

Case Western Reserve  
University  
Salary Equity Study  
Academic Year 2007 - 2008

# The Data

Data, received June, 2008, are the courtesy of the Office of the Provost provided by Jean Gubbins, Institutional Research.

Subjects are all full time active faculty from all university departments with the exception of the clinical departments of the School of Medicine.

Salaries are adjusted to a 9 month equivalent appointment.

Data are for the year 2007 to 2008. Funding for the NSF ACES Grant began September, 2003.

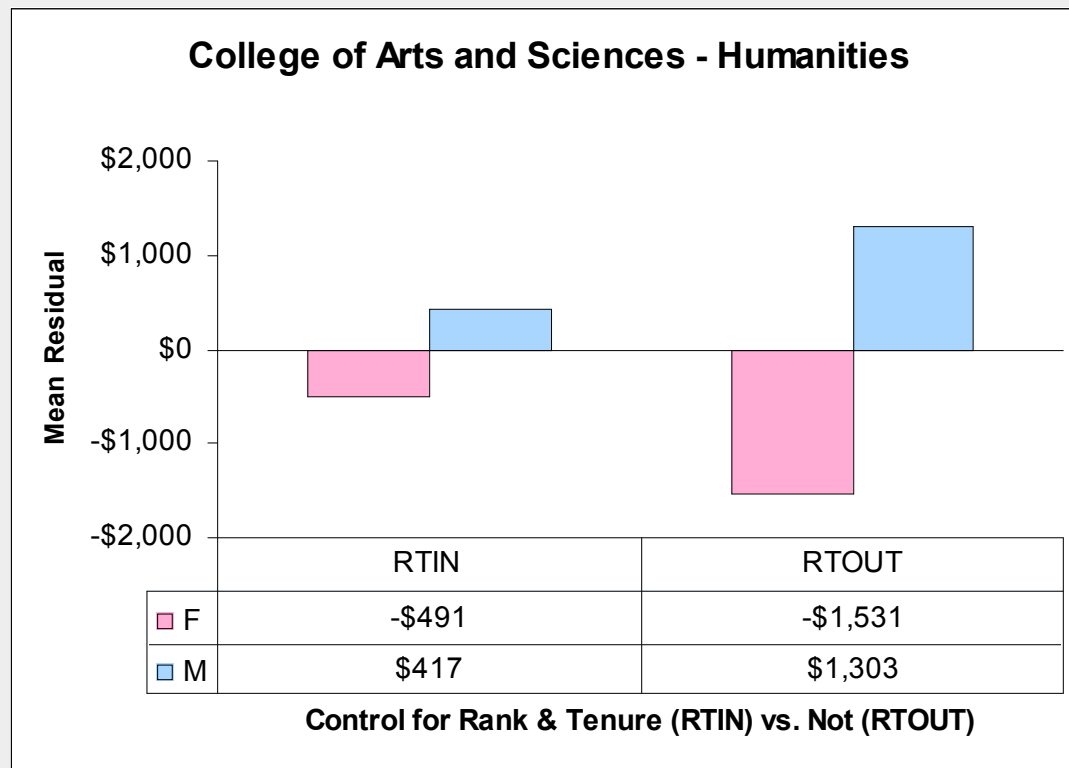
# College Arts and Sciences: Humanities Departments

Rank	Gender	N	Mean Salary
Professor	Female	8	\$84,039
Professor	Male	21	\$89,737
Associate Professor	Female	20	\$64,683
Associate Professor	Male	18	\$65,123
Assistant Professor	Female	9	\$54,563
Assistant Professor	Male	7	\$55,982
Total		83	

# College Arts and Sciences: Humanities Departments

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, Highest Degree, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



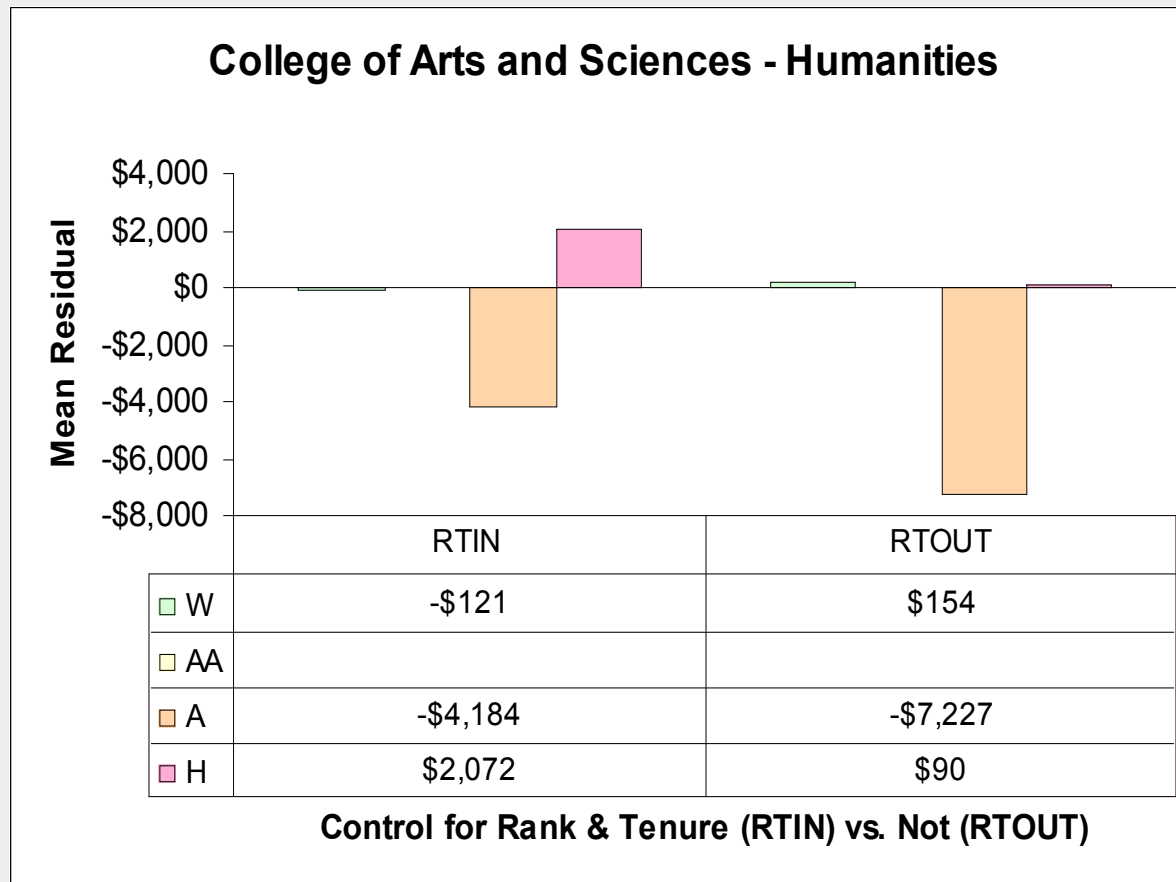
# College Arts and Sciences: Humanities Departments

Rank	Race	N	Mean Salary
Professor	White	28	\$88,773
Professor	Asian	1	.
Associate Professor	White	31	\$64,051
Associate Professor	African American	2	.
Associate Professor	Asian	4	\$60,645
Associate Professor	Hispanic	1	.
Assistant Professor	White	14	\$55,127
Assistant Professor	Hispanic	2	.
Total		83	

# College Arts and Sciences: Humanities Departments

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, Highest Degree, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



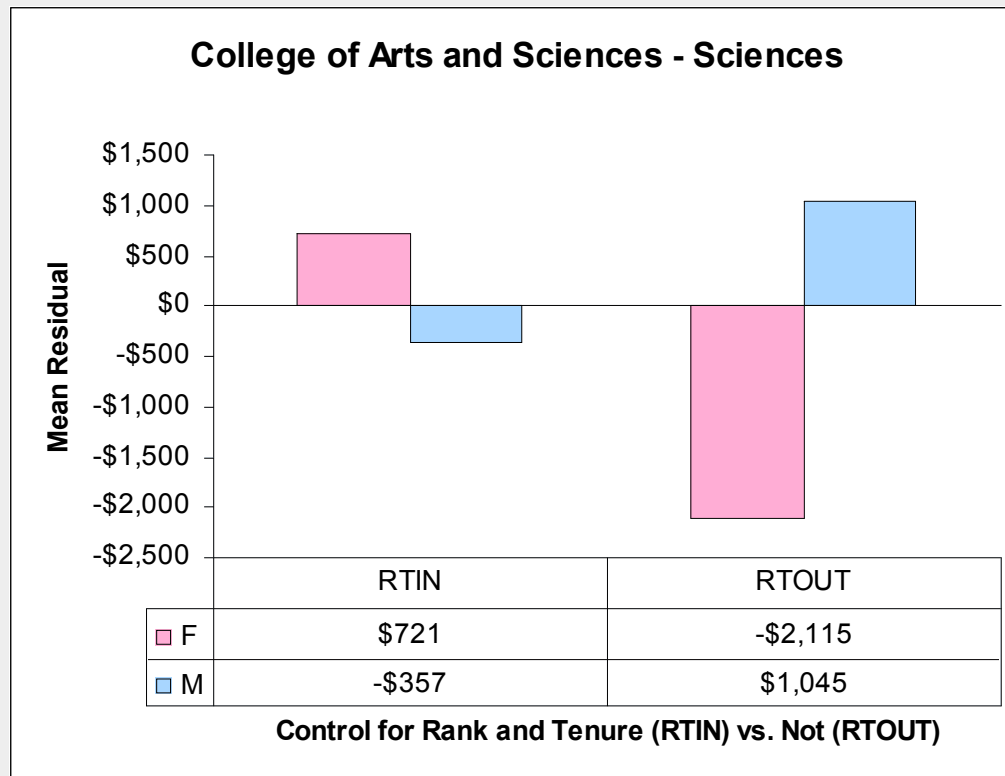
# College Arts and Sciences: Sciences Departments

Rank	Gender	N	Mean Salary
Professor	Female	13	\$96,192
Professor	Male	57	\$101,567
Associate Professor	Female	11	\$71,403
Associate Professor	Male	14	\$72,977
Assistant Professor	Female	16	\$59,646
Assistant Professor	Male	15	\$60,046
Total		126	

# College Arts and Sciences: Sciences Departments

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, Highest Degree, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary





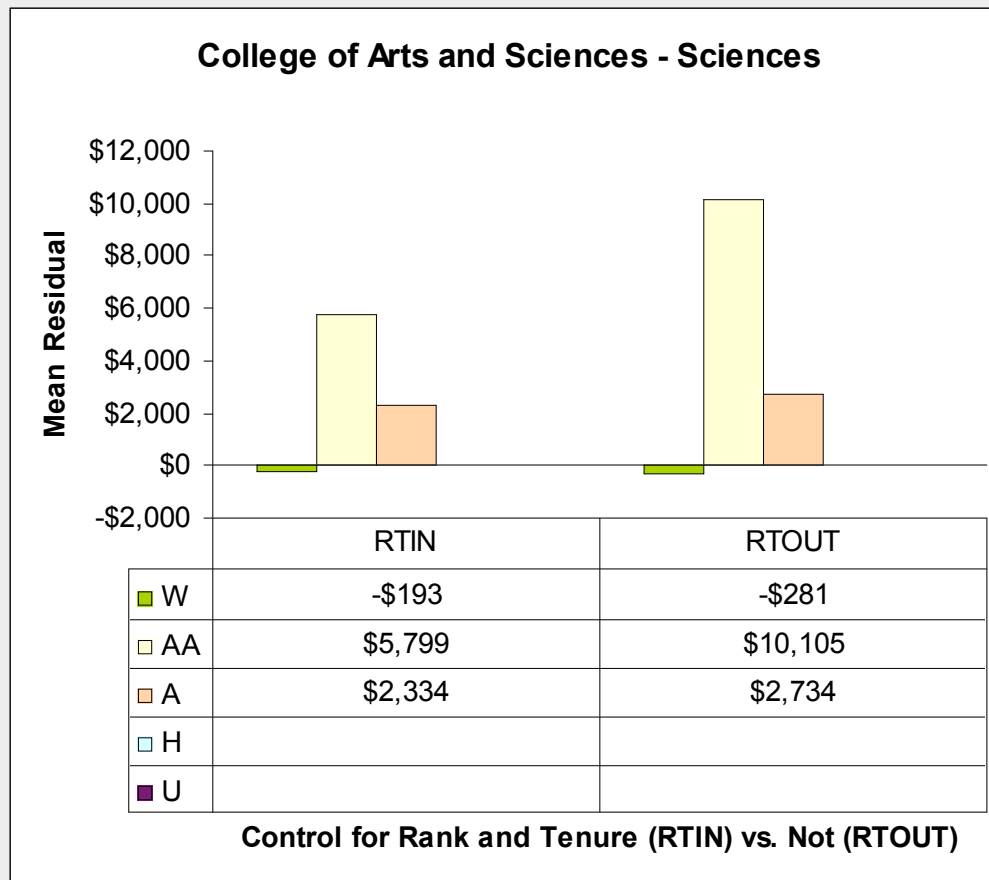
## College Arts and Sciences: Sciences Departments

Rank	Race	N	Mean Salary
Professor	White	66	\$101,359
Professor	African American	1	.
Professor	Asian	2	.
Professor	Unknown	1	.
Associate Professor	White	19	\$70,696
Associate Professor	African American	3	\$81,626
Associate Professor	Asian	3	\$73,006
Assistant Professor	White	26	\$58,514
Assistant Professor	Asian	4	\$67,665
Assistant Professor	Hispanic	1	.
Total		126	

# College Arts and Sciences: Sciences Departments

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, Highest Degree, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



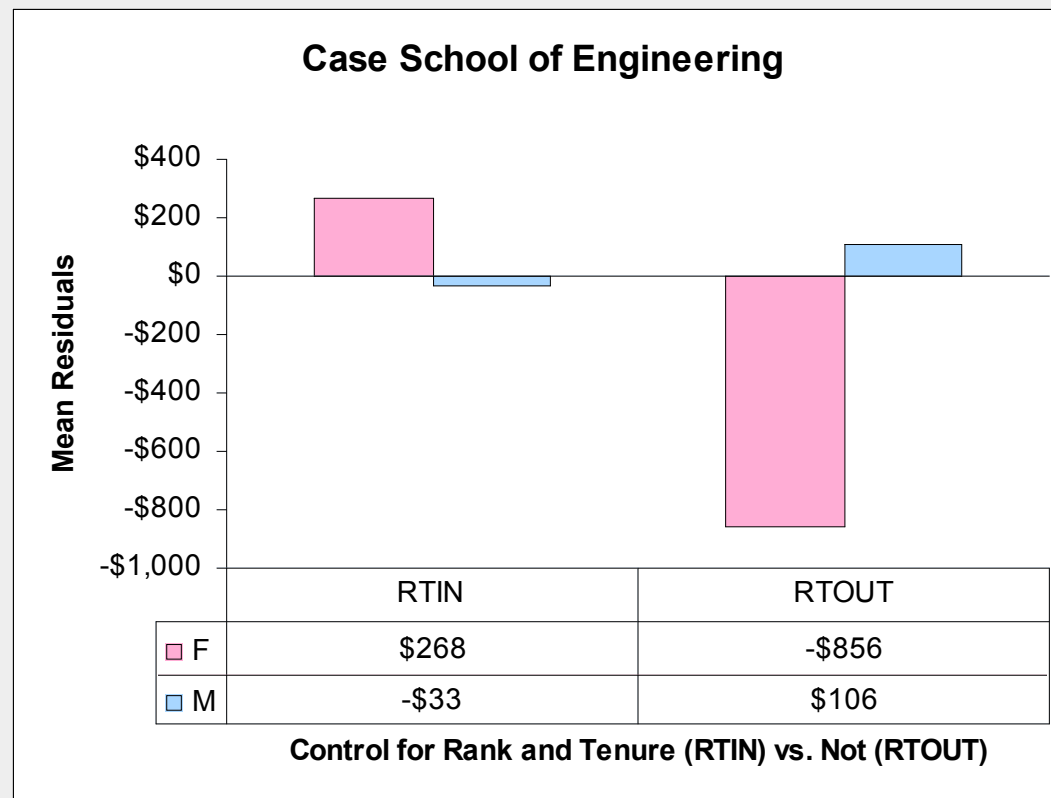
# Case School of Engineering

Rank	Gender	N	Mean Salary
Professor	Female	4	\$121,916
Professor	Male	57	\$120,396
Associate Professor	Female	2	.
Associate Professor	Male	23	\$85,618
Assistant Professor	Female	6	\$79,699
Assistant Professor	Male	17	\$81,312
Total		109	

# Case School of Engineering

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



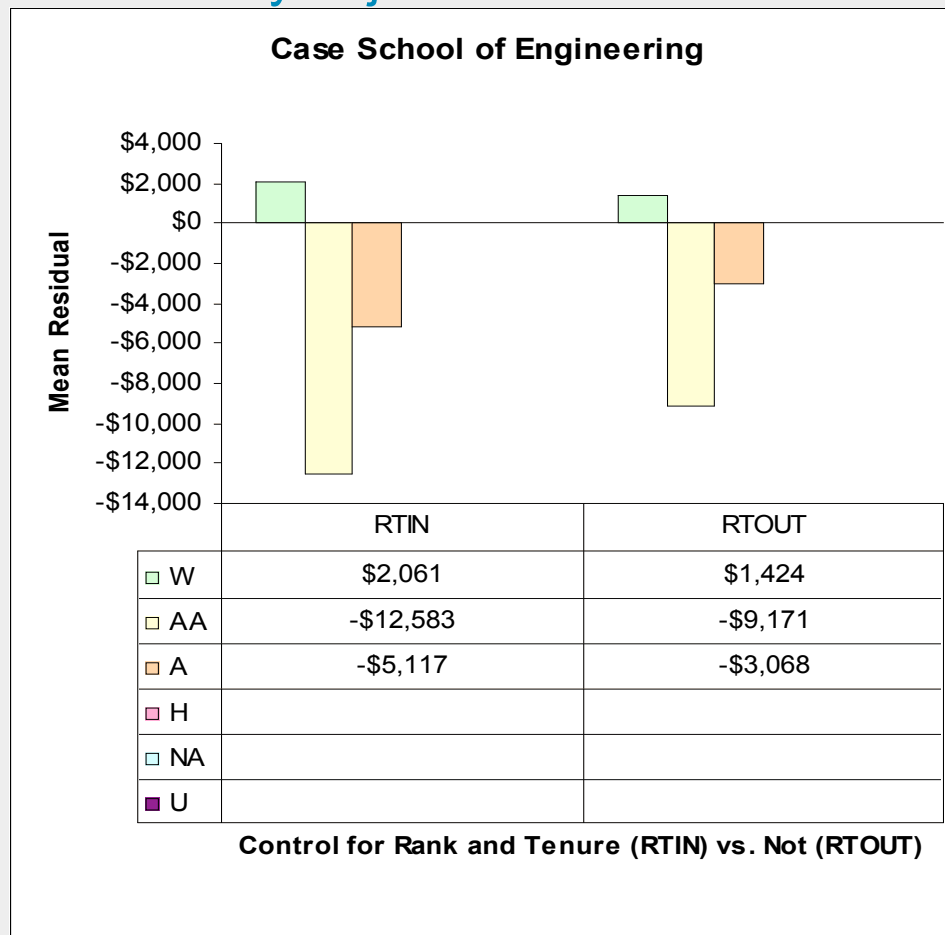
# Case School of Engineering

Rank	Race	N	Mean Salary
Professor	White	48	\$123,818
Professor	African American	1	.
Professor	Asian	11	\$108,554
Professor	Native American	1	.
Associate Professor	White	19	\$85,186
Associate Professor	Asian	5	\$83,167
Associate Professor	Hispanic	1	.
Assistant Professor	White	11	\$79,963
Assistant Professor	African American	1	.
Assistant Professor	Asian	9	\$83,366
Assistant Professor	Hispanic	1	.
Assistant Professor	Unknown	1	.
Total		109	

# Case School of Engineering

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



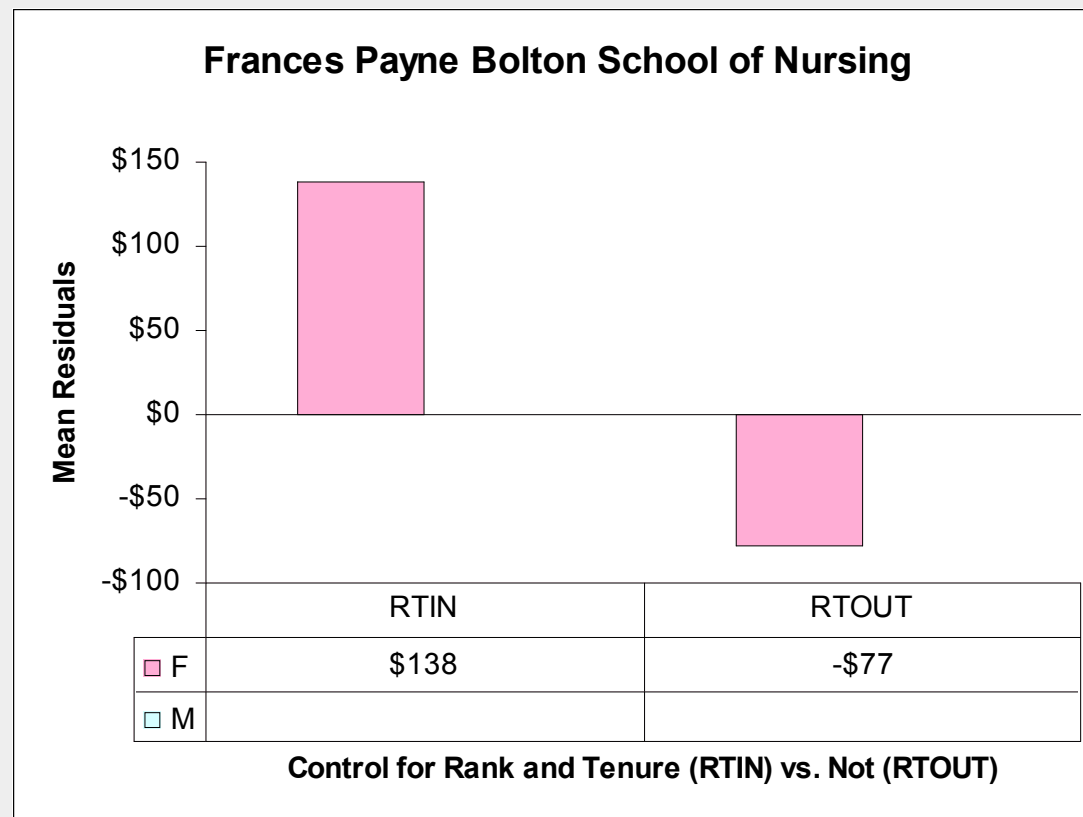
# Frances Payne Bolton School of Nursing

Rank	Gender	N	Mean Salary
Professor	Female	11	\$110,501
Associate Professor	Female	13	\$77,096
Associate Professor	Male	1	.
Assistant Professor	Female	24	\$61,613
Assistant Professor	Male	1	.
Total		50	

# Frances Payne Bolton School of Nursing

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary





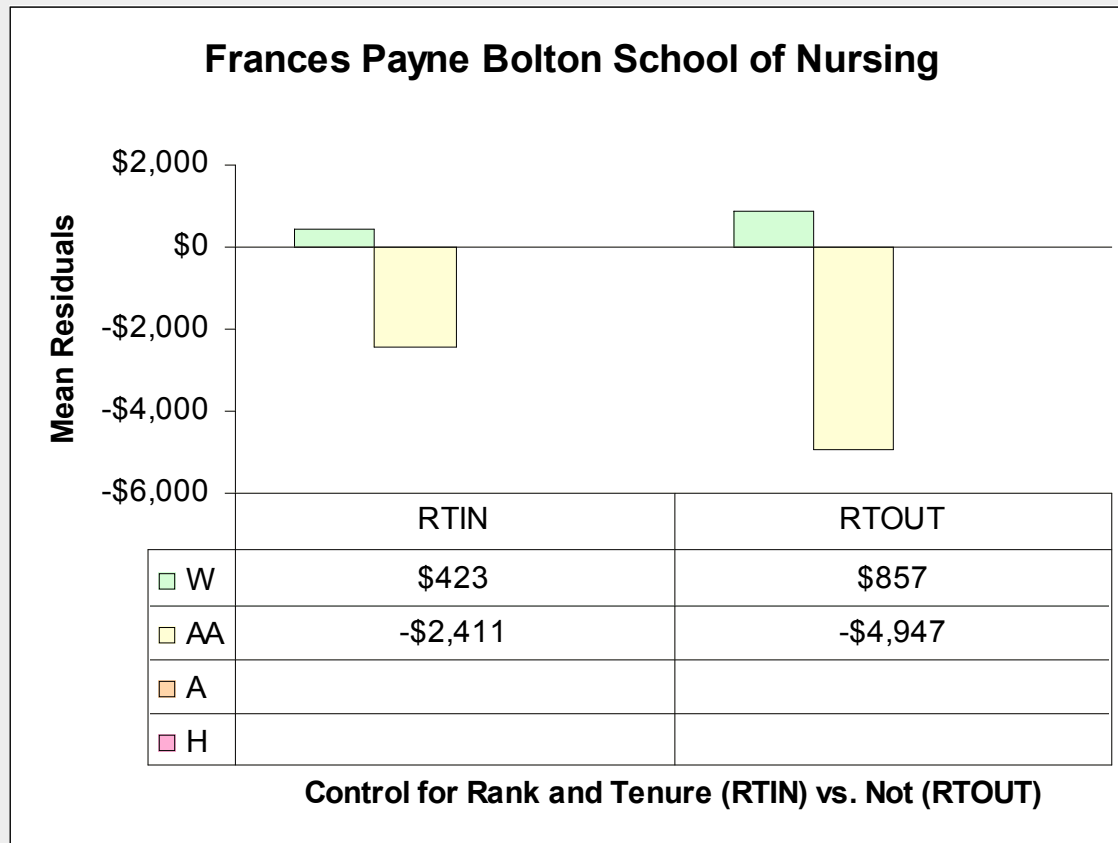
# Frances Payne Bolton School of Nursing

Rank	Race	N	Mean Salary
Professor	White	10	\$110,157
Professor	African American	1	.
Associate Professor	White	13	\$77,312
Associate Professor	African American	1	.
Assistant Professor	White	21	\$61,851
Assistant Professor	African American	2	.
Assistant Professor	Asian	1	.
Assistant Professor	Hispanic	1	.
Total		50	

# Frances Payne Bolton School of Nursing

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



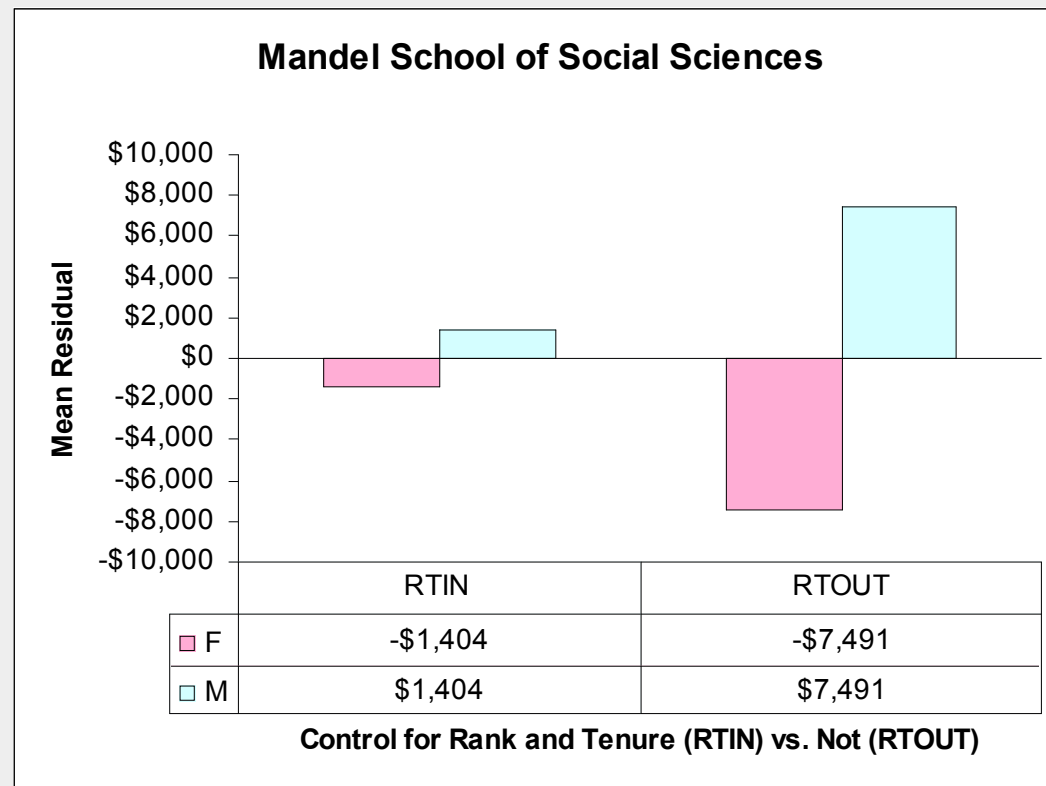
# Mandel School of Applied Social Sciences

Rank	Gender	N	Mean Salary
Professor	Female	3	\$116,560
Professor	Male	7	\$128,466
Associate Professor	Female	4	\$90,452
Associate Professor	Male	3	\$71,577
Assistant Professor	Female	3	\$55,483
Assistant Professor	Male	2	.
Total		22	

# Mandel School of Applied Social Sciences

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, Highest Degree and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



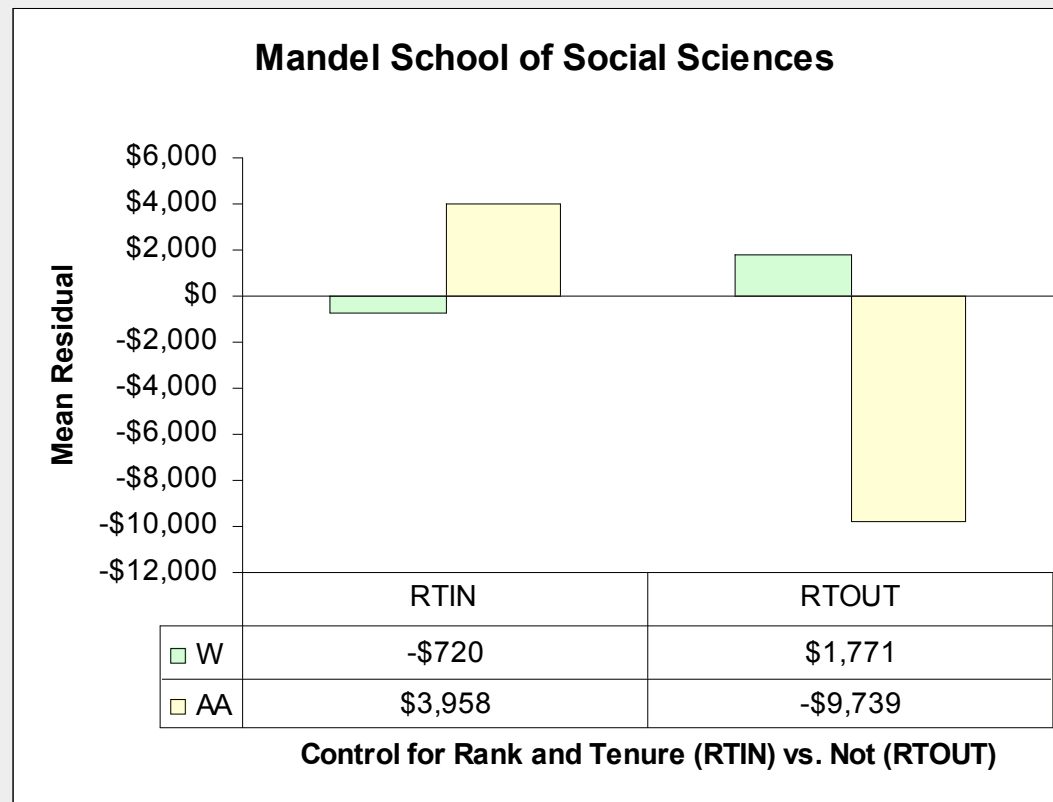
# Mandel School of Applied Social Sciences

Rank	Race	N	Mean Salary
Professor	White	10	\$124,894
Associate Professor	White	5	\$80,831
Associate Professor	African American	2	.
Assistant Professor	White	4	\$57,531
Assistant Professor	African American	1	.
Total		22	

# Mandel School of Applied Social Sciences

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, Highest Degree and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



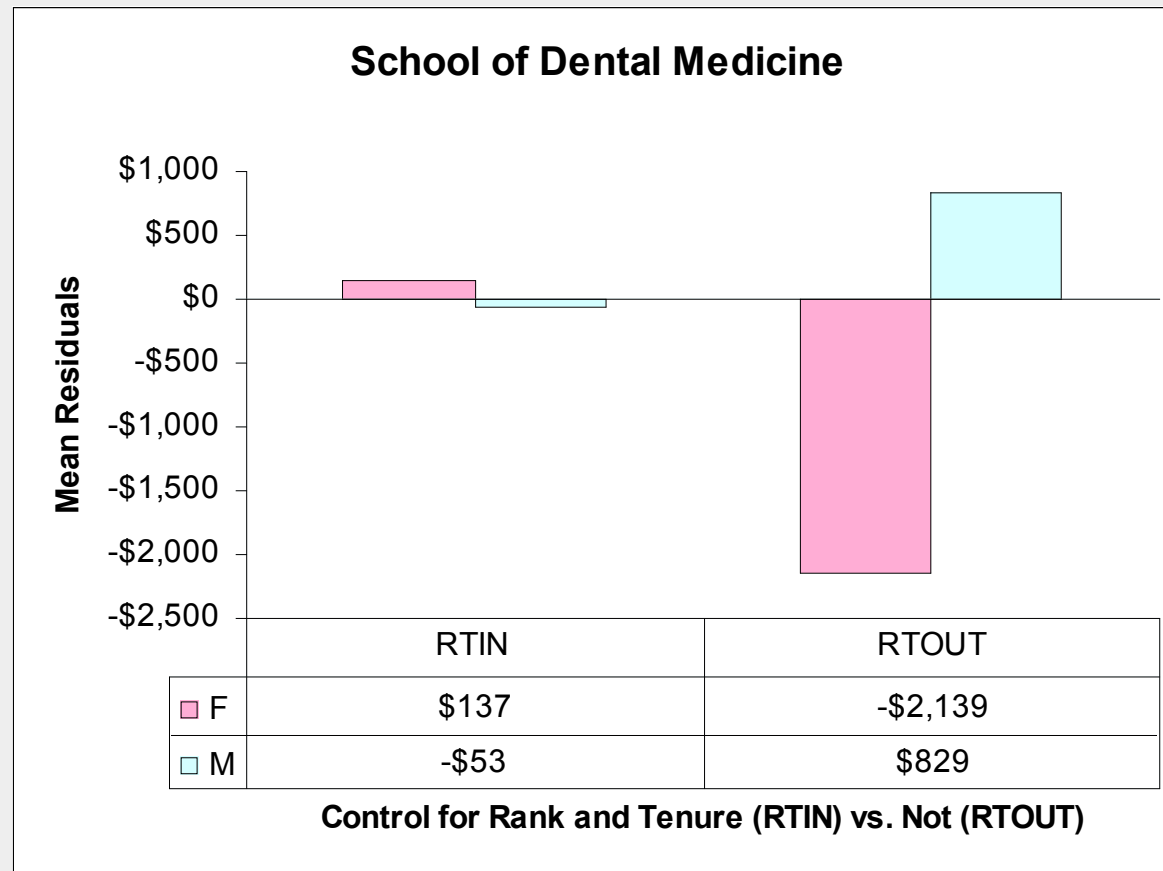
# School of Dental Medicine

Rank	Gender	N	Mean Salary
Professor	Female	1	.
Professor	Male	8	\$103,571
Associate Professor	Female	5	\$80,304
Associate Professor	Male	17	\$68,242
Assistant Professor	Female	8	\$55,757
Assistant Professor	Male	17	\$55,946
Total		56	

# School of Dental Medicine

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary





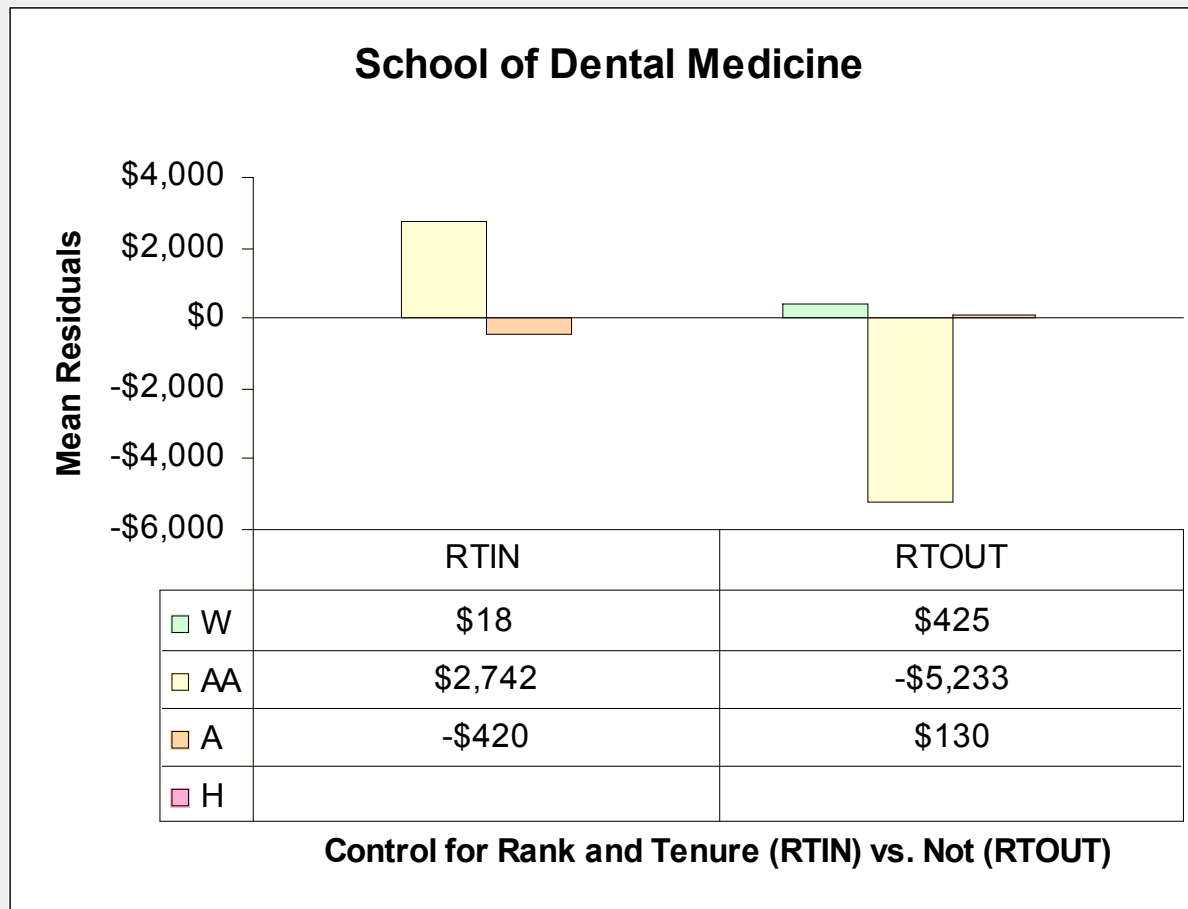
# School of Dental Medicine

Rank	Race	N	Mean Salary
Professor	White	9	\$100,483
Associate Professor	White	15	\$68,232
Associate Professor	African American	2	.
Associate Professor	Asian	4	\$83,191
Associate Professor	Hispanic	1	.
Assistant Professor	White	17	\$55,398
Assistant Professor	African American	2	.
Assistant Professor	Asian	5	\$54,656
Assistant Professor	Hispanic	1	.
Total		56	

# School of Dental Medicine

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



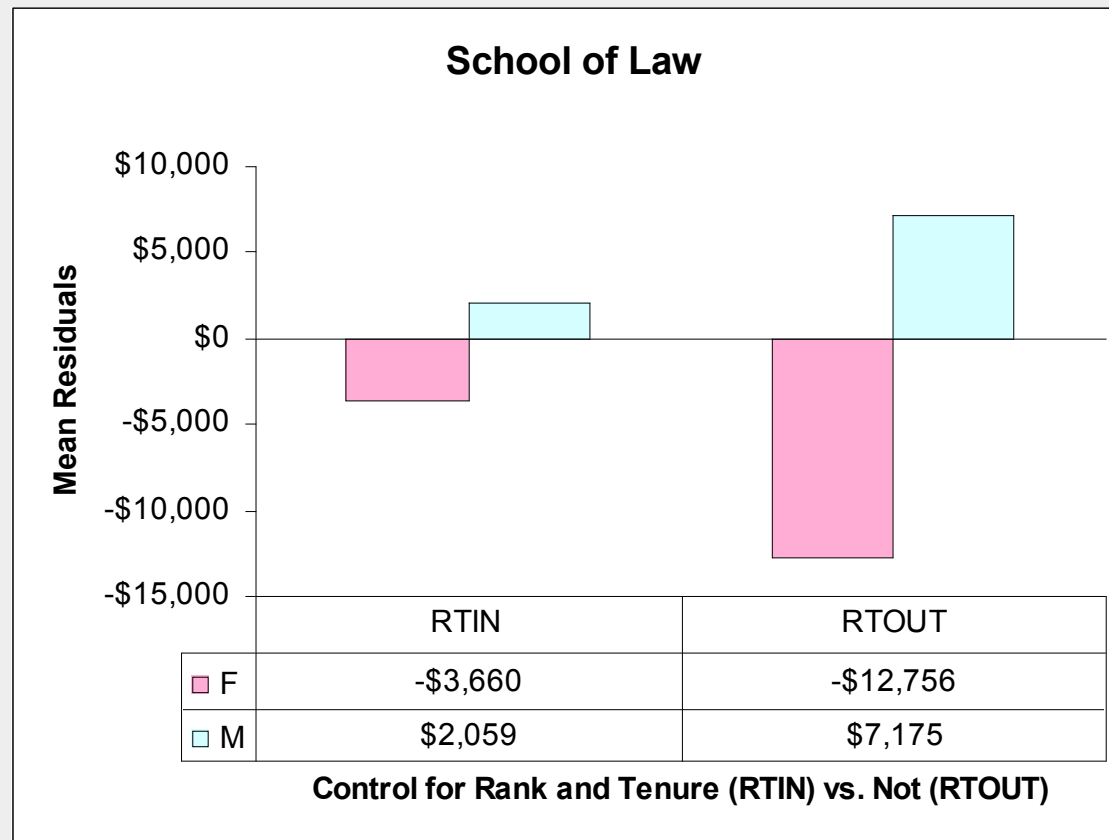
# School of Law

Rank	Gender	N	Mean Salary
Professor	Female	9	\$126,119
Professor	Male	24	\$165,302
Associate Professor	Female	4	\$86,844
Associate Professor	Male	7	\$88,840
Assistant Professor	Female	5	\$84,080
Assistant Professor	Male	1	.
Total		50	

# School of Law

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



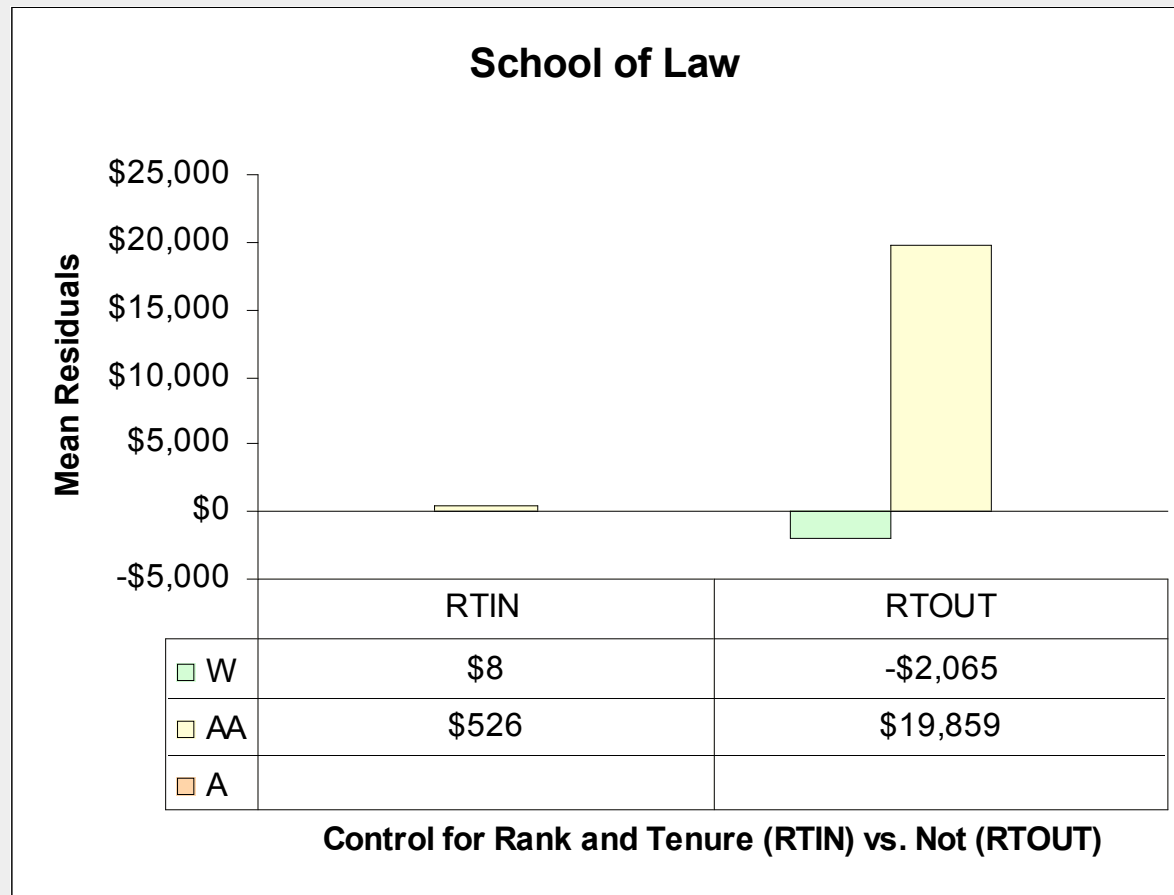
# School of Law

Rank	Race	N	Mean Salary
Professor	White	30	\$155,084
Professor	African American	2	.
Professor	Asian	1	.
Associate Professor	White	10	\$84,425
Associate Professor	African American	1	.
Assistant Professor	White	6	\$81,733
Total		106	

# School of Law

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



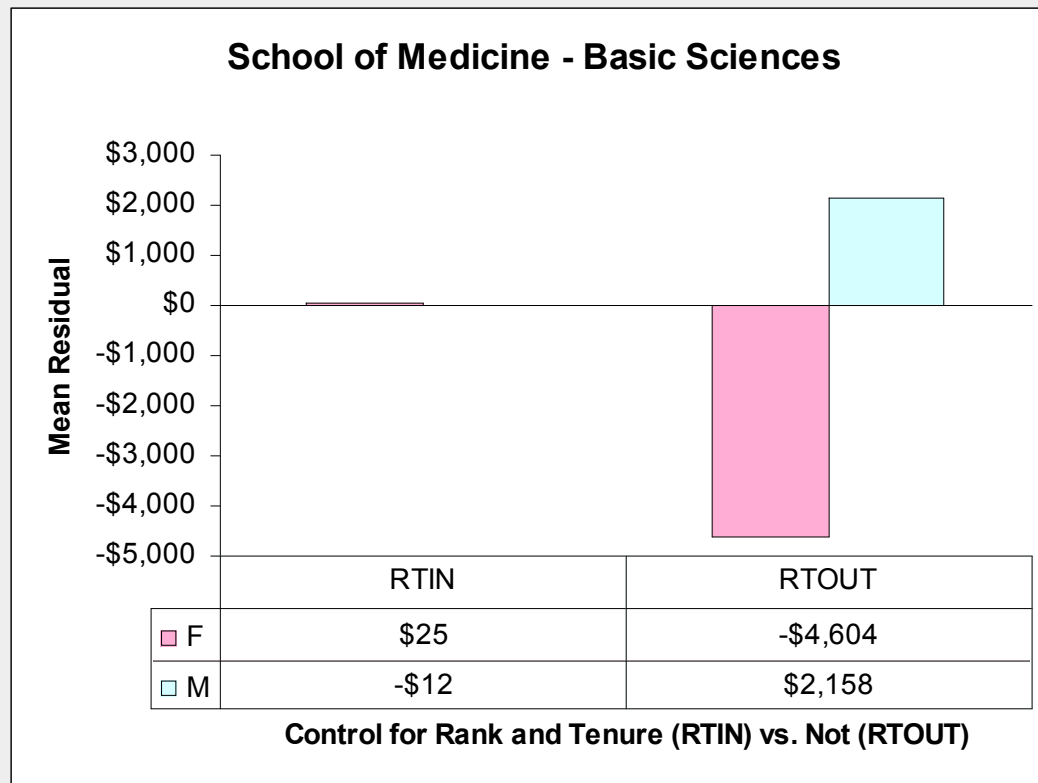
# School of Medicine Basic Sciences

Rank	Gender	N	Mean Salary
Professor	Female	12	\$99,510
Professor	Male	57	\$129,057
Associate Professor	Female	19	\$78,184
Associate Professor	Male	43	\$75,628
Assistant Professor	Female	29	\$61,414
Assistant Professor	Male	49	\$61,430
Total		209	

# School of Medicine Basic Sciences

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, Highest Degree and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary





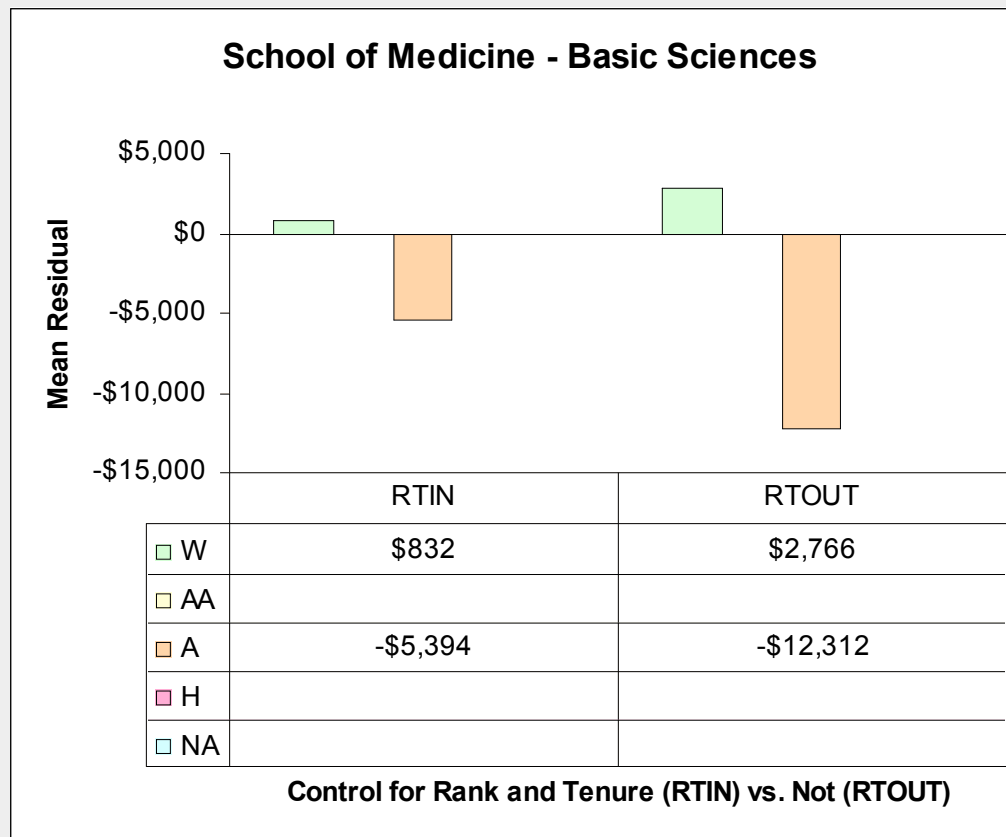
# School of Medicine Basic Sciences

Rank	Race	N	Mean Salary
Professor	White	65	\$124,944
Professor	Asian	2	.
Professor	Hispanic	2	.
Associate Professor	White	51	\$75,755
Associate Professor	African American	1	.
Associate Professor	Asian	10	\$73,983
Assistant Professor	White	55	\$63,120
Assistant Professor	Asian	22	\$57,249
Assistant Professor	Native American	1	.
Total		209	

# School of Medicine Basic Sciences

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, Highest Degree and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary



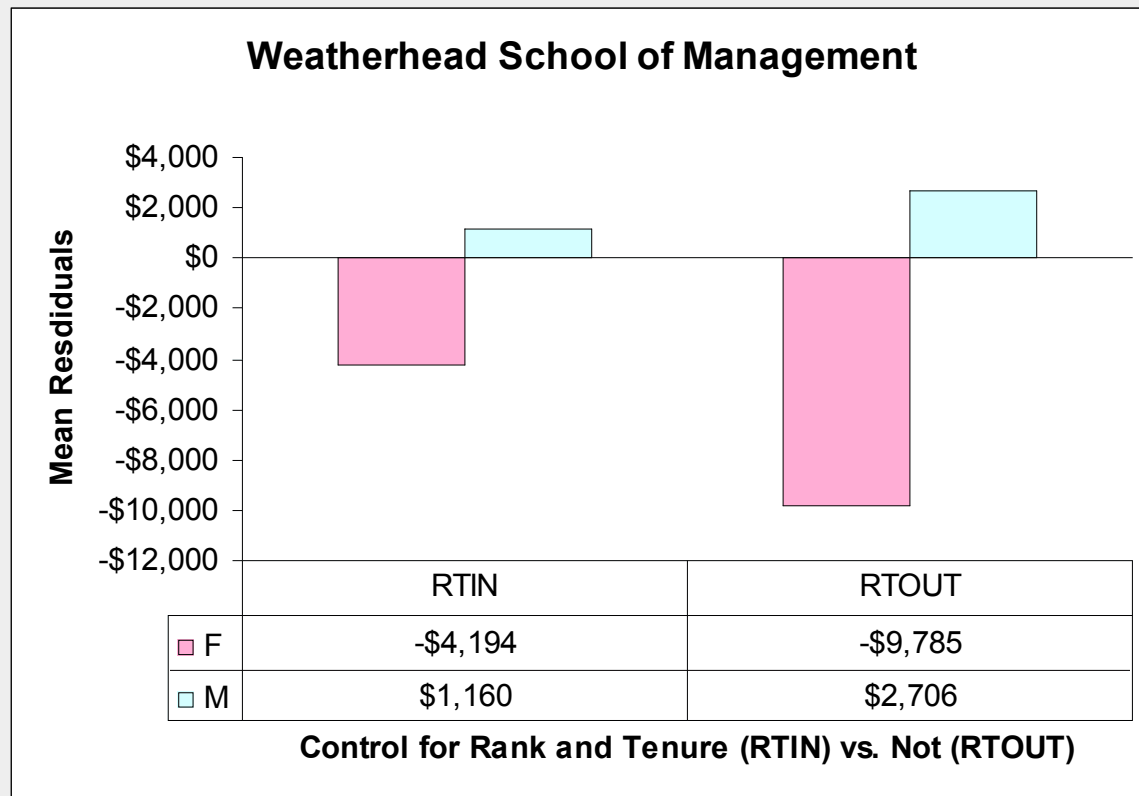
# Weatherhead School of Management

Rank	Gender	N	Mean Salary
Professor	Female	1	.
Professor	Male	24	\$159,596
Associate Professor	Female	6	\$111,541
Associate Professor	Male	14	\$123,429
Assistant Professor	Female	6	\$121,381
Assistant Professor	Male	8	\$110,899
Total		59	

# Weatherhead School of Management

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.

Residual = Actual Salary adjusted to 9 months – Predicted Salary

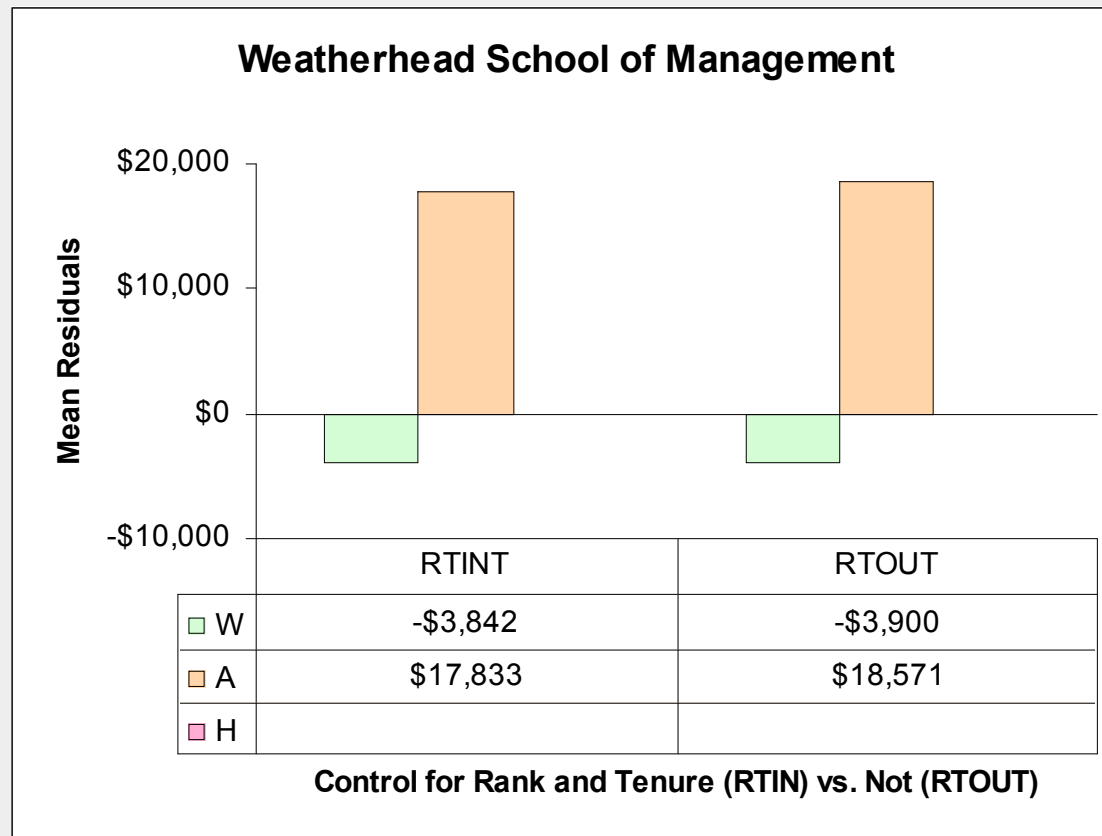


# Weatherhead School of Management

Rank	Race	N	Mean Salary
Professor	White	23	\$157,184
Professor	Asian	2	.
Associate Professor	White	14	\$110,453
Associate Professor	Asian	6	\$141,819
Assistant Professor	White	13	\$112,921
Assistant Professor	Hispanic	1	.
Total		59	

# Weatherhead School of Management

Regression controlling for Rank, Tenure Status, Age, Years since Hire, Years in Rank, and Years since Highest Degree.  
Residual = Actual Salary adjusted to 9 months – Predicted Salary



# Conclusions

- Differences in salary between male and female faculty cannot be explained fully by differences in Rank, Discipline, Tenure Status, Years since Hire, Years in Rank, Age, Highest Degree, and Years since attaining the Highest Degree.
- Female faculty are predominantly in lower ranks while male faculty are in higher ranks.
- The differential in tenure and rank status contribute further to disparities in salary.
- African American, Hispanic, and Native Americans faculty are underrepresented in most schools and ranks

# Conclusions

- Disparities in Schools involved within the ACES programs appear to be smaller than Schools not involved with ACES. This is particularly true of the College of Arts and Sciences – Sciences and Case School of Engineering.



# Recommendations

- Continue the process of maintaining salary data.
- Perform a study of rank and retention to understand the relationship between equity and gender.
- Strongly recommend that data necessary for salary equity studies be maintained and archived for each academic year on a permanent and ongoing basis.
- Strongly recommend that an equity analysis be undertaken annually independently of University administration.
- Continue interventions to bring equity in rank and salary by gender and race where ever necessary.