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Exploring Gender Disparities in MFT Academia: Show Men the Money and Women the Door
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BACKGROUND

* Multiple studies - usually conducted by labor economists - have shown that wage gaps between men and women exist in multiple contexts. Regardless of the context, studies have shown that these genderized wage differentials have a tendency to decrease when productivity characteristics or attributes are controlled for. Nevertheless - even as multiple productivity measures are taken into account - studies have found that some of the existing wage gap could be attributed to gender discrimination.

* Research has demonstrated that female academics are at a disadvantage when it comes to advancement and salary (van den Brink & Benschop, 2012; Fitzgerald, 2012).

* In the 1973, David Katz did the first higher education study of faculty gender wage differentials. He was curious to figure out how professors were evaluated and rewarded and why there was a pay discrepancy between men and women. He was able to find salary and demographic data for all 596 assistant and associate professors within the 11 departments at his university. After conducting a regression analysis and analyzing the consequent results, he concluded that there was evidence for gender wage discrimination.

* Decades later, what Katz (1973) found is still partially supported, depending on the university. Binder et al. (2010) hypothesized that there was a gender salary gap between men and women at a large research university as well as a salary gap between Hispanic faculty and white, non-Hispanic faculty. They found that men made 14% ($9,945) more than women, regardless of ethnicity, which was not a significant factor.

* In Marriage and Family Therapy (MFT) literature, Torres Bernal et al. (2013), found a higher percentage of women, compared to men, in part-time faculty positions, assistant and associate professorships, but an underrepresentation of women at the highest academic ranks. The results strongly indicated that as academic ranks goes up, the gender representation gap widens.

* Torres Bernal et al. (2013) utilized the analogy of an advancement funnel to represent the MFT gender representation phenomena. There are two types of advancement funnels: the traditional and the upside-down advancement funnel. In the upside-down advancement funnel, the researchers reasoned that as men go higher in rank, they are faced with less discerning criteria for advancement. Within the traditional structure, women are faced with opposite, which means that higher ranks have increased selectivity.

* In a later study, Torres Bernal et al. (2017) found there was not enough evidence to suggest that women were discriminated against when it came to salary, though there was a $9,844 (12%) discrepancy which favored men as compared to women, further suggesting a pathway problem for women.

HYPOTHESIS

* In MFT academia, there is a gender wage gap because of discrimination against women in the field, and because of this, women will make significantly less than men.

* This will be determined by:
>Annual Salary (dollar amount)
>Experience in Academia (in years)
>Book Chapters
>Referred Articles
>External Grants (dollar amount)
>Administrative Positions

METHODS

SAMPLE

* 160 men and women professors from the Commission on Accreditation for Marriage and Family Therapy Education (COMFTE) – accredited programs

PROCEDURES AND MEASURES

* The demographic, salary and academic productivity data was collected through publically available sources. The researchers accessed university sponsored electronic sources (e.g. program's pages, faculty profiles, electronic missives). If multiple sources (e.g. programmatic and institutional websites) contained the desired data, the researchers cross checked the multiple sources for accuracy and consistency. The analysis was conducted utilizing data for the 2014-2015 academic year.

* Data was collected for gender, faculty rank, salary, years of academic experience, number of books, book chapters, peer reviewed journal articles, external grant funding (dollar amount), and administrative appointments.

* Academic productivity measures were determined to be found within the data on number of books, book chapters, peer reviewed journal articles, external grant funding (dollar amount), and administrative appointments.

RESULTS

* There is a significant difference between the salaries of the men salary and women.

Table 1: Mean Comparison of Relevant Academic Attributes by Gender

Variable	Male	Female	Hypothesis Test
Annual Salary ($)	88,948.66	73,674.82	2.91***
Experience in academia (Years)	20.6	13.2	3.22***
Book chapters	9.4	6.8	1.08
Refereed articles	34.4	22.4	2.08**
External grants ($)	2,386,371	1,751,666	0.73
Administrative position (%)	43.75	26.76	0.98

Notes: With the exception of Administrative position which is based on a Z test, academic attributes are compared using a t test. *** and ** imply significance at 1% and 5% levels respectively.

* Results indicate that salaries are related to experience and publications.

Table 2: Regression Analysis of Salaries

Variable	Male	Female	Pooled
Experience in academia (Years)	0.011 (0.004)***	0.018 (0.005)***	0.014 (0.004)***
Number of book chapters	-0.005 (0.004)	-0.008 (0.007)	-0.004 (0.004)
Number of refereed articles	0.004 (0.002)**	0.015 (0.004)***	0.005 (0.002)***
Natural log of external grant funding	0.009 (0.006)	0.0002 (0.008)	0.012 (0.005)**
Administrative position (0/1)	0.091 (0.073)	-0.080 (0.094)	0.033 (0.062)
Female (0/1)	---	---	-0.009 (0.062)
Constant	10.962 (0.090)***	10.739 (0.092)***	10.882 (0.135)***
Observations	34	37	71
R²	0.61	0.60	0.54

Notes: ***, **, and * imply significance at 1%, 5%, and 10% levels respectively. Standard errors are reported in parentheses.

* It does not seem that there is gender discrimination in the field.

Table 3: Oaxaca Decomposition of Gender Differentials in Salaries

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Total Log Salary Differentials	0.191 (0.078)**
Explained by differentials in professional characteristics	0.181 (0.062)***
Unexplained by differentials in professional characteristics	0.010 (0.056)

Notes: *** and ** imply significance at 1% and 5% levels respectively.

* There are more men adjuncts than women ones.

* Women are more likely to be hired in non-traditional ranks than men.

* The field used to be dominated by men, as shown by larger percentage of men in associate and full professor positions than women. However, that trend is reversed at the assistant professor position.

Figure 1: Rank Distribution by Gender
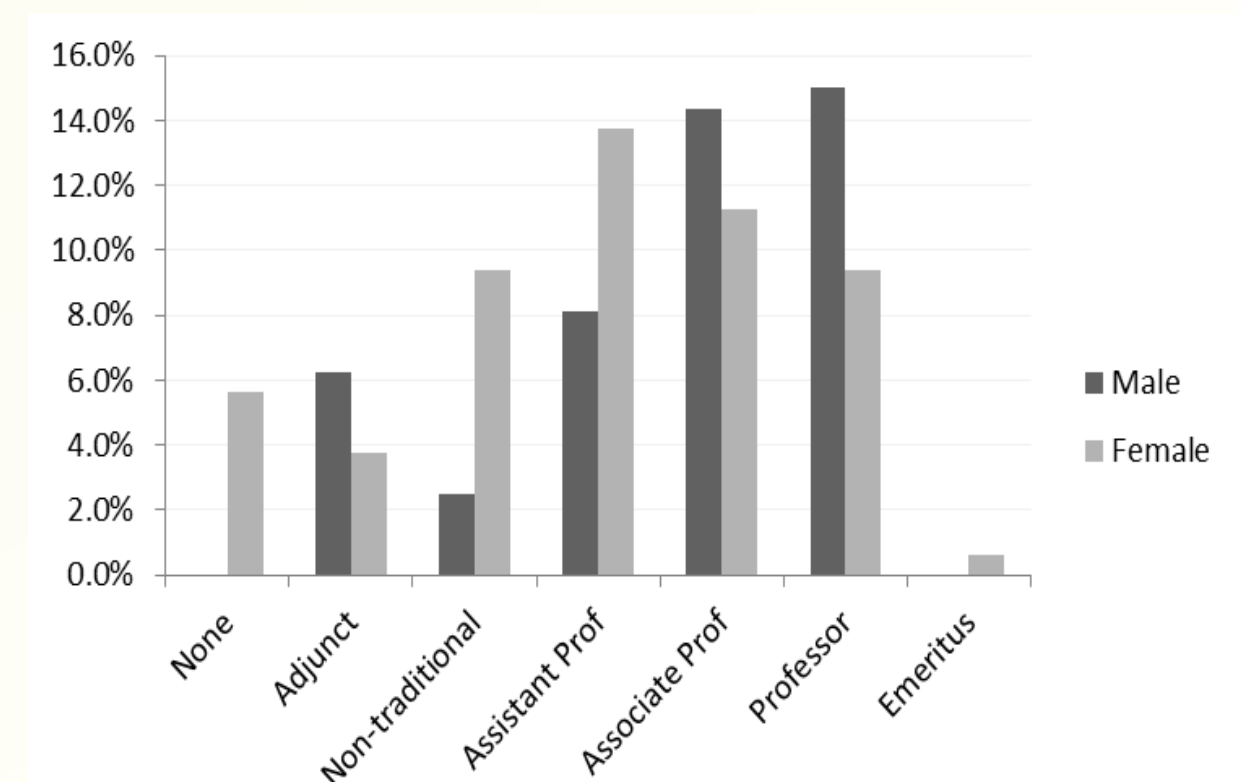
DISCUSSION

* Despite there being a significant salary difference between men and women, there is no evidence to suggest that this salary difference is due to gender discrimination.

* Salary difference seem to be due to the professor's experience in academia (years in teaching) and the amount of articles authored, in which men seem to have more of both when compared to women.

* Referring back to Torres Bernal et al. (2013), women may have a pathway problem when it comes to entering academia opposed to going into practice when compared to men.