



CU-Colorado Springs

Status of Gender-Based Salary Equity For Tenure-Track Faculty at CU-Colorado Springs 2002 *Research Brief No. 3*

As part of the annual analyses of tenure-track faculty salaries, separate studies are performed to determine the status of salary equity based on gender. Findings of these analyses indicate that there has been no statistically significant difference between what men and women earn.

However, studies conducted in 2000 and 2001 revealed that female faculty were salaried less than men, controlling for market, merit, rank and years in rank. This difference was shown to be \$925 in 2000 and \$144 in 2001.

Improvement over the past year indicates that full salary equity between genders has been achieved. This is illustrated by the move from the negative values for gender seen in 2000 and 2001 to the positive value of \$362 in 2002.

	B's FY00	B's FY01	B's FY02
Market	13,227	35,616	34,791
Rank	8,628	9,486	10,574
Merit	2,578	2,879	1,740
Years-in-Rank	503	473	478
Gender (not significant)	-925	-144	362
Constant	19,960	15,161	19,653

Note: Male = 0, Female = 1

Two separate regression models test whether there is salary equity for men and women. The first model includes only those variables found to be statistically significant at the 95 percent level of confidence. Gender has not entered into the model as a statistically significant influence on salary.

The second model forces the entry of the independent variables. The independent variables include market, rank, years in rank, merit and gender. The independent variables are regressed against the dependent variable of nine-month salary. This produces Beta (B) factors showing dollar values attributable to each independent variable. The table below shows the resulting equations.

	B	B	B	B	B
Market	36,033	36,272	36,279	34,623	34,791
Rank		12,118	12,127	10,506	10,574
Merit			288	1,778	1,740
Years-in-Rank				473	478
Gender (not significant)					362
Constant	53,872	25,976	24,996	19,873	19,653

Note: Male = 0, Female = 1

Salaries for tenure-track faculty are equitable. There continues to be no statistically significant difference between salaries for men and women.

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Research Brief 3 Gender Equity (jds)