

Analysis of Enhanced FCP by Gender, Origin, Rank
Faculty Not Participated in Enhanced FCP
Year 2008-09

Number of Non Participants	Number of Eligible Faculty	Percent Non Participant	Average Total NonParticipant Salary	Average State NonParticipant Salary	Average Total Eligible Salary	Average State Eligible Salary
498	2,755	18.08	\$79,974.00	\$57,777.29	\$99,632.63	\$89,054.20

Gender	Number of Non Participants	Number of Eligible Faculty	Percent Non Participant	Average Total NonParticipant Salary	Average State NonParticipant Salary	Average Total Eligible Salary	Average State Eligible Salary
Female	190	1,015	18.72	\$72,097.31	\$47,161.96	\$87,831.30	\$75,543.74
Male	308	1,740	17.70	\$84,832.99	\$64,325.71	\$106,516.73	\$96,935.30

Origin	Number of Non Participants	Number of Eligible Faculty	Percent Non Participant	Average Total NonParticipant Salary	Average State NonParticipant Salary	Average Total Eligible Salary	Average State Eligible Salary
Asian	123	443	27.77	\$63,424.54	\$27,117.49	\$86,096.72	\$67,671.56
Black	19	110	17.27	\$96,686.53	\$91,493.11	\$98,344.95	\$94,200.89
Hispanic	13	80	16.25	\$86,481.31	\$79,106.38	\$88,715.96	\$81,650.66
Native American*	2	9	22.22	*****	*****	\$69,847.78	\$61,408.40
White	341	2,113	16.14	\$84,934.49	\$66,184.80	\$103,077.70	\$93,667.30

Rank	Number of Non Participants	Number of Eligible Faculty	Percent Non Participant	Average Total NonParticipant Salary	Average State NonParticipant Salary	Average Total Eligible Salary	Average State Eligible Salary
NTT	289	747	38.69	\$55,473.52	\$19,584.49	\$59,671.78	\$28,384.82
Asst	35	367	9.54	\$80,670.86	\$73,700.52	\$77,414.57	\$74,155.55
Assoc	67	672	9.97	\$96,161.15	\$91,688.51	\$95,829.99	\$92,702.95
P1	64	627	10.21	\$124,308.92	\$122,146.43	\$127,523.62	\$124,475.12
P2	43	342	12.57	\$152,864.05	\$152,864.05	\$167,096.07	\$165,448.83

Note: Small numbers in many cells make it inappropriate to provide further multivariate analysis of this group but the data is available to members upon request to the AAUP-AFT, within the constraints of privacy concerns.

*Multivariate data for groups smaller than N=3 are not shown because cell size is too small to protect privacy.