

The ever-evolving nature of case law means that even as scholars have been examining the issue of gender pay disparity in academia since at least 1977, there is always more to be written. Employees alleging gender-based pay discrimination may pursue two causes of action for filing claims under federal law: under the Equal Pay Act of 1963 (EPA) and under Title VII of the Civil Rights Act of 1964 (Title VII). This paper discusses these two causes of action, their treatment in the courts in cases with college faculty plaintiffs, and what issues these cases raise for faculty and universities. Finally, the paper examines how the case law might be used to shape policies that better protect both faculty and universities.