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

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

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# Overview

- Background and Methodology

- Participating Institutions

- Key Institutional Indicators

- Results
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# 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 |
| **Worcester Polytechnic Institute** | **MA** | **Private** | **R2** | **60** | **63** | **X** |
| 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

| 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

| 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 |
| **All** | **236** | **$29,203,889** | **$28,849,643** | **101** |

# 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 |
| **All Men** | **174** | **21,899,691** | **21,397,073** | **102** |

**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 |
| **All Women** | **62** | **7,304,198** | **7,452,570** | **98** |

# 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 |
| **All** | **62** | **7,304,198** | **102** | **7,650,597** | **346,399** |

# Discussion