

Date: October 3, 2002

To: Dean Richard Foley, Faculty of Arts and Science (FAS), and
the Dean's Advisory Committee on Policy and Planning

From: P&P/WFC joint subcommittee on Faculty Equity
Carol Shoshkes Reiss, Biology, Chair
Tony Movshon, Neural Science
Rita Wright, Anthropology (during leave, Raquel Fernandez, Economics)
Nancy Regalado, French
Beth Shinn, Psychology (replaced Christine Harrington, Politics)

Ex-officio: Ann Lederman, Institutional Analyst, FAS Fiscal
Joe Juliano, Senior Associate Dean

Re: **Report of the Analysis of Equity for FAS Faculty**

Summary:

Data for all current tenure track and tenured Faculty of Arts and Science (FAS) faculty with respect to starting salary and 2001/2002 salary, hiring, promotion, and administrative responsibilities were examined to determine if there were fair and equivalent treatment based on the sex of the faculty member. Additional analyses focused on faculty hired after 1995, for whom more data are available.. Data were compiled from several different FAS databases by Ann Lederman and Joe Juliano. An outside team of highly qualified statisticians, led by Dr. Bruce Levin, chair of Biostatistics at Columbia University's Joseph L. Mailman School of Public Health, performed the data analysis to maintain privacy for the fiscal information.

Too few FAS minority faculty are members of the FAS pool, precluding to permit examination of equity concerns for minority groups. Only quantifiable, not qualitative or anecdotal, information was the basis of comparison. In some studies published last year, impressions based on attitudes expressed in interviews of faculty, were reported.

The analysis shows that, overall, FAS is remarkable in its fairness to male and female faculty within the same department. Although the average salary for women faculty is slightly lower than for male faculty, the differences are entirely accounted for by differences in rank, discipline, age, years since PhD, and the year hired. That is, men and women of the same age, who received their PhD degrees in the same year, who work in the same department, and who are currently at the same rank receive, on the average, the same pay. This fact can be attributed to sensitivity, monitoring, and adjustments by the current administration and its recent predecessors. However, it is also the case that salaries vary considerably from department to department and that both men and women are substantially better paid if most of the colleagues in their department are male. The cause of departmental compensation differences was not studied and the committee has no evidence that the differences reflect bias. To the extent these differences are caused by market forces that may reflect sex biases in society, such biases cannot be charged to the school. The committee, therefore, does

not recommend any specific action be taken regarding salary levels but, FAS may be encouraged to recruit more women faculty to largely male departments. The committee also recommends that the deans carefully consider the extent to which these departmental differences are associated with sex distributions.

History:

In the fall of 2000, Dean Richard Foley, newly recruited to FAS from Rutgers University, established a subcommittee of the Dean's Advisory Committee on Policy and Planning (P&P) to examine whether there was equity in the treatment of women faculty. He appointed three members of P&P: Carol Reiss, Tony Movshon, and Rita Wright and asked the FAS Women's Faculty Caucus to appoint two additional representatives. They were Christine Harrington (President of the WFC, in AY 2000/2001) and Nancy Regalado. During the course of the two years of work, Raquel Fernandez substituted for Rita Wright (due to leaves for Sabbatical and teaching abroad) and Christine Harrington was replaced by Beth Shinn (current President of the WFC). The committee was supported by Ann Lederman, who did an enormous amount of work compiling the data and working as a liaison with Amy Murphy of the statistics team. Joe Juliano was an ex-officio member.

This committee was charged with review of FAS faculty data and asked to report to P&P and the Dean. Dean Foley offered to post the findings on the FAS web site, and said that if inequities were found during the course of the study, he would make adjustments. It was intended that this type of analysis would be performed on an annual basis in the future, with the results examined by P&P and posted on the FAS web site.

In a series of three meetings held during the winter of 2000/2001, the specific criteria that would be considered in the analysis were determined by the committee. This analysis and the resulting report are not based on impressions or opinions, but rather on numerical analyses. Some areas could not be easily measured such as quality or quantity of office or laboratory space, or the nature of teaching responsibilities, or honors and appointments to named Chairs; therefore these areas were not considered at this time. We recommend considering these criteria in future analyses. In addition, the committee was not charged with comparing data on FAS faculty with information from other institutions. It may be valuable to examine the sex distributions, compensation, and rates of promotion at departments in competing universities.

While many of the data fields were already available in electronic format in the FAS Budget office, others were only to be acquired from paper files in several offices including Faculty Records. A database was designed and the information was acquired into the database by Ms Lederman. The dataset was ready for analysis early in 2002, and additional information was provided during the summer of 2002.

In the fall of 2001 the Equity Committee solicited proposals from four external specialists in statistical analysis and hired Bruce Levin's team from the Department of Biostatistics of the Mailman School of Public Health of Columbia University to perform the evaluation. The team included Michael O. Finkelstein and Amy Murphy, who

performed most of the data processing. Their initial report was provided at a meeting on June 3, 2002, and supplemental data were provided by FAS. The final 2001/2002 report, dated 9/9/02, was submitted to the subcommittee on September 11, 2002, although some figures needed additional adjustments for distribution purposes and were submitted September 17, 2002. Note that number of faculty included varies somewhat from analysis to analysis due both to missing data, and to the inclusion of faculty who have left the university in some analyses (e.g. time to promotion) but not others (e.g. salaries).

The specific findings are:

1. Overall salaries.

On the average, in the analysis of 605 faculty (170 females and 435 males) the mean salary for female faculty was \$84,421 and for males \$103,313. This difference, however, was not due to discrimination between similarly situated men and women. Age, experience (defined as time since Ph.D.), year of appointment, primary department of appointment, and rank were the predictors of compensation ($p < .0001$). Charts 1-4.

In simple terms, male faculty are more likely to be more senior, older, and distributed in departments that are better compensated. A possible concern is the fact that the average salary paid in a department is strongly correlated with the proportion of male faculty in the department, again controlling for age, rank, time since PhD, and year of appointment. Both men and women are better paid in departments, on the average, where most of their colleagues are male. It will take time and efforts to recruit and promote more women faculty in some departments. Market factors in compensation of faculty in different fields or disciplines will remain confounders and cannot be addressed in this report.

2. Distribution of men and women by rank.

An analysis of the actual proportion of female faculty at each rank was undertaken. In the entire pool (526 total, 133 female), women faculty were over-represented at lower ranks than would be predicted from the overall proportion of women in FAS. However, when data were limited to faculty hired after January 1, 1995 (283 total, 72 female), the number of women at each rank was found to be virtually identical to the number that would be expected if men and women were distributed among ranks in the same proportions. Tables 1 and 2.

In simple terms, women faculty tend to be younger and at lower rank than men when the entire FAS faculty are examined, indicative of the successes of the recent efforts to recruit and retain women faculty.

3. Rates of promotion.

A study was made of the rate of promotion of FAS faculty hired since 1995; this included 283 individuals (151 were ranked Assistant Professor or Associate Professor). Three women and ten men were promoted from Assistant Professor in an average of six years. Of the 38 Associate Professors (13 women, 25 men) in the 1995+ cohort, only one woman and five men were promoted to Full Professor. The numbers were too small to analyze.

When all FAS faculty (697 individuals, 195 women) were examined for time to promotion to Associate Professor (192 total, 43 women), the women faculty's promotion was delayed approximately one year. However, as in the case of salaries, this difference was attributable to department differences. Controlling for department, women's promotions to Associate Professor lagged men's by 6 months, a figure that was not statistically significant. On the other hand, women were more rapidly promoted to Full Professor (of 170 total faculty, 31 women; 7 months without controls for department; 26 months when department was included in the analysis).

Overall, promotion rates did not seem a cause for concern. Departmental culture for fast tracking all faculty influenced the time to promotion. The committee recommends continued monitoring of the more recent cohort, where information on faculty who leave NYU as well as those who remain is available.

4. Administrative responsibilities.

With respect to administrative responsibilities, the overall frequency of female faculty in appointed positions of administrative responsibility (chairs, DUGs, DGSS, directors) was virtually identical to the expected number (46 actual, 45.53 expected, $p=0.915$) in the 2001 academic year (Table 3). Similarly, of new hires since 1995, 20% of female and 18% of male faculty have administrative responsibilities (Table 4). Thus women faculty are not bearing an excess load overall.

However, it should be noted that the number of male faculty at higher rank far exceeds the female contribution. The data were not stratified for rank nor the distinct administrative positions. Another consideration, which was not included in data stratification, is the relative burden imposed by administrative positions; for instance, a DUG in a department with few students is not equivalent to a DUG in a department with hundreds of undergraduate majors. Similarly, a chair of a large natural science department where external grant support and laboratory facilities development are crucial is distinct from a chair of a departments requiring just office space for faculty. Caution should be exercised in appointing junior faculty of either sex to labor-intensive administrative positions, as the burden may impair scholarly efforts, which are critical for promotion.

5. Starting salaries and ranks.

Starting salaries had been a problem in the past; when recognized as different, they were adjusted by both Dean Duncan Rice and then Acting Dean Benhabib. Presently, in a pool of 221 tenure track faculty members (71 female) hired after 1995, there is an overall difference in starting salary (women \$77,503, men \$85,010), but this is attributable to rank and department, when data were stratified. Experience, age, rank,

department, and year of appointment were the predictors of starting salary (all at $p < 0.0002$). For non-tenure track faculty (Language Lecturers, Faculty Fellows, Clinical track) starting salaries for women were also lower (\$35,813 vs \$41,847) but this was also attributable to rank, department, appointment year, and experience. There were also no differences in the rank at which males and females among the 222 tenure track and tenured FAS faculty hired after 1995 were placed, controlling for age and experience.

In simple terms, among FAS faculty hired after 1995, men were hired at higher rank and in departments which generally paid more than were women. But men and women with comparable experience were hired at the same ranks. As in the case of salary analyses for the full FAS faculty, recently hired men and women with the same age, rank, experience, and department, are, on average, paid the same. It is clear that FAS must continue its efforts to recruit and promote women faculty into (the relatively well-paid) departments in which they are under-represented. This effort may require many years, and may require the cultivation of female undergraduate and graduate students into fields in which there are few female mentors both at NYU and nationally.

6. Proportions of men and women hired.

A final analysis examined the extent to which men and women were hired at the same rates that they were represented on short lists. Analyses were conducted within departments, and then summed across departments. Of 101 faculty hired since 01/01/00, data about the short-list of candidates were available for 53 hires; the data were sparse. Considering only these searches, women were hired in proportion to their representation on the short-lists. For women, 23 were actually hired and the expected number was 24.88 (of a total of 49 positions filled), $p = 0.515$; thus there is no apparent evidence of bias in hiring (Chart 5). In addition, 3 men and 1 woman were hired in departments in which the short lists contained only one sex.

No data were available on short lists for the remaining 48 hires (12 women and 36 men). The percentage of women faculty hired where no short list information was available (25%) was substantially lower than that proportion hired where short lists included both men and women (47%). Overall of 101 faculty hired, since January 2001, only 35% were women.

Where women are included on short lists, hiring shows no evidence of discrimination. The subcommittee recommends continued annual monitoring of the composition of search committees, and attention to the short lists of acceptable candidates to assure the inclusion of women. It was not possible for us to evaluate the pools from which the lists were compiled.

Conclusions:

In summary, FAS Deans and departments have done a remarkable job in creating an academic environment where male and female faculty have been treated equitably in compensation, promotion, and administrative responsibilities. While there may be individual instances of different handling, and there are significant pay differentials between departments, on a school-wide basis the data reveal equity. The committee recommends continued monitoring of these trends on an annual basis, and special attention to the inclusion of women on short lists for hiring. As more complete data are routinely entered and maintained in the faculty data base, more precise estimates will be possible.

The role of the FAS Women's Faculty Caucus in providing annual queries about the status of Women faculty in FAS cannot be overlooked. The FAS deans, starting with Norman Cantor, Duncan Rice, Phil Furmanski, Jess Benhabib, and Richard Foley and their administrative teams deserve praise for this achievement.

Summary Information for Final Report
Equity Analysis of Faculty Salaries, Appointment, Promotions, and Administrative
Responsibilities at New York University
September 9, 2002

This analysis provides an update to the report provided on June 3rd, 2002. It contains updated analyses containing previously missing information, as well as a starting rank analysis (using age, age squared, experience, experience squared, year of appointment, and sex as explanatory factors) and a chart displaying mean salary vs. percent male for each department.

I. Principal Study: A comparison of mean academic salaries for men and women, for the latest academic year.

The dataset provided by NYU contained 697 records. 80 faculty members left prior to academic year 2002 (did not have current salary information). 12 members were excluded from the analysis due to missing data: 10 were missing date of birth; 1 was missing year of appointment, and 1 was missing both birthday and year of appointment. 605 records were analyzed: 170 females and 435 males.

- Overall, the average salary for females was \$84,421 and for males, \$103,313. However, a review of the data stratified by Rank and Department did not reveal any systematic bias against females (See Table 1 and Charts 1 – 4).
- A regression model was fit, with the natural log of salary (academic year 2002) as the dependent variable and the following explanatory variables:
 - primary department
 - secondary department (if blank, coded as 'none')
 - age and age squared (age = Jan 1, 2002 – DOB)
 - experience and experience squared (experience = 2002 – year of highest degree)
 - year of first NYU appointment (Indicator for Year)
 - tenure track (Yes/No)
 - rank
 - administrative responsibilities (Yes/No)
 - Sex
- Tenure track status, secondary department, and administrative responsibilities were removed due to non-significance. The overall R-squared value for the final model was 0.814.
- The parameter estimate for the sex variable was 0.0134, p-value 0.53, indicating a non-significant salary advantage for females in comparison to males, after adjusting for any potential differences across males and females in experience, age, year of appointment, primary department, and rank.
- Experience, year of appointment, primary department, and rank were highly significant ($p < 0.0001$) predictors of log current salary.

- The rank variable was removed to examine the effect on the sex coefficient. After removing rank, the coefficient was -0.0219 , indicating a salary shortfall for women, but the coefficient was not significant ($p=0.45$).

II. Promotion Study: A comparison of the proportion of males and females in each rank (rank in the current academic year). A second analysis comparing the time to promotion for males and females.

Comparison of the proportion of males and females at each rank, by department, for the faculty members in the principal study.

- Faculty members with the rank of Clinical Assistant/Associate Professors, (Senior) Language Lectures, and Assistant Professor/Faculty Fellow were excluded from this analysis due to the small number at each rank, leaving 553 subjects.
- The data were stratified by department and the observed and expected cell counts for each rank were calculated. The combined evidence across all departments (Four department were uninformative—eliminating 27 observations overall) is provided below. The *expected* cell frequencies are in *italics*. The p-value of the test statistic comparing the proportion of males and females at each rank, stratified by department, is 0.01, indicating a significant difference in the distribution of rank across males and females.

Table 1

	Female	Male	
Prof	59 <i>70.53</i>	246 <i>234.47</i>	305
Assoc P	42 <i>38.70</i>	85 <i>88.30</i>	127
Assist P	32 <i>23.77</i>	62 <i>70.23</i>	94
	133	393	526

- As the rank imbalance could reflect the larger number of males in academia in previous years, and does not include any faculty leaving the university prior to 1995, the examination of rank of faculty appointed from 1995 to the present might more accurately estimate whether bias exists in rank distribution. Additionally, the persons hired after 1995 are the cohort needed to conduct the second portion of the promotion study; the examination of time to promotion.

Comparison of the proportion of males and females at each rank, by department, for the faculty members appointed from 1995 to the present.

- 283 faculty members have been appointed from January 1st, 1995, to the present. 230 had a rank of professor, associate professor, or assistant professor. The stratification of data by department led to the loss of too many observations (45), so the data were analyzed in aggregate form. The p-value of the test statistic comparing the proportion of males and females at each rank is 0.73.

Table 2

	Female	Male	
Prof	23 25.67	59 56.33	82
Assoc P	15 14.40	31 31.60	46
Assist P	34 31.93	68 70.07	102
	72	158	230

- The distribution of rank in the cohort hired from 1995 to the present appears to be more equitable, while there are still slightly more males than expected at the rank of professor.

Waiting time to promotion across gender among faculty appointed from 1995 to the present:

- Among the 283 faculty hired since 1995, rank at hire was compared to rank in the current academic year to determine whether a promotion occurred. 151 faculty members with starting rank of assistant or associate professor who are current employees or left the university in good standing were included in the analysis. (There were 152 faculty with a starting rank of Associate Professor/Professor. One individual was excluded due to a termination).
- Median time to promotion for men and women at each starting rank was estimated using Kaplan-Meier survival curves. The waiting time to promotion for males and females was obtained by calculating the number of years between first appointment and the date of promotion. Faculty waiting in rank at the time of the analysis were treated as censored observations, using January 1st, 2002 minus the date of first appointment to calculate the time interval at which the censoring occurred. Faculty that left the university in good standing were also censored, using June 30th of their separation year minus the date of first appointment to calculate the time interval.
- A Cox survival analysis was used to examine whether gender is a significant factor in predicting time to promotion. The following explanatory variables were included in the Cox model:
 - primary department
 - secondary department (if blank, coded as 'none')
 - age and age squared (age = date at which promotion or censoring occurred – DOB)
 - experience and experience squared (experience = year at which promotion or censoring occurred – year of highest degree)
 - year of first NYU appointment (Indicator for Year)

--Sex

Promotion to Associate Professor

- Of the 113 faculty members with the starting rank of Assistant Professor (37 females, 76 males), 3 females (8.1%) and 10 males (13.2%) of males were promoted.
- The median time to promotion (among those promoted) for both males and females was identical (6 years). However, as only 3 females were promoted, the estimate is not very precise. Because the proportions promoted were less than 0.5, an actuarial estimate of median waiting time is not available.
- In the Cox proportional hazards model, the data were too sparse and the event rate was too infrequent to use the departmental and appointment year variables. They were removed from the model.
- The hazard ratio for the sex coefficient was 0.167 (95% CI: 0.021 – 1.344), p-value = 0.09. In comparison to females, males had roughly six times the odds of being promoted at any point in follow-up. The age and experience variables were not significant predictors of promotion status.

Promotion to Professor

- Of the 38 faculty members with a starting rank of Associate Professor (13 females, 25 males), 1 female (7.7%) and 5 males (20%) were promoted. 2 of the faculty were missing the date of promotion to Professor.
- Due to the small number of promotions and missing data, the Kaplan-Meier survival curves and the Cox survival analysis could not be run.

Time to Promotion for any Faculty Promoted:

- A second analysis, examining mean time to promotion among all subjects who were promoted (faculty members who have different starting and current ranks and have valid appointment and promotion dates) was also conducted.
- Of the 697 faculty members (195 women, 502 men) in the dataset, 192 (43 women, 149 men) were promoted to associate professor and had a valid promotion date. Among those promoted, the mean time to promotion to associate professor for women was about one year longer than for men. The p-value for this mean difference is 0.002. When departments were taken into account, the difference in mean time to promotion was reduced to about one-half year, and no longer statistically significant (p=0.14).
- 170 of the faculty members (31 women, 139 men) were promoted to professor. The mean time to promotion to professor for women was about 7 months shorter than for men. The p-value for this mean difference was 0.45. Accounting for department, the difference increased to about 26 months shorter waiting time for women, which was significant (p=0.027).

III. Administrative Responsibilities: A comparison of the proportion of administrative responsibilities, by department, held by men and women. This analysis was conducted for both the faculty in the principal study and the cohort hired since 1995.

For all faculty currently employed in 2002

- 605 faculty (from the principal study) were included in this analysis.
- The proportion of types of administrative positions held by men and women and the overall count of administrative positions (Yes/No) held by males and females are provided in Table 3.
- A chi-squared test, stratified by department, was conducted to examine whether the distribution of administrative responsibilities was similar across the sexes.
- A table combining the observed and expected numbers of males and females in each department is provided below. In the process of combining the evidence across all departments, six departments were uninformative, eliminating 12 observations overall. The observed and expected proportions with administrative responsibilities are virtually identical. The p-value of the test statistic comparing the proportion of males and females with administrative responsibilities, stratified by department, is 0.92. When examining the ‘snapshot’ of people employed in the current academic year, there does not appear to be bias in conferring administrative responsibilities.

Table 3

Administrative Responsibilities	Female	Male	
Yes	46 45.56	104 104.44	150
No	115 115.44	328 327.56	443
	161	432	593

For faculty appointed from 1995 to the present

- The examination of the cohort hired from 1995 to the present (N=283) also displays equitable administrative responsibility distribution. Table 4 displays the specific responsibilities assigned to each sex. 20.4% of all females in 1995 or later have administrative responsibilities, compared to 18.3% of males.
- The data in this analysis were not stratified by department because it would have resulted in the loss of 55 observations. The observed and expected counts of persons with administrative responsibilities are provided in the table below. The p-value of the test statistic comparing the proportion of males and females with administrative responsibilities is 0.67. In both analyses, females had a higher than expected number with administrative responsibilities.

Table 4

Administrative Responsibilities (1995 cohort)	Female	Male	
Yes	21 19.65	33 34.35	54
No	82 83.35	147 145.65	229
	103	180	283

IV. Hiring Study: A comparison of the mean starting salaries for men and women appointed from 1995 to the present. A logistic regression analysis, requested at the meeting on June 3rd, 2002, using age, experience, department, year of appointment, rank, and sex as predictors of starting rank, has been added. Finally, an analysis examining the proportions of females hired in comparison to the number of females on a ‘short list’ of finalists for recruitment is included.

Comparison of Mean Starting Salaries

- Among the 283 faculty members appointed since January 1st, 1995, 7 were missing date of birth, thus excluding them from the analysis.
- 49 of the 276 faculty remaining were missing either starting rank and/or starting salary information. All of the faculty with missing information (except for one with a starting and current rank of Associate Professor) had a current rank of Assistant Professor/Faculty Fellow, Senior/Language Lecturer, or Clinical Assistant/Associate Professor. (Note: the starting rank/starting salary information is only available for faculty with tenure-track positions; therefore it was expected that these data fields would not be available for faculty with the ranks mentioned above).
- Due to the differential availability of data across rank, two separate analyses were conducted:

The first analysis includes 222 faculty (71 females and 151 males) with a starting rank of Assistant, Associate, or full Professor. 221 of the faculty have starting salary data. For the one Associate Professor mentioned above, the salary from the year after this member was appointed was substituted. This analyses will be referred to as ‘SR/SS Available.’

The second analysis includes 48 faculty (30 females, 18 males) with a current rank of Assistant Professor/Faculty Fellow, Senior/Language Lecturer, or Clinical Assistant/Associate Professor. (Notes: 5 faculty were excluded because salary from the year after appointment was not available. An additional record was excluded due to missing data in year of highest degree. There were 6 faculty with a starting rank of Assistant Professor/Faculty Fellow in this group that did have starting rank/salary information, but were included in this analysis for consistency). For this analysis, current rank will substitute for starting rank and the salary from the year following their appointment will substitute for starting salary. This second analysis will be referred to as ‘SR/SS Not Available’.

- Both of the models fit for the SR/SS Available/Not Available data contained the following variables (with the exception for rank noted):
 - primary department
 - secondary department (if blank, coded as 'none')
 - age and age squared (age = Date of first appointment – DOB)
 - experience and experience squared (experience = year of first appointment – year of highest degree)
 - year of first NYU appointment (Indicator for Year)
 - starting rank (current rank for SR/SS Not Available)
 - Sex

SR/SS Available

- The overall mean starting salary for females was \$77,503. For males, it was \$85,010. A review of the data stratified by Rank and Department did not reveal any consistent starting salary differences between males and females (See Tables 5-6).
- The regression model was fitted using log starting salary as the dependent variable. From the above set of explanatory variables, secondary department was removed due to non-significance. The overall R-squared value for the final model was 0.904.
- The value of the sex coefficient was 0.0198, p-value 0.40, indicating a non-significant salary advantage for females.
- Experience, rank, appointment year, and primary department were highly significant, $p < 0.0001$ predictors of starting salary. Experience squared was significant at the 0.0002 level.
- The rank variable was removed to examine the effect on the sex coefficient. After removing rank, the sex coefficient was still positive (0.0173), with a p-value of 0.53.

SR/SS Not Available

- The overall 'starting' salary for females was \$35,813 and for males, \$41,847. Again, the inspection of the stratified 'starting' salary did not reveal any consistent differences between males and females (Tables 7-8).
- The regression model, using the substitution for log starting salary as the dependent variable, was fit. From the explanatory variable set, secondary department was removed due to non-significance. The overall R-squared value for the final model was 0.972.
- The value of the sex coefficient was -0.0291, p-value 0.25, indicating a non-significant salary shortfall for females.
- Rank, primary department, and appointment year were highly significant ($p < 0.0001$) predictors of starting salary. Experience squared was significant at the 0.02 level.
- After removing rank, the sex coefficient was -0.0705, indicating a non-significant ($p = 0.15$) salary shortfall for women.

Comparison of Starting Rank across Males and Females

- The 222 faculty members with a starting rank of Assistant, Associate, or Full Professor were included in this analysis.
- A polytomous logistic regression model, using rank as the dependent variable, as well as the explanatory variables used in the ‘SS/SR Available’ hiring study analysis (age, age squared, experience, experience squared, appointment year, sex, primary and secondary department) was fit.
- The primary and secondary department and year of appointment were removed from the analysis due to non-significance.
- After adjusting for age and experience, in comparison to females, males have 1.12 greater odds (95% CI: 0.48 – 2.64) of having a higher versus lower starting rank. The difference, however, was not significant, $p=0.80$.
- Experience and experience squared were highly significant predictors of starting rank ($p<0.0001$). Age was a significant predictor of starting rank at the 0.01 level.

Examining Proportion of Males and Females Hired in Comparison to ‘Short-List’

- 101 faculty have been hired since 1/1/2000. 53 of the faculty (hired in 2000, 2001, or 2002) had available ‘short-list’ data. Because the data were sparse, the data were stratified only by department, rather than by department and year. The descriptive statistics are provided in Table 9 and Chart 5.
- As the only information on the persons not hired by the university was gender, an analysis using logistic regression (with hired/not hired as the dichotomous outcome variable and the same explanatory variables as in the above analysis) was not possible.
- Instead, a chi-squared test, stratified by department, was conducted to examine whether gender was independent of hiring. After combining the evidence across all departments (Physics and Museum Studies were uninformative due to only one gender on the short list—eliminating 4 hires), the observed number of female hires was 23 and the expected number of hires was 24.88 (out of a total of 49 hires), $p=0.515$. Among the departments providing ‘short list’ information, there does not appear to be a hiring bias on the basis of gender.

V. A Comparison of Departmental Mean Salaries to the Proportion of Males in each Department

- Chart 6 displays the proportion of males in each department to the mean salary in that department. The chart indicates a positive linear relationship between salary and percent male.

Table 1: Principal Study
Mean Salary (1 - 10 Scale) and Count of Positions by Rank, Department, and Gender

Rank	Primary Department (Coded)	Data	F	M	Total
Prof	A	Mean Salary Count	6.17 1	4.88 5	5.09 6
	C	Mean Salary Count	5.74 1	5.29 11	5.33 12
	E	Mean Salary Count	5.66 3	6.72 6	6.37 9
	F	Mean Salary Count	4.75 1		4.75 1
	G	Mean Salary Count	6.00 7	5.20 16	5.44 23
	H	Mean Salary Count	7.16 1	7.06 33	7.07 34
	I	Mean Salary Count	7.81 1	4.64 21	4.79 22
	J	Mean Salary Count	8.34 1	7.54 20	7.58 21
	K	Mean Salary Count	5.63 3	5.73 8	5.71 11
	L	Mean Salary Count		6.78 7	6.78 7
	N	Mean Salary Count	4.20 1	5.87 6	5.63 7
	O	Mean Salary Count	9.05 2	6.56 14	6.87 16
	P	Mean Salary Count	5.89 2	4.65 3	5.15 5
	R	Mean Salary Count	5.55 6	5.85 9	5.73 15
	S	Mean Salary Count	5.95 1	6.07 16	6.06 17
	T	Mean Salary Count	4.36 1	4.34 3	4.34 4
	U	Mean Salary Count		5.14 6	5.14 6
	V	Mean Salary Count	4.07 1	5.25 1	4.66 2
	W	Mean Salary Count		4.23 8	4.23 8
	X	Mean Salary Count	5.45 9	5.35 15	5.39 24
	Y	Mean Salary Count	4.74 4	5.31 3	4.99 7
	AA	Mean Salary Count		6.71 1	6.71 1
	BB	Mean Salary Count	4.90 2	6.12 7	5.85 9
	CC	Mean Salary Count	5.06 3	6.17 6	5.80 9
	DD	Mean Salary Count	5.81 6	6.14 15	6.04 21
	EE	Mean Salary Count	5.34 4	4.84 8	5.01 12
	FF	Mean Salary Count	7.86 1	7.22 12	7.27 13

Table 1: Principal Study
Mean Salary (1 - 10 Scale) and Count of Positions by Rank, Department, and Gender

Rank	Primary Department (Coded)	Data	F	M	Total
Prof	HH	Mean Salary	6.25	5.21	5.90
		Count	2	1	3
Prof Mean Salary			5.74	5.98	5.93
Prof Count			64	261	325
Assoc P	A	Mean Salary		2.71	2.71
		Count		1	1
	C	Mean Salary		3.22	3.22
		Count		5	5
	E	Mean Salary	3.84	3.55	3.59
		Count	1	7	8
	G	Mean Salary	3.20	2.93	3.05
		Count	3	4	7
	H	Mean Salary		4.14	4.14
		Count		4	4
	I	Mean Salary		3.92	3.92
		Count		4	4
	J	Mean Salary		3.71	3.71
		Count		4	4
	K	Mean Salary	3.25	3.12	3.19
		Count	2	2	4
	L	Mean Salary	4.17	4.21	4.20
		Count	2	3	5
	N	Mean Salary	4.05	3.10	3.42
		Count	1	2	3
O	Mean Salary		4.45	4.45	
	Count		5	5	
P	Mean Salary	3.73	3.48	3.60	
	Count	3	3	6	
R	Mean Salary	3.52	3.89	3.84	
	Count	1	6	7	
S	Mean Salary	4.02	4.27	4.19	
	Count	3	6	9	
T	Mean Salary	3.74	4.33	4.06	
	Count	5	6	11	
U	Mean Salary	3.42	3.34	3.38	
	Count	1	1	2	
V	Mean Salary		2.91	2.91	
	Count		3	3	
X	Mean Salary	3.90	3.82	3.85	
	Count	4	8	12	
Y	Mean Salary	3.71	3.33	3.46	
	Count	1	2	3	
AA	Mean Salary	3.44	4.72	4.08	
	Count	1	1	2	
BB	Mean Salary	5.71	3.26	4.08	
	Count	1	2	3	
CC	Mean Salary		3.23	3.23	
	Count		2	2	
DD	Mean Salary	3.33	3.43	3.37	
	Count	7	5	12	
EE	Mean Salary	3.35	3.23	3.31	
	Count	5	2	7	
FF	Mean Salary		3.37	3.37	
	Count		1	1	

Table 1: Principal Study
Mean Salary (1 - 10 Scale) and Count of Positions by Rank, Department, and Gender

Rank	Primary Department (Coded)	Data	F	M	Total
Assoc P	HH	Mean Salary	4.40	3.26	3.83
		Count	1	1	2
Assoc P Mean Salary			3.67	3.69	3.69
Assoc P Count			42	90	132
Assist P	A	Mean Salary	3.10	2.86	2.92
		Count	1	3	4
	C	Mean Salary		3.30	3.30
		Count		4	4
	E	Mean Salary	3.05	2.96	2.98
		Count	1	4	5
	G	Mean Salary	2.97	2.56	2.74
		Count	3	4	7
	H	Mean Salary	3.33	3.59	3.55
		Count	1	5	6
	I	Mean Salary		3.25	3.25
		Count		3	3
	J	Mean Salary	6.67	3.68	4.02
		Count	1	8	9
	K	Mean Salary		2.45	2.45
		Count		1	1
	L	Mean Salary	3.69	3.33	3.51
		Count	2	2	4
	N	Mean Salary	2.37		2.37
		Count	1		1
O	Mean Salary		3.93	3.93	
	Count		4	4	
P	Mean Salary	2.52		2.52	
	Count	2		2	
R	Mean Salary	3.16	2.87	3.04	
	Count	3	2	5	
S	Mean Salary	3.66	3.05	3.29	
	Count	2	3	5	
T	Mean Salary	3.31	3.05	3.14	
	Count	1	2	3	
U	Mean Salary	2.44	2.52	2.49	
	Count	2	3	5	
W	Mean Salary	2.40		2.40	
	Count	2		2	
X	Mean Salary		2.76	2.76	
	Count		3	3	
Y	Mean Salary	2.63	2.41	2.48	
	Count	1	2	3	
AA	Mean Salary	2.37		2.37	
	Count	1		1	
BB	Mean Salary	2.53	2.47	2.49	
	Count	1	2	3	
DD	Mean Salary	2.49	2.74	2.56	
	Count	5	2	7	
EE	Mean Salary	2.52	2.32	2.48	
	Count	4	1	5	
FF	Mean Salary		2.48	2.48	
	Count		2	2	
HH	Mean Salary		2.48	2.48	
	Count		1	1	
Assist P Mean Salary			2.93	3.08	3.02

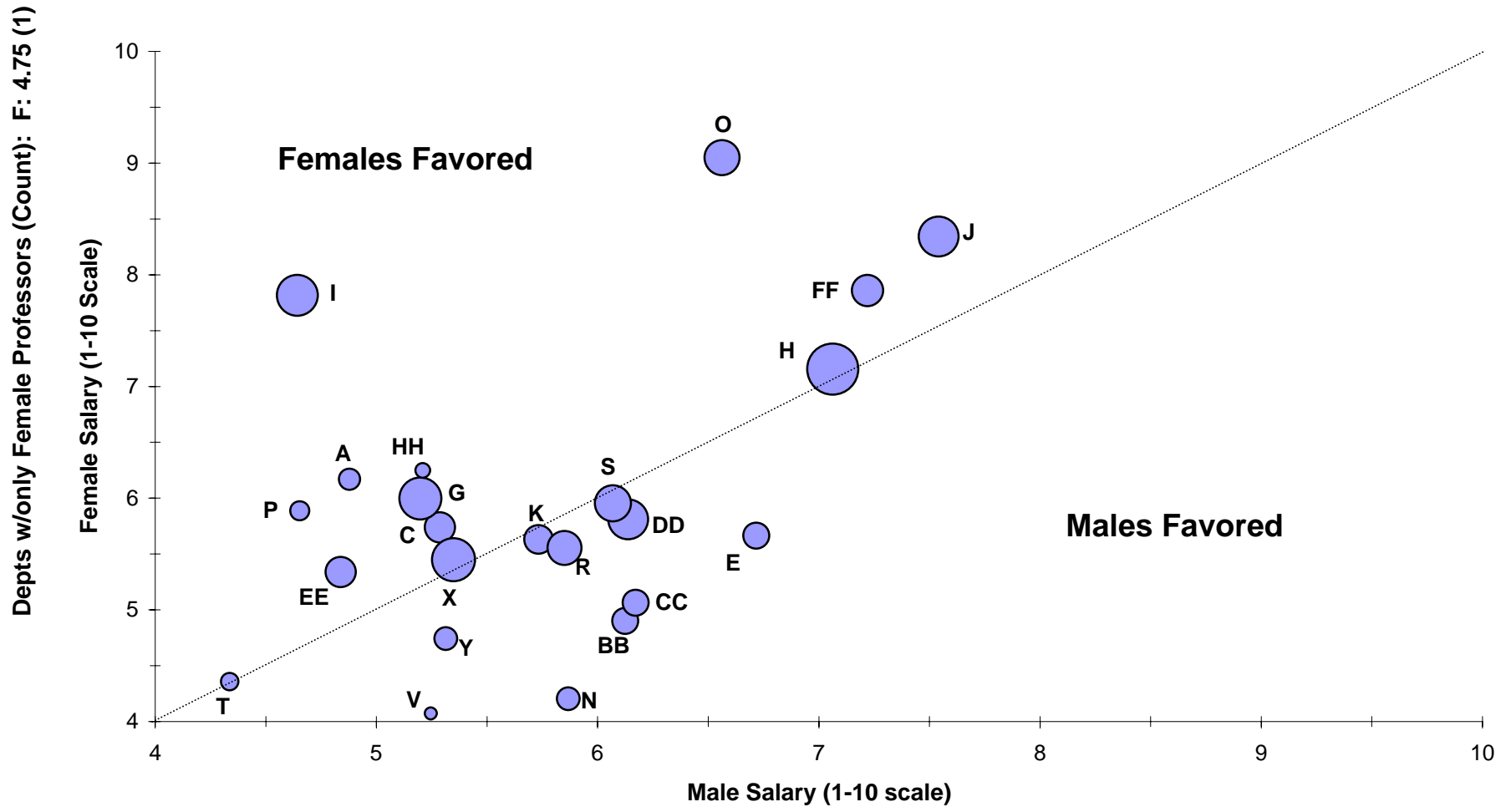
Table 1: Principal Study
Mean Salary (1 - 10 Scale) and Count of Positions by Rank, Department, and Gender

Rank	Primary Department (Coded)	Data	F	M	Total
Assist P Count			34	61	95
Assist P/FF	B	Mean Salary Count	1.71 1		1.71 1
	F	Mean Salary Count	1.90 1		1.90 1
	M	Mean Salary Count	1.98 1		1.98 1
	O	Mean Salary Count		4.36 1	4.36 1
	U	Mean Salary Count	2.38 1		2.38 1
	DD	Mean Salary Count	1.78 1		1.78 1
	GG	Mean Salary Count	1.93 4	1.92 2	1.92 6
Assist P/FF Mean Salary			1.94	2.73	2.14
Assist P/FF Count			9	3	12
Clin Assoc P	J	Mean Salary Count		3.56 2	3.56 2
	K	Mean Salary Count	3.57 1		3.57 1
	O	Mean Salary Count		4.41 1	4.41 1
	T	Mean Salary Count		2.54 2	2.54 2
	U	Mean Salary Count		3.28 1	3.28 1
Clin Assoc P Mean Salary			3.57	3.31	3.35
Clin Assoc P Count			1	6	7
Clin Assist P	C	Mean Salary Count		2.48 2	2.48 2
	E	Mean Salary Count		2.26 2	2.26 2
	J	Mean Salary Count		1.96 1	1.96 1
Clin Assist P Mean Salary				2.29	2.29
Clin Assist P Count				5	5
Sen Lang Lec	D	Mean Salary Count	2.67 1		2.67 1
	K	Mean Salary Count	2.96 1		2.96 1
	O	Mean Salary Count		2.93 2	2.93 2
	P	Mean Salary Count	2.45 2		2.45 2
	U	Mean Salary Count	2.13 1	2.10 1	2.11 2
	V	Mean Salary Count	2.40 1		2.40 1
	AA	Mean Salary Count		2.42 1	2.42 1
	CC	Mean Salary Count	2.39 1		2.39 1
		HH	Mean Salary Count		2.57 1

Table 1: Principal Study
 Mean Salary (1 - 10 Scale) and Count of Positions by Rank, Department, and Gender

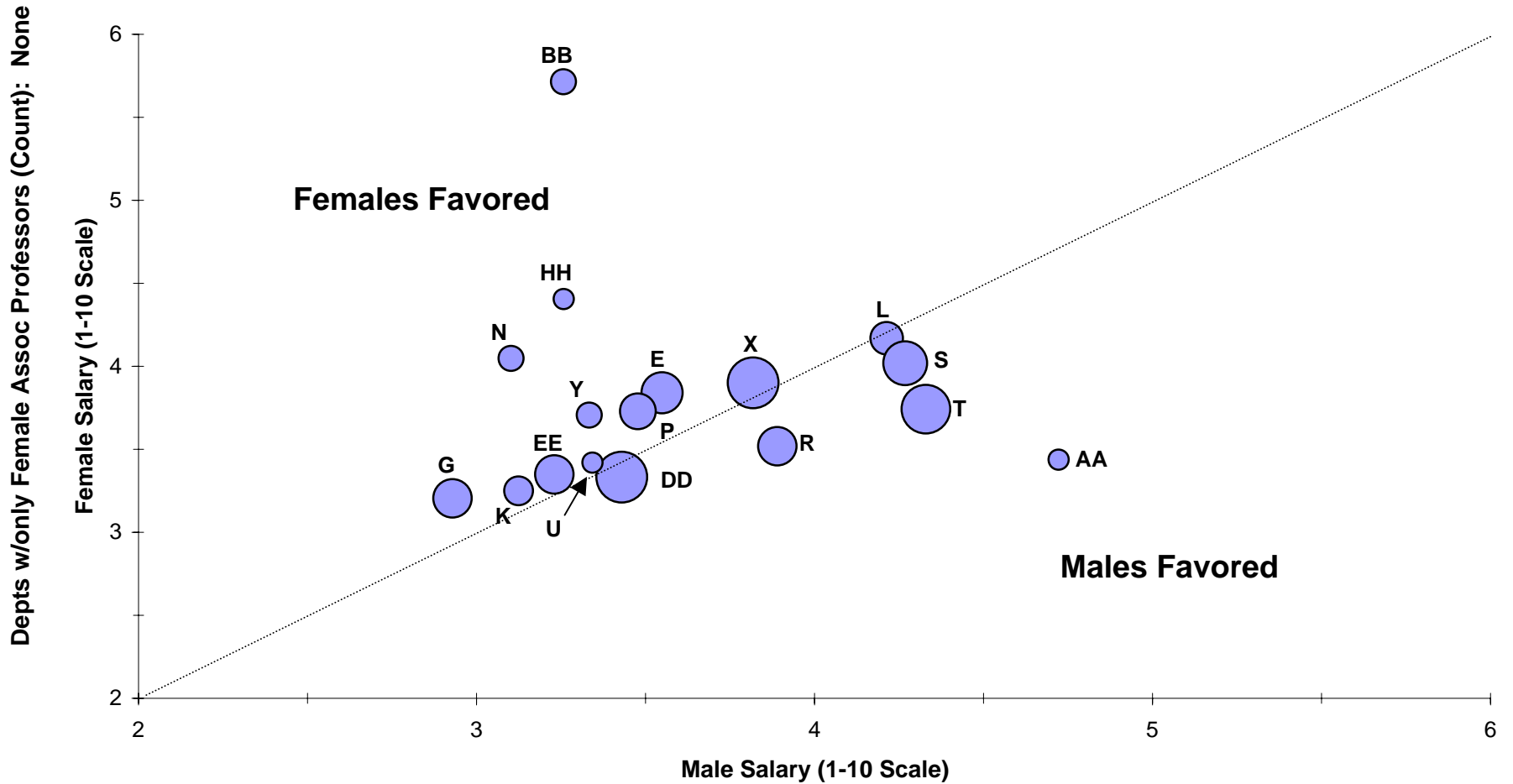
Rank	Primary Department (Coded)	Data	F	M	Total
Sen Lang Lec Mean Salary			2.49	2.59	2.53
Sen Lang Lec Count			7	5	12
Lang Lec	P	Mean Salary	1.57	1.86	1.71
		Count	1	1	2
	Q	Mean Salary		1.82	1.82
		Count		1	1
	U	Mean Salary	1.82		1.82
		Count	2		2
	V	Mean Salary	1.86		1.86
		Count	1		1
	Z	Mean Salary	1.90	1.87	1.90
		Count	8	2	10
	CC	Mean Salary	1.63		1.63
		Count	1		1
Lang Lec Mean Salary			1.84	1.86	1.84
Lang Lec Count			13	4	17
Total Count			170	435	605

Chart 1: Professors' Academic Year 2002 Salary by Gender and Department
 Area of Bubble is Proportional to Department Count



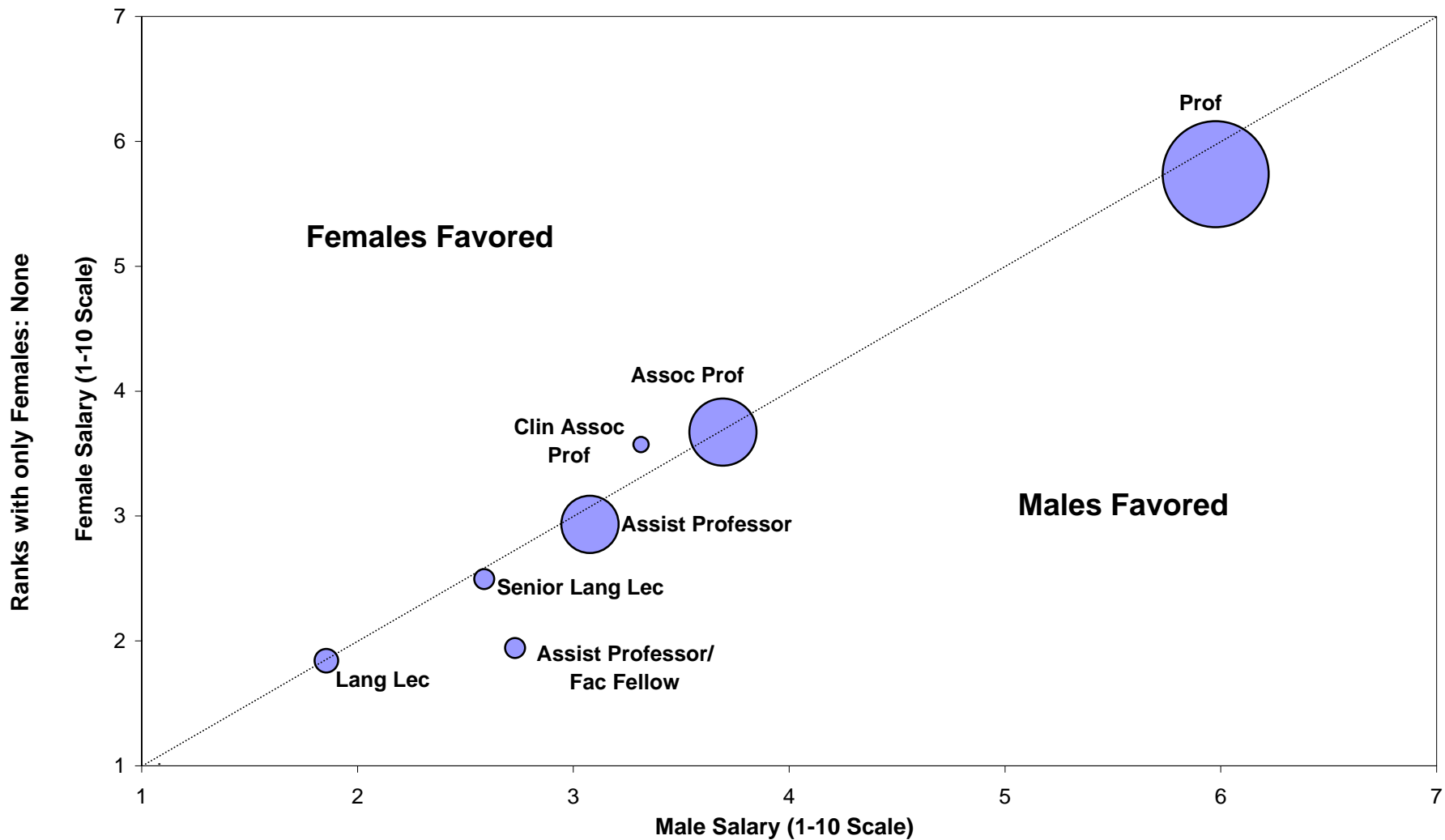
Depts w/only Male Professors (Count): L: 6.78 (7), U: 5.14 (6), W: 4.23 (8), AA: 6.71 (1)

Chart 2: Associate Professors' Academic Year 2002 Salary by Gender and Department
 Area of Bubble is Proportional to Department Count



Depts w/only Male Assoc Professors (Count): A: 2.71 (1), C: 3.22 (5), H: 4.14 (4), I: 3.92 (4), J: 3.71 (4), O: 4.45 (5), V: 2.91 (3), CC: 3.23 (2), FF: 3.37(1)

Chart 4: Overall Academic Year 2002 Salary by Gender and Rank
 Area of Bubble is Proportional to Count by Rank



Ranks with only Males (Count): Clinical Assist Professor: 2.29 (5)

Table 3: Types of Positions Held and Overall Proportion of Administrative Responsibilities by Gender among Faculty in the Principal Study

Administrative responsibility	Data	Administrative Responsibility		Grand Total
		F	M	
Acting Chair	Count	3	3	6
	Proportion of Column	6.38%	2.88%	3.97%
Acting DGS	Count		2	2
	Proportion of Column	0.00%	1.92%	1.32%
Acting Director	Count		2	2
	Proportion of Column	0.00%	1.92%	1.32%
Acting DUGS	Count	2		2
	Proportion of Column	4.26%	0.00%	1.32%
Administrative Coordinator	Count	1		1
	Proportion of Column	2.13%	0.00%	0.66%
Admissions Director	Count		1	1
	Proportion of Column	0.00%	0.96%	0.66%
Associate Chair	Count	2	5	7
	Proportion of Column	4.26%	4.81%	4.64%
Associate DGS	Count		1	1
	Proportion of Column	0.00%	0.96%	0.66%
Associate Director	Count		1	1
	Proportion of Column	0.00%	0.96%	0.66%
Associate DUGS	Count		2	2
	Proportion of Column	0.00%	1.92%	1.32%
Chair	Count	8	17	25
	Proportion of Column	17.02%	16.35%	16.56%
Coordinator	Count	2	5	7
	Proportion of Column	4.26%	4.81%	4.64%
Dean	Count	2	3	5
	Proportion of Column	4.26%	2.88%	3.31%
DGS	Count	7	20	27
	Proportion of Column	14.89%	19.23%	17.88%
Director	Count	11	22	33
	Proportion of Column	23.40%	21.15%	21.85%
DUGS	Count	7	18	25
	Proportion of Column	14.89%	17.31%	16.56%
Project Director	Count	1		1
	Proportion of Column	2.13%	0.00%	0.66%
Sr. Lecture	Count		1	1
	Proportion of Column	0.00%	0.96%	0.66%
Summer UG Program Director	Count	1		1
	Proportion of Column	2.13%	0.00%	0.66%
Vice Dean	Count		1	1
	Proportion of Column	0.00%	0.96%	0.66%
Total Count		47	104	151

Sex	Data	Administrative Responsibility		Grand Total
		Y	N	
Female	Count	47	123	170
	Proportion of Row	27.65%	72.35%	100.00%
Male	Count	104	331	435
	Proportion of Row	23.91%	76.09%	100.00%
Total Count		151	454	605

Table 4: Types of Positions held and Overall Proportion of Administrative Responsibilities by Gender among Faculty Hired since 1995

Administrative responsibility:	Data	Administrative Responsibility		Grand Total
		F	M	
Acting Chair	Count	1	2	3
	Proportion of Column	4.76%	6.06%	5.56%
Acting Director	Count		1	1
	Proportion of Column	0.00%	3.03%	1.85%
Acting DUGS	Count	1		1
	Proportion of Column	4.76%	0.00%	1.85%
Associate Chair	Count		1	1
	Proportion of Column	0.00%	3.03%	1.85%
Associate DUGS	Count		1	1
	Proportion of Column	0.00%	3.03%	1.85%
Chair	Count	5	4	9
	Proportion of Column	23.81%	12.12%	16.67%
Dean	Count	1	3	4
	Proportion of Column	4.76%	9.09%	7.41%
DGS	Count	4	8	12
	Proportion of Column	19.05%	24.24%	22.22%
Director	Count	4	6	10
	Proportion of Column	19.05%	18.18%	18.52%
DUGS	Count	5	6	11
	Proportion of Column	23.81%	18.18%	20.37%
Sr. Lecture	Count		1	1
	Proportion of Column	0.00%	3.03%	1.85%
Total Count		21	33	54
Total Proportion of Column		100.00%	100.00%	100.00%

Sex	Data	Administrative Responsibility		Grand Total
		Yes	No	
Female	Count	21	82	103
	Proportion of Row	20.39%	79.61%	100.00%
Male	Count	33	147	180
	Proportion of Row	18.33%	81.67%	100.00%
Total Count		54	229	283
Total Proportion of Row		19.08%	80.92%	100.00%

Table 5: Mean Salary (1 - 10 Scale) by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Prof	A	1997		6.19	6.19	
		1998	5.48		5.48	
		2001		5.33	5.33	
	A Total			5.48	5.76	5.67
	E	1999			5.00	5.00
			E Total			5.00
	G	1995	1995	5.00		5.00
			1997	6.79		6.79
			1999	4.29	5.71	5.00
			2000		5.24	5.24
	G Total			5.71	5.48	5.63
	H	1996	1996		6.50	6.50
			1997		6.70	6.70
			1999	5.95		5.95
			2001		9.05	9.05
	H Total			5.95	7.41	7.05
	I	1998		6.67		6.67
			I Total			6.67
	J	1995	1995		6.67	6.67
			1996		8.57	8.57
			1998		6.43	6.43
			1999		8.81	8.81
	J Total				7.62	7.62
	K	1997	1997		6.33	6.33
			1999		4.76	4.76
			2001	6.67		6.67
	K Total			6.67	5.55	5.92
	L	1997	1997		5.00	5.00
			1999		6.67	6.67
	L Total				5.83	5.83
	N	2001			7.14	7.14
			N Total			7.14
	O	1999	1999		7.10	7.10
			2000		6.90	6.90
			2001	9.05		9.05
	O Total			9.05	7.00	7.68
	P	1996	1996		3.45	3.45
			1998		4.76	4.76
	P Total				4.11	4.11
	R	1996	1996		5.95	5.95
			1997	3.81		3.81
			1999		6.43	6.43
2000				5.95	5.95	
R Total			3.81	6.07	5.62	
S	1995	1995		6.29	6.29	
		1996		2.29	2.29	
		1998		7.71	7.71	
		2001	5.95	9.31	7.63	
S Total			5.95	6.40	6.31	
U	1995			5.24	5.24	
		U Total			5.24	5.24
V	1998			3.95	3.95	
		V Total			3.95	3.95

Table 5: Mean Salary (1 - 10 Scale) by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Prof	X	1995		4.48	4.48	
		1996	6.19		6.19	
		1997		5.83	5.83	
		1999		5.71	5.71	
		2000		6.90	6.90	
		2001		5.95	5.95	
	X Total		6.19	5.81	5.86	
	BB	1995		3.57		3.57
			BB Total		3.57	3.57
	CC	1996		4.05		4.05
			2000		5.24	5.24
			2001	6.67		6.67
	CC Total		5.36	5.24	5.32	
	DD	1995		4.52	5.95	5.24
			1998		6.55	6.55
			1999	7.14	4.93	5.67
	DD Total		5.83	5.59	5.67	
	EE	1997			4.71	4.71
			2001	5.95		5.95
			2002		4.52	4.52
	EE Total		5.95	4.62	5.29	
FF	1996			6.31	6.31	
		1997		7.14	7.14	
		2000		9.00	9.00	
FF Total			7.48	7.48		
HH	1995		4.29		4.29	
		2000	6.48		6.48	
HH Total		5.38		5.38		
Prof Total			5.77	6.15	6.04	
Assoc P	E	1995		3.00	3.00	
			E Total		3.00	3.00
	G	1995			2.95	2.95
			2001	3.45		3.45
	G Total		3.45	2.95	3.29	
	H	1999			4.43	4.43
			H Total			4.43
	I	2001			3.57	3.57
			I Total			3.57
	J	1995		5.00		5.00
			1998		5.48	5.48
			2000		5.00	5.00
	J Total		5.00	5.24	5.16	
	K	1999			2.62	2.62
			K Total			2.62
	L	1995			3.57	3.57
			L Total			3.57
	N	2000			3.10	3.10
			N Total			3.10
	P	1995			2.67	2.67
			2000	3.05		3.05
P Total		3.05	2.67	2.86		
R	2000			3.81	3.81	
		R Total			3.81	3.81

Table 5: Mean Salary (1 - 10 Scale) by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Assoc P	S	2000		4.00	4.00	
		2001		5.71	5.71	
	S Total				4.57	4.57
	T	1998	3.81		3.81	
		2000		3.24	3.24	
	T Total			3.81	3.24	3.52
	U	1995		3.10	3.10	
		1999		3.17	3.17	
	U Total				3.13	3.13
	W	1997		3.57	3.57	
	W Total				3.57	3.57
	X	1995	2.62		2.62	
		1997	3.33	3.33	3.33	
		1999	3.45		3.45	
	X Total			3.13	3.33	3.18
	Y	1999		2.67	2.67	
	Y Total				2.67	2.67
	AA	2000	3.10		3.10	
	AA Total				3.10	3.10
	BB	2001	5.71		5.71	
	BB Total				5.71	5.71
	DD	2000		2.73	2.73	
	DD Total				2.73	2.73
	EE	1996		2.67	2.67	
		1999	3.33		3.33	
	EE Total			3.33	2.67	3.00
	FF	1999		3.10	3.10	
FF Total				3.10	3.10	
HH	1996	2.86		2.86		
HH Total				2.86	2.86	
Assoc P Total			3.55	3.58	3.57	
Assist P	A	1996	2.19		2.19	
		1998		2.38	2.38	
		2001		2.95	2.95	
	A Total			2.19	2.76	2.62
	C	1997		2.86	2.86	
		2000		3.10	3.10	
		2001		3.19	3.19	
	C Total				3.06	3.06
	E	1995		2.52	2.52	
		1998	2.38	2.76	2.57	
		2000		2.76	2.76	
		2002		2.86	2.86	
	E Total			2.38	2.73	2.66
	G	1998	3.10		3.10	
		2000	2.71	2.55	2.60	
		2001	2.48	2.48	2.48	
	G Total			2.76	2.51	2.62
H	1997		3.25	3.25		
	1998		2.93	2.93		
	2000		3.14	3.14		
	2001	3.33		3.33		
H Total			3.33	3.07	3.11	

Table 5: Mean Salary (1 - 10 Scale) by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Assist P	I	1998		3.33	3.33	
		2001		3.10	3.10	
	I Total			3.15	3.15	
	J		1995		2.69	2.69
			1996		2.79	2.79
			1997		3.10	3.10
			1998		3.33	3.33
			1999		3.43	3.43
			2000		3.33	3.33
			2001	6.67	3.57	4.60
	J Total			6.67	3.20	3.49
	K		2000		2.38	2.38
	K Total				2.38	2.38
	L		1996	2.95	2.95	2.95
			1998	3.05	3.10	3.07
			2000		3.19	3.19
	L Total			3.00	3.08	3.05
	N		1996	2.05		2.05
			1997		2.00	2.00
	N Total			2.05	2.00	2.02
	O		1995		2.93	2.93
			1998		3.43	3.43
			2000		3.67	3.67
			2001		3.81	3.81
	O Total				3.53	3.53
	P		1996		2.60	2.60
			1997	2.17		2.17
	P Total			2.17	2.60	2.31
	R		1997	2.38	2.62	2.50
			1998	2.38		2.38
			1999		2.57	2.57
			2000	2.81		2.81
	R Total			2.52	2.59	2.56
	S		1995	2.52		2.52
			1996		2.19	2.19
			1998	3.10		3.10
			1999		3.43	3.43
			2000		2.76	2.76
			2001	3.27		3.27
	S Total			2.96	2.79	2.88
	T		1995	3.10		3.10
			2000		3.25	3.25
			2001		2.86	2.86
	T Total			3.10	3.05	3.07
	U		1996	2.10	2.29	2.19
			1997	2.00		2.00
			1998		2.05	2.05
U Total			2.05	2.13	2.10	
V		1995		1.95	1.95	
V Total				1.95	1.95	
W		1998	2.17		2.17	
W Total			2.17		2.17	

Table 5: Mean Salary (1 - 10 Scale) by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Assist P	X	1995		2.10	2.10	
		1998		2.52	2.52	
		2001		2.69	2.69	
	X Total				2.50	2.50
	Y	1998	2.29			2.29
		1999		2.14		2.14
		2001		2.48		2.48
	Y Total			2.29	2.31	2.30
	AA	1999	2.14			2.14
	AA Total			2.14		2.14
	BB	1996		2.10		2.10
		1997	2.29			2.29
		1998		2.24		2.24
		1999		3.10		3.10
	BB Total			2.29	2.48	2.43
	DD	1995	2.00			2.00
		1996	2.05	2.14		2.11
		1997	2.19			2.19
		1998	2.19			2.19
		1999	2.19			2.19
		2000	2.55			2.55
	2001		3.10		3.10	
	DD Total			2.17	2.46	2.25
	EE	1996		2.19		2.19
		1998	2.19			2.19
		1999	2.19			2.19
		2000	2.67	2.24		2.45
		2001	2.48			2.48
EE Total			2.38	2.21	2.33	
FF	2000		2.38		2.38	
FF Total				2.38	2.38	
HH	1996		1.95		1.95	
	2001		2.48		2.48	
HH Total				2.21	2.21	
Assist P Total			2.56	2.79	2.72	

Table 6: Count of Appointments by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Prof	A	1997		1	1	
		1998	1		1	
		2001		1	1	
	A Total			1	2	3
	E	1999			1	1
			E Total			1
	G	1995	1995	1		1
			1997	2		2
			1999	1	1	2
			2000		1	1
	G Total			4	2	6
	H	1996	1996		1	1
			1997		1	1
			1999	1		1
			2001		1	1
	H Total			1	3	4
	I	1998		1		1
			I Total			1
	J	1995	1995		1	1
			1996		1	1
			1998		1	1
			1999		1	1
	J Total				4	4
	K	1997	1997		1	1
			1999		1	1
			2001	1		1
	K Total			1	2	3
	L	1997	1997		1	1
			1999		1	1
	L Total				2	2
	N	2001			1	1
			N Total			
	O	1999	1999		1	1
2000				1	1	
2001			1		1	
O Total			1	2	3	
P	1996	1996		1	1	
		1998		1	1	
P Total				2	2	
R	1996	1996		1	1	
		1997	1		1	
		1999		1	1	
		2000		2	2	
R Total			1	4	5	
S	1995	1995		1	1	
		1996		1	1	
		1998		1	1	
		2001	1	1	2	
S Total			1	4	5	
U	1995			1	1	
		U Total				1
V	1998			1	1	
		V Total				1

Table 6: Count of Appointments by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total		
Prof	X	1995		1	1		
		1996	1		1		
		1997		2	2		
		1999		1	1		
		2000		1	1		
		2001		2	2		
	X Total		1	7	8		
	BB	1995		1		1	
			BB Total		1	1	
	CC	1996		1		1	
			2000		1	1	
				2001	1		1
	CC Total		2	1	3		
	DD	1995		1	1	2	
			1998		1	1	
				1999	1	2	3
	DD Total		2	4	6		
	EE	1997			1	1	
			2001	2		2	
				2002		1	1
	EE Total		2	2	4		
FF	1996			2	2		
		1997		2	2		
			2000		2	2	
FF Total			6	6			
HH	1995		1		1		
		2000	1		1		
HH Total		2		2			
Prof Total			21	51	72		
Assoc P	E	1995		1	1		
			E Total		1	1	
	G	1995			1	1	
			2001	2		2	
	G Total		2	1	3		
	H	1999			1	1	
			H Total			1	1
	I	2001			1	1	
			I Total			1	1
	J	1995		1		1	
			1998			1	1
				2000		1	1
	J Total		1	2	3		
	K	1999			1	1	
			K Total			1	1
	L	1995			1	1	
			L Total			1	1
	N	2000			1	1	
			N Total			1	1
	P	1995			1	1	
			2000	1		1	
P Total		1	1	2			
R	2000			2	2		
		R Total			2	2	

Table 6: Count of Appointments by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Assoc P	S	2000		2	2	
		2001		1	1	
	S Total				3	3
	T	1998	1			1
		2000		1		1
	T Total			1	1	2
	U	1995		1		1
		1999		1		1
	U Total				2	2
	W	1997		1		1
	W Total				1	1
	X	1995	1			1
		1997	1	1		2
		1999	1			1
	X Total			3	1	4
	Y	1999			1	1
	Y Total				1	1
	AA	2000	1			1
	AA Total			1		1
	BB	2001	1			1
	BB Total			1		1
	DD	2000			1	1
	DD Total				1	1
	EE	1996			1	1
		1999	1			1
	EE Total			1	1	2
	FF	1999			1	1
FF Total				1	1	
HH	1996	1			1	
HH Total			1		1	
Assoc P Total			13	23	36	
Assist P	A	1996	1		1	
		1998		1	1	
		2001		2	2	
	A Total			1	3	4
	C	1997		1		1
		2000		2		2
		2001		1		1
	C Total				4	4
	E	1995		1		1
		1998	1	1		2
		2000		1		1
		2002		1		1
	E Total			1	4	5
	G	1998	1			1
		2000	1	2		3
		2001	1	2		3
	G Total			3	4	7
H	1997			2	2	
	1998			3	3	
	2000			1	1	
	2001	1			1	
H Total			1	6	7	

Table 6: Count of Appointments by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total
Assist P	I	1998		1	1
		2001		3	3
	I Total			4	4
	J	1995		2	2
		1996		1	1
		1997		1	1
		1998		1	1
		1999		1	1
		2000		3	3
	2001	1	2	3	
	J Total		1	11	12
	K	2000		1	1
	K Total			1	1
	L	1996	1	1	2
		1998	1	1	2
		2000		1	1
	L Total		2	3	5
	N	1996	1		1
		1997		1	1
	N Total		1	1	2
	O	1995		1	1
		1998		1	1
		2000		1	1
		2001		2	2
	O Total			5	5
	P	1996		1	1
		1997	2		2
	P Total		2	1	3
	R	1997	1	1	2
		1998	1		1
		1999		2	2
		2000	1		1
	R Total		3	3	6
	S	1995	1		1
		1996		1	1
		1998	1		1
		1999		1	1
		2000		1	1
		2001	1		1
	S Total		3	3	6
	T	1995	1		1
		2000		1	1
		2001		1	1
	T Total		1	2	3
U	1996	1	1	2	
	1997	1		1	
	1998		2	2	
U Total		2	3	5	
V	1995		1	1	
V Total			1	1	
W	1998	2		2	
W Total		2		2	

Table 6: Count of Appointments by Rank, Department, Year of Appointment and Gender for Faculty with Starting Rank and Starting Salary Information (SR/SS Available)

Starting Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Assist P	X	1995		1	1	
		1998		1	1	
		2001		2	2	
	X Total				4	4
	Y	1998	1		1	
		1999		1	1	
		2001		1	1	
	Y Total			1	2	3
	AA	1999	1		1	
	AA Total			1		1
	BB	1996			1	1
		1997	1		1	
		1998		1	1	
		1999		1	1	
	BB Total			1	3	4
	DD	1995	2		2	
		1996	1	2	3	
		1997	1		1	
		1998	1		1	
		1999	1		1	
		2000	1		1	
		2001		1	1	
	DD Total			7	3	10
	EE	1996			1	1
		1998	1		1	
		1999	1		1	
		2000	1	1	2	
2001		1		1		
EE Total			4	2	6	
FF	2000		2	2		
FF Total				2	2	
HH	1996		1	1		
	2001		1	1		
HH Total				2	2	
Assist P Total			37	77	114	
Grand Total			71	151	222	

Table 7: Mean Salary (1 - 10 Scale) by Rank, Department, Year of Appointment and Gender for Faculty without Starting Rank and Starting Salary Information (SR/SS Not Available)

Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Assist P/FF	B	1998		1.67	1.67	
		2001	1.71		1.71	
	B Total			1.71	1.67	1.69
	F	1997	1.67		1.67	
		2001	1.90		1.90	
	F Total			1.79		1.79
	M		1996	1.24		1.24
			1999	1.67		1.67
			2001	1.98		1.98
	M Total			1.63		1.63
	O	1998		3.52	3.52	
	O Total			3.52		3.52
	Q	1997	1.67		1.67	
	Q Total			1.67		1.67
	U		2000		2.38	2.38
			2001	2.38		2.38
	U Total			2.38	2.38	2.38
	DD	2000	1.74		1.74	
	DD Total			1.74		1.74
	GG		1996	1.43		1.43
1998			1.67	1.74	1.72	
1999			1.67	1.74	1.71	
2000			1.86		1.86	
2001			1.90	1.90	1.90	
GG Total			1.69	1.77	1.73	
II	1998		1.67	1.67		
II Total			1.67		1.67	
Assist P/FF Total			1.74	2.01	1.84	
Clin Assoc P	J	1998		2.80	2.80	
		J Total			2.80	2.80
	T	1998	2.06		2.06	
		T Total			2.06	2.06
Clin Assoc P Total				2.30	2.30	
Clin Assist P	C	1997		2.14	2.14	
		C Total			2.14	2.14
	E	1998	2.10		2.10	
		E Total			2.10	2.10
	J	1999		1.43	1.43	
	J Total			1.43		1.43
Clin Assist P Total				1.89	1.89	
Sen Lang Lec	U	1997		1.76	1.76	
		1998	1.86		1.86	
	U Total			1.86	1.76	1.81
Sen Lang Lec Total			1.86	1.76	1.81	
Lang Lec	P	2000	1.52	1.81	1.67	
	P Total			1.52	1.81	1.67
	U	1998	1.71		1.71	
		2001	1.76		1.76	
	U Total			1.74		1.74
	V	2001	1.86		1.86	
	V Total			1.86		1.86

Table 7: Mean Salary (1 - 10 Scale) by Rank, Department, Year of Appointment and Gender for Faculty without Starting Rank and Starting Salary Information (SR/SS Not Available)

Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total
Lang Lec	Z	1997	1.55	1.62	1.57
		1998	1.69		1.69
		1999	1.71		1.71
		2000	1.79		1.79
	Z Total		1.68	1.62	1.67
	CC	1995	1.43		1.43
	CC Total		1.43		1.43
	HH	1999	1.43		1.43
HH Total		1.43		1.43	
Lang Lec Total			1.65	1.71	1.66

Table 8: Count of Appointments by Rank, Department, Year of Appointment and Gender for Faculty without Starting Rank and Starting Salary Information (SR/SS Not Available)

Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Assist P/FF	B	1998		1	1	
		2001	1		1	
	B Total			1	1	2
	F	1997	1		1	
		2001	1		1	
	F Total			2		2
	M		1996	1		1
			1999	1		1
			2001	1		1
	M Total			3		3
	O		1998		1	1
	O Total				1	1
	Q		1997	1		1
	Q Total			1		1
	U		2000		1	1
			2001	1		1
	U Total			1	1	2
	DD		2000	1		1
	DD Total			1		1
	GG		1996	2		2
1998			1	2	3	
1999			1	2	3	
2000			1		1	
2001			2	1	3	
GG Total			7	5	12	
II		1998		1	1	
II Total				1	1	
Assist P/FF Total			16	9	25	
Clin Assoc P	J	1998		1	1	
		J Total			1	1
	T	1998		2	2	
		T Total			2	2
Clin Assoc P Total				3	3	
Clin Assist P	C	1997		1	1	
		C Total			1	1
	E	1998		1	1	
		E Total			1	1
	J	1999		1	1	
		J Total			1	1
Clin Assist P Total				3	3	
Sen Lang Lec	U	1997		1	1	
		1998	1		1	
	U Total			1	1	2
Sen Lang Lec Total			1	1	2	
Lang Lec	P	2000	1	1	2	
		P Total		1	1	2
	U	1998	1		1	
		2001	1		1	
	U Total			2		2
	V		2001	1		1
V Total			1		1	

Table 8: Count of Appointments by Rank, Department, Year of Appointment and Gender for Faculty without Starting Rank and Starting Salary Information (SR/SS Not Available)

Rank	Primary Department (Coded)	Appt Yr	F	M	Grand Total	
Lang Lec	Z	1997	2	1	3	
		1998	2		2	
		1999	1		1	
		2000	2		2	
	Z Total			7	1	8
	CC	1995	1		1	
	CC Total			1		1
	HH	1999	1		1	
HH Total			1		1	
Lang Lec Total			13	2	15	
Grand Total			30	18	48	

Table 9: A Comparison of the Proportion of Females on the 'Short List' to the Proportion of Females Hired (By Department)

Primary Department	# Females on SL	# Males on SL	Total on SL	Total # of Female Hires	Total # of Hires	Proportion of Females on SL	Proportion of Females Hired	Favors?
A	3	3	6	0	2	0.50	0.00	Male
E	2	5	7	0	1	0.29	0.00	Male
F	3	0	3	1	1	1.00	1.00	Uninformative
G	15	8	23	4	7	0.65	0.57	Male
I	0	12	12	0	3	0.00	0.00	Uninformative
J	1	10	11	0	3	0.09	0.00	Male
K	1	1	2	1	1	0.50	1.00	Female
N	1	3	4	0	1	0.25	0.00	Male
P	5	2	7	1	2	0.71	0.50	Male
S	26	43	69	3	5	0.38	0.60	Female
T	2	5	7	0	3	0.29	0.00	Male
U	2	1	3	1	1	0.67	1.00	Female
V	3	1	4	1	1	0.75	1.00	Female
X	4	5	9	0	2	0.44	0.00	Male
Y	4	3	7	0	1	0.57	0.00	Male
Z	5	2	7	2	2	0.71	1.00	Female
BB	3	1	4	1	1	0.75	1.00	Female
CC	1	4	5	1	2	0.20	0.50	Female
DD	5	2	7	2	3	0.71	0.67	Male
EE	8	4	12	3	4	0.67	0.75	Female
FF	4	10	14	0	2	0.29	0.00	Male
GG	5	2	7	2	3	0.71	0.67	Male
HH	3	4	7	1	2	0.43	0.50	Female

Chart 5: Proportion of Females on 'Short List' vs. Proportion Hired by Dept.
 Area of Bubble is Proportional to the # of Total Hires by the Department

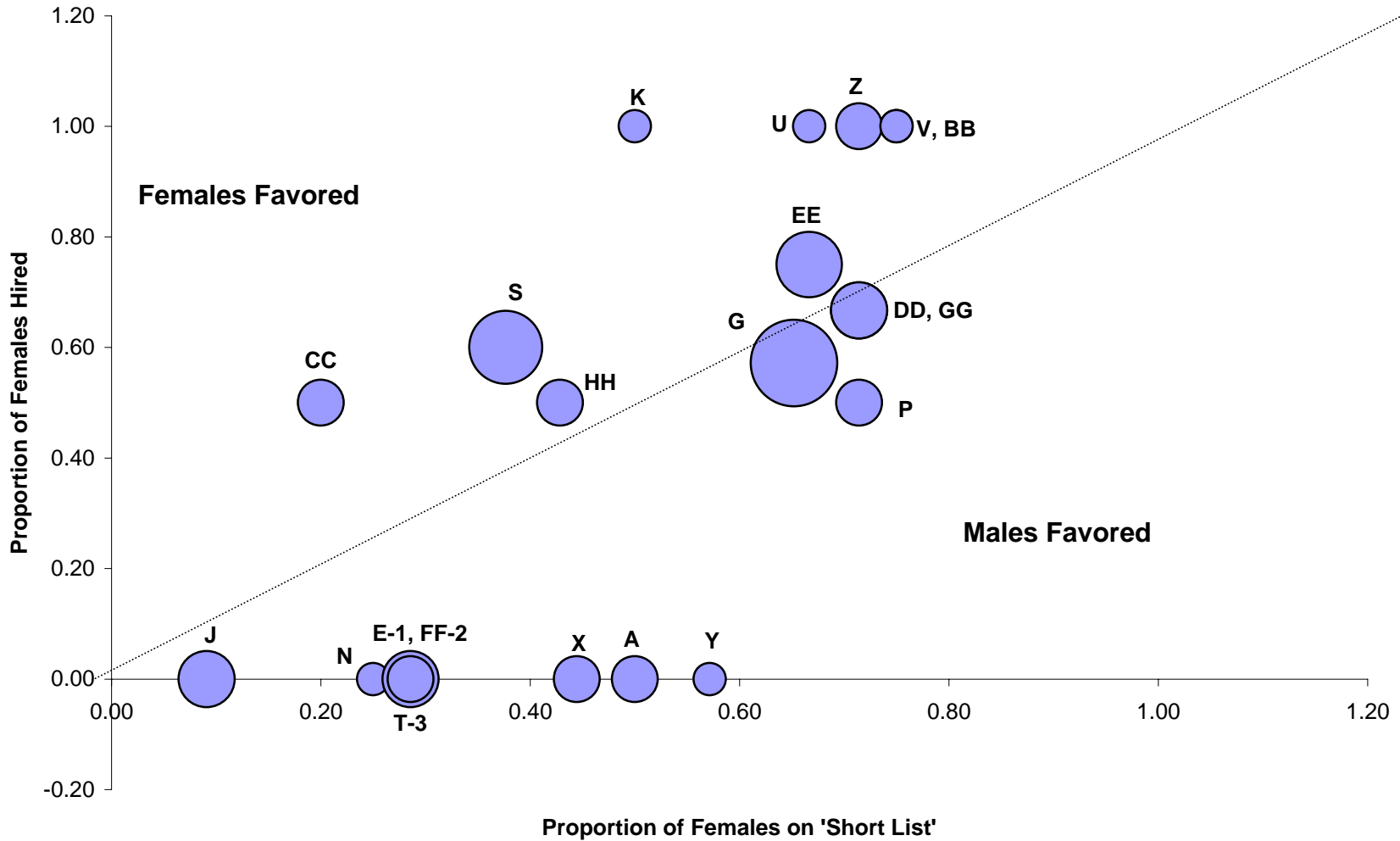


Chart 6: Academic Year 2002 Salary vs. Percentage of Male Faculty in Department (Departments with 5 or more Faculty)
Area of Bubble is Proportional to Department Count

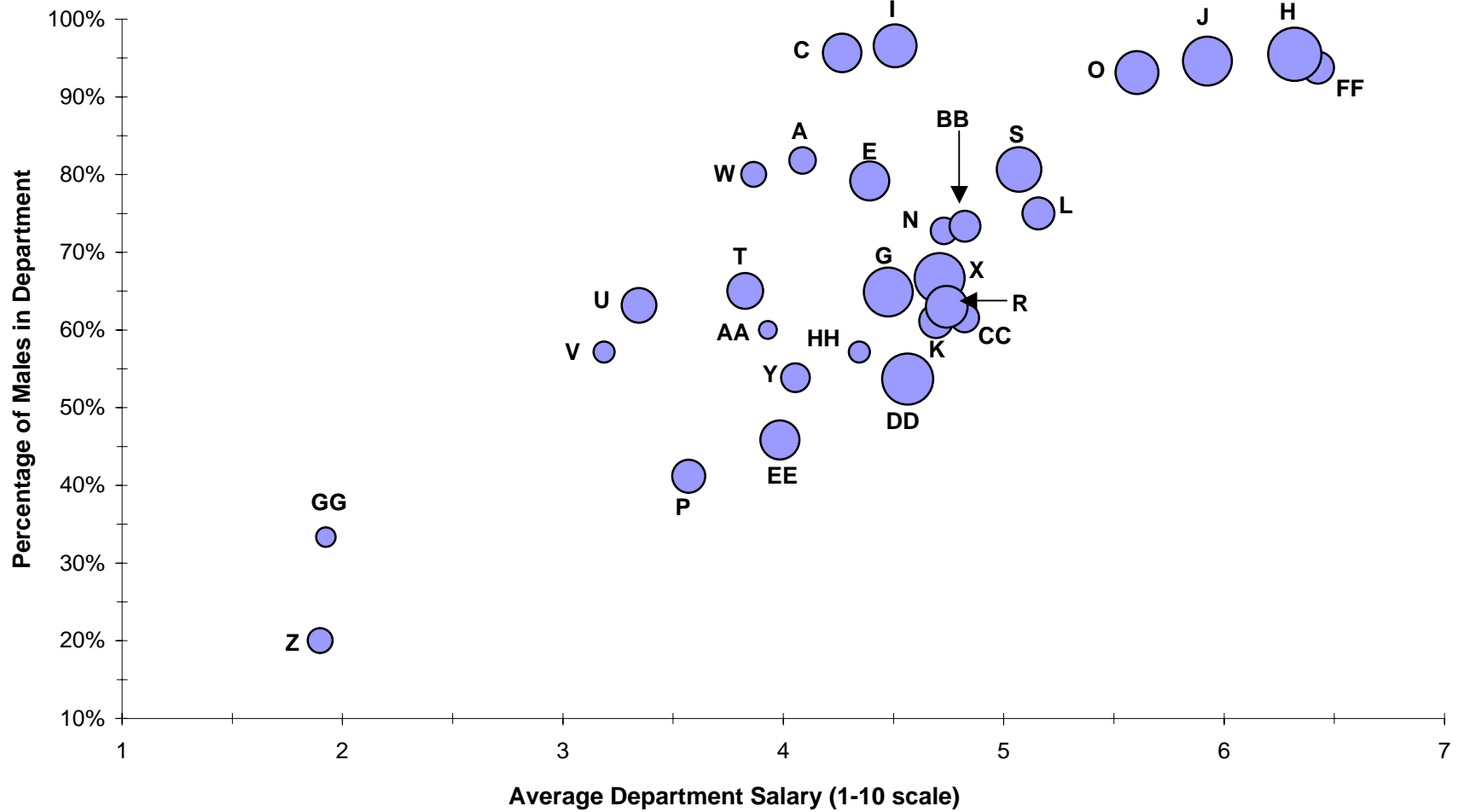


Chart 6': Mean Department Residual of log Academic Year 2002 Salary vs. Percentage of Male Faculty in Department (Departments with 5 or more Faculty)
Area of Bubble is Proportional to Department Count

