

## **Appendix D:**

### **PROFILE OF PAY RAISES DURING FY2002 AND 2003**

#### **I. Preliminary Investigation**

The goal of this section is to examine whether gender inequality exists in pay raises at KKU. This section will first discuss the two pay raise periods of fiscal 2002 and will follow with a discussion of the results for the pay raise periods of fiscal 2003. The second part of this section will contain an in-depth discussion of the pay raise periods of both fiscal years 2002 and 2003 by discipline and gender.

#### **Pay raise by gender**

##### Pay raises for fiscal year 2002, by gender

Tables 1 to 3 show the distribution of pay raises for fiscal year 2002. The first pay raise showed that the majority of the faculty in the sample received a half step pay raise. The second pay raise revealed that the majority of faculty in the sample received a one step pay raise. The total of this fiscal year showed that the majority of faculty in the sample was awarded a one-and one-half step pay raise. Further analysis, Chi-square statistical technique, was employed to examine the differences in pay raises between male and female faculty members in the sample. The results showed that there was statistically significant difference only in the first pay raise, however, there was no statistically significant difference in the second and the total pay raise for the fiscal year.

##### *1.1) The first pay raise cycle of fiscal year 2002 (table 1)*

The first pay raise of fiscal 2002 showed that seventy-nine percent of faculty members in the sample received a half step pay raise: eighty-two percent of men and seventy-four percent of women. Approximately twenty-one percent of faculty members

in the sample received a one-step pay raise: eighteen percent of men and twelve percent of women.

In further analysis, Chi-square was employed to examine the differences in pay raises between male and female faculty members. The results showed that there was a statistically significant difference in pay raises ( $p = .031$ ). This means that there was gender inequality in the first pay raise period of the fiscal year 2002.

**Table 1: First pay raises, in steps of fiscal year 2002, by gender**

Pay raise step	Gender		Total
	Male	Female	
One-half step	217 (82%)	179 (74%)	396 (79%)
One-step	47 (18%)	62 (26%)	109 (21%)
<b>Total</b>	264 (100%)	241 (100%)	505 (100%)
$\chi^2 = 4.673$		P = .031*	

*1.2) The Second pay raise cycle of fiscal year 2002 (table 2)*

In the second pay raise period of the same year, approximately eighteen percent of faculty in the sample received a one-half step pay raise: eighteen percent of men and nineteen percent of women. Eighty percent of faculty members received a one-step pay raise: eighty percent of men and seventy-nine percent of women. Only two percent of the faculty members received a one-and-one-half-step pay raise: two percent of each man and woman.

Further analysis showed that there was no statistically significant difference in pay raises ( $p = .919$ ), which means that gender inequality in pay raises could not be found in the second round of pay raises of fiscal 2002.

**Table 2: Second pay raises, in steps of fiscal year 2002, by gender**

Pay raise step	Gender		Total
	Male	Female	
One-half-step	47 (18%)	46 (19%)	93 (18%)
One-step	212 (80%)	191 (79%)	403 (80%)
One and one-half steps	5 (2%)	4 (2%)	9 (2%)
<b>Total</b>	264 (100%)	241 (100%)	505 (100%)
$\chi^2 = .169$		P = .919	

*1.3 The total pay raise of the fiscal year 2002 (table 3)*

The total pay raises of the fiscal year 2002 showed that approximately fourteen percent of faculty in the sample received a one step pay raise: fourteen percent each of men and women. Sixty-seven percent of faculty received a one-half step pay raise: seventy percent of men and sixty-four percent of women. Nineteen percent of faculty members in the sample were awarded a two-steps pay raise: sixteen percent of men and twenty-two percent of women.

Further analysis showed that there was no statistically significant difference in pay raises (P = .224), which means that gender inequality in total pay raises did not exist for fiscal year 2002.

**Table 3: Total pay raises, in steps of fiscal year 2002, by gender**

Pay raise step	Gender		Total
	Male	Female	
One step	37 (14%)	33 (14%)	70 (14%)
One and one-half steps	185 (70%)	155 (64%)	340 (67%)
Two- steps	42 (16%)	53 (22%)	95 (19%)
<b>Total</b>	264 (100%)	231 (100%)	505 (100%)
$\chi^2 = 4.369$		P = .224	

Pay raises for fiscal year 2003, by gender

The following table 4 to 6 shows the distribution of pay raises for fiscal year 2003. The first pay raise showed that the majority of faculty in the sample received a half-step pay raise. The second pay raise revealed that the majority of faculty in the sample received a one-step pay raise. The total of this fiscal year showed that the majority of faculty in the sample was awarded a one-and one-half-step pay raise. Further analysis, Chi-square statistical technique was employed to examine the differences in pay raises between male and female faculty members. The results showed that there was no statistically significant in both pay raise cycles and the total pay raise for the fiscal year.

*2.1 The first pay raise cycle of the fiscal year 2003 (table 4)*

The first pay raise showed that eighty percent of faculty members were awarded a one-half step pay raise: eighty-two percent of men and seventy-eight percent of women. Approximately twenty percent of both male and female faculty members received a one-

step pay raise: eighteen percent of men and twenty-two percent of women. Less than one percent of them received a one-and-one-half-step pay raise and was a man.

Further analysis revealed that there was no statistically significant difference in pay raises ( $p = .323$ ). This result showed that there was no gender inequality in the first pay raise period of 2003.

**Table 4: First pay raises, in steps of fiscal year 2003, by gender**

Pay raise step	Gender		Total
	Male	Female	
One-half step	216 (82%)	188 (78%)	404 (80%)
One-step	47 (18%)	53 (22%)	100 (20%)
One and one-half steps	1 (<1%)	0 (0%)	1 (<1%)
<b>Total</b>	264 (52%)	241 (48%)	505 (100%)
$\chi^2 = 2.258$		P = .323	

*2.2 The second pay raise cycle of fiscal year 2003 (table 5)*

The second pay raise cycle of the fiscal year 2003 showed that nineteen percent of faculty members in the sample received a half-step pay raise: fifteen percent of men and twenty-two percent of women. Seventy-seven percent of all faculty members in the sample received a one step pay raise: eighty-one percent of men and seventy-four percent of women. Only four percent of them received a one-and-one-half-step pay raise: four percent each of men and women.

The further analysis revealed that there is no statistically significant difference in the pay raises of male and female faculty members ( $p = .096$ ), which meant that there was no gender inequality in pay raises in the second period of this fiscal year.

**Table 5: Second pay raises, in steps of fiscal year 2003, by gender**

Pay raise step	Gender		Total
	Male	Female	
One-half-step	39 (15%)	54 (22%)	93 (19%)
One-step	214 (81%)	179 (74%)	393 (77%)
One and one-half steps	11 (4%)	8 (4%)	19 (4%)
<b>Total</b>	264 (52%)	241 (48%)	505 (100%)
$\chi^2 = 6.339$		P = .096	

*2.3) The total pay raise of the fiscal year 2003 (table 6)*

The total pay raises of the fiscal year 2003 showed that approximately thirteen percent of faculty members in the sample received a one step pay raise: eleven percent of men and sixteen percent of women. Sixty-eight percent of faculty members in the sample received a one-and-one-half-step pay raise: seventy-one percent of men and sixty-five percent of women. Approximately nineteen percent of faculty members in the sample received a two-step pay raise: eighteen percent of men and nineteen percent of women.

Further analysis revealed there was no statistically significant difference in the pay raises of male and female faculty in the sample ( $p = .195$ ). This means that there was no gender inequality in the total pay raises of the fiscal year 2003.

**Table 6: Total pay raises, in steps of fiscal year 2003, by gender**

Pay raise step	Gender		Total
	Male	Female	
One step	29 (11%)	39 (16%)	68 (13%)
One and one-half steps	187 (71%)	156 (65%)	343 (68%)
Two- steps	48 (18%)	46 (19%)	94 (19%)
<b>Total</b>	264 (100%)	241 (100%)	505 (100%)
$\chi^2 = 3.274$		P = .195	

In conclusion, the Pearson Chi-Square value of the first pay raises for the fiscal year 2002 was less than .05 indicating that there was gender difference in pay raises during the pay period. However, the Pearson Chi-square values of the rest three individual pay raise periods (second pay raise for fiscal year 2002, first pay raise for fiscal year 2003 and second pay raise for fiscal year 2003) were greater than .05 ( $p > .05$ ) indicating that there is no gender inequality in pay raises at KKU. The p values for the total pay raises for fiscal year 2002 and 2003 were also greater than .05, which means that there was no gender difference in pay raise. An in-depth discussion of pay raise periods of both fiscal years of 2002 and 2003, looking closely at discipline, academic rank, educational attainment and position cluster, is found later in this chapter.

### **Pay raise by gender and discipline**

#### Pay raise period of 2002 by gender and discipline

Tables 7 to 9 showed the distribution of pay raises for fiscal year 2002 categorized by types of disciplines: female-dominated, male-dominated and balanced

disciplines. Gender difference in pay raise was found only in female-dominated disciplines for the first pay raise and the total pay raise of the fiscal year 2002.

### *3.1 The first pay raise of the fiscal year 2002 (table 7)*

Approximately seventy-six percent of all faculty members in female-dominated disciplines received a one-half step pay raise, including eighty-three percent of men and seventy percent of women in those disciplines. Twenty-four percent of them received a one step pay raise: seventeen percent of men and fifteen percent of women.

For male-dominated disciplines, approximately eighty-two percent of faculty members received a one-half step pay raise. Of those, forty-eight percent were men and thirty-four percent were women. Eighteen percent of them were awarded a one step pay raise: nine percent each of men and women.

For balanced disciplines, seventy-eight percent of the faculty members received a one-half step pay raise: forty percent were men and thirty-eight percent were women. Approximately twenty-two percent of them received a one step pay raise: ten percent were men and twelve percent were women.

Further analysis revealed there was statistically significant difference in the pay raises of male and female faculty in female-dominated disciplines. The p value equaled .05. However, there was no statistically significant difference in the pay raises of male and female faculty in male-dominated disciplines nor in balanced disciplines. The p values were greater than .05 ( $p = .373$  for male-dominated disciplines and  $p = .472$  for balanced disciplines).

**Table 7: First pay raises, in steps of fiscal year 2002, by gender and discipline**

Discipline	Pay raise step	Gender		Total
		Male	Female	
<b>Female-Dominated</b>	One half-step	73 (83%)	62 (70%)	135 (76%)
	One-step	15 (17%)	26 (15%)	41 (24%)
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)
	$\chi^2 = 3.848$ P = .050*			
<b>Male-Dominated</b>	One half-step	74 (48%)	51 (34%)	125 (82%)
	One-step	14 (9%)	14 (9%)	28 (18%)
	<b>Total</b>	88 (58%)	65 (42%)	153 (100%)
$\chi^2 = .792$ P = .373				
<b>Balanced</b>	One half-step	70 (40%)	66 (38%)	136 (78%)
	One-step	18 (10%)	22 (12%)	40 (22%)
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)
	$\chi^2 = .518$ P = .472			

*3.2 The second pay raise of the fiscal year 2002 (table 8)*

Twenty-four percent of the sample in female-dominated disciplines received a one-half step pay raise: fourteen percent were men and ten percent were women. Seventy-four percent of them received a one step pay raise: thirty-six percent were men and thirty-eight percent were women. Only two percent of them received a one and one-half step pay raise and were only women.

For male-dominated disciplines, fifteen percent of faculty members in the sample received a one step pay raise: eight percent were men and seven percent were women.

Eighty-two percent of them received a one step pay raise: forty-seven percent men and thirty-five percent women. Only two percent of them were awarded a one-and-one-half step pay raise and were men.

For those in balanced disciplines, fifteen percent of them received a half step pay raise: five percent men and ten percent women. Eighty-three percent of them received a one step pay raise: forty-three percent men and forty percent women. Only two percent of them received a one and one-half step pay raise: one percent were men and one percent were women.

Further analysis indicated there was no statistically significant difference in the pay raises of sampled male and female faculty in all types of disciplines because the Pearson Chi-square values of all types of disciplines are greater than .05 ( $p > .05$ ): female-dominated disciplines ( $p = .140$ ), male-dominated disciplines ( $p = .311$ ) and balanced disciplines ( $p = .302$ ). This means that there was no gender inequality in the second pay raise cycle of the fiscal year 2002.

**Table 8: Second pay raises, in steps of fiscal year 2002, by gender and discipline**

Discipline	Pay raise step	Gender		Total	p
		Male	Female		
<b>Female-Dominated</b>	One-half step	24 (14%)	18 (10%)	42 (24%)	p= .140  $\chi^2 =$ 3.926
	One-step	64 (36%)	67 (38%)	131 (74%)	
	One and one half-steps	0	3 (2%)	3 (2%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	
<b>Male-Dominated</b>	One half-step	13 (8%)	11 (7%)	24 (15%)	p= .311  $\chi^2 =$ 2.333
	One-step	72 (47%)	54 (35%)	126 (82%)	
	One and one half-steps	3 (2%)	0	3 (2%)	
	<b>Total</b>	88 (58%)	65 (42%)	153 (100%)	
<b>Balanced</b>	One half-step	10 (5%)	17 (10%)	27 (15%)	p= .302  $\chi^2 =$ 2.395
	One-step	76 (43%)	70 (40%)	146 (83%)	
	One and one half-steps	2 (1%)	1 (1%)	3 (2%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	

*3.3 The total pay raise of the fiscal year 2002 (table 9)*

For female-dominated disciplines, sixteen percent of faculty members in the sample were awarded a one step pay raise: ten percent were men and six percent were women. Approximately sixty-eight percent of them received a one-and-one-half-step pay

raise: thirty-six percent men and thirty-two percent women. Sixteen percent of them received a two-step pay raise: four percent were men and twelve percent were women.

For male-dominated disciplines, fifteen percent of them received a one step pay raise: eight percent were men and seven percent were women. Sixty-six percent of them received a one and one-half step pay raise: thirty-nine percent were men and twenty-seven percent were women. Nineteen percent of them received a two-step pay raise: ten percent were men and eight percent were women.

For balanced disciplines, approximately twelve percent of them received a one step pay raise: five percent were men and seven percent were women. Sixty-seven percent of them received a one and-one-half-step pay raise: thirty-five percent were men and thirty-two percent were women. Twenty-one percent of them received a two-step pay raise: ten percent were men and eleven percent were women.

Further analysis reported that there was a statistically significant difference in the total pay raises of sampled male and female faculty in female-dominated disciplines; p value was less than .05 ( $p = .019$ ). However, there was no statistically significant in the total pay raise of sampled male and female faculty in either male-dominated or balanced disciplines, because the Pearson Chi-square values are greater than .05 ( $p > .05$ ): male-dominated disciplines ( $p = .785$ ) and balanced disciplines ( $p = .467$ ).

**Table 9: Total pay raises, in steps of fiscal year 2002, by gender and discipline**

Discipline	Pay raise step	Gender		Total	p
		Male	Female		
<b>Female-dominated</b>	One-step	21 (12%)	68 (10%)	37 (21%)	p= .019**  $\chi^2 =$ 7.942
	One and one half-steps	52 (30%)	19 (35%)	114 (65%)	
	Two- steps	15 (8%)	10 (5%)	25 (14%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	
<b>Male-Dominated</b>	One-step	8 (6%)	7 (5%)	15 (10%)	p= .785  $\chi^2 = 1.068$
	One and one half-steps	65 (45%)	36 (25%)	101 (71%)	
	Two- steps	15 (10%)	12 (9%)	27 (19%)	
	<b>Total</b>	88 (61%)	55 (39%)	143 (100%)	
<b>Balanced</b>	One-step	14 (8%)	16 (9%)	30 (17%)	p= .467  $\chi^2 = 1.523$
	One and one half-steps	60 (34%)	55 (31%)	115 (65%)	
	Two- steps	14 (8%)	17 (10%)	31 (18%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	

Pay raises for fiscal year 2003, by gender and disciplines

Tables 10 to 12 showed the distribution of pay raises for fiscal year 2003 categorized by types of disciplines: female-dominated, male-dominated and balanced disciplines. Gender differences in pay raise were not found in any of the three types of disciplines.

#### *4.1 The first pay raise cycle of fiscal year 2003 (table 10)*

Eighty percent of the sample in female-dominated disciplines received a half step pay raise: forty-one percent were men and thirty-nine percent were women. Nineteen percent of them received a one step pay raise: eight percent were men and eleven percent were women. Only one faculty member in the sample, a man, received a one-and-one-half step pay raise.

For those faculty members in male-dominated disciplines sampled, approximately seventy-four percent of them received a half step pay raise: forty-three percent were men and forty-one percent were women. Twenty-nine percent of them received a one step pay raise: thirteen percent were men and twelve percent were women.

For balanced disciplines, approximately eighty-four percent of faculty members in the sample received a half-step pay raise: forty-three percent were men and forty-one percent were women. Sixteen percent of them received a one step pay raise: seven percent were men and nine percent were women.

Further analysis discovered that there was no statistically significant difference in the first pay raise cycle of sampled male and female faculty members in all three types of disciplines. The Pearson Chi-square values of these three disciplines are greater than .05 ( $p = .393$  for female-dominated disciplines,  $p = .362$  for male-dominated disciplines, and  $p = .680$  for balanced disciplines). This means that there was no gender inequality in the first pay raise cycle of the fiscal year 2003.

**Table 10: First pay raises, in steps of fiscal year 2003, by gender and discipline**

Discipline	Pay raise step	Gender		Total	p
		Male	Female		
<b>Female-dominated</b>	One half-step	73 (41%)	69 (39%)	142 (80%)	p= .393  $\chi^2 =$ 1.870
	One-step	14 (8%)	19 (11%)	33 (19%)	
	One and one half-steps	1 (1%)	0	1 (1%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	
<b>Male-Dominated</b>	One half-step	68 (44%)	46 (30%)	114 (74%)	p= .362  $\chi^2 =$ .833
	One-step	20 (13%)	19 (12%)	39 (25%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	88 (58%)	65 (42%)	153 (100%)	
<b>Balanced</b>	One-half-step	75 (43%)	73 (41%)	148 (84%)	p= .680  $\chi^2 =$ .170
	One-step	13 (7%)	15 (9%)	28 (16%)	
	One and one-half steps	0	0	0	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	

*4.2 The second pay raise period of fiscal year 2003 (table 11)*

For female-dominated disciplines, approximately twenty-five percent of faculty members in the sample received a one-half step pay raise: ten percent were men and

fifteen percent were women. Sixty-nine percent of them received a one-step pay raise: thirty-seven percent were men and thirty-two percent were women. Only six percent of them received a one and one-half step pa raise: three percent were men and three percent were women.

For male-dominated disciplines, fourteen percent of faculty members in the sample received a half step pay raise: five percent were men and eight percent were women. Eighty-six percent of them received a one step pay raise: fifty-two percent were men and thirty-four percent were women. None of them received a one and one-half step pay raise.

For sampled faculty members in balanced disciplines, sixteen percent of them received a half step pay raise: eight percent were men and eight percent were women. Seventy-nine percent of them received a one step pay raise: thirty-nine percent were men and forty percent were women. Only five percent of them received a one and one-half step pay raise: three percent were men and two percent were women.

Further analysis revealed that there was no statistically significant difference in the second pay raise period between sampled male and female faculty members in all three types of disciplines. The Pearson Chi-square values of these three disciplines are greater than .05 ( $p = .219$  for female-dominated discipline,  $p = .053$  for male-dominated discipline, and  $p = .667$  for balanced discipline). This means that there was no gender inequality in the second pay raise cycle of the fiscal year 2003.

**Table 11: Second pay raises, in steps of fiscal year 2003, by gender and discipline**

Discipline	Pay raise step	Gender		Total	p
		Male	Female		
<b>Female-dominated</b>	One half-step	17 (10%)	27 (15%)	44 (25%)	p= .219 $\chi^2 =$ 3.033
	One-step	65 (37%)	56 (32%)	121 (69%)	
	One and one half-steps	6 (3%)	5 (3%)	11 (6%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	
<b>Male-Dominated</b>	One half-step	8 (5%)	13 (9%)	21 (14%)	p= .053 $\chi^2 =$ 3.757
	One-step	80 (52%)	52 (34%)	132 (86%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	88 (58%)	65 (42%)	153 (100%)	
<b>Balanced</b>	One half-step	14 (8%)	14 (8%)	28 (16%)	p= .667 $\chi^2 =$ 1.566
	One-step	69 (39%)	71 (40%)	140 (79%)	
	One and one half-steps	5 (3%)	3 (2%)	8 (5%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	

*4.3 The total pay raise of fiscal year 2003 (table 12)*

Approximately seventeen percent of sampled faculty members in female-dominated disciplines received a one step pay raise: seven percent were men and ten percent were women. Sixty-seven percent of them received a one-and-one-half step pay

raise: thirty-five percent were men and thirty-two percent were women. Sixteen percent of them received two-step pay raise: eight percent were both men and women.

For male-dominated disciplines, eleven percent of faculty members in the sample received a one step pay raise: four percent were men and seven percent were women. Sixty-seven percent of them received a one-and-one-half step pay raise: forty-two percent were men and twenty-five percent were women. Twenty-two percent of them received a two-step pay raise: twelve percent were men and ten percent were women.

For balanced-disciplines, thirteen percent received a one step pay raise: six percent were men and seven percent were women. Sixty-nine percent of them received a one and one-half-step pay raise: thirty-five percent were men and thirty-four percent were women. Eighteen percent of them received two-step pay raise: nine percent were both men and women.

Further analysis revealed that there was no statistically significant difference in the total pay raises between sampled male and female faculty members in any of the three types of disciplines. The Pearson Chi-square values were greater than .05 ( $p = .597$  for female-dominated disciplines,  $p = .149$  for male-dominated and  $p = .947$  for balanced disciplines). This means that there was no gender inequality in the total pay raises of the fiscal year 2003.

**Table 12: Total pay raises, is steps of fiscal year 2003, by gender and discipline**

Discipline	Pay raise step	Gender		Total	p
		Male	Female		
<b>Female-dominated</b>	One-step	12 (7%)	17 (10%)	29 (17%)	p= .597  $\chi^2 =$ 1.032
	One and one half-steps	61 (35%)	57 (32%)	118 (67%)	
	Two-steps	15 (8%)	14 (8%)	29 (16%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	
<b>Male-Dominated</b>	One-step	6 (4%)	10 (11%)	16 (11%)	p= .149  $\chi^2 =$ 3.814
	One and one half-steps	64 (42%)	39 (25%)	103 (67%)	
	Two-steps	18 (12%)	16 (10%)	34 (22%)	
	<b>Total</b>	88 (58%)	65 (42%)	153 (100%)	
<b>Balanced</b>	One-step	11 (6%)	12 (7%)	23 (13%)	p= .947  $\chi^2 =$ .109
	One and one half-steps	62 (35%)	60 (34%)	122 (69%)	
	Two-step	15 (9%)	16 (9%)	31 (18%)	
	<b>Total</b>	88 (50%)	88 (50%)	176 (100%)	

In conclusion, the gender inequality in pay raises at KKU could be found only in the first pay raise cycle and the total pay raises of the fiscal year 2002 and only in female-dominated disciplines. The results also showed that gender difference in pay raise could not be found in either male-dominated disciplines or balanced disciplines in either fiscal year.

## **Pay raise by gender and academic rank**

Tables 13 to table 15 displayed the distribution of pay raise for fiscal year 2002 categorized by academic rank: lecturer, assistant professor, associate professor and full professor. Gender difference in pay raise could be found only among assistant professors for the first fiscal year, 2002.

### Pay raise period of fiscal year 2002 by gender and academic rank

#### *5.1 The first pay raise cycle of fiscal year 2002 (table 13)*

Eight-one percent of lecturers received a half step pay raise: forty-six percent were men and thirty-four percent were women. Approximately nineteen percent of them received a one step pay raise: eleven percent were men and eight percent were women.

Seventy-five percent of assistant professors received a half step pay raise: forty-four percent were men and thirty-one percent were women. Twenty-five percent of them received a one step pay raise: ten percent were men and fifteen percent were women.

Eighty-one percent of associate professors received a half step pay raise: thirty-eight percent were men and forty-three percent were women. Nineteen percent of them received a one step pay raise: six percent were men and twelve percent were women.

Eighty-three percent of professors received a half step pay raise: fifty percent were men and thirty-three percent were women. Seventeen percent of professors received a one step pay raise and were women.

Further analysis revealed that there was no statistically significant difference between male and female faculty members of lecturers, associate professors and professors in the first pay raise cycle. The Pearson Chi-square values were greater than .05 ( $p = .979$  for lecturers,  $p = .215$  for associate professors and  $p = .273$  for professors).

However, there was a statistically significant difference between female and male assistant professors. The Pearson Chi-square value was less than .05 ( $p = .028$ ).

**Table 13: First pay raises, in steps of fiscal year 2002, by gender and academic ranks**

Academic ranks	Pay raise step	Gender		Total	p
		Male	Female		
Lecturer	One-half step	62 (46%)	46 (34%)	108 (81%)	p= .979 $\chi^2 =$ .001
	One-step	15 (11%)	11 (8%)	26 (19%)	
	<b>Total</b>	77 (57%)	57 (42%)	134 (100%)	
Assistant Prof.	One-half step	93 (44%)	65 (31%)	158 (75%)	p= .028** $\chi^2 =$ 4.818
	One-step	22 (10%)	31 (15%)	53 (25%)	
	<b>Total</b>	115 (54%)	96 (46%)	211 (100%)	
Associate Prof.	One-half step	59 (38%)	66 (43%)	125 (81%)	p= .215 $\chi^2 =$ 1.539
	One-step	10 (6%)	19 (12%)	29 (19%)	
	<b>Total</b>	69 (44%)	85 (56%)	154 (100%)	
Professor	One-half step	3 (50%)	2 (33%)	5 (83%)	p= .273 $\chi^2 =$ 1.200
	One-step	0	1 (17%)	1 (17%)	
	<b>Total</b>	3 (50%)	3 (50%)	6 (100%)	

### *5.2 The second pay raise cycle of fiscal year 2002 (table 14)*

Twenty-four percent of faculty members without academic rank received a half-step pay raise: twelve percent were both men and women. Seventy-four percent of them received a one step pay raise: forty-three percent were men and thirty-one percent were women. Only two percent of them received a one and one-half step pay raise and were only men.

Seventeen percent of assistant professors received a one-half step pay raise: nine percent were men and eight percent were women. Eighty-one percent of them received a one step pay raise: forty-five percent were men and thirty-six percent were women. Only two percent of them received a one and one-half step pay raise: one percent was both man and woman.

For associate professors, sixteen percent of them received a one-half step pay raise: seven percent were men and nine percent were women. Eighty-two percent of them received a one step pay raise: thirty-seven percent were men and forty-five percent were women. Only two percent of them received a one-and-one-half step pay raise: one percent was man and woman.

Twenty percent of full professors received a half-step pay raise and were men. Eighty percent of them received a one step pay raise: thirty percent were men and fifty percent were women. None of full professors received a one and one-half step pay raise.

Further analysis revealed that there was no statistically significant difference between male and female faculty members of all academic ranks in the second pay raise cycle of fiscal year 2002. The Pearson Chi-square values are greater than .05 ( $p = .223$  for lecturers,  $p = .733$  for assistant professors,  $p = .918$  for associate professors and

p = .273 for professors). This means that there was no gender inequality in the second pay raise of the fiscal year 2002 among male and female faculty members with different academic ranks.

**Table 14: Second pay raises, in steps of fiscal year 2002, by gender and academic rank**

Academic ranks	Pay raise step	Gender		Total	p
		Male	Female		
<b>Lecturer</b>	One half-step	16 (12%)	16 (12%)	32 (24%)	p= .223  $\chi^2 =$ 3.001
	One-step	58 (43%)	41 (31%)	99 (74%)	
	One and one half-steps	3 (2%)	0	3 (2%)	
	<b>Total</b>	77 (57%)	57 (43%)	134 (100%)	
<b>Assistant Prof.</b>	One half-step	19 (9%)	17 (8%)	36 (17%)	p= .773  $\chi^2 =$ .622
	One-step	95 (45%)	77 (36%)	172 (81%)	
	One and one half-steps	1 (1%)	2 (1%)	3 (2%)	
	<b>Total</b>	115 (55%)	96 (45%)	211 (100%)	
<b>Associate Prof.</b>	One half-step	11 (7%)	13 (9%)	24 (16%)	p= .918  $\chi^2 =$ .170
	One-step	57 (37%)	70 (45%)	127 (82%)	
	One and one half-steps	1 (1%)	2 (1%)	3 (2%)	
	<b>Total</b>	90 (55%)	73 (45%)	163 (100%)	
<b>Professor</b>	One half-step	1 (20%)	0	1 (20%)	p= .273  $\chi^2 =$ 1.200
	One-step	2 (30%)	3 (50%)	5 (80%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	3 (50%)	3 (50%)	6 (100%)	

### *5.3 Total pay raise of fiscal year 2002 (table 15)*

Approximately seventeen percent of lecturers received a one step pay raise: nine percent were men and eight percent were women. Sixty-eight percent of them received a one and one-half step pay raise: thirty-eight percent were men and thirty percent were women. Fifteen percent of them received a two-step pay raise: ten percent were men and five percent were women.

Twelve percent of assistant professors received a one step pay raise: seven percent were men and five percent were women. Sixty-seven percent of them received a one and one-half step pay raise: thirty-nine percent were men and twenty-seven percent were women. Twenty-one percent of them received a two-step pay raise: nine percent were men and thirteen percent were women.

Thirteen percent of associate professors received a one step pay raise: six percent were men and seven percent were women. Sixty-six percent of them received a one and one-half step pay raise: thirty-three percent were both men and women. Eighteen percent of them received a two-step pay raise: six percent were men and twelve percent were women.

Seventeen percent of full professors received a one step pay raise and were women. Sixty-six percent of them received a one and one-half step pay raise: thirty-three percent were both men and women. Seventeen percent of them received a two-step pay raise and were women.

Further analysis indicated that there was no statistically significant difference between male and female faculty members of all academic ranks in the total pay raise

period fiscal year 2002. The Pearson Chi-square values are greater than .05 (p = .444 for lecturers, p = .085 for assistant professors, p = .342 for associate professors and p = .368 for professors). This means that there was no gender inequality in the total pay raise of the fiscal year 2002 among male and female faculty members with different academic ranks.

**Table 15: Total pay raises, in steps of fiscal year 2002, by gender and academic ranks**

Academic ranks	Pay raise step	Gender		Total	p
		Male	Female		
<b>Lecturer</b>	One-step	12 (9%)	11 (8%)	23 (17%)	p=
	One and one half-steps	51 (38%)	40 (30%)	91 (68%)	.444
	Two-steps	14 (10%)	6 (5%)	20 (15%)	$\chi^2 =$
	<b>Total</b>	77 (57%)	57 (43%)	134 (100%)	1.624
<b>Assistant Prof.</b>	One-step	14 (7%)	11 (5%)	25 (12%)	p=
	One and one half-steps	83 (39%)	58 (27%)	141 (67%)	.085
	Two-steps	18 (9%)	27 (13%)	45 (21%)	$\chi^2 =$
	<b>Total</b>	115 (55%)	96 (45%)	211 (100%)	4.922
<b>Associate Prof.</b>	One-step	10 (6%)	11 (7%)	21 (13%)	p=
	One and one half-steps	49 (32%)	55 (36%)	104 (68%)	.342
	Two-steps	10 (6%)	19 (12%)	29 (19%)	$\chi^2 =$
	<b>Total</b>	69 (45%)	85 (55%)	154 (100%)	3.339
<b>Professor</b>	One-step	1 (17%)	0	1 (17%)	p=
	One and one half-steps	2 (33%)	2 (33%)	4 (66%)	.368
	Two-steps	0	1 (17%)	1 (17%)	$\chi^2 =$
	<b>Total</b>	3 (50%)	3 (50%)	6 (100%)	2.000

### Pay raises for fiscal year 2003, by gender and academic rank

Tables 16 to table 18 displayed the distribution of pay raises for fiscal year 2003 categorized by academic rank: lecturer, assistant professor, associate professor and full professor. Gender difference in pay raise could be found among lecturers and associate professors for the second pay raise 2003 and among those lecturers and assistant professors for the total raise of fiscal year 2003.

#### *6.1 The first pay raise cycle of fiscal year 2003 (table 16)*

Eighty-three percent of faculty members without academic rank received a half-step pay raise: forty-six percent were men and thirty-seven percent were women. Approximately sixteen percent of them received a one step pay raise: eleven percent were men and thirteen percent were women. Only one percent of them received a one and one-half step pay raise and was a male professor.

For assistant professors, seventy-six percent of them received a one-half step pay raise: forty-four percent were men and thirty-two percent were women. Twenty-four percent of them received a one step pay raise: eleven percent were men and thirteen percent were women. None of assistant professors received a one and one-half step pay raise.

For associate professors, eighty-three percent of them received a one-half step pay raise: thirty-nine percent were men and forty-four percent were women. Seventeen percent of them received a one step pay raise: six percent were men and eleven percent were women. None of them received a one and one-half step pay raise.

For full professors, eighty-three percent of them received a half-step pay raise: fifty percent were men and thirty-three percent were women. Seventeen percent of them

received a one step pay raise and were only women. None of them received a one and one-half step pay raise.

Further analysis revealed that there was no statistically significant difference between male and female faculty members of all academic ranks in the first pay raise cycle. The Pearson Chi-square values were greater than .05 ( $p = .357$  for lecturers,  $p = .121$  for assistant professors,  $p = .252$  for associate professors and  $p = .273$  for professors). This means that there was no gender inequality in the first pay raise of the fiscal year 2003 among male and female faculty members with different academic ranks.

**Table 16: First pay raises, in steps of fiscal year 2003, by gender and academic ranks**

Academic ranks	Pay raise step	Gender		Total	p
		Male	Female		
<b>Lecturer</b>	One half-step	61 (46%)	50 (37%)	111 (83%)	p= .357  $\chi^2 =$ 2.060
	One-step	15 (11%)	7 (5%)	22 (16%)	
	One and one half-steps	1 (1%)	0	1 (1%)	
	<b>Total</b>	77 (58%)	57 (42%)	134 (100%)	
<b>Assistant Prof.</b>	One half-step	92 (44%)	68 (32%)	160 (76%)	p= .121  $\chi^2 =$ 2.399
	One-step	23 (11%)	28 (13%)	51 (24%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	115 (55%)	96 (45%)	211 (100%)	
<b>Associate Prof.</b>	One half-step	60 (39%)	68 (44%)	128 (83%)	p= .252  $\chi^2 =$ 1.313
	One-step	9 (6%)	17 (11%)	26 (17%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	69 (45%)	85 (55%)	154 (100%)	
<b>Professor</b>	One half-step	3 (50%)	2 (33%)	5 (83%)	p= .237  $\chi^2 =$ 1.200
	One-step	0	1 (17%)	1 (17%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	3 (50%)	3 (50%)	6 (100%)	

## *6.2 The second pay raise cycle of fiscal year 2003 (table 17)*

Twenty-two of lecturers received a one-half step pay raise: ten percent were men and twelve percent were women. Seventy-four percent of them received a one step pay raise: forty-four percent were men and thirty percent were women. Only four percent, who were men, received a one-and-one-half step pay raise.

Approximately seventeen percent of assistant professors received a half-step pay raise: ten percent were men and seven percent were women. Eighty percent of them received a one-step pay raise: forty-four percent were men and thirty-six percent were women. Only three percent of them received a one and one-half step pay raise: one percent were men and two percent were women.

For associate professors, Eighteen percent of them received a half-step pay raise: four percent were men and fourteen percent were women. Approximately seventy-nine percent of them received a one-step pay raise: thirty-nine percent were men and forty percent were women. Only three percent of them received a one-and-one-half step pay raise: two percent were men and one percent were women.

Sixty-six percent of full professors received a one-step pay raise: thirty-three percent of both men and women. Thirty-four of them received a one and one-half step pay raise: seventeen percent of both men and women.

There was no statistically significant difference between male and female faculty members of with academic ranks, assistant professor and professor for the second pay raise cycle of fiscal year 2003. The Pearson Chi-square values are greater than .05 ( $p = .375$  for assistant professors and  $p = 1.000$  for professors). This means that there was no gender inequality in the second pay raise of the fiscal year 2003 among male and female

faculty members with academic ranks of assistant professors and professors. However, there was a statistically significant difference among male and female lecturers and those associate professors. The Pearson Chi-square values were less than .05 ( $p = .042$  for lecturers and  $p = .023$  for associate professors) indicating that there was a gender difference in the second pay raise of the fiscal year 2003 among lecturers and faculty members with academic rank of associate professors.

**Table 17: Second pay raises, in steps of fiscal year 2003, by gender and academic ranks**

Academic ranks	Pay raise step	Gender		Total	p
		Male	Female		
<b>Lecturer</b>	One half-step	13 (10%)	17 (12%)	30 (22%)	p= .042**  $\chi^2 =$ 6.336
	One-step	59 (44%)	40 (30%)	99 (74%)	
	One and one half-steps	5 (4%)	0	5 (4%)	
	<b>Total</b>	73 (55%)	60 (45%)	133 (100%)	
<b>Assistant Prof.</b>	One half-step	20 (10%)	16 (7%)	36 (17%)	p= .375  $\chi^2 =$ 1.964
	One-step	93 (44%)	75 (36%)	168 (80%)	
	One and one half-steps	2 (1%)	5 (2%)	7 (3%)	
	<b>Total</b>	115 (55%)	96 (45%)	211 (100%)	
<b>Associate Prof.</b>	One half-step	6 (4%)	21 (14%)	26 (18%)	p= .023**  $\chi^2 =$ 9.519
	One-step	60 (39%)	62 (40%)	122 (79%)	
	One and one half-steps	3 (2%)	2 (1%)	5 (3%)	
	<b>Total</b>	69 (45%)	85 (55%)	154 (100%)	
<b>Professor</b>	One half-step	0	0	0	p= 1.000  $\chi^2 =$ .000
	One-step	2 (33%)	2 (33%)	4 (66%)	
	One and one half-steps	1 (17%)	1 (17%)	2 (34%)	
	<b>Total</b>	3 (50%)	3 (50%)	6 (100%)	

### *6.3 Total pay raise of fiscal year 2003 (table 18)*

Approximately eighteen percent of lecturers received a one step pay raise: seven percent were men and ten percent were women. Sixty-six percent of them received a one-and-one-half-step pay raise: thirty-seven percent of men and twenty-nine percent of women. Sixteen percent of them received a two-step pay raise: thirteen percent were men and three percent were women.

For those assistant professors, twelve percent of them received a one step pay raise: six percent of both men and women. Sixty-six percent of them received a one-and-one-half step pay raise: forty percent of men and twenty-six percent of women. Twenty-two percent of them received a two-step pay raise: nine percent of men and fourteen percent of women.

For associate professors, twelve percent of them received a one step pay raise: four percent were men and eight percent were women. Approximately seventy-three percent of them received a one-and-one-half-step pay raise: thirty-three percent were men and forty percent were women. Fifteen percent of them received a two-step pay raise: eight percent were men and seven percent were women.

Approximately fifty percent of full professors received a one-and-one-half-step pay raise: thirty-three percent were men and seventeen percent were women. Fifty percent of them received a two-step pay raise: seventeen percent were men and thirty-three percent were women.

Further analysis indicated that there was no statistically significant difference between male and female faculty members with academic ranks of associate professors and full professors in the total pay raise period fiscal year 2003. The Pearson Chi-square

values were greater than .05 ( $p = .392$  for associate professors and  $p = .414$  for professors). This means that there was no gender inequality in the total pay raise of the fiscal year 2003 among male and female faculty members with academic ranks of associate professors and professors. However, there was a statistically significant difference between male and female lecturers and assistant professors in the total pay raise period fiscal year 2003. The Pearson Chi-square is less than .05 ( $p = .027$  for lecturers and  $p = .030$  for assistant professors) showing that there was gender inequality in the total pay raise of the fiscal year 2003 between male and female lecturers and assistant professors.

**Table 18: Total pay raises, in steps of fiscal year 2003, by gender and academic ranks**

Academic ranks	Pay raise step	Gender		Total	p
		Male	Female		
<b>Lecturer</b>	One-step	10 (7%)	14 (10%)	24 (18%)	p= .027**
	One and one half-steps	50 (37%)	39 (29%)	89 (66%)	
	Two-steps	17 (13%)	4 (3%)	21 (16%)	$\chi^2 =$ 7.250
	<b>Total</b>	77 (57%)	57 (43%)	134 (100%)	
<b>Assistant Prof.</b>	One-step	13 (6%)	12 (6%)	25 (12%)	p= .030**
	One and one half-steps	84 (40%)	55 (26%)	139 (66%)	
	Two-steps	18 (9%)	29 (14%)	47 (22%)	$\chi^2 =$ 7.011
	<b>Total</b>	115 (55%)	96 (45%)	211 (100%)	
<b>Associate Prof.</b>	One-step	6 (4%)	13 (8%)	19 (12%)	p= .392
	One and one half-steps	51 (33%)	61 (40%)	112 (73%)	
	Two-steps	12 (8%)	11 (7%)	23 (15%)	$\chi^2 =$ 1.873
	<b>Total</b>	69 (45%)	85 (55%)	154 (100%)	
<b>Professor</b>	One-step	0	0	0	p= .414
	One and one half-steps	2 (33%)	1 (17%)	3 (50%)	
	Two-steps	1 (17%)	2 (33%)	3 (50%)	$\chi^2 =$ .667
	<b>Total</b>	3 (50%)	3 (50%)	6 (100%)	

**Pay raise by gender and position cluster**

Pay raises for fiscal year 2002, by gender and position cluster

Tables 19 to table 21 shows the distribution of pay raises for fiscal year 2002 categorized by three groups of position cluster, including position clusters 4-5, position

clusters 6-8 and position clusters 9-11. Gender difference in pay raise could not be found among any groups of position clusters for the first pay raise 2002.

*6.1 The first pay raise cycle of fiscal year 2002 (table 19)*

Approximately seventy-three percent of faculty members within position clusters four and five received a one-half step pay raise: forty percent were men and thirty-three percent were women. Twenty-seven percent of them received a one step pay raise: thirteen percent of both men and women.

For those faculty members within position clusters six to eight, seventy-seven percent of them received a half-step pay raise: forty-five percent were men and thirty-two percent were women. Thirty-three percent of them received a one step pay raise: eleven percent were men and twelve percent were women.

For those faculty members within position clusters nine to eleven, eighty-two percent of them received a half-step pay raise: thirty-nine percent were men and forty-three percent were women. Approximately eighteen percent of them received a one step pay raise: six percent were men and twelve percent were women.

Further analysis revealed that there was no statistically significant difference between male and female faculty members within any position clusters in the first pay raise cycle. The Pearson Chi-square values are greater than .05 ( $p = .876$  for faculty members within position clusters four and five,  $p = .064$  for faculty members within position clusters six to eight,  $p = .167$  for faculty members within position clusters nine to eleven). This means that there was no gender inequality in the first pay raise of the fiscal year 2002 among male and female faculty members with different academic ranks.

**Table 19: First pay raises, in steps of fiscal year 2002, by gender and position clusters**

Position Clusters	Pay raise step	Gender		Total	p
		Male	Female		
Position clusters of 4-5	One half-step	6 (40%)	5 (33%)	11 (73%)	p= .876 $\chi^2 =$ .024
	One-step	2 (13%)	2 (13%)	4 (27%)	
	<b>Total</b>	8 (53%)	7 (47%)	15 (100%)	
Position clusters of 6-8	One half-step	152 (45%)	110 (32%)	262 (77%)	p= .453 $\chi^2 =$ 3.421
	One-step	36 (11%)	42 (12%)	78 (33%)	
	<b>Total</b>	188 (55%)	152 (45%)	340 (100%)	
Position clusters of 9-11	One half-step	59 (39%)	64 (43%)	123 (82%)	p= .132 $\chi^2 =$ 1.913
	One-step	9 (6%)	18 (12%)	27 (18%)	
	<b>Total</b>	68 (45%)	82 (55%)	150 (100%)	

*6.2 The second pay raise cycle of fiscal year 2002 (table 20)*

Approximately thirteen percent of faculty within position clusters four and five received a half-step pay raise: seven percent of both men and women. Eighty-seven percent of them received a one-step pay raise: forty-seven percent were men and forty percent were women.

For those faculty members within position clusters six to eight, twenty percent of them received a one-half step pay raise: ten percent of both men and women.

Approximately seventy-eight percent of them received a one-step pay raise: forty-four

percent were men and thirty-four percent were women. Only two percent of them received a one and one-half step pay raise: one percent was a man and less than one percent was a woman.

For those faculty members within position clusters nine to eleven, fifteen percent of them received a half-step pay raise: seven percent of both men and women. Approximately eighty-three percent of them received a one-step pay raise: thirty-three percent were men and forty-six percent were women. Only two percent of them received a one and one-half step pay raise: less than one percent were a male faculty and only one percent were a female faculty.

Further analysis showed that there was no statistically significant difference between male and female faculty members within any group of position clusters in the second pay raise cycle of fiscal year 2002. The Pearson Chi-square values were greater than .05 ( $p = .919$  for faculty members with position clusters of four to five,  $p = .610$  for faculty members within position clusters six to eight and  $p = .826$  for faculty members within position clusters nine to eleven). This means that there was no gender inequality in the second pay raise of the fiscal year 2002 among male and female faculty members within any group of position clusters.

**Table 20: Second pay raises, in steps of fiscal year 2002, by gender and position clusters**

Position Clusters	Pay raise step	Gender		Total	p
		Male	Female		
Position clusters of 4-5	One half-step	1 (7%)	1 (7%)	2 (13%)	p= .919 $\chi^2 =$ .010
	One-step	7 (47%)	6 (40%)	13 (87%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	8 (53%)	7 (47%)	15 (100%)	
Position clusters of 6-8	One half-step	35 (10%)	34 (10%)	69 (20%)	p= .610 $\chi^2 =$ .990
	One-step	149 (44%)	116 (34%)	265 (78%)	
	One and one half-steps	4 (1%)	2 (<1%)	6 (2%)	
	<b>Total</b>	188 (55%)	152 (45%)	340 (100%)	
Position clusters of 9-11	One half-step	11 (7%)	11 (7%)	22 (15%)	p= .826 $\chi^2 =$ .382
	One-step	56 (73%)	69 (46%)	125 (83%)	
	One and one half-steps	1 (<1%)	2 (1%)	3 (2%)	
	<b>Total</b>	68 (45%)	82 (55%)	150 (100%)	

*6.3 Total pay raise of fiscal year 2002 (table 21)*

Approximately eighty-six percent of faculty members within position clusters four and five received a one-and-one-half-step pay raise: forty-seven percent were men and forty percent were women. Thirteen percent of them received a two-step pay raise: seven percent of both men and women.

For those faculty members within position clusters six to eight, approximately fourteen percent of them received a one step pay raise: eight percent were men and six percent were women. Sixty-seven of them received a one-and one-half step pay raise: thirty-eight percent were men and twenty-nine percent were women. Nineteen percent of them received a two-step pay raise: nine percent of both men and women.

For those faculty members within position clusters nine to eleven, approximately fourteen percent of them received a one step pay raise: seven percent were men and eight percent were women. Sixty-seven percent of them received a one-and-one-half step pay raise: thirty-three percent were men and thirty-four percent were women. Eighteen percent of them received a two-step pay raise: six percent were men and thirteen percent were women.

Further analysis indicated that there was no statistically significant difference between male and female faculty members within any of the position cluster groups in the total pay raise for fiscal year 2002. The Pearson Chi-square values were greater than .05 ( $p = .919$  for faculty members with position clusters of four to five,  $p = .624$  for faculty members with position clusters of six to eight and  $p = .174$  for faculty members with position clusters of nine to eleven). This means that there was no gender inequality in the total pay raise of the fiscal year 2002 among male and female faculty members with different position clusters.

**Table 21: Total pay raises, in steps of fiscal year 2002, by gender and position clusters**

Position Clusters	Pay raise step0	Gender		Total	p
		Male	Female		
Position clusters of 4-5	One-step	0	0	0	p= .919 $\chi^2 =$ .010
	One and one half-steps	7 (47%)	6 (40%)	13 (87%)	
	Two-steps	1 (7%)	1 (7%)	2 (13%)	
	<b>Total</b>	8 (53%)	7 (47%)	15 (100%)	
Position clusters of 6-8	One-step	27 (8%)	22 (6%)	49 (14%)	p= .624 $\chi^2 =$ .942
	One and one half-steps	129 (38%)	98 (29%)	227 (67%)	
	Two-steps	32 (9%)	32 (9%)	64 (19%)	
	<b>Total</b>	188 (55%)	152 (45%)	340 (100%)	
Position clusters of 9-11	One-step	10 (7%)	11 (8%)	21 (15%)	p= .174 $\chi^2 =$ 4.967
	One and one half-steps	49 (33%)	51 (34%)	100 (67%)	
	Two-step	9 (6%)	20 (13%)	29 (18%)	
	<b>Total</b>	88 (56%)	70 (44%)	150 (100%)	

Pay raises for fiscal year 2003, by gender and position cluster

Tables 22 to table 24 shows the distribution of pay raises for fiscal year 2002 categorized by three groups of position cluster, including position clusters 4-5, position clusters 6-8 and position clusters 9-11. Gender difference in pay raise could be found solely among a group of position clusters nine to eleven for the second pay raise 2003.

### *7.1 The first pay raise cycle of fiscal year 2003 (table 22)*

Approximately eighty-four percent of faculty members within position clusters four and five received a one-half step pay raise: forty-seven percent of both men and women. Only six percent of them received a one step pay raise and were only men.

Seventy-nine percent of faculty members within position clusters six to eight received a half-step pay raise: forty-four percent were men and thirty-four percent were women. Twenty-one of them received a one step pay raise: eleven percent were men and ten percent were women. Less than one percent of them received a one and one-half step pay raise and was a male faculty member.

For those faculty members within position clusters nine to eleven, eighty-two percent of them received a half-step pay raise: thirty-nine percent of them were men and forty-nine percent were women. Eighteen percent of them received a one step pay raise: six percent were men and twelve percent were women.

Further analysis revealed that there was no statistically significant difference between male and female faculty members within any group of position clusters. The Pearson Chi-square values were greater than .05 ( $p = .333$  for faculty members within position clusters four and five,  $p = .512$  for faculty members within position clusters of six to eight and  $p = .167$  for faculty members within position clusters of nine to eleven). This means that there was no gender inequality in the first pay raise of the fiscal year 2003 among male and female faculty members with different position clusters.

**Table 22: First pay raises, in steps of fiscal year 2003, by gender and position clusters**

Position Clusters	Pay raise step	Gender		Total	p
		Male	Female		
Position clusters of 4-5	One-half step	7 (47%)	7 (47%)	14 (84%)	p= .333  $\chi^2 =$ .938
	One-step	1 (6%)	0	1 (6%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	8 (53%)	7 (47%)	15 (100%)	
Position clusters of 6-8	One-half step	150 (44%)	117 (34%)	267 (79%)	p= .512  $\chi^2 =$ 1.337
	One-step	37 (11%)	35 (10%)	72 (21%)	
	One and one half-steps	1 (<1%)	0	1 (<1%)	
	<b>Total</b>	188 (55%)	152 (45%)	340 (100%)	
Position clusters of 9-11	One-half step	59 (39%)	64 (43%)	123 (82%)	p= .167  $\chi^2 =$ 1.913
	One step	9 (6%)	18 (12%)	27 (18%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	68 (45%)	82 (55%)	150 (100%)	

*7.2 The second pay raise cycle of fiscal year 2003 (table 23)*

Thirty-three percent of faculty members within position clusters four and five received a one-half step pay raise: twenty percent were men and thirteen percent were women. Sixty-seven percent of them received a one step pay raise: thirty-three percent of both men and women.

Approximately eighteen percent of faculty members within position clusters six to eight received a half step pay raise: nine percent were men and nine percent were women. Seventy-nine percent of them received a one step pay raise: forty-four percent were men and thirty-four percent were women. Only four percent of them received a one and one-half step pay raise: two percent were men and one percent were women.

For those faculty members within position clusters nine to eleven, eighteen percent of them received a half step pay raise: four percent were men and fourteen percent were women. Seventy-seven percent of them received a one step pay raise: thirty-nine percent of both men and women. Only five percent of them received a one and one-half step pay raise: three percent were men and two percent were women.

Further analysis revealed that there was no statistically significant difference between male and female faculty members within position clusters four and five or six to eight for the second pay raise cycle of fiscal year 2003. The Pearson Chi-square values are greater than .05 ( $p = .714$  for faculty members within position clusters four and five and  $p = .566$  for faculty members within position clusters six to eight). This means that there was no gender inequality in the second pay raise of the fiscal year 2003 among male and female faculty members with these two groups of position clusters. However, there was a statistically significant difference between male and female faculty members within position clusters nine to eleven. The p value was less than .05 ( $p = .021$ ).

**Table 23: Second pay raises, in steps of fiscal year 2003, by gender and position clusters**

Position Clusters	Pay raise step	Gender		Total	p
		Male	Female		
Position clusters of 4-5	One half-step	3 (20%)	2 (13%)	5 (33%)	p= .714 $\chi^2 =$ .134
	One-step	5 (33%)	5 (33%)	10 (67%)	
	One and one half-steps	0	0	0	
	<b>Total</b>	8 (53%)	7 (47%)	15 (100%)	
Position clusters of 6-8	One half-step	30 (9%)	31 (9%)	61 (18%)	p= .566 $\chi^2 =$ 1.139
	One-step	151 (44%)	116 (34%)	267 (79%)	
	One and one half-steps	7 (2%)	5 (2%)	12 (4%)	
	<b>Total</b>	188 (55%)	152 (45%)	340 (100%)	
Position clusters of 9-11	One half-step	6 (4%)	21 (14%)	26 (18%)	p= .021** $\chi^2 =$ 9.767
	One-step	58 (39%)	58 (39%)	116 (77%)	
	One and one half-steps	4 (3%)	3 (2%)	7 (5%)	
	<b>Total</b>	68 (45%)	82 (55%)	150 (100%)	

*7.3 Total pay raise of fiscal year 2003 (table 24)*

Thirty-three percent of faculty members within position clusters four and five received a one step pay raise: twenty percent were men and thirteen percent were women. Sixty percent of them received a one-and-one-half step pay raise: twenty-seven

percent were men and thirty-three percent were women. Only seven percent of them received a two-step pay raise and were men.

For those faculty members within position clusters six to eight, approximately thirteen percent of them received a one step pay raise: six percent were men and seven percent were women. Sixty-seven percent of them received a one-and-one-half-step pay raise: thirty-nine percent were men and twenty-eight percent were women. Twenty percent of them received a two-step pay raise: ten percent of both men and women.

For those within position clusters nine to eleven, thirteen percent of them received a one step pay raise: four percent were men and nine percent were women. Seventy percent of them received a one-and-one-half step pay raise: thirty-three percent were men and thirty-seven percent were women. Seventeen percent of them received a two-step pay raise: nine percent were men and nine percent were women.

Further analysis indicated that there was no statistically significant difference between male and female faculty members within position clusters in the total pay raise period fiscal year 2003. The Pearson Chi-square values were greater than .05 ( $p = .535$  for faculty members within position clusters four and five,  $p = .197$  for faculty members within position clusters six to eight and  $p = .416$  for faculty members within position clusters of nine to eleven). This means that there was no gender inequality in the total pay raise of the fiscal year 2003 among male and female faculty members within position clusters.

**Table 24: Total pay raises, in steps of fiscal year 2003, by gender and position clusters**

Position Clusters	Pay raise step	Gender		Total	p
		Male	Female		
Position clusters of 4-5	One-step	3 (20%)	2 (13%)	5 (33%)	p= .535  $\chi^2 =$ 1.250
	One and one half-steps	4 (27%)	5 (33%)	9 (60%)	
	Two-steps	1 (7%)	0	1 (7%)	
	<b>Total</b>	8 (53%)	7 (47%)	15 (100%)	
Position clusters of 6-8	One-step	20 (6%)	24 (7%)	44 (13%)	p= .197  $\chi^2 =$ 3.245
	One and one half-steps	134 (39%)	95 (28%)	229 (67%)	
	Two-steps	34 (10%)	33 (10%)	67 (20%)	
	<b>Total</b>	188 (55%)	152 (45%)	340 (100%)	
Position clusters of 9-11	One-step	6 (4%)	13 (9%)	19 (13%)	p= .436  $\chi^2 =$ 1.754
	One and one half-steps	49 (33%)	56 (37%)	105 (70%)	
	Two-steps	13 (9%)	13 (9%)	26 (18%)	
	<b>Total</b>	68 (45%)	82 (55%)	150 (100%)	