



Christi Corbett

AAUW Sr. Researcher & Co-author "*Graduating to a Pay Gap*" Report



Lisa Maatz

Director of Public Policy & Govt. Relations



Graduating to a Pay Gap: good news and bad news for women in engineering

Thursday, February 21, 2013

1:00p.m. EST

WEPAN 2012-2013 Webinar Series



- **Host: Diane Matt**, Executive Director, WEPAN, Women in Engineering ProActive Network



- **Co-Presenter: Christianne Corbett**, AAUW Senior Researcher & Co-Author "*Graduating to a Pay Gap*" Report (2012)



- **Co-Presenter: Lisa Maatz**, Director Public Policy & Government Relations



- **Moderator: Shawna Fletcher**, Interim Director, Women in Engineering Program, The Ohio State University

General Info and Q&A

- The webinar uses Voice Over Internet. If your sound quality is not good, a teleconference line is available:
 - Phone: +1 (646) 307-1716 , Access Code: 335-412-900
 - Audio Pin: Check your screen once you dial in.
- Participant microphones are muted for quality.
- Undock, expand “Questions” pane in control panel.
- Stay with us if we are temporarily disconnected.
- Download PowerPoint and link to recorded webinar at www.wepan.org > Webinars.
- Speakers will stay on the line for 15 minutes at the end of the webinar for open mic questions.

About WEPAN www.wepan.org

- **Core Purpose:** To propel higher education to increase the number and advance the prominence of diverse communities of women in engineering.
- **Core Values:**
Knowledge, Collaboration, Inclusion and Leadership
- **700 members from 200 engineering schools, corporations, government and non-profits**
- **Support WEPAN's work! Become a member and make a donation at www.wepan.org**

WEPAN Knowledge Center

<http://wepanknowledgecenter.org>

Goal: Increase the number, scope and effectiveness of initiatives to advance women in engineering.



The screenshot shows the WEPAN Knowledge Center website. At the top right, there are links for "FAQs | About Us | Media Center | Sign In". Below these is the tagline "Respected. Relevant. Reliable." and a description: "The WEPAN Knowledge Center is your online resource for research, best practices, and professional communities dedicated to advancing all women in engineering." A red button labeled "Enter the Professional Community >" is positioned below the description. The main content area features a search bar with the text "Search the Knowledge Center:" and a search input field. Below the search bar are links for "Advanced Search >" and "Already a registered user? Login or Register". To the right of the search bar is a photograph of four diverse professionals in business attire smiling and clapping. Further right is a section titled "What's New in the WEPAN Knowledge Center" with two article teasers: "Making Machines Talk: Formulating Research Questions" and "HIV Microbicides: Rethinking Research Priorities and Outcomes", followed by a "... more" link.

- **Catalogued and fully cited resources-1,300+**
Research, reports, data and statistics, agenda papers, bibliographies, best practices,
- **Online Professional Community**
Network, collaborate, identify experts, share information

Co-Presenters



Christianne Corbett
AAUW Sr Researcher &
Co-Author
“Graduating to a Pay Gap”
Report (2012)

Senior Researcher at the AAUW, Corbett’s focus is gender equity in education and the workplace. She holds a master's degree in cultural anthropology and bachelor's degrees in government and aerospace engineering. Prior to coming to AAUW, she worked on Capitol Hill as a legislative fellow and worked as a mechanical design engineer for eight years.

As AAUW's top policy adviser, Maatz works to advance AAUW's priority issues in our nation's capital. She is a sought-after speaker across the nation and in our nation's capital, and has a large and devoted following on Twitter. Maatz has a reputation for her strategic approach to legislation and advocacy.



Lisa Maatz
Director, Public Policy and
Government Relations



Graduating to a Pay Gap

**The Earnings of Women and Men
One Year after College Graduation**



Methodology

Data Set: 2008-2009 Baccalaureate & Beyond Longitudinal Study

We analyzed earnings and student loan debt burden among a nationally representative sample of college students in 2009 — one year after their graduation.



Data Tool: PowerStats at <http://nces.ed.gov/datalab/index.aspx>

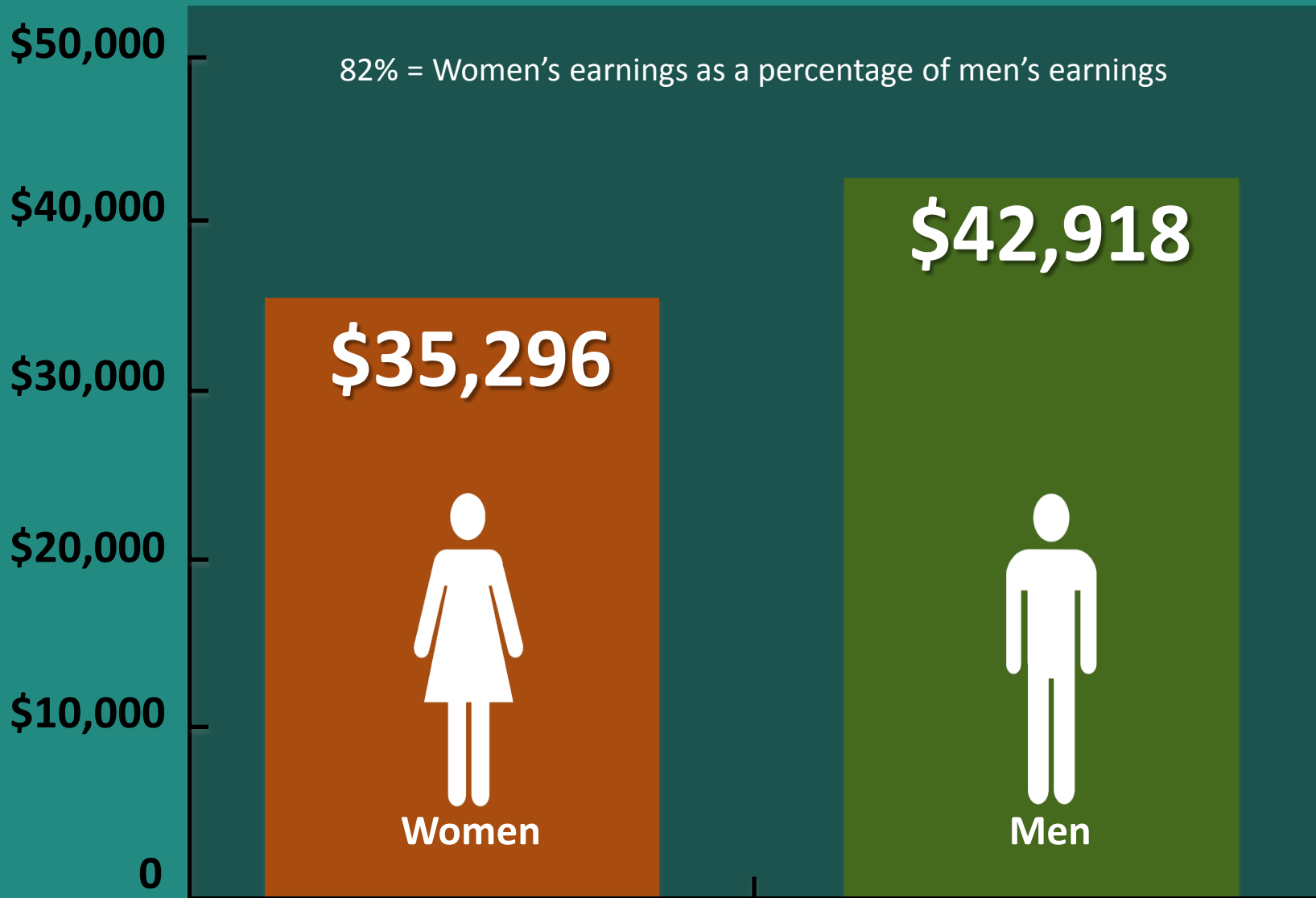
Methodology

Apples-to-apples comparison:

- Average age 23
- Single and childless
- Same schools
- College selectivity
- Similar grades
- Regression controls for all factors

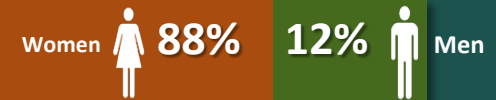


One Year Out of College, Women Are Paid Less than Men

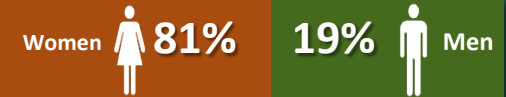


Women and Men Tend to Major in Different Fields

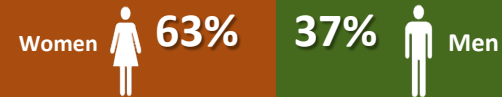
Health care fields



Education



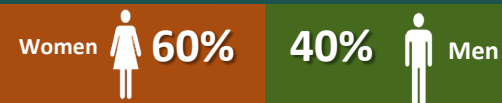
Social sciences



Other applied fields



Humanities



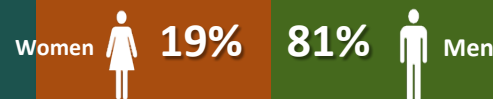
Biological and physical sciences,
science, technology, mathematics,
and agricultural sciences

No significant gender difference in major composition

Business

No significant gender difference in major composition

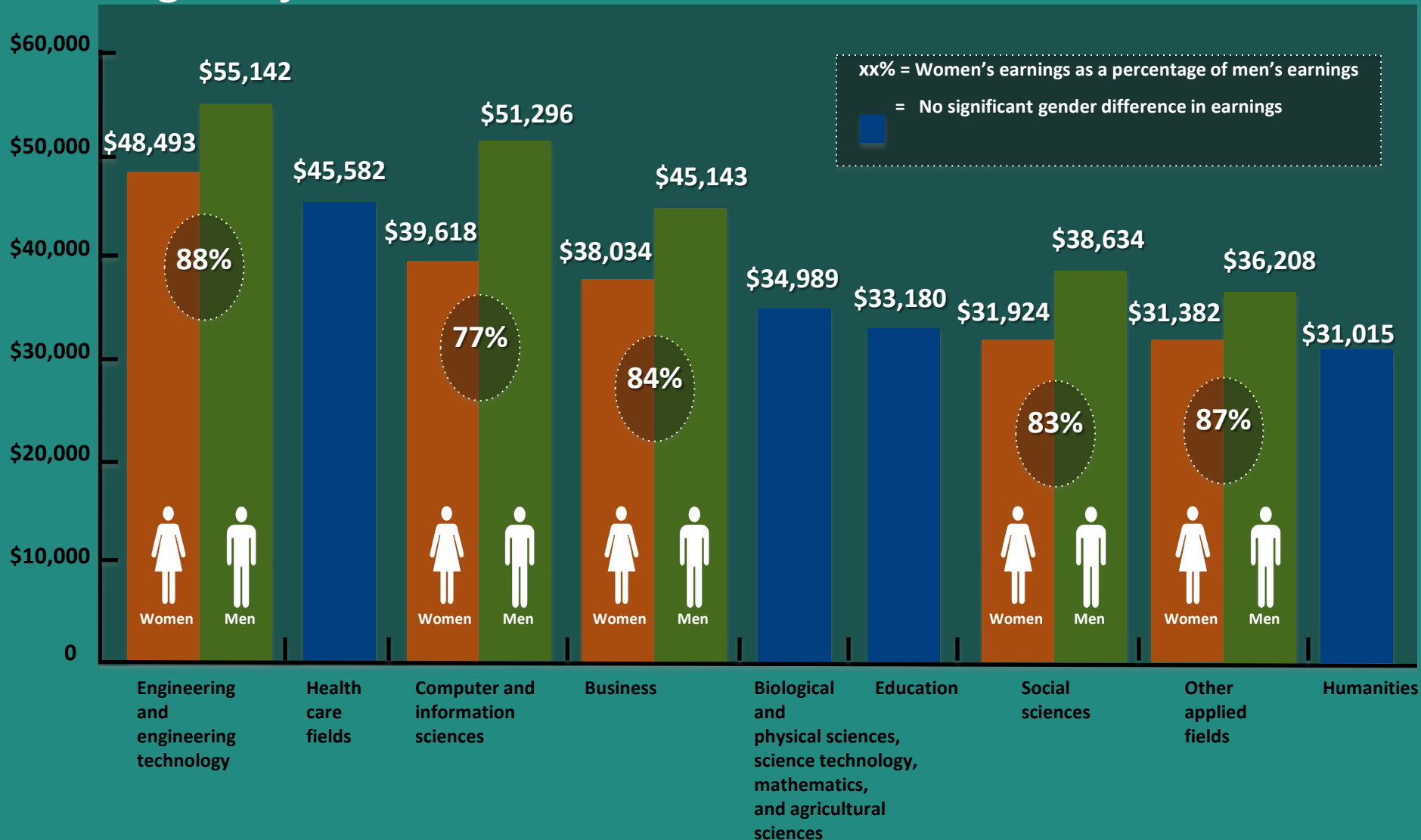
Computer and
information sciences



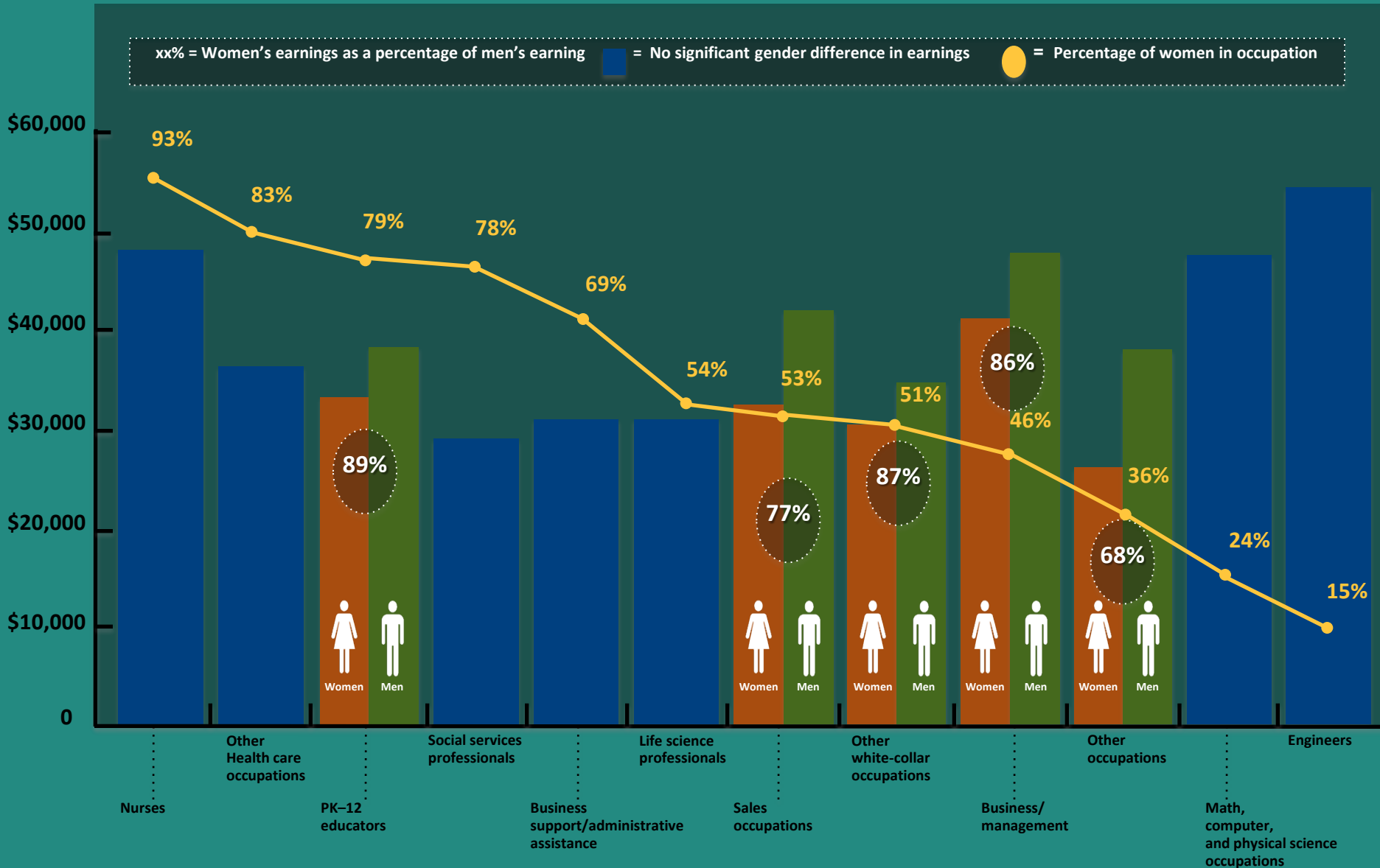
Engineering and
engineering technology



Women Are Often Paid Less than Men with the Same College Major

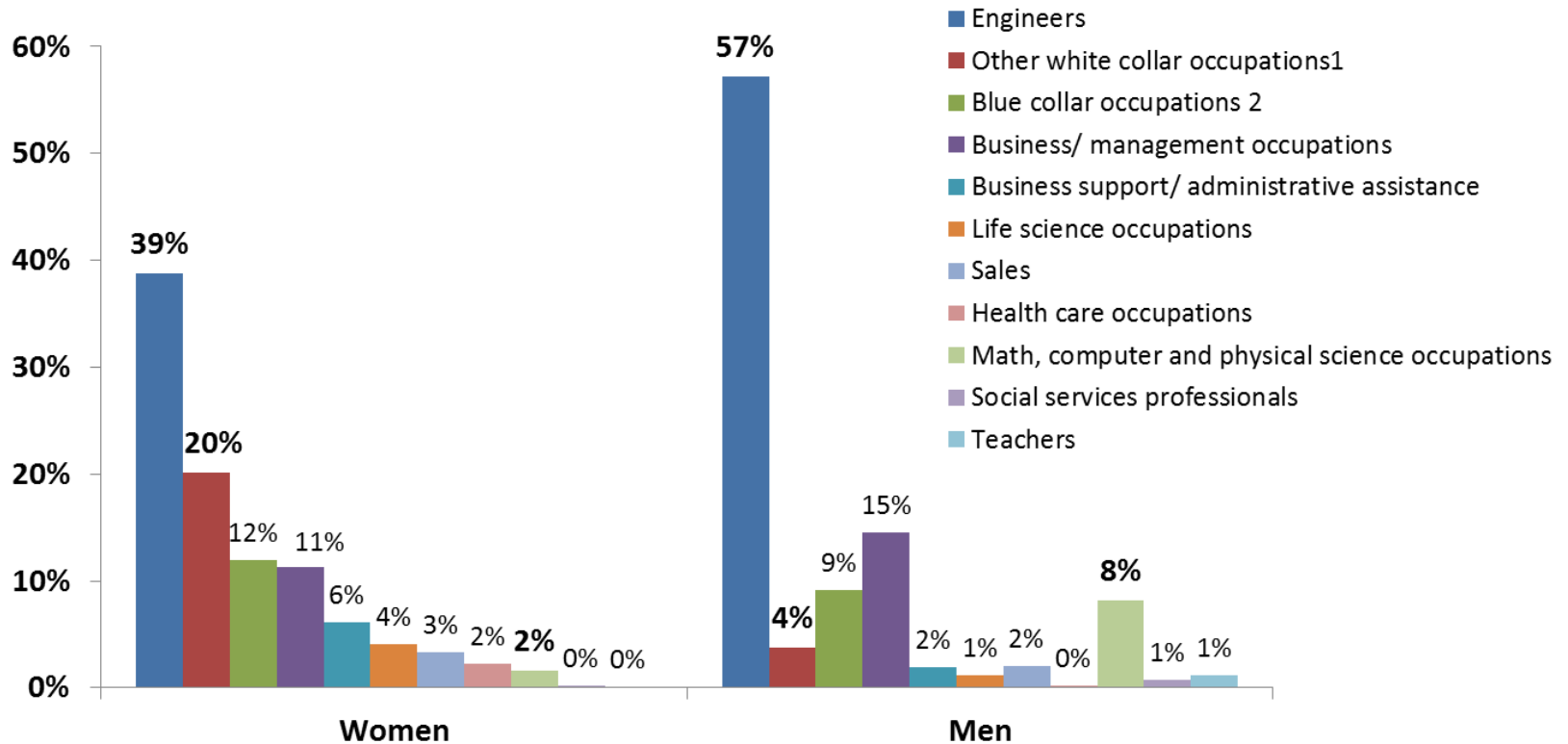


Women Are Often Paid Less than Men in the Same Job



Female Engineering Majors are Less Likely to Work as Engineers after Graduation

**Occupations of Engineering Majors
One Year After College Graduation, by Gender**



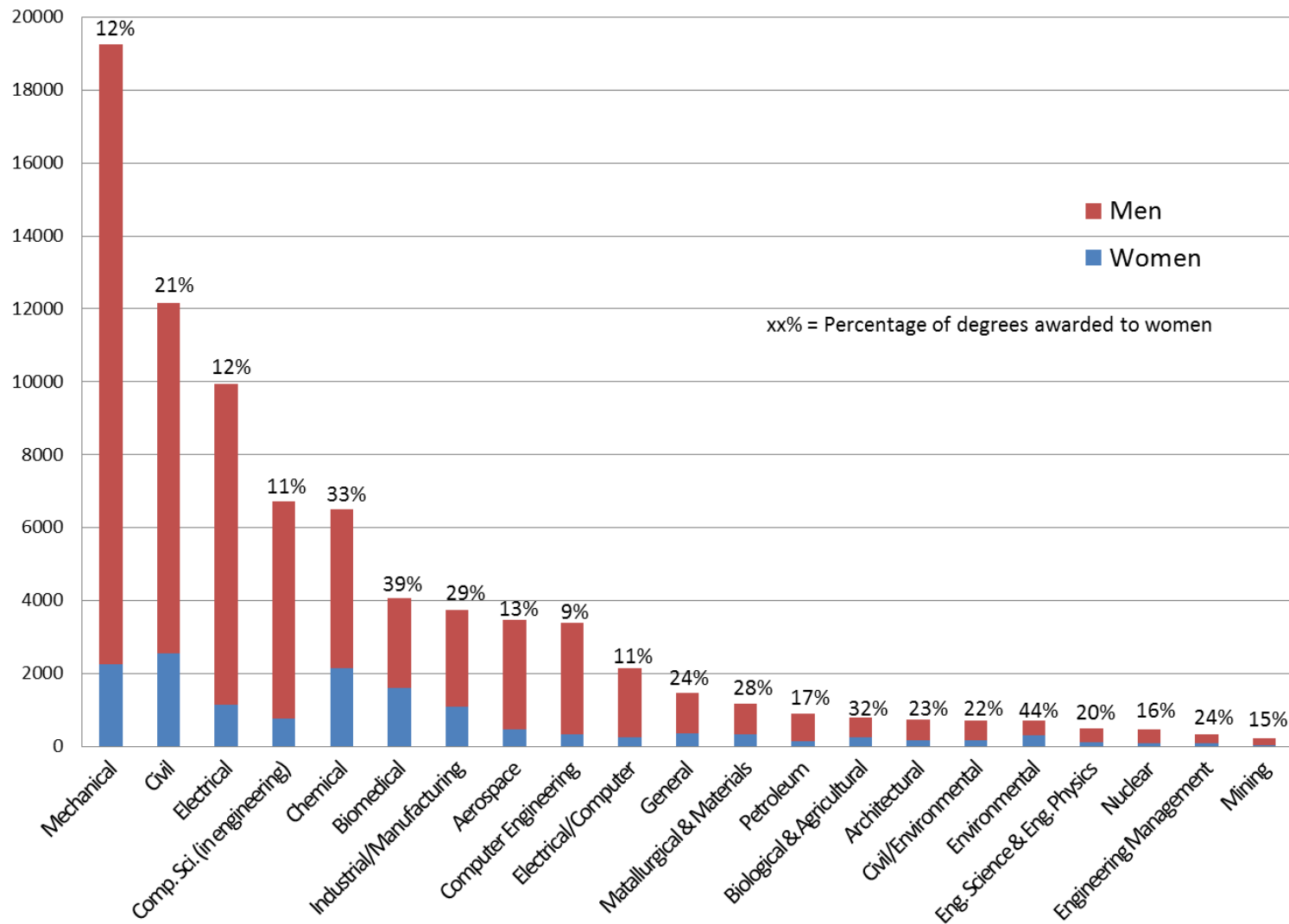
¹Includes education, training, and library occupations (except teachers); arts, design, entertainment, sports, and media occupations ; and miscellaneous other white collar occupations

² includes drafters; food preparation and service occupations; farming, fishing, and forestry occupations; construction and extraction occupations; installation, maintenance, and repair occupations; production occupations; transportation and material moving occupations ; military specific occupations; and miscellaneous other blue collar occupations.

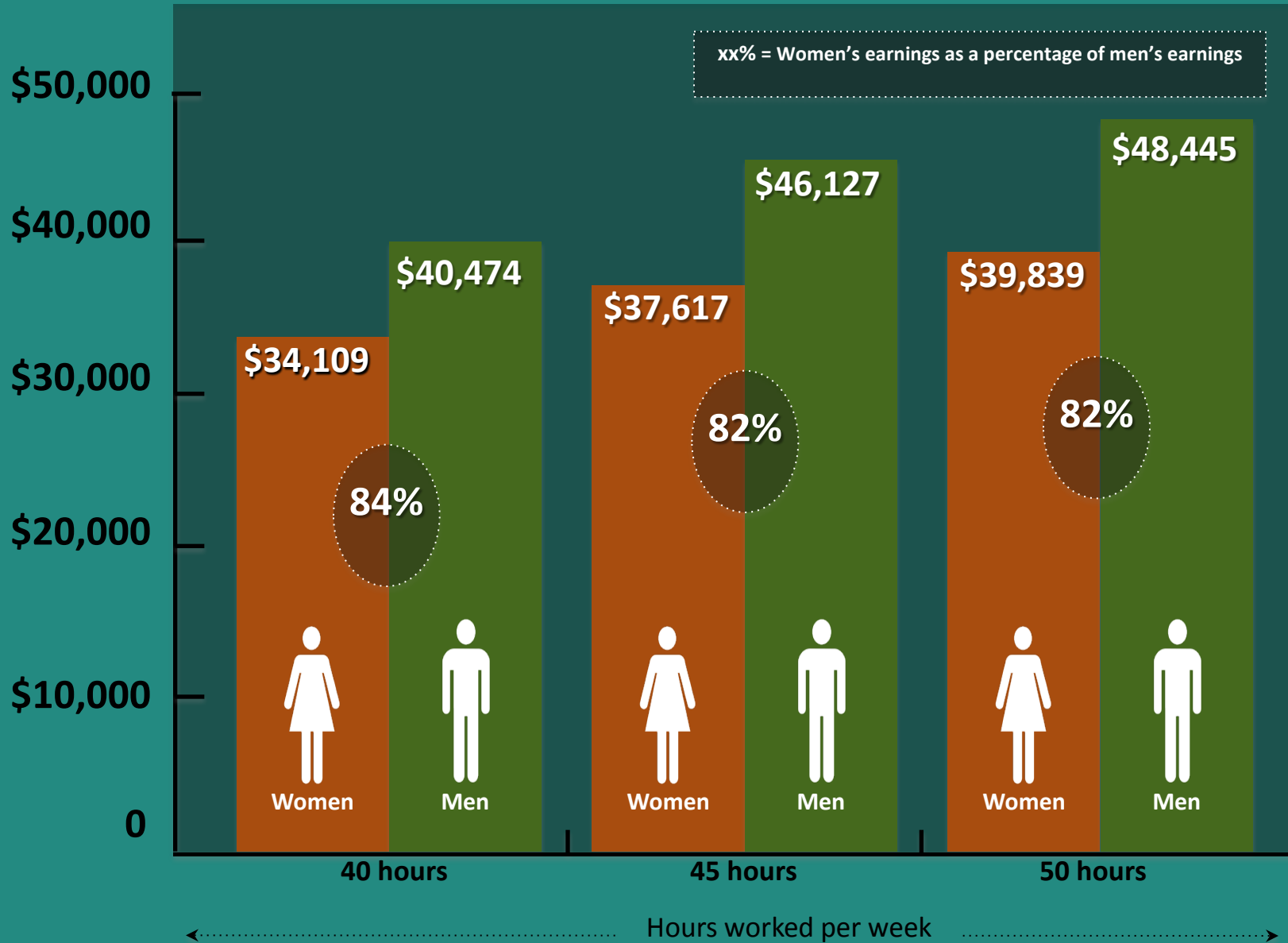
Bold numbers indicate a significant gender difference.

Source: Author's analysis of U.S. Department of Education, National Center for Education Statistics, *2008-2009 Baccalaureate and Beyond Longitudinal Study* data

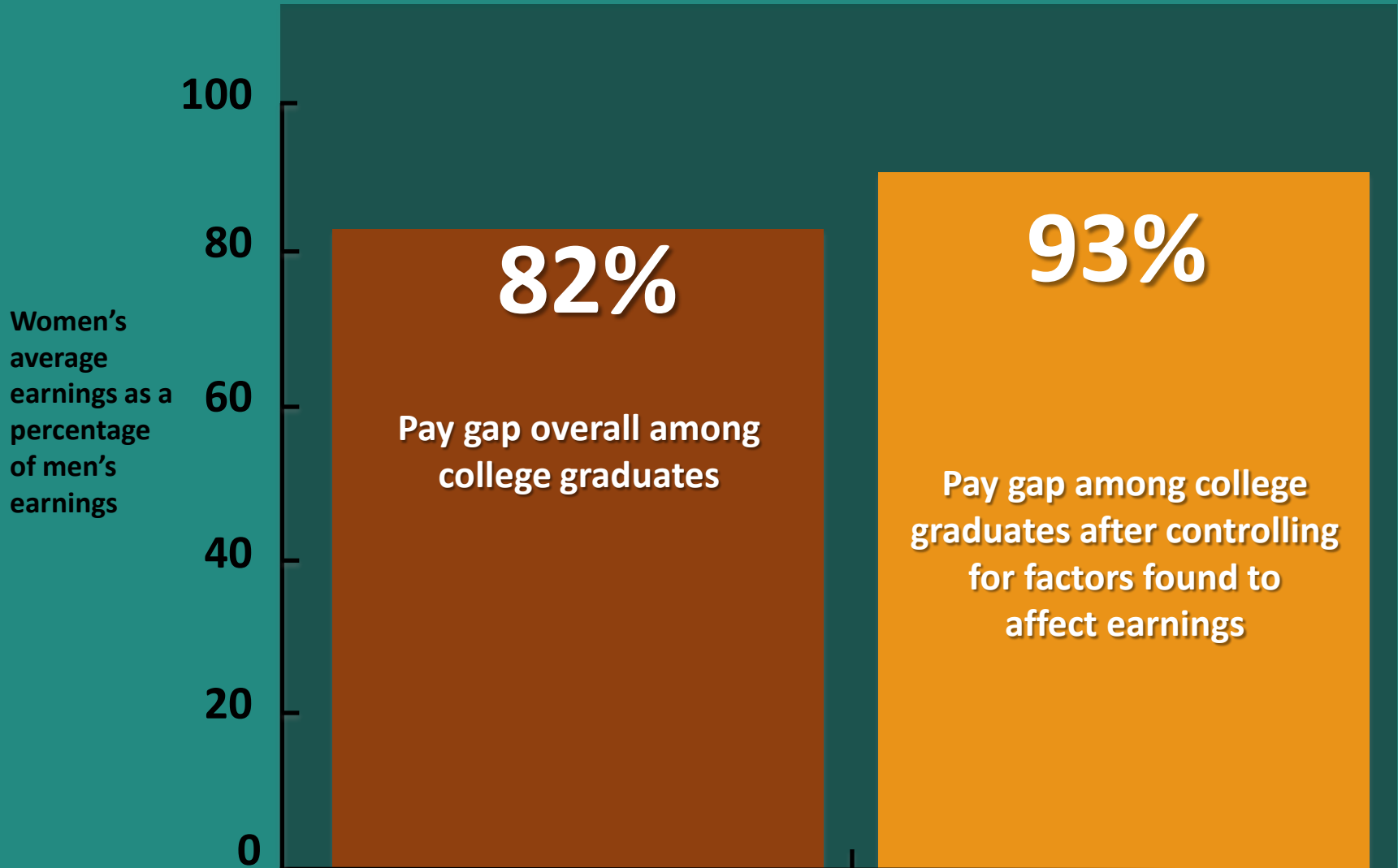
Total Bachelor's Degrees Awarded by Engineering Discipline, by Gender, 2010-2011



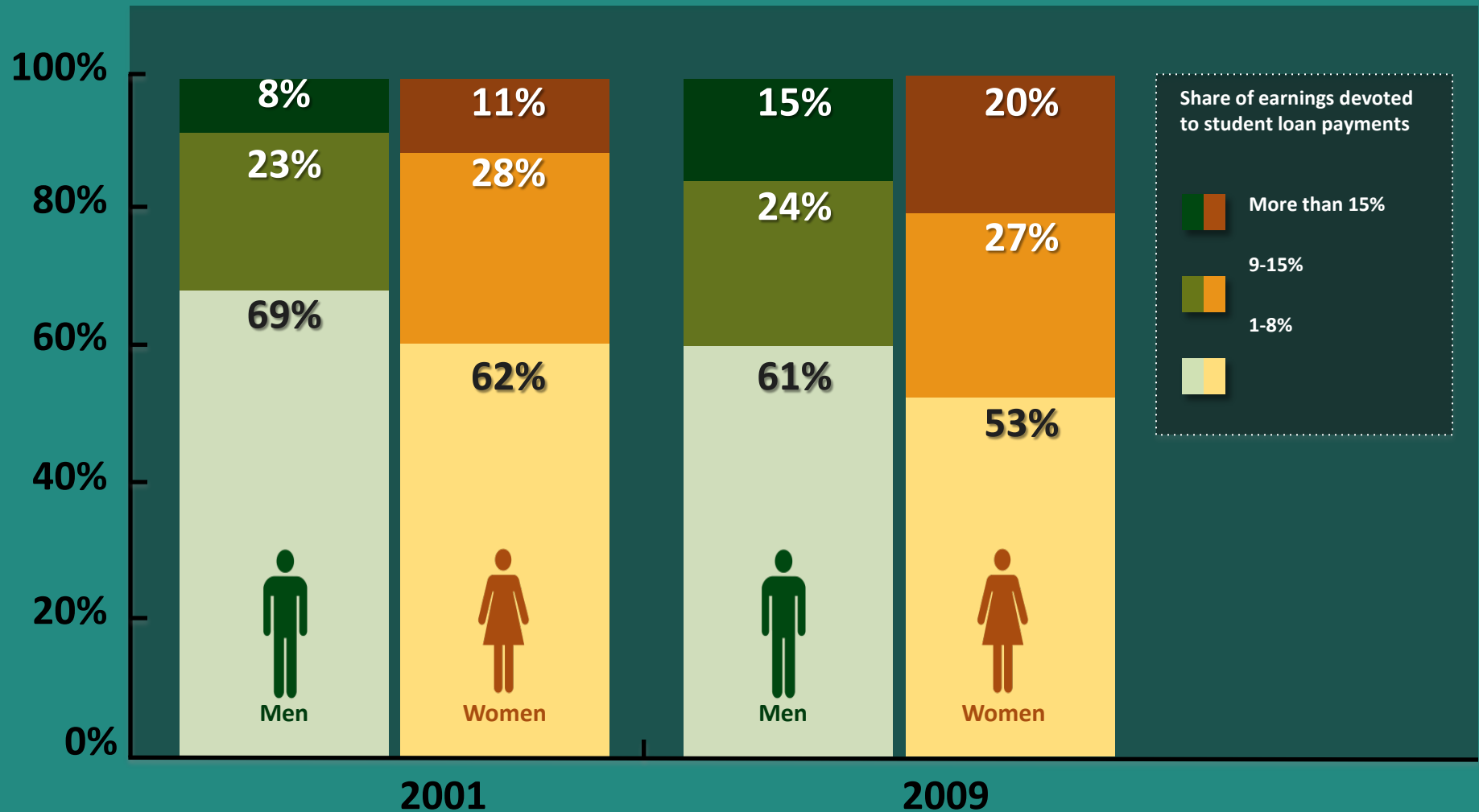
Women Are Paid Less than Men Who Work the Same Number of Hours



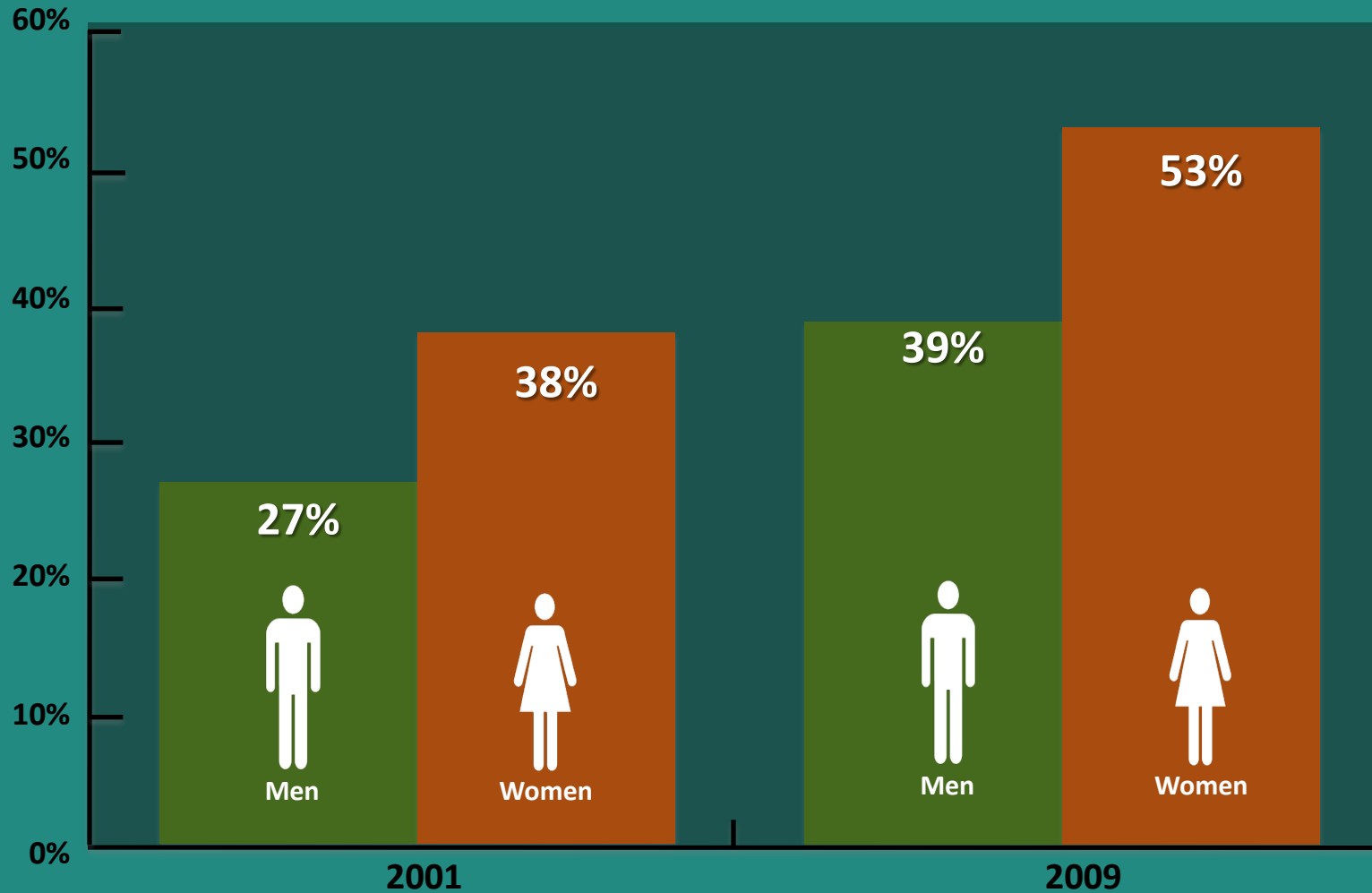
A 7 Percent Unexplained Pay Gap Remains



Women Have Higher Student Loan Debt Burden



Share of Women and Men with High Student Loan Debt Burden



Recommendations



Employers



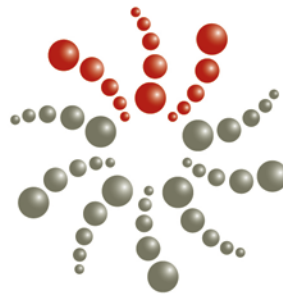
Policy makers



Individuals

- Transparency in pay systems
- Pass the Paycheck Fairness Act
- Join AAUW

For more information, go to www.aauw.org.



WEPAN

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Engineering
ProActive
Network

*Transforming culture
in engineering education*

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Working Towards Pay Equity

- **Federal and state legislative efforts**
 - Lilly Ledbetter Fair Pay Act
 - Paycheck Fairness Act (S. 84/ H.R. 377)
 - Fair Pay Act (S. 168/H.R. 438)
- **Equal Pay Day**
 - 2013: April 9
 - Public education strategies
 - AAUW Pay Equity Resource Kit



Ledbetter Fair Pay Act

- Clarifies each paycheck tainted by discrimination is another act of discrimination (the old standard)
 - each paycheck restarts statute of limitations
- The bill is simply a time warp: Restores the law to how it was previously applied
- Also restores fair remedies to discrimination in compensation based on sex, race, color, religion, age, disability and national origin
- First bill signed by President Obama

Paycheck Fairness Act

- **Allows individuals to sue for fair wages / receive punitive and compensatory damages**
- **Clarifies acceptable reasons/defenses for differences in pay / closes loopholes in Equal Pay Act**
- **Strengthens penalties courts may impose for equal pay violations**
- **Prohibits retaliation against workers who inquire about or disclose information about employers' wage practices**
- **Has provisions for negotiation training for women**
- **Requires Department of Labor to reinstate equal pay activities and investigatory enforcement tools and data collection that have been withdrawn**

Fair Pay Act

- Bans retaliation and requires employers to file wage information annually with the EEOC
- Requires employers to provide equal pay for jobs that are comparable but not identical
 - same or comparable education, skills, responsibilities and working conditions
- Prohibits employers from reducing any employee's wages in order to comply with pay equity requirements
- Requires the EEOC to issue more specific guidelines and forces more accurate record keeping

If Only Women Had a Coupon Like This

The Wage Gap... *it's not just about women anymore!*



If only women had a coupon like this...

23% off

All Goods and Services
for Any Female Bearer

Valid for all purchases in the USA only.
No exclusions. Expires 2050.



...they wouldn't suffer from the wage gap.

For more information on pay equity, visit www.aauw.org today!

Next Steps

- Graduating to a Pay Gap - <http://www.aauw.org/research/graduating-to-a-pay-gap/>
- The Simple Truth about the Gender Pay Gap - <http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>
- Bring a Start Smart Salary Negotiation workshop to your campus - <http://www.aauw.org/what-we-do/campus-programs/start-smart-salary-negotiation-workshop/>
- Encourage women who graduate with engineering degrees to get engineering jobs
- Engineering employers can intentionally recruit women

Asking Questions and Discussion

- **Participant microphones are muted for webinar quality**
- **Undock and expand the “Questions” pane in the webinar control panel**
- **Type in your Question – please make question general to the webinar topic and not specific to your program or situation**
- **Stay on the line at the end of the webinar if you would like to ask the presenters questions directly – we will unmute microphones**

Upcoming WEPAN Webinar:

March 7th 1:00p.m. EST



Richard Felder, PhD &
Rebecca Brent

Active Learning: A Key to Retention for Women in Engineering

"People learn best by doing things and reflecting on what they have done, not by watching and listening to someone else telling them what to do"

Thank You for Attending

We Hope You Enjoyed the Webinar!



- Links to the PowerPoint and recorded webinar will be posted at www.wepan.org > Webinars.
- Share with your colleagues!
- Survey following the webinar—please respond!
- Invest in WEPAN—make a donation at www.wepan.org > Donate.
- Pay a personal tribute to someone who has made a difference in your life or the lives of others.



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