

Women beware:

Equal education does not mean equal pay

by Bonar Tucker

My recent article concerning unequal pay between men and women seems to have caused a bit of a stir. Apparently, in our "enlightened" environment, we didn't suspect that such distressing items as pay inequities and sexual harassment might occur on this campus.

People asked why women professors don't file suit against the university. Students discussed how the job pay issue ever got so far out of balance between men and women in the first place while one professor responded, "It's not that way in my department." (Pay disparities are not, in fact, a major problem in the area of which that professor spoke. However, statistics from there show male professor positions outnumbering women's by 3 to 1.) One office on campus even wrote in to say the facts revealed in the article (many of which came from their own office) were "inaccurate."

To all of those who have expressed concern, I say thank you. But I didn't make the facts. I only reported them. And it is up to all of us to change them.

The particular office on campus which wrote "Statistics should be used to support a well-researched case..." leaves me wondering, which stats would they like to see? None are encouraging.

Government statistics revealed in late 1991 that women with four years of college earn roughly the same salary as men with only a high school diploma. At every educational level average, women make less money than men with the same amount of schooling.

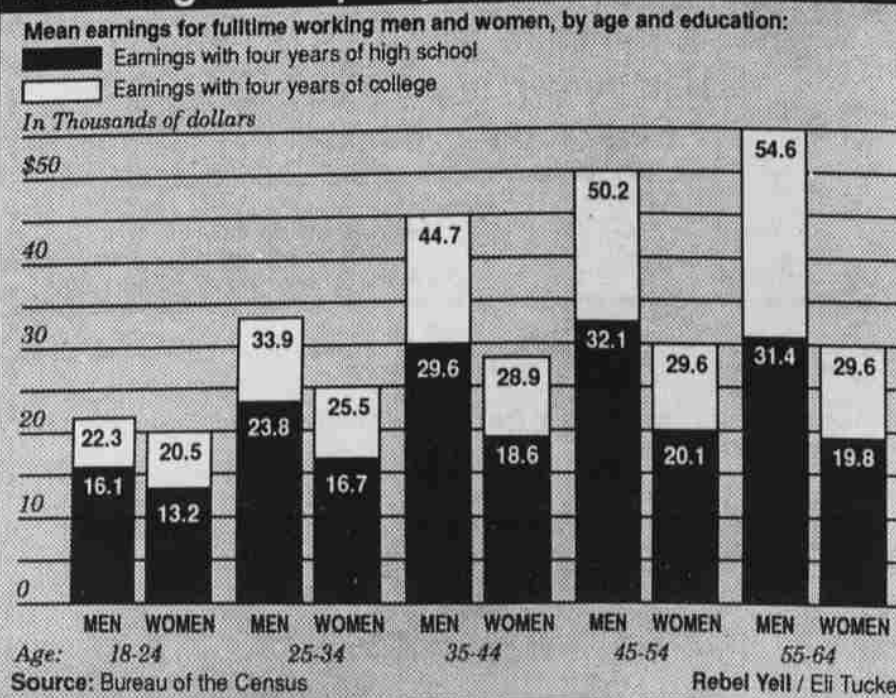
Business Week conducted a survey of 3,664 business school graduates. The results show that a female MBA from a top 20 school averages a salary of \$54,700 in her first year after graduating. As good as that sounds to most of us, consider that a male MBA will pocket \$61,600 in his first year of pay (12 percent more).

Women made it over the same hurdles as men to get that degree. They paid the same tuition and took the same tests. Why do they earn less, right from the beginning? (Drake Beam Morin International Inc. reported that the 12 percent difference mirrors the disparity in compensation between men and women executives, indicating that women never do catch up.)

The Institute for Women's Policy Research in Cleveland announced in their year-long study of work experience for men and women that for every year of experience, a woman can expect a 7 cent an hour increase in her pay. Compare this to the 24 cent an hour increase that a man will receive for each added year of his work experience.

Statistics also surface right here at UNLV. President Robert Maxson has acknowledged the study (taken last fall) which shows a whopping 49 percent of the women faculty and professional staff reported having experienced sexual harassment. The report also suggested sexual discrimination in hiring, retention and advancement. Women professors said they receive fewer benefits of employment and fewer opportunities for

Women get unequal pay for equal education



advancement along with less special merit pay.

A few, of course, fought back. But the difficulties are enormous. In spite of court settlements and restored tenure, their careers are ruined in the process.

One woman who successfully resorted to litigation remarked, "You are labeled as a troublemaker in academia."

Another said, "Women do not speak up and it is not too difficult to understand why. UNLV gives raises by merit

for teaching research and service. If a woman makes

waves about this pay stuff, there is an undercurrent vendetta against her. She'll keep her job but will receive little or no merit pay for the extras she contributes."

Anti-discrimination laws which were passed in the '60s may guarantee women access to better jobs, but they say nothing about the treatment of women after the doors are opened. Of course, all of us would rather see equal paychecks between males and females, but that is not yet reality.

Acceptance of women in the work world has not been fully achieved whether on campuses or in businesses across the nation. In fact, in most areas, it has barely begun.

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