

Economic Status of Women Faculty at Pitt: 2021-22

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Economic Status of Women Faculty

- Conducted by the Office of Provost for over 20 years, every 3-5 years
- Presented to various groups on campus
- Unit-specific results discussed with deans/regional campus presidents

Analytic Approach

1. Benchmarking

- Pittsburgh campus compared to the public Association of American Universities (AAU)
- Percentage of women faculty by rank
- Ratio of average woman's salary to average man's salary by rank

Analytic Approach

2. Internal Analysis

- % of women faculty by rank and tenure status
- Ratio of the average woman's salary to the average man's salary by rank, controlling for tenure-status, school, and department
- % of various leadership roles held by women

Benchmarking against AAU Publics

Data Source & Years

- Annual Report on the Economic Status of the Profession from the American Association of University Professors (AAUP)
- 98-99, 05-06, 10-11, 15-16, 18-19, 21-22

AAU Publics include, e.g.,

- Penn State, Michigan, Virginia, UC schools

AAUP Faculty Salary Report

- Full-time faculty (AS and T/TS) with any instructional responsibilities included, except
 - Part-time faculty
 - Non-instructional faculty
 - Administrators
 - Graduate student instructors
 - All medical school faculty
- Inclusion criteria have changed over time

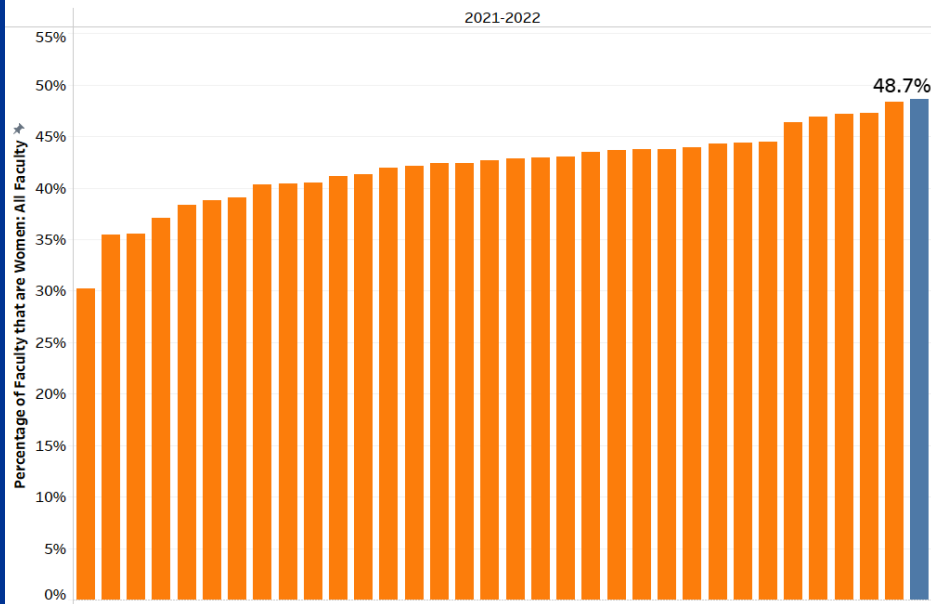
Benchmarking

Percentage of women faculty by rank

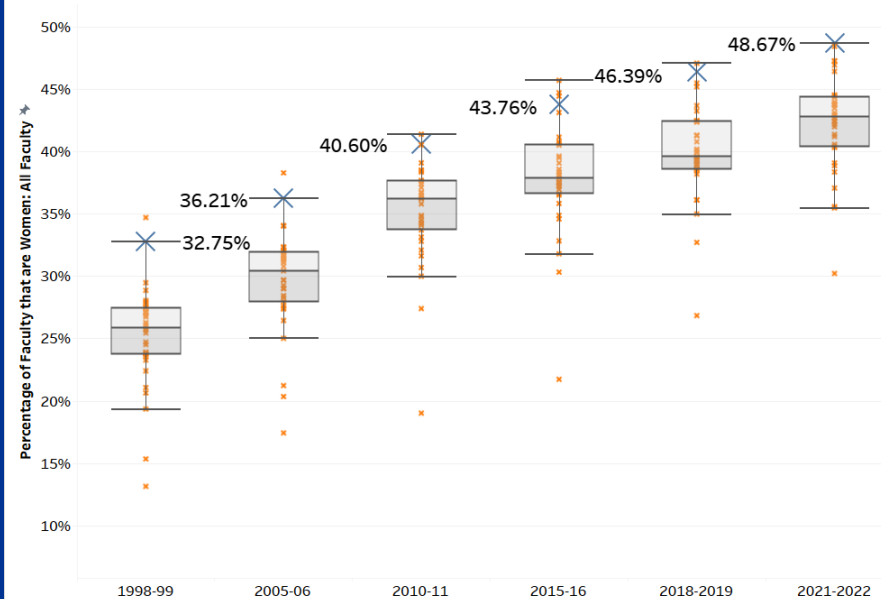
- Bar charts of % of women by rank
- Box-and-whisker plots of % of women overtime by rank

% of Women - All Faculty

The Percent of All Faculty Who are Women



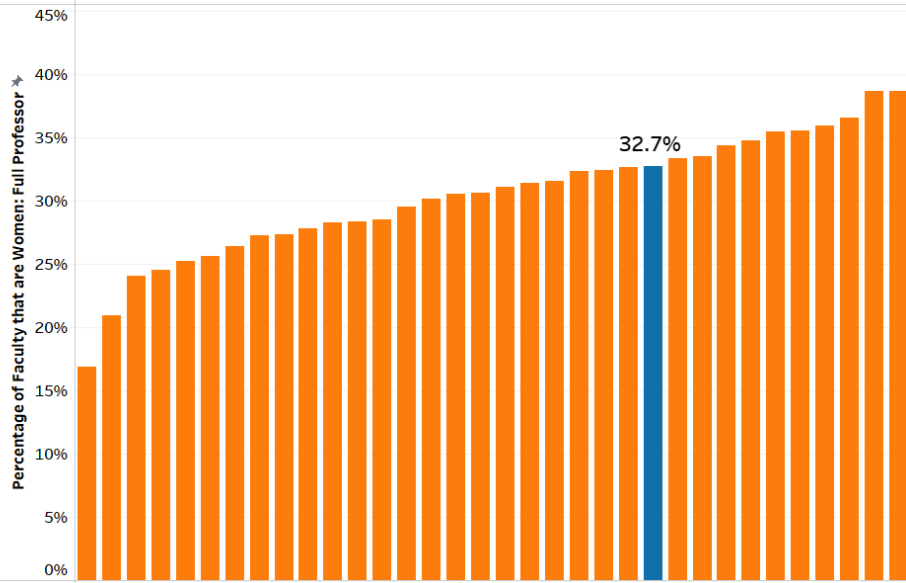
The Percent of All Faculty Who are Women Over-Time



% of Women - Full Professors

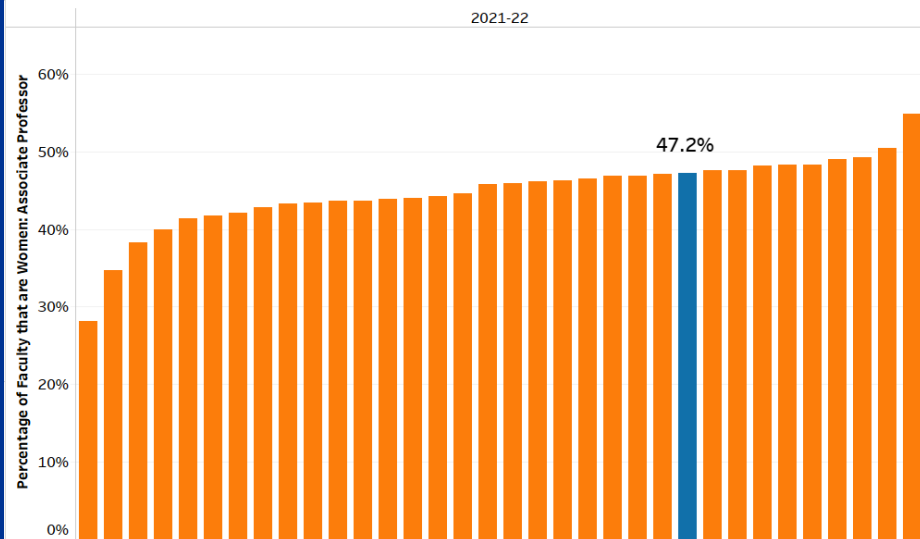
The Percent of Full Professors Who are Women

2021-2022

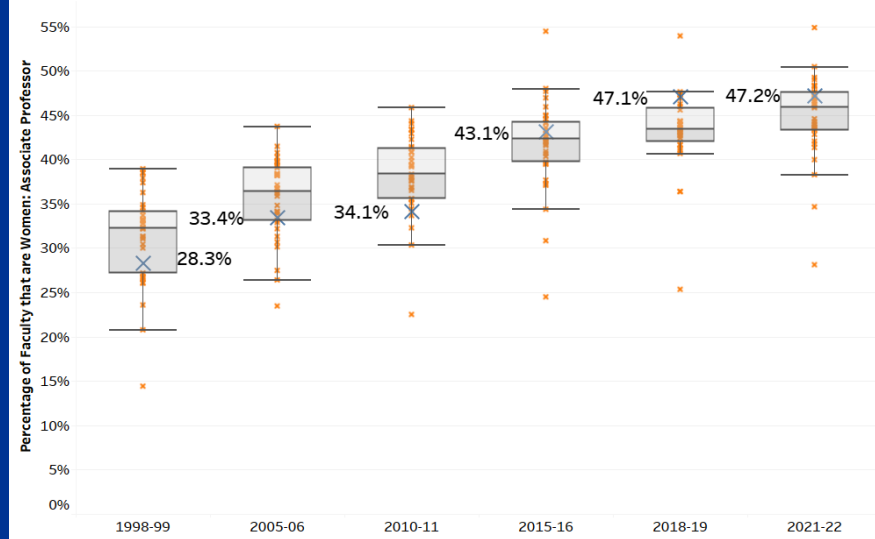


% of Women - Associate Professors

The Percent of Associate Professors Who are Women

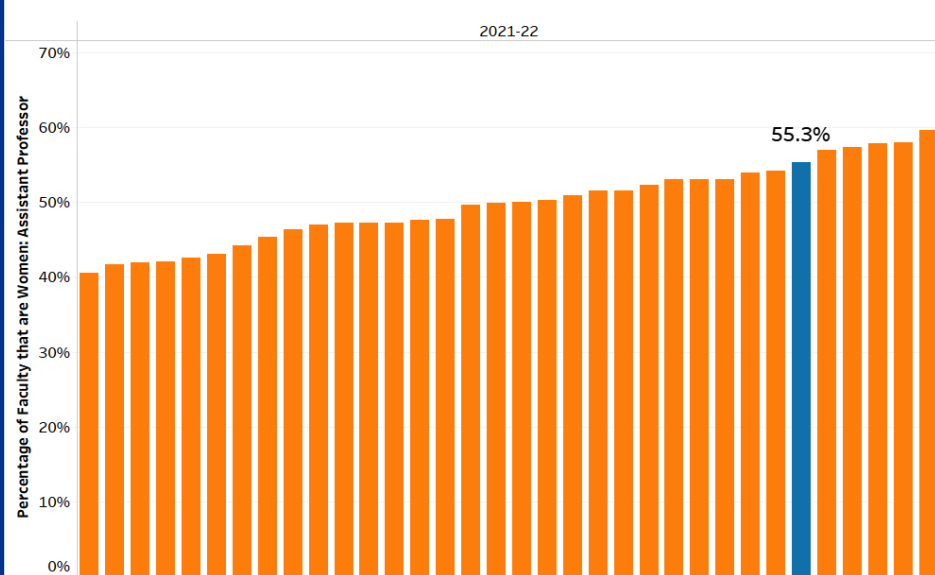


The Percent of Associate Professors Who are Women Over-Time

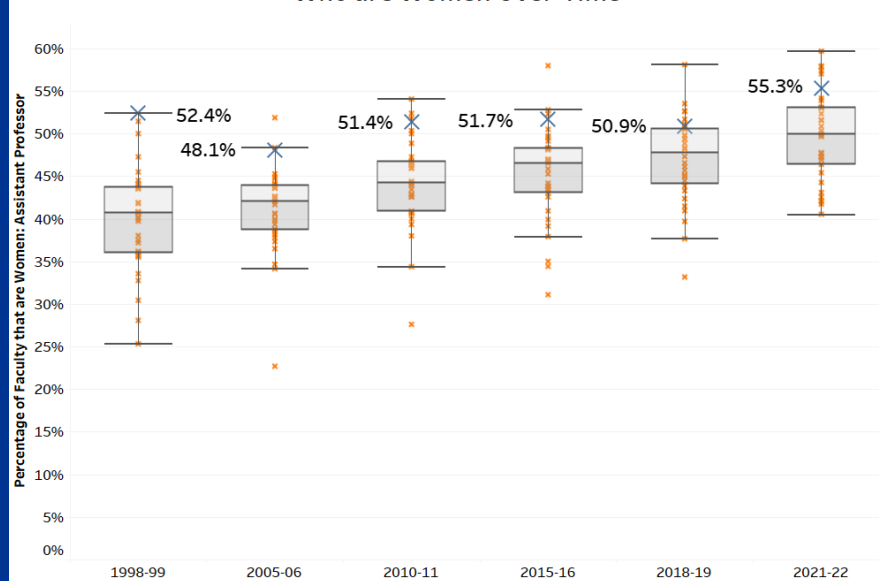


% of Women - Assistant Professors

The Percent of Assistant Professors Who are Women

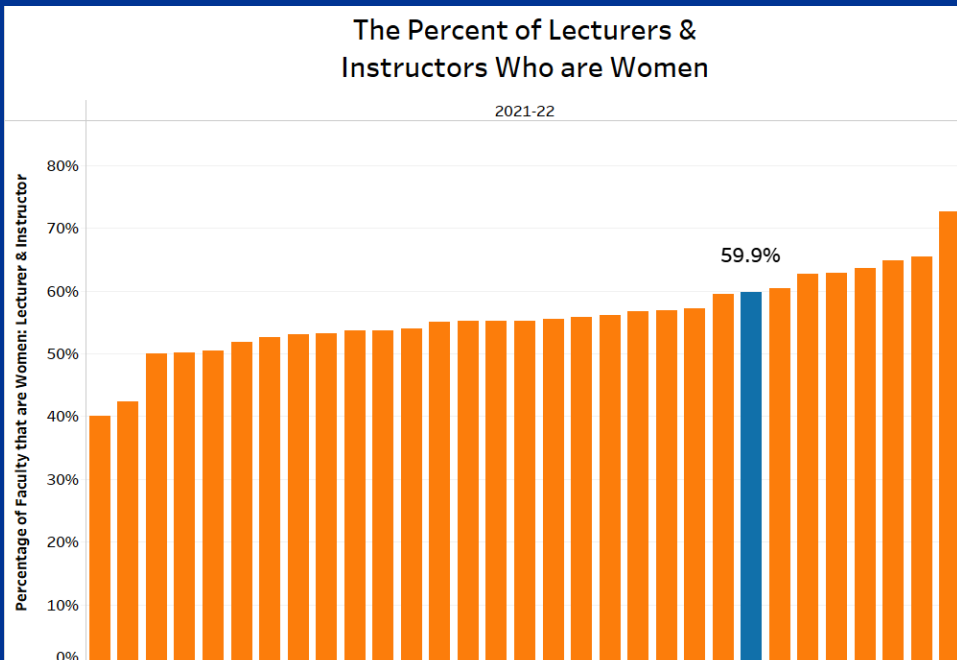


The Percent of Assistant Professors Who are Women Over-Time

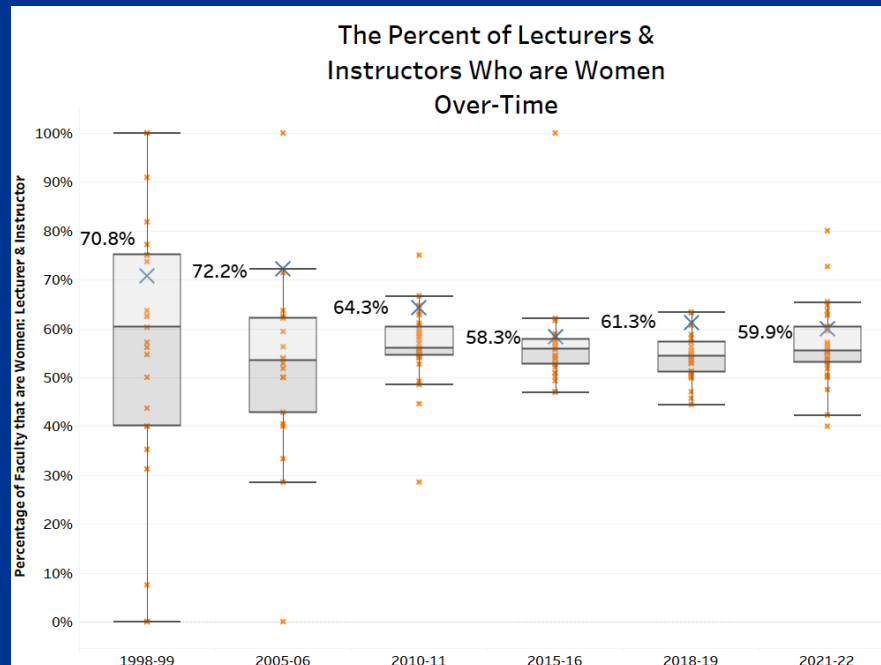


% of Women – Lecturers & Instructors

The Percent of Lecturers & Instructors Who are Women



The Percent of Lecturers & Instructors Who are Women Over-Time

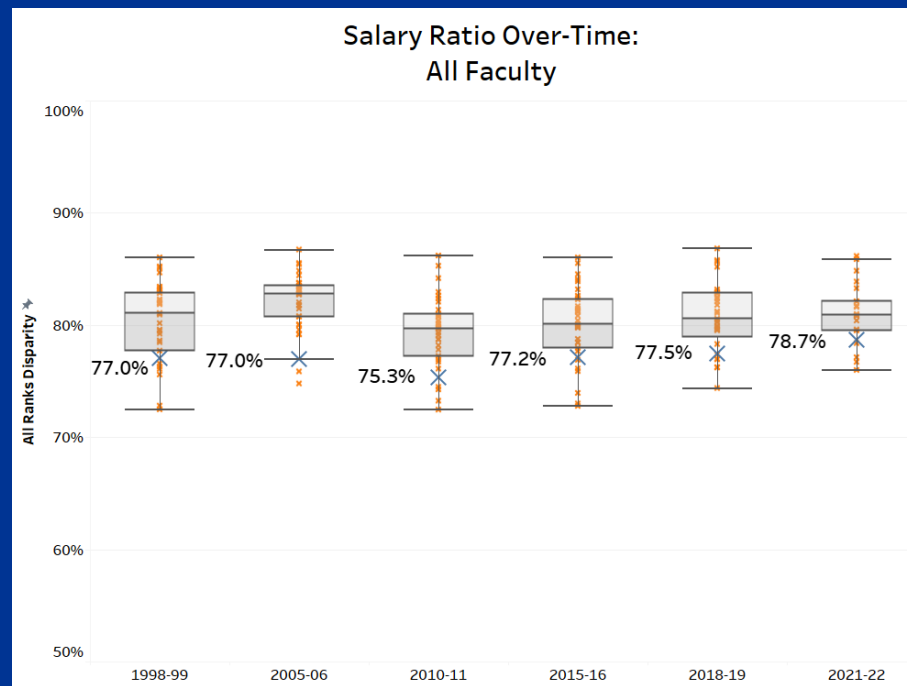
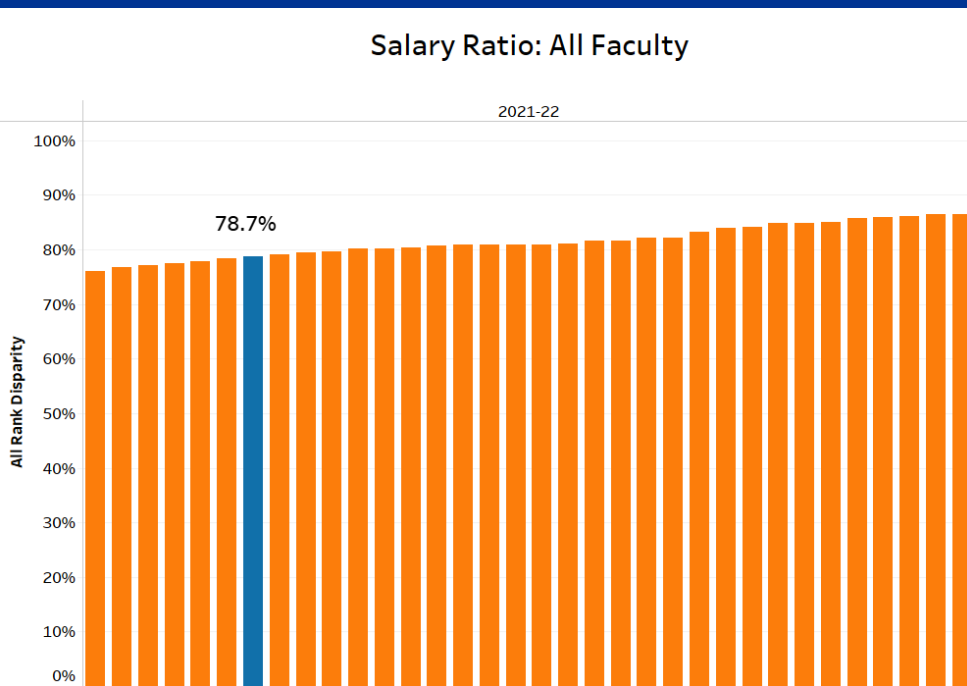


Benchmarking

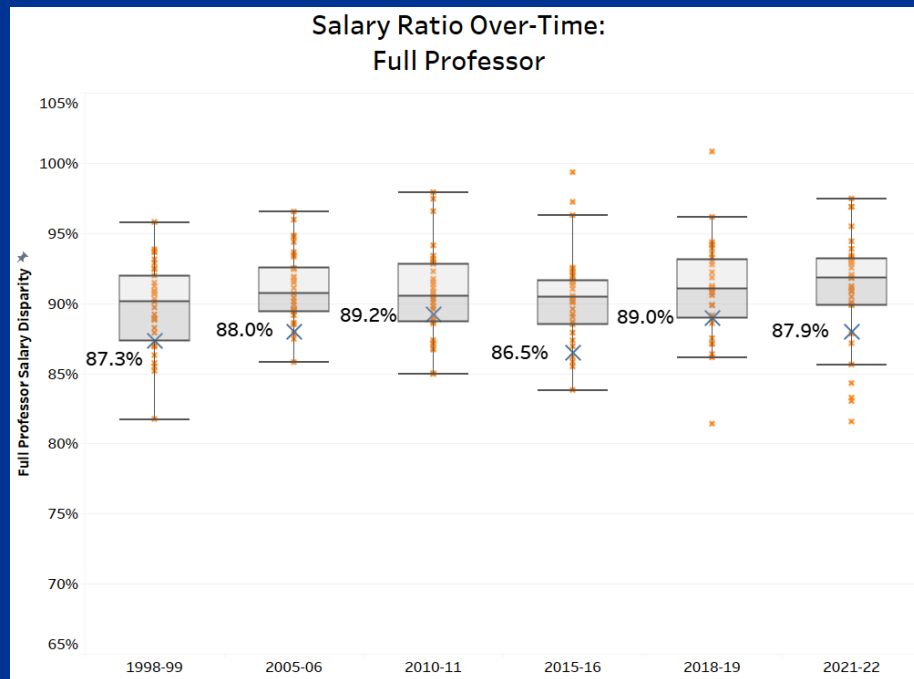
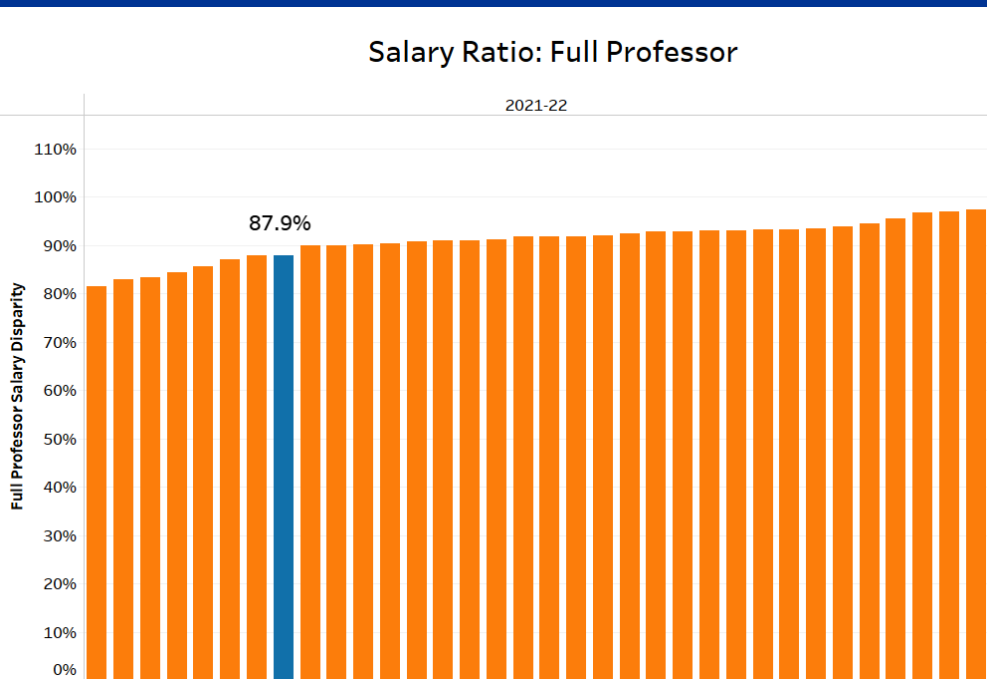
Ratio of average woman's salary to average man's salary by rank

- Bar charts of salary ratio by rank
- Box-and-whisker plots of salary ratio overtime by rank

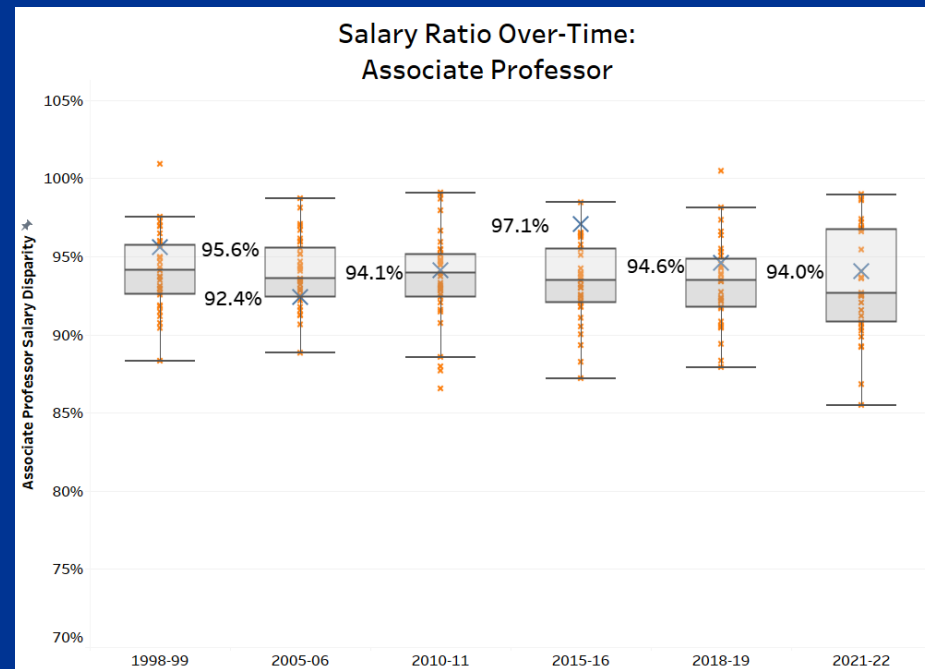
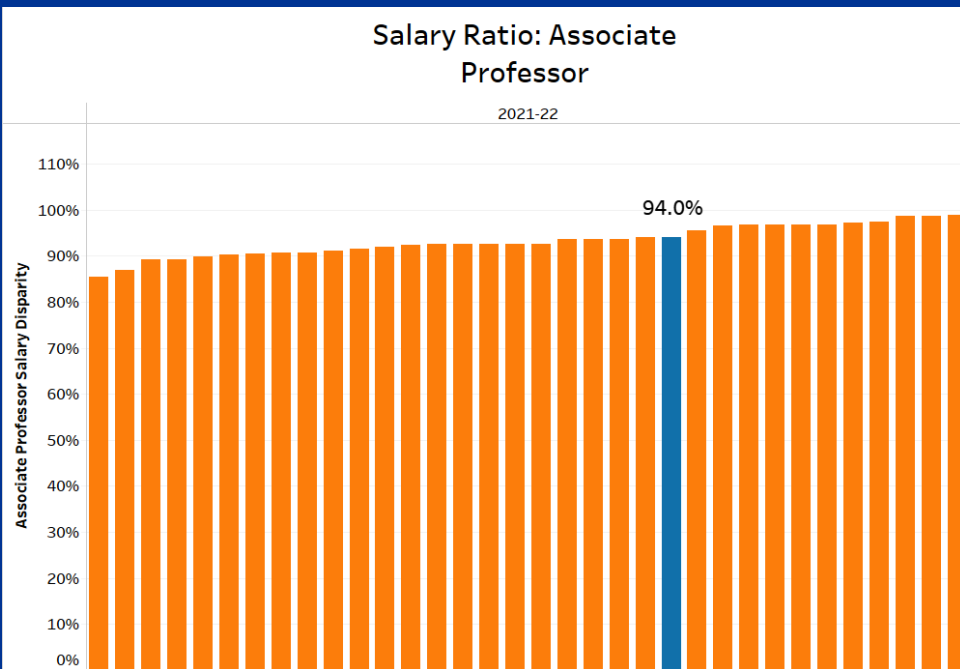
Salary Ratio - All Faculty



Salary Ratio - Full Professors



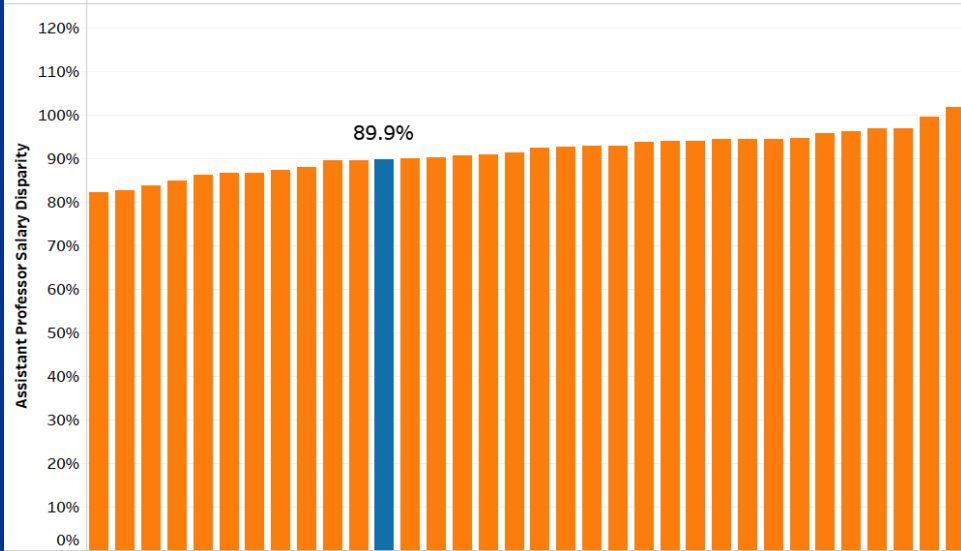
Salary Ratio - Associate Professors



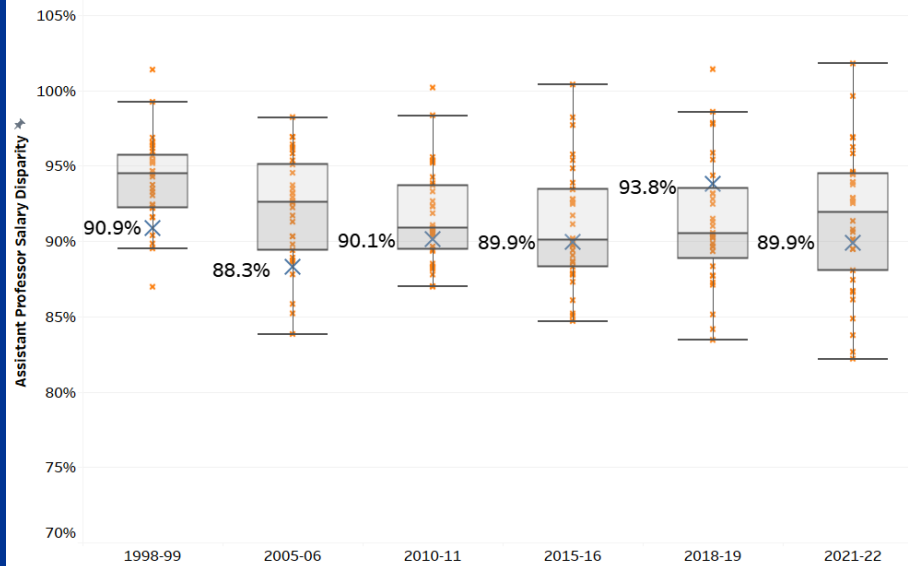
Salary Ratio - Assistant Professors

Salary Ratio: Assistant Professor

2021-22

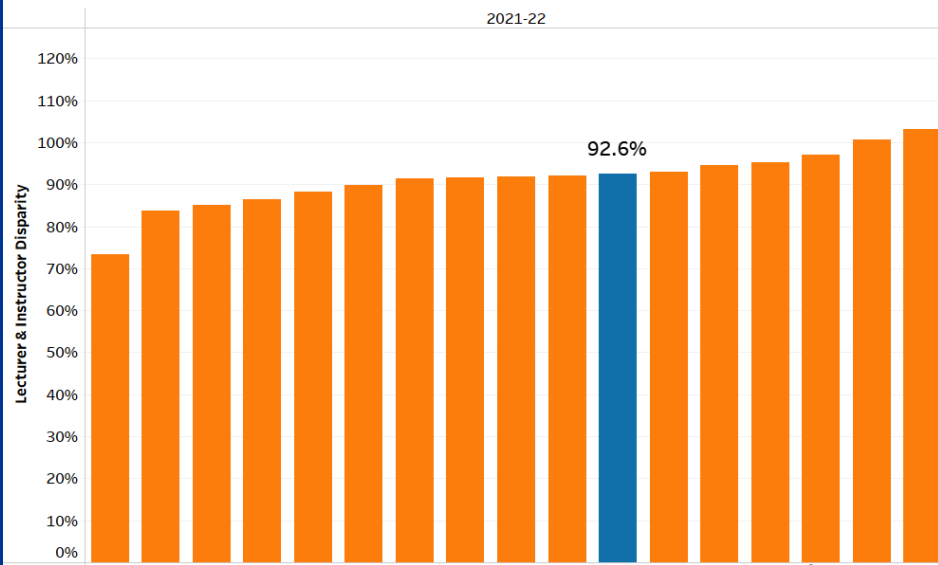


Salary Ratio Over-Time:
Assistant Professor

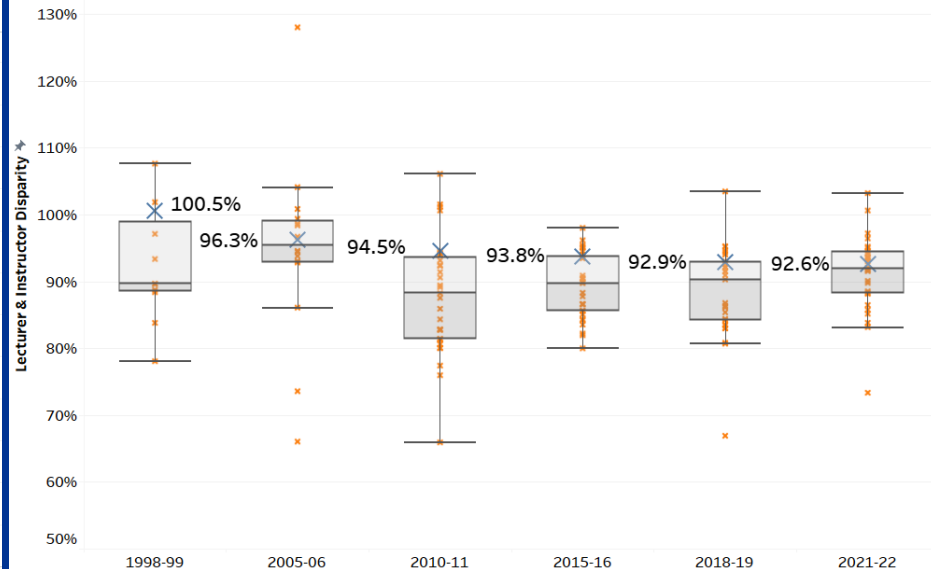


Salary Ratio – Lecturers & Instructors

Salary Ratio: Instructor & Lecturer



Salary Ratio Over-Time:
Lecturer & Instructor



Internal Pitt Data

Data Source & Years

- University Data Warehouse
- All full-time faculty on all campuses (not just those included in the AAUP report)
- 05-06, 10-11, 15-16, 18-19, 21-22

Analytic Approach

2. Internal Analysis

- % of women faculty by rank and tenure status
- Ratio of the average woman's salary to the average man's salary by rank, controlling for tenure-status, school, and department
- % of various leadership roles held by women

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Women as a Percent of Faculty

Pittsburgh Campus, 2021-2021

	All	T/TS	AS
All	45%	34%	51%
Full	27%	26%	30%
Assoc	45%	41%	48%
Asst	52%	43%	54%
I & L	60%	n/a	60%

Women as a Percent of Faculty

2-Year Comparison, Pittsburgh Campus

	2018-19	2021-22
All	43%	45%
Full	26%	27%
Assoc	41%	45%
Asst	49%	52%
I & L	57%	60%

Women as a Percent of Faculty

Regional Campuses, 2021-2022

	All	T/TS	AS
All	47%	40%	54%
Full	27%	28%	n/a
Assoc	44%	43%	56%
Asst	46%	43%	47%
I & L	62%	100%	62%

Women as a Percent of Faculty

2-Year Comparison, Regional Campuses

	2018-19	2021-22
All	48%	47%
Full	24%	27%
Assoc	40%	44%
Asst	51%	46%
I & L	68%	62%

Analytic Approach

2. Internal Analysis

- % of women faculty by rank and tenure status
- **Ratio of the average woman's salary to the average man's salary by rank, controlling for tenure-status, school, and department**
- % of various leadership roles held by women

Ratio of Women's to Men's Salary

Pittsburgh Campus, 5-Year Comparison Salary Ratio with No Controls

	2005-06	2010-11	2015-16	2018-19	2021-22
All	75%	75%	80%	81%	81%
Full	88%	89%	91%	93%	94%
Assoc	92%	94%	97%	99%	97%
Asst	88%	90%	94%	95%	94%
I & L	96%	96%	94%	95%	96%

Ratio of Women's to Men's Salary

Pittsburgh Campus T/TS Only

2021-2022

	All	T/TS Only	School Control	Dept Control
All	81%	88%	--	--
Full	94%	93%	94%	95%
Assoc	97%	97%	99%	102%
Asst	94%	98%	100%	105%
I & L	96%	n/a	--	--

Five-Year Comparison

Pittsburgh Campus T/TS

Salary Ratio with Department Controls

	2005-06	2010-11	2015-16	2018-19	2021-22
Full	92%	96%	97%	97%	95%
Assoc	97%	99%	100%	106%	102%
Asst	94%	98%	98%	102%	105%
I & L	n/a	n/a	n/a	n/a	n/a

Ratio of Women's to Men's Salary

Pittsburgh Campus AS Only

2021-2022

	All	AS Only	School Control	Dept Control
All	81%	96%	--	--
Full	94%	106%	98%	93%
Assoc	97%	105%	100%	110%
Asst	94%	98%	99%	97%
I & L	96%	96%	97%	100%

Four-Year Comparison

Pittsburgh Campus AS

Salary Ratio with Department Controls

	2010-11	2015-16	2018-19	2021-22
Full	95%	103%	93%	93%
Assoc	99%	97%	104%	110%
Asst	92%	100%	98%	97%
I & L	100%	97%	97%	100%

Ratio of Women's to Men's Salary

Regional Campuses, 4-Year Comparison Salary Ratio with No Controls

	2010-11	2015-16	2018-19	2021-22
All	91%	88%	88%	91%
Full	103%	93%	99%	92%
Assoc	100%	95%	96%	99%
Asst	97%	95%	95%	98%
I & L	89%	96%	97%	88%

Ratio of Women's to Men's Salary

Regional Campuses T/TS Only

2021-22

	All	T/TS Only	Division Control
All	91%	94%	--
Full	92%	91%	91%
Assoc	99%	99%	99%
Asst	98%	96%	97%
I & L	88%	n/a	n/a

Four-Year Comparison

Regional Campuses T/TS

Salary Ratio with Division Controls

	2010-11	2015-16	2018-19	2021-22
Full	118%	100%	97%	91%
Assoc	101%	99%	98%	99%
Asst	98%	106%	102%	97%
I & L	n/a	n/a	n/a	n/a

Ratio of Women's to Men's Salary

Regional Campuses AS Only

2021-2022

	All	AS Only	Division Control
All	91%	93%	--
Full	92%	n/a	n/a
Assoc	99%	97%	94%
Asst	98%	98%	105%
I & L	88%	87%	85%

Four-Year Comparison

Regional Campuses AS

Salary Ratio with Division Controls

	2010-11	2015-16	2018-19	2021-22
Full	n/a	n/a	n/a	n/a
Assoc	129%	101%	94%	94%
Asst	98%	99%	95%	105%
I & L	87%	90%	94%	85%

Analytic Approach

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- % of women faculty by rank and tenure status
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% of Women in Leadership Positions

	1996	2003	2012	2017	2019	2022
Board of Trustees (voting members)	15%	11%	19%	19%	20%	34%
Senior Administrators	20%	28%	25%	34%	42%	40%
Provost Senior Staff	33%	29%	50%	35%	50%	45%
Deans/Campus Presidents	13%	25%	13%	20%	44%	56%

% of Women Department/ Division Chairs

	1996	2003	2012	2017	2019	2022
Dietrich School	16%	0%	26%	39%	20%	43%
Provost Area	19%	2%	23%	29%	14%	30%
Health Sciences	21%	20%	27%	23%	24%	34%
Total	20%	13%	25%	26%	19%	32%

Summary

- Lots of good news
 - % of women at the higher ranks continues to increase
 - On the Pittsburgh campus, salary ratios hover around 100%
 - On the regional campuses, more variability in salary ratios, although they hover around 100%
 - % of women in leadership positions continues to increase, especially BOT and department/division chairs

Summary

- Some areas for investigation
 - On the Pittsburgh campus, lower salary ratios for Full Professors – both AS and T/TS
 - On the regional campuses, lower salary ratios for T/TS Full Professors and AS Instructors/Lecturers

Actions

- Will deliver presentation to the COD and other interested committees
- The provost will review salary ratios (using most recent data) with deans/regional campus presidents

QUESTIONS?