Current Faculty

Men and Women current faculty responses to the questionnaire were compared on the basis of each of the following components:

1. Tenure (3 questions): 6+9+11
2. Nature of Work (8 questions): 7+(6-14)+17+21+23+32+33+34
3. Climate, culture, collegiality (8 questions): (6-8)+12+(6-13)+15+(6-18)+22+27+30
4. Policies and procedures (7 questions): 10+19+24+25+(6-26)+28+31
5. Global (3 questions): (6-16)+20+(6-29)
6. Question 35

Two sample t-tests were conducted to see if there were significant differences in the average responses of men and women in each of the 6 categories listed above. Significant differences were found in the following categories: Nature of Work (p-value= 0.007); Climate (p-value=0.028); and Question 35 (p-value=0.024). The average responses of men were significantly higher in Nature of Work and Climate (higher is better) and significantly lower in question 35 (lower is better).

The results were marginally significant for Tenure (p-value=0.092) with men having a higher average response (higher is better). The results were not significant for Policies and Procedures (p-value= 0.225) or Global (p-value=0.472).

Two-Sample T-Test and CI: tenure, male

```
Two-sample T for tenure

male    N   Mean  StDev  SE Mean
0      91  10.74   2.60     0.27
1     112  11.33   2.39     0.23


Difference = mu (0) - mu (1)
Estimate for difference:  -0.594093
95% CI for difference:  (-1.285972, 0.097786)
T-Test of difference = 0 (vs not =): T-Value = -1.69  P-Value = 0.092  DF = 201
Both use Pooled StDev = 2.4862
```

Two-Sample T-Test and CI: NW, male

```
Two-sample T for NW

male   N   Mean  StDev  SE Mean
0     66  25.44   4.86     0.60
1     87  27.54   4.63     0.50


Difference = mu (0) - mu (1)
Estimate for difference:  -2.10084
95% CI for difference:  (-3.62716, -0.57451)
T-Test of difference = 0 (vs not =): T-Value = -2.72  P-Value = 0.007  DF = 151
Both use Pooled StDev = 4.7325
```

Two-Sample T-Test and CI: Climate, male

```
Two-sample T for Climate

male   N   Mean  StDev  SE Mean
0     80  27.41   6.10     0.68
1     84  29.43   5.55     0.61


Difference = mu (0) - mu (1)
Estimate for difference:  -2.01607
95% CI for difference:  (-3.81257, -0.21957)
T-Test of difference = 0 (vs not =): T-Value = -2.22  P-Value = 0.028  DF = 162
Both use Pooled StDev = 5.8235
```

Two-Sample T-Test and CI: global, male

```
Two-sample T for global

male    N   Mean  StDev  SE Mean
0     103  12.11   2.17     0.21
1     116  12.33   2.34     0.22


Difference = mu (0) - mu (1)
Estimate for difference:  -0.220790
95% CI for difference:  (-0.824129, 0.382549)
T-Test of difference = 0 (vs not =): T-Value = -0.72  P-Value = 0.472  DF = 217
Both use Pooled StDev = 2.2610
```

Two-Sample T-Test and CI: 35, male

```
Two-sample T for 35

male    N  Mean  StDev  SE Mean
0     107  2.93   1.32     0.13
1     120  2.56   1.11     0.10


Difference = mu (0) - mu (1)
Estimate for difference:  0.366900
95% CI for difference:  (0.048152, 0.685648)
T-Test of difference = 0 (vs not =): T-Value = 2.27  P-Value = 0.024  DF = 225
Both use Pooled StDev = 1.2165
```

Two-Sample T-Test and CI: policies, male

```
Two-sample T for policies

male   N   Mean  StDev  SE Mean
0     66  21.95   5.62     0.69
1     90  22.98   4.83     0.51

Difference = mu (0) - mu (1)
Estimate for difference:  -1.02323
95% CI for difference:  (-2.68089, 0.63443)
T-Test of difference = 0 (vs not =): T-Value = -1.22  P-Value = 0.225  DF = 154
Both use Pooled StDev = 5.1779
```