GENDER EQUITY ASSESSMENT:
Faculty Compensation and Headcounts

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GENDER EQUITY IN THE COLLEGE OF LIBERAL ARTS

The University of Texas at Austin began the process of assessing gender equity on campus in March 2007, when Provost Steven Leslie established the Gender Equity Task Force. The Gender Equity Report, produced by the task force and published in October 2008, noted the existence of gender gaps in areas of faculty representation, promotion, attrition, salary, and the availability of leadership opportunities.¹ The report’s most commonly cited finding, based on salary data from 2007, was that female full professors across the university were paid an average of $9,000 less than their male counterparts.

Gender Equity efforts in the College of Liberal Arts began in fall 2009, when Dean Randy Diehl established a position at the associate dean level dedicated to maintaining a consistent level of activity in the area of gender equity and carrying forward the recommendations of the Gender Equity Report. Efforts at our office began with an analysis of college salaries, and confirmed a salary gap at the full professor rank. We also observed a male-dominated, top-heavy faculty: in 2007, 69% of college faculty were men, and more than half of the male faculty were full professors (see figure 6 below). We began addressing these issues through targeted, merit-based salary increases and the hiring of senior women. In 2010, we established the College of Liberal Arts Gender Council to undertake a study of the faculty work environment.

Most recently, in the summer of 2012, the College of Liberal Arts revisited the questions of academic rates, salary disparity, and faculty headcounts.² The intent of our research was two-fold: First, to assess our progress since 2007, the year in which Dean Diehl took office; second, to align our investigation of compensation with other data gathering we do in the college by looking at ten years’ worth of data and establishing a broader picture of progress. This report revisits salary and headcount data in order to assess the outcomes of our ongoing efforts in these areas. Our plan is to revisit and update these data every two years.

EXECUTIVE SUMMARY

While targeted merit increases and faculty hires since 2009 had an overall positive impact on the status of female faculty in the college, our study identified persistent gaps in academic rates and total compensation at all levels of the faculty. Average academic rate ratios of female full professors dropped from 94% in 2002 to 89% in 2007 (lowest point) and went up to 98% in 2011

¹ The Gender Equity Report is available at http://www.utexas.edu/provost/research/
² Academic rate, at the individual level, is the actual yearly rate for an individual faculty member, usually calculated over nine months, and not including supplements. Unless stated otherwise, our analysis uses academic rate as its base measurement. We are grateful to Maggie Tate (Sociology) for her assistance with this research project.
as a result of college efforts.\(^3\) Similarly, the average academic rate ratio of female associate professors dropped from 98% in 2002 to 91% in 2008 (lowest point) and went back up to 97% in 2011. The average academic rate ratios of female assistant professors dropped from 98% in 2002 to 92% in 2004 (lowest point) and went up to 94% in 2011. Offers made to assistants since 2011 vary greatly in ratio across disciplines.

Female full professors lag behind significantly when it comes to salary supplements (professorships and endowed chairs). They hold a smaller number of supplements relative to their percentage in the population. The average total compensation (academic rate plus supplements) of female full professors dropped from 94% in 2002 to 88% in 2007 and went back up to 96% in 2011.

In terms of faculty headcounts, female faculty went from 31% in 2007 to 36% in 2011. The percentage growth was the most significant at the full professor rank (30% growth), and the lowest at the assistant professor rank, where female faculty went from 43% to 44% of the population. The faculty remains top-heavy, with assistant professors dropping from 24% in 2007 to 20% of the tenure/tenure-track faculty population in 2011.

**ACADEMIC RATES AND SALARIES, 2002 – 2011**

In the spring of 2010, departments in the College of Liberal Arts were encouraged to examine the academic rates of faculty at the full professor rank, and to make targeted pay increases in the interest of addressing gender equity, competitiveness, and salary compression. The Dean of Liberal Arts gave similar instructions for merit payments that were made in the fall of 2010.

With 2007 as the starting point, we see a marked improvement in five years when it comes to the average academic rate of female full professors. Looking at these data points, we see female full professors’ average academic rate jump from 89% of men’s in 2007 to 98% in 2011. By expanding the timeline to begin in 2002, we see that 2007 was the year when the academic rate disparity was most pronounced in the College of Liberal Arts, as figures 1 and 2 below demonstrate.

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\(^3\) This means that a female full professor made, on the average, 89 cents in 2007 and 98 cents in 2011 for every dollar that a male full professor made. We will use such percentages as our reporting convention in the discussion throughout this report, referring to them as “pay ratio”.

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Figure 1: Academic Rate by Gender for Full Professors:

The ovals capture the greatest gap in academic rate, in 2007, and the effects of targeted salary increases in 2010.

Figure 2: Academic Rate Ratio by Gender for Full Professors:

The pay gap was greater in 2007 than it was in 2002; in 2011, then, we not only improved our average academic-rate ratio relative to the beginning of the decade, from 94% to 98%, but our effort was massive enough to allow for the closing of the greater pay gap that had opened in 2007, when women’s academic rates were 89% of men’s, and persisted in 2008 and 2009, when women’s academic rates stagnated at 91% of men’s. Recent years have seen limited availability of merit increases, and disparity still exists between the academic rates of male and female full professors, but the college is moving closer to equity in that area.

Shifting attention to assistant and associate professors, we find that academic rate gaps persist at both ranks, particularly at the assistant professor level.
Although female assistant professors earned less than their male counterparts in 2002, a ratio of 98%, this disparity is the smallest we saw in the past 10 years. The pay ratio of female assistant professors plummeted to below 92% in 2004 and 2006. The ratio improved to nearly 97% in 2007 and 2009 but again dipped to 94% in 2011. The gap opening at the assistant level is of particular concern, considering that salary disparity at hire limits potential for equity in later years. We have now examined the offers made to assistant professors in 2011-12 and 2012-13, and discovered that on the average, academic rates in offers made to male assistant professors were higher across the college. Academic rate ratios in offers varied greatly, however, between discipline groups, ranging from 92% in the humanities to 102% in the social sciences.

Female associate professors’ academic rate ratio was 98% in 2002, and rose to 99.3% in 2005, but a large gap had opened by 2008, causing the pay ratio to drop to 91.3%. The average academic rate of male associate professors increased by less than 4% between 2008 and 2011, while women’s average academic rates increased by 9.7% over the same years; by 2011, the pay ratio climbed to 97%. Some of the targeted merit raises in 2010 went to associate professors, and this, along with strategic hiring, could explain the near meeting of the lines from 2010 forward.
Salary Supplements
While the gap in the average academic rates of full professors was significantly reduced in the period under consideration, gaps persisted in salary supplements: Male faculty members were more likely to hold professorships and endowed chairs, which could be used to complement their salaries as well as to support their research programs. This phenomenon was noted in the *Gender Equity Report*, and it remained an area of disparity in the college in 2011. When measuring total compensation (academic rate plus supplements), 2007 was again the year of the greatest gap, with female faculty average total compensation at 88% that of male faculty. By 2011, the gap had narrowed by eight percentage points, to a ratio of 96%.

An initial look into 2011 data for supplements suggests that male full professors held supplements at a higher proportion to the overall male headcount than did female full professors: Where women represented 26% of the full professors, they were only 12% (4 out of 34) of full professors with supplements. Additionally, the average supplement for women was 32% lower than the average supplement for men. Looking back, we have observed that none of the supplements held by women faculty are historically permanent. The differences in supplements are an area of concern for the college that we plan to address in coming years.

*Figure 5: Salary (Academic Rate plus Supplements) Ratio by Gender for Full Professors*

Were the Spring 2010 increases significant in increasing female faculty pay ratios?
To assess the specific impact of the 2010 targeted raises within the College of Liberal Arts, we studied the change in average academic rates by gender between Fall 2009 and Spring 2010. To

4 Supplements defined as “permanent” are historical in the college—currently supplements are awarded on a temporary basis, subject to evaluation and renewal every seven years. Non-renewal is uncommon, and thus all supplements are, in practice, permanent as long as the faculty member maintains an active profile.
isolate the effect of raises (as opposed to new hires or resignations), our analysis only included faculty members who were in the compensation data set for both Fall 2009 and Spring 2010 semesters, indicating whether a pay increase took effect in January 2010. In the college overall, we found that the merit raises given in Spring 2010 resulted in a small change in the pay ratios at the full professor rank, from 91% to 92%. Because these raises were merit based and included salary compression or strategic competitiveness considerations, they did not target female faculty members only, which mitigated the opportunity to close the pay gap more significantly. Our analysis did not include any measures of “merit,” as these measures vary greatly across departments.

Many of the departments within the college showed a decrease in the gender pay gap. For example, in Anthropology the pay ratio increased from 81% to 86%, and in English the pay ratio increased from 94% to 98%. Some departments showed little to no change, while others showed an increase in the gender pay gap. This last category might merit further attention, particularly where only men received the spring merit raises, such as Philosophy (76% to 75%), or where raises were given to both genders but the pay gap grew, as in Sociology (92% to 90%).

**Effects on the analysis of excluding departments with few or no women**

Focusing on the years 2002, 2007, and 2011, we looked into the question of whether certain departments affect the overall college outcome because they are so heavily populated by male faculty. The departments that were selected for exclusion from the analysis were Economics, Government, Philosophy, and Classics. This analysis showed that Government, Philosophy, and Classics have little effect on the overall academic rate averages when each is excluded, most likely because the rates for these departments don’t vary greatly from the average overall. The exclusion of Economics, however, had a fairly large effect on the overall average college academic rate in 2002 and 2007, particularly at the full professor rank. This is because rates in the Economics department are higher than the average overall, and excluding this department resulted in the exclusion of several high academic rates of male faculty. This is illustrated by the change in gender pay ratio in 2002, where women made 94% with all departments included but 98% with Economics excluded. In 2011, however, the exclusion of Economics did not have an effect on the overall average academic rate: with or without Economics, women made 98%.

The issue of male-heavy headcounts in the disciplines of Economics, Government, Philosophy, and Classics is well documented, reflecting in part national trends in the respective fields. Nevertheless, this calls for concentrated efforts to hire female faculty and to continue to monitor their pay ratios. Indeed, academic rate ratios and headcounts in a number of departments in 2011 (see Table 1 below) suggest the need to watch some departments closely for both pay gaps and headcounts of faculty at the full professor rank.
In many other departments, however, female full professors earn on the average more than their male counterparts, which offsets some of the low percentages listed above when measured in the overall average for the college. These departments are listed in Table 2 below.

Further investigation could be done in each of these departments to determine whether a high individual salary is pulling the average female salary up, which might be the case especially in departments with a low female headcount. Given that salary analysis is so sensitive to headcount, one cannot make strong claims about pay gap in departments with low female headcounts. In light of this, History and Psychology appear to have enough female faculty at the full professor rank to merit a look at the pay gap that still existed in 2011.

Effects on the analysis of excluding high-salary hires
Having found that the spring 2010 targeted merit raises did reduce the gender pay gap at the full professor rank to some degree, we looked at the effect of hiring full professors with relatively high total compensation. For this portion of the analysis, we used 2011 data to see if such hires
affected the average male and female faculty salaries differently. Because most high-salary hires happen at the full professor rank, the most significant effects can be seen at that rank, which, as we have discussed, is also where the over-all gender pay gap has been the most significant historically. For the purpose of the analysis, we defined high-salary hires as hires since 2007 with total compensation in 2011 that was $20,000 or more above the average salary for that rank in the department.

To measure whether the hiring of highly-paid faculty had an effect on the gender pay gap in 2011, the analysis of total compensation was redone, excluding anyone defined as a high-salary hire. Four female full professors and seven male full professors were excluded from the dataset. The exclusion of these professors had a measurable effect. With all full professors included, female faculty members’ total compensation was 96% of male faculty members’ compensation; with highly-paid faculty members excluded, the average compensation of female faculty dipped to 93% of male faculty. The exclusion of high-salary hires reduced the average salary of female full professors by 4.5% and of male full professors by 2%.

These findings demonstrate that high-salary hires do have a greater impact on the average salary for women, because there are fewer women overall. We can conclude that at least some of the reduction in the gender pay gap at the full professor rank is due to the hiring of a small number of female faculty with high salaries. This has both positive and negative implications as we try to understand gender equity in the college and at The University of Texas at Austin in general. First, it is important that more women are represented among the “heavy hitters” of the university’s faculty, showing that female faculty members are valued and rewarded. However, the compensation of these faculty members raises the average female salary overall, giving the impression that all women now fare better in the college.

**Lecturers’ pay ratio**

The available data on lecturers does not lend itself to an analysis comparable to what we have done for tenured and tenure-track faculty, primarily because lecturer appointments are made throughout the year, and pay rates differ widely by department. We drilled down to the department level and observed that departments that pay lecturers less (Asian Studies, Spanish and Portuguese) are more likely to hire women; while departments that pay lecturers more (Economics, Government) are more likely to hire men. In the case of Economics and Government, this gender divide is consistent with the entire faculty populations of those departments and of those specific disciplines.

The pay ratio of lecturers by gender within most individual departments shows little pattern in terms of identifying key areas of concern, in some cases because the salary ratio fluctuates and in others because the headcount is too low.
FACULTY POPULATION

More men than women populate the faculty ranks of the college. Indeed the gender disparity in headcount is greater than the disparity in academic rate, and it is most persistent at the rank of full professor. The hiring of women in senior faculty positions, and promotion of female associate professors, have narrowed the gap in headcount, with the population of women growing from 20% of full professors in 2007 to 26% in 2011. The incentivized retirement plan offered to full professors in 2011 resulted in the retirement of 5 female and 22 male professors. The salary ratio of the female retirees was 74%.

Figure 6: Liberal Arts Faculty Headcounts by Rank and Gender, 2007

In 2007, 69% of College of Liberal Arts faculty members were men, with more than half of all male faculty at the full professor rank and accounting for 36% of the total faculty population. 31% of the total faculty were women, with female full professors accounting for 9% of the total faculty population.
By 2011, a slow shift in faculty demographics had occurred. 64% of the College of Liberal Arts faculty members were men (previously 69%), with male full professors accounting for 32% of the total faculty (previously 36%). Female faculty were 36% of the total (up from 31%), and female full professors accounted for 11% of the total (previously 9%). The growth between 2007 and 2011 in the percentage of female professors was the largest at the full professor level, and smallest at the assistant professor level, as the figure below illustrates.

Gender balance in the liberal arts nationwide varies from discipline to discipline, and these differences are reflected in our college departments. Female faculty members were over 40% in Asian Studies, Germanic Studies, Middle Eastern Studies, and Spanish and Portuguese, while Government, Philosophy, and Economics, male-dominated fields, had 18%, 10%, and 15% female faculty respectively in 2011. In recent years we have worked with Government and
Philosophy to increase their number of female faculty and graduate students, two populations that are closely linked. In 2012 women were 20% of tenured/tenure track faculty in Philosophy and 20% in Government, significantly increased from 11% in Government and 13% in Philosophy in 2008. The percentage of female graduate students in these departments dropped in recent years or remained stable and low relative to the rest of the college.

Figure 9: Gender Balance in the Faculty of Seven College Departments, 2011

CONCLUSION

In more than three years of addressing gender equity concerns in the College of Liberal Arts, we have made measureable yet slow progress. It is clear that there is much to be gained by staying vigilant about salary equity and making attempts to rectify head-count imbalances in the faculty population. At the same time, we need to monitor progress at regular intervals. The remaining disparity in supplements between male and female faculty and pay equity at the point of hire will be a focus of future efforts.

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