

From: Mediarelations mediarelations@psu.edu
Subject: Re: Pay gap questions
Date: August 7, 2023 at 12:34 PM
To: Wyatt Massey wmassey@spotlightpa.org, Mediarelations mediarelations@psu.edu



Allow us to clarify --

Most institutions report their tenure-line faculty in the categories of assistant, associate and full professor and ALSO report to IPEDS their non-tenure line faculty in the separate instructor, lecturer, and other. These two tracks are not combined. However, Penn State began in 2017 to report tenure-line and non-tenure all as one group and did not break line due to changes in our internal policy. As noted, we are returning to the reporting standard that other institutions are using -- breaking out tenure-line track -- beginning next year.

If you want more details on how other Big Ten schools are reporting, you should contact those institutions.

From: Wyatt Massey <wmassey@spotlightpa.org>
Sent: Monday, August 7, 2023 11:55 AM
To: Mediarelations <mediarelations@psu.edu>
Subject: Re: Pay gap questions

Received. Can you please point me to which Big Ten schools say they do not report non-tenure line faculty to IPEDS, and where they reported not doing so?

On Part G of the IPEDS worksheet for 2021-22 (pg. 21), IPEDS instructs universities to report salaries and "include instructional staff regardless of tenure status." Does this not indicate that universities would be reporting tenure-line and non-tenure line faculty?

Wyatt Massey
Reporter, Spotlight PA
Cell/Signal: 445-236-0562
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On Aug 7, 2023, at 11:30 AM, Mediarelations <mediarelations@psu.edu> wrote:

Wyatt

In relation to your inquiry about Big Ten data:

As we previously wrote, you need to consider the inaccuracies that are inherent in this raw IPEDS data... not taking into account such things as years of experience, discipline rank at the university for which they work, and highest degree attained. Again -- these are just a few examples of factors that should be considered when analyzing salaries conclusions.

In terms of comparisons across the Big Ten, these factors and more still play a role -- consider for instance the additional factor of location (urban areas generally need to pay more). More importantly, Penn State's perceived lower salaries in IPEDS when compared to its Big Ten peers are due to several things:

1. The IPEDS data rolls up all of our faculty tracks. For Penn State, that means that the tenure-line and non-tenure-line faculty salaries are being combined. However, the two tracks are not at all comparable and, as such, the salaries are substantially different between and among each track.
2. In 2017 Penn State made internal changes to policy [AC21 Definition of Academic Ranks](#) and began reporting to IPEDS ALL faculty ranks regardless of tenure status - professors and non-tenure-line professors were combined, which brought down the average salary for Penn State. For example, prior to AC21, we reported 850 full professors at University Park, after AC21 we reported 1,047. Those additional faculty were mostly non-tenure-line with lower salaries.

We discovered that our policy was not in line with the standard for how other institutions were reporting these figures. Most of our peers in the Big Ten only report tenure-line assistant professors -- which obviously does not allow for an accurate comparison. If our peers included non-tenure line faculty in the mix, their numbers would most certainly be very different. With next year's submission, Penn State will return to reporting non-tenure-line faculty members based on their HR classification, as other universities do. This will bring us back in line with the standard.

From: Mediarelations <mediarelations@psu.edu>
Sent: Thursday, August 3, 2023 3:51 PM
To: Wyatt Massey <wmassey@spotlightpa.org>
Cc: Mediarelations <mediarelations@psu.edu>
Subject: Re: Pay gap questions

Wyatt

The 14 figure includes the 12 colleges you indicated, plus the Law School and the School of International Affairs. The statement should have referenced 14 colleges/units to be included.

From: Wyatt Massey <wmassey@spotlightpa.org>
Sent: Wednesday, August 2, 2023 3:38 PM
To: Mediarelations <mediarelations@psu.edu>
Subject: Re: Pay gap questions

Received. I need the university to respond to or clarify two points:

1. The university wrote today, "The IPEDS reporting is only of raw salary data and makes no attempt to compare faculty in similar fields or to account for the myriad factors that influence faculty salaries. This is particularly important because market forces dictate higher salaries in some of our 14 colleges than in others." Could you please clarify what you mean by "14 colleges"? Penn State has [less than 14 academic colleges](#) and more than 14 Commonwealth Campuses.
2. Our story will be comparing Penn State's self-reported data to IPEDS to the similarly reported data from its Big Ten peer institutions (the ones Penn State elected to compare itself to in the 2021-22 academic year report). The report showed that Penn State faculty across all academic ranks make less than the median salaries of their conference colleagues. Comparing the self-reported data -- specifically the averaged 9-month salaries of instructional men and women -- to the IPEDS data shows that Penn State has the among worst gender pay gap in the Big Ten, better than only Michigan State University and the University of Iowa. Would the university like to comment on either of these factors?

For the above questions, I need the university's response by Thursday, August 3, 2023 at 10 a.m. ET. Any information received after that time will not make it into the newsletter version of this story.

Also, if the university would like to provide more accurate data (as detailed in its August 2, 2023 response) to measure the gender wage gap at University Park and each of its Commonwealth Campuses, I would be interested in it. Such data is not available to the public and the university is not legally required to make such information public. In order for that data to be included in the full, web version of this story I will need it by Monday, August 7, 2023 at 12 noon.

Thank you.
Wyatt

Wyatt Massey
Reporter, Spotlight PA
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On Aug 2, 2023, at 2:11 PM, Mediarelations <mediarelations@psu.edu> wrote:

Wyatt

Penn State places great importance on maintaining internal pay equity within its faculty ranks. Such equity, however, cannot be measured by the aggregated information that institutions are required to submit to the National Center for Education Statistics's Integrated Postsecondary Education Data System. As acknowledged by NCES, the IPEDS data is basic and "IPEDS provides basic data needed to describe -- and analyze trends in -- postsecondary education in the United States, in terms of the numbers of students enrolled, staff employed and degrees earned. Congress, federal agencies, state governments, education providers, professional associations, private businesses, media, students and parents, and others rely on this basic information on postsecondary institutions."

Although trends can be identified, any conclusions can only be made by completing further inferential analyses. And, this cannot be accomplished by the data provided to IPEDS or by calculating a purported aggregated pay gap that only controls for academic rank. Years of experience, disciplinary area, years in rank at Penn State, and highest degree, are just a few items that should be considered when analyzing salaries or drawing any conclusions.

The IPEDS data rolls up all faculty tracks. For Penn State, that means that the tenure-line and non-tenure-line faculty salaries are being combined. However, the faculty in these two tracks are not at all comparable and, as such, the salaries are substantially different between and among each track.

The IPEDS data rolls up all faculty tracks. For Penn State, that means that the tenure-line and non-tenure-line faculty salaries are being combined. However, the faculty in these two tracks are not comparable and, as such, the salaries are substantially different between and among each track. Also, like most government surveys of this type, the IPEDS reporting is only of raw salaries. Penn State makes no attempt to compare faculty in similar fields or to account for the myriad factors that influence faculty salaries. This is particularly important for Penn State where market force salaries in some of our 14 colleges than in others.

When looking at salary data, the median presents a more accurate representation of the central point of the salary distribution, as it remains unaffected by outliers.

Below is salary data available for all faculty members at Penn State Abington.

<Screen Shot 2023-08-02 at 2.01.46 PM.png>

<Screen Shot 2023-08-02 at 2.02.50 PM.png>

From: Mediarelations <mediarelations@psu.edu>

Sent: Thursday, July 27, 2023 3:28 PM

To: Wyatt Massey <wmassey@spotlightpa.org>; Mediarelations <mediarelations@psu.edu>

Subject: Re: Pay gap questions

In regard to the Abington professor's claims -- Penn State does not generally comment on pending litigation.

In relation to your July 31 deadline on your pay inquiry -- given that it is 3:30 on July 27 and several people are out of the office, and there is a weekend that shortens the time available, we might use to look into your query -- we likely cannot meet a July 31 deadline.

From: Wyatt Massey <wmassey@spotlightpa.org>

Sent: Thursday, July 27, 2023 3:16 PM

To: Mediarelations <mediarelations@psu.edu>;

Subject: Pay gap questions

Good afternoon,

I am working on a story for Spotlight PA related to the [recent lawsuit by a Penn State Abington professor](#) alleging wage, racial, and gender discrimination. I understand the university's comment on pending litigation, but I do need to ask if Penn State has a comment on the matter.

More generally, though, I would like to speak with someone on the record for the story about gender pay gaps among Penn State's full-time, non-medical instructional staff. Based on (academic year 2021-22) Penn State reported to the [federal Integrated Postsecondary Education Data System](#), female instructional staff earned on average about 80% of what their male counterparts made (with obvious variances depending on the academic rank). I've attached a screenshot of the breakdown by academic rank equated to 9 months, which will be noted in the story for Penn State peer institutions.

I would like to speak to someone at Penn State about the factors that create these gender pay gaps, how the university's new budget model could address some of these gaps, and any other initiatives the university would like to highlight related to pay disparities.

Also, could the university please provide average salary data by academic rank and gender for Abington's campus, specifically for the 2021-22 academic year? I would like to be more specific in the story and the IPEDS data for the 21-22 academic year is combined across all campuses.

Please let me know what is possible by July 31, 2023 at 4 p.m. If an interview is available and needs to occur sometime on August 1, 2023, that is fine. I will just need to know in advance for reporting purposes with our deadlines.

Thank you.
Wyatt

Wyatt Massey

Reporter, Spotlight PA

Cell/Signal: 445-236-0562

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<image001.png>



From: Wyatt Massey wmassey@spotlightpa.org
Subject: Re: Pay gap questions
Date: July 27, 2023 at 4:17 PM
To: mediarelations@psu.edu

Understood. Like I said, if the university is able to provide an interview on August 1, 2023, I can work it in, given our deadlines. I would just need to know if that's possible by July 31, 2023 at 4 p.m. ET.

If not, I am still interested in getting the university's perspective on the topic and any necessary information to put the data in proper context.

As this may be a topic we would cover in the future, I would be interested in an interview on the topic after the Aug. 1 deadline for future coverage.

Wyatt

Wyatt Massey

Reporter, Spotlight PA
Cell/Signal: 445-236-0562

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On Jul 27, 2023, at 3:28 PM, [Mediarelations <mediarelations@psu.edu>](mailto:mediarelations@psu.edu) wrote:

In regard to the Abington professor's claims -- Penn State does not generally comment on pending litigation.

In relation to your July 31 deadline on your pay inquiry -- given that it is 3:30 on July 27 and several people are out of the office, and there is a weekend that shortens the amount of time we have to look into your query -- we likely cannot meet a July 31 deadline.

From: Wyatt Massey <wmassey@spotlightpa.org>

Sent: Thursday, July 27, 2023 3:16 PM

To: [Mediarelations <mediarelations@psu.edu>](mailto:mediarelations@psu.edu);

Subject: Pay gap questions

Good afternoon,

I am working on a story for Spotlight PA related to the [recent lawsuit by a Penn State Abington professor](#) alleging wage, racial, and gender discrimination. I understand the university generally does not comment on pending litigation. Penn State has a comment on the matter.

More generally, though, I would like to speak with someone on the record for the story about gender pay gaps among Penn State's full-time, non-medical instructional staff. Based on the latest data (academic year 2021-22) Penn State's [Federal Integrated Postsecondary Education Data System](#), female instructional staff earned on average about 80% of what their male colleagues made (with obvious variances depending on the academic rank). I've attached a screenshot of the data by academic rank equated to 9 months, which will be noted in the story and compared to peer institutions.

I would like to speak to someone at Penn State about the factors that create these gender pay gaps, how the university's new budget model could address some of these gaps, additional context the university feels is necessary with any other initiatives the university would like to highlight related to pay disparities.

Also, could the university please provide average salary data by academic rank and gender for Abington's campus, specifically for the 2021-22 academic year? I would like to be more granular in the story and the IPEDS data for that campus combined across all campuses.

Please let me know what is possible by July 31, 2023 at 4 p.m. If an interview is available and needs to occur sometime on August 1, 2023, that is fine. I will just need to know in advance for planning purposes with our deadlines.

Thank you.

Wyatt

Wyatt Massey

Reporter, Spotlight PA
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<Pay Gap Screenshot.png>