Instructor/Agent
Associate
Full Professor
• A gap exists among genders in Academe, both in representation and earnings (AAUP, 2014).

Salary disparities across gender reflects subtle bias, favoring males (Moss-Racusin et al., 2012).

When evaluating women and men, we tend to apply different standards to success, even when told to base judgments relative to an “average person” (Biemat, Manis, & Nelson, 1991).

In salary negotiations, women are likely to receive backlash if they show assertiveness (Amanatullah & Morris, 2010).

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By the time a female assistant professor reaches tenure (7 years), they have received $34,440 less in salary than their male peers on average.

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FOOD FOR THOUGHT
• On average, a female assistant professor makes $4,920 a year less than the average male assistant professor.

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To Consider: Given the biases that occur and the fact that women are over-represented in the lowest paid fields and jobs on campus, what strategies can we use to close the pay gap?