Female administrators face discrimination in ed.

Aldemaro Romero Jr.
CUNY Bernard M Baruch College

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In past articles of this column, we have reported that shows that women in general face more barriers than their male counterparts in getting into academic careers. Female college and university administrators earn on average 10 percent less in salaries than their male colleagues.

If you are a woman in academia and aspire to an administrative job in order to substantially improve your earnings and make them more in line with the males around you, you should think twice.

According to the Center released just a few days ago by the College and University Professional Association for Women (CUPA-HR), there is a significant gender gap at the top levels of higher education leadership. Women administrators earned 77 cents on the dollar versus men. Such a difference is largely in line with the gender pay gap for all full-time workers in the United States, which shows women earning 79 cents for every dollar men earn. In other words, despite gains at institutions of higher education that they are egalitarian and politically correct, this gender gap has widened, not lessened.

According to the CUPA-HR study, the gender pay gap has narrowed by only 3 cents since 2001, when women administrators earned 80 cents on the dollar whereas men earned 1 dollar. Today’s it’s used a lot by women in top administrative positions – in which men usually outnumber women – women administrators earn more than their male counterparts. According to the study, in 2016 women made up approximately half of all higher education administrators across the country. Yet, there were differences by regions. The Midwest had the greatest number of female administrators in the Midwest, West and South. For the Midwest, 35 percent of the position. More than 50 percent of departamental heads are women, but less than 30 percent of the top executive are women. Again, the better paid positions are male dominated.

Interestingly enough, although there are fewer women in top-paying positions, the pay gender gap was generally narrower. For example, women earned 76 cents on the dollar when compared to men, while department administrators earned 80 cents on the dollar.

Another part of the problem is perception. Many academic institutions of higher education lack the rhetoric for equality, colleges and universities pay with it being obvious with female administrators. Even the numbers in the report indicate that if there ever was a tendency to close the gap in pay between women and men, that tendency slowed down significantly and may have been the recession of 2007-2009. One of the main reasons was the deep drop in funding. And since recessions have tended to be severe, one can imagine the reports and studies, that explains why the drive for more equality actually slowed down.

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