

No pay discrimination at UNL, officials say

By Douglas Engh
Staff Reporter

An annual report on UNL faculty salaries indicates in a broad sense that female faculty members earn less than their male counterparts. The report, entitled "The Economic Status of University of Nebraska-Lincoln Faculty," was published in April and found that at full professor level, women professors earn \$1,238 less annually than male professors. At the associate level women earned \$22 more than men and at the assistant level women earned \$698 less than their male counterparts.

The findings were based on across-the-board measurements. While taking into account controls such as rank, years in rank, years at UNL, and tenure, the survey did not break down salary disparities within individual colleges. This broad view of salary comparisons gave some people involved with the survey questions as to its total validity.

Because of what the survey reported, and the way it reported it, pay disparities due to sex discrimination do not exist at UNL, according to Brad Munn, UNL's Affirmative Action Equal Employment Opportunity Coordinator.

"The study infers that there are discrepancies in salaries between men and women, but to do a total analysis as it should be done it would have to be done in a different way," he said.

To compile more accurate data, one would have to compare equal faculty, and not simply other faculty, he said.

"If you were to take a look at the study... this is not comparing equals," Munn said. "I think we should take one college, and one discipline within that college and compare people in like positions," he said. "You cannot compare job title and salary on gender and not look at other factors," he said.

Speaking of the annual study in general, Munn said that through the years what the study attempted to do was on target, but it doesn't offer data to support any charges of discrimination based on sex. He suggested taking a

look at a single faculty member, male or female, and comparing them with other faculty members of the same tenure and credentials within that particular department. If this were done, Munn said, no disparities would be shown to exist, and if they did happen to exist, the university would have some very serious problems it would have to address, he said.

"No one by looking at this study alone could win a case of sex discrimination without having more detailed and refined data," he said. "This study

female faculty members throughout the whole university system are paid less than male faculty.

Along with these factors, he said, training, research contributions, publishing records and teaching abilities are all included in salary determinations.

Most importantly, Munn said, one needs to look at the total length of time a faculty member has been in their particular field as compared with similar members.

"It appears to be a very important

don't appreciate what's happening at this institution," he said. The survey describes only a part of what the larger priority problems are, he said.

"I'm speaking as faculty have confided in me," he said. Giving 3 percent average across-the-board faculty pay raises isn't going to help the salary situation, he said. "It still leaves our faculty far behind their peers, and this is going to continue to be a problem," he said.

June Levine, English professor and a member of the survey study group agrees with Munn that salary disparity does occur broadly, and better research needs to be done.

"No information is available within departments, and one doesn't know of inequities within departments," she said. The general inequities are significant, however, and better research needs to be done to accumulate more accurate comparative data, she said.

"There's no doubt that differences (in salaries) occur, the question is what causes the differences," she said.

Harry Allen, director of internal research and planning, and a major contributor of the salary survey agrees that generalized statistics don't give the whole story.

"Disparities need to be approached on an individual basis through particular departments and particular cases," he said, but there is real sensitivity towards this matter on campus.

A problem with collecting accurate data may lie with the small number of female faculty members in some disciplines, Levine said. This would limit any study in regards to a good statistical base, she said.

Levine said that the American Association of University Professors, with its UNL chapter will continue to pursue this study in the fall.

The committee that compiles the salary survey each year is made up of members nominated by the Faculty Senate and appointed by the university chancellor.

Figure #1

Faculty Salary Average Differences: Female Compared to Male

Rank	1983-1984	1986-1987
Overall	-\$570	-\$572
Differences by Rank		
Full Professor	-\$782	-1,238
Associate Professor	+\$370*	+\$22
Assistant Professor	-1,084*	-\$698
Instructor	-1,498	-812

*indicates statistical significance
Controls: Rank, Years in Rank, Highest Degree, Graduate Faculty Fellow, College Appointment (9 or 12 month), Years at UNL, and Age. (No control for department affiliation).

Figure #2

Average Faculty Salary by Sex: 1985-86

	Women	Men
Average Salary Professors	\$41,643	\$43,803
Average Salary Associate Professors	\$30,584	\$33,208
Average Salary Assistant Professors	\$26,375	\$29,673
Average Salary Instructors	\$20,706	\$21,104
Average Salary Overall	\$29,706	\$38,085
Controls: None		

has not changed in 10 years, and its results are not surprising nor are they staggering," he said.

Different disciplines have different pay scales according to national supply and demand, Munn said, so pay disparities do exist between departments and colleges. Some colleges have a higher percentage of female faculty than others, and may normally pay less overall, thus giving the impression that

consideration when you are looking at salaries," he said.

A larger issue is that of boosting faculty salaries overall.

"Chancellor Massengale through the years has asked for money to try to improve this, not because of sex discrimination, and this university continues to be in the doldrums when it comes to dollars and cents," Munn said. "There are a lot of faculty who

Understanding the graphs

By Mick Dyer
Staff Reporter

The fact that women earn less than men while filling the same occupational roles has been well documented in this country. UNL is no exception to this general rule.

Figure one describes some of these differences under very strict statistical control. Statistical control refers to methods of negating the effects of undesirable variables on the statistical analysis. For example, controlling for rank alleviates the effect of rank on the outcome of the statistical analysis. According to Harry Allen of the university Office of Instructional Research, "there is no significant statistical difference between average salaries of male and female faculty members." Statistical significance refers to what degree the difference between two groups may be due to

chance. Statistical significance means that the difference is not due to chance at an acceptable level, usually 99.95 percent of the time. But there is that 0.05 percent chance that the difference is due to chance. Allen pointed out that in individual cases, however, there may be some statistically significant differences (in this case, certain women's salaries may be disparate with men's salaries).

Figure two is a much less sophisticated description of the differences in salary earned by male and female faculty members, both overall and broken down by rank. Dollar figures were determined by dividing the total salary outlay per faculty position, according to sex, by the number of faculty members holding that position, according to sex. There are no controls for figure two. There is no statistical significance. There are only averages and differences.

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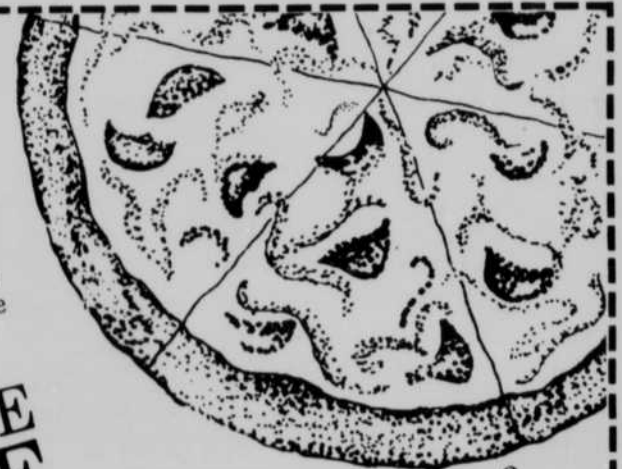
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