

**Data Analysis on A/S Increase  
February 10, 2020**

**UCR Academic Personnel Office**

**Caveat**

This report summarizes the faculty above scale appointment salary increases on the UCR campus for the three years AY17-18, AY18-19, and AY19-20. Conclusions drawn from these data must be interpreted in light of the relatively small sample size.

Table 1. Percent Increase vs. Gender

% Increase	Female	Male	Total
0%	2	11	13
6%	4	14	18
8.5%	3	21	24
11%	1	1	2
Total	10	47	57

- 22.8% of the files received no increase. Often, but not always, these are files that were put forward prior to the normative 4 year period between file reviews.
- 20% (23.4%) of the Female (Male) files received no increase.
- 40% (46.8%) of the Female (Male) files received the two highest levels of increase.
- Of the 44 files that received an increase, 8 were Female (18.2%) and 36 were Male (81.8%), which matches up pretty well with the fact that about 17% of the A/S appointments are Female.

Table 2. Percent Increase vs. Ethnicity

% Increase	Non-White	White	Total
0%	5	8	13
6%	7	11	18
8.5%	9	15	24
11%	0	2	2
Total	21	36	57

- Of the 44 files that received an increase, 16 were Non-white (36.3%) and 28 were White (63.6%), which matches up pretty well with the fact that about 32% of the A/S appointments are Non-white.

Table 3. Percent Increase vs. College/School

% Increase	BCOE	CHASS	CNAS	GSOE	SOM	SPP	SoBA	Total
0%	0	6	5	1	0	0	1	13
6%	4	8	6	0	0	0	0	18
8.5%	4	11	5	1	1	2	0	24
11%	0	0	1	1	0	0	0	2
Total	8	25	17	3	1	2	1	57

- Of the 44 files that received an increase, 31 were either CHASS or CNAS (70.4%) which matches up pretty well with the fact that about 80% of the A/S appointments are in CHASS or CNAS.