

Appendix V

Staff Tables

(Tables 7-15)

TABLE 7

Compensation Comparison, Nonexempt Employees' Annualized Rate, October, 1992

GRADE	SEX		M		Grand total	
	Average	Count	Average	Count	Average	Count
03		0	12,606	3	12,606	3
04	14,516	11	12,841	1	14,376	12
05	14,954	12	14,797	11	14,879	23
06	16,659	50	16,465	9	16,629	59
07	17,575	91	17,106	55	17,398	146
08	19,074	73	18,426	10	18,996	83
09	20,505	509	20,147	124	20,435	633
10	23,244	364	21,598	75	22,963	439
11	25,630	124	23,728	34	25,221	158
12	24,853	95	23,740	55	24,445	150
13	28,177	60	27,949	41	28,085	101
14	32,863	10	30,392	5	32,039	15
15	32,422	19	33,091	27	32,815	46
16	34,589	1	36,764	15	36,628	16
17		0	36,649	4	36,649	4
18		0	44,018	3	44,018	3
19		0	36,821	2	36,821	2
30	21,431	5	30,236	248	30,062	253
43	15,152	32	14,697	21	14,972	53
44		0	17,069	1	17,069	1
45	20,182	1	17,520	4	18,052	5
46	19,325	4		0	19,325	4
A1		0	23,715	2	23,715	2
A3	29,656	2	30,208	16	30,147	18
A5		0	34,866	6	34,866	6
A7		0	36,686	7	36,686	7
A8		0	40,501	3	40,501	3
B2	14,047	5	12,430	1	13,778	6
B6	18,420	1		0	18,420	1
B8	24,782	1		0	24,782	1
Grand total	21,859	1,470	25,335	783	23,067	2,253

TABLE 8

Compensation Comparison, Nonexempt Employees' Annualized Rates, October, 1992

* W Count	W Averag	Grand total		
Count of	ANN_BAS	ANN_BAS	Average A	Count of
0	0		12,606	3
0	2	15,582	14,376	12
4	6	14,358	14,879	23
4	22	16,709	16,629	59
22	48	17,368	17,398	146
8	27	19,066	18,996	83
74	375	20,548	20,435	633
55	310	22,923	22,963	439
24	108	25,231	25,221	158
42	110	24,348	24,445	150
27	72	28,445	28,085	101
3	11	31,601	32,039	15
22	39	33,100	32,815	46
11	12	37,254	36,628	16
3	3	38,204	36,649	4
3	3	44,018	44,018	3
1	1	37,114	36,821	2
156	158	33,839	30,062	253
2	6	14,740	14,972	53
0	0		17,069	1
0	1	20,182	18,052	5
0	0		19,325	4
2	2	23,715	23,715	2
12	14	29,853	30,147	18
5	5	34,812	34,866	6
5	5	37,349	36,686	7
2	2	40,325	40,501	3
0	0		13,778	6
0	0		18,420	1
0	1	24,782	24,782	1
485	1,343	24,462	23,067	2,253

* W - White

TABLE 9

Compensation Comparison, Exempt Staff, October, 1992

GRADE	SEX		M		Grand total	
	Average	Count	Average	Count	Average	Count
01	10,800	1	9,600	3	9,900	4
02	23,570	2	26,520	1	24,553	3
03	24,722	14	23,423	10	24,181	24
04	27,127	61	26,933	18	27,083	79
05	29,337	100	28,692	47	29,130	147
06	33,046	57	31,254	24	32,515	81
07	35,530	74	34,370	74	34,950	148
08	40,532	50	39,477	52	39,994	102
09	42,309	40	44,676	61	43,738	101
10	46,532	36	47,761	29	47,080	65
11	56,064	15	54,384	36	54,878	51
12	61,633	8	63,843	18	63,163	26
13	69,430	6	69,381	16	69,394	22
14	71,818	3	79,184	6	76,729	9
15	91,221	3	74,899	4	81,894	7
16	96,158	4	93,406	5	94,629	9
31	52,576	21	77,035	82	72,048	103
* Grand total	37,322	599	46,379	654	42,050	1,253

* Grand total includes 272 ungraded staff; 104 female and 168 male

Compensation Comparison, Full Time Exempt Employees, October, 1992

GRADE	B		M		I		F		O		S		M								
	Count	Average	Count	Average	Count	Average	Count	Average	Count	Average	Count	Average	Count	Average							
01	0	8,400	1	8,400	0		0		0		0		0								
02	0	28,520	1	28,520	0		0		0		0		0								
03	3	25,200	1	25,155	0		0		27,500	1	0		1	27,500							
04	6	24,253	4	26,448	0		27,825	1	27,825	27,225	3		0	3							
05	12	27,315	10	28,270	0		0		26,227	3	27,344	4	7	26,865							
06	2		0	32,050	0		0		36,000	2	33,482	4	6	34,321							
07	6	34,007	3	36,228	0		0		36,047	4	36,061	10	14	36,057							
08	3	36,436	3	39,391	0		46,200	1	46,200	43,568	4	38,863	5	9							
09	4		0	43,758	0		0		0	0	0	41,288	5	5							
10	1	47,312	2	49,036	0		0		51,500	2	38,450	1	3	47,150							
11	0	50,007	1	50,007	0		0		56,152	1	60,128	1	2	58,139							
12	0		0		0		0		0		0		0	0							
13	1	78,500	1	73,458	0		0		0		0		0	0							
14	0		0		0		0		0		0		0	0							
15	0	88,853	2	68,853	0		0		0		0		0	0							
16	0		0		0		0		0		0		0	0							
31	2	56,367	0	56,367	0		0		36,400	1	42,533	6	7	41,657							
Grand total	35,409	42	36,032	34	76	35,688	25,200	1	37,013	2	3	33,075	31,913	36	29,105	99	135	28,854	32,861	10	38,458

** Grand total includes 272 ungraded staff; 104 female and 168 male

* B - African-American

F - Female

I - American Indian

M - Male

O - Asian/Pacific Islander

S - Hispanic

TABLE 10

NORTHWESTERN UNIVERSITY EXEMPT EMPLOYEES
 PERCENT OF WOMEN EMPLOYEES BY PAY GRADE 1990-92

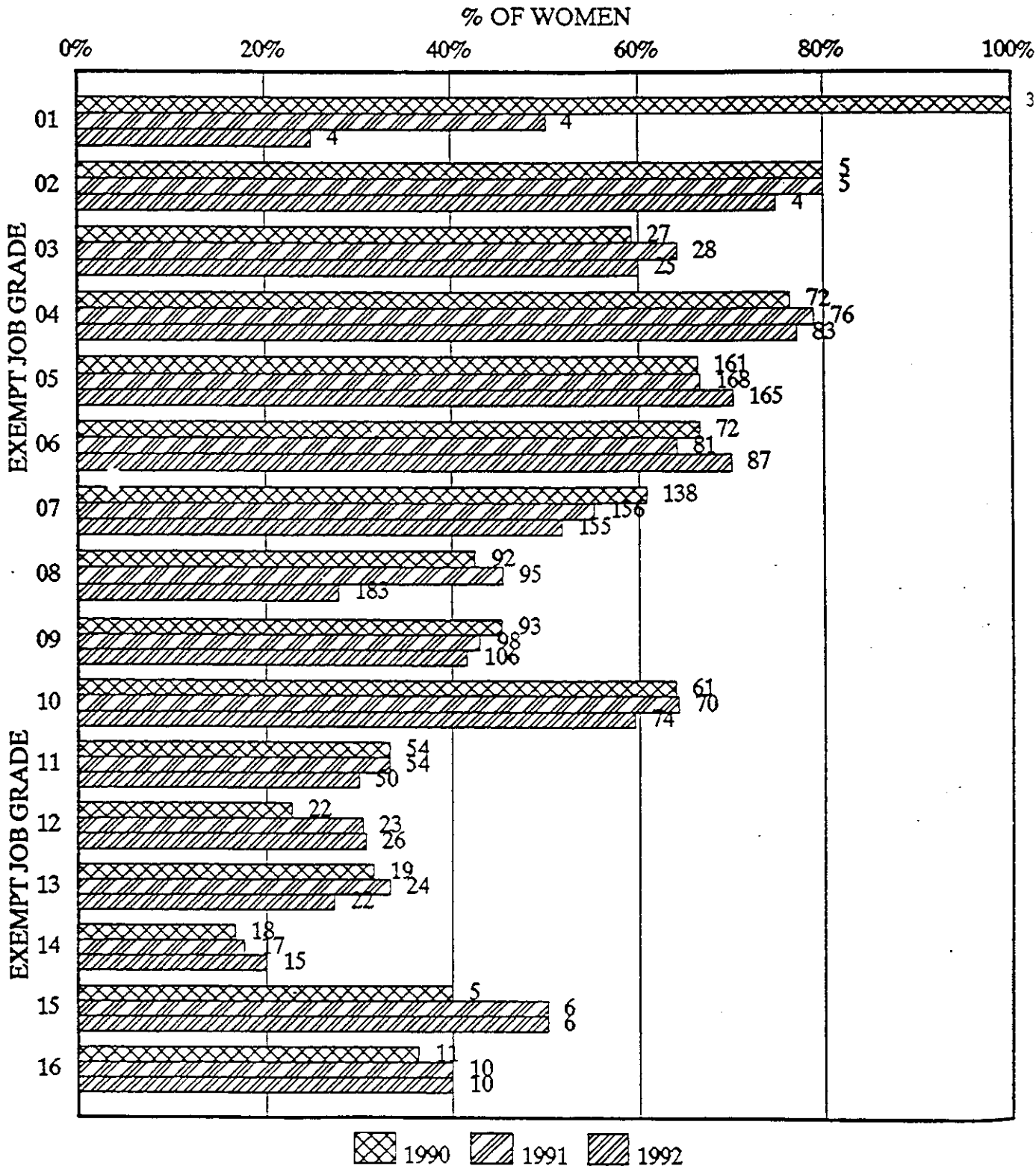


TABLE 11

Compensation Comparison, Full Time Exempt Employees, October, 1992

★	S		U		M		U		W		M		Count		Average	Grand total
	Count	Average	Count	Average	Count	Average	Count	Average	Count	Average	Count	Average	Count	Average	Average	Count
0	0		0		0		0		10,800	1	10,200	2	3	10,400	9,900	4
0	0		0		0		0		23,570	2		0	2	23,570	24,553	3
0	1	21,850	0		0		0		24,816	9	23,225	9	18	23,820	24,181	24
0	0		0		0		0		27,031	52	27,689	13	65	27,163	27,083	79
1	5	31,870	0		0		0		29,416	81	29,067	32	113	29,317	29,130	147
1	2	33,125	0		0		0		32,971	52	30,680	19	71	32,358	32,515	81
0	0		0		0		0		35,329	84	34,111	81	125	34,735	34,950	148
0	0		43,000	1		0	1	43,000	40,054	42	39,604	43	85	39,827	39,994	102
1	3	44,924	0		0		0		41,977	34	44,984	55	89	43,835	43,738	101
0	0		0		0		0		40,050	33	48,154	28	59	46,977	47,080	65
0	0		0		0		0		58,057	14	54,343	34	48	54,843	54,878	51
0	0		0		0		0		61,633	8	63,843	18	26	63,163	63,163	26
0	0		0		0		0		69,632	5	68,773	15	20	68,987	69,394	22
0	0		0		0		0		71,818	3	79,184	6	9	76,729	76,729	9
0	0		0		0		0		91,221	3	80,945	2	5	87,111	81,894	7
0	0		0		0		0		98,158	4	93,406	5	9	94,629	94,629	9
1	1	50,000	0		0		0		53,053	18	80,155	75	93	74,910	72,048	103
6	15	34,793	43,000	1	140,000	1	2	81,500	37,961	609	50,330	513	1,022	44,170	42,050	1,253

* S = Hispanic

U = Unknown

W = White

EEO-1 EXECUTIVE, ADMINISTRATIVE OR MANAGEMENT

(EXEMPT)

RACE	CH EV	FEMALE				MALE			
		APPS	HIRED		APPS	HIRED			
			NOS	%		NOS	%		
WHITE	CH	48	3	6.25	30	4	13.33		
	EV	203	20	9.85	178	21	11.83		
	BOTH	251	23	9.16	208	25	12.14		
BLACK	CH	29	1	3.45	17	1	5.88		
	EV	32	2	6.25	23	0	0.00		
	BOTH	61	3	4.92	40	1	2.50		
ASIAN PACIFIC ISLANDER	CH	1	0	0.00	0	0	N/A		
	EV	10	0	0.00	12	1	8.33		
	BOTH	11	0	0.00	12	1	8.33		
AMERICAN INDIAN	CH	0	0	N/A	0	0	N/A		
	EV	0	0	N/A	0	0	N/A		
	BOTH	0	0	N/A	0	0	N/A		
HISPANIC	CH	2	0	0.00	1	0	0.00		
	EV	8	1	12.50	3	0	0.00		
	BOTH	10	1	10.00	4	0	0.00		
DECLINED	CH	2	0	0.00	3	0	0.00		
	EV	3	1	33.33	9	4	44.44		
	BOTH	5	1	20.00	12	4	33.33		

ALL RACES	CH EV BOTH	FEMALE				MALE			
		APPS	HIRED		APPS	HIRED			
			NOS	%		NOS	%		
CH	62	4	4.86	51	5	9.80			
EV	256	24	9.36	223	26	11.66			
BOTH	318	28	8.28	274	31	11.31			

RACE/ GENDER UNKNOWN	CH EV BOTH	APPS	HIRED	%
CH	816	0	0.00	
EV	1655	0	0.00	
BOTH	2271	0	0.00	

EEO-3 PROFESSIONALS

(EXEMPT & NON-EXEMPT)

RACE	CH EV	FEMALE				MALE			
		APPS	HIRED		APPS	HIRED			
			NOS	%		NOS	%		
WHITE	CH	173	47	27.17	132	19	14.39		
	EV	266	29	10.90	239	36	15.08		
	BOTH	439	76	17.31	371	55	14.82		
BLACK	CH	62	2	3.23	44	1	2.27		
	EV	45	1	2.22	49	4	8.16		
	BOTH	107	3	2.80	93	5	5.38		
ASIAN PACIFIC ISLANDER	CH	40	7	17.50	41	6	14.63		
	EV	34	2	5.88	52	6	11.54		
	BOTH	74	9	12.16	93	12	12.90		
AMERICAN INDIAN	CH	4	0	0.00	8	0	0.00		
	EV	0	0	N/A	1	0	0.00		
	BOTH	4	0	0.00	9	0	0.00		
HISPANIC	CH	8	1	12.50	8	2	25.00		
	EV	9	1	11.11	13	1	7.69		
	BOTH	17	2	11.76	21	3	14.29		
DECLINED	CH	7	0	0.00	0	0	N/A		
	EV	11	1	9.09	4	1	25.00		
	BOTH	18	1	5.56	4	1	25.00		

ALL RACES	CH EV BOTH	FEMALE				MALE			
		APPS	HIRED		APPS	HIRED			
			NOS	%		NOS	%		
CH	294	67	19.39	233	26	12.02			
EV	365	34	9.32	358	46	13.11			
BOTH	659	101	13.81	591	72	12.66			

RACE/ GENDER UNKNOWN	CH EV BOTH	APPS	HIRED	%
CH	948	0	0.00	
EV	3327	0	0.00	
BOTH	4275	0	0.00	

EEO-4 CLERICAL STAFF

(NON-EXEMPT)

RACE	CH EV	FEMALE				MALE			
		APPS	HIRED		APPS	HIRED			
			NOS	%		NOS	%		
WHITE	CH	205	30	14.63	55	8	9.09		
	EV	609	107	17.57	258	26	10.06		
	BOTH	814	137	16.83	313	31	9.90		
BLACK	CH	583	29	4.96	93	3	3.23		
	EV	457	29	6.35	193	19	9.84		
	BOTH	1042	58	5.57	286	22	7.69		
ASIAN PACIFIC ISLANDER	CH	41	4	9.76	17	0	0.00		
	EV	60	10	16.67	42	0	0.00		
	BOTH	101	14	13.86	59	0	0.00		
AMERICAN INDIAN	CH	4	1	25.00	1	0	0.00		
	EV	1	0	0.00	0	0	N/A		
	BOTH	5	1	20.00	1	0	0.00		
HISPANIC	CH	50	3	6.00	8	2	22.22		
	EV	48	7	14.58	22	0	0.00		
	BOTH	98	10	10.20	31	2	6.45		
DECLINED	CH	13	0	0.00	5	0	0.00		
	EV	26	0	0.00	13	1	7.69		
	BOTH	39	0	0.00	18	1	5.56		

ALL RACES	CH EV BOTH	FEMALE				MALE			
		APPS	HIRED		APPS	HIRED			
			NOS	%		NOS	%		
CH	698	67	7.46	180	10	5.56			
EV	1201	153	12.74	528	46	8.71			
BOTH	2099	220	10.48	708	56	7.81			

RACE/ GENDER UNKNOWN	CH EV BOTH	APPS	HIRED	%
CH	975	0	0.00	
EV	1079	0	0.00	
BOTH	2054	0	0.00	

TABLE 12

EXTERNAL JOB APPLICANTS AND HIRES BY RACE/GENDER

SEPTEMBER 1, 1990 through AUGUST 31, 1991

EEO-5 PARAPROFESSIONALS (NON-EXEMPT)

RACE	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
WHITE	CH	59	15	25.42	37	8	16.22
	EV	121	21	17.36	90	22	24.44
	BOTH	180	36	20.00	127	28	22.05
BLACK	CH	83	5	6.43	82	6	7.32
	EV	14	0	0.00	30	1	3.33
	BOTH	67	5	7.46	112	7	6.25
ASIAN PACIFIC ISLANDER	CH	16	3	18.75	10	0	0.00
	EV	15	3	20.00	17	0	0.00
	BOTH	31	6	19.35	27	0	0.00
AMERICAN INDIAN	CH	0	0	N/A	0	0	N/A
	EV	0	0	N/A	0	0	N/A
	BOTH	0	0	N/A	0	0	N/A
HISPANIC	CH	4	1	25.00	11	2	18.18
	EV	3	1	33.33	7	1	14.29
	BOTH	7	2	28.57	18	3	16.67
DECLINED	CH	4	0	0.00	3	0	0.00
	EV	6	0	0.00	5	1	20.00
	BOTH	10	0	0.00	8	1	12.50

ALL RACES	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
CH	136	24	17.65	143	14	9.79	
EV	156	25	15.72	149	25	16.78	
BOTH	295	49	16.61	292	39	13.38	

RACE/ GENDER UNKNOWN	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
CH	172	0	0.00				
EV	450	0	0.00				
BOTH	622	0	0.00				

EEO-6 SKILLED CRAFTS (NON-EXEMPT)

RACE	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
WHITE	CH	2	0	0.00	48	2	4.17
	EV	2	0	0.00	160	8	5.00
	BOTH	4	0	0.00	208	10	4.81
BLACK	CH	1	0	0.00	40	1	2.50
	EV	4	0	0.00	73	0	0.00
	BOTH	5	0	0.00	113	1	0.88
ASIAN PACIFIC ISLANDER	CH	0	0	N/A	1	0	0.00
	EV	0	0	N/A	10	1	10.00
	BOTH	0	0	N/A	11	1	9.09
AMERICAN INDIAN	CH	0	0	N/A	2	0	0.00
	EV	0	0	N/A	1	0	0.00
	BOTH	0	0	N/A	3	0	0.00
HISPANIC	CH	1	0	0.00	2	0	0.00
	EV	0	0	N/A	14	0	0.00
	BOTH	1	0	0.00	16	0	0.00
DECLINED	CH	0	0	N/A	2	0	0.00
	EV	1	0	0.00	4	0	0.00
	BOTH	1	0	0.00	6	0	0.00

ALL RACES	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
CH	4	0	0.00	95	3	3.16	
EV	7	0	0.00	262	9	3.44	
BOTH	11	0	0.00	357	12	3.38	

RACE/ GENDER UNKNOWN	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
CH	25	0	0.00				
EV	490	0	0.00				
BOTH	515	0	0.00				

EEO-7 SERVICE, PERSONAL AND MAINTENANCE (NON-EXEMPT)

RACE	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
WHITE	CH	62	7	13.48	7	0	0.00
	EV	22	2	9.09	172	9	5.23
	BOTH	74	9	12.16	179	9	5.03
BLACK	CH	36	3	7.99	100	1	1.00
	EV	100	4	4.00	401	15	3.74
	BOTH	136	7	5.07	501	16	3.19
ASIAN PACIFIC ISLANDER	CH	2	0	0.00	6	1	16.67
	EV	3	1	33.33	15	0	0.00
	BOTH	5	1	20.00	21	1	4.76
AMERICAN INDIAN	CH	0	0	N/A	0	0	N/A
	EV	0	0	N/A	2	0	0.00
	BOTH	0	0	N/A	2	0	0.00
HISPANIC	CH	3	0	0.00	5	0	0.00
	EV	18	1	5.56	48	3	6.25
	BOTH	21	1	4.76	53	3	5.66
DECLINED	CH	1	0	0.00	5	0	0.00
	EV	1	0	0.00	11	1	9.09
	BOTH	2	0	0.00	16	1	6.25

ALL RACES	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
CH	96	10	10.42	123	2	1.63	
EV	144	8	5.56	648	26	4.31	
BOTH	240	18	7.50	772	28	3.69	

RACE/ GENDER UNKNOWN	CIV EV	FEMALE		MALE			
		APPS	HIRED		APPS	HIRED	
			NOS	%		NOS	%
CH	169	0	0.00				
EV	212	0	0.00				
BOTH	371	0	0.00				

TABLE 13

Comparison of Exempt Salaries Between Males and Females at Northwestern University

	MALES			FEMALES			Female Yrs as a % of Male Yrs	Female \$ as a % of Male \$
	Annual Salary	Years In Current Position	No. of Cases	Annual Salary	Years in Current Position	No. of Cases		
Grade 06 Averages:	\$31,631	4.64	27	\$32,939	3.82	58	82.27%	104.13%
Grade 06 Medians:	\$31,005	2.57	27	\$33,200	2.68	58	104.22%	107.08%
Grade 07 Averages:	\$34,157	3.71	71	\$35,444	4.81	86	129.54%	103.77%
Grade 07 Medians:	\$33,750	2.94	71	\$35,000	3.40	86	115.63%	103.70%
Grade 08 Averages:	\$39,015	4.37	59	\$40,231	3.43	56	78.50%	103.12%
Grade 08 Medians:	\$38,616	3.41	59	\$40,000	2.65	56	77.61%	103.58%
Grade 09 Averages:	\$44,380	4.98	60	\$42,115	3.87	38	77.95%	94.90%
Grade 09 Medians:	\$44,070	3.88	60	\$42,369	2.94	38	75.66%	96.14%
Grade 10 Averages:	\$47,594	3.70	33	\$46,426	5.89	43	158.98%	97.55%
Grade 10 Medians:	\$47,840	3.21	33	\$46,407	4.24	43	132.31%	97.00%
Grade 11 Averages:	\$55,095	6.67	35	\$55,411	6.11	17	91.52%	100.57%
Grade 11 Medians:	\$54,992	4.72	35	\$56,152	5.55	17	117.47%	102.11%
Grade 12 Averages:	\$64,655	7.35	20	\$60,317	3.42	8	46.52%	93.29%
Grade 12 Medians:	\$63,428	4.95	20	\$61,430	2.72	8	54.89%	96.85%
Grade 13 Averages:	\$68,672	9.37	15	\$66,777	6.19	7	66.02%	97.24%
Grade 13 Medians:	\$70,673	10.76	15	\$68,418	6.42	7	59.68%	96.81%
Grade 14 Averages:	\$82,828	8.53	9	\$70,000	0.65	1	7.67%	84.51%
Grade 14 Medians:	\$80,000	8.75	9	\$70,000	0.65	1	7.48%	87.50%
Grade 15 Averages:	\$90,508	14.13	3	\$91,221	3.98	3	28.13%	100.79%
Grade 15 Medians:	\$87,900	11.22	3	\$90,202	3.09	3	27.51%	102.62%
Grade 16 Averages:	\$97,322	5.28	6	\$96,158	6.21	4	117.66%	98.80%
Grade 16 Medians:	\$95,205	5.77	6	\$97,281	6.67	4	115.54%	102.18%

TABLE 14

Comparison of Exempt Salaries Between Males and Females for Doctoral Institutions and Northwestern University

CUPA Job Code	CUPA 1992-93 ADMINISTRATIVE COMPENSATION SURVEY							NORTHWESTERN UNIVERSITY						
	MALES			FEMALES			Female \$ as a % of Male \$	MALES			FEMALES			Female \$ as a % of Male \$
	Average Median Salary	Average Median Years	No. of Cases	Average Median Salary	Average Median Years	No. of Cases		Average Salary	Average Years	No. of Cases	Average Salary	Average Years	No. of Cases	
306.00	70,375	5.0	91	69,160	2.0	65	98.3%	\$103,500	1.0	1	n/a	n/a	n/a	n/a
303.00	67,511	6.0	78	61,857	5.0	29	91.6%	95,199	6.0	1	n/a	n/a	n/a	n/a
313.00	77,208	7.0	88	69,500	4.5	32	90.0%	n/a	n/a	n/a	88,200	8.0	1	n/a
301.20	61,596	5.5	82	53,357	5.5	26	86.6%	n/a	n/a	n/a	97,482	4.0	1	n/a
<i>NU GRADE 16 TOTAL</i>			339			152				2			2	
<i>NU GRADE 16 AVERAGE</i>			\$69,173	5.9	\$63,469	4.3	91.8%	\$99,350	3.5	\$92,841	6.0	93.4%		
305.10	57,514	5.0	11	52,500	2.5	20	91.3%	\$109,635	6.8	1	\$94,845	6.8	1	86.5%
208.00	74,640	6.0	68	66,582	3.0	10	89.2%	n/a	n/a	n/a	90,202	1.0	1	n/a
310.00	69,207	7.0	74	67,252	4.0	17	97.2%	73,990	9.0	1	n/a	n/a	n/a	n/a
402.00	75,300	5.0	68	64,175	3.0	28	85.2%	87,900	11.0	1	n/a	n/a	n/a	n/a
<i>NU GRADE 15 TOTAL</i>			221			75				3			2	
<i>NU GRADE 15 AVERAGE</i>			\$69,165	5.8	\$62,627	3.1	90.5%	\$90,508	8.9	\$92,524	3.9	102.2%		
209.00	68,749	6.0	84	55,132	4.0	38	80.2%	\$79,590	12.0	1	n/a	n/a	n/a	n/a
319.00	65,452	7.0	69	60,116	7.5	10	91.8%	66,234	7.0	1	n/a	n/a	n/a	n/a
404.00	63,262	6.0	75	47,000	3.0	51	74.3%	n/a	n/a	n/a	70,453	4.0	1	n/a
<i>NU GRADE 14 TOTAL</i>			228			99				2			1	
<i>NU GRADE 14 AVERAGE</i>			\$65,821	6.3	\$54,083	4.8	82.2%	\$72,912	9.5	\$70,453	4.0	96.6%		
314.00	56,257	6.0	68	48,371	4.0	36	86.0%	\$50,150	0.5	1	n/a	n/a	n/a	n/a
318.00	63,690	8.5	84	50,707	3.0	33	79.6%	69,785	4.0	1	n/a	n/a	n/a	n/a
306.10	52,273	4.0	31	44,078	3.0	41	84.3%	n/a	n/a	n/a	78,934	19.0	1	n/a
506.00	56,945	9.0	101	55,662	4.0	61	97.7%	n/a	n/a	n/a	68,005	1.0	1	n/a
309.20	51,600	6.0	52	47,653	5.5	16	92.4%	n/a	n/a	n/a	68,418	8.0	1	n/a
320.00	55,050	6.0	136	61,509	1.0	11	111.7%	71,043	13.0	1	n/a	n/a	n/a	n/a
504.00	61,809	10.0	101	54,115	4.0	38	87.6%	72,787	16.0	1	n/a	n/a	n/a	n/a
502.00	63,000	5.5	86	56,715	4.5	36	90.0%	n/a	n/a	n/a	75,924	8.0	1	n/a
208.10	56,565	7.5	28	43,103	5.0	5	76.2%	71,582	2.0	1	n/a	n/a	n/a	n/a
<i>NU GRADE 13 TOTAL</i>			687			277				5			4	
<i>NU GRADE 13 AVERAGE</i>			\$57,465	6.9	\$51,324	3.8	89.3%	\$67,069	7.1	\$72,920	9.0	107.8%		

Comparison of Exempt Salaries Between Males and Females for Doctoral Institutions and Northwestern University

CUPA

1992-93 ADMINISTRATIVE COMPENSATION SURVEY

NORTHWESTERN UNIVERSITY

CUPA Job Code	MALES			FEMALES			Female \$ as a % of Male \$	MALES			FEMALES			Female \$ as a % of Male \$
	Average Median Salary	Average Median Years	No. of Cases	Average Median Salary	Average Median Years	No. of Cases		Average Salary	Average Years	No. of Cases	Average Salary	Average Years	No. of Cases	
401.10	50,450	3.0	35	42,203	2.0	58	83.7%	n/a	n/a	n/a	\$64,554	2.0	1	n/a
402.10	71,389	5.0	53	72,964	3.0	21	102.2%	59,700	7.0	1	n/a	n/a	n/a	n/a
306.80	48,621	5.0	26	39,234	4.0	31	80.7%	68,428	11.0	1	n/a	n/a	n/a	n/a
410.00	53,728	6.0	41	50,500	3.0	30	94.0%	60,601	10.0	1	n/a	n/a	n/a	n/a
316.00	55,183	7.0	117	50,302	3.5	28	91.2%	53,500	2.0	1	n/a	n/a	n/a	n/a
513.00	52,150	7.5	70	48,969	5.0	73	93.9%	65,100	19.0	1	n/a	n/a	n/a	n/a
401.20	59,610	3.0	46	48,060	2.0	38	80.6%	61,756	2.0	1	n/a	n/a	n/a	n/a
321.00	58,711	5.0	60	58,000	4.0	17	98.8%	68,432	14.0	1	n/a	n/a	n/a	n/a
<i>NU GRADE 12 TOTAL</i>			<i>448</i>			<i>294</i>				<i>7</i>			<i>1</i>	
<i>NU GRADE 12 AVERAGE</i>			<i>\$56,230</i>	<i>5.2</i>		<i>\$51,279</i>	<i>3.3</i>	<i>91.2%</i>	<i>\$62,502</i>	<i>9.3</i>		<i>\$64,554</i>	<i>2.0</i>	<i>103.3%</i>
522.00	48,642	8.0	91	37,860	7.0	23	77.8%	51,600	14.0	1	n/a	n/a	n/a	n/a
315.00	50,843	7.0	52	45,983	5.0	39	90.4%	n/a	n/a	n/a	53,210	11.0	1	n/a
502.10	45,849	8.5	40	37,652	4.0	43	82.1%	63,180	21.0	1	n/a	n/a	n/a	n/a
506.10	42,415	5.0	38	38,331	4.0	70	90.4%	49,090	2.0	1	n/a	n/a	n/a	n/a
322.10	64,900	4.0	13	58,125	7.5	16	86.5%	n/a	n/a	n/a	58,152	8.0	1	n/a
<i>NU GRADE 11 TOTAL</i>			<i>234</i>			<i>191</i>				<i>3</i>			<i>2</i>	
<i>NU GRADE 11 AVERAGE</i>			<i>\$50,530</i>	<i>6.5</i>		<i>\$43,190</i>	<i>5.5</i>	<i>85.5%</i>	<i>\$54,623</i>	<i>12.3</i>		<i>\$54,681</i>	<i>9.5</i>	<i>100.1%</i>
307.00	61,457	5.0	40	56,738	4.5	74	92.3%	n/a	n/a	n/a	\$47,648	4.0	1	n/a
301.10	57,750	5.0	96	56,872	2.5	10	98.1%	63,800	4.0	1	n/a	n/a	n/a	n/a
504.10	46,576	8.0	46	37,948	4.0	43	81.5%	n/a	n/a	n/a	41,932	6.0	1	n/a
306.20	46,737	7.5	38	40,006	4.0	79	85.6%	54,488	3.0	1	n/a	n/a	n/a	n/a
306.70	46,774	3.0	30	40,000	4.0	56	85.5%	46,575	0.5	1	n/a	n/a	n/a	n/a
<i>NU GRADE 10 TOTAL</i>			<i>250</i>			<i>262</i>				<i>3</i>			<i>2</i>	
<i>NU GRADE 10 AVERAGE</i>			<i>\$51,859</i>	<i>5.7</i>		<i>\$46,272</i>	<i>3.8</i>	<i>89.2%</i>	<i>\$54,954</i>	<i>2.5</i>		<i>\$44,790</i>	<i>5.0</i>	<i>81.5%</i>

TABLE 14

Comparison of Exempt Salaries Between Males and Females for Doctoral Institutions and Northwestern University

CUPA Job Code	CUPA 1992-93 ADMINISTRATIVE COMPENSATION SURVEY							NORTHWESTERN UNIVERSITY						Female \$ as a % of Male \$
	MALES			FEMALES			Female \$ as a % of Male \$	MALES			FEMALES			
	Average Median Salary	Average Median Years	No. of Cases	Average Median Salary	Average Median Years	No. of Cases		Average Salary	Average Years	No. of Cases	Average Salary	Average Years	No. of Cases	
514.00	55,808	7.0	83	53,484	5.0	43	95.8%	n/a	n/a	n/a	42,400	4.0	1	n/a
313.10	47,000	6.0	67	36,290	5.0	74	77.2%	n/a	n/a	n/a	44,911	4.0	1	n/a
508.30	41,818	4.5	30	34,456	4.0	40	82.4%	42,000	6.0	1	n/a	n/a	n/a	n/a
306.60	42,000	4.5	30	39,288	4.0	65	93.5%	43,890	0.5	1	n/a	n/a	n/a	n/a
319.10	30,574	6.5	88	31,025	4.0	31	101.5%	44,350	7.0	1	n/a	n/a	n/a	n/a
316.10	46,424	5.0	52	40,361	4.0	17	86.9%	51,350	15.0	1	n/a	n/a	n/a	n/a
519.00	38,002	7.0	111	31,800	2.0	9	83.7%	37,450	3.0	1	n/a	n/a	n/a	n/a
<i>NU GRADE 9 TOTAL</i>			461			279								
<i>NU GRADE 9 AVERAGE</i>				\$43,089	5.8		88.4%	\$43,808	6.3		\$43,656	4.0		99.7%
315.10	39,025	5.0	15	33,360	4.0	18	85.5%	\$39,910	2.0	1	n/a	n/a	n/a	n/a
312.50	37,692	5.0	105	40,028	4.0	17	106.2%	36,745	2.0	1	n/a	n/a	n/a	n/a
309.50	37,344	5.5	16	35,502	6.0	17	95.1%	37,880	3.0	16	38,698	2.2	13	102.2%
306.30	44,036	4.0	16	40,165	3.0	56	91.2%	n/a	n/a	n/a	39,191	0.5	1	n/a
401.30	42,895	4.5	12	38,775	3.0	30	90.4%	n/a	n/a	n/a	40,728	15.0	1	n/a
<i>NU GRADE 8 TOTAL</i>			164			138							15	
<i>NU GRADE 8 AVERAGE</i>				\$40,198	4.8		93.5%	\$38,178	2.3		\$39,538	5.9		103.6%
309.60	28,350	3.0	17	29,544	4.0	12	104.2%	\$33,260	2.4	18	\$34,851	2.6	11	104.8%
510.00	42,875	8.5	50	38,948	6.0	40	90.8%	n/a	n/a	n/a	37,600	8.0	1	n/a
314.10	37,785	4.5	20	29,582	4.0	30	78.3%	40,767	3.9	3	n/a	n/a	n/a	n/a
<i>NU GRADE 7 TOTAL</i>			87			82							12	
<i>NU GRADE 7 AVERAGE</i>				\$36,337	5.3		90.0%	\$37,014	3.1		\$36,226	5.3		97.9%

N of CUPA Doctoral Institutions = 180

Table 15: Five-year rates of staying within salary grade or changing grade with a salary decrease, promotion to a higher grade, leaving the University, Chi-square test of independence between gender and employment change category

	Grade	# of women	# of men	% with no change		% promoted		% who left university		p-value for Chi-square	Fisher's Exact Test (2-Tail)
				women	men	women	men	women	men		
	N3-N5	37	22	13.51	13.64	35.14	22.73	51.35	63.64	0.59	0.56
	N6	74	6	21.62	50.00	28.38	33.33	50.00	16.67	0.20	0.15
N	N7	103	35	24.27	31.43	28.16	14.29	47.57	54.29	0.25	0.28
O	N8	39	7	25.64	42.86	17.95	14.29	56.41	42.86	0.65	0.75
N	N9	512	84	28.71	30.95	21.09	9.52	50.20	59.52	0.04	0.03
E	N10	295	68	33.22	20.59	19.66	27.94	47.12	51.47	0.09	0.08
X	N11	88	24	30.68	33.33	19.32	20.83	50.00	45.83	0.94	0.91
E	N12	107	41	17.76	9.76	10.28	19.51	71.98	70.73	0.20	0.23
M	N13	43	54	44.19	27.78	6.98	24.07	48.84	48.15	0.05	0.05
P	N14-N19	13	42	46.15	42.86	38.46	11.90	15.38	45.24	0.05	0.05
T	N30-N43	34	259	52.94	65.64	11.76	2.70	35.29	31.66	0.02	0.03
	N44-N46	--	4	--	50.00	--	--	--	50.00	--	--
	NA1-NO0	16	39	25.00	38.46	12.50	20.51	62.50	41.03	0.35	0.45
	E0		1						100.00		
	E1-E3	9	9	11.11	11.11	22.22	11.11	66.67	77.78	0.81	1.00
	E4	33	14	27.27	35.71	15.15	35.71	57.58	28.57	0.14	0.14
E	E5	50	26	34.00	15.38	11.08	15.38	52.00	69.23	0.22	0.22
X	E6	19	10	47.37	20.00	5.26	30.00	47.37	50.00	0.12	0.10
E	E7	44	23	27.27	21.74	22.73	17.39	50.00	60.87	0.70	0.79
M	E8	33	40	21.21	30.00	24.24	20.00	54.55	50.00	0.68	0.74
P	E9	15	26	26.67	42.31	6.67	7.69	66.67	50.00	0.57	0.69
T	E10	20	17	45.00	35.29	10.00	17.65	45.00	47.06	0.73	0.74
	E11	12	16	58.33	62.50	--	18.75	41.67	18.75	0.17	0.24
	E12-E33	90	141	14.44	33.33	25.56	19.86	60.00	46.81	0.01	0.01
	EC2-EZ3	51	53	52.94	49.06	9.80	1.89	37.25	49.06	0.15	0.16

Appendix VI

Faculty Tables

(Tables 16-24)

Salary Regression Analysis

Pairs Study

TABLE 16

Tenured and Tenure Track Women Faculty as a Percent of Total Tenured and Tenure Track Faculty by School, Fall 1987 to Fall 1992

School	1987			1988			1989			1990			1991			1992		
	# Women Ten./Tr.	Total # Ten./Tr.*	% Women Ten./Tr.	# Women Ten./Tr.	Total # Ten./Tr.*	% Women Ten./Tr.	# Women Ten./Tr.	Total # Ten./Tr.*	% Women Ten./Tr.	# Women Ten./Tr.	Total # Ten./Tr.*	% Women Ten./Tr.	# Women Ten./Tr.	Total # Ten./Tr.*	% Women Ten./Tr.	# Women Ten./Tr.	Total # Ten./Tr.*	% Women Ten./Tr.
CAS	51	370	13.8%	56	383	14.6%	60	381	15.7%	63	379	16.6%	65	381	17.1%	74	387	19.1%
KGSM	16	93	17.2%	18	95	18.9%	19	101	18.8%	18	102	17.6%	17	99	17.2%	15	100	15.0%
Education	7	18	38.9%	8	20	40.0%	7	21	33.3%	7	20	35.0%	9	24	37.5%	7	23	30.4%
Journalism	3	14	21.4%	3	25	12.0%	3	22	13.6%	3	25	12.0%	3	24	12.5%	3	24	12.5%
Music	6	49	12.2%	7	52	13.5%	8	54	14.8%	10	55	18.2%	10	54	18.5%	10	53	18.9%
Speech	21	75	28.0%	22	76	28.9%	21	71	29.6%	22	75	29.3%	25	77	32.5%	28	80	35.0%
McCormick	4	145	2.8%	5	149	3.4%	4	151	2.6%	8	154	5.2%	10	159	6.3%	14	150	9.3%
Dental	15	74	20.3%	14	75	18.7%	12	69	17.4%	10	60	16.7%	4	46	8.7%	3	40	7.5%
Law	5	43	11.6%	5	40	12.5%	5	42	11.9%	6	44	13.6%	6	43	14.0%	6	40	15.0%
Medical	70	419	16.7%	68	407	16.7%	63	373	16.9%	72	395	18.2%	71	396	17.9%	81	422	19.2%
Other **	9	22	40.9%	3	3	100.0%	1	1	100.0%	0	0	0.0%	0	1	0.0%	0	1	0.0%
Total	207	1322	15.7%	209	1325	15.8%	203	1286	15.8%	219	1309	16.7%	220	1304	16.9%	241	1328	18.1%
Total (Excluding Medical)	137	903	15.2%	141	918	15.4%	140	913	15.3%	147	914	16.1%	149	908	16.4%	153	908	16.9%

Notes:

* All tenured and tenure track faculty, regardless of time status. Includes non-stipend faculty in the Medical School. (Figures in this table are equal to the sum of tenured and tenure track faculty in Table 17. They differ from Table 18 because it includes all full-time faculty whether or not they are eligible for tenure.)

** Other category includes research centers and administrative departments.

Source: Human Resource extract file maintained by the Office of Administration and Planning with decadal review.

TABLE 17

Tenured and Tenure Track Women Regardless of Time Status, 1987 to 1992

School	1987				1988				1989				1990				1991				1992			
	T		Tr		T		Tr		T		Tr		T		Tr		T		Tr		T		Tr	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CAS	34	67%	17	33%	38	68%	18	32%	38	63%	22	37%	40	63%	23	37%	40	62%	25	38%	42	57%	32	43%
KGSM	4	25%	12	75%	4	22%	14	78%	5	26%	14	74%	5	28%	13	72%	6	35%	11	65%	7	47%	8	53%
Education	5	71%	2	29%	6	75%	2	25%	6	86%	1	14%	6	86%	1	14%	6	67%	3	33%	5	71%	2	29%
Journalism	1	25%	3	75%	1	33%	2	67%	1	33%	2	67%	1	33%	2	67%	1	33%	2	67%	1	33%	2	67%
Music	4	67%	2	33%	3	43%	4	57%	4	50%	4	50%	4	40%	6	60%	4	40%	6	60%	4	40%	6	60%
Speech	12	57%	9	43%	12	55%	10	45%	14	67%	7	33%	13	59%	9	41%	15	60%	10	40%	16	57%	12	43%
McCormick	3	75%	1	25%	4	80%	1	20%	3	75%	1	25%	4	50%	4	50%	6	60%	4	40%	6	43%	8	57%
Dental	7	47%	8	53%	7	50%	7	50%	7	58%	5	42%	7	70%	3	30%	4	100%	0	0%	2	67%	1	33%
Law	4	80%	1	20%	4	80%	1	20%	3	60%	2	40%	4	67%	2	33%	4	67%	2	33%	3	50%	3	50%
Medical	39	56%	31	44%	41	60%	27	40%	47	75%	16	25%	49	68%	23	32%	51	72%	20	28%	52	64%	29	36%
Other	4	44%	5	56%	1	33%	2	67%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	117	56%	91	44%	121	58%	88	42%	128	63%	75	37%	133	61%	86	39%	137	62%	83	38%	138	57%	103	43%
Total w/out Medical	78	57%	60	43%	80	57%	61	43%	81	58%	59	42%	84	57%	63	43%	86	58%	63	42%	86	54%	74	46%

Notes:

T - tenure; Tr - tenure track

Includes non-stipend faculty in the Medical School.

TABLE 18

Representation of Full-time Men and Women Faculty by Rank, 1973-74 to 1992-93

Year	P		AP		aP		As		I		L		Other		Total		Total All Fac.																
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women																	
1973-74	419	95.7%	19	4.3%	223	89.6%	26	10.4%	235	82.7%	49	17.3%	28	73.7%	10	26.3%	64	69.6%	28	30.4%	49	84.5%	9	15.5%	28	66.7%	14	33.3%	1046	87.1%	155	12.9%	1201
1974-75	444	95.9%	19	4.1%	211	87.6%	30	12.4%	247	84.3%	46	15.7%	23	67.6%	11	32.4%	73	71.6%	29	28.4%	52	86.7%	8	13.3%	28	62.2%	17	37.8%	1078	87.1%	160	12.9%	1238
1975-76	441	96.5%	16	3.5%	227	88.3%	30	11.7%	254	83.0%	52	17.0%	26	56.5%	20	43.5%	76	67.3%	37	32.7%	55	83.3%	11	16.7%	19	59.4%	13	40.6%	1097	86.0%	179	14.0%	1276
1976-77	459	96.2%	18	3.8%	234	87.6%	33	12.4%	267	82.4%	57	17.6%	37	61.7%	23	38.3%	51	63.8%	29	36.3%	52	74.3%	18	25.7%	14	45.2%	17	54.8%	1114	85.1%	195	14.9%	1309
1977-78	457	95.6%	21	4.4%	235	87.4%	34	12.6%	267	78.3%	74	21.7%	32	57.1%	24	42.9%	44	67.7%	21	32.3%	72	86.7%	11	13.3%					1107	85.7%	185	14.3%	1292
1978-79	453	95.0%	24	5.0%	238	88.1%	32	11.9%	251	75.4%	82	24.6%	48	68.6%	22	31.4%	50	67.6%	24	32.4%	67	78.8%	18	21.2%					1107	84.6%	202	15.4%	1309
1979-80	469	95.1%	24	4.9%	219	87.6%	31	12.4%	250	72.5%	95	27.5%	32	60.4%	21	39.6%	45	66.2%	23	33.8%	67	74.4%	23	25.6%					1082	83.3%	217	16.7%	1299
1980-81	473	94.8%	26	5.2%	223	86.4%	35	13.6%	260	72.8%	97	27.2%	23	56.1%	18	43.9%	40	66.7%	20	33.3%	63	70.0%	27	30.0%					1124	82.0%	247	17.1%	1305
1981-82	495	94.5%	29	5.5%	230	85.5%	39	14.5%	268	74.4%	92	25.6%	26	55.3%	21	44.7%	38	57.6%	28	42.4%	67	63.8%	38	36.2%					1133	83.1%	230	16.9%	1363
1982-83	505	93.9%	33	6.1%	244	85.3%	42	14.7%	268	74.2%	93	25.8%	8	72.7%	3	27.3%	44	67.7%	21	32.3%	64	62.7%	38	37.3%					1081	82.0%	237	18.0%	1318
1983-84	507	93.4%	36	6.6%	247	81.8%	55	18.2%	231	75.2%	76	24.8%	18	60.0%	12	40.0%	19	46.3%	22	53.7%	59	62.1%	36	37.9%					1084	81.7%	243	18.3%	1318
1984-85	507	93.4%	36	6.6%	241	82.0%	53	18.0%	231	77.0%	69	23.0%	18	66.7%	9	33.3%	17	39.5%	26	60.5%	70	63.1%	41	36.9%					1097	82.5%	232	17.5%	1329
1985-86	525	94.4%	31	5.6%	262	82.9%	54	17.1%	213	75.0%	71	25.0%	19	50.0%	19	50.0%	14	58.3%	10	41.7%	64	57.7%	47	42.3%					1104	81.8%	245	18.2%	1349
1986-87	525	94.4%	31	5.6%	260	81.3%	60	18.8%	229	75.6%	74	24.4%	14	70.0%	6	30.0%	13	37.1%	22	62.9%	63	54.8%	52	45.2%					1078	80.9%	255	19.1%	1333
1987-88	516	94.0%	33	6.0%	253	80.6%	61	19.4%	235	73.7%	84	26.3%	16	69.6%	7	30.4%	14	42.4%	19	57.6%	44	46.3%	51	53.7%					1080	79.8%	273	20.2%	1353
1988-89	510	93.2%	37	6.8%	255	81.0%	60	19.0%	229	71.1%	93	28.9%	14	70.0%	6	30.0%	15	46.9%	17	53.1%	57	48.7%	60	51.3%					1324	77.8%	377	22.2%	1701
1989-90*	556	93.8%	37	6.2%	270	76.9%	81	23.1%	341	73.3%	124	26.7%	43	60.6%	28	39.4%	51	49.5%	52	50.5%	63	53.4%	55	46.6%					1340	77.1%	399	22.9%	1739
1990-91	562	92.3%	47	7.7%	285	78.7%	77	21.3%	335	71.7%	132	28.3%	32	61.5%	20	38.5%	54	45.8%	64	54.2%	72	55.0%	59	45.0%					1388	77.0%	415	23.0%	1803
1991-92**	604	91.8%	54	8.2%	305	77.8%	87	22.2%	334	72.6%	126	27.4%	23	53.5%	20	46.5%	49	42.2%	67	57.8%	73	54.5%	61	45.5%					1387	76.2%	433	23.8%	1820
1992-93**	587	91.3%	56	8.7%	296	75.5%	96	24.5%	348	72.2%	134	27.8%	21	55.3%	17	44.7%	54	43.5%	70	56.5%	81	57.4%	60	42.6%									

Notes: Includes all full-time faculty regardless of tenure status.

*Medical School academic full-time faculty were treated as full-time beginning in 1989-90. Previously they were treated as contributed service.

**Includes faculty on leave.

P = Professor; AP = Associate Professor; aP = Assistant Professor; As = Associate; I = Instructor; L = Lecturer.

Source: Northwestern University Data Book: Number of Women Faculty & Full-time Faculty Eleven Year History

TABLE 19

Availability, Utilization, and Total Hiring of Tenured and Tenure Track Women Faculty, Fall 1988 to Fall 1993

Department	# F-T T/Tv Fac.	Avg. % Ph.D. Earned 1980-85	% NU Util. Fall 1992	Ph.D.s. Earned 1991			Fall 1989 Hires			Fall 1990 Hires			Fall 1991 Hires			Fall 1992 Hires			Fall 1993 Hires			
				#	Total	%** Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	
																						Women
CAS:																						
Art	5	60.5%	20.0%	na	na	na																
Art History	9	48.1%	33.3%	79	125	63.2%																
Classics	6	36.0%	0.0%	24	55	43.6%																
English	28	51.0%	49.1%	341	600	56.8%	4	4	100.0%	1	2	50.0%	1	2	50.0%	1	2.5	40.0%				
History	31	33.1%	19.0%	43	123	35.0%	1	5	20.0%				1	2	50.0%	2	2	100.0%	0	3	0.0%	
Religion	5	17.6%	15.4%	na	na	na																
Linguistics	8	51.1%	59.5%	110	227	48.5%							1	1	100.0%	1	1	100.0%	0	1	0.0%	
Philosophy	14	24.1%	18.5%	na	na	na							0	1	0.0%	1	1	100.0%				
African-American	3	33.1%	23.8%	21	89	23.6%				0	0.5	0.0%										
Anthropology	14	47.5%	33.3%	209	340	61.5%				0	1	0.0%	2	2	100.0%	1	1	100.0%				
Economics	34	16.8%	7.5%	173	853	20.3%	0.5	4.5	11.1%	0	1	0.0%	0	2.5	0.0%	1	4	25.0%	0	2	0.0%	
Political Science	18	23.2%	14.3%	118	434	27.2%	1	3	33.3%				2	4	50.0%	0	1	0.0%	1	2	50.0%	
Psychology	22	47.0%	27.7%	1984	3240	61.2%	1	2	50.0%	1	1.7	58.8%	0	1	0.0%	1	5	20.0%	0	1	0.0%	
Sociology	18	40.2%	24.6%	na	na	na	0	1	0.0%	2	3	66.7%	0	1	0.0%	0	2	0.0%	1	2	50.0%	
French & Italian	12	66.5%	50.0%	84	130	64.6%				1	1	100.0%				0	1	0.0%				
German	7	57.6%	14.3%	38	71	53.5%				0	1	0.0%	0	1	0.0%	0	1	0.0%				
Hispanic Studies	7	57.3%	28.6%	111	172	64.5%							0	1	0.0%	0	1	0.0%				
Slavic Languages	5	51.7%	20.0%	9	14	64.3%							0	1	0.0%	0	3	0.0%				
Chemistry	22	17.8%	0.0%	na	na	na							0	1	0.0%	0	3	0.0%				
Geology	13	17.7%	15.4%	34	191	17.8%				1	1	100.0%	0	2	0.0%	1	2	50.0%				
Mathematics	29	17.3%	10.9%	194	1040	18.7%	0	1	0.0%				0	2	0.0%	0	1	0.0%	0	1	0.0%	
Physics/Astronomy	31	7.7%	3.4%	152	1408	10.8%				1	1	100.0%	0	2	0.0%	1	1	100.0%	0	1	0.0%	
Statistics	4	24.8%	20.0%	na	na	na				0	1	0.0%				1	1	100.0%				
BMBCB	23	31.8%	9.3%	530	1393	38.0%							1	3	33.3%							
NBP	10	26.6%	9.1%	na	na	na										1	1	100.0%				
TOTALS	378						7.5	20.5	36.6%	7	14.2	49.3%	8	30.5	26.2%	11	30.5	36.1%	2	12	16.7%	
Dental:																						
Basic/Behavioral	9	30.8%	0.0%	na	na	na	0	1	0.0%							0	1	0.0%	1	1	100.0%	
Clinical (Stomatology & Restorative)	24	16.3%	14.4%	na	na	na							1	2	50.0%	1	3	33.3%	1	3	33.3%	
TOTALS	33						0	1	0.0%				1	3	33.3%	2	4	50.0%				

TABLE 19

Availability, Utilization, and Total Hiring of Tenured and Tenure Track Women Faculty, Fall 1988 to Fall 1993

Department	# F-T T/Ty Fac.	Avg. % Ph.D. Earned 1980-85	% NU Util. Fall 1992	Ph.D.s Earned 1991			Fall 1989 Hires			Fall 1990 Hires			Fall 1991 Hires			Fall 1992 Hires			Fall 1993 Hires		
				Ph.D.s #	Total	%** Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women
SESP:																					
Education	20	49.1%	24.0%	3718	6397	58.1%	0.5	4.5	11.1%	0	1.3	0.0%	2	4	50.0%				0	0.8	0.0%
KGSM:																					
A & IS	12	18.3%	7.7%	57	172	33.1%	1	1	100.0%	0	3	0.0%				0	1	0.0%	0	1	0.0%
Finance	22	11.6%	14.1%	na	na	na	0	1	0.0%	0	1	0.0%	0	4	0.0%	0	2	0.0%	0	1	0.0%
MEDS	21	8.0%	0.0%	4	19	21.1%	0	2	0.0%	0	3	0.0%				0	2	0.0%	0	1	0.0%
Marketing	16	21.6%	31.3%	38	134	28.4%	0	1	0.0%	1	3	33.3%	0	1	0.0%				0	2	0.0%
Organ Beh	14	25.7%	29.0%	37	72	51.4%	0	1	0.0%	0	1	0.0%	0	1	0.0%				1	3	33.3%
Manage/Strategy	14	19.2%	14.3%	na	na	na	1	1	100.0%	0	1	0.0%	0	3.5	0.0%				1	2	50.0%
TOTALS	99						2	7	28.6%	1	12	8.3%	0	9.5	0.0%	0	5	0.0%	2	9	22.2%
Law:																					
Law	42	20.6%	15.2%	na	na	na	1	2.5	40.0%	1	2	50.0%	0	1	0.0%	1	1	100.0%	1	3	33.3%
MEAS:																					
Chem Eng	13	4.8%	0.0%	72	620	11.6%	0	1	0.0%	0	1	0.0%	0	1	0.0%				0	1	0.0%
Civil Eng	25	3.9%	4.5%	30	509	5.9%										0	1	0.0%	0	1	0.0%
EE/CS	44	6.1%	10.3%	66	1206	5.5%	1	6	16.7%	1	3	33.3%	3	7.3	41.1%	0	2	0.0%	1	1.2	83.3%
Applied Math	13	6.3%	0.0%	2	42	4.8%	0	1	0.0%	0	2	0.0%				0	1	0.0%	1	1	100.0%
Biomedical Eng	9	5.3%	0.0%	27	149	18.1%				0	1	0.0%				1	2	50.0%			
IE/MS	16	9.9%	12.8%	17	163	10.4%				2	3	66.7%							0	2	0.0%
Mechanical Eng	17	2.6%	0.0%	50	761	6.6%	0	1	0.0%	0	2	0.0%	0	1	0.0%	1	1	100.0%			
Mat Sc/Eng	20	8.0%	14.3%	56	362	15.5%				0	2	0.0%							0	1	0.0%
TOTALS	157						1	9	11.1%	3	14	21.4%	3	9.3	32.3%	2	7	28.6%	2	7.2	27.8%
Medical:																					
CMS Biology	25	32.0%	19.2%	na	na	na							1	4	25.0%	0	1	0.0%	1	2	50.0%
Micro/Immun	13	32.0%	21.4%	na	na	na	2	3	66.7%	0	1	0.0%							0	2	0.0%
Pathology	39	31.4%	26.3%	na	na	na	0	1	0.0%	1	4	25.0%	2	5	40.0%	1	3	33.3%	0	3	0.0%
Pharmacology	12	23.2%	33.3%	na	na	na	1	2	50.0%	1	1	100.0%	1	1	100.0%	0	1	0.0%	0	1	0.0%
Physiology	15	24.4%	6.3%	na	na	na				0	1	0.0%	1	0.7	142.9%	0	1	0.0%			

TABLE 19

Availability, Utilization, and Total Hiring of Tenured and Tenure Track Women Faculty, Fall 1988 to Fall 1993

Department	# F-T T/Tr Fac.	Avg. % Ph.D. Earned 1980-85	% NU Util. Fall 1992	Ph.D.s Earned 1991			Fall 1989 Hires			Fall 1990 Hires			Fall 1991 Hires			Fall 1992 Hires			Fall 1993 Hires			
				# Women	Total Women	%** Women	Hires Women	Total Hires	% Women	Hires Women	Total Hires	% Women	Hires Women	Total Hires	% Women	Hires Women	Total Hires	% Women	Hires Women	Total Hires	% Women	
Anesthesia	19	22.4%	5.9%	na	na	na											0	2	0.0%			
Preventive Med	9	18.8%	22.2%	na	na	na											0	4	0.0%	1	1	100.0%
Dermatology	4	13.1%	50.0%	na	na	na				1	1	100.0%					0	1	0.0%	0	2	0.0%
Medicine	92	11.6%	12.1%	na	na	na	1	3	33.3%	3	14	21.4%	1	9	11.1%	2	8	25.0%	1	9	11.1%	
Neurology	10	9.0%	7.7%	na	na	na	1	1	100.0%	0	1	0.0%	0	2	0.0%	1	3	33.3%	0	1	0.0%	
OB-GYN	22	14.8%	24.0%	na	na	na	1	5	20.0%				1	2	50.0%	1	2	50.0%	1	4	25.0%	
Ophthalmology	5	7.3%	20.0%	na	na	na	0	1	0.0%										1	1	100.0%	
Orthopaedic	9	4.4%	14.3%	na	na	na				0	1	0.0%										
Otolaryngology	5	4.7%	0.0%	na	na	na	0	2	0.0%	0	1	0.0%				0	1	0.0%				
Pediatrics	43	26.7%	52.6%	na	na	na	5	11	45.5%	1	2	50.0%	3	5	60.0%	0	3	0.0%	2	6	33.3%	
PM & R	14	24.5%	36.8%	na	na	na				1	2	50.0%	1	1	100.0%	0	3	0.0%		2	0.0%	
Physical Therapy	7	24.5%	42.9%	na	na	na				0	1	0.0%	0	1	0.0%	0	1	0.0%	1	3	33.3%	
Psych & Beh Sci	17	24.5%	29.4%	na	na	na				0	2	0.0%	0	1	0.0%	0	1	0.0%	1	3	33.3%	
Surgery	28	4.1%	3.1%	na	na	na	0	1	0.0%	0	1	0.0%	0	3	0.0%	0	6	0.0%	1	1	100.0%	
Urology	6	24.5%	0.0%	na	na	na										0	2	0.0%				
Radiology	7	15.5%	28.6%	na	na	na	1	1	100.0%	0	1	0.0%				1	2	50.0%	0	1	0.0%	
Radiation Oncology	1	na	na	na	na	na																
Cancer Center		na	na	na	na	na														0	1	0.0%
Medical Education		na	na	na	na	na														0	1	0.0%
TOTALS**	402						12	31	38.7%	8	33	24.2%	11	34.7	31.7%	6	44	13.6%	9	41	22.0%	
Mediil:																						
All but I/AMC	17	41.5%	17.6%	4	7	57.1%	0	2.5	0.0%							1	2	50.0%				
I/AMC	7	41.5%	37.5%	4	7	57.1%										2	2	100.0%				
TOTALS	24						0	2.5	0.0%							3	4	75.0%				
Music:																						
Acad. Studies/Comp.	23	31.8%	17.4%	na	na	na	1	3	33.3%	2	3	66.7%										
Performance	28	31.8%	17.9%	na	na	na	1	3	33.3%	1	1	100.0%							1	2	50.0%	
TOTALS	51						2	6	33.3%	3	4	75.0%							1	2	50.0%	

TABLE 19

Availability, Utilization, and Total Hiring of Tenured and Tenure Track Women Faculty, Fall 1988 to Fall 1993

Department	# F-T T/Tr Fac.	Avg. % Ph.D. Earned 1980-85	% NU Util. Fall 1992	Ph.D.s Earned 1991			Fall 1989 Hires			Fall 1990 Hires			Fall 1991 Hires			Fall 1992 Hires			Fall 1993 Hires		
				# Women	Total Women	%** Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women	Women Hires	Total Hires	% Women
Speech:				na	na	na	1	1	100.0%	1	2	50.0%				2	3	66.7%	0	1	0.0%
Com Sci/Disorder	23	66.0%	44.3%	na	na	na	1	2.5	40.0%				1	2	50.0%	0	1	0.0%			
Com Studies	21	41.7%	23.9%	na	na	na				0	1	0.0%									
Perform Stud	6	41.7%	34.8%	na	na	na				0	2	0.0%	3	4	75.0%	0	1	0.0%			
R/TV/film	14	48.4%	44.8%	na	na	na	1	1	100.0%	3	3.5	85.7%				1	1.5	66.7%			
Theatre	15	44.8%	40.0%	na	na	na	3	4.5	66.7%	4	8.5	47.1%	4	6	66.7%	3	6.5	46.2%	0	1	0.0%
TOTALS	79						29	88.5	32.8%	26	89	29.2%	28	95	29.5%	27	101	26.7%	19	80	23.8%
Overall Totals																					

* Fall 1992

** Does not include full-time, non-tenure eligible hiring in clinical departments

Sources: NSF/NID/USED/NEH/USDA/NRC Survey of Doctorates; Equal Employment Opportunity Director; Medical School; Office of the Provost (based on final formal Board of Trustees report)

TABLE 20

Outcomes of Faculty Promotion and Tenure Considerations 1988-89 to 1992-93

Northwestern University

Rank	Considered			Approved			
	Female	Male	Total	Female Number	Percent	Male Number	Percent
1988-89							
Professor/Tenured	-	22	22	-	-	17	77%
Professor, Clinical	-	5	5	-	-	2	40%
Assoc. Prof./Tenured	11	16	27	8	73%	14	88%
Associate Professor	-	6	6	-	-	6	100%
Assoc. Prof., Clinical	-	17	17	-	-	13	76%
Assistant Professor	na	na	na	-	-	-	-
Assist. Prof., Clinical	4	15	19	3	75%	13	87%
TOTAL	15	81	96	11	73%	65	80%
1989-90							
Professor/Tenured	10	28	38	10	100%	25	89%
Professor, Clinical	0	5	5	-	-	3	60%
Assoc. Prof./Tenured	4	39	43	3	75%	31	79%
Associate Professor	1	8	9	0	0%	5	63%
Assoc. Prof., Clinical	2	21	23	1	50%	16	76%
Assistant Professor	5	7	12	4	80%	5	71%
Assist. Prof., Clinical	5	17	22	4	80%	16	94%
TOTAL	27	125	152	22	81%	101	81%
1990-91							
Professor/Tenured	7	17	24	7	100%	16	94%
Professor, Clinical	-	5	5	-	-	4	80%
Assoc. Prof./Tenured	8	30	38	6	75%	22	73%
Associate Professor	2	6	8	2	100%	6	100%
Assoc. Prof., Clinical	2	11	13	2	100%	10	91%
Assistant Professor	-	7	7	-	-	7	100%
Assist. Prof., Clinical	5	14	19	4	80%	19	100%
TOTAL	24	90	114	21	88%	84	93%
1991-92							
Professor/Tenured	8	28	36	6	75%	23	82%
Professor, Clinical	-	7	7	-	-	5	71%
Assoc. Prof./Tenured	9	29	38	5	56%	18	62%
Associate Professor	3	3	6	3	100%	3	100%
Assoc. Prof., Clinical	4	13	17	4	100%	11	85%
Assistant Professor	1	7	8	1	100%	7	100%
Assist. Prof., Clinical	14	10	24	14	100%	10	100%
TOTAL	39	97	136	33	85%	77	79%
1992-93							
Professor/Tenured	7	23	30	6	86%	18	78%
Professor, Clinical	1	3	4	1	100%	3	100%
Assoc. Prof./Tenured	8	28	36	7	88%	20	71%
Associate Professor	3	7	10	3	100%	5	71%
Assoc. Prof., Clinical	1	9	10	1	100%	9	100%
Assistant Professor	4	2	6	4	100%	2	100%
Assist. Prof., Clinical	7	12	19	7	100%	12	100%
TOTAL	31	84	115	29	94%	69	82%

Note: Data from earlier years may be less complete.

TABLE 21

Sponsored Project Awards and Dollars Obtained by Men and Women Faculty, 1991-92

	# of 91-92 T/T/F Faculty			Men				Women				Total			
	Men	Women	Total	# Individuals	% of Men	# Grants	Amount	# Individuals	% of Women	# Grants	Amount	# Individuals	% of Faculty	# Grants	Amount
School															
CAS	316	65	381	122	39%	263	\$24,293,204	14	22%	23	\$1,610,790	136	36%	286	\$25,903,994
Dental	42	4	46	7	17%	13	1,278,224	0	0%	0		7	15%	13	1,278,224
SESP	15	9	24	3	20%	4	183,940	4	44%	5	306,789	7	29%	9	490,729
KGSM	82	17	99	13	16%	20	1,396,910	2	12%	2	150,000	15	15%	22	1,546,910
Law	37	6	43	3	8%	4	385,000	0	0%	0		3	7%	4	385,000
MEAS	149	10	159	85	57%	213	18,501,003	7	70%	14	776,017	92	58%	227	19,277,020
Medical	325	71	396	107	33%	402	45,102,119	14	20%	29	4,029,093	121	31%	431	49,131,214
Speech	52	25	77	9	17%	17	1,244,153	5	20%	10	2,290,706	14	18%	27	3,534,859
Subtotal	1018	207	1225	349		936	\$92,384,553	46		83	\$9,163,397	395		1019	\$101,547,950
Center															
BIRL	na			15		32	\$5,323,190	0		0		15		32	\$5,323,190
PAS	na			1		3	432,000	0		0		1		3	432,000
Biotechnology	na			1		1	156,071	1		1	\$160,000	2		2	316,071
Catalysis and Surface Science	na			2		4	206,668	0		0		2		4	206,668
Health Services and Policy Research	na			5		23	881,124	0		0		5		23	881,124
Interdisciplinary Study of Sci. and Technology	na			1		1	62,000	0		0		1		1	62,000
Institute for the Learning Sciences	na			5		14	7,433,822	0		0		5		14	7,433,822
Materials Research	na			2		7	3,327,093	0		0		2		7	3,327,093
Institute for Neuroscience	na			1		1	11,800	0		0		1		1	11,800
Reproductive Science	na			1		1	430,764	1		1	849,264	2		2	1,280,028
Science and Tech. for Superconductivity	na			1		2	1,355,974	0		0		1		2	1,355,974
Steel Resource	na			2		2	778,542	0		0		2		2	778,542
Transportation	na			4		4	779,576	0		0		4		4	779,576
Urban Affairs and Policy Research	na			10		23	1,599,664	1		1	40,704	11		24	1,640,368
Subtotal	na			51		118	\$22,778,288	3		3	\$1,049,968	54		121	\$23,828,256
TOTAL				na		1054	\$115,162,841	na		86	\$10,213,365	na		1140	\$125,376,206

Note: numbers do not include co-investigators

TABLE 22**Number and Percent of Women Occupying Active Named Professorships
1985-86 to 1992-93**

	<u># Held by Women</u>	<u>Total Active Positions</u>	<u>% Held by Women</u>
1985-86	2	96	2%
1986-87	2	115	2%
1987-88	4	132	3%
1988-89	6	140	4%
1989-90	6	162	4%
1990-91	10	173	6%
1991-92	10	188	5%
1992-93	13	186	7%

Notes:

1. Data as reported during summer of referenced academic year.
2. Active professorships are those with a faculty member named to the Chair.

TABLE 23

Numbers and Percentages of Men and Women Librarians, 1979-80 to 1992-93

Year	University Librarian		Assistant University Librarian		Department Head		Other Librarians		Male		Female		TOTAL
	M	F	M	F	M	F	M	F	Total #	%	Total #	%	
1979-80	1	0	2	2	13	11	9	26	25	39%	39	61%	64
1980-81	1	0	3	2	15	13	10	21	29	45%	36	55%	65
1981-82	1	0	3	2	16	11	13	23	33	49%	35	51%	68
1982-83	1	0	2	2	16	11	10	26.5	29	42%	39.5	58%	68.5
1983-84	1	0	2	2	14	12	13	21	30	46%	35	54%	65
1984-85	1	0	2	2	13	9	11	29	27	40%	40	60%	67
1985-86	1	0	3	2	13	11	12	24	29	44%	37	56%	66
1986-87	1	0	2	2	13	12	15	26	31	44%	40	56%	71
1987-88	1	0	3	2	11	12	15	24	30	44%	38	56%	68
1988-89	1	0	2	2	11	12	16	24	30	44%	38	56%	68
1989-90	1	0	3	2	10	12	17	27	31	43%	41	57%	72
1990-91	1	0	3	2	10	12	17	27	31	43%	41	57%	72
1991-92	1	0	3	2	13	12	12	28	29	41%	42	59%	71
1992-93	1	0	2	2	13	13	11	24	27	41%	39	59%	66
1992-93	1	0	3	2	12	12	12	26	28	41%	40	59%	68

Including Medical, Law and Dental													
1992-93	1	0	5	2	13	16	18	39	37	39%	57	61%	94

Notes: 1. Data for 1979-80 to 1991-91 provided for main University Library only.
 2. Heads of Medical and Law libraries coded as equivalent to Assistant University Librarian for purposes of analysis

TABLE 24

Comparison of Average Salaries for Professional Librarians

<u>Position</u>	<u>Women as % of Men</u>	<u>Women as % of Total</u>
Assistant Director	94%	96%
Department Heads	90%	95%
Reference 15 or more years	-	100%
Reference 5 to 9 years	-	100%
Reference Under 5 years	99%	99%
Catalogers 15 or more years	108%	104%
Catalogers 10 to 14 years	105%	102%
Catalogers 5 to 9 years	94%	96%
Catalogers Under 5 years	96%	98%
Other, 15 or more years	86%	97%
Other, 10 to 14 years	94%	99%
Other, 5 to 9 years	-	100%
Other, Under 5 years	94%	97%
All	95%	99%

Note: Based on 1992-93 salary data.

Salary Regression Analysis

At the request of the *Task Force Concerning Women*, the Office of the Vice President for Administration and Planning put together statistical information on salary differentials by rank between male and female faculty at Northwestern University. Penny Wallhaus, Director of Analytical Studies, spearheaded this effort with her associates, Bill Hayward and Sharon Sheehan. The data base for this study is all tenured and tenure track faculty who were employed at Northwestern University during the 1992-93 academic year. This includes 895 faculty members, of which 161 (18%) are female.

Descriptive Information

In aggregate, women faculty at Northwestern University earn 20.4 percent less than male faculty. There is little information in this overall figure, however. Not surprisingly, women faculty tend to be younger and their distribution across fields and disciplines is quite different. For instance, the average woman has been at Northwestern only 8.2 years, while the average man has been here 13.7 years; the average woman has been in her current rank (Assistant/Associate/Full Professor) only 5.6 years, while the average man has been in his current rank for 10.3 years. This difference in experience also means that women are more highly concentrated at lower ranks within the University. The proportion of men and women by rank is as follows:

	<u>% Female Faculty</u>	<u>% Male Faculty</u>
Assistant Professors	29.5	70.5
Associate Professors	25.1	74.9
Full Professors	9.4	90.6

In addition, women faculty are more heavily represented in fields where average pay for both men and women is typically lower. This is, of course, not unique to Northwestern, but generally reflects the national supply of men and women across academic fields. For instance, across the 10 Schools at Northwestern, the proportion of men and women are as follows:

	<u>% Female Faculty</u>	<u>% Male Faculty</u>
CAS - Physical Sciences	7.1	92.9
CAS - Social Sciences	17.7	82.3
CAS - Humanities	35.7	64.3
Dental	0.0	100.0
Education	31.6	68.4
Engineering	6.6	93.4
Journalism	14.3	85.7
KGSM	16.0	84.0
Law	14.7	85.3
Medical (Basic Sciences)	22.1	77.9
Music	17.0	83.0
Speech	36.4	63.6

Under these circumstances, one would generally expect that women would have lower average pay than men. The question which the analysis by the Office of Administration and Planning addresses is "How much of the existing female/male faculty pay differential can be explained by School affiliation and by measures of experience at Northwestern?"

Estimation Results

Regression analysis is the standard statistical technique for investigating the determinants of salary or wage differences between diverse groups. The regressions in this analysis estimate the effect of a range of potential explanatory variables on salaries received by the 895 Northwestern faculty members. The explanatory variables available in the data set include:

School affiliation at Northwestern;	Years in current rank;
Rank;	Endowed chair status;
Years of service at Northwestern;	Marital status;
Age;	Gender.

There was incomplete information on years, since highest degree, so this variable could not be included. The explanatory variables used in the regressions discussed below can be grouped into 3 types:

Gender -- an indicator variable for whether the individual is female.

School affiliation (including separate controls for the three CAS divisions)
-- a series of indicator variables for School affiliation.

Experience-related variables

Years of Service (linear and squared)

Age

Rank

Years in Rank (linear and squared)

Endowed chair -- an indicator variable for whether the individual holds an endowed chair.

The marital status variable was insignificant when initially included, and was therefore dropped from the regressions. The experience-related variables had the expected effect on salaries. Years in rank resulted in higher salaries at all ranks. Controlling for years in rank, salaries fell with years of service at Northwestern for Full and Associate Professors, but rose among Assistant Professors. Age had little independent effect, once years of service and years in rank were controlled for. Persons with endowed chairs had higher salaries. The endowed chair variable was tested to see whether its inclusion changed the effect of the gender variable; it did not.

The most important omission to note in this data set is that it contains no information on the direct productivity and performance-related variables that are used to set salaries. Thus, there is no information on number or quality of publications, on teaching performance, on service within Northwestern, or on broader activities within the profession. The lack of direct productivity-related variables implies that the results of this analysis cannot be considered a direct measure of whether equivalent women are treated differently than men at Northwestern University. The analysis can only measure "equivalent" on the basis of the variables listed above; those variables that might be considered most important in salary determination are not available and are probably not closely related to the variables which are available. While any estimated female/male salary differences from these regressions would be consistent with a hypothesis that equivalent men and women at Northwestern University are treated differently with regard to salary, such results would be far from conclusive. One would want to control more effectively for the actual productivity and performance-related variables on which salary decisions are based.

The results of the regression analysis can be summarized in 4 points:

- 1) When salary regressions are run using all 895 observations on male and female faculty at Northwestern and controlling for School affiliation and experience-related variables, the coefficient on the gender variable indicates whether there is any remaining difference in salaries between men and women. The results indicate that women receive a statistically insignificant 2.2 percent lower salary than men. **In general, this indicates that there is no overall statistically significant difference in male and female salaries at Northwestern, once the control variables are taken into account.** The 20 percent overall raw differential in female/male salaries is largely explained by differences in School affiliation and in experience and rank at Northwestern.
- 2) The overall effect indicates the aggregate female/male salary difference across all ranks. Yet there are differences by rank. Simple tabulations of the raw data, without controlling for any other variables, indicate that the average female Full Professor receives 11.5 percent less than the average male Full Professor; the average female Associate Professor receives 3 percent more than the average male Associate Professor; while the average female Assistant Professor receives 13.1 percent less than the average male Assistance Professor. As before, these raw differences hide substantial differences in experience and age between the sexes.

If the data are separated into faculty by rank, a separate regression for faculty at each rank can be estimated, controlling for the same set of variables as listed above. These regressions indicate that

rank-specific gender salary differences continue to persist, even after controlling for the other variables. The results by rank are as follows:

- * Female Full Professors receive a statistically significant 6.7 percent less in salary than male Full Professors. This is less than the 11.5 percent difference in the raw data, but accounting for School affiliation and various measures of experience does not make the male/female Full Professor salary differential go away entirely.
- * In contrast, female Associate Professors receive a statistically insignificant 2.2 percent higher salary than male Associate Professors. Accounting for the control variables, there is no indication of further salary differentials between men and women at the Associate Professor level; in fact, the results indicate a slight salary advantage among women. It is possible that the female advantage at the Associate Professor level is accounted for by the relatively small group of older and therefore largely male scholars whose lower disciplinary productivity has both kept them at the Associate Professor level and reduced their relative salaries.
- * Female Assistant Professors receive a statistically significant 3.3 percent lower salary than male Assistant Professors. This is much less than the 13.1 percent difference in the raw data. Accounting for School affiliation and various measures of experience eliminates most but not all of the male/female Assistant Professor salary differential.

In summary, there are significant differences in male/female salary comparisons across ranks. **Controlling for School affiliation and various measures of experience, there are 2.2% higher salaries among women at the Associate Professor rank (an insignificant difference), 3.3% lower salaries among women at the Assistant Professor rank, and 6.7% lower salaries among women at the Full Professor rank.**

To illustrate what these results do and do not indicate, suppose that one thought the positive salary advantage for female Associates occurred because the University did not promote equivalent women to Full Professors as quickly as they promoted men, so women Associates tended to be older and more experienced than male Associates. These results indicate this does not occur, since controls for years in rank would take this effect into account. In contrast, suppose one believed that the negative salary difference for female Full Professors occurred because women publish fewer articles than men due to the unequal distribution of time spent on child care. While the results on lower female Full Professor salaries are consistent with this theory, with no information on number of publications, these results can neither prove nor disprove it.

- 3) Some of the differences by rank may be due to inadequate controls for differences in disciplinary background between men and women. In particular, controlling only for School affiliation at Northwestern groups together faculty from a wide variety of disciplines within most Schools. To the extent that there are significant salary differences in the national market for faculty in different disciplines, this is not controlled for in the results presented above.

There is no readily available data on the disciplinary background of faculty within many Schools at NU. (While this data could obviously be constructed, that would take more time and effort than was available for this already time-consuming project.) Within CAS, however, disciplines are grouped into readily identifiable departments. To get some sense of how important it is to control for specific discipline, we can investigate salary differentials among CAS faculty only, controlling for departmental affiliation.

The CAS faculty salary regression controls for the same set of experience-based variables mentioned above. The results with regard to gender are as follows (for comparison, the last row of the table below also shows the University wide results discussed above):

Percent Difference Between Female & Male Salaries, Including Experience - Related Controls

	<u>Ass't. Prof.</u>	<u>Assoc. Prof.</u>	<u>Full Prof.</u>
Within CAS Controlling only for CAS division	-3.6	6.2	-6.9
Controlling for departmental affiliation	-2.3	8.0*	-5.4
University - wide Controlling only for school affiliation	-3.3*	2.2	-6.7*

* Indicates a statistically significant effect

Three things about these results are worth noting. First, the differences in salary across rank in CAS are quite similar in sign and magnitude to those estimated within the entire university, although female Associate Professors in CAS have a larger salary advantage in CAS than they do in the university as a whole. (These similarities may not be surprising given that the CAS faculty constitutes around 50 percent of the total tenured and tenure track faculty.) Second, largely because of the smaller number of observations in these regressions, the results for Assistant and Full Professors are less significant than within the University-wide regression, although the magnitude and sign of the differences are quite similar. Third, and most germane, controlling for explicit disciplines has only a minor effect on these salary differences. At the Assistant level, the addition of disciplinary controls somewhat lessens the salary difference. Controlling for disciplines increases the salary advantage of female Associates, and it somewhat lessens the salary differential for female Full Professors. The same female/male salary patterns generally persist when departmental controls are added to the regression as when they are not.

- 4) Finally, the report by the Office of Administration and Planning looks at the effect of separating the aggregate faculty sample into male and female samples, and estimating the determinants of salary for each group separately. This allows the effect of School affiliation and experience - related measures to vary across gender. In contrast, the regression results reported above assumed that these variables had identical effects on men and women and allowed any gender salary difference to merely take the form of a simple upward or downward shift in salaries. Regressions estimated on general U.S. wage data for men and women typically indicate that the effect of gender is more than just an additive effect; all of the determinants of wages typically vary by gender, so that women often receive a lower return to their experience or education.

At Northwestern, for the variables included in these regressions, there is no indication that the effect of experience-related variables on salaries is significantly different between men and women or that the effect of School affiliation varies between men and women. For example, this means that another year's experience has an identical percentage effect on the salaries of both men and women. Women do not receive a different return to years of service and years in rank at Northwestern.

Summary

In summary, these results indicate that School affiliation and experience-related variables at Northwestern University explain a great deal of the difference in female-male faculty salaries. In aggregate, once these variables are controlled for, there is only an insignificant 2.2 percent female/male salary differential. This aggregate result obscures continuing differences in female/male salaries by rank, however. There is a significant female/male salary deficit among Full Professors of about 7 percent; an insignificant female/male advantage among Associate Professors of about 2 percent; and a significant female/male salary deficit among Assistant Professors of about 3 percent. These results do not appear to be substantially affected by the inclusion of controls for specific disciplinary affiliation, at least within CAS. All of these results should be read with the caveat that there are no direct productivity or performance measures in these regressions, and thus these regressions do not completely control for performance differences across individuals.

Report on the "Pairs Study"

In addition to our large-scale, quantitative study of gender and salary at Northwestern, the Task Force conducted a smaller, interpretive analysis of the issue. A subcommittee of the Data Working Group of the Task Force chose 27 pairs of male and female faculty members in the same departments, who began their careers at Northwestern at approximately the same time.^{1,2} The members of these pairs also received their degrees within a few years of each other and maintained the same rank at the university at the time of the analysis. The goal of this "pairs study" was to conduct an in-depth, textured analysis of faculty performance at the university, and examine how performance is related to salary and salary increases. This study served as a check on the larger-scale quantitative study of salary and gender: By joining quantitative and qualitative analyses of faculty activity, the committee was able to conduct a more holistic and detailed investigation of salary inequity. While 27 pairs is a relatively small number, those pairs were very well-matched, and provided an enormous amount of useful data.

The methodology employed in the study was both quantitative and qualitative in nature, in order not to omit types of evidence that might be difficult to quantify. The subcommittee collected vitas from study participants and coded them in order to count achievements in scholarly publishing, teaching, and service.³ Next, the committee evaluated the quantitative profiles of the pairs, analyzing the relationships among performance, gender, and salary. Finally, all 27 cases were written up in narrative form and re-evaluated. In all cases, and especially those where salaries between members of a pair differed significantly, the committee analyzed pairs closely to discern explanations for those differences. The analysis of pairs was an iterative one: Members of the committee discussed each pair individually several times during the Fall and Winter quarters of the 1993-1994 academic year.

The pairs study revealed no salary inequities that could be explained by gender. Any salary inequities were due to other factors; e.g., number and quality of scholarly publications, professional service activity, teaching awards, procuring grants, and the like. Again, while the number of cases was small, none reflected discrimination in salary or salary increases due to gender.

¹The subcommittee members were: Joyce Brockwell (Chemistry, CAS), Susan Herbst (Communication Studies, Speech/Political Science, CAS), Joanne Howard (Admin Services, Law), Roxie Smith (Provost's Office), and Bruce Spencer (Statistics, CAS).

²The subcommittee initially chose 50 pairs to analyze, but eliminated 23 pairs because of non-comparability among pair members.

³The coding scheme and details about the methodology are available upon request from the committee.