



School of Pharmacy

# Analysis of Gender Equity in the Salary of Pharmacy Faculty and Administration

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## Introduction

Gender-based salary inequity exists across many aspects of society. Previous analyses have not evaluated the impact of gender on salary within pharmacy academia

## Research Question

How does gender affect the faculty salary within pharmacy academia?

## Study Design

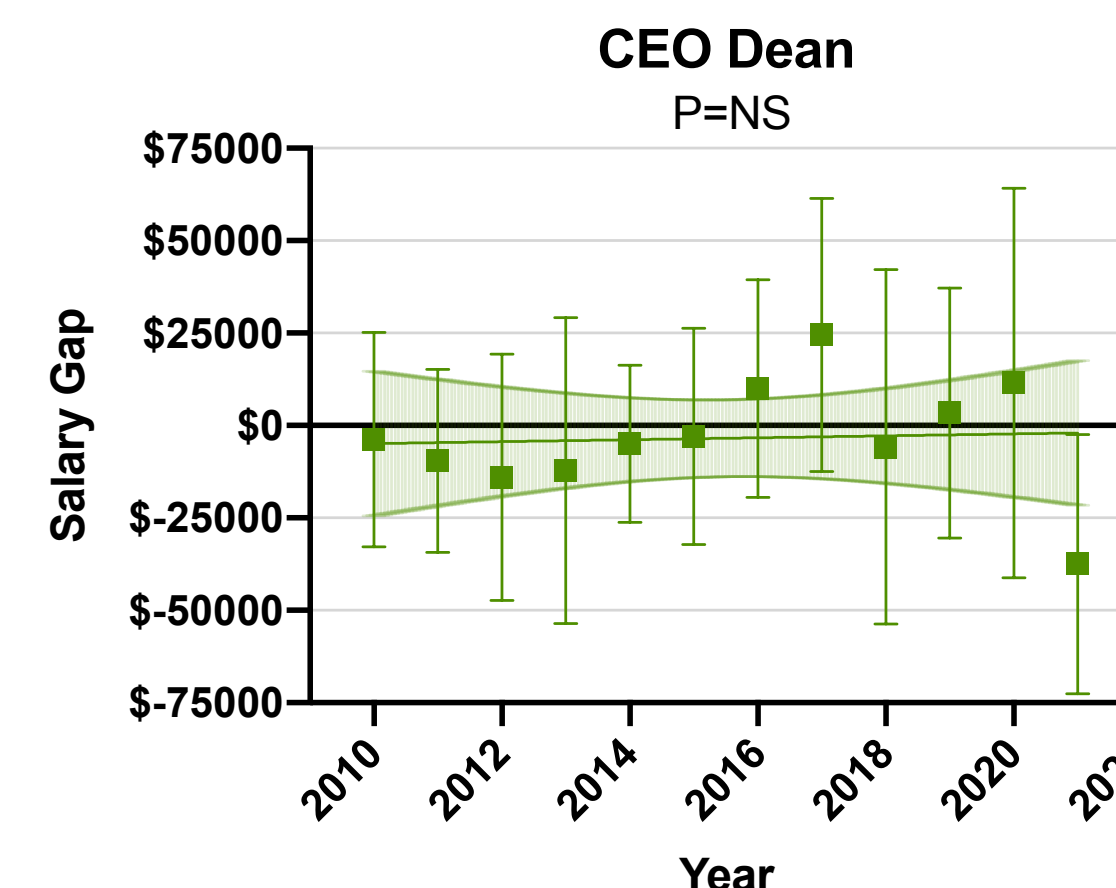
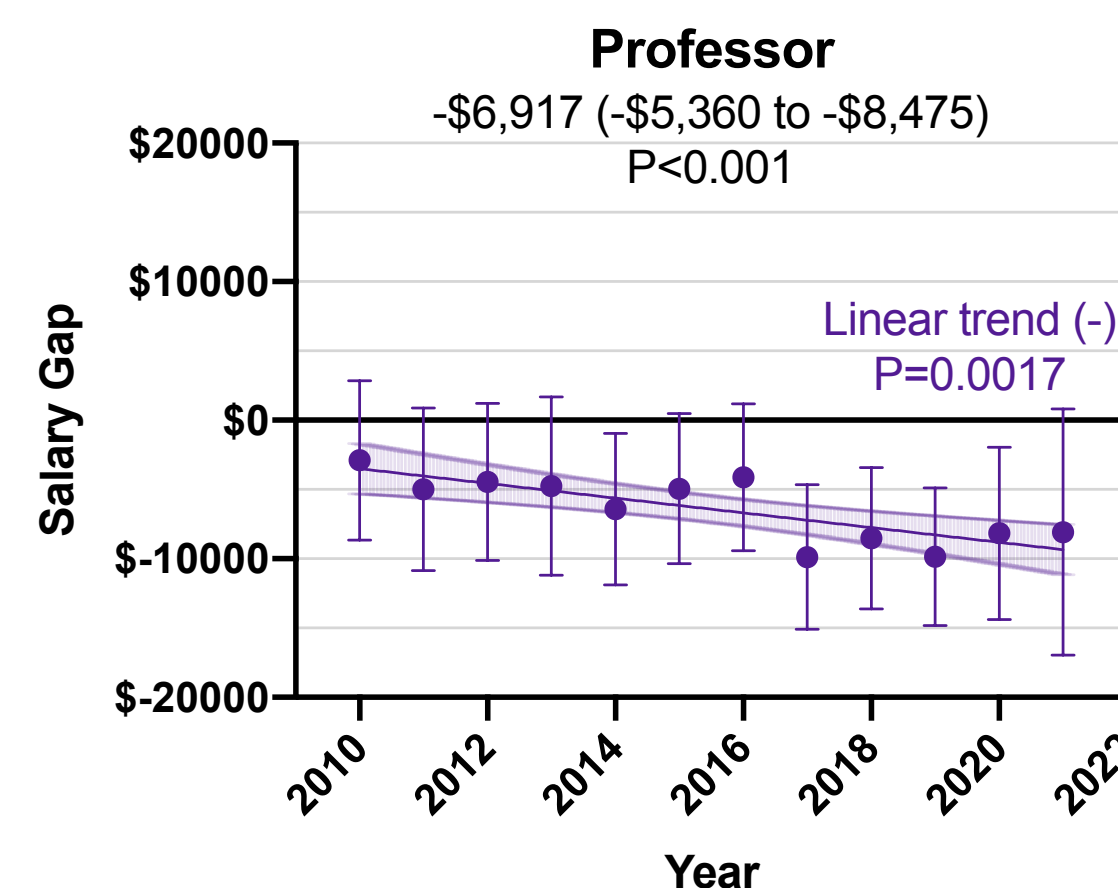
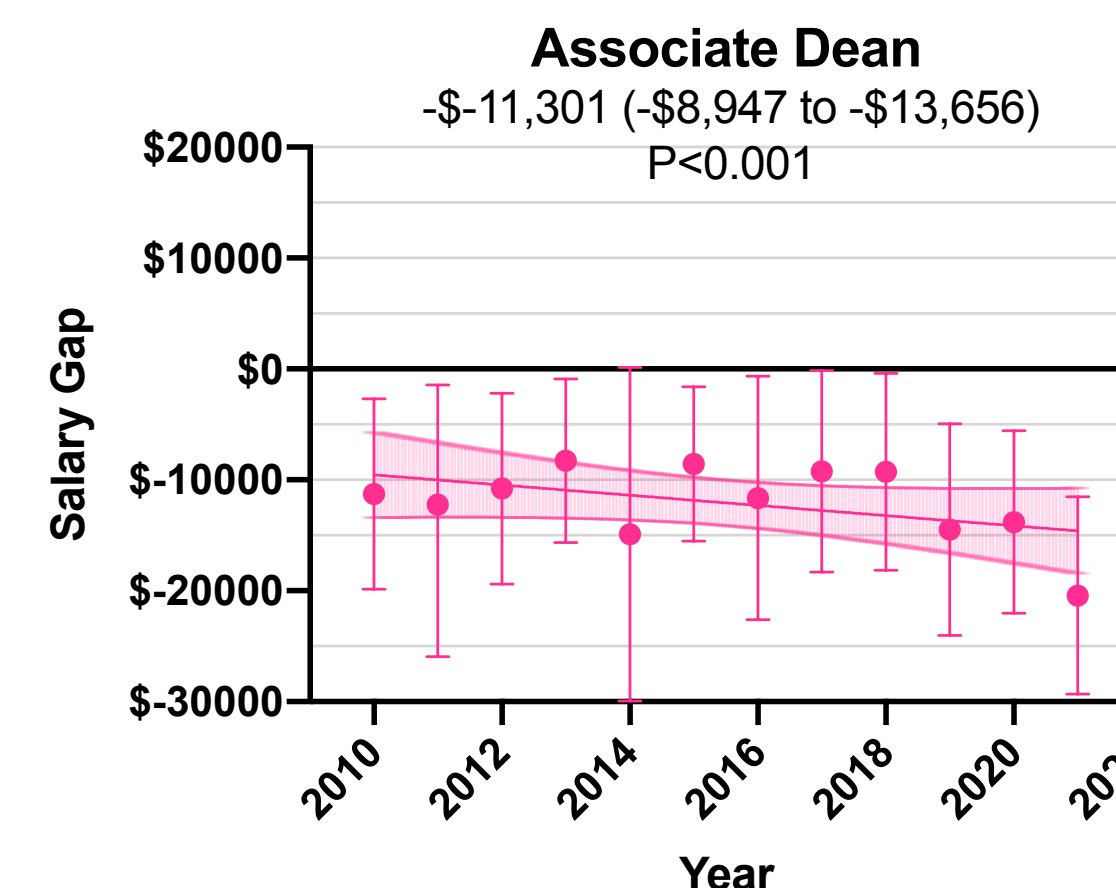
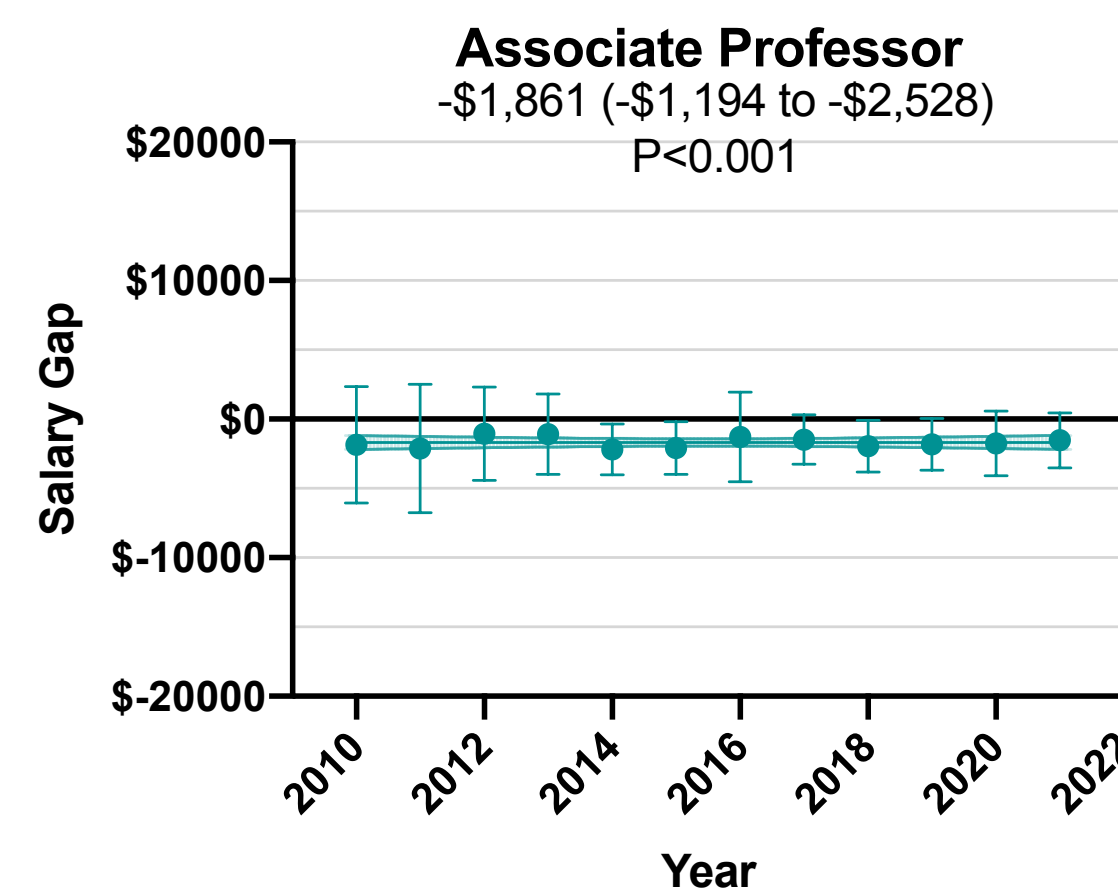
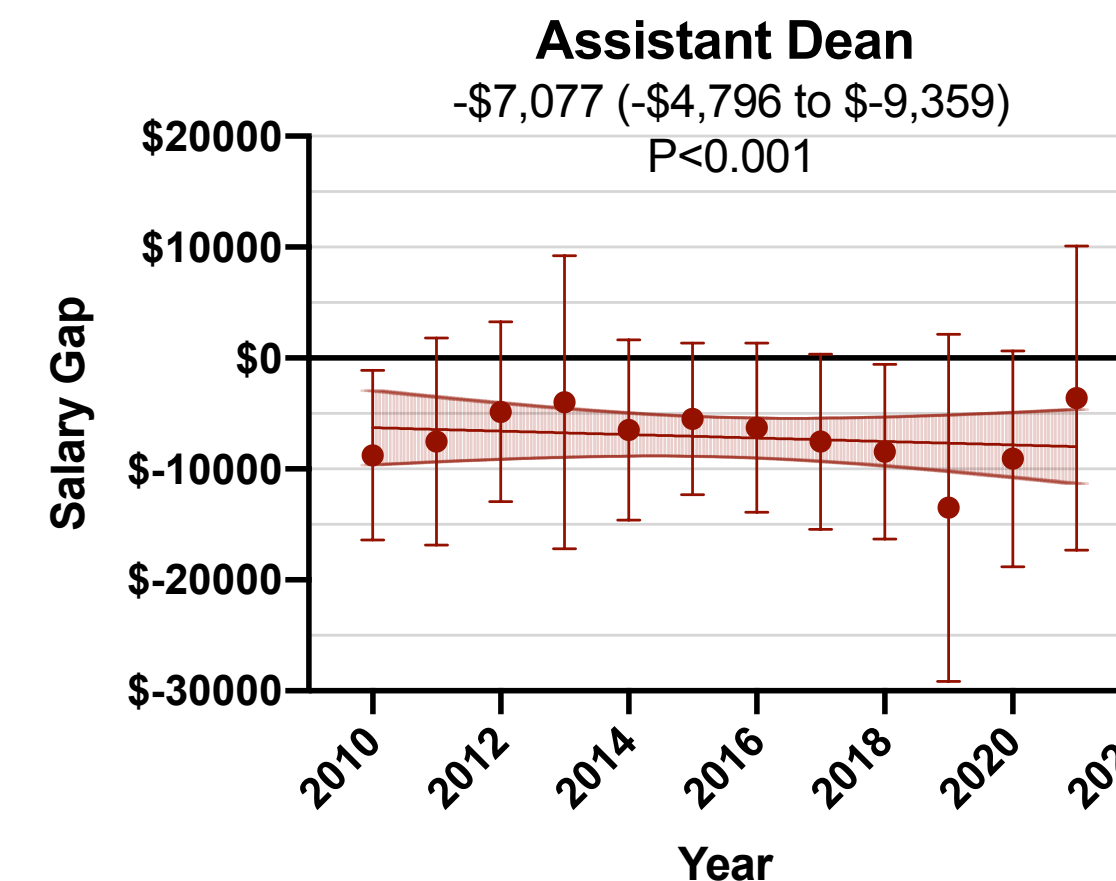
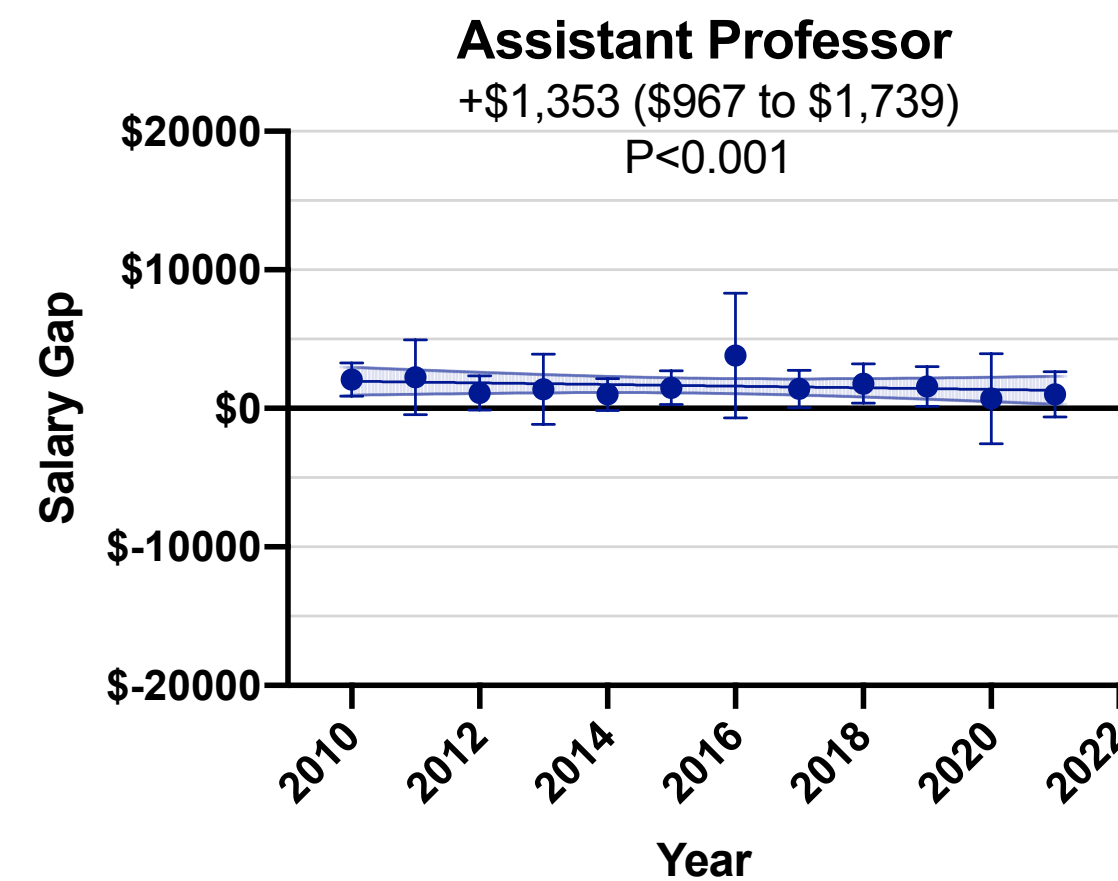
A retrospective cross-sectional observational study

## Methods

We recorded rank, gender, and salary of the faculty and deans at pharmacy schools in the United States using American Association of Colleges of Pharmacy (AACCP) Profile of Faculty surveys from 2010 to 2021. We used meta-analysis to estimate the salary gap (and 95% confidence intervals) for females in comparison to their male counterparts for each faculty rank followed by a linear-regression to evaluate potential trends over time.

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## Results



## Results

Salary Gap for Women by Academic Rank (2021 data)

Rank	Salary Gap	P value
Assistant Professor	+\$1,020 (-\$601 to +\$2,640)	0.22
Associate Professor	-\$1,529 (-\$3,500 to +\$441)	0.13
Professor	-\$8,073 (-\$16,960 to +\$814)	0.075
Assistant Dean	-\$3,613 (-\$17,311 to \$10,086)	0.61
Associate Dean	-\$20,419 (-\$11,518 to -\$29,320)	<0.001
CEO Dean	-\$37,495 (-\$2,536 to -\$72,554)	0.036
<b>Overall</b>	<b>-\$3,707 (-\$352 to -\$7,062)</b>	<b>0.030</b>

Results from 2021 (alone) identified an overall salary gap of \$3,707 but did not identify consistent salary inequity across all academic ranks.

When combined with historical data, however, women receive higher salaries as assistant professor but lower salaries as associate professor, professor, assistant dean, and associate dean.

## Conclusion

Gender remains a strong predictor of salary within pharmacy faculty. Salary inequity appears to increase with higher academic rank and may be worsening over time.