



# Salary Equity - 2008

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# Salary Equity

"Equal pay for equal work"

# Salary Equity

- "Equal pay for equal work"
- Equal Pay Act/Equal Employment and Opportunity Act was passed by Congress in 1963, again in 1972, but to this date it has not been ratified;
  - 3/50 states did not endorse it
  - Tremendous organized opposition - Eagle Forum / STOP ERA
  - Since 1983, ERA has been re-introduced at every session of Congress

# Chronology of American Human Rights

- Every Equal Rights achievement for women and minorities has required significant work and specific legislation:
  - Married woman's right to own property - 1848
  - Suffrage - 1919 (later than AA)
  - Brown vs. Board of Education - 1954
  - Equal Pay - 1963
  - Employment (Title VII) - 1964
  - Education (Title IX) - 1972
  - Roe vs Wade / Abortion - 1973
  - Equal Credit - 1974
  - Pregnancy discrimination - 1978
  - Retirement - 1983
  - Family and Medical Leave Act - 1993

# Chronology

- 1872 - Victoria Woodhull - first woman to run for President
- 1981 - Sandra Day O'Connor - first female Supreme Court judge; later Judy Ginsberg becomes the 2<sup>nd</sup> female judge
- 1978 - More women than men enter college and universities - Where are they?

# Chronology

- 1959 - Introduction of Barbie doll
- 1963 - Birth control pill goes on sale
- 1967 - Betty Friedan, NOW president, asks for federally funded child care, tax deduction for child care
- 1974 - Billie Jean King - equal pay in US Tennis Open Tournament (Wimbledon - 2007!)
- 1995 - UC Board of Regents ends Affirmative Action in admissions, hiring and contracting at all campuses

# ERA

- Why was ERA important?
  - Not as a practical measure to change women's lives,
  - But as a statement of national moral commitment to equality and justice.
  - Long term political consequences for the Republican Party, seen as hostile to the progress of women.

# Status of Women 30 years Later

- 1966 - women workers earned 60% of men's salaries
- 1979 - women earned 59.7%
- 1999 - women earned 26.5%
- Gain of 15 points, but still 25% less

# Status of Women

- Economic experience is divided along class lines:
  - Educated women in academia, officer grades in the military, business executives have made steady progress
  - Women in working class occupations have faced more harassment

# Virginia Valian's Work - 1998

- Business world
  - Women are not in top executive jobs
  - if there, they earn less
- Law Schools
  - 1970 - 3% of lawyers were women
  - 1980 - 8%
  - 1995 - 23%
- Bar examinations - 1987
  - 36% women



# Women in Law

- 1991 - 67% of all law firms were all male
- 1980 - women were 15% of associates, 2% of partners
- In top 250 firms in the country:
  - 1981 - 3.5% women partners
  - 1992 - 11% women partners

# Women in Medicine

- Similar to Law; numbers doubled in 20 years, salaries did not catch up with men's.
- 1970 - 334,000 MD's in the US  
25,000 (7.6%) women
- 1980 - 54,000 (11.6%) women
- 1998 - 777,000 MD's  
177,000 (22.8%) women
- In the 2000's, more than 50% of medical students are women

# Professional Status

- 1990's - Women earned 70% of men's salaries
- Adjusting for shorter hours (child care), 87%
- Women cluster in lower paying specialties
  - general practice, pediatrics, ob-gyn

# Professional Status

- Men and women start on a basis of equality, or near equality;
- Inequality soon becomes apparent, either in terms of salary or professional advancement.
- It becomes greater over time.

# Gender Schemas

- Unconscious bias
- Accumulation of small differences over time results in great discrepancies in career status/salaries
- Need to educate both men and women to overcome bias - importance of pools, recruitment training, etc

# Professional status

- Similar findings in academia - humanities, sciences and engineering
  - Women make approximately 90% of men's salaries
  - Women are less likely to be promoted
  - Women are less likely to get tenure
- Few Medical Schools have women Deans
  - Hillary Clinton was the force behind the increased number of women judges during the Clinton administration

# Reasons for discrepancies

- Fewer women earn professional qualifications
- Women interrupt their careers to take care of children
- Gender schemas (Virginia Valian)
- Political conservative shifts

# "The Leadership Lid"

- Review # of women in top positions, article by Anne Quidlen, Newsweek, 10/13/08
- The White House Project, dedicated to advance women's leadership
- Many more women are entering professional fields at the bottom
  - Women are more than 50% of medical students, remember?
- There is a belief that they have been rising steadily to the top, but...  
There is a "leadership lid", roughly at 20%

# "The Leadership Lid"

- 20% women in top positions in:
  - Business
  - Journalism
  - Politics
- Lower in the military, 500 Fortune companies
- Higher in non profit organizations (lower salaries)
- Law firms - 12% in 1993,  
18% in 2008 are partners
- Female representation in the House - 69<sup>th</sup> spot in the world, behind Iraq and North Korea
- UC System - 20% for the past 20 years
- UCLA SOM - 13% in 2005

# The White House Project

- “Focusing on bringing women into leadership positions in this critical time is not a distraction from solving the problem, it is solving the problem.”
  - Marie Wilson, WHP Corporate Council

# Lawsuits

- 1970 - Newsweek sued by 46 editorial women for gender discrimination
- Professional Women Caucus sues all Law Schools in the US
- ATT - retroactive pay to female employees
- State Farm Insurance Company - \$ 157 Million to women denied jobs as agents - largest settlement in history
- 1978 - New York Times sued by 550 female employees
- 2007 - NBC News - "The Truth About Boys and Girls" series; UCLA clip

# Salary Equity

- Equal pay is only one aspect of Gender Equity
- How to achieve it?
- National policies implementation, society acceptance of changes
- Personal experience

# How to change it?

- The Triangle of Pressure:
  - Women working from the inside up
  - CEO's, Chairs working from the top down
  - Deans, Board of Directors, the press - Pressure from the outside in

# Work from inside up

- Women, and their male supporters, have to advocate for themselves individually, and for all women where they work.
- Steps:
  - Document
  - Research
  - Collaborate
  - Negotiate
  - Celebrate

# Document

- Incidents of discrimination
- Exam the evidence

# Research

- Find out what you should be getting paid
- Check:
  - Administrative/research support
  - Opportunities for training
  - Budget for travel
  - Space allocation - office, lab, software/equipment
  - Decisions about: new position allocation, parking spaces, relocation funds
  
  - Actual salaries - AAMC data, ask your colleagues
  
  - Calculate the impact of salary loss over time

# Collaborate

- Talk to others in your Department/  
Institution:
  - It brings more information
  - It forms alliances
  - It is important for effectiveness, promotes lasting organizational change
- Include men whenever possible :
  - solid mentors,
  - introducers to informal networks,
  - negotiation coaches,
  - help create a better climate.

# Learn to Negotiate

- " Any boss will pay someone the least amount of money they can to keep them."
- "If you don't ask, you won't get paid..."
- Women think that if they work hard enough, a raise or promotion will come - wrong assumption!

# Negotiation skills

- Reasons for salary disparities:
  - Men are promoted faster than women
  - Men are given more resources
  - Bias about workload limitation due to family responsibilities
- Negotiation does not have to mean confrontation or conflict:
  - Prepare for the meeting, practice with others.
  - Need to overcome gender stereotypes, including our own.

# The MIT Faculty Newsletter

Vol. XI No. 4

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## Special Edition

### A Study on the Status of Women Faculty in Science at MIT:

How a Committee on Women Faculty came to be established by the Dean of the School of Science, what the Committee and the Dean learned and accomplished, and recommendations for the future

#### Members of the First and Second Committees on Women Faculty in the School of Science

##### First Committee (1995-1997)

Sallie W. Chisholm - CEE and Biology  
Jerome I. Friedman - Physics (department Head)  
Nancy Hopkins - Biology (Committee Chair)  
Daniel Kleitman - Mathematics (former department Head)  
June L. Matthews - Physics  
Mary C. Potter - BCS  
Paola M. Rizzoli - EAPS (served 7/95-)  
Leigh Royden - EAPS (served 2/95-7/95)  
Robert J. Silbey - Chemistry (department Head)  
JoAnne Stubbe - Chemistry and Biology

##### Second Committee (1997-1999)

Sylvia T. Ceyer - Chemistry  
Sallie W. Chisholm - CEE and Biology  
Jerome I. Friedman - Physics (former department Head)  
Jacqueline N. Hewitt - Physics  
Kip V. Hodges - EAPS  
Nancy Hopkins - Biology  
Mary C. Potter - BCS (Committee Chair)  
Paola M. Rizzoli - EAPS  
Robert J. Silbey - Chemistry (former department Head)

#### Outline

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- Establishing a Committee on Women Faculty in the School of Science (P. 5)
- Committee membership and how the Committee operated (P. 6)
- What the Committee learned (P. 7)
- What the Committee recommended (P. 10)
- Real progress: What the Dean did to improve the status and equitable treatment of senior women faculty and to increase the number of women faculty in the School of Science (P. 10)
- How did inequities come about? "Gender discrimination" in 1999 (P. 11)
- Long term solutions - "Affirmative actions" for 1999 (P. 12)
- Summary from the first report of the Committee on Women Faculty in the School of Science - 1996 (P. 13)
- Recommendations made to the MIT administration in the first report of the Committee on Women Faculty in the School of Science - 1996 (P. 14)

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From The Faculty Chair: Professor Lotte Bailyn — Page 3

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Greg Matzevich/Gamma Liaison, for The New York Times  
Nelson Mandela with his Energy Minister, left, and a top Shell International official.

#### by SUZANNE DALEY

South Africa — The pink light of the runway at Waterkloof Air Force when Nelson Mandela settled into a seat aboard his presidential jet. The knell to remove his shoes and, in what well-worn routine, helped him lift his feet onto two pillows. Part of a working day for the 80-year-old that would include a visit deep into the desert, moving from the luxurious jet to a room for a hot, bumpy, hourlong ride to a meeting here in Pretoria: a meeting with an envoy from Uganda, the President, then more executives. In the

evening, he would address an auditorium full of white farmers to laud a new anticrime program. His day would end 15 hours after it started, a grueling schedule that is not unusual for him, even in the twilight of his presidency. After nearly five years in office, Mr. Mandela is still beloved, a leader who can scold an audience for two hours and still get a standing ovation, as he did recently after he told a largely white group in a rich Johannesburg suburb (the same one he lives in) that they had to stop defending their privileges and do more to transform the country into an economic democracy as well as a political one. His popularity crosses all racial lines and is such

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administration pledged for peacekeeping could only participate if they were in a NATO force with NATO.

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At the White House, President Clinton said that the last moment to make concessions.

## M.I.T. Acknowledges Bias Against Female Professors

By CAREY GOLDBERG

CAMBRIDGE, Mass., March 22 — In an extraordinary admission, top officials at the Massachusetts Institute of Technology, the most prestigious science and engineering university in the country, have issued a report acknowledging that female professors here suffer from pervasive, if unintentional, discrimination. "I have always believed that contemporary gender discrimination within universities is part reality and part perception," the university's president, Charles M. Vest, said in comments to be published in the faculty newsletter within days and already posted on the World Wide Web. "True, but I now understand that reality is by far the greater part of the balance."

Such discrimination, national experts say, continues and in some ways has worsened at institutions across the country, despite the growing number of professors who are women. In a report issued last month, the American Association of University Professors found that though women grew to 34 percent of faculty nationwide now from 23 percent in 1975, the gap between salaries for male and female professors actually widened in that period. Female faculty members involved with the M.I.T. report, the findings of which were posted on the World Wide Web on Friday and reported in The Boston Globe on Sunday, say they do not believe that the institute discriminates more than other top-flight universities; it is simply more

Dr. Vest's comments introduced a

## Lead Faces New York Council; Protests and Arrests Go On

#### by COOPER

Commissioner Howard M. Saxe, including State Senator James McCann, were in the largest act yet protesting at the Academy Awards ceremony in Los Angeles on Sunday night, the Commissioner flew back to New York to attend the hearing at City Hall. The size of yesterday's protest — several hundred marched outside Police Headquarters in lower Man-

hattan, and the number of arrests was the highest yet in protests in the case — indicated that public anger over Mr. Diallo's shooting showed no signs of abating nearly seven weeks after the episode. Singing "We Shall Overcome," Mr. McCann, the highest-ranking Black elected official in the state, blocked the entrance to Police Headquarters and was arrested along with Earl G. Graves, the publisher of Black Enterprise magazine; Ed Lewis, the publisher of Essence magazine; the comedian Dick Gregory, and dozens of lawyers and several City Council

members fresh from their hearing on the Police Department. All were handcuffed, following police guidelines, as Representative Charles B. Rangel of Harlem and former Mayor David N. Dinkins were last week. But the main political drama yesterday was at the City Council hearing, where Council members had been eagerly awaiting a chance to question Mr. Safir, only to be rebuffed by his office over the last few days. Police officials refused to say

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# Salary Equity at UCLA/SOM

- Nancy Hopkins lecture at UCLA - 1995
- Chancellor's Gender Equity Committee -
- Chancellor's Gender Equity in Health Sciences -
  - 3 committee chairs, data from 2002; report issued in 2005
- San Francisco Chronicle article and data on UC salaries
- Letter from 5 tenured Dept. of Radiology Professors to the UC President
  - Data on Academic ladder, male/female
  - Clinical Productivity in RVU's
  - Research productivity in # of grants
- SOM - Salary Equity Committee, recommendations/implementation
- Associate Dean for Academic Diversity - 2008

# How can the AAWR help you?

- American Association for Women Radiologists
- Regular meetings at RSNA, ARRS, ASTRO, SPR with presentations of interest to women
- Website, publications
- Awards to attend AAMC Leadership Seminars

- Other sources:
  - AAMC website,
  - Drexel University's ELAM Program,
  - The Gender Equity Project, Hunter University
  - Suggested readings

# Suggested Reading

- "The World Split Open - How the modern women's movement changed America"
  - By Ruth Rosen - History Professor at UC Davis, writer op ed LA Times, Penguin Books, 2000;
- "More Equal than Others - America from Nixon to the new century"
  - By Godfrey Hodgson, Princeton University Press, 2004
- "Getting Even - Why women don't get paid like men and what to do about it"
  - By Evelyn Murphy and EJ Graff; Simon and Schuster, NY, 2005

# Suggested reading

- "Why So Slow? The Advancement of Women"
  - By Virginia Valian, MIT Press, 1999
- "Walking out on the boys"
  - By Frances K. Conley; Farrar, Straus and Giroux, 1998
- Articles:
  - "The labyrinth to leadership" - Alice Eagly, Linda Carli. Harvard Business Review, 2007
  - Check AAWR website

# What can you do for the AAWR?

- Become a member
- Participate - you make the organization
- It takes a while to realize the value of organized work, until you figure that many go through exactly what you do... You don't have to do it alone.
- We are here to help each other!

Thank you!