

Additional Evidence for Gender Inequity in UTK Faculty Salaries

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The Chronicle of Higher Education publishes an annual summary of faculty salaries, compiled from the U.S. Department of Education's Integrated Postsecondary Data System, and includes a breakdown by institution, rank and gender. For Tennessee data see

<http://data.chronicle.com/category/state/Tennessee/faculty-salaries/>

A comparison of the % increases in average salaries for male and female faculty members from the 2007-8 to the 2014-15 years from these data are:

Rank:	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer
Males:	21.83%	15.95%	16.90%	45.82%	30.67%
Females:	20.78%	12.77%	11.92%	15.54%	22.43%

If the data compiled by the US Dept. of Education are accurate, this indicates that there have been greater average percentage increases at all ranks for males than for females since 2007.

Note that this time period for analysis was chosen because the last published report on gender and faculty salaries was done by the Senate B&P Committee based on 2007-8 data. Since that time no data or report were released by the UTK administration to allow a more complete analysis on gender and salary, though such an analysis has been requested by the B&P Committee.

At the suggestion of the Provost, a similar analysis was done over the time period from 2010-11 to 2014-15. An argument for changing to this time period is that it covered a shorter period over which there were raise pools for faculty and staff that included merit and equity pools. For this time period there is a change in the results to:

Rank:	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer
Males:	15.38%	12.54%	10.12%	38.76%	20.89%
Females:	17.08%	9.91%	9.35%	-.08%	19.94%

So for this shorter time period there has been a higher percentage raise in average salaries for females than males at the Full Professor level, but not at the other ranks. A more complete analysis would be needed to determine whether the improvement at the Full professor level was broadly applied across units. Note as well that in all cases, the data on Instructors should likely be disregarded as the number of Instructors is very small – there are far more Lecturers.

Note as well that the overall salary figures in the US Dept of Education data are not consistent with the salary figures released each year by the administration and provided to the Senate. For example, for the 2014-15 year the average salaries reported are:

Rank:	Professor	Associate Professor	Assistant Professor
OIRA UTK Data	\$130,889	\$89,458	\$76,033
Chronicle Data	\$126,162	\$89,667	\$74,574

A similar level of differences was observed in the 2013-14 data (see the Faculty Senate report at http://www.nimbios.org/~gross/Senate/UTK_Salary_Comps_2013_2014_FacultySenate.pdf)

It is not clear how these differences arise.