

Gender Equity Historical Data

In September 2009, Dean Roderick P. Hart delivered to the Vice-Provost a preliminary plan to carry forward the recommendations of the Gender Equity Task Force in the Moody College of Communication. Based on what was derived from the Gender Equity Report and from data collected by the Moody College, we evaluated the progress of the Moody College in terms of gender equity.

To ensure fairness in salary increases, Dean Hart appointed a Faculty Salary Oversight Committee to review all raises in the Moody College during the five year period May 2004 to September 2008. In connection with President Powers' special merit policy for 2009-10, two full professors were assigned to each of our five departments and asked to identify any instances of unfairness. Because the members of the Committee did not study their own departments and because they were equipped with curriculum vitae and salary profiles, all faculty members in the Moody College received a "fresh look".

The table below reflects salary increases during the five year period evaluated by the Faculty Salary Oversight Committee. The first quintile shows a heavily female preponderance, while the second and third quintiles show more balance. The fourth quintile is heavily populated by men, making it a mirror-image of the first quintile. At the associate professor level in the fifth quintile, we see that four women have received below-average raises during the last five years. Some of this is due to unsatisfactory post-tenure reviews and insufficient publishing during the five year period evaluated.

Salary Increases by Gender: May 2004 to September 2008

(Ranks held on April 27, 2009)

Quintile	Range *	Full		Associate		Assistant		Clinical	
		M	F	M	F	M	F	M	F
First	26.9% – 43.9%	1	4	2	7	0	1	0	0
Second	19.3% – 26.2%	4	3	2	4	2	0	0	0
Third	14.9% – 19.1%	3	2	4	2	2	1	1	0
Fourth	10.8% – 14.8%	6	2	2	1	2	1	0	0
Fifth	6.5% – 10.7%	7	0	1	4	0	2	0	0
Total	73	32		29		11		1	

* Mean raise over 5 years = 19.07%