

Washington State University Faculty Salary Equity Study

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Executive Summary

This report summarizes work conducted AY 2019/2020 by the Salary Study Task Force, charged with the planning and oversight of a salary equity study of the WSU system. The study was motivated by the need to develop a robust statistical model for a biannual analysis of salary equity for WSU employees, to guide data-driven recommendations for policy and processes that promote institutional salary equity, and to provide unit leadership with contextual information of their employees' salaries. This study is a high-level review of WSU salary information. It shows trends in WSU that can be used to inform future institutional actions and policy decisions. However, it does not, in and of itself, demonstrate pay inequity in a given instance. A pay inequity review requires analysis of all factors related to an individual's pay. This study can provide a baseline to determine the effectiveness of changed practices and policies implemented to counter bias.

The key findings of the faculty study are:

- Summary statistics show a gender disparity in salaries and promotion.
- When controlling for variables including experience, academic rank, and field, career-track faculty women earn approximately 6.4 percent less than their male counterparts in the career-track sample. This result is statistically significant at the 99 percent level of confidence.
- When controlling for variables including experience, academic rank, and field, within tenure-line faculty, women earn 2.6 percent less annual salary than men, on average; this result is statistically significant at the 90 percent level of confidence.
- Summary statistics and regressions controlling for variables including experience, academic rank, and field show no ethnic/racial disparity regarding annual salary at WSU.
- Some control variables, most notably race/ethnicity, have missing data (see Introduction, below). Results may be limited by missing information.

Our recommendations are as follows:

Long-term practices

- A standing advisory committee should be established with representatives from CSW, AFW, Faculty Senate, APAC, and new commission on DEI in partnership with CRCI, HRS, IR, Provost's Office, and the President's Office.
- Biannual study should be conducted by WSU Institutional Research with guidance from advisory committee following best practices/model developed during this analysis.
- College-level reports should be provided to Deans and Department Chairs to aid in decisions around salary and to provide explanations for outliers.

Immediate interventions

- Identify individuals or units who are outliers and conduct a pay equity review to assess whether it is necessary to make salary adjustments.
- Better data collection practices should be continued to be encouraged that would allow for more in-depth and robust investigation into potential race/ethnicity bias.
- Review practices that are potentially introducing inequity:
 - Senior hires
 - Retention raises
 - Initial salaries
 - Administrative salaries/compensation.

Background

In 2018, the Association for Faculty Women (AFW), President's Commission on the Status of Women (CSW), Administrative Professionals Advisory Council (APAC), and the Faculty Senate led a collaborative effort with the Office of Equal Opportunity (now Office of Civil Rights Compliance and Investigation (CRCI)), Human Resource Services (HRS), Institutional Research (IR), the College of Arts and Sciences (CAS), and the Provost's Office to conduct a pilot study to assess salary equity among WSU's faculty and staff. As an initial focus group, the pilot studied tenure-line faculty from the College of Arts & Sciences and Administrative Managers from across the WSU system. The pilot study was inconclusive. The limited data resulted in few variables reaching statistically significant impact on salaries. Quantitative pay-gap research necessitates larger datasets to adequately control for the numerous factors that influence salary equity, and the pilot study methodology needs further improvements and refinements. The Salary Study Task Force went on a temporary hiatus in 2019 while the Provost's Office underwent a staffing shortage and leadership transition.

The Salary Study Task Force (SSTF) resumed at the end of spring semester 2019 and submitted a memo of request to the President's and Provost's Offices (sent on October 14th, 2019). The memo requested the following: access to data to conduct study, support for two graduate assistants to develop and implement the quantitative study, representation from executive leadership on the task force, establishment of a permanent standing Salary Study Task Force. In the spring semester of 2020, the Salary Study Task Force received support to fund a graduate assistant to conduct the faculty portion of the proposed study. Joshua Tibbitts, a doctoral candidate in the School of Economic Sciences, has been conducting the statistical analysis under the guidance and direction of Dr. Jill McCluskey, Regents Professor and Director of the School of Economic Sciences. Members of the SSTF presented preliminary results for tenure track faculty and recommendations to WSU's Presidential Cabinet on April 13th, 2020. This report marks the completion of the faculty portion of the original proposed salary equity study.

The next goal of the Salary Study Task Force is to start the staff portion of the study in Fall 2020 to ensure continuity, having the same graduate student, Joshua Tibbets, work on both portions of the study. We recognize the immense complexity of staff dataset as well as the current challenges HRS is facing transitioning to Workday. As such, we will work to minimize any workload to HRS as staff analysis moves forward. We anticipate completing the staff analysis by the end of the Spring 2021 semester. At that point, the Salary Study Task Force will have completed its primary function and transition into more of an advisory role.

Introduction

Our objective in this report is to quantitatively research whether there is gender equity in salary for faculty, both tenure-line and career track. We also examine whether there is a statistically significant effect of self-reported race and ethnicity variables on salary. In order to conduct this analysis, we must control for other factors that impact salaries. We account for many variables including experience at WSU, academic rank, field of specialization, and whether the faculty member is in administration. Previewing our results, we find there is statistically significant unexplained differences in salary across genders.

We note that these results on salary differences are likely conservative due to potential bias in the control variables. That is, if there is gender bias in promotion, then using rank to explain salary will underestimate the impact of gender bias. Furthermore, we also note that using data that relies on self-reporting for race and ethnicity introduces missing information (those who decline to state can be up to 30% of the group), which could impact the results.

Data

Our analysis uses individual-level data obtained from Institutional Research at Washington State University. This dataset includes annual employment information on each individual faculty's pay rate, gender, tenure status, year of employment at WSU, full time equivalency (FTE), length of appointment (e.g. 9 or 12 mos.), faculty rank, and faculty department/college. We also obtained individual faculty ethnicity from the Office of Civil Rights Compliance and Investigation at WSU. We dropped any faculty who had a combined FTE of less than 0.75. That is, if a faculty member's total faculty appointments (sum of FTE for each appointment) had an FTE of less than 0.75, they were dropped from the sample. The entire sample consists of 1,704 faculty members at WSU for the year 2019 (966 tenure-line faculty members and 738 career-track faculty members).

To obtain our dependent variable, the log of yearly salary, we estimated yearly salary by taking the product of each individual faculty member's monthly pay-rate, which has been adjusted for FTE, and length of appointment. Due to many faculty members that have joint appointments, either within or across departments, we took the sum of all individual faculty's appointments. Like Chen and Crown (2019), for faculty with joint appointments across departments (i.e. appointments in different departments), we designated faculty to the department with their highest FTE; for faculty with a 50-50 split in FTE, we assigned the individual to the department with the highest pay-rate. This designation for each individual department is a weakness of the paper. Ideally, each individual faculty member would be assigned to the department that is primarily responsible for performance evaluations and salary adjustments. However, we were unable to identify the "tenure initiating unit" (TIU) for individuals with joint appointments, especially when those appointments are an even split in terms of FTE. Unlike Chen and Crown (2019), we were able to estimate each individual faculty's true salary, instead of approximating using assumptions.

Due to constraints on sample size within departments/colleges, many departments/colleges were combined to improve statistical efficiency. Table 1 details how departments/colleges were combined in our sample.

Table 1: Academic Units (bulleted units are combined under their heading)

College of Agricultural, Human, & Natural Resource Sciences (CAHNRS)

Extension

Animal Science

Apparel, Merchandising, Design & Textiles

Biological Systems Engineering

Plant Sciences

- Crop and Soil Sciences
- Horticulture
- Plant Pathology

Human Development

Institute of Biological Chemistry

School of the Environment (across CAHNRS & CAS)

School of Economic Sciences

School of Food Sciences

Carson College of Business- all combined

College of Arts and Sciences (CAS)

Arts

- Fine Arts
- Music

Anthropology

School of Biological Sciences

Chemistry

Policy

- Criminal Justice and Criminology
- Politics, Philosophy and Public Affairs

School of the Environment (across CAHNRS & CAS)

Humanities

- English
- History
- School of Languages, Cultures and Races

Math and Statistics

Physics & Astronomy (includes Institute for Shock Physics)

Psychology

Sociology

Murrow College of Communication -combined all

College of Education – combined all

Voiland College Engineering and Architecture – combined all

Floyd College of Medicine – combined all

College of Nursing – combined all

Summary statistics for career-track faculty are presented in Table 2, and summary statistics for tenure-line faculty are presented in Table 3. Note that parentheses with the tables include standard deviations or counts for all tables with descriptive statistics.

For career-track faculty, male faculty on average earn \$85,875, while female faculty earn \$73,996. Female faculty, on average, have slightly more experience at WSU with 7.35 years compared to 6.84 years for male faculty. Administrative positions (director, executive administration, and administration as rank title) appear to have equitably dispersed opportunities across gender, on average. Finally, the overall sample of career-track faculty appears to be evenly dispersed across gender, where women make up slightly more than half of the sample (397 out of 738 faculty members).

Table 2: Descriptive Statistics, Career-Track Faculty
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variable Name	Description	Male	Female
Salary	Yearly salary	\$85,875 (56031)	\$73,996 (40983)
Experience at WSU	Years employed at WSU	6.97 (6.84)	7.35 (6.73)
Director	1 if Director, 0 otherwise	2.64% (9/341)	3.02% (12/397)
Exec. Admin	1 if Dean or Above, 0 otherwise	ND	ND
Administration	1 if in Administration, 0 otherwise	2.35% (8/341)	2.02% (8/397)
Assistant Research Professor	1 if Assistant Research Prof., 0 otherwise	6.16% (21/341)	5.54% (22/397)
Associate Research Professor	1 if Assoc. Research Prof., 0 otherwise	ND	ND
Clinical Assistant Professor	1 if Clinical Assistant Prof., 0 otherwise	22.29% (76/341)	24.43% (97/397)
Clinical Associate Professor	1 if Clinical Associate Prof., 0 otherwise	16.13% (55/341)	15.37% (61/397)
Clinical Professor	1 if Clinical Professor, 0 otherwise	6.45% (22/341)	4.03% (16/397)
Instructor	1 if Instructor, 0 otherwise	19.65% (67/341)	28.97% (115/397)
Research Associate	1 if Research Associate, 0 otherwise	11.44% (39/341)	7.56% (30/397)
Research Professor	1 if Research Professor, 0 otherwise	1.76% (6/341)	ND
Senior Instructor	1 if Senior Instructor, 0 otherwise	2.93% (10/341)	6.55% (26/397)
Staff Scientist	1 if Staff Scientist, 0 otherwise	3.52% (12/341)	ND

Asian American	1 if Asian Amer. 0 otherwise	4.99% (17/341)	6.55% (26/397)
African American	1 if African Amer. 0 otherwise	1.47% (5/341)	1.26% (5/397)
Decline to State	1 if decline to state ethnicity, 0 otherwise	35.19% (120/341)	22.42% (89/397)
Hispanic	1 if Hispanic 0 otherwise	4.69% (16/341)	5.29% (21/397)
Other	1 if other ethnicity 0 otherwise	ND	ND
White	1 if Caucasian 0 otherwise	53.08% (181/341)	63.48% (252/397)

Although the career-track faculty sample is approximately evenly dispersed across gender, it can be seen from Table 3 that this does not occur for tenure-line faculty; in this sample, women only account for approximately 36.5 percent. Additionally, much of the observations that compose early tenure (faculty who achieve tenure in six years or fewer) are faculty who are hired with tenure. As can be seen from Table 3, the male sample has a much higher rate of faculty with early tenure (23.82 percent) compared with women (10.2 percent). Investigating possible gender bias in the hiring process at WSU is beyond the scope of this report; however, the proportion of women hired with tenure-line opportunities at WSU (both in terms of the overall proportion of women in the sample, as well as the disproportionate number of early tenure among male and female faculty) may be a cause for concern and further research into equitable hiring processes at WSU warrants further review.

In terms of annual salary and experience at WSU, male faculty in tenure-line positions make almost \$22,000 more than their female counterparts (\$128,968 compared with \$106,929) and have over four additional years of experience (21.06 years compared with 16.84 years), on average. Administrative opportunities (director, chair, and executive administration) appear to be equitably dispersed across gender in the tenure-line sample.

Additionally, as seen in Table 3, approximately 47 percent of males in this sample hold the rank of Professor or Regents' Professor, whereas only 32 percent of women hold these titles. If gender bias exists in both the hiring process and promotion process at WSU, then the true gender wage gap may be understated; these possible phenomena, including how it impact OLS regression results, will be discussed below.

Table 3: Descriptive Statistics, Tenure-Line Faculty
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variable Name	Description	Male	Female
Salary	Yearly salary	\$128,968 (64536)	\$106,929 (47044)
Experience	Years since final degree	21.06 (11.05)	16.84 (10.13)
Experience at WSU	Years of employment at WSU	14.51 (10.59)	12.15 (9.57)

Early Tenure	1 if earned tenure in less than 6 years, 0 otherwise	23.82% (146/613)	10.20% (36/353)
Director	1 if Director, 0 otherwise	3.10% (19/613)	2.27% (8/353)
Chair	1 if department chair, 0 otherwise	2.12% (13/613)	2.27% (8/353)
Exec. Admin	1 if Dean or above, 0 otherwise	2.61% (16/613)	2.27% (8/353)
Assistant Professor	1 if Assistant Prof. 0 otherwise	17.78% (109/613)	28.61% (101/353)
Associate Professor	1 if Assoc. Prof. 0 otherwise	34.26% (210/613)	37.68% (133/353)
Professor	1 if Full Prof. 0 otherwise	43.56% (267/613)	30.88% (109/353)
Regents' Professor	1 if Regents Prof. 0 otherwise	3.26% (20/613)	1.13% (4/353)
Asian American	1 if Asian Amer. 0 otherwise	14.03% (86/613)	7.93% (28/353)
African American	1 if African Amer. 0 otherwise	0.98% (6/613)	ND
Decline to State	1 if decline to state ethnicity, 0 otherwise	30.51% (187/613)	24.36% (86/353)
Hispanic	1 if Hispanic 0 otherwise	2.28% (14/613)	3.97% (14/353)
Other	1 if other ethnicity 0 otherwise	1.96% (12/613)	2.55% (9/353)
White	1 if Caucasian 0 otherwise	50.24% (308/613)	60.62% (214/353)

Modeling Approach

To analyze salary differences, we estimate hedonic salary equations with the log of yearly salary as the dependent variable, adjusted for full-time equivalency. The salary equation is the following:

$$(1) \quad \ln(\text{salary}) = \beta_0 + \beta_1 \text{female} + \beta_2 x_2 + \dots + \beta_n x_n + \varepsilon$$

Where β_1 is the coefficient of interest, which indicates female, x_2 to x_n are explanatory variables, and ε is a residual term. Alternative functional specifications for the salary equation may be examined if statistical specification tests and goodness of fit measures suggest they are needed. Additionally, due to possible inherent biases in the control variables (e.g. gender biases in the hiring process, the promotion process, and awarding of tenure), it may be useful to estimate models where different control variables are omitted. For example, using faculty rank as a control variable may understate the gender wage gap by masking possible gender biases in the promotion process. Summary statistics initially show a gender disparity in rank and early tenure; however, this report does not make any findings regarding gender bias in hiring and promotion. Although we do not

present numerous models omitting certain control variables in this report, this estimation may be done on request.

We estimate tenure-line and career-track faculty separately. We argue that within-group comparisons for tenure-line and career-track faculty are more appropriate than between-group comparisons among the same groups. The tenure-line faculty most often balance teaching and research expectations, while career-track faculty usually focus on only one or have clinical expectations.

The explanatory variables for faculty will include (but are not limited to) the following variables: female (1 if female, 0 otherwise), years at WSU, work location, administrator (1 if administrator, 0 otherwise), chair or director (1 if chair/director, 0 otherwise), departments/discipline (indicator variables), ethnicity indicators (Asian American, Black or African American, Decline to State, Hispanic, Other, and White), and rank.

Results: Career-Track Faculty

Table 4 displays the OLS regression results for career-track faculty at WSU. The results suggest that there is a salary gender bias for WSU career-track faculty members at WSU. When controlling for variables including experience, academic rank, and field, career-track faculty women earn approximately 6.4 percent less than their male counterparts in the career-track sample. This result is statistically significant at the 99 percent level of confidence. Although our estimates show a gender bias in terms of annual salary, there does not appear to be any bias due to race/ethnicity. Again, the missing information from those who decline to state their race/ethnicity could impact this result.

Interestingly, experience at WSU displays a negative, but statistically insignificant coefficient. Thus, years employed at WSU does not have a significant, direct impact on the wage of individuals. However, it is fair to assume that years employed at WSU influences salary through the academic rank variables.

Table 4: OLS Regression Results for Career-Track Faculty

Dependent variable: log salary

Variables	Full	Male	Female	Significant Differences
Female	-0.064*** (0.019)	-	-	-
Experience at WSU	-0.000 (0.001)	0.001 (0.002)	-0.001 (0.002)	No
Director	0.252*** (0.085)	0.212** (0.091)	0.430*** (0.149)	No
Exec. admin	0.930*** (0.172)	0.850*** (0.271)	1.078*** (0.151)	No

Rank (Asst. Res. Prof.)				
Administration	0.542*** (0.123)	0.772*** (0.139)	0.166 (0.191)	Yes**
Associate Research Professor	0.174** (0.069)	0.138* (0.079)	0.290 (0.180)	Yes***
Clinical Assistant Professor	0.178*** (0.045)	0.128* (0.067)	0.243*** (0.069)	Yes***
Clinical Associate Professor	0.340*** (0.047)	0.334*** (0.070)	0.342*** (0.070)	Yes***
Clinical Professor	0.628*** (0.059)	0.564*** (0.081)	0.706*** (0.090)	Yes***
Extension Director	0.267** (0.110)	0.378** (0.181)	0.220* (0.120)	No
Extension Regional Specialist	0.023 (0.097)	0.114 (0.154)	-0.058 (0.113)	No
Instructor	-0.060 (0.048)	-0.044 (0.070)	-0.039 (0.073)	Yes***
Research Associate	-0.248*** (0.052)	-0.229*** (0.071)	-0.252*** (0.078)	Yes**
Research Professor	0.711*** (0.116)	0.713*** (0.150)	0.666*** (0.100)	Yes**
Senior Instructor	-0.010 (0.057)	-0.094 (0.096)	0.064 (0.081)	Yes***
Staff Scientist	-0.031 (0.094)	-0.034 (0.102)	-0.019 (0.103)	Yes**
Location (Pullman)				
Other	0.099*** (0.035)	0.125** (0.051)	0.060 (0.047)	No
Spokane	0.083* (0.044)	0.105 (0.082)	0.107** (0.053)	No
Tri-Cities	0.011 (0.034)	0.014 (0.048)	0.015 (0.051)	No
Vancouver	0.059** (0.030)	0.045 (0.052)	0.060* (0.032)	No
Ethnicity (White)				
Asian American	0.029 (0.044)	0.023 (0.068)	0.055 (0.060)	No
African American	0.156* (0.084)	0.286** (0.133)	0.091 (0.057)	No
Decline to State	-0.013 (0.020)	-0.030 (0.027)	0.008 (0.033)	No
Hispanic	0.072** (0.036)	-0.023 (0.075)	0.100** (0.039)	No
Other	-0.104 (0.098)	-0.331** (0.131)	0.015 (0.110)	Yes**

Unit (Animal Science)				
Arts	-0.509*** (0.107)	-0.435** (0.177)	-0.589*** (0.136)	No
Biomedical Sciences	0.016 (0.111)	0.071 (0.192)	-0.004 (0.141)	No
Business	0.070 (0.110)	0.182 (0.180)	0.057 (0.153)	No
Chemistry	-0.376*** (0.105)	-0.226 (0.175)	-0.579*** (0.141)	No
Communication	-0.138 (0.106)	0.060 (0.182)	-0.342** (0.136)	Yes*
Education	-0.330*** (0.106)	-0.309* (0.183)	-0.423*** (0.137)	No
Engineering	-0.020 (0.103)	0.101 (0.178)	-0.236* (0.142)	No
Entomology	0.213** (0.100)	0.293 (0.187)	0.139 (0.114)	No
Extension	-0.077 (0.124)	-0.083 (0.210)	-0.095 (0.141)	No
Human Development	-0.283** (0.117)	-0.077 (0.271)	-0.407*** (0.142)	No
Humanities	-0.476*** (0.103)	-0.409** (0.176)	-0.573*** (0.134)	No
Biological Chemistry	-0.072 (0.116)	-0.065 (0.182)	-0.114 (0.152)	No
International Programs	-0.380*** (0.123)	-0.489** (0.200)	-0.413*** (0.153)	No
Mathematics	-0.256** (0.110)	-0.175 (0.182)	-0.354** (0.148)	No
Medicine	0.274** (0.115)	0.484** (0.196)	0.028 (0.150)	Yes*
Nursing	-0.192* (0.112)	0.369* (0.203)	-0.346** (0.143)	Yes***
Pharmacy	0.067 (0.108)	0.048 (0.194)	0.017 (0.137)	No
Physics and Astronomy	0.128 (0.129)	0.238 (0.193)	-0.422*** (0.145)	Yes***
Plant Sciences	-0.035 (0.112)	0.077 (0.179)	-0.136 (0.145)	No
Policy	-0.369*** (0.131)	-0.296 (0.197)	-0.494** (0.204)	No
Psychology	-0.245** (0.110)	-0.093 (0.178)	-0.383*** (0.137)	No
Biological Sciences	-0.218* (0.112)	-0.061 (0.194)	-0.395*** (0.141)	No

Economic Sciences	-0.089 (0.122)	0.018 (0.193)	-0.205 (0.204)	No
Sch of the Environment	-0.132 (0.109)	0.024 (0.179)	-0.290** (0.140)	No
Sociology	0.289 (0.182)	0.497*** (0.176)	0.232 (0.210)	No
Veterinary Medicine	0.172 (0.105)	0.279 (0.183)	0.056 (0.134)	No
Constant	11.677*** (0.155)	11.817*** (0.212)	11.326*** (0.223)	-
Observations	738	341	397	
R-square	0.770	0.819	0.770	

Results: Tenure-Track Faculty

Table 5 displays the OLS regression results for the tenure-line faculty at WSU. Like the career-track sample, the results suggest that there is a salary gender bias for tenure-line faculty members at WSU. When controlling for variables including experience, academic rank, and field, women earn 2.6 percent less in annual salary than men, on average; this result is significant at the 90 percent level of confidence. There does not appear to be any significant salary differences in terms of race/ethnicity; this is true for both male and female faculty.

The effect of WSU experience is negative and statistically significant. One explanation is that experience is partially accounted for with academic rank. Many studies observe negative returns to seniority for academic faculty. One explanation is that “raiding” of highly productive faculty is the cause of negative returns. Highly productive faculty are recruited away from their current institution resulting in higher seniority for those with lower productivity. Thus, under this explanation, the negative returns to seniority are driven by lower productivity. Evidence in favor of the raiding hypothesis has been found by Moore, Newman, and Turnbull (1998) and Monks and Robinson (2001).

Table 5: OLS Regression Results for Tenure-Track Faculty

Dependent variable: log salary

Variables	Full	Male	Female	Significant Differences
Female	-0.026* (0.015)	-	-	-
Experience at WSU	-0.007*** (0.001)	-0.008*** (0.001)	-0.005*** (0.002)	No
Director	0.277*** (0.049)	0.274*** (0.055)	0.282*** (0.104)	No
Chair	0.374*** (0.057)	0.320*** (0.073)	0.400*** (0.091)	No
Exec. admin	0.723***	0.816***	0.587***	No

	(0.076)	(0.081)	(0.124)	
Rank (Assistant Professor)				
Associate Professor	0.173*** (0.018)	0.194*** (0.023)	0.140*** (0.031)	No
Extension E-2	0.031 (0.066)	0.283*** (0.094)	0.012 (0.057)	Yes**
Extension E-3	0.129** (0.059)	0.124* (0.065)	-	No
Extension E-4	0.403** (0.172)	0.443 (0.279)	0.427* (0.258)	No
Professor	0.502*** (0.025)	0.529*** (0.030)	0.453*** (0.052)	No
Regents' Professor	0.947*** (0.083)	1.023*** (0.080)	0.652** (0.296)	No
Location (Pullman)				
Other	-0.004 (0.039)	-0.037 (0.050)	0.031 (0.060)	No
Spokane	-0.056 (0.075)	0.010 (0.084)	-0.119 (0.112)	No
Tri-Cities	-0.008 (0.036)	-0.015 (0.052)	-0.025 (0.055)	No
Vancouver	-0.055*** (0.021)	-0.055* (0.029)	-0.051 (0.032)	No
Ethnicity (White)				
Asian American	-0.011 (0.024)	-0.016 (0.029)	-0.028 (0.046)	No
African American	-0.050 (0.068)	-0.062 (0.049)	-0.104 (0.248)	No
Decline to State	0.003 (0.017)	-0.016 (0.023)	0.024 (0.030)	No
Hispanic	0.065 (0.042)	0.011 (0.053)	0.102 (0.067)	No
Other	0.035 (0.059)	0.055 (0.088)	0.058 (0.070)	No
Unit (Animal Sci.)				
Anthropology	-0.431*** (0.066)	-0.439*** (0.081)	-0.455*** (0.092)	No
Apparel Merch Design & Textile	-0.187*** (0.060)	-0.148* (0.080)	-0.257*** (0.076)	No
Arts	-0.469*** (0.064)	-0.429*** (0.084)	-0.524*** (0.091)	No
Biological System Engineering	0.235*** (0.081)	0.315*** (0.098)	0.029 (0.150)	No
Business	0.345*** (0.067)	0.381*** (0.086)	0.308*** (0.092)	No

Chemistry	-0.084 (0.065)	-0.052 (0.083)	-0.024 (0.133)	No
Communication	-0.133* (0.072)	0.012 (0.161)	-0.213*** (0.080)	No
Education	-0.234*** (0.061)	-0.210*** (0.081)	-0.282*** (0.075)	No
Engineering	0.039 (0.061)	0.083 (0.079)	0.004 (0.084)	No
Entomology	0.146 (0.101)	0.279** (0.116)	-0.273*** (0.090)	Yes***
Extension	-0.232*** (0.066)	-0.140 (0.085)	-0.360*** (0.087)	Yes**
Human Development	-0.210*** (0.072)	-0.265*** (0.095)	-0.244*** (0.087)	No
Humanities	-0.347*** (0.065)	-0.304*** (0.087)	-0.387*** (0.076)	No
Biological Chemistry	0.184** (0.081)	0.228** (0.099)	-0.039 (0.070)	Yes**
Mathematics	-0.279*** (0.067)	-0.239*** (0.087)	-0.325*** (0.097)	No
Medicine	0.221** (0.110)	0.233* (0.134)	0.166 (0.155)	No
Nursing	0.067 (0.093)	-0.058 (0.288)	0.043 (0.112)	No
Pharmacy	0.216** (0.099)	0.206* (0.116)	0.104 (0.181)	No
Physical Sciences	-0.088 (0.076)	-0.055 (0.091)	-0.117 (0.073)	No
Plant Sciences	0.093 (0.064)	0.176** (0.082)	-0.051 (0.089)	Yes*
Policy	-0.344*** (0.065)	-0.294*** (0.088)	-0.405*** (0.077)	No
Psychology	-0.229*** (0.068)	-0.268*** (0.096)	-0.238*** (0.087)	No
Biological Sciences	-0.143** (0.067)	-0.090 (0.086)	-0.211** (0.096)	No
Economic Sciences	0.141** (0.068)	0.179** (0.089)	0.125 (0.097)	No
Food Sciences	0.151* (0.085)	0.167 (0.119)	0.146* (0.084)	No
Sch of the Environment	-0.167** (0.069)	-0.191** (0.088)	-0.125 (0.088)	No
Sociology	-0.245*** (0.064)	-0.180** (0.087)	-0.322*** (0.072)	No
Veterinary Medicine	0.196***	0.226***	0.176**	No

	(0.061)	(0.081)	(0.075)	
Constant	11.454***	11.413***	11.485***	
	(0.059)	(0.078)	(0.068)	-
Observations	968	613	355	
R-square	0.739	0.756	0.715	

Policy Recommendations

We first recommend that a standing advisory committee should be established with representatives from CSW, AFW, Faculty Senate, APAC, and the newly established commission on DEI in partnership with CRCI, HRS, IR, Provost’s Office, and the President’s Office.

Other policy recommendations include that potential bias in salaries should be analyzed biannually (every two years). We argue that if something is measured, it is more likely to change. A study should be conducted by WSU Institutional Research with guidance from the advisory committee following the model developed during this analysis. College-level reports should be provided to Deans and Department Chairs to aid in decisions around salary and to provide explanations for outliers. We recommend that Deans and Department Chairs identify individuals who are outliers and make targeted corrections to their salaries.

In the longer-term, at the University level, we should research how practices potentially introduce inequity. First, we should consider the fact that senior hires, which we defined as someone hired with tenure, are predominantly male at WSU. Secondly, do retention raises more often go to male faculty? Third, initial salaries at the time of hire often drive current salaries. Is there a difference in initial salaries across genders?

Finally, we note that further in-depth investigations on self-reported race/ethnicity are hampered by missing data (around 30% of the group decline to state). We encourage better data collection, which would allow for deeper analysis and investigation of potential race/ethnicity bias.

Limitations

There are possible gender biases in terms of hiring and promotion. The summary statistics show that women are hired and promoted at a lower rate than men (see Table 3). Including explanatory variables that may in themselves be biased against women means that our estimation results of salary gender bias are likely understated; when rank is omitted from the regression equation, we estimate that female faculty in tenure-track earn almost 7 percent less than their male counterparts. This result is significant at the 99 percent level of confidence. We recommend these questions also be further researched by relevant bodies (Provost Office, CSW, AFW, new presidential commission on DEI).

The findings and conclusions in this study are based on a statistical analysis of aggregate data. Nothing in this report is based upon, or intended to be understood as, a statement or

interpretation of law. Additionally, nothing in this report is based upon, or intended to be understood as, a determination or finding under any university policies. Individual concerns about pay equity require a more detailed review of the specific pay affecting factors that are present based on the context of that individual's employment. This factors-based analysis may include some, but not necessarily all, of the following non-exhaustive list: performance measures, productivity measures, job duties/responsibilities, relevant work experience, education, industry/job specific factors, and department specific factors, all of which were outside the scope of this study.

Next Steps

The next steps in the academic faculty analysis include analyzing tenure and promotion by gender, race and ethnicity. We also intend to examine starting salaries and raises. We also intend to analyze library faculty in a separate study.

We will also start on the staff analysis. Owing to the wide variety of positions, this analysis will be more complicated.

References

- Chen, Joyce J., and Crown Daniel. 2019. "The Gender Pay Gap in Academia: Evidence from the Ohio State University." *American Journal of Agricultural Economics* 101 (5): 1337–1352.
- Monks, James, and Michael Robinson. 2001. "The Returns to Seniority in Academic Labor Markets." *Journal of Labor Research* 22 (2): 415–426.
- Moore, William J., Newman, and Geoffrey K. Turnbull. 1998. "Do Academic Salaries Decline with Seniority?" *Journal of Labor Economics* 16 (2): 352–366.

Appendices: Summary Statistics by College and Campus

**Table 6: Descriptive Statistics, Career-Track Faculty
CAHNRS and CAS**

ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	CAHNRS		CAS	
	Male	Female	Male	Female
Salary	\$55,675 (17503)	\$60,181 (18774)	\$57,955 (21177)	\$54,408 (34730)
Experience at WSU	6.92 (6.94)	8.42 (6.74)	7.1 (6.53)	8.01 (6.87)
Director	0% (0/25)	0% (0/38)	ND	ND
Exec. Admin	0% (0/25)	0% (0/38)	0% (0/114)	ND
Administration	0% (0/25)	0% (0/38)	0% (0/114)	ND
Assistant Research Professor	ND	23.68% (9/38)	4.39% (5/114)	0% (0/114)
Associate Research Professor	ND	0% (0/38)	0% (0/114)	0% (0/114)
Clinical Assistant Professor	20% (5/25)	15.79% (6/38)	20.18% (23/114)	21.93% (25/114)
Clinical Associate Professor	0% (0/25)	ND	11.40% (13/114)	14.91% (17/114)
Clinical Professor	0% (0/25)	0% (0/38)	4.39% (5/114)	ND
Instructor	0% (0/25)	13.16% (5/38)	33.33% (38/114)	43.86% (50/114)
Research Associate	56% (14/25)	34.21% (13/38)	10.53% (12/114)	6.14% (7/114)
Research Professor	0% (0/25)	0% (0/38)	ND	0% (0/114)
Senior Instructor	ND	ND	6.14% (7/114)	7.89% (9/114)
Staff Scientist	0% (0/25)	0% (0/38)	7.89% (9/114)	0% (0/114)
Asian American	20% (5/25)	ND	ND	7.89% (9/114)
African American	0% (0/25)	0% (0/38)	ND	ND
Decline to State	36% (9/25)	28.95% (11/38)	35.96% (41/114)	26.32% (30/114)
Hispanic	ND	ND	ND	7.02% (8/114)
Other	0% (0/25)	0% (0/38)	0% (0/114)	ND
White	36% (9/25)	55.26% (21/38)	55.26% (63/114)	57.02% (65/114)

Table 7: Descriptive Statistics, Career-Track Faculty, Carson College of Business and Murrow College of Communication
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Business		Communication	
	Male	Female	Male	Female
Salary	\$93,014 (30479)	\$111,285 (43452)	\$99,036 (92417)	\$61,074 (16614)
Experience at WSU	6.74 (7.69)	12.86 (13.06)	8.62 (9.36)	6.12 (7.98)
Director	0% (0/23)	0% (0/7)	0% (0/13)	0% (0/17)
Exec. Admin	ND	ND	ND	0% (0/17)
Administration	0% (0/23)	ND	ND	0% (0/17)
Assistant Research Professor	0% (0/23)	0% (0/7)	0% (0/13)	0% (0/17)
Associate Research Professor	0% (0/23)	0% (0/7)	0% (0/13)	0% (0/17)
Clinical Assistant Professor	52.17% (12/23)	ND	ND	41.18% (7/17)
Clinical Associate Professor	ND	ND	ND	ND
Clinical Professor	ND	0% (0/7)	0% (0/13)	ND
Instructor	ND	ND	ND	41.18% (7/17)
Research Associate	0% (0/23)	0% (0/7)	0% (0/13)	0% (0/17)
Research Professor	0% (0/23)	0% (0/7)	0% (0/13)	0% (0/17)
Senior Instructor	ND	0% (0/7)	0% (0/13)	ND
Staff Scientist	0% (0/23)	0% (0/7)	0% (0/13)	0% (0/17)
Asian American	0% (0/23)	0% (0/7)	ND	ND
African American	0% (0/23)	0% (0/7)	0% (0/13)	0% (0/17)
Decline to State	30.43% (7/23)	0% (0/7)	ND	41.18% (7/17)
Hispanic	ND	ND	ND	ND
Other	0% (0/23)	0% (0/7)	ND	0% (0/17)
White	56.52% (13/23)	ND	46.15% (6/13)	47.06% (8/17)

Table 8: Descriptive statistics, Career-Track Faculty, College of Education & College of Engineering and Architecture
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Education		Eng. & Arch.	
	Male	Female	Male	Female
Salary	\$61,991 (31614)	\$57,393 (15393)	\$85,026 (23386)	\$74,993 (21664)
Experience at WSU	6.64 (9.39)	8 (6.23)	7.14 (6.77)	5.93 (4.8)
Director	ND	ND	0% (0/49)	ND
Exec. Admin	0% (0/14)	0% (0/28)	0% (0/49)	0% (0/15)
Administration	ND	ND	0% (0/49)	0% (0/15)
Assistant Research Professor	0% (0/14)	0% (0/28)	12.24% (6/49)	ND
Associate Research Professor	0% (0/14)	0% (0/28)	0% (0/49)	ND
Clinical Assistant Professor	ND	25% (7/28)	22.45% (11/49)	40% (6/15)
Clinical Associate Professor	ND	25% (7/28)	30.61% (15/49)	ND
Clinical Professor	ND	ND	ND	0% (0/15)
Instructor	35.71% (5/14)	42.86% (12/28)	18.37% (9/49)	ND
Research Associate	ND	0% (0/28)	ND	0% (0/15)
Research Professor	0% (0/14)	0% (0/28)	0% (0/49)	ND
Senior Instructor	0% (0/14)	0% (0/28)	0% (0/49)	ND
Staff Scientist	0% (0/14)	0% (0/28)	ND	0% (0/15)
Asian American	0% (0/14)	0% (0/28)	ND	ND
African American	ND	0% (0/28)	0% (0/49)	0% (0/15)
Decline to State	0% (0/14)	ND	53.06% (26/49)	40% (6/15)
Hispanic	ND	ND	0% (0/49)	0% (0/15)
Other	0% (0/14)	ND	0% (0/49)	0% (0/15)
White	85.71% (12/14)	75% (21/28)	42.86% (21/49)	40% (6/15)

Table 9: Descriptive Statistics, Career-Track Faculty, College of Medicine and the College of Nursing
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Medicine		Nursing	
	Male	Female	Male	Female
Salary	\$203,237 (99515)	\$116,833 (57761)	ND	\$60,639 (26441)
Experience at WSU	5.24 (6.37)	5.4 (5.64)	ND	6.88 (6.41)
Director	28.57% (6/21)	20% (6/30)	ND	ND
Exec. Admin	ND	0% (0/30)	ND	0% (0/42)
Administration	ND	ND	ND	0% (0/42)
Assistant Research Professor	0% (0/21)	ND	ND	0% (0/42)
Associate Research Professor	0% (0/21)	0% (0/30)	ND	0% (0/42)
Clinical Assistant Professor	ND	33.33% (10/30)	ND	19.05% (8/42)
Clinical Associate Professor	28.57% (6/21)	23.33% (7/30)	ND	ND
Clinical Professor	28.57% (6/21)	ND	ND	ND
Instructor	0% (0/21)	ND	ND	38.1% (16/42)
Research Associate	ND	ND	ND	0% (0/42)
Research Professor	ND	0% (0/30)	ND	ND
Senior Instructor	0% (0/21)	0% (0/30)	ND	30.95% (13/42)
Staff Scientist	0% (0/21)	ND	ND	0% (0/42)
Asian American	0% (0/21)	ND	ND	0% (0/42)
African American	0% (0/21)	ND	ND	ND
Decline to State	33.33% (7/21)	ND	ND	11.90% (5/42)
Hispanic	ND	0% (0/30)	ND	0% (0/42)
Other	0% (0/21)	ND	ND	0% (0/42)
White	52.38% (11/21)	63.33% (19/30)	ND	85.71% (36/42)

Table 10: Descriptive statistics, Career-Track Faculty, College of Pharmacy and College of Veterinary Medicine
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Pharmacy		Veterinary Medicine	
	Male	Female	Male	Female
Salary	\$87,298 (36074)	\$108,753 (53117)	\$112,087 (55442)	\$94,391 (31291)
Experience at WSU	3.95 (5.05)	5.4 (6.01)	9.33 (6.02)	7.12 (7.09)
Director	0% (0/21)	0% (0/30)	0% (0/27)	0% (0/42)
Exec. Admin	0% (0/21)	ND	0% (0/27)	0% (0/42)
Administration	0% (0/21)	ND	0% (0/27)	0% (0/42)
Assistant Research Professor	ND	ND	ND	16.67% (7/42)
Associate Research Professor	ND	0% (0/30)	ND	0% (0/42)
Clinical Assistant Professor	23.81% (5/21)	40% (12/30)	33.33% (9/27)	28.57% (12/42)
Clinical Associate Professor	ND	26.67% (8/30)	29.63% (8/27)	23.81% (10/42)
Clinical Professor	ND	ND	ND	ND
Instructor	0% (0/21)	0% (0/30)	ND	21.43% (9/42)
Research Associate	28.57% (6/21)	20% (6/30)	0% (0/27)	0% (0/42)
Research Professor	ND	0% (0/30)	ND	0% (0/42)
Senior Instructor	0% (0/21)	0% (0/30)	0% (0/27)	0% (0/42)
Staff Scientist	ND	0% (0/30)	ND	0% (0/42)
Asian American	ND	ND	0% (0/27)	ND
African American	ND	0% (0/30)	0% (0/27)	ND
Decline to State	42.86% (9/21)	20% (6/30)	33.33% (9/27)	23.81% (10/42)
Hispanic	0% (0/21)	ND	ND	ND
Other	0% (0/21)	0% (0/30)	0% (0/27)	0% (0/42)
White	33.33% (7/21)	66.67% (20/30)	62.96% (17/27)	59.52% (25/42)

Table 11: Descriptive Statistics, Career-Track Faculty - Pullman Campus
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variable	Male	Female
Salary	\$70,217 (36275)	\$62,690 (26891)
Experience at WSU	8.25 (7.49)	8.22 (7.48)
Director	ND	2.46% (5/203)
Exec. Admin	ND	0% (0/203)
Administration	ND	ND
Assistant Research Professor	8.38% (15/179)	6.90% (14/203)
Associate Research Professor	ND	ND
Clinical Assistant Professor	23.46% (42/179)	20.20% (41/203)
Clinical Associate Professor	15.64% (28/179)	15.27% (31/203)
Clinical Professor	7.26% (13/179)	3.94% (8/203)
Instructor	24.58% (44/179)	37.93% (77/203)
Research Associate	9.50% (17/179)	6.90% (14/203)
Research Professor	ND	ND
Senior Instructor	3.91% (7/179)	5.42% (11/203)
Staff Scientist	2.79% (5/179)	0% (0/203)
Asian American	5.59% (10/179)	6.90% (14/203)
African American	ND	ND
Decline to State	31.84% (57/179)	27.59% (56/203)
Hispanic	3.35% (6/179)	4.43% (9/203)
Other	0% (0/179)	ND
White	57.54% (103/179)	59.61% (121/203)

Table 12: Descriptive Statistics for Career-Track Faculty - Tri-Cities Campus
ND = Not disclosed to preserve confidentiality
(less than 5 individuals)

Variable Name	Male	Female
Salary	\$76,807 (44053)	\$69,242 (61890)
Experience at WSU	6.22 (5.30)	5.17 (3.92)
Director	ND	0% (0/30)
Exec. Admin	0% (0/23)	ND
Administration	ND	0% (0/30)
Assistant Research Prof.	0% (0/23)	ND
Associate Research Prof.	0% (0/23)	0% (0/30)
Clinical Assistant Professor	30.43% (7/23)	46.67% (14/30)
Clinical Associate Professor	ND	ND
Clinical Professor	ND	ND
Instructor	30.43% (7/23)	26.67% (8/30)
Research Associate	ND	ND
Research Professor	ND	0% (0/30)
Senior Instructor	ND	ND
Staff Scientist	0% (0/23)	0% (0/30)
Asian American	ND	ND
African American	0% (0/23)	0% (0/30)
Decline to State	30.43% (7/23)	20% (6/30)
Hispanic	ND	ND
Other	0% (0/23)	0% (0/30)
White	52.17% (12/23)	63.33% (19/30)

Table 13: Descriptive Statistics for Career-Track Faculty - Spokane Campus
ND = Not disclosed to preserve confidentiality
(less than 5 individuals)

Variable Name	Male	Female
Salary	\$125,141 (91930)	\$95,323 (54310)
Experience at WSU	5.04 (5.64)	6.45 (6.20)
Director	11.11% (5/45)	7.06% (6/85)
Exec. Admin Administration	ND	ND
Assistant Research Prof.	11.11% (5/45)	5.88% (5/85)
Associate Research Prof.	ND	0% (0/85)
Clinical Assistant Professor	17.78% (8/45)	27.06% (23/85)
Clinical Associate Professor	20% (9/45)	22.35% (19/85)
Clinical Professor	13.33% (6/45)	7.06% (6/85)
Instructor	0% (0/45)	11.76% (10/85)
Research Associate	17.78% (8/45)	9.41% (8/85)
Research Professor	ND	ND
Senior Instructor	0% (0/45)	10.59% (9/85)
Staff Scientist	11.11% (5/45)	0% (0/85)
Asian American	ND	5.88% (5/85)
African American	ND	ND
Decline to State	40% (18/45)	12.94% (11/85)
Hispanic	ND	ND
Other	0% (0/45)	ND
White	42.22% (19/45)	75.29% (64/85)

Table 14: Descriptive Statistics for Career-Track Faculty - Vancouver Campus
ND = Not disclosed to preserve confidentiality
(less than 5 individuals)

Variable Name	Male	Female
Salary	\$87,988 (75133)	\$61,054 (29160)
Experience at WSU	5.71 (4.22)	7.10 (6.21)
Director	0% (0/28)	0% (0/30)
Exec. Admin Administration	ND	ND
Assistant Research Prof.	0% (0/28)	0% (0/30)
Associate Research Prof.	0% (0/28)	0% (0/30)
Clinical Assistant Professor	17.86% (5/28)	33.33% (10/30)
Clinical Associate Professor	21.43% (6/28)	ND
Clinical Professor	0% (0/28)	0% (0/30)
Instructor	42.86% (12/28)	50% (15/30)
Research Associate	0% (0/28)	0% (0/30)
Research Professor	ND	0% (0/30)
Senior Instructor	ND	ND
Staff Scientist	0% (0/28)	0% (0/30)
Asian American	0% (0/28)	0% (0/30)
African American	0% (0/28)	ND
Decline to State	28.57% (8/28)	20% (6/30)
Hispanic	ND	ND
Other	0% (0/28)	ND
White	64.29% (18/28)	63.33% (19/30)

Table 15: Descriptive statistics, Tenure-Line Faculty, CAHNRS and CAS

ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	CAHNRS		CAS	
	Male	Female	Male	Female
Salary	\$123,153 (49403)	\$93,233 (28908)	\$95,710 (44417)	\$84,147 (27273)
Experience	23.58 (11.2)	15.69 (9.33)	20.89 (9.78)	17.82 (9.35)
Experience at WSU	16.20 (11.73)	12.02 (9.69)	14.82 (9.21)	13.37 (9.20)
Early Tenure	23.64% (26/110)	ND	28.25% (50/177)	14.04% (16/114)
Director	ND	ND	3.95% (7/177)	ND
Chair	ND	0% (0/58)	ND	ND
Exec. Admin	ND	0% (0/58)	ND	ND
Assis. Professor	12.73% (14/110)	36.21% (21/58)	11.3% (20/177)	21.05% (24/114)
Assoc. Professor	31.82% (35/110)	31.03% (18/58)	38.98% (69/177)	40.35% (46/114)
Professor	49.09% (54/110)	31.03% (18/58)	46.89% (83/177)	36.84 (42/114)
Regents' Professor	6.36% (7/110)	ND	2.82% (5/177)	ND
Asian American	17.27% (19/110)	10.34% (6/58)	9.6% (17/177)	5.26% (6/114)
African American	ND	0% (0/58)	ND	0% (0/114)
Decline to State	24.55% (27/110)	29.31% (17/58)	29.38% (52/177)	22.81% (26/114)
Hispanic	ND	ND	4.39% (5/114)	ND
Other	ND	ND	3.39% (6/177)	ND
White	52.73% (58/110)	55.17% (32/58)	54.8% (9/177)	64.04 (73/114)

Table 16: Descriptive Statistics for Tenure-Line Faculty, Carson College of Business and Murrow College of Communication
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Business		Communication	
	Male	Female	Male	Female
Salary	\$167,943 (64275)	\$147,348 (41656)	ND	\$82,877 (10879)
Experience	17.13 (10.74)	14.89 (9.45)	ND	9.75 (9.36)
Experience at WSU	12.77 (11.06)	9.95 (9.25)	ND	8.63 (9.56)
Early Tenure	17.95% (7/39)	0% (0/19)	ND	ND
Director	ND	ND	ND	0% (0/7)
Chair	ND	ND	ND	0% (0/7)
Exec. Admin	ND	0% (0/19)	ND	0% (0/7)
Assis. Professor	30.77% (12/39)	47.37% (9/19)	ND	ND
Assoc. Professor	28.21% (11/39)	31.58% (6/19)	ND	ND
Professor	41.03% (16/39)	ND	ND	0% (0/7)
Regents Professor	0% (0/39)	0% (0/19)	ND	0% (0/7)
Asian American	17.95% (7/39)	ND	ND	ND
African American	0% (0/39)	ND	ND	0% (0/7)
Decline to State	33.33% (13/39)	36.84% (7/19)	ND	ND
Hispanic	0% (0/39)	0% (0/19)	ND	0% (0/7)
Other	ND	0% (0/19)	ND	ND
White	46.15% (18/39)	36.84% (7/19)	ND	ND

Table 17: Descriptive statistics, Tenure-Line Faculty, College of Education & College of Engineering and Architecture
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Education		Eng. & Arch.	
	Male	Female	Male	Female
Salary	\$88,002 (41273)	\$86,313 (29571)	\$128,824 (67714)	\$123,438 (69286)
Experience	13 (9.97)	13.93 (8.59)	19.38 (11.42)	15.07 (10.86)
Experience at WSU	9.93 (7.23)	11.3 (7.84)	13.78 (10.55)	9.27 (8.71)
Early Tenure	ND	ND	22.88% (27/118)	ND
Director	ND	0% (0/29)	ND	0% (0/29)
Chair	0% (0/26)	ND	ND	0% (0/29)
Exec. Admin	ND	0% (0/29)	ND	ND
Assis. Professor	42.31% (11/26)	27.59% (8/29)	25.42% (30/118)	41.38% (12/29)
Assoc. Professor	34.62% (9/26)	41.38% (12/29)	29.66% (35/118)	27.59% (8/29)
Professor	23.08% (6/26)	31.03% (9/29)	42.37% (50/118)	27.59% (8/29)
Regents Professor	0% (0/26)	0% (0/29)	ND	ND
Asian American	ND	ND	23.73% (28/118)	17.24% (5/29)
African American	ND	0% (0/29)	ND	0% (0/29)
Decline to State	23.08% (6/26)	ND	43.22% (51/118)	44.83% (13/29)
Hispanic	ND	ND	ND	0% (0/29)
Other	ND	ND	ND	0% (0/29)
White	53.85% (14/26)	65.52% (19/29)	30.51% (36/118)	37.93% (11/29)

Table 18: Descriptive Statistics, Tenure-Line Faculty, College of Medicine and the College of Nursing

ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Medicine		Nursing	
	Male	Female	Male	Female
Salary	\$156,738 (89867)	\$129,081 (72266)	ND	\$99,955 (36632)
Experience	18.3 (10.6)	14.31 (11.48)	ND	13.22 (8.51)
Experience at WSU	7.45 (6.07)	9.23 (10.70)	ND	11.04 (9.85)
Early Tenure	35% (7/20)	ND	ND	ND
Director	0% (0/20)	0% (0/13)	ND	0% (0/23)
Chair	ND	ND	ND	0% (0/23)
Exec. Admin	0% (0/20)	0% (0/13)	ND	0% (0/23)
Assoc. Professor	25% (5/20)	53.85% (7/13)	ND	34.78% (8/23)
Assis. Professor	35% (7/20)	ND	ND	52.17% (12/23)
Professor	35% (7/20)	ND	ND	ND
Regents Professor	ND	0% (0/13)	ND	0% (0/23)
Asian American	ND	0% (0/13)	ND	ND
African American	0% (0/20)	0% (0/13)	ND	0% (0/23)
Decline to State	30% (6/20)	ND	ND	ND
Hispanic	ND	ND	ND	ND
Other	0% (0/20)	0% (0/13)	ND	0% (0/23)
White	55% (11/20)	61.54% (8/13)	ND	82.61% (19/23)

Table 19: Descriptive Statistics, Tenure-Line Faculty, College of Pharmacy & Pharm. Sci. and College of Veterinary Medicine
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Pharmacy and Pharm. Sciences		Veterinary Medicine	
	Male	Female	Male	Female
Salary	\$153,853 (73740)	ND	\$137,605 (62106)	\$137,922 (34184)
Experience	21.72 (11.26)	ND	25.96 (11.75)	21.24 (9.93)
Experience at WSU	10.5 (10.73)	ND	17.27 (12.86)	11.93 (8.93)
Early Tenure	ND	ND	24.62% (16/65)	ND
Director	ND	ND	ND	0% (0/29)
Chair	0% (0/18)	ND	ND	0% (0/29)
Exec. Admin	ND	ND	0% (0/65)	0% (0/29)
Assoc. Professor	38.89% (7/18)	ND	15.38% (10/65)	17.24% (5/29)
Assis. Professor	ND	ND	36.92% (24/65)	48.28% (14/29)
Professor	38.89% (7/18)	ND	41.54% (27/65)	34.48% (10/29)
Regents' Professor	0% (0/18)	ND	ND	0% (0/29)
Asian American	ND	ND	ND	ND
African American	ND	ND	0% (0/65)	ND
Decline to State	44.44% (8/18)	ND	29.23% (19/65)	34.48% (10/29)
Hispanic	0% (0/18)	ND	ND	0% (0/29)
Other	ND	ND	ND	0% (0/29)
White	ND	ND	56.92% (37/65)	48.28% (14/29)

**Table 20: Descriptive Statistics, Tenure-Line Faculty,
Pullman Campus**
**ND = Not disclosed to preserve confidentiality (less than 5
individuals)**

Variables	Male	Female
Salary	\$124,000 (63969)	\$106,165 (46064)
Experience	21.17 (11.27)	16.95 (9.95)
Experience at WSU	14.76 (10.93)	11.78 (9.26)
Early Tenure	26.71% (117/438)	10.10% (21/208)
Director	3.65% (16/438)	3.85% (8/208)
Chair	2.05% (9/438)	2.88% (6/208)
Exec. Admin	2.74% (12/438)	2.88% (6/208)
Assistant Professor	17.81% (78/438)	28.37% (59/208)
Associate Professor	32.19% (141/438)	34.62% (72/208)
Professor	45.66% (200/438)	34.62% (72/208)
Regents' Professor	4.11% (18/438)	ND
Asian American	14.84% (65/438)	9.13% (19/208)
African American	ND	0% (0/208)
Decline to State	31.51% (138/438)	30.77% (64/208)
Hispanic	2.74% (12/438)	3.37% (7/208)
Other	2.05% (9/438)	3.37% (7/208)
White	47.95% (210/438)	53.37% (111/208)

Table 21: Descriptive Statistics Tenure-Line Faculty Tri-Cities Campus
ND = Not disclosed to preserve confidentiality (less than 5 individuals)

Variables	Male	Female
Salary	\$116,480 (45636)	\$85,681 (34445)
Experience	23.75 (9.86)	12.29 (9.96)
Experience at WSU	14.89 (7.95)	8.71 (7.77)
Early Tenure	ND	ND
Director	0% (0/28)	0% (0/14)
Chair	0% (0/28)	0% (0/14)
Exec. Admin	0% (0/28)	0% (0/14)
Assistant Professor	ND	42.86% (6/14)
Associate Professor	50.00% (14/28)	50.00% (7/14)
Professor	46.43% (13/28)	ND
Regents' Professor	0% (0/28)	0% (0/14)
Asian American	ND	ND
African American	ND	0% (0/14)
Decline to State	28.57% (8/28)	ND
Hispanic	0% (0/28)	0% (0/14)
Other	0% (0/28)	0% (0/14)
White	53.57% (15/28)	64.29% (9/14)

**Table 22: Descriptive Statistics, Tenure-Line Faculty,
Spokane Campus**
**ND = Not disclosed to preserve confidentiality (less than 5
individuals)**

Variables	Male	Female
Salary	\$153,223 (88169)	\$116,034 (56034)
Experience	20.28 (11.78)	14.68 (10.68)
Experience at WSU	9.72 (8.89)	11.03 (10.3)
Early Tenure	26.09% (12/46)	ND
Director	ND	0% (0/31)
Chair	ND	ND
Exec. Admin	ND	0% (0/31)
Assistant Professor	30.43% (14/46)	38.71% (12/31)
Associate Professor	26.09% (12/46)	38.71% (12/31)
Professor	39.13% (18/46)	19.35% (6/31)
Regents' Professor	ND	0% (0/31)
Asian American	13.04% (6/46)	0% (0/31)
African American	ND	0% (0/31)
Decline to State	32.61% (15/46)	16.13% (5/46)
Hispanic	ND	ND
Other	ND	0% (0/31)
White	47.83% (22/46)	77.42% (24/31)

**Table 23: Descriptive statistics, tenure-line faculty,
Vancouver Campus
ND = Not disclosed to preserve confidentiality (less than 5
individuals)**

Variables	Male	Female
Salary	\$94,689 (31966)	\$90,450 (35500)
Experience	17.66 (9.13)	16.13 (8.29)
Experience at WSU	13.96 (9.21)	12.67 (8.15)
Early Tenure	14% (7/50)	11.48% (7/61)
Director	0% (0/50)	0% (0/61)
Chair	ND	0% (0/61)
Exec. Admin	0% (0/50)	ND
Assistant Professor	22% (11/50)	26.23% (16/61)
Associate Professor	44% (22/50)	44.26% (27/61)
Professor	34% (17/50)	29.51% (18/61)
Regents' Professor	0% (0/50)	0% (0/61)
Asian American	14% (7/50)	11.48% (7/61)
African American	0% (0/50)	ND
Decline to State	30% (15/50)	9.84% (6/61)
Hispanic	ND	ND
Other	ND	ND
White	52% (26/50)	67.21% (41/61)