



# ADVANCE BU

Advancing and Maintaining Equity

March 2024

Monthly Newsletter

## Celebrate and Reflect

With warmer weather, longer days, and Spring Break, there are many things to celebrate in March. Among them are Women's History Month and International Women's Day, both opportunities to reflect on the achievements and contributions of women and ongoing efforts toward gender equity. But March also brings a reminder that much work remains to be done. Equal Pay Day (this year on March 12) marks the additional time the average woman must work to earn as much as men in comparative roles. In 2024, a woman working full-time year-round earns just 84% of her male counterpart's salary, meaning she must work 14.5 months to earn what he makes in 12 months. Surprisingly, this effect is not impacted by educational attainment. In fact, the pay gap is even more pronounced in higher-paying professions. Women physicians and surgeons, for example, earn only 71 cents for every dollar their male counterparts earn. The reasons for this are complex. Among these, scholarship on the pay gap demonstrates widespread systemic biases that result in female job candidates being offered lower starting packages than men, a gap which compounds over time. Although higher education prides itself on being meritocratic, the pay gap is evident in the academy, with women faculty earning just 82% as much as men across institutions and ranks nationwide. Likewise, women faculty at Bradley earn 83% as much as men. (Staff salaries are not tracked at Bradley in ways that allow for a pay gap analysis.) ADVANCE BU is working to address this wage gap through initiatives to change campus culture and institutional practices around hiring, evaluation, and promotion. Visit our [Events page](#) to see how you can get involved. As the AAUW reminds us, "Gender pay equity is not just a women's issue. With more women assuming the role of primary breadwinners in their families—particularly in professional fields—the gender wage gap hurts everyone: kids, families, communities, and society as a whole." Join us as we work to make Bradley a more equitable workplace for all.

Sources: [AAUP, Faculty salary equity data](#); [AAUW, Why the pay gap persists in high-paying professions](#)

## Upcoming Events:

### Advocates and Allies Virtual Workshop

**Thursday March 21, 1:30-3 p.m.**

An evidence-based workshop on how to understand, identify and intervene in workplace bias. Faculty, staff and administrators who were not able to join us for an in-person session, are invited to join us for this virtual workshop that will cover the same content but in a shorter format. Seats are limited, so please [register](#) today.

### Book Club Discussion

**Friday March 22, 1:00 p.m.**

Join us for a discussion of [RageBecomes Her: The Power of Women's Anger](#). Read at your own convenience, and join us for an engaging one-hour [online discussion](#).

### Coffee Breaks

**April 1 & May 6 at 3 p.m.**

**Faculty & Staff Lounge (Library)**

Chat about your equity ideas or concerns over a warm cup of your favorite beverage.

Alternatively, you can email [Jackie Hogan](#) to set up a more convenient time, or a more confidential chat.

### Navigating the Road to Full Professor

**Friday, April 12**

**Location and Time TBD**

Are you an associate professor weighing the possibility of applying for a full professorship and questioning the timing and feasibility of such a step? Have you ever felt discouraged or insecure about making the move? Those who have navigated this journey will share their insights and recommendations in this active discussion. All, regardless of their professorial rank, are welcome to join.

## Spotlight:

### Bradley Faculty and Staff Help Graduates Negotiate Fair Salaries

According to national labor statistics, working women in the US lose out on almost \$500 billion per year through the wage gap, and the gap increases over a woman's life time. Women typically enter the workforce earning slightly less than men, but lag further and further behind, because their raises and benefits are tied to their initial salary. If a man and a woman are hired at the same time, with the man being offered just a few thousand dollars more, over a 40-year career, he will earn almost a half a million dollars more. The pay gap is even more pronounced for many women of color.

While women as a whole earn 84% of men's salaries, Black women earn 69 cents on the dollar, Native women 59 cents, and Latinas 57 cents. So, it is crucial that young people receive training that allows them to negotiate an equitable salary.



Since 2014, Bradley's Women's and Gender Studies (WGS) program has collaborated with the Smith Career Center to offer students the Start Smart salary negotiation workshop developed and licensed by AAUW. With the assistance of corporate sponsorship from Auto Owners Insurance, the program has so far trained 1,250 Bradley students, both women and men, from across all five colleges. According to Dr. Amy Scott, the Director of WGS, (pictured above) "Workshop facilitators begin by helping students understand the high economic costs that gender discrimination in the workplace levies on women — in particular, women of color. We teach students how to research and benchmark target salary ranges for an entry job in their field, as well as how to translate their engaged learning and work experiences into value statements that win over prospective employers. Most importantly, our workshops include multiple rounds of role-playing that help students build confidence in their newly learned negotiation skills."

Workshop facilitators — including Bradley faculty and staff and local businesspeople — recognize the importance of the skills the workshop develops. "I wish I'd had this training when I entered the workforce," notes Dr. Jackie Hogan, one of the Start Smart facilitators. "I remember how disappointed I was with my first job offer. But like many women, I think I was just socialized to be grateful for the job and not push for a fairer salary. Looking back, I can see it has cost me a lot in career earnings." Dr. Tanya Markum has observed how eye-opening the workshops are for students. Indeed, in surveys of participants, 90% report increased confidence in their ability to negotiate salary and benefits. Likewise, Dr. Claire McQuerry adds, "I have had multiple senior students tell me that they used the skills from Start Smart to negotiate salaries for their first jobs. It's rewarding to see a new generation of women entering the workforce empowered with the skills to negotiate, understanding that they bring value to their employer." While budget cuts in recent years have made delivering the workshops more challenging, Bradley faculty and staff hope to be able to offer this crucial training for students on an ongoing basis. "We are always looking for volunteers who want to join the Start Smart team and facilitate workshops," notes [Dr. Scott](#). Please email her if you are interested in learning how you can get involved.

### Equity Quick Take: DEI Myths and Facts

Efforts at increasing diversity, equity and inclusion are under attack in many states across the U.S. today (See the [Chronicle of Higher Ed](#)). Elon University Professor of Psychology Matthew Gendle stresses the importance of knowing [what DEI work is and is not](#)

Myth	Fact
DEI work is about "policing thought."	DEI work is not about coercion or indoctrination, but about opening people's eyes to injustice, and starting conversations about how to decrease it.

<p><b>DEI work is about attacking men (especially white men).</b></p>	<p>DEI work doesn't target individuals; it identifies unfair systems and tries to make them fairer for everyone regardless of gender, race or other status.</p>
<p><b>DEI programs aim to hire less qualified applicants based on their identities.</b></p>	<p>DEI efforts aim to ensure that all highly qualified candidates receive equal consideration, regardless of gender, race or other statuses. This will make for a stronger organization, with a greater diversity of thought and experiences to draw on.</p>
<p><b>We should just leave DEI work to HR or a DEI office.</b></p>	<p>While DEI offices can help lead and coordinate efforts, we all contribute to the organizational culture, so we all need to participate if we are going to change it.</p>

**Equity in the News**

- [Many of World's Happiest Countries are Most Gender Equal](#)
- [The Economist's Glass Ceiling Index](#)



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