

## **Summary of Results from Senate Budget and Planning Committee Analysis of Faculty Salary Data based upon Gender using Data from Fall 2015**

1. Since 2007, the Professorial faculty numbers have increased slightly (from 1184 to 1204) while the number of Instructors and Lecturers increased from 250 to 323.
2. Since 2007, the gender balance of the Professorial faculty has remained constant with 35% of the faculty being female, while the fraction of the total faculty who are female increased from 38% to 42% due to an increase in female Instructors and Lecturers,
3. The ratio of female-to-male salary was .763 in 2015 including Instructors and Lecturers and the ratio for Professorial Faculty (all ranks) was .802 and these ratios are essentially the same as they were in 2007.
4. For all Professorial ranks, the mean and median salaries of female faculty was lower than that of male faculty.
5. 11.7% of the individuals in the highest 5% of Professorial Faculty salaries (all ranks) are females and 88.3% are males. 16.7% of the individuals in the highest 10% of Professorial Faculty salaries (all ranks) are female faculty and 83.3% are male faculty.
6. Since 2007, at all ranks and for all genders there have been significant increases in mean and median salaries. There has been no consistent difference in percent salary increases by gender over this time period.
7. There is some evidence that there are gender differences in salary not accounted for differential representation of faculty by gender in units with different faculty market values, but the evidence is much weaker than that from 8-years ago and cannot be said to be statistically significant.
8. A small set of units contribute the greatest to the gender salary differences across campus.