



2017 Pay Equity and Advancement Report

Highest Priority Recommendations

- Direct existing structures (or establish a Pay & Advancement Equity Task Force) to monitor equity progress at least annually in an open and transparent manner. This entity should:
 - Develop processes to provide and review salary data each year. Data should be available in February, in time for the 2018-19 raises. This work should include examination of pay equity by minority and gender status as well as for librarians (as they were excluded from this analysis).
 - Examine models for NSF ADVANCE portal to develop data tools¹. The data should include starting salary, salary, time in rank, gender, and ethnicity.
 - Examine data and reports from American Association of University Women (AAUW)² for models of improvement.
 - Present data each year in a meeting that includes the Provost, Vice Chancellor for Diversity and Community Engagement, Commission on the Status of Women Representatives, the Ombuds, and the Sarah Isom Center Director.
 - Make data available to directors, chairs, and deans before raise decisions.
 - Make data available to all employees before annual meeting with chair/supervisor.
 - Examine tenure and promotion guidelines to recognize the service and student support work that typically falls disproportionately to female faculty, faculty of color, and LGBTQ faculty.
 - Examine non-tenure track faculty representation and pay equity.
- Support and lobby for a state Pay Equity law.
- Retain an external consulting firm that specializes in faculty and professional employee salaries to examine pay and advancement equity at least every 3-5 years. This work should include examination of pay equity for librarians and graduate students.
- Provide a pool of money separate from that for raises to allow chairs and administrators to address pay inequities based on analysis.
- Develop strategies to increase pay and advancement opportunities for those making less than \$25K annually (the majority of whom are female). For example, increase the university's minimum wage.

¹ NSF Advance Portal - <http://www.portal.advance.vt.edu>

² AAUW - <https://www.aauw.org>, for example: https://www.aauw.org/aauw_check/pdf_download/show_pdf.php?file=The-Simple-Truth

Executive Summary

The University of Mississippi continues to have an overall wage gap and representation gap for most EEO categories. There are also gender differences in perception of the campus climate.

We recognize that many factors influence differences in pay and advancement equity, that small numbers of people in some categories make interpretations of these data difficult, and that pay and advancement equity data change frequently. As such, a top priority is to institutionalize the examination and reporting of these data annually and retain pay equity experts to provide in depth reporting every 3-5 years.

In this report, we summarize several data analyses and make recommendations for a fairer campus that fully embodies our creed to respect the dignity each person and to embrace fairness and civility. This report includes 2015 data for:

- percent of women at each EEO category;
- perceptions of campus climate;
- earnings ratios in median income across EEO categories;
- earning ratios with median time in rank for faculty by rank and discipline by gender and ethnicity;
- salary distributions for each EEO category.

Contributors

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This report was shaped by the support and comments from Kirsten Dellinger and Cristiane Queiroz Surbeck.

Introduction

In 2007, University of Mississippi's Commission on the Status of Women published a "Pay Equity and Advancement Report" (see Appendix A). The report, co-written by Nancy Bercau, Kirsten Dellinger, Mary Harrington, and Traci Mitchell, was the third such report from the Council on the Status of Women that provided a quantitative analysis of the status of women employed by the University of Mississippi. The report demonstrated a persistent gender pay gap³ on campus (based on 2005 data), and made recommendations about ways to rectify this gap. Consultation with several of the original authors suggested that a few recommendations were enacted for the two years following the report (e.g., raises from a separate pool of funds); however, the implementation did not persist.

The original report for the Commission on the Status of Women explains, "Families lose \$200 billion in income annually to the wage gap--an average loss of more than \$4,000 a year for each working family. In addition, wage discrimination lowers total lifetime earnings, thereby reducing women's benefits from Social Security and pension plans." Rewarding employees equitably for their performance is beneficial to the institution. It creates a positive work environment that can increase productivity and create excellence.

Ten years later, the Commission on the Status of Women revisited the gender earnings ratio⁴, percent of female employees at each EEO category, and faculty perceptions of campus climate. The data in this report are from 2015. The data analyses (graphs) were provided by the Office of Institutional Research, Effectiveness, and Planning; while the interpretations and recommendations are those of the Commission on the Status of Women's Pay Equity Working Group. This report is deeply indebted to the work of the 2007 commission.

We recognize that many factors influence differences in pay and advancement equity, including starting salary, discipline, service expectations, family care responsibilities, time in rank, and productivity. We understand that the small numbers of people in some categories make interpretations of these data difficult. We also assert that pay and advancement equity data change frequently (e.g., several new executive positions have been created and are filled by women since this analysis). As such, institutionalizing the examination and distribution of these data annually and retaining pay equity experts to provide in depth reporting every 3-5 years are among our highest priority recommendations.

In the following sections and appendixes, we document the reality of the gender wage gap at the University of Mississippi. To correct this, and thus live up to our creed and the priorities of Flagship Forward, we must first recognize the extent of the challenge. We recognize that administrators may not consciously discriminate against their employees and there are areas of great progress, and the data suggest a consistent systemic disparity. Recognizing this and devising strategies to remedy it are essential. Appendix B has a summary of these data that maybe particularly useful for discussion.

³ The AAUW defines the pay gap as "the difference in men's and women's median earnings, usually reported as either the earnings ratio between men and women or as an actual pay gap.

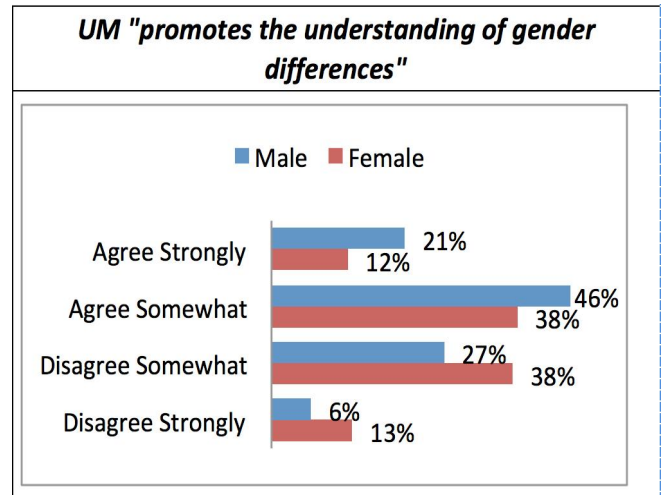
⁴ The ratio of women's median earnings to men's median earnings, typically expressed as a percent.

Data Highlights

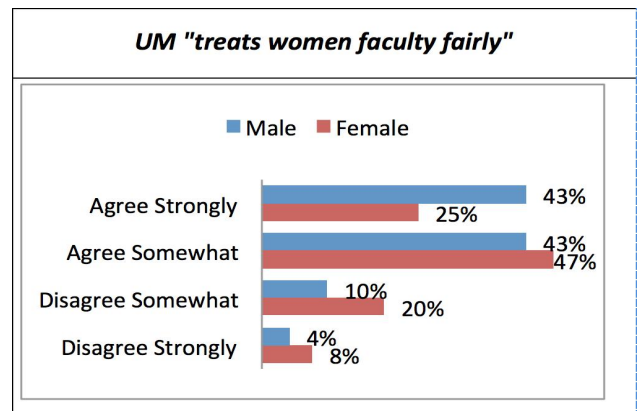
Perceptions of Campus Climate

In Spring 2015, the campus conducted a faculty perceptions survey. While data did not show statistically significant differences in overall satisfaction by gender or ethnicity (when strongly and somewhat agree are collapsed), they do reveal differences for multiple individual questions (see Appendix C for additional questions). For example:

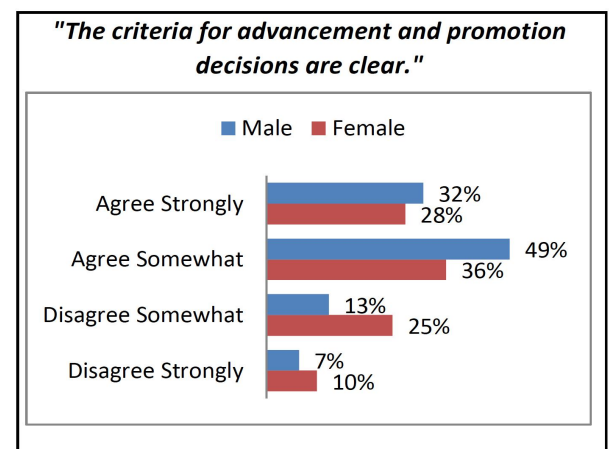
Approximately 67% of male respondents generally agreed or strongly agreed that UM promotes understanding of gender differences, while approximately half of female respondents agreed or strongly agreed with the statement.



Approximately 86% of male respondents agreed or strongly agreed that UM treats women fairly, while approximately 72% of female respondents agreed or strongly agreed with the statement.



Approximately 81% of male respondents agreed or strongly agreed that the criteria for advancement and promotion decisions are clear, while approximately 64% of female respondents agreed or strongly agreed with the statement.

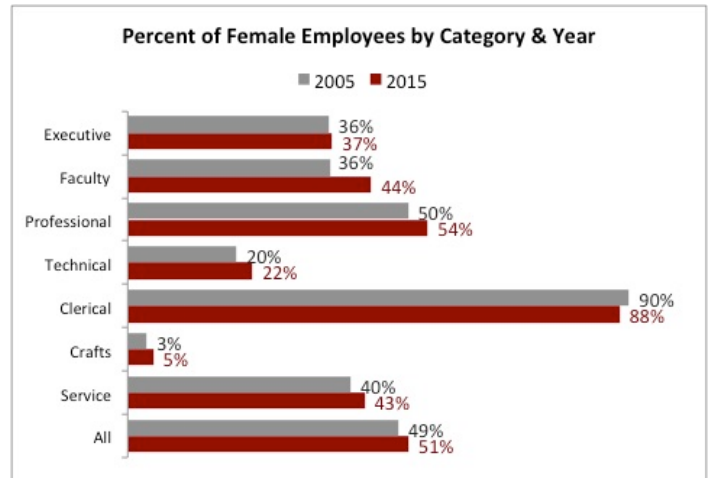


Percent of Employees that are Female

The following data show the percent of employees that identify as female in Fall 2005 (where available) and Fall 2015 (i.e., # females / # employees in category). These data do not include graduate students or librarians as our data sources were built for federal reporting requirements where these employees are not included.

All Employees

In 2015, approximately 51% of employees identified as female. There have been small to moderate increases in percent of female employees in all categories except clerical positions since 2005. As clerical positions have traditionally been a gendered category, a decrease in the percent of females in this category represents increased gender balance. It is important to note that those categories in which women are the majority generally pay less than other categories (e.g., clerical vs crafts, professional vs faculty).



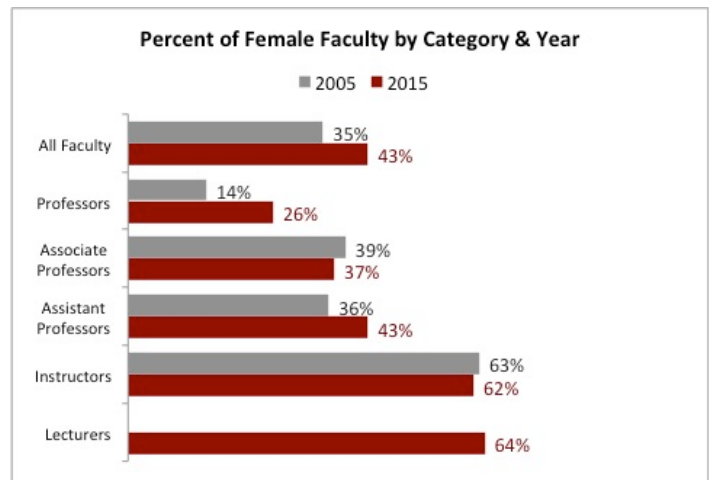
Academic Leadership Positions

As of November 2015, 1 of the 13 Deans was female (8%). This is down from 25% (2 of 8) in 2006. In 2015, 9 of the 35 (26%) department chairs were female. This is up from 13% in 2006 (see Appendix D).

Faculty

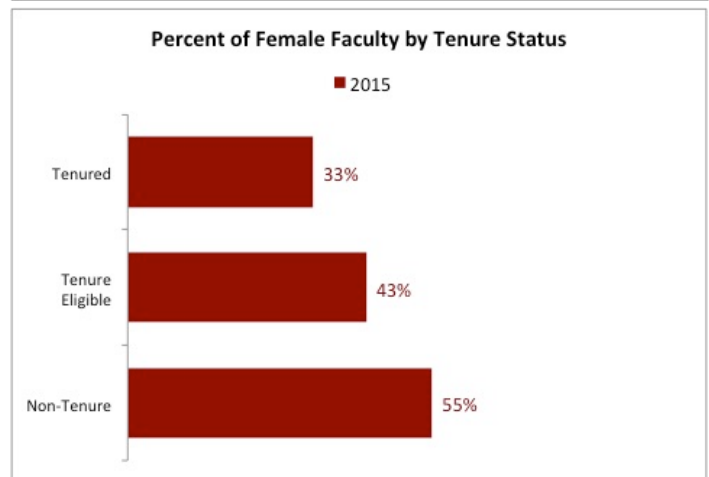
The percentage of female full professors has increased since 2005, but it is still only 26% of UM full professors. This may be due to many factors, including lower rates of promotion from associate to full professor.

The percent of female faculty varies widely by department (from 0% to 77%). As of Fall 2015, in 25% of departments fewer than a quarter of faculty were female. That same year, 25% of departments had at least half female faculty (see Appendix E).



Non-tenure Track Faculty

There has been a national increasing trend in the number of non-tenure track faculty. It is important to examine the representation and pay data carefully for this less protected class of faculty. At UM, females make up approximately 55% of non-tenure track faculty, 64% of lecturers, and 62% of instructors.

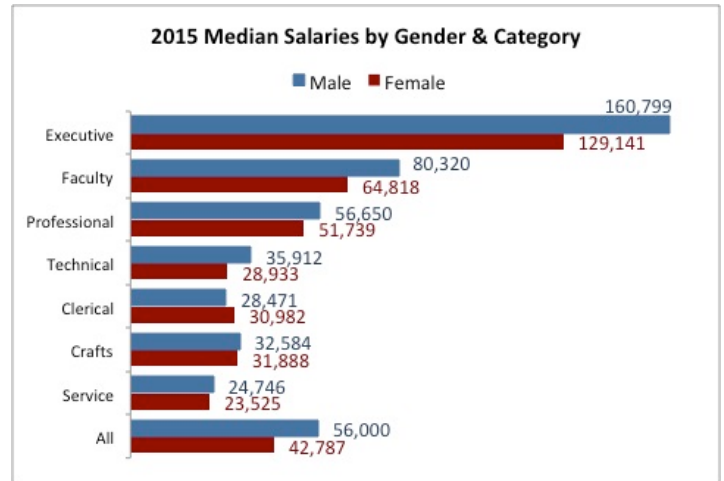


Median Salaries by Rank

The following data show the median salaries for males and females in Fall 2015 by category. Salaries for 9-month faculty have been converted to 12-month. These data do not include graduate students or librarians.

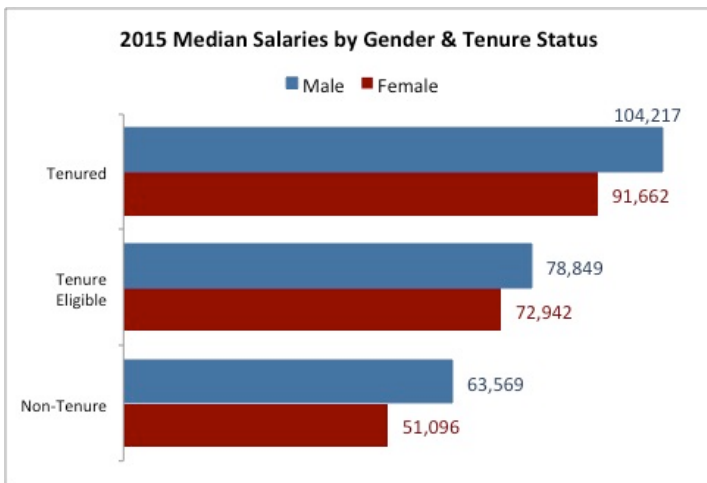
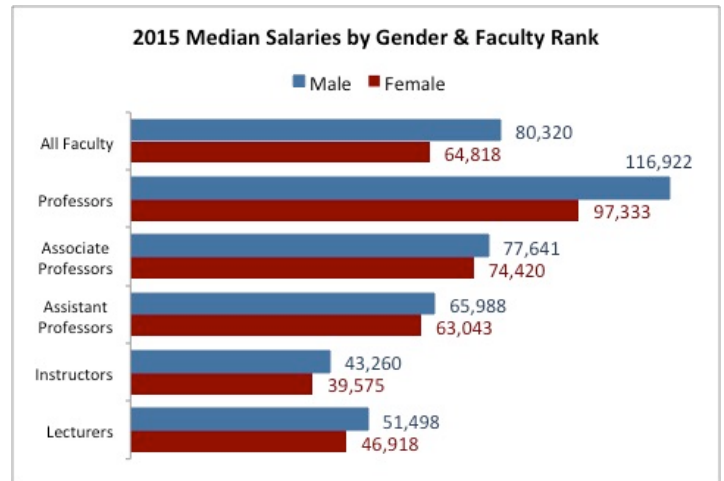
All Employees

Overall, the median salary for female employees is lower than that of male employees. This is true for median salaries in all categories of employees except clerical staff.

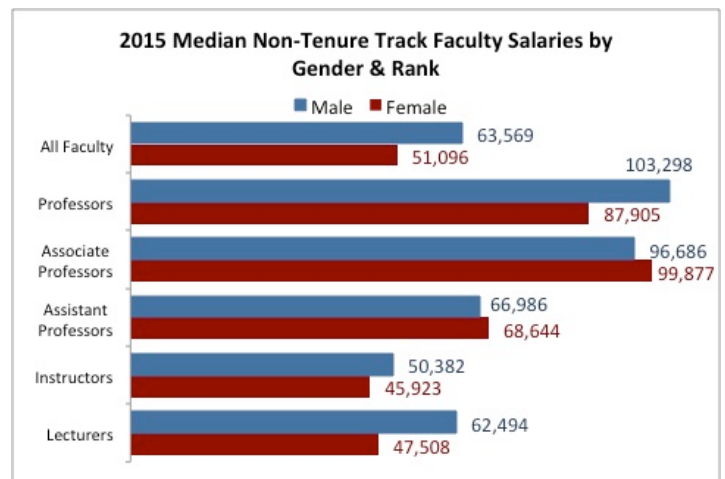


Faculty

The median salary for female faculty is lower than that of male faculty overall and at each rank (right) and at each tenure status (below).



For non-tenure track faculty, female median salaries are slightly higher than male salaries for those at the Assistant and Associate ranks yet at least \$4000 lower at all other ranks.



Earnings Ratios for Median Incomes

The following data show the ratio of median female salaries to median male salaries for Fall 2005 (where available) and Fall 2015 (i.e., median female salary/median male salary). Salaries for 9-month faculty have been converted to 12-month. These data do not include graduate students or librarians.

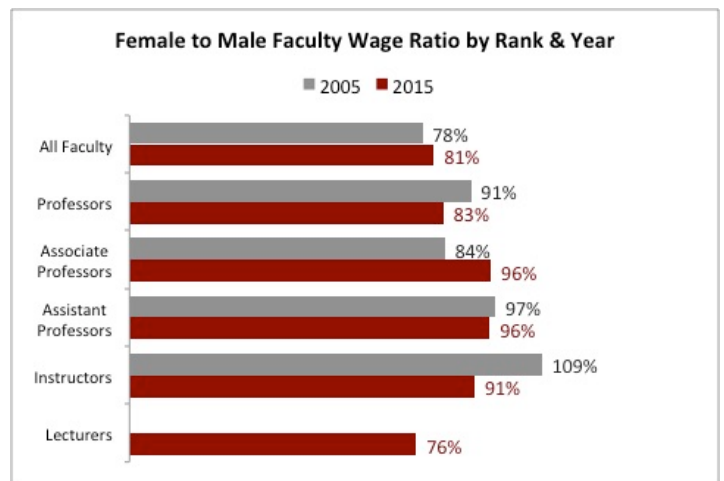
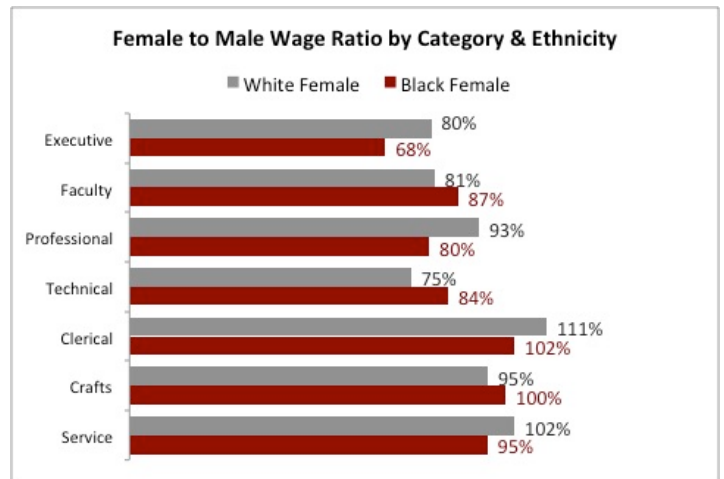
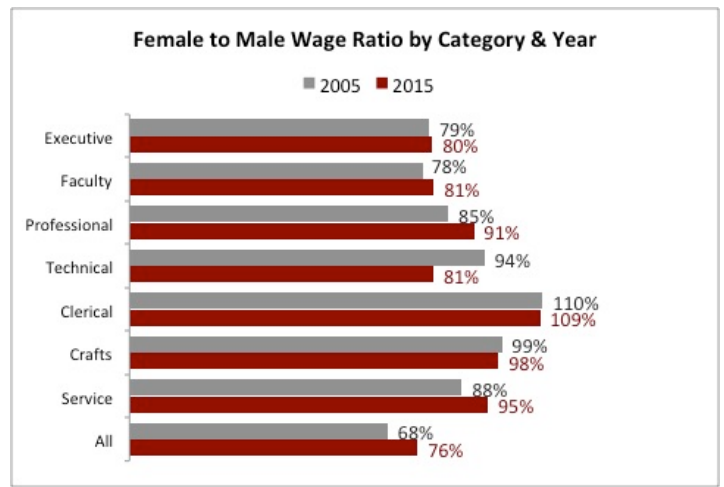
All Employees

Although small to moderate gains in earnings ratios have been made overall and for many employee categories, the pay gaps persist for nearly all categories. Clerical staff remain the only category for which the median salary for women is higher than or equal to that of men (n.b. the earnings gap for men has narrowed slightly for this category).

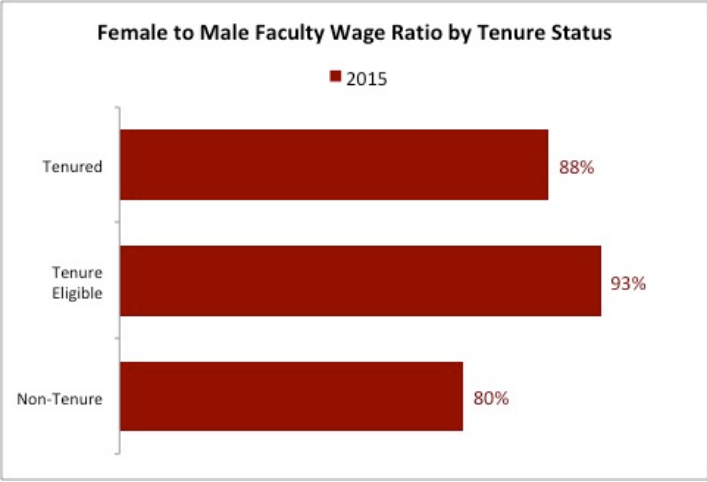
These wage inequities are even greater for African American women in most categories except crafts.

Faculty

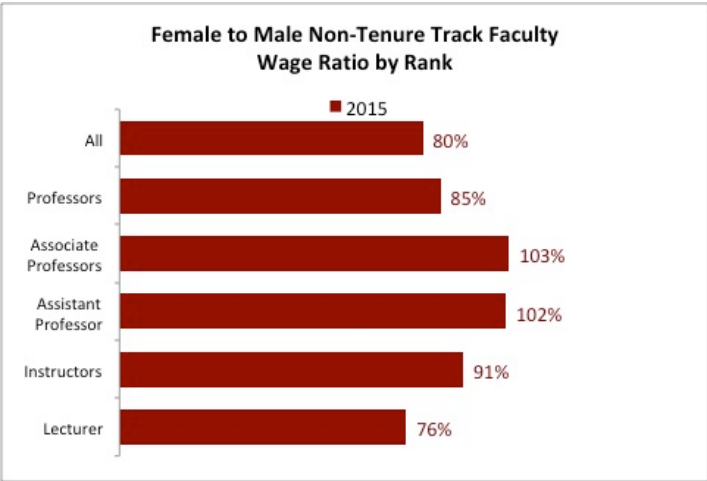
For Faculty, the overall earnings ratio has improved slightly with gains at the Associate Professor rank (84% to 96%). Earnings ratios for faculty have decreased since 2005 for Professors (91% in 2005 to 83% in 2015) and Instructors (109% to 91%). The overall median salary ratio is much lower (81%) than most individual categories as there are more women than men in the lowest paid faculty ranks.



When examining these data by tenure status, the largest inequity is for those faculty not on tenure track. Women make up 55% of this class of faculty, and earn only 80% of their minority male counterparts.



For non-tenure track faculty, inequities exist overall and at multiple ranks. The largest inequity is for lecturers.



Earning Ratios With Median Time In Rank For Faculty

Appendix F (median male and female salary and years at rank by school/discipline) and Appendix G (median while male, white female, and black female salary and years at rank by school/discipline) are provided with the understanding that multiple categories of faculty by school or discipline have very small numbers of people. Additionally, many influences including specific field within discipline can dramatically impact salaries. These factors make interpretation of and generalization from these data difficult. Such nuances lead us to suggest that pay and advancement equity experts be retained for regular evaluation of our data.

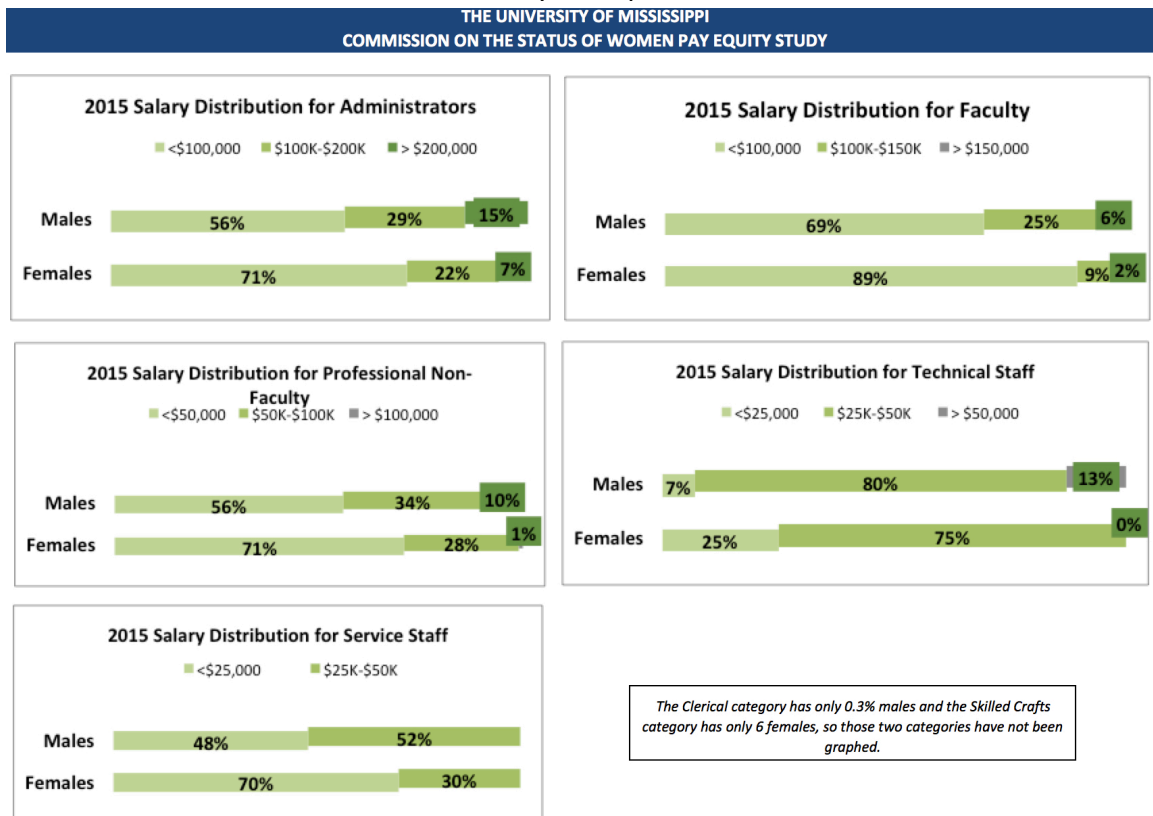
Yet, some patterns of gendered differences in earnings are apparent, including:

- For 62% of the 52 ranks within discipline comparisons the wage difference between female and male faculty is at least \$1000 (Appendix F)
- For 53% of the 19 ranks within discipline comparisons the wage difference between white and black female faculty is at least \$1000 (Appendix G)
- There are cases where the median female faculty pay is disproportionately higher than the median male faculty, for example at the instructor level in Journalism, full and associate professors in Pharmacy, assistant professors in humanities, and assistant professors in natural sciences/math.

- Within the School of Business, the median salary of female associate professors, with median time in rank higher than for male associate professors, is less than the median salary of male associate professors and male assistant professors.
- Within the School of Education, the median salary of female associate professors, with median time in rank higher than for male associate professors, is less than the median salary of male associate professors.
- Within the School of Journalism, the median salary of female associate professors is less than the median salary of male assistant professors.
- Within the College of Liberal Arts, fine arts departments, the median salary of female assistant professors is lower than the median salary of male assistant professors, with an equivalent time in rank.
- Within the College of Liberal Arts, languages departments, the median salary of female lecturers, with median time in rank higher than for male lecturers, is less than the median salary of male lecturers.
- Within the College of Liberal Arts, natural science and math departments, the median salary of female lecturers is less than the median salary of male lecturers, with equal median time in rank.
- Within the College of Liberal Arts, social science departments, at the associate and assistant professor levels, female median salaries with more or equal time in rank are lower than male median salaries.

Salary Distributions by Category

For all categories examined, a higher percent of males earn wages in the highest salary range than females and more females are in the lowest salary range than males. The gender wage gap of female service employees, 70% of whom make under \$25K annually, is of particular concern.



Structural issues that contribute to the wage gap

Service Expectations from Women Faculty

National studies have shown that women tend to get stuck at the rank of associate professor at higher rates than male faculty. One contributing factor is higher service expectations for women, which prevents them from completing the research required to be promoted. The university should consider providing extra support to women serving as chairs, directors, curriculum coordinators, et cetera, before they are full professors.

Unequal responsibilities of child and family care

Women still carry an undue burden in childcare. The university lacks maternity leave, requiring women to use personal and medical leave to cover time off from childbirth. Many women are afraid to use even that remedy and not taking the 12 weeks that they have a legal right to. Additionally, Nationally, scholars have studied the “motherhood penalty” and “fatherhood bonus”—that is, academic women with children tend to lag behind childless academics in terms of pay scale, while academic men with children do slightly better.

Providing reliable, high-quality, affordable childcare in close proximity to campus can increase productivity, minimize absenteeism, and cultivate a workplace where parents (particularly mothers) can be successful and advance. Establishing university-sponsored childcare would help to alleviate the pay gap.

Lack of Equal Pay Act

The state of Mississippi is one of only two states that lack an equal pay act, and the university doesn't have a local pay equality policy. Currently, a bipartisan coalition of women legislators are crafting an equal pay bill to introduce to the Mississippi legislature in early-2018. Several pay equity bills have died in committee in past years, and this group plans to rally support statewide in order to move this version forward. The university has the opportunity to position itself as a leader on this issue by publicly addressing this issue and by taking action internally prior to the bill being introduced.

Larger Cultural Climate

The devaluation of women manifests itself in many ways in society, and pay inequity is one. The larger cultural climate of the state can often negatively impact our ability to recruit and retain a diverse faculty. Tackling this issue directly and publicly will illustrate that the University adheres to its creed - in particular the call for dignity, fairness, civility, and integrity.

Recommendations for addressing structural issues

- Adopt hiring and promotion procedures based on effective national norms (e.g., University of Wisconsin guidelines for adjusting salary).
- Consider wage disparities involving both race and gender.
- Consider equitable work when assessing gender wage gaps for staff at the university.
- Provide professional development for chairs and other administrators regarding gender equity and the gender wage gap. (Use existing policies regarding remedies.) Authorize chairs to analyze gender wage gap issues and present plan to Provost's office to remedy it.
- Develop leadership initiatives that provide opportunities for women.

- Sponsor negotiation seminars for women across campus.
- Eliminate structural barriers to women's advancement by offering flex time, maternity leave, and childcare.
- For service workers earning the lowest salaries, encourage movement into higher paying positions within the University.

Appendix A - 2007 Report

Pay Equity and Advancement Report 2007

Nancy Bercaw, Kirsten Dellinger, Mary Harrington,
and Traci Mitchell

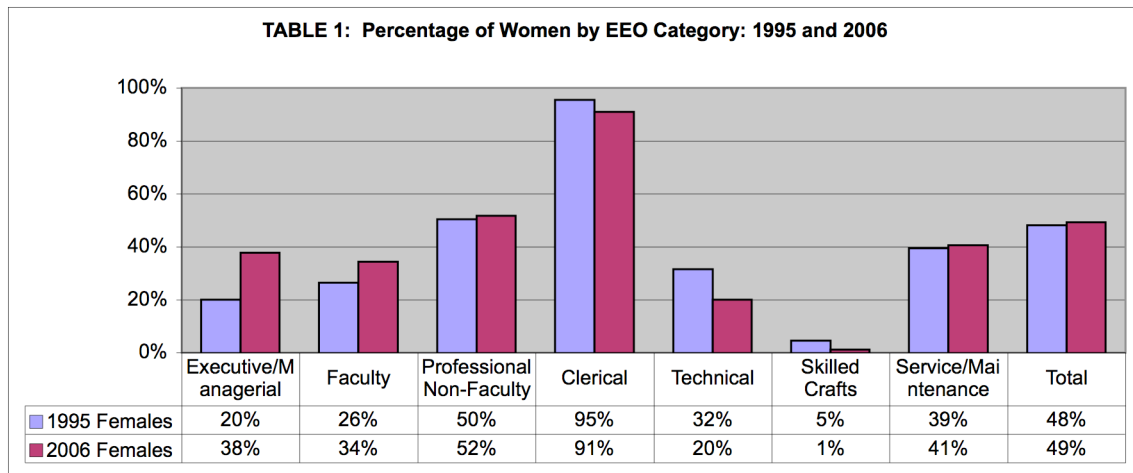
*University of Mississippi
Commission on the Status of Women*

*The charge of the Commission on the Status of Women
is to serve the Chancellor in an advisory capacity, apprising him of
the needs and concerns of female faculty, staff, and students, and
recommending ways that their needs and concerns might be
addressed.*

INTRODUCTION

In the Spring of 2005, Chancellor Khayat supported the Commission on the Status of Women’s (CSW) request to invite Dr. Christine Cress to campus to discuss strategies for assessing the campus climate for women at the University of Mississippi. Based on Dr. Cress’s Site Visit Report, the CSW submitted four recommendations to the Chancellor and the Provost. The Provost approved these recommendations on August 15, 2005. The 2007 Pay Equity Report is a partial response to one of the four recommendations and is intended to provide a quantitative analysis of the status of women employed by the University of Mississippi.

Women have made remarkable strides at the University of Mississippi since 1995. Women make up nearly half of the workforce [49.3%], and their numbers continue to grow in the highest levels of the administration.¹ Chancellor Khayat has appointed women to positions of great responsibility; women serve as Provost, Vice Chancellor for University Relations, and Vice Chancellor for Research and Sponsored Programs. (See Table 1.)



These gains, however, have not benefited women across all employment categories, and have not always guaranteed women equal pay. The recent salary increases designed to bring faculty and staff in line with Southern University Group averages were a successful step towards achieving excellence at the University of Mississippi in the area of financial compensation. However, in anticipation of possible future raises in the spring 2007, it is important to alert the Chancellor and administration that a persistent gender wage gap exists on campus. Given the administration’s dedication to issues of diversity and fairness, we propose that now is an opportune time to address gender pay equity at the University of Mississippi. In this spirit, the following report will assess the position of women on campus relative to pay and hiring in each of

¹ The numbers of employees classified in each category are as follows: EEO1 (Executive/Managerial)—85; EEO2 (Faculty)—561; EEO3 (Professional Non-faculty)—728; EEO4 (Clerical)—400; EEO5 (Technical)—100; EEO6 (Skilled Crafts)—83; EEO7 (Service/Maintenance)—232.

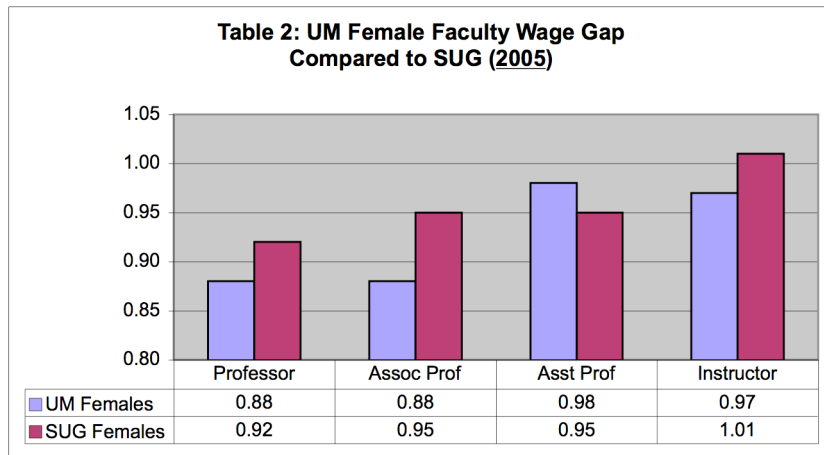
the seven EEO categories: Executive managerial [EEO1], Faculty [EEO2], Professional Non-Faculty [EEO3], Clerical [EEO4], Technical [EEO5], Skilled Crafts [EEO6], and Service/Maintenance [EEO7].

What is the Wage Gap?

Over the past 40 years, women have made important advances in the paid labor market. Due in large part to key legislation such as the Equal Pay Act of 1963, Title VII of Civil Rights Act of 1964, and the Family Medical Leave Act of 1993, there are more women working than ever before. While women’s labor force participation rates are converging with men’s, the salaries for men and women are still unequal. According to the U.S. Bureau of Labor statistics, in 2005, full-time, year-round working women in the United States earned 77% of full-time, year-round working men. In other words, women earned 77 cents to every dollar men earned. This is referred to as the gender *wage gap* or pay gap.

The good news is that the national wage gap has narrowed over time, from 68.5% in 1989 to 77% in 2005. The concern is that at the current pace, the gap is not expected to close until 2057. Although we find that the state of Mississippi is ranked in the middle third of all 50 states on the severity of the gender wage gap, both men and women in Mississippi have seen declines in pay since 2004, with women losing more (IWPR, 2006, The Best and Worst State Economies for Women).

A recent, unprecedented report by the American Association of University Professors (AAUP) examined the gender equity among faculty on hundreds of United States’ university and college campuses. They used four indicators to assess gender equity: employment status, tenure status, rank, and wage gap between men and women faculty. The national wage gap for faculty women at Ph.D. granting universities is 78%. In 2005, UM ranked third highest in regards to assistant professor salaries among the Southern University Group institutions. The UM wage gap for associate professors, however, places the institution last in the SUG. Furthermore, UM ranks in the bottom quarter in regards to the wage gap for female full professors. (See Table 2.)



Why Does the Wage Gap Matter?

The wage gap has real consequences for women's and men's lives that often get lost in a haze of numbers. For example, at the University the wage gap between women and men working in EEO3 (Professional Non Faculty) is 79%. A woman earning an average wage in EEO3 (\$43,480) earns \$11,659 less than the average man (\$55,139) in the same EEO category. This adds up. To make the same wage as a man, the woman in EEO3 must work an extra 2.5 months a year. To reach the same retirement income after 30 years, the same woman would have to work an extra 8 years. The American Association for University Women position statement on pay equity states: "With a record 68 million women in the workforce wage discrimination hurts the majority of American families. Families lose \$200 billion in income annually to the wage gap—an average loss of more than \$4,000 a year for each working family. In addition, wage discrimination lowers total lifetime earnings, thereby reducing women's benefits from Social Security and pension plans" (AAUW Position on Pay Equity).²

Rewarding employees for their performance is beneficial to the institution. It creates a positive work environment that can increase productivity and reduce absenteeism and sick leave. Pay equity, therefore, creates excellence.³ Many universities have recently investigated the state of gender pay equity on their campuses, most notably the University of Arizona, University of Colorado, and the SUNY system, among others (see AAUP PayChecks report).⁴ These studies have resulted in the identification and improvement of gender pay inequities. We believe the University of Mississippi has a unique opportunity to join the ranks of these institutions and even to surpass them by addressing the gender wage gap not only among faculty, but among staff as well.

²http://www.aauw.org/issue_advocacy/actionpages/documents/payequityResourceKit.pdf.

³ National Committee on Pay Equity. (2000). Questions and Answers on Pay Equity. Washington, DC. Retrieved on Jan. 1, 2007 from <http://www.pay-equity.org/info-Q&A.html>.

⁴ <http://www.aaup.org/NR/rdonlyres/63396944-44BE-4ABA-9815-5792D93856F1/0/AAUPGenderEquityIndicators2006.pdf>

FINDINGS

Based on an analysis of workforce changes and salaries from 2001 and 2006, the Commission on the Status of Women identified three areas of concern to women faculty and staff. While women have made progress at the University of Mississippi, female employees in each Equal Employment Opportunity [EEO] category face the following challenges:

1. Gender pay equity is unrealized despite recent salary increases
2. The wage gap disproportionately affects African American women
3. Women hold fewer leadership and high-paying positions than men

I. Gender Pay Equity Unrealized Despite Recent Salary Increases

Chancellor Robert Khayat has declared faculty and staff wage increases as a top priority. In a show of support, the Chancellor (in conjunction with the Board of Institutions of Higher Learning) was instrumental in raising wages across campus and helping to bring faculty salaries closer to Southern University Group averages. This resulted in significant increases in pay in 2006. He has also been instrumental in raising the wages of our lowest paying positions well above minimum wage.

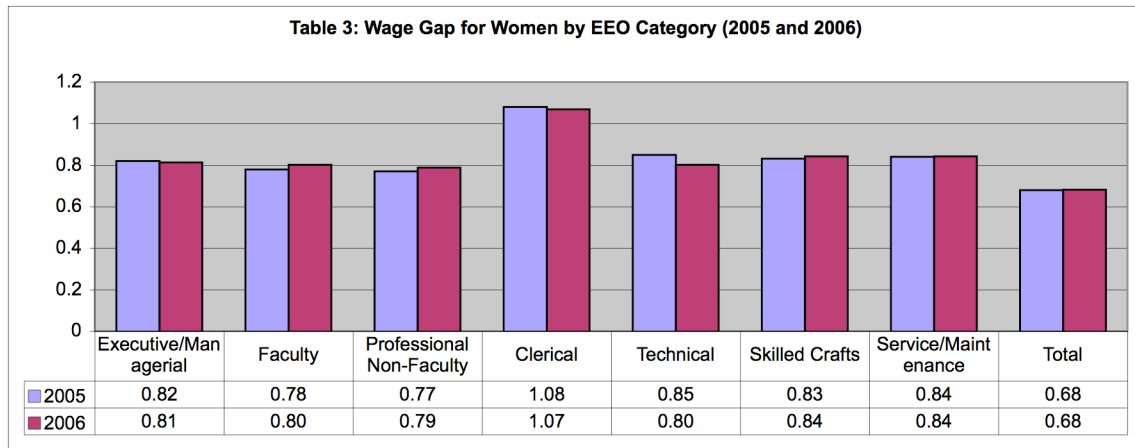
However, a persistent wage gap remains in place. The underlying disparities in men's and women's pay may not have been taken into account when adjusting salaries. Often, salary differences reflect unconscious or unintentional discrimination. The intent of this report is to highlight what wage disparities exist and to recommend steps to assess whether these gaps are explained by merit, years of service, and expertise or due to subtle (and occasionally overt) discrimination.

The Commission on the Status of Women calculated the University wage gap using methods similar to those employed by the U.S. Census Bureau.⁵ The Census Bureau assesses the national wage gap by comparing the median income of all full time working women to the median income of all full time working men in the United States. To determine the University wage gap, the Commission compared the mean income of all working women compared to the mean income of all working men at the University of Mississippi. Based on these calculations, we find that women earn, on average, 68% of what men earn. However, a large part of the overall wage gap is explained by the fact

⁵ Data submitted by the University to Integrated Postsecondary Education Data System of the U.S. Department of Education [IPEDS] served as the source for both the number of employees and the average salary by EEO category and by rank. Mean, rather than median, figures were used to calculate average salaries. The wage gap was calculated by dividing the average salary for females by the average salary for males for the designated category.

that men and women are concentrated in different occupations and specialties and that female-dominated fields pay the least. This overall calculation does not take into account the types of occupations or jobs men and women occupy.

To control for occupation (and to assess more accurately gender pay equity in this report), we have chosen to examine the wage gap by EEO category. As expected, the wage gap is not as wide in each of these EEO categories as the overall figure would indicate, due to the fact that women are highly concentrated in some of the lowest paying EEO categories (i.e. Clerical, Service/Maintenance). Nonetheless, even within EEO categories, wage disparity continues to exist at every level except clerical. (See Table 3.)



Among **Executive/Managerial** employees [**EEO1**] women earn on average 81% of what their male colleagues earn. Female employees lost some ground in this category after the 2006 wage increase falling from 82%.

Among the **Faculty** [**EEO2**], women earn 80% of what men earn. The good news is that the 2006 salary increase slightly improved women’s position, closing the wage gap from 78% to 80%. Eight departments have closed the wage gap entirely.

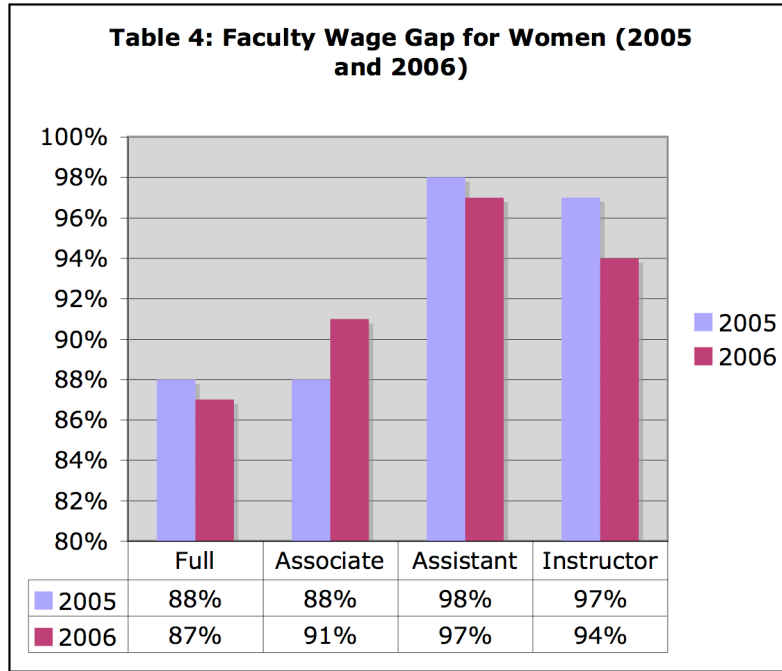
The **Professional Non-Faculty** [**EEO3**] women earn on average 79% of what men do. Women have made a slight gain since 2005 [77%], but men dominate the professional non-faculty positions which pay \$75,000 or higher a year. Sharp gender distinctions are also present between classified and non-classified employees. This topic will be further addressed below when discussing women in leadership positions.

The wage gap closed slightly among **Clerical Workers** [**EEO4**]. In this category, however, women earn on average 7% more than men compared to 8% before the raises.

The most dramatic widening of the wage gap occurred among women on the **Technical Staff** [**EEO5**]. These women earned 85% of what their male colleagues did before the raises and now earn only 80%.

Few women are represented among the **Skilled Crafts [EEO6]**. Those that are earn 84% of what men make on average.

Among the **Service/Maintenance Workers [EEO7]** the wage gap remained steady with women earning 84% of what men do.



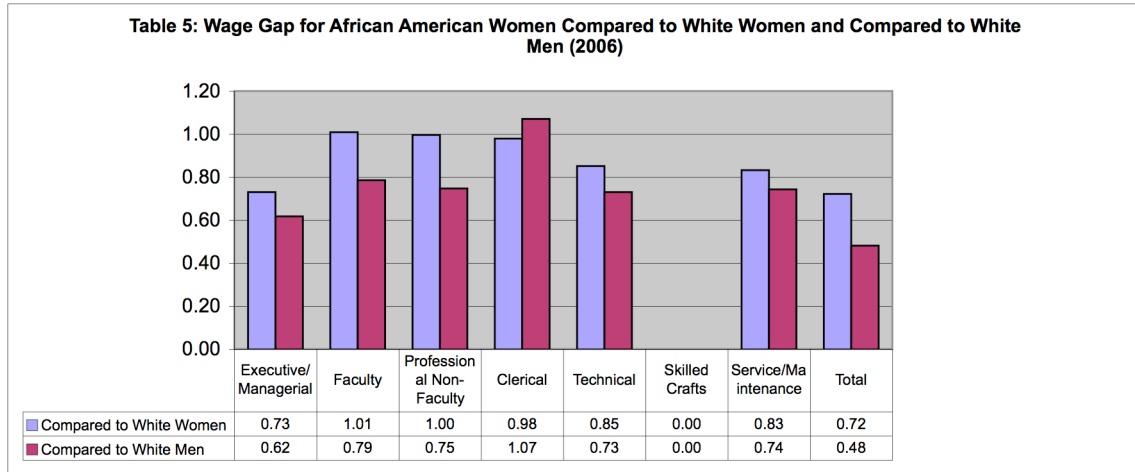
A closer examination of the faculty wage gap by rank reveals that the gap is most narrow for *assistant* professors. Women earn 97% of what men do or \$1710 less per annum (a slight increase of the wage gap from 98% before the 2006 raise). At the *associate* level, women gained some ground after the 2006 raises. On average, female associate professors earn 91% or \$8,788 less than their male counterparts compared to 88% before the raises. At the *full* professor level, the wage gap increased slightly. Women earn 87% of what male professors do or \$12,456 less. (See Table 4.)

The wage gap is the greatest among chairs. Female *chairs* earn 76% of male chairs' salaries. The gap widened for *instructors* from women earning 97% of what male instructors make to 94% after the 2006 raises.

In summary, while women in certain EEO categories made slight gains after the recent raises, many women experienced a widening of the gap.

II. The Wage Gap Disproportionately Affects African American Women

The wage gap for African American women on campus is a subject of concern. On average, African Americans (men and women) earn 60% of the average salary paid to white men (an average of \$21,080 less per year). African American women are the hardest hit, earning on average 52% less than white men. This represents a wage gap of 48% or a loss of \$32,979 a year. (See Table 5.)



When controlling for occupational category, we found that the wage gap for African American women is greater than that of white women at each level. At the **Executive** level, the wage gap for African American women is 62% compared to 81% for white women. Among the **Faculty**, the wage gap for African American women is 79%, which is slightly larger than the 80% for white women. Among the **Professional Non-Faculty**, the wage gap for African American women is 75% compared to 79% for white women. However, both African American and white women who work in **Clerical** positions earn 7% above the average male working in that position. Among the **Technical** workers, the wage gap for African American women is 73% compared to 80% for white women. Among the **Service/Maintenance** workers, the wage gap for African American women is 74% compared to 84% for white women.

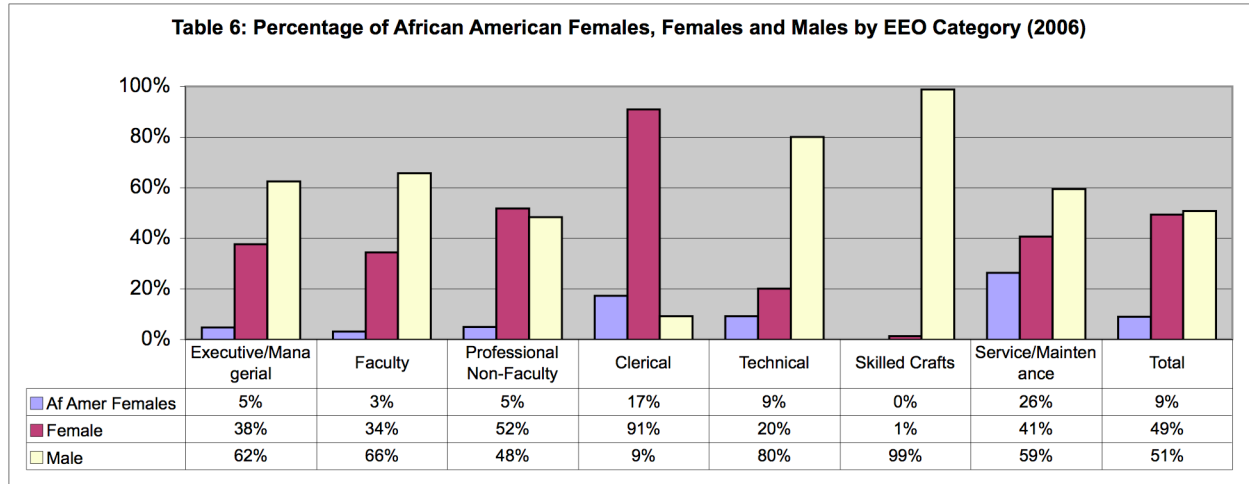
At all levels, except for clerical workers, African American women earn less than white women with the largest disparities occurring among EEO1 **Executive/Managerial** and EEO7 **Service/Maintenance** employees. Particularly troubling are the disparities within EEO7 since close to one-third or 31% of the African American women working at the University of Mississippi are in this category.

III. Women Hold Fewer Leadership and High-Paying Positions than Men

Chancellor Khayat has promoted women to three of the University’s top leadership positions. Despite this clear commitment to women’s leadership, however, these gains have not always been reflected in the University at large.

Between 2001 and 2006, the percentage of women employed in **Executive/Managerial** positions grew significantly. In just four years, the percentage of women in this category increased from 29% to 38% (or from 22 to 32 women employed). This rate of growth is promising and suggests that, with continued vigilance, parity can be achieved in the near future.

African American women, however, represent only 5% of the employees falling into this category. In fact, only 4% of the workforce in any professional positions [EEO1, EEO2, EEO3] are African American women. (See Table 6.)



Among the **Faculty** [EEO2], the number of women employed by the University has remained stable at 34%. The good news is that seven departments have equal numbers of female and male faculty. However, six departments [15%] have no female faculty, and 25 departments [61%] have less than 1/3 of the faculty who are female.

Between 1995 and 2006, the percentage of female *assistant* professors declined from 42% to 36%. The percentage of female *associate* professors, on the other hand, increased from 20% to 40%. The number of female *full* professors grew from 9% to 14%. (See Table 7.)

The number of female full professors remains low [14%] in comparison to the national average of 19% at public doctoral granting institutions (see AAUP Faculty

Gender Faculty Indicators 2006).⁶ Only five of 40 Department *Chairs* are women [13%]. (See Table 8.) Of the eight *Deans* of Colleges, two or 25% are women. Faculty women, therefore, are much less likely to be selected for leadership positions than men.

Table 7: Percent of Female Faculty: 1995 and 2006

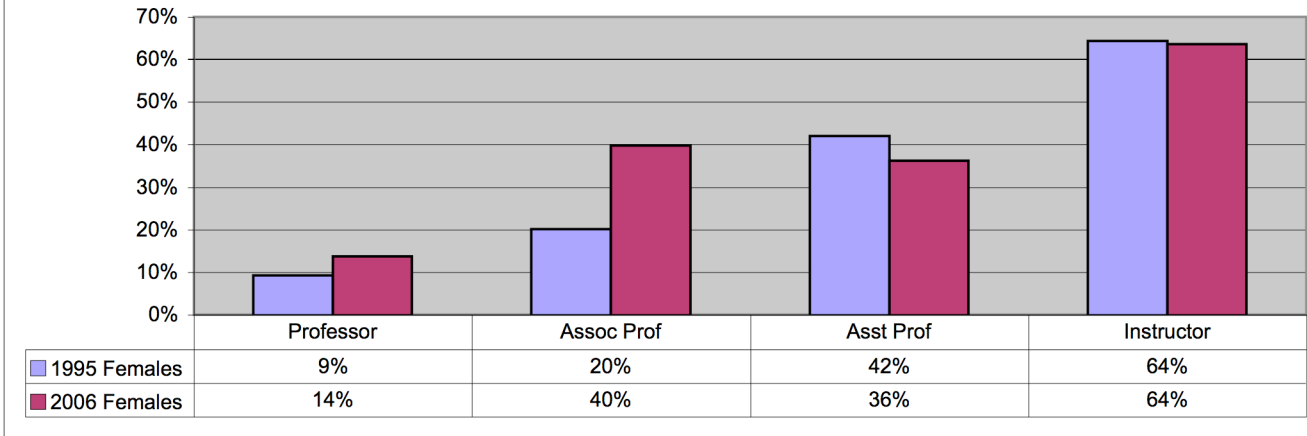
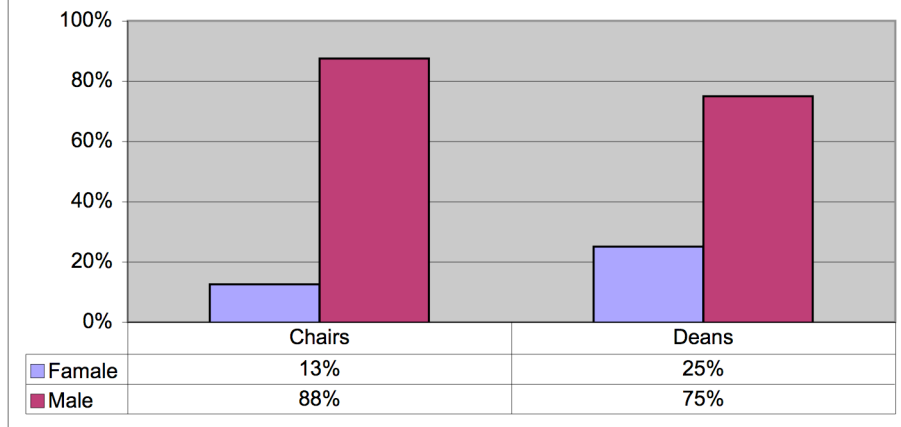


Table 8: Percent of Females in Leadership Positions

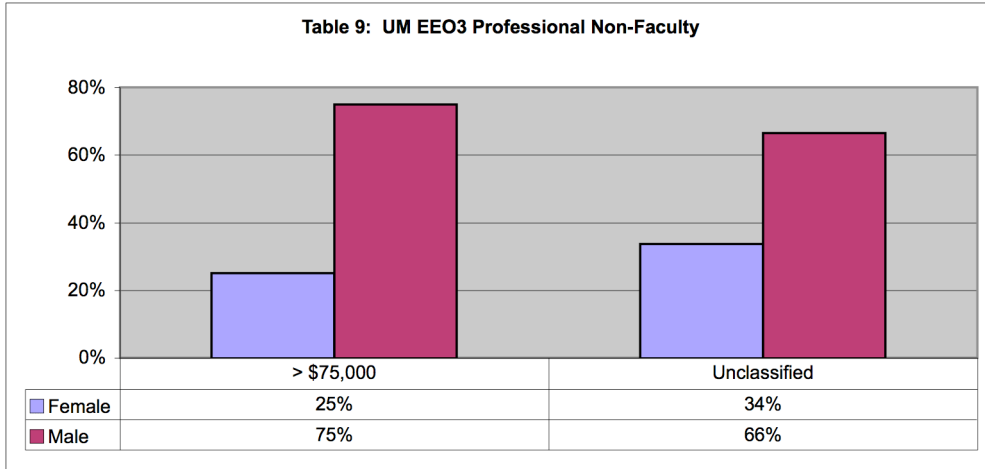


Women represent 52% of the employees working in **EEO3, Professional Non-Faculty**. Yet they are much more likely to be employed in classified positions than non-classified positions. Among the *classified* positions, women are less well represented in the higher steps.⁷ Only 34% of those classified Step 410 (\$55,731 per annum) and

⁶ <http://www.aaup.org/NR/rdonlyres/63396944-44BE-4ABA-9815-5792D93856F1/0/AAUPGenderEquityIndicators2006.pdf>

⁷ Steps are a part of the University pay structure. The system is explained on UM Human Resources webpage as follows: "A defining characteristic of the Variable Compensation Plan is the Pay-Rate Step

higher are women. *Non-classified* employees represent 25% of all the people employed in EEO3. Yet these positions remain heavily male with women representing 34% of the non-classified employees. (See Table 9.) The Commission is unclear as to why so many people are unclassified and why men disproportionately fill these positions.



Women represent 41% of the employees working in **EEO7, Service-Maintenance**. Of the 94 women working in EEO7, 70 [or 74%] fall into the lowest step. (See Tables 10 and 11.) Few women [8] are in management or supervisory positions, and none of the female supervisors fall into steps 330 or higher. The majority of the women in EEO7 are African American [65%].

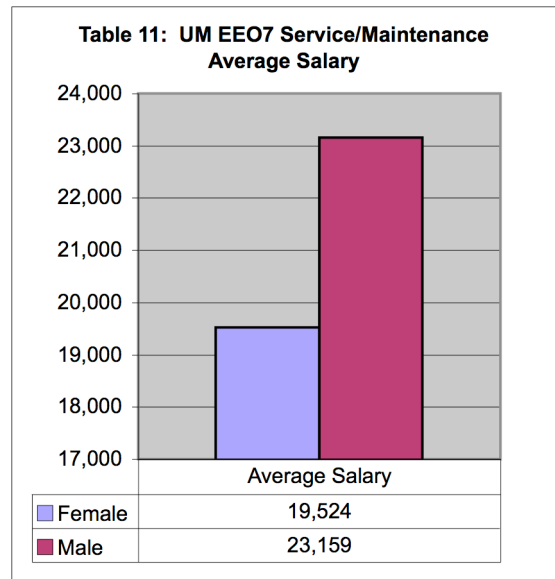
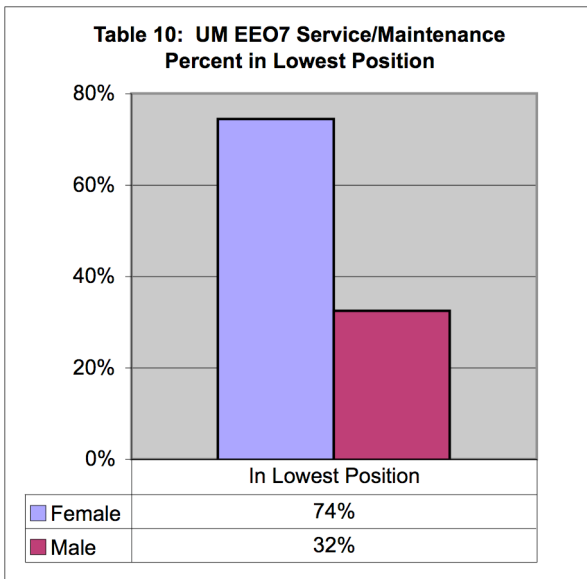


Chart. The VCP incorporates a step chart containing different rate amounts, any one of which can be assigned to an individual or a position-type as a starting rate. Unlike other pay structures, only .5% separates the pay steps within the VCP variable rate structure. The extensive number of steps and the nominal percentage differences between each step provides for a high degree of flexibility in setting and adjusting salaries." http://www.olemiss.edu/depts/HR/master_hrweb/hr2comp.htm

RECOMMENDATIONS

Based on the findings of the Commission, we propose a two-pronged strategy to highlight the University's standing commitment to gender equity:

First, we recommend a series of immediate short-term actions designed to kick start the process of closing the wage gap. We believe the University of Mississippi can seize the opportunity provided by this year's probable wage increases to make a bold statement about its dedication to pay equity. We have the opportunity to lead the state and even the nation on this issue.

Second, we recommend long-term action to address issues underlying the wage gap and promotion opportunities for women. A one-time response without follow-through could undermine any initial success. Below, we outline a strategy to address the gap and encourage promotion on a three-year rotating cycle.

Short-Term Action

We recommend that the following actions be taken immediately this fiscal year 2007:

1. Set aside a percentage of the 2007 raises to address the gender wage gap.
2. Divide these funds according to need among the seven EEO categories. Given the findings of our preliminary analysis, we suggest that priority be given to addressing the wage gap in EEO7, while also attending to wage disparities in the other EEO categories.
3. Notify chairs and department heads of the importance of gender equity and provide a specific method for identifying and monitoring wage gaps among their employees as they calculate salary increases during the upcoming raise cycle.⁸
4. Task oversight of pay equity initiatives to the Senior Vice Chancellor for Planning and Operations to assure continuity between the short-term and long-term approaches. Employee trust in the Office of the Chancellor and the vision it provides will assure long-term success. Because the wage gap cuts across all areas of the University, and because closing the gap will require long-term planning and oversight, we believe that the management of this process is best placed under Planning and Operations.

⁸ This issue has been addressed at various universities across the nation and procedures are widely available for assessing and correcting pay inequities (See University of California, Irvine as a recent example: <http://www.ap.uci.edu/Equity/studies/payequity02/method.html>).

5. For the upcoming raise cycle, we recommend the following short-term procedures for determining need:
 - a. For Faculty:
 - i. Circulate a memorandum from the Provost's office that notifies Deans that gender equity will be a specific focus during this round of raises.
 - ii. Provide Deans with a method for assessing gender pay equity. This year, we recommend that Deans compare faculty women's wages to the overall Southern University Group averages (not women's averages, but overall averages). Last year the faculty as a whole was compared to SUG averages. This year we recommend that particular attention be paid to the comparison of University of Mississippi faculty women's salaries to overall average wages at SUG institutions with the goal of bringing them closer to these averages.
 - iii. Provide SUG averages to Deans well in advance of deadlines for submitting recommendations for raises.
 - iv. Instruct Deans to report their findings and rationale for raises in relation to the goal of gender pay equity to the Senior Vice Chancellor for Planning and Operations.
 - b. For Staff:
 - i. Circulate a memorandum to notify the Vice Chancellors that gender pay equity will be a specific focus during this round of raises.
 - ii. Create a method for assessing wage gap disparities in each division or area and formulate a plan of action to address and close any wage gaps uncovered.
 - iii. Priority should be given to closing wage gaps for African American men and women.
 - iv. Instruct Vice Chancellors to report their findings and plans of action for addressing pay equity in their departments to the Senior Vice Chancellor for Planning and Operations.
6. Charge the Office of Planning and Operations with replicating this study in 2008. This follow-up report will help build momentum by documenting positive change and identifying areas in need of further improvement.

Long-Term Action

Closing the wage gap requires a long-term institutional commitment to the process. As mentioned previously, we believe this should be the ongoing responsibility of a permanent, high-level University office such as Planning and Operations. First, the process will involve a long-term financial commitment. The good news is that this financial commitment yields results. Studies show that turnover costs and even health insurance costs go down as employee satisfaction, productivity, and loyalty grows.

Second, the process will require substantial and ongoing statistical measurement. The wage gap can be more precisely assessed using regression analysis—a method that was not possible under the purview of the Commission on the Status of Women. Third, the process entails an active commitment to the promotion of women, especially women of color, into leadership, supervisory, or higher-paying positions at each level of the University.

To establish a long-term institutional commitment to the elimination of the wage gap and active promotion of women, we recommend that the following steps be taken over the next four years (and beyond):

To closely assess *the wage gap* across the University, we recommend the following:

1. Incorporate gender pay equity monitoring procedures into all future pay increase guidelines.
2. Reward Deans, Chairs, and Supervisors who achieve gender pay equity by distributing a one-time cash award to his/her department or division.
3. Run regression analyses⁹ in the Office of Planning and Operations over the next three years for each of the EEO categories in the following order:
 - Faculty in fiscal year 2008
 - Technical, Skilled Crafts, and Service/Maintenance in fiscal year 2009
 - Executive/Managerial, Professional Non-faculty, and Clerical in fiscal year 2010
4. Report on the hiring, promotion, and retention of women and people of color in for each of the EEO categories in the following order:
 - Faculty in fiscal year 2008
 - Technical, Skilled Crafts, and Service/Maintenance in fiscal year 2009
 - Executive/Managerial, Professional Non-faculty, and Clerical in fiscal year 2010
5. Provide Chairs, Deans, and Supervisors with the results of the regression analyses.
6. Ask Chairs, Deans, and Supervisors to design direct strategies for closing any gender wage gaps should they be detected by the regression analyses. Reports on actions taken should be submitted to the Office of Planning and Operations for review at the end of each fiscal year.

⁹ See, for example, the University of Colorado, University of California—Irvine, State Universities of New York

7. Institute a regular gender equity review of faculty and staff salaries every three years starting 2011. Issue public reports by the end of the fiscal year in which the review is conducted.

The University has recently served as a model for promoting women to top leadership positions. The Commission recommends that the University strive to reflect this progress throughout the ranks and promote women to leadership positions in all EEO categories. To assure *the promotion of women*, especially women of color, into leadership, supervisory, or higher-paying positions, we recommend the following:

Faculty:

1. Circulate a memorandum from the Provost's office notifying all Chairs and Deans that the hiring of women (especially African American women) at the assistant and instructor level is a priority.
2. Request that each department put procedures in place to insure that women are hired at rates comparable to their representation in the PhD pool in that field.
3. Circulate a memorandum from the Provost's office notifying all Chairs and Deans that the promotion of women is a priority.
4. Consider a system of rotating chairs.

Staff:

1. Conduct an assessment of the classification system every three years to study how the classification system is impacting women workers. The Office of Planning and Operations should oversee this assessment. Distribute findings of the assessment to supervisors, administrators, and the Commission on the Status of Women.
2. Perform a careful analysis of EEO7 to determine why a disproportionate number of women (particularly African American women) hold the lowest-ranked and lowest-paid positions at the University.
3. Construct or expand career ladders to provide women an opportunity to achieve salary equity and promotion.
4. Determine why so many unclassified positions exist, why men disproportionately fill unclassified positions, and why women are not well represented in the higher steps.
5. Circulate a memorandum each Fall reminding supervisors to inform their staff of training and educational opportunities. Remind supervisors of the policy that permits employees to attend training and educational opportunities during the work day. Request that supervisors report to the Provost the number of

employees taking advantage of such programs in their department each fiscal year.

Campus-Wide:

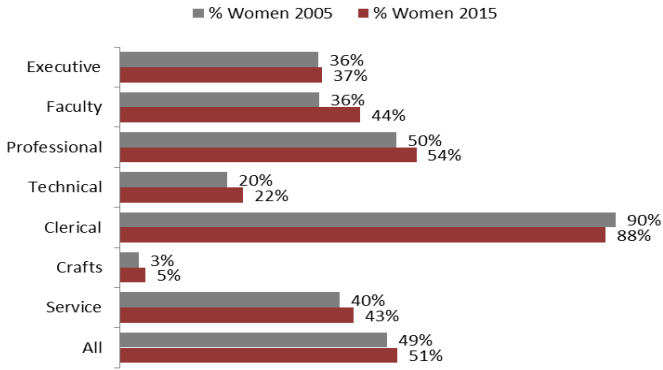
1. Hire African Americans at *each* level of the University. (To date African Americans reflect only 10% of the workforce *if* one excludes EEO7.)

Finally, we recommend that all reports generated from the above actions be made available to the Commission on the Status of Women.

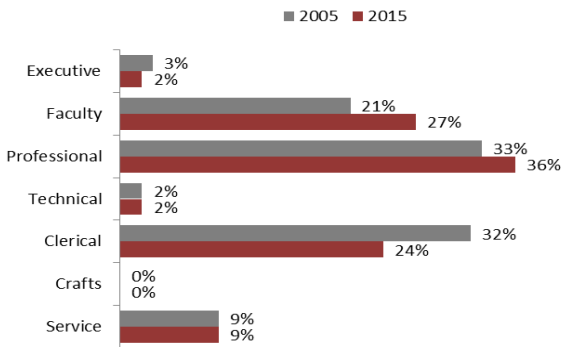
The intent of this report is to highlight what wage disparities exist and to recommend steps to assess whether these gaps are explained by merit, years of service, and expertise or due to subtle (and occasionally overt) discrimination. Institutional guidelines and processes can usually remedy overt incidents of discrimination. To reconcile unintentional and unconscious discrimination, attention needs to be called to hiring packages, individual negotiation of salary raises, and opportunities for advancement. Changes in policies and practices are commensurate with the opportunities for training. By actively addressing these issues, the university is poised to fully realize institutional excellence through its employees.

Appendix B - Summary of Pay & Advancement Data

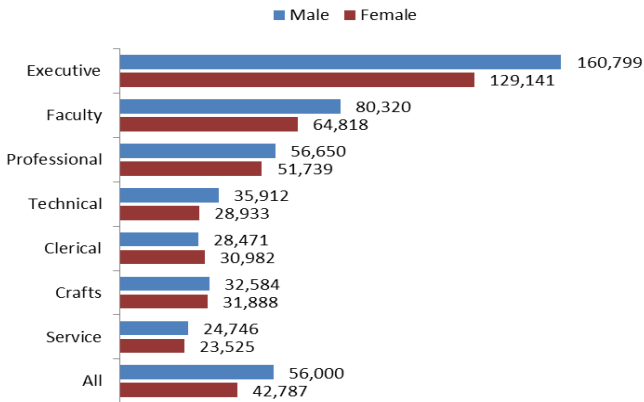
Percent of Women Increased from 2005 to 2015



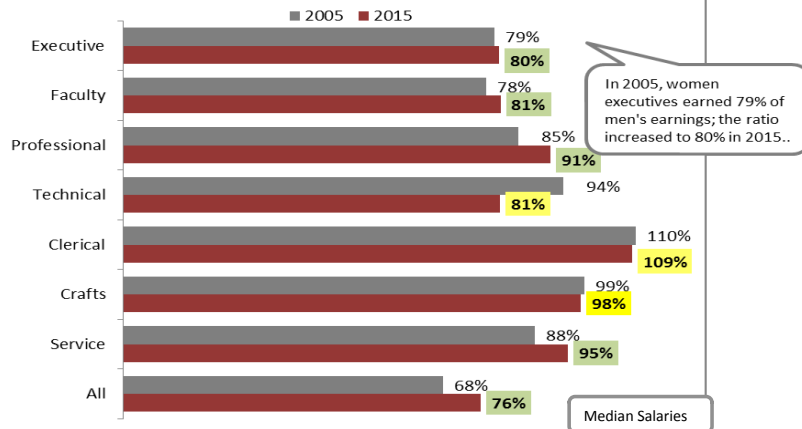
Increase in Professional and Faculty Women; Decrease in Clerical, 2005-2015



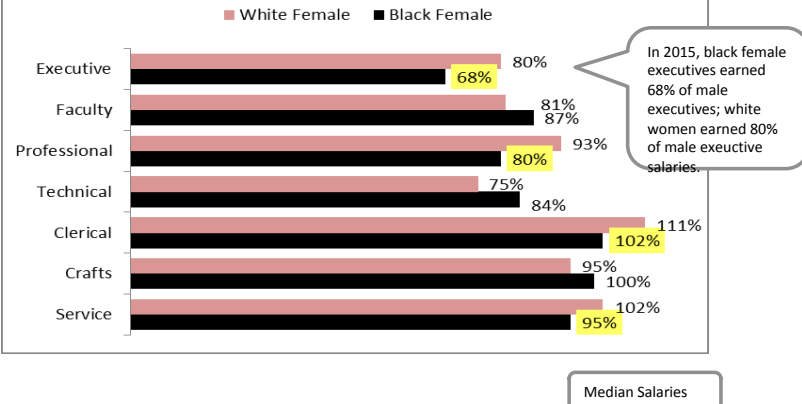
Women's 2015 Median Salaries Lag Behind Men's



The Female:Male Pay Ratio Has Increased in Most Categories from 2005 to 2015



Many 2015 Wage Gaps Wider for Black Females



Appendix C - Campus Climate Data

**UNIVERSITY OF MISSISSIPPI
COMMISSION ON THE STATUS OF WOMEN PAY EQUITY STUDY 2016
2015 FACULTY SURVEY RESULTS BY GENDER**

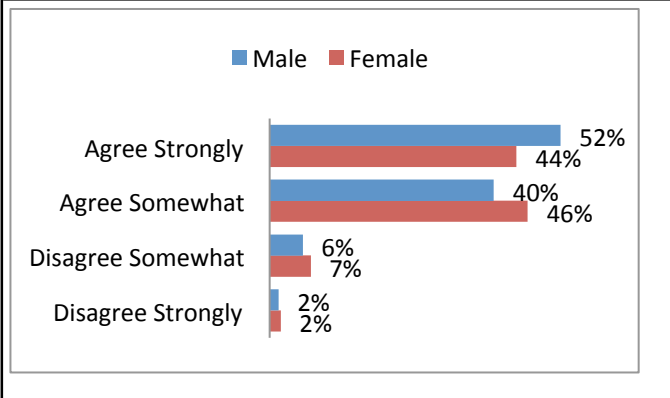
In the spring of 2015, the University of Mississippi administered a survey to faculty in order to assess such metrics as job satisfaction, perception of the institution and campus climate. For the purposes of this analysis, only responses from full-time faculty were included. Characteristics of the 340 full-time respondents are: 45% female, 55% male; 86% white, 4% African-American, and 10% other minorities.

This distribution is fairly representative of our full-time faculty: 42% female, 58% male, 81% white, 6% African-American, and 13% other minorities.

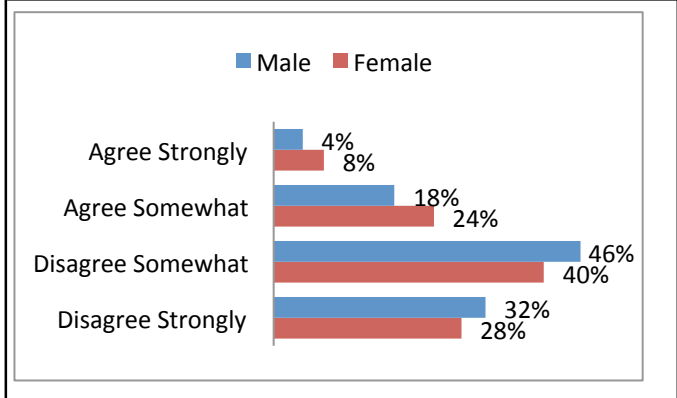
Because of the length of the survey (over 250 questions), some sections illustrate questions only where there was a significant difference (defined as greater than 10% in a category or combined like categories) between responses of males and females. Other sections, such as Campus Climate, contain graphs for each question regardless of differences between genders.

CAMPUS CLIMATE

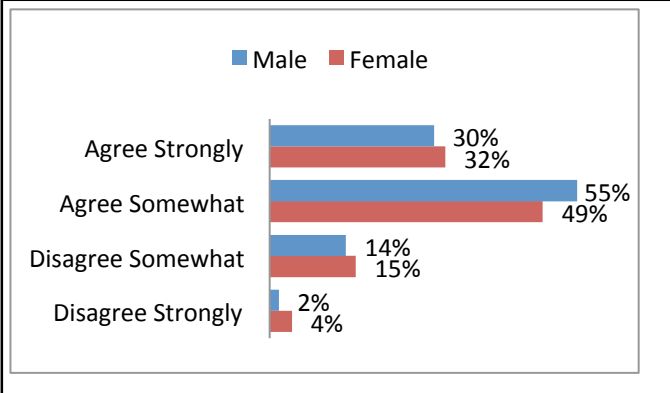
UM "has campus administrators who regularly speak about the value of diversity"



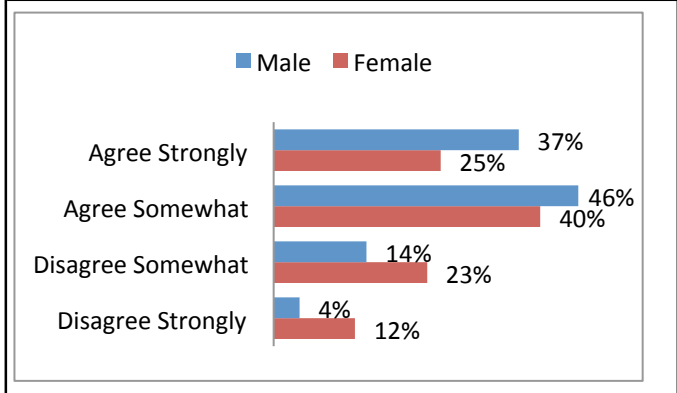
UM "lacks strategic diversity goals and plans"



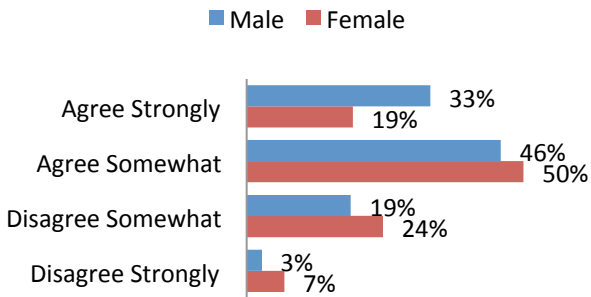
UM "encourages students to have a public voice and share their ideas openly"



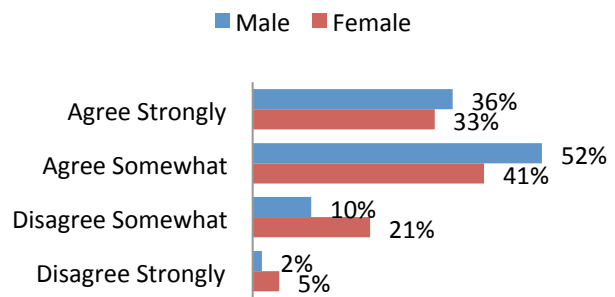
UM "has a long-standing commitment to diversity"



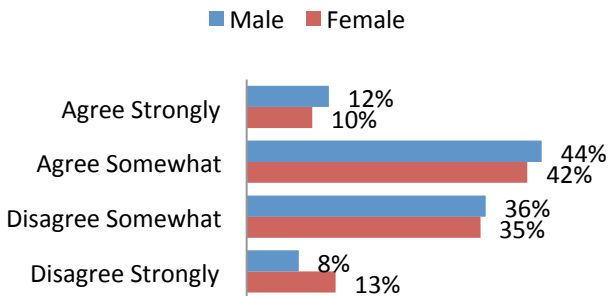
UM "respects differences in sexual orientation"



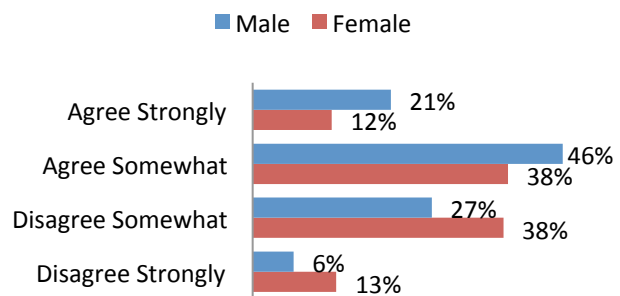
UM "promotes the appreciation of cultural differences"



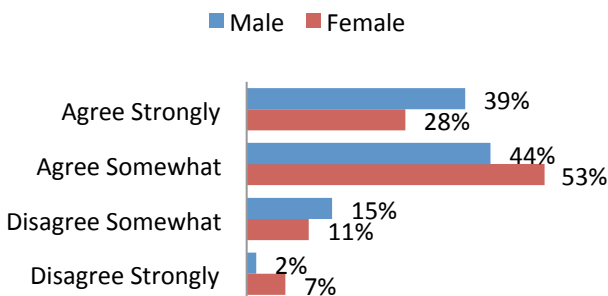
UM "rewards staff and faculty for their participation in diversity efforts"



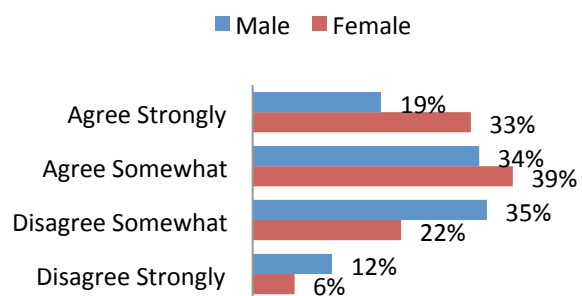
UM "promotes the understanding of gender differences"



UM "has standard reporting procedures for incidents of harassment or discrimination"

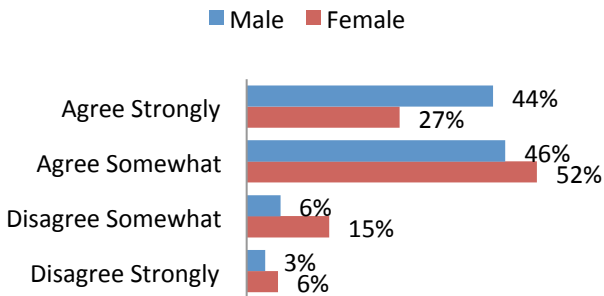


"Racial and ethnic diversity should be more strongly reflected in the curriculum"

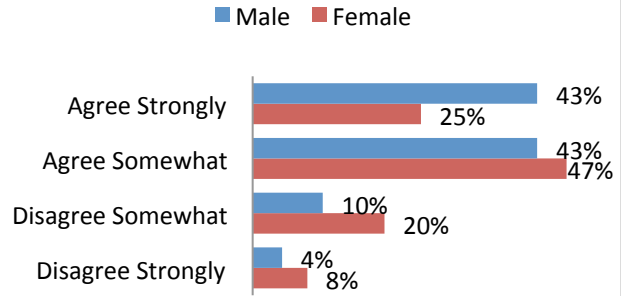


CAMPUS CLIMATE (Continued)

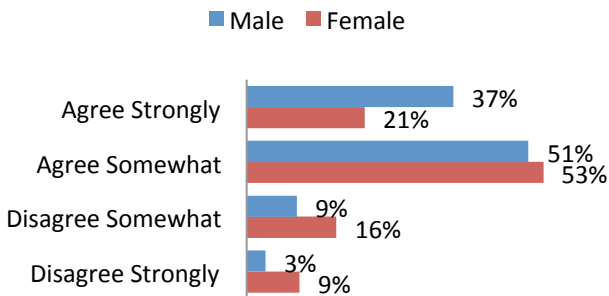
UM "treats faculty of color fairly"



UM "treats women faculty fairly"

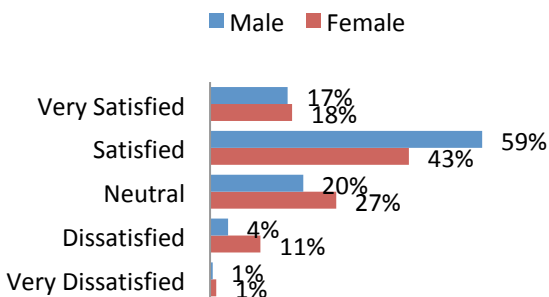


UM "treats LGBTQ faculty fairly"

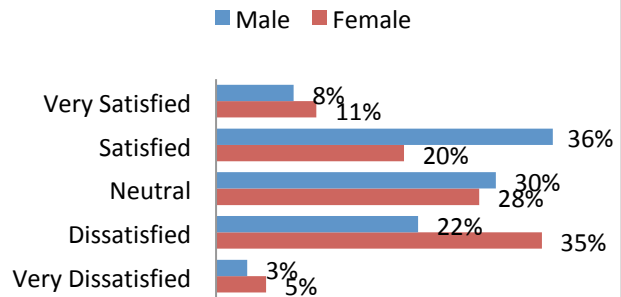


SATISFACTION WITH INSTITUTIONAL CLIMATE

Satisfaction with "OVERALL SENSE OF COMMUNITY AMONG STUDENTS"

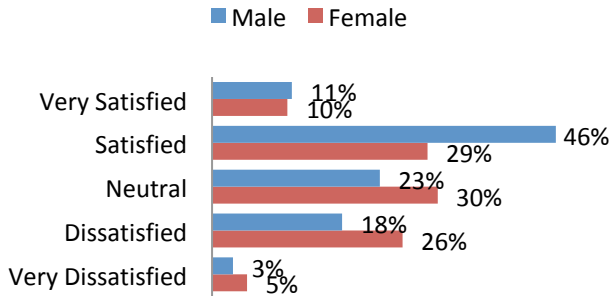


Satisfaction with "RACIAL/ETHNIC DIVERSITY OF THE FACULTY"

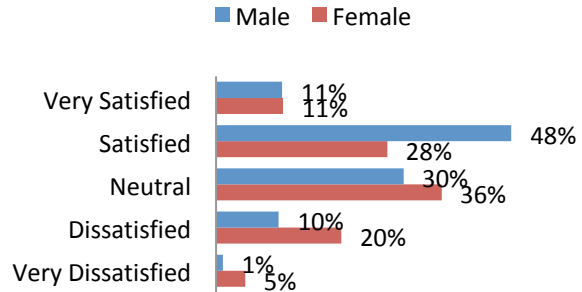


SATISFACTION WITH INSTITUTIONAL CLIMATE (Continued)

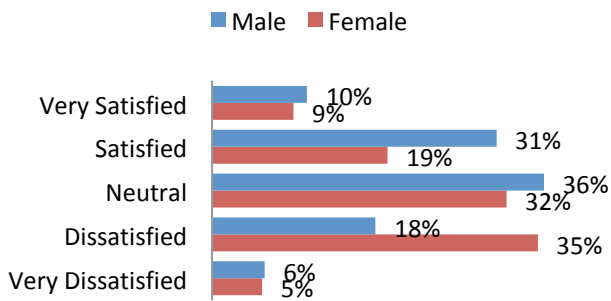
Satisfaction with "RACIAL/ETHNIC DIVERSITY OF THE STUDENT BODY"



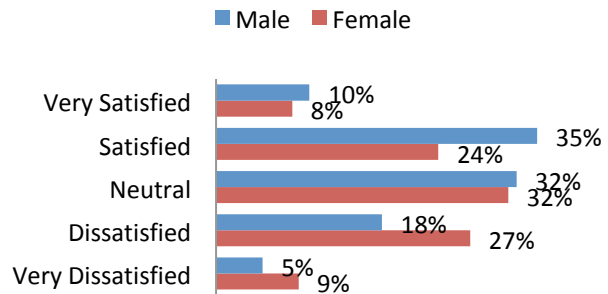
Satisfaction with "RACIAL/ETHNIC DIVERSITY OF THE STAFF"



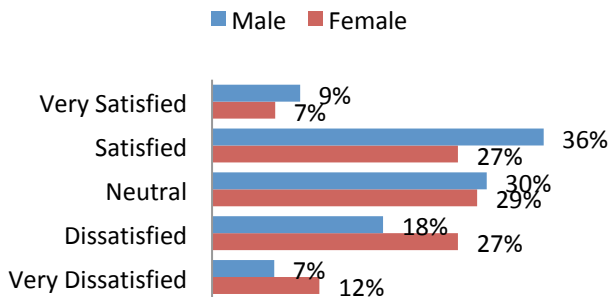
Satisfaction with "INTERACTIONS AMONG DIFFERENT RACIAL/ETHNIC GROUPS"



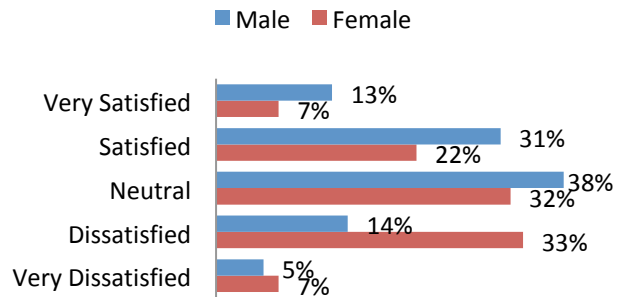
Satisfaction with "ATMOSPHERE FOR POLITICAL DIFFERENCES"



Satisfaction with "ATMOSPHERE FOR RELIGIOUS DIFFERENCES"

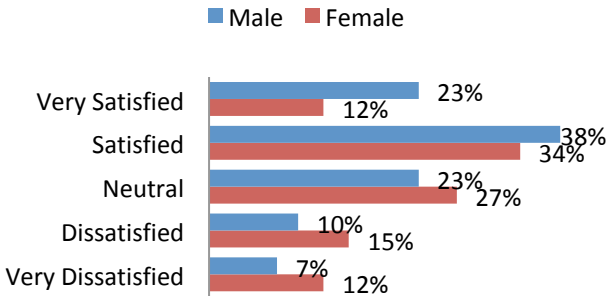


Satisfaction with "ATMOSPHERE FOR DIFFERENCES IN SEXUAL ORIENTATION"

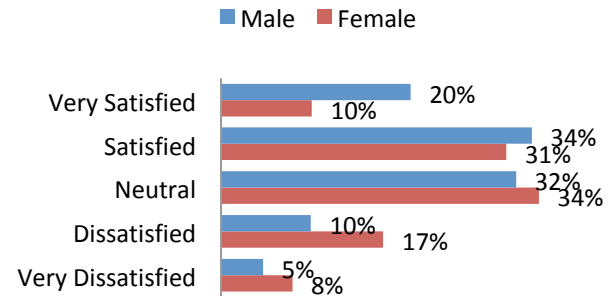


SATISFACTION WITH INSTITUTIONAL CLIMATE (Continued)

Satisfaction with "ADMINISTRATIVE RESPONSE TO INCIDENTS OF DISCRIMINATION"

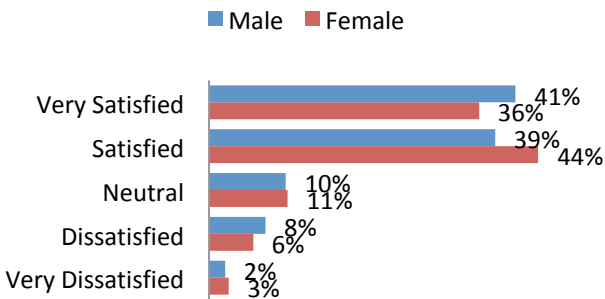


Satisfaction with "ADMINISTRATIVE RESPONSE TO STUDENT CONCERNS ABOUT EXCLUSION OR MARGINALITY"

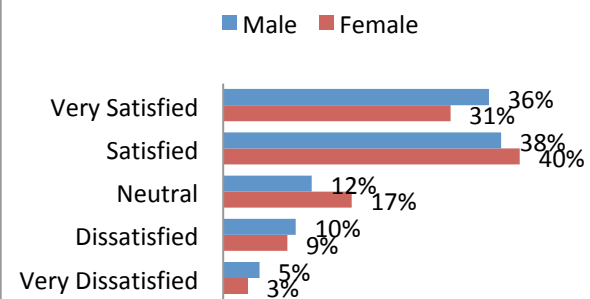


SATISFACTION WITH DEPARTMENTAL CLIMATE

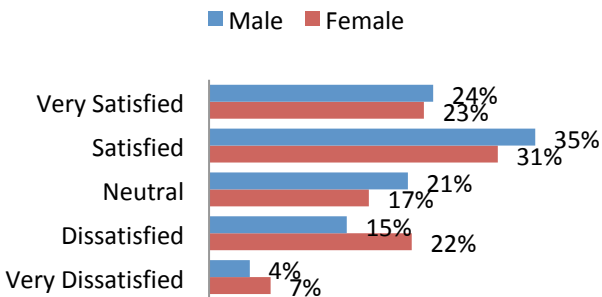
Satisfaction with "COLLEGIALITY AMONG FACULTY"



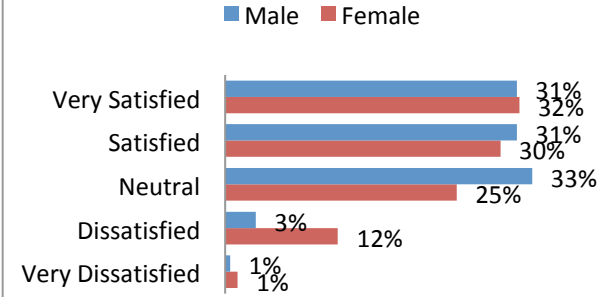
Satisfaction with "TOLERANCE OF DIFFERENT FACULTY OPINIONS AND BELIEFS"



Satisfaction with "REPRESENTATION OF WOMEN AND RACIAL/ETHNIC MINORITIES"

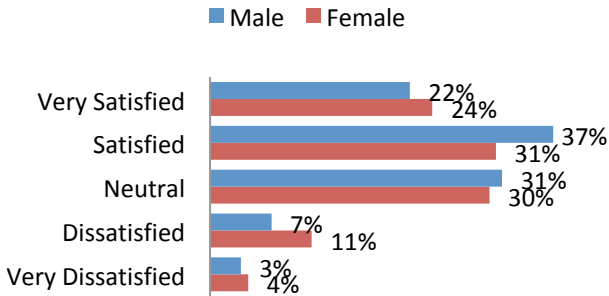


Satisfaction with "ACCEPTANCE OF DIFFERENCES IN SEXUAL ORIENTATION"

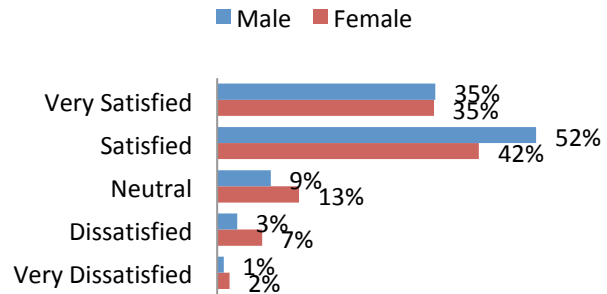


SATISFACTION WITH DEPARTMENTAL CLIMATE (Continued)

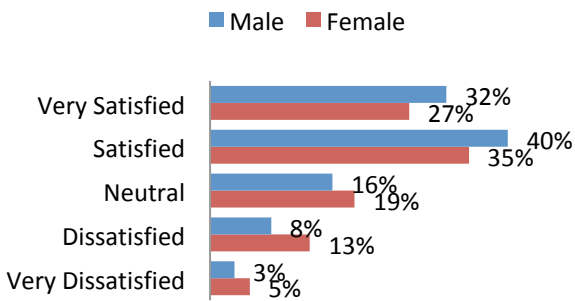
Satisfaction with "DEGREE TO WHICH THE CURRICULUM ADDRESSES DIVERSITY IN CONTENT OR PEDAGOGY"



Satisfaction with "STUDENT RESPECT FOR MY ROLE IN THE CLASSROOM"

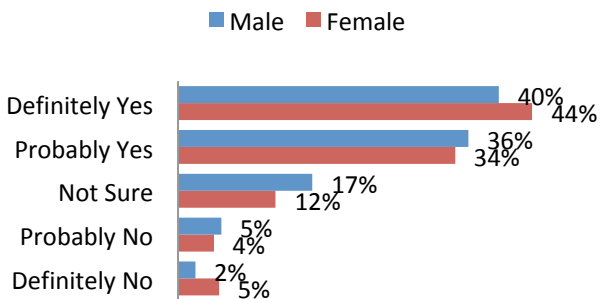


Satisfaction with "COMMITMENT TO HIRING WOMEN AND MINORITIES"

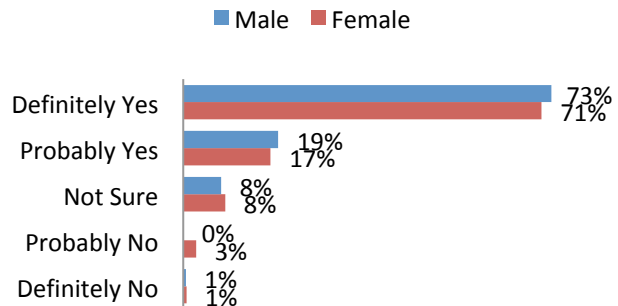


CAREER/INSTITUTION CHOICES

If you were to begin your career again, would you STILL COME TO THIS INSTITUTION?

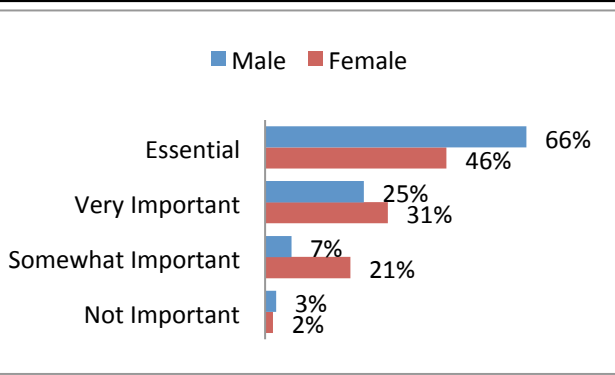


If you were to begin your career again, would you STILL WANT TO BE A COLLEGE PROFESSOR?

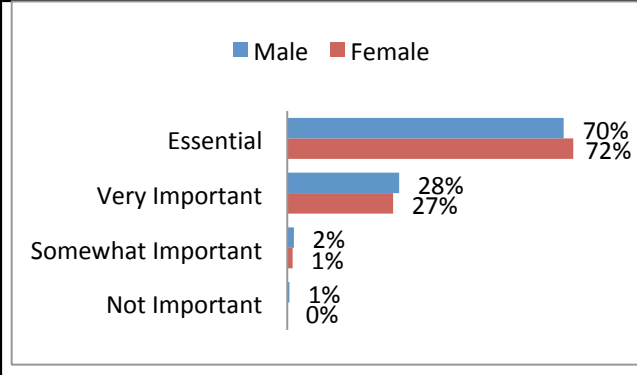


IMPORTANCE OF TEACHING, RESEARCH, AND PUBLIC SERVICE

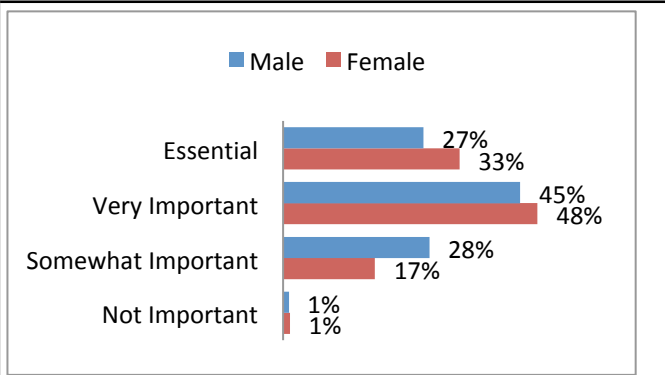
"Personally, how important to you is RESEARCH?"



"Personally, how important to you is TEACHING?"



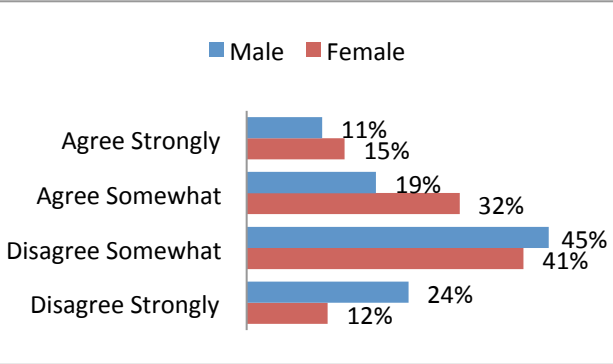
"Personally, how important to you is PUBLIC SERVICE?"



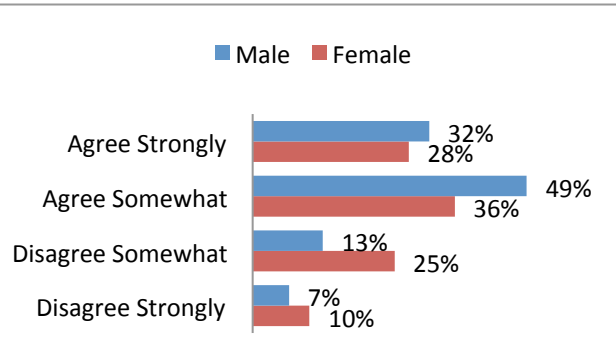
INSTITUTIONAL CHARACTERISTICS

(Only questions with at least 10% differences between gender responses are graphed.)

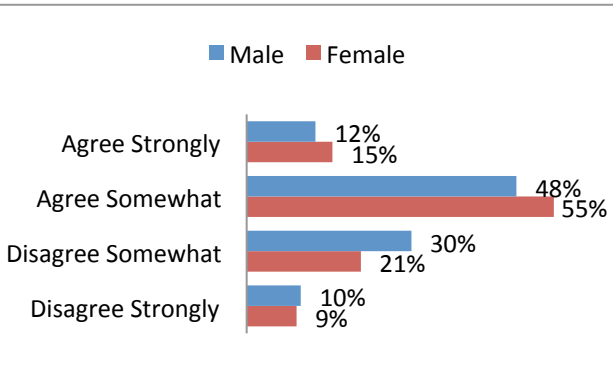
"There is a lot of racial conflict here."



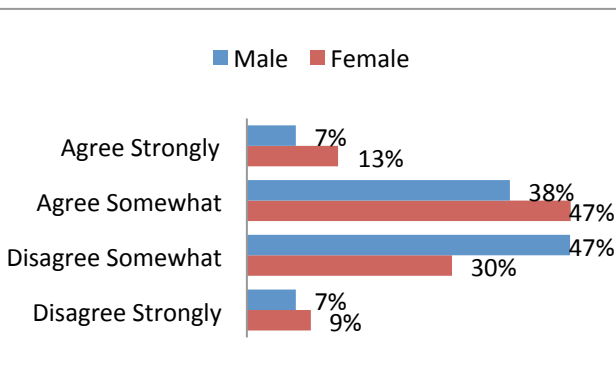
"The criteria for advancement and promotion decisions are clear."



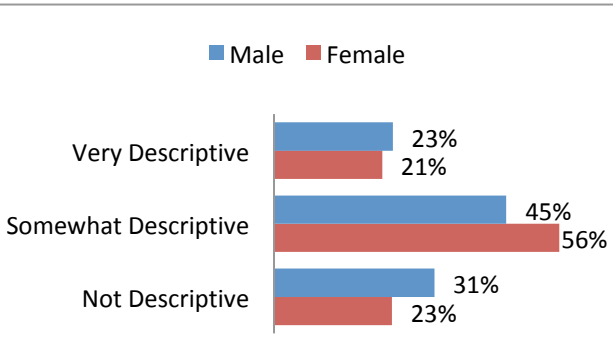
"There is adequate support for faculty development."



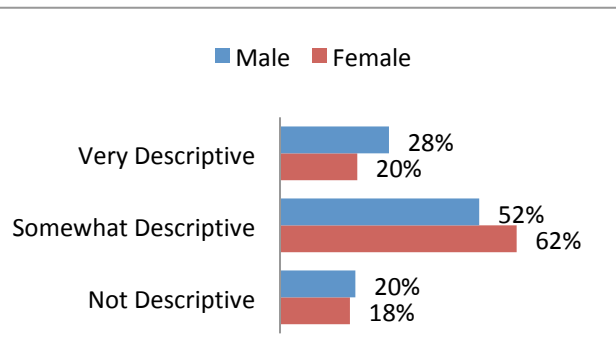
"Faculty are not prepared to deal with conflicts over diversity issues in the classroom."



"Faculty are rewarded for being good teachers."



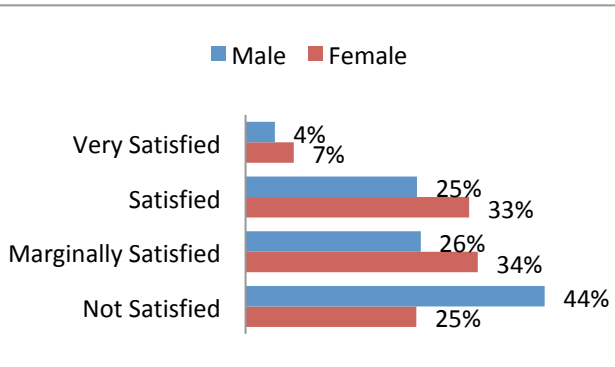
"The administration is open about its policies."



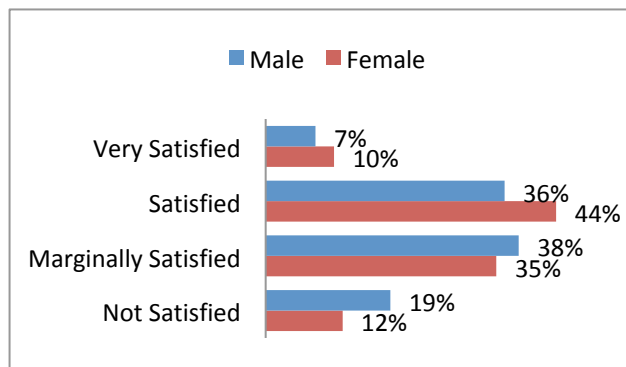
JOB SATISFACTION

(Only questions with at least 10% differences between gender responses are graphed.)

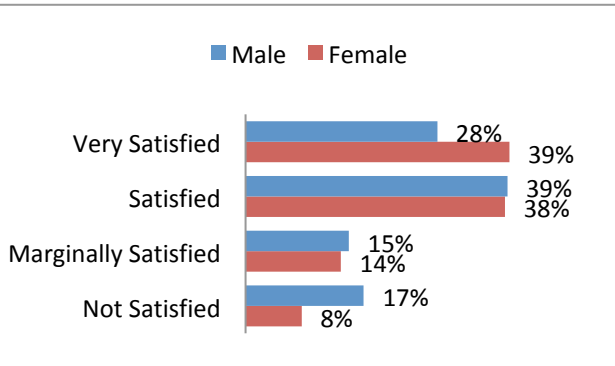
"How satisfied are you with HEALTH BENEFITS?"



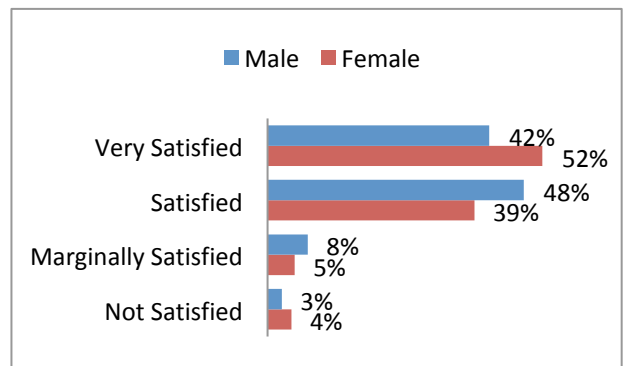
"How satisfied are you with QUALITY OF STUDENTS?"



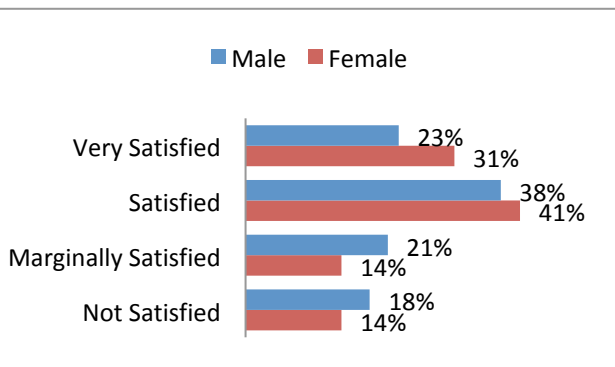
"How satisfied are you with OFFICE/LAB SPACE?"



"How satisfied are you with AUTONOMY AND INDEPENDENCE?"



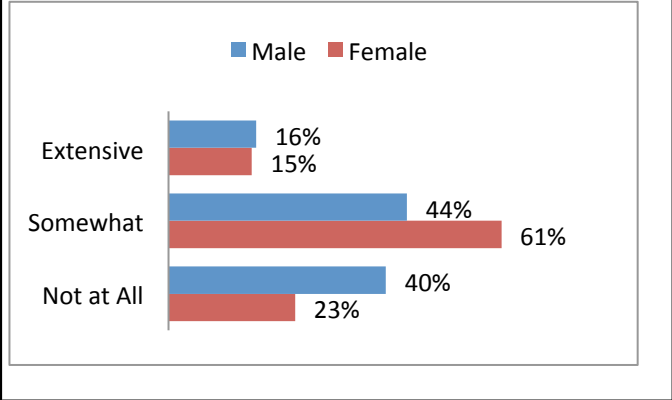
"How satisfied are you with CLERICAL/ADMINISTRATIVE SUPPORT?"



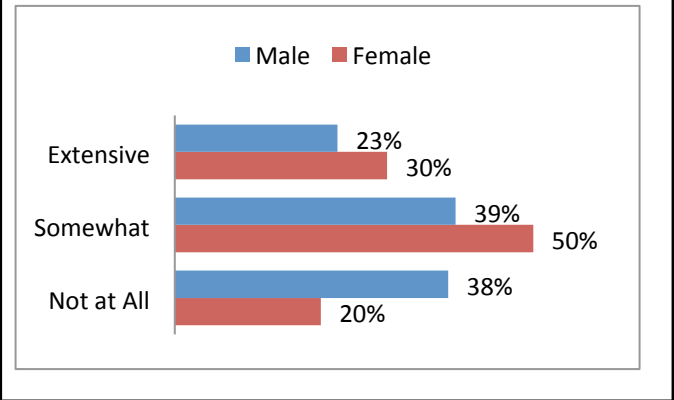
SOURCES OF STRESS

(Only questions with at least 10% differences between gender responses are graphed.)

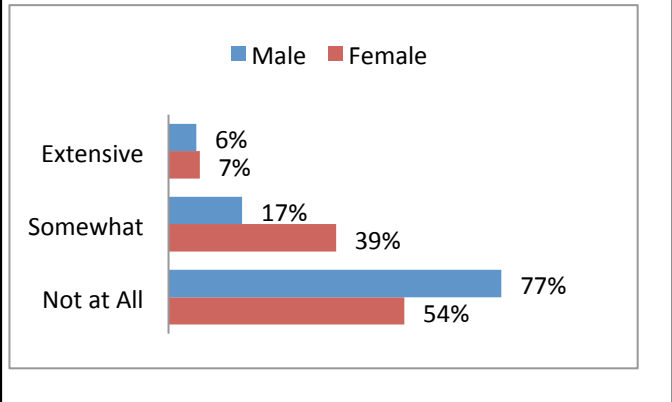
"Has MANAGING HOUSEHOLD RESPONSIBILITIES been a source of stress?"



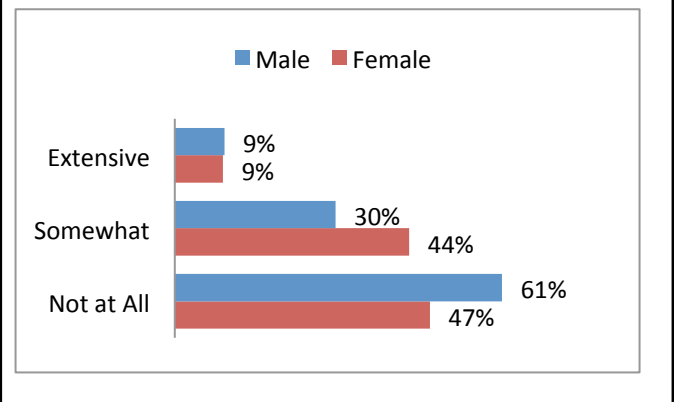
"Has CHILD CARE been a source of stress?"



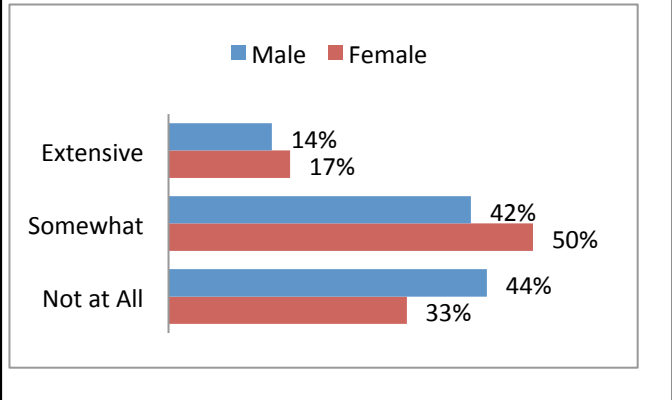
"Has SUBTLE DISCRIMINATION (E.G.,PREJUDICE, RACISM, SEXISM, HOMOPHOBIA) been a source of stress?"



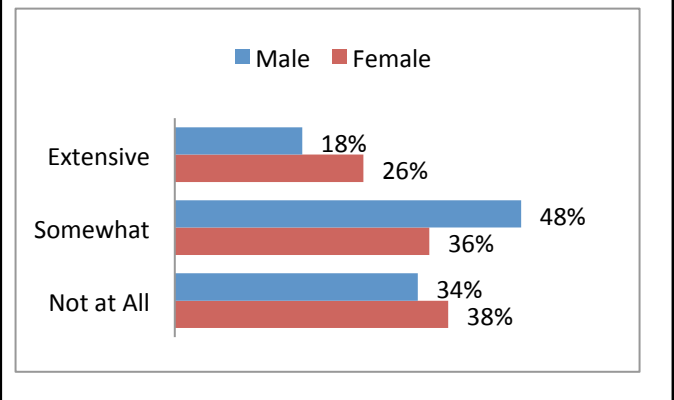
"Have COLLEAGUES been a source of stress?"



"Has LACK OF PERSONAL TIME been a source of stress?"

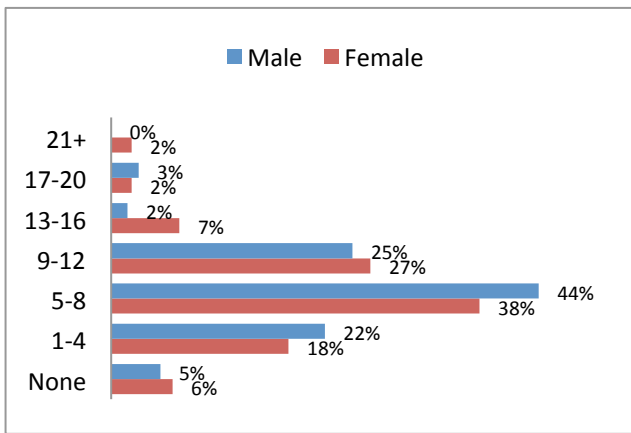


"Have INCREASED WORK RESPONSIBILITIES been a source of stress?"

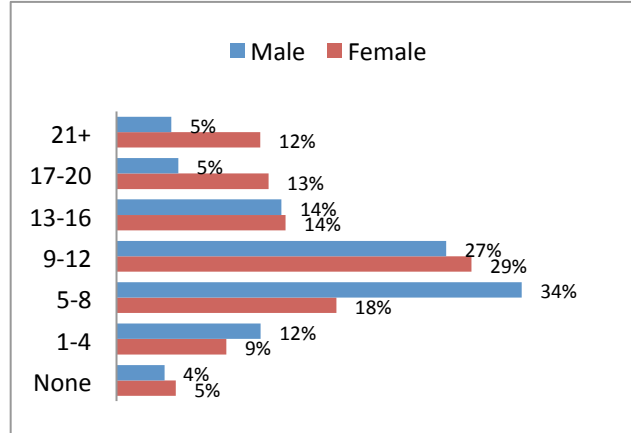


TIME ALLOCATION

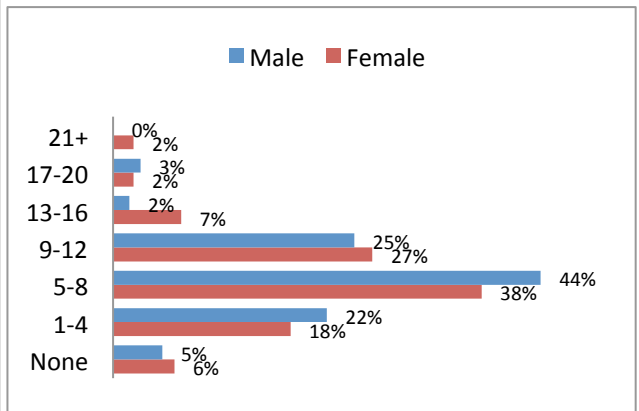
Hours per week spent on SCHEDULED TEACHING



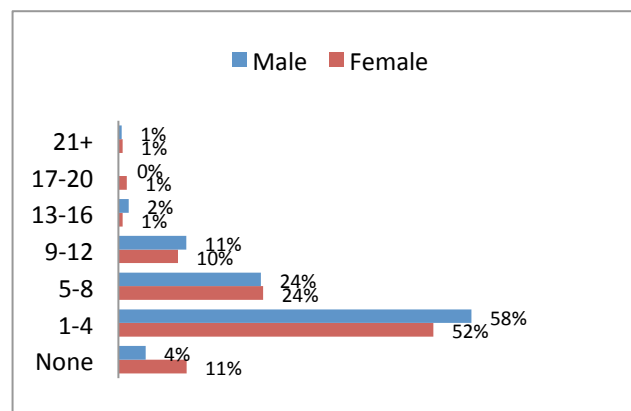
Hours per week spent on PREPARING FOR TEACHING



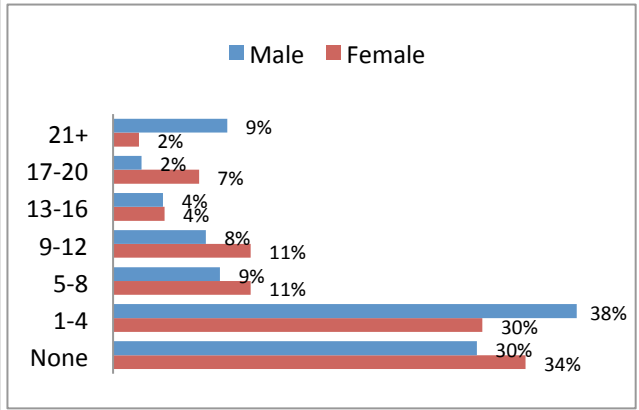
Hours per week spent on ADVISING AND COUNSELING STUDENTS



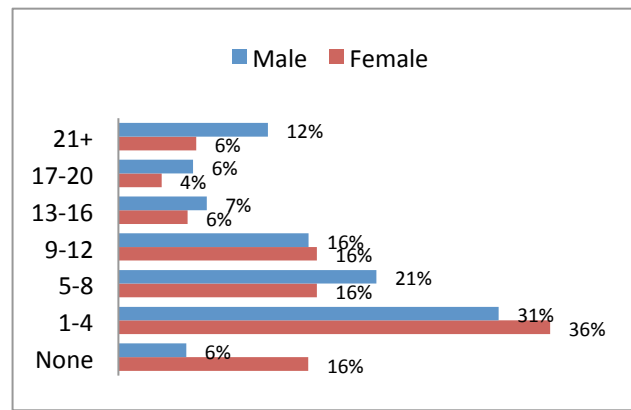
Hours per week spent on COMMITTEE WORK AND MEETINGS



Hours per week spent on OTHER ADMINISTRATION

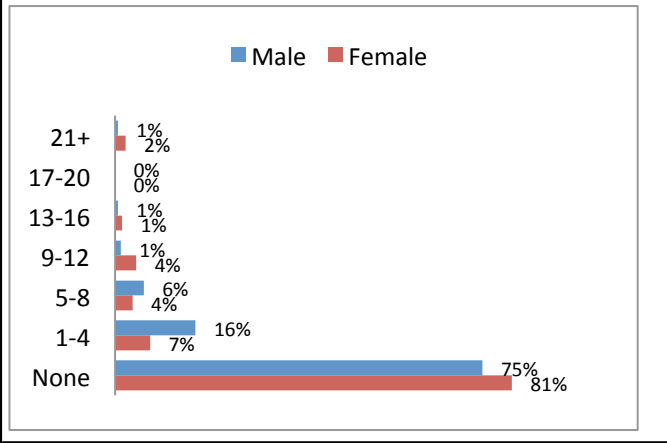


Hours per week spent on RESEARCH AND SCHOLARLY WRITING

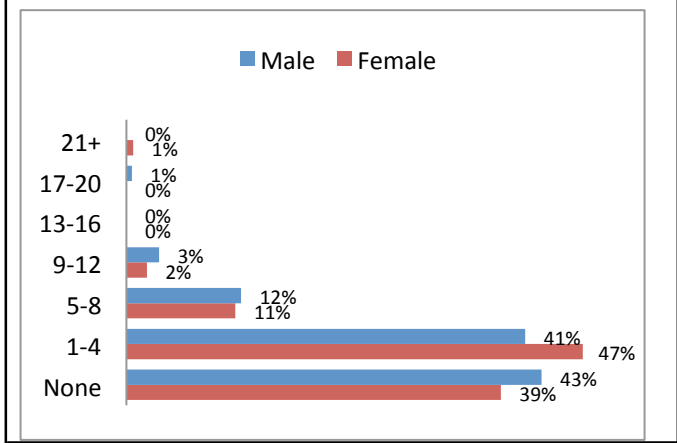


TIME ALLOCATION (Continued)

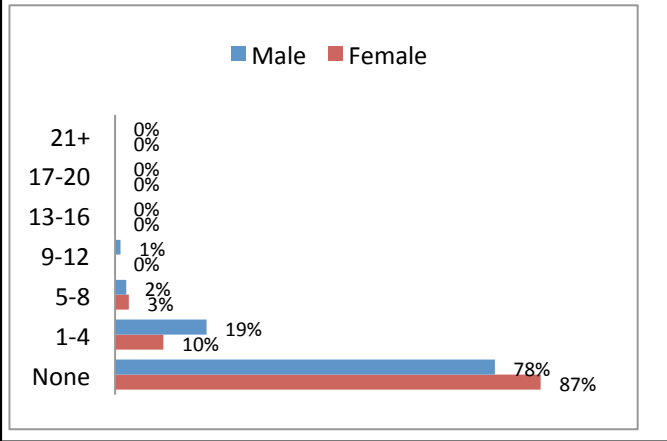
Hours per week spent on OTHER CREATIVE PRODUCTS/PERFORMANCES



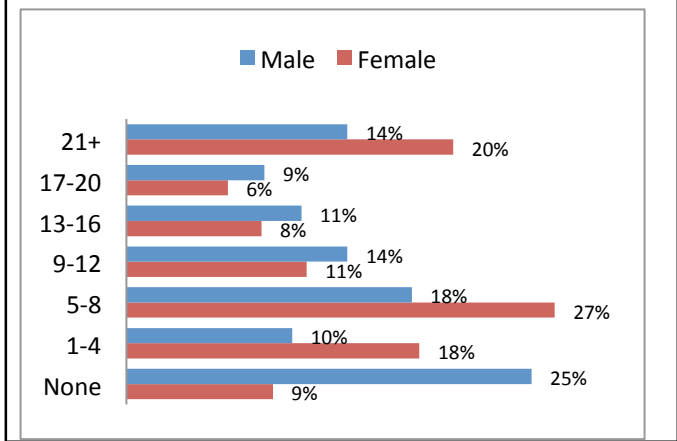
Hours per week spent on COMMUNITY OR PUBLIC SERVICE



Hours per week spent on OUTSIDE CONSULTING/FREELANCE WORK



Hours per week spent on HOUSEHOLD/CHILDCARE DUTIES



Appendix D - Deans and Chairs by Gender

**UNIVERSITY OF MISSISSIPPI
COMMISSION ON THE STATUS OF WOMEN PAY EQUITY STUDY
WOMEN IN ACADEMIC LEADERSHIP POSITIONS AS OF NOV 2015**

DEANS	
Male	Honors College
Vacant	Library
Male	Grad School
Male	Applied Sciences
Male	Journalism
Male	Outreach
Male	Education
Male	Lib Arts
Male	Engineering
Male	Accountancy
Male	Business
Male	Pharmacy
Female	Law (Acting)

1 of 13 deans were female (8%) in 2015
(And she is interim.)

2 of 8 deans were female (25%) in 2006

CHAIRS	
MALE	FEMALE
HESRM (Interim)	Classics
Philosophy	Theatre (Interim)
Music	Art
Leadership/Couns Ed	Communication Science
Political Science	Sociology
Modern Languages	Teacher Ed
Public Policy	Social Work
English	Computer Science
History	Pharmacy Admin
Psychology	
Economics	
Geology/Geo Engineering	
Math	
Biology	
Nutrition/Hosp Mgmt	
Legal Studies	
Pharmaceutics	
Physics	
Chemistry	
Chemical Engineering	
Civil Engineering	
Electrical Engineering	
MIS	
Marketing	
Mechanical Engineering	
Finance	

9 of 35 chairs were female (26%) in 2015

5 of 40 chairs were female (13%) in 2006

Appendix E - Percent Female Faculty by Department

UNIVERSITY OF MISSISSIPPI
COMMISSION ON THE STATUS OF WOMEN PAY EQUITY STUDY
GENDER DISTRIBUTION WITHIN DEPARTMENTS WITH AT LEAST 8 FACULTY

9 of 34 departments (26%) have at least 50% female faculty

9 of 34 departments (26%) have less than 25% female faculty

	# Female	% Female
NUTR & HOSPIT MGMT	10	76.9%
WRITING & RHETORIC	27	73.0%
TEACHER EDUCATION	29	72.5%
MODERN LANGUAGES	35	66.0%
SOCIAL WORK	9	64.3%
ART & ART HISTORY	10	58.8%
SOCIOLOGY AND ANTHRO	14	58.3%
PHARMACY PRACTICE	15	55.6%
JOURNALISM INSTRUCT	11	55.0%
ENGLISH	22	48.9%
PSYCHOLOGY	9	45.0%
LAW INSTRUCTION	11	40.7%
LEGAL STUDIES	4	40.0%
LEAD AND COUNS ED	6	40.0%
THEATRE ARTS	6	40.0%
CIVIL ENGINEERING	3	37.5%
HISTORY	13	37.1%
COMPUTER SCIENCE	4	36.4%
BIOLOGY	12	36.4%
PHILOSOPHY & RELIGIO	4	33.3%
MARKETING	6	33.3%
MANAGEMENT	7	33.3%
POLITICAL SCIENCE	6	31.6%
ACCOUNTANCY INSTRUCT	5	31.3%
FINANCE	4	30.8%
GEOL AND GEOL ENGR	3	27.3%
CHEMICAL ENGINEERING	2	25.0%
MATHEMATICS	7	24.1%
HLTH EX SCI REC MGMT	3	23.1%
CHEMISTRY & BIOCHEM	5	20.8%
MUSIC	6	20.7%
BIOMOLECULAR SCIENCE	2	16.7%
ECONOMICS	2	15.4%
MECHANICAL ENGR	1	11.1%
PHYSICS AND ASTRON	2	10.5%
ELECT ENGINEERING		0.0%

Appendix F - Faculty Salaries by Gender and Rank

**THE UNIVERSITY OF MISSISSIPPI
COMMISSION ON THE STATUS OF WOMEN PAY EQUITY STUDY**

MEDIAN SALARIES BY SCHOOL AND RANK, 2015

SCHOOL OF ACCOUNTANCY	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	192,823	27.3	1	166,908	16.3	3	-25,915	116%
Associate			0	158,530	6.9	4		
Assistant	164,933	3.8	2	128,750	2.3	5	-36,183	128%
Instructor	70,088	0.8	2			0		
Lecturer			0			0		

SCHOOL OF APPLIED SCIENCES	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	111,355	3.9	2	96,493	2.9	7	-14,862	115%
Associate	80,363	4.9	16	73,218	2.4	5	-7,145	110%
Assistant	70,000	0.3	9	70,000	1.3	10	0	100%
Instructor	48,027	9.7	2	45,961	2.1	2	-2,066	104%
Lecturer	54,191	1.4	4	59,478	2.4	3	5,287	91%

SCHOOL OF BUSINESS	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	183,899	6.4	2	164,012	10.4	9	-19,887	112%
Associate	130,934	12.4	3	136,200	8.7	9	5,266	96%
Assistant	133,061	2.9	6	139,425	1.9	14	6,364	95%
Instructor	86,994	0.4	7	99,936	0.4	8	12,942	87%
Lecturer			0			0		

SCHOOL OF EDUCATION	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	94,000	3.4	7	96,441	14.1	4	2,441	97%
Associate	73,272	4.4	8	81,638	2.4	7	8,367	90%
Assistant	60,770	2.3	15	62,654	3.8	8	1,884	97%
Instructor	56,360	3.3	7	69,399	0.8	1	13,039	81%
Lecturer			0			0		

SCHOOL OF ENGINEERING	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	126,347	4.4	2	138,193	4.4	21	11,846	91%
Associate	92,699	2.9	2	101,278	5.9	10	8,579	92%
Assistant	80,534	1.0	4	84,312	1.3	14	3,779	96%
Instructor	53,045	1.9	5	60,320	1.3	4	7,275	88%
Lecturer	52,593	3.4	1			0		

SCHOOL OF JOURNALISM	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	80,300	0.4	1	90,500	11.4	3	10,200	89%
Associate	73,900	4.4	3	80,900	8.7	2	7,000	91%
Assistant	66,900	2.3	6	74,900	3.9	5	8,000	89%
Instructor	50,000	0.3	3	47,877	2.4	2	-2,123	104%
Lecturer	58,500	3.3	1			0		

SCHOOL OF LAW	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	141,070	1.4	4	145,675	8.9	10	4,605	97%
Associate	124,538	9.4	3	122,555	2.4	5	-1,983	102%
Assistant	86,333	2.3	5	96,703	8.9	4	10,370	89%
Instructor			0			0		
Lecturer			0			0		

SCHOOL OF PHARMACY	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	139,467	2.4	4	122,244	6.4	16	-17,223	114%
Associate	97,157	1.4	8	94,362	4.4	11	-2,795	103%
Assistant	87,164	4.3	12	89,033	5.6	8	1,869	98%
Instructor	82,009	2.4	2	82,009	0.4	1	0	100%
Lecturer			0			0		

LIBERAL ARTS - FINE ARTS*	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	92,132	11.2	4	90,120	7.4	6	-2,012	102%
Associate	71,502	8.9	10	66,904	6.4	16	-4,598	107%
Assistant	51,600	1.3	2	54,790	1.3	10	3,190	94%
Instructor	40,000	2.1	6	40,000	0.3	7	0	100%
Lecturer			0			0		

* Fine Arts includes Art, Music, and Theatre Arts

LIBERAL ARTS - HUMANITIES*	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	90,291	4.4	3	110,560	14.4	5	20,269	82%
Associate	71,374	5.4	6	72,423	4.9	16	1,049	99%
Assistant	56,988	2.8	12	56,501	3.3	13	-487	101%
Instructor	43,807	3.6	4	46,036	4.3	4	2,229	95%
Lecturer			0			0		

* Humanities includes African American Studies, Classics, History, Philosophy, and Southern Studies

LIBERAL ARTS - LANGUAGES*	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	86,286	2.4	7	104,399	13.4	6	18,113	83%
Associate	72,795	4.4	10	72,790	3.4	11	-5	100%
Assistant	54,499	1.3	14	56,830	1.8	12	2,331	96%
Instructor	38,000	1.6	14	38,007	2.3	18	7	100%
Lecturer	45,040	3.4	10	63,429	2.9	4	18,389	71%

* Languages includes English, Modern Languages, Speech, and Writing/Rhetoric

LIBERAL ARTS - NATURAL SCIENCES*	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	101,858	2.4	3	105,056	13.6	21	3,198	97%
Associate	73,551	3.4	5	78,166	4.4	24	4,615	94%
Assistant	66,725	1.3	4	60,900	1.3	22	-5,825	110%
Instructor	38,668	2.3	9	39,548	2.8	8	880	98%
Lecturer	46,000	2.4	6	49,304	2.4	4	3,304	93%

* Natural Sciences includes Biology, Chemistry, Mathematics, and Physics

LIBERAL ARTS - SOCIAL SCIENCES*	Female			Male			Salary Difference	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	94,069	3.4	3	116,984	7.4	11	22,915	80%
Associate	69,746	5.4	9	71,810	3.4	21	2,064	97%
Assistant	58,710	2.3	15	61,645	2.3	12	2,935	95%
Instructor	42,818	1.6	6	48,887	3.3	5	6,069	88%
Lecturer			0	36,715	2.4	1		

* *Social Sciences includes Economics, Political Science, Psychology, Public Policy, and Sociology/Anthropology*

Appendix G - Female Faculty Salaries

**THE UNIVERSITY OF MISSISSIPPI
COMMISSION ON THE STATUS OF WOMEN PAY EQUITY STUDY**

FEMALE MEDIAN SALARIES COMPARED TO WHITE MALE SALARIES, 2015

SCHOOL OF ACCOUNTANCY	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	166,908	16.3	3	192,823	27.3	1	-25,915	116%			0		
Associate	159,621	7.4	3			0					0		
Assistant	128,750	2.3	5	165,107	5.3	1	-36,357	128%			0		
Instructor			0	70,088	0.8	2					0		
Lecturer			0			0					0		

SCHOOL OF APPLIED SCIENCES	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	96,493	2.9	7	111,355	3.9	2	-14,862	115%			0		
Associate	70,762	2.9	4	80,363	6.4	12	-9,601	114%	83,714	4.4	3	-12,952	118%
Assistant	73,602	1.3	3	70,000	3.3	7	3,602	95%	70,000	0.6	1	3,602	95%
Instructor	45,961	2.1	2	49,880	16.0	1	-3,919	109%	46,173	3.3	1	-212	100%
Lecturer	59,478	2.4	3	54,076	1.4	3	5,402	91%	54,307	1.4	1	5,171	91%

SCHOOL OF BUSINESS	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	164,012	10.4	9	183,899	6.4	2	-19,887	112%			0		
Associate	141,655	8.9	8	123,607	9.4	2	18,048	87%			0		
Assistant	143,477	1.4	10	134,974	1.9	4	8,503	94%			0		
Instructor	99,936	0.4	8	64,418	0.4	5	35,518	64%	86,994	0.4	1	12,942	87%
Lecturer			0			0					0		

SCHOOL OF EDUCATION	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	96,441	14.4	4	94,000	2.9	6	2,441	97%	130,475	16.3	1	-34,034	135%
Associate	81,638	2.4	7	74,133	4.4	7	7,505	91%	71,454	4.4	1	10,184	88%
Assistant	62,807	4.3	5	60,770	2.3	13	2,037	97%	58,376	2.0	2	4,431	93%
Instructor	69,399	0.8	1	56,360	3.3	7	13,039	81%			0		
Lecturer			0			0					0		

SCHOOL OF ENGINEERING	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	140,143	3.9	12	126,347	4.4	2	13,796	90%			0		
Associate	101,259	6.4	7			0					0		
Assistant	84,312	1.3	8	76,224	2	2	8,088	90%			0		
Instructor	59,740	2.3	3	53,045	2.3	3	6,695	89%			0		
Lecturer			0	52,593	3.4	1					0		

SCHOOL OF JOURNALISM	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	90,500	11.4	3	81,300	0.4	2	9,200	90%			0		
Associate	80,900	8.7	2	73,900	4.4	0					0		
Assistant	74,900	3.9	5	66,900	3.3	2	8,000	89%	66,900	1.3	3	8,000	89%
Instructor	47,877	2.4	2	50,000	0.3	3	-2,123	104%			0		
Lecturer			0	58,500	3.3	1					0		

Salaries and Years in Rank are Median Values

SCHOOL OF LAW	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	145,058	7.4	9	159,830	13.4	2	-14,772	110%	138,015	0.9	2	7,043	95%
Associate	122,555	2.4	5	124,538	9.4	3	-1,983	102%			0		
Assistant	96,703	8.9	4	86,333	2.3	5	10,370	89%			0		
Instructor			0			0					0		
Lecturer			0			0					0		

SCHOOL OF PHARMACY	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	124,117	6.6	12	139,467	2.4	4	-15,350	112%					
Associate	94,957	4.4	8	98,005	1.4	7	-3,048	103%			0		
Assistant	89,246	5.4	7	87,547	4.3	9	1,699	98%	85,405	2.9	2	3,841	96%
Instructor	82,009	0.4	1	82,009	2.4	2	0	100%			0		
Lecturer			0			0					0		

LIBERAL ARTS - FINE ARTS*	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	91,013	9.4	5	86,805	9.5	3	4,208	95%	100,923	18.4	1	-9,910	111%
Associate	66,254	4.4	13	72,508	8.9	8	-6,254	109%	64,818	21.4	1	1,436	98%
Assistant	54,790	1.3	10	51,600	1.3	2	3,190	94%			0		
Instructor	40,000	0.3	7	40,000	2.1	4	0	100%			0		
Lecturer			0			0					0		

* Fine Arts includes Art, Music and Theatre Arts

LIBERAL ARTS - HUMANITIES*	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	109,996	13.4	4	90,291	4.4	3	19,705	82%					
Associate	69,412	5.4	13	70,328	6.4	5	-916	101%					
Assistant	56,563	2.8	12	56,905	2.3	10	-342	101%	61,857	2.3	1	-5,294	109%
Instructor	50,072	7.3	1	50,072	4.3	3	0	100%			0		
Lecturer			0			0					0		

* Humanities includes African American Studies, Classics, History, Philosophy, and Southern Studies

LIBERAL ARTS - LANGUAGES*	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	105,934	12.4	5	86,286	2.4	7	19,648	81%			0		
Associate	73,252	2.9	10	70,984	4.4	8	2,268	97%	89,022	12.4	1	-15,770	122%
Assistant	58,577	0.3	5	56,994	2.3	10	1,583	97%			0		
Instructor	38,844	2.3	14	38,000	2.3	35	844	98%	38,000	0.3	2	844	98%
Lecturer	81,081	4.9	2	46,810	3.9	8	34,271	58%			0		

* Languages includes English, Modern Languages, Speech, and Writing/Rhetoric

LIBERAL ARTS - NATURAL SCIENCES*	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	106,348	14.4	19	101,858	2.4	3	4,490	96%			0		
Associate	79,991	4.4	19	73,276	2.9	4	6,715	92%			0		
Assistant	59,613	1.3	10	66,500	1.3	3	-6,887	112%	67,818	6.3	1	-8,205	114%
Instructor	36,520	2.8	6	38,791	3.1	8	-2,271	106%			0		
Lecturer	49,305	2.7	4	50,500	4.9	4	-1,195	102%			0		

* Natural Sciences include Biology, Chemistry, Mathematics, and Physics

Salaries and Years in Rank are Median Values

LIBERAL ARTS - SOCIAL SCIENCES*	White Male			White Female			WM WF Salary Diff		Black Female			WM BF Salary Diff	
	Salary	Yrs in Rank	Nbr	Salary	Yrs in Rank	Nbr	Amount	Percent	Salary	Yrs in Rank	Nbr	Amount	Percent
Professor	114,574	6.4	10	94,069	3.4	3	20,505	82%			0		
Associate	70,905	3.3	19	71,000	5.4	7	-95	100%	67,589	3.4	0	3,316	95%
Assistant	61,645	2.4	10	58,710	2.3	13	2,935	95%	62,082	4.5	1	-437	101%
Instructor	48,456	3.8	4	42,818	1.6	6	5,638	88%			0		
Lecturer	36,715	2.4	1			0					0		

* Social Sciences includes Economics, Political Science, Psychology, Public Policy and Sociology.