

Demographics of PSA 2010

Compiled from an Excel spreadsheet of PSA membership provided by Gary Hardcastle in October 2010. By Miriam Solomon and John Clarke (November 3, 2010).

There are 840 members of the PSA in 2010, down from 1279 members in 2006. (This represents a loss of 439 members, or more than a third of the 2006 membership.) The gender could be ascertained for all but two. Approximately 85% of the members are men and 15% women, for an overall ratio of 5.81, virtually the same as the ratio of 5.75 to 1 in 2006. Therefore, the loss of membership is equally distributed among men and women.

Table 1. Distribution of PSA Members by Gender

Year	2010	2006
Total PSA Members	840	1279
Men	715 (85.1%)	1087 (85.0%)
Women	123 (14.6%)	189 (14.8%)
Could not ascertain*	2 (0.2%)	3 (0.2%)
Ratio Men to Women	5.81 : 1	5.75 : 1

As noted on Table 2 (see the next page), the ratios of men to women vary according to the PSA membership categories. The ratio of men to women is relatively lower (i.e. the ratio of women to men is relatively higher) among those in the salary range of \$61,000-81,000. Possible explanations will be discussed under trends. As in 2006 (see Table 3 on page 3), the ratio of men to women is high among retired members. This ratio, now 30 : 1, combined with the sizable percentage of members who are retired (15%) now makes the ratio of men to women among the salaried full voting members relatively lower than the entire membership. The ratio of men to women students is no longer lower than the membership as a whole, as it was in 2006 (see Table 3).

Looking only at the relative distributions of salaries among members listed in the salary classes, women are more likely than men to be in the middle two (of six) salary classes. This change from being over-represented in the lower two salary classes is a change. Further insights are found in an analysis of the trends from 2006 to 2010 (see page 4).

Table 4. Distribution of Salaries Among Members with Salary Classes

4A 2010				4B 2006			
Salary Class	Total	Males	Females	Salary Class	Total	Males	Females
ALL 39	24.5%	24.7%	22.8%	ALL 39	26.9%	26.7%	27.6%
ALL 59	22.8%	23.3%	20.7%	ALL 59	33.0%	31.8%	40.0%
ALL 80	22.7%	20.7%	32.6%	ALL 80	22.2%	22.4%	21.0%
ALL 81*	11.4%	11.1%	13.0%	ALL 81*	13.5%	14.6%	7.6%
ALL 101	6.6%	7.1%	4.3%	ALL 101	1.6%	1.8%	1.0%
ALL 121	12.0%	13.1%	6.5%	ALL 121	2.7%	2.7%	2.9%
Total	100.0%	100.0%	100.0%	Total	100.0%	100.0%	100.0%

Table 2.
Relative Distribution Among Men and Women by Membership Categories & Aggregates

2010	Total		Men		Women		Ratio		P=
							Men	Women	
Total	840		715	85.1%	123	14.6%	5.81	1	
STU	150	17.9%	125	17.5%	25	20.3%	5.00	1	N.S.
FM-39	117	13.9%	96	13.4%	21	17.1%	4.57	1	N.S.
FM-59	104	12.4%	87	12.2%	17	13.8%	5.12	1	N.S.
FM-80	112	13.3%	83	11.6%	29	23.6%	2.86	1	0.001
FM-81	59	7.0%	47	6.6%	12	9.8%	3.92	1	N.S.
FM-101	36	4.3%	32	4.5%	4	3.3%	8.00	1	N.S.
FM-121	65	7.7%	59	8.3%	6	4.9%	9.83	1	N.S.
BSPS	18	2.1%	16	2.2%	2	1.6%	8.00	1	N.S.
MEM-A	0	0.0%	0	0.0%	0	0.0%	0.00	0	
MEM-B	0	0.0%	0	0.0%	0	0.0%	0.00	0	
AM-39	16	1.9%	15	2.1%	0	0.0%	15.00	0	N.S.
AM-59	20	2.4%	18	2.5%	2	1.6%	9.00	1	N.S.
AM-80	11	1.3%	10	1.4%	1	0.8%	10.00	1	N.S.
AM-81	3	0.4%	3	0.4%	0	0.0%	3.00	0	N.S.
AM-101	0	0.0%	0	0.0%	0	0.0%	0.00	0	
AM-121	0	0.0%	0	0.0%	0	0.0%	0.00	0	
RET	121	14.4%	116	16.2%	4	3.3%	29.00	1	0.001
FM-RET	0	0.0%	0	0.0%	0	0.0%	0.00	0	
AM-RET	5	0.6%	5	0.7%	0	0.0%	5.00	0	N.S.
LIFE	0	0.0%	0	0.0%	0	0.0%	0.00	0	
COMP	0	0.0%	0	0.0%	0	0.0%	0.00	0	
ALL FM	493	58.7%	404	56.5%	89	72.4%	4.54	1	0.001
FM ACTIVE	493	58.7%	404	56.5%	89	72.4%	4.54	1	0.001
ALL AM	55	6.5%	51	7.1%	3	2.4%	17.00	1	N.S.
AM ACTIVE	50	6.0%	46	6.4%	3	2.4%	15.33	1	N.S.
ALL MEM	0	0.0%	0	0.0%	0	0.0%	0.00	0	
ALL RET	126	15.0%	121	16.9%	4	3.3%	30.25	1	0.001
ALL 39	133	15.8%	111	15.5%	21	17.1%	5.29	1	N.S.
ALL 59	124	14.8%	105	14.7%	19	15.4%	5.53	1	N.S.
ALL 80	123	14.6%	93	13.0%	30	24.4%	3.10	1	0.001
ALL 81	62	7.4%	50	7.0%	12	9.8%	4.17	1	N.S.
ALL 101	36	4.3%	32	4.5%	4	3.3%	8.00	1	N.S.
ALL 121	65	7.7%	59	8.3%	6	4.9%	9.83	1	N.S.

Key: Precise details of salary classes have not been confirmed by University of Chicago Press, but we think that the current meaning is:

- 39: Income up to \$40,999
- 59: \$41,000 to \$60,999
- 80: \$61,000 to \$80,999
- 81: \$81,000 to \$100,999
- 101: \$101,000 to \$120,999
- 121: \$121,000 and up

MEM-A and MEM-B status refer to reduced rates for developing countries. This category is either empty or has been eliminated.

FM—full voting member

AM—associate member

Table 3.
Relative Distribution Among Men and Women by Membership Categories & Aggregates

2006	Total	Men		Women		Ratio		P=	
						Men	Women		
Total	1279*		1087	85.0%	189	14.8%	5.75	1	
STU	268	21.0%	214	19.7%	54	28.6%	3.96	1	0.01
FM-39	163	12.7%	139	12.8%	23	12.2%	6.04	1	N.S.
FM-59	196	15.3%	165	15.2%	31	16.4%	5.32	1	N.S.
FM-80	128	10.0%	110	10.1%	18	9.5%	6.11	1	N.S.
FM-81	84	6.6%	76	7.0%	8	4.2%	9.50	1	N.S.
FM-101	11	0.9%	10	0.9%	1	0.5%	10.00	1	N.S.
FM-121	16	1.3%	13	1.2%	3	1.6%	4.33	1	N.S.
BSPS	7	0.5%	7	0.6%	0	0.0%	7.00	0	N.S.
MEM-A	1	0.1%	0	0.0%	1	0.5%	0.00	1	N.S.
MEM-B	87	6.8%	73	6.7%	13	6.9%	5.62	1	N.S.
AM-39	34	2.7%	28	2.6%	6	3.2%	4.67	1	N.S.
AM-59	45	3.5%	34	3.1%	11	5.8%	3.09	1	N.S.
AM-80	34	2.7%	30	2.8%	4	2.1%	7.50	1	N.S.
AM-81	15	1.2%	15	1.4%	0	0.0%	15.00	0	N.S.
AM-101	1	0.1%	1	0.1%	0	0.0%	1.00	0	N.S.
AM-121	4	0.3%	4	0.4%	0	0.0%	4.00	0	N.S.
RET	160	12.5%	147	13.5%	12	6.3%	12.25	1	0.01
FM-RET	7	0.5%	6	0.6%	1	0.5%	6.00	1	N.S.
AM-RET	3	0.2%	3	0.3%	0	0.0%	3.00	0	N.S.
LIFE	5	0.4%	5	0.5%	0	0.0%	5.00	0	N.S.
COMP	10	0.8%	7	0.6%	3	1.6%	2.33	1	N.S.
ALL FM	605	47.3%	519	47.7%	85	45.0%	6.11	1	N.S.
FM ACTIVE	598	46.8%	513	47.2%	84	44.4%	6.11	1	N.S.
ALL AM	136	10.6%	115	10.6%	21	11.1%	5.48	1	N.S.
AM ACTIVE	133	10.4%	112	10.3%	21	11.1%	5.33	1	N.S.
ALL MEM	88	6.9%	73	6.7%	14	7.4%	5.21	1	N.S.
ALL RET	170	13.3%	156	14.4%	13	6.9%	12.00	1	0.01
ALL 39	197	15.4%	167	15.4%	29	15.3%	5.76	1	N.S.
ALL 59	241	18.8%	199	18.3%	42	22.2%	4.74	1	N.S.
ALL 80	162	12.7%	140	12.9%	22	11.6%	6.36	1	N.S.
ALL 81	99	7.7%	91	8.4%	8	4.2%	11.38	1	0.05
ALL 101	12	0.9%	11	1.0%	1	0.5%	11.00	1	N.S.
ALL 121	20	1.6%	17	1.6%	3	1.6%	5.67	1	N.S.

Key: Same as for Table 2

The relative differences between men and women did not significantly change between 2006 and 2010 except relative to salary (Table 5). Women made relative gains in the \$61,000-101,000 range. However, on a more detailed analysis, the current male membership appears to have reached more of the higher and highest salary classes than women (see Table 6 on the next page).

Table 5.
Relative Trends for Men and Women Between 2006 and 2010

Trends	2006 Men	2006 Women	2010 Men	2010 Women	Signif. By X2 P=
Total	1087	189	715	123	N.S.
STU	214	54	125	25	N.S.
FM-39	139	23	96	21	N.S.
FM-59	165	31	87	17	N.S.
FM-80	110	18	83	29	0.05
FM-81	76	8	47	12	N.S.
FM-101	10	1	32	4	N.S.
FM-121	13	3	59	6	N.S.
BSPS	7	0	16	2	N.S.
MEM-A	0	1	0	0	
MEM-B	73	13	0	0	
AM-39	28	6	15	0	N.S.
AM-59	34	11	18	2	N.S.
AM-80	30	4	10	1	N.S.
AM-81	15	0	3	0	
AM-101	1	0	0	0	
AM-121	4	0	0	0	
RET	147	12	116	4	N.S.
FM-RET	6	1	0	0	
AM-RET	3	0	5	0	
LIFE	5	0	0	0	
COMP	7	3	0	0	
ALL FM	519	85	404	89	N.S.
FM ACTIVE	513	84	404	89	N.S.
ALL AM	115	21	51	3	N.S.
AM ACTIVE	112	21	46	3	N.S.
ALL MEM	73	14	0	0	
ALL RET	156	13	121	4	N.S.
ALL 39	167	29	111	21	N.S.
ALL 59	199	42	105	19	N.S.
ALL 80	140	22	93	30	0.05
ALL 81	91	8	50	12	0.05
ALL 101	11	1	32	4	N.S.
ALL 121	17	3	59	6	N.S.

When the distribution of men and women among the salary classes in 2010 is compared to the expected distribution for the same number of people, based on the percentages in each salary class in 2006, it can be seen that, in 2010, men are under-represented compared to their expected presence in the lower four salary classes and over-represented in the highest two salary classes. Women are under-represented compared to their expected presence in the lowest two salary classes and over-represented in the higher four. However, the 91 men in the highest two salary classes, are 71 more than expected (3.55 times), based on the 2006 distribution, whereas the 10 women are 6 more than expected (2.5 times). Both men and women are reaching higher salary classes, but men are reaching the highest salary classes proportionally more than women.

Table 6.
Difference Between Observed Distribution of Salary Classes in 2010 and Those Expected Based on 2006 Distributions

Salary Class	Men 2010	Women 2010	Expected Men	Expected Women	Diff. for Men	Diff. for Women
ALL 39	111	21	120	25	-9	-4
ALL 59	105	19	143	37	-38	-18
ALL 80	93	30	101	19	-8	11
ALL 81	50	12	66	7	-16	5
ALL 101	32	4	8	1	24	3
ALL 121	59	6	12	3	47	3
Totals	450	92	450	92	0	0