

The ADFL Chairs' Compensation Survey: Part 2

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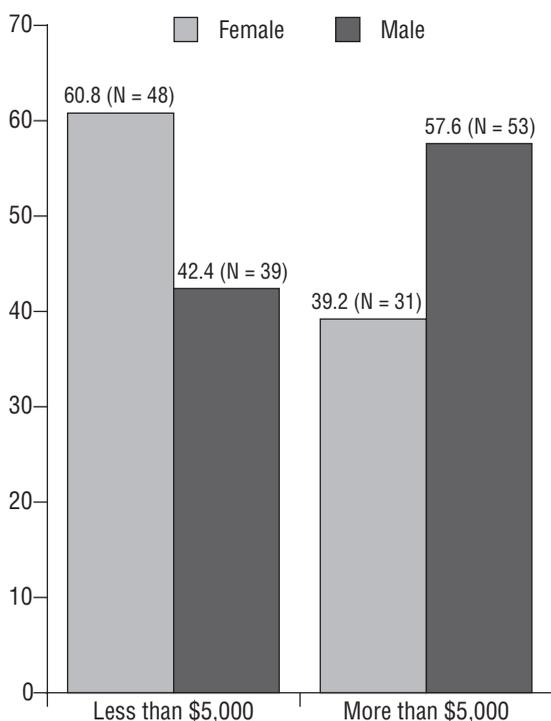
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The ADFL Chairs' Compensation Survey: Part 2

Natalia Lusin

THIS article is part of a series of small articles on the chairs' compensation survey. Part 1 (see *ADFL Bulletin* 37.1 [2005]) of this series dealt with the question, What is the compensation that faculty members receive when they become chairs? Part 3 (see *ADFL Bulletin* 37.2-3 [2006]) addressed the issue of course release time for chairs of foreign language departments. Because of peculiar circumstances, part 2 missed its place in the sequence, but appears now, to provide data, in aggregate form, on compensation and gender.

Fig. 1
ADFL Chairs Responding to the Chairs' Compensation Survey, by Stipend Level and Gender (Percentages; N = 171)



In spring 2004, the ADFL Executive Committee conducted an online survey of department chairs' compensation. The idea for this survey originated in an extended discussion of compensation on the ADFL chairs' electronic discussion list in fall 2003, and the survey itself was organized by David Goldberg, associate director of foreign language programs and ADFL. The survey aimed to provide information that would help chairs negotiate compensation packages more effectively by documenting the types of support and compensation available to chairs in the ADFL community. The total number of responses to the survey was 211 out of 700 departments, a 30% response rate.

Figure 1 shows the percentage of female and male chairs who receive a stipend of less than \$5,000 and those who receive more than \$5,000. (Percentages sum to 100% in the gender categories, not the income categories.) A considerably higher percentage of women (60.8%) than men (42.4%) earn a stipend of less than \$5,000.

Of the respondents, more male chairs (71) than female chairs (49) are full professors, and therefore the difference in stipend level may appear to be a function of rank rather than gender. But after adjusting for rank, the difference remains. Figure 2 shows the percentage of female and male associate professor chairs who receive a stipend of less than or more than \$5,000. As in figure 1, a much higher percentage of women (69.2%) than men (55.6%) earn a stipend of less than \$5,000. At the full pro-

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fessor rank, the discrepancy is also present: 50.0% of female full professor chairs earn a stipend of less than \$5,000, while only 36.5% of male full professor chairs do (fig. 3).

The gender discrepancy in stipends for chairs mirrors the well-known gender gap in salaries of academics. The *Digest of Education Statistics* reports that female assistant professors earn an average salary of \$46,824, while male assistant professors earn \$50,518, a difference of \$3,694. (The figures used here are from the *Digest of Education Statistics* 2003 rather than a newer edition so that the time period covered is close to the time period of the survey.) For associate professors, the gap is a bit larger, \$4,114 (with average salaries for women at \$56,186 and \$60,300 for men). The greatest discrepancy is at the full professor level, where the gap is \$10,814: female full professors earn an average salary of \$72,542, while male full professors earn \$83,356. When salaries are compared between public and private institutions, rather than by rank,

private institutions show a greater salary difference between men and women. At public institutions, women earn an average of \$52,123, while men earn \$62,835, a difference of \$10,712. At private institutions, women earn an average of \$54,149, while men earn \$67,871, a difference of \$13,722 (*Digest*, tables 239, 240).

In addition to stipends, the chairs' compensation survey covered other types of compensation. Chairs reported that they receive support from secretaries, assistant or associate chairs, and student aides. Table 2 shows that the most common form of assistance by far is secretarial help that is not exclusively for the chair but is shared by the department as a whole (62.7% of female chairs and 65.1% of male chairs have secretaries who work for the entire department). In second place is assistance by student aides (33.3% of female chairs and 36.7% of male chairs have student aides), and all other types of assistance were reported by roughly one-fifth or less of both female and male chairs.

Fig. 2
ADFL Chairs at Associate Professor Rank Responding to the Chairs' Compensation Survey, by Stipend Level and Gender (Percentages; N = 66)

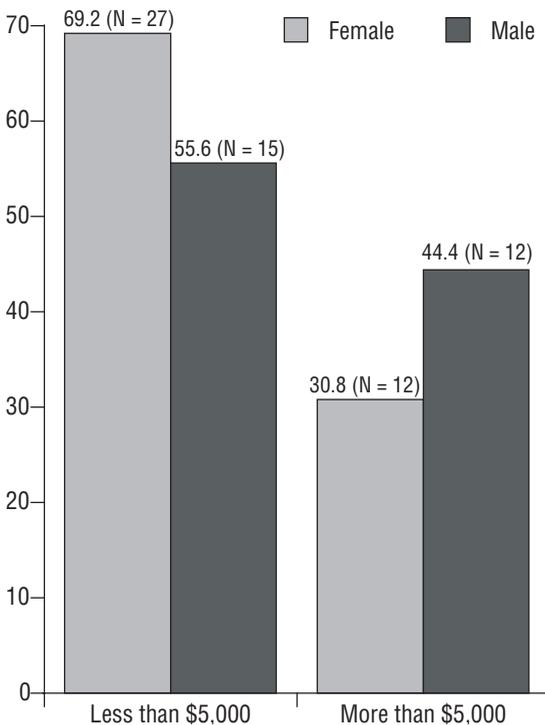
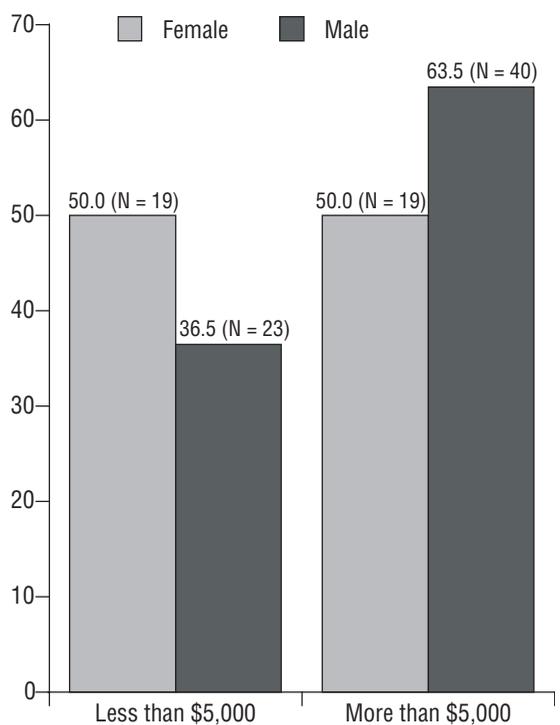


Fig. 3
ADFL Chairs at Full Professor Rank Responding to the Chairs' Compensation Survey, by Stipend Level and Gender (Percentages; N = 101)



Of the seven categories of administrative support in table 2, only two have higher percentages for female chairs as compared with male chairs. And of the eight categories of compensation in table 1, four have higher percentages for female chairs as compared with male chairs, but in two of these categories the percentages are so close as to be virtually identical. In table 1, the only form of compensation with a high percentage for both female and male chairs is the stipend. All others were reported by less than one-fifth of respondents.

Note

I am grateful to Nelly Furman, director of foreign language programs and ADFL, and David Goldberg, associate director of foreign language programs and ADFL, for their careful reading of this article and their helpful comments on it. My thanks also go to Rosamund Looney, who did an excellent job researching the NCES data.

Work Cited

Digest of Education Statistics, 2003. US Dept. of Educ. Natl. Center for Educ. Statistics. Washington: GPO, 2004.

**Table 2
Administrative Support**

	Female		Male	
	No.	%	No.	%
Secretary for department chair	14	13.7	21	19.3
Secretary shared by department chair and other department administrators	15	14.7	22	20.2
Secretary shared by department	64	62.7	71	65.1
Assistant or associate department chair	12	11.8	12	11.0
Other faculty assistance	8	7.8	13	11.9
Student aides	34	33.3	40	36.7
Other	22	21.6	15	13.8

**Table 1
Compensation**

	Female		Male	
	No.	%	No.	%
Annual stipend supplemental to salary	70	68.6	79	72.5
Permanent addition to base salary	11	10.8	12	11.0
One-semester paid leave or sabbatical	7	6.9	8	7.3
Full-year's paid leave or sabbatical	4	3.9	4	3.7
Additional discretionary funds for travel or other professional use	12	11.8	17	15.6
Additional secretarial support	3	2.9	3	2.8
No extra stipend or benefits	14	13.7	10	9.2
Other	17	16.7	12	11.0