



University of Pittsburgh

# **Economic Status of Women Faculty at Pitt: 2015-2016**

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# Economic Status of Women Faculty

- Conducted every 5 years by the Office of Provost
- Presented to various groups on campus
- School-specific results discussed with deans



# Analytic Approach

## 1. **Benchmarking:** Pittsburgh campus compared to the 33 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

- Percent 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
- Percent of various leadership roles held by women



# 1. Benchmarking against AAU Publics

## Data Source & Years

- Annual Report on the Economic Status of the Profession from the American Association of University Professors (AAUP)
- 1998-99, 2005-06, 2010-11, 2015-16

## AAU Publics include

- Penn State, U. of Michigan, U. of Virginia, UC schools, U. of Wisconsin, U. of Iowa



# AAUP Faculty Salary Report

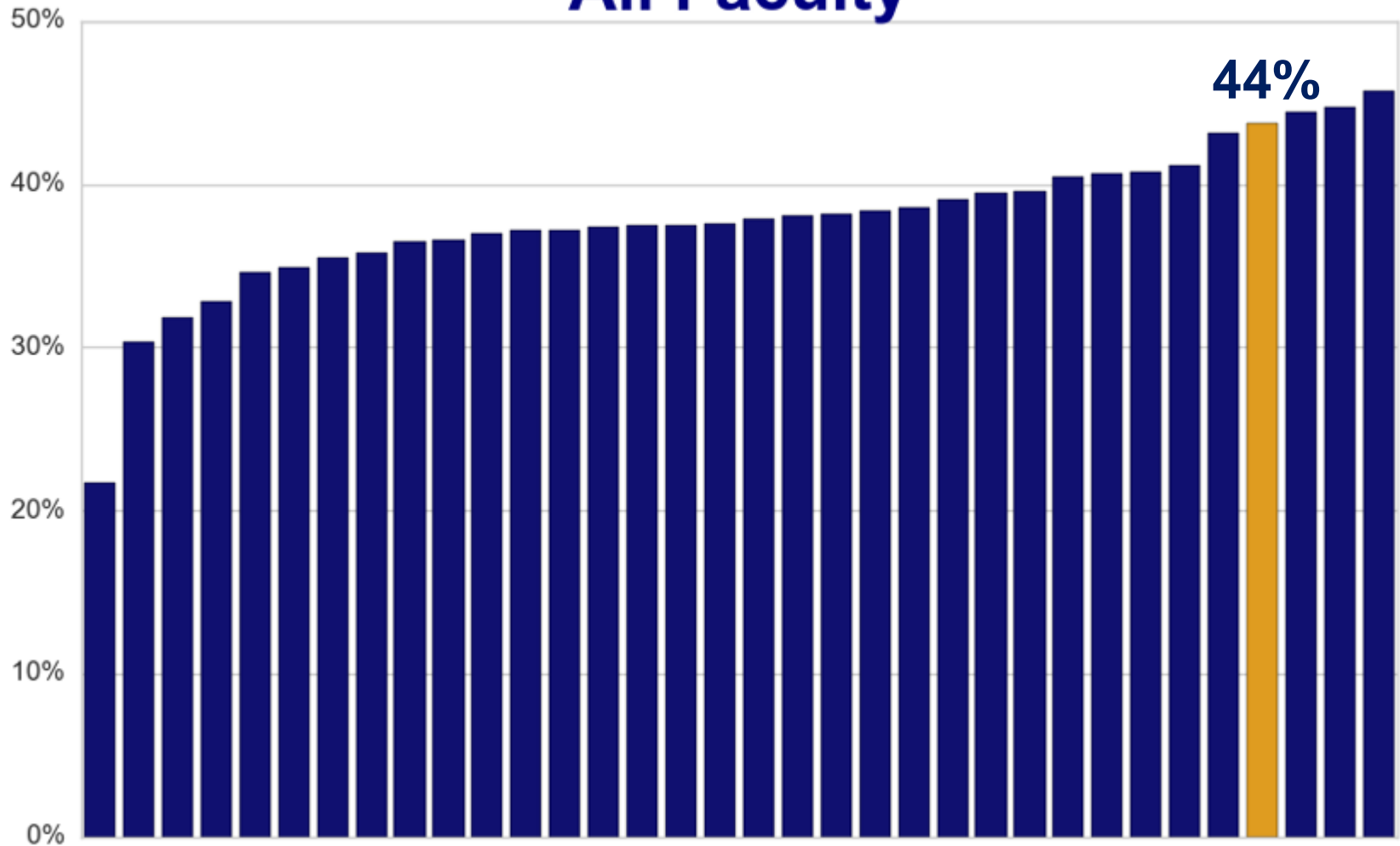
- Faculty Included:
  - All full-time faculty (NTS and T/TS) with any instructional responsibilities
- Faculty Excluded:
  - Part-time instructional faculty
  - Graduate student instructors
  - Non-instructional faculty
  - All medical school faculty
  - Administrators
- Inclusion criteria have changed over time



1. **Benchmarking:** Pittsburgh campus compared to the 33 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



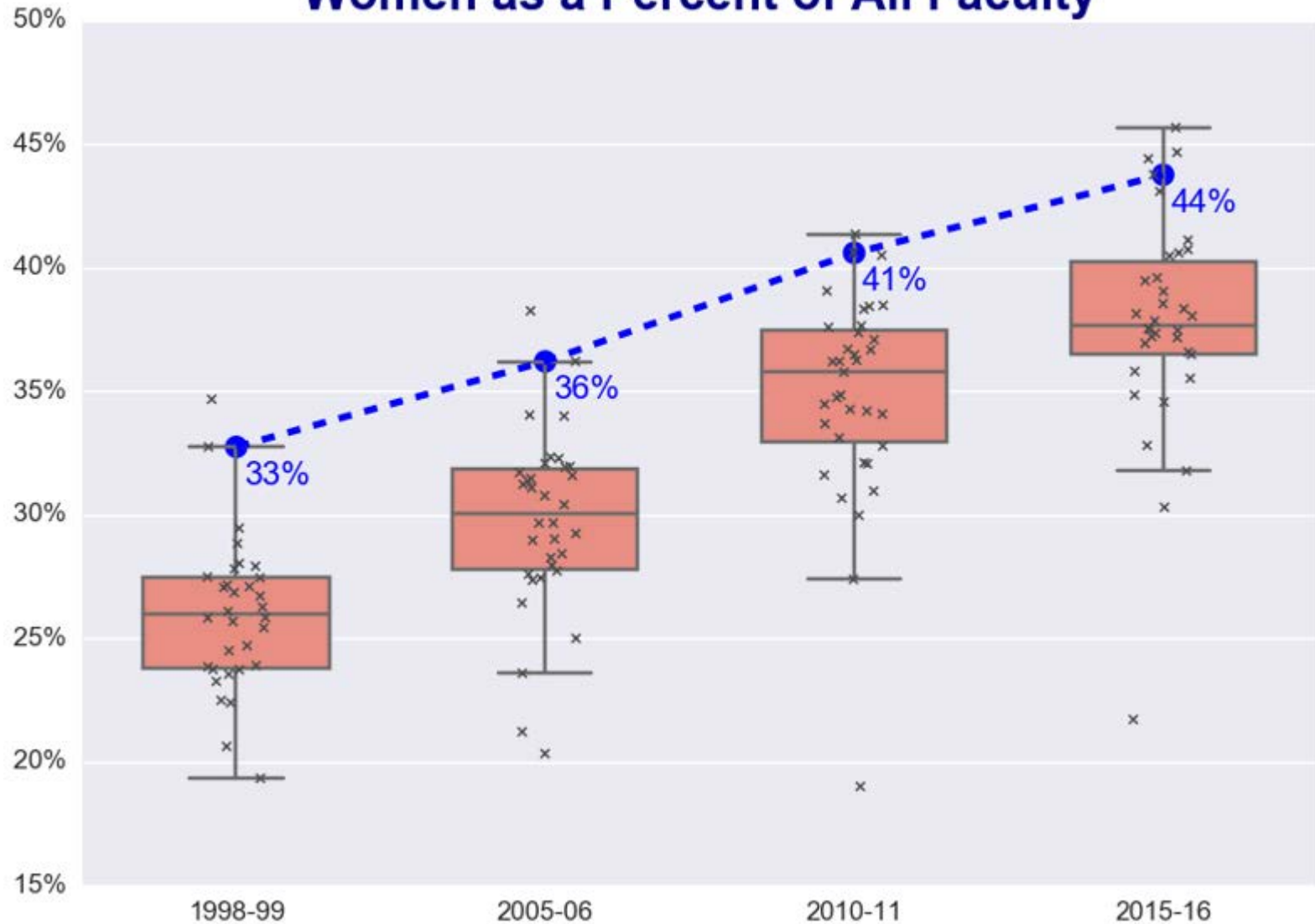
## 2015-16: Women as a Percent of All Faculty





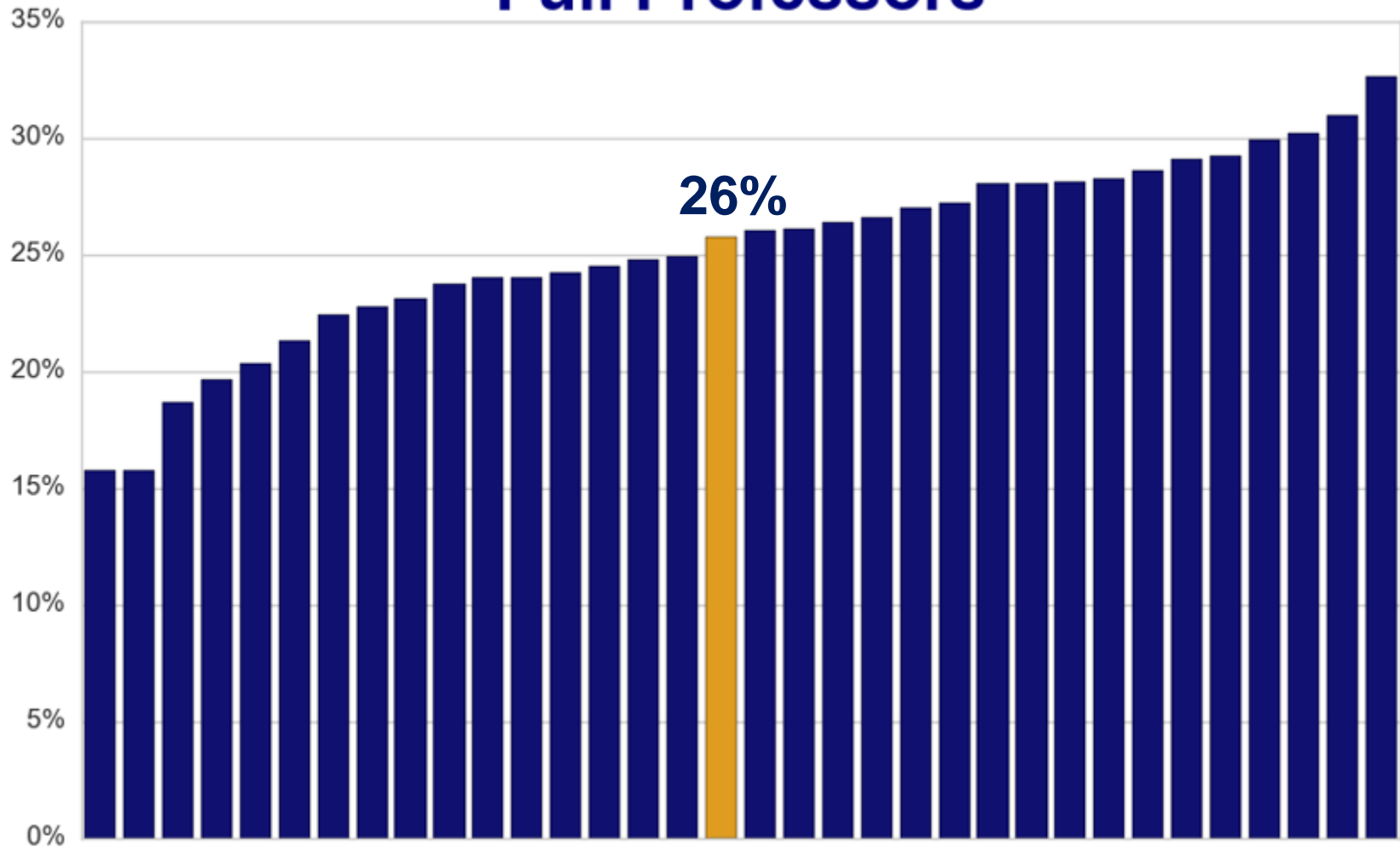


## Women as a Percent of All Faculty



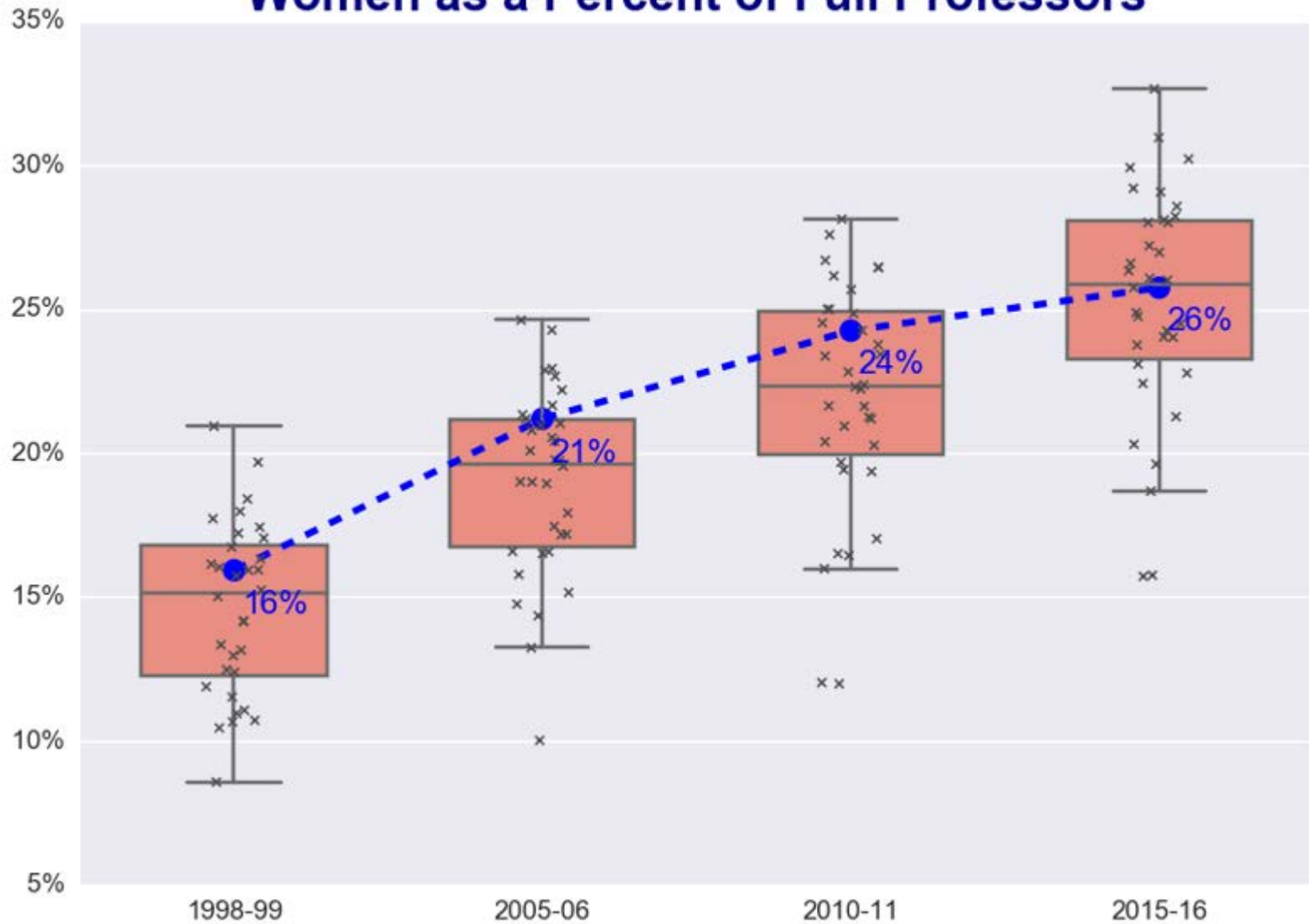


## 2015-16: Women as a Percent of Full Professors



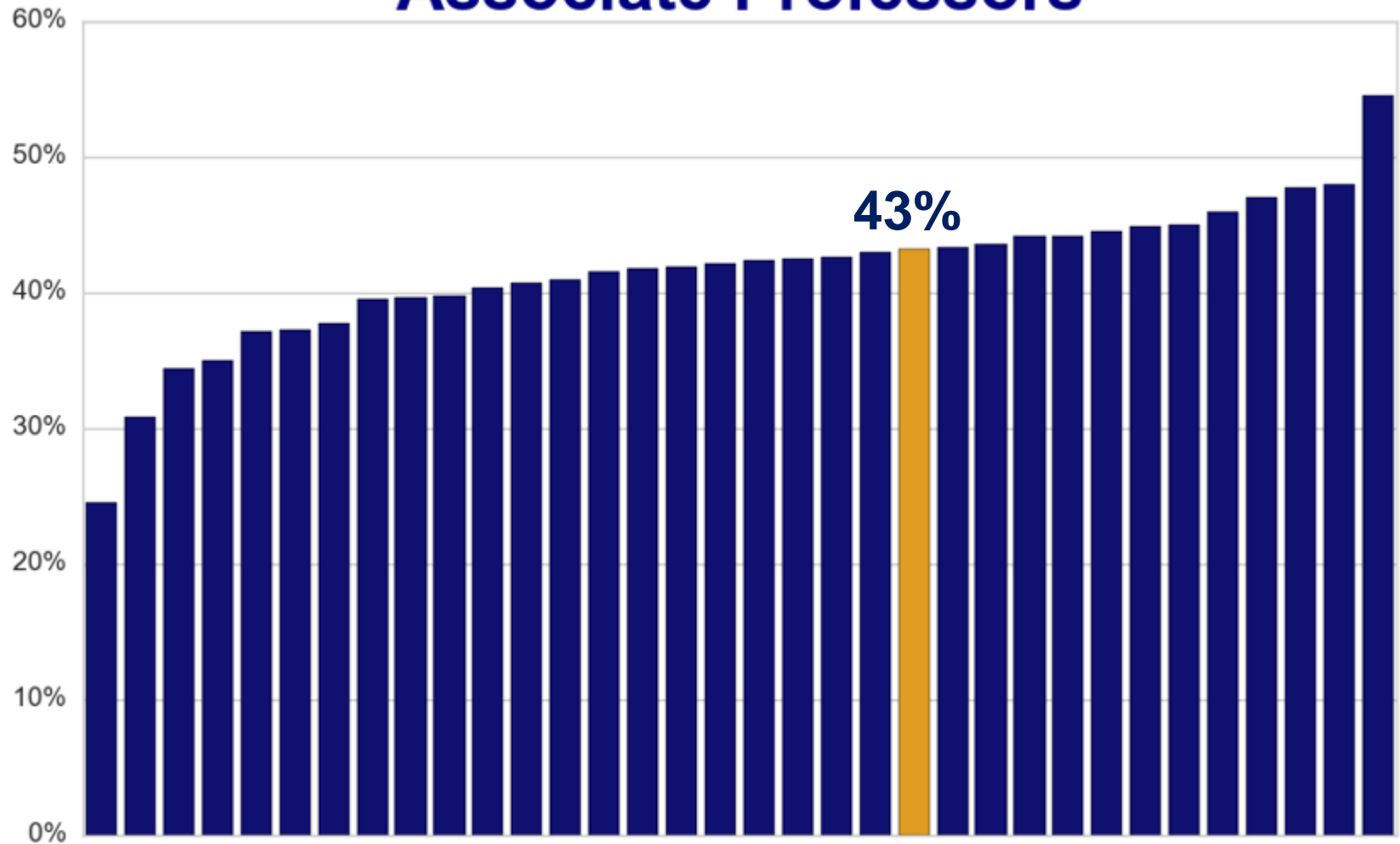


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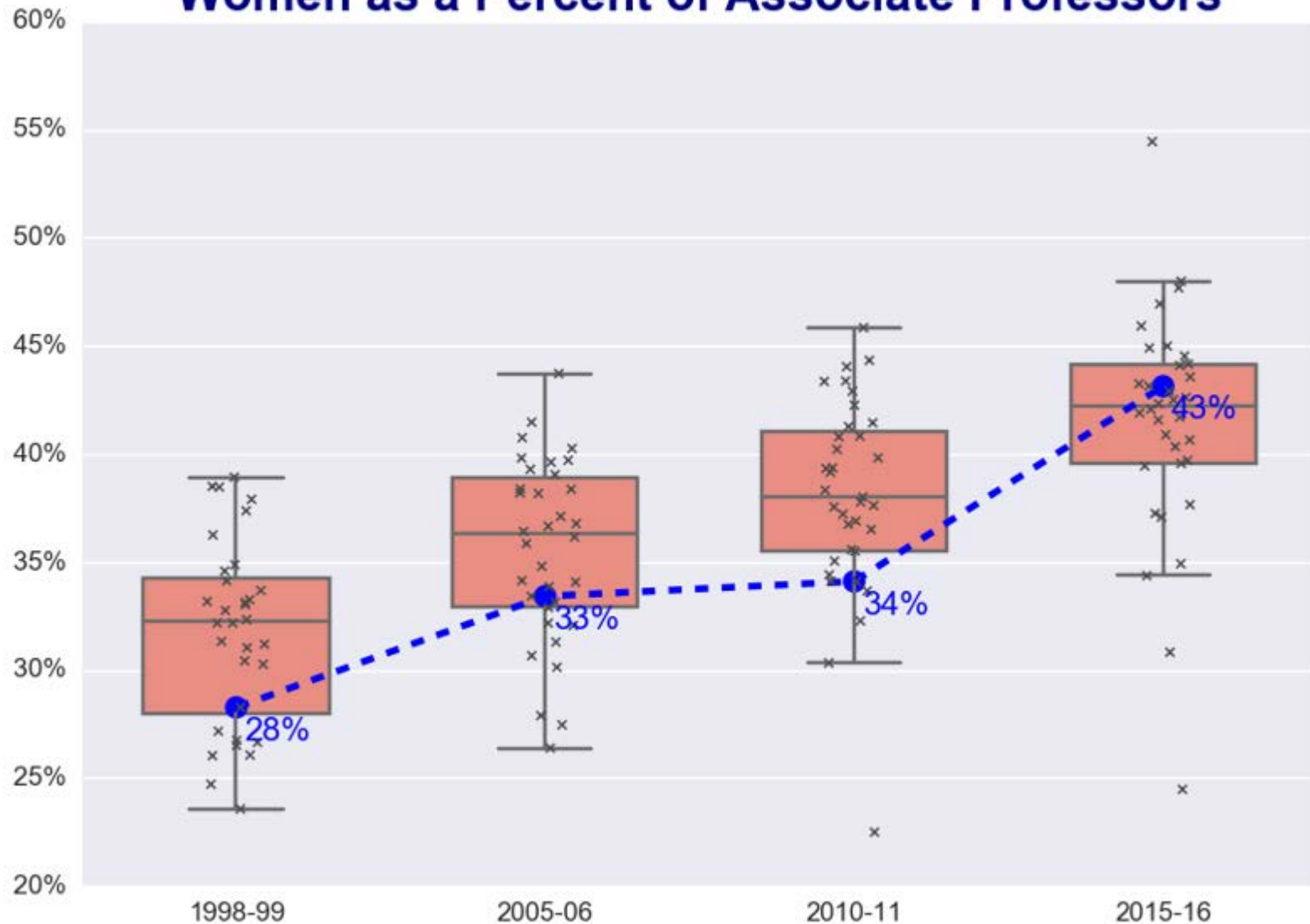


## 2015-16: Women as a Percent of Associate Professors



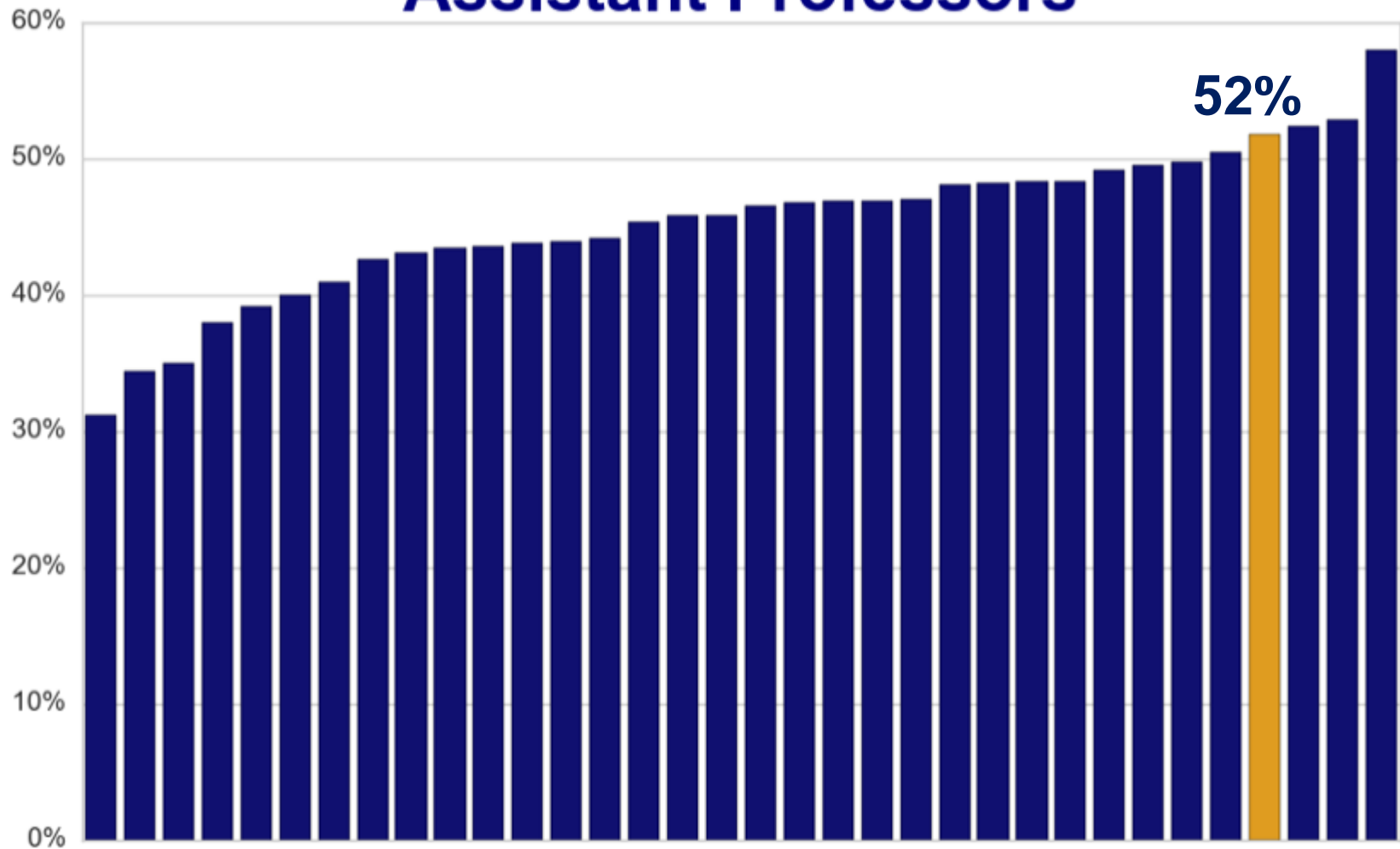


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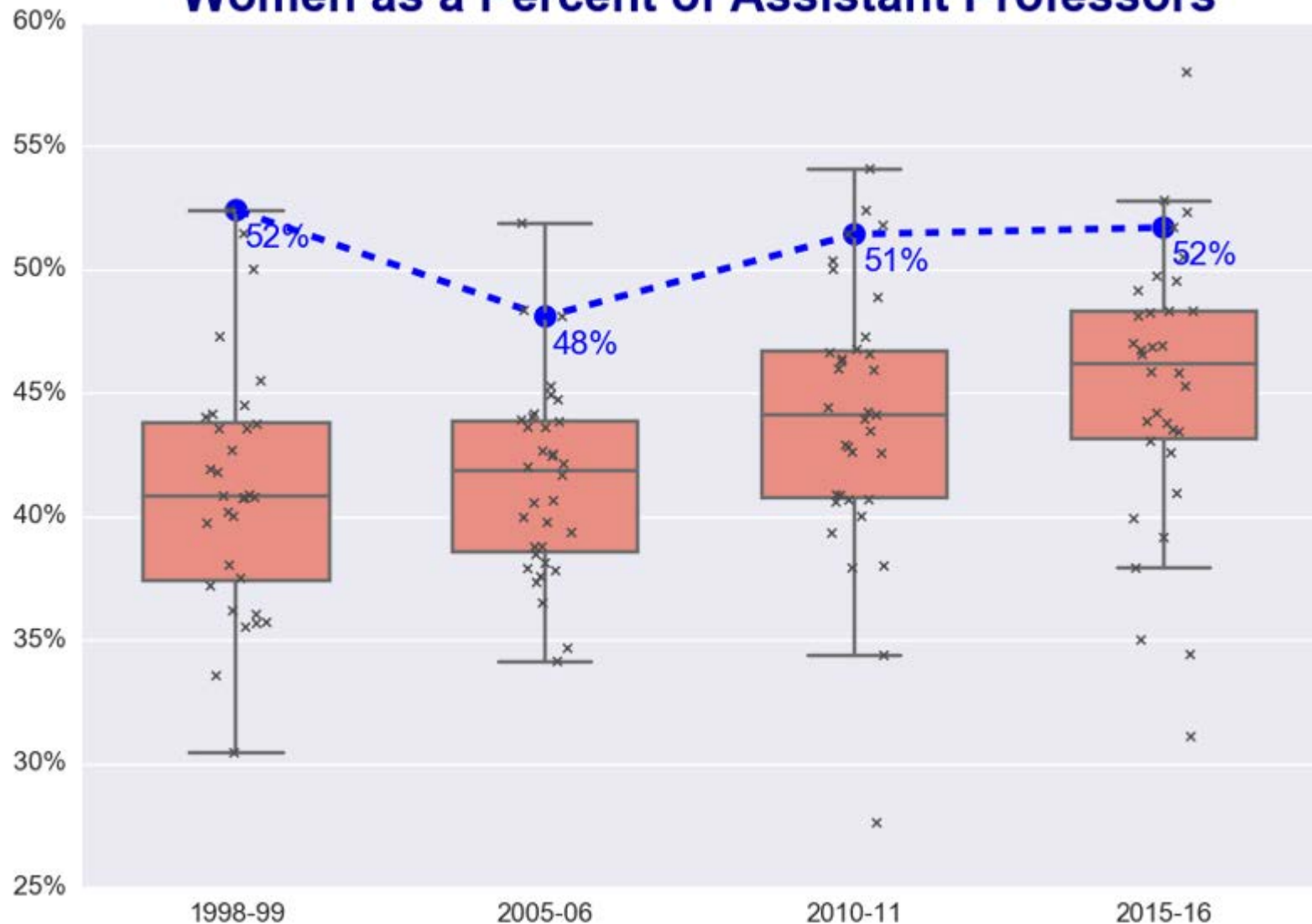


## 2015-16: Women as a Percent of Assistant Professors



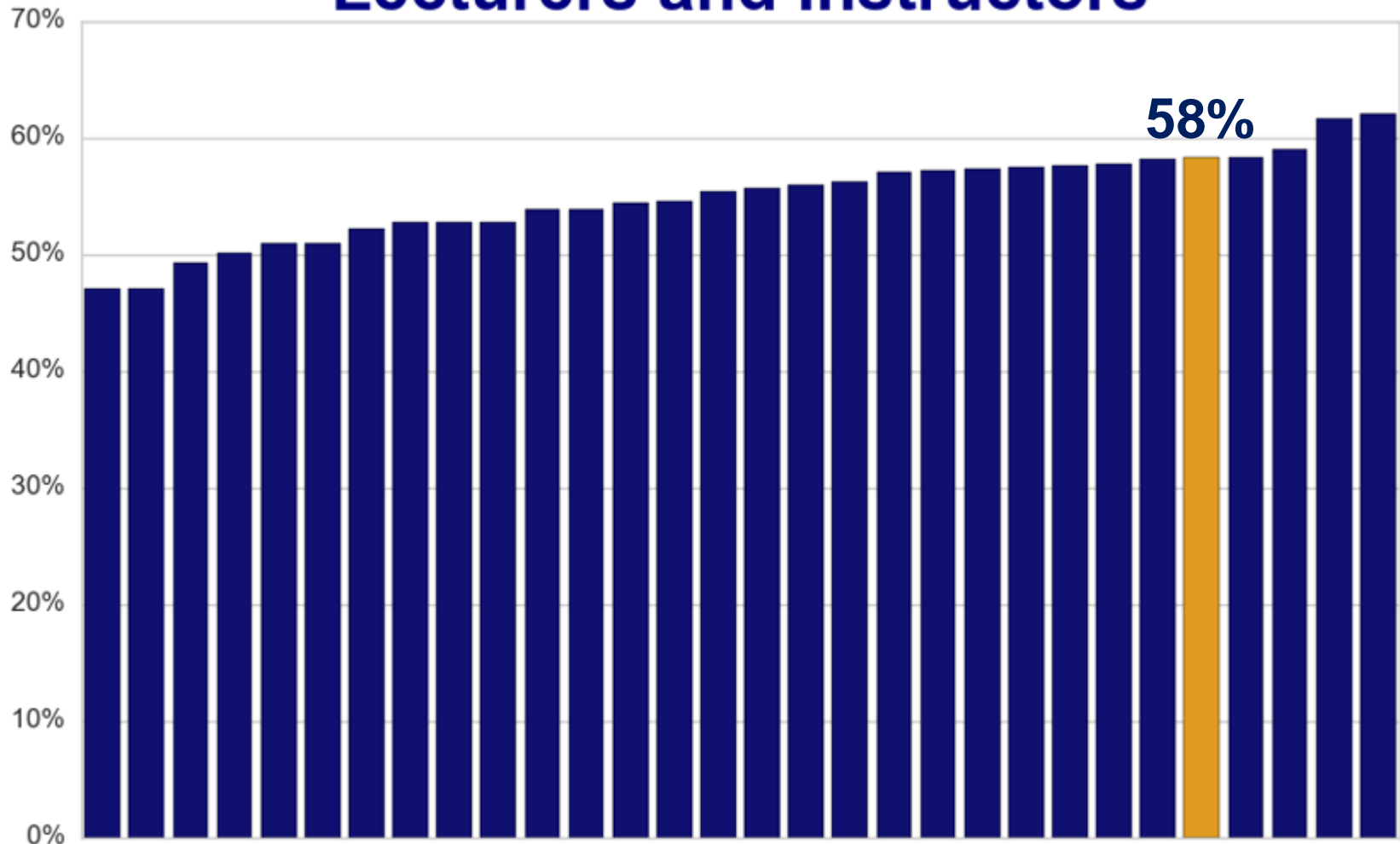


## Women as a Percent of Assistant Professors





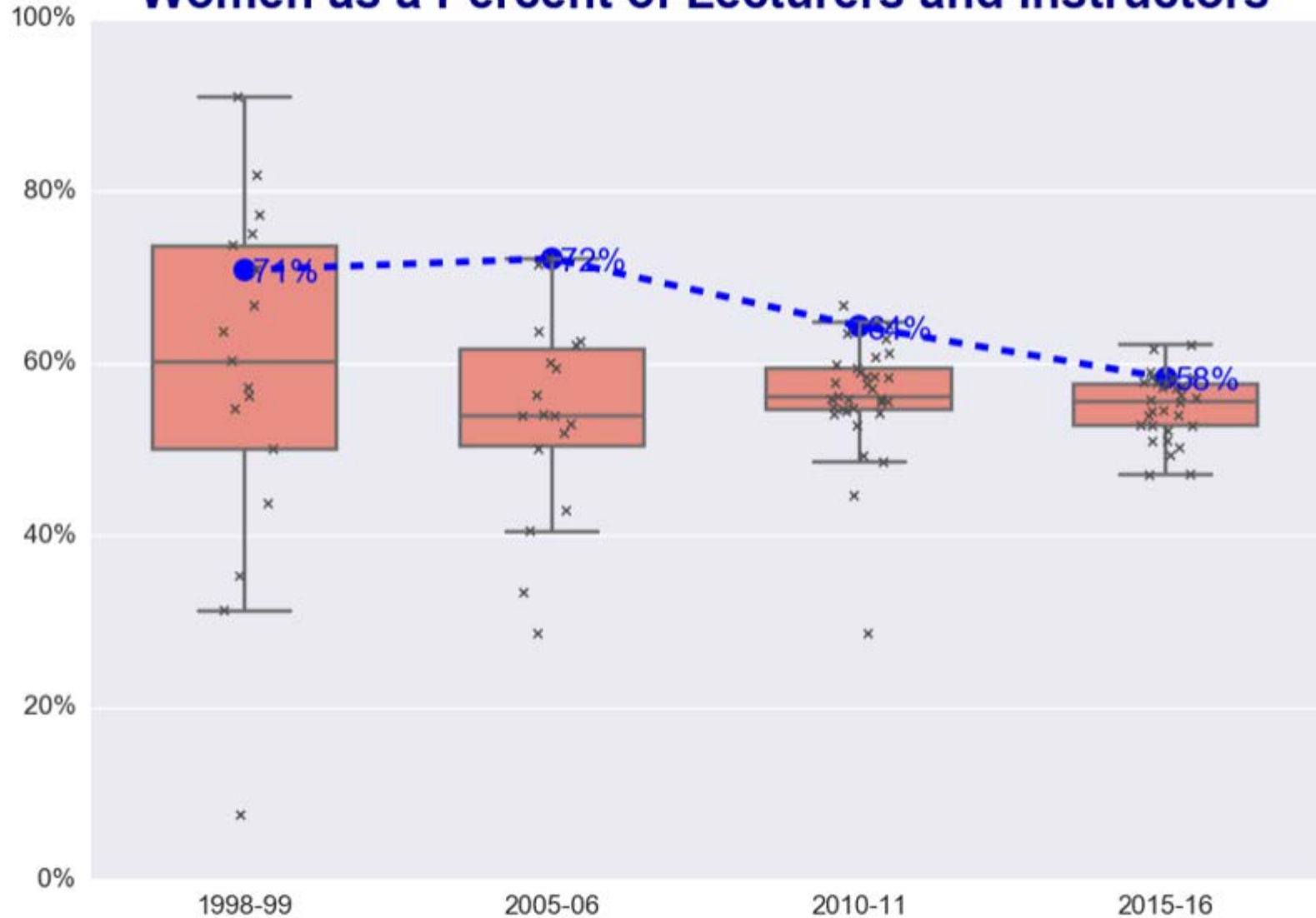
## 2015-16: Women as a Percent of Lecturers and Instructors







## Women as a Percent of Lecturers and Instructors

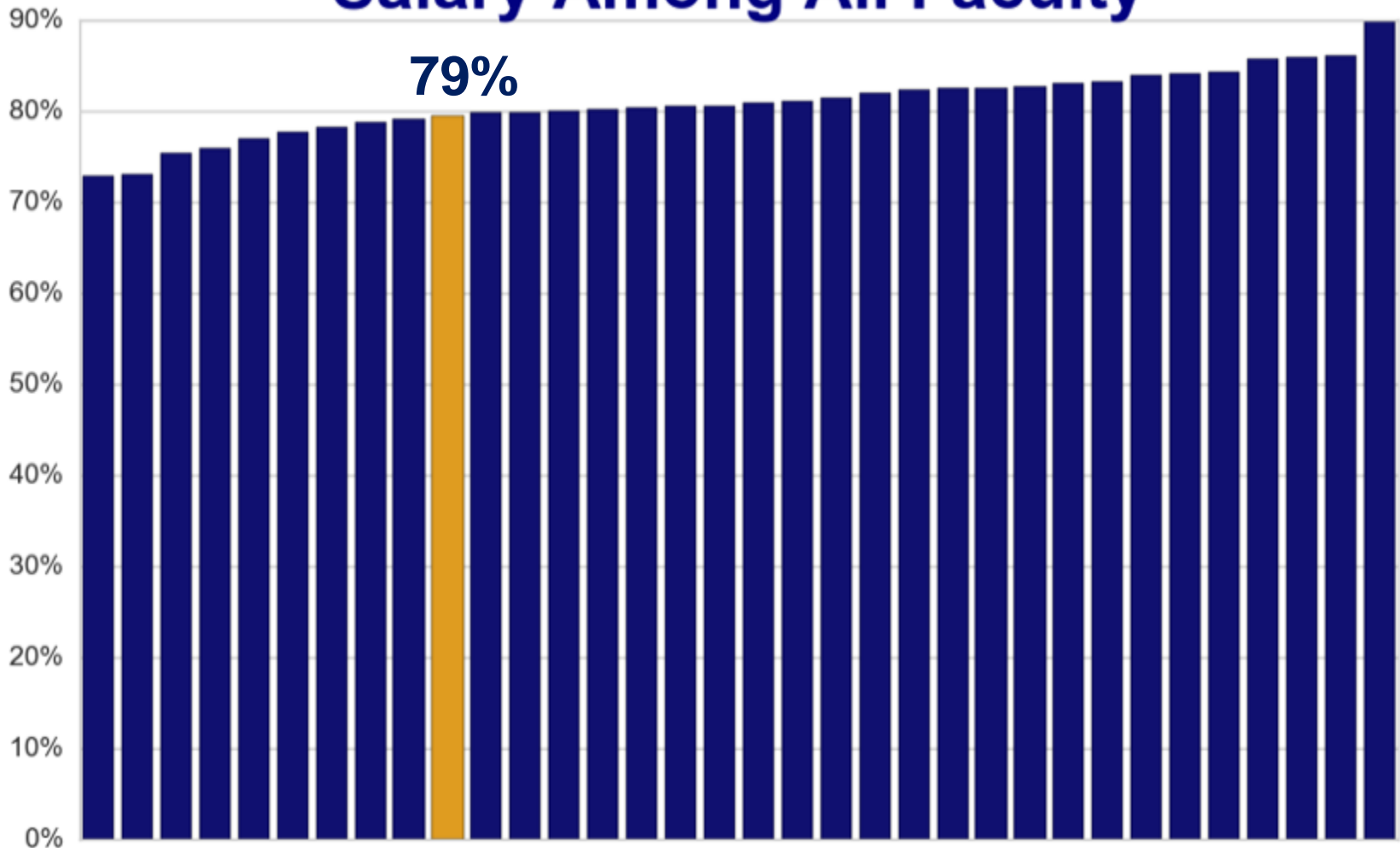




- 1. Benchmarking:** Pittsburgh campus compared to the 33 public Association of American Universities (AAU)
  - Percentage of women faculty by rank
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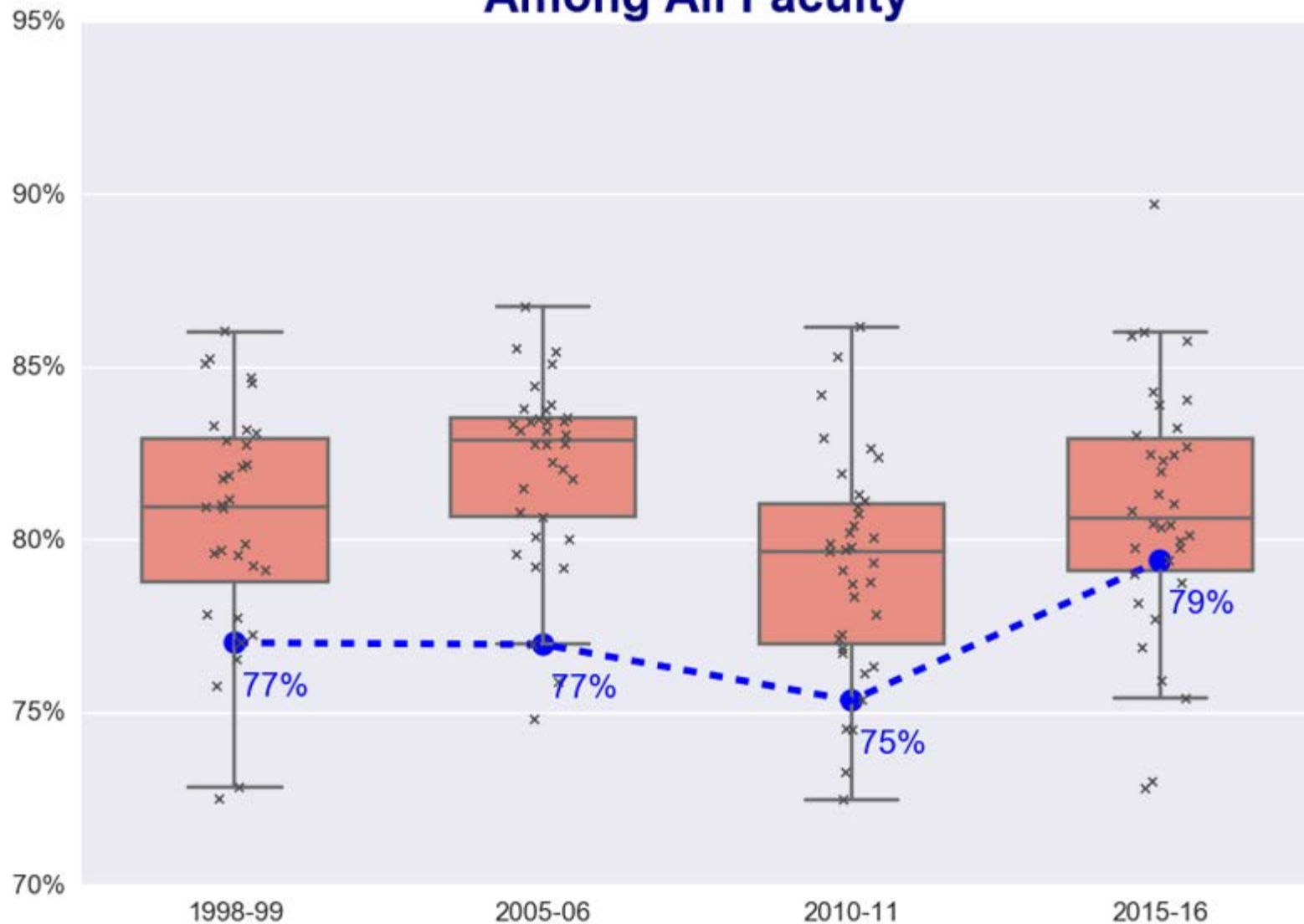


## 2015-16: Ratio of Women's to Men's Salary Among All Faculty



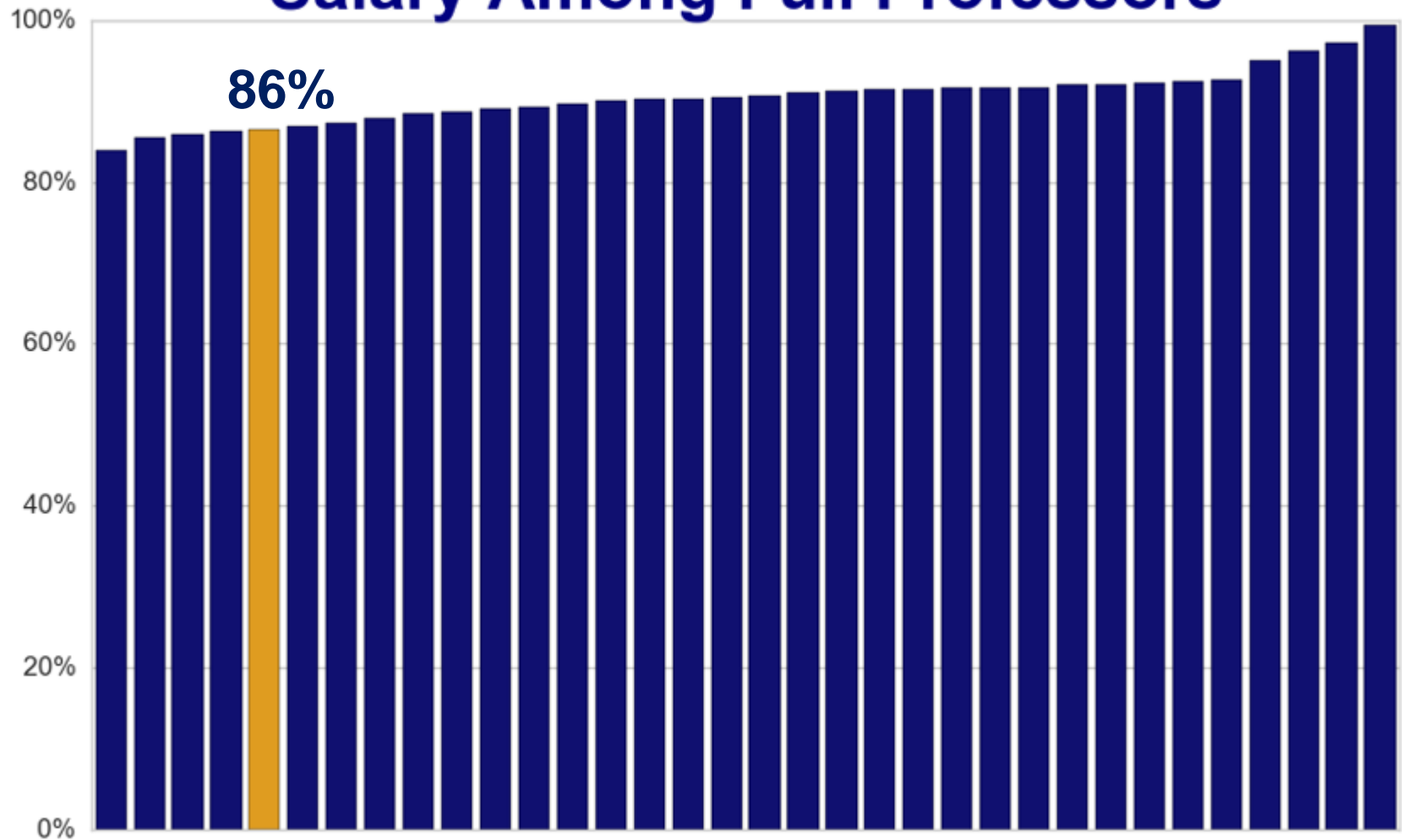


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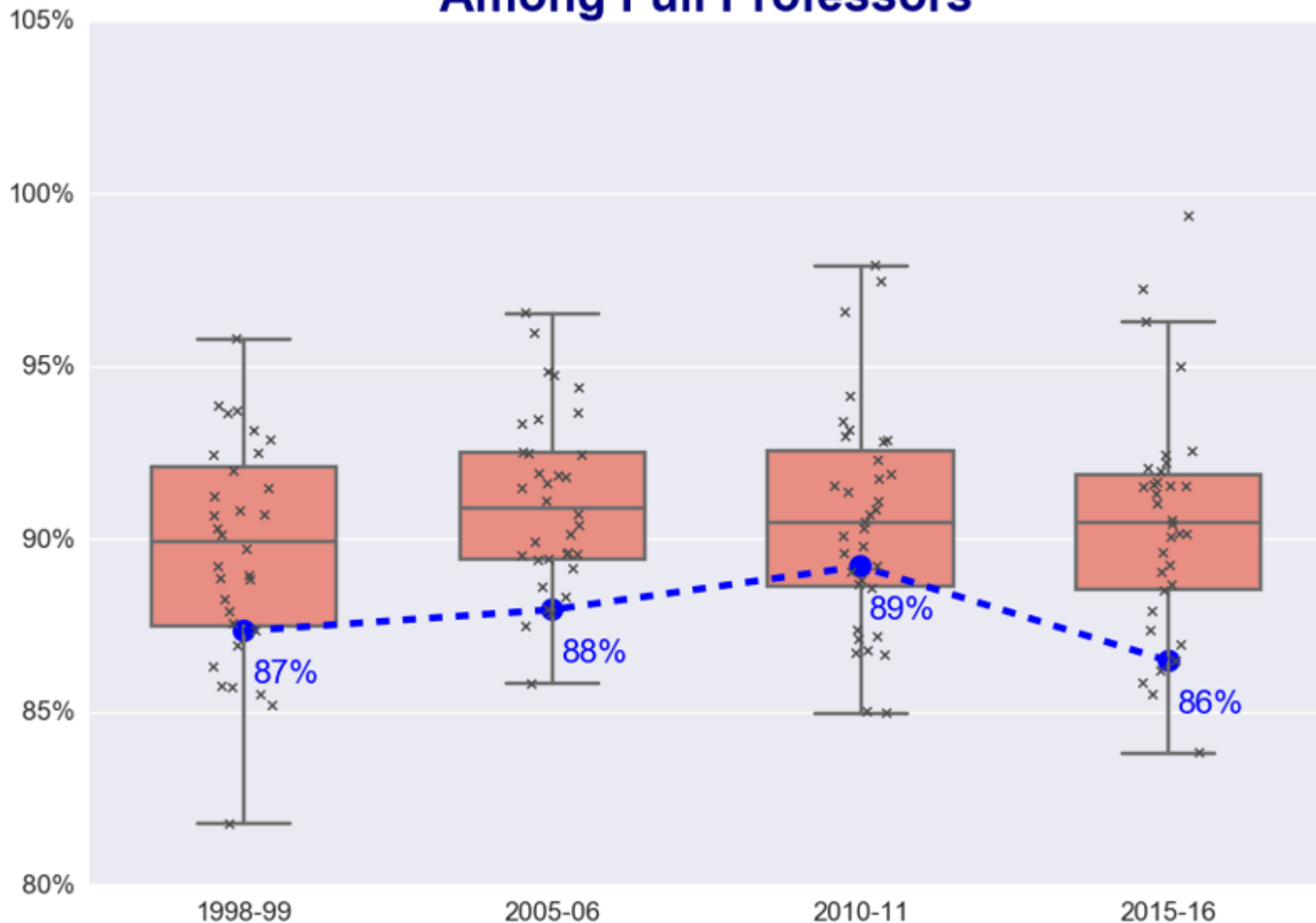


## 2015-16: Ratio of Women's to Men's Salary Among Full Professors



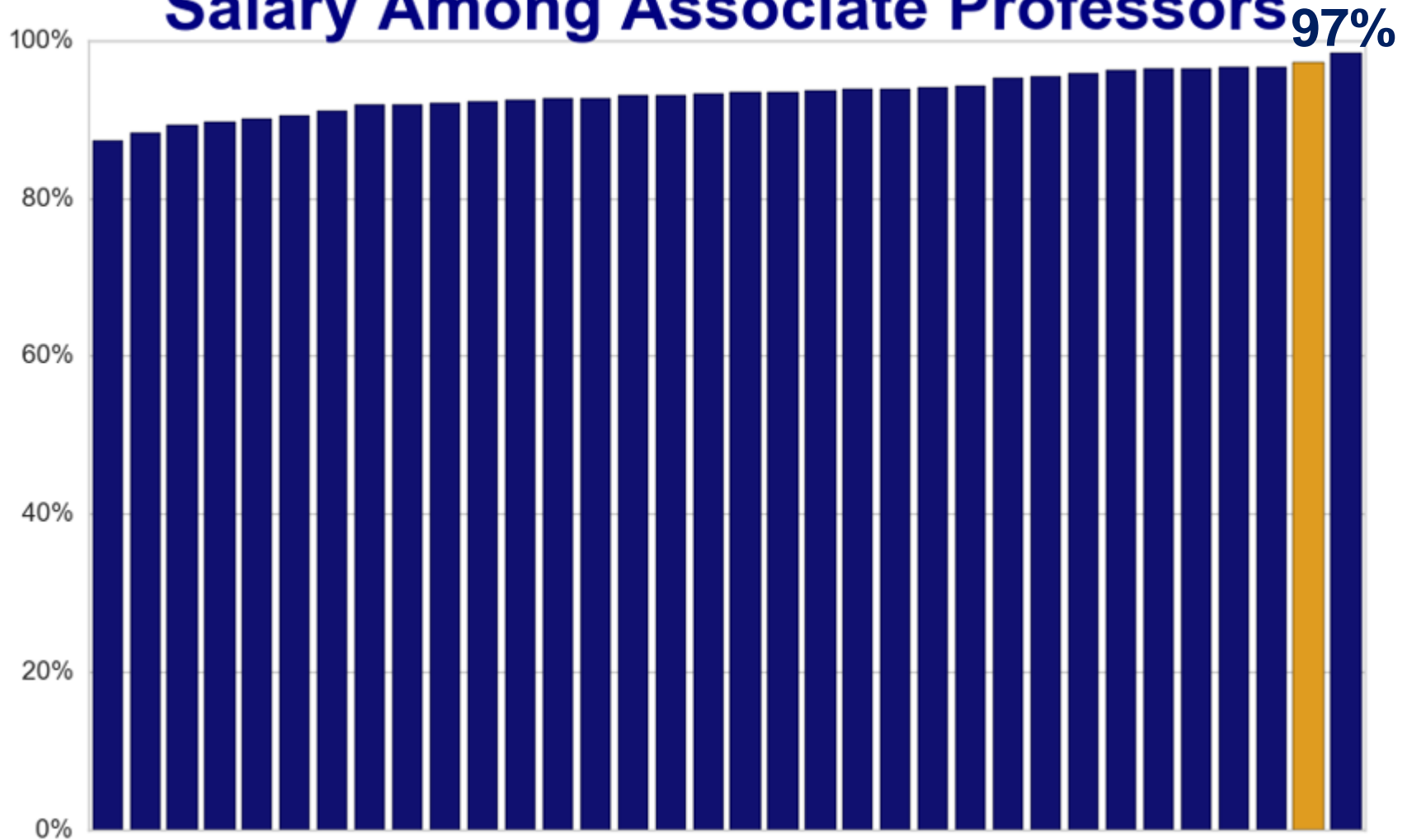


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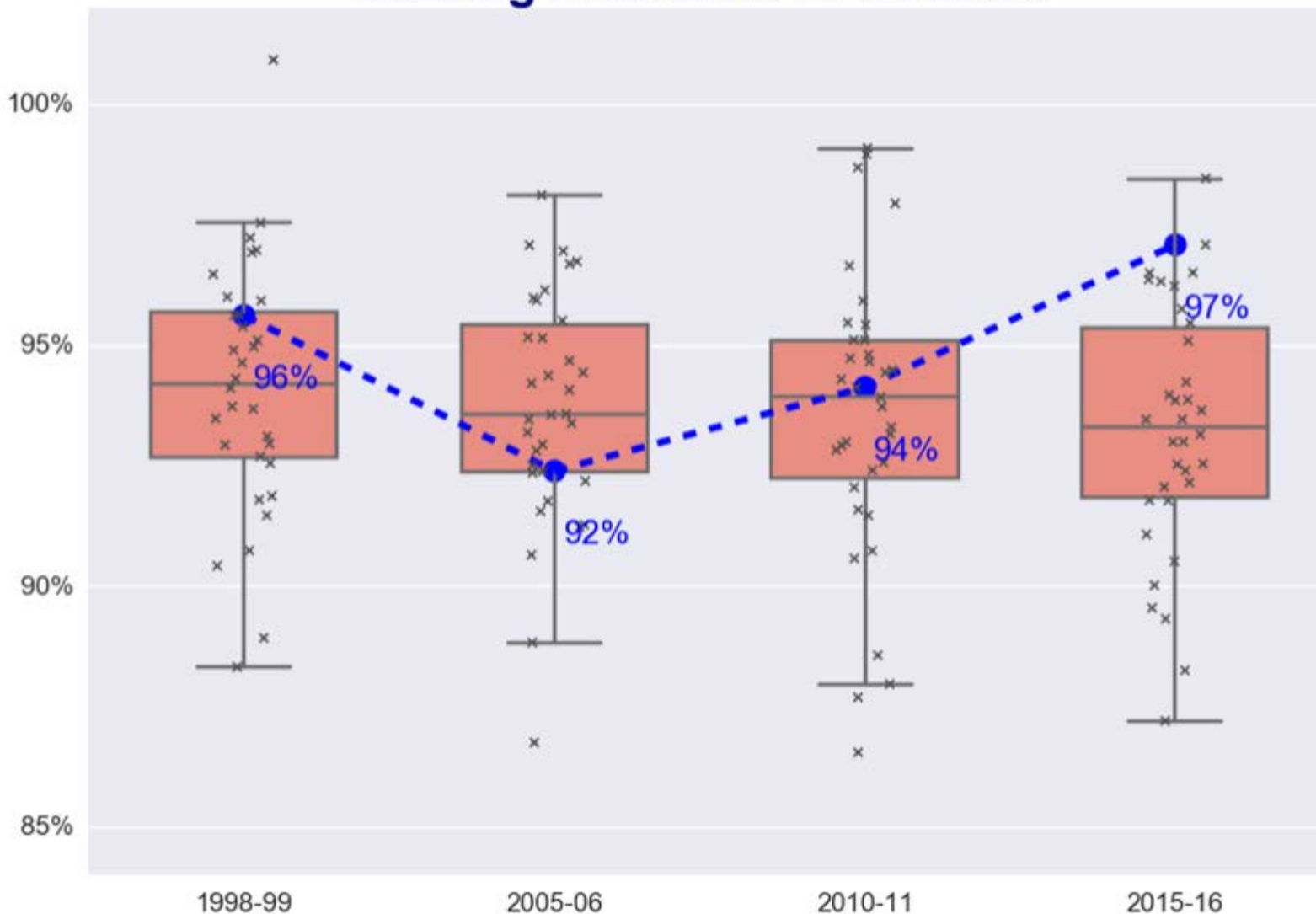


## 2015-16: Ratio of Women's to Men's Salary Among Associate Professors





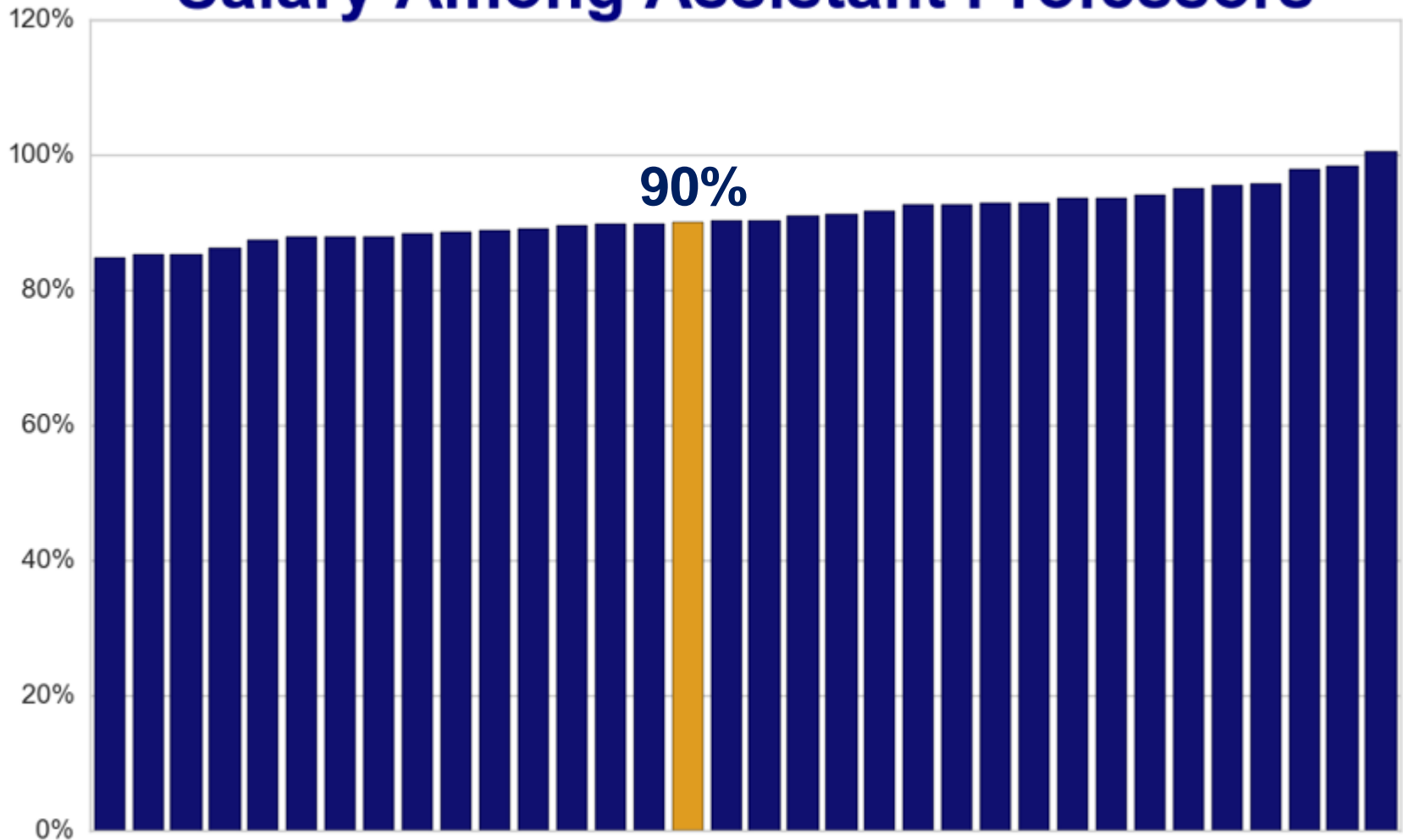
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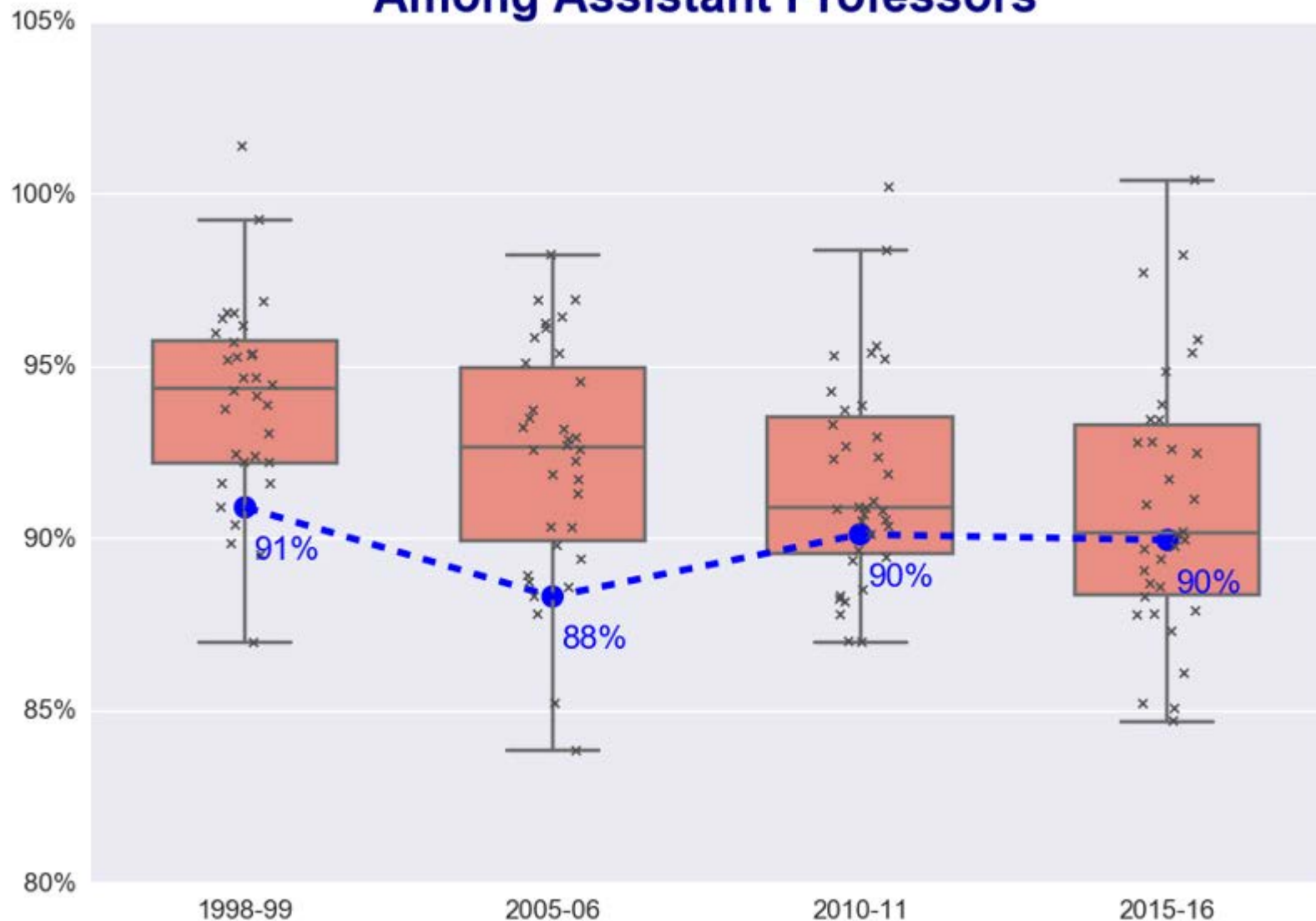


## 2015-16: Ratio of Women's to Men's Salary Among Assistant Professors



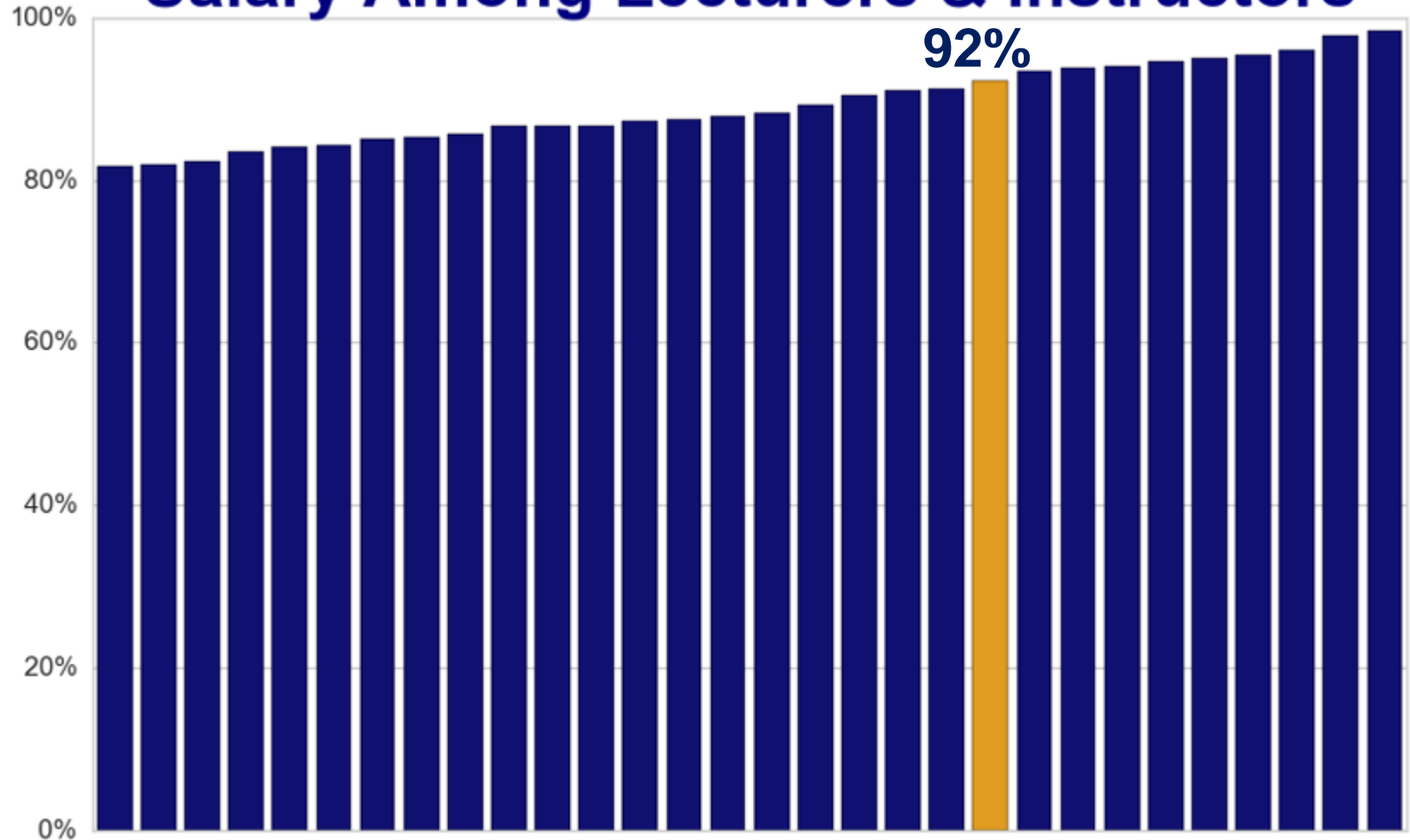


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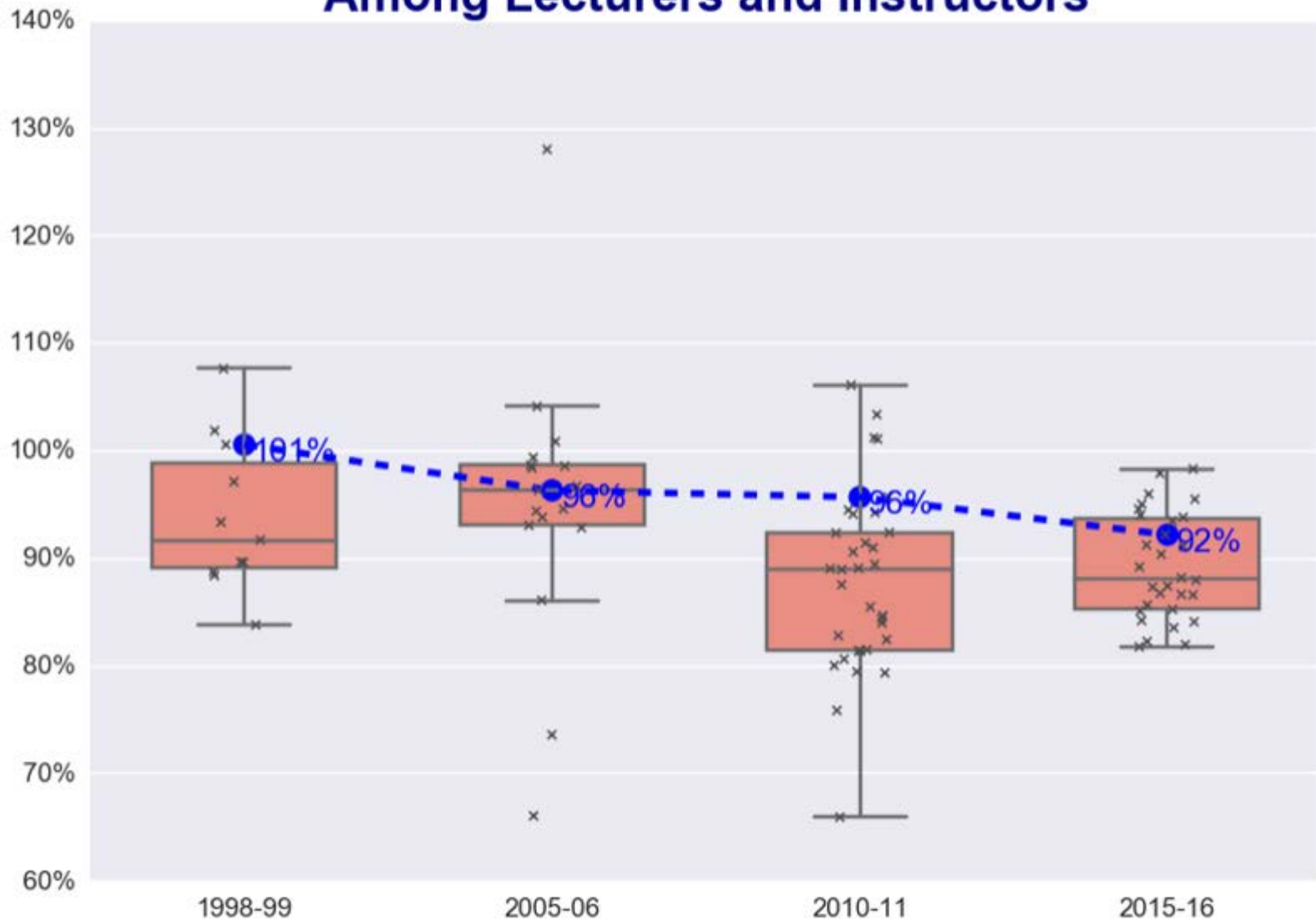


## 2015-16: Ratio of Women's to Men's Salary Among Lecturers & Instructors





## Ratio of Women's to Men's Salary Among Lecturers and Instructors





## 2. Analysis of Internal Pitt Data

### Data Source & Years

- University Data Warehouse
- All full-time, non-clinical faculty on all campuses (not just those included in the AAUP report)
- 2005-06, 2010-11, 2015-16



## **2. Internal Analysis**

- Percent 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**
- Percent of various leadership roles held by women**



# Women as a Percent of Faculty

## Pittsburgh Campus

### 2015-16

	<b>All</b>	<b>T/TS</b>	<b>NTS</b>
<b>All</b>	43.2	33.8	51.7
<b>Full</b>	26.5	24.3	39.8
<b>Assoc</b>	39.9	38.4	42.8
<b>Asst</b>	48.6	43.6	51.6
<b>I &amp; L</b>	56.3	n/a	56.3



# Percent of Women Faculty

## Regional Campuses

### 2015-16

	All	T/TS	NTS
All	45.6	37.3	56.9
Full	27.6	27.6	n/a
Assoc	36.4	35.1	50.0
Asst	47.8	46.0	49.2
I & L	67.2	100.0	66.7





## 2. Internal Analysis

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# Ratio of Women's to Men's Salary

## Pittsburgh Campus with No Controls

### 2015-16

	<b>All</b>
<b>All</b>	80.2
<b>Full</b>	90.8
<b>Assoc</b>	96.7
<b>Asst</b>	94.1
<b>I &amp; L</b>	93.7



# Three-Year Comparison Pittsburgh Campus Salary Ratio with No Controls

	<b>2005- 06</b>	<b>2010- 11</b>	<b>2015- 16</b>
<b>All</b>	74.8	75.3	80.2
<b>Full</b>	87.9	89.2	90.8
<b>Assoc</b>	92.4	94.1	96.7
<b>Asst</b>	88.2	90.1	94.1
<b>I &amp; L</b>	96.0	95.7	93.7



# Ratio of Women's to Men's Salary

## Pittsburgh Campus T/TS Only

### 2015-16

	All	T/TS only	School Control	Dept Control
All	80.2	86.6	--	--
Full	90.8	94.6	93.7	97.1
Assoc	96.7	96.5	95.6	100.1
Asst	94.1	95.0	96.4	98.1
I & L	93.7	n/a	n/a	n/a



# Three-Year Comparison Pittsburgh Campus T/TS Salary Ratio with Department Controls\*

	<b>2005-06*</b>	<b>2010-11</b>	<b>2015-16</b>
<b>Full</b>	92.4	95.9	97.1
<b>Assoc</b>	97.1	98.9	100.1
<b>Asst</b>	94.0	98.2	98.1
<b>I &amp; L</b>	n/a	n/a	n/a

\* 2005-06 data is school controlled



# Ratio of Women's to Men's Salary

## Pittsburgh Campus NTS Only

### 2015-16

	<b>All</b>	<b>NTS only</b>	<b>School Control</b>	<b>Dept Control</b>
<b>All</b>	80.2	88.6	--	--
<b>Full</b>	90.8	83.6	86.9	103.3
<b>Assoc</b>	96.7	96.5	96.6	97.3
<b>Asst</b>	94.1	95.3	97.1	99.6
<b>I &amp; L</b>	93.7	93.7	95.4	97.0



# **Two-Year Comparison Pittsburgh Campus NTS Salary Ratio with Department Controls**

	<b>2010-11</b>	<b>2015-16</b>
<b>Full</b>	95.0	103.3
<b>Assoc</b>	99.1	97.3
<b>Asst</b>	91.9	99.6
<b>I &amp; L</b>	99.7	97.0



# Ratio of Women's to Men's Salary

## Regional Campuses No Controls

### 2015-16

	<b>All</b>
<b>All</b>	88.1
<b>Full</b>	93.4
<b>Assoc</b>	95.2
<b>Asst</b>	95.1
<b>I &amp; L</b>	96.4





# **Two-Year Comparison Regional Campuses Salary Ratio with No Controls**

	<b>2010-11</b>	<b>2015-16</b>
<b>All</b>	90.9	88.1
<b>Full</b>	103.3	93.4
<b>Assoc</b>	100.2	95.2
<b>Asst</b>	96.8	95.1
<b>I &amp; L</b>	89.4	96.4



# Ratio of Women's to Men's Salary

## Regional Campuses T/TS

### 2015-16

	<b>All</b>	<b>T/TS Only</b>	<b>Division Control</b>
<b>All</b>	88.1	93.4	--
<b>Full</b>	93.4	93.4	99.9
<b>Assoc</b>	95.2	97.1	99.1
<b>Asst</b>	95.1	99.8	105.9
<b>I &amp; L</b>	n/a	n/a	n/a



# **Two-Year Comparison Regional Campus T/TS Salary Ratio with Division Controls**

	<b>2010-11</b>	<b>2015-16</b>
<b>Full</b>	118.4	99.9
<b>Assoc</b>	100.5	99.1
<b>Asst</b>	97.5	105.9
<b>I &amp; L</b>	n/a	n/a



# Ratio of Women's to Men's Salary

## Regional Campuses NTS

### 2015-16

	All	NTS Only	Division Control
All	88.1	90.0	--
Full	93.4	n/a	n/a
Assoc	95.2	82.8	101.2
Asst	95.1	91.5	98.6
I & L	96.4	96.2	89.8



# **Two-Year Comparison Regional Campus NTS Salary Ratio with Division Controls**

	<b>2010-11</b>	<b>2015-16</b>
<b>Full</b>	n/a	n/a
<b>Assoc</b>	128.5	101.2
<b>Asst</b>	98.3	98.6
<b>I &amp; L</b>	86.9	89.8



## 2. Internal Analysis

- Percent 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
- **Percent of various leadership roles held by women**



# Percent of Women in Leadership Positions

	1996	2003	2012	2017
Board of Trustees (voting members)	15%	11%	19%	19%
Senior Administrators	20%	28%	25%	34%
Provost Senior Staff	33%	29%	50%	35%
Deans	13%	25%	13%	20%



# Percent of Women Department/ Division Chairs

	1996	2003	2012	2017
Arts & Sciences	16%	0%	26%	39%
Provost Area	19%	2%	23%	29%
Health Sciences	21%	20%	27%	23%
Total	20%	13%	25%	26%





# Summary

- Lots of good news!
  - % of women at the higher ranks has increased
  - With appropriate controls, salary ratios for T/TS faculty approach 100%
- Questions
  - Low salary ratios for some NTS rank faculty
  - Will increase in % of women Associate Professors translate into increase in % of women Full Professors next time?



# Actions

- Bring anomalies to attention of deans
- Case Western ADVANCE grant from NSF
  - Seed gender equity among faculty
  - Focus on mid-career women
- Expand opportunities for networking and mentoring of women faculty
  - *A Celebration of Newly Promoted Women Faculty*



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Questions?

