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Dissecting the Gender Pay Gap

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Vice President
Oaktree Products, Inc.

LEARNER OUTCOMES

- Explain how the gender pay gap statistic is calculated and how this may apply to audiology.
- List at least two factors that gender pay gap statistic does not reflect when taken at face value
- Identify the main factor accounting for most of the existing gender pay gaps with the same profession such as audiology

OBJECTIVES

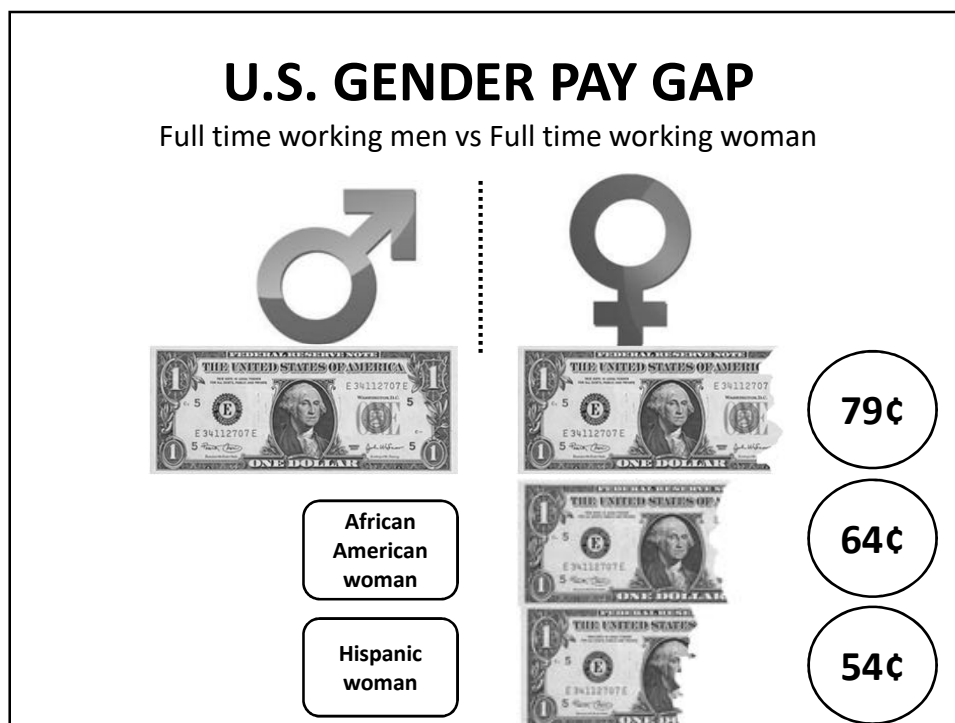
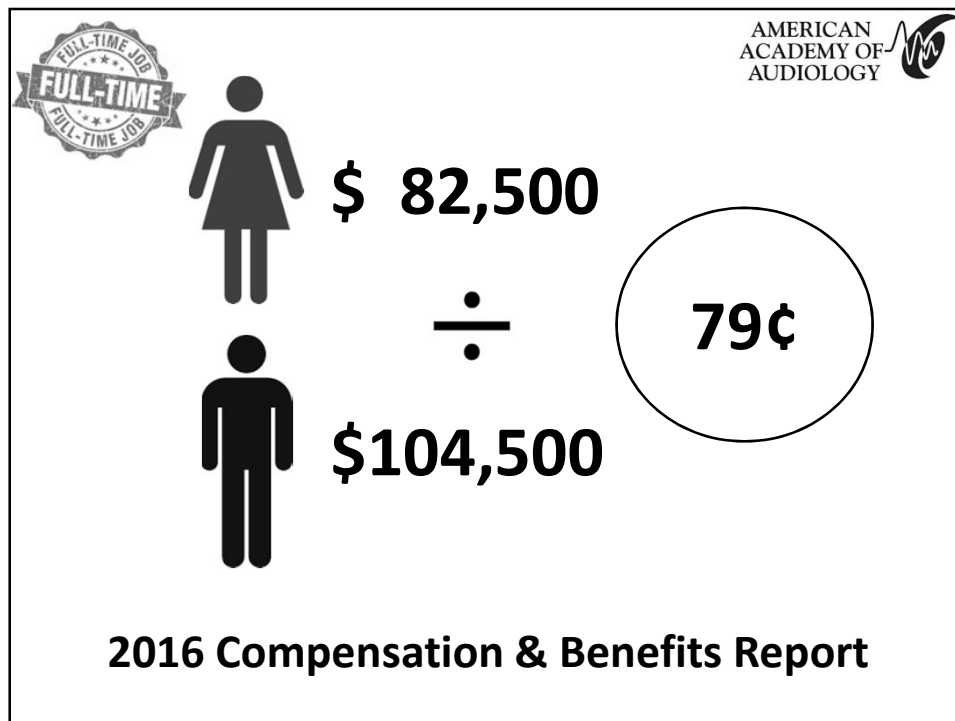
- What is it and how calculated?
- Historical overview
- Personal choice influencers
- Steps to take to minimize your own personal gender pay gap

U.S. GENDER PAY GAP

Full time working men vs Full time working woman

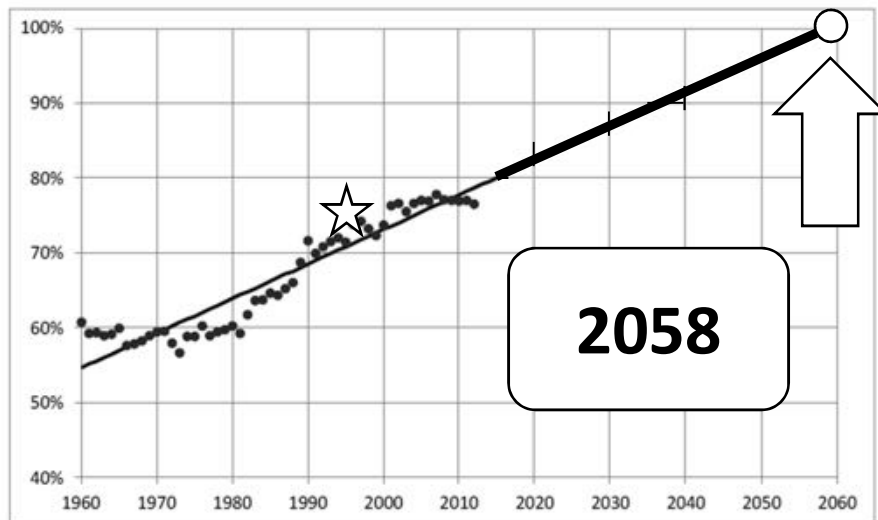


Difference between the amounts of money paid to women versus men on an annual basis

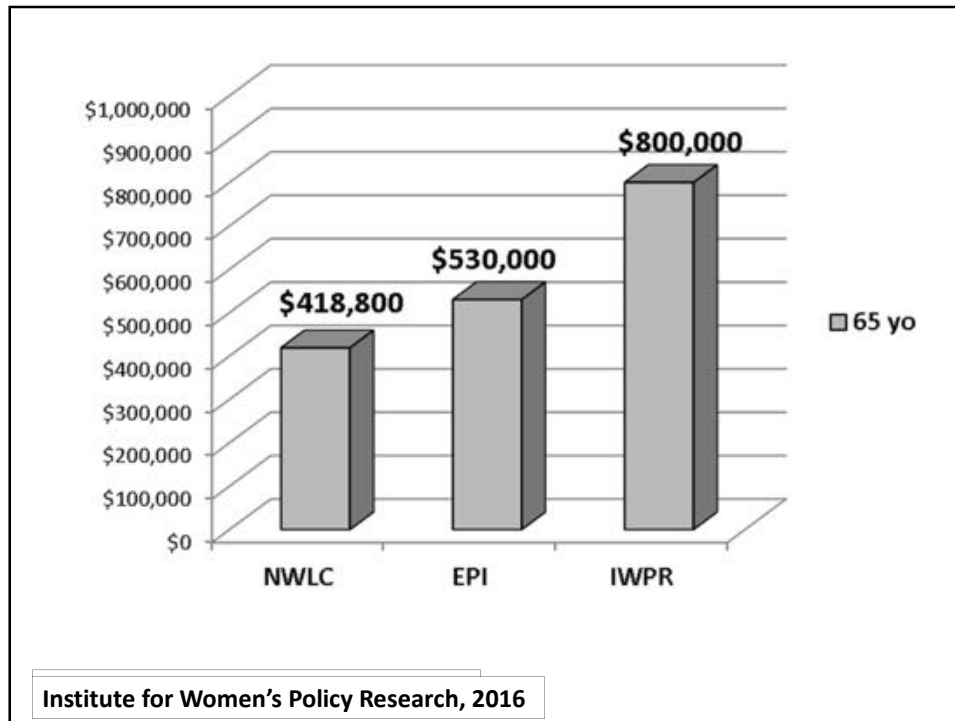


Equal Pay Act of 1963

- Requires equal pay for men and women for equal work

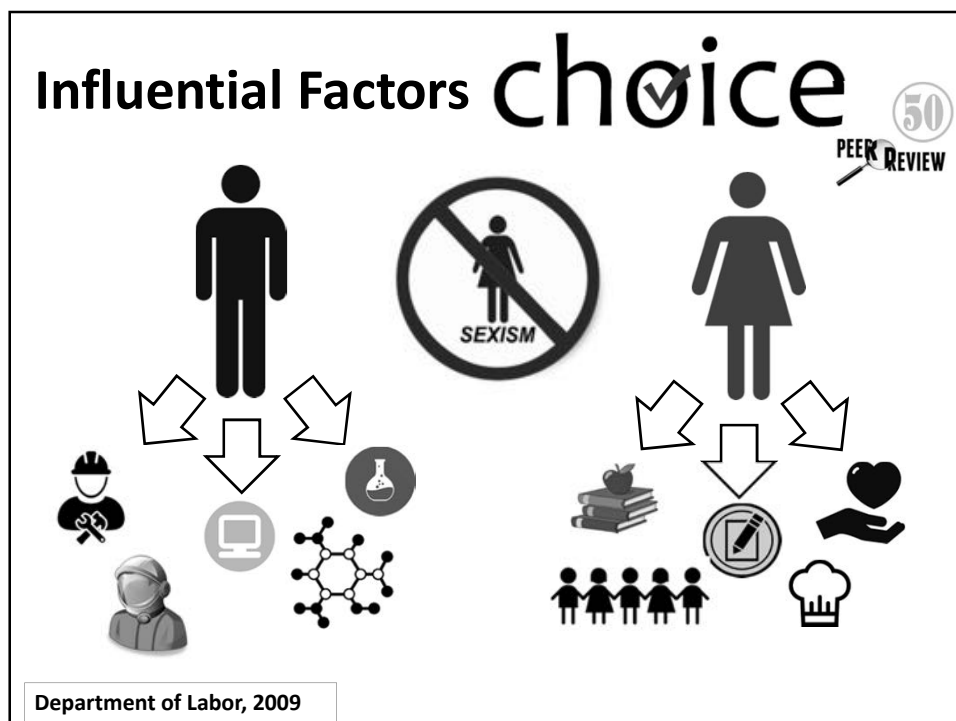
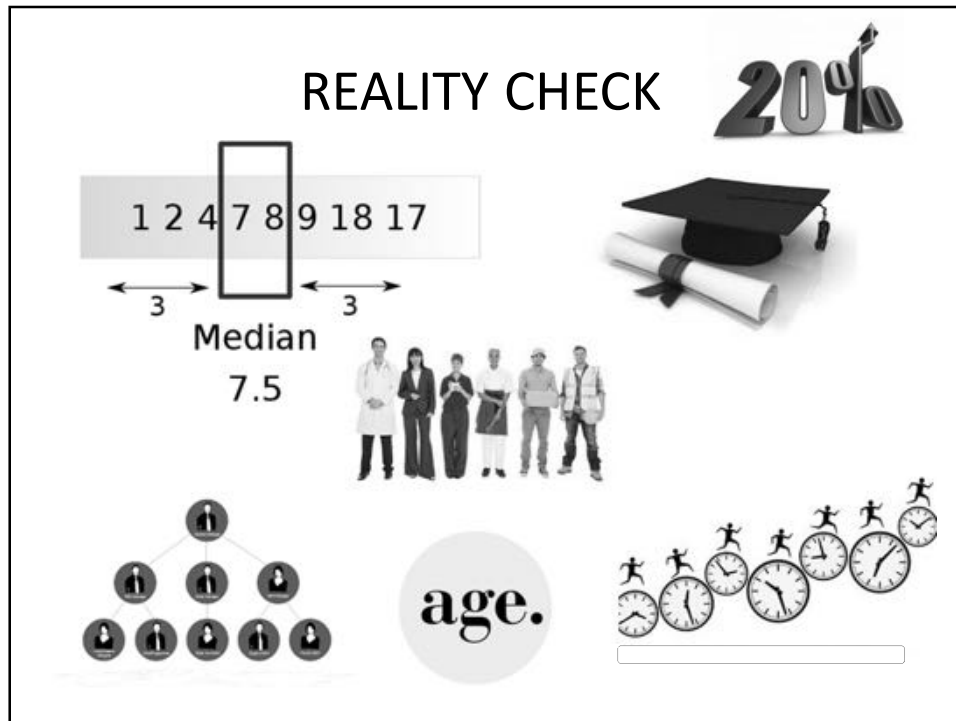


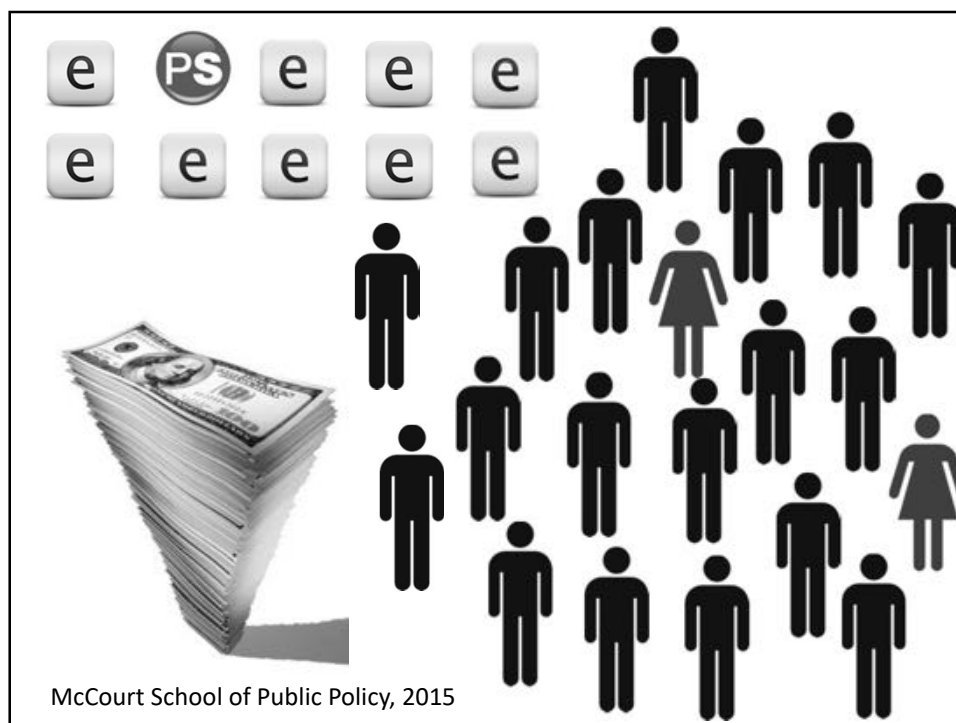
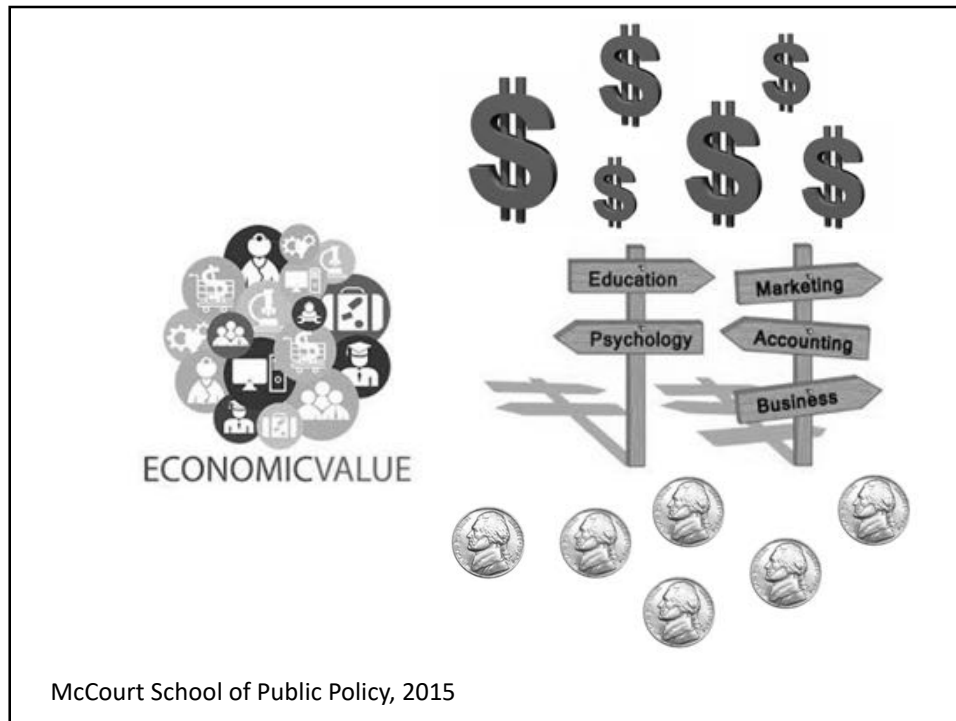
Notes: Women's Median Earnings as a Percent of Men's Median Earnings, 1960-2012 (Full-time, Year-round Workers)



YouTube link:

<https://www.youtube.com/watch?v=meiU6TxysCg>



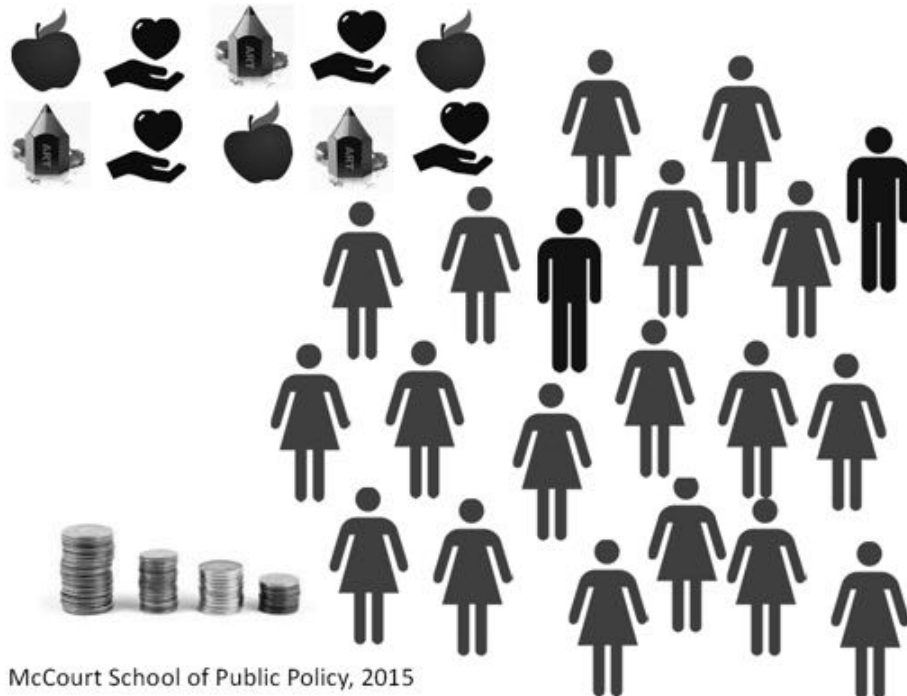


Highest Paid Majors



- Petroleum Engineering 87% male
- Pharmaceutical Sciences 48% male
- Metallurgical Engineering 85% male
- Mineral Engineering 86% male
- Chemical Engineering 76% male
- Electrical Engineering 91% male
- Aerospace Engineering 87% male
- Mechanical Engineering 92% male
- Computer Engineering 85% male
- Geo Engineering 72% male

McCourt School of Public Policy, 2015



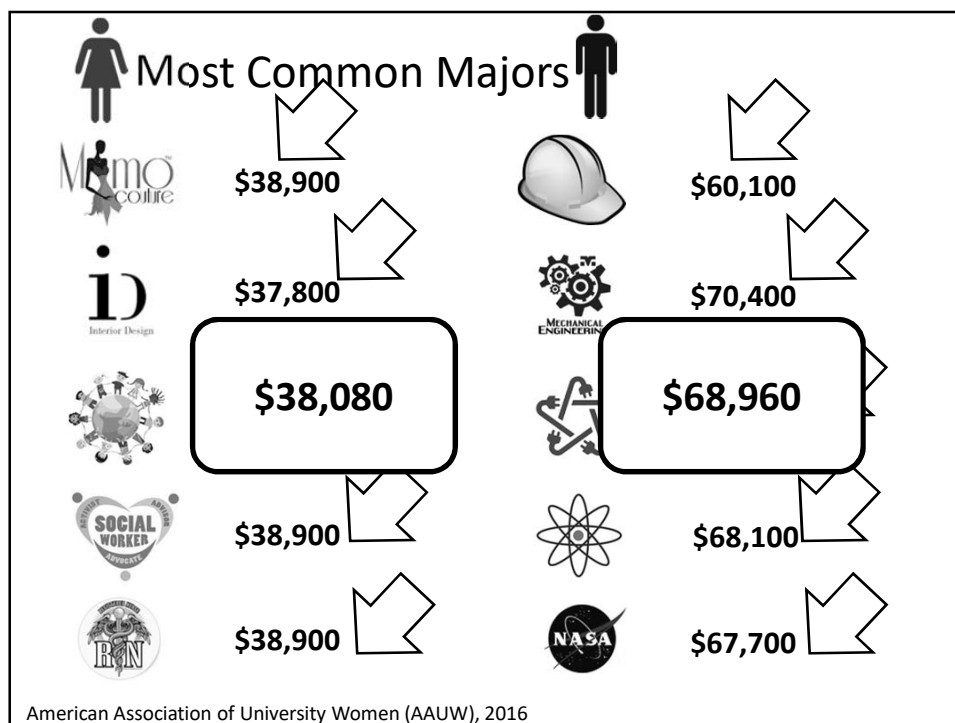
McCourt School of Public Policy, 2015













Lowest Paid Majors















- Early Childhood Ed 77% female
- Human Services 81% female
- Studio Arts 84% female
- Social Work 88% female
- Teacher Education 76% female
- Visual Performing Arts 91% female
- Religious Vocations 24% female
- Elementary Education 88% female
- Theater Arts 85% female
- Counseling 74% female

McCourt School of Public Policy, 2015

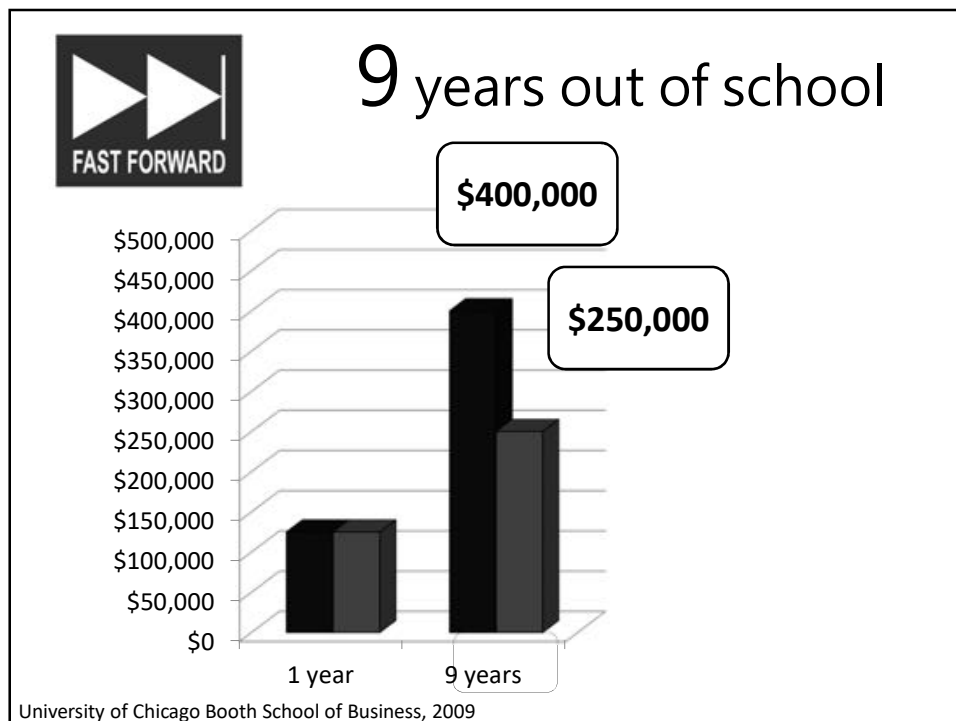
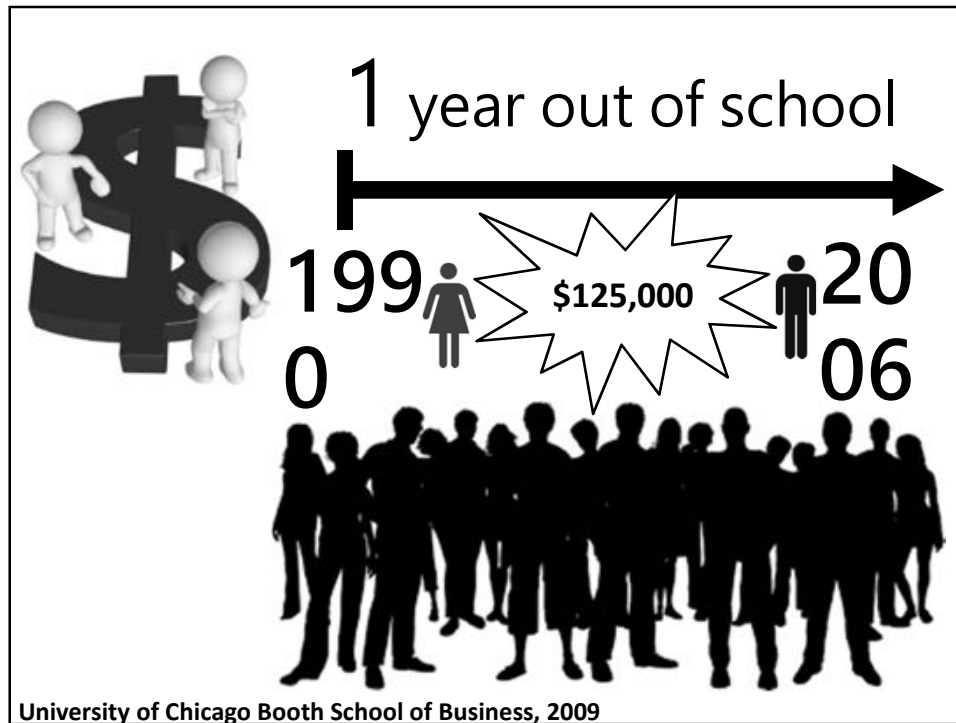


	Control Variables		
			
 MECHANICAL ENGINEERING	\$73,300	 MECHANICAL ENGINEERING	\$74,400
	\$78,400		\$80,800
			
 NASA	\$65,800	 NASA	\$67,400

American Association of University Women (AAUW), 2016

	Control Variables	
		
		
	\$36,000	 \$35,500
	\$39,800	 \$40,300
	\$61,000	 \$63,400

American Association of University Women (AAUW), 2016

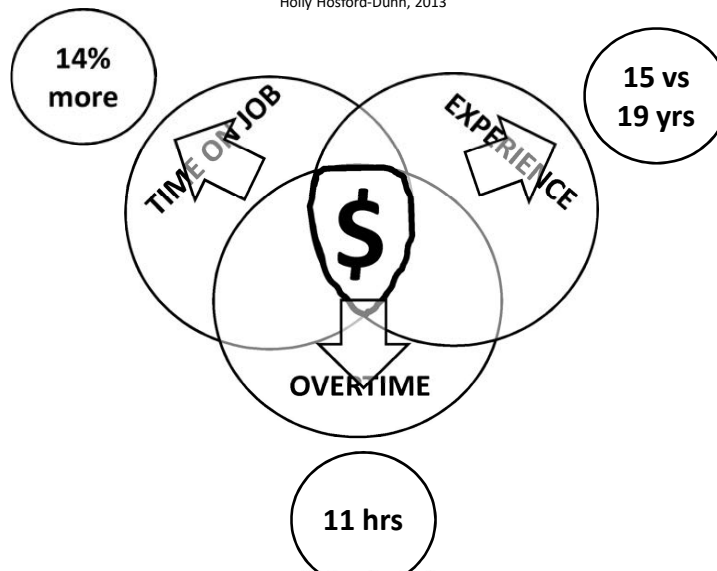


9 year pay gap factors

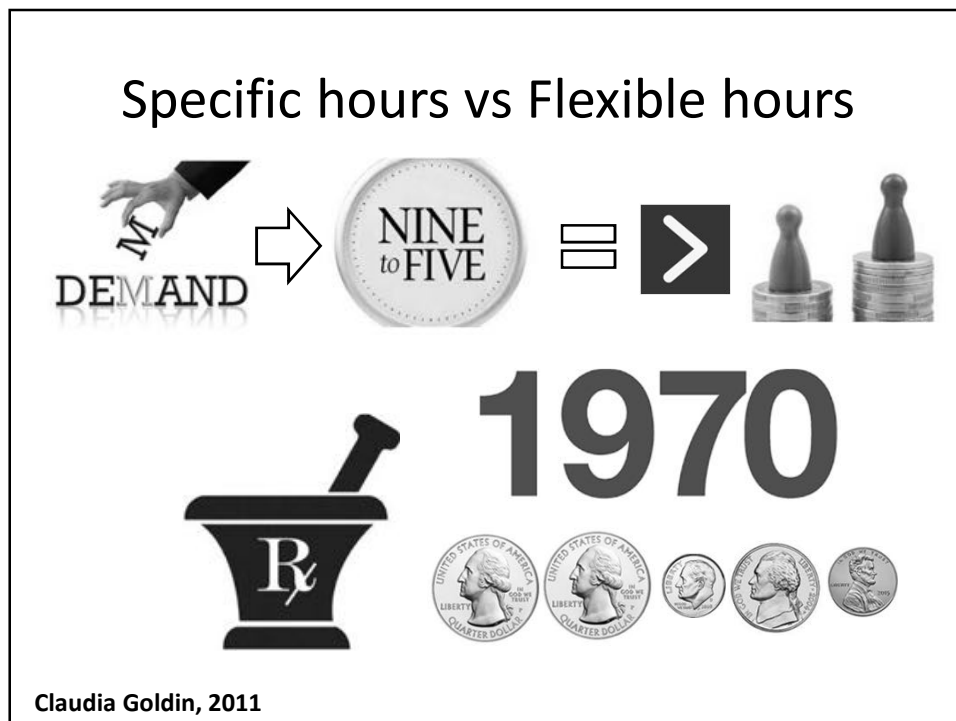
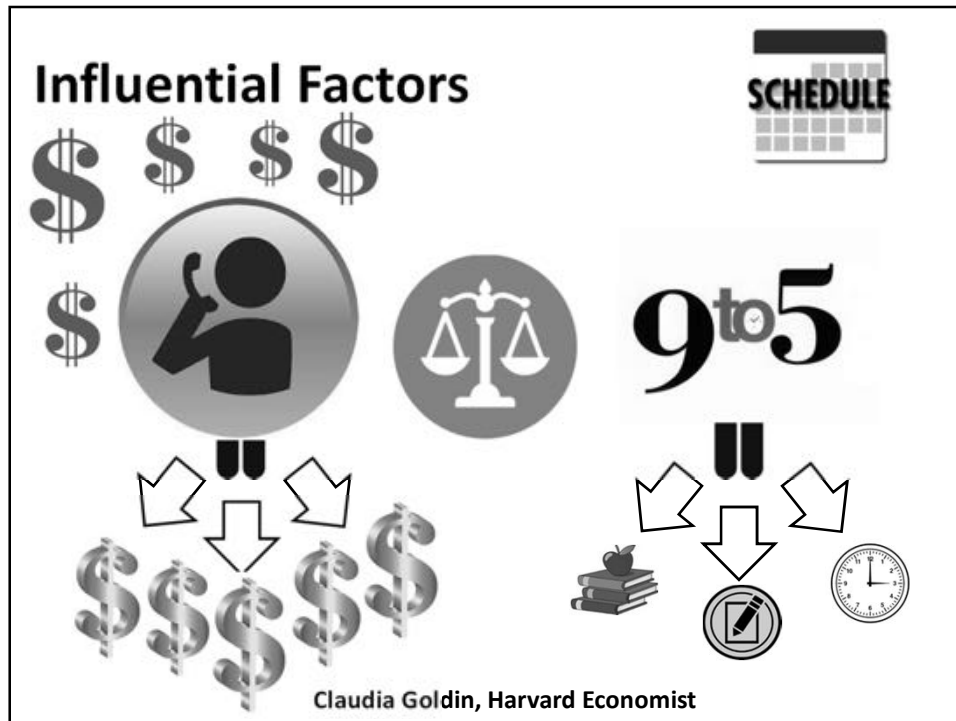


The Battle of the Sexes Rages on as Professional Wage Gaps Widen

Holly Hosford-Dunn, 2013



Chen MK & Chevalier JA. 2012. Are Women Overinvesting in Education? Evidence from the Medical Profession. J Human Capital, 6(2), pp 124-149.



Independent Business



OPEN



CLOSED

1970

Large Chains

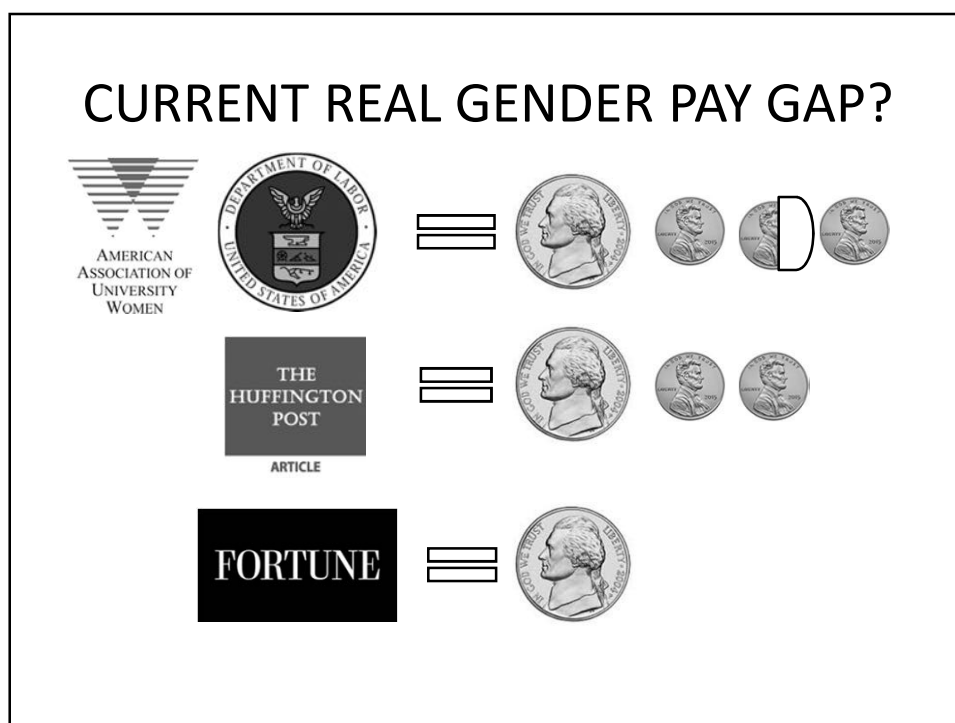
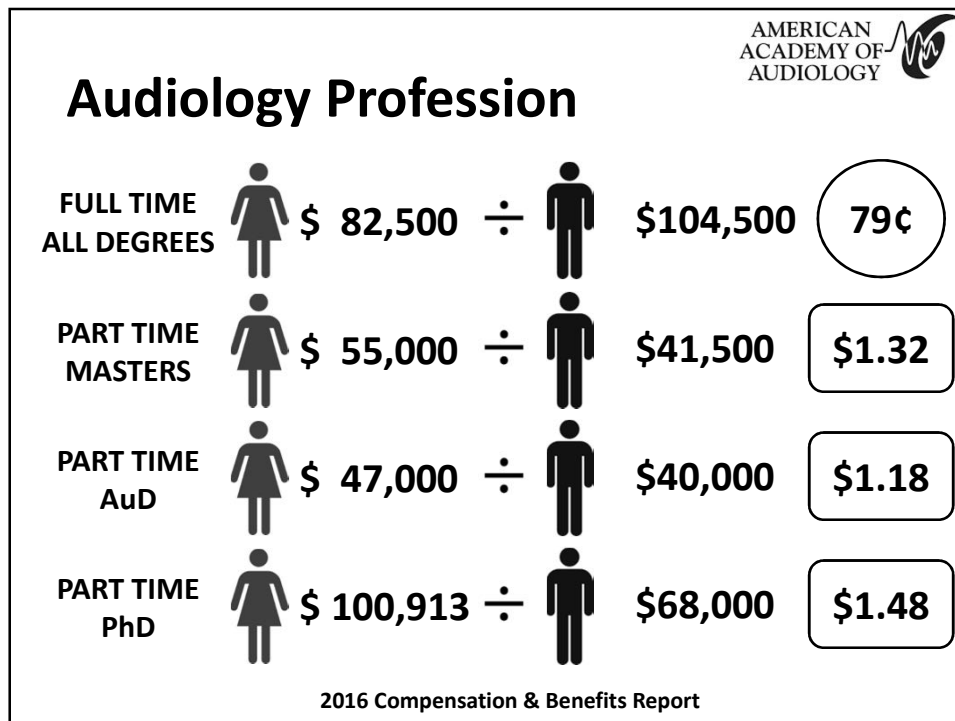
CVS
pharmacy®



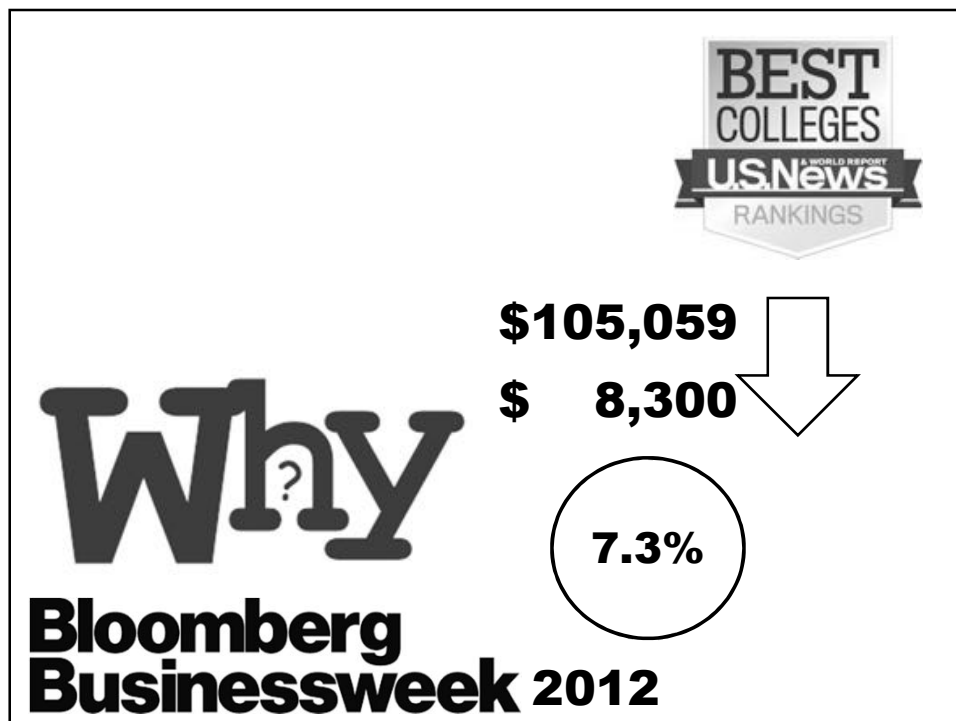
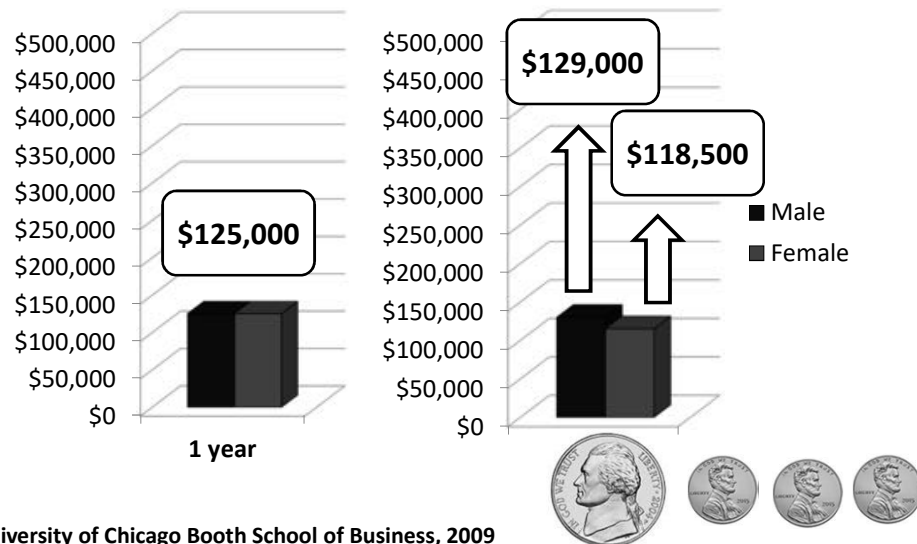
2010

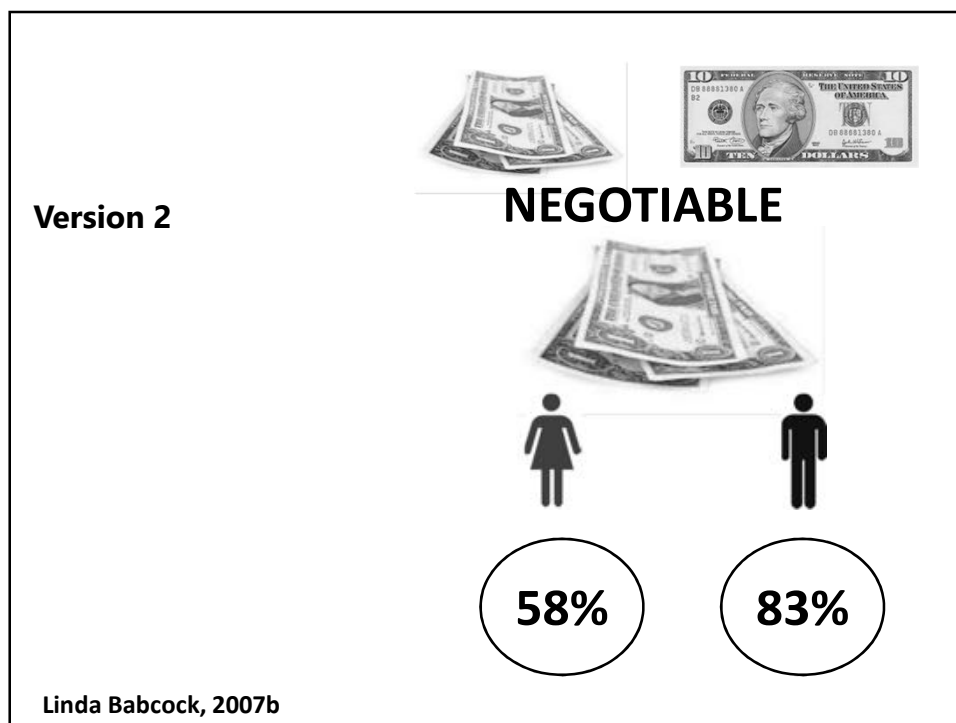
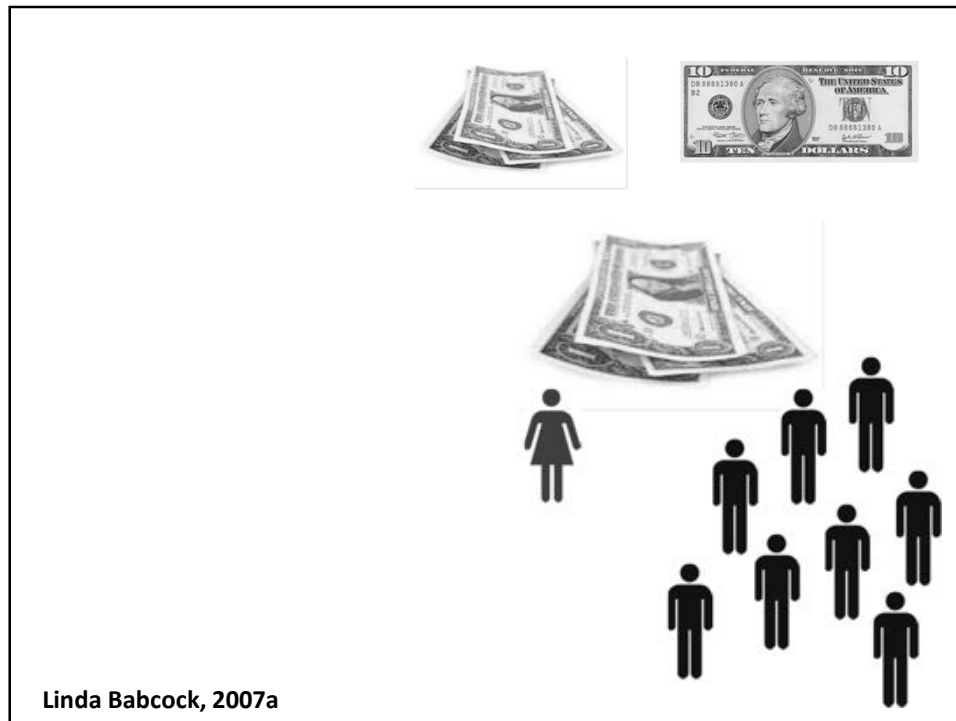


Claudia Goldin, 2011

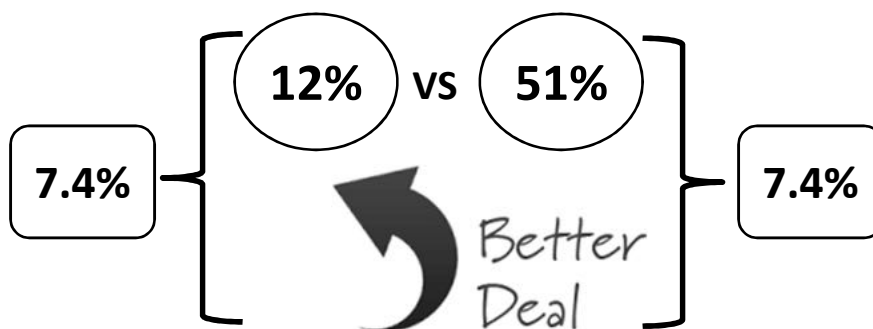


1 year out of school





Master's Degree Student Interviews



Linda Babcock, 2007c

Hypothetical first job offer

OFFER	\$65,000	\$65,000	27 yo
FINAL	\$65,000	\$70,000	27 yo
3%	\$0	\$345,797	65 yo

Prepare

- Figure out your worth
- Establish your value
- Know your ranges



NEGOTIATE

- Listen
- Respond then be quiet
- Counter-offer once
- Know when to walk

GENDER PAY GAP CONCLUSIONS

- Based on **MEDIAN** salary data FT workers
- Does **NOT** factor out non-sexist influencers
- Controlling non-sexist influencers reduces gender pay gap to **~5¢ to 8¢**
- Research indicates women do **NOT** negotiate higher salaries
- Prepare and **ASK** for desired to ideal compensation

RESOURCES

- AAA compensation & benefits surveys
<https://www.audiology.org/compensation-and-benefits-survey>
- ASHA salary & wage data
<http://www.asha.org/Research/memberdata/Salary-Data/>
- PayScale www.payscale.com

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