

Fall 2007

<u>Item mentioned in Offer Letter</u>	<u>% Women N=4</u>	<u>% Male N=4</u>
Letter Date	75	75
Rank Offered	100	100
Department of Appointment	100	100
Effective Date of Appointment	100	100
"terms and conditions of employment are those of CUNY bylaws"	25	50
collective bargaining agreement between University and PSC-CUNY	25	50
Start date of tenure clock	25	75
Consideration for early promotion or tenure	50	0
Effective tenure date	0	0
Who financed appointment (e.g., RMCI, Gene Center)	0	0
Starting salary	100	100
Length of contract (e.g., 9 mo.academic year)	100	50
Appointment length (e.g., 1-year appointments until tenured)	25	25
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)	75	100
Type of teaching	50	75
Teaching assignment or course release specified (e.g., reduced teaching load of 3 courses first two semesters)	50	75

Who financed start-up funds (e.g., RMCI, Gene Center)	0	75
When start-up funds should be used by (e.g., all start-up funds should be used in first two academic years)	50	0
Start -up funds a) only total funds listed (not itemized)	25	50
Start-up funds b) lab and lab equipment	50	50
Start-up funds c) computer and computer equipment	50	50
Start-up funds d) software	25	25
Start-up funds e) relocation	50	75
Start-up funds f) travel	50	50
Start-up funds g) matching funds	0	0
Start-up funds h) technical or research assistants	75	25
Total of start-up funds b-h	25	50
Total of start-up funds a-h	100	100

Note: The analysis comprises of 8 letters from 8 total hires in tenure bearing titles (e.g., Assistant, Assoc Professor).

Note: Redacted offer letters were obtained from the Office of the Dean of Arts and Sciences on January

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

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

% Total N=8

100

100

100

100

37.5

37.5

50

25

0

0

100

75

25

87.5

62.5

62.5

37.5

25

37.5

50

50

25

62.5

50

0

50

62.5

100

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/ 3, 2008.

ially exclusive.

otal is the percentage