

## The USM College of Business “Equity Raise’ of 2006” Post-Op Report

Based on recently released 2006 CoB raise data, there are about 53 faculty in the CoB who occupy positions other than “instructor.” Of these, 13, or about 25% are female, and 40, or about 75% are male (these numbers do not include Doty or faculty who are leaving USM before 2006-2007). During the College of Business Administrative Team’s raise determination meeting of 2006, Dean Harold Doty proclaimed that (1) all faculty compensated at below 80% of the relevant AACSB median level would receive a “market adjustment” raise, and (2) female faculty in the College would receive an “equity adjustment” because the College’s female faculty had been underpaid over the years. Regarding the latter initiative, not only were CoB faculty not provided with reports suggesting that Doty relied on statistical evidence to support his position on “equity” raises, our earlier report presented statistical evidence contrary to that position--- that female faculty in the CoB are paid the same, relative to AACSB figures, as male faculty.

This report examines the outcome of the 2006 merit raise process with regard to gender equity. We begin by examining the 2006 raises received by the CoB’s four departmental chairs:

### A Look at the Chairs

<u>Name</u>	<u>2006 Raise</u>
Babin, Barry	\$5,116
Becker, Cherylynn	\$3,466
Carter, George	\$5,071
Posey, Roderick	\$4,743

Male Mean: \$4,976.67

Becker: \$3,466.00

*Difference:* \$1,510.67

(*t*-stat = 6.43)

The data above indicate that Becker, the only female chair in the CoB, did significantly worse ( $p=.023$ ) than the male chairs’ mean in the 2006 merit raise hearings.

Now, we turn to the faculty data. The *Goodness-of-Fit Analyses* below examine the ratio of females and males among the Top XX of CoB faculty, where faculty are ranked by 2006 raises from largest to smallest. The expected representations are figured using the actual CoB representations above for males (75%) and females (25%) within the 2006 raise pool.

***Goodness-of-Fit Analysis:***  
**The Top 20 College Faculty (by 2006 raises)**

	Expected	Actual
Females	5	1
Males	15	19

[ $p=.039$ ]

***Goodness-of-Fit Analysis:***  
**The Top 25 College Faculty (by 2006 raises)**

	Expected	Actual
Females	6.25	3
Males	18.75	22

[ $p=.134$ ]

As panel 1 above indicates, there is only one female among the Top 20 raise recipients for 2006 (that individual is Gwen Pate, Director of Undergraduate Programs). Thus, there is significantly *less* ( $p=.039$ )

female representation among the CoB Top 20 than one might expect. The results in Panel 2 suggest that female representation among the Top 25 remains less than what one would expect, though not quite significantly so ( $p=.134$ ).

***Goodness-of-Fit Analysis:***  
**The Top 30 College Faculty (by 2006 raises)**

	Expected	Actual
Females	7.5	5
Males	22.5	25

[ $p=.292$ ]

As the third panel above points out, the field has to be expanded to 30 before one can comfortably conclude that female and male representation in the raise pool are what one would have expected based on the relative proportions in the CoB.

As with our Pre-Op report on Doty's plan for "gender equity," this Post-Op analysis is limited by the absence of useful teaching, research and service data to support a claim of gender bias (in either direction). With the information we have at our disposal, however, our first report suggested that there was no *gender equity issue* in the CoB before the 2006 merit raise process. This Post-Op analysis suggests that Doty, in a stated aim to boost the salaries of CoB females, may be on his way toward creating one.