



Office of Faculty Development & Equity

Full-Time Drexel Faculty Salary Equity Study

Fiscal Year 2014

June 9, 2014

Executive Summary

In Fall 2012, The Chronicle of Higher Education published the results of the 2012 AAUP Faculty Salary Survey, which included data on Drexel University (<http://chronicle.com/article/faculty-salaries-data-2012/131431#id=212054>), and which indicated that female full-time Drexel faculty members were compensated slightly less than their male counterparts. The Office of Faculty Development & Equity (FDE) is committed to fostering a climate that is supportive, equitable and welcoming for all Drexel University faculty members, and thus was particularly concerned by the difference in salary by gender reported in the Chronicle. In order to ensure that our University is providing equal pay for equal work, the FDE, under the authority of the Office of the Provost, conducted an internal study of full-time faculty salaries to better understand the roots of the discrepancy reported in the AAUP salary survey, and to provide any necessary recommendations for institutional salary corrections.

For this purpose the FDE partnered with Dr. Edward Gracely, Associate Professor, Drexel University College of Medicine & School of Public Health, as well as Drexel's Human Resources Department (HR) and our college and school deans to examine Fiscal Year 2014 full-time faculty salaries across our Colleges and Schools, excluding the College of Medicine. A data set containing 1,043 faculty salaries was provided by HR and was further refined for consideration of possible differences in pay with regard to gender or race, with positions categorized based on tenure status: Non-Tenure Track, Tenure-Track, and Tenured. In order to provide a more informed report, key variables in salary determinations were considered such as department affiliations and professional titles.

The results of this internal study showed no statistically significant differences in full-time faculty salaries according to gender or race, when the above mentioned factors (department, title, tenure status) are taken into account. The 2012 AAUP Faculty Salary Survey did not account for differences in salary according to discipline, therefore obfuscating the fact that certain disciplines have disproportionate representations of one gender. When controlling for this reality, as well as factors such as time in rank, we did not find any statistically significant gender differences in comparisons of full-time faculty salaries.

In order to ensure that our University continues to abide by its commitment to faculty salary equity, The FDE will conduct similar studies at regular intervals. Should future discrepancies arise, the FDE will report them to the Office of the Provost along with a recommended course of action.