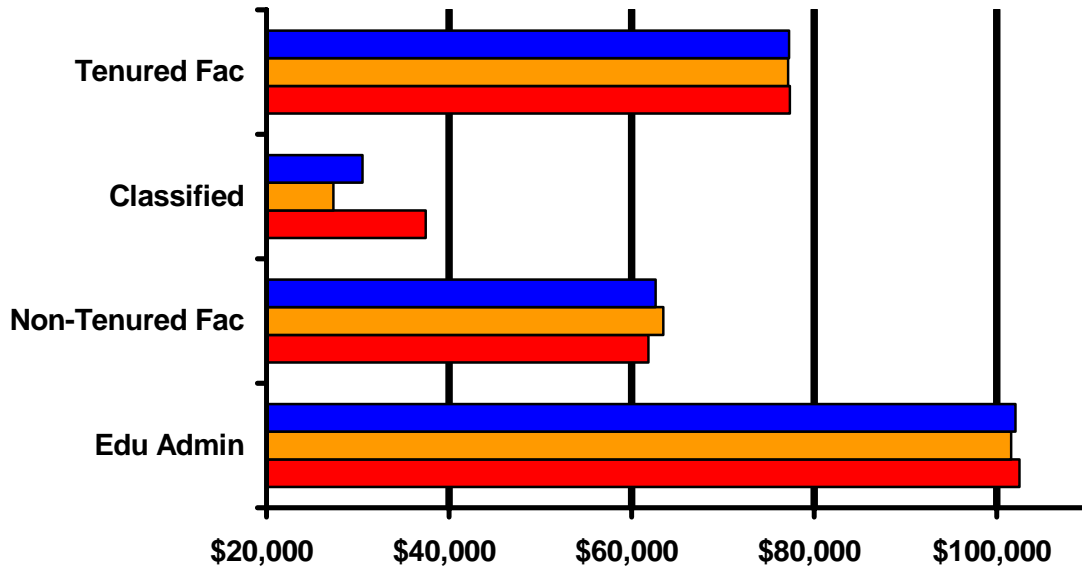

Part Three – Human Resources

Gender Comparisons of Salaries for Full Time Employees

Another way to examine employment equity is to explore pay differences between male and female workers in the same broad job categories. Figure 34 presents these comparisons for male and female faculty, classified, adjunct faculty, and educational administrators at the College. Overall, the data suggest no pay differences exist for men and women in these areas, except for a pay gap for classified staff workers. However, the \$10,000 pay differential between men and women in this category can be explained by the large number of secretarial and clerical positions occupied by women, and the high proportion of skilled trades positions occupied by men (which pay higher wages). In short, controlling for specific job titles in the classified area would eliminate any appearance of a gender gap in wages.

Figure 34
Average Full Time Salaries by Employee Class and Gender
Fall 2002



	Edu Admin	Non-Tenured Fac	Classified	Tenured Fac
Average Salary	\$102,016	\$62,603	\$30,522	\$77,240
Female	\$101,536	\$63,479	\$27,319	\$77,115
Male	\$102,457	\$61,843	\$37,458	\$77,343