

**Report from the  
Financial and Administrative Policy Committee (FAP)  
to the WPI Faculty concerning:**

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**Update on the 2016-17 WPI Faculty  
Compensation Study:  
Is there a Disparity in Compensation  
by Gender?**

**FAP Members:**

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# Overview

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- Background and Methodology
- Participating Institutions
- Key Institutional Indicators
- Results
  - Gender Analysis of Cohorts below/above 85% of Market Median
  - Analysis of Salary Distribution
    - Budget Impact of a Possible Mitigation Strategy
- Discussion

# Participating Institutions

Sorted by National Rankings

Institution (n=13 + WPI)	Location	Public/ Private	Carnegie Classification (2017)	USNWR Rankings* (2017)		Accredited Business School
				National	Engineering (Doctorate)	
Tufts University	MA	Private	R1	27	58	
Case Western Reserve University	OH	Private	R1	37	37	X
Northeastern University	MA	Private	R1	39	53	X
Lehigh University	PA	Private	R2	44	44	X
<b>Worcester Polytechnic Institute</b>	<b>MA</b>	<b>Private</b>	<b>R2</b>	<b>60</b>	<b>63</b>	<b>X</b>
University of Connecticut Storrs	CT	Public	R1	60	63	X
University of Massachusetts Amherst	MA	Public	R1	74	63	X
Colorado School of Mines	CO	Public	R2	82	44	
Drexel University	PA	Private	R2	96	53	X
Illinois Institute of Technology	IL	Private	R2	103	63	X
Rochester Institute of Technology	NY	Private	R3	107	58	X
Michigan Technological University	MI	Public	R2	118	63	X
Clarkson University	NY	Private	R3	129	75	X
Rose-Hulman Institute of Technology	IN	Private	4 Yr Eng			

\*Carnegie Classification and 2017 USNWR College Rankings.

# Gender Analysis of Cohorts Below/Above 85% of Market Median

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Percent of MM	Women		Men	
	#	%	#	%
<85	9	15	24	14
85-115	42	68	123	71
>115	11	18	27	16
	62	100	174	100

# Analysis of Salary Distribution by Rank

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Rank	#	Aggregate Salary	Market Median - MM	
			Market \$	WPI as % of MM
Assistant Professor	52	5,256,024	5,180,661	101
Associate Professor	85	9,104,263	8,954,560	102
Professor	99	14,843,602	14,714,422	101
<b>All</b>	<b>236</b>	<b>\$29,203,889</b>	<b>\$28,849,643</b>	<b>101</b>

# Analysis of Salary Distribution by Rank and Gender

## Men:

Rank	#	Aggregate Salary	Market Median - MM	
			Market \$	WPI as % of MM
Assistant Professor	34	3,382,049	3,291,357	103
Associate Professor	57	6,109,844	5,946,278	103
Professor	83	12,407,798	12,159,438	102
<b>All Men</b>	<b>174</b>	<b>21,899,691</b>	<b>21,397,073</b>	<b>102</b>

## Women:

Rank	#	Aggregate Salary	Market Median - MM	
			Market \$	WPI as % of MM
Assistant Professor	18	1,873,975	1,889,304	99
Associate Professor	28	2,994,419	3,008,282	100
Professor	16	2,435,804	2,554,984	95
<b>All Women</b>	<b>62</b>	<b>7,304,198</b>	<b>7,452,570</b>	<b>98</b>

# Budget Impact: Estimate

## A Possible Mitigation Strategy:

Ensure that at each rank, the salaries of both men and women are at the same percent of the Market Median

## Budget Implication:

Rank	# Fem	Aggregate Female Salary	Male % of MM	Female Salary adjusted to Male % of MM	Difference (\$)
Assistant Professor	18	1,873,975	103	1,945,194	72,008
Associate Professor	28	2,994,419	103	3,098,251	104,112
Professor	16	2,435,804	102	2,606,083	170,279
<b>All</b>	<b>62</b>	<b>7,304,198</b>	<b>102</b>	<b>7,650,597</b>	<b>346,399</b>

# Discussion