ECONOMIC REPORT

Status of Women Committee

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The Office of Human Resources provided data on all full-time and part-time employees (Main Campus and Wayne) for the 1997-1998 academic year and fall semester 1998. Findings are broken into two sections: the campus-wide statistics on administration, faculty, contract professionals and staff and minority representation in each of those classifications.

**FINDINGS**

Data from the Office of Human Resources show that women are vitally important to the running of this University. They represent a sizable portion—although not a majority—of the full-time teaching faculty (M=63 percent, F=37 percent). They do, however, represent a majority of the library faculty (59 percent) and the part-time teaching faculty (53 percent). Men still hold the greatest number of full-time instructional and administrative professional staff positions, although not by a large margin (M=51 percent, F=49 percent). The vast majority of the administrative positions are held by men (87 percent) (see Chart One).

Women in the teaching faculty tend to hold positions in the lower academic ranks. Few women are full professors (23 percent), although more are associate professors (30 percent). The greatest percentage of assistant professors are women (53.5 percent), and the greatest number of instructors—by a large margin—are women (F=81 percent, M=19 percent) (see Chart Two).

Women also represent a vital part of the full-time staff of the University. They dominate in certain job classifications. For example, women represent the vast majority of the classified staff (e.g. secretaries, lab technicians, etc.) and unclassified non-exempt (e.g. secretaries, administrative assistants, etc.). In contrast, men dominate in two...
job classifications: unclassified exempt (e.g. research assistant, residence life, etc.) and bargaining unit staff (e.g. carpenters, groundskeepers, etc.) (see Chart Three).

Chart Three
Full-Time Staff
by Gender and Job Classification, 1998-1999

Women also hold the vast majority of the part-time staff positions on this campus. Women hold 75 percent of the part-time classified staff jobs, 74 percent of the part-time unclassified non-exempt positions, and 67 percent of the part-time unclassified exempt slots. In the related area of part-time instructional professional staff, women have 56 percent of these jobs. They also hold 56 percent of the part-time administrative professional staff positions.

Women earn less than men in almost every job classification on campus.

Among the full-time teaching faculty, women professors with a 9-month contract earn almost $12,000 less per year than the men at the same rank (F=$58,891 compared to M=$70,507).

The salary disparity is even greater for the professors with a 12-month contract. Women earn about $27,000 per year less than men holding the same rank (F=$75,106 compared to M=$102,305).

Women associate professors earn about $2,000 less than men each year (F=$51,170 compared to M=$53,208). Women assistant professors also earn less than the men by an even greater amount. Women assistant professors earn almost $3,000 a year less than the men holding the same position (F=$42,632 compared to M=$45,582). Only women instructors make more than the men who hold a similar rank: women earn $35,953, compared to $32,418 for men (see Chart Four).

Chart Four
Mean Salaries For Full-Time Teaching Faculty
by Gender and Rank, 1998-1999

Women teaching faculty are not the only ones to face salary discrepancies at the University of Akron.

Women library faculty also earn substantially less than men who hold similar rank. Women professors at the libraries earn almost $7,000 a year less than men holding the same rank (F=$60,650 compared to M=$67,423).

The difference in salary is even greater among the associate professors.

Women lag behind men in that rank by more than $15,000 a year. Women associate professors in
the library earn $42,331, compared to $57,590 for the men of the same rank. Only on the assistant professor level, do women make more (F=$39,338 compared to M=$34,263) (see Chart Five).

Chart Five
Mean Salaries for Full-Time Library Faculty by Gender and Rank, 1998-1999

1=Professor (12 month); 2=Associate Professor (12 month); 3=Assistant Professor (12 month)

Women holding full-time staff positions do not earn as much as men within the same job classifications.

The women full-time instructional professional staff on a 12-month contract earn $13,433 less per year than men who hold the same rank (F=$41,116 compared to M=$54,549).

Women who hold full-time positions as administrators--professional staff (12 month) also experience salary discrepancies. Women earn $10,795 per year less than the men who hold similar positions (F=$41,441 compared to M=$52,236).

Among the staff of the University, men are paid more per hour than women in almost every job classification.

Among the full-time staff bargaining unit (a category where the number of males far exceeds the number of females), women earn $1.36 per hour less than the men (F=$9.64 compared to M=$11.00).

Among the full-time classified staff (a category where the number of females far exceeds the number of males), women are paid $2.49 per hour less than the men who are employed in the same job classification (F=$13.76 compared to M=$16.25).

Only among the full-time unclassified non-exempt staff (a category where few men are employed), do women earn more--$1.26 more per hour (F=$14.22 compared to M=$12.96) (see Chart Six).

The full-time unclassified exempt staff are paid on a biweekly basis. Far more men are employed in this job classification than women and males are paid $79 more per biweekly period than the females (M=$1,466 per pay period compared to F=$1,387 per pay period).

Chart Six
Mean Hourly Wages for Full-Time Staff by Gender and Job Classification, 1998-1999

1=Full-Time Staff Bargaining Unit; 2=Full-Time Classified Staff; 3=Full-Time Unclassified Non-Exempt
The salary discrepancies can even be found among administrators.

Few women have achieved this level—and those who hold such positions are paid less than the men. The female full-time administrators with faculty rank earn $16,779 less per year than the $99,709 for a 12-month appointment compared to $82,384 for the women holding a similar appointment.

The picture is only slightly brighter for the women who hold full-time administrative professional staff positions. They earn $10,795 per year less (F=$41,441 compared to M=$52,236).

There appears to be a number of factors contributing to the disparity in salaries across the board at the University.

First, there is a serious underrepresentation of women among the University’s administrative leadership. That lack of representation might help explain why salary discrepancies between the sexes have merited so little examination, analysis, or concern on this campus in the past.

Second, women on this campus tend to be found in less highly paid—but nonetheless important—jobs. These represent traditionally female roles in academia: librarians, non-tenured faculty, part-time instructors, and clerical and service personnel.

Nonetheless, these factors alone cannot explain the disparity between the salaries of men and women on this campus. Nor do they explain the differentials between men and women in the same rank and job classification.

So what does explain the differentials?

It is difficult to say precisely, based solely on the data provided by the Office of Human Resources. However, there are certain issues that seem to place women at a disadvantage on this campus.

First, salary compression probably figures into this equation. Women who are long-time employees were brought in at low salaries and over the years have lost ground as more people have been brought at higher salaries. Certainly the University needs to look at this issue.

Second, in the staff area especially, the way positions are defined—and rewarded—may explain some of the differences in salaries paid men and women within the same broad job classification. As some of the “Voices” (reprinted elsewhere in the report) suggest, redefinition of jobs within the same job family sometimes places women at a disadvantage with regard to salary. Job held by men are redined and with that redefinition comes increased wages. Certainly this issue merits further examination.

Third, the merit system which may have been unevenly applied in the past appears to have added to the discrepancies in salaries on campus today. As some of the “Voices” indicate, faculty women, who have been productive scholars, teachers, and members of the department/school, have not always been rewarded on the same level as the men. The “Voices” also suggest that this might be occurring among the staff as well.

Fourth, promotion policies and procedures may be placing women at a disadvantage. Certainly the small numbers of women in the higher faculty ranks and the small number of women in administrative positions suggest that promotion policies and procedures need to be closely examined.

The Subcommittee cannot say precisely why all this has occurred, but the statistics and tables illustrate that there is a problem here at the University of Akron that needs to be addressed. Upper Administration needs to look at ways to address these issues in a consistent and ongoing manner and allocate funds to rectify the inequities.

The Subcommittee would also like to address issues associated with part-time teaching on this campus. The format of data provided by the Office of Human Resources did not allow the Subcommittee to examine the salaries paid these important instructors. Shifts in the number of job titles (from 5 to 14) as well as pay schedules prevented such an analysis. However, a closer
look at salaries paid part-time teaching faculty is needed, especially as the number of part-time faculty teaching basic and advanced classes increase at this University.

Diversity and the University

The Economic Subcommittee also examined diversity among employees of this University. The Social Climate Subcommittee report--located in the next section--also deals with issues in this regard.

The University of Akron has been making inroads in hiring, retaining, and promoting minorities on campus. Minority representation can be found on many levels here at the university.

Perhaps the most apparent is minority representation among full-time teaching faculty.

This academic year (1998-1999), 95 full-teaching faculty members (15 percent of all full-time teaching faculty) identified themselves as being part of a minority group. This represents a slight decline from last year when 100 individuals identified themselves in that manner.

Minorities can be found in every rank: 33 are professors, 25 are associate professors, 33 are assistant professors and 4 are instructors.

The majority of the minorities employed as full-time teaching faculty are Asian (N=53); 25 of this group are professors, 9 are associate professors, 17 are assistant professors and 2 are instructors. African Americans represent the second largest group (N=30); 4 of this group are professors, 13 are associate professors, 12 are assistant professors and 1 is an instructor. This represents a decline from last year when 32 African Americans were members of the full-time teaching faculty (see Chart Seven).

As noted, Asians and African Americans represent 83 of the 95 minorities who teach full time for the University. Only 2 faculty members (1 a professor and the other an assistant professor) identified themselves as Native American. Ten full-time faculty members identified themselves as Hispanic. They held a variety of ranks: 3 are professors, 3 are associate professors, 3 are assistant professors and 1 is an instructor.

The library does not have as many minorities among its full-time faculty. Only about 10 percent of full-time library faculty (N=3) are minorities. Two of those three minorities are assistant professors and African Americans.

Only a small number of minorities have become administrators. In the 1998-1999 academic year, 13 percent of the full-time administrators with faculty rank are minorities. All of those minority administrators with faculty rank identified themselves as African Americans. It is interesting to note that minority representation among the full-time administrators with faculty rank is virtually identical to female representation among this group.

Among the full-time administrators, professional staff, minorities account for 20 percent of the total number.

African Americans represent all but one of that group. This contrasts sharply with female representation. Women account for 49 percent of the
individuals who are employed in this job category.

Minority representation is greater among the staff of the University. Among the full-time unclassified exempt staff employees, minorities account for 21 percent of those employed in this job classification (N=22). The largest number of these are Asians (N=12) followed by African Americans (N=7).

A greater number of minorities—but a smaller percentage of the total number of employees—hold jobs as full-time classified staff (N=84, 18 percent of all full-time classified staff). The greatest number of these minorities (N=75) are African Americans.

Minority representation among the bargaining unit staff is also strong (28 percent of all those having this job classification).

Far fewer minorities are employed within the full-time unclassified non-exempt job category. Minorities represent 14 percent (N=13) of all employees within this job classification (see Chart Eight).

Also, few minorities are found within the ranks of part-time employees: faculty, staff, or contract professionals. Women represent the largest number of employees in every part-time category at the University.
CONCLUSIONS

The findings of the Economic Subcommittee point to a need by the Administration to look closely at recruitment, hiring, retention, and promotion policies, procedures, and implementation at this University. More women and minorities are needed on this campus— but they need to be located in all levels of campus life, not just in the lower ranks.

Moreover, the Administration needs to examine the salary disparities between the sexes that exist on every level at this University. These wage/salary disparities must be addressed on a consistent and ongoing manner and upper Administration must allocate funds to rectify these inequities.

Upper Administration is also urged to promote more women and minorities so that their “voices” can be heard not just faintly in classrooms and staff offices but loudly and distinctly in Buechel Hall and in the offices of the deans and directors/chairs.