Let’s Talk Money!
Faculty & Staff Compensation in Inflationary Times
November 13, 2023
Advancing equity for women and girls through research, education, and advocacy

aauw.org
The Gender Pay Gap
Lifetime Losses

CURRENT GAPS OVER A 40-YEAR CAREER

Women of all ethnicities and races Lose $398,160 compared to men of all ethnicities and races.

Black women Lose $907,680*

Latina women Lose $1,188,960*

*compared to white men, average across the U.S.
Compared to White, Non-Hispanic Men’s Earnings

Gender Pay Gap & Race

From AAUW’s The Simple Truth About the Gender Pay Gap (2022)
Figure 6. Wage Gap Closing Projections, by Race/Ethnicity

Causes of the Gender Pay Gap

WOMEN ARE:

- Paid less for the same work
- Over-represented in low-wage jobs and under-represented in high-wage ones
- Well-represented in undervalued fields such as healthcare, education, and public administration
- Discriminated against and face barriers that result in lower pay because they are often caregivers
Causes of the Racial & Gender Wage Gaps

WOMEN OF COLOR ARE:

Less likely to get promoted. 58 Black women are promoted to manager, for every 100 men.

Over-represented in agricultural and domestic worker jobs that aren’t protected by federal laws like FLSA.

Less likely to have access to affordable childcare, or are disproportionately heads of households (80% of Black Women are sole breadwinners).
Pay Transparency & Salary History
Know Your Rights

Pay Transparency and Prohibiting Salary History Questions are Gaining Popularity

**PAY TRANSPARENCY**
When an employer provides information about compensation

**SINCE 2020...**
Eight states and six municipalities passed legislation requiring pay transparency.

**FEDERAL LEGISLATION**
The Paycheck Fairness Act (intro’d 2023) — if passed, the law would provide more protections against wage discrimination.
STATES WITH PAY TRANSPARENCY LAWS IN 2023
Plus, these U.S. cities:
Cincinnati, OH
Jersey City, NJ
Toledo, OH
Source: NerdWallet.com
Know Your Rights

Pay Transparency and Prohibiting Salary History Questions are Gaining Popularity

SALARY HISTORY QUESTIONS
State and local governments are increasingly adopting laws that prohibit employers from requesting salary history information.

22 STATES AND COUNTING
Laws vary from state to state. Check to see if your state has a law or statute.
STATES WITH SALARY HISTORY BANS

Plus, these U.S. cities:
- Atlanta, GA
- Lewisville, KY
- New Orleans, LA
- Jackson, MS
- Kansas City, MO
- St. Louis, MO
- Cincinnati, OH
- Columbus, OH
- Toledo, OH
- Columbia, SC
- Salt Lake City, UT

Source: hrdive.com
Women have heard it all.

Stereotypes and the Double Bind
Women in Higher Education: Faculty & Staff
The Pay Gap in Administrative Positions
Full-time women faculty members earn less than men at all ranks.
THANK YOU!

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