

Timeline – UO Psychology Department Gender Pay Discrimination of Professor Jennifer Freyd

- May 2014 – Professor Freyd provides a statistical analysis of full professor salaries to leadership of the UO Psychology Department. The analysis shows a statistically significant gender disparity in pay, with women paid considerably less than men. No corrective action is taken.
- May 2015 – Professor Freyd and two colleagues provide another detailed analysis of full professor salaries to the Department Chair, Associate Chair and members of the Executive Committee. Like the 2014 analysis, it showed statistically significant disparities in pay for women.
- Mid-2015 – Department Head Ulrich Mayr conducts a 6th-year review of Professor Freyd. At the time, the College of Arts & Sciences (CAS) allowed for an eight percent merit raise to faculty who exceeded expectations, as well as an additional four percent raise “if there is a strong case it is necessary to address equity issues with faculty.”
 - This additional four percent raise was not well publicized and Department Head Mayr did not know it was available. He recommended that Freyd receive the most he thought she could, eight percent.
 - After this merit raise, Professor Freyd’s salary was still \$18,000 less than her closest male peer. When taking into consideration the impact of publications or 2016 merit rankings, the disparity in her pay ballooned to as much as \$50,000 per year, according to analysis done by the psychology department head.
- May 2016 – Professor Freyd reports the department’s discrimination through the university’s mandatory reporting system. No action is taken to recognize or address Freyd’s report.
- Late-2016 – In preparation for another round of merit raises in January 2017, the department asks all professors to prepare a merit report detailing their accomplishments. Professor Freyd provides the requested information and again brings up the problem of sex discrimination in pay within the department. She asks the UO to give her a raise that would bring her in line with what she should be paid considering her merit, seniority and equity with her male peers.
- December 2016 – Department Head Mayr sends a memo to Associate Dean Hal Sadofsky and Dean Andrew Marcus. The memo describes the “considerable gender inequality among our full professor salaries” and the threat it posed to overall morale in the department.

- Department Head Mayr also asks CAS to address Professor Freyd's salary, writing that it is as much as \$50,000 below where it should be compared to her male colleagues. He writes that if he had known money was available in 2015 to address equity issues (the four percent raise), he would have pushed to award it to Freyd. He asks for a retroactive raise for Freyd.
- January 2017 – CAS announces raises; it gives Professor Freyd no additional salary increase beyond the standard across-the-board and merit raises.
- January 2017 – Deans Marcus and Sadofsky ask to meet with Professor Freyd. They tell her that they will not address the sex discrimination in her pay, justifying their reasoning by saying that “only” three men are paid more than she is in her department; this makes it seem like the department has a large number of male professors, but there are only six male full professors in the department and all are junior to Freyd.
- March 2017 – Professor Freyd files a lawsuit against the university's gender pay discrimination.