

Women Professors Paid Less in the SEC  
AU Women's Leadership Institute

The chart below examines the percentage of pay that women earned compared to men at eight SEC doctoral granting, land grant institutions in the South. The percentages are culled from public information provided by the American Association of University Professors (AAUP). The eight schools examined are Auburn University in Alabama, the University of Arkansas at Fayetteville, the University of Florida, the University of Georgia, the University of Kentucky, Louisiana State University, Mississippi State University, and the University of Tennessee at Knoxville.

At all three levels examined—full professor, associate professor, and assistant professor—women made less on average than their male counterparts in every instance from 2001-2014, except for at the University of Arkansas at Fayetteville where women reached salary parity (earning 100% of men's salary on average) at the assistant professor level in the 2013-2014 academic year.

At the full professor level, Mississippi State University paid women 12% less than it paid men consistently in academic years 2001-2002, 2010-2011, and 2013-2014. However, Mississippi State University has seen fluctuations and incremental improvements in reaching salary parity at the other two levels, associate and assistant professor. At the associate professor level, women made 10% less in 2001-2002, 6% less in 2010-2011, and 7% less than men in 2013-2014. At the assistant professor level, women made 9% less in 2001-2002, 3% less in 2010-2011, and 5% less than men in 2013-2014.

The largest salary disparities at the full professor level among these SEC schools are at Auburn University, the University of Tennessee at Knoxville, and at Louisiana State University. At both Auburn and U of Tennessee Knoxville, the gap between men's and women's average salary at the full professor level increased 5% between 2001 and 2014. Auburn paid women full professors an average of 7% less than men in 2001-2002, 11% less than men in 2011-2012, and 12% less in 2013-2014. The University of Tennessee at Knoxville paid women full professors 10% less than men in 2001-2002, and 15% less in 2011-2012 and in 2013-2014. Women full professors at LSU saw a 6% increase in the gap between their pay and that of their male counterparts between 2010-2011 and 2013-2014.

Institution	Avg. full professor			Avg. associate professor			Avg. assistant professor		
	2001-2002	2010-2011	2013-2014	2001-2002	2010-2011	2013-2014	2001-2002	2010-2011	2013-2014
Auburn University	93%	89%	88%	92%	93%	92%	91%	90%	89%
University of Arkansas at Fayetteville	97%	96%	95%	97%	90%	90%	92%	92%	100%
University of Florida	91%	89%	88%	93%	93%	93%	90%	90%	88%
University of Georgia	95%	94%	94%	97%	96%	96%	94%	96%	94%
University of Kentucky	94%	91%	92%	98%	97%	98%	89%	95%	94%
Louisiana State University	NA	91%	85%	NA	93%	90%	NA	98%	95%
Mississippi State University	88%	88%	88%	90%	94%	93%	91%	97%	95%
University of Tennessee at Knoxville	90%	85%	85%	92%	93%	94%	93%	89%	88%

**Note: \*data from AAUP**

**\*women/men faculty salary percentage**