

Analysis of Enhanced FCP by Gender, Origin, Rank

Year 2008-09

Number of EFCP Faculty	Number of Eligible Faculty	Average Total EFCP Salary	Average State EFCP Salary	Percent State Salary Increase for EFCP Faculty	Percent State Salary Increase for Eligible Faculty
2,257	2,755	\$103,970.24	\$95,955.35	3.41	3.01

Gender	Number of EFCP Faculty	Number of Eligible Faculty	Average Total EFCP Salary	Average State EFCP Salary	Percent State Salary Increase for EFCP Faculty	Percent State Salary Increase for Eligible Faculty
Female	825	1,015	\$91,454.88	\$82,080.15	3.59	3.17
Male	1,432	1,740	\$111,180.55	\$103,949.10	3.33	2.94

Origin	Number of EFCP Faculty	Number of Eligible Faculty	Average Total EFCP Salary	Average State EFCP Salary	Percent State Salary Increase for EFCP Faculty	Percent State Salary Increase for Eligible Faculty
Asian	320	443	\$94,811.34	\$83,259.53	3.64	3.23
Black	91	110	\$98,691.21	\$94,766.26	3.55	2.95
Hispanic	67	80	\$89,149.55	\$82,144.32	3.91	3.29
Native American	7	9	\$75,251.57	\$64,400.94	4.44	3.62
White	1,772	2,113	\$106,569.14	\$98,955.97	3.36	2.97

Rank	Number of EFCP Faculty	Number of Eligible Faculty	Average Total EFCP Salary	Average State EFCP Salary	Percent State Salary Increase for EFCP Faculty	Percent State Salary Increase for Eligible Faculty
NTT	448	747	\$60,963.70	\$32,250.87	3.32	2.26
Asst	332	367	\$77,071.29	\$74,203.52	4.01	3.63
Assoc	606	672	\$95,768.45	\$92,795.34	3.54	3.20
P1	571	627	\$127,778.82	\$124,465.40	3.34	3.04
P2	300	342	\$169,213.46	\$167,278.51	3.11	2.76

Origin	Gender	Number of EFCP Faculty	Number of Eligible Faculty	Average Total EFCP Salary	Average State EFCP Salary	Percent State Salary Increase for EFCP Faculty	Percent State Salary Increase for Eligible Faculty
Asian	Female	101	151	\$80,813.95	\$65,855.71	4.08	3.58
	Male	219	292	\$101,266.76	\$91,285.95	3.49	3.12
Black	Female	40	51	\$93,354.18	\$87,143.79	3.53	2.58
	Male	51	59	\$102,877.12	\$100,744.66	3.56	3.27
Hispanic	Female	25	30	\$67,217.72	\$60,926.39	4.63	3.57
	Male	42	50	\$102,204.21	\$94,774.04	3.64	3.18
Native American	Female	6	7	\$73,366.33	\$63,592.70	3.97	3.66
	Male*	1	2	*****	*****	****	***
White	Female	653	776	\$94,078.50	\$85,259.16	3.51	3.15
	Male	1,119	1,337	\$113,858.14	\$106,948.83	3.28	2.89

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NTT	Female	216	340	\$61,226.11	\$33,245.95	3.41	2.53
	Male	232	407	\$60,719.39	\$31,324.42	3.24	2.05
Asst	Female	158	173	\$73,061.24	\$68,833.76	4.03	3.72
	Male	174	194	\$80,712.60	\$79,079.50	3.99	3.55
Assoc	Female	262	290	\$95,266.29	\$91,938.90	3.61	3.28
	Male	344	382	\$96,150.92	\$93,447.63	3.49	3.13
P1	Female	135	149	\$124,892.76	\$123,776.30	3.61	3.25
	Male	436	478	\$128,672.44	\$124,678.77	3.26	2.98
P2	Female	54	63	\$164,101.35	\$164,101.35	3.13	2.74
	Male	246	279	\$170,335.63	\$167,975.93	3.11	2.77

Rank	Origin	Number of EFCP Faculty	Number of Eligible Faculty	Average Total EFCP Salary	Average State EFCP Salary	Percent State Salary Increase for EFCP Faculty	Percent State Salary Increase for Eligible Faculty
NTT	Asian	90	188	\$56,902.80	\$17,343.97	3.58	2.38
	Black	15	22	\$67,504.67	\$46,265.54	3.45	2.43
	Hispanic	20	28	\$57,114.50	\$34,737.01	3.39	2.16
	Native American*	1	2	*****	*****	****	****
	White	322	507	\$61,976.86	\$35,464.70	3.29	2.25
Asst	Asian	71	82	\$83,187.35	\$81,961.01	3.61	3.11
	Black	23	24	\$77,188.61	\$76,158.08	3.80	3.66
	Hispanic	17	18	\$75,095.71	\$73,813.31	4.39	4.07
	Native American	3	4	\$67,940.33	\$48,393.06	3.52	2.38
	White	218	239	\$75,346.70	\$71,856.39	4.15	3.81
Assoc	Asian	66	74	\$94,785.61	\$94,719.59	4.12	3.64
	Black	29	35	\$96,730.66	\$96,217.49	3.58	2.98
	Hispanic	16	17	\$97,567.31	\$97,567.31	4.08	3.88
	Native American	3	3	\$81,287.67	\$75,516.80	6.05	6.05
	White	492	543	\$95,873.38	\$92,285.67	3.43	3.11
P1	Asian	63	67	\$130,558.98	\$130,339.14	3.59	3.39
	Black	21	23	\$134,500.14	\$134,500.14	3.58	3.24
	Hispanic	9	11	\$131,985.33	\$131,985.33	4.24	3.40
	Native American	0	0				
	White	478	526	\$127,037.90	\$123,108.81	3.28	2.98
P2	Asian	30	32	\$161,033.67	\$160,000.05	3.13	2.95
	Black	3	6	\$187,766.67	\$187,766.67	2.55	1.33
	Hispanic	5	6	\$161,031.60	\$161,031.60	2.80	2.34
	Native American	0	0				
	White	262	298	\$170,093.78	\$167,996.54	3.12	2.78

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Rank	Origin	Gender	Number of EFCP Faculty	Number of Eligible Faculty	Average Total EFCP Salary	Average State EFCP Salary	Percent State Salary Increase for EFCP Faculty	Percent State Salary Increase for Eligible Faculty
NTT	Asian	Female	39	81	\$58,547.69	\$22,042.25	3.56	2.69
		Male	51	107	\$55,644.94	\$13,751.16	3.60	2.09
	Black	Female	5	8	\$68,728.00	\$26,259.83	3.51	1.42
		Male	10	14	\$66,893.00	\$56,268.40	3.44	2.92
	Hispanic	Female	12	14	\$52,386.83	\$41,096.63	3.71	3.20
		Male	8	14	\$64,206.00	\$25,197.59	2.60	1.01
	Native American	Female*	1	2	*****	*****	****	****
		Male	0	0				
	White	Female	159	235	\$62,202.02	\$35,332.97	3.38	2.52
		Male	163	272	\$61,757.23	\$35,593.20	3.20	2.03
Asst	Asian	Female	26	31	\$78,232.19	\$74,883.35	3.49	2.98
		Male	45	51	\$86,050.33	\$86,050.33	3.68	3.17
	Black	Female	13	13	\$74,631.23	\$72,807.99	4.00	4.00
		Male	10	11	\$80,513.20	\$80,513.20	3.58	3.29
	Hispanic	Female	8	8	\$68,057.25	\$65,332.16	4.54	4.54
		Male	9	10	\$81,352.11	\$81,352.11	4.29	3.77
	Native American	Female	3	3	\$67,940.33	\$48,393.06	3.52	3.52
		Male	0	1				
	White	Female	108	118	\$72,140.31	\$67,726.17	4.15	3.85
		Male	110	121	\$78,494.78	\$75,911.52	4.14	3.77
Assoc	Asian	Female	24	27	\$92,472.42	\$92,472.42	4.92	4.30
		Male	42	47	\$96,107.43	\$96,003.68	3.68	3.27
	Black	Female	16	19	\$100,628.31	\$99,855.03	3.63	3.10
		Male	13	16	\$91,933.54	\$91,740.52	3.52	2.84
	Hispanic	Female	4	5	\$89,923.50	\$89,923.50	5.41	4.43
		Male	12	12	\$100,115.25	\$100,115.25	3.68	3.68
	Native American	Female*	2	2	*****	*****	****	****
		Male*	1	1	*****	*****	****	****
	White	Female	216	237	\$95,432.32	\$91,453.61	3.41	3.14
		Male	276	306	\$96,218.56	\$92,936.84	3.44	3.09
P1	Asian	Female	8	8	\$128,153.13	\$128,153.13	3.44	3.44
		Male	55	59	\$130,908.93	\$130,657.11	3.61	3.39
	Black	Female	5	7	\$122,053.60	\$122,053.60	3.40	2.27
		Male	16	16	\$138,389.69	\$138,389.69	3.63	3.63
	Hispanic	Female*	1	3	*****	*****	****	2.04
		Male	8	8	\$130,027.38	\$130,027.38	3.97	3.97
	Native American	Female	0	0				
		Male	0	0				
	White	Female	121	131	\$124,606.45	\$123,360.82	3.61	3.33
		Male	357	395	\$127,862.01	\$123,023.39	3.16	2.86
P2	Asian	Female	4	4	\$150,062.25	\$150,062.25	4.74	4.74
		Male	26	28	\$162,721.58	\$161,528.95	2.90	2.71
	Black	Female*	1	4	*****	*****	****	0.28
		Male*	2	2	*****	*****	****	****
	Hispanic	Female	0	0				
		Male	5	6	\$161,031.60	\$161,031.60	2.80	2.34
	Native American	Female	0	0				
		Male	0	0				
	White	Female	49	55	\$164,514.78	\$164,514.78	3.06	2.80
		Male	213	243	\$171,377.22	\$168,797.50	3.14	2.78

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