

Quantitative Examination of Gender in Salary Negotiations of Tenured and Tenure-Track Faculty

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It is well documented that women continue to earn less than men despite women holding more college and postgraduate degrees. On average, women are paid only 80% of what men are paid for the same job. This trend is present for tenured and tenure-track faculty, but can vary widely by discipline, individual department, and institution type. One possible explanation for the wage gap relates to women being less likely to negotiate their salary. Negotiating one's salary is critical not only for starting salary, but also for lifetime earnings as future raises and promotions are based on initial salary. Moreover, in addition to salary, faculty members must decide if and how to negotiate for a wide range of items, including start-up funds, lab space and equipment, relocation expenses, and course reduction. While we know the wage gap exists, and that women faculty members often have less lab space, as one example, we know very little about how negotiation processes actually play out. For instance, even when women negotiate, are they equally likely to get what they ask for as their counterparts? And, what factors might affect the answer to that question?

Therefore, the purpose of this research was to explore if men and women faculty members were equally likely to negotiate salary and other items and if they were equally likely to be successful in those negotiations. In doing so, a total of 10 hypotheses and sub-hypotheses were tested, ranging from the gender of the person one negotiated with and percent increase in salary, to features of the university, such as size, unionization, and PhD granting status.

Data collection was done by an online survey with quantitative and qualitative questions. The survey was distributed to faculty members in engineering, biology, psychology, sociology, and philosophy. In total, over 300 responses were received. The findings presented here focus on the quantitative aspect of the survey. Ten different Chi-square analyses were conducted using SPSS. Major findings included that women were as likely as men to negotiate their salaries, but men were

more likely to receive a greater increase in salary from negotiating, and that men who negotiated with men were more likely to receive a greater salary increase than women who negotiated with women. Some of these findings conflicted with previous literature; however, most of the hypotheses had not been tested prior to this study.

This research brings to light challenges related to studying salary negotiations and the need to explore additional data collection methods to better understand the role of gender in salary negotiations. It also raises questions about the dominant discourses used to explain the wage gap. These quantitative findings are part of an ongoing project entitled Research on Salary Equity Transformation (ReSET).