

Appendix B:
QUESTIONNAIRE

Dear Faculty members:

Pay raises are an issue important to most faculty members. The factors that affect pay raises are less well understood in Thailand than in the West, especially in terms of gender differences in pay raise. This study is the first attempting to explore in-depth the differences between male and female in obtaining pay raises, in Thai academia. Results from this study will be useful to understand and explain this social phenomenon in our organization. The administrators of the university and the Thai government will be better able to develop policy and plans to prevent and solve the problem.

Your help is very crucial for this study. Your name has been systematically selected from a list of all Khon Kaen University faculty members and you were one of only 735 selected to receive this questionnaire. Enclosed is a questionnaire concerning topics of possible interest to you, such as intradepartmental relationship and research grants.

I am a faculty member in the Social Development Department, Faculty of Humanities and Social Sciences, Khon Kaen University. I have been granted a scholarship from the Royal Thai government to pursue my Ph.D. in Environmental Design and Planning concentrating in public policy and planning/gender studies. I am currently pursuing my Ph.D. at Virginia Tech and working on my dissertation entitled "Gender Inequality in Thai Academia."

Please take a moment to complete all of the questions and return it in the enclosed self-address stamped envelope. It would be very helpful to have your completed questionnaire to me by.....

Your responses are confidential. Even through you will see an ID number displayed on the front page, this is only to mark off which questionnaires have been returned. Answers will not be connected to any name. No name or identifying information will be used or released to anyone. If you have any questions or concerns, please feel free to contact me via email wgrisana@vt.edu or call me at 043-227-067.

Sincerely yours,

(Ms.Wipawee Grisanaputi)

ID.....

Thank you for your time and cooperation. Please take the time to circle answers that applied or to fill in where appropriate. Your responses are confidential. No name or identifying information will be used or released to any one.

1) In this section, you will be asked questions concerning Southeast Asian concepts.

Southeast Asian Concepts

1) "How close are you to your department head?"

- 0. not at all
- 1. somewhat close
- 2. rather close
- 3. very close

2) "How long have you known your department head?"

_____ years _____ months

3) "How much have you interacted with your department head in the past year?"

_____ hours/week

4) "Other than activities related to academic affairs, how often did your department heads ask you to do some favor for him/her?"

- 0. never
- 1. almost never
- 2. several times a year
- 3. once a month
- 4. several times a month
- 5. every week
- 6. several times a week
- 7. every day

5) “How often do you perform favors your department head has asked of you, other than those related to academic affairs?”

0. never
1. almost never
2. several times a year
3. once a month
4. several times a month
5. every week
6. several times a week
7. every day

6) “Other than activities related to academic affairs, how often did you do some favor for your department heads, without being asked you to do so?”

0. never
1. almost never
2. several times a year
3. once a month
4. several times a month
5. every week
6. several times a week
7. every day

7) “How often did your department heads return a favor you had done for him or her?”

0. never
1. almost never

2. several times a year
3. once a month
4. several times a month
5. every week
6. several times a week
7. every day

8) “How would you say your present workload related to publication compared to the loads assigned to your colleagues?”

1. a lot less
2. less than my colleagues
3. about the same
4. more than my colleagues
5. a lot more

9) “How would you say your present teaching loads compared to the load assigned to your colleagues?”

1. a lot less
2. less than my colleagues
3. about the same
4. more than my colleagues
5. a lot more

10) “How would you say your present workload related to community work compared to the loads assigned to your colleagues?”

1. a lot less

2. less than my colleagues
3. about the same
4. more than my colleagues
5. a lot more

11) “How would you say your present workload related to social and community service compared to the loads assigned to your colleagues?”

1. a lot less
2. less than my colleagues
3. about the same
4. more than my colleagues
5. a lot more

12) “How would you say your present workload compared to the loads assigned to your colleagues?”

1. a lot less
2. less than my colleagues
3. about the same
4. more than my colleagues
5. a lot more

II) In this section, you will be asked questions concerning your general information.

Demographic Information

13) What is your marital status?

1. Single
2. Married and live together
3. Married and live separately
4. Widow

5. Divorced

6. Others

14) How many children age under 16 yrs do you have?

.....

15) Of how many elderly do you take care?

.....

16) How long do you spend each day taking care of your children?

.....

17) How many hours do you spend on activities connected to your children each day?

.....

18) Do you have domestic helpers?

0. No

1. Yes

19) How many hours do you spend time to do household chores each day?

.....

Is there anything else you would like to tell me about gender inequality in the university? If so, please use this space for that purpose. Also, any comments you wish to make that you think may help me to understand what you want to improve the situation of gender inequality will be appreciated, either here or in separate space.

Thank you

Appendix C:
Department Head Interview Protocol

Date and time: _____

Department: _____

Hello, my name is Wipawee Grisanaputi. I am a faculty member in the Social Development Department, Faculty of Humanities and Social Sciences, Khon Kaen University. I have been granted a scholarship from the Royal Thai government to pursue my PhD. in Environmental Design and Planning concentrating in public policy and planning/gender studies. I am currently pursuing my Ph.D. at Virginia Tech and am working on my dissertation entitled “Gender Inequality in Thai Academia.”

The purposes of the study are to examine possible gender inequality in pay raises at KKU and to explain possible factors contributing to the inequality or lack thereof. Your interview will help understand the pay raise decision-making process. Do you have any questions at this time?

Thank you for your willingness to participate in this research. Before we begin the interview, I would like to reassure you that this interview will be confidential and the handwritten notes will be kept confidential. At no time will I release your responses individually. Your responses will be destroyed when the research is completed. Do you mind, if I take notes during the interview? _____ <if yes> If there is anything of which you don't want me to make a note, just let me know and I will not write it down. You are free to withdraw at any time without penalty. Please let me know.

Is it okay for us to start the inter view now?

1. What are your criteria in evaluating pay raises?
 - How do you use the annual evaluation report?
 - What is the most valued task for evaluating pay raises?
 - Between number of hours and number of items, which is more important?
 - Did you use the total number of hours of productivity as a criterion in evaluating pay raises?

2. How do you decide the size of each pay raise?
 - How do you distribute excess funds budgeted for pay raises that are insufficient to increase the amount of any one person's raise?
3. Did your dean get involved in the decision-making process? If so, how?