Faculty Compensation and Startup Commitment When Hired

IPA Report for the UC Merced Faculty Salary Equity Committee

As a rapidly growing and recently formed research university, UC Merced faces unique challenges in its effort to ensure that faculty pay, opportunities, and advancement are equitable by gender and race/ethnicity. Of particular interest to UC Merced are equitable financial conditions when hired, start-up support and remuneration, and current salary paid. Equitable support and salary at hire and equitable current salary paid are especially important concerns for a new and growing university because any gender or minority differences cannot be attributed to the entrenched tenured faculty and past practices found at many universities.

On one hand, UC Merced's short history means that all faculty have been hired in the past decade. Therefore, it is possible to reliably study conditions at hire from internal records (provided by the Academic Personnel Office) in spite of small overall campus size. On the other hand, the number of UCM ladder-rank faculty cannot support the Yahr version of the AAUP recommended intramural two-step regression methodology for faculty salary equity. In the two-step regression-based methodology, the relationships between discipline, experience and salary are established using the records of white males, and then those relationships are used to create an expected salary for women and minorities and the differences between expected and observed salaries are analyzed for evidence of bias. In other words, the AAUP/Yahr strategy explores whether women and minorities would be paid more or less than they actually are paid if the rules that yielded salary that applied to white men were applied to them. UC Merced does not have enough white males to reliably produce the salary models. Instead, UC Merced proposed an extramural strategy to establish expected white male salaries. The equations will then be applied to males and females and then minorities, and the differences between expected and observed salaries for men and women and minority faculty or other faculty will be compared. The differences between observed and expected values should not be associated with sex or minority status. In other words, all UC Merced faculty will be included and expected salaries will be produced as if they were white males at other UC institutions. This first report will focus on the financial support and salary paid new faculty when hired.

Unit of Analysis

It is important to remember that the unit of analysis for equity studies is the institution or organizational units within the institution. The analyses make use of the records of individual faculty members but there is no analytical judgment about the correctness or accuracy of any individual salary record, only grouped data. The factors that shape an individual's salary reflect many factors, especially individual performance differences that are assumed to be randomly distributed across males and females. Unless there is evidence of gender or minority bias at a school or institutional level, these reports will assert that there is no evidence to consider the accuracy of salaries paid individuals. If evidence is found at the school or institutional level, then the reports will assert that individual cases should be examined and

that corrections might be required. To reiterate, the results reported here should not be used to determine the accuracy of the salary paid an individual.

Support Commitment and Salary at Hire

Among the conditions of a new faculty position at UC Merced are the following:

- Published Scale Amount (From UCOP tables)
- Off-Scale Salary
- Total Salary
- Faculty Recruitment Allowance
- Relocation Allowance
- Startup
- Graduate Student Support
- Equipment
- Total Startup (Startup plus Graduate Student Support plus Equipment)
- Mortgage Plan
- Promised Summer Employment

The analy*ses* of support, incentives and salary at hire will employ either analysis of variance for dollar amounts or chi-square statistics for categorical values (e.g., moving expenses paid, yes or no). Results that exceed a 0.10 probability level will be flagged because the numbers are small and failure to find a difference where there was one (Type 1 Error) should be minimized. All dollar amounts are expressed in 2012-13 dollars by adjusting for inflation (CPI calculator, BLS.gov). Table 1 reports the gender distribution of 172 faculty included in the study, 34% of whom have been women, and that women have more often been employed in Social Sciences, Humanities and Arts (SSHA) (41%) and Natural Sciences (37%) than in Engineering (19%) or Economics and Management (1 of 7 faculty). In this analysis and in the subsequent salary analysis, economics and management from SSHA were combined and treated as if they were an identifiable school because comparable salaries in these areas are significantly higher. Table 1 displays the percentage of new earned doctorates in 2011 for comparison. Contrary to conventional wisdom, UC Merced more closely mirrors gender composition nationally in Engineering and Natural Sciences than in SSHA. (There were too few faculty overall in economics and management to make a similar statement.) If earned doctorates in 2001, a decade before, were used as a better indicator of the national marketplace for women faculty by discipline, then Engineering and Natural Sciences would be at or above national figures and the difference between UC Merced and national figures for SSHA disciplines would be reduced to 14%.

Table 2 is comprised of two sections, the campus and schools overall and then chi-square analyses that are repeated for each academic division. The analysis of variance group means dollar value comparisons by sex for all factors found none that were statistically significant. That is not to say that there was no reason for concern. In nearly 90% of comparisons, the dollar value associated with females was lower than the value associated with males. In general, that pattern can be explained by the first chi-square analysis that showed that males were more likely to be (81%) than associate or assistant professors, and

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full professors tend to earn more than associate or assistant professors. Whether or not it is appropriate that full professors were more likely to be male is another matter.

The remaining chi-square tests reported in Table 2 at the campus or school levels were uninteresting with only one exception. Male faculty members in SSHA were less likely to receive moving expenses.

Table 3 reports the results of the Table 1 analyses applied to faculty minority status. In contrast with the dearth of differences found by gender, there were several comparisons that exhibited differences by minority status. (For this study, the group underrepresented minority was comprised of Latin American/Latino, Black/African-American, American Indian or Alaskan Native, Mexican/Mexican-American/Chicano, Hispanic, Native Hawaiian/Other Pacific Islander, Other Spanish/Spanish-American.) Underrepresented minority faculty (URMF) received less startup funds in SSHA (but not less total startup), and much more graduate student support in Natural Sciences. The Academic Personnel Office should examine the startup differences to insure that there were reasonable explanations for these differences.

Summary

This first part of UC Merced's faculty salary equity study focused on the salary, startup costs, and other incentives agreed to by new hires. As such, the analyses were limited to successful searches. It is possible, though given the results very unlikely, that unsuccessful offers were systematically biased. The large majority of comparative results rarely found cause for further consideration, but those rare differences are obviously important and will be reiterated here:

Gender
- The faculty in SSHA does not include as many women as would be expected given the gender characteristics of new doctorates. Over half of faculty in SSHA fields would be expected to be female, especially given UC Merced's concentration in psychology.
- If there are searches for full professors, then there should be a renewed effort to recruit women for the positions.

Underrepresented Minorities
- While it might appear that startup support for underrepresented minorities in SSHA should be reviewed, there was no difference in total startup support.
- Overall, those receiving startup monies were more likely to be underrepresented minorities. When then considered by school, the differences were limited to SSHA. Please note again that the amount of startup support in total in each school, including SSHA, was not significantly less for underrepresented minority faculty.
- Any differences found in Engineering and Natural Sciences favored underrepresented minority faculty.

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Table 1: Commitments for Successful Ladder Rank Faculty Recruitments by Sex and Primary Organizational Unit
Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

Overall Hires	% Female	% Male	Female	Male	Sum	SED11*	National - UC Merced Difference	SED01	National - UC Merced Difference
Economics and Management	14%	86%	1	6	7	38%	*-23%*	31%	*-17%*
School of Engineering	19%	81%	7	30	37	22%	*-3%*	17%	*2%*
School of Natural Sciences	37%	63%	22	37	59	43%	*-6%*	38%	*-1%*
School of Social Sciences, Humanities and Arts	41%	59%	28	41	69	58%	*-18%*	55%	*-14%*
Sum	34%	66%	58	114	172	46%	*-13%*	44%	*-10%*

* SED11 NSF/NIH/USED/USDA/NEH/NASA, Survey of Earned Doctorates (http://www.nsf.gov/statistics/sed/2011/data_table.cfm)

Table 2: Commitments for Successful Ladder Rank Faculty Recruitments by Sex and Primary Organizational Unit
Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

Analysis of Variance Results	P > F		F	M
Published Scale Amount				
School of Engineering	0.275		$84,467	$94,827
School of Natural Sciences	0.607		$69,284	$72,470
School of Social Sciences, Humanities and Arts	0.242		$67,901	$74,163
Off Scale Salary (Includes zero values)				
School of Engineering	0.342		$11,176	$16,523
School of Natural Sciences	0.506		$10,376	$11,247
School of Social Sciences, Humanities and Arts	0.295		$9,406	$11,875
Total Salary				
School of Engineering	0.201		$95,642	$111,350
School of Natural Sciences	0.528		$79,661	$83,716
School of Social Sciences, Humanities and Arts	0.170		$76,971	$85,748
Faculty Recruitment Allowance (Includes zero values)				
School of Engineering	0.540		$6,501	$3,540
School of Natural Sciences	0.761		$3,101	$3,843
School of Social Sciences, Humanities and Arts	0.225		$3,677	$7,096
Previously Listed as Relocation Allowance (Includes zero values)				
School of Engineering	0.544		$8,587	$5,736
School of Natural Sciences	0.772		$1,526	$1,967
School of Social Sciences, Humanities and Arts	0.267		$1,269	$3,962
Startup (Includes zero values in some schools and accounting practices changed in some schools)				
School of Engineering	0.909		$359,647	$347,502
School of Natural Sciences	0.360		$432,467	$378,585
School of Social Sciences, Humanities and Arts	0.573		$66,898	$72,979
Graduate Student Support (Includes zero values in some schools and accounting practices changed in some schools)				
School of Engineering	0.717		$82,443	$72,826
School of Natural Sciences	0.502		$28,666	$37,792
School of Social Sciences, Humanities and Arts	0.858		$10,355	$11,487
Equipment (Includes zero values in some schools and accounting practices changed in some schools)				
School of Engineering	0.312		$103,852	$57,364
School of Natural Sciences	0.750		$76,336	$65,735
School of Social Sciences, Humanities and Arts	0.218		$0	$3,024
Total Startup				
School of Engineering	0.438		$597,857	$517,601
School of Natural Sciences	0.759		$565,046	$544,614
School of Social Sciences, Humanities and Arts	0.333		$105,779	$120,072

Chi Squares

Initial Rank						
Assistant	38%	62%	46	75
Associate	36%	64%	5	9
Professor	19%	81%	7	30
	34%	66%	58	114
Chi-Square Probability	**0.098**			

Year of Hire			F	M
2003-04	36%	64%	5	9
2004-05	35%	65%	6	11

Table 2: Commitments for Successful Ladder Rank Faculty Recruitments by Sex and Primary Organizational Unit
Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

2005-06		39%	61%	7	11
2006-07		25%	75%	6	18
2007-08		17%	83%	3	15
2008-09		43%	57%	10	13
2009-10		22%	78%	2	7
2010-11		50%	50%	5	5
2011-12		25%	75%	4	12
2012-13		43%	57%	10	13
		34%	66%	58	114
	Chi-Square Probability	0.571			

Mortgage Plan

None		35%	65%	11	20
Up to and including $350K		37%	63%	44	76
Over $350K		14%	86%	3	18
		34%	66%	58	114
	Chi-Square Probability	0.132			

Promised Summer 9ths

None		17%	83%	1	5
One or two		33%	67%	5	10
Three through five		34%	66%	52	99
		34%	66%	58	114
	Chi-Square Probability	0.665			

Moving Expenses

Yes		35%	65%	56	105
No		18%	82%	2	9
		34%	66%	58	114
	Chi-Square Probability	0.260			

Received Off-Scale Amount

		33%	67%	53	108
Yes		45%	55%	5	6
No		34%	66%	58	114
	Chi-Square Probability	0.395			

Received Start-Up Monies

Yes		33%	67%	54	109
No		44%	56%	4	5
		34%	66%	58	114
	Chi-Square Probability	0.485			

Received Grad Student Support

Yes		28%	72%	17	43
No		37%	63%	41	71
		34%	66%	58	114
	Chi-Square Probability	0.274			

Received Equipment Support

Yes		31%	69%	15	33
No		35%	65%	43	81
		34%	66%	58	114
	Chi-Square Probability	0.670			

Engineering

Initial Rank

Assistant		25%	75%	6	18

Associate		0%	100%	0	3
Professor		10%	90%	1	9
		19%	81%	7	30
	Chi-Square Probability	0.4072			
Year of Hire					
2003-04		40%	60%	2	3
2004-05		0%	100%	0	1
2005-06		14%	86%	1	6
2006-07		40%	60%	2	3
2007-08		0%	100%	0	5
2008-09		33%	67%	1	2
2009-10		0%	100%	0	2
2010-11		0%	100%	0	1
2011-12		25%	75%	1	3
2012-13		0%	100%	0	4
		19%	81%	7	30
	Chi-Square Probability	0.6858			
Mortgage Plan					
None		25%	75%	2	6
Up to and including $350K		15%	85%	3	17
Over $350K		22%	78%	2	7
		19%	81%	7	30
	Chi-Square Probability	0.7957			
Promised Summer 9ths					
None		0%	100%	0	2
One or two		0%	100%	0	1
Three through five		21%	79%	7	27
		19%	81%	7	30
	Chi-Square Probability	0.6833			
Moving Expenses					
Yes		20%	80%	7	28
No		0%	100%	0	2
		19%	81%	7	30
	Chi-Square Probability	0.4824			
Received Off-Scale Amount					
Yes		19%	81%	7	29
No		0%	100%	0	1
		19%	81%	7	30
	Chi-Square Probability	0.624			
Received Start-Up Monies					
Yes		19%	81%	7	30
No				0	0
		19%	81%	7	30
	Chi-Square Probability	NA			
Received Grad Student Support					
Yes		22%	78%	5	18
No		14%	86%	2	12
		19%	81%	7	30
	Chi-Square Probability	0.575			

Received Equipment Support				
Yes		28%	72%	5	13
No		11%	89%	2	17
		19%	81%	7	30
	Chi-Square Probability	0.181			

Natural Sciences

Initial Rank				
Assistant		38%	63%	18	30
Associate		50%	50%	1	1
Professor		33%	67%	3	6
		37%	63%	22	37
	Chi-Square Probability	0.9051			

Year of Hire				
2003-04		43%	57%	3	4
2004-05		17%	83%	1	5
2005-06		57%	43%	4	3
2006-07		25%	75%	2	6
2007-08		25%	75%	2	6
2008-09		38%	63%	3	5
2009-10		0%	100%	0	3
2010-11		100%	0%	1	0
2011-12		20%	80%	1	4
2012-13		83%	17%	5	1
		37%	63%	22	37
	Chi-Square Probability	0.1652			

Mortgage Plan				
None		40%	60%	6	9
Up to and including $350K		41%	59%	15	22
Over $350K		14%	86%	1	6
		37%	63%	22	37
	Chi-Square Probability	0.4069			

Promised Summer 9ths				
None				0	0
One or two		50%	50%	1	1
Three through five		37%	63%	21	36
		37%	63%	22	37
	Chi-Square Probability	0.7053			

Moving Expenses				
Yes		37%	63%	20	34
No		40%	60%	2	3
		37%	63%	22	37
	Chi-Square Probability	0.8957			

Received Off-Scale Amount				
Yes		38%	62%	22	36
No		0%	100%	0	1
		37%	63%	22	37
	Chi-Square Probability	0.4367			

Received Start-Up Monies				
Yes		38%	62%	22	36
No		0%	100%	0	1

Table 2: Commitments for Successful Ladder Rank Faculty Recruitments by Sex and Primary Organizational Unit

Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

		37%	63%	22	37
	Chi-Square Probability	0.4367			
Received Grad Student Support					
Yes		30%	70%	6	14
No		41%	59%	16	23
		37%	63%	22	37
	Chi-Square Probability	0.4071			
Received Equipment Support					
Yes		37%	63%	10	17
No		38%	63%	12	20
		37%	63%	22	37
	Chi-Square Probability	0.9708			
Social Sciences, Humanities, and Art					
Initial Rank					
Assistant		47%	53%	21	24
Associate		44%	56%	4	5
Professor		20%	80%	3	12
		41%	59%	28	41
	Chi-Square Probability	0.1843			
Year of Hire					
2003-04		0%	100%	0	2
2004-05		56%	44%	5	4
2005-06		50%	50%	2	2
2006-07		25%	75%	2	6
2007-08		20%	80%	1	4
2008-09		50%	50%	6	6
2009-10		67%	33%	2	1
2010-11		50%	50%	4	4
2011-12		29%	71%	2	5
2012-13		36%	64%	4	7
		41%	59%	28	41
	Chi-Square Probability	0.7282			
Mortgage Plan					
None		43%	57%	3	4
Up to and including $350K		43%	57%	25	33
Over $350K		0%	100%	0	4
		41%	59%	28	41
	Chi-Square Probability	0.2346			
Promised Summer 9ths					
None		0%	100%	0	1
One or two		38%	62%	5	8
Three through five		42%	58%	23	32
		41%	59%	28	41
	Chi-Square Probability	0.6900			
Moving Expenses					
Yes		43%	57%	28	37
No		0%	100%	0	4
		41%	59%	28	41
	Chi-Square Probability	**0.0886**			
Received Off-Scale Amount					

Table 2: Commitments for Successful Ladder Rank Faculty Recruitments by Sex and Primary Organizational Unit
Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

Yes		38%	62%	23	37
No		56%	44%	5	4
		41%	59%	28	41
	Chi-Square Probability	0.3265			
Received Start-Up Monies					
Yes		38%	62%	24	39
No		67%	33%	4	2
		41%	59%	28	41
	Chi-Square Probability	0.1732			
Received Grad Student Support					
Yes		46%	54%	6	7
No		39%	61%	22	34
		41%	59%	28	41
	Chi-Square Probability	0.6496			
Received Equipment Support					
Yes		0%	100%	0	3
No		42%	58%	28	38
		41%	59%	28	41
	Chi-Square Probability	0.1433			

Table 3: Commitments for Successful Ladder-Rank Faculty Recruitments by Minority Status and Primary Organizational Unit

Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

		% URMF*	% Other	URMF*	Other	
Overall Hires						Sum
	Economics and Management	0%	100%	0	7	7
	School of Engineering	14%	86%	5	32	37
	School of Natural Sciences	14%	86%	8	51	59
	School of Social Sciences, Humanities and Arts	16%	84%	11	58	69
	Sum	14%	86%	24	148	172

Analysis of Variance Results

	P > F	URMF*	Other
Published Scale Amount			
School of Engineering	0.421	$85,269	$94,054
School of Natural Sciences	0.412	$65,856	$72,389
School of Social Sciences, Humanities and Arts	0.216	$64,153	$73,038
Off Scale Salary (Includes zero values)			
School of Engineering	0.346	$20,763	$14,691
School of Natural Sciences	0.150	$8,642	$11,280
School of Social Sciences, Humanities and Arts	0.518	$9,190	$11,212
Total Salary			
School of Engineering	0.849	$106,032	$108,745
School of Natural Sciences	0.397	$75,553	$83,247
School of Social Sciences, Humanities and Arts	0.220	$73,343	$83,864
Faculty Recruitment Allowance (Includes zero values)			
School of Engineering	0.123	$11,377	$2,963
School of Natural Sciences	0.242	$7,037	$3,022
School of Social Sciences, Humanities and Arts	0.911	$6,067	$5,641
Previously Listed as Relocation Allowance (Includes zero values)			
School of Engineering	0.882	$6,968	$6,167
School of Natural Sciences	0.411	$3,321	$1,564
School of Social Sciences, Humanities and Arts	0.117	$7,136	$2,060
Startup (Includes zero values in some schools and accounting practices changed in some schools)			
School of Engineering	0.236	$473,375	$330,491
School of Natural Sciences	0.882	$387,930	$400,362
School of Social Sciences, Humanities and Arts	**0.013**	**$41,059**	**$76,097**
Graduate Student Support (Includes zero values in some schools and accounting practices changed in some schools)			
School of Engineering	0.141	$112,840	$68,678
School of Natural Sciences	**0.029**	**$69,887**	**$28,821**
School of Social Sciences, Humanities and Arts	0.163	$20,867	$9,162
Equipment (Includes zero values in some schools and accounting practices changed in some schools)			
School of Engineering	0.574	$40,409	$70,183
School of Natural Sciences	0.574	$92,548	$66,102
School of Social Sciences, Humanities and Arts	0.518	$0	$2,138
Total Startup			
School of Engineering	0.115	$692,095	$507,892
School of Natural Sciences	0.605	$594,302	$545,634
School of Social Sciences, Humanities and Arts	0.332	$98,131	$117,333

Table 3: Commitments for Successful Ladder-Rank Faculty Recruitments by Minority Status and Primary Organizational Unit

Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

		% URMF*	% Other	URMF*	Other
Chi Squares					
Initial Rank					
	Assistant	16%	84%	19	102
	Associate	7%	93%	1	13
	Professor	11%	89%	4	33
		14%	86%	24	148
	Chi-Square Probability	0.562			
Year of Hire					
	2003-04	0%	100%	0	14
	2004-05	35%	65%	6	11
	2005-06	22%	78%	4	14
	2006-07	17%	83%	4	20
	2007-08	6%	94%	1	17
	2008-09	17%	83%	4	19
	2009-10	11%	89%	1	8
	2010-11	10%	90%	1	9
	2011-12	6%	94%	1	15
	2012-13	9%	91%	2	21
		14%	86%	24	148
	Chi-Square Probability	0.177			
Mortgage Plan					
	None	3%	97%	1	30
	Up to and including $350K	15%	85%	18	102
	Over $350K	24%	76%	5	16
		14%	86%	24	148
	Chi-Square Probability	**0.092**			
Promised Summer 9ths					
	None	0%	100%	0	6
	One or two	0%	100%	0	15
	Three through five	16%	84%	24	127
		14%	86%	24	148
	Chi-Square Probability	0.144			
Moving Expenses					
	Yes	14%	86%	23	138
	No	9%	91%	1	10
		14%	86%	24	148
	Chi-Square Probability	0.631			
Received Off-Scale Amount		14%	86%	23	138
	Yes	9%	91%	1	10
	No	14%	86%	24	148
	Chi-Square Probability	0.631			
Received Start-Up Monies					
	Yes	12%	88%	20	143
	No	44%	56%	4	5
		14%	86%	24	148
	Chi-Square Probability	**0.007**			

Table 3: Commitments for Successful Ladder-Rank Faculty Recruitments by Minority Status and Primary Organizational Unit

Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

		% URMF*	% Other	URMF*	Other
Received Grad Student Support					
Yes		23%	77%	14	46
No		9%	91%	10	102
		14%	86%	24	148
	Chi-Square Probability	**0.009**			
Received Equipment Support					
Yes		17%	83%	8	40
No		13%	87%	16	108
		14%	86%	24	148
	Chi-Square Probability	0.523			
Engineering					
Initial Rank					
Assistant		13%	88%	3	21
Associate		33%	67%	1	2
Professor		10%	90%	1	9
		14%	86%	5	32
	Chi-Square Probability	0.567			
Year of Hire					
2003-04		0%	100%	0	5
2004-05		0%	100%	0	1
2005-06		29%	71%	2	5
2006-07		20%	80%	1	4
2007-08		20%	80%	1	4
2008-09		33%	67%	1	2
2009-10		0%	100%	0	2
2010-11		0%	100%	0	1
2011-12		0%	100%	0	4
2012-13		0%	100%	0	4
		14%	86%	5	32
	Chi-Square Probability	0.800			
Mortgage Plan					
None		0%	100%	0	8
Up to and including $350K		15%	85%	3	17
Over $350K		22%	78%	2	7
		14%	86%	5	32
	Chi-Square Probability	0.392			
Promised Summer 9ths					
None		0%	100%	0	2
One or two		0%	100%	0	1
Three through five		15%	85%	5	29
		14%	86%	5	32
	Chi-Square Probability	0.775			
Moving Expenses					
Yes		14%	86%	5	30
No		0%	100%	0	2
		14%	86%	5	32
	Chi-Square Probability	0.565			

Table 3: Commitments for Successful Ladder-Rank Faculty Recruitments by Minority Status and Primary Organizational Unit

Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

		% URMF*	% Other	URMF*	Other
Received Off-Scale Amount					
Yes		14%	86%	5	31
No		0%	100%	0	1
		14%	86%	5	32
	Chi-Square Probability	0.689			
Received Start-Up Monies					
Yes		14%	86%	5	32
No				0	0
		14%	86%	5	32
	Chi-Square Probability	NA			
Received Grad Student Support					
Yes		22%	78%	5	18
No		0%	100%	0	14
		14%	86%	5	32
	Chi-Square Probability	**0.061**			
Received Equipment Support					
Yes		17%	83%	3	15
No		11%	89%	2	17
		14%	86%	5	32
	Chi-Square Probability	0.585			
Natural Sciences					
Initial Rank					
Assistant		15%	85%	7	41
Associate		0%	100%	0	2
Professor		11%	89%	1	8
		14%	86%	8	51
	Chi-Square Probability	0.818			
Year of Hire					
2003-04		0%	100%	0	7
2004-05		33%	67%	2	4
2005-06		29%	71%	2	5
2006-07		13%	88%	1	7
2007-08		0%	100%	0	8
2008-09		25%	75%	2	6
2009-10		33%	67%	1	2
2010-11		0%	100%	0	1
2011-12		0%	100%	0	5
2012-13		0%	100%	0	6
		14%	86%	8	51
	Chi-Square Probability	0.394			
Mortgage Plan					
None		7%	93%	1	14
Up to and including $350K		14%	86%	5	32
Over $350K		29%	71%	2	5
		14%	86%	8	51
	Chi-Square Probability	0.376			

Table 3: Commitments for Successful Ladder-Rank Faculty Recruitments by Minority Status and Primary Organizational Unit

Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

		% URMF*	% Other	URMF*	Other
Promised Summer 9ths					
None		0%	100%	0	2
One or two				0	0
Three through five		14%	86%	8	49
		14%	86%	8	51
	Chi-Square Probability	0.569			
Moving Expenses					
Yes		13%	87%	7	47
No		20%	80%	1	4
		14%	86%	8	51
	Chi-Square Probability	0.660			
Received Off-Scale Amount					
Yes		14%	86%	8	50
No		0%	100%	0	1
		14%	86%	8	51
	Chi-Square Probability	0.690			
Received Start-Up Monies					
Yes		14%	86%	8	50
No		0%	100%	0	1
		14%	86%	8	51
	Chi-Square Probability	0.690			
Received Grad Student Support					
Yes		25%	75%	5	15
No		8%	92%	3	36
		14%	86%	8	51
	Chi-Square Probability	**0.066**			
Received Equipment Support					
Yes		19%	81%	5	22
No		9%	91%	3	29
		14%	86%	8	51
	Chi-Square Probability	0.307			
Social Sciences, Humanities, and Art**					
Initial Rank					
Assistant		20%	80%	9	36
Associate		0%	100%	0	9
Professor		13%	87%	2	13
		16%	84%	11	58
	Chi-Square Probability	0.311			
Year of Hire					
2003-04		0%	100%	0	2
2004-05		44%	56%	4	5
2005-06		0%	100%	0	4
2006-07		25%	75%	2	6
2007-08		0%	100%	0	5
2008-09		8%	92%	1	11
2009-10		0%	100%	0	3
2010-11		13%	88%	1	7
2011-12		14%	86%	1	6
2012-13		18%	82%	2	9

Table 3: Commitments for Successful Ladder-Rank Faculty Recruitments by Minority Status and Primary Organizational Unit

Note: Dollar amounts have been adjusted for inflation to 2012-13 dollars

		% URMF*	% Other	URMF*	Other
		16%	84%	11	58
	Chi-Square Probability	0.415			
Mortgage Plan					
None		0%	100%	0	7
Up to and including $350K		17%	83%	10	48
Over $350K		25%	75%	1	3
		16%	84%	11	58
	Chi-Square Probability	0.439			
Promised Summer 9ths					
None		0%	100%	0	1
One or two		0%	100%	0	13
Three through five		20%	80%	11	44
		16%	84%	11	58
	Chi-Square Probability	0.189			
Moving Expenses					
Yes		15%	85%	10	55
No		25%	75%	1	3
		16%	84%	11	58
	Chi-Square Probability	0.610			
Received Off-Scale Amount					
Yes		17%	83%	10	50
No		11%	89%	1	8
		16%	84%	11	58
	Chi-Square Probability	0.671			
Received Start-Up Monies					
Yes		11%	89%	7	56
No		67%	33%	4	2
		16%	84%	11	58
	Chi-Square Probability	**0.0004**			
Received Grad Student Support					
Yes		31%	69%	4	9
No		13%	88%	7	49
		16%	84%	11	58
	Chi-Square Probability	**0.105**			
Received Equipment Support					
Yes		0%	100%	0	3
No		17%	83%	11	55
		16%	84%	11	58
	Chi-Square Probability	0.441			

* URMF is underrepresented minority

For this study, underrepresented minority used the NIH definition and was comprised of Latin American/Latino, Black/African-American, American Indian or Alaskan Native, Mexican/Mexican-American/Chicano, Hispanic, Native Hawaiian/Other Pacific Islander, Other Spanish/Spanish-American.

** Please consider distribution of minority faculty by disciplinary area as displayed on the next table. Minority faculty were overrepresented in literatures and cultures and anthropology. Conversely, they were underrepresented in psychology, cognitive science, history, political science, and world cultures and history.