

**While male and female professors continue to avail themselves of gender equity statutes, courts are taking a closer look at what “equal work” means under the Equal Pay Act. This note discusses the ways in which courts have begun to look beyond the face of job descriptions or job titles in cases involving academic institutions to examine the skills, efforts, and responsibilities that two jobs actually require. This note also examines which factors other than sex courts have recognized as defenses or justifications to pay differentials in faculty salaries.**