



Source: AAUP Faculty Compensation Survey, published at <https://www.insidehighered.com/aaup-compensation-survey>

On an average (campus-wide), tenure-track female faculty at UNF are paid noticeably less than their male peers, holding the same rank.

At the full professor rank, on an average (campus-wide), females are paid at the level that male associate professors are expected to be paid, considering that promotion raises are 12.5%!

CAMPUS-WIDE DATA SUMMARIES

Summarized from Public Records Requests Files

Produced by The UNF-UFF Bargaining Team

Total in-unit faculty: 556.

Female tenure-track faculty (in-unit): 177 (21% of total in-unit faculty)

Male tenure-track faculty (in-unit): 221 (40% of total in-unit faculty)

White male tenure-track faculty (in-unit): 166 (30% of total in-unit faculty)

Non-white male tenure track faculty (in-unit): 55 (10% of total in-unit faculty)

In-Unit Full Professors / Demographic Group	Count	% of All Full Professors	% within Demographic Group	Salary Pool	Avg. Salary / % Difference to Avg. Male Full Professor's Salary
Male	78	68%	35%	7,653,983	98,128 / 0 %
Female	36	32%	20%	3,015,412	83,762 / - 14.6 %
Non-White Male	14	12%	25%	1,388,621	99,187 / + 1 %
White Male	64	56%	39%	6,265,361	97,896 / - 0.2 %

In-Unit Associate Professors / Demographic Group	Count	% of All Associate Professors	% within Demographic Group	Salary Pool	Avg. Salary / % Difference to Avg. Male Associate Professor's Salary
Male	83	51%	38%	6,282,149	75,689 / 0 %
Female	81	49%	47%	5,996,260	74,028 / - 2 %
Non-White Male	20	12%	36%	1,536,820	76,841 / + 1.5 %
White Male	63	38%	38%	4,745,329	75,323 / - 0.4 %

In-Unit Assistant Professors / Demographic Group	Count	% of All Assistant Professors	% within Demographic Group	Salary Pool	Avg. Salary / % Difference to Avg. Male Assistant Professor's Salary
Male	60	50%	27%	4,110,508	68,509 / 0 %
Female	60	50%	34%	3,914,905	62,141 / - 9.3 %
Non-White Male	21	17%	38%	1,395,555	66,455 / - 3 %
White Male	39	32%	24%	2,769,954	71,025 / + 3.7 %

WITHIN DISCIPLINE SALARY DIFFERENCES BETWEEN GENDERS

Summarized from Public Records Requests Files by The UNF-UFF Bargaining Team

Department/Unit	Avg. Salary (FULL M)	Avg. Salary (FULL F)	Avg. Salary Difference	% of FULL F within Discipline
English	\$82,374	\$90,728	-\$8,354	20%
Mathematics	\$76,780			0%
Statistics		\$86,624		100%
Physics	\$79,830			0%
Philosophy & Religious Studies	\$90,946	\$76,303	\$14,642	33%
Psychology	\$88,407	\$82,899	\$5,508	33%
History	\$88,615			0%
Communication	\$73,472			0%
Music	\$79,516	\$84,412	-\$4,895	20%
Socio Anthro & Social Wk	\$106,787	\$75,487	\$31,300	33%
Political Science & Public Admin	\$91,464	\$103,310	-\$11,846	33%
Biology	\$85,642	\$78,703	\$6,939	13%
Languages Literatures and Cultures	\$101,987	\$74,777	\$27,210	67%
Art and Design	\$72,315	\$79,369	-\$7,054	67%
Criminology and Criminal Justice	\$102,795	\$74,651	\$28,144	33%
Chemistry	\$98,904			0%
Accounting	\$112,944			0%
Finance	\$146,906	\$129,260	\$17,646	33%
Economics	\$148,741	\$107,053	\$41,687	75%
Geography		\$88,074		100%
Management	\$123,648	\$125,827	-\$2,180	20%
Marketing & Logistics	\$146,489			0%
Childhood Ed Literacy & TESOL	\$88,439	\$78,324	\$10,115	75%
Exceptional Deaf & Interpreter Ed	\$164,345	\$76,690	\$87,655	33%
Foundations & Secondary Education	\$84,721			0%
Leadership SC and SM	\$94,470	\$88,426	\$6,044	33%
Public Health	\$99,736	\$90,924	\$8,811	67%
Nursing		\$87,800		100%
Nurse Anesthesia		\$35,000		100%
Clinical & Applied Movement Science				
Nutrition & Dietetics				
Health Administration	\$107,974			0%
School of Computing	\$113,757	\$105,880	\$7,877	17%
Civil Engineering	\$100,257			0%
Mechanical Engineering	\$91,868	\$103,911	-\$12,043	50%
Electrical Engineering	\$101,718			0%
Construction Management				

Notes:

- Female full professors earn less than their male peers, holding the same rank and working within the same discipline, in general (in 68% of the departments). Even in departments where females comprise the majority of full professors, they still make less than their fewer male peers (80% of such departments).

- Moreover, in departments where female full professors make less than their male peers the average salary difference is about three times greater (\$22,583) as compared to departments where males make less than their female peers, (\$7,728) on an average.

WITHIN DISCIPLINE COMPRESSION DATA

Summarized from Public Records Requests Files (by UNF-UFF Bargaining Team)

In-Unit Full Professors w. "Compressed" Base Salaries / Demographic Group	Count	% within Demographic Group, within Rank	Avg. Compression Amount
Male	27	35%	10,097
Female	17	47%	10,403
Non-White Male	6	43%	10,855
White Male	21	33%	9,880

In-Unit Assoc. Professors w. "Compressed" Base Salaries / Demographic Group	Count	% within Demographic Group, within Rank	Avg. Compression Amount
Male	29	35%	3,170
Female	36	44%	3,110
Non-White Male	9	45%	2,305
White Male	20	32%	3,600

In-Unit Assistant Professors w. "Compressed" Base Salaries / Demographic Group	Count	% within Demographic Group, within Rank	Avg. Compression Amount
Male	20	32%	6,067
Female	19	32%	5,529
Non-White Male	5	24%	2,468
White Male	15	39%	7,267

Notes:

- The amount of base salary "compression" is computed as the difference from the within discipline, within rank median base salary.
- Years of service are not factored into the computation.
- Former faculty administrators' salaries are included into the above calculation of compression.
- Tenure-track female associate and full professors at UNF experience worse within demographic group salary compression rates than their male peers, holding the same rank and working within the same discipline.

SUMMARY

- According to the Annual AAUP Faculty Compensation Survey, on an average, tenure-track female faculty at UNF are paid substantially less than their male peers, holding the same rank. For full professors the difference (12%) is staggering as it is similar to the across the board 12.5% raise rate that applies to promotions!
- Tenure-track female associate and full professors at UNF experience worse within-demographic-group salary compression rates than their male peers, holding the same rank and working within the same discipline.
- Female faculty at UNF appear twice less likely to hold the rank of full professor than their male peers.
- Furthermore, on an average female full professors earn less than their male peers, holding the same rank and working within the same discipline, in general (in 68% of all disciplines). Even in departments where females comprise the majority of full professors (suggestive of no gender-based promotion related bias against them), they still make less than their male peers (80% of such departments).
- Moreover, in departments where female full professors make less than their male peers, the average salary difference is about three times greater (\$22,583) as compared to departments where males make less than their female peers, (\$7,728) on an average.