

*Committee on the Status
of Women Report:*

UNC Gender Salary Equity Study

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UNC Faculty Executive Committee Meeting | April 22, 2019

Previous UNC Salary Studies

- 1. 2002 Study**
- 2. 2012 Study**
- 3. 2017 Study**
- 4. Others**

Questions We Seek To Address

1. Are there gender-based pay inequities at UNC-CH? If so, why? Across time?
2. What information can we gather and analyze for a different perspective to previous studies?
3. What methodological tools can we use to address the gender bias that underlies control variables?
 1. Controlling for “x” doesn’t address the biases within that variable or topic.
 2. The explanation is gender bias itself.



The 2019 COSOW Study: Data

- Public Records Request #18-475: Information about all UNC-CH faculty (2014 – 17)
 - **Base salary** (log-transformed because of right skew)
 - **Age**
 - **School**
 - **Department**
 - **Position**
- **Gender** estimated with (1) gender-name data-bases and (2) reviews of faculty web sites (99.6% of names estimated)



Results: Does UNC Have a Gender Pay Gap?

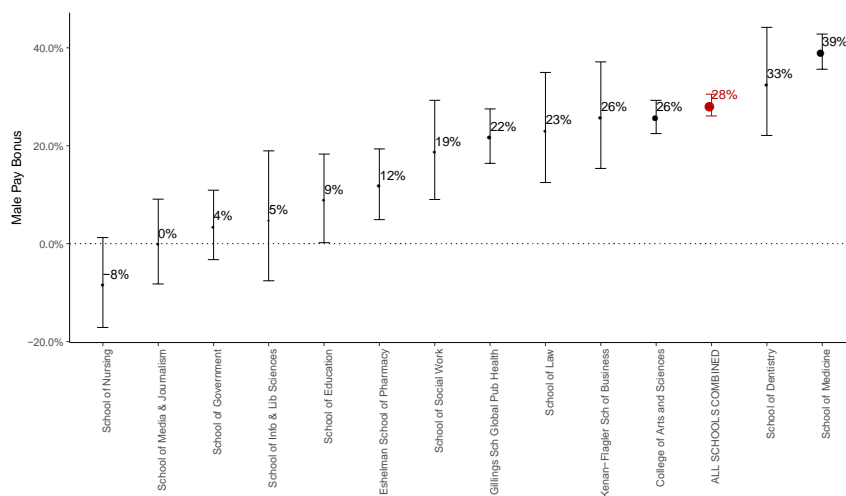
Q: Is there a gender pay gap at UNC?

A: Yes

- **Including Medical and Dental Schools:**
 - **Men on UNC Faculty Earn 28% More than Women**
 - Varies across campus:
 - Highest in Medical School (39%)
 - Non-existent in School of Nursing (-8%)
- **Excluding Medical and Dental Schools:**
 - **Men on UNC Faculty Earn 20% More than Women**



Results: Does UNC Have a Gender Pay Gap?



Results: Why is There a Gender Pay Gap?

Q: Can we identify mechanisms that explain the gender pay gap?



Results: Why is There a Gender Pay Gap?

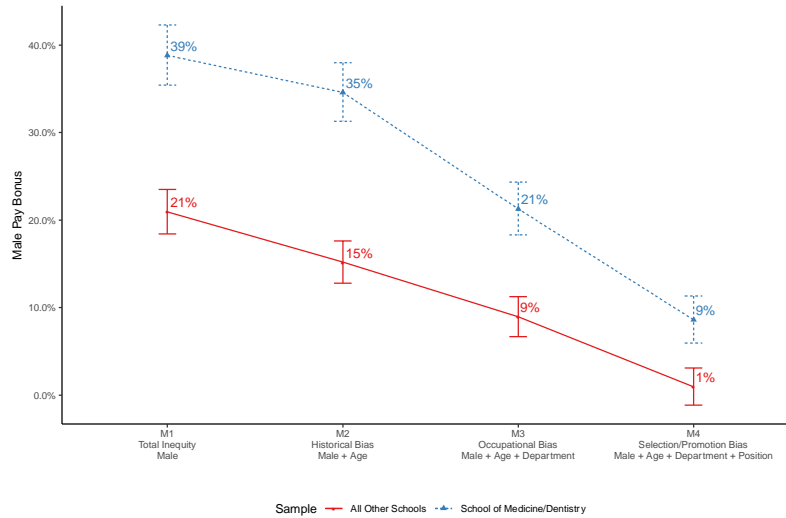
Q: Can we identify mechanisms that explain the gender pay gap?

A: Yes.

1. **Historical bias** – Are older faculty are paid more, less likely to be women?
2. **Occupational bias** – Are faculty in departments with more men paid more?
3. **Selection-promotion bias** – Are male faculty more likely to be selected or promoted into higher paying roles?



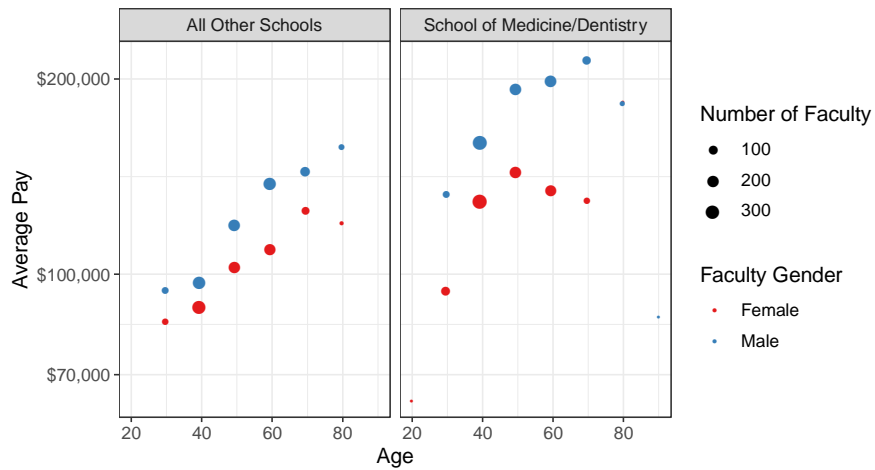
Results: Why is There a Gender Pay Gap?



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Results: Historical Bias

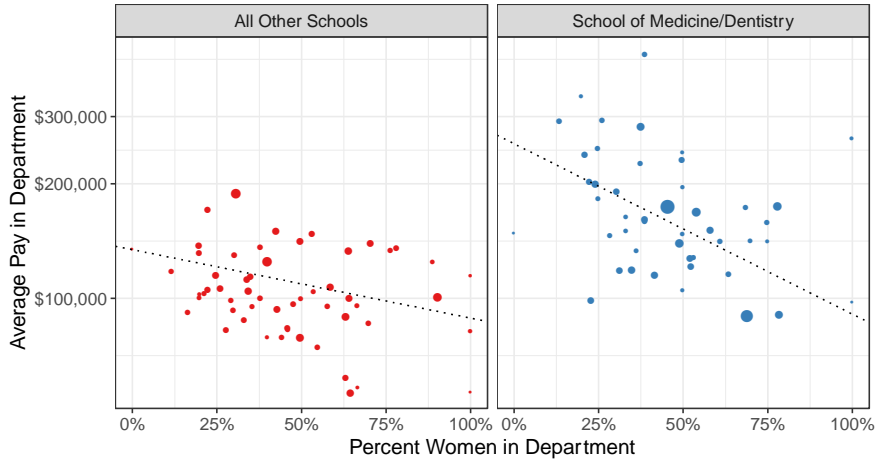
Average Pay By Age



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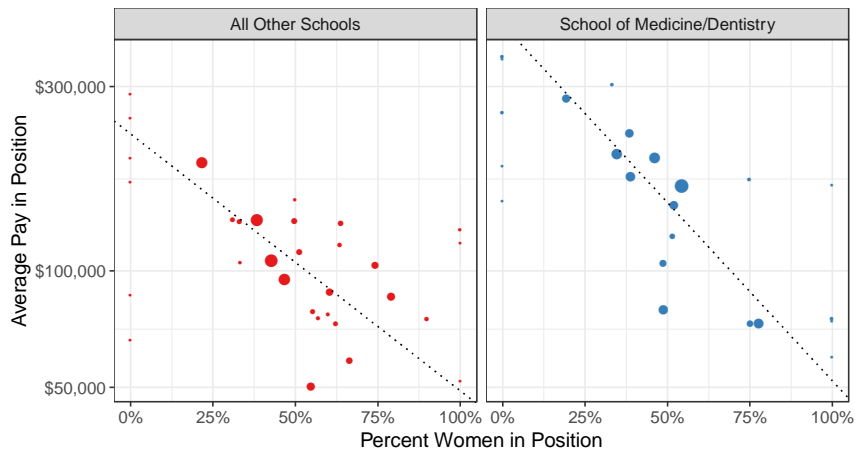
Results: Occupational Bias

Average Pay By Department



Results: Selection-Promotion Bias

Average Pay By Position



Results: Selection-Promotion Bias



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Results Summary

On average, men on the UNC faculty earn 28% more than women.

Three mechanisms support this trend:

1. **Historical bias** – Older faculty are paid more, less likely to be women.
2. **Occupational bias** – Faculty in departments with more men are paid more.
3. **Selection-promotion bias** – Male faculty are more likely to be selected/promoted into higher paying roles.



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Larger Questions to Consider

1. Why do we pay male-dominated departments more than female-dominated departments? (And, how do we avoid biased justifications of “market rates” and “peer institution” comparisons?)
2. Why do we pay fixed-term faculty (disproportionately female) less than tenure-track (disproportionately male)?
3. Why are women dropping out of the pipeline?
4. Why are women less likely to be promoted to associate and then full?
5. How do we change those at the top (high earning, disproportionately male, faculty)?
6. What do we do about the complicated “White Man Template” of academia and academic bias?
7. How can we encourage more men to be allies?



Recommendations & Next Steps: Fixing the “Leaky Pipeline” through 4 Rs:

1. **Recognize:** Acknowledge a gender pay gap among UNC-CH faculty
2. **Research & Transparency:** Via a chancellor’s taskforce and additional OIRA staff position, study:
 1. Ex: Extent of issue across UNC-CH
 2. Ex: Why women faculty leave UNC-CH (via robust exit interview process)

→ Main ask: A chancellor’s taskforce

Recommendations & Next Steps: Fixing the “Leaky Pipeline” through 4 Rs:

3. **Retain:** Addressing the pay gap will aid retention; proactive retention offers can be a mechanism to rectify the pay gap:
 1. *Reiterate current policies and ensure implementation:*
 - *Tenure clock extension*
 - *Family leave requests*
 - Colleagues and administrators should encourage (and not discriminate against) those who want leave.
 2. *Investigate new benefits:*
 - *Childcare:* Full-time, back up, summer
 - *Paid Parental/Family Leave:* One option: require UNC-CH benefits to pay parental leave instead of letting this fall to grants

Recommendations & Next Steps: Fixing the “Leaky Pipeline” through 4 Rs:

4. **Review & Repair:** Undertake a shared review of departments’ and units’ compensation philosophy and criteria. Chairs and deans: include clear data in annual reviews about how their departments/units are meeting (or not) established metrics and goals; *Compensation policy reviews (at department level):*
 1. Review how *initial compensation* offers are determined; identify guidelines for future negotiations that establish concrete, quantifiable criteria that would justify additional compensation
 2. Review how *annual raises* are determined; establish clear criteria
 3. Review how *service* is assigned, measured, and compensated
 4. *Report Cards*

Feel Free to Contact Us



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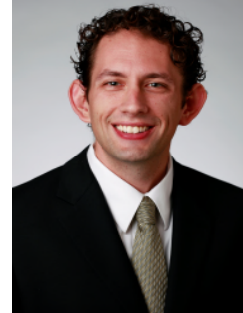


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