

Gender Pay Equity

Reflections from Faculty Senate Council

2016

Timothy McBride, Interim Chair, Faculty Senate Council

Based on

Presentation to the Faculty Senate Council

Hillary Anger Elfenbein, Chair

Gender Pay Equity Committee

December 2016



Gender Pay Equity

- **FSC created committee to look at gender pay equity in 2015, 2012, 2009**
 - Report received in November and available on Senate website
 - <http://facultysenate.wustl.edu/policies-resolutions/>
- **Gender pay equity reports do not include Medical School**
 - Separate studies done by Medical School
- **Objective here today:**
 - What did we learn from our study?
 - Any lessons about methods and other issues that could be useful for WUSM study?
 - Lessons about policy recommendations



2016 Committee Members

- **Todd Decker**, Arts & Sciences
- **Hillary Anger Efenbein**, Business (Co-chair)
- **Pauline Kim**, Law
- **Igor Marjanovic**, Design & Visual Arts
- **Tim McBride**, Social Work
- **Shanta Pandey**, Social Work (Co-chair)
- **Bob Pollak**, Business and Economics
- **Shelly Sakiyama-Elbert**, Engineering
- *Ex-officio Members:*
 - **Lynn McCloskey**, Assistant Provost
 - **Lisa Wiland**, Director, Institutional Research
 - **Tao Zhang**, Senior Research Analyst



Committee's Tasks

- **Analyze gender pay equity for Danforth campus schools, using 2014-15 pay data**
 - Full Appointment Salary
 - Base salary
 - Salary for additional administrative roles
 - Total Actual Pay
 - Appointment salary
 - Summer research: internal and external funds
 - Extra teaching
 - Other pay (honorariums, project pay, etc.)
- **For comparison with previous GPE studies, analyses using the former methodology**



Gender Coefficients

	Total Actual Pay (TAP)	Actual Pay Minus Externally-Funded Summer Research (APMESR)	Full Appointment Salary (FAS)
Arts & Sciences	-4.5%	-1.4%	0.2%
Business	-1.5%	-1.4%	0.3%
Design & Visual Arts	-5.0%	-5.0%	-2.9%
Engineering	-3.0%	-1.2%	0.8%
Law	-6.4%	-6.0%	-3.4%
Social Work	-7.9%	-3.0%	-2.6%

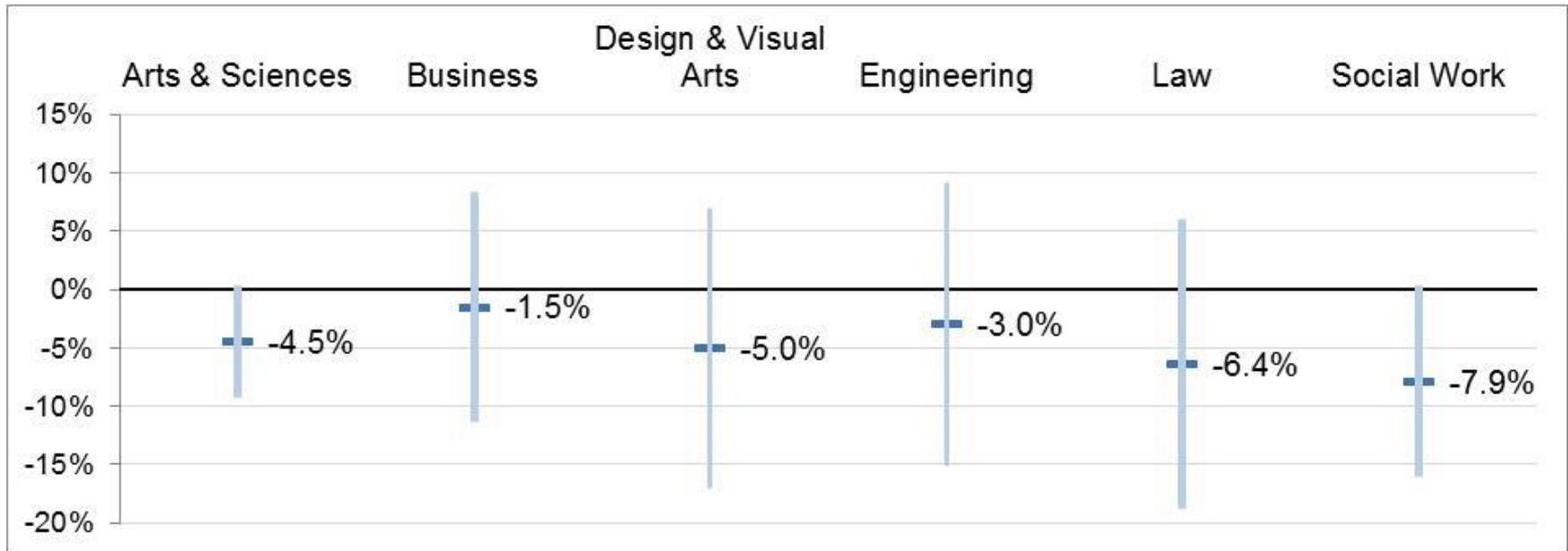
Negative coefficients indicate women paid less

Models include control variables: a rank and discipline salary index variable, an indicator for URM, indicators for rank and endowed chair, indicators for two levels of administrative role (chair equivalent and other), and four time variables (years since degree, square of years since degree, years on tenure track at WU, square of years on tenure track at WU)

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- **Female coefficient negative for TAP for all 6 schools**
 - **Female coefficient smaller for FAS**
 - Therefore most of the gender gap is in supplemental sources



Gender Difference – Total Actual Pay



- Whiskers indicate 2 x Standard Errors



Digging Deeper into Supplemental Pay

- **A higher proportion of men hold administrative roles with supplemental salary (16% vs. 11%)**
- **In Engineering, STEM fields of A&S, and Social Work, women are less likely to have externally funded summer research pay:**
 - **A&S STEM fields: 62% of men vs. 55% of women had external summer research funds**
 - **Engineering: 75% of men vs. 70% of women**
 - **Social Work: 89% of men vs. 54% of women**
- **In Business, among tenured faculty, the average overload teaching pay to men as % of salary was 3.2x as much as to women**



9-Month Equiv. Appointment Salary

	2008-09	2011-12	2014-15
Arts & Sciences	-1.2%	-0.8%	-0.8%
Business	-3.7%	0.5%	4.4%
Design & Visual Arts	-5.0%	1.4%	-2.2%
Engineering	-0.8%	-0.6%	-1.7%
Law	-3.0%	-3.1%	-6.8%
Social Work	-4.1%	1.9%	-2.7%

Models include 2 control variables handled differently:
Single variable for discipline groups, single indicator for salaried administrative role

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- **9-month equivalent Appointment Salary models tell an incomplete story vis-à-vis FAS**
 - Miss the chance to see gender gap from supplemental sources



Limitations

- **Correlation, not causation**
- **No control variable for quality**
- **Differences in supplemental pay could result from lack of opportunities *offered* or a choice not to *accept* them**
- **Analyses limited to financial compensation**
 - Did not include, e.g., teaching load and releases, course preps, lab space, start-up funds, etc.
- **R² for Law lower than for other schools**



Lessons Learned

- **Important to have excellent, clean data**
 - Differentiate clearly between base salary and supplemental sources
 - Our methods may want to be duplicated, also for comparison purposes
- **Role of external grants?**
 - Issue seems different on WUSM campus, since most if not all have 12-month contracts
 - NIH evidence suggests gender gap in *applications*
 - An issue at Med School?
 - If so, what is the solution? We decided: dedicate resources to support maximally competitive grant proposals from all faculty
 - Resources include seed grants, systematic mentoring programs, funds for friendly review
 - Additional proactive administrative support can identify potential grant sources, particularly those calls for proposals spread through networks



Lessons Learned

- **Role of external offers**

- Do Women Ask? Less proactive on salary?
- If so, what is solution?
 - Committee asked Deans to report on external offers, and disposition of those

- **Causation: if there is a gender gap: why?**

- Role of work-life balance
 - Do women have more time constraints due to family obligations?
 - Committee to be formed on this issue at Danforth campus
 - Work-Life study done recently, see:
 - <https://provost.wustl.edu/washington-university-faculty-work-life-survey/>
- Other factors?



Policy Recommendations: Extramural Grants

- External grant funding is outside of WU's direct control
- NIH evidence suggests gender gap in *applications*
- Therefore, resources can be dedicated to support maximally competitive grant proposals from all faculty
 - Resources include seed grants, systematic mentoring programs, funds for friendly review
 - Additional proactive administrative support can identify potential grant sources, particularly those calls for proposals spread through networks



Policy Recommendations: Paid Administrative Roles, Teaching

- **Deans should report to the Provost the process by which opportunities are offered for teaching pay, summer research pay, course releases, and other sources applicable to the School**
- **Greater transparency for supplemental pay**
 - Deans can make available information about extra pay as % of salary for each supplemental source
 - Some faculty may not be aware of extent of these sources



Policy Recommendations: Salary Negotiations

- **Gender gap from less visible sources is consistent with negotiations research**
 - Ambiguous, discretionary, individually negotiated
- **The role of negotiation for pay equity looms large**
 - During initial hiring and retention negotiations
- **Deans should be mindful during compensation negotiations**
- **Deans should report to the Provost yearly the response to each outside offer**
 - Explore potential gender inequities
 - Explore whether women less likely to bring outside offers
 - Potentially from family 'movability' or lesser gamesmanship



Recommendations for GPE Studies

- **Continue GPE studies every 3 years**
 - Opportunity to monitor potential inequities
 - Opportunity for Deans to see changes over time
- **Maintain improvements in methodology**
 - Total Pay offers more complete information
 - Better explanatory variables
 - Single index variable for discipline
 - Two variables for administrative roles, Criteria for exclusions
- **Additional topics for research**
 - Likelihood of pursuing outside offers
 - Longitudinal analyses
 - Salary discontinuities, time as Associate Professor
 - Pay equity for non tenured/tenure-track faculty

