



Gender Wage Gap in Political Science Departments

Andreina Lamas (COL 2019)

Advisor: Nancy Hirschmann

The PURM project that I decided to work on involved market versus merit and the gender gap in academic wages. Our ultimate goal was to find patterns in wages by analyzing the wage, amount of academic publication, professional rank and gender of over three-hundred professors from state university political science departments in the United States. We were able to do this by first determining which state schools to review, by looking at the top fifty political science departments in the country and then filtering out those that were state universities. We then made a data set of the assistant, associate and full professors at each department, noting their salary, ranking and year of their CV. Then we tallied each of their publications listed on their CV's, using several point systems to assign weights to the types of publications. In order to notice any correlation (or lack thereof) between our variables, we engaged in much more statistical analysis than previously expected, which led to my learning about and using of a special program to run more in-depth analysis of the numbers from our data.

This experience as a whole greatly helped me realize how statistics could be used to show certain conclusions, rather than just looking at the data to support the conclusions (as is done when citing published research). Additionally, I learned how to set up a study in order to achieve clearer results through the program that we used, specifically when dealing with quantitative data. With this new knowledge, I feel much more confident should I want to engage in my own research project in the near future. Furthermore, my mentorship with Professor Hirschmann has allowed me to learn how to analyze data objectively, as well as think of new ways to interpret this information and new possibilities being conveyed by it. Aside from that, our weekly work routine has helped me manage research responsibilities in a more effective manner, focusing on the task at hand while also keeping in mind the overall goal of the assignment. I definitely look forward to advancing this research project during the school year, should that be necessary. Finally, since the topic of the project is linked to my academic area of interest, it has helped me discover other aspects of the same topic that I could potentially study. Overall, it has really advanced my academic interest and has helped me towards new research in the future.