

## Appendix A11

### Sources of Additional Compensation by Division and Gender General Campus and SIO 1997-1998, 1998-1999, 1999-2000

**TABLE 1. Total number of ladder-rank faculty**

| Division     | Women      | Men        | Total      |
|--------------|------------|------------|------------|
| A&H          | 48         | 98         | 146        |
| BIO          | 9          | 45         | 54         |
| ENG          | 9          | 116        | 125        |
| IR/PS        | 3          | 17         | 20         |
| PHY SCI      | 11         | 104        | 115        |
| SIO          | 8          | 67         | 75         |
| SOC SCI      | 44         | 115        | 159        |
| <b>Total</b> | <b>132</b> | <b>562</b> | <b>694</b> |

**TABLE 2. Number and percent of total faculty (in Table 1. above) who received additional compensation by gender and overall**

For example, of 132 women, 77 (58%) received additional compensation.

| Division     | Women     |            | Men        |            | Total      |            |
|--------------|-----------|------------|------------|------------|------------|------------|
|              | N         | %          | N          | %          | N          | %          |
| A&H          | 20        | 42%        | 40         | 41%        | 60         | 41%        |
| BIO          | 6         | 67%        | 41         | 91%        | 47         | 87%        |
| ENG          | 9         | 100%       | 100        | 86%        | 109        | 87%        |
| IR/PS        | 3         | 100%       | 16         | 94%        | 19         | 95%        |
| PHY SCI      | 9         | 82%        | 87         | 84%        | 96         | 83%        |
| SIO          | 3         | 38%        | 28         | 42%        | 31         | 41%        |
| SOC SCI      | 27        | 61%        | 81         | 70%        | 108        | 68%        |
| <b>Total</b> | <b>77</b> | <b>58%</b> | <b>393</b> | <b>70%</b> | <b>470</b> | <b>68%</b> |

**TABLE 3. Percent of additional compensation dollars by source and gender**

| Division     | Women      |            | Men        |            | Total      |            |
|--------------|------------|------------|------------|------------|------------|------------|
|              | Fed.       | Other      | Fed.       | Other      | Fed.       | Other      |
| A&H          | 0%         | 100%       | 6%         | 94%        | 4%         | 96%        |
| BIO          | 65%        | 35%        | 78%        | 22%        | 77%        | 23%        |
| ENG          | 65%        | 35%        | 54%        | 46%        | 54%        | 46%        |
| IR/PS        | 62%        | 38%        | 7%         | 93%        | 15%        | 85%        |
| PHY SCI      | 85%        | 15%        | 74%        | 26%        | 75%        | 25%        |
| SIO          | 39%        | 61%        | 24%        | 76%        | 26%        | 74%        |
| SOC SCI      | 68%        | 32%        | 53%        | 47%        | 55%        | 45%        |
| <b>Total</b> | <b>62%</b> | <b>38%</b> | <b>57%</b> | <b>43%</b> | <b>58%</b> | <b>42%</b> |

**NOTE:**

Dollars are grouped into two categories based on source.

Federal: U.S GOVERNMENT

Other: DESIGNATED (self-supporting programs, contract and grant administration, opportunity funds, fee funds)

ENDOWMENT INCOME

GENERAL (19900 funds)

LOCAL GOVERNMENTS

OUTSIDE AGENCY (private agencies or companies who wish to use campus financial services may deposit money in university accounts which is then available for disbursement)

PRIVATE GIFTS, GRANTS & CONTRACTS

STATE OF CALIFORNIA

**Sources of Additional Compensation by Division and Gender  
General Campus and SIO  
1997-1998, 1998-1999, 1999-2000**

**TABLE 4. Average dollars per faculty who received additional compensation by division, gender, and source**

| Division     | Women     |                 |           |                |           | Men             |            |                 |            |                 | Total      |                 |            |                 |            |                 |            |                 |
|--------------|-----------|-----------------|-----------|----------------|-----------|-----------------|------------|-----------------|------------|-----------------|------------|-----------------|------------|-----------------|------------|-----------------|------------|-----------------|
|              | N         | Federal         | N         | Other          | N         | All sources     | N          | Federal         | N          | Other           | N          | All sources     | N          | Federal         | N          | Other           | N          | All sources     |
| A&H          |           |                 | 20        | \$6,574        | 20        | \$6,574         | 4          | \$5,118         | 39         | \$5,523         | 43         | \$5,499         | 4          | \$5,118         | 59         | \$5,832         | 63         | \$5,801         |
| BIO          | 5         | \$17,752        | 5         | \$12,079       | 10        | \$15,270        | 37         | \$21,110        | 25         | \$12,711        | 62         | \$18,395        | 42         | \$20,805        | 30         | \$12,623        | 72         | \$18,059        |
| ENG          | 8         | \$15,551        | 7         | \$7,334        | 15        | \$11,156        | 76         | \$18,635        | 82         | \$12,496        | 158        | \$15,179        | 84         | \$18,343        | 89         | \$12,055        | 173        | \$14,819        |
| IR/PS        | 2         | \$16,474        | 1         | \$7,506        | 3         | \$11,349        | 3          | \$10,677        | 15         | \$9,524         | 18         | \$9,598         | 5          | \$13,576        | 16         | \$9,356         | 21         | \$9,825         |
| PHY SCI      | 9         | \$14,468        | 4         | \$7,939        | 13        | \$12,885        | 76         | \$17,891        | 47         | \$10,470        | 123        | \$15,070        | 85         | \$17,501        | 51         | \$10,311        | 136        | \$14,862        |
| SIO          | 3         | \$12,740        | 3         | \$11,564       | 6         | \$11,992        | 16         | \$13,709        | 23         | \$17,995        | 39         | \$16,714        | 19         | \$13,565        | 26         | \$17,257        | 45         | \$16,124        |
| SOC SCI      | 8         | \$20,629        | 24        | \$4,675        | 32        | \$9,821         | 39         | \$19,317        | 62         | \$10,985        | 101        | \$14,216        | 47         | \$19,545        | 86         | \$9,605         | 133        | \$13,328        |
| <b>Total</b> | <b>35</b> | <b>\$16,611</b> | <b>64</b> | <b>\$6,784</b> | <b>99</b> | <b>\$10,686</b> | <b>251</b> | <b>\$18,533</b> | <b>293</b> | <b>\$11,365</b> | <b>544</b> | <b>\$14,594</b> | <b>286</b> | <b>\$18,304</b> | <b>357</b> | <b>\$10,707</b> | <b>643</b> | <b>\$14,076</b> |

- NOTES:
- Individuals may be counted more than once. Those who received additional compensation from both Federal and Other sources will be counted in both categories.
  - Dollars are grouped into two categories based on source.
    - Federal: U.S. GOVERNMENT
    - Other: DESIGNATED (self-supporting programs, contract and grant administration, opportunity funds, fee funds)
      - ENDOWMENT INCOME
      - GENERAL (1990 funds)
      - LOCAL GOVERNMENTS
      - OUTSIDE AGENCY (private agencies or companies who wish to use campus financial services may deposit money in university accounts which is then available for disbursement)
      - PRIVATE GIFTS, GRANTS & CONTRACTS
      - STATE OF CALIFORNIA