



2023 GENDER PAY GAP REPORT

AMONG FACULTY MEMBERS IN THE UNIVERSITY

RANK	SALARY GRADE**	FEMALE		MALE	
Instructor I	SG12	102	37.78%	55	30.05%
Instructor II	SG13	2	0.74%	4	2.19%
Instructor III	SG14	2	0.74%	7	3.83%
Assistant Prof I	SG15	16	5.93%	11	6.01%
Assistant Prof II	SG16	13	4.81%	14	7.65%
Assistant Prof III	SG17	17	6.30%	15	8.20%
Assistant Prof IV	SG18	24	8.89%	11	6.01%
Associate Professor I	SG19	9	3.33%	9	4.92%
Associate Professor II	SG20	10	3.70%	10	5.46%
Associate Professor III	SG21	12	4.44%	6	3.28%
Associate Professor IV	SG22	14	5.19%	6	3.28%
Associate Professor V	SG23	21	7.78%	14	7.65%
Professor I	SG24	1	0.37%	1	0.55%
Professor II	SG25	4	1.48%	1	0.55%
Professor III	SG26	7	2.59%	2	1.09%
Professor IV	SG27	4	1.48%	3	1.64%
Professor V	SG28	4	1.48%	6	3.28%
Professor VI	SG29	7	2.59%	7	3.83%
University Professor	SG30	1	0.37%	1	0.55%
TOTAL		270	100.00%	183	100.00%

Table 1. Faculty Ranks and Gender Distribution in CMU as of February 2024**

Overall, there are more female faculty (270) than male faculty (183). However, at the higher ranks like Professor and University Professor, there is more gender parity in numbers.

Looking specifically at the *instructor* ranks:

- There are over 3 times more female Instructors I (SG12) than male Instructors I. This suggests there may be a pipeline issue with fewer males entering instructor roles.

At the *assistant professor* level:

- Representation is relatively balanced between males and females for Assistant Professor ranks I through IV. Females range from 4.81% to 8.89% by rank and males range from 6.01% to 7.65%.

At the *associate professor* level:

- Females have slightly higher representation than males at each rank. This suggests



At the **full professor** level:

- Males and females have equal numbers at the Professor I rank. At higher professor ranks, male numbers are equal to or exceed female numbers. This indicates there may be a "glass ceiling" where fewer females are getting promoted from associate to full professor.

In summary, the analysis shows females dominate the instructor ranks, achieve parity with males up to the associate level, but then appear to face more barriers being promoted to higher full professor ranks. Addressing these pipeline and glass ceiling issues could help close the faculty gender pay gap.

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****SALARY GRADE REFERENCE based on
Republic Act No. 11466 (Salary Standardization Law of 2019)**

SSL Fourth Tranche Table (Effective January 1, 2023)

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	13,000	13,109	13,219	13,329	13,441	13,553	13,666	13,780
2	13,819	13,925	14,032	14,140	14,248	14,357	14,468	14,578
3	14,678	14,792	14,905	15,020	15,136	15,251	15,369	15,486
4	15,586	15,706	15,827	15,948	16,071	16,193	16,318	16,443
5	16,543	16,671	16,799	16,928	17,057	17,189	17,321	17,453
6	17,553	17,688	17,824	17,962	18,100	18,238	18,379	18,520
7	18,620	18,763	18,907	19,053	19,198	19,346	19,494	19,644
8	19,744	19,923	20,104	20,285	20,468	20,653	20,840	21,029
9	21,129	21,304	21,483	21,663	21,844	22,026	22,210	22,396
10	23,176	23,370	23,565	23,762	23,961	24,161	24,363	24,567
11	27,000	27,284	27,573	27,865	28,161	28,462	28,766	29,075
12	29,165	29,449	29,737	30,028	30,323	30,622	30,924	31,230
13	31,320	31,633	31,949	32,269	32,594	32,922	33,254	33,591
14	33,843	34,187	34,535	34,888	35,244	35,605	35,971	36,341
15	36,619	36,997	37,380	37,768	38,160	38,557	38,959	39,367
16	39,672	40,088	40,509	40,935	41,367	41,804	42,247	42,694
17	43,030	43,488	43,951	44,420	44,895	45,376	45,862	46,355
18	46,725	47,228	47,738	48,253	48,776	49,305	49,840	50,382
19	51,357	52,096	52,847	53,610	54,386	55,174	55,976	56,790
20	57,347	58,181	59,030	59,892	60,769	61,660	62,565	63,485
21	63,997	64,940	65,899	66,873	67,864	68,870	69,893	70,933
22	71,511	72,577	73,661	74,762	75,881	77,019	78,175	79,349
23	80,003	81,207	82,432	83,683	85,049	86,437	87,847	89,281
24	90,078	91,548	93,043	94,562	96,105	97,674	99,268	100,888
25	102,690	104,366	106,069	107,800	109,560	111,348	113,166	115,012
26	116,040	117,933	119,858	121,814	123,803	125,823	127,876	129,964
27	131,124	133,264	135,440	137,650	139,897	142,180	144,501	146,859
28	148,171	150,589	153,047	155,545	158,083	160,664	163,286	165,951
29	167,432	170,166	172,943	175,766	178,634	181,550	184,513	187,525
30	189,199	192,286	195,425	198,615	201,856	205,151	208,499	211,902
31	278,434	283,872	289,416	295,069	300,833	306,708	312,699	318,806
32	331,954	338,649	345,478	352,445	359,553	366,804	374,202	381,748
33	419,144	431,718						