

General information:

- (1) Sample: All lecturers, assistants, associates, professors not in administrative positions; 100% FTE
- (2) Salary figures used were those for a 9-month contract
- (3) Results were obtained across the university as well as by college/school to make meaningful comparisons
- (4) Analyses used: ANCOVA and planned comparisons
- (5) Significant results reported are at $p < .05$ or better

Factors involved in analyses:

- (1) Within subjects: Repeated measures for "before market" and "after market" adjustments for 2004-2005 year
- (2) Gender: Male and female
- (3) Rank: Lecturer, Assistant, Associate, Professor
- (4) Covariate: Hire date

Sample descriptives after market adjustment:

<u>Females</u>	<i>N</i>	<i>Average Salary</i>	<i>Standard Deviation</i>
Lecturers	65	\$ 34,936.66	\$ 8,587.79
Assistants	97	51,379.71	11,649.61
Associates	83	61,349.99	10,550.40
Professors	<u>34</u>	75,472.85	14,860.63
<i>Total Female Sample</i>	279	\$ 53,440.61	\$16,808.28
<u>Males</u>			
Lecturers	56	\$ 41,765.10	\$ 13,541.22
Assistants	107	54,753.04	12,917.02
Associates	137	64,532.23	13,157.69
Professors	<u>195</u>	83,795.68	16,420.01
<i>Total Male Sample</i>	495	\$ 67,431.33	\$ 20,671.03
Total N	774	\$ 62,388.16	\$ 20,490.36

Descriptives for Those Receiving Market Adjustments in the Sample:

<i>Gender</i>	<i>N</i>	<i>Mean</i>	<i>Sum</i>	<i>% of Sum</i>	<i>% of N</i>
Female	73	\$4,128.60	\$ 301,387.78	28.1	31.7
Male	157	4,904.99	770,084.00	71.9	68.3
Total	230	\$4,658.57	\$1,071,471.78	100	100

*Total Sample** 774 (100%)
*Total Female Sample** 279 (36%)
*Total Male Sample** 495 (64%)

**Including those who did and did not receive a market adjustment.*

<u>College/School</u>	<u>Gender</u>	<u>Mean Mkt Adj</u>	<u>Sum of Mkt Adj</u>	<u>N</u>
Arts & Sciences	Female	\$4,463.15	\$ 116,042	26
	Male	6,650.86	385,750	58
Business	Female	5,654.75	22,619	4
	Male	5,607.24	140,181	25
Community Service	Female	3,375.00	27,000	8
	Male	3,846.15	50,000	13
Education	Female	1,400.00	1,400	1
	Male	1,400.00	2,800	2
Engineering	Female	8,000.00	8,000	1
	Male	3,535.71	49,500	14
Library & Information Sciences	Female	2,900.00	20,300	7
	Male	3,000.00	6,000	2
Merchandising and Hospitality Management	Female	4,700.33	14,101	3
	Male	6,353.00	6,353	1
Music	Female	2,357.14	33,000	14
	Male	2,854.84	88,500	31
Visual Arts	Female	6,547.31	58,926	9
	Male	3,727.27	41,000	11

Arts and Sciences

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	44	\$ 34,509.25
Assistants	31	51,150.39
Associates	31	58,945.81
Professors	5	73,086.00
<i>Total Female Sample</i>	111	\$ 47,719.09
<u>Males</u>		
Lecturers	24	\$ 38,379.54
Assistants	47	51,457.21
Associates	55	59,770.16
Professors	<u>85</u>	84,620.50
<i>Total Male Sample</i>	211	\$ 65,496.21
Total N	322	

Significant Results:

Rank
 Gender
 Within Subjects X Rank

Explanation

Salary differences between all ranks in expected direction
 Higher salaries for males than females
 Market adjustments were greater at the Associate and Professor ranks

Business

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	4	\$ 40,160.20
Assistants	6	83,508.67
Associates	6	89,455.33
Professors	5	103,963.80
<i>Total Female Sample</i>	21	\$ 81,821.13
<u>Males</u>		
Lecturers	8	\$ 46,421.25
Assistants	9	80,784.56
Associates	23	85,457.68
Professors	<u>35</u>	99,862.77
<i>Total Male Sample</i>	75	\$ 87,455.39
Total N	96	

Sig nificant Results:

Rank

Within Subjects X Rank

Explanation

Salary differences in expected direction

Market adjustments were greater at the Associate and Professor ranks

Community Service

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	2	\$ 34,176.50
Assistants	13	45,926.15
Associates	4	54,093.75
Professors	5	69,702.00
<i>Total Female Sample</i>	24	\$ 51,261.58
<u>Males</u>		
Lecturers	2	\$ 44,752.40
Assistants	13	46,948.54
Associates	13	56,363.00
Professors	<u>7</u>	72,553.71
<i>Total Male Sample</i>	35	\$ 55,440.88
Total N	59	

Significant Results:

Rank

Explanation

Salary differences are in the expected direction except that Lecturer and Assistant salaries do not differ significantly

Education

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	8	\$ 31,712.00
Assistants	17	46,624.47
Associates	21	59,433.14
Professors	9	70,620.78
<i>Total Female Sample</i>	55	\$ 53,272.64
<u>Males</u>		
Lecturers	7	\$ 36,297.86
Assistants	10	47,295.50
Associates	9	56,892.33
Professors	<u>22</u>	78,630.50
<i>Total Male Sample</i>	48	\$ 61,852.96
Total N	103	

Significant Results:

Explanation

Rank

Salary differences between all ranks in the expected direction

Gender X Rank

Higher salaries for female Associates; higher salaries for male Lecturers and Professors

Engineering

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	1	\$ 47,434.00
Assistants	4	77,355.75
Associates	1	73,188.00
Professors	0	--
Total Female Sample	6	\$ 71,674.17
<u>Males</u>		
Lecturers	7	\$ 48,324.86
Assistants	13	71,932.07
Associates	12	77,580.83
Professors	<u>5</u>	101,294.60
Total Male Sample	37	\$ 73,265.78
Total N	43	

Significant Results:

Explanation

Rank	No salary difference between Assistants and Associates
Within Subjects X Rank	Market adjustments were greater at the Associate and Professor ranks, but.....
Within Subjects X Gender X Rank	Female associate received the largest adjustment

Library and Information Science

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	0	\$ --
Assistants	3	52,146.00
Associates	4	71,743.27
Professors	2	85,79 8.50
<i>Total Female Sample</i>	9	68,334.23
<u>Males</u>		
Lecturers	1	\$ 41,613.00
Assistants	1	54,686.00
Associates	2	70,323.50
Professors	<u>1</u>	65,197.00
<i>Total Male Sample</i>	5	\$ 60,428.60
Total N	14	

Significant Results:

No significant results

Explanation

Low sample size; low power; only one observation in several cells

Merchandising and Hospitality Management

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	1	\$ 34,000.00
Assistants	4	45,784.75
Associates	5	59,611.40
Professors	1	69,271.00
<i>Total Female Sample</i>	11	\$ 53,133.36
<u>Males</u>		
Lecturers	2	\$ 74,997.00
Assistants	0	--
Associates	1	67,877.00
Professors	<u>1</u>	84,436.00
<i>Total Male Sample</i>	4	\$ 75,576.75
Total N	15	

Significant Results:

Explanation

Within Subjects

Market adjustments were based on individual performance

Within Subjects X Rank

Market adjustments were greater at the Associate rank

Music

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	1	\$ 37,656.00
Assistants	5	50,218.40
Associates	5	56,322.80
Professors	6	66,876.83
<i>Total Female Sample</i>	17	\$ 57,154.29
<u>Males</u>		
Lecturers	5	\$ 34,579.20
Assistants	8	46,977.75
Associates	16	54,471.63
Professors	<u>33</u>	69,927.30
<i>Total Male Sample</i>	60	\$ 59,216.02
<i>Total N</i>	77	

Significant Results:

Explanation

Rank

Salary differences as expected between all ranks

Within Subjects X Rank

Market adjustments were greater at the Associate and Professor ranks

Visual Arts

Average Salaries after Market Adjustment:

<u>Females</u>	<u>N</u>	<u>Average Salary</u>
Lecturers	4	\$ 37,674.07
Assistants	14	43,175.71
Associates	6	53,949.00
Professors	1	54,602.00
<i>Total Female Sample</i>	25	\$ 45,338.09
<u>Males</u>		
Lecturers	--	\$ --
Assistants	6	44,019.00
Associates	6	55,375.67
Professors	<u>8</u>	73,827.38
<i>Total Male Sample</i>	21	\$ 59,349.35
Total N	46	

Significant Results:

Within Subjects
Rank
Gender

Explanation

Market adjustments were based on individual performance
Salary differences in expected direction
Male salaries are higher than female salaries