

Equality at the University of Virginia



SYS 3034, March 2021

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ENGINEERING
Department of Engineering
Systems and Environment



Executive Summary

Men are paid an average of **\$11,000 more per year** for doing the same jobs.

- ◉ Worst Offender: Batten School (**\$66k more for men**)
- ◉ Top Performers: Architecture and Medicine

Women are **underrepresented as Professors** and overrepresented as Lecturers and Assistant Professors

Less than 1/3 of publications coming out of UVA are written by female authors.

In multiple schools the percentage of female faculty is less than the percentage of female doctoral degrees awarded in that field with **29% Female Business faculty vs. 55% of Business Doctoral Degrees** being Female.



Objectives

Determine if female and male faculty are given **fair pay, equitable opportunities, and similar resources in their professorial positions** at UVA by analyzing whether men and women are:

1. Paid equally for the same job.
2. Given equal opportunity to advance through ranks at UVA.
3. Given equal opportunities to publish and create contributions to academic literature.
4. Well represented across schools at UVA, including traditionally male dominated fields.



Big Picture: Gender Equality in Academia and UVA

Women have earned the majority of masters degrees in the US since 1992¹.

Women have earned the majority of Doctoral degrees in the US since 2009².

UVA's Faculty is **41%** Female.

Women have earned over **41%** of doctoral degrees since **1988**³.

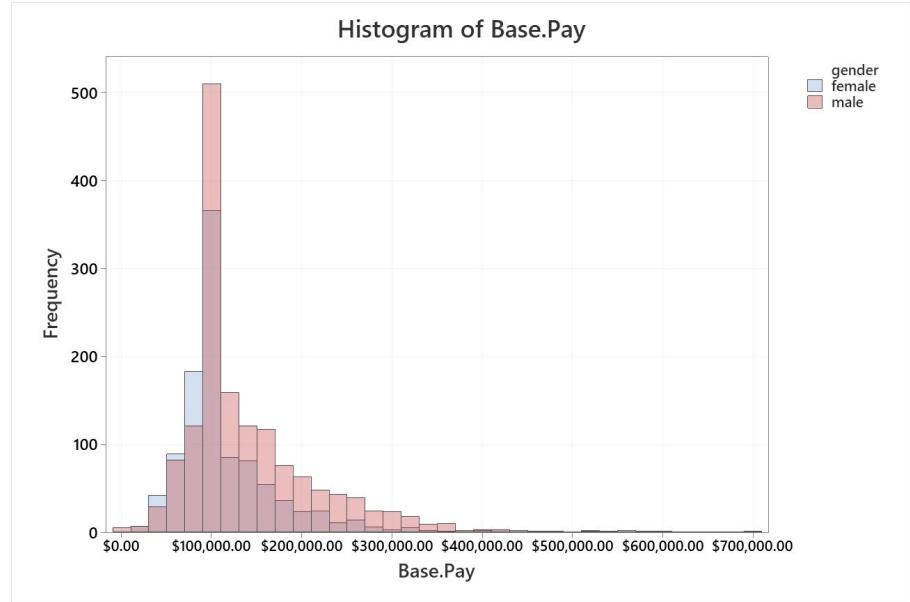
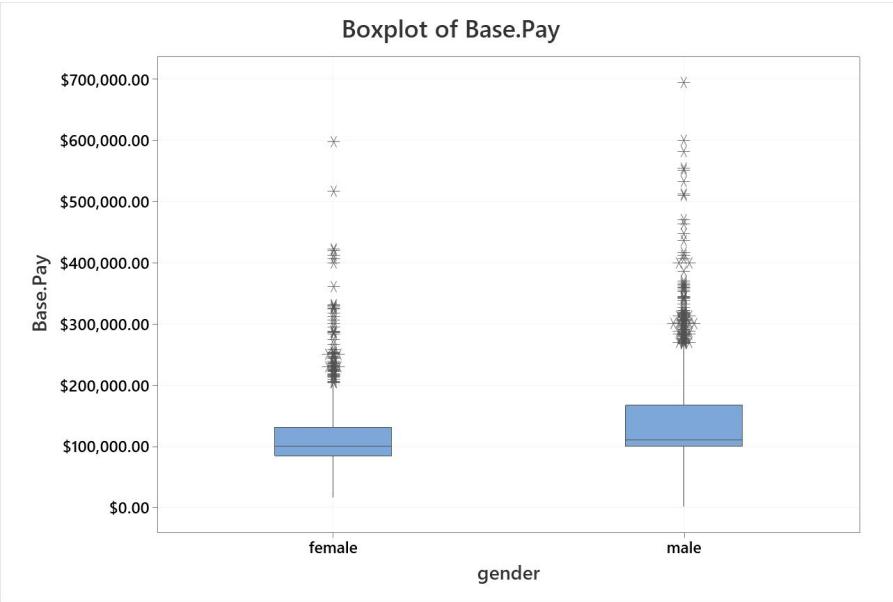
1. The Educational Progress Of Women, National Center For Education Statistics, U.S. Department of Education, 1995

2. Graduate Enrollment and Degrees 2008-2018, Council of graduate Studies, 2018

3. Doctoral Degrees Earned by Women, by Major, APS,

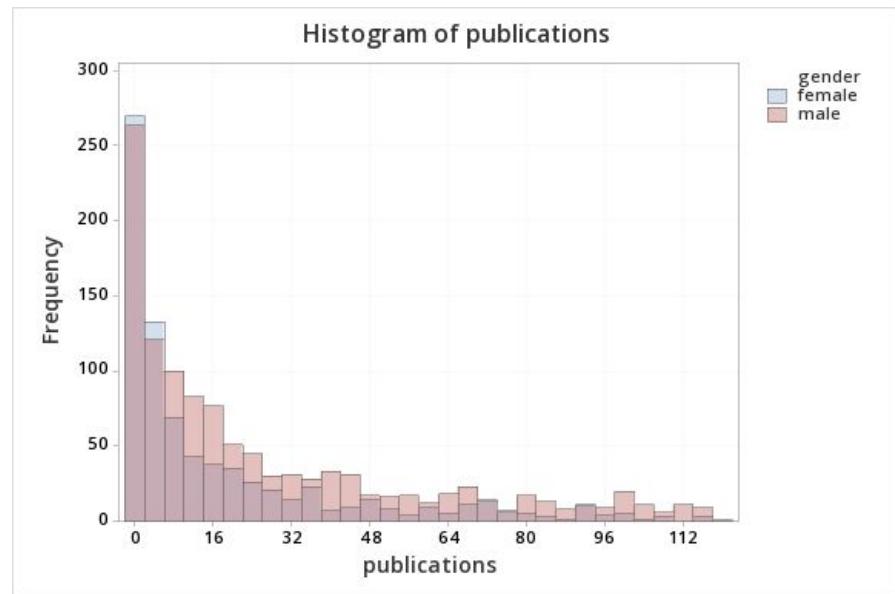
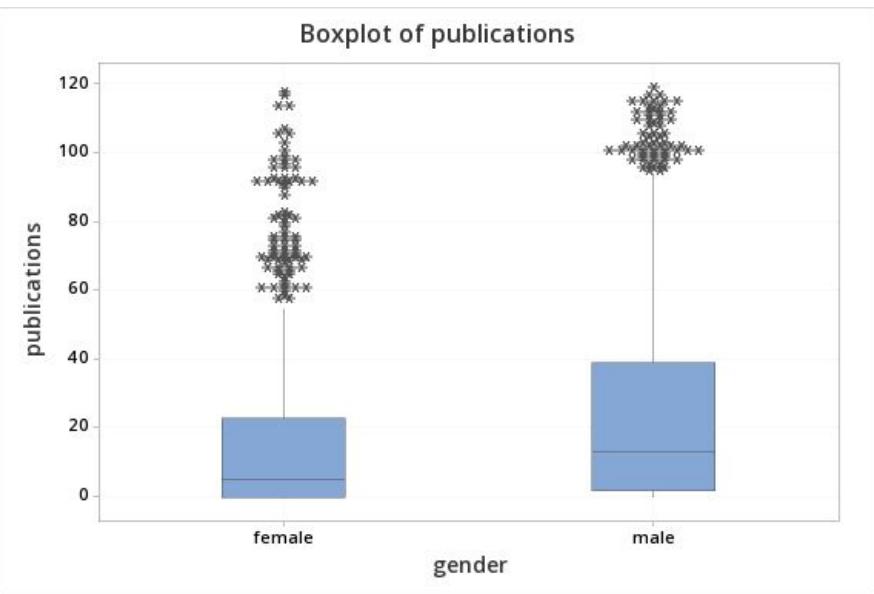


Overall, Women are Paid Less





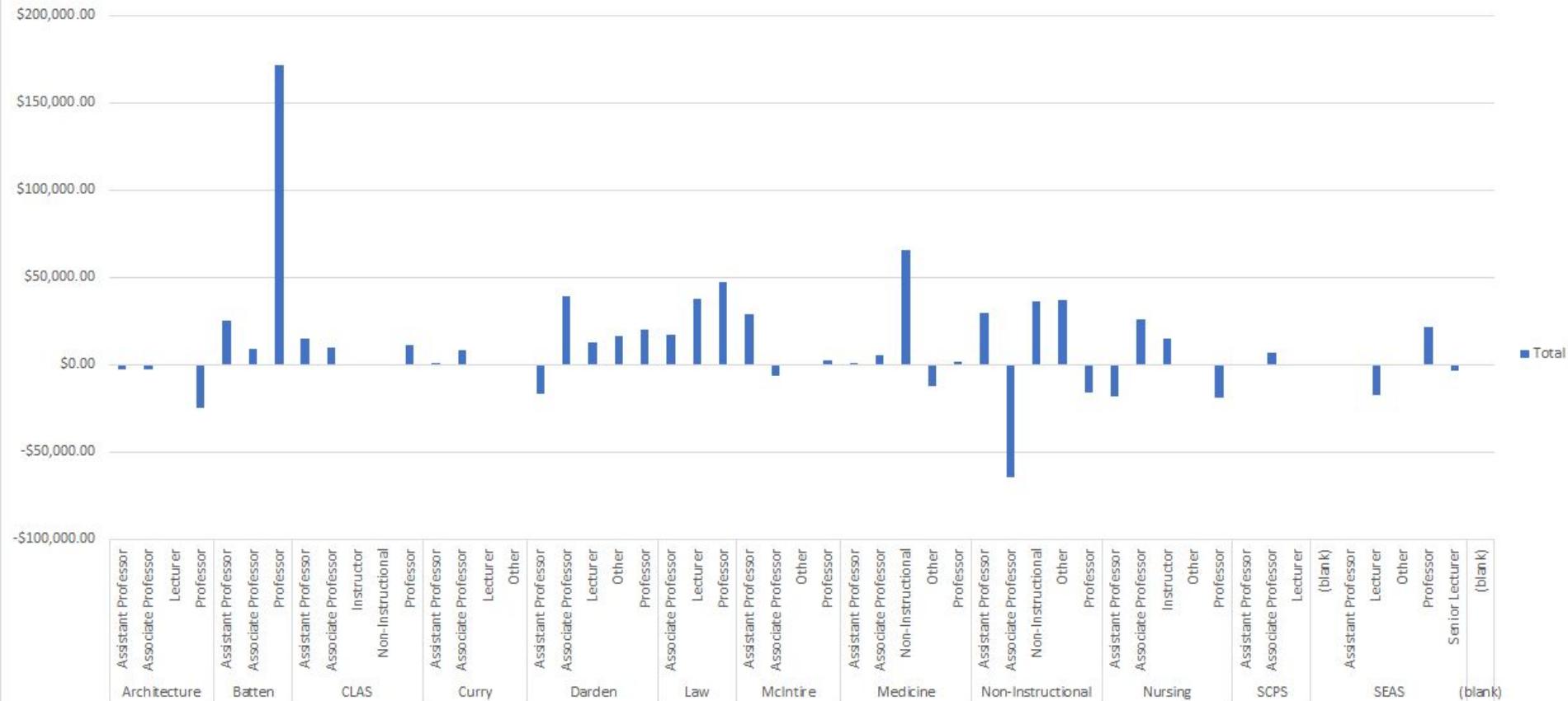
Overall, Women are Less Published



At UVA, men usually get paid more for the doing the same job.

A yellow circular graphic containing two black double quotes (" ") positioned vertically in the center of a thin grey vertical line.

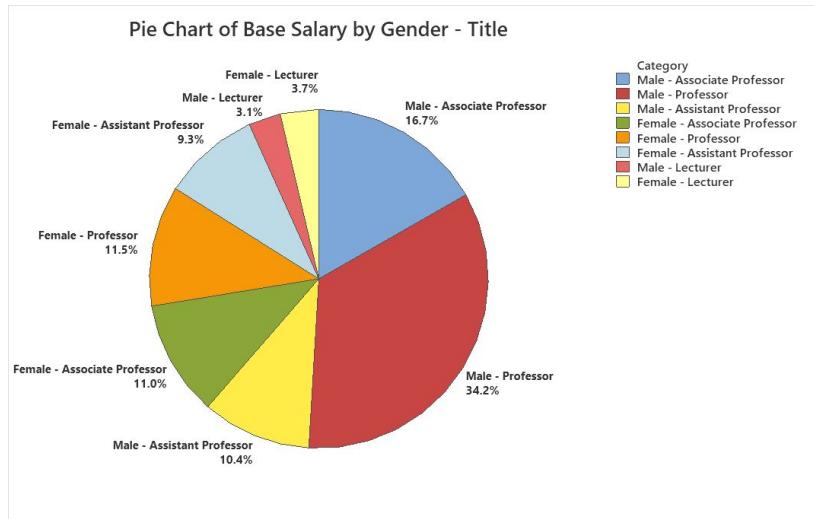
Difference in Average Pay (Avg Male Pay - Avg Female Pay)



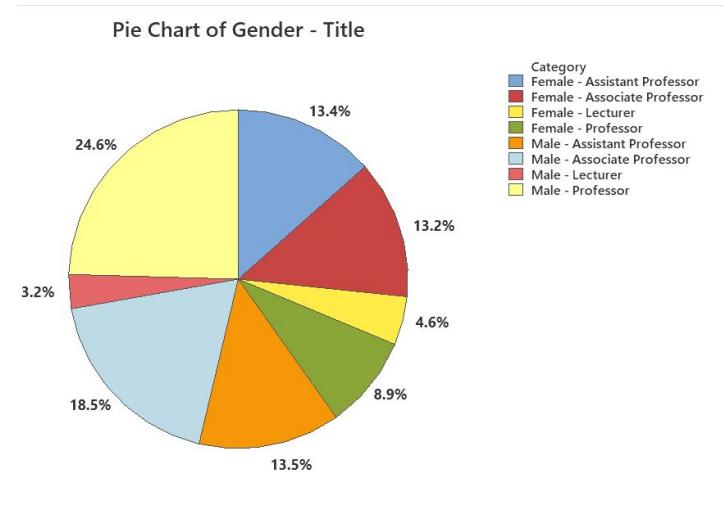


Men make up a majority of faculty, and an even larger majority of faculty pay

Male Professors are paid **34.2%** of the total base salary paid out to academic faculty yet make up **24.6%** of the total faculty population.



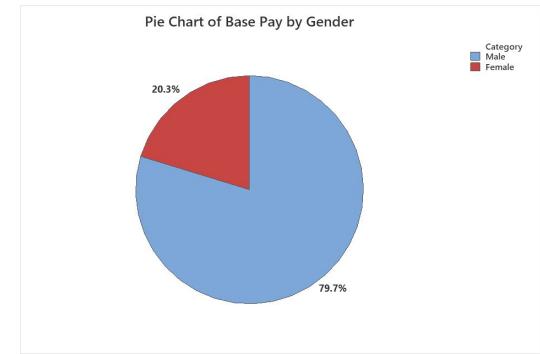
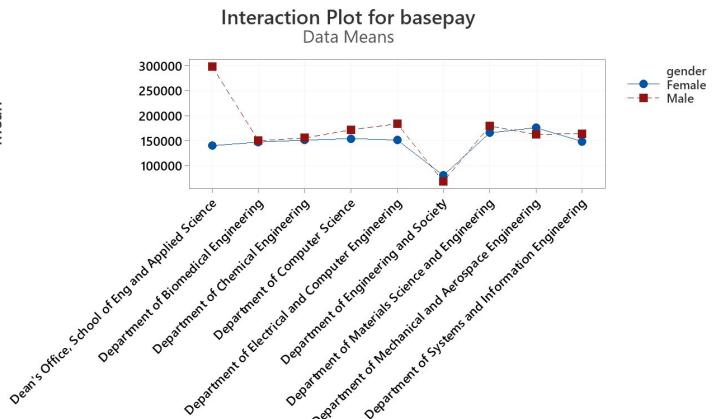
On the other hand, Female Professors only collect **11.5%** of total, and Female Faculty in general only bring in **35.5%** of the total base salary.





The same is true when we look at the distribution of salary between men and women from different departments within the same school. SEAS for example:

In SEAS, Female Faculty represent **23.5%** of the faculty body, and they only receive **20.3%** of the total salary paid out to SEAS Faculty.



This is a comparably equitable distribution of pay especially when considering the disparity shown Dean's Office, where the Dean of Engineering is himself Male.



Deeper Dive into the Salary Disparity with Engineering Disciplines

Engineering Discipline	Average Male Salary	Average Female Salary	Salary Disparity (Female - Male)
Biomedical	\$143,902.05	\$123,582.08	-\$20,319.97
Chemical	\$155,664.29	\$151,300.00	-\$4,364.29
Computer Science	\$171,722.14	\$154,275.00	-\$17,447.14
Electrical	\$183,761.11	\$151,550.00	-\$32,211.11
Material Science	\$179,286.55	\$165,766.67	-\$13,519.88
Systems Information	\$164,283.48	\$148,622.22	-\$15,661.26
Mechanical / Aerospace	\$162,728.57	\$176,040.00	\$13,311.43



Proportion of Female Faculty at UVA does not match availability of Talent

Women make up **20%** of faculty in SEAS while **24%** of engineering doctoral degrees were awarded to women in 2018.

Women make up **29%** of business faculty (Darden + McIntire) while **55%** of business doctoral degrees were awarded to women 2018.



Inhibiting Factors for Women in Male-Driven Occupations

- Lack of mentoring and career development opportunities
- Higher stress and anxiety
- Societal expectations
- Pervasive stereotypes
- Sexual Harassment¹

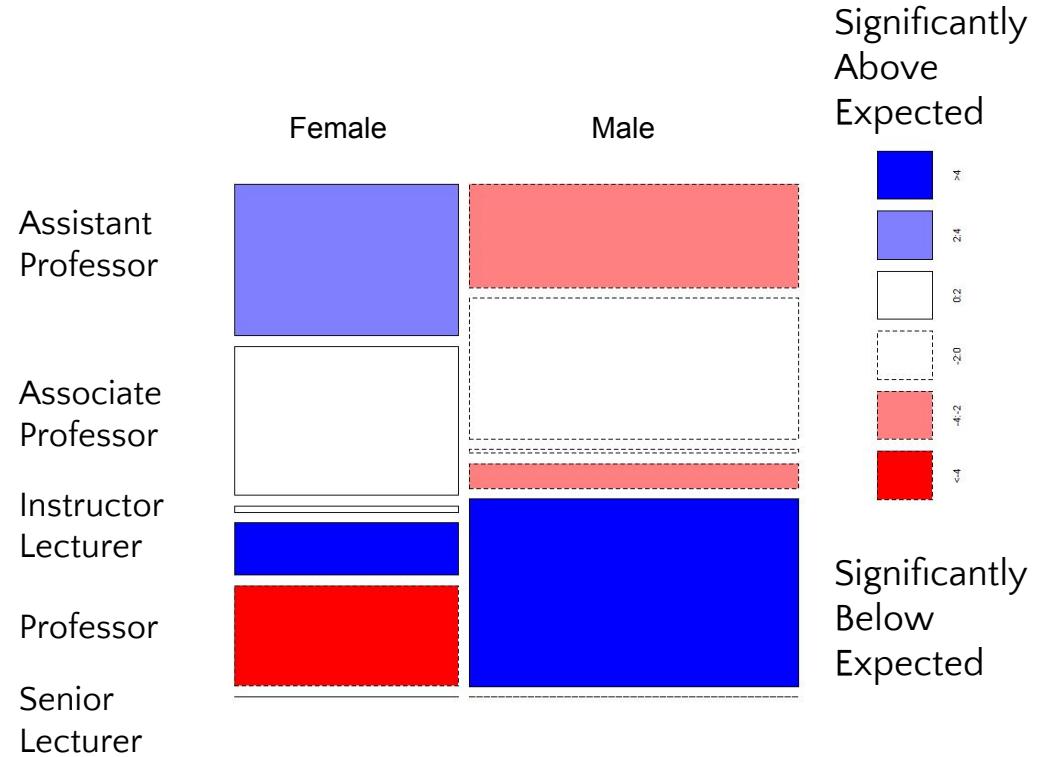


Men and Women are not represented equally across Titles

Women are significantly underrepresented as professors (**\$179k**) and significantly overrepresented as assistant professors (**\$95.8k**) and lecturers (**\$109k**).

Men are significantly underrepresented as lecturers and assistant professors, the two lowest paying ranks at UVA.

Considering women have earned the majority of doctoral degrees for over 10 years, this disparity points to larger systemic issues.



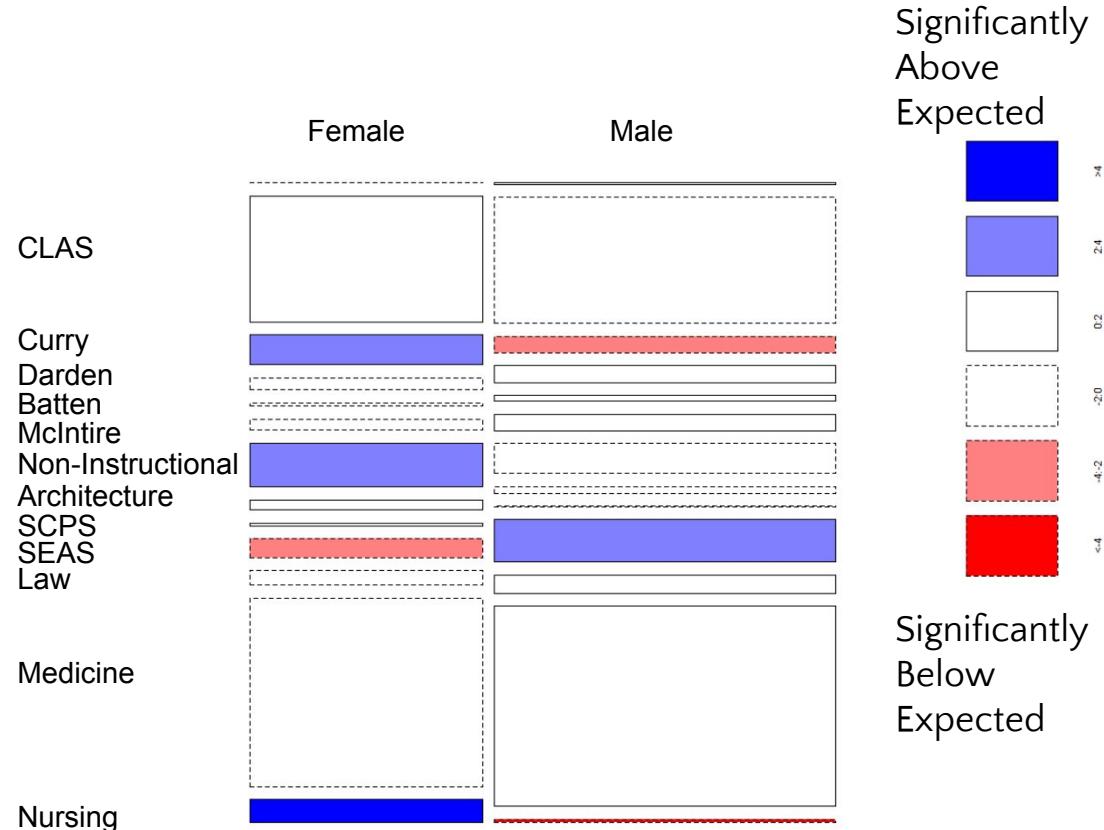


Men and Women are not represented equally across Schools

Women are overrepresented in Nursing (\$107k), non-instructional (\$145k) schools, and Curry (\$119k)

Men are overrepresented in SEAS (\$157k)

Disparities in representation in high paying fields reduce average income for women at UVA.





Overall, Female Faculty have Fewer Opportunities to Publish

Female faculty are not equally represented in production of academic literature.

40% female faculty

22% publications by female authors

After controlling for outliers:

32% publications by female authors

5 median publications by female authors

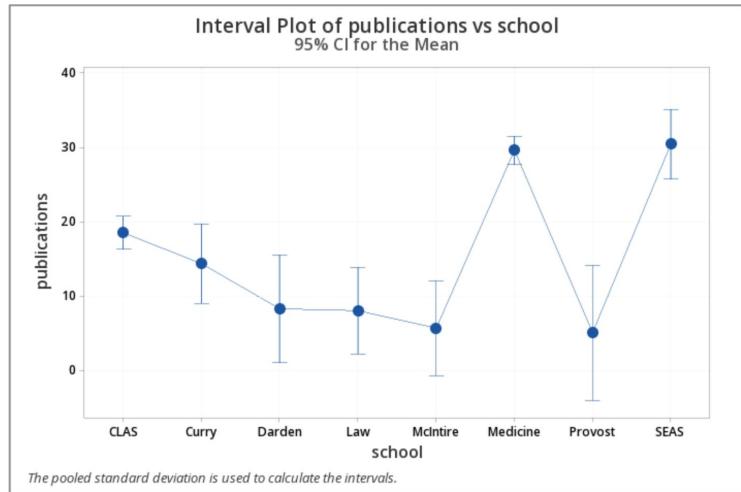
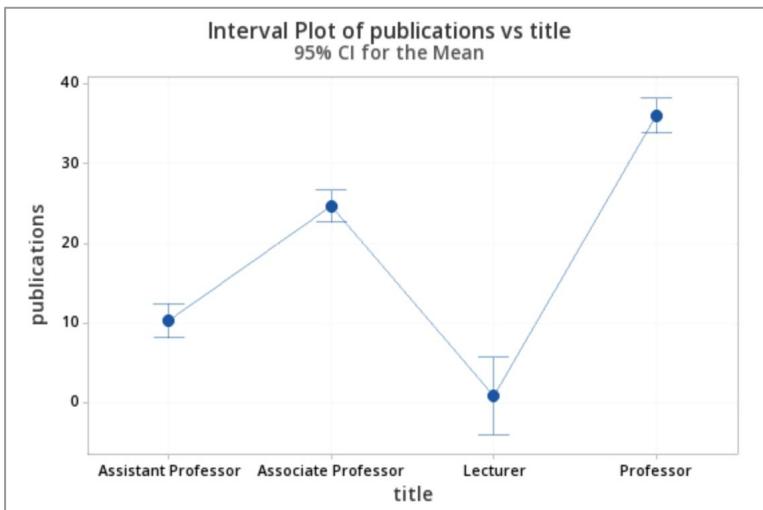
15 median publications by male authors

However, the effect of Title or School is more significant than only a faculty member's gender.



Medicine and SEAS; Professors Dominate Publications

Faculty in Medicine and SEAS have a mean of 30 publications.



Higher-status faculty (Professors and Associate Professors) are more published.

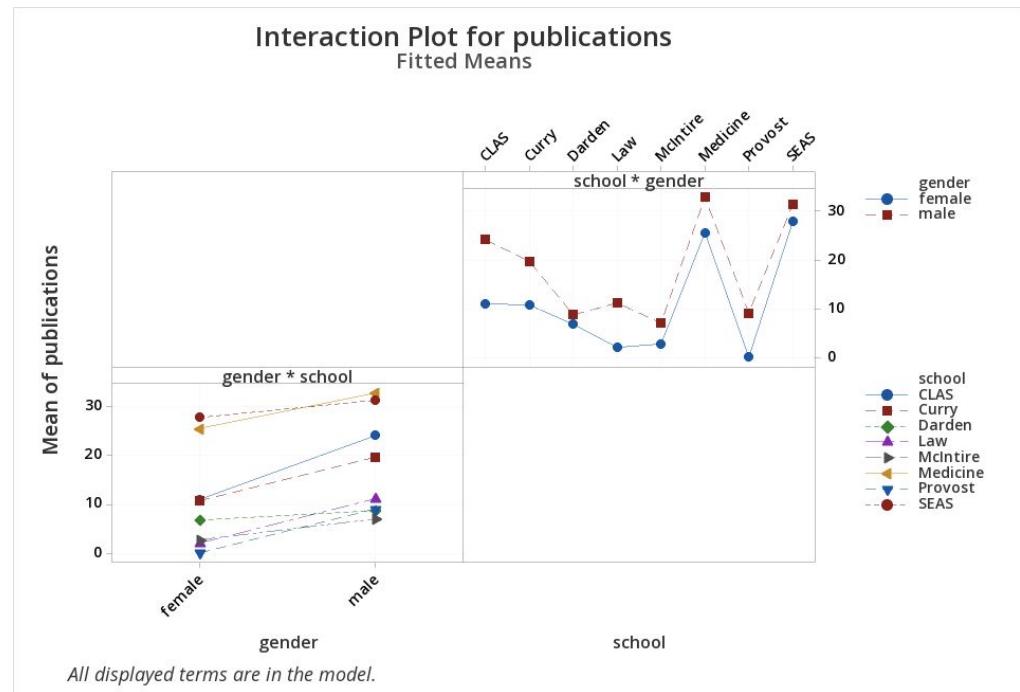


Male Faculty are More Published in Top Schools

Male faculty are more published in each of the top 8 publishing-producing schools.

Disparity is highest in CLAS and Curry.

Regardless of gender, Medicine and SEAS faculty publish at the highest rates.

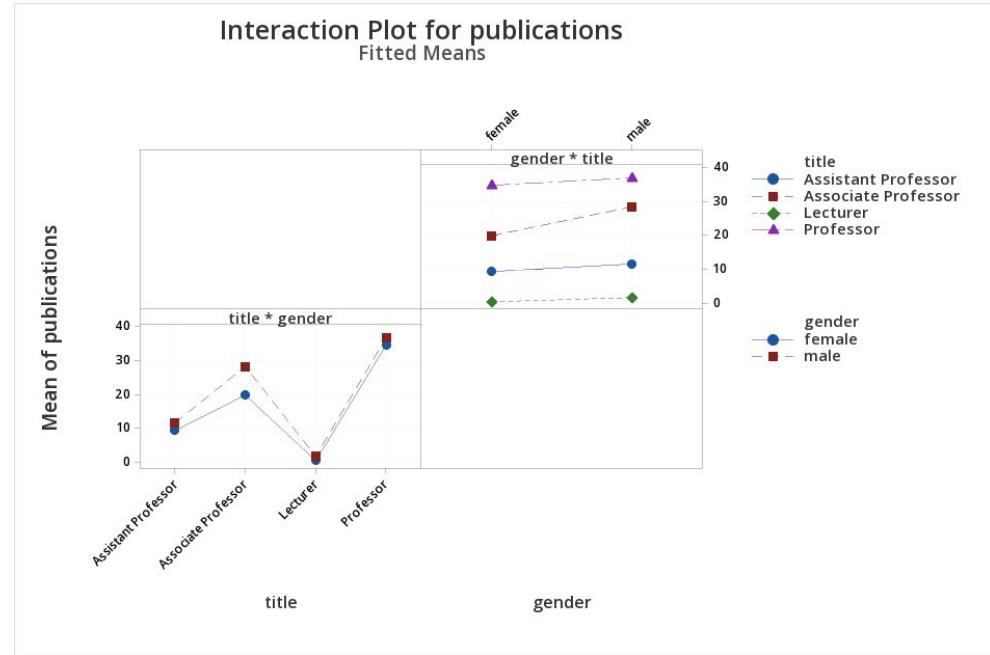




However, Title is More Impactful than Gender

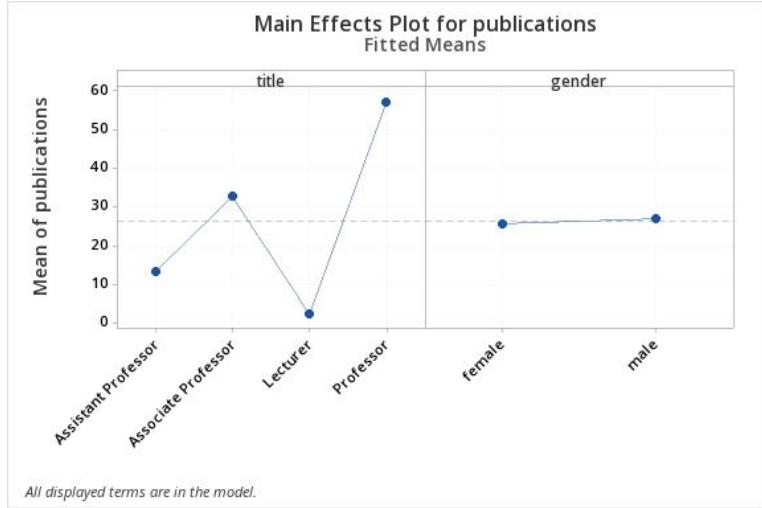
Faculty title is more strongly related to publishing rates than gender.

Only Associate Professors see a significant difference between male and female publishing rates.



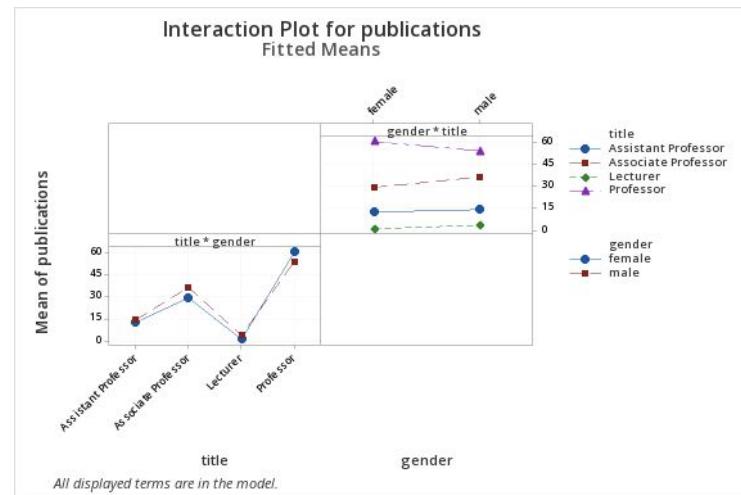


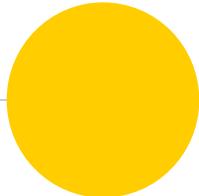
SEAS and Medicine Show Relative Equality



In fact, female Professors in
Medicine/SEAS are more published
than male.

Although the impact of gender itself on publications itself is significant within both schools, the impact of titles is more impactful.





Takeaways

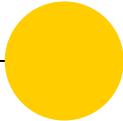
Men are paid more (**an average of \$11,000 more**) for doing the same jobs.

- ◉ Batten is the least equitable school (men paid 66k more).
- ◉ Women are paid slightly more in Nursing and CPS.

Men are also more published than women, but the impact of **Title** (a proxy for experience) says more about publishing than gender alone.

The percentage of Female faculty at UVA does not match the available talent (**29% Female Business faculty vs. 55% of Business Doctoral Degrees** being Female). UVA can and should look to hire a representative population of female talent.

Appendix



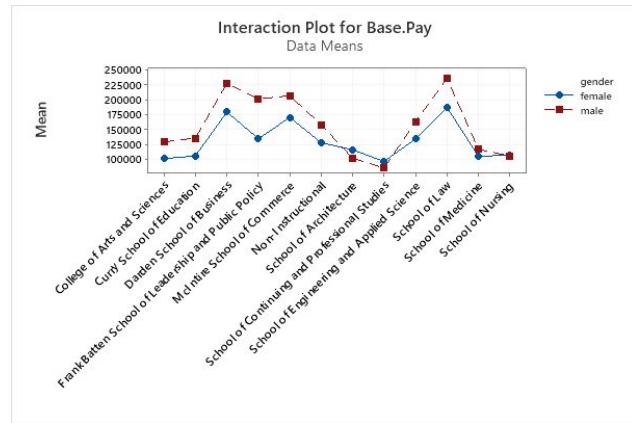
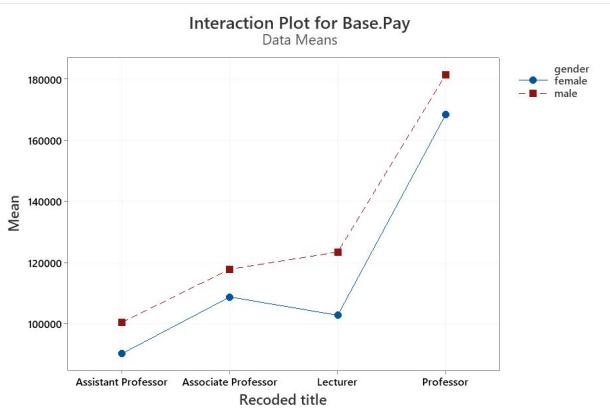


Male Academic Faculty are getting paid more on average than their Female counterparts for their work in just about all schools and positions within the University.

In almost all schools, male faculty have greater base salary than female faculty, with an average difference of \$26,000.

Average Salary Difference:

\$26,000



And for all academic faculty positions, Men are making more on average than Women, and the disparity in pay of lecturers is far greater than that for any of the other titles.



Gender Disparity Exists between Faculty and Staff

Women are hired more as staff compared to faculty positions.

Men are hired evenly throughout staff and faculty positions.

Faculty: Positions that demonstrate teaching to students

- Professors
- Lecturers

Staff: Positions that are offered by UVA to fulfill roles that do not require teaching

- Clinicians
- Doctors
- Custodians



Appendix: Multi Factor ANOVAs

Multi Factor ANOVA gender*tittle

Factor Information

Factor	Type	Levels	Values
gender	Fixed	2	female, male
Recoded school	Fixed	12	College of Arts and Sciences, Curry School of Education, Darden School of Business, Frank Batten School of Leadership and Public Policy, McEntire School of Commerce, Non-Instructional, School of Architecture, School of Continuing and Professional Studies, School of Engineering and Applied Science, School of Law, School of Medicine, School of Nursing

Analysis of Variance

Source	DF	Adj SS	Adj MS	F-Value	P-Value
gender	1	67838818344	67838818344	16.87	0.000
Recoded school	11	1.73362E+12	1.57602E+11	39.20	0.000
gender*Recoded school	11	99473185948	9043016904	2.25	0.010
Error	2532	1.01799E+13	4020506030		
Total	2555	1.28117E+13			

Multi Factor ANOVA gender*school

Factor Information

Factor	Type	Levels	Values
gender	Fixed	2	female, male
title	Fixed	6	Assistant Professor, Associate Professor, Instructor, Lecturer, Professor, Senior Lecturer

Analysis of Variance

Source	DF	Adj SS	Adj MS	F-Value	P-Value
gender	1	1840927398	1840927398	0.52	0.469
title	5	2.37930E+12	4.75859E+11	135.67	0.000
gender*title	5	5788084674	1157616935	0.33	0.895
Error	2453	8.60358E+12	3507370873		
Total	2464	1.17144E+13			



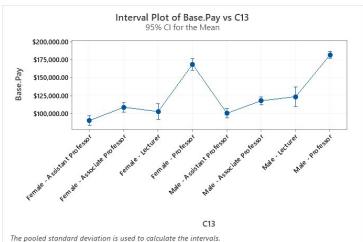
Appendix: ANOVA and Tukey Test

ANOVA on Gender + Title

Grouping Information Using the Tukey Method and 95% Confidence

C13	N	Mean	Grouping
Male - Professor	598	181448 A	
Female - Professor	217	168405 A	
Male - Lecturer	79	123489 B	
Male - Associate Professor	450	117900 B	
Female - Associate Professor	322	108819 B C	
Female - Lecturer	113	102851 B C D	
Male - Assistant Professor	329	100513 C D	
Female - Assistant Professor	327	90308 D	

Means that do not share a letter are significantly different.



Multi Factor ANOVA gender*title

Factor Information

Factor Type Levels Values

gender	Fixed	2	female, male
title	Fixed	6	Assistant Professor, Associate Professor, Instructor, Lecturer, Professor, Senior Lecturer

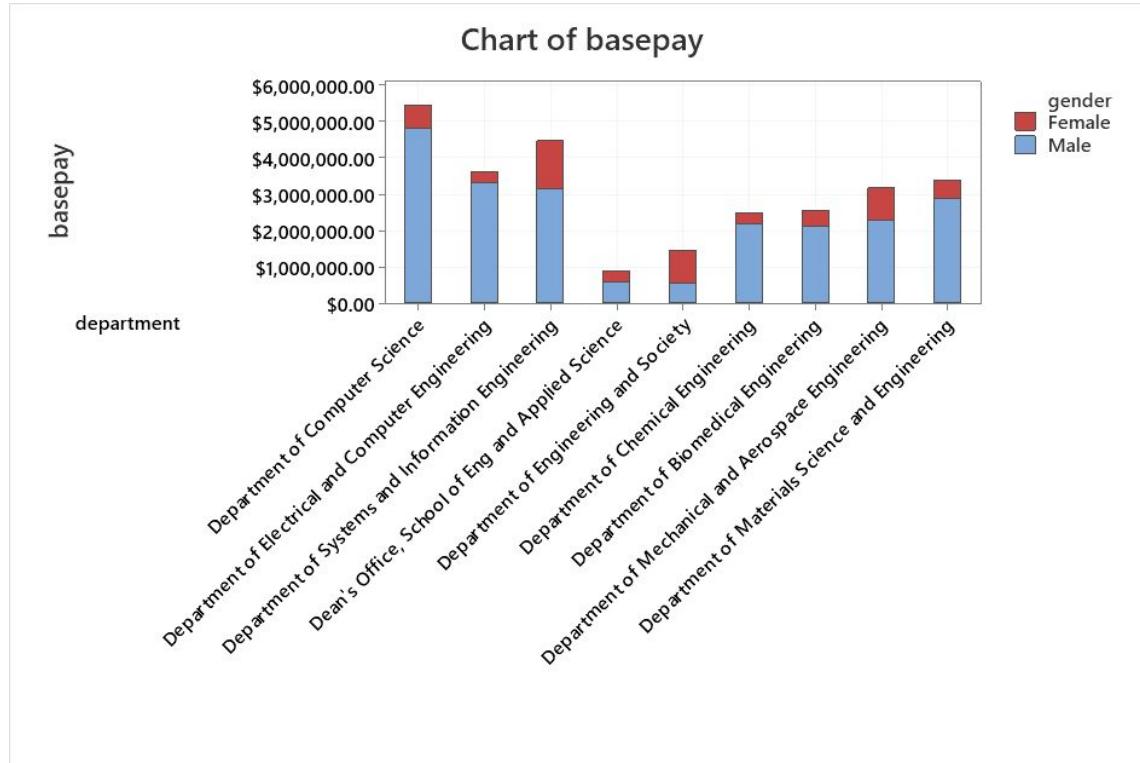
Analysis of Variance

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Error	2453	8.60358E+12	3507370873		
Total	2464	1.17144E+13			

Overview -> Pay -> Representation -> Publications -> Summary



Base Pay BarPlot within Engineering School



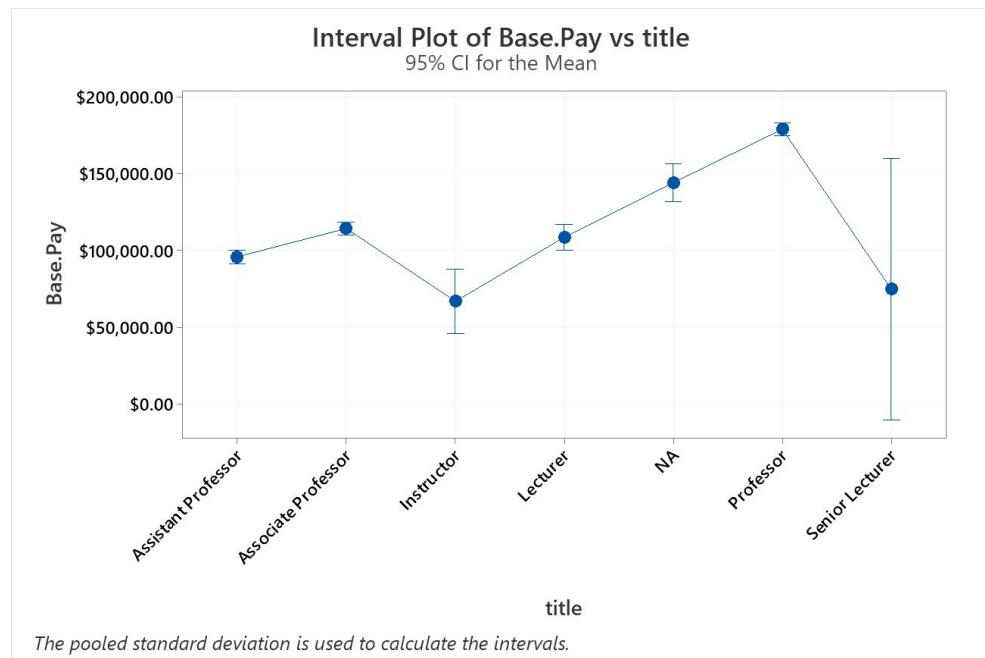


Appendix: Title and Income

Grouping Information Using the Tukey Method and 95% Confidence

title	N	Mean	Grouping
Professor	883	178750	A
NA	98	143986	B
Associate Professor	856	114220	C
Lecturer	205	108503	C D
Assistant Professor	756	95780	D E
Senior Lecturer	2	74750	A B C D E
Instructor	33	66806	E

Means that do not share a letter are significantly different.





Appendix: Title and Gender

Rows: gender Columns: title

	Assistant	Associate				Senior		
	Professor	Professor	Instructor	Lecturer	NA	Professor	Lecturer	All
female	327 277.26 2.987	322 313.94	15 12.10	113 75.18	44 35.94	217 323.84	1 0.73	1 1039
male	329 406.69 -3.852	450 460.48	13 17.75	79 110.28	54 52.72	598 475.01	1 1.08	1 1524
NA	100 72.05 3.293	84 81.58 0.268	5 3.15 1.046	13 19.54 -1.479	0 9.34 -3.056	68 84.15 -1.761	0 0.19 -0.437	270
All	756	856	33	205	98	883	2	2833

Cell Contents

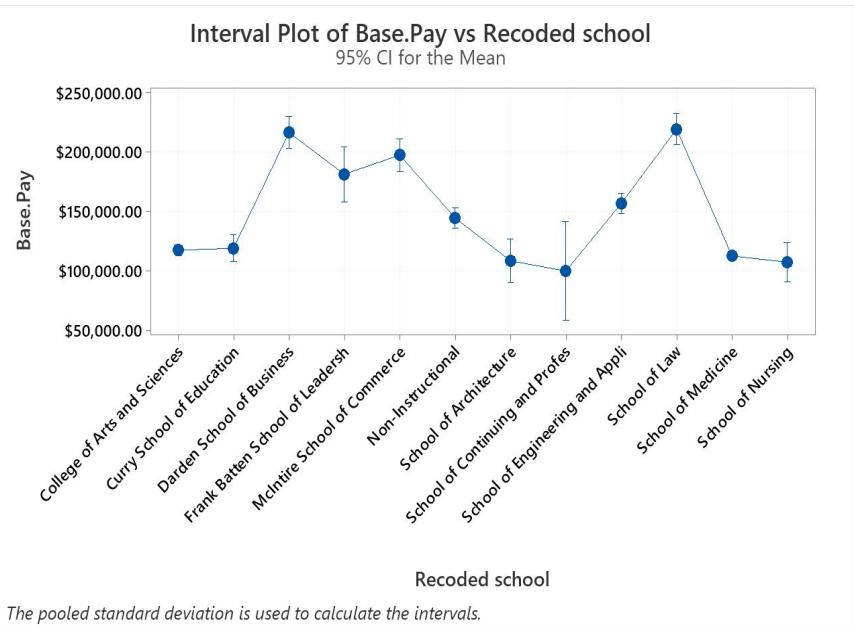
Count

Expected count

Standardized residual



Appendix: School and Income



Grouping Information Using the Tukey Method and 95% Confidence

Recoded school	N	Mean	Grouping
School of Law	94	219286	A
Darden School of Business	86	216391	A
McIntire School of Commerce	82	197385	A
Frank Batten School of Leadership and Public Policy	29	181327	A B
School of Engineering and Applied Science	211	156664	B C
Non-Instructional	204	144610	B C
Curry School of Education	123	119081	D
College of Arts and Sciences	734	117348	D
School of Medicine	1149	112556	D
School of Architecture	47	108485	D
School of Nursing	58	107338	D
School of Continuing and Professional Studies	9	99809	C D

Means that do not share a letter are significantly different.



Appendix: Gender and School

Rows: gender Columns: Recoded school

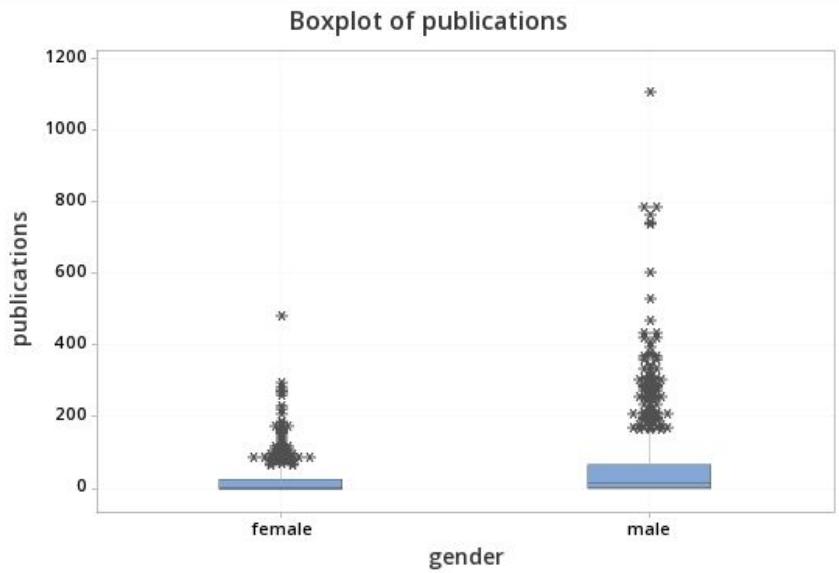
	College of Arts and Curry School Sciences of Education	Darden School	Frank Batten School of Business	McIntire School of Leadership	School of Commerce	Non-Instructional		School of Architecture	School of Continuing and Profes	School of Engineering	School of Applied Law	School of Medicine	School of Nursing	Missing	All	
female	270 269.60 0.0243	64 45.18 2.8002	26 31.59 -0.9943	8 10.65 -0.8125	24 30.12 -1.1149	94 74.93 2.2031		female	22 17.26 1.1400	6 3.31 1.4819	41 77.50 -4.1462	31 34.53 0.6002	404 422.03 -0.8777	48 21.30 5.7840	1	1038
male	396 394.27 0.0870	52 66.07 -1.7310	52 46.20 0.8540	20 15.58 1.1205	52 44.05 1.1984	94 109.58 -1.4883		male	22 25.25 -0.6461	2 4.83 -1.2891	133 113.34 1.8467	58 50.49 1.0565	628 617.19 0.4351	9 31.15 -3.9692	6	1518
NA	68 70.13 -0.2540	7 11.75 -1.3861	8 8.22 -0.0755	1 2.77 -1.0638	6 7.83 -0.6554	16 19.49 -0.7906		NA	3 4.49 -0.7033	1 0.86 0.1511	37 20.16 3.7508	5 8.98 -1.3284	117 109.78 0.6894	1 5.54 -1.9292	0	270
All	734	123	86	29	82	204		All	47	9	211	94	1149	58	* 2826	

Cell Contents
 Count
 Expected count
 Standardized residual

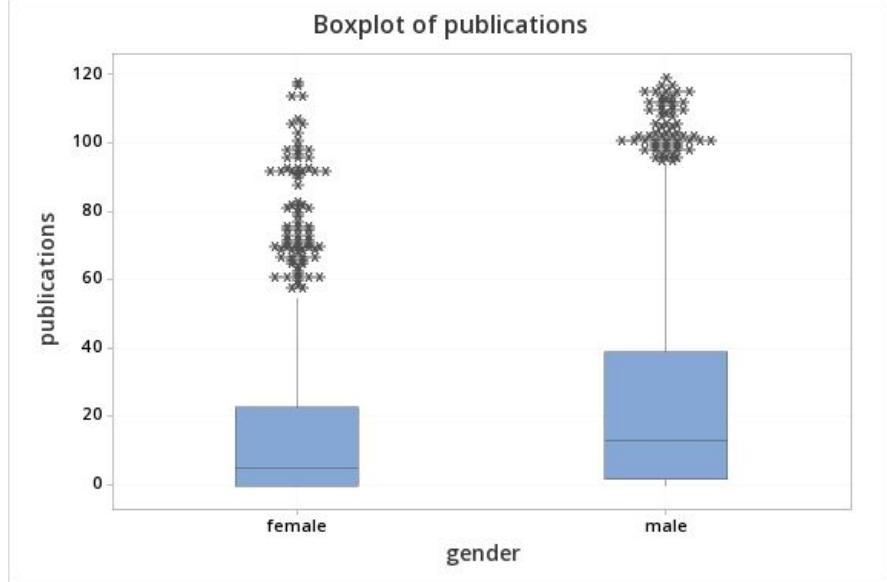


Appendix: Visualization of Publications

With outliers:

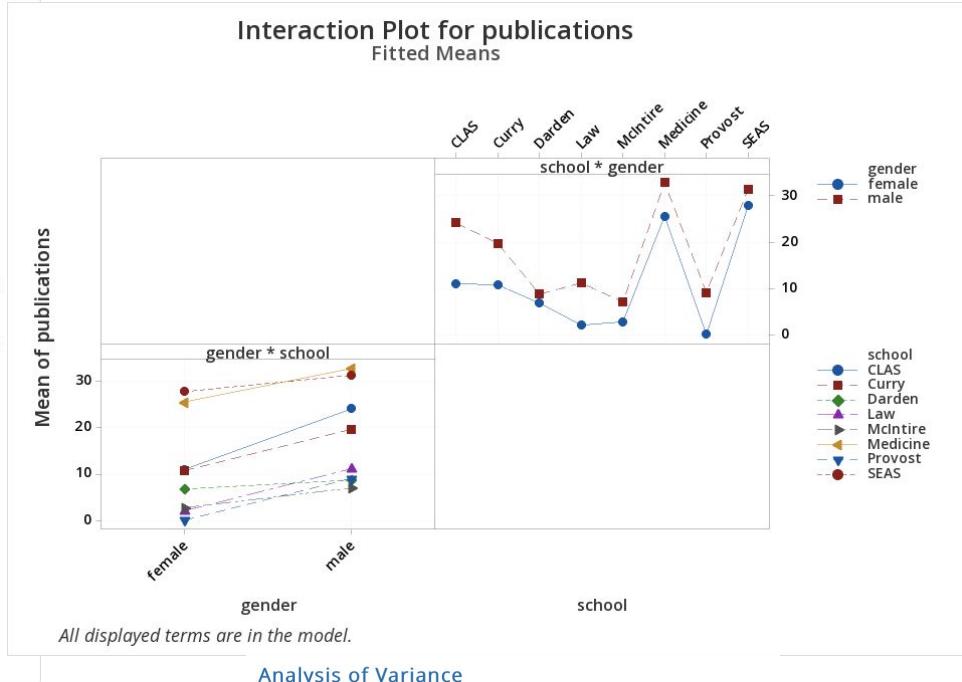
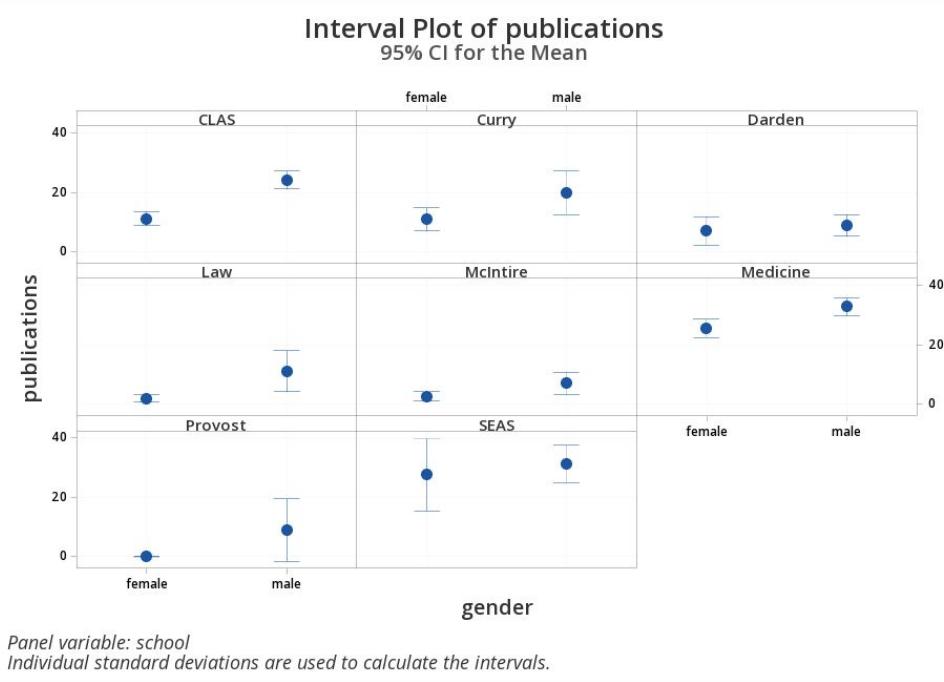


Without outliers:





Appendix: Impact of Gender/School



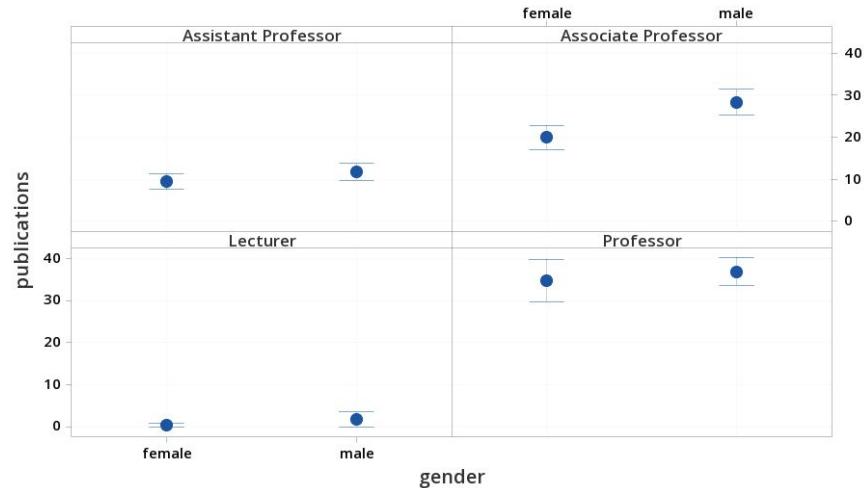
Analysis of Variance

Source	DF	Adj SS	Adj MS	F-Value	P-Value
gender	1	7765	7764.7	10.33	0.001
school	7	118851	16978.8	22.59	0.000
gender*school	7	4712	673.1	0.90	0.509
Error	1912	1436767	751.4		
Total	1927	1605074			

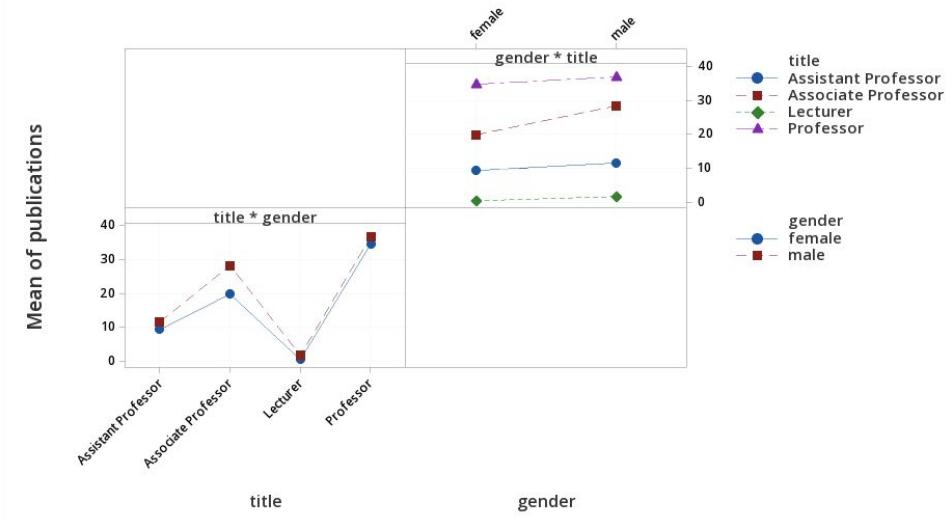


Appendix: Impact of Gender/Title

Interval Plot of publications
95% CI for the Mean



Interaction Plot for publications
Fitted Means



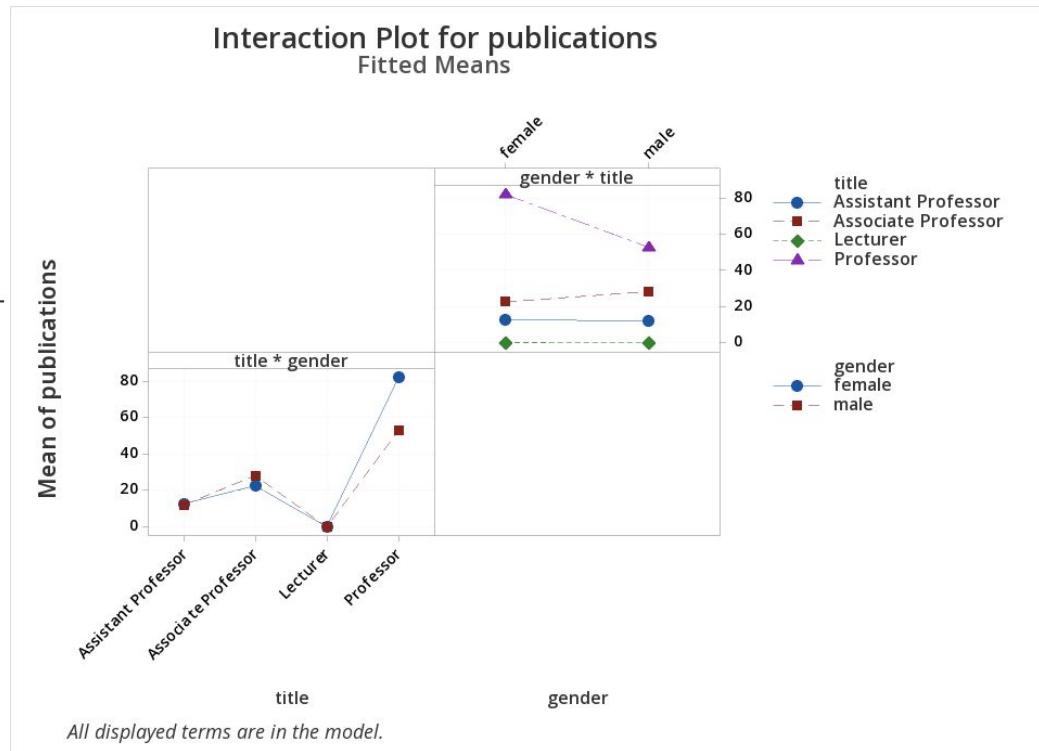
Source	DF	Adj SS	Adj MS	F-Value	P-Value
title	3	215003	71667.7	102.24	0.000
gender	1	3447	3447.5	4.92	0.027
title*gender	3	4209	1402.9	2.00	0.112
Error	1920	1345866	701.0		
Total	1927	1605074			



Appendix: SEAS-ONLY Impact of Gender>Title

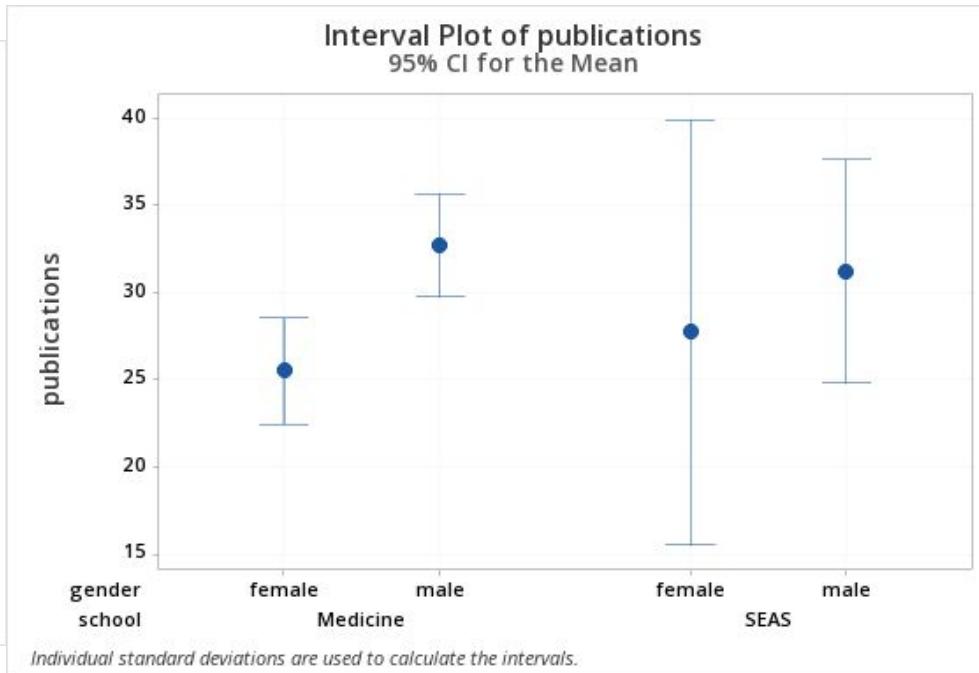
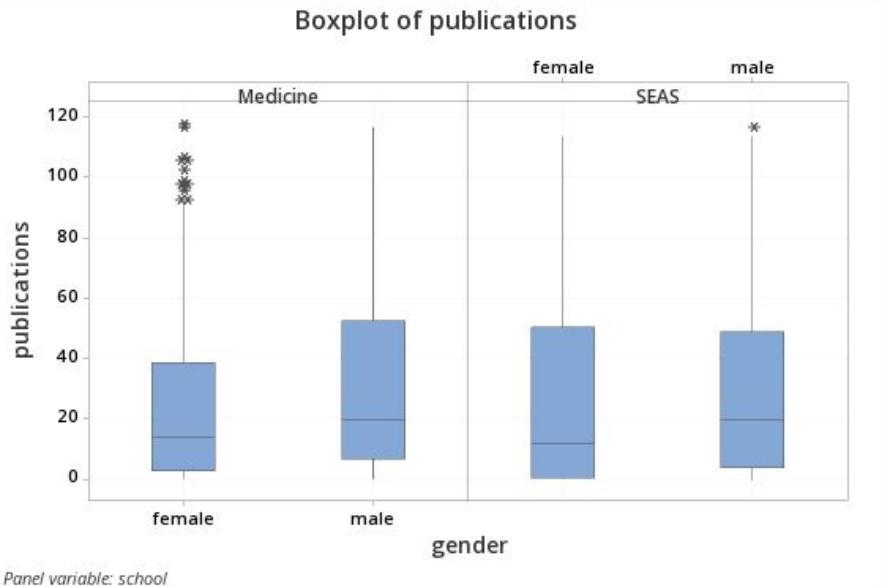
Analysis of Variance

Source	DF	Adj SS	Adj MS	F-Value	P-Value
title	3	52424	17474.7	25.58	0.000
gender	1	570	570.5	0.83	0.363
title*gender	3	4164	1387.9	2.03	0.113
Error	128	87448	683.2		
Total	135	147427			



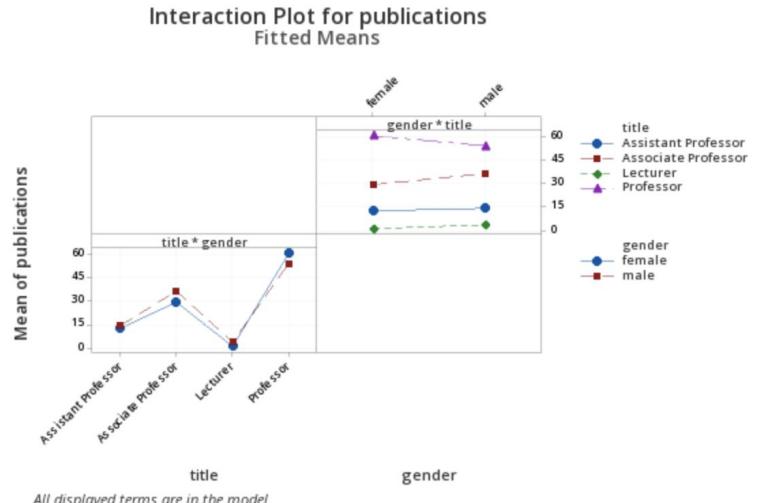


Appendix: SEAS and Medicine



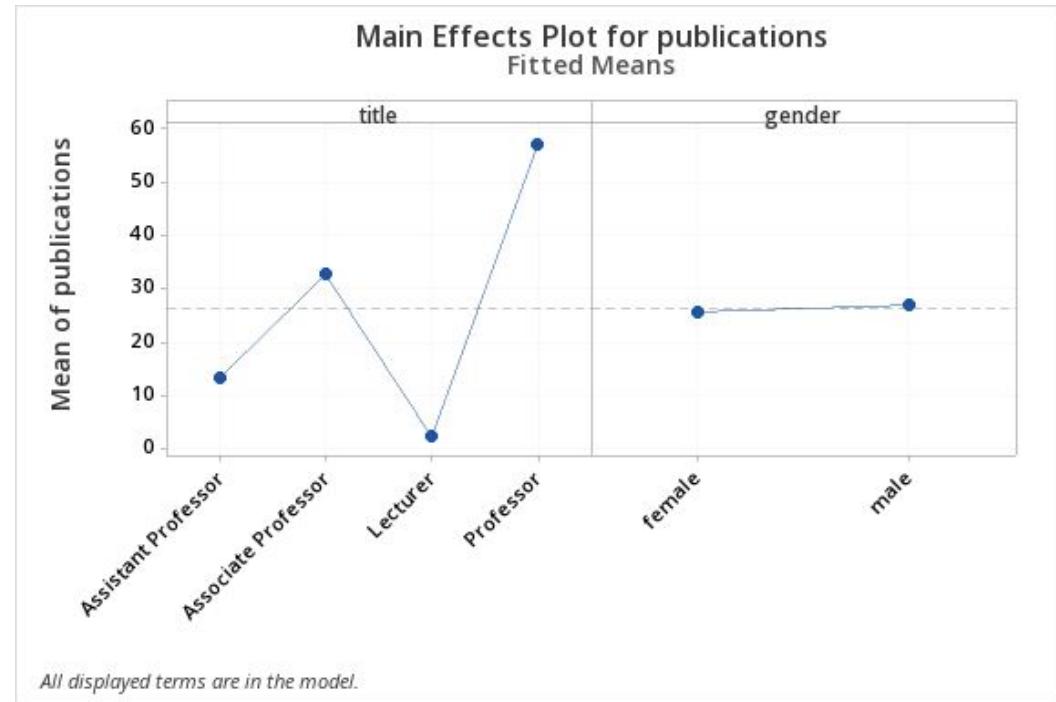


Appendix: Multi-ANOVA for Title/Gender in Grouped SEAS/Medicine



ANALYSIS OF VARIANCE

Source	DF	Adj SS	Adj MS	F-Value	P-Value
title	3	232532	77510.7	105.90	0.000
gender	1	99	98.8	0.14	0.713
title*gender	3	5143	1714.3	2.34	0.072
Error	947	693106	731.9		
Total	954	943882			





Women are hired less on average in Male Driven Departments

Men have been hired more often in male-dominated fields compared to women.

Average Sum of Base Pay:

\$2,222,222 for men within all SEAS departments

\$555,555 for women within all SEAS departments

Although, more women (**10,470**) are working at the University of Virginia, males control more than half the population in historically male-dominated departments.



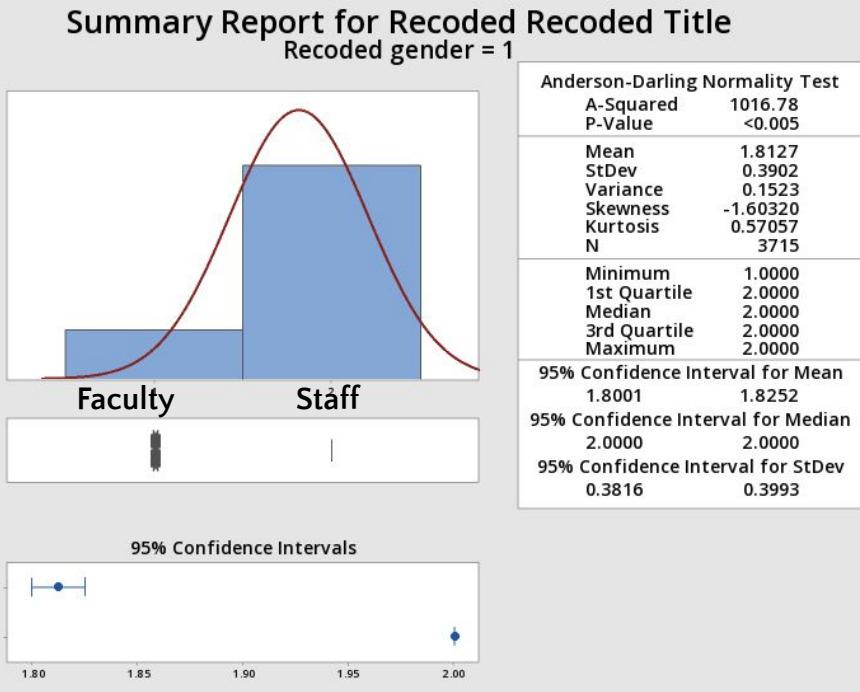
Appendix: Gender varies depending on job in faculty or on staff

Summary

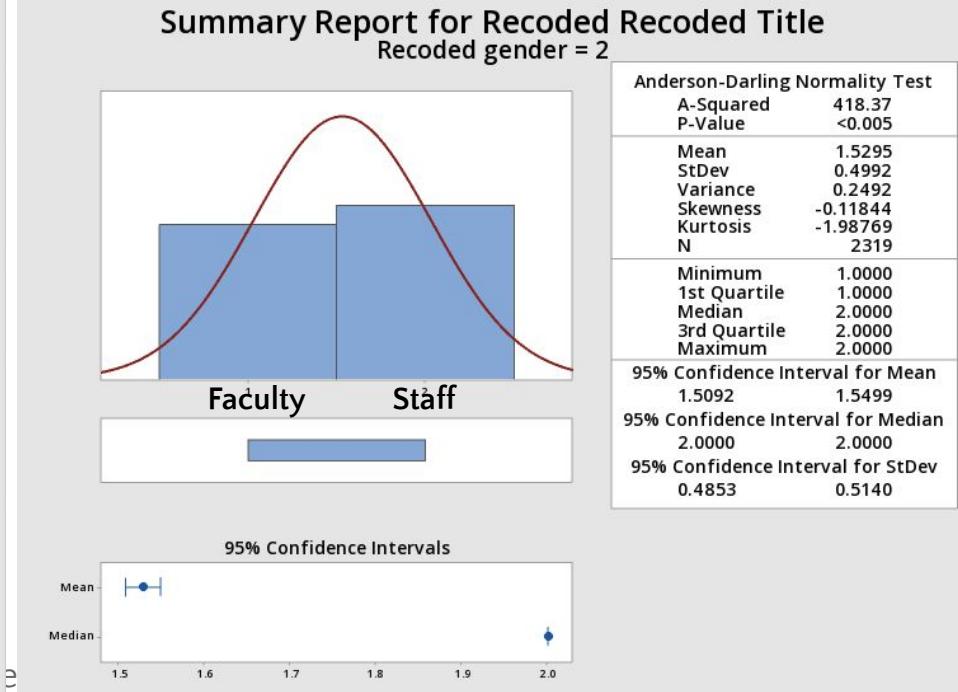
Original Recoded Number Value	Recoded gender Value	Number of Rows
female	1	10470
male	2	6731
NA	3	1470

Source data column gender
Recoded data column Recoded gender

Females:



Males:





Appendix: Proportion of Females in Specific Departments (Compared to Council of Grad Students)

Doctoral Degrees, By Field and Gender, 2017-2018			
Field	Male	Female	Females per 100 Males
Arts and Humanities	47.5%	52.5%	110.5
Biological, Agricultural Sciences	47.5%	52.5%	110.5
Business	53.2%	46.8%	88.0
Education	31.4%	68.6%	218.5
Engineering	75.2%	24.8%	33.0
Health and Medical Sciences	29.0%	71.0%	244.8
Mathematics and Computer Sciences	74.8%	25.2%	33.7
Physical and Earth Sciences	64.8%	35.2%	54.3
Public Administration	23.6%	76.4%	323.7
Social and Behavioral Sciences	37.9%	62.1%	163.9
Other Fields	49.7%	50.3%	101.2
Total	47.0%	53.0%	112.8

Source: Council of Graduate Schools

Master's Degrees, By Field and Gender, 2017-2018			
Field	Male	Female	Females per 100 Males
Arts and Humanities	42.1%	57.9%	137.5
Biological, Agricultural Sciences	42.9%	57.1%	133.1
Business	55.2%	44.8%	81.2
Education	22.9%	77.1%	336.7
Engineering	74.0%	26.0%	35.1
Health and Medical Sciences	20.0%	80.0%	400.0
Mathematics and Computer Sciences	65.5%	34.5%	52.7
Physical and Earth Sciences	58.5%	41.5%	70.9
Public Administration	21.7%	78.3%	360.8
Social and Behavioral Sciences	37.3%	62.7%	168.1
Other Fields	41.2%	58.8%	142.7
Total	41.7%	58.3%	139.8

Source: Council of Graduate Schools

Total Graduate School Enrollment, By Field and Gender, Fall 2018			
Field	Male	Female	Females per 100 Males
Arts and Humanities	43.6%	56.4%	129.4
Biological, Agricultural Sciences	43.6%	56.4%	129.4
Business	53.9%	46.1%	85.5
Education	24.8%	75.2%	303.2
Engineering	74.2%	25.8%	34.8
Health and Medical Sciences	21.9%	78.1%	356.6
Mathematics and Computer Sciences	67.9%	32.1%	47.3
Physical and Earth Sciences	61.8%	38.2%	61.8
Public Administration	22.2%	77.8%	350.5
Social and Behavioral Sciences	36.5%	63.5%	174.0
Other Fields	40.7%	59.3%	145.7
Total	41.8%	58.2%	139.2

Source: Council of Graduate Schools

Department of Law:
70 Women out of 101
Faculty Members

Descriptive Statistics

N	Event	Sample p	95% CI for p
101	70	0.693069	(0.593443, 0.781021)

Department of Engineering :
41 Women out of 208
Faculty Members

Descriptive Statistics

N	Event	Sample p	95% CI for p
205	41	0.200000	(0.147512, 0.261382)



Appendix: Chi-Squared Test comparing Gender & Department

Rows: gender Columns: school

	Athletics	Business	College of Arts and Sciences	Darden School	Vice President and Ch	Executive Facilities Management	Research and Public Service	School of Architecture	School of Continuing and Profes	School of Engineering and Appli	S
Department	Operations	Operations	Sciences of Education	School of Business	President and Ch	Management					
female	17	2	517	94	61	3	3	5	34	6	142
male	10	0	259	43	39	0	1	5	35.134	8.481	142.355
NA	3	0	70	7	4	1	1	-1.134	-2.481	-0.355	
All	30	2	846	144	104	4	5	0.760	-0.1914	-0.8518	-0.0298
	Frank Batten School of Health Leadersh	Information Technology System	McIntire School of Commerce	President's Office	Provost's Office		0.3689				
female	22	6	2	66	3	12	49	-0.256	4.306	3.488	0.258
male	9	2	1	26	3	11	30	2	23	8	76
NA	2	0	0	6	0	2	4	2.256	18.694	4.512	75.742
All	33	8	3	98	6	25	83	-0.1705	0.9960	1.6419	0.0296
	Research and Public Service	School of Architecture	School of Continuing and Profes	Engineering School	School of Law	School of Medicine	School of Appli				
female	5	34	6	142	70	725	43	0	1	0	17
male	2	23	8	76	31	416	18	0.503	4.172	1.007	16.903
NA	0	1	0	17	8	94	3	-0.503	-3.172	-1.007	0.097
All	7	58	14	235	109	1235	64	-0.7096	-1.5529	-1.0035	0.0236
	Student Affairs	University Advancement	University Library at Wise	UVA College	UVA Finance	Missing	All	7	58	14	235
female	20	6	5	82	1	8474	1996				
male	13	6	2	33	0	5669	1062				
NA	0	1	0	13	0	1233	237				
All	33	13	7	128	1	* 3295					

Chi-Square Test

Chi-Square DF

Pearson 41.765 50

Likelihood Ratio 49.495 50

14 cell(s) with expected counts less than 1.

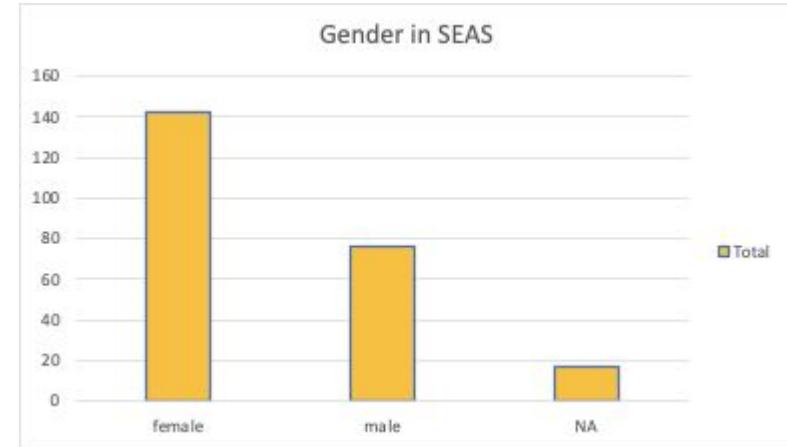
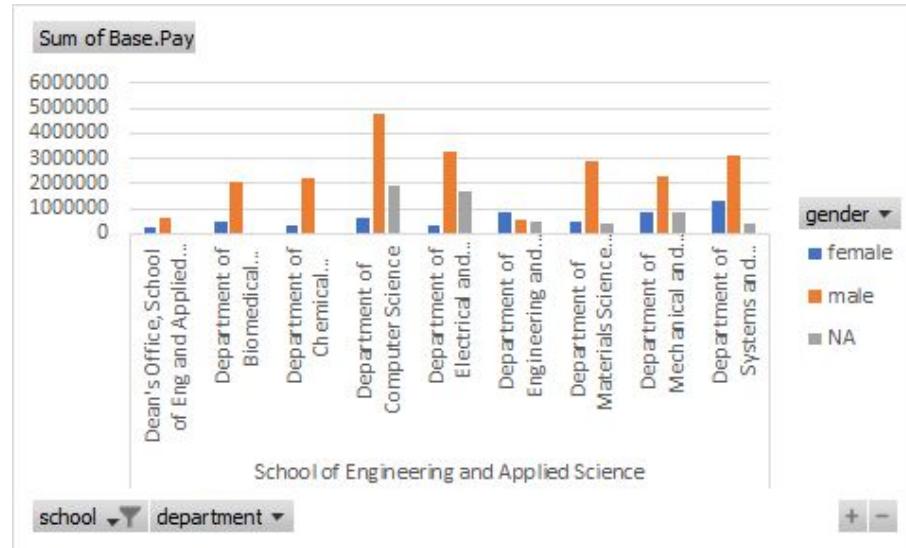
Chi-Square approximation probably invalid.

37 cell(s) with expected counts less than 5.

Cell Contents
Count



Appendix: Sum of Base Pay & Total Employees in SEAS by Gender





Appendix: Overall Calculations for “same job”: Same School and Title

Row Labels	Column Labels ▾			Count of gender			Total Sum of pay	Total Count of gender	AMOUNT MEN PAID MORE	AVERAGE
	female	male	NA	female	male	NA				
Architecture	2568868	2259814	270100	22	22	3	5098782	47		\$11,027.92
Assistant Professor	232600	374800	126400	3	5	2	733800	10	-\$2,573.33	
Associate Professor	926000	997114		9	10		1923114	19	-\$3,177.49	
Lecturer	47368			1			47368	1		
Professor	1362900	887900	143700	9	7	1	2394500	17	-\$24,590.48	
Batten	1085758.5	4038921	133800	8	20	1	5258479.5	29		
Assistant Professor	240700	726600	133800	2	5	1	1101100	8	\$24,970.00	
Associate Professor	503700	1416700		3	8		1920400	11	\$9,187.50	
NA	142000			1			142000	1		
Professor	199358.5	1895621		2	7		2094979.5	9	\$171,123.75	
CLAS	27558738.8	51508711.46	7065800	270	396	68	86133250.26	734		
Assistant Professor	5821857.6	6459630.91	1872400	79	73	23	14153888.51	175	\$14,793.69	
Associate Professor	7785774	11127477.52	2170300	80	104	21	21083551.52	205	\$9,672.80	
Instructor		36800			1		36800	1		
Lecturer	2085900	974234.4	321300	37	20	6	3381434.4	63	-\$7,663.96	
NA	597400			1			597400	1		
Professor	11267807.2	32947368.63	2665000	73	199	17	46880175.83	289	\$11,211.14	
Curry	6829625	7098119	719248	64	52	7	14646992	123		
Assistant Professor	2364425	740068	168948	29	9	2	3273441	40	\$697.88	
Associate Professor	2571200	2113650	550300	25	19	5	5235150	49	\$8,396.74	
Lecturer		207600			1		207600	1		
NA	403468				2		403468	2		
Professor	1894000	3633333		10	21		5527333	31	-\$16,384.14	
Darden	4683866	11853900	2071900	26	52	8	18609666	86		
Assistant Professor	717566	1140400	358900	4	7	2	2216866	13	-\$16,477.21	
Associate Professor	717000	2839250	431100	4	13	2	3987350	19	\$39,153.85	
Lecturer	107700	479900		1	4		587600	5	\$12,275.00	
NA	1188300	811600		10	6		1999900	16	\$16,436.67	
Professor	1953300	6582750	1281900	7	22	4	9817950	33	\$20,173.05	



Two Sample T-Test for Difference in Avg. Salary by Gender, School, Title

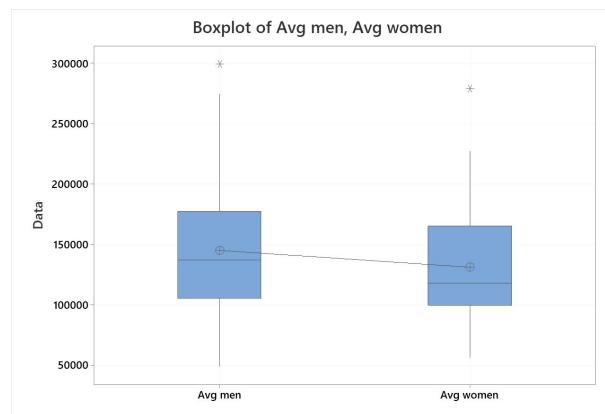
Descriptive Statistics

Sample	N	Mean	StDev	SE Mean
Avg men	58	144964	55643	7306
Avg women	58	131037	47263	6206

Test

Null hypothesis $H_0: \mu_1 - \mu_2 = 0$
Alternative hypothesis $H_1: \mu_1 - \mu_2 > 0$

T-Value	DF	P-Value
1.45	111	0.075





Two Sample T-Test for Difference in Salary of Batten Professors by Gender

Test

Null hypothesis $H_0: \mu_1 - \mu_2 = 0$

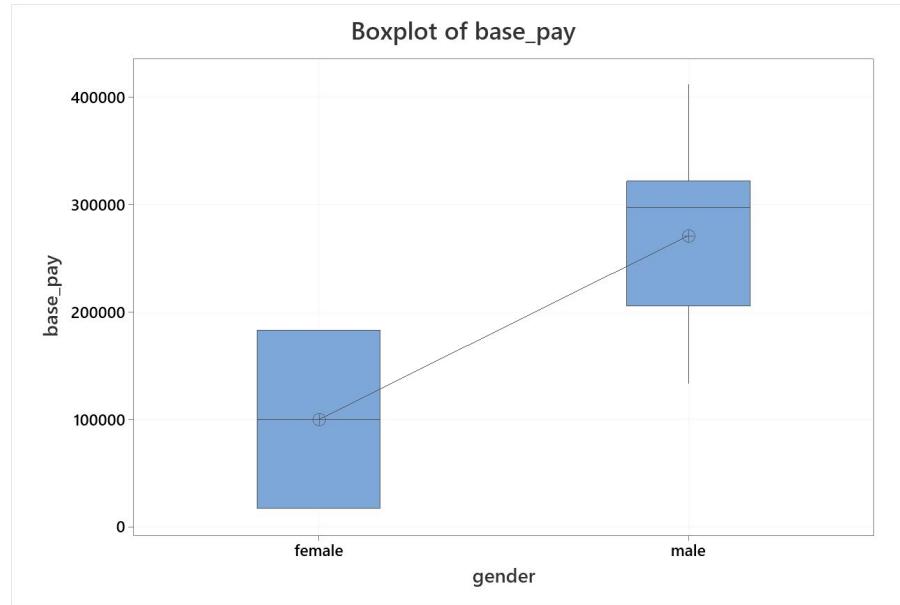
Alternative hypothesis $H_1: \mu_1 - \mu_2 < 0$

T-Value DF P-Value

-1.91 1 0.153

Descriptive Statistics: base_pay

gender	N	Mean	StDev	SE Mean
female	2	99679	116985	82721
male	7	270803	90708	34284





One Sample T Test on the Differences in Average Pay By Title and School and Gender

Descriptive Statistics

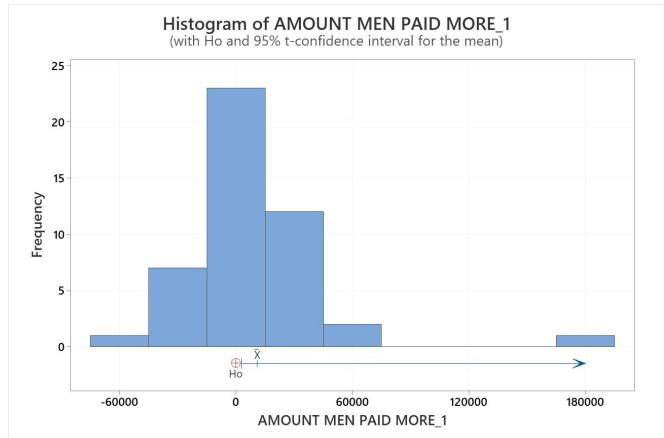
N	Mean	StDev	SE Mean	95% CI for μ
46	11028	32755	4829	(1301, 20755)

μ : population mean of AMOUNT MEN PAID MORE_1

Test

Null hypothesis $H_0: \mu = 0$
Alternative hypothesis $H_1: \mu \neq 0$

T-Value P-Value
2.28 0.027



Descriptive Statistics

N	Mean	StDev	SE Mean	95% Lower Bound	for μ
46	11028	32755	4829	2917	

μ : population mean of AMOUNT MEN PAID MORE_1

Test

Null hypothesis $H_0: \mu = 0$
Alternative hypothesis $H_1: \mu > 0$

T-Value P-Value
2.28 0.014