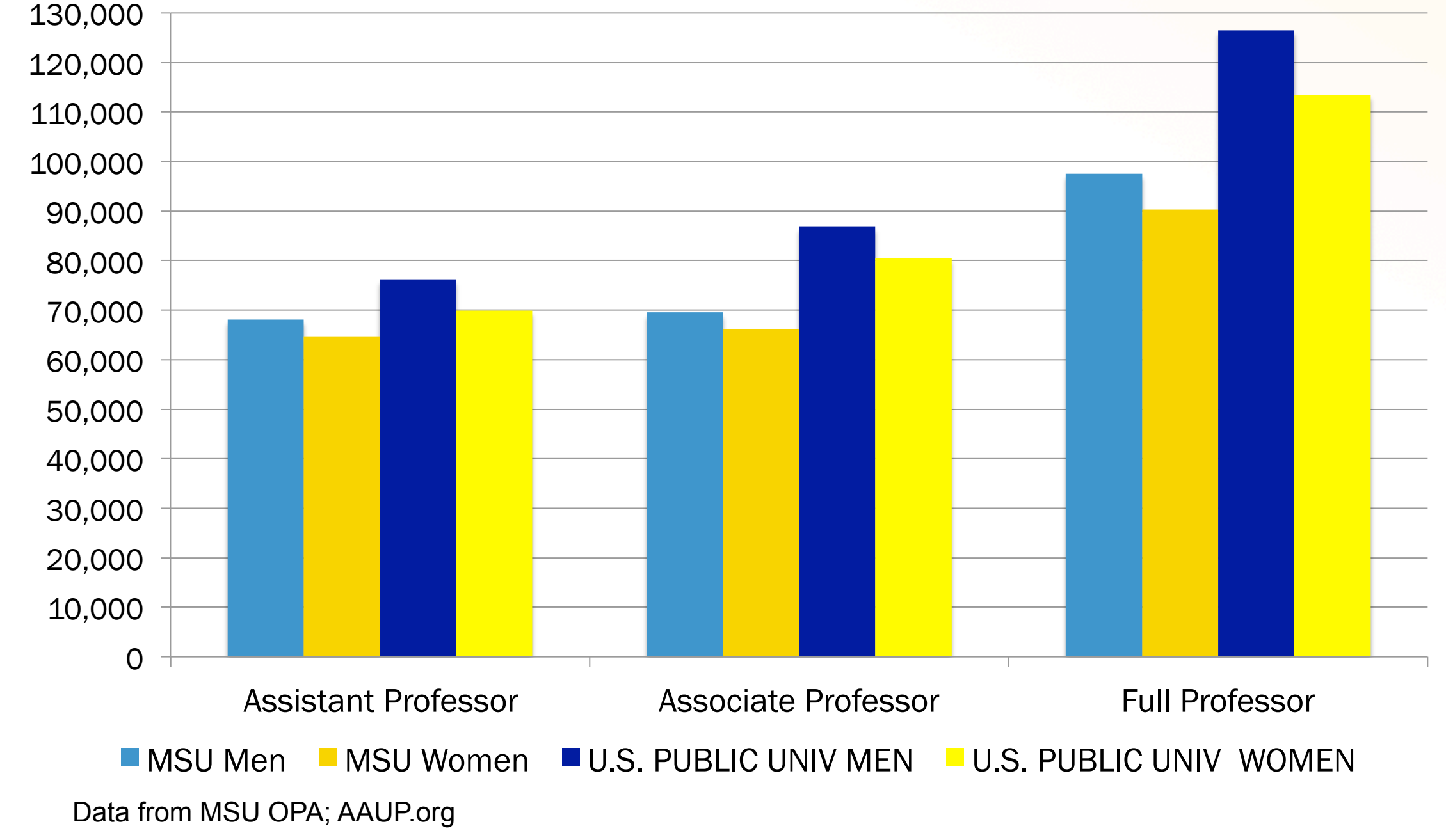# Institutional Data: Faculty Salaries

2014-2015 TT AY Faculty Salaries

SUBTLE BIAS:

- A gap exists among genders in Academe, both in representation and earnings (AAUP, 2014).

- Salary disparities across gender reflects subtle bias, favoring males (Moss-Racusin et al., 2012).

- When evaluating women and men, we tend to apply different standards to success, even when told to base judgments relative to an "average person" (Biernat, Manis, & Nelson, 1991).

- In salary negotiations, women are likely to receive backlash if they show assertiveness (Amanatullah & Morris, 2010).
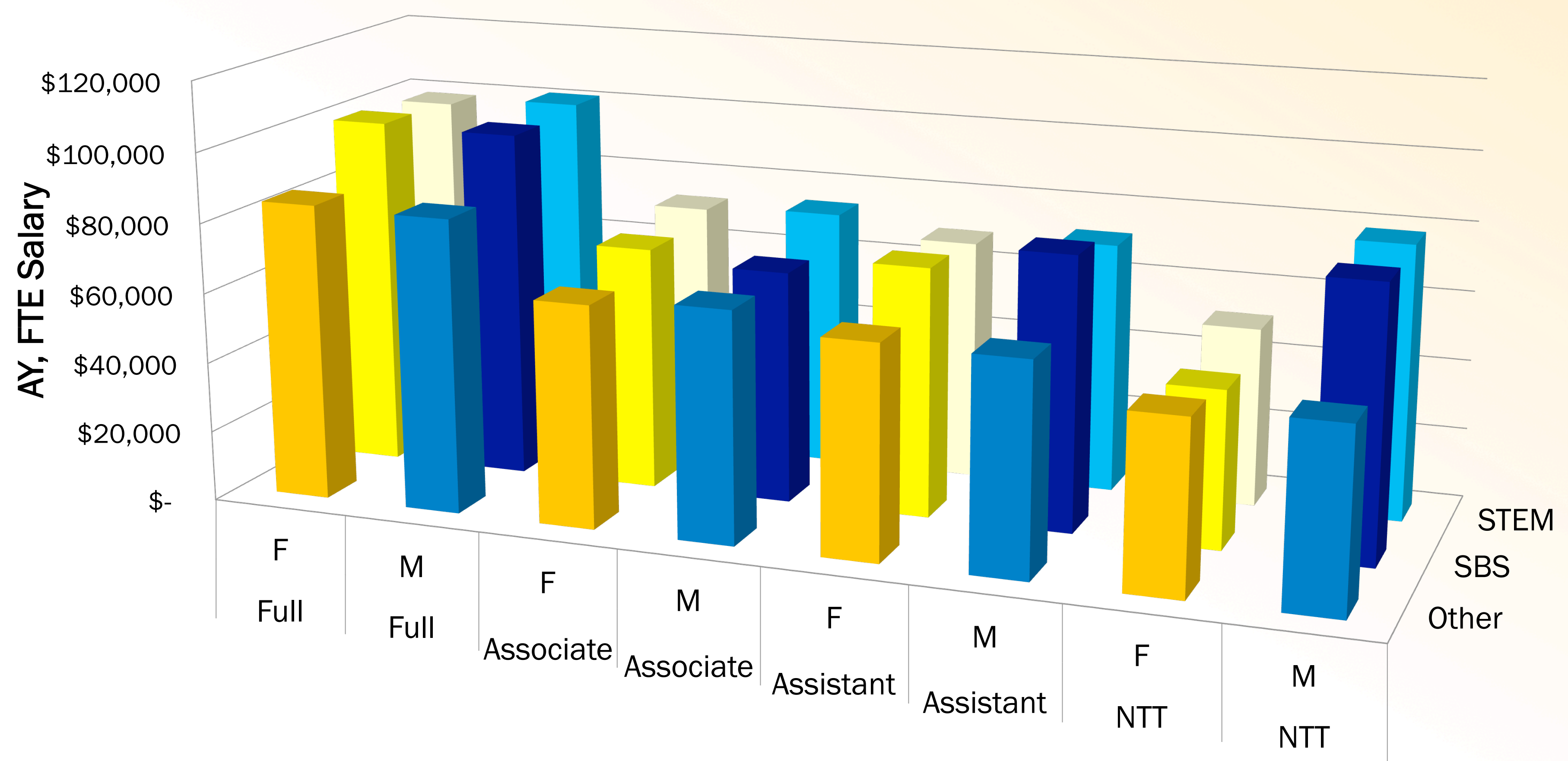
TT Faculty National Salary Comparison by Gender

Legend: MSU Men | MSU Women | U.S. PUBLIC UNIV MEN | U.S. PUBLIC UNIV WOMEN

Data from MSU OPA; AAUP.org

Departmental Designations

STEM	SBS	OTHER
Animal & Range Sciences	Ag. Econ. & Econ.	Agricultural Education
Cell Biology & Neuroscience	Native American Studies	Architecture
Chemical & Biological Engineering	Political Science	Art
Chemistry & Biochemistry	Psychology	Business
Civil Engineering	Sociology & Anthropology	Education
Computer Science		English
Earth Sciences		Extension
Ecology		Film & Photography
Electrical & Computer Engineering		Health & Human Development
Land Resources & Environmental Science		History & Philosophy
Mathematical Sciences		Library
Mechanical & Industrial Engineering		Modern Languages & Literature
Microbiology & Immunology		Music
Physics		Nursing
Plant Sciences & Plant Pathology		

MSU Faculty 2014-15 AY, 1.0 FTE Salary

Faculty Market, Merit, and Equity Raise Distribution for FY15

	Equity				Market				Merit				Total			
	F		M		F		M		F		M		F		M	
	Avg. $	N	Avg. $	N	Avg. $	N	Avg. $	N	Avg. $	N	Avg. $	N	Avg. $	N	Avg. $	N
Full	$3,000	3 12%	$3,000	11 44%	$1,350	20 18%	$1,310	71 65%	$1,772	21 10%	$1,927	60 30%	$1,664	44 13%	$1,701	142 42%
Associate	$2,677	5 20%	$2,400	4 16%	$1,167	3 3%	$1,182	11 10%	$1,130	45 22%	$1,229	38 19%	$1,278	53 16%	$1,308	53 16%
Assistant	$3,000	2 8%		0%	$1,375	4 4%	$1,000	1 1%	$1,245	19 9%	$1,207	15 7%	$1,406	25 7%	$1,194	16 5%
Instructor/Agent		0%		0%		0%		0%	$244	2 1%	$765	1 0%	$244	2 1%	$765	1 0%
TOTAL		10 40%		15 60%		27 25%		83 75%		87 43%		114 57%		124 37%		212 63%

FOOD FOR THOUGHT

- On average, a female assistant professor makes $4,920 a year less than the average male assistant professor.

- By the time a female assistant professor reaches tenure (7 years), they have received $34,440 less in salary than their male peers on average.

- According to the AAUP's most recent faculty salary study, "Disparities in pay also remain between men and women at nearly every rank and every type of institution. Over all, full-time professors who are men earned an average of nearly $96,000, while those who are women earned an average of just over $77,000."

	STEM						SBS						OTHER			
	F			M			F			M			F		M	
	N	Avg. Salary	S.D.	N	Avg. Salary	S.D.	N	Avg. Salary	S.D.	N	Avg. Salary	S.D.	Avg. Salary	S.D.	Avg. Salary	S.D.
Full	13	$98,794	$22,244	108	$101,173	$21,229	3	$100,266	$19,358	13	$99,526	$16,122	25 $84,726	$15,441	31 $84,083	$13,549
Associate	22	$72,621	$11,618	44	$74,144	$10,033	6	$69,633	$11,576	10	$66,368	$6,201	61 $63,577	$16,243	48 $65,918	$19,496
Assistant	29	$68,850	$7,189	39	$71,705	$7,793	8	$71,279	$11,288	12	$78,299	$13,041	44 $60,839	$14,436	33 $60,261	$17,646
NTT	15	$47,444	$13,582	26	$78,680	$30,216	1			2			59 $51,080	$15,990	37 $52,575	$12,458

To Consider: Given the biases that occur and the fact that women are over-represented in the lowest paid fields and jobs on campus, what strategies can we use to close the pay gap?

MONTANA STATE UNIVERSITY

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