

Fall 2006

| <u>Item mentioned in Offer Letter</u> | <u>% Women N=3</u> | <u>% Male N=4</u> | <u>% Total N=7</u> |
|---|--------------------|-------------------|--------------------|
| Letter Date | 100 | 100 | 100 |
| Rank Offered | 100 | 100 | 100 |
| Department of Appointment | 100 | 75 | 86 |
| Effective Date of Appointment | 100 | 100 | 100 |
| "terms and conditions of employment are those of CUNY bylaws" | 67 | 50 | 57 |
| collective bargaining agreement between University and PSC-CUNY | 67 | 50 | 57 |
| Start date of tenure clock | 67 | 75 | 71 |
| Consideration for early promotion or tenure | 0 | 0 | 0 |
| Effective tenure date | 67 | 50 | 57 |
| Who financed appointment (e.g., RMCI, Gene Center) | 0 | 0 | 0 |

| | | | |
|---|-----|-----|-----|
| Starting salary | 100 | 100 | 100 |
| Length of contract (e.g., 9 mo.academic year) | 67 | 25 | 43 |
| Appointment length (e.g., 1-year appointments until tenured) | 0 | 25 | 14 |
| Lab or office space and office equipment specified (e.g., office is a 10*12 room with ethernet and phone, lab with testing rooms and common area) | 100 | 50 | 71 |
| Type of teaching | 67 | 25 | 43 |
| Teaching assignment or course release specified (e.g., reduced teaching load of 3 courses forst two semesters) | 0 | 75 | 43 |
| Who financed stat-up funds (e.g., RMCI, Gene Center) | 33 | 25 | 29 |
| When start-up funds should be used by (e.g., all start-up funds should be used in first two academic years) | 33 | 0 | 14 |
| Start -up funds a) only total funds listed (not itemized) | 33 | 25 | 29 |
| Start-up funds b) lab and lab equipment | 33 | 25 | 29 |
| Start-up funds c) computer and computer equipment | 33 | 50 | 43 |

| | | | |
|--|-----|-----|-----|
| Start-up funds d) software | 0 | 25 | 14 |
| Start-up funds e) relocation | 67 | 25 | 43 |
| Start-up funds f) travel | 0 | 50 | 29 |
| Start-up funds g) matching funds | 0 | 0 | 0 |
| Start-up funds h) technical or research assistants | 0 | 25 | 14 |
| Total of start-up funds b-h | 67 | 75 | 71 |
| Total of start-up funds a-h | 100 | 100 | 100 |

Note: The analysis comprises of 7 letters from 7 total hires in tenure bearing titles (e.g., Assistant, Associate or Full Professor).

Note: Redacted offer letters were obtained from the Office of the Dean of Arts and Sciences on February 28, 2007.

Note: b through h may not necessarily add up to the compliment of a because b through h are not mutually exclusive.

Note: %Women is the percentage of letters to women. %Men is the percentage of letters to men. %Total is the percentage of total letters.