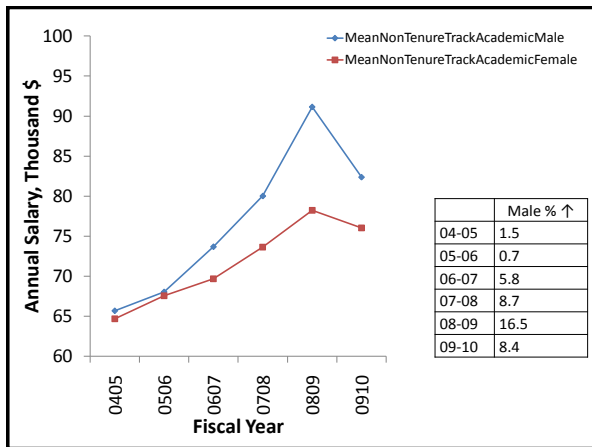
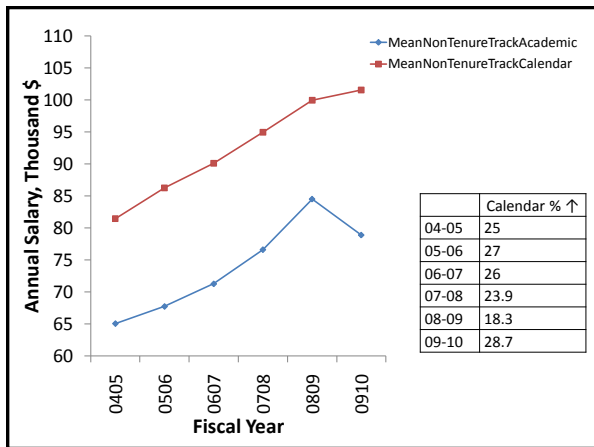


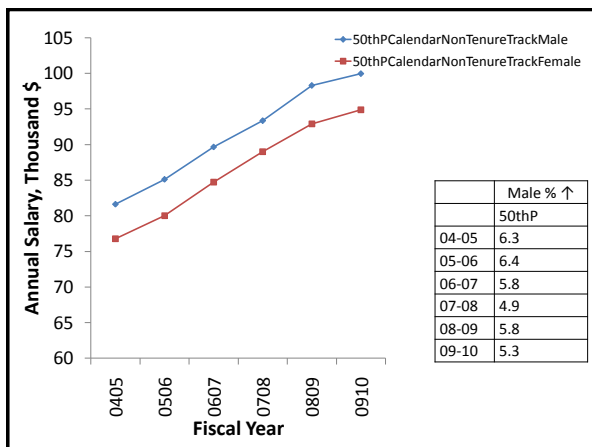
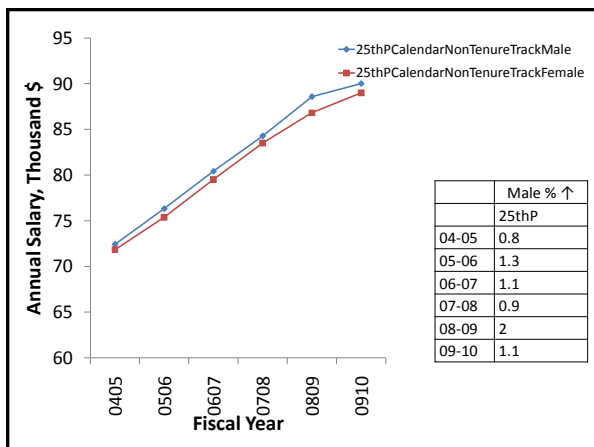
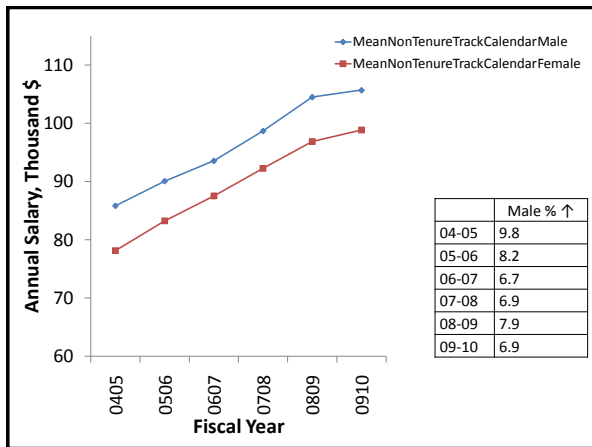
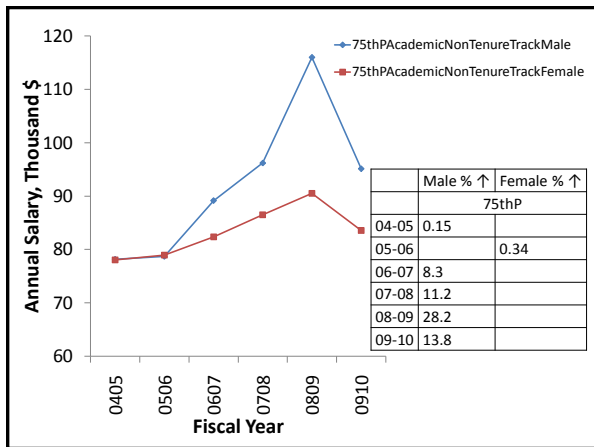


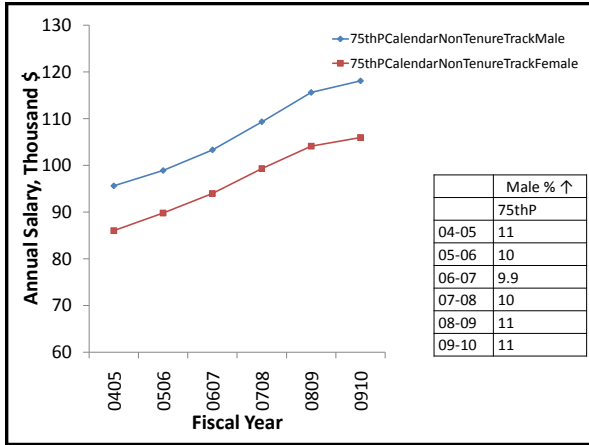
Analysis

- Salary disparities among tenure-track faculty are much smaller
- Highest disparity seen among those at the higher (75th percentile) pay scale

NON-TENURE TRACK FACULTY DATA







- ### Analysis
- Overall, differences begin to emerge around and after the 06-07 year
 - Male salaries have seen a drastic increase, except for the lowest (25th percentile) pay scale

Women’s Faculty SIG Session
*The Power of Negotiation in
 Achieving Your Goals*

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