

University of Maryland

Women in Sciences - Faculty Climate Project Gender Equity Analysis

Office of Institutional Research and Planning
January 12, 2006

Overview – A workgroup convened by the Provost is examining equity issues for tenured and tenure-track men and women in the three science colleges at the University: CLFS, CMPS, and ENGR.

Purpose – In support of this effort, OIRP explored the teaching activity of men and women and examined salary equity for these colleges. Teaching activity includes the number of courses taught, the number of students taught and faculty workload. Results for all colleges are presented in aggregate and are sometimes presented separately for each college. The following questions were developed as guidelines for the analysis:

1. What is the distribution of the faculty by gender for the three colleges?
2. Who teaches more students – men or women?
3. Who teaches more courses – men or women?
4. Does the difference in the average number of courses taught vary by term?
5. Who is teaching more independent study courses – men or women?
6. What is the distribution of courses taught by level for men and women?
7. On average, do more men or women meet their actual load and adjusted load?
8. Are there salary disparities that could be attributable to gender?

Data – The following data for the fall and spring of 2001, 2002, 2003, 2004 and 2005¹ were used for the productivity portion of this analysis (Section A). These data were analyzed by college, term, and gender.

1. Frequencies of faculty
2. Students by course
3. Courses by level
4. Met adjusted load and met load

The salary analysis for the tenured/tenure track faculty (Section B) uses data from Fall 2005 only. These data were analyzed in conjunction with the non-instructional productivity data from the faculty workload report.

¹ Only Spring 2005 data are used. The Fall of 2005 was excluded due to missing data.

Methods – Section A of the report presents descriptive data for faculty by gender, term, FT/PT status and college. Additionally, for each college we provide the following data by gender:

- 1) Average number of students per faculty member, using a t-test for significance
- 2) Average number of courses per faculty member, using a t-test for significance
- 3) Average number of students per course
- 4) Average number of independent studies courses
- 5) Percent of courses taught by level
- 6) Average adjusted load and average load by gender, college, and academic year

Section B of the report examines the average salary of male and female faculty after controlling for rank. Faculty productivity data are included in the analysis. Regression results of salary analysis model including rank, productivity measures, and gender are also presented.

Section A

Results

The highlights are presented first with the results organized by the set of questions presented earlier. The responses to these questions are presented for all science colleges combined and then by each individual college.

Highlights for All Colleges Combined

- 14% of the tenured/tenure track faculty in CLFS, CMPS and ENGR are female.
- On average, women taught more students than men in fall terms. On average, men taught more students than women in spring terms.
- On average, women taught the same number of courses as men as well as the same number of independent study courses as men.
- The distribution of courses taught by level was very similar for men and for women faculty. Only one course level grouping varied by more than one-percentage point – the 500-699 course level group. Of all the courses that men taught, 14.7 % were in the 500-699 course level group, while 11.5% of the courses women taught were in this course grouping.
- The percentage of men and women meeting teaching workload expectations varied depending upon the year and college.

Results by Question

1) *What is the distribution of faculty in the three colleges – CLFS, CMPS, and ENGR?*

Table 1 shows frequencies of tenured/tenure track faculty by gender, college, and term for the three colleges, CLFS, CMPS, and ENGR. For the group of all colleges, the percentage of female tenured/tenure track faculty was 14% for all the years of the study. Yet, the number of female tenure/tenure track faculty increased from 55 to 65 tenured/tenure track faculty from Fall 2001 to Fall 2005.

- In CLFS, the number of female tenure/tenure track faculty was between 25, and 28 for the Fall and Spring terms of 2001, 2002, 2003, 2004 and Spring 2005. The total tenure/tenure track faculty count ranged from 82 to 102 per term for the same time period. Thus, approximately 25% of the faculty are women.
- In CMPS the percentage of women tenure/tenure track faculty ranged from 7% to 9% or 12 to 18 female faculty in this period.
- In ENGR, the percentage of women tenured/tenure track faculty ranged from 11% to 13% or 19 to 21 female faculty.

Table 1**Tenured/Tenure Track Faculty in CLFS, CMPS and ENGR**

Term	ENGR			CLFS			CMPS			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
2001 Fall	19	131	150	24	58	82	12	154	166	55	343	398
	13%	87%		29%	71%		7%	93%		14%	86%	
2002 Spring	19	132	151	25	59	84	13	154	167	57	345	402
	13%	87%		30%	70%		8%	92%		14%	86%	
2002 Fall	19	141	160	24	62	86	14	161	175	57	364	421
	12%	88%		28%	72%		8%	92%		14%	86%	
2003 Spring	19	145	164	25	62	87	15	162	177	59	369	428
	12%	88%		29%	71%		8%	92%		14%	86%	
2003 Fall	20	146	166	27	66	93	15	169	184	62	381	443
	12%	88%		29%	71%		8%	92%		14%	86%	
2004 Spring	20	149	169	27	66	93	14	168	182	61	383	444
	12%	88%		29%	71%		8%	92%		14%	86%	
2004 Fall	20	155	175	27	72	99	16	169	185	63	396	459
	11%	89%		27%	73%		9%	91%		14%	86%	
2005 Spring	21	154	175	27	72	99	16	171	187	64	397	461
	12%	88%		27%	73%		9%	91%		14%	86%	
2005 Fall	20	159	179	27	75	102	18	178	196	65	412	477
	11%	89%		26%	74%		9%	91%		14%	86%	

2) Who teaches more students – men or women?

Figures 2a and 2b demonstrate that the average number of students taught by gender and term was greater for women for most of the fall terms and greater for men than for women in the spring terms. (See Table 2 in Appendix A for values used in the graphs.)

Figure 2a

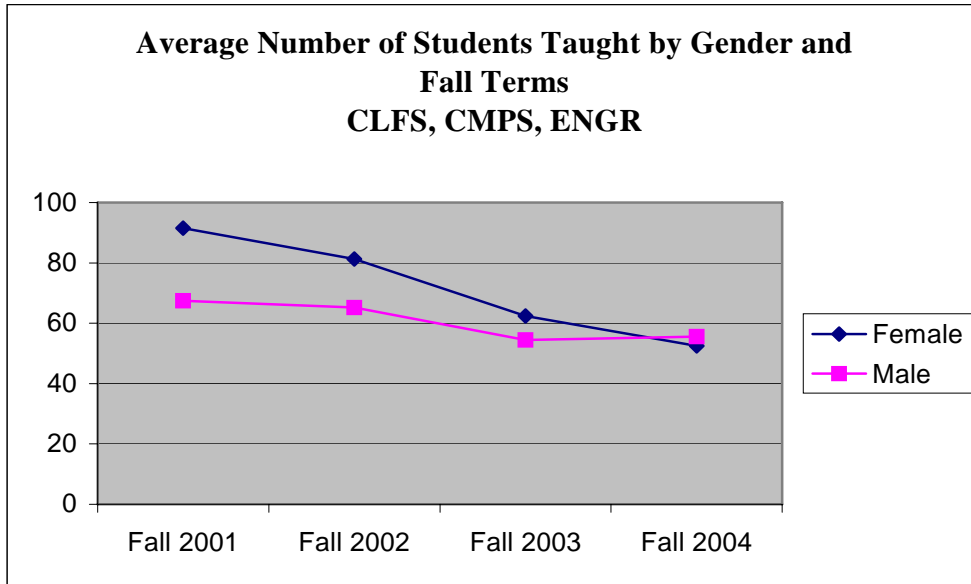
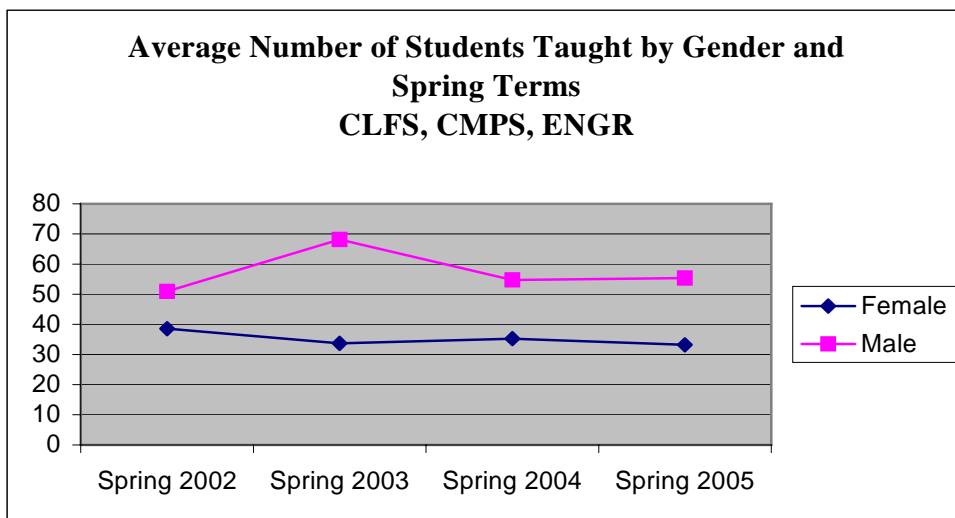


Figure 2b



- For CLFS, men, on average, taught more students than women. The average number of students taught per faculty member ranged from 39 to 99 students per term for women faculty and from 62 to 108 students for men. (See Figure 2c in the Appendix A for the average number of students taught for men and women by term.)
- In CMPS, men, on average taught more students than women faculty. The average number of students per faculty member taught by men ranged from 48 to 71 in this time period. Women taught on average from 28 to 50 students depending upon the term. (See Figure 2d in Appendix A.)
- For ENGR, the average number of students taught per faculty was constant over multiple terms for male faculty (around 50 students per faculty). The average number of students taught per faculty member for women fluctuated between 33 and 105. (See Figure 2e and Table 2c in Appendix A.)

3) *Is the average number of courses taught higher for men or for women?*

For all colleges the number of courses taught was similar for men and women faculty. The mean number of courses per faculty member for all terms was 3.4 for males and 3.5 for females. This difference was not significant according to the results of the T-test (significance level of .449.)

- For CLFS, the average number of courses taught by men was slightly higher than the average number of courses taught by women. Means of 4.6 for males and 3.9 for females were obtained.
- In CMPS the average number of courses taught was 2.9 for male faculty and 2.8 for females.
- In ENGR, a slightly larger difference between the average number of courses taught by men and women existed -- 3.6 courses per faculty member per term for males and 4.1 for females.

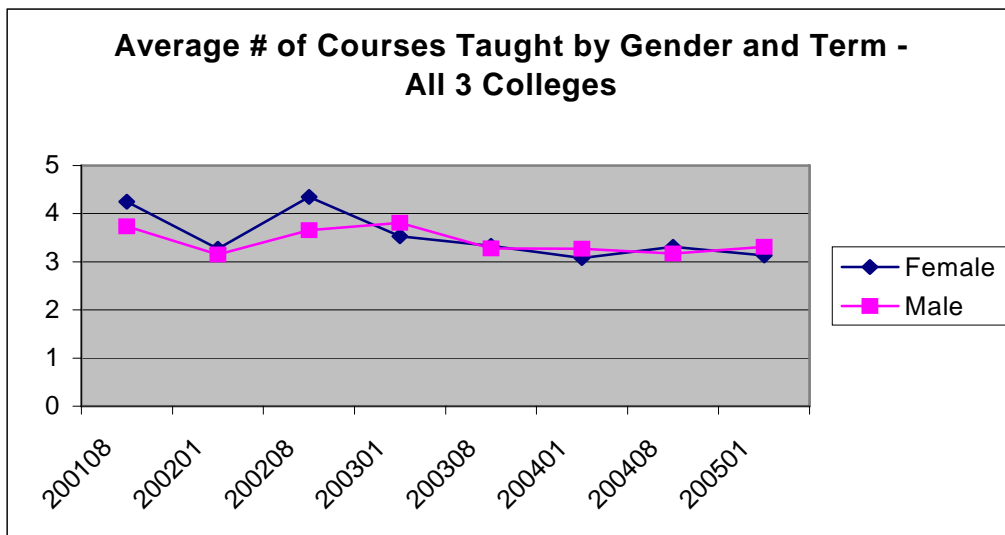
Table 3
Average Number of Courses Taught by Tenured/tenure track Faculty for
(all terms combined)

	Males	Females
CLFS	4.6	3.9
CMPS	2.9	2.8
ENGR	3.6	4.1

4) Is there a difference between terms in the average number of courses taught by men and women?

For all colleges the average number of courses taught per term varied only slightly for men and women faculty. The average number of courses taught for women ranged from 3.1 to 4.3 from term to term. The average number of courses taught by men ranged from 3.2 to 3.7. (See Table 4 in the Appendix A for values used in the graphs.)

Figure 3



- For CLFS, there was some variation in the average number of courses taught per faculty member per term. More courses were taught by men than by women for most terms. (See Graph 3a and Table 4a in Appendix A.)
- In CMPS, there was only a slight variation in the average number of courses taught per term by male and by female faculty. (See Graph 3b and Table 4b in the Appendix A.)
- In ENGR, the average number of courses taught was similar for men and women with the exception of Fall 2001 and Fall 2003. (See Graph 3c and Table 4c in Appendix A.)

5. Who is teaching more independent study courses – men or women?

For all colleges, the average number of independent study courses taught for all terms was the same for men and women faculty (2.0). These results are not significant using the T-test.

- For LFSC, on average, slightly more independent study courses were taught by men than by women. Means of 2.4 for males and 2.2 for females were obtained.

- In CMPS, the average number of independent study courses taught by male faculty was slightly higher than for female faculty. Means of 1.8 for men and 1.6 for women were obtained.
- In ENGR, on average per term, women taught 0.3 more independent study courses than men. Means of 2.4 for males and 2.7 for females were obtained.

6. *What is the distribution of courses taught by level for men and women?*

The distribution of courses taught by level was very similar for men and women. For all colleges, there was only one course grouping that had more than a one-percentage point difference between men and women. In the distribution of all courses taught by gender, 11.5% of the courses taught by women were in the 500-699 course grouping, while 14.7% of the courses taught by men were in this course grouping.

Table 5

**Percentage of Courses Taught by Gender and Level (for all terms)
All Three Colleges**

		Female	Male	Total
100-299	Count	301	1742	2043
	Column %	18.6	17.6	17.8
300-499	Count	456	2717	3173
	Column %	28.3	27.5	27.6
500-699	Count	255	1455	1710
	Column %	15.8	14.7	14.9
700-898	Count	185	1449	1634
	Column %	11.5	14.7	14.2
899	Count	417	2508	2925
	Column %	25.8	25.4	25.5
Total	Count	1614	9871	11485
	Column %	100.0	100.0	100.0

- For LFSC, the percentage of total courses taught by level and gender was also explored. Percentage distribution shows women taught a slightly higher proportion of 899 level courses and a smaller proportion of 100-299 courses. (See Table 5a in Appendix A.)
- For CMPS and ENGR, the course level percentage distribution was very similar for men and women. There was a slightly greater proportion of women teaching 100-299 level courses. (See Tables 5b and 5c in Appendix A.)

7) As a percentage do more men or more women meet their actual load and adjusted load?

Female faculty met teaching expectations for FY2003 and FY2004 at a higher rate than men. While there is variation in the colleges, CMPS women met teaching expectations at higher rate than men for all fiscal years.

Table 6

% Meeting Teaching Workload Expectations

	All 3 colleges		CLFS		CMPS		ENGR	
	Female	Male	Female	Male	Female	Male	Female	Male
2002	43%	48%	39%	44%	44%	40%	48%	61%
2003	54%	45%	45%	37%	60%	40%	61%	55%
2004	51%	50%	39%	40%	55%	46%	63%	59%
2005	47%	53%	33%	49%	52%	46%	61%	62%

Table 7

% Meeting Adjusted Teaching Workload Expectations

	All 3 colleges		CLFS		CMPS		ENGR	
	Female	Male	Female	Male	Female	Male	Female	Male
2002	74%	80%	75%	68%	88%	84%	62%	81%
2003	85%	77%	79%	67%	100%	79%	77%	81%
2004	74%	75%	60%	55%	95%	81%	74%	78%
2005	75%	77%	61%	62%	95%	81%	75%	80%

Discussion

Predicting time to tenure in a regression model was not possible in this analysis. Regression is not a good analytical tool because the population of faculty was so small. Preliminary analyses suggested that no significant difference was found between males and females on the time to tenure variable.

Section B

Faculty Salary Equity Analysis: Fall 2005

Highlights:

- No significance is found in male and female salary differences. Differences exist more at the full professor level than at the assistant professor level.
- The salary gap between male and female faculty is smaller in the sciences than at the university as a whole.

The University periodically undertakes a campus-wide review of potential salary disparities that could be attributable to gender. These reviews are restricted to tenured and tenure-track faculty. This analysis is an extension of the most recent salary study. The original study was modified slightly to examine salary equity in the sciences. The model is restricted to faculty in the colleges of CLFS, CMPS, and ENGR. The data are from fall 2005.

The first table in exhibit 1 illustrates the salary distribution by college and gender. As shown, this analysis is restricted to 62 females and 384 males in fulltime tenured or tenure-track positions. Faculty members with administrative responsibilities in academic departments (directors and departmental chairs) are excluded from the analysis. The subsequent tables in exhibit 1 present average salaries of men and women after controlling for faculty rank (See Appendix B).

Prior analyses have suggested a curvilinear relationship between salary and years in rank. Earlier research, for example, suggested that after approximately ten years as an associate professor, there was a negative relationship between time in rank and salary. Thus associate professors were defined as 'striving' (under 10 years in rank) or 'permanent'. Actual years in rank was also incorporated into the models.

Data regarding an individual's "non-instructional productivity" are available through the faculty activity reporting system. As in past analyses, refereed publications and grant awards are included in the analysis. These data represent three-year averages for each faculty member. These productivity data are presented in exhibit two.

A regression analysis was conducted using the aforementioned variables. The regression results are shown in exhibit three of Appendix B. The model explains approximately 45% of the variation in salaries between men and women. The coefficient for gender fails to attain statistical significance. Faculty rank, years of service, and several of the productivity variables (books, refereed publications, and grant amount –in thousands of dollars) were found to be statistically significant. The reference group was female assistant professors.

Notes for salary study: The modified study was conducted by the Office of Institutional Research and Planning, January 9, 2006. The original salary study was conducted in July 2004. Salary is measured on a 9.5 month basis. The faculty cohort includes only official faculty in academic departments.

Appendix A

Table 2
Average Students by Gender and Term
CMPS, CLFS, ENGR

		Mean	Students	Faculty
2001	Female	91.55	4486.00	N=49
Fall	Male	67.47	21861.00	N=324
2002	Female	38.58	2006.00	N=52
Spring	Male	50.89	16591.00	N=326
2002	Female	81.31	4391.00	N=54
Fall	Male	65.22	22436.00	N=344
2003	Female	33.74	1822.00	N=54
Spring	Male	68.17	23588.00	N=346
2003	Female	62.38	3618.00	N=58
Fall	Male	54.43	19594.00	N=360
2004	Female	35.26	2045.00	N=58
Spring	Male	54.74	19817.00	N=362
2004	Female	52.53	3152.00	N=60
Fall	Male	55.54	20660.00	N=372
2005	Female	33.16	2023.00	N=61
Spring	Male	55.32	20745.00	N=375

Figure 2c

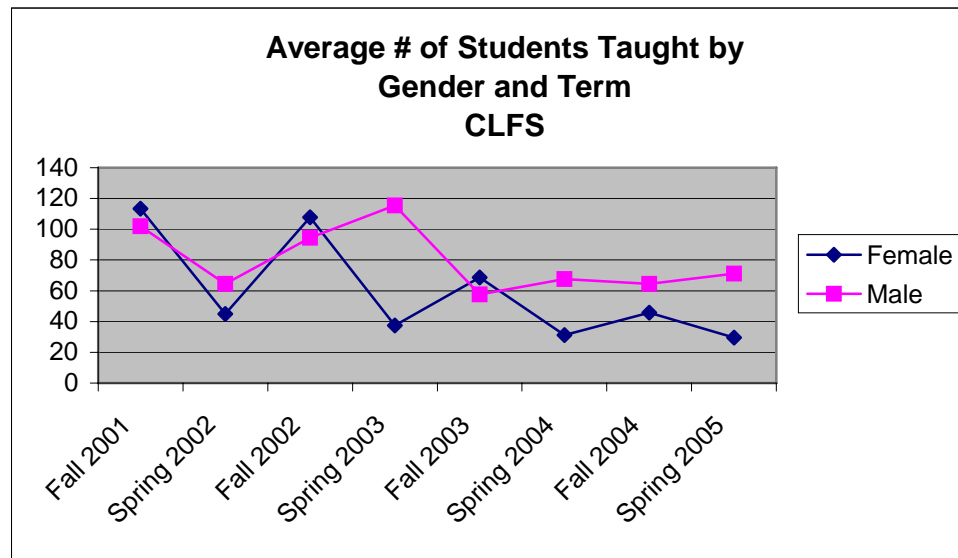


Table 2a

Average Students by Gender and Term

CLFS

		Mean	Sum	Valid N
2001	Female	113.41	2495.00	N=22
Fall	Male	102.02	5713.00	N=56
2002	Female	45.00	945.00	N=21
Spring	Male	64.58	3681.00	N=57
2002	Female	107.83	2480.00	N=23
Fall	Male	94.50	5670.00	N=60
2003	Female	37.50	825.00	N=22
Spring	Male	115.40	6924.00	N=60
2003	Female	68.75	1650.00	N=24
Fall	Male	57.68	3576.00	N=62
2004	Female	31.28	782.00	N=25
Spring	Male	67.56	4256.00	N=63
2004	Female	45.69	1188.00	N=26
Fall	Male	64.45	4318.00	N=67
2005	Female	29.64	741.00	N=25
Spring	Male	71.10	4977.00	N=70

Figure 2d

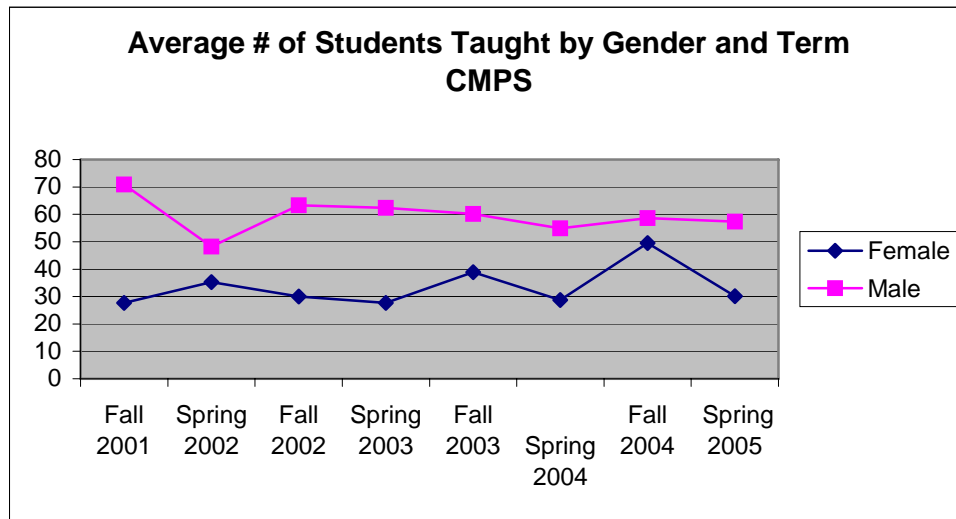


Table 2b

CMPS
Average # of Students taught by gender and term

		Mean	Sum	Valid N
2001	Female	27.73	305.00	N=11
Fall	Male	70.85	10132.00	N=143
2002	Female	35.31	459.00	N=13
Spring	Male	48.26	6805.00	N=141
2002	Female	30.00	390.00	N=13
Fall	Male	63.32	9435.00	N=149
2003	Female	27.71	388.00	N=14
Spring	Male	62.42	9238.00	N=148
2003	Female	38.93	584.00	N=15
Fall	Male	60.20	9572.00	N=159
2004	Female	28.71	402.00	N=14
Spring	Male	54.86	8723.00	N=159
2004	Female	49.47	742.00	N=15
Fall	Male	58.59	9258.00	N=158
2005	Female	30.13	482.00	N=16
Spring	Male	57.34	9060.00	N=158

Figure 2e

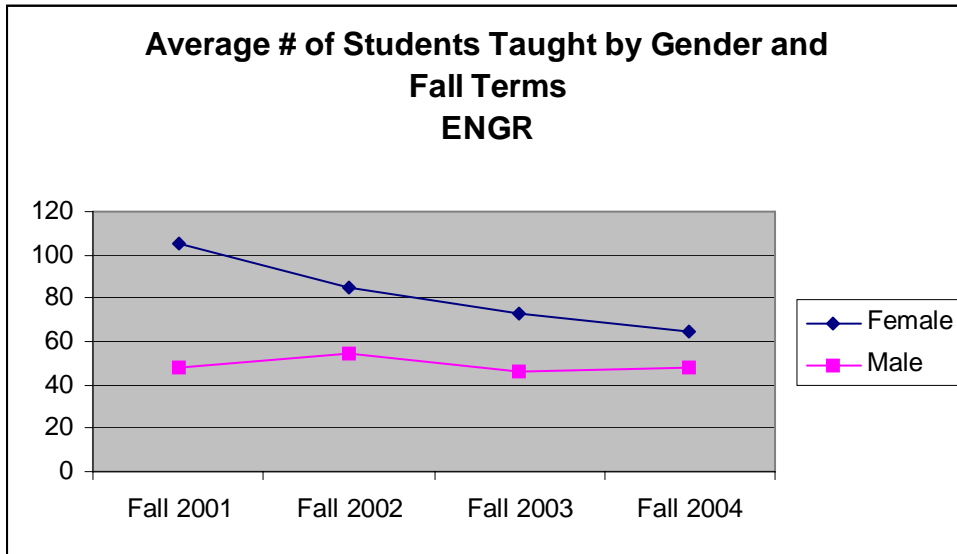


Table 2c

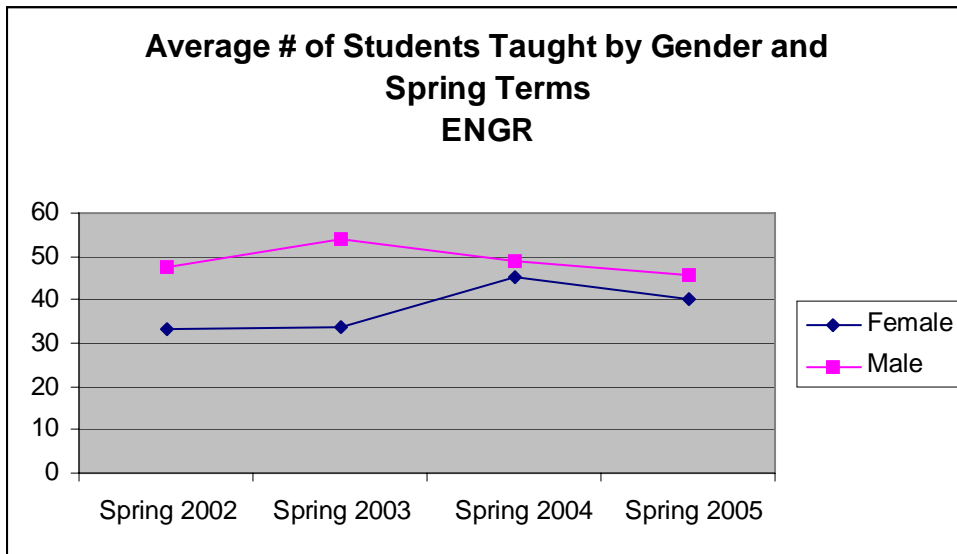


Table 3
Average Students by gender and term
ENGR

		Mean	Students	Faculty
2001 Fall	Female	105.38	1686.00	N=16
	Male	48.13	6016.00	N=125
2002 Spring	Female	33.44	602.00	N=18
	Male	47.70	6105.00	N=128
2002 Fall	Female	84.50	1521.00	N=18
	Male	54.30	7331.00	N=135
2003 Spring	Female	33.83	609.00	N=18
	Male	53.81	7426.00	N=138
2003 Fall	Female	72.84	1384.00	N=19
	Male	46.37	6446.00	N=139
2004 Spring	Female	45.32	861.00	N=19
	Male	48.84	6838.00	N=140
2004 Fall	Female	64.32	1222.00	N=19
	Male	48.19	7084.00	N=147
2005 Spring	Female	40.00	800.00	N=20
	Male	45.63	6708.00	N=147

Table 4
Average Courses per Faculty by Gender and Term
For All Three Colleges

		Mean	Courses	Faculty
2001 Fall	Female	4.25	225.00	N=53
	Male	3.74	1249.00	N=334
2002 Spring	Female	3.27	180.00	N=55
	Male	3.15	1058.00	N=336
2002 Fall	Female	4.35	239.00	N=55
	Male	3.66	1296.00	N=354
2003 Spring	Female	3.53	201.00	N=57
	Male	3.81	1366.00	N=359
2003 Fall	Female	3.33	200.00	N=60
	Male	3.28	1218.00	N=371
2004 Spring	Female	3.08	182.00	N=59
	Male	3.27	1215.00	N=372
2004 Fall	Female	3.31	202.00	N=61
	Male	3.17	1221.00	N=385
2005 Spring	Female	3.13	194.00	N=62
	Male	3.31	1281.00	N=387

Figure 3a

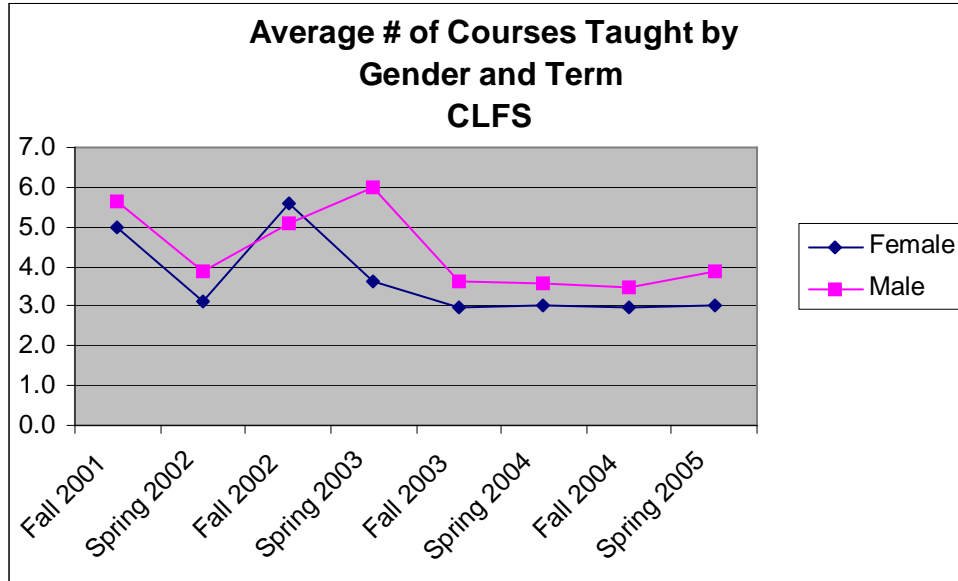


Table 4a

**Average # of Courses by Taught Gender and Term
CLFS**

		Mean	Courses	Faculty
2001	Female	5.00	115.00	N=23
Fall	Male	5.63	321.00	N=57
2002	Female	3.13	75.00	N=24
Spring	Male	3.93	228.00	N=58
2002	Female	5.61	129.00	N=23
Fall	Male	5.10	311.00	N=61
2003	Female	3.63	87.00	N=24
Spring	Male	5.98	365.00	N=61
2003	Female	2.96	77.00	N=26
Fall	Male	3.65	237.00	N=65
2004	Female	3.00	78.00	N=26
Spring	Male	3.60	234.00	N=65
2004	Female	2.96	77.00	N=26
Fall	Male	3.45	245.00	N=71
2005	Female	3.00	78.00	N=26
Spring	Male	3.92	278.00	N=71

Figure 3b

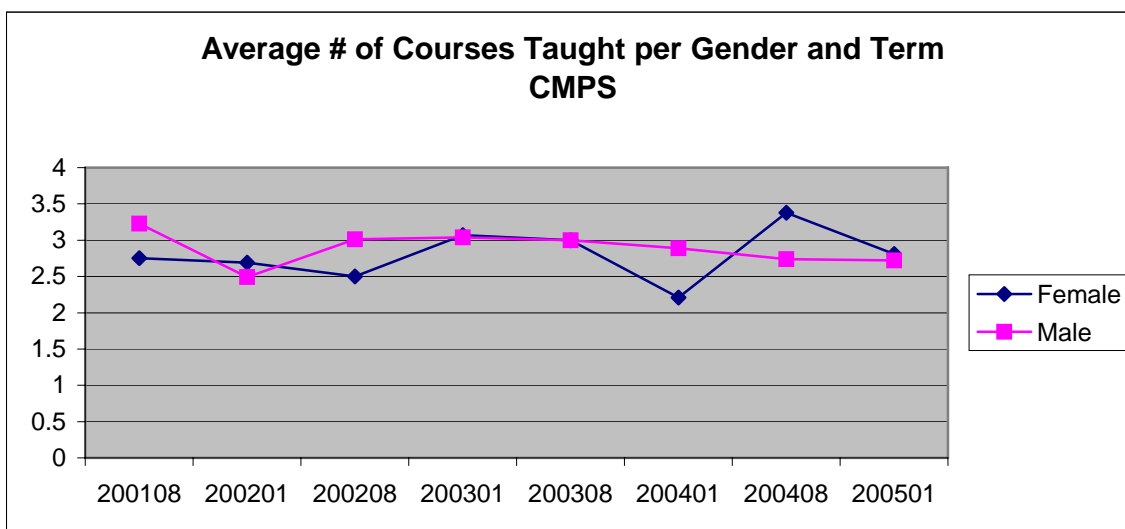


Table 4b

**Average Courses by Gender and Term
CMPS**

		Mean	Courses	Faculty
2001 Fall	Female	2.75	33.00	N=12
	Male	3.23	478.00	N=148
2002 Spring	Female	2.69	35.00	N=13
	Male	2.49	368.00	N=148
2002 Fall	Female	2.50	35.00	N=14
	Male	3.01	470.00	N=156
2003 Spring	Female	3.07	46.00	N=15
	Male	3.04	477.00	N=157
2003 Fall	Female	3.00	45.00	N=15
	Male	3.00	492.00	N=164
2004 Spring	Female	2.21	31.00	N=14
	Male	2.89	471.00	N=163
2004 Fall	Female	3.38	54.00	N=16
	Male	2.74	450.00	N=164
2005 Spring	Female	2.81	45.00	N=16
	Male	2.72	454.00	N=167

Figure 3c

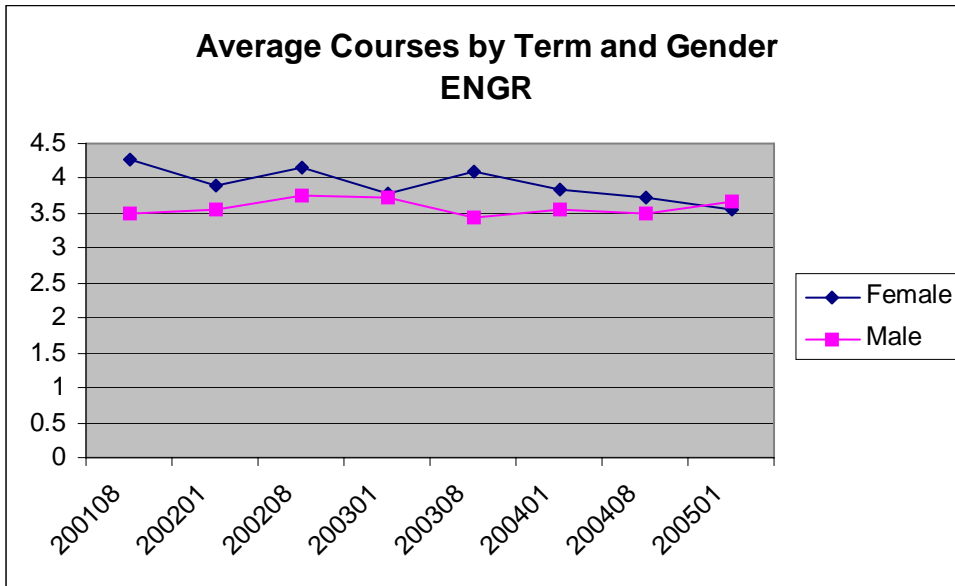


Table 4c

Average # of Courses by Gender and Term ENGR

		Mean	Sum	Valid N
2001	Female	4.28	77.00	N=18
Fall	Male	3.49	450.00	N=129
2002	Female	3.89	70.00	N=18
Spring	Male	3.55	462.00	N=130
2002	Female	4.17	75.00	N=18
Fall	Male	3.76	515.00	N=137
2003	Female	3.78	68.00	N=18
Spring	Male	3.72	524.00	N=141
2003	Female	4.11	78.00	N=19
Fall	Male	3.44	489.00	N=142
2004	Female	3.84	73.00	N=19
Spring	Male	3.54	510.00	N=144
2004	Female	3.74	71.00	N=19
Fall	Male	3.51	526.00	N=150
2005	Female	3.55	71.00	N=20
Spring	Male	3.68	549.00	N=149

Table 5 a
Percentage of total courses taught by gender and level
CLFS

		Female	Male	Total
100 - 299	Count	186	784	970
	Column %	23.5	30.5	28.8
300-499	Count	220	729	949
	Column %	27.8	28.3	28.2
500-699	Count	103	290	393
	Column %	13.0	11.3	11.7
700-890	Count	53	163	216
	Column %	6.7	6.3	6.4
899	Count	229	606	835
	Column %	29.0	23.6	24.8
Total	Count	791	2572	3363
	Column %	100.0	100.0	100.0

Table 5b

Percentage of Total Courses Taught by level and gender
CMPS

		Female	Male	Total
100-299	Count	56	862	918
	Column %	17.3	23.6	23.0
300-499	Count	85	868	953
	Column %	26.2	23.7	23.9
500-699	Count	43	422	465
	Column %	13.3	11.5	11.7
500-699	Count	50	569	619
	Column %	15.4	15.5	15.5
899	Count	90	939	1029
	Column %	27.8	25.7	25.8
Total	Count	324	3660	3984
	Column %	100.0	100.0	100.0

Table 5c**Percentage of Total Courses Taught by level and gender
ENGR**

		Female	Male	Total
100-299	Count	82	346	428
	Column %	14.1	8.6	9.3
300-499	Count	166	1184	1350
	Column %	28.6	29.4	29.3
500-699	Count	116	752	868
	Column %	20.0	18.7	18.9
500-699	Count	93	717	810
	Column %	16.0	17.8	17.6
899	Count	124	1022	1146
	Column %	21.3	25.4	24.9
Total	Count	581	4021	4602
	Column %	100.0	100.0	100.0

The data come from the following sources:

PHR employee data (UM_EMPLOYEE_VIEW)

Term

Division (defines College)

Gender

University ID (UM_ID)

Primary Appointment Indicator

Appointment Rank

Total FTE

OIS_WKLD_EMPLOYEE

Workload Category (defines teaching faculty)

Teaching Expectation

Actual Teaching Load

(Teaching Actual Individual and Teaching Actual Non individual)

Exception Need Indicator

Exception Need Adjusted Indicator

Actual exception

Workload Sabbatical Term

Scheduling data (SCH_CRS_FAC)

Course

Section

Individualized Instruction Indicator

Student Count in Course

Course Number

Data were examined by headcount faculty and not FTE. Colleges was selected using DIVISION CODE = 36,30, and 32 for CLFS, CMPS, and ENGR, respectively

Appendix B

University wide

CLFS, CMPS, ENGR combined

	gender				gender			
	female		male		female		male	
	TOTAL_SALARY9		TOTAL_SALARY9		Total_SALARY9		Total_SALARY9	
	N	Mean	N	Mean	N	Mean	N	Mean
All	343	84862.40	890	99736.39	62	92301.13	384	103432.48
APPT_RANK								
Assist Prof	94	68501.55	151	81084.79	13	77704.03	57	78278.32
Assoc Prof	129	76348.67	277	81760.73	22	84408.8	101	86558.81
Professor	120	106830.65	462	116610.09	27	105760.2	226	117317.57

Exhibit 2

Average (over 3 years) Refereed Publications by college

All

	gender			
	female		male	
	AVEREF		AVEREF	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	25	2.56	73	3.16
CMPS	17	5.17	157	4.17
ENGR	19	5.31	139	5.91
All 3	61	4.14	369	4.63
University-wide	318	2.31	847	2.91

Exhibit 2

Average (over 3 years) Refereed Publications by college

APPT_RANK Assist Prof

DIVISION_SD	gender			
	female		male	
	AVEREF		AVEREF	
	N	Mean	N	Mean
	CLFS	5	1.30	11
CMPS	2	0.83	14	5.43
ENGR	6	6.92	21	5.32
All 3	13	3.82	46	4.66
University wide	79	1.72	124	2.58

Exhibit 2

Average (over 3 years) Refereed Publications by college

APPT_RANK Assoc Prof

	gender			
	female		male	
	AVEREF		AVEREF	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	8	2.10	27	2.83
CMPS	5	5.57	31	3.84
ENGR	8	4.88	43	4.99
All 3	21	3.98	101	4.06
University wide	124	2.16	270	2.37

Exhibit 2

Average (over 3 years) Refereed Publications by college

APPT_RANK Professor

	gender			
	female		male	
	AVEREF		AVEREF	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	12	3.39	35	3.66
CMPS	10	5.83	112	4.11
ENGR	5	4.07	75	6.60
All 3	27	4.42	222	4.88

University wide

115 2.88 453 3.31

Exhibit 2

Average (over 3 years) Grant dollars by college

All

	gender			
	female		male	
	AVEGRANT		AVEGRANT	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	25	198.32	74	146.95
CMPS	17	264.04	159	270.88
ENGR	19	150.02	139	293.92
All 3	61	201.59	372	254.83

University-wide

328 88.80 857 146.54

Exhibit 2

Average (over 3 years) Grant dollars by college

APPT_RANK Assist Prof

	gender			
	female		male	
	AVEGRANT		AVEGRANT	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	5	209.13	12	82.71
CMPS	2	261.97	16	175.65
ENGR	6	204.48	21	82.92
All 3	13	215.11	49	113.15
University wide	86	45.84	128	68.10

Exhibit 2

Average (over 3 years) Grant dollars by college

APPT_RANK Assoc Prof

	gender			
	female		male	
	AVEGRANT		AVEGRANT	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	8	175.93	27	140.88
CMPS	5	483.79	31	210.22
ENGR	8	179.91	43	213.53
All 3	21	250.75	101	193.09

University wide

126 90.25 274 93.64

Exhibit 2

Average (over 3 years) Grant dollars by college

APPT_RANK Professor

	gender			
	female		male	
	AVEGRANT		AVEGRANT	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	12	208.75	35	173.65
CMPS	10	154.58	112	301.27
ENGR	5	36.83	75	399.09
All 3	27	156.85	222	314.20

University-wide

116 119.07 455 200.47

Exhibit 2

Average (over 3 years) Presentations by college

All

DIVISION_SD	gender			
	female		male	
	AVEPRES		AVEPRES	
	N	Mean	N	Mean
	CLFS	25	4.57	73
CMPS	17	4.11	157	3.19
ENGR	19	3.71	139	3.43
All 3	61	4.17	369	3.32

University-wide

318 3.09 847 2.94

Exhibit 2

Average (over 3 years) Presentations by college

APPT_RANK Assist Prof

	gender			
	female		male	
	AVEPRES		AVEPRES	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	5	2.10	11	1.36
CMPS	2	0.67	14	2.37
ENGR	6	2.42	21	2.62
All 3	13	2.03	46	2.24

University wide

79 2.31 124 2.34

Exhibit 2

Average (over 3 years) Presentations by college

APPT_RANK Assoc Prof

	gender			
	female		male	
	AVEPRES		AVEPRES	
	N	Mean	N	Mean
	DIVISION_SD			
CLFS	8	3.65	27	3.32
CMPS	5	4.20	31	2.44
ENGR	8	5.71	43	3.74
All	21	4.56	101	3.23
University wide	124	3.00	270	2.58

Exhibit 2

Average (over 3 years) Presentations by college

APPT_RANK Professor

	gender			
	female		male	
	AVEPRES		AVEPRES	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	12	6.22	35	4.09
CMPS	10	4.75	112	3.50
ENGR	5	2.07	75	3.48
All	27	4.91	222	3.59

University wide

115 3.72 453 3.32

Exhibit 2

Average (over 3 years) creative activities by college

All

DIVISION_SD	gender			
	female		male	
	AVECREATE		AVECREATE	
	N	Mean	N	Mean
	CLFS	25	1.32	73
CMPS	17	0.73	157	89.60
ENGR	19	0.04	139	0.27
All	61	0.75	369	38.39
University wide	318	1.35	847	17.59

Exhibit 2

Average (over 3 years) creative activities by college

APPT_RANK Assist Prof

DIVISION_SD	gender			
	female		male	
	AVECREATE		AVECREATE	
	N	Mean	N	Mean
	CLFS	5	0.00	11
CMPS	2	0.00	14	0.21
ENGR	6	0.00	21	0.16
All	13	0.00	46	0.17
University wide	79	0.40	124	0.56

Exhibit 2

Average (over 3 years) creative activities by college

APPT_RANK Assoc Prof

DIVISION_SD	gender			
	female		male	
	AVECREATE		AVECREATE	
	N	Mean	N	Mean
	CLFS	8	3.50	27
CMPS	5	0.07	31	2.27
ENGR	8	0.08	43	0.53
All	21	1.38	101	0.95
University wide	124	1.59	270	1.99

Exhibit 2

Average (over 3 years) creative activities by college

APPT_RANK Professor

	gender			
	female		male	
	AVECREATE		AVECREATE	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	12	0.42	35	1.66
CMPS	10	1.20	112	124.95
ENGR	5	0.00	75	0.16
All	27	0.63	222	63.35

University wide

115 1.76 453 31.55

Exhibit 2

Average (over 3 years) books published by college

All

DIVISION_SD	gender			
	female		male	
	AVEBOOKS		AVEBOOKS	
	N	Mean	N	Mean
	CLFS	25	0.05	73
CMPS	17	0.17	157	0.17
ENGR	19	0.07	139	0.38
All	61	0.09	369	0.24

University wide

318 0.18 847 0.24

Exhibit 2

Average (over 3 years) books published by college

APPT_RANK Assist Prof

	gender			
	female		male	
	AVEBOOKS		AVEBOOKS	
	N	Mean	N	Mean
	DIVISION_SD			
CLFS	5	0.00	11	0.09
CMPS	2	0.17	14	0.14
ENGR	6	0.00	21	0.06
All	13	0.03	46	0.09
University wide	79	0.07	124	0.13

Exhibit 2

Average (over 3 years) books published by college

APPT_RANK Assoc Prof

	gender			
	female		male	
	AVEBOOKS		AVEBOOKS	
	N	Mean	N	Mean
DIVISION_SD				
CLFS	8	0.00	27	0.02
CMPS	5	0.13	31	0.18
ENGR	8	0.13	43	0.16
All	21	0.08	101	0.13

University wide

124 0.19 270 0.13

Exhibit 2

Average (over 3 years) books published by college

APPT_RANK Professor

DIVISION_SD	gender			
	female		male	
	AVEBOOKS		AVEBOOKS	
	N	Mean	N	Mean
CLFS	12	0.11	35	0.15
CMPS	10	0.18	112	0.17
ENGR	5	0.07	75	0.60
All	27	0.13	222	0.31
University wide	115	0.26	453	0.33

Exhibit 3

1

Full model (PRODUCTIVITY VARIABLES ARE IN)

Limited pool (administrators are out)

The REG Procedure

Model: MODEL1

Dependent Variable: TOTAL_SALARY9 TOTAL_SALARY9

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	12	1.58954E11	13246166572	28.70	<.0001
Error	417	1.924523E11	461516399		
Corrected Total	429	3.514063E11			

Root MSE	21483	R-Square	0.4523
Dependent Mean	102191	Adj R-Sq	0.4366
Coeff Var	21.02238		

Parameter Estimates

Variable	Label	DF	Parameter Estimate	Standard Error	t Value
Pr > t					
Intercept	Intercept	1	67608	3804.30501	17.77
<.0001					
PROF	professor	1	24131	3894.66829	6.20
<.0001					
PERMASSC	assoc prof 10 yrs plus	1	16897	10696	1.58
0.1149					
STRVASSC	assoc prof under 10 yrs	1	6585.02747	4986.83556	1.32
0.1874					
KGENDER	gender, 0=female, 1=male	1	3775.51050	3051.82319	1.24
0.2167					
YRSPROF	yrs as prof	1	678.65731	163.90003	4.14
<.0001					
YRSPERM	yrs as perm assoc	1	-622.33949	507.48621	-1.23
0.2208					
YRSSTRV	yrs as striving assoc	1	182.31809	929.72671	0.20
0.8446					
AVEGRANT	grant \$ (in \$1000)	1	8.42542	1.66656	5.06
<.0001					
AVEREF	refereed pub	1	1520.31476	261.00652	5.82
<.0001					
AVEPRES	presentations	1	179.18321	333.87901	0.54
0.5918					
AVECREATE	creative activities	1	2.11578	1.54676	1.37
0.1721					
AVEBOOKS	books	1	2152.50056	830.99799	2.59
0.0099					