

Executive Summary

An examination of data provided by the University System of Maryland to AFSCME in the second half of 2019 reveals wide ranging disparities in salaries and wages based on gender and race/ethnicity.

The median salary of women is 86% of the median salary of men. The median salary for women is \$64,204 compared to a median salary of \$75,100 for men. This is even worse than the gender pay gap for the U.S. as a whole.¹

The median salary of African Americans and Hispanics are significantly less than the median salary of whites. The median salary of African Americans is \$55,550 only 75% of the median salary for whites of \$74,358. The median salary for Hispanics is \$56,965, 77% the median salary for whites.

White men have the highest median salaries at \$80,800 while Hispanic women have the lowest median salaries at \$50,763. This means that the median salary for Hispanic women is 63% the median salary of white men. African American men and African American women have median salaries of \$55,550 which is 69% of the median salary of white men. Even white women have a median salary that is 85% of the median salary of white men.

Although African Americans comprise 20.8% of the non-academic employees in the University System of Maryland, they comprise a higher 39.6% of employees earning the lowest salaries, in the bottom quartile. Hispanics represent 4.8% of the non-academic employees in the system but a higher 37.9% of employees in the lowest paid positions. Whites comprise 55.8% of the non-academic employees but a lower 20.2% of those in the lowest-paid positions.

The disparity is even greater for African Americans and Hispanics when compared to the employees in the top quartile. **African Americans comprise of only 10.8% of highest salary employees compared to 33% of low-salary employees, a disparity of 3.1.** Hispanics represent 3.1% of high wage employees compared to 7.3% of low wage employees, a disparity of 2.4. In contrast, whites represent a much smaller share of low-wage workers (45%) than high wage workers (65.3%).

Over half the employees in the lowest wage positions are at three locations: 28.5% are employed at UMCP, 15.5% at UMBC and 14.1% at UMB. Over 70% of the highest paid employees are at two locations: 33.4% are employed at UMB and 38.8% are employed at UMCP.

¹ <https://www.pewresearch.org/fact-tank/2021/05/25/gender-pay-gap-facts/>.

I. Overview of System Data

This report compares salary data information for 26,242 employees among seven status categories of employees in the University System of Maryland to determine disparities among gender, race, and ethnicity, by location. The report also compares data regarding employees who are service employees in Group 1 compared to non-service employees in Group 2. (see Methodology for employee status codes.)

There are 26,242 people employed throughout the system. The mean salary is higher in Group 2, non-service employees, despite the fact that the lowest salary is recorded in that employee group. The employees earning the lowest 25% of wages earned below \$49,000 compared to the top 25% which earned over \$99,323 and the highest salary earned was \$984,750.

Salaries Across the University of Maryland System	
Number of Employees	26,242
1 st Quartile 25% Lowest Salary Level (below)	\$49,000
Median Salary Level	\$68,623
3 rd Quartile Top 25% Salary Level (above)	\$99,323
Highest Salary	\$984,750

Median Salaries by Employee Group

Although the maximum salary level for both employee groups is over \$950,000 Group 1 employees have lower salaries than Group 2 in all descriptive statistical measures. The median salary of employees in Group 1 is 75% of the median salary of employees in Group 2. The lowest 25% of earners in Group 1 earn \$46,586 compared to \$55,550 in Group 2.

Salary Levels	Group 1 Categories 20 and 33	Group 2 Categories 1,2,3,15,25
Number of Employees	14,747	11,495
Mean	\$71,941	\$97,875
Quartile 1	\$46,586	\$55,550
Median	\$61,046	\$80,885
Quartile 3	\$85,277	\$120,233
Maximum	\$970,531	\$984,750

Median Salaries by Employee Gender

The median salary of women is 86% of the median salary of men. The median salary for women is \$64,204 compared to a median salary of \$75,100 for men.

There is less disparity by gender among the lowest paid workers compared to the higher income workers. The 25% lowest-paid women earn 90 cents per dollar of the 25% lowest-paid men. The 25% highest-paid women earn 80 cents per dollar compared to the 25% highest-paid men.

Salaries	Female	Male
Number of Employees	14,285	11,925
Quartile 1 (lowest 25%)	\$46,847	\$51,935
Median	\$64,204	\$75,100
Quartile 3 (highest 25%)	\$89,576	\$112,616

Although the median salary of women is lower than men, there is a larger difference between the service employees in Group 1 and the academic employees in Group 2. The median salary of men in Group 1 is 86% of the median salary of women in Group 2 and 73% of the median salary of men in Group 2.

Among the two non-academic employee groups, the median salary is lowest for women in Group 1. The median salary of women in Group 1 is 91% of the median salary of men in Group 1, 78% of the salary of women in Group 2 and 66% of the median salary of men in Group 2.

	Group 1		Group 2	
Salaries	Categories 20 and 33		Categories 1,2,3,15,25	
	Female	Male	Female	Male
Number of Employees	8,846	5,880	5,439	6,045
Median	\$58,849	\$64,640	\$75,256	\$88,917

Median Salaries by Employee Race and Ethnicity

The median salaries of African Americans and Hispanics are significantly less than the median salary of whites. The median salary of African Americans of \$55,550 is only 75% of the median salary for whites of \$74,358. The median salary for Hispanics is \$56,965, 77% the median salary for whites.

	African American	Hispanic	White	African American Compared to White	Hispanic Compared to White
Total Count	5,461	1,257	14,639		
Median Salary	\$ 55,550	\$ 56,965	\$ 74,358	75%	77%

When comparing the two non-academic employee groups, the median salaries are much lower among Group 1 employees than Group 2.

Among Group 1, the median salary of African Americans is 81% of the median salary of whites whereas the median salary of Hispanics is 75% the median salary of whites in Group 1. The disparity is slightly less by race in Group 2 where the median salary of African Americans is 84% of the median salary of whites and the median salary of Hispanics is 98% the median salary of whites.

	Group 1 (Categories 20 and 33)	Disparity to White	Group 2 (Categories 1,2,3,15,25)	Disparity to White
African American	\$53,780	81%	\$70,670	84%
Hispanic	\$50,116	75%	\$82,114	98%
White	\$66,651		\$83,906	

Median Salary by Gender and Race and Ethnicity

White men have the highest median salaries at \$80,800 while Hispanic women have the lowest median salaries at \$50,763. The means that the median salary for Hispanic women is 63% the median salary of white men. African American men and African American women have median salaries of \$55,550 which is 69% of the median salary of white men.

Even white women have a median salary that is 85% of the median salary of white men.

	Median Salary		Disparity of Female to Male	Compared to White Male	
	Female	Male		Female	Male
African American	\$55,550	\$55,550	1.00	0.69	0.69
Hispanic	\$50,763	\$66,347	0.77	0.63	0.82
White	\$69,003	\$80,800	0.85	0.85	1.00

Median Salaries by Location

Among the non-academic employees, there is a wide range of the median salary level between the different locations in the University System of Maryland from \$54,203 at CSU which is 52% the median salary of \$103,275 at USMO.

School	Total Count	Non-Academic Median Salary
BSU	776	\$60,105
CSU	569	\$54,203
FSU	669	\$59,250
SU	1255	\$56,283
TU	2355	\$64,821
UB	669	\$72,410
UMB	5523	\$82,647
UMBC	2610	\$58,746
UMCES	255	\$69,071
UMCP	9572	\$71,450
UMES	634	\$58,207
UMGC	1257	\$63,017
USMO	98	\$103,275

There are three locations where the median salary of Group 1 is higher than the median salary of Group 2: BSU, CSU and UMBC. There are six locations where the median salary of employees in Group 1 is less than 75% of the median salary of employees in Group 2: FSU, SU, TU, UMB, UMES and UMGC.

School	Group 1	Group 2
BSU	\$61,426	\$52,443
CSU	\$62,856	\$ 4,400
FSU	\$48,719	\$73,493
SU	\$47,989	\$68,284
TU	\$55,000	\$75,388
UB	\$63,986	\$81,530

UMB	\$63,985	\$142,077
UMBC	\$60,047	\$53,425
UMCES	\$65,489	\$70,321
UMCP	\$64,343	\$82,583
UMES	\$50,235	\$80,661
UMGC	\$58,000	\$90,000
USMO	\$103,275	

Employee Race and Ethnicity by Location

Across the University System of Maryland, African Americans make up 20.8% of employees, Hispanics make up 4.8% and whites make up 55.8%. However, there are large differences by location. African Americans comprise over 50% of the employees at UMES, CSU and BSU whereas whites are more than 50% of employees at all the remaining locations except at UMGC where whites are 49.6% of the employees.

School	Non-Academic Employees by Race and Ethnicity				% Employees		
	African American	Hispanic	White	Total Count	African American	Hispanic	White
BSU	603	21	78	776	77.7%	2.7%	10.1%
CSU	466	8	52	569	81.9%	1.4%	9.1%
FSU	24	5	602	669	3.6%	0.7%	90.0%
SU	159	37	970	1255	12.7%	2.9%	77.3%
TU			1722	2355	0.0%	0.0%	73.1%
UB	180	23	372	669	26.9%	3.4%	55.6%
UMB	1388	164	3072	5523	25.1%	3.0%	55.6%
UMBC	377	99	1829	2610	14.4%	3.8%	70.1%
UMCES	6	7	198	255	2.4%	2.7%	77.6%
UMCP	1556	823	4899	9572	16.3%	8.6%	51.2%
UMES	378	19	167	634	59.6%	3.0%	26.3%
UMGC	303	47	624	1257	24.1%	3.7%	49.6%
USMO	21	4	54	98	21.4%	4.1%	55.1%
Total	5461	1257	14639	26242	20.81%	4.79%	55.8%

Quartile Comparison

The 25% of employees who earn the lowest salaries are in the bottom quartile earning a salary of \$49,000 or less. The 25% of employees who earn the highest salaries are in the top quartile earning at least \$99,323.

Although African Americans comprise 20.8% of the non-academic employees in the University System of Maryland, they comprise a higher 39.6% of employees earning the lowest salaries, in the bottom quartile. Hispanics represent 4.8% of the non-academic employees in the

system but a higher 37.9% of employees in the lowest paid positions. Whites consist of 55.8% of the non-academic employees but a lower 20.2% of those in the lowest paid positions.

	Number of Low Wage Employees	% of Low-Wage Workers	% of All Non-Academic Workers	Disparity
African American	2162	33.0%	20.8%	1.6
Hispanic	476	7.3%	4.8%	1.5
White	2952	45.0%	55.8%	1
Total	6561			

The disparity is even greater for African Americans and Hispanics when compared to the employees in the top quartile. **African Americans comprise of only 10.8% of highest salary employees compared to 33% of low-salary employees, a disparity of 3.1.** Hispanics represent 3.1% of high wage employees compared to 7.3% of low wage employees, a disparity of 2.4. In contrast, whites represent a much smaller share of low-wage workers (45%) than high wage workers (65.3%).

	Number of High Wage Employees	% of High Wage Workers	% of Low-Wage Workers	Disparity
African American	705	10.8%	33.0%	3.1
Hispanic	203	3.1%	7.3%	2.4
White	4281	65.3%	45.0%	1
Total	6557			

This data reveals disparities in the proportion of African American's working in non-academic positions are in low-wage positions compared with high wage positions. If all races were evenly distributed, there would be 25% in the lowest wage positions, 25% in the highest paid positions, and 50% in the middle two quartiles. Instead, 40% of African Americans employed in non-academic positions are in the lowest wage positions but only 13% are in the highest paid positions. There is less variance between race and ethnicity among positions in the middle two quartiles of people earning \$49,001 to \$99,322. Disparities are seen among the lowest 25% and the highest 25%.

		Total Number	\$49,000 or Below	\$49,001 - \$99,322	\$99,323 or More
African American	Number	5,461	2,162	2,594	705
	%		40%	48%	13%
Hispanic	Number	1,257	476	578	203
	%		38%	46%	16%
White	Number	14,639	2,952	7,406	4,281
	%		20%	51%	29%

Total	Number	26,242	6,561	13,124	6,557
	%		25%	50%	25%

Over half the employees in the lowest wage positions are at three locations: 28.5% are employed at UMCP, 15.5% at UMBC and 14.1% at UMB. Over 70% of the highest paid employees are at two locations: 33.4% are employed at UMB and 38.8% are employed at UMCP.

The two HBCUs in the system, BSU and CSU employ 6.1% of the non-academic employees in the system but a lower 3.1% of the highest paid employees (in the top quartile) and a higher 9.4% of the lowest paid employees of those in the bottom quartile.

CONCLUSION

The University System of Maryland should immediately undertake a review of race, ethnicity, and gender pay disparities among its work force and develop policies to rectify them. The University System should furthermore evaluate all proposed or planned pay adjustments in light of these disparities. Pay adjustment plans that fail to ameliorate these pay disparities – or worse, exacerbate them – should be reconsidered, in collaboration with employees' bargaining representatives.

Methodology

The data from this report was provided by the University System of Maryland to AFSCME with deidentified salary and wage data of employees in the University System of Maryland. This report focused on non-academic positions included in seven categories and excluded positions for which the salary amount was zero. The data source likely has errors as indicated by a minimum salary level of \$2 (annual salary). However, this error was concentrated in the comparison group which demonstrated large disparities, despite the data error.

Data fields used in this report include:

Location:

CSU= Coppin State University

SU= Salisbury University

UMES= University of Maryland Eastern Shore

UMBC= University of Maryland Baltimore County

FSU= Frostburg State University

BSU= Bowie State University

UMGC= University of Maryland Global Campus

TU= Towson University

UMCES= University of Maryland Center for Environmental Science

UMCP= University of Maryland College Park

UB= University of Baltimore

UMB= University of Maryland Baltimore

USMO= University System of Maryland Office

Status Code

01—tenured faculty positions

02—non tenured faculty on tenure track

03—non tenured faculty with renewable contract

15—non tenured continuing term contract

25—faculty contractual, non tenured positions

20--non-exempt regular employees, including office staff, service, skilled technical

33—regular salaried positions without overtime

Other types of positions were not included in the report.

Race and Ethnicity

The report focused on African American, Hispanic and white for comparative data. Other races included in the report include Asian, multiple races, Pacific Islander, American Indian and unknown.

Gender

Gender data included female, male and unknown.

Salary Amount data seems to include data errors for many employee status types. The report limited these errors by maintaining a focus on seven employee types which limited the data errors.

Hourly rate amount was not included in the report because there were many records missing this data.