



MEMO

UNIVERSITY OF RICHMOND
FOUNDED 1830

To: University Faculty Council (UFC)

From: Jim Monks, Associate Professor of Economics
KimMarie McGoldrick, Professor of Economics

RE: Faculty Salaries Study Report

Date: February 16, 2009

On October 10, 2008, Doug Hicks (UFC Chair) communicated a request to undertake a study of faculty salaries in the form of the following resolution passed by UFC:

The University Faculty Council, in response to a number of faculty members' inquiries, hereby requests Provost Steve Allred to commission a study to analyze issues related to gender and faculty salaries. We understand that Dr. Patty Murphy, Director of Institutional Effectiveness, Dr. KimMarie McGoldrick, Professor of Economics, and Dr. Jim Monks, Associate Professor of Economics, will undertake this confidential study using data for academic year 2008-09 and, as possible, data for earlier years and trends; that the study will only report findings in aggregated format and not in ways by which any individual faculty member could be identified; and that this study should be received by the Provost and the UFC by the end of spring semester 2009.

In response to this resolution, Provost Steve Allred requested that we, in conjunction with Patty Murphy, undertake the study. Data was compiled by the Office of Institutional Effectiveness in the Fall of 2008 and provided to us on 12/18/2009. Attached are two tables which summarize the faculty salary analysis. We also provide a brief description of how this analysis was conducted and an interpretation of the findings.

The sample of faculty is restricted to tenured and tenure-track, full-time faculty who did not reside in the School of Continuing Studies.

For the 2008-2009 academic year, the University employed 258 full time faculty of which 37.2% are female. Three individuals were omitted from the analysis because of unique positions (former president, job sharing) and thus earn salaries which do not reflect full time faculty positions. Individuals who shared affiliations between programs (such as WILL) and departments were designated solely as members of the department. The final analysis was conducted using the sample of 255 faculty, 37.3% female.

Table 1 provides a comparison of mean salaries for the full sample as well as two additional subsamples, one which excludes Law School faculty and the other comprised solely of Arts and Sciences faculty. Analyses based on samples from the Business, Jepson, and the Law Schools

are not provided separately due to small sample size, which may allow for individual salaries to be identified. Preliminary results presented in Table 1 indicate, for example, that female assistant professors earn .1% (\$92) more on average than their male colleagues, female associate professors receive a salary that is 10% (\$9,402) less than their male counterparts (statistically significant at the 5% level), and female full professors earn 12.7% (\$16,984) less on average (statistically significant at the 10% level). A separate analysis of average salaries by rank excluding the law school faculty reveals that only among associate professors are the earnings of female faculty significantly (5% level) different from their male colleagues. A further analysis of average salaries among just Arts and Sciences faculty does not find any significant differences in average salaries across the sexes within rank.

It is important to note that the differences revealed in Table 1 are differences in mean salaries, conditional only on rank and to some degree by school. Thus, many characteristics which might generate salary differences are not controlled at this simple level of analysis. Table 2 provides a summary of the more sophisticated regression analyses which control for rank, department, whether one holds a chair position, doctorate degree, years at the University, race, and US citizenship.

The dependent variable in these regression analyses is the natural log of salary. This is a standard specification used when conducting salary studies and has the advantage of a simple interpretation of the coefficient on the variable in question. The coefficients presented in Table 2 approximate the average percentage salary difference earned by females relative to males, conditional on the characteristics described above. For example, female faculty who hold positions outside the Law School earn salaries which are 1.3% higher on average than their male counterparts, conditional upon the above outlined factors. Separate regressions were performed by school, and again by rank. In each case, within these subgroups, female faculty salaries were not found to be statistically different from male faculty salaries, conditional on the above outlined factors, in two-tailed tests. Overall, and in each analysis, the results indicate that females do not earn significantly more or less than their male colleagues. Similar results (same signs and lack of significance) were found using the dollar value of salary as opposed to the natural log of salary.

Table 1
Mean Salaries
By Rank, School, and Sex

All Professors					
	Male	Female	difference	Significance	% diff
Assistant Professors (number)	\$72,720	\$72,628	\$92 61		0.1%
Associate Professors (number)	\$ 94,357	\$84,955	\$9,402 119	**	10.0%
Full Professors (number)	\$133,236	\$116,252	\$16,984 75	*	12.7%
All Professors excluding Law					
	Male	Female	difference	Significance	% diff
Assistant Professors (number)	\$69,365	\$70,440	\$(1,075) 56		-1.5%
Associate Professors (number)	\$93,092	\$84,316	\$ 8,776 116	**	9.4%
Full Professors (number)	\$ 127,792	\$111,464	\$16,328 59		12.8%
Arts and Sciences					
	Male	Female	difference	Significance	% diff
Assistant Professors (number)	\$ 61,024	\$ 62,164	\$(1,140) 43		-1.9%
Associate Professors (number)	\$ 82,216	\$ 81,070	\$1,146 92		1.4%
Full Professors (number)	\$112,094	\$101,525	\$10,569 37		9.4%

** Significant at the 5% level

* Significant at the 10% level

Table 2
Regression Results Summary
Dependent variable is the natural log of salary

Sample	<u>Female Coefficient</u>
All Undergraduate Faculty	0.013
Arts and Sciences Faculty	-0.006
Business Faculty	0.001
Jepson Faculty	-0.021
Law Faculty	-0.116
All Undergraduate Faculty:	
Assistant Professors	-0.014
Associate Professors	0.026
Full Professors	-0.056