



At-a-Glance Findings on the Status of Women at Georgia State University, 2007-2008

- Of the 1,086 full-time instructional faculty holding rank in academic departments at Georgia State University in 2007, women comprised 484 (or 44.6%) of those positions.
- Ten years ago, Georgia State University employed 845 full-time instructional faculty who held rank in academic departments, 323 (38.2%) of whom were women. Thus, since 1997, the percentage of women among full-time instructional faculty increased by 6.4%.
- In 2007, percentages of full-time instructional faculty who were women holding rank in academic departments by college at GSU were reported as follows:

College of Health and Human Sciences	69.7%
College of Education	66.0%
College of Law	43.2%
College of Arts and Sciences	40.6%
Andrew Young School of Policy Studies	30.8%
J. Mack Robinson College of Business	30.4%

- In 1997, females comprised just over one-third (34.6%) of the tenured or tenure track faculty, while ten years later, females comprised 40.5% of the tenured or tenure track faculty. This change represents an increase of 5.9% in the percentage of tenured or tenure track faculty women faculty at Georgia State University from 1997 to 2007.
- From 1997 to 2007, the number of non-tenure track faculty across all colleges more than doubled (from 139 to 315), and the relative percentage of non-tenure track women faculty remained fairly constant during this period (from 56.8% in 1997 to 54.6% in 2007).
- In 2007, full-time instructional women faculty were underrepresented in the professor rank; only 19.8% of full professors were women. Percentages of women faculty were larger at the associate and assistant ranks, where they comprised 45.4% and 55.0% respectively. Women comprised over half of all instructors (58.0%) and just under half of lecturers (48.7%) in 2007.
- In 2007, the mean salary of full-time instructional faculty holding academic ranks at GSU was \$72,826, with women faculty earning on average \$17,518 less than male faculty annually. The wage gap between men and women at GSU was slightly narrower than the gap based on national averages in public, doctoral institutions (\$18,195).
- Within all six colleges at GSU, female faculty members earned less than their male peers in 2007. The gender gap in wages was largest among tenured faculty (\$21,407), and narrower for those not tenured (\$5,456) and those in non-tenure track positions (\$4,138). The gender

gap in salary was largest where the mean annual salaries for full-time instructional faculty were the highest: College of Law, J. Mack Robinson College of Business, and Andrew Young School of Policy Studies.

- In 2007, women faculty in the assistant, associate and professor ranks earned less than men, and the gender gap in wages was widest at the professor rank. However, within the lowest faculty ranks of instructor and lecturer, women earned slightly more than men.
- In Fall 2007, Georgia State University employed 99 faculty (8.4%) who held academic rank and served as administrators, librarians, or counselors. Women faculty comprised 62% of those positions.
- The average salary for administrative faculty holding academic rank in 2007 was \$81,402. Female administrative faculty earned, on average, \$65,382, while male administrative faculty earned, on average, \$107,119. Thus, the 2007 wage gap between men and women administrative faculty was \$41,737. This wage gap between men and women administrative faculty has widened considerably since 2006, when the gap was \$23,786.
- In 2007, women administrators earned more than their male counterparts in the J. Mack Robinson College of Business, the College of Health and Human Sciences, and the Library. Conversely, women administrators earned less in the College of Arts and Sciences, the College of Education, and the College of Law. In Education, women administrators earned \$57,076 less on average than their male peers.
- Given the mean annual salaries of administrators holding faculty rank by tenure status for men and women in 2007, the gender gap in wages was largest among faculty administrators who were tenured. Tenured women administrators earned less than tenured men, and overall, women administrators earned less than their male peers at all ranks.
- In 2007, over half (55.8%) of the total employees of Georgia State University were women. Within job categories, the largest percentages of women are employed in office or clerical positions (90.6%), followed by non-faculty professionals (76.8%). The lowest percentage of women (12.9%) was employed in the skilled crafts areas.
- Job groups at Georgia State University underutilizing women in 2007 included: Academic Executives (Deans, Academic Unit Heads); faculty positions in the Physical Sciences, Business and Management, and Computer Information Systems/Decision Sciences; Lower Level Technicians (Electrical and Equipment Maintenance); Lower and Upper Level General Crafts; and Service and Maintenance Supervisors. Since 2006, job groups that showed an improvement for women include Safety Paraprofessionals (Upper Level).

Note: Data used to generate this report were supplied in Summer 2008 by the Georgia State University Office of Institutional Research and the Office of Opportunity Development and Diversity Planning (as part of its Affirmative Action Plan). All salary figures were converted to a nine month equivalent basis using the standard AAUP conversion formula. Data on salary are descriptive and highlight gender differences in salary by rank, by tenure status, and by college separately. While there were patterns of differences between the salaries of men and women, further analysis is needed to determine what additional factors contribute to gender gaps in salary.

For more information, see:
AOW Annual Report FY 2008 (July 1, 2007 – June 30, 2008):
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