



## **2014 JOINT ADMINISTRATION-SENATE OVERSIGHT COMMITTEE ON FACULTY SALARY EQUITY ANALYSES**

**UCDAVIS**  
UNIVERSITY OF CALIFORNIA

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# Abbreviations

Academic Programmatic Units	APU
Business/Economics and Engineering salary plan	BEE
College of Agriculture and Environmental Sciences	CAES
College of Biological Sciences	CBS
College of Engineering	COE
College of Letters and Science	CL&S
Division of Humanities, Arts, and Cultural Studies	HARCS
Division of Mathematical and Physical Sciences	MPS
Division of Social Sciences	DSS
Graduate School of Management	GSM
Health Sciences Clinical	HSC
Salary Comparison Unit	SCU
School of Education	SOE
School of Law	SOL
School of Medicine	SOM
Betty Irene Moore School of Nursing	BIMSON
School of Veterinary Medicine	SVM
Underrepresented Minority	URM
University of California	UC

# Summary and Recommendations

This report examined faculty salaries in order to address the possible presence of inequities associated with gender or ethnicity. Data were provided by the Office of the Vice Provost-Academic Affairs as well as by the School of Medicine.

Due to the remarkable diversity of schools and colleges at UC Davis, the majority of the analysis was conducted at the level of the academic unit or below. The main analyses are accompanied by analyses disaggregated by current rank, rank at hire, and pay scale, as appropriate. There was one exception to this choice of level. Evaluating faculty salary equity ideally should include examining the impact of programs designed to enhance faculty diversity in multiple dimensions. A specific program of interest to UC Davis was utilization of the “Stop the Clock” program for faculty who have primary responsibility for the care of a newborn or adopted child. Assistant Professors can, with rare exceptions, take one year off the tenure clock for each child up to a total of two years. A relatively small share of current UC Davis faculty, 6%, have utilized the program, necessitating its evaluation at the campus level.

## 1.1 Summary of Findings

The most common finding across the analyses for the campus, individual academic units, and more disaggregated analyses was that faculty hired earlier in time had lower current total and off-scale salaries, had been appointed at lower interval steps, and had lower off-scale salaries at time of hire.

At the campus level, gender and ethnicity were not statistically significant determinants of current salary, when women, Asians, Underrepresented Minorities (URM) are compared to white men. Participation in the Stop the Clock Program had a negative and statistically significant effect ( $P < 0.05$ ). Regarding current off-scale salary, gender and Stop the Clock had a significant interaction: women who utilized Stop the Clock had lower current off-scale salaries, and the effect was highly significant ( $P < 0.01$ ). Women who did not utilize Stop the Clock had higher off-scale salaries ( $P < 0.05$ ), as did URMs ( $P < 0.05$ ). For purposes of comparison with the unit analyses, the determinants of off-scale salary at time of hire were also estimated. URM faculty had higher initial off-scale salaries, although the effect was only weakly significant ( $P < 0.10$ ).

In the analyses conducted at the college or school level, there were very few statistically significant gender or ethnicity differences. Of those present, roughly half were significant

only at the  $P < 0.10$  level. Table 1.1 summarizes the results of the college/school analyses of current total salary and current off-scale salary. DSS results are also reported by pay scale due to the existence of one (weakly) statistically significant difference when the population is disaggregated. There was only one significant difference in current salaries: Asians in the SOL had higher salaries ( $P < 0.05$ ). Regarding current off-scale salary, URM in HArCS had higher salaries ( $P < 0.05$ ). Two additional effects were weakly statistically significant ( $P < 0.10$ ): women on the regular pay scale in DSS had lower salaries and Asians in SOL had higher salaries.

Table 1.2 summarizes the results of the college/school analyses of off-scale salary and interval step at the time of hire. With one exception there were no gender or ethnicity-based differences in off-scale at time of hire. URM obtained higher off-scale salaries in the SOL, although the effect was only weakly significant. In contrast, there were several statistically significant gender or ethnicity differences in the interval step at the time of hire regression models. Women were hired at a lower interval step in three units: CAES, CBS, and DSS. The negative effects in CAES and CBS were highly statistically significant ( $P < 0.01$ ), while the effect in DSS was weakly significant ( $P < 0.01$ ). Asians were hired at a higher interval step in GSM and SVM, although both effects were only weakly significant. URM was hired at a lower interval step in COE, and the effect was highly statistically significant.

Table 1.1: Statistically significant effects of gender and ethnicity on current salary and current off-scale salary by academic unit: all faculty models.

Unit	N	Current total salary			Current off-scale salary		
		Female	Asian	URM	Female	Asian	URM
CAES	269	.	.	.	.	.	.
CBS	108	.	.	.	.	.	.
COE	171	.	.	.	.	.	.
HArCS	185	.	.	.	.	.	+, $P < .05$
MPS	156	.	.	.	.	.	.
DSS	197	.	.	.	.	.	.
DSS: BEE	27	.	.	.	.	.	.
DSS: non-BEE	170	.	.	.	-, $P < .10$	.	.
GSM	29	.	.	.	.	.	.
SOE	26	.	.	.	.	.	.
SOL	34	.	+, $P < .05$	.	.	+, $P < .10$	.
SOM	205	See Table 1.3					
SVM	110	.	.	.	.	.	.

*Note:* +; positive. -; negative. .; no significant effect.

## 1.1. Summary of Findings

Faculty compensation in the School of Medicine (SOM) is complex, due to multiple compensation components and faculty titles. While not all data available for other campus faculty were available for SOM ladder rank faculty, the analysis was able to address Health Sciences Clinical Professors and Professors of Clinical X in addition to ladder faculty. Ladder faculty were divided into two disciplines: basic and clinical sciences. In addition to total salaries, various salary components were addressed. (See the 5.12 SOM results section for a discussion of these components.)

Table 1.2: Statistically significant effects of gender and ethnicity on off-scale salary and interval step at time of hire.

Unit	N	Off-scale salary at hire			Interval step at hire		
		Female	Asian	URM	Female	Asian	URM
CAES	269	.	.	.	-, P < .10	.	.
CBS	108	.	.	.	-, P < .10	.	.
COE	171	.	.	.	.	.	-, P < .10
HArCS	185	.	.	.	.	.	.
MPS	156	.	.	.	.	.	.
DSS	197	.	.	.	-, P < .10	.	.
GSM	29	.	.	.	.	+, P < .10	.
SOE	26	.	.	.	.	.	.
SOL	34	.	.	+, P < .10	.	.	.
SOM	205	Data not available					
SVM	110	.	.	.	.	+, P < .10	.

*Note:* +; positive. -; negative. .; no significant effect.

Table 1.3 summarizes the results for total salaries only. There were no statistically significant gender or ethnicity salary differences found for Ladder Rank basic science faculty, nor were there any statistically significant interactions between gender and ethnicity variables and scale to consider because faculty in this title and discipline are virtually all in the same subset of scales. In contrast, among Ladder Rank faculty in clinical disciplines, Asian faculty in Scales 7–9 had lower total salaries. Female and Asian faculty in the Health Sciences Clinical Professors series had lower total salaries. In the Professor of Clinical\_ series significantly lower total salaries were observed for female faculty at higher scales. These outcomes are presented in the Results section 5.12.

Table 1.3: Statistically significant effects of gender and ethnicity on  $X + X' + Y + Z$  salary in the School of Medicine.

Female	Asian	URM	Statistically significant interactions
ladder-rank basic science			
.	.	.	.
ladder-rank clinical			
.	.	.	Asian x Scale 7–9. -; $P < 0.05$
Health Science Clinical Professors			
-; $P < 0.01$	-; $P < 0.05$	.	.
Professor of Clinical_			
.	.	.	Female x Scale 4–6. -; $P < 0.05$
			Female x Scale 7–9. -; $P < 0.05$
			Ethnicity scale interactions omitted
<i>Note:</i> +; positive. -; negative. .; no significant effect.			



Table 1.4 summarizes the correlation measures between current off-scale salaries and academic progress. School of Medicine off-scale compensation is divided by type of primary faculty appointment (basic science vs. clinical) and type of compensation Y or Y+Z (clinical only). There are two notable features of the table. First, the correlations between the two are uniformly low. Second, the remaining variability in off-scale salaries must be explained by factors that are not considered in the personnel process. Even in the college with the highest correlation between these factors, academic progress could only explain 25% of the variability in current off-scale salaries.

Table 1.4: Correlation between current off-scale salaries and academic progress.

Unit	Correlation Coefficient	P-value
CAES	0.09	0.16
CBS	0.53	<0.0001
COE	0.33	<0.0001
CL&S – HArCS	0.11	0.15
CL&S – MPS	0.33	<0.0001
CL&S – DSS	0.27	0.0002
GSM	0.12	0.55
SOE	0.11	0.61
SOL	0.34	0.05
SOM		
Y basic	-0.04	0.33
Y clinical	0.28	<0.0001
Y+Z clinical	0.25	<0.0001
SVM	0.19	0.05

## 1.2 Caveats

There are a number of caveats associated with the analyses presented here. First, the analyses excluded summer salary, due in part to the inability to differentiate it by source, and also because public funding of faculty salaries at UC is intrinsically within the oversight of the UC Regents, unlike private funding of individuals (provided this does not conflict with compensation rules). Second, the analysis relied on conventional statistical methods, especially linear models, as discussed in the methodology section. More extensive analysis into determinants of salaries could enrich or alter the results. Third, not all data were available for SOM faculty that were available for other faculty, so the nature of the analysis for SOM is different. Finally, the academic units vary greatly in size which should be taken into account when assessing the results.

### 1.3 Future Analyses

A number of additional considerations and possibilities for future analysis were identified during the preparation of the report. They fall into three categories: 1) defining the variables of interest differently, 2) additional data to collect, and 3) additional analyses to conduct.

There are various ways to redefine the variables of interest. This report excluded summer salaries, as noted above. Redefining total salary to include summer salary may alter the results. Another suggestion for the appropriate unit of total compensation was to normalize by month of effort; this could include summer salary. This approach was proposed as an alternative to normalizing salaries to either a fiscal or academic year. A third possibility that was offered was to analyze total compensation based on a hypothetical 12-month maximum salary, regardless of the months of effort an individual actually undertook.

As a result of conducting this analysis, the Task Force has several recommendations that it believes would increase the value of future equity studies. First, a number of faculty members are still reported as having ethnicity “unknown.” To the extent that this number can be reduced through voluntary reporting or be redefined as “decline to state” a source of ambiguity in the analysis can be removed. Second, while by all accounts retention offers in response to outside recruitment offers are a critical determinant of off-scale salaries, no reliable data are available to support this assumption. More broadly, regularizing the collection of data on the reasons for all changes in off-scale would provide information not only on the importance of retentions, but also on the number and magnitude of any equity adjustments made by deans.

Additional data to collect would include information on summer salaries and the source of those funds. Knowing the source would allow the differentiation of summer salary earned from grants and from other sources, with the exception of the SOM. As noted above under recommendations, data regarding retention efforts and their relationship with off-scale salary would be valuable. Alternative metrics for advancement, including time at rank, could also be explored.

The charge of the Task Force was to examine salaries for Ladder Rank faculty. An additional analysis that would be of particular value to CAES, SOM, and SVM would be to utilize the same approach for examining the salaries of Academic Federation members. Other additional analyses would be to model salary inequities for a broader range of SCUs. Another option would be to include whether a faculty member is on an academic year or a fiscal year appointment as a dummy variable.

### School of Medicine

Future data collection and analysis for the School of Medicine must take into account many factors that differentiate it from other UC Davis academic units. The School of Medicine is a complex entity that includes 800+ faculty in five distinct faculty series. Each faculty member has, in addition to his/her faculty series designation, a Departmental and possible Divisional affiliation, an associated rank and step, an assigned APU, and varied associated duties stemming from basic science to clinical research and/or innovation, clinical duties, teaching, training, administration, and intramural and extramural service responsibilities. The SOM contains much variation among the faculty, and so it is challenging to devise a

salary equity analysis that captures all of these complexities and makes comparisons between faculty members in a meaningful way. An additional complication is that a large fraction of SOM faculty (39%) is not represented by the Academic Senate. Health Sciences Clinical Professors and Adjunct faculty are members of an alternative governing body unique to UC Davis, the Academic Federation. There is faculty movement between academic series that is not captured in the current analysis, and inequities may exist between series that are not captured in our current analysis. It is notable that there are stark disparities in gender distributions between the academic series: women are more represented among faculty in the HSCP series (42%), a clinical series with no protected time for scholarly activities, and as such are not voting members of the Academic Senate. Future analyses might include a focus on the reasons for very low representation of women among ladder faculty (21%) and in the Academic Senate clinical series Clinical\_ (34%).

## 1.4 Recommendations for Action

The decision to conduct college and school-specific analyses was made for technical and organizational accountability reasons. From the technical perspective, an analysis performed on a university-wide scale with statistical control for academic units (and sub-units such as departments, specialized pay scales, etc.) constrains results to be average effects across the units. This has the potential to obscure heterogeneity of gender and ethnicity effects across units as the trade-off for the presentation of more easily understood synoptic effects (as was done when using the campus-level analysis to evaluate the impacts of Stop the Clock). When true effects are present within units, and the populace of such units is small relative to the campus population, they can be averaged out and go unrecognized. This problem becomes particularly exacerbated when the joint distributions of gender, ethnicity, and other covariates embedded in statistical models lead to sparse data. Fitting larger models that account for such heterogeneity is not uniformly successful. For these reasons, we believed it was imperative to explore such sources of heterogeneity, and our findings affirm the value of doing so.

In terms of accountability, an additional rationale for such analyses recalls the charge to the Task Force from then President Yudof: “I expect campuses to address any pattern of discriminatory salary differences that are uncovered through such studies and to examine individual outlier cases in their full context.” Deans at UC Davis recently became empowered to address and redress financial inequities within their own college/school, so the finding of average effects across the university may not be of particular relevance to them. In order to begin to rectify the problem, it is incumbent to first recognize the problem, and that must occur at the individual unit level. This is particularly important under the present budget model that distributes more resources to units than in the past. With such resources comes responsibility, however, and for this reason the Task Force urges the Provost to consider progress in addressing financial inequities as part of the annual and five-year review of deans.

Finally, it is also worth remembering that what is true on average is not necessarily true in individuals. While this report found little evidence of systematic salaries disparities as a function of gender and ethnicity, it nevertheless found substantial evidence of individual-level disparities that are functions of other factors, especially the disadvantage associated

with earlier decade of hire. The results of this report are consistent with the existence of a “loyalty tax.” Faculty members who have more years of service at UC Davis are paid less after controlling for the other variables considered here. There are no doubt other factors that contribute to disproportionately low individual salaries; one alluded to above is the failure to obtain outside recruitment offers. Examining the extent to which faculty members who do not pursue outside offers also pay a form of a loyalty tax requires additional data. In the opinion of the Task Force, it is antithetical to presume that universities outside the UC system are better evaluators of faculty worth than our own university, and so they should not be allowed to remain important drivers of salary inequity.

Of course, the counter-argument regarding these considerations is that current total and off-scale salaries represent the quality of faculty members’ academic records. The Task Force analyzed the relationship between faculty progress through the merit process and current off-scale salary. Remarkably, faculty progress was not a driver of salary equity: there was an astonishing dissociation between progress rate and off-scale salaries. That a minimum of 75% of such variability (and often considerably more) in off-scale salaries can be explained by non-academic factors should give considerable pause to those in a position to reverse and ameliorate these inequities. Until such time comes that system-wide base academic salaries sufficiently rise to subsume most off-scale salaries, restoring some semblance of uniform usage of salary scales that conform to those of other universities, solutions must inevitably arise as a proactive partnership between the central campus and the unit deans.

The campus has made a significant investment in the physical infrastructure required for increased student enrollment; however, this report forcefully shows that there has not been a commensurate investment in our existing and valued human capital, leaving a consequential subset of our faculty lagging behind. Rather than waiting, perhaps interminably, for the State of California or the UC Office of the President to solve our problems, the inequities arising from differential investments in our faculty must out of fairness and justice become a high priority for UC Davis when allocating financial resources in the coming years.

# Introduction

The genesis of this faculty salary equity analysis can be traced back to then-UC Executive Vice President and Provost Lawrence Pitts’ appointment of a University of California Senate-Administration Task force on Faculty Salaries on March 14, 2011. A Report from this Task force, including its recommendations dated February 24, 2012 can be found at: Recommendation on long-term faculty salaries.

The subsequent divisional Academic Senate responses to it from May 14, 2012 can be found at: Academic Senate Response.

Due in part to the Task force’s somewhat controversial recommendations, which failed to garner uniform support by the divisions of the Academic Senate across the UC campuses, then-UC President Mark G. Yudof issued on September 11, 2012 a directive to all Chancellors “to implement a series of actions on your campus to address issues of faculty salary equity” (Appendix A).

On the Davis campus the initial response to the President’s directive was the constitution of a Joint Administration-Academic Senate Task Force on Analysis of Faculty Salary Equity to advise the Chancellor on how to initiate a salary equity analysis. The membership of this Task Force, and its November 2013 Report [heretofore referred to as the 2013 Report], can be found at: 2013 Report.

Among the recommendations of this report was the establishment of the present *Joint Administration-Academic Senate Oversight Task Force on Faculty Salary Equity Analyses* [heretofore referred to as the “Task Force”] to undertake data collection and oversee analysis of faculty salary equity at UC Davis. The product of this Task Force (which is the current document) was intended to be a comprehensive report provided to both the Davis Division of the Academic Senate as well as the UC Davis administrative officers for comment prior its submission to the UC Office of the President by January 1, 2015.

## 2.1 Charge

As indicated in President Yudof’s directive, campuses were asked to take the following actions:

“Each campus will determine the administrators and faculty committees who will be involved in the faculty salary analysis; the period of salary equity reviews (annual, biannual, other); the units to be studied; plans for addressing and reporting any pattern of discriminatory salary differences; and the methodology



to be employed. Campuses may elect to continue current studies that are already analyzing salary equity and they may choose to make this analysis a part of standard reports, like the academic Affirmative Action report, as appropriate. Findings should be transparent and accessible to the campus. ... I expect campuses to address any pattern of discriminatory salary differences that are uncovered through such studies and to examine individual outlier cases in their full context.”

The Task Force agreed that six issues, however important, were not within its scope and hence were not pursued further. These included: 1) initiating a process for departments or colleges/schools to develop objective evidence-based metrics for advancement, as addressed and recommended in the 2013 Report; 2) evaluating possible gender and ethnicity-based disparities in advancement within and across ranks; the latter is addressed in a separate report from the Office of Academic Affairs; 3) the role of retention offers on off-scale salaries; 4) comprehensive analyses of non-ladder rank faculty; 5) examining the standing of UC Davis salaries relative to those of other UC campuses; 6) examining the standing of UC Davis salaries relative to those of other universities.

## 2.2 Process

In Spring 2014 Vice Provost Maureen Stanton and UC Davis Academic Senate Chair Bruno Nachtergaele agreed to constitute a task force to oversee the UC Davis salary equity analysis. This task force, constituted in June, 2014, is composed of four representatives from the campus administration and four representatives from the Academic Senate (that were chosen by the Committee on Committees). The Task Force membership includes:

Edward Callahan	Associate Dean, School of Medicine and Professor, Department of Family and Community Medicine
Colleen Clancy	Chair, Compensation Advisory Committee, School of Medicine and Professor, Department of Pharmacology, School of Medicine
Steven Currall	Dean Emeritus, Graduate School of Management and Chancellor’s Advisor
Rachael Goodhue*	Vice Chair, Academic Senate and Professor, Department of Agricultural and Resource Economics
Philip Kass*	Associate Vice Provost for Faculty Equity and Inclusion and Professor, Department of Population Health and Reproduction
Lori Lubin	Chair, Committee on Faculty Welfare and Professor, Department of Physics
Andrea Quintero	Postdoctoral Scholar, Academic Affairs, Offices of the Chancellor and Provost and UC Davis ADVANCE Program
Saul Schaefer	Professor, Department of Internal Medicine
Everett Wilson	Data Management and Analysis Coordinator, Academic Affairs, Offices of the Chancellor and Provost
	*co-chairs of Task Force

The Task Force began meeting shortly after it was constituted to select a postdoctoral scholar proficient in statistics to perform the analyses contained in this Report. It then met on a regular basis to define the campus' approach to fulfilling its charge. It also reached consensus early on that because of the many disparate and unique units on the campus it would be preferable to conduct separate analyses on each of them and explore their potential heterogeneity with respect to determinants of salary equity. The University is comprised of the following colleges and schools:

Academic unit	Ladder faculty
College of Agriculture and Environmental Sciences	269
College of Biological Sciences	108
College of Engineering	171
College of Letters and Science	
Division of Humanities, Arts, and Cultural Studies	185
Division of Mathematical and Physical Sciences	156
Division of Social Sciences	197
Graduate School of Management	29
School of Education	26
School of Law	34
School of Medicine	189
Betty Irene Moore School of Nursing	16
School of Veterinary Medicine	110

The 2013 Report recommended the establishment of “Salary Comparison Units” (SCU), defined as collections of faculty within which salaries are to be compared and who share the same salary reference standard. The SCU were established following consultation with the leadership (deans and/or associate deans) and Faculty Executive Committees in each of the four colleges (one of which is divided into three divisions), and six schools (n.b., in this Report, the Betty Irene Moore School of Nursing is included with the School of Medicine). The choices of SCU will be addressed in the unit-specific sections of this Report.

The Task Force met weekly to review interim results, suggest additional analyses, and select which analyses should be included in the body of the report or its Appendix. On September 12, 2014 Vice Provost-Academic Affairs Stanton transmitted a request from the Task Force co-chairs to Deans and Academic Senate Faculty Executive Committee Chairs to meet and discuss appropriate SCUs. The Task Force co-chairs met individually or jointly with members of the academic unit administration and Academic Senate Faculty Executive Committee members of the following units:

Academic unit	Meeting date
College of Agriculture and Environmental Sciences	October 17
College of Biological Sciences	September 30
College of Engineering	October 13
College of Letters and Science	
Division of Humanities, Arts, and Cultural Studies	October 10
Division of Mathematical and Physical Sciences	October 17
Division of Social Sciences	October 21
Graduate School of Management	September 29
School of Education	October 29
School of Law	October 8
School of Medicine and	
Betty Irene Moore School of Nursing	October 22
School of Veterinary Medicine	October 2

# Methodology

Executing the analysis requires specifying the models, the statistical methods used to estimate each model, and the population of faculty used for the estimation of each model.

## 3.1 Salary Comparison Units (SCUs)

One of the key initial considerations as the Task Force began this undertaking was the selection of an appropriate set of faculty for evaluating the determinants of salaries, referred to as the **salary comparison unit**, or SCU. The decision to conduct analyses that either controlled for or individually studied SCUs was commensurate with the recommendations of the earlier generation UC Davis Joint Administration-Academic Senate Task Force on Analysis of Faculty Salary Equity. The choice of SCU involves a tradeoff between model specification validity and precision. The larger the set of faculty, the greater the potential for the model to estimate effects with sufficient precision to be statistically significant. However, the larger the set of faculty, the less homogeneous units (and hence nested individuals) are likely to be, making the models potentially less useful due to obfuscation of effects. Because of the number and remarkable diversity of the colleges and schools at UC Davis, solely approaching this work through inclusion of the entire faculty in a single statistical model did not seem propitious nor advisable. As a starting point, the Task Force chose academic units (colleges and schools) as SCUs. This approach was then refined through consultations with deans and faculty executive committee members for each unit, as discussed in the introduction. Analytic strategies that include when: 1) faculty within an academic unit are separated into different SCUs entirely; 2) indicator variables are used to control for SCU; and 3) indicator variables are used to allow the effects of other factors to vary across SCUs are described at the beginning of the sections devoted to the findings for the relevant academic unit.

## 3.2 Model Specification

The Task Force was charged with evaluating determinants of current faculty salaries, including gender and ethnicity. Linear regressions were used throughout this report to model the salaries. Recognizing that base salaries should strictly be a function of rank, step, and the appropriate published salary scale, variations in off-scale salaries, both current and at the time of appointment, are an important component of variation in current total salaries

and were modeled separately, using the same explanatory variables as models for current total salaries. Due to their skewed distribution, salaries were transformed using natural logarithms for the analyses. Because many faculty members had no off-scale salary, \$1.00 was added to the amount before performing the adjustment. Secondary explanatory variables were included in each regression model: 1) **decade of hire**; 2) **start after degree**, the number of years between hire and terminal degree; and 3) **interval**, an ordinal scale variable combining non-overlapping ranks and steps (because differences in rank and step at the time of appointment could conceivably be sources of differences in current salaries). When appropriate, models included an additional salary comparison unit variable. All regression models contrasted: 1) women to men, 2) each ethnic identification group's faculty to White faculty, and 3) decade of hire within the past ten years (2014–2005) to previous decades until 1984–1975. Ten faculty members hired prior to 1975 were not included in the regression analyses. In cases in which all faculty members were hired within the same decade, to ensure that each intercept corresponded to the current year, the year of hire was subtracted from the current year of 2014. One set of regressions modeled differences in salary based on gender and ethnic identification, while controlling for other factors, for Ladder Rank faculty across campus units. Minimally, two additional sets of models were conducted: one at the unit level across the three academic ranks, and another set separately for Assistant, Associate, and full Professors. For this final set of rank-specific models, the interval variable was replaced by step within rank. The range consisted of Steps 1–6 for Assistant Professors, Steps 1–5 for Associate Professors, and Steps 1 to above scale for full Professors. In some units the number of Ladder Rank faculty was small, and a full set of variables could not be modeled. Secondary variables were removed from analysis in the following order: step within rank, start time after degree, and decade of hire in order until a model could be fit.

## 3.3 Normalizations

Two normalizations were required for the analysis. First, in order to compare starting salaries for current employees, salaries were converted to real dollars using the Consumer Price Index for All Urban Consumers (Bureau of Labor Statistics 2014). To reflect current conditions, salaries were converted using 2013 as the base year. Second, approximately half of UC Davis faculty members are paid on a 9-month (academic year) basis and approximately half are paid on an 11-month (fiscal year) basis. Faculty members on the 11-month scale are virtually all in the College of Agriculture and Environmental Sciences (CAES), the College of Biological Sciences (CBS), the School of Medicine (SOM) and the School of Veterinary Medicine (SVM). Other academic units are predominantly or exclusively on the 9-month scale. With the exception of CAES and CBS, a clear majority of the faculty in each unit are on one of the two scales, and that scale is used for the statistical analyses of that unit. Because there is no strong majority of either in CAES and CBS, this report adheres to the recommendation of the prior UC Davis Joint Administration-Academic Senate Task Force on Analysis of Faculty Salary Equity to normalize salaries to an 11-month scale. Absolute salary numbers for these two units need to be interpreted while keeping this conversion in mind.

## 3.4 Interpretation

For readers unfamiliar with some of the notation and graphics included in this report, we provide below some brief explanations to facilitate understanding.

First, many findings are accompanied by “P-values.” In most cases these reflect the probability of observing positive regression coefficients at least as large (or negative regression coefficients as small) as those estimated in the analyses when, in reality, the coefficient equals zero. That is, when a variable has no association with the outcome in the analyses (the “null hypothesis”), the coefficient is expected to be close to zero. A positive association is reflected by a positive coefficient, and the converse holds for negative coefficients. The smaller the P-value, the less compatible the data are with the null hypothesis. Three levels of statistical significance (which reflect judgments about how compatible the evidence is with the null hypothesis) are reported: weakly significant ( $P < 0.10$ ), significant ( $P < 0.05$ ), and strongly significant ( $P < 0.01$ ). The use of ‘weakly’ and ‘strongly’ are used to provide subjective interpretation to relative significance levels, and are not qualitative judgements about the direction or magnitude of differences or effects. The smaller the P-value, the more likely one would be to abandon the null hypothesis in favor of an alternate one favoring the presence of an actual association.

Two forms of regression analyses are included in this report. The more common one, linear regression, is used to model the relationship between a continuous outcome (such as the logarithmic transform of salary) and one or more predictor variables, which may be continuous or semi-continuous (e.g., rank/step interval), ordinal (e.g., decade of hire), or nominal (e.g., gender or ethnicity). The strength of the linear relationship between the predictor variables and the outcome variable is measured by the correlation coefficient ( $r$ ): a positive  $r$  indicates a positive relationship between the linear predictors and the outcome, and a negative  $r$  indicates a negative relationship. In this report correlation coefficients are used to show the relationship between academic progress (where 1 = normative progress;  $< 1$  = delayed progress, and  $> 1$  = accelerated progress) and off-scale salaries in dollars. If data were perfectly correlated, all points in a scatterplot would lie on a straight line; if the slope of the line was positive, the correlation coefficient would be 1.0, and the converse would also be true. Correlation coefficients are accompanied by P-values. The null hypothesis of no association between predictor variables and the outcome corresponds to a correlation coefficient of zero. The smaller the P-value, the less likely it is that the true correlation coefficient is actually zero. For additional detail about correlation coefficients, see: Interpreting results: Correlation.

Not all outcomes in this analysis are continuous, though. We also address how factors potentially affect the step of hire for Assistant, Associate, and full Professors. This outcome is ordinal, rather than continuous, so an alternate form of regression called ordered (ordinal) logistic regression was used. The null hypothesis of no association is similar to the one above (meaning the coefficients are expected to be close to zero), and the P-values have the same interpretation as with linear regression.

In this report we chose not to attempt to provide literal interpretations to each of the regression coefficients given the logarithmic transformations used. Instead, associations are described with respect to their level of significance (or non-significance), as well as their

direction (positive or negative).

For a particular rank, step, and SCU, variability in total salary can usually be attributed to the off-scale component. Scatterplots of current off-scale salaries for the entire university (except faculty on the Health Sciences Compensation Plan) and in each of the units are provided to demonstrate their relationship to academic progress. The plots contain three horizontal lines corresponding to the 25th, 50th, and 75th percentiles of off-scale salaries among faculty in the units actually receiving them (i.e., off-scale salaries of zero were not included in these calculations). The vertical line corresponds to a progress rate of 1.0, which is normative. Some random “noise” was added to each point in the scatterplot to reduce the number of points that are superimposed. Faculty whose points fall in the lower right quadrant are the most disadvantaged by virtue of their normative or accelerated progress, but comparatively low (or no) off-scale salary.

In addition, boxplots are presented to show the distribution of progress rates among faculty receiving any current off-scale salary versus those receiving none. A horizontal boxplot is comprised of several parts. The “left edge” of the box corresponds to the 25th percentile of academic progress values; the “right edge” of the box corresponds to the 75th percentile of academic progress values; the vertical line inside the box corresponds to the 50th percentile of academic progress values. The boxes typically have horizontal lines emanating from the bottom and top of them; these represent the distribution of most of the remaining progress values below the 25th and above the 75th percentiles. Outlying observations, which usually (but not always) are in the (approximate) lowest and highest 5th percentiles, are illustrated with individual points (although note that identical progress values have superimposed points). A short video on the interpretation of boxplots provides additional detail: [Boxplot Basics and Interpretation](#).

A final note: all statistical models are approximation of unknown, underlying relationships between variables. They represent, in a sense, a combination of our own belief structures and the evidence that the data provide. Thus, models contain implicit assumptions that may or may not be correct and represent approximations to the truth. For example, the functional relationship between year of hire and current salary is likely to be complicated, non-linear, and challenging to individually model for each unit. Conversely, modeling each year of hire separately would obviate us of the need to functionally describe an effect, but doing so could compromise model precision and validity, particularly in small units, because of the need to estimate so many regression coefficients. So we elected to analyze our findings using decade of hire, the effects of which are assumed to be constant within the decade and that change in a step-wise fashion at the boundaries of the decade. All models are, to some extent, wrong (misspecified), for not only the above reasons, but also because we can never know precisely every factor that influences a faculty member’s salary, especially the negotiated component.

# Data

All data used in this report were collected and provided to the Task Force by the Office of the Vice Provost - Academic Affairs. The report's main dataset was primarily based on the data in the Payroll Personnel System Data Warehouse on October 1st, 2014, focusing only on Ladder Rank Faculty. A second dataset was provided by the School of Medicine that also included Professors of Clinical, and Health Sciences Clinical Professors. Of the 1,505 faculty employed as of October 1, 2014, 16 were excluded from the analysis due to missing data and/or being hired before 1975.

## 4.1 Variables: Office of the Vice Provost-Academic Affairs dataset

- Composition — Ladder Rank faculty, does not include the Chancellor, the Provost, Vice Chancellors, Vice Provosts, Deans, and the academic series Supervisor of Physical Education.
- Salary — Regular Ladder Rank faculty salary. For the Schools of Medicine all salary sources have been included. For the Graduate School of Management and the School of Law summer compensation provided by the respective Dean's office has been included. Salary does not include stipends, compensation from external funding sources (including summer compensation), and summer compensation connected with administrative duties.
- Normalization of Starting Salary — in order to compare starting salaries for current employees, these were converted to real dollars using the Consumer Price Index for All Urban Consumers (Bureau of Labor Statistics 2014). To reflect current conditions, salaries were converted using 2013 as the base year.
- Employee ID (names are not included)
- Gender (male or female)
- Ethnicity — based on Department of Labor guidelines, combining faculty into the groups Asian, Black, Hispanic, Native American, Caucasian, and Unknown. The dataset also includes an indicator for traditionally Underrepresented Minorities (URM) which combines the categories Black, Hispanic, and Native American.



- Starting Off-scale Salary — Off-scale salary at the time the person started as a Ladder Rank faculty member.
- Years Since Start — number of years since the person started as a Ladder Rank faculty member.
- Start After Degree — number of years since earning the degree recorded for “Education Level and Year”.
- Beginning Rank and Step (Interval) — the academic rank (Assistant, Associate, or full) and the step the person was at when hired. Rank and step has also been translated into an interval in order to account for overlapping steps between the academic ranks.
- Years Above/Below Since Last Action — the number of years a person is above or below what would be expected to be normal progress. The calculation:

Normative Progress + Stop the Clock or Work/Life Deferral - Actual Time Taken

Normative Progress — the number of years a person would take at normal time to advance from their beginning rank/step to their current rank step.

Example: A person starts at Associate Professor Step 3, receives a merit to Associate Professor Step 4; this normally takes 2 years, receives a merit to full Professor Step 2; this normally takes 3 years. Normal Progress for this merit and promotion would be 5 years.

“Stop the Clock” or Work/Life Deferral — for each time the program was used one additional year is added to normative progress.

Actual Time Taken — the number of years that have elapsed between a person’s start date and the person’s last action. Last action includes denied actions, deferrals, and five year reviews.

Example: if a person starts at Associate Professor Step 3 and advances to full Professor Step 2 in four years, then their “Years Above/Below Since Last Action” would be  $5 + 0 - 4 = 1$ , or one year above normal progress.

- Current Rank and Step (Interval) — the academic rank (Assistant, Associate, or full) and the step the person is at. The rank and step has also been translated into an interval variable in order to account for overlapping steps between the academic ranks.
- Department and Unit (School, College, or Division) — each person is assigned to a primary department and college.
- Primary Academic Salary Scale — identifies the salary scale each person is on; when a person is on more than one scale the higher salary scale is used. The salary scales are:

Professor, Academic Year

Professor, Fiscal Year

Business/Economics/Engineering, Academic Year

Business/Economics/Engineering, Fiscal Year  
Professor, Health Sciences Compensation Plan  
Professor, Strict Full-Time Veterinary Medicine  
Professor, Law School

- School of Medicine Salary Components — See 5.12.1 Health Science Compensation Plan
- Basis — Whether the person is primarily paid based on a nine-month year or an eleven-month year.

- Current Salary and Current Off-scale

Current Salary does not include Graduate School of Management and School of Law summer compensation.

Off-scale for above scale ladder faculty is based on a person's final off-scale salary plus range adjustments and salary adjustments for retention.

Fiscal Year Salary — converts academic year salaries to a fiscal year equivalent. This is used when analyzing units with significant numbers of both academic year and fiscal year faculty.

- Progress Rate — Converts “Years Above/Below Since Last Action” to a ratio. ( $\#$  of years since hire + Years Above/Below) /  $\#$  of years since hire Example: A person hired at Associate Step 4 and advancing to full Professor Step 2 would be expected to do so in five years (see “Years Above/Below Since Last Action”). If the person actually took 4 years to advance then the number of years would be 1 (normal time - actual time =  $5 - 4 = 1$ ). The Progress Rate would be  $(4 + 1)/4 = 1.25$ . New hires (zero years since hire) have a Progress Rate of zero. See ‘Years Above/Below Since Last Action’ for additional details
- SCU — Salary Comparison Unit. The way individual schools, colleges, and divisions (academic unit) are controlled for or divided up for purposes of looking for salary interactions. SCUs range from whole academic unit (Schools of Education and Law), to Primary Academic Salary Scale (CAES), to the nine salary scales used by the Graduate School of Business. In all cases, though, the SCU structure has been determined by the academic unit and is defined in the corresponding results section.

## 4.2 Variables: School of Medicine dataset

- Composition — The academic series: Ladder Rank Faculty, Professors in Residence, Professors of Clinical\_, Health Sciences Clinical Professors, and Adjunct Professors. Each individual was assigned only to their primary academic series.

- Salary — see See 5.12.1 for a discussion of the various School of Medicine Health Sciences Compensation Plan.
- Employee ID (names are not included)
- Gender and ethnicity — same as the primary dataset
- Current academic rank and step

# Results

Results are presented for the campus, then by academic unit and, when appropriate, SCUs within the unit. Results for the College of Letters and Science are presented by Division. Results for each academic unit are organized as follows: unit-specific background information as needed, descriptive statistics, regression analyses, and the correlation between academic progress and current off-scale. Four multi-variate regressions are reported in the main text for each academic unit: current salary, current off-scale salary, off-scale salary at time of hire and starting interval. These models are estimated using the entire faculty of the unit. The Appendix contains results for additional regression models which disaggregate the faculty by rank for the same four dependent variables. Due to differences in data availability discussed earlier, the analysis for the School of Medicine does not follow the same format.

## 5.1 University of California, Davis

### 5.1.1 Description

The University of California, Davis (UC Davis) analysis includes 1,489 Ladder Rank faculty distributed across four colleges (Agriculture and Environmental Sciences (CAES), Biological Sciences (CBS), Engineering (COE), and Letters and Science divided into three Divisions (Humanities, Arts, and Cultural Studies (HARCS), Mathematical and Physical Sciences (MPS), and Social Sciences (DSS))), and six schools (Education (SOE), Law (SOL), Management (GSM), Medicine (SOM), Nursing (BIMSON), and Veterinary Medicine (SVM)). Faculty in colleges and schools are paid either on an academic year or fiscal year basis. Consultation with deans and faculty executive committees led to the decision to include dummy variables for SCUs that are unique to each college and school. The following Table 5.1 outlines the SCUs used in the statistical models for university-wide analyses:

The university-wide analyses presented are strictly for Ladder Rank faculty. Additional analyses for Professor of Clinical and Health Sciences Clinical Professors in the School of Medicine are included in that section of the report, although not all data used for Ladder Rank analyses was available for this title series.

Table 5.1: Salary Comparison Unit definitions

Academic unit	SCU
CAES	BEE and non-BEE salary scale
CBS	Genome Center hire, Joint appointments with SOM, and others
COE	Entire college
DSS	BEE and non-BEE salary scale
CL&S – HARCS	Entire division
CL&S – MPS	Entire division
CL&S – DSS	BEE and non-BEE salary scale
BIMSON	Included with SOM
GSM	Salary scale/discipline groups (9)
SOE	Entire school
SOL	Entire school
SOM	Scales (10) and basic or clinical science
SVM	Surgeons/radiologists vs. others

**Descriptive statistics**

UC Davis had 1,505 faculty as of October 1, 2014. The gender composition of the faculty was 1,000 men (66.45%) and 505 women (33.55%)<sup>1</sup>.

The ethnic composition of the faculty on that date was 1,099 White faculty (73.02%), 241 Asian faculty (16.01%), 117 Underrepresented Minority (URM) faculty (7.77%), and 117 faculty who declined to provide an ethnic identity (3.19%).

The distribution of faculty by rank on that date was 1,000 full Professors (66.45%), 301 Associate Professors (20.00%), and 204 Assistant Professors (13.55%).

The joint distribution of gender, ethnicity, and rank is shown in Table 5.2

Table 5.2

		Female	Male	Total
Assistant Professors	White	53	69	122
	Asian	19	19	38
	URM	15	11	26
	Unknown	5	13	18
Associate Professors	White	77	109	186
	Asian	36	29	65
	URM	18	16	34
	Unknown	5	11	16
full Professors	White	212	579	791
	Asian	38	100	138
	URM	24	33	57
	Unknown	3	11	14
Total		505	1,000	1,505

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<sup>1</sup>Of the 1,505 faculty members included in these descriptive statistics, 16 were excluded from the statistical analyses due to missing data and/or a hiring date prior to 1975.

### 5.1.2 Stop the Clock Program

Considering faculty salary equity in terms of gender, ethnicity, and other factors ideally includes the evaluation of policies and programs designed to enhance life-work balance and other issues thought to have differential impacts across faculty members. A specific program of interest to UC Davis was whether, and how, utilization of our “Stop the Clock” program for faculty who have primary responsibility for the care of a newborn or adopted child. Assistant Professors can, with rare exceptions, take one year off the tenure clock for each child up to a total of two years. A relatively small share of UC Davis faculty have utilized the program, necessitating its evaluation at the campus level.

Table 5.3 shows the utilization of the “Stop the Clock” program among all current faculty. Overall, 6% of current UC Davis faculty have utilized the program for one or more years. 11% of female faculty have utilized it, and 3% of male faculty.

Table 5.4 disaggregates the use of the program by current rank as well as gender. Faculty who are currently Associate Professors are more likely to have utilized the program than faculty currently at the other ranks. 19% of Associate Professor have utilized the program. A quarter of female faculty and 14% of male faculty at the Associate rank have utilized the program. It is not surprising that the Associate rank demonstrates the greatest use; Assistant Professors have not progressed through the entire pre-tenure period and most full Professors earned tenure before the program was widely used.

Table 5.3

Number of years taken	Female	Male	Total
0	450	969	1,419
1	41	19	60
2	13	11	24
3	1	1	2

Table 5.4

Number of years taken	Assistant Professors		Associate Professors		full Professors		Total
	Female	Male	Female	Male	Female	Male	
0	86	109	102	142	262	718	1,419
1	4	2	22	12	15	5	60
2	2	1	11	10	0	0	24
3	0	0	1	1	0	0	2

### 5.1.3 Regression analysis of total current salary

Table 5.5 provides the results for the determinants of **current salary** for all Ladder Rank university faculty. The analysis controlled for all college and school SCUs noted above. There were no significant differences between women and men, nor were there significant differences between ethnicities. Faculty who used the Stop the Clock program had significantly ( $P < 0.05$ ) lower salaries than faculty not using it; this effect held true for both women and men (i.e., there was no significant interaction between use of the program and gender).

As expected, current rank and step (as measured through the interval variable explained above) was a significant positive predictor of total current salary ( $P < 0.01$ ).

Decade of hire was significantly ( $P < 0.01$ ) associated with total current salary (adjusted for rank/step). Compared with faculty hired in 2005 or later, faculty hired between 1995 and 2004 has significantly lower adjusted total current salaries, and faculty hired between 1975 and 1994 had significantly even lower adjusted total current salaries.

Table 5.5: University of California, Davis, Ladder Rank faculty: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.919*** (11.874, 11.964)
Gender <sup>b</sup> : Female	0.006 (−0.009, 0.020)
Ethnicity <sup>c</sup> :Asian	−0.013 (−0.032, 0.005)
Ethnicity <sup>c</sup> :Unknown	0.023 (−0.015, 0.062)
Ethnicity <sup>c</sup> :URM	0.018 (−0.006, 0.043)
Decade of Hire: 1995-2004	−0.075*** (−0.094, −0.057)
Decade of Hire: 1985-1994	−0.144*** (−0.171, −0.117)
Decade of Hire: 1975-1984	−0.137*** (−0.174, −0.100)
Start After Degree <sup>d</sup>	0.0002 (−0.001, 0.001)
Current Interval <sup>e</sup>	0.067*** (0.065, 0.070)
Stop the Clock <sup>f</sup>	−0.026** (−0.046, −0.005)
Observations	1,489
F Statistic	245.110*** (df = 48; 1440)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 505$ , Male  $n = 1000$ . <sup>c</sup>Ethnicity: Asian  $n = 241$ , Unknown  $n = 48$ , URM  $n = 117$ , White  $n = 1099$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>Stop the Clock or Work/Life Deferral: one additional year is added to normative progress each time the program was used. Model included variables for the eleven academic units, two SCUs within CAES, three SCUs within CBS, two SCUs within CL&S – DSS, nine SCUs within GSM, sixteen SCUs within SOM, and two SCUS within SVM. CI; 95% confidence interval.



### 5.1.4 Regression analysis of current off-scale salary

Table 5.6 provides the results for determinants of **current off-scale salary** for all Ladder Rank university faculty. The analysis controlled for all college and school SCUs noted above. On average, women faculty who never used the Stop the Clock program have significantly ( $P < 0.05$ ) higher current off-scale salaries than men. Faculty who were URM had significantly ( $P < 0.05$ ) higher current off-scale salaries than White faculty. There was a highly significant ( $P < 0.01$ ) interaction between gender and use of the Stop the Clock program: a male faculty member's current off-scale salary was, on average, unaffected by use of the program. In contrast, a female faculty member's current off-scale salary was, on average, negatively impacted by use of the program. This financial disadvantage of using the program outweighs the current off-scale salary advantage of women who never used the Stop the Clock program (as noted above).

As expected, current rank and step (as measured through the interval variable explained above) was a significant positive predictor of total current off-scale salary ( $P < 0.01$ ).

Table 5.6: University of California, Davis, Ladder Rank faculty: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	3.521*** (2.207, 4.834)
Gender <sup>b</sup> : Female	0.498** (0.065, 0.930)
Ethnicity <sup>c</sup> : Asian	-0.093 (-0.635, 0.449)
Ethnicity <sup>c</sup> : Unknown	1.347** (0.217, 2.477)
Ethnicity <sup>c</sup> : URM	0.890** (0.171, 1.609)
Decade of Hire: 1995-2004	-2.053*** (-2.595, -1.512)
Decade of Hire: 1985-1994	-4.417*** (-5.203, -3.630)
Decade of Hire: 1975-1984	-4.211*** (-5.286, -3.136)
Start After Degree <sup>d</sup>	-0.070*** (-0.105, -0.035)
Current Interval <sup>e</sup>	0.175*** (0.095, 0.255)
Stop the Clock <sup>f</sup>	0.001 (-0.872, 0.873)
Stop the Clock: Female	-1.719*** (-2.870, -0.568)
Observations	1,489
F Statistic	18.810*** (df = 49; 1439)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 505$ , Male  $n = 1000$ . <sup>c</sup>Ethnicity: Asian  $n = 241$ , Unknown  $n = 48$ , URM  $n = 117$ , White  $n = 1099$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>Stop the Clock or Work/Life Deferral: one additional year is added to normative progress each time the program was used. Model included variables for the eleven academic units, two SCUs within CAES, three SCUs within CBS, two SCUs within CL&S -- DSS, nine SCUs within GSM, sixteen SCUs within SOM, and two SCUS within SVM. Ten professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Decade of hire was significantly ( $P < 0.01$ ) associated with current off-scale salary (adjusted for rank/step). Compared with faculty hired in 2005 or later, faculty hired between 1995 and 2004 had significantly lower adjusted total current salaries, and faculty hired between 1975 and 1994 had even significantly lower adjusted total current salaries.

### 5.1.5 Regression analysis of off-scale salary at time of hire

Table 5.7 provides the results for determinants of **off-scale salary at time of hire** for all Ladder Rank university faculty. Off-scale salary at time of hire is in real, not nominal, dollars, and is adjusted for inflation using the Consumer Price Index, base year 2013. The analysis controlled for all college and school SCUs noted above. There were no significant differences between women and men. Faculty who were URM had weakly significantly ( $P < 0.10$ ) higher adjusted off-scale salaries at time of hire than White faculty.

Decade of hire was significantly ( $P < 0.01$ ) associated with adjusted off-scale salary at time of hire. Compared with faculty hired in 2005 or later, faculty hired between 1995 and 2004 had significantly lower adjusted total current salaries, and faculty hired between 1975 and 1994 had even significantly lower adjusted total current salaries.

Table 5.7: University of California, Davis, Ladder Rank faculty: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	3.033*** (1.735, 4.330)
Gender <sup>b</sup> : Female	-0.181 (-0.588, 0.226)
Ethnicity <sup>c</sup> : Asian	-0.073 (-0.601, 0.455)
Ethnicity <sup>c</sup> : Unknown	0.209 (-0.886, 1.304)
Ethnicity <sup>c</sup> : URM	0.618* (-0.076, 1.313)
Decade of Hire: 1995-2004	-1.646*** (-2.083, -1.209)
Decade of Hire: 1985-1994	-4.179*** (-4.722, -3.635)
Decade of Hire: 1975-1984	-5.033*** (-5.799, -4.268)
Start After Degree <sup>d</sup>	-0.006 (-0.052, 0.041)
Interval <sup>e</sup>	0.013 (-0.086, 0.111)
Observations	1,485
F Statistic	19.016*** (df = 47; 1437)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 505$ , Male  $n = 1000$ . <sup>c</sup>Ethnicity: Asian  $n = 241$ , Unknown  $n = 48$ , URM  $n = 117$ , White  $n = 1099$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. Model included variables for the eleven academic units, two SCUs within CAES, three SCUs within CBS, two SCUs within CL&S – DSS, nine SCUs within GSM, sixteen SCUs within SOM, and two SCUS within SVM. Ten professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### Correlation between academic progress and current off-scale

Figure 5.1 depicts the relationship between **academic progress** and **current off-scale** among all university faculty not part of the Health Sciences Compensation Plan. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. The distribution of academic progress scores for faculty members with off-scale salaries is only slightly greater than the distribution for those without such salaries.

The bottom panel plots current off-scale salary in dollars against academic progress among all university faculty not part of the Health Sciences Compensation Plan. The large number of faculty with no off-scale salaries regardless of their academic progress indicator, as well as the large number of faculty with normative or accelerated progress but no or little off-scale salaries contributes to the weak correlation between the two variables ( $r = 0.25$ ,  $P < 0.001$ ).

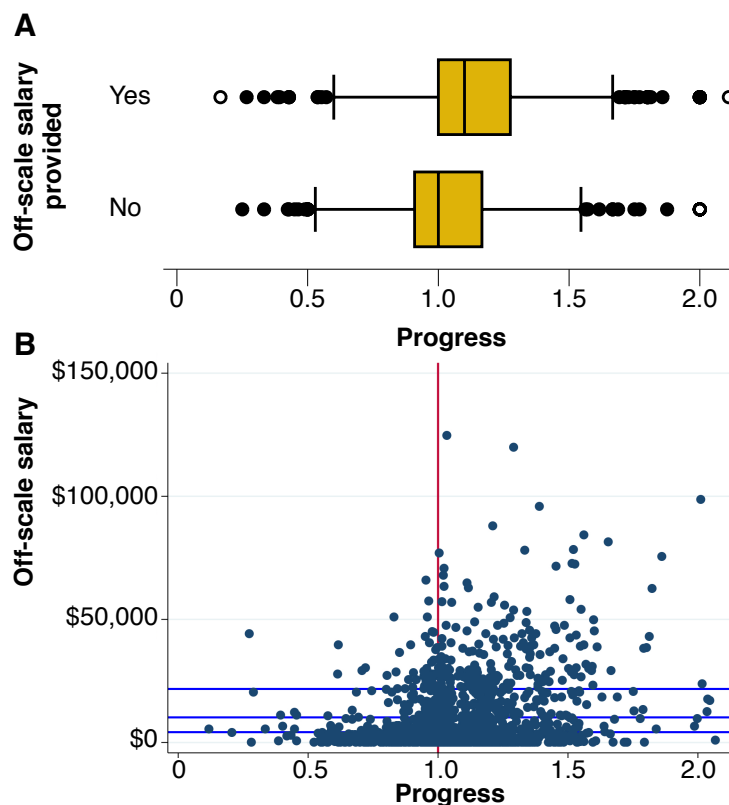


Figure 5.1: **Relationship between academic progress and current off-scale salary for UCD faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary. Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.2 College of Agricultural and Environmental Sciences

The College of Agricultural and Environmental Sciences (CAES) analysis includes 267 faculty, with approximately 11 percent paid on a fiscal year basis and the remainder on an academic year basis. Consultation with some of the Associate Deans and the FEC led to the decision to include a dummy variable differentiating faculty on the Business, Engineering and Economics (BEE) scale from other faculty members in the regression analyses; the dummy variable was hypothesized to have a positive coefficient because salaries at every rank and step are higher on the BEE scale. Consultation also resulted in checking for interactions between the BEE scale and the variables of interest.

After adjusting for factors influencing current salary, current off-scale salary, and off-scale salary at the time of hire, there were no significant gender or ethnicity differences when evaluating the CAES faculty as a single population. However, women were appointed at lower steps, and the effect was highly statistically significant ( $P < 0.01$ ). When faculty were disaggregated by pay scale, the Asian ethnicity had a weakly significant, negative effect ( $P < 0.1$ ) for faculty on the BEE scale.

### 5.2.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.8.A. The number of faculty members in each group is reported as N in the second column. Diversity decreases as rank and, at the full Professor, step category increase. Examining salary numbers within ranks, there are crude (unadjusted) differences in average salaries between genders and among ethnicities. Unadjusted women's salaries are lower with the exception of the Assistant Professor category, although the differences are small relative to the levels. Differences in unadjusted average salaries by ethnicity did not demonstrate a consistent direction. Additional descriptive statistics subdivided by pay scale may be found in the Appendix in Table B.1.

**Current off-scale salaries** are one determinant of the average salaries reported in Table 5.8. Table 5.8.B. reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender, ethnicity, and rank. Differences in the proportion of faculty members with off-scale salaries by gender are small at the lower ranks; a higher proportion of women in the full Professors 6–9 and Above Scale categories have off-scale salaries. There are no consistent differences by gender in off-scale across the rank categories. Asians have lower off-scale salaries on average than whites do, except at the associate professor level. URM's have lower off-scale salaries than whites except for full Professors, Steps 6–9. There are no consistent differences between Asian and URM faculty members. There are no URM faculty in the Above scale category.

The two panels in Figure 5.2 are plots of the data summarized in Table 5.8. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. Current salaries are ordered by step within each rank. Faculty members on the BEE scale are indicated by a dark border. Current salaries are ordered by department within each rank in the Appendix Figure B.1.

## 5.2. College of Agricultural and Environmental Sciences

Table 5.8: College of Agricultural and Environmental Sciences: salary (current).

### A. total salary (current).

	N	mean	sem	min	max
Assistant Professors, all Steps					
Women	26	\$95,720	\$2,474	\$79,000	\$127,189
Men	21	\$93,013	\$2,973	\$75,480	\$132,503
Asian	11	\$94,188	\$3,165	\$82,705	\$111,800
URM	5	\$84,885	\$3,758	\$75,480	\$94,602
White	31	\$96,177	\$2,506	\$82,869	\$132,503
Associate Professors, all Steps					
Women	13	\$101,454	\$5,123	\$80,600	\$150,655
Men	22	\$108,481	\$3,619	\$91,800	\$154,104
Asian	6	\$109,384	\$9,552	\$87,000	\$150,655
URM	2	\$96,226	\$9,226	—	—
White	27	\$105,804	\$3,243	\$80,600	\$154,104
full Professors, Steps 1 – 5					
Women	24	\$125,016	\$3,210	\$97,600	\$153,072
Men	47	\$128,313	\$2,348	\$97,600	\$164,926
Asian	4	\$118,966	\$11,684	\$97,600	\$150,224
URM	8	\$119,529	\$4,660	\$107,009	\$147,324
White	59	\$128,797	\$2,025	\$97,600	\$164,926
full Professors, Steps 6 – 9					
Women	15	\$169,521	\$4,690	\$140,400	\$214,583
Men	74	\$170,928	\$2,470	\$140,400	\$228,313
Asian	8	\$165,522	\$6,036	\$140,400	\$180,700
URM	2	\$178,998	\$13,466	—	—
White	79	\$171,004	\$2,378	\$140,400	\$228,313
full Professors, Above scale					
Women	2	\$214,232	\$10,379	—	—
Men	25	\$215,556	\$4,964	\$193,501	\$279,374
Asian	2	\$200,682	\$7,181	—	—
URM	1	—	—	—	—
White	24	\$217,583	\$5,017	\$193,509	\$279,374

*Note:* Salaries based on an 11 month, fiscal scale.  
— denoted suppression of salary.  
sem, standard error of mean

### B. off-scale salary (current).

	N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						
Women	26	(23)	\$11,964	\$1,713	\$0	\$33,693
Men	21	(18)	\$9,401	\$2,123	\$0	\$37,262
Asian	11	(8)	\$8,572	\$2,145	\$0	\$18,639
URM	5	(4)	\$6,520	\$2,525	\$0	\$11,686
White	31	(29)	\$12,309	\$1,804	\$0	\$37,262
Associate Professors, all Steps						
Women	13	(8)	\$8,693	\$3,611	\$0	\$38,831
Men	22	(17)	\$10,970	\$2,341	\$0	\$37,700
Asian	6	(5)	\$11,547	\$5,924	\$0	\$38,831
URM	2	(1)	\$6,826	\$6,826	\$0	\$13,651
White	27	(19)	\$10,053	\$2,210	\$0	\$37,700
full Professors, Steps 1 – 5						
Women	24	(7)	\$3,404	\$1,372	\$0	\$21,308
Men	47	(15)	\$5,615	\$1,724	\$0	\$43,934
Asian	4	(2)	\$1,393	\$893	\$0	\$3,734
URM	8	(2)	\$3,359	\$3,104	\$0	\$25,025
White	59	(18)	\$5,308	\$1,422	\$0	\$43,934
full Professors, Steps 6 – 9						
Women	15	(13)	\$8,641	\$4,209	\$0	\$50,209
Men	74	(51)	\$6,474	\$1,537	\$0	\$63,205
Asian	8	(5)	\$488	\$164	\$0	\$1,182
URM	2	(2)	\$7,648	\$6,616	—	—
White	79	(57)	\$7,462	\$1,616	\$0	\$63,205
full Professors, Above scale						
Women	2	(2)	\$6,068	\$4,794	—	—
Men	25	(21)	\$11,164	\$4,063	\$0	\$90,314
Asian	2	(2)	\$2,648	\$2,120	—	—
URM	1	(1)	—	—	—	—
White	24	(20)	\$11,871	\$4,199	\$0	\$90,314

*Note:* Salaries based on an 11 month, fiscal scale.  
<sup>a</sup> with off-scale salary.  
— denoted suppression of salary.  
sem, standard error of mean

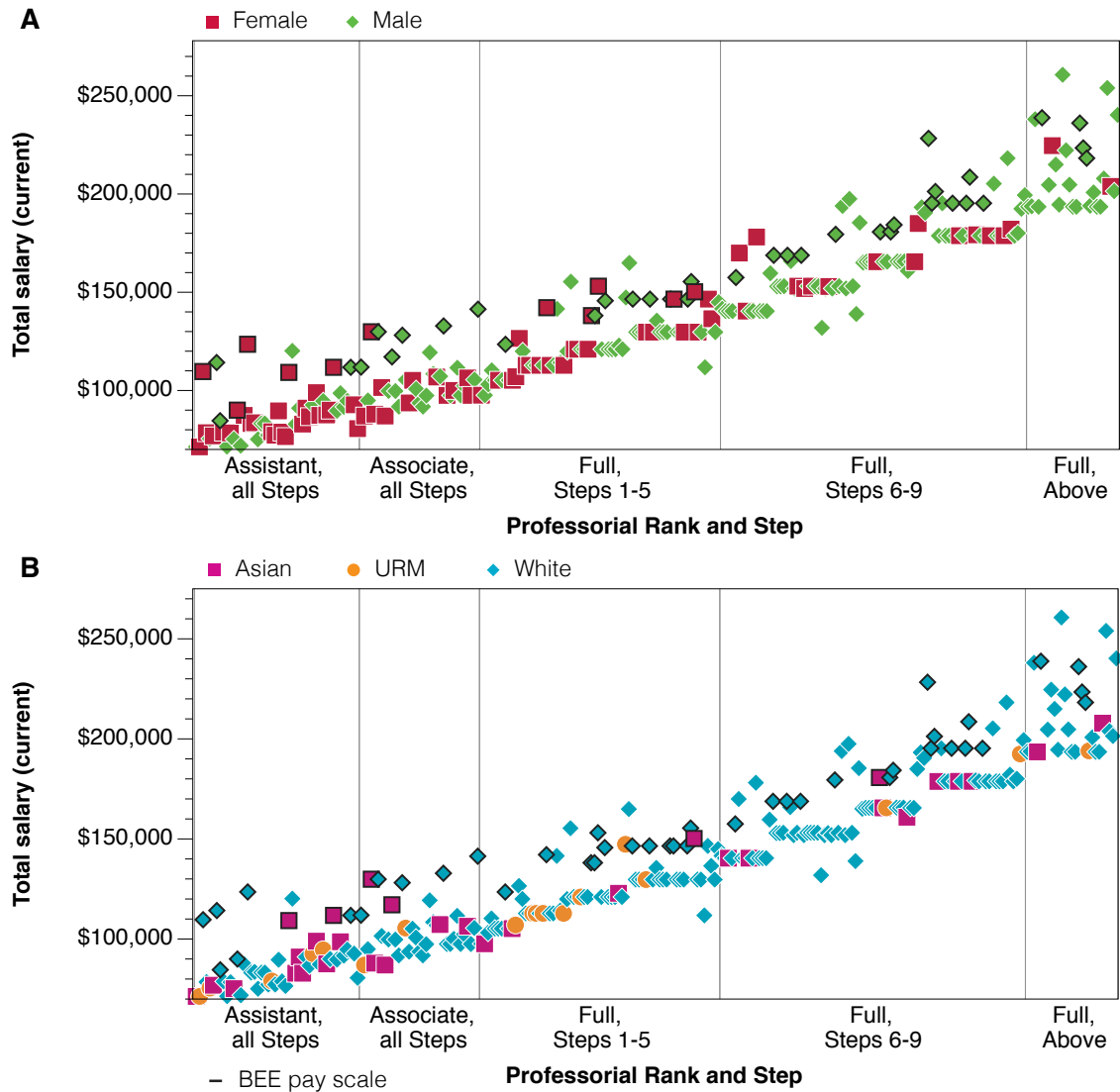


Figure 5.2: **Current total salary of CAES faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Faculty members on the BEE pay scale are indicated by a dark border. Total salary is composed of base salary and negotiated off-scale salary.

### 5.2.2 Regression analyses

When the CAES faculty were analyzed together there were no significant gender or ethnicity differences in current total or off-scale salaries or in off-scale salaries at the time of appointment. Women were appointed at a significantly lower step ( $P < 0.01$ ). When faculty were separated by pay scale, Asian faculty on the BEE scale were paid less, although the effect was only weakly significant ( $P < 0.1$ ). When faculty were separated by rank URMs were paid less, with a weakly significant effect ( $P < 0.1$ ), at the Assistant Professor level. Women appointed at the Assistant Professor rank were appointed to a lower step although the effect was only weakly significant ( $P < 0.1$ ).

### Current salary analyses

Table 5.9 reports results for the determinants of **current salary** for all CAES faculty members. Gender and ethnicity were not significant determinants of current salary. Decades of hire, current rank/step interval, and BEE scale all had highly significant coefficients ( $P < 0.01$ ). The BEE and current interval coefficients had the expected effect: on average, faculty members paid on the BEE scale and those at higher interval steps are more highly compensated than other faculty members. Faculty members hired prior to 2005 had lower average adjusted salaries.

Table B.2 reports results for the determinants of current salary for CAES faculty members *not* paid on the BEE scale and including department indicator variables. Results are consistent with those of the previous regression. Decades of hire and current rank/step interval all had highly significant coefficients ( $P < 0.01$ ). Faculty members at higher interval steps are more highly compensated than other faculty members. Faculty members hired prior to 2005 had lower average adjusted salaries. In addition, the Environmental Science and Policy department has a weakly significant, positive effect on total current salary.

Table 5.9: College of Agricultural and Environmental Sciences, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.086*** (11.049, 11.123)
Gender <sup>b</sup> : Female	0.013 (−0.012, 0.038)
Ethnicity <sup>c</sup> : Asian	−0.024 (−0.058, 0.011)
Ethnicity <sup>c</sup> : URM	−0.024 (−0.067, 0.020)
Decade of Hire: 1995-2004	−0.136*** (−0.173, −0.099)
Decade of Hire: 1985-1994	−0.168*** (−0.215, −0.120)
Decade of Hire: 1975-1984	−0.158*** (−0.216, −0.101)
Start After Degree <sup>d</sup>	−0.0003 (−0.003, 0.002)
Current Interval <sup>e</sup>	0.073*** (0.068, 0.077)
BEE <sup>f</sup>	0.180*** (0.151, 0.209)
Observations	267
F Statistic	301.039*** (df = 9; 257)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 80$ , Male  $n = 189$ . <sup>c</sup>Ethnicity: Asian  $n = 31$ , URM  $n = 18$ , White  $n = 220$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table B.3 reports results for the determinants of current salary for CAES faculty members paid on the BEE scale. The coefficient on the Asian ethnicity variable was weakly significant ( $P < 0.1$ ) and negative. Decades of hire and current rank/step interval all had highly significant coefficients ( $P < 0.01$ ). Faculty members at higher interval steps are more highly compensated than other faculty members. Faculty members hired prior to 2005 had lower average adjusted salaries.

Additional results regarding determinants of current salary for CAES faculty members separately by current rank are reported in the Appendix in B.4, B.5, and B.6. The BEE coefficient was highly significant and positive for all ranks. Decade of hire variables had negative, highly significant ( $P < 0.01$ ) at the Associate and full ranks. These regressions were also run separately for faculty members by salary scale. These regressions did not show any differences by gender or ethnicity. Relatively few coefficients displayed statistical significance, and those that were significant were consistent with the findings of the regressions with more aggregated populations. The specific results may be seen in the Appendix in B.7, B.8, B.9, B.10, B.11, and B.12.

Table 5.10 reports results for determinants of **current off-scale salary** for all CAES faculty members. Gender and ethnicity were not significant determinants of current off-scale salary. Decades of hire, and current rank/step interval, all had highly significant coefficients ( $P < 0.01$ ). Faculty members at higher interval steps are more highly compensated than other faculty members. Faculty members hired prior to 2005 had lower average adjusted salaries. The BEE variable was not significant, suggesting that the statistically significant difference in the current salary regression is due to the difference in pay scale. Accordingly, separate models were not estimated for faculty on the two pay scales.

Results regarding the determinants of **current off-scale salary** for CAES faculty by rank are reported in the Appendix in B.13, B.14, and B.15. There was no differences in current off-scale by gender for any rank. The only difference by ethnicity was that URM's had a weakly significant ( $P < 0.1$ ), negative effect at the Assistant Professor level. The BEE variable had a significant ( $P < 0.05$ ), positive effect at the Assistant Professor level. Decade of hire variables had highly statistically significant ( $P < 0.01$ ), negative effects on current off-scale at the Associate and full Professor levels, indicating that faculty members with a longer period of service at UC Davis have lower off-scale salaries. Current step had a highly significant, positive effect on current off-scale at the full professor level.



Table 5.10: College of Agricultural and Environmental Sciences, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	5.207*** (3.629, 6.785)
Gender <sup>b</sup> : Female	0.345 (−0.709, 1.400)
Ethnicity <sup>c</sup> : Asian	−0.546 (−2.016, 0.923)
Ethnicity <sup>c</sup> : URM	−0.912 (−2.752, 0.928)
Decade of Hire: 1995-2004	−6.253*** (−7.825, −4.681)
Decade of Hire: 1985-1994	−7.532*** (−9.564, −5.500)
Decade of Hire: 1975-1984	−7.811*** (−10.252, −5.369)
Start After Degree <sup>d</sup>	−0.049 (−0.145, 0.047)
Current Interval <sup>e</sup>	0.489*** (0.285, 0.694)
BEE <sup>f</sup>	−0.151 (−1.372, 1.070)
Observations	267
F Statistic	9.480*** (df = 9; 257)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 80, Male n = 189. <sup>c</sup>Ethnicity: Asian n = 31, URM n = 18, White n = 220. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### Time of hire analyses

Table 5.11 reports the determinants of the **interval step at the time of hire** for all CAES faculty. Gender had a highly statistically significant ( $P < 0.01$ ), negative effect. No ethnicity variables had a statistically significant effect. Faculty members hired in the 1975–1984 period were hired at a lower interval step, with a weakly statistically significant ( $P < 0.1$ ) coefficient.

Results regarding determinants of the **step at the time of hire** for CAES faculty by rank at hire are reported in the Appendix in B.16, B.17, and B.18. Women were hired at a lower interval step than men, with a weakly significant ( $P < 0.1$ ) coefficient at the Assistant Professor rank. Asians were hired at a higher interval step than whites at the full Professor rank. All decade of hire variables were highly statistically significant or significant, and negative at all ranks. The start after degree variable was highly statistically significant and positive at all ranks.

Table 5.12 reports the determinants of **off-scale salary at the time of hire** for all CAES faculty. Off-scale salary at time of hire is in real, not nominal, dollars. It is adjusted for inflation using the Consumer Price Index, base year 2013. No gender or ethnicity variables had significant coefficients. Faculty hired in earlier decades had lower salaries, all else equal; the decade of hire variables had strongly significant negative coefficients ( $P < 0.01$ ), as in

the case for the current salary and off-scale salary models. The BEE indicator variable had a weakly significant coefficient ( $P < 0.1$ ), and its coefficient again had the expected positive sign. The interval step had a statistically significant ( $P < 0.05$ ), positive effect.

Results regarding determinants of **off-scale salary at the time of hire** for CAES faculty by rank at hire are reported in the Appendix in B.19, B.20, and B.21. Off-scale salary at time of hire is in real, not nominal, dollars. It is adjusted for inflation using the Consumer Price Index, base year 2013. Results were consistent with those for the population of all CAES faculty.

Table 5.11: College of Agricultural and Environmental Sciences, all Professors: interval at time of hire.

	Linear regression
	Interval at time of hire <sup>a</sup> (CI)
Intercept	2.188*** (1.730, 2.645)
Gender <sup>b</sup> : Female	-0.596*** (-1.009, -0.184)
Ethnicity <sup>c</sup> : Asian	0.082 (-0.509, 0.672)
Ethnicity <sup>c</sup> : URM	0.007 (-0.724, 0.738)
Decade of Hire: 1995-2004	-0.023 (-0.512, 0.466)
Decade of Hire: 1985-1994	-0.270 (-0.775, 0.235)
Decade of Hire: 1975-1984	-0.497* (-1.069, 0.075)
Start After Degree <sup>d</sup>	0.378*** (0.346, 0.409)
Observations	267
F Statistic	102.710*** (df = 7; 259)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 80$ , Male  $n = 189$ . <sup>c</sup>Ethnicity: Asian  $n = 31$ , Unknown  $n = 4$ , URM  $n = 18$ , White  $n = 220$ . <sup>d</sup>Start After Degree, in years. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table 5.12: College of Agricultural and Environmental Sciences, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	5.861*** (4.640, 7.083)
Gender <sup>b</sup> : Female	-0.203 (-1.151, 0.745)
Ethnicity <sup>c</sup> : Asian	-0.383 (-1.716, 0.950)
Ethnicity <sup>c</sup> : URM	0.291 (-1.373, 1.954)
Decade of Hire: 1995-2004	-3.281*** (-4.384, -2.178)
Decade of Hire: 1985-1994	-6.173*** (-7.316, -5.031)
Decade of Hire: 1975-1984	-5.438*** (-6.737, -4.140)
Start After Degree <sup>d</sup>	-0.064 (-0.191, 0.063)
Interval <sup>e</sup>	0.309** (0.034, 0.585)
BEE <sup>f</sup>	0.966* (-0.141, 2.074)
Observations	267
F Statistic	18.529*** (df = 9; 257)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 80, Male n = 189. <sup>c</sup>Ethnicity: Asian n = 31, URM n = 18, White n = 220. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### 5.2.3 Correlation between academic progress and current off-scale

Figure 5.3 depicts the relationship between **academic progress and current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. The 75th percentiles of academic progress for faculty members with and without off-scale are very similar. However, the mean and 25th percentile are higher for faculty with off-scale. Faculty members without off-scale have a median academic progress measure very close to 1.

The bottom panel of 5.3 plots current off-scale salary in dollars against academic progress. Relatively few faculty making less than normal progress have off-scale. Among faculty making at least normal progress there is no visually apparent relationship between progress and current off-scale salary. This is consistent with the low correlation coefficient (0.09,  $P < 0.16$ ).

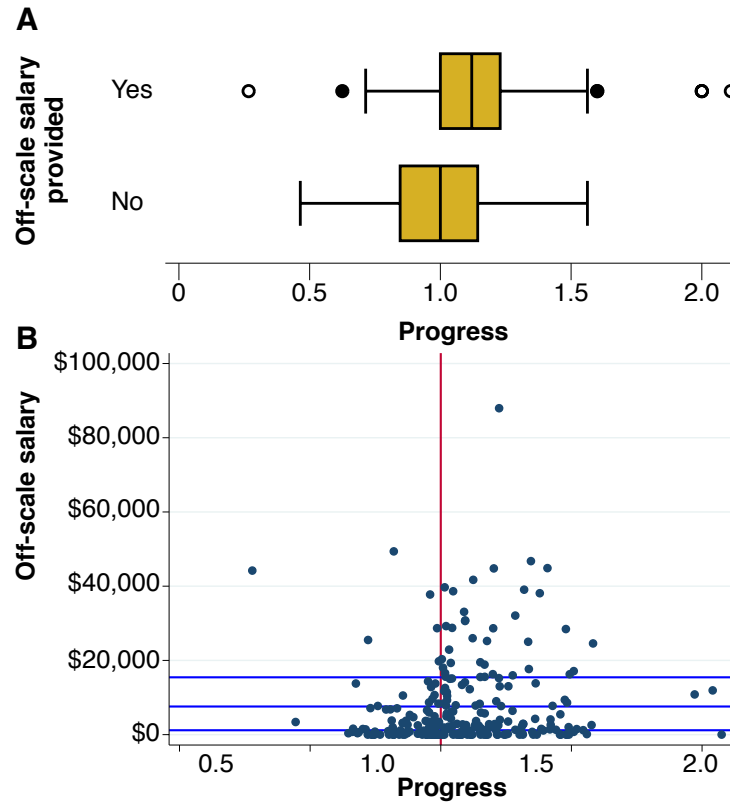


Figure 5.3: **Relationship between academic progress and current off-scale salary for CAES faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.09$ ,  $P = 0.16$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.3 College of Biological Sciences

The College of Biological Sciences (CBS) analysis includes 108 faculty, 48 paid on an academic year basis, and 60 paid on a fiscal year basis. Consultation with the Dean and FEC led to the decision to include a dummy variable differentiating College's faculty in the five departments in the regression analyses: Evolution and Ecology; Molecular and Cellular Biology; Microbiology and Molecular Genetics; Neurobiology, Physiology, and Behavior; and Plant Biology. Some faculty have appointments in the Genome Center, and others have joint appointments in the School of Medicine; these other SCUs are considered in the analyses.

There were no significant gender or ethnicity effects on current or starting salary or off-scale salary in the College after adjusting for other factors. Women who were assistant professors were, on average, hired lower at a lower step than men ( $P < 0.05$ ). Discussion of the results of each regression model follows.

### 5.3.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.13.A. The number of faculty members in each group is reported as N in the second column. The number of URM faculty varies between 0 and 2, and the number of Asian faculty varies between 0 and 4, for each of the five rank/steps presented. The gender distribution is strongly weighted towards men at all ranks except Assistant Professors. Examining salary numbers within ranks, there are crude (unadjusted) differences in average salaries between genders and among ethnicities. Differences in unadjusted average salaries by gender and ethnicity did not demonstrate a consistent direction.

**Current off-scale salaries** are one determinant of the average salaries reported in Table 5.13. Table 5.13.B reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender, ethnicity, and rank. Differences in the proportion of faculty members with off-scale salaries by gender are small. Differences by ethnicity are difficult to interpret due to the very small number of URM and Asian faculty members.

The two panels in Figure 5.4 are plots of the data summarized in Table 5.13.A. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. Current salaries are ordered by step within each rank. Current salaries are ordered by department within each rank in the Appendix Figure C.1.

The role of SCU (regardless of department) was explored at the request of the Dean and Faculty Executive Committee. Descriptive salary information for each SCU is provided in C.13 and C.14. There are a relatively small number of faculty in the Genome Center (e.g., there are no Assistant or Associate Professors) and School of Medicine (e.g., there are no Assistant Professors) SCUs within the College, so SCU-specific analyses could not be performed.

Table 5.13: College of Biological Sciences: salary (current).

A. total salary (current).						B. off-scale salary (current).						
	N	mean	sem	min	max		N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps						
Women	7	\$108,555	\$1,662	\$104,400	\$116,913	Women	7	(7)	\$24,702	\$3,915	\$2,474	\$31,900
Men	8	\$102,908	\$3,106	\$84,175	\$111,497	Men	8	(8)	\$25,880	\$2,576	\$13,179	\$32,857
Asian	1	—	—	—	—	Asian	1	(1)	—	—	—	—
URM	2	\$107,557	\$4	—	—	URM	2	(2)	\$28,376	\$4,480	—	—
White	12	\$104,712	\$2,341	\$84,175	\$116,913	White	12	(12)	\$24,942	\$2,694	\$2,474	\$32,857
Associate Professors, all Steps						Associate Professors, all Steps						
Women	3	\$110,959	\$9,325	\$92,702	\$123,388	Women	3	(3)	\$17,594	\$7,874	\$3,400	\$30,598
Men	13	\$116,547	\$4,022	\$89,584	\$150,750	Men	13	(12)	\$15,705	\$2,154	\$0	\$25,105
Asian	1	—	—	—	—	Asian	1	(1)	—	—	—	—
URM	1	—	—	—	—	URM	1	(1)	—	—	—	—
White	14	\$114,290	\$3,960	\$89,584	\$150,750	White	14	(13)	\$16,155	\$2,437	\$0	\$30,598
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5						
Women	10	\$126,745	\$5,655	\$102,100	\$155,482	Women	10	(7)	\$14,384	\$3,333	\$0	\$25,276
Men	27	\$139,435	\$6,434	\$106,118	\$239,600	Men	27	(19)	\$16,036	\$3,980	\$0	\$95,668
Asian	4	\$123,637	\$8,338	\$112,800	\$148,478	Asian	4	(3)	\$9,964	\$6,472	\$0	\$27,490
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	33	\$137,505	\$5,469	\$102,100	\$239,600	White	33	(23)	\$16,272	\$3,299	\$0	\$95,668
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9						
Women	8	\$187,582	\$7,822	\$141,581	\$215,189	Women	8	(8)	\$26,163	\$5,399	\$1,182	\$52,185
Men	18	\$189,116	\$8,050	\$149,670	\$274,203	Men	18	(18)	\$20,103	\$5,844	\$581	\$95,911
Asian	4	\$197,602	\$16,802	\$165,082	\$244,600	Asian	4	(4)	\$13,097	\$9,621	\$581	\$41,339
URM	2	\$219,643	\$54,561	—	—	URM	2	(2)	\$48,246	\$47,665	—	—
White	20	\$183,753	\$5,431	\$141,581	\$226,150	White	20	(20)	\$21,114	\$3,599	\$1,031	\$52,185
full Professors, Above scale						full Professors, Above scale						
Women	2	\$275,723	\$1,516	—	—	Women	2	(1)	—	—	—	—
Men	12	\$235,167	\$13,447	\$193,256	\$331,644	Men	12	(6)	\$9,606	\$4,400	\$0	\$40,724
Asian	0	—	—	—	—	Asian	0	(0)	—	—	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	14	\$240,961	\$12,110	\$193,256	\$331,644	White	14	(7)	\$8,788	\$3,810	\$0	\$40,724
<i>Note:</i> Salaries based on an 11 month, fiscal scale. — denoted suppression of salary. sem, standard error of mean						<i>Note:</i> Salaries based on an 11 month, fiscal scale. <sup>a</sup> with off-scale salary. — denoted suppression of salary. sem, standard error of mean						

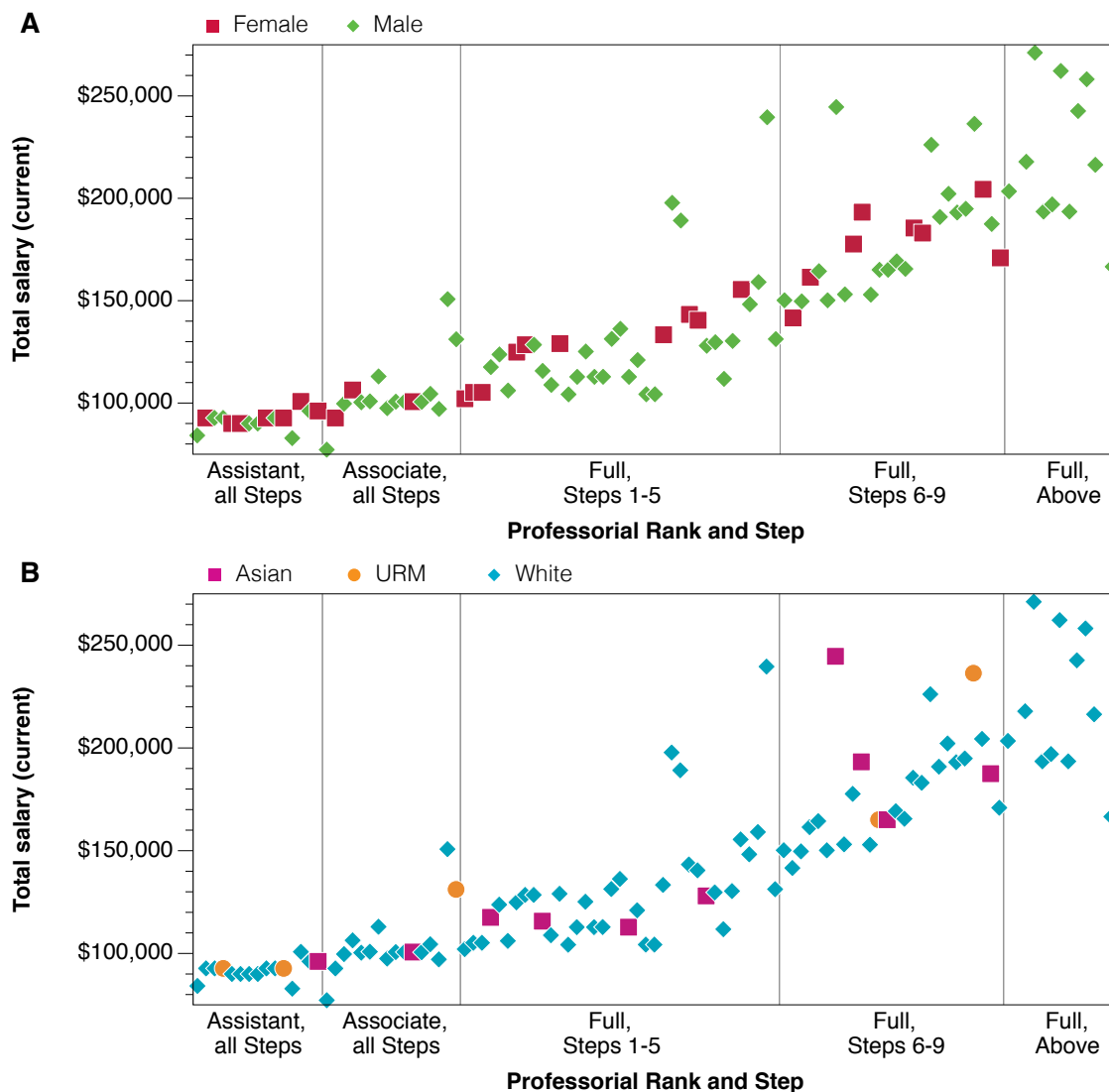


Figure 5.4: **Current total salary of CBS faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.

### 5.3.2 Regression analyses

When the CBS faculty were analyzed together there were no significant gender or ethnicity differences in current or off-scale salaries. A lower step of hire at the Assistant Professor rank was noted for women relative to men.

#### Current salary analyses

Table 5.14 reports results for the determinants of **current salary** for all CBS faculty members. Gender and ethnicity were not significant determinants of current salary. All previous

decades of hire and the current rank/step interval had highly significant coefficients ( $P < 0.01$ ). The decade of hire indicator variable coefficients showed a negative trend ( $P < 0.01$ ), indicating that the earlier the decade of hire, the lower the average adjusted salaries. None of the department coefficients were significant.

Additional results regarding determinants of **current salary** for CBS faculty members separately by current rank are reported in the Appendix in C.1, C.2, and C.3. Gender was only significant among Assistant Professors ( $P < 0.05$ ): at that rank women's salaries were on average higher than men's. Ethnicity was not significant at any of the ranks. Step within ranks became significant at the Associate Professor ( $P < 0.05$ ) and full Professor ( $P < 0.01$ ) ranks. The decade of hire effect observed for the entire college was, not surprisingly, most manifest at the full Professor rank; again, Professors hired in earlier decades had, on average, lower salaries. The department differences were occasionally significant, but not consistently so across ranks.

Table 5.14: College of Biological Sciences, all Professors: total salary (current)

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.182*** (11.098, 11.266)
Gender <sup>b</sup> : Female	0.008 (−0.049, 0.065)
Ethnicity <sup>c</sup> : Asian	−0.023 (−0.111, 0.065)
Ethnicity <sup>c</sup> : URM	0.077 (−0.039, 0.193)
Decade of Hire: 1995-2004	−0.154*** (−0.233, −0.076)
Decade of Hire: 1985-1994	−0.257*** (−0.363, −0.150)
Decade of Hire: 1975-1984	−0.346*** (−0.502, −0.191)
Start After Degree <sup>d</sup>	−0.002 (−0.007, 0.004)
Current Interval <sup>e</sup>	0.077*** (0.066, 0.088)
Dept <sup>f</sup> : Evolution & Ecology	0.022 (−0.053, 0.097)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	0.063 (−0.017, 0.142)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	0.042 (−0.027, 0.111)
Dept <sup>f</sup> : Plant Biology	0.024 (−0.062, 0.110)
Observations	106
F Statistic	45.229*** (df = 12; 93)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 30$ , Male  $n = 78$ . <sup>c</sup>Ethnicity: Asian  $n = 10$ , URM  $n = 5$ , White  $n = 93$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.



Analyses of **current salary** for CBS faculty members that control for SCU (across all departments) are included in C.15 (all faculty), C.16 (Assistant Professors), Table C.17 (Associate Professors), and C.18 (full Professors). After controlling for SCU, no significant effects of gender and ethnicity were found on total current salary.

Table 5.15 reports results for determinants of **current off-scale salary** for all CBS faculty members. No significant gender or ethnicity effects were observed. Significant differences were apparent for decades of hire ( $P < 0.01$ ), current interval ( $P < 0.10$ ), time following terminal degree to hire ( $P < 0.01$ ), and for those faculty in the Plant Biology department, which has higher off-scale salaries on average ( $P < 0.10$ ). Professors hired in earlier decades had, on average, lower off-scale salaries.

Results regarding the determinants of **current off-scale salary** for CBS faculty by rank are reported in the Appendix in C.4, C.5, and C.6. No significant gender or ethnicity effects were observed. Significant differences were only apparent at the full Professor rank for decades of hire ( $P < 0.05$  and  $P < 0.01$ ), current step ( $P < 0.01$ ), time following terminal degree to hire ( $P < 0.01$ ), and the Plant Biology department, which had higher off-scale salaries on average ( $P < 0.01$ ).

Table 5.15: College of Biological Sciences, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	8.548*** (6.297, 10.799)
Gender <sup>b</sup> : Female	0.710 (−0.807, 2.228)
Ethnicity <sup>c</sup> : Asian	−0.974 (−3.325, 1.378)
Ethnicity <sup>c</sup> : URM	1.317 (−1.783, 4.417)
Decade of Hire: 1995-2004	−1.514 (−3.612, 0.584)
Decade of Hire: 1985-1994	−5.869*** (−8.713, −3.025)
Decade of Hire: 1975-1984	−7.342*** (−11.513, −3.172)
Start After Degree <sup>d</sup>	−0.246*** (−0.394, −0.097)
Current Interval <sup>e</sup>	0.270* (−0.019, 0.559)
Dept <sup>f</sup> : Evolution & Ecology	0.852 (−1.149, 2.854)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	0.849 (−1.276, 2.974)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	0.493 (−1.362, 2.347)
Dept <sup>f</sup> : Plant Biology	2.254* (−0.055, 4.562)
Observations	106
F Statistic	3.407*** (df = 12; 93)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 30$ , Male  $n = 78$ . <sup>c</sup>Ethnicity: Asian  $n = 10$ , URM  $n = 5$ , White  $n = 93$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Analyses of **current off-scale salary** for CBS faculty members that control for SCU (across all departments) are included in C.19 (all faculty), C.20 (Assistant Professors), C.21 (Associate Professors), and C.22 (full Professors). After controlling for SCU, no significant effects of gender and ethnicity were found on total current off-scale salary.

### Time of hire analyses

Table 5.16 reports the determinants of the **interval step at the time of hire** for all CBS faculty. Women were highly-significantly more likely to be hired lower on the interval scale than men ( $P < 0.01$ ) after adjusting for decade of hire. No ethnicity variables were significant. The longer the time between terminal degree and hire resulted in being hired at a significantly higher rank/step ( $P < 0.01$ ).

Results regarding determinants of the **step at the time of hire** for CBS faculty by rank at hire are reported in the Appendix in C.7, C.8, and C.9. The previous finding of women being hired at a lower rank/step was affirmed only at the Assistant Professor rank ( $P < 0.05$ ), as was the previous finding of the longer interval between terminal degree and hire resulted in being hired at a significantly higher step ( $P < 0.01$ ). The number of assistant professors in this analysis was 24 women and 58 men.

Table 5.16: College of Biological Sciences, all Professors: interval at time of hire.

	Linear regression
	interval at time of hire <sup>a</sup> (CI)
Intercept	0.842** (0.076, 1.608)
Gender <sup>b</sup> : Female	-0.985*** (-1.664, -0.307)
Ethnicity <sup>c</sup> : Asian	0.236 (-0.781, 1.254)
Ethnicity <sup>c</sup> : URM	0.293 (-1.132, 1.718)
Decade of Hire: 1995-2004	0.327 (-0.410, 1.064)
Decade of Hire: 1985-1994	0.141 (-0.768, 1.050)
Decade of Hire: 1975-1984	0.581 (-0.550, 1.712)
Start After Degree <sup>d</sup>	0.482*** (0.436, 0.529)
Observations	106
F Statistic	61.537*** (df = 7; 98)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 30$ , Male  $n = 78$ . <sup>c</sup>Ethnicity: Asian  $n = 10$ , URM  $n = 5$ , White  $n = 93$ . <sup>d</sup>Start After Degree, in years. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table 5.17 reports the determinants of **off-scale salary at the time of hire** for all CBS faculty. Off-scale salary at time of hire is in real, not nominal, dollars, and is adjusted for inflation using the Consumer Price Index, base year 2013. No gender or ethnicity variables had significant coefficients. The earlier the decade of hire variables, the lower the off-scale salary was at the time of hire ( $P < 0.01$ ). Again, the longer interval between terminal degree and hire, the higher the off-scale salary was at the time of hire ( $P < 0.05$ ).

Results regarding determinants of **off-scale salary at the time of hire** for CBS faculty by rank at hire are reported in the Appendix in C.10, C.11, and C.12. The above findings were affirmed at the Assistant Professor rank, but not at higher ones. As before, there were no significant gender or ethnicity differences at the individual ranks.

Analyses of **off-scale salary at the time of hire** for CBS faculty members that control for SCU (across all departments) are included in C.23 (all faculty), C.24 (Assistant Professors), C.25 (Associate Professors), and C.26 (full Professors). After controlling for SCU, no significant effects of gender and ethnicity were found on total off-scale salary at the time of hire.

Table 5.17: College of Biological Sciences, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	9.326*** (7.128, 11.524)
Gender <sup>b</sup> : Female	0.402 (-1.236, 2.039)
Ethnicity <sup>c</sup> : Asian	0.296 (-2.184, 2.777)
Ethnicity <sup>c</sup> : URM	-1.467 (-4.739, 1.805)
Decade of Hire: 1995-2004	-1.953** (-3.670, -0.236)
Decade of Hire: 1985-1994	-4.202*** (-6.277, -2.127)
Decade of Hire: 1975-1984	-7.519*** (-10.103, -4.936)
Start After Degree <sup>d</sup>	-0.430*** (-0.691, -0.170)
Interval <sup>e</sup>	0.621** (0.128, 1.114)
Dept <sup>f</sup> : Evolution & Ecology	-0.424 (-2.536, 1.687)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	1.002 (-1.240, 3.244)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	-2.396** (-4.348, -0.444)
Dept <sup>f</sup> : Plant Biology	-0.917 (-3.350, 1.515)
Observations	106
F Statistic	4.674*** (df = 12; 93)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 30$ , Male  $n = 78$ . <sup>c</sup>Ethnicity: Asian  $n = 10$ , URM  $n = 5$ , White  $n = 93$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### 5.3.3 Correlation between academic progress and current off-scale

Figure 5.5 depicts the relationship between **academic progress** and **current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. Notably, the 25th percentile among faculty receiving off-scale salaries is similar to the 75th percentile of those not receiving off-scale salaries. The distribution of academic progress scores for faculty members with off-scale salaries is wider than the distribution for those without such salaries.

The bottom panel plots current off-scale salary in dollars against academic progress. There is a significant correlation between the academic progress and off-scale salary ( $r = 0.53$ ,  $P < 0.0001$ ), although the presence of a number of faculty with normative or above average progress with no or relatively low off-scale salary precludes the correlation from being even stronger.

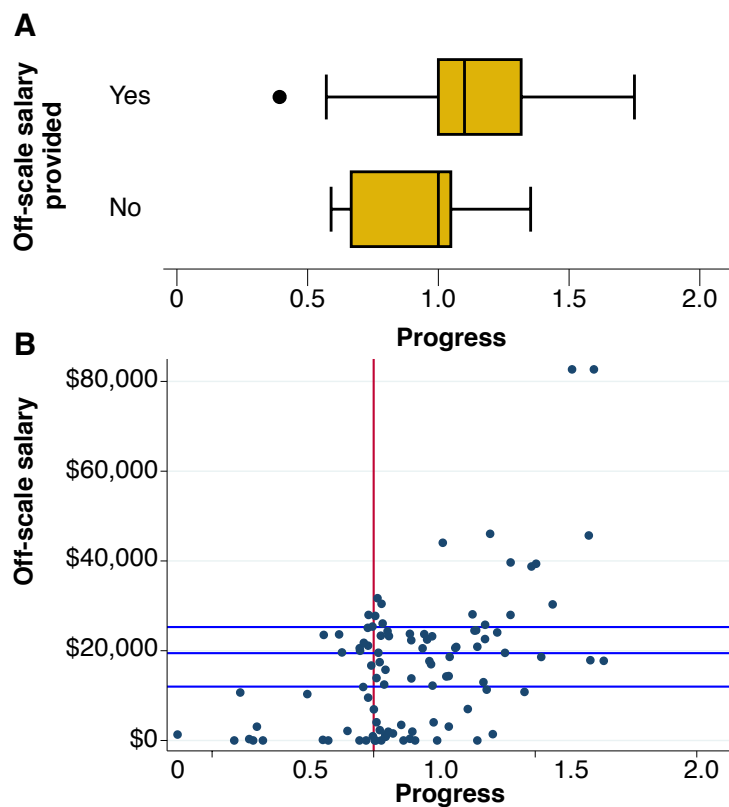


Figure 5.5: **Relationship between academic progress and current off-scale salary for CBS faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.53$ ,  $P < 0.0001$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.4 College of Engineering

The College of Engineering analysis includes 171 faculty, including 29 women (17%) and 142 (83%) men (16 Assistant Professors (4 women, 12 men), 29 Associate Professors (5 women, 24 men), and 126 full Professors (20 women, 106 men)). Analysis was done on a 9 month academic scale.

After adjusting for factors influencing current salary, there were few significant gender or ethnicity differences in total salary, off-scale salary, interval at time of hire, or off-scale salary at time of hire. When all faculty members were included in the population, only the ethnicity variable URM (underrepresented minority) had a highly significant negative effect on interval at time of hire). When separated by rank, there were two statistically significant effects. The ethnicity variable, Asian, had a weakly significant positive effect on the interval step at time of hire for Assistant Professor. Female gender has a significantly negative effect on step at time of hire for Associate Professors.

### 5.4.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.18.A. The number of faculty members in each group is reported as N in the second column. Women are underrepresented at all ranks, comprising 25% of Assistant Professors, 17% of Associate Professors, and 16% of full Professors. Underrepresented minorities are even more rare: only 8 URM faculty (4.6%) are represented among the faculty of Engineering. Asian faculty are well represented at all ranks (27% of faculty). Examining salary numbers within ranks, there are no (unadjusted) differences in average salaries between genders and among ethnicities.

**Current off-scale salaries** are one determinant of the average salaries reported in Table 5.18. Table 5.18.B reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender, ethnicity, and rank. Differences in the proportion of faculty with off-scale salaries is difficult to interpret due to small number, and there does not appear to be significant differences across gender or ethnicity. However, at the rank of full Professor, Steps 1–5, it is notable that 77% of women have off-scale salaries, compared to 39% of men. This is especially interesting since the total salaries between women and men at Professor rank Steps 1–5 are comparable. It may be due to men on average being at higher steps within this group.

The two panels in Figure 5.6 are plots of the data summarized in Table 5.18.A. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. Current salaries are ordered by step within each rank. Current salaries are ordered by department within each rank in the Appendix Figure D.1.

Table 5.18: College of Engineering: salary (current).

A. total salary (current).						B. off-scale salary (current).						
	N	mean	sem	min	max		N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps						
Women	4	\$95,033	\$4,040	\$88,926	\$106,763	Women	4	(4)	\$6,032	\$2,676	\$1,419	\$13,762
Men	12	\$95,477	\$1,690	\$89,200	\$107,380	Men	12	(11)	\$7,080	\$1,602	\$0	\$18,179
Asian	4	\$96,673	\$3,740	\$89,200	\$106,763	Asian	4	(3)	\$5,572	\$2,909	\$0	\$13,762
URM	1	—	—	—	—	URM	1	(1)	—	—	—	—
White	2	\$100,887	\$433	—	—	White	2	(2)	\$11,686	\$434	—	—
Associate Professors, all Steps						Associate Professors, all Steps						
Women	5	\$102,866	\$2,928	\$96,400	\$113,700	Women	5	(2)	\$4,166	\$4,109	—	—
Men	24	\$104,684	\$2,039	\$94,234	\$144,330	Men	24	(13)	\$5,352	\$2,256	\$0	\$53,045
Asian	11	\$102,066	\$1,967	\$96,400	\$117,348	Asian	11	(4)	\$2,261	\$1,625	\$0	\$16,995
URM	3	\$104,855	\$2,279	\$100,300	\$107,266	URM	3	(2)	\$4,822	\$3,097	—	—
White	14	\$105,882	\$3,251	\$94,234	\$144,330	White	14	(8)	\$7,368	\$3,810	\$0	\$53,045
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5						
Women	13	\$125,269	\$3,938	\$109,059	\$157,516	Women	13	(10)	\$12,915	\$3,587	\$0	\$45,016
Men	54	\$122,073	\$2,106	\$96,983	\$173,318	Men	54	(21)	\$8,378	\$1,979	\$0	\$66,818
Asian	21	\$118,856	\$2,670	\$96,983	\$151,635	Asian	21	(10)	\$6,434	\$2,173	\$0	\$32,463
URM	4	\$117,315	\$3,805	\$106,500	\$124,360	URM	4	(1)	—	—	—	—
White	41	\$125,318	\$2,626	\$96,983	\$173,318	White	41	(19)	\$11,139	\$2,566	\$0	\$66,818
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9						
Women	6	\$149,767	\$4,536	\$135,800	\$165,342	Women	6	(2)	\$4,067	\$3,242	—	—
Men	37	\$158,806	\$2,631	\$135,800	\$203,763	Men	37	(12)	\$4,680	\$1,587	\$0	\$35,362
Asian	7	\$157,539	\$4,974	\$145,500	\$176,546	Asian	7	(3)	\$5,410	\$3,017	\$0	\$20,745
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	36	\$157,546	\$2,705	\$135,800	\$203,763	White	36	(11)	\$4,436	\$1,615	\$0	\$35,362
full Professors, Above scale						full Professors, Above scale						
Women	1	—	—	—	—	Women	1	(1)	—	—	—	—
Men	15	\$228,494	\$14,169	\$182,046	\$371,417	Men	15	(6)	\$13,466	\$6,822	\$0	\$94,885
Asian	3	\$240,640	\$15,660	\$217,595	\$270,530	Asian	3	(2)	\$23,147	\$15,196	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	12	\$221,059	\$16,203	\$182,046	\$371,417	White	12	(5)	\$16,604	\$8,978	\$0	\$94,885
<i>Note:</i>	Salaries based on an 9 month, academic scale. — denoted suppression of salary. sem, standard error of mean					<i>Note:</i>	Salaries based on an 9 month, academic scale. <sup>a</sup> with off-scale salary. — denoted suppression of salary. sem, standard error of mean					

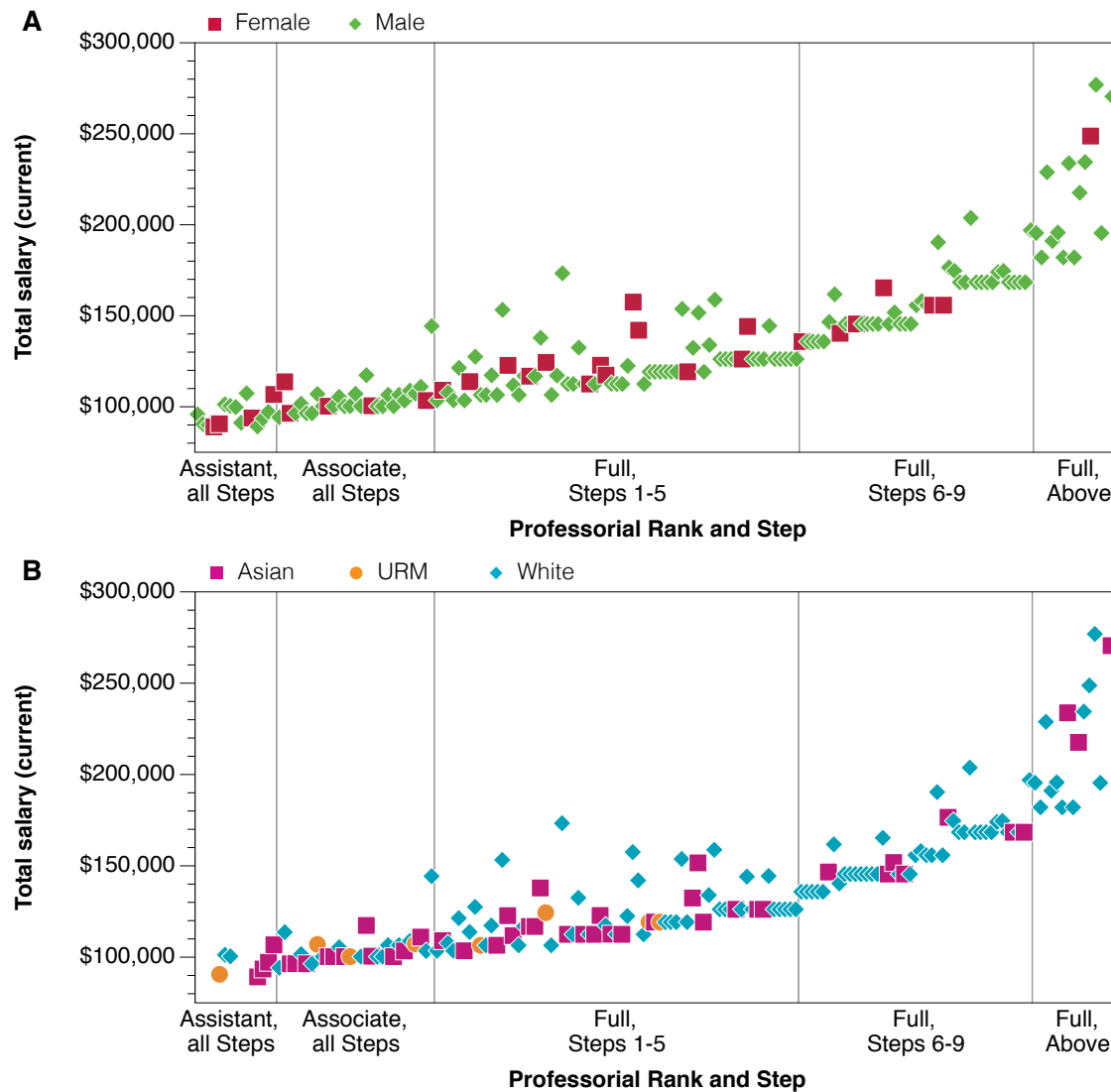


Figure 5.6: **Current total salary of COE faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.

### 5.4.2 Regression analyses

When the entire College of Engineering faculty were considered as a single population, there were no significant gender or ethnicity differences in current total or off-scale salaries or off-scale salaries at time of hire. URM were hired at lower interval step and the effect was statistically significant.

### Current salary analyses

Table 5.19 reports results for the determinants of **current salary** for all College of Engineering faculty members. Gender and ethnicity were not significant determinants of current salary. Decade of hire and current rank/step interval were highly significant determinants ( $P < 0.01$ ). All decades of hire variables had a highly significant negative effects ( $P < 0.01$ ), reflecting lower average adjusted salaries for faculty hired before 2004.

Additional results regarding determinants of **current salary** for College of Engineering faculty members separately by current rank are reported in the Appendix in D.1, D.2, and D.3. At the Associate Professor rank, the decade of hire, 1995–2004, had a negative and marginally significant effect ( $P < 0.1$ ). At the Professor rank, for any decade of hire up to 2004, there was a negative and highly significant effect ( $P < 0.01$ ). As expected, there was a highly significant association between current step and total salary ( $P < 0.01$ ) at both the Associate and full Professor rank.

Table 5.19: College of Engineering, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.112*** (11.050, 11.173)
Gender <sup>b</sup> : Female	−0.009 (−0.051, 0.034)
Ethnicity <sup>c</sup> : Asian	0.0002 (−0.038, 0.038)
Ethnicity <sup>c</sup> : Unknown	0.062* (−0.007, 0.132)
Ethnicity <sup>c</sup> : URM	0.018 (−0.064, 0.101)
Decade of Hire: 1995-2004	−0.165*** (−0.216, −0.115)
Decade of Hire: 1985-1994	−0.250*** (−0.320, −0.180)
Decade of Hire: 1975-1984	−0.264*** (−0.366, −0.163)
Start After Degree <sup>d</sup>	−0.003 (−0.006, 0.001)
Current Interval <sup>e</sup>	0.076*** (0.068, 0.084)
Observations	169
F Statistic	102.425*** (df = 9; 159)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 30$ , Male  $n = 78$ . <sup>c</sup>Ethnicity: Asian  $n = 46$ , Unknown  $n = 12$ , URM  $n = 7$ , White  $n = 105$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.



Table 5.20 reports results for determinants of **current off-scale salary** for all College of Engineering faculty members. Only decade of hire and step after degree had negative and highly significant effects ( $P < 0.01$ ), again indicating lower average adjusted salaries for the most senior faculty. Additional results regarding determinants of **off-scale salary** for College of Engineering faculty members separately by current rank are reported in the Appendix in D.4, D.5, and D.6.

Table 5.20: College of Engineering, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	4.946*** (2.408, 7.484)
Gender <sup>b</sup> : Female	1.123 (−0.637, 2.884)
Ethnicity <sup>c</sup> : Asian	−0.483 (−2.050, 1.085)
Ethnicity <sup>c</sup> : Unknown	2.218 (−0.672, 5.108)
Ethnicity <sup>c</sup> : URM	0.722 (−2.698, 4.141)
Decade of Hire: 1995-2004	−2.440** (−4.536, −0.345)
Decade of Hire: 1985-1994	−6.136*** (−9.034, −3.238)
Decade of Hire: 1975-1984	−6.617*** (−10.823, −2.411)
Start After Degree <sup>d</sup>	−0.181*** (−0.315, −0.047)
Current Interval <sup>e</sup>	0.299* (−0.023, 0.620)
Observations	169
F Statistic	4.338*** (df = 9; 159)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 29$ , Male  $n = 142$ . <sup>c</sup>Ethnicity: Asian  $n = 46$ , Unknown  $n = 12$ , URM  $n = 8$ , White  $n = 105$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### Time of hire analyses

Table 5.21 reports the determinants of the **interval step at the time of hire** for all College of Engineering faculty. One ethnicity variable, URM, had a highly significant, negative coefficient ( $P < 0.01$ ); notably, only eight URM faculty are on the faculty in the College of Engineering. The time difference between terminal degree and hire had a highly statistically significant positive effect ( $P < 0.01$ ), likely indicating a link between post-doctoral training/research and an increase in rank/step at hire. Only the latest decade of hire variable (1995–2004) had a weakly statistically significant, positive effect, other decades of hire were not significant.

Results regarding determinants of the **step at the time of hire** for College of Engineering faculty by rank at hire are reported in the Appendix in D.7, D.8, and D.9. One ethnicity variable had a weakly significant effect for hires at the Assistant Professor level: Asian was weakly positive ( $P < 0.10$ ), although only four such faculty were represented. The decade of hire variables had significant negative effects at the Associate level, and time between terminal degree and hire was significant and positive at all ranks ( $P < 0.10$ ).

Table 5.21: College of Engineering, all Professors: interval at time of hire.

	Linear regression
	interval at time of hire <sup>a</sup> (CI)
Intercept	1.825*** (1.273, 2.377)
Gender <sup>b</sup> : Female	-0.184 (-0.735, 0.366)
Ethnicity <sup>c</sup> : Asian	-0.150 (-0.636, 0.336)
Ethnicity <sup>c</sup> : Unknown	0.248 (-0.634, 1.130)
Ethnicity <sup>c</sup> : URM	-1.412*** (-2.452, -0.372)
Decade of Hire: 1995-2004	0.524* (-0.017, 1.065)
Decade of Hire: 1985-1994	0.066 (-0.532, 0.665)
Decade of Hire: 1975-1984	0.360 (-0.649, 1.370)
Start After Degree <sup>d</sup>	0.409*** (0.379, 0.438)
Observations	169
F Statistic	101.012*** (df = 8; 160)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 29$ , Male  $n = 141$ . <sup>c</sup>Ethnicity: Asian  $n = 46$ , Unknown  $n = 11$ , URM  $n = 8$ , White  $n = 105$ . <sup>d</sup>Start After Degree, in years. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table 5.22 reports the determinants of **off-scale salary at the time of hire** for all College of Engineering faculty. Off-scale salary at time of hire is in real, not nominal, dollars. It is adjusted for inflation using the Consumer Price Index, base year 2013. No gender or ethnicity variables had significant coefficients. The two earliest decade of hire variables had strongly significant negative coefficients ( $P < 0.01$ ), as in the case for the current salary and off-scale salary models.

Results regarding determinants of **off-scale salary at the time of hire** for College of Engineering faculty by rank at hire are reported in the Appendix in D.10, D.11, and D.12. Off-scale salary at time of hire is in real, not nominal, dollars. It is adjusted for inflation using the Consumer Price Index, base year 2013. There were no statistically significant gender or ethnicity variables. The two earliest decade of hire variables had highly significant negative coefficients for faculty hired at the Assistant Professor rank ( $P < 0.01$ ), while decade of hire (1975–1984) was weakly significant ( $p < 0.1$ ) at the Associate Professor rank.

Table 5.22: College of Engineering, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup>
Intercept	8.135*** (6.482, 9.788)
Gender <sup>b</sup> : Female	0.371 (−1.097, 1.840)
Ethnicity <sup>c</sup> : Asian	−0.148 (−1.444, 1.147)
Ethnicity <sup>c</sup> : Unknown	0.613 (−1.739, 2.965)
Ethnicity <sup>c</sup> : URM	1.797 (−1.034, 4.628)
Decade of Hire: 1995–2004	−1.527** (−2.985, −0.069)
Decade of Hire: 1985–1994	−4.059*** (−5.655, −2.464)
Decade of Hire: 1975–1984	−6.453*** (−9.146, −3.761)
Start After Degree <sup>d</sup>	0.025 (−0.161, 0.210)
Interval <sup>e</sup>	−0.322 (−0.735, 0.091)
Observations	169
F Statistic	6.482*** (df = 9; 159)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off scale adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 29$ , Male  $n = 142$ . <sup>c</sup>Ethnicity: Asian  $n = 46$ , Unknown  $n = 12$ , URM  $n = 8$ , White  $n = 105$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### 5.4.3 Correlation between academic progress and current off-scale

Figure 5.7 depicts the relationship between **academic progress** and **current off-scale**. The top panel shows the distribution of academic progress for faculty members with and without current off-scale. Notably, the 25th and 50th percentiles of academic progress for faculty members with and without off-scale are very similar. The distribution of academic progress scores for faculty members with off-scale salaries is wider than the distribution for those without such salaries.

The bottom panel plots current off-scale salary in dollars against academic progress. The majority of faculty are progressing at a normative or accelerated rate. While some faculty with high progress indicators have large off-scale salaries, there is only a weak correlation between the two variables. The large number of faculty with no off-scale salaries regardless of their academic progress indicator, as well as the large number of faculty with normative or accelerated progress but no off-scale salaries contributes to this weak correlation ( $r = 0.33$ ,  $P = <0.0001$ ).

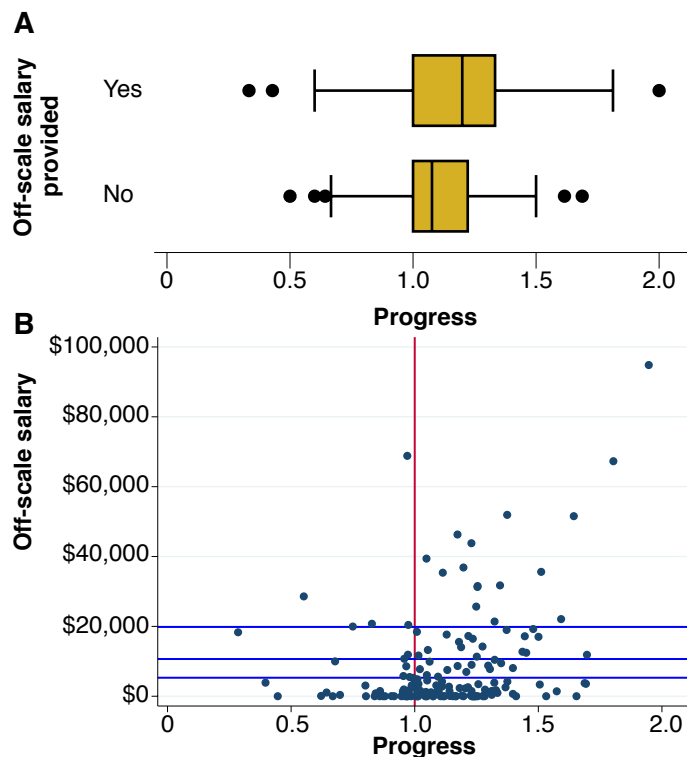


Figure 5.7: **Relationship between academic progress and current off-scale salary for COE faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.33$ ,  $P < 0.0001$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.5 Division of Humanities, Arts and Cultural Studies

The Division of Humanities, Art, and Cultural Studies (HARCS) contains thirteen departments. The combined analysis includes 185 faculty, all paid on an academic year basis. After adjusting for factors influencing current salary, there were no significant gender or ethnicity differences in current off-scale salary or off-scale salary at the time of hire. Discussion of the results of each regression model follows.

### 5.5.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.23.A. The number of faculty members in each group is reported as N in the second column. Ranks below Professor Step 6 are more diverse in terms of the percentage of Asian and URM faculty. At all ranks women outnumber men. Examining salary numbers within ranks, there are crude (not controlling for any other factors) differences in average salaries between genders and among ethnicities, with no consistent direction.

Table 5.23: Division of Humanities, Art, and Cultural Studies: salary (current).

A. total salary (current).						B. off-scale salary (current).					
	N	mean	sem	min	max		N (N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	16	\$71,424	\$1,263	\$64,293	\$83,600	Women	16 (14)	\$5,387	\$999	\$0	\$15,500
Men	15	\$70,584	\$1,144	\$64,293	\$78,146	Men	15 (14)	\$4,488	\$746	\$0	\$10,200
Asian	5	\$70,880	\$2,147	\$64,293	\$76,190	Asian	5 (5)	\$6,400	\$1,304	\$3,193	\$8,961
URM	6	\$72,223	\$2,955	\$64,400	\$83,600	URM	6 (5)	\$7,139	\$2,217	\$0	\$15,500
White	19	\$70,850	\$918	\$64,293	\$78,146	White	19 (17)	\$3,969	\$595	\$0	\$10,200
Associate Professors, all Steps						Associate Professors, all Steps					
Women	37	\$86,671	\$1,341	\$74,846	\$109,221	Women	37 (25)	\$4,454	\$864	\$0	\$18,757
Men	31	\$83,205	\$1,164	\$74,414	\$97,094	Men	31 (20)	\$3,492	\$616	\$0	\$13,093
Asian	14	\$88,803	\$2,481	\$75,000	\$105,045	Asian	14 (12)	\$6,753	\$1,575	\$0	\$18,757
URM	14	\$83,236	\$1,673	\$75,000	\$97,195	URM	14 (11)	\$4,543	\$1,038	\$0	\$11,375
White	40	\$84,441	\$1,124	\$74,414	\$109,221	White	40 (22)	\$2,874	\$596	\$0	\$18,720
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	26	\$103,808	\$2,136	\$87,446	\$123,609	Women	26 (19)	\$5,082	\$789	\$0	\$13,526
Men	20	\$106,171	\$2,594	\$88,702	\$126,335	Men	20 (13)	\$5,442	\$1,756	\$0	\$30,971
Asian	4	\$102,418	\$3,244	\$97,281	\$110,793	Asian	4 (2)	\$4,894	\$3,129	—	—
URM	8	\$110,257	\$3,839	\$90,792	\$121,242	URM	8 (8)	\$7,335	\$1,152	\$3,605	\$14,392
White	34	\$103,844	\$1,967	\$87,446	\$126,335	White	34 (22)	\$4,786	\$1,094	\$0	\$30,971
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	20	\$147,505	\$5,470	\$121,000	\$229,500	Women	20 (17)	\$5,466	\$1,664	\$0	\$22,431
Men	14	\$151,557	\$4,863	\$121,000	\$179,765	Men	14 (13)	\$6,254	\$1,937	\$0	\$24,619
Asian	3	\$142,820	\$10,913	\$121,000	\$154,130	Asian	3 (2)	\$7,620	\$7,407	—	—
URM	5	\$147,157	\$9,465	\$130,140	\$178,319	URM	5 (5)	\$11,517	\$4,362	\$979	\$24,619
White	26	\$150,295	\$4,494	\$121,000	\$229,500	White	26 (23)	\$4,478	\$1,117	\$0	\$21,594
full Professors, Above scale						full Professors, Above scale					
Women	4	\$183,020	\$9,979	\$166,585	\$207,930	Women	4 (4)	\$8,650	\$5,635	\$429	\$24,312
Men	2	\$198,266	\$20,707	—	—	Men	2 (1)	—	—	—	—
Asian	0	—	—	—	—	Asian	0 (0)	—	—	—	—
URM	1	—	—	—	—	URM	1 (1)	—	—	—	—
White	5	\$190,211	\$10,557	\$166,585	\$218,973	White	5 (4)	\$6,920	\$4,695	\$0	\$24,312

*Note:* Salaries based on an 9 month, academic scale.  
— denoted suppression of salary.  
sem, standard error of mean

*Note:* Salaries based on an 9 month, academic scale.  
<sup>a</sup> with off-scale salary.  
— denoted suppression of salary.  
sem, standard error of mean

**Current off-scale salaries** are one determinant of the average salaries reported in Table 5.23. Table 5.23.B reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender, ethnicity, and rank. Almost all URM and Asian faculty, regardless of rank, have an off-scale salary, which, on average, is higher than their female, male, or white counterparts. The numbers of faculty are, however, small (less than 10) at all ranks except Associate Professor.

The two panels in Figure 5.8 are plots of the data summarized in Table 5.23.A. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. The data points are sorted by step within each rank. Note that the same top-panel figure is shown in the Appendix as Figure E.1 but sorted by department.

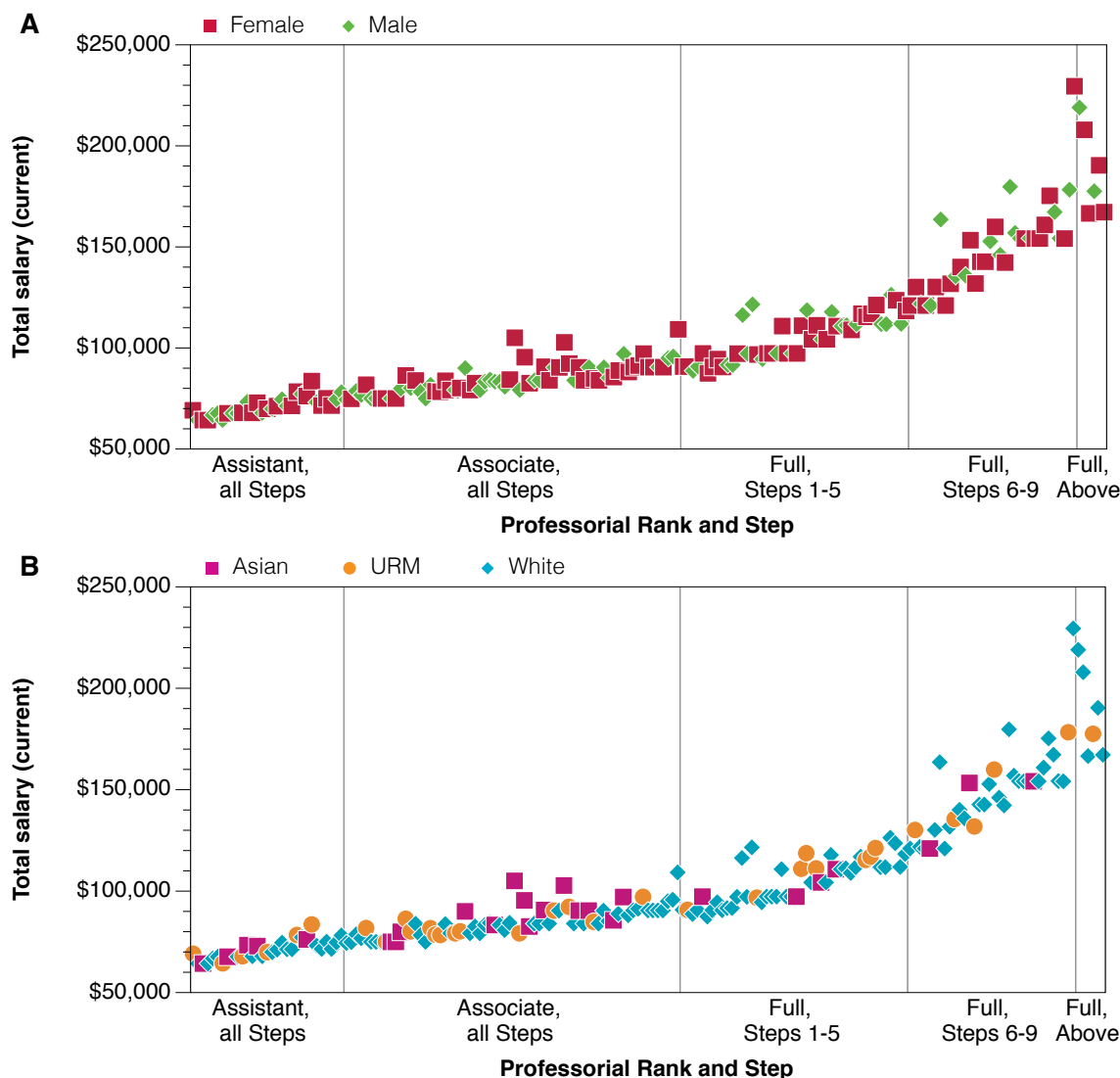


Figure 5.8: **Current total salary of CL&S – HARCS faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.

## 5.5.2 Regression analysis

### Current salary analyses

As shown in Table 5.24, when the HARCS faculty were analyzed together, there were no significant gender or ethnicity differences in **current salaries**. However, there is a marginally-significant, positive ( $P < 0.05$ ) coefficient for URM faculty ( $n = 34$ ) in the **current off-scale salaries** as shown in Table 5.25. All previous hire date indicators have a significant, negative coefficient ( $P < 0.05$  or  $P < 0.01$ ), reflecting lower average adjusted salaries for the most senior faculty.

Additional results regarding determinants of **current salary** for HARCS faculty members separately by current rank are reported in the Appendix in E.1, E.2, and E.3. The only significant ( $P < 0.01$ ) ethnicity variable is a positive one for Asians at the Associate Professor rank. At the Assistant and Associate Professor rank, the year of hire and the second decade of hire (1995–2004), respectively, have a negative and marginally-significant effect ( $P < 0.05$ ). At the full Professor rank, the previous three decades of hire have negative and highly-significant effects ( $P < 0.01$ ), again indicating the lower average adjusted salaries for the most senior faculty.

Table 5.24: Division of Humanities, Arts and Cultural Studies, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	10.869*** (10.839, 10.900)
Gender <sup>b</sup> : Female	0.004 (−0.018, 0.025)
Ethnicity <sup>c</sup> : Asian	0.023 (−0.009, 0.054)
Ethnicity <sup>c</sup> : Unknown	0.037 (−0.106, 0.179)
Ethnicity <sup>c</sup> : URM	0.018 (−0.010, 0.046)
Decade of Hire: 1995-2004	−0.060*** (−0.088, −0.032)
Decade of Hire: 1985-1994	−0.074*** (−0.125, −0.022)
Decade of Hire: 1975-1984	−0.093** (−0.172, −0.014)
Start After Degree <sup>d</sup>	0.0003 (−0.002, 0.002)
Current Interval <sup>e</sup>	0.072*** (0.067, 0.077)
Observations	184
F Statistic	304.851*** (df = 9; 174)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 103$ , Male  $n = 81$ . <sup>c</sup>Ethnicity: Asian  $n = 26$ , Unknown  $n = 1$ , URM  $n = 34$ , White  $n = 123$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Results regarding the determinants of **current off-scale salary** for HARCS faculty by rank are reported in the Appendix in E.4, E.5, and E.6. Several ethnicity variables had significant, positive coefficients, specifically Asian and URM for the Associate Professor Rank and URM for the full Professor Rank. As was the case for current salary, the decade of hire indicator variables had significant, negative coefficients ( $P < 0.05$  or  $P < 0.01$ ) for Associate Professor (1995–2004) and full Professor (1975–1984, 1984–1994, and 1995–2004). These results again indicate lower average adjusted salaries for the most senior faculty.

Table 5.25: Division of Humanities, Arts and Cultural Studies, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	5.427*** (3.928, 6.926)
Gender <sup>b</sup> : Female	0.142 (−0.909, 1.192)
Ethnicity <sup>c</sup> : Asian	0.879 (−0.662, 2.421)
Ethnicity <sup>c</sup> : Unknown	1.972 (−4.992, 8.936)
Ethnicity <sup>c</sup> : URM	1.688** (0.314, 3.061)
Decade of Hire: 1995-2004	−2.931*** (−4.289, −1.573)
Decade of Hire: 1985-1994	−2.835** (−5.365, −0.305)
Decade of Hire: 1975-1984	−4.798** (−8.661, −0.935)
Start After Degree <sup>d</sup>	−0.011 (−0.102, 0.080)
Current Interval <sup>e</sup>	0.233** (0.006, 0.461)
Observations	184
F Statistic	3.194*** (df = 9; 174)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 103$ , Male  $n = 82$ . <sup>c</sup>Ethnicity: Asian  $n = 26$ , Unknown  $n = 1$ , URM  $n = 34$ , White  $n = 124$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.



### Time of hire analyses

Table 5.26 reports the determinants of the **interval step at the time of hire** for all HARCS faculty. Tables E.7, E.8, and E.9 report the determinants of the **step at the time of hire** for HARCS faculty hire at the different ranks. In several cases, the time difference between terminal degree and hire had a statistically-significant negative coefficient (either  $P < 0.05$  or  $P < 0.01$ ), indicating a temporal increase in rank/step at hire.

Table 5.27 reports the determinants of the **off-scale salary at the time of hire** for all HARCS faculty. Gender had a weakly significant, negative coefficient ( $P < 0.1$ ), consonant with hiring at a higher rank/step than other faculty.

Results regarding determinants of off-scale salary at the time of hire for HARCS faculty by rank at hire are reported in the Appendix in E.10, E.11, and E.12. There was no significant gender or ethnicity difference. All three earliest decade of hire variables had significant negative coefficients for faculty hired at the Assistant Professor rank ( $P < 0.05$  or  $P < 0.01$ ), suggesting a clear disadvantage for those faculty. Because off-scale salaries at time of hire were converted into real dollars, these negative coefficients are not explained by inflation. There were no significant explanatory variables for faculty hired at the Associate or full Professor rank.

Table 5.26: Division of Humanities, Arts and Cultural Studies, all Professors: interval at time of hire.

	Linear regression
	interval at time of hire <sup>a</sup> (CI)
Intercept	1.842*** (1.135, 2.549)
Gender <sup>b</sup> : Female	0.153 (−0.512, 0.819)
Ethnicity <sup>c</sup> : Asian	0.322 (−0.652, 1.296)
Ethnicity <sup>c</sup> : Unknown	−0.169 (−4.573, 4.235)
Ethnicity <sup>c</sup> : URM	0.311 (−0.559, 1.181)
Decade of Hire: 1995-2004	0.278 (−0.438, 0.994)
Decade of Hire: 1985-1994	−0.287 (−1.439, 0.865)
Decade of Hire: 1975-1984	−1.016 (−3.263, 1.230)
Start After Degree <sup>d</sup>	0.327*** (0.286, 0.368)
Observations	184
F Statistic	36.182*** (df = 8; 175)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 29$ , Male  $n = 141$ . <sup>c</sup>Ethnicity: Asian  $n = 26$ , Unknown  $n = 1$ , URM  $n = 34$ , White  $n = 123$ . <sup>d</sup>Start After Degree, in years. One professors was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table 5.27: Division of Humanities, Arts and Cultural Studies, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	6.843*** (5.597, 8.089)
Gender <sup>b</sup> : Female	-1.033* (-2.128, 0.063)
Ethnicity <sup>c</sup> : Asian	1.040 (-0.564, 2.644)
Ethnicity <sup>c</sup> : Unknown	-6.733* (-13.978, 0.511)
Ethnicity <sup>c</sup> : URM	0.072 (-1.361, 1.505)
Decade of Hire: 1995-2004	-2.124*** (-3.303, -0.944)
Decade of Hire: 1985-1994	-3.278*** (-5.174, -1.382)
Decade of Hire: 1975-1984	-4.667** (-8.371, -0.964)
Start After Degree <sup>d</sup>	0.111** (0.006, 0.215)
Interval <sup>e</sup>	-0.110 (-0.354, 0.134)
Observations	184
F Statistic	4.244*** (df = 9; 174)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 103, Male n = 82. <sup>c</sup>Ethnicity: Asian n = 26, Unknown n = 1, URM n = 34, White n = 124. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval

### 5.5.3 Correlation between academic progress and current off-scale

Figure 5.9 depicts the relationship between **academic progress** and **current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. The 25th and 50th percentiles of academic progress for faculty members with off-scale are slightly larger than those without, although there is large overlap between the two distributions. The distribution of academic progress scores for faculty members with off-scale salaries is narrower than the distribution for those without such salaries.

The bottom panel plots current off-scale salary in dollars against academic progress. Both the faculty who progressed the fastest and the faculty who progressed the slowest appear to have similar off-scale salaries. The large number faculty with no off-scale salaries regardless of their academic progress indicator, as well as the large number of faculty with normative or accelerated progress but no off-scale salaries contributes to the weak correlation between the two variables ( $r = 0.11$ ,  $P < 0.15$ ).

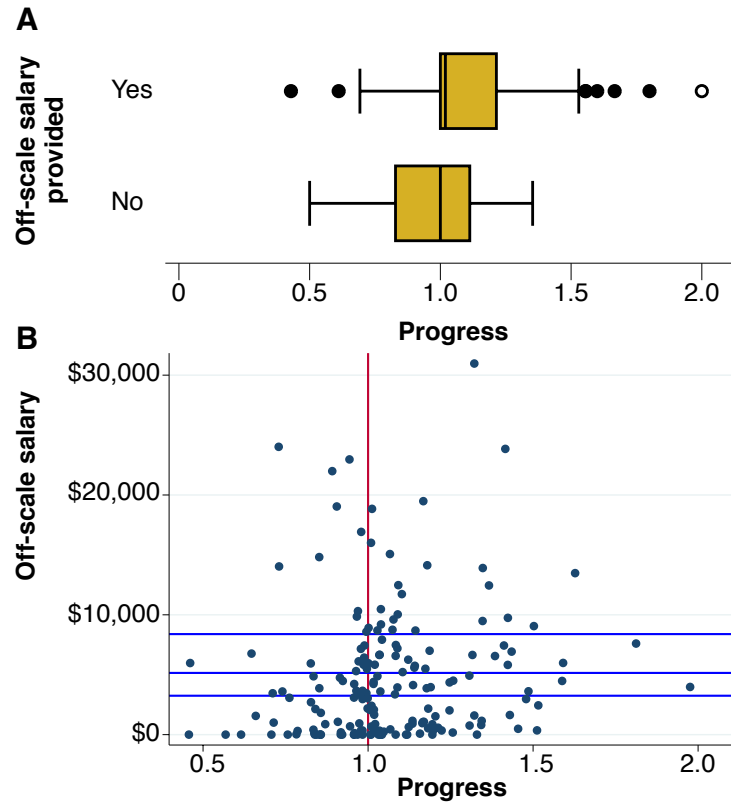


Figure 5.9: **Relationship between academic progress and current off-scale salary for CL&S – HARCS faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.11$ ,  $P = 0.15$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.6 Division of Mathematical and Physical Sciences

The Division of Mathematical and Physical Sciences (MPS) includes five departments: Chemistry, Geology, Mathematics, Physics, and Statistics. The combined statistical analysis includes 156 faculty, of which 34 are women and 122 are men. All faculty are paid on an academic year basis.

After adjusting for factors influencing current salary, when all MPS faculty were included in the population analyzed there were no significant gender or ethnicity differences in current total or off-scale salary, or off-scale salary or interval step at the time of hire. Discussion of the results of each regression model follows.

### 5.6.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.28.A. The number of faculty members in each group is reported as N in the second column. Ranks below Professor Step 6 are more diverse in terms of the percentage of female faculty. There are only five faculty in the URM category across all ranks. Asian faculty are found at all ranks, with URM faculty are found only at the full Professor rank. Examining salary numbers within ranks, there are crude (unadjusted) differences in average salaries between genders and among ethnicities. Differences in unadjusted average salaries by ethnicity or gender did not demonstrate a consistent direction, although unadjusted women's salaries are, on average, lower at the assistant and associate rank.

**Current off-scale salaries** are one determinant of the average salaries reported in Table 5.28. Table 5.28.B reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender, ethnicity, and rank. Almost all women (85%), regardless of rank, have an off-scale salary, which, on average, is higher than their male counterparts. The one exception is at the Associate Professor level (see above). The proportion of Asian and URM faculty with off-scale is also high. Whites at the full Professor rank have the lowest proportion with off-scale salaries. Differences by ethnicity are difficult to interpret due to the small number of URM and Asian faculty members, with differences in the mean off-scale varying considerably between ranks.

The two panels in Figure 5.10 are plots of the data summarized in Table 5.28.A. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. The data points are sorted by step within each rank. Current salaries are ordered by department within each rank in the Appendix Figure F.1.

Table 5.28: Division of Mathematical and Physical Sciences: salary (current).

A. total salary (current).						B. off-scale salary (current).						
	N	mean	sem	min	max		N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps						
Women	2	\$82,680	\$7,156	—	—	Women	2	(2)	\$19,930	\$8,806	—	—
Men	8	\$84,800	\$1,339	\$79,000	\$92,210	Men	8	(8)	\$14,026	\$2,757	\$1,408	\$27,810
Asian	2	\$86,046	\$324	—	—	Asian	2	(2)	\$16,396	\$4,926	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	5	\$81,006	\$1,677	\$75,524	\$85,000	White	5	(5)	\$9,928	\$2,230	\$1,408	\$14,600
Associate Professors, all Steps						Associate Professors, all Steps						
Women	8	\$84,959	\$1,786	\$79,587	\$91,180	Women	8	(8)	\$9,233	\$1,551	\$1,899	\$15,677
Men	15	\$89,601	\$1,413	\$76,900	\$97,704	Men	15	(14)	\$11,447	\$1,369	\$0	\$18,503
Asian	3	\$84,799	\$4,192	\$76,900	\$91,180	Asian	3	(2)	\$8,898	\$4,519	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	13	\$88,887	\$1,516	\$79,781	\$97,704	White	13	(13)	\$11,040	\$1,405	\$1,899	\$18,503
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5						
Women	15	\$114,901	\$6,627	\$90,283	\$184,000	Women	15	(11)	\$16,347	\$6,397	\$0	\$86,700
Men	45	\$112,822	\$2,778	\$89,084	\$153,570	Men	45	(28)	\$14,114	\$2,260	\$0	\$44,597
Asian	13	\$123,955	\$7,622	\$89,084	\$184,000	Asian	13	(12)	\$23,686	\$6,804	\$0	\$86,700
URM	3	\$133,163	\$16,310	\$100,920	\$153,570	URM	3	(3)	\$38,983	\$12,825	\$16,392	\$60,800
White	38	\$109,930	\$2,604	\$90,600	\$149,782	White	38	(19)	\$9,874	\$2,105	\$0	\$44,400
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9						
Women	7	\$154,394	\$12,798	\$121,000	\$227,500	Women	7	(6)	\$13,765	\$10,203	\$0	\$73,800
Men	30	\$151,817	\$4,333	\$121,000	\$230,476	Men	30	(22)	\$12,193	\$3,814	\$0	\$76,777
Asian	10	\$140,923	\$5,721	\$121,000	\$178,200	Asian	10	(7)	\$6,415	\$4,572	\$0	\$46,788
URM	2	\$142,790	\$11,890	—	—	URM	2	(1)	—	—	—	—
White	24	\$156,998	\$5,649	\$121,000	\$230,476	White	24	(19)	\$15,759	\$5,073	\$0	\$76,777
full Professors, Above scale						full Professors, Above scale						
Women	2	\$210,099	\$4,099	—	—	Women	2	(2)	\$43,514	\$4,098	—	—
Men	24	\$197,436	\$4,510	\$167,015	\$239,581	Men	24	(15)	\$11,457	\$3,194	\$0	\$47,467
Asian	3	\$203,221	\$12,848	\$177,611	\$217,854	Asian	3	(2)	\$25,945	\$13,910	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	22	\$195,883	\$4,329	\$167,015	\$238,568	White	22	(15)	\$12,916	\$3,528	\$0	\$47,467
<i>Note:</i> Salaries based on an 9 month, academic scale. — denoted suppression of salary. sem, standard error of mean						<i>Note:</i> Salaries based on an 9 month, academic scale. <sup>a</sup> with off-scale salary. — denoted suppression of salary. sem, standard error of mean						

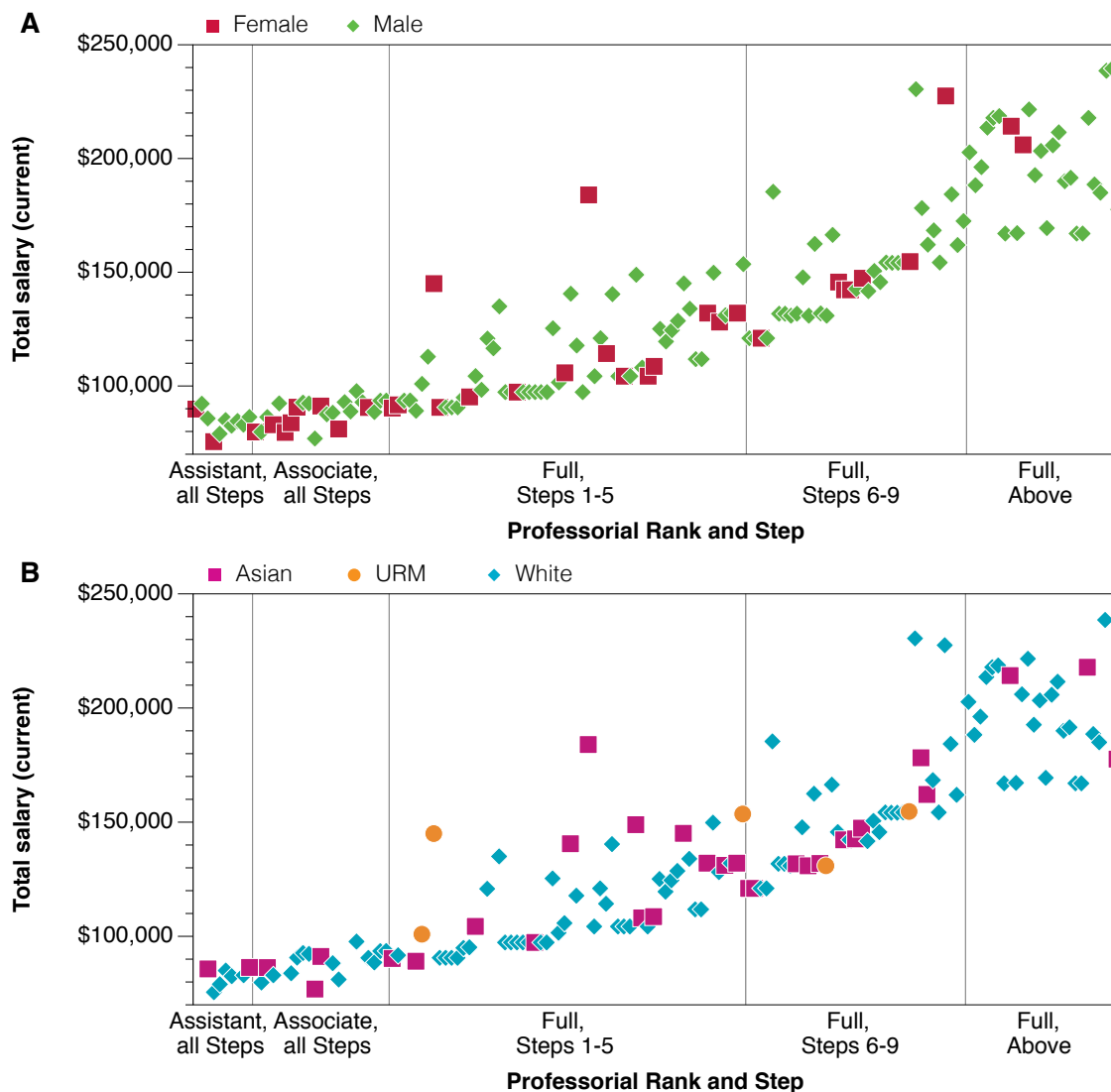


Figure 5.10: **Current total salary of CL&S – MPS faculty by rank and step.** **A.** By gender. **B.** By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.

## 5.6.2 Regression analysis

### Current salary analyses

When the MPS faculty were analyzed together there were no significant gender or ethnicity differences in current or off-scale salaries. Table 5.29 reports results for the determinants of **current salary** for all MPS faculty members. Gender and ethnicity were not significant determinants of current salary. All previous hire date indicators have a statistically-significant negative coefficient ( $P < 0.05$  or  $P < 0.01$ ), reflecting lower average adjusted salaries for the most senior faculty.

Additional results regarding determinants of **current salary** for MPS faculty members separately by current rank are reported in the Appendix in F.1, F.2, and F.3. Table F.2 shows a weakly-significant, negative effect on total salary for women at the Associate rank. At the Associate Professor rank, the second decade of hire, 1995–2004, had a negative and marginally-significant effect ( $P < 0.05$ ). At the full Professor rank, the previous two decades of hire (1985–1994 and 1995–2004) had negative and highly-significant effects ( $P < 0.01$ ), again indicating the lower average adjusted salaries for the most senior faculty.

Results regarding the determinants of **current off-scale salary** for all MPS faculty are reported in 5.30. No gender or ethnicity variables had significant coefficients. Two decade of hire variables had negative and highly significant ( $P < 0.01$ ) coefficients, indicating that faculty hired between 1985 and 2004 had lower current off-scale than those hired more recently.

Results regarding the determinants of **current off-scale salary** for MPS faculty by rank are reported in the Appendix in F.4, F.5, and F.6. Table F.5 shows a weakly-significant, negative effect on off-scale for women at the Associate rank. No other gender or ethnicity variables had significant coefficients. As was the case for current salary, the decade of hire indicator variables had significant, negative coefficients ( $P < 0.05$  or  $P < 0.01$ ) for Associate Professor (1985–1994) and full Professor (1984–1994 and 1995–2004). These results again indicate lower average adjusted salaries for the most senior faculty.

Table 5.29: Division of Mathematical and Physical Sciences, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	10.964*** (10.901, 11.027)
Gender <sup>b</sup> : Female	0.018 (−0.027, 0.063)
Ethnicity <sup>c</sup> : Asian	0.013 (−0.033, 0.060)
Ethnicity <sup>c</sup> : Unknown	0.003 (−0.061, 0.068)
Ethnicity <sup>c</sup> : URM	0.059 (−0.046, 0.164)
Decade of Hire: 1995–2004	−0.114*** (−0.169, −0.059)
Decade of Hire: 1985–1994	−0.134*** (−0.209, −0.059)
Decade of Hire: 1975–1984	−0.116** (−0.226, −0.007)
Start After Degree <sup>d</sup>	0.001 (−0.003, 0.004)
Current Interval <sup>e</sup>	0.072*** (0.064, 0.079)
Observations	155
F Statistic	106.933*** (df = 9; 145)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 34$ , Male  $n = 121$ . <sup>c</sup>Ethnicity: Asian  $n = 31$ , Unknown  $n = 18$ , URM  $n = 5$ , White  $n = 101$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table 5.30: Division of Mathematical and Physical Sciences, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	8.016*** (5.876, 10.156)
Gender <sup>b</sup> : Female	1.201 (−0.328, 2.729)
Ethnicity <sup>c</sup> : Asian	0.833 (−0.747, 2.413)
Ethnicity <sup>c</sup> : Unknown	0.020 (−2.157, 2.198)
Ethnicity <sup>c</sup> : URM	−0.115 (−3.672, 3.442)
Decade of Hire: 1995-2004	−3.433*** (−5.293, −1.573)
Decade of Hire: 1985-1994	−4.562*** (−7.088, −2.037)
Decade of Hire: 1975-1984	−1.830 (−5.527, 1.868)
Start After Degree <sup>d</sup>	−0.003 (−0.109, 0.104)
Current Interval <sup>e</sup>	0.076 (−0.166, 0.318)
Observations	155
F Statistic	3.613*** (df = 9; 145)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 34, Male n = 121. <sup>c</sup>Ethnicity: Asian n = 31, Unknown n = 18, URM n = 5, White n = 101. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### Time of hire analyses

There were no significant gender or ethnicity differences in **interval step at the time of hire** when all MPS faculty were analyzed together (5.31). The time difference between terminal degree and hire had a highly significant, positive coefficient ( $P < 0.01$ ). One decade of hire variable, 1985–1994, had a significant, positive coefficient ( $P < 0.05$ ).

Tables F.7, F.8, and F.9 reports the determinants of the **step at the time of hire** for MPS faculty hires at the different ranks. For faculty hired as full Professors, women were hired at a significantly lower step ( $P < 0.05$ ). In all cases, the time difference between terminal degree and hire had a statistically-significant, positive coefficient (either  $P < 0.05$  or  $P < 0.01$ ).

Results regarding determinants of **off-scale salary at the time of hire** for all MPS faculty at hire are reported in Table 5.32. No gender or ethnicity variables had statistically significant coefficients. All three decade of hire variables had negative and highly significant coefficients ( $P < 0.01$ ), indicating that the faculty members who have been at UC Davis the longest had the least off-scale salary at time of hire.

Results regarding determinants of **off-scale salary at the time of hire** for MPS faculty by rank at hire are reported in the Appendix in F.10, F.11, and F.12. There was no significant gender or ethnicity difference. All three earliest decade of hire variables had



highly-significant, negative coefficients for faculty hired at the Assistant Professor rank ( $P < 0.01$ ), suggesting a clear disadvantage for those faculty. Because off-scale salaries at time of hire were converted into real dollars, these negative coefficients are not explained by inflation. There were no significant explanatory variables for faculty hired at the Associate rank, though the sample is small (13); however, there were marginally-significant, negative results ( $P < 0.05$ ) at the full Professor rank for the two earliest decade of hire variables. Here, the sample size was larger (34).

Table 5.31: Division of Mathematical and Physical Sciences, all Professors: interval at time of hire.

	Linear regression
	interval at time of hire <sup>a</sup> (CI)
Intercept	1.405*** (0.574, 2.235)
Gender <sup>b</sup> : Female	-0.425 (-1.216, 0.367)
Ethnicity <sup>c</sup> : Asian	0.475 (-0.355, 1.304)
Ethnicity <sup>c</sup> : Unknown	0.867 (-0.278, 2.013)
Ethnicity <sup>c</sup> : URM	-0.292 (-2.157, 1.572)
Decade of Hire: 1995-2004	0.434 (-0.404, 1.271)
Decade of Hire: 1985-1994	0.949** (0.012, 1.887)
Decade of Hire: 1975-1984	0.297 (-1.148, 1.743)
Start After Degree <sup>d</sup>	0.447*** (0.402, 0.492)
Observations	155
F Statistic	50.982*** (df = 8; 146)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 34$ , Male  $n = 121$ . <sup>c</sup>Ethnicity: Asian  $n = 31$ , Unknown  $n = 18$ , URM  $n = 5$ , White  $n = 101$ . <sup>d</sup>Start After Degree, in years. One professors was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table 5.32: Division of Mathematical and Physical Sciences, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup>
Intercept	8.928*** (7.521, 10.334)
Gender <sup>b</sup> : Female	0.740 (−0.548, 2.028)
Ethnicity <sup>c</sup> : Asian	0.285 (−1.076, 1.647)
Ethnicity <sup>c</sup> : Unknown	0.389 (−1.481, 2.260)
Ethnicity <sup>c</sup> : URM	0.351 (−2.664, 3.366)
Decade of Hire: 1995-2004	−3.406*** (−4.775, −2.038)
Decade of Hire: 1985-1994	−5.958*** (−7.506, −4.409)
Decade of Hire: 1975-1984	−9.011*** (−11.358, −6.664)
Start After Degree <sup>d</sup>	0.040 (−0.098, 0.179)
Interval <sup>e</sup>	−0.081 (−0.343, 0.181)
Observations	154
F Statistic	12.565*** (df = 9; 144)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 34, Male n = 121. <sup>c</sup>Ethnicity: Asian n = 31, Unknown n = 18, URM n = 5, White n = 101. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval

### 5.6.3 Correlation between academic progress and current off-scale

Figure 5.11 depicts the relationship between **academic progress and current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. The 25th and 75th percentiles of academic progress for faculty members with off-scale are slightly higher than those without, although there is a large overlap between the two distributions. The distribution of academic progress scores for faculty members with off-scale salaries is wider than the distribution for those without such salaries.

The bottom panel plots current off-scale salary in dollars against academic progress. The majority of faculty are progressing at a normative or accelerated rate. Those with the highest progress rate also have the highest off-scale salaries, as indicated by a modest correlation between the two variables ( $r = 0.33$ ,  $P < 0.0001$ ). However, a large fraction of faculty with slower than normative progress also have off-scale salaries. In addition, there is a larger percentage of faculty that have progressed at an accelerated rate (often at high progress rates of  $> 1.3$ ) with a substantially smaller or **no** off-scale salary. As a result, the large number of faculty in the lower right quadrant bounded by the blue 25th percentile line and the red vertical line (normative progress) are disadvantaged compared to other faculty.

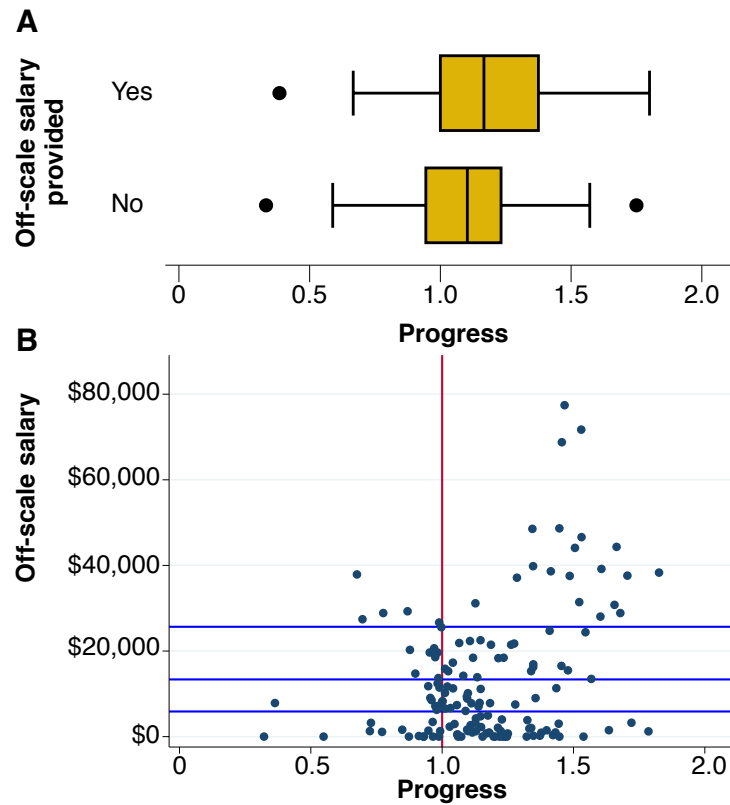


Figure 5.11: **Relationship between academic progress and current off-scale salary for CL&S – MPS faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.33$ ,  $P < 0.0001$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.7 Division of Social Sciences

The Division of Social Sciences (DSS) analysis includes 196 faculty, all paid on an academic year basis. Consultation with the Dean and FEC led to the decision to include a dummy SCU variable differentiating the 27 faculty on the BEE salary scale from other faculty members in the DSS in the regression analyses; the dummy variable was hypothesized to have a positive SCU coefficient due to a priori knowledge of the upward force on salary that the external market imposes on these disciplines. However, to allow for the possibility that gender and/or ethnicity effects could vary by SCU, statistical interactions between these variables and SCU for each of the dependent salary variables were evaluated in the regression models. When they significantly improved model fits, separate regression models (stratified on whether or not faculty belonged to the BEE salary scale) are presented.

After adjusting for factors influencing current salary, for most analyses no significant gender or ethnicity differences were evident. There were no significant gender or ethnicity differences in current salary, current off-scale salary, or off-scale salary at the time of hire. There was limited evidence, however, that women were hired at lower ranks/steps than men, especially at the full Professor rank. When disaggregated by pay scale, women on the non-BEE pay scale were paid less than men, although the effect was only weakly significant ( $P < 0.10$ ). Discussion of the results of each regression model follows.

### 5.7.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.33.A. The number of faculty members in each group is reported as N in the second column. Gender diversity monotonically declines with rank/step, and ethnic diversity is particularly lacking at Professor Step 6 and above. Examining salary numbers within ranks, there are unadjusted (i.e., not controlling for the effects of other factors) differences in average salaries between genders and among ethnicities. Unadjusted women's salaries are lower at all rank/step combinations (except Above Scale, where there is only one female faculty member whose salary is suppressed in the table). Differences in unadjusted average salaries by ethnicity varied by rank: White faculty received higher average salaries at the Assistant and Associate Professor ranks, while URM faculty received higher average salaries at the full Professor rank. Additional descriptive statistics subdivided by SCU may be found in the Appendix in G.1. The unadjusted differences noted above were somewhat attenuated when evaluating the BEE and non-BEE SCUs separately.

**Current off-scale salaries** are one determinant of the average salaries reported in Table 5.33. Table 5.33.B reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender, ethnicity, and rank. Differences in the proportion of faculty members with off-scale salaries by gender varied by rank/step combination; men consistently earned higher off-scale salaries at each of the five combinations than women, although the magnitude of the differences varied and was largest at full Professor Step 6 or above. Off-scale salaries varied by ethnicity within rank, but differences were not consistent across ranks.

The two panels in Figure 5.12 are plots of the data summarized in Table 5.33.A. The

top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. Markers outlined in black on the plot represent faculty on the BEE salary scale. Current salaries are ordered by step within each rank. Current salaries are ordered by department within each rank in the Appendix Figure G.1.

Table 5.33: Division of Social Sciences: salary (current).

A. total salary (current).						B. off-scale salary (current).						
	N	mean	sem	min	max		N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps						
Women	19	\$83,570	\$2,552	\$68,001	\$111,275	Women	19	(19)	\$9,432	\$1,642	\$974	\$22,616
Men	18	\$89,563	\$4,871	\$63,304	\$142,600	Men	18	(18)	\$10,002	\$2,119	\$825	\$27,485
Asian	6	\$83,354	\$6,039	\$63,304	\$107,216	Asian	6	(6)	\$8,193	\$3,958	\$1,125	\$22,616
URM	3	\$84,500	\$5,927	\$72,800	\$92,000	URM	3	(3)	\$7,855	\$6,379	\$974	\$20,600
White	26	\$86,759	\$3,459	\$68,001	\$142,600	White	26	(26)	\$9,738	\$1,470	\$825	\$27,485
Associate Professors, all Steps						Associate Professors, all Steps						
Women	23	\$90,200	\$2,512	\$76,900	\$126,027	Women	23	(17)	\$8,069	\$1,659	\$0	\$29,626
Men	31	\$97,540	\$4,680	\$76,900	\$198,216	Men	31	(29)	\$14,667	\$3,619	\$0	\$97,915
Asian	8	\$86,048	\$2,553	\$79,200	\$102,087	Asian	8	(6)	\$8,348	\$2,721	\$0	\$22,887
URM	6	\$84,007	\$1,786	\$76,900	\$89,150	URM	6	(5)	\$3,590	\$1,033	\$0	\$6,803
White	37	\$98,150	\$4,042	\$76,900	\$198,216	White	37	(32)	\$14,053	\$3,103	\$0	\$97,915
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5						
Women	23	\$115,905	\$4,679	\$95,750	\$169,433	Women	23	(15)	\$16,148	\$4,046	\$0	\$60,815
Men	37	\$120,936	\$3,749	\$90,600	\$168,977	Men	37	(31)	\$20,559	\$3,479	\$0	\$75,700
Asian	8	\$115,569	\$7,621	\$95,750	\$158,115	Asian	8	(6)	\$14,631	\$7,545	\$0	\$60,815
URM	8	\$128,137	\$7,229	\$102,927	\$164,442	URM	8	(7)	\$29,636	\$6,930	\$0	\$55,404
White	44	\$117,973	\$3,500	\$90,600	\$169,433	White	44	(33)	\$17,681	\$3,056	\$0	\$75,700
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9						
Women	9	\$137,986	\$5,043	\$121,000	\$159,308	Women	9	(7)	\$8,619	\$3,839	\$0	\$28,299
Men	22	\$162,080	\$6,089	\$125,766	\$261,906	Men	22	(22)	\$17,375	\$5,765	\$428	\$116,406
Asian	1	—	—	—	—	Asian	1	(1)	—	—	—	—
URM	1	—	—	—	—	URM	1	(1)	—	—	—	—
White	29	\$154,108	\$5,232	\$121,000	\$261,906	White	29	(27)	\$15,363	\$4,541	\$0	\$116,406
full Professors, Above scale						full Professors, Above scale						
Women	1	—	—	—	—	Women	1	(1)	—	—	—	—
Men	14	\$189,803	\$5,531	\$166,176	\$231,132	Men	14	(10)	\$11,952	\$4,392	\$0	\$58,103
Asian	0	—	—	—	—	Asian	0	(0)	—	—	—	—
URM	1	—	—	—	—	URM	1	(1)	—	—	—	—
White	14	\$191,127	\$5,440	\$166,176	\$231,132	White	14	(10)	\$12,232	\$4,390	\$0	\$58,103
<i>Note:</i> Salaries based on an 9 month, academic scale. — denoted suppression of salary. sem, standard error of mean						<i>Note:</i> Salaries based on an 9 month, academic scale. <sup>a</sup> with off-scale salary. — denoted suppression of salary. sem, standard error of mean						

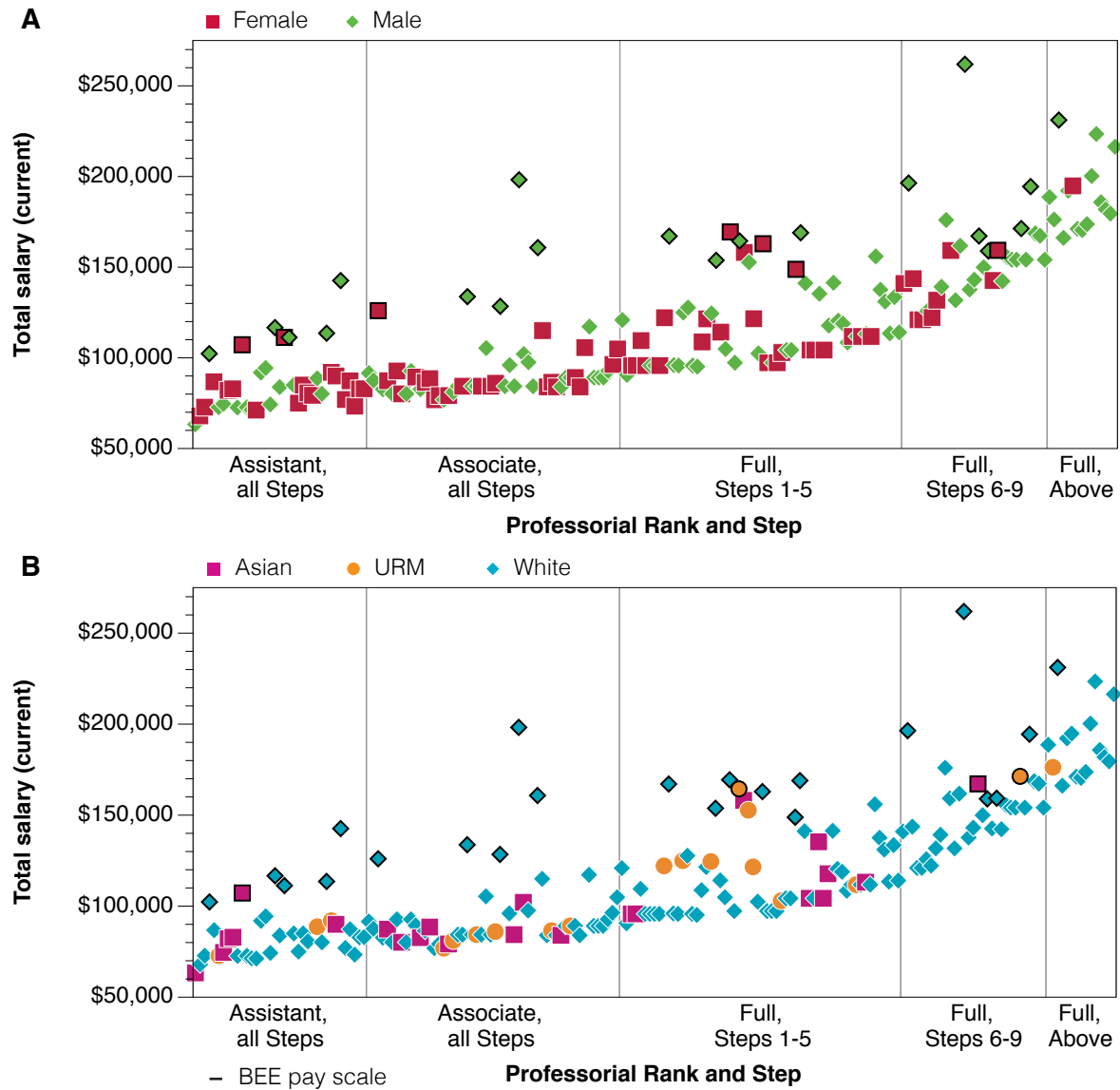


Figure 5.12: **Current total salary of CL&S – DSS faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Faculty members on the BEE pay scale are indicated by a dark border. Total salary is composed of base salary and negotiated off-scale salary.

### 5.7.2 Regression analyses

When the BEE faculty and non-BEE faculty were analyzed together there were no significant gender or ethnicity differences in current or off-scale salaries. There was some evidence that women were initially hired at lower ranks/steps compared to men, especially at the full Professor rank, although the numbers of women at the latter rank were small. In addition, there was some evidence that women not on the BEE salary scale received lower off-scale salaries at time of hire than men.

### Current salary analyses

Table 5.34 reports results for the determinants of **current salary** for all DSS faculty members, while controlling for SCU (i.e., belonging or not to the BEE salary scale). Gender and ethnicity were not significant determinants of current salary. One decade of hire, (1985–1994) was associated with significantly lower salaries ( $P < 0.05$ ), reflecting lower average adjusted salaries for the more senior faculty in the Division, and current rank/step interval was, as anticipated, highly significantly associated with higher salaries ( $P < 0.01$ ). On average, members on the BEE salary scale are more highly compensated than other faculty members ( $P < 0.01$ ).

Table 5.34: Division of Social Sciences, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.061*** (11.007, 11.116)
Gender <sup>b</sup> : Female	−0.023 (−0.060, 0.013)
Ethnicity <sup>c</sup> : Asian	−0.012 (−0.067, 0.042)
Ethnicity <sup>c</sup> : Unknown	−0.041 (−0.150, 0.068)
Ethnicity <sup>c</sup> : URM	0.012 (−0.047, 0.072)
Decade of Hire: 1995–2004	−0.038 (−0.087, 0.012)
Decade of Hire: 1985–1994	−0.102** (−0.182, −0.022)
Decade of Hire: 1975–1984	−0.104 (−0.234, 0.026)
Start After Degree <sup>d</sup>	0.003 (−0.001, 0.006)
Current Interval <sup>e</sup>	0.058*** (0.050, 0.066)
BEE <sup>f</sup>	0.372*** (0.322, 0.423)
Observations	196
F Statistic	102.938*** (df = 10; 185)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 75$ , Male  $n = 122$ . <sup>c</sup>Ethnicity: Asian  $n = 23$ , Unknown  $n = 5$ , URM  $n = 19$ , White  $n = 150$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Additional results regarding determinants of **current salary** for DSS faculty members separately by current rank are reported in the Appendix in G.2, G.3, and G.4. No significant gender differences were found at any rank, and a positive association that was weakly significant was observed for URM faculty at the full Professor rank only ( $P < 0.10$ ). The time interval between completion of terminal degree and hire was weakly associated with total salary for Assistant and Associate Professors, though not for full Professors ( $P < 0.10$ ). Current step within rank was significant ( $P < 0.05$ ) or highly significant ( $P < 0.01$ ) for all ranks, and SCU (BEE salary scale membership) was highly significant in all models ( $P < 0.01$ ); both factors were associated with higher salaries. The 1985–1994 decade of hire coefficient was significant at the Associate Professor rank ( $P < 0.05$ ), indicating that faculty hired in that interval have significantly lower total salaries than those hired at other times. This effect also held for faculty at the full Professor level; in addition, faculty hired in 1975–1984 likewise have significantly lower salaries ( $P < 0.05$ ) than those more recently hired.

Table 5.35 reports results for determinants of **current off-scale salary** for all DSS faculty members. No significant gender or ethnicity associations were observed. As found with current salary, the BEE variable had a highly significant positive association ( $P < 0.01$ ). The three earliest decade of hire variables were highly significantly negatively associated ( $P < 0.01$ ) with off-scale salary, again indicating lower average adjusted off-scale salaries for the faculty with the longest employment. Off-scale salary was negatively associated with time interval between terminal degree and hire ( $P < 0.05$ ), positively associated with current rank/step ( $P < 0.05$ ), and positively associated with being on the BEE salary scale ( $P < 0.01$ ).

Results regarding the determinants of **current off-scale salary** for DSS faculty by rank are reported in the Appendix in G.5, G.6, and G.7. No gender or ethnicity variables were significantly associated with total current off-scale salary. The only variable with a significantly positively related was BEE salary plan membership at the Assistant Professor ( $P < 0.10$ ) and full Professor ( $P < 0.01$ ) ranks, and the only variables with significant negative associations were the 1995–2004 and 1985–1994 decades of hire at the Associate Professor ( $P < 0.05$  and  $P < 0.01$ , respectively) and the 1985–1994 and 1975–1984 decades of hire at the full Professor ( $P < 0.10$ ) ranks.



Table 5.35: Division of Social Sciences, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	7.846*** (6.465, 9.226)
Gender <sup>b</sup> : Female	-0.660 (-1.596, 0.275)
Ethnicity <sup>c</sup> : Asian	-0.344 (-1.728, 1.039)
Ethnicity <sup>c</sup> : Unknown	0.525 (-2.247, 3.297)
Ethnicity <sup>c</sup> : URM	0.880 (-0.631, 2.392)
Decade of Hire: 1995-2004	-2.083*** (-3.343, -0.822)
Decade of Hire: 1985-1994	-4.375*** (-6.412, -2.338)
Decade of Hire: 1975-1984	-5.351*** (-8.653, -2.048)
Start After Degree <sup>d</sup>	-0.105** (-0.198, -0.012)
Current Interval <sup>e</sup>	0.208** (0.007, 0.408)
BEE <sup>f</sup>	2.783*** (1.503, 4.062)
Observations	196
F Statistic	4.672*** (df = 10; 185)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 75, Male n = 122. <sup>c</sup>Ethnicity: Asian n = 23, Unknown n = 5, URM n = 19, White n = 150. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### Time of hire analyses

Table 5.36 reports the determinants of the **interval step at the time of hire** for all DSS faculty. Being a woman in the Division faculty was weakly significantly associated with being hired at a lower rank/step ( $P < 0.10$ ). The time difference between terminal degree and hire was highly significantly and positively associated with hiring rank/step ( $P < 0.01$ ), indicating the longer the interval, the greater the rank/step at hire. Being hired between 1995 and 2004 was weakly associated with entering at a higher rank/step ( $P < 0.10$ ), and being hired between 1985 and 1994 was even more strongly associated with entering at a higher step ( $P < 0.05$ ).

Results regarding determinants of the **step at the time of hire** for DSS faculty by rank at hire are reported in the Appendix in G.8, G.9, and G.10. Gender differences were weakly apparent at the full Professor rank: female faculty, on average, entered at lower steps ( $P < 0.10$ ) than male faculty, although this was based on only four women faculty members. Although Asian faculty seemed to enter at lower steps at the Associate Professor and full Professor ranks ( $P < 0.01$ ), this association was based on only one Asian faculty member at each of these ranks, so valid inferences could not be drawn from this. At the Assistant Professor rank faculty hired between 1995 and 2004 on average entered at higher steps ( $P < 0.05$ ) than more recently hired faculty, and seemingly also those hired between 1985 and

1994 ( $P < 0.10$ ). In contrast, faculty hired as Associate Professors between 1995 and 2004 on average entered at lower steps ( $P < 0.05$ ) than more recently hired faculty, as did those hired between 1985 and 1994 ( $P < 0.01$ ). This appears to also have been true for full Professors hired between 1985 and 1994 ( $P < 0.10$ ).

Table 5.36: Division of Social Sciences, all Professors: interval at time of hire.

	Linear regression
	Interval at time of hire <sup>a</sup> (CI)
Intercept	1.794*** (1.352, 2.235)
Gender <sup>b</sup> : Female	-0.430* (-0.871, 0.011)
Ethnicity <sup>c</sup> : Asian	-0.145 (-0.810, 0.520)
Ethnicity <sup>c</sup> : Unknown	0.604 (-0.733, 1.941)
Ethnicity <sup>c</sup> : URM	-0.171 (-0.887, 0.545)
Decade of Hire: 1995-2004	0.433* (-0.035, 0.900)
Decade of Hire: 1985-1994	0.853** (0.209, 1.498)
Decade of Hire: 1975-1984	0.234 (-1.007, 1.475)
Start After Degree <sup>d</sup>	0.444*** (0.414, 0.474)
Observations	196
F Statistic	116.871*** (df = 8; 187)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 75$ , Male  $n = 122$ . <sup>c</sup>Ethnicity: Asian  $n = 23$ , Unknown  $n = 5$ , URM  $n = 19$ , White  $n = 150$ . <sup>d</sup>Start After Degree, in years. One professors was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table 5.37 reports the determinants of **off-scale salary at the time of hire** for all DSS faculty. Off-scale salary at time of hire is in real, not nominal, dollars, and is adjusted for inflation using the Consumer Price Index, base year 2013. No significant gender or ethnicity associations with off-scale salary at time of hire were observed. All three decade of hire variables were highly significantly and negatively associated with off-scale salary at the time of hire ( $P < 0.01$ ), an association that grew more negative with more time elapsing. Participation in the BEE salary scale was strongly positively associated with higher off-scale salaries at time of hire ( $P < 0.01$ ).

Because of the presence of a significant interaction between gender and BEE membership for **off-scale salary at time of hire**, Table G.11 and Table G.12 in the Appendix were created to examine this salary separately for BEE and non-BEE faculty, respectively. No factors were significantly associated with off-scale salary at time of hire among the 27 BEE faculty. In contrast, in the 168 non-BEE faculty a weakly significant association leading to lower salaries was found in women ( $P < 0.10$ ), and progressively lower salaries were associated with earlier decades of hire ( $P < 0.01$ ). In addition, two department dummy variables were negative, with differing degrees of statistical significance: History ( $P < 0.05$ ) and Linguistics ( $P < 0.10$ ).

Results regarding determinants of **off-scale salary at the time of hire** for DSS faculty by rank at hire, controlling for BEE membership, are reported in the Appendix in G.13, G.14, and G.15. There was no significant association between gender and off-scale salary at time of hire. The only association between ethnicity and this salary was for URM faculty hired as Associate Professors, who on average had higher off-scale salaries provided when hired ( $P < 0.05$ ). However, this association was based on only three URM faculty, so should be interpreted with caution. The associations noted above for decade of hire and BEE membership with off-scale salary at time of hire remained largely in force at the Assistant and Associate Professor ranks, but not significantly so for full Professors.

In addition, separate tables of off-scale salary at time of hire for non-BEE faculty were generated for Assistant Professors (Table G.16) ( $n = 119$ ), Associate Professors (Table G.17) ( $n = 22$ ), and full Professors (Table G.18) ( $n = 27$ ). All models controlled for departmental affiliation. No significant associations with gender, ethnicity, or other factors were observed at any ranks.

Table 5.37: Division of Social Sciences, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	6.367*** (4.971, 7.764)
Gender <sup>b</sup> : Female	-0.767 (-1.943, 0.410)
Ethnicity <sup>c</sup> : Asian	-0.510 (-2.258, 1.237)
Ethnicity <sup>c</sup> : Unknown	-1.645 (-5.158, 1.869)
Ethnicity <sup>c</sup> : URM	0.898 (-0.982, 2.777)
Decade of Hire: 1995-2004	-2.050*** (-3.288, -0.812)
Decade of Hire: 1985-1994	-3.759*** (-5.493, -2.025)
Decade of Hire: 1975-1984	-5.511*** (-8.766, -2.256)
Start After Degree <sup>d</sup>	-0.119 (-0.304, 0.065)
Interval <sup>e</sup>	0.301 (-0.074, 0.677)
BEE <sup>f</sup>	3.274*** (1.656, 4.893)
Observations	195
F Statistic	4.612*** (df = 10; 184)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 75, Male n = 122. <sup>c</sup>Ethnicity: Asian n = 23, Unknown n = 5, URM n = 19, White n = 150. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval

### 5.7.3 Correlation between academic progress and current off-scale

Figure 5.13 depicts the relationship between **academic progress** and **current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. The median progress rate for those without off-scale salaries is slightly less than 1.0, while the median progress rate for those with off-scales is slightly above 1.0. The distribution of academic progress scores for faculty members with off-scale salaries was wider than the distribution for those without such salaries.

The bottom panel plots current off-scale salary in dollars against academic progress. The large number faculty with normative or accelerated progress but no off-scale salaries or off-scale salaries below the 25th percentile prevented the rather modest correlation between the two variables ( $r = 0.27$ ,  $P = 0.0002$ ) from being higher.

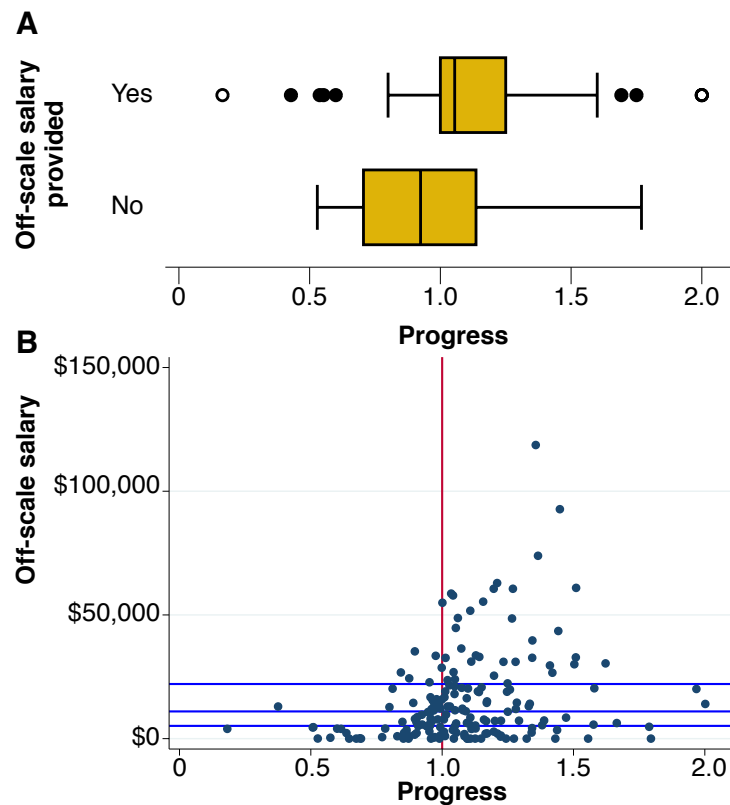


Figure 5.13: **Relationship between academic progress and current off-scale salary for CL&S – DSS faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.27$ ,  $P = 0.0002$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.8 Betty Irene Moore School of Nursing

The Betty Irene Moore School of Nursing (BIMSON) includes 16 faculty members. For the purpose of this analysis these faculty members are included in the School of Medicine as members of the Department of Internal Medicine. Like School of Medicine faculty, BIMSON faculty are paid under the Health Sciences Compensation Plan.

## 5.9 Graduate School of Management

The Graduate School of Management (GSM) analysis includes 29 faculty, all paid on an academic year basis. Consultation with the Dean and FEC led to the decision to include dummy variables differentiating faculty in the following nine salary scale/discipline groups: Accounting, Business Economics, Computer Information Systems/Management Information Systems (CIS/MIS), Finance, Individual Agreement, Marketing, Organizational Behavior, Production and Operations Management (POM), and Statistics. The Task Force acknowledges that the Dean and FEC proposed that the different discipline groups be separated for the purpose of the statistical analysis; this approach meant that no analysis could be conducted due to the small number of faculty members. Many rank-salary scale combinations had no faculty members.

In this unit, “scale” does not refer to a University of California pay scale. GSM salaries are scaled based on national business school faculty salary data provided by the Association for the Advancement of Collegiate Schools of Business (AACSB). The data provided by AACSB cover virtually every AACSB-accredited business school in the United States. Those comprehensive salary data can be grouped based on a school’s ranking among full-time MBA programs.

In 2010, the GSM administration analyzed data from the top-25 business schools and found that the GSM faculty, as a whole, were approximately 10%-20% below the top-25 schools (even with the off-scale salaries held by numerous GSM faculty at that time). The GSM administration therefore proposed to the Provost that the GSM introduce a new salary scale that puts GSM faculty in line with top-25 business school salaries. The new GSM salary scale was approved for implementation in summer of 2011. As a result, relatively few GSM faculty are paid with off-scale salary above the GSM scale. Given that the new scale put GSM faculty salaries on par with top-25 schools, the need for off-scales was no longer necessary, except in a very few cases (e.g., new faculty hires after 2011 who required small off-scale adjustments to maintain parity with faculty at the same rank and to avoid gender disparities).

After adjusting for relevant factors, there were no significant gender differences in current salary, current off-scale salary, or off-scale salary at the time of hire. There was weak evidence that Asian faculty were overall hired at a higher rank/step relative to other faculty and had lower total average salaries at the full Professor rank, but the latter finding was based on only four Asian faculty. Discussion of the results of each regression model follows.

### 5.9.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.38.A. The number of faculty members in each group is reported as N in the second column. Thirty eight percent of the faculty are women, 34% of the faculty are Asian, and one faculty member falls into the URM category. Differences in unadjusted average salaries by gender or ethnicity within the respective ranks did not demonstrate a consistent direction, although all full Professor faculty at Step 6 or above are men ( $n = 5$ ).

The two panels in Figure 5.14 are plots of the data summarized in Table 5.38. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. Current salaries are ordered by step within each rank. Current salaries are ordered by scale within each rank in the Appendix panel H.1.

**Current off-scale salaries** are a minor determinant of the average salaries reported in Table 5.38 because only four GSM faculty (all at the full Professor (Steps 1–5) rank) are paid with off-scales. Table 5.38.B reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender. There is no difference in the proportion of faculty members with off-scale salaries by gender. Differences by ethnicity cannot be interpreted due to an even smaller number of URM faculty (and no Asian faculty) receiving off-scale salaries.

Table 5.38: Graduate School of Management: salary (current).

A. total salary (current).					
	N	mean	sem	min	max
Assistant Professors, all Steps					
Women	2	\$172,800	\$4,329	—	—
Men	3	\$161,220	\$14,777	\$131,813	\$178,481
Asian	3	\$174,694	\$3,136	\$168,471	\$178,481
URM	0				
White	1	—	—	—	—
Associate Professors, all Steps					
Women	5	\$199,143	\$13,557	\$171,361	\$235,974
Men	3	\$221,039	\$15,205	\$191,188	\$240,989
Asian	3	\$197,614	\$17,341	\$172,632	\$230,940
URM	0				
White	2	\$208,834	\$17,646	—	—
full Professors, Steps 1 – 5					
Women	4	\$240,807	\$4,403	\$229,711	\$250,024
Men	6	\$235,277	\$5,699	\$211,289	\$249,907
Asian	2	\$241,918	\$3,551	—	—
URM	1	—	—	—	—
White	6	\$232,671	\$5,367	\$211,289	\$250,024
full Professors, Steps 6 – 9					
Women	0				
Men	5	\$281,473	\$11,240	\$250,799	\$307,640
Asian	1	—	—	—	—
URM	0				
White	4	\$284,231	\$14,067	\$250,799	\$307,640
full Professors, Above scale					
Women	0				
Men	1	—	—	—	—
Asian	1	—	—	—	—
URM	0				
White	0				
<i>Note:</i> Salaries based on an 9 month, academic scale. — denoted suppression of salary. sem, standard error of mean					

B. off-scale salary (current).						
	N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						
Women	2	(0)				
Men	3	(0)				
Asian	3	(0)				
URM	0	(0)				
White	1	(0)				
Associate Professors, all Steps						
Women	5	(0)				
Men	3	(0)				
Asian	3	(0)				
URM	0	(0)				
White	2	(0)				
full Professors, Steps 1 – 5						
Women	4	(2)	\$4,947	\$3,292	—	—
Men	6	(2)	\$5,827	\$4,553	—	—
Asian	2	(0)				
URM	1	(1)	—	—	—	—
White	6	(2)	\$5,620	\$4,546	—	—
full Professors, Steps 6 – 9						
Women	0	(0)				
Men	5	(0)				
Asian	1	(0)				
URM	0	(0)				
White	4	(0)				
full Professors, Above scale						
Women	0	(0)				
Men	1	(0)				
Asian	1	(0)				
URM	0	(0)				
White	0	(0)				
<i>Note:</i> Salaries based on an 9 month, academic scale. <sup>a</sup> with off-scale salary. — denoted suppression of salary. sem, standard error of mean						

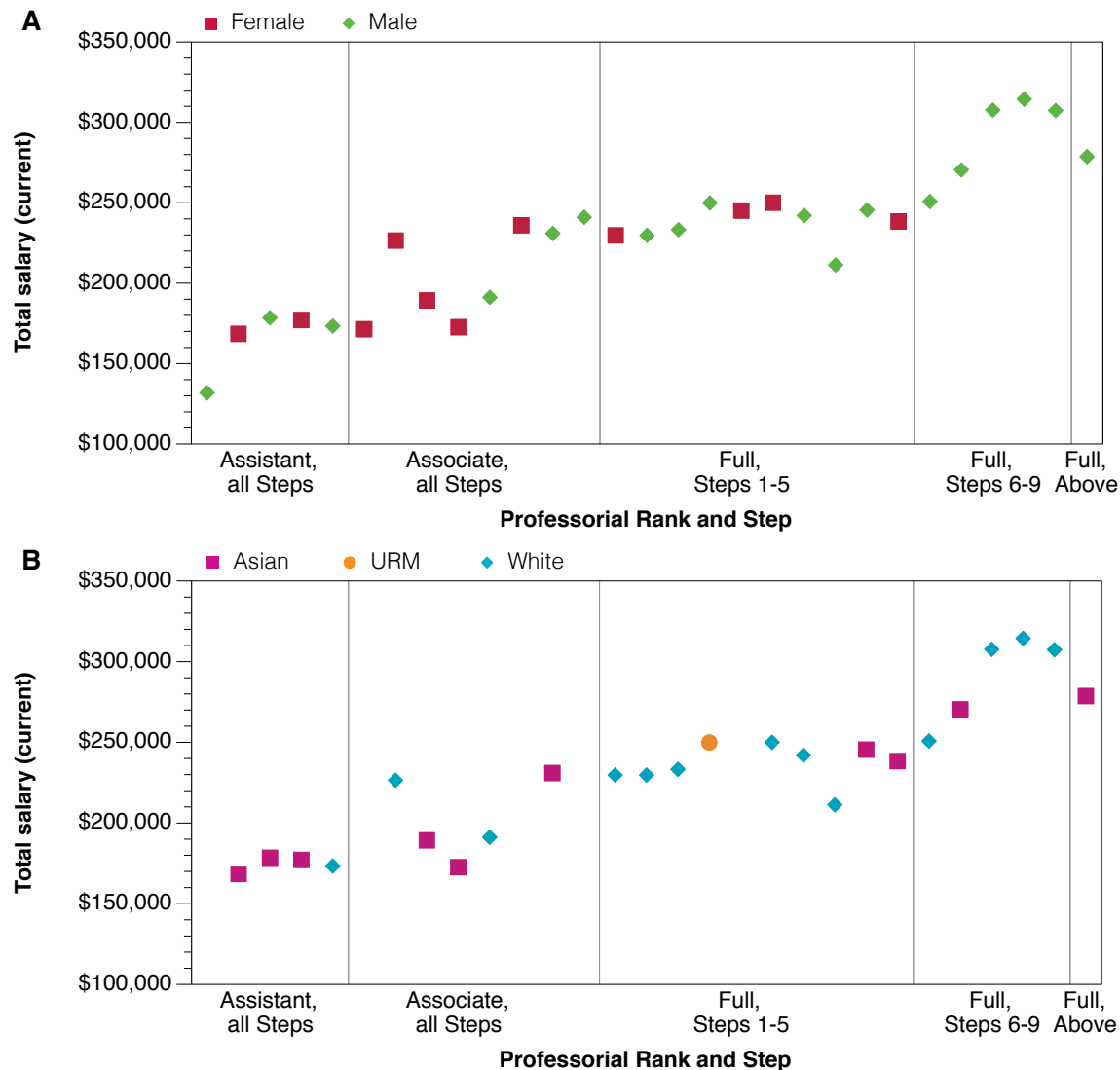


Figure 5.14: **Current total salary of GSM faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.

### 5.9.2 Regression analyses

When the GSM faculty were analyzed together there were no significant gender differences in current or off-scale salaries. Asian faculty at the full Professor rank had, on average, a lower salary than white faculty; however, the number of Asian faculty at this rank is only four.



### Current salary analyses

Figure 5.39 reports results for the determinants of **current salary** for all GSM faculty members. Gender and ethnicity were not significant determinants of current salary across the School. One decade of hire (1995–2004) ( $P < 0.10$ ), two SCUs (denoting the CIS/MIS SCU with the lowest relative coefficient ( $P < 0.05$ ) and the Finance SCU with the highest relative coefficient ( $P < 0.01$ )), time interval between terminal degree and hire ( $P < 0.05$ ), and current rank/step interval were all significant.

Additional results regarding determinants of **current salary** for GSM faculty members separately by current rank are reported in the Appendix in H.1, H.2, and H.3. These analyses could not be adjusted for SCU due to the low ratio of faculty ( $n = 29$ ) to the number of SCUs ( $n = 9$ ). No factors were significant among Assistant and Associate Professors. Asian faculty at this rank ( $n = 4$ ) had, on average, a lower salary than white faculty ( $n = 10$ ,  $P < 0.05$ ). Decade of hire had a weakly significant ( $P < 0.10$ ) impact on salary; faculty hired prior to 1995 had, on average, lower salaries than faculty hired at later dates. As expected, at this rank there was a highly significant association between current step and total salary ( $P < 0.01$ ).

Table 5.40 reports results for determinants of **current off-scale salary** for all GSM faculty members. No significant differences were found between the few faculty receiving off-scale salaries.

Results regarding the determinants of **current off-scale salary** for GSM faculty by rank are reported in the Appendix in H.4. No Assistant or Associate Professors received off-scale salaries, and no significant differences were found between the few faculty receiving off-scale salaries at the full Professor rank.

Table 5.39: Graduate School of Management, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.829*** (11.719, 11.939)
Gender <sup>b</sup> : Female	0.043 (−0.015, 0.101)
Ethnicity <sup>c</sup> : Asian	−0.037 (−0.113, 0.039)
Ethnicity <sup>c</sup> : Unknown	−0.075* (−0.153, 0.003)
Ethnicity <sup>c</sup> : URM	−0.128 (−0.273, 0.016)
Decade of Hire: 1995-2004	0.148* (−0.006, 0.303)
Decade of Hire: 1985-1994	0.073 (−0.144, 0.290)
Decade of Hire: 1975-1984	0.002 (−0.276, 0.280)
Start After Degree <sup>d</sup>	0.015** (0.003, 0.026)
Current Interval <sup>e</sup>	0.035** (0.012, 0.058)
SCU <sup>f</sup> : Business Economics	−0.090 (−0.226, 0.046)
SCU <sup>f</sup> : CIS/MIS	−0.170** (−0.321, −0.019)
SCU <sup>f</sup> : Finance	0.207*** (0.122, 0.292)
SCU <sup>f</sup> : Individual Agreement	−0.079 (−0.239, 0.081)
SCU <sup>f</sup> : Marketing	0.071 (−0.030, 0.172)
SCU <sup>f</sup> : Organizational Behavior	−0.039 (−0.121, 0.043)
SCU <sup>f</sup> : POM	−0.031 (−0.148, 0.086)
SCU <sup>f</sup> : Statistics	0.003 (−0.171, 0.177)
Observations	29
F Statistic	20.272*** (df = 17; 11)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 11, Male n = 18. <sup>c</sup>Ethnicity: Asian n = 10, Unknown n = 5, URM n = 1, White n = 13. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>SCU; Salary Comparison Unit: Accounting pay scale compared with the other pay scales in the School. CI; 95% confidence interval.

Table 5.40: Graduate School of Management, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Constant	−0.174 (−6.512, 6.164)
Gender <sup>b</sup> : Female	−0.335 (−3.683, 3.013)
Ethnicity <sup>c</sup> : Asian	−3.351 (−7.708, 1.005)
Ethnicity <sup>c</sup> : Unknown	−1.278 (−5.760, 3.204)
Ethnicity <sup>c</sup> : URM	4.679 (−3.625, 12.983)
Decade of Hire: 1975-1984	−9.233 (−25.212, 6.746)
Decade of Hire: 1985-1994	−7.275 (−19.766, 5.215)
Decade of Hire: 1995-2004	−2.463 (−11.347, 6.420)
Start After Degree <sup>d</sup>	0.143 (−0.514, 0.800)
Current Interval <sup>e</sup>	0.517 (−0.811, 1.844)
SCU <sup>f</sup> : Bus/Econ	−5.154 (−12.989, 2.681)
SCU <sup>f</sup> : CIS/MIS	2.707 (−5.955, 11.370)
SCU <sup>f</sup> : Finance	−2.279 (−7.177, 2.619)
SCU <sup>f</sup> : IndAgreement	−2.581 (−11.787, 6.624)
SCU <sup>f</sup> : Marketing	0.291 (−5.529, 6.111)
SCU <sup>f</sup> : OB	2.014 (−2.687, 6.714)
SCU <sup>f</sup> : POM	−0.245 (−6.975, 6.485)
SCU <sup>f</sup> : Statistics	1.305 (−8.720, 11.330)
Observations	29
F Statistic	1.051 (df = 17; 11)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 11, Male n = 18. <sup>c</sup>Ethnicity: Asian n = 10, Unknown n = 5, URM n = 1, White n = 13. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>SCU; Salary Comparison Unit: Accounting pay scale compared with the other pay scales in the School. CI; 95% confidence interval.

### Time of hire analyses

Table 5.41 reports the determinants of the **interval step at the time of hire** for all GSM faculty. One ethnicity variable, Asian, had a weakly significant, positive coefficient ( $P < 0.1$ ), consonant with hiring at a higher rank/step than other faculty. The time difference between terminal degree and hire had a highly statistically significant positive coefficient ( $P < 0.01$ ), indicating a temporal increase in rank/step at hire. All decade of hire variables had statistically significant, positive coefficients: the 1995–2004 coefficient was weakly significant ( $P < 0.1$ ), the 1985–1994 coefficient was significant ( $P < 0.05$ ), and the 1975–1984 coefficient was highly significant ( $P < 0.01$ ); their magnitudes indicate that faculty hired in earlier years were more likely to be brought in at higher ranks/steps than more recently hired faculty.

Results regarding determinants of the **step at the time of hire** for GSM faculty by rank at hire are reported in the Appendix in H.5, H.6, and H.7. Little could be inferred

from these models due to the sparseness of the data. Although a highly significant ( $P < 0.01$ ) negative coefficient was observed for Asian faculty hired at the Associate Professor rank, this model could not be adjusted for the other customary variables because there were only four Associate Professors, two of which were Asian, so any inferences drawn from it are suspect. Similarly, although there was a highly significant ( $P < 0.01$ ) negative coefficient for URM faculty at the full Professor rank, this model could likewise not be adjusted for other variables because only five faculty were hired as full Professors, only one of which was a URM; inferences from it too are suspect.

Table 5.42 reports the determinants of **off-scale salary at the time of hire** for all GSM faculty. There was a weakly significant negative coefficient for hiring between 1985 and 1994 ( $P < 0.1$ ), but no other factors (including gender and ethnicity) were significant.

Results regarding determinants of **off-scale salary at the time of hire** for GSM faculty by rank at hire are reported in the Appendix in H.8, H.9, and H.10. Off-scale salary at time of hire is in real, not nominal, dollars, and is adjusted for inflation using the Consumer Price Index, base year 2013. At the Assistant Professor rank, a highly significant negative coefficient was again observed for hiring between 1985 and 1994 ( $P < 0.01$ ), and the lowest SCU coefficient was observed for Marketing ( $P < 0.1$ ). No other factors (including gender and ethnicity) were significant. Too few observations were available at the Associate and full Professor ranks for any associations to be found.

Table 5.41: Graduate School of Management, all Professors: interval at time of hire.

	Linear regression
	interval at time of hire <sup>a</sup> (CI)
Intercept	0.713 (−0.146, 1.572)
Gender <sup>b</sup> : Female	0.108 (−0.596, 0.813)
Ethnicity <sup>c</sup> : Asian	0.751* (0.0005, 1.502)
Ethnicity <sup>c</sup> : Unknown	0.433 (−0.557, 1.422)
Ethnicity <sup>c</sup> : URM	1.204 (−0.614, 3.022)
Decade of Hire: 1995-2004	0.851* (0.032, 1.670)
Decade of Hire: 1985-1994	1.351** (0.385, 2.317)
Decade of Hire: 1975-1984	2.811*** (1.047, 4.574)
Start After Degree <sup>d</sup>	0.435*** (0.372, 0.497)
Observations	29
F Statistic	28.632*** (df = 8; 20)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired less than a year after receiving their terminal degree. Time of hire could not be assessed. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 11$ , Male  $n = 18$ . <sup>c</sup>Ethnicity: Asian  $n = 10$ , Unknown  $n = 5$ , URM  $n = 1$ , White  $n = 13$ . <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table 5.42: Graduate School of Management, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	15.953*** (7.520, 24.386)
Gender <sup>b</sup> : Female	-1.617 (-4.702, 1.468)
Ethnicity <sup>c</sup> : Asian	0.684 (-3.862, 5.230)
Ethnicity <sup>c</sup> : Unknown	-3.729 (-7.872, 0.413)
Ethnicity <sup>c</sup> : URM	-0.043 (-8.746, 8.661)
Decade of Hire: 1995-2004	-1.724 (-5.899, 2.450)
Decade of Hire: 1985-1994	-5.657* (-10.981, -0.332)
Decade of Hire: 1975-1984	-4.399 (-13.332, 4.534)
Start After Degree <sup>d</sup>	0.163 (-1.179, 1.505)
Interval <sup>e</sup>	-0.840 (-4.032, 2.352)
SCU <sup>f</sup> : Bus/Econ	-4.209 (-16.117, 7.700)
SCU <sup>f</sup> : CIS/MIS	-1.477 (-9.925, 6.970)
SCU <sup>f</sup> : Finance	0.339 (-4.985, 5.662)
SCU <sup>f</sup> : IndAgreement	1.578 (-7.000, 10.155)
SCU <sup>f</sup> : Marketing	-4.574 (-10.562, 1.413)
SCU <sup>f</sup> : OB	-1.259 (-6.975, 4.456)
SCU <sup>f</sup> : POM	0.725 (-5.358, 6.808)
SCU <sup>f</sup> : Statistics	-0.622 (-9.386, 8.142)
Observations	29
F Statistic	0.963 (df = 17; 11)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 11, Male n = 18. <sup>c</sup>Ethnicity: Asian n = 10, Unknown n = 5, URM n = 1, White n = 13. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Accounting pay scale compared with the other pay scales in the School. CI; 95% confidence interval

### 5.9.3 Correlation between academic progress and current off-scale

The two panels of 5.15 depict the relationship between **academic progress** and **current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. Notably, the 25th and 50th percentiles of academic progress for faculty members with and without off-scale are very similar.

The bottom panel plots current off-scale salary in dollars against academic progress. The large number faculty with no off-scale salaries regardless of their academic progress indicator, as well as the small number of faculty with an off-scale salary contributes to the weak correlation between the two variables ( $r = 0.12$ ,  $P = 0.55$ ).

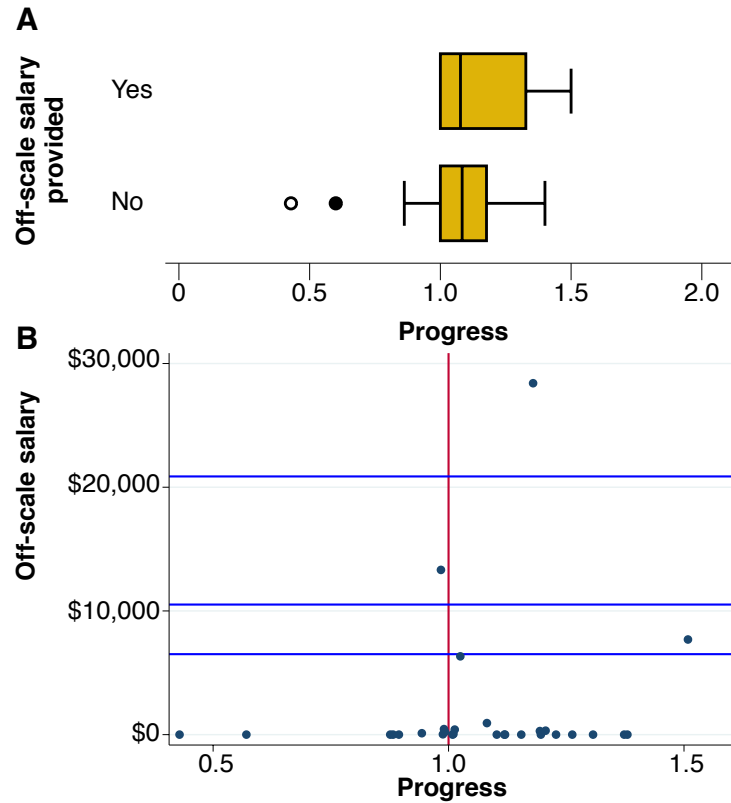


Figure 5.15: **Relationship between academic progress and current off-scale salary for GSM faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.12$ ,  $P = 0.55$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.10 School of Education

The School of Education has 26 Academic Senate faculty, all paid on an academic year basis. There were no significant gender or ethnicity differences in current overall salary. Both gender and ethnicity emerge as significant factors influencing off-scale salary at the Assistant Professor level; gender and ethnicity do not predict off-scale salary at any of the higher academic ranks. Gender and ethnicity emerge as predictors of off-scale salary at the time of hire at the rank of Assistant Professor. For those hired at the rank of Professor, hiring in the 1995–2004 decade is a significant predictor of lower compensation. Each of the significant findings occurred in analyses with a small N. Discussion of the results of each regression model follows.

### 5.10.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.43.A. The number of faculty members in each group is reported as N in the second column. Only one woman and no faculty of color hold the rank of Professor. Faculty at the Assistant and Associate ranks are more diverse in terms of the percentage of women, Asian and URM faculty.

Table 5.43: School of Education: salary (current).

A. total salary (current).						B. off-scale salary (current).						
	N	mean	sem	min	max		N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps						
Women	4	\$78,306	\$1,496	\$74,300	\$81,085	Women	4	(4)	\$8,862	\$2,763	\$825	\$12,985
Men	3	\$74,727	\$1,968	\$71,500	\$78,291	Men	3	(2)	\$6,727	\$3,364	—	—
Asian	1	—	—	—	—	Asian	1	(1)	—	—	—	—
URM	2	\$74,346	\$45	—	—	URM	2	(2)	\$5,408	\$4,583	—	—
White	3	\$76,808	\$2,815	\$71,500	\$81,085	White	3	(2)	\$7,574	\$3,901	—	—
Associate Professors, all Steps						Associate Professors, all Steps						
Women	10	\$87,152	\$2,994	\$79,200	\$112,997	Women	10	(8)	\$8,172	\$2,757	\$0	\$28,996
Men	2	\$91,383	\$7,035	—	—	Men	2	(2)	\$9,757	\$4,609	—	—
Asian	1	—	—	—	—	Asian	1	(0)	—	—	—	—
URM	2	\$83,078	\$778	—	—	URM	2	(2)	\$7,679	\$4,578	—	—
White	8	\$88,814	\$3,523	\$84,000	\$112,997	White	8	(7)	\$8,938	\$3,217	\$0	\$28,996
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5						
Women	1	—	—	—	—	Women	1	(1)	—	—	—	—
Men	4	\$110,582	\$4,744	\$97,300	\$119,168	Men	4	(3)	\$4,646	\$3,030	\$0	\$13,515
Asian	0	—	—	—	—	Asian	0	(0)	—	—	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	5	\$111,028	\$3,702	\$97,300	\$119,168	White	5	(4)	\$3,919	\$2,457	\$0	\$13,515
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9						
Women	0	—	—	—	—	Women	0	(0)	—	—	—	—
Men	2	\$159,408	\$23,629	—	—	Men	2	(2)	\$23,108	\$18,228	—	—
Asian	0	—	—	—	—	Asian	0	(0)	—	—	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	2	\$159,408	\$23,629	—	—	White	2	(2)	\$23,108	\$18,228	—	—
full Professors, Above scale						full Professors, Above scale						
Women	0	—	—	—	—	Women	0	(0)	—	—	—	—
Men	0	—	—	—	—	Men	0	(0)	—	—	—	—
Asian	0	—	—	—	—	Asian	0	(0)	—	—	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	0	—	—	—	—	White	0	(0)	—	—	—	—

Note:

Salaries based on an 9 month, academic scale.  
— denoted suppression of salary.  
sem, standard error of mean

Note:

Salaries based on an 9 month, academic scale.  
<sup>a</sup> with off-scale salary.  
— denoted suppression of salary.  
sem, standard error of mean

Note: Salaries based on an 9 month, academic scale.  
— denoted suppression of salary.  
sem, standard error of mean

Note: Salaries based on an 9 month, academic scale.  
<sup>a</sup> with off-scale salary.  
— denoted suppression of salary.  
sem, standard error of mean

Table 5.43.B reports the number of faculty with **current off-scale salaries**, and the average current off-scale salaries by gender, ethnicity, and rank. Virtually all (6 of 7) Assistant Professors have off-scales, while 10 of 12 Associate Professors have off-scales, as do 4 of 5 Professors below Step 6 and both Professors above Step 6. Those few who do not have off-scales might merit special review.

The two panels in Figure 5.16 are plots of the data summarized in Table 5.43.A. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. The data points are sorted by step within each rank.

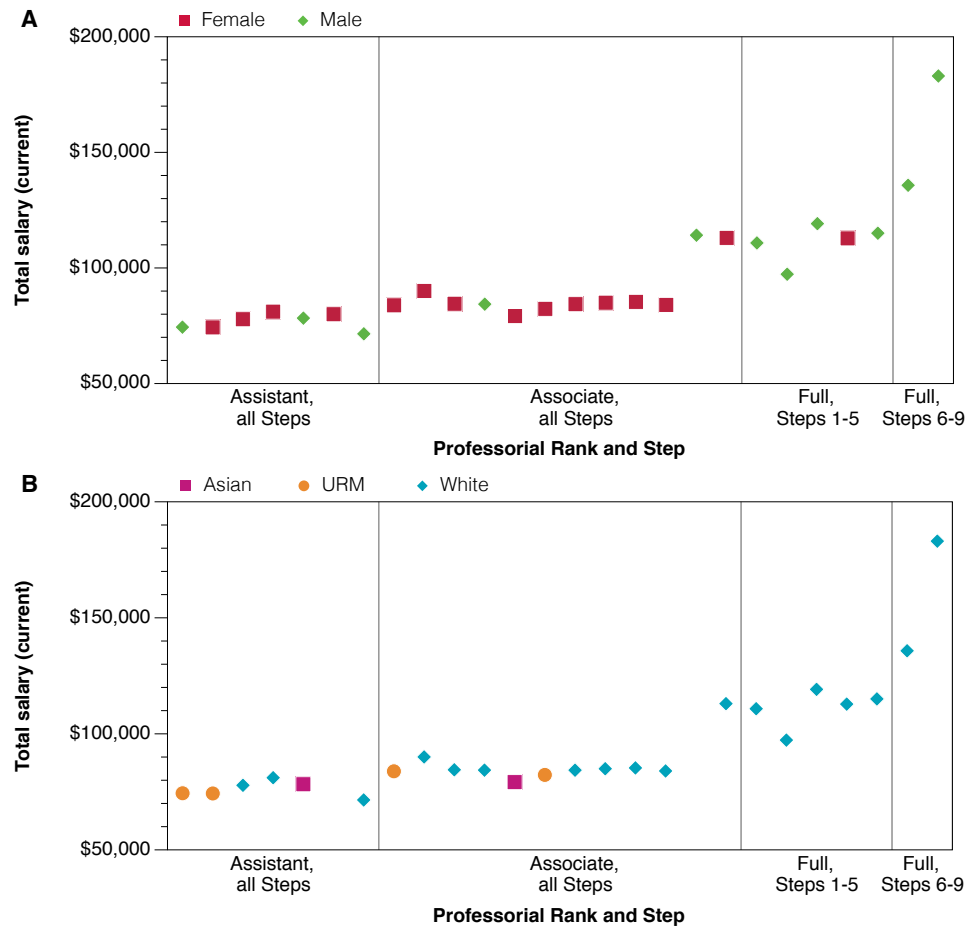


Figure 5.16: **Current total salary of SOE faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.



### 5.10.2 Regression analysis

When the SOE faculty were analyzed as a single population, there were no significant gender or ethnicity differences in current salaries.

#### Current salary analyses

As shown in 5.44, there were no significant gender or ethnicity differences in **current salary**; decade of hire and years between terminal degree and hire also fail to impact salary, leaving only current rank and step as significant predictors of total salary. Further analyses on total salary by rank reveal no influence of gender, ethnicity or year of hire for Assistant Professors as seen in Table I.1. Analysis of total salary for Associate Professors shows no impact for gender, ethnicity, decade of hire or years between degree and hire nor step at point of hire Table I.2. Exploration of total salary for full Professors shows no influence of gender, years between degree and appointment or step at appointment Table I.3.

There were no significant gender or ethnic differences in **current off-scale salary** as shown in 5.45. Indeed, no variables had a statistically significant coefficient when the faculty were analyzed as a single population.

Table 5.44: School of Education, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	10.980*** (10.787, 11.172)
Gender <sup>b</sup> : Female	-0.007 (-0.100, 0.086)
Ethnicity <sup>c</sup> : Asian	-0.022 (-0.178, 0.134)
Ethnicity <sup>c</sup> : Unknown	0.062 (-0.092, 0.216)
Ethnicity <sup>c</sup> : URM	0.023 (-0.109, 0.156)
Decade of Hire: 1995-2004	-0.045 (-0.147, 0.057)
Decade of Hire: 1985-1994	-0.111 (-0.338, 0.117)
Start After Degree <sup>d</sup>	0.001 (-0.008, 0.011)
Current Interval <sup>e</sup>	0.062*** (0.032, 0.092)
Observations	26
F Statistic	12.708*** (df = 8; 17)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 15, Male n = 11. <sup>c</sup>Ethnicity: Asian n = 2, Unknown n = 2, URM n = 4, White n = 18. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. 95% confidence interval.

Analysis of off-scale salary for Assistant Professors reveals significant impacts of gender, ethnicity and year of hire (I.4), showing that women and faculty of color received lower off-scale salaries than white men. Year of hire shows a significant positive impact on these off-scales, with later hires obtaining larger off-scales. Exploration of the impact of these factors on off-scale salaries for Associate Professors finds no significant influence of any of these factors; in addition decade of hire, years between degree and hire, and step at time of hire had no significant impact in this model either Table I.5. The equation modeling off-scale salary for Professors shows no significant impact of gender, years between degree and hire or step at appointment (I.6).

Table 5.45: School of Education, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	5.860 (−1.075, 12.795)
Gender <sup>b</sup> : Female	0.185 (−3.170, 3.540)
Ethnicity <sup>c</sup> : Asian	−2.154 (−7.762, 3.454)
Ethnicity <sup>c</sup> : Unknown	2.814 (−2.730, 8.357)
Ethnicity <sup>c</sup> : URM	1.636 (−3.140, 6.412)
Decade of Hire: 1995-2004	−2.896 (−6.569, 0.777)
Decade of Hire: 1985-1994	−2.275 (−10.466, 5.917)
Start After Degree <sup>d</sup>	−0.106 (−0.460, 0.247)
Current Interval <sup>e</sup>	0.431 (−0.659, 1.521)
Observations	26
F Statistic	0.584 (df = 8; 17)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 15, Male n = 11. <sup>c</sup>Ethnicity: Asian n = 2, Unknown n = 2, URM n = 4, White n = 18. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

### Time of hire analyses

As shown in Table 5.46, one decade of hire variable had a weakly significant ( $P < 0.10$ ) and negative effect on **interval step at the time of hire**. Years since degree at point of hire has a significant, positive impact on interval step at the time of hire ( $P < 0.01$ ). Disaggregating by rank at hire, gender had no impact on **step at time of hire** for the 18 faculty hired at the rank of Assistant Professor (I.7). Only five faculty were hired at the rank of Professor, making it particularly difficult to interpret results (I.8).

Table 5.46: School of Education, all Professors: interval at time of hire.

	Linear regression
	interval at time of hire <sup>a</sup> (CI)
Intercept	2.480*** (1.579, 3.380)
Gender <sup>b</sup> : Female	-0.135 (-0.907, 0.637)
Ethnicity <sup>c</sup> : Asian	0.099 (-1.178, 1.375)
Ethnicity <sup>c</sup> : Unknown	0.145 (-1.100, 1.391)
Ethnicity <sup>c</sup> : URM	-0.223 (-1.159, 0.712)
Decade of Hire: 1995-2004	-0.657* (-1.349, 0.034)
Decade of Hire: 1985-1994	-0.381 (-2.212, 1.449)
Start After Degree <sup>d</sup>	0.318*** (0.272, 0.363)
Observations	26
F Statistic	44.540*** (df = 7; 18)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 15$ , Male  $n = 11$ . <sup>c</sup>Ethnicity: Asian  $n = 2$ , Unknown  $n = 2$ , URM  $n = 4$ , White  $n = 18$ . <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

No variables had a statistically significant impact on **off-scale salary at time of hire** when the faculty were analyzed as a single population, as shown in Table 5.47, were restricted to the five hired at the full Professor level (I.10). Analysis of off-scale salary for faculty hired as Assistant Professors reveals impact of ethnicity; URM faculty members' off-scale averages were lower than those of other faculty ( $P < 0.10$ ) (I.9).

Table 5.47: School of Education, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	8.397*** (4.882, 11.912)
Gender <sup>b</sup> : Female	-0.107 (-1.975, 1.761)
Ethnicity <sup>c</sup> : Asian	0.424 (-2.658, 3.506)
Ethnicity <sup>c</sup> : Unknown	1.124 (-1.886, 4.134)
Ethnicity <sup>c</sup> : URM	-1.684 (-3.955, 0.587)
Decade of Hire: 1995-2004	-0.471 (-2.293, 1.351)
Decade of Hire: 1985-1994	-0.797 (-5.233, 3.640)
Start After Degree <sup>d</sup>	0.027 (-0.344, 0.398)
Interval <sup>e</sup>	0.032 (-1.083, 1.146)
Observations	26
F Statistic	0.557 (df = 8; 17)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 15$ , Male  $n = 11$ . <sup>c</sup>Ethnicity: Asian  $n = 2$ , Unknown  $n = 2$ , URM  $n = 4$ , White  $n = 18$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. CI; 95% confidence interval

### 5.10.3 Correlation between academic progress and current off-scale

Table 5.17 depicts the relationship between **academic progress and current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. Relatively few faculty members received off-scale and their academic progress showed a larger range than that of faculty with off-scale.

The bottom panel plots current off-scale salary in dollars against academic progress. There is no consistent pattern discernible visually. This is confirmed by the low correlation between the two variables ( $r = 0.11$ ,  $P = 0.61$ ).

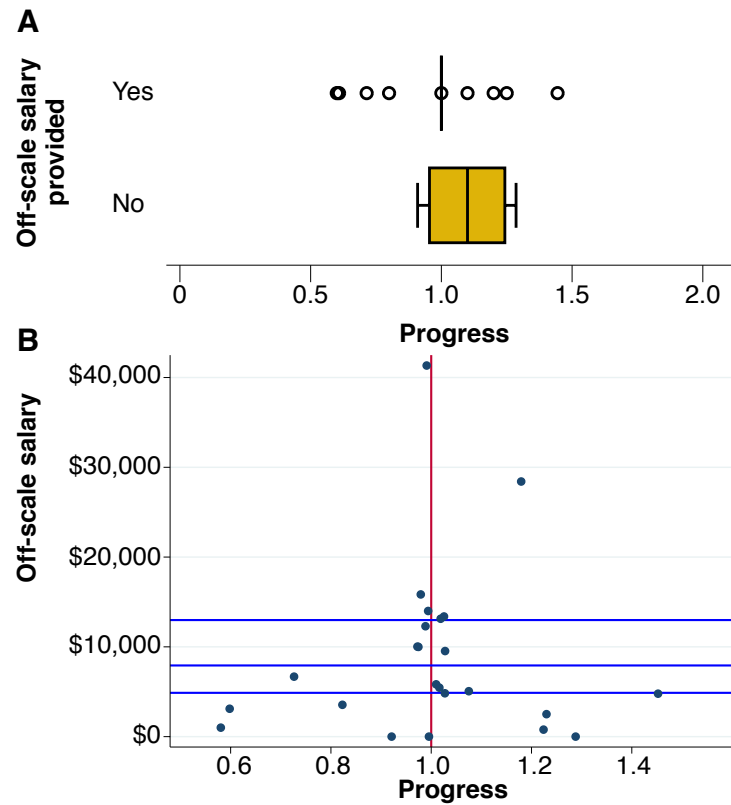


Figure 5.17: **Relationship between academic progress and current off-scale salary for SOE faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.11$ ,  $P = 0.61$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.11 School of Law

The School of Law (SOL) analysis includes 34 faculty, all paid on an academic year basis. Consultation with the Dean and FEC led to the decision to include all faculty in a single SCU.

After adjusting for factors influencing current salary, no gender differences were found for total current salaries, current off-scale salaries, or off-scale salaries at the time of hire. Differences between ethnic groups were observed for current or time of hire off-scale salaries; in general, Asian and URM faculty received higher such salaries than White faculty, although the small number of faculty in these ethnic groups (11 and 4, respectively) makes such findings tentative.

### 5.11.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.48.A. The number of faculty members in each group is reported as N in the second column. 47% of the faculty are women; 32% are Asian, and 12% are URM. Examining salary numbers within ranks, there are unadjusted (i.e., not controlling for the effects of other factors) differences in average salaries between genders and among ethnicities. Unadjusted women's salaries on average are slightly lower than men's at the Professor 1–5 rank, a difference that grows wider at the Professor 6–9 rank. Differences in unadjusted average salaries by ethnicity were apparent at the Professor 1–5 rank, but small numbers of faculty above that rank precluded further comparisons.

Table 5.48: School of Law: salary (current).

A. total salary (current).					
	N	mean	sem	min	max
Acting Professors, all Steps					
Women	1	—	—	—	—
Men	1	—	—	—	—
Asian	0				
URM	1	—	—	—	—
White	1	—	—	—	—
full Professors, Steps 1 – 5					
Women	11	\$163,310	\$1,941	\$156,400	\$173,900
Men	8	\$166,103	\$4,879	\$148,500	\$182,725
Asian	4	\$171,041	\$4,116	\$163,964	\$181,400
URM	2	\$164,870	\$8,470	—	—
White	12	\$162,202	\$3,017	\$148,500	\$182,725
full Professors, Steps 6 – 9					
Women	4	\$196,809	\$8,238	\$183,000	\$215,700
Men	6	\$206,009	\$3,661	\$192,800	\$216,565
Asian	7	\$203,191	\$4,530	\$183,000	\$216,565
URM	1	—	—	—	—
White	2	\$192,628	\$9,628	—	—
full Professors, Above scale					
Women	0				
Men	3	\$240,813	\$15,711	\$213,880	\$268,295
Asian	0				
URM	0				
White	3	\$240,813	\$15,711	\$213,880	\$268,295
<i>Note:</i> Salaries based on an 9 month, academic scale. — denoted suppression of salary. sem, standard error of mean					

B. off-scale salary (current).						
	N	(N <sup>a</sup> )	mean	sem	min	max
Acting Professors, all Steps						
Women	1	(1)	—	—	—	—
Men	1	(0)				
Asian	0	(0)				
URM	1	(1)	—	—	—	—
White	1	(0)				
full Professors, Steps 1 – 5						
Women	11	(2)	\$1,455	\$978	\$0	\$8,440
Men	8	(4)	\$6,166	\$2,572	\$0	\$16,500
Asian	4	(2)	\$6,016	\$3,923	\$0	\$16,500
URM	2	(1)	—	—	—	—
White	12	(3)	\$2,735	\$1,539	\$0	\$16,274
full Professors, Steps 6 – 9						
Women	4	(1)	—	—	—	—
Men	6	(3)	\$5,476	\$3,733	\$0	\$22,535
Asian	7	(3)	\$6,562	\$4,126	\$0	\$22,535
URM	1	(0)				
White	2	(1)	—	—	—	—
full Professors, Above scale						
Women	0	(0)				
Men	3	(0)				
Asian	0	(0)				
URM	0	(0)				
White	3	(0)				
<i>Note:</i> Salaries based on an 9 month, academic scale. <sup>a</sup> with off-scale salary. — denoted suppression of salary. sem, standard error of mean						

**Current off-scale salaries** are one determinant of the average salaries reported in Table 5.48. Table 5.48.B reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender, ethnicity, and rank. Of the 11 women at the full Professor Steps 1–5 rank, two (18%) had off-scale salaries, compared to 4 of 8 men (50%). The average unadjusted off-scale salary in the two women was 25% that of the four men at that rank. Of the four Asian faculty at that rank, two (50%) had off-scale salaries, compared to three of 12 White faculty (25%). The unadjusted off-scale salaries in the four Asian faculty were more than twice the salaries in the three White faculty.

The two panels in Figure 5.18 are plots of the data summarized in Table 5.48.A. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. Current salaries are ordered by step within each rank.

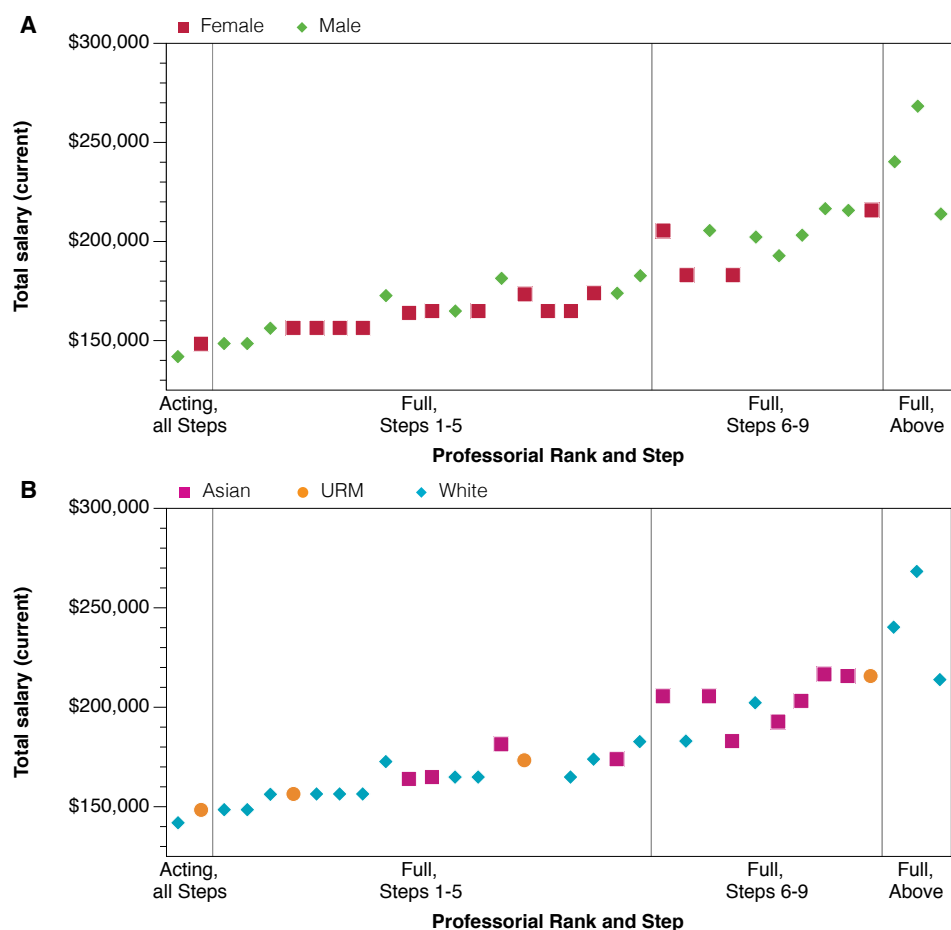


Figure 5.18: **Current total salary of SOL faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.

### 5.11.2 Regression analyses

When the SOL faculty were analyzed together there were no significant gender differences in current or off-scale salaries. There was evidence that Asian faculty have higher current total and off-scale salaries, and URM faculty have higher current off-scale salaries and had higher off-scale salaries at the time of hire than other faculty.

#### Current salary analyses

Table 5.49 reports results for the determinants of **current salary** for all SOL faculty members. Gender was not a significant determinant of current salary. Asian faculty had significantly higher salaries than White faculty ( $P < 0.05$ ). One decade of hire, (1975–1984) was associated with significantly higher salaries ( $P < 0.05$ ), reflecting higher average adjusted salaries for faculty with the longest employment in the School compared to more recent decades of hire, independent of current rank/step interval which was, as anticipated, highly significantly associated with higher salaries ( $P < 0.01$ ).

Table 5.50 reports results for determinants of **current off-scale salary** for all SOL faculty members. No significant gender association was observed, although Asian faculty and URM faculty had significantly higher off-scale salaries than White faculty ( $P < 0.10$  and  $P < 0.05$ , respectively). Note, however, that only two URM faculty in LAW actually receive off-scale salaries.

Table 5.49: School of Law, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.844*** (11.774, 11.914)
Gender <sup>b</sup> : Female	−0.011 (−0.064, 0.042)
Ethnicity <sup>c</sup> : Asian	0.077** (0.018, 0.137)
Ethnicity <sup>c</sup> : Unknown	0.042 (−0.106, 0.190)
Ethnicity <sup>c</sup> : URM	0.082 (−0.013, 0.177)
Decade of Hire: 1995–2004	0.022 (−0.049, 0.093)
Decade of Hire: 1985–1994	−0.052 (−0.206, 0.103)
Decade of Hire: 1975–1984	0.111** (0.019, 0.203)
Start After Degree <sup>d</sup>	−0.001 (−0.007, 0.004)
Current Interval <sup>e</sup>	0.040*** (0.029, 0.051)
Observations	34
F Statistic	16.586*** (df = 9; 24)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 16$ , Male  $n = 18$ . <sup>c</sup>Ethnicity: Asian  $n = 11$ , Unknown  $n = 1$ , URM  $n = 4$ , White  $n = 18$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. 95% confidence interval.



Table 5.50: School of Law, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	6.108** (1.504, 10.711)
Gender <sup>b</sup> : Female	-2.467 (-5.933, 0.999)
Ethnicity <sup>c</sup> : Asian	3.769* (-0.109, 7.646)
Ethnicity <sup>c</sup> : Unknown	2.309 (-7.392, 12.010)
Ethnicity <sup>c</sup> : URM	7.168** (0.974, 13.361)
Decade of Hire: 1995-2004	-2.267 (-6.921, 2.387)
Decade of Hire: 1985-1994	-4.636 (-14.751, 5.480)
Decade of Hire: 1975-1984	-0.253 (-6.254, 5.748)
Start After Degree <sup>d</sup>	-0.311 (-0.673, 0.051)
Current Interval <sup>e</sup>	-0.088 (-0.796, 0.620)
Observations	34
F Statistic	1.031 (df = 9; 24)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female  $n = 16$ , Male  $n = 18$ . <sup>c</sup>Ethnicity: Asian  $n = 11$ , Unknown  $n = 1$ , URM  $n = 4$ , White  $n = 18$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

### Time of hire analyses

Table 5.51 reports the determinants of the **interval step at the time of hire** for all SOL faculty. No significant gender or ethnicity associations were identified. Being hired between 1985 and 1994 was strongly significantly associated with entering at a lower step ( $P < 0.01$ ), and the longer the time interval between terminal degree and hire, the higher the step of hire ( $P < 0.01$ ). Table J.1 and Table J.2 in the Appendix report determinants of the **step at time of hire** by rank. There was only one variable with a significant coefficient: the earliest decade of hire (1975–1984) was negative and statistically significant ( $P < 0.05$ ) for the Acting Professor rank.

Table 5.52 reports the determinants of **off-scale salary at the time of hire** for all SOL faculty. The only factor significantly associated with off-scale salary at the time of hire was being an URM faculty member; these faculty's off-scale average salaries were higher than those of other faculty ( $P < 0.10$ ). Note, however, that only two URM faculty in LAW actually received off-scale salaries. Table J.3 and Table J.4 report determinants of **off-scale salary at time of hire** by rank. URM faculty hired at the Acting Professor rank had higher off-scale salaries and the effect was strongly significant. Among faculty hired as Professors, female and Asian faculty obtained significantly lower off-sale ( $P < 0.05$ ). Other statistically significant effects included a negative effect of year of hire ( $P < 0.01$ ) and positive effect of start after degree ( $P < 0.10$ ).

Table 5.51: School of Law, all Professors: interval at time of hire.

	Linear regression
	interval at time of hire <sup>a</sup> (CI)
Intercept	−2.506* (−4.958, −0.054)
Gender <sup>b</sup> : Female	1.578 (−0.377, 3.532)
Ethnicity <sup>c</sup> : Asian	1.666 (−0.601, 3.933)
Ethnicity <sup>c</sup> : Unknown	0.034 (−5.611, 5.679)
Ethnicity <sup>c</sup> : URM	0.457 (−3.174, 4.089)
Decade of Hire: 1995-2004	−0.543 (−3.146, 2.059)
Decade of Hire: 1985-1994	−10.084*** (−15.902, −4.266)
Decade of Hire: 1975-1984	−1.514 (−4.446, 1.418)
Start After Degree <sup>d</sup>	0.661*** (0.473, 0.848)
Observations	34
F Statistic	14.792*** (df = 8; 25)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 16$ , Male  $n = 18$ . <sup>c</sup>Ethnicity: Asian  $n = 11$ , Unknown  $n = 1$ , URM  $n = 4$ , White  $n = 18$ . <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table 5.52: School of Law, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	3.934** (0.588, 7.280)
Gender <sup>b</sup> : Female	-1.274 (-3.834, 1.285)
Ethnicity <sup>c</sup> : Asian	0.266 (-2.667, 3.199)
Ethnicity <sup>c</sup> : Unknown	-0.773 (-7.769, 6.223)
Ethnicity <sup>c</sup> : URM	4.647* (0.138, 9.156)
Decade of Hire: 1995-2004	-2.732 (-6.001, 0.537)
Decade of Hire: 1985-1994	6.312 (-2.428, 15.052)
Decade of Hire: 1975-1984	-1.827 (-5.614, 1.960)
Start After Degree <sup>d</sup>	-0.301 (-0.699, 0.096)
Interval <sup>e</sup>	0.322 (-0.169, 0.813)
Observations	33
F Statistic	1.889 (df = 9; 23)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 16, Male n = 18. <sup>c</sup>Ethnicity: Asian n = 11, Unknown n = 1, URM n = 4, White n = 18. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. CI; 95% confidence interval

### 5.11.3 Correlation between academic progress and current off-scale

Figure 5.19 depicts the relationship between **academic progress** and **current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. Faculty not currently receiving off-scale salaries largely had progress rates below 1.0, while the opposite was true for those receiving off-scale salaries.

The bottom panel plots current off-scale salary in dollars against academic progress. The faculty with below normative progress and no off-scale salaries prevented the rather modest correlation between the two variables ( $r = 0.34$ ,  $P = 0.052$ ) from being higher.

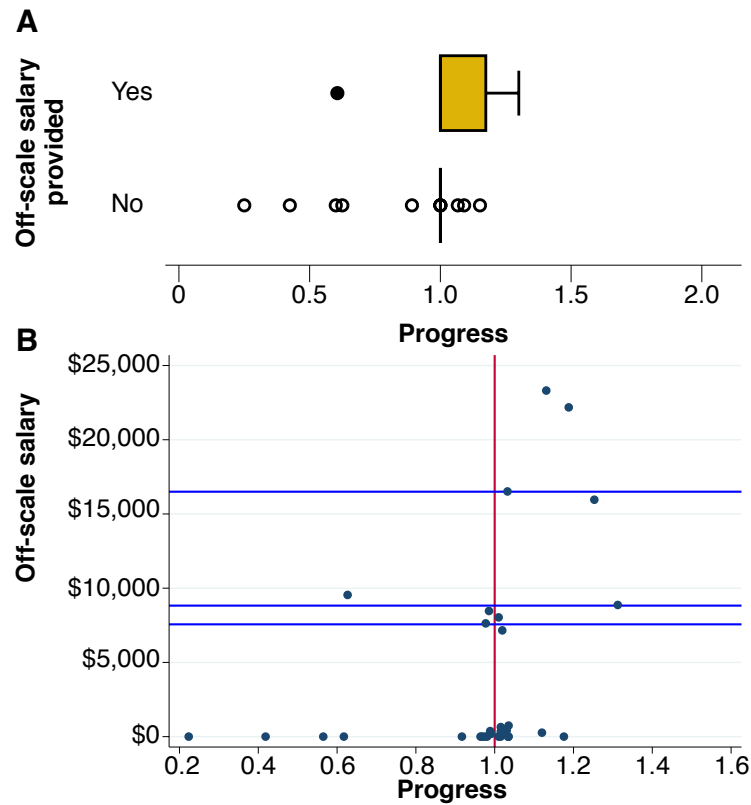


Figure 5.19: **Relationship between academic progress and current off-scale salary for SOL faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.34$ ,  $P = 0.05$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

## 5.12 School of Medicine

The School of Medicine (SOM) includes 819 faculty: Ladder Rank N = 226 (96 are clinical faculty, including 20 women (21%) and 76 men (79%); 126 are basic science faculty including 45 women (36%) and 81 men (64%)); Clinical N = 203 (including 69 women (34%) and 134 men (66%)); Health Sciences Clinical Professor, N = 270 (including 113 women (42%) and 157 men (58%)). The In Residence (N = 67) and Adjunct (N = 53) faculty members are not included in the current analysis. Sixteen faculty members located in the Betty Irene Moore School of Nursing (BIMSON) are included in the SOM as members of the Department of Internal Medicine for the purpose of this analysis. Not all data available for faculty in other schools and colleges were available for all faculty in the SOM. On the other hand, in addition to Ladder Rank faculty the Task Force was able to analyze comparable data for the Health Sciences Clinical Professors. Further in-depth analyses covering the five faculty series (described below) and other research series in the SOM will be conducted following completion of this phase of the salary equity review.

SOM salary data tend to be more complex than data from other schools in the University of California system because of the diversity in skills, training, and compensation of the faculty. This complexity reflects the varied sources of revenue and funding, as well as the rules for that distribution of funding. Each Department/Division has an associated Health Sciences Compensation Plan approved on a yearly basis by faculty participants in the plan (for more detail, see the section on Health Sciences Compensation Plan below). The compensation plan was developed to insure fair and equitable distribution of both clinical income to the Plan as well as to reward productivity and impact.

Most clinical departments house basic science faculty who are integral parts of the research and/or teaching arms of the program, while several of the basic science departments have clinical faculty as integral parts of their teaching and research programs. Further, there are clinically trained faculty who do not practice medicine in both clinical and basic science departments. Each basic science department has faculty who hold Ladder Rank appointments as well as In Residence and Adjunct appointments. Most departments also have faculty appointed in the Professor of Clinical series, while all clinical departments have faculty appointed in the Health Sciences Clinical Professor series. These multiple faculty series designations and associated activities and responsibilities complicate the salary equity analyses.

In order to provide meaningful analysis of salary equity within the SOM, we have devised salary comparison units based on “Academic Programmatic Units” (APUs – described in detail in the section on Health Sciences Compensation Plan below) to which faculty are assigned that largely reflect clinical, research, administrative and other job duties. Basic science research faculty fall predominantly into APUs 0–3, while clinical faculty are mostly assigned to APUs 4–6. APUs 7–9 typically reflect leadership and/or additional administrative duties.

### 5.12.1 Health Sciences Compensation Plan

Each of the 25 departments is responsible for developing and maintaining a compensation plan as established in APM 671 Health Sciences Compensation Plan. These plans prescribe the management of clinical and other sources of income for the department in line with the mission of the University. Each department's compensation plan describes multiple internal Academic Programmatic Units (APUs) to which faculty are assigned based on the greatest fit of clinical, research and other job functions. Each APU is assigned a scale from 0–9, which provides a multiplier used in expanding the base salary (X) associated with the faculty member's academic rank and step to develop the figure on which retirement contributions will be calculated and which will determine retirement payout in the future. The additional salary as indicated by the Scale reflects the (X') salary component. Scale 0 involves no increase over the published salary rate for rank and step; Scales 1 involves a 10% increase over the published salary; Scales 2–5 is computed as (10% x scale) increase over published salary scales; for Scales 6–9 the multiplier increases with each higher scale. The sum  $X + X'$  comprises the total base salary for SOM faculty.

Faculty in all five series who work greater than 50% time in the School of Medicine are compensated under the Health Sciences Compensation Plan (HSCP). Compensation includes multiple components, beginning with the base established School-wide according to academic rank and step (X); a Scale associated with the APU that the faculty member's responsibilities most closely align with (X'); a Y salary, based on the best available conservative estimate of likely funds the faculty member will bring into the department, is negotiated annually; and Z, additional excess income above department needs that can be distributed if the department has a budget surplus in a fiscal year, determined by the amount of additional billing brought into the department by the faculty member and any additional optional work (call for weekends and evenings) if those exceed department expectations. Evaluating faculty salary equity requires consideration of each of these sources of income.

Faculty series designation is determined by the expectation for fulfillment of specific criteria (i.e., clinical or research focus) defined by the series in Table K.1. A brief description of each series is as follows<sup>2</sup>:

**Ladder-Rank (Regular):** Faculty appointed in the Ladder Rank are designated as research scholars and educators who may also hold clinical duties. They are members of the Academic Senate and are in the only series with state-supported base salary. Extramural funding for discovery research is encouraged. Teaching is a requirement of this series.

**In-Residence:** Faculty appointed in the In Residence series are also designated as independent research scholars and educators with optional clinical duties. They are members of the Academic Senate. Salary is not state-supported. Extramural funding for discovery research is encouraged. Teaching is a requirement of this series, but less than is expected of those with FTE support.

**Clinical:** Faculty appointed in the Clinical series are designated as clinical research scholars and educators with clinical duties. They are members of the Academic Senate. Salary is not state-supported. Extramural support is not required. Teaching is a requirement of this series.

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<sup>2</sup>[http://www.ucdmc.ucdavis.edu/academicpersonnel/documents/Academic\\_Series\\_Criteria\\_and\\_Guidelines.pdf](http://www.ucdmc.ucdavis.edu/academicpersonnel/documents/Academic_Series_Criteria_and_Guidelines.pdf)

**Health Sciences Clinical:** Faculty appointed in the HSC Professor series are designated and evaluated as clinical educators with extensive clinical duties. They are members of the Academic Federation. Salary is not state-supported. Extramural support is not required. Teaching is a requirement of this series.

**Adjunct:** Faculty appointed in the Ladder Rank are designated as primarily research- (occasionally teaching-) focused scholars and educators, ordinarily without clinical duties. They are members of the Academic Federation. Salary is not state-supported. Extramural funding for discovery-based research is expected. Teaching is a requirement of this series, but less is expected than in other series.

### 5.12.2 Descriptive statistics: Ladder Rank

Descriptive statistics for **SOM, Ladder Rank faculty:  $X + X' + Y + Z$  salary** by gender and by ethnic backgrounds are reported for each rank in Table 5.53.A. The number of faculty members in each group is reported as N in the second column. Women are underrepresented at the Assistant Professor rank (25%) and full Professor (25%), but are the majority at the Associate Professor rank (61%). Underrepresented minorities are rare: only 11 URM faculty (4.8%) are represented in the SOM Ladder Ranks. Asian faculty are well represented at all ranks (20% of faculty). Examining salary numbers within ranks, on average females have lower mean salaries ( $X + X' + Y + Z$ ) at the Associate Professor and Professor (Steps 1–5) ranks. The two panels in Figure 5.20 are plots of the data summarized in Table 5.53.A. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. Current salaries are ordered by step within each rank.

The negotiated Y salary component **SOM, Ladder Rank faculty: Y salary** is one determinant of the average salaries reported in Table 5.53.B, which reports the average current negotiated compensation (Y salary component) by gender, ethnicity, and rank. Examining salary numbers within ranks, on average females have lower negotiated compensation (Y) at the Associate Professor and Professor (Steps 1–5) ranks.

However, these gender differences may reflect the fact that women are better represented in the basic sciences (36% women) than among the clinical faculty (21% women). Basic science faculty have lower salaries than clinical faculty. Indeed, the gender effects of mean salary differences largely disappear for basic science faculty if they are considered separately from clinical faculty (Table K.2, Table K.3, Table K.4, Table K.5, Table K.6).

The gender disparity for clinical faculty salary also disappears for base salary ( $X + X'$ ) (Table K.2), but does persist for base plus negotiated salary ( $X + X' + Y$ ) and for negotiated salary (Y) alone for clinical Ladder Rank faculty at rank and step below full Professor Step 5 (Table K.3 and Table K.5). Addition of extra compensation (Z salary) maintains the mean gender disparity for clinical Ladder Rank faculty below full Professor Step 5 (Table K.4).

Table 5.53: School of Medicine Ladder Rank: salary (current).

A. total salary (X + X' + Y + Z).					
	N	mean	sem	min	max
Assistant Professors, all Steps					
Women	5	\$134,338	\$18,275	\$87,100	\$183,789
Men	15	\$120,523	\$11,316	\$85,000	\$260,000
Asian	6	\$123,990	\$27,943	\$85,012	\$260,000
URM	2	\$111,250	\$10,450	—	—
White	12	\$126,092	\$8,819	\$85,000	\$183,789
Associate Professors, all Steps					
Women	19	\$120,634	\$6,063	\$87,012	\$185,307
Men	12	\$147,316	\$17,219	\$84,512	\$305,000
Asian	15	\$119,822	\$6,219	\$87,012	\$185,307
URM	4	\$168,666	\$46,971	\$102,900	\$305,000
White	12	\$132,320	\$10,580	\$84,512	\$208,983
full Professors, Steps 1 – 5					
Women	26	\$177,157	\$10,191	\$113,798	\$333,300
Men	49	\$234,584	\$22,993	\$105,212	\$808,127
Asian	14	\$197,206	\$20,499	\$115,712	\$408,979
URM	3	\$340,640	\$204,113	\$124,112	\$748,608
White	58	\$212,378	\$17,290	\$105,212	\$808,127
full Professors, Steps 6 – 9					
Women	16	\$338,240	\$34,755	\$155,612	\$696,000
Men	61	\$301,899	\$12,885	\$140,412	\$581,196
Asian	8	\$246,062	\$24,468	\$140,412	\$323,200
URM	1	—	—	—	—
White	68	\$318,563	\$13,500	\$155,612	\$696,000
full Professors, Above scale					
Women	1	—	—	—	—
Men	22	\$382,795	\$48,027	\$212,535	\$1,288,047
Asian	2	\$294,849	\$33,046	—	—
URM	1	—	—	—	—
White	20	\$394,876	\$52,079	\$212,535	\$1,288,047
<i>Note:</i> Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean					

B. off-scale salary (Y).						
	N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						
Women	5	(5)	\$33,040	\$13,749	\$200	\$67,900
Men	15	(12)	\$23,870	\$8,610	\$12	\$125,500
Asian	6	(4)	\$21,723	\$20,769	\$12	\$125,500
URM	2	(2)	\$18,250	\$12,250	—	—
White	12	(11)	\$29,701	\$6,758	\$12	\$67,900
Associate Professors, all Steps						
Women	19	(13)	\$14,392	\$3,727	\$12	\$52,152
Men	12	(9)	\$33,930	\$14,075	\$0	\$174,500
Asian	15	(11)	\$14,080	\$3,864	\$12	\$44,500
URM	4	(3)	\$57,491	\$40,784	\$12	\$174,500
White	12	(8)	\$19,954	\$5,891	\$0	\$63,710
full Professors, Steps 1 – 5						
Women	26	(20)	\$30,022	\$7,985	\$12	\$163,900
Men	49	(39)	\$73,456	\$16,188	\$12	\$502,200
Asian	14	(12)	\$48,312	\$13,139	\$12	\$177,000
URM	3	(2)	\$109,545	\$108,242	—	—
White	58	(45)	\$58,188	\$13,232	\$12	\$502,200
full Professors, Steps 6 – 9						
Women	16	(14)	\$99,470	\$26,399	\$12	\$422,600
Men	61	(49)	\$62,627	\$8,911	\$12	\$231,150
Asian	8	(6)	\$46,145	\$17,944	\$12	\$127,500
URM	1	(1)	—	—	—	—
White	68	(56)	\$74,155	\$9,899	\$12	\$422,600
full Professors, Above scale						
Women	1	(1)	—	—	—	—
Men	22	(13)	\$52,711	\$14,792	\$0	\$216,056
Asian	2	(2)	\$40,202	\$3,234	—	—
URM	1	(0)	—	—	—	—
White	20	(12)	\$54,359	\$16,216	\$0	\$216,056
<i>Note:</i> Salaries based on an 11 month, fiscal scale. <sup>a</sup> off-scale salary above \$12. — denoted suppression of salary. sem, standard error of mean						



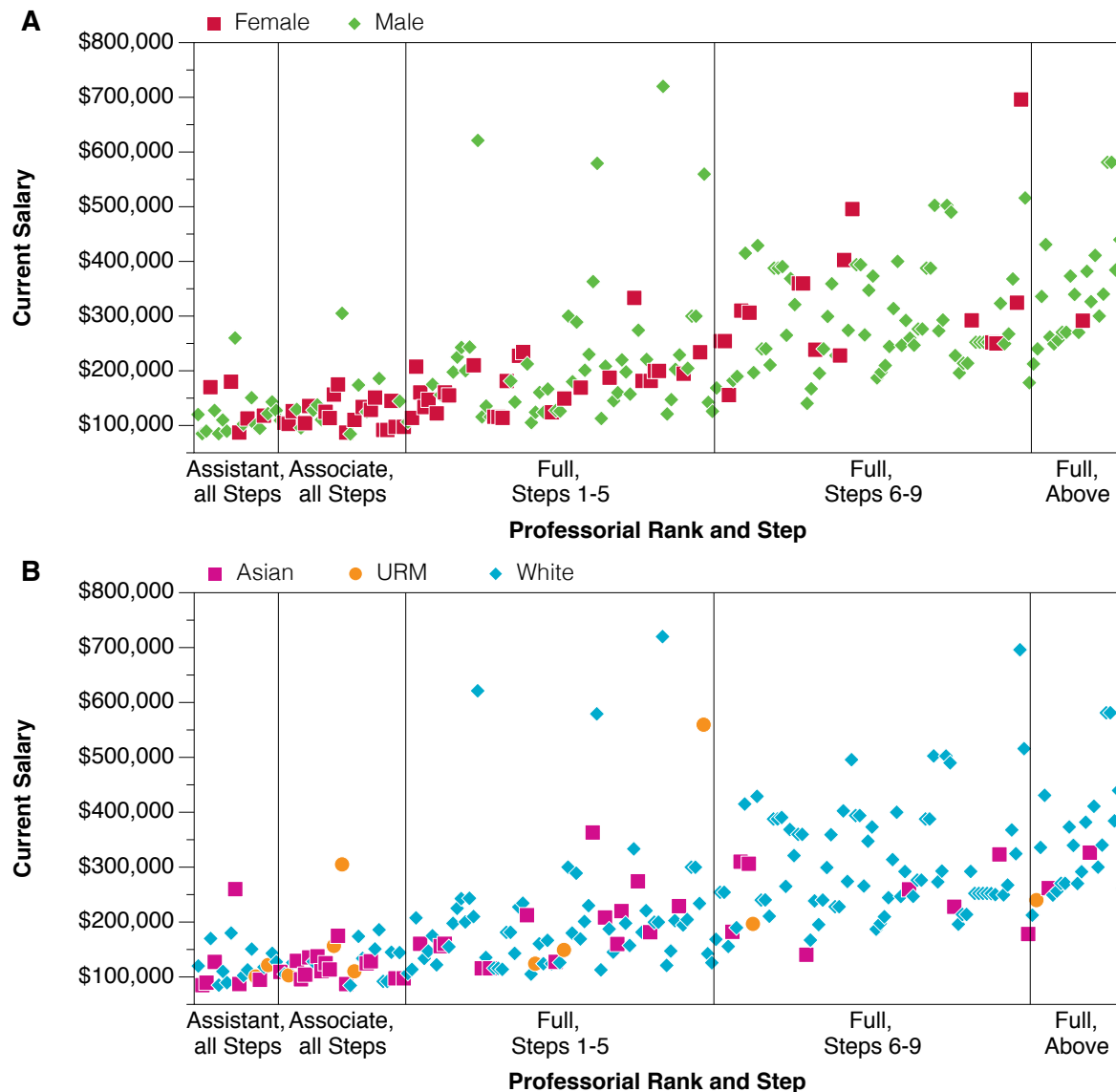


Figure 5.20: **Current total salary of SOM Ladder Rank faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary (X and X') and negotiated off-scale (Y) salary.

### 5.12.3 Comment on regression analyses

Table K.7 in the Appendix summarizes findings regarding gender and ethnicity differences for the multiple series and multiple compensation components included in the SOM analysis. Note that this table does not include regressions performed for individual APU scale groupings.

### 5.12.4 Regression analyses: Ladder Rank

The SOM Ladder Rank faculty were divided into “clinical” and “basic science” sub-categories to allow analysis of like salary comparison units that logically segregate based on APU Scale designation, where most clinical faculty are in APU scales 4–6 and most basic science faculty are in APU scales 0–3, as noted earlier (Figure 5.21). Scales 7–9 typically reflect additional leadership and/or administrative duties. For completeness, our analysis included the study of potentially interacting variables (e.g. gender and scale). When significant interactions were observed, they are included in the tables. If no significant interaction was observed, it is not included in the tables, and instead main effects are reported.

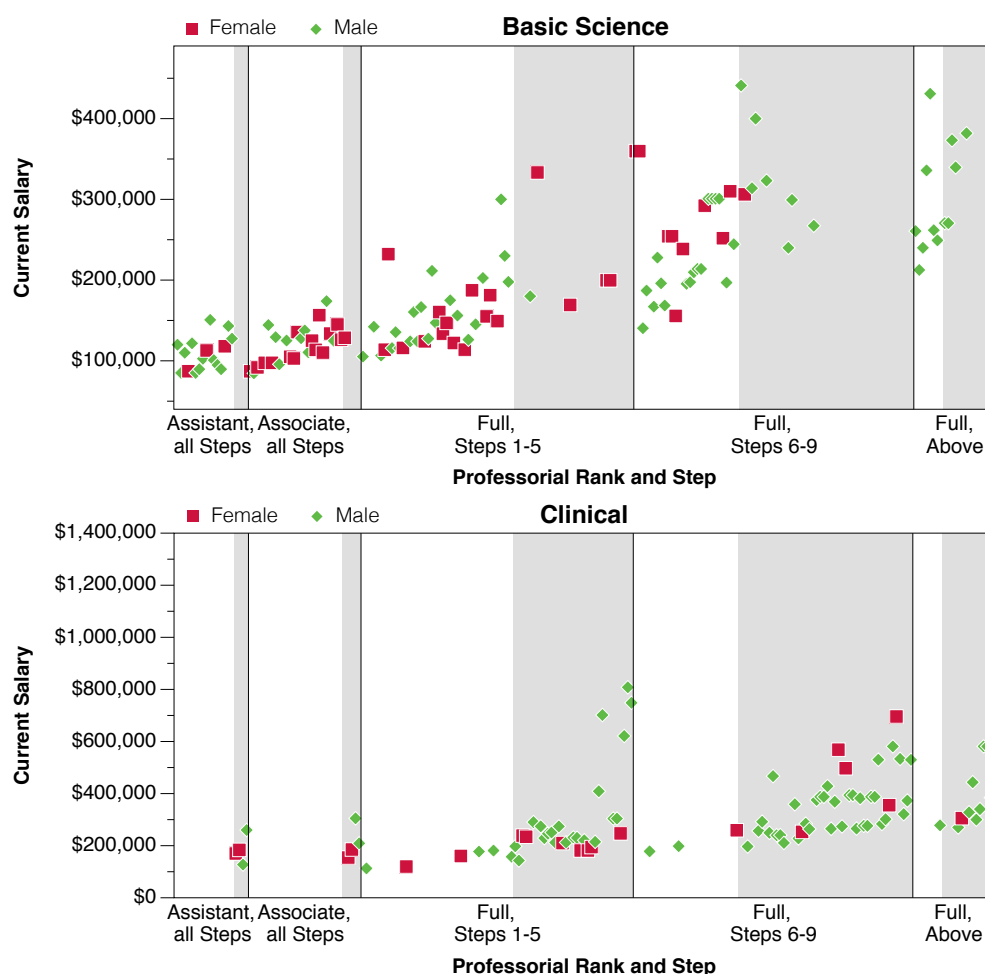


Figure 5.21: **Current total salary of SOM Ladder Rank faculty by salary scale.** Current salaries are ordered by salary scale within each rank. Faculty members at APU Scales 0–3 are within the white band. Faculty members at APU Scales 4–9 are within the grey band. The top panel contains faculty with primarily Basic Science appointments. The bottom panel contains faculty with primarily Clinical appointments. Total salary is composed of base salary and negotiated off-scale salary.

When basic science faculty were considered as a single population no significant differences were observed for average base salary **SOM, Ladder Rank faculty (basic science):  $X + X'$  salary** between genders and ethnicities (Table 5.54). There were also no gender or ethnicity differences observed when base ( $X + X'$ ) and negotiated compensation were considered together (total salary =  $X + X' + Y$ ) (Table 5.55) or when negotiated compensation ( $Y$ ) was considered separately (Table 5.56).  $Z$  salary is uncommon for basic science faculty, and analysis of this component yielded no significant gender or ethnicity interactions when considered as part of total salary (Table 5.57), or alone (Table 5.58).

Current rank/step interval were highly significant determinants of basic science Ladder Rank faculty base salary ( $X + X'$ ), as expected ( $P < 0.01$ ) (Table 5.54). APU scale designation also had a highly significant effect ( $P < 0.01$ ) on base salary ( $X + X'$ ) as expected (Table 5.54), as well as on base plus negotiated salary ( $X + X' + Y$ ) (Table 5.55) and on total salary (Table 5.57).

Table 5.54: School of Medicine, Ladder Rank faculty (basic science):  $X + X'$  salary.

	Linear regression
	log transformed $X + X'$ salary (CI)
Intercept	11.10*** (11.03, 11.16)
Gender <sup>a</sup> : Female	0.03 (−0.01, 0.08)
Ethnicity <sup>b</sup> : Asian	−0.03 (−0.08, 0.02)
Ethnicity <sup>b</sup> : URM	0.01 (−0.07, 0.10)
Interval <sup>c</sup>	0.07*** (0.07, 0.08)
Scale 4 – 9	0.23*** (0.17, 0.29)
Observations	126
F Statistic	230.23*** (df = 5; 120)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Ladder Rank white male assistant professor at step 1 in Scales 0 – 3. <sup>a</sup>Gender: Female  $n = 45$ , Male  $n = 81$ . <sup>b</sup>Ethnicity: Asian  $n = 30$ , URM  $n = 8$ , White  $n = 88$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.55: School of Medicine, Ladder Rank faculty (basic science):  $X + X' + Y$  salary.

	Linear regression
	log transformed $X + X' + Y$ salary (CI)
Intercept	11.26*** (11.14, 11.39)
Gender <sup>a</sup> : Female	0.04 (−0.04, 0.12)
Ethnicity <sup>b</sup> : Asian	−0.06 (−0.16, 0.03)
Ethnicity <sup>b</sup> : RM	−0.06 (−0.22, 0.10)
Interval <sup>c</sup>	0.07*** (0.06, 0.08)
Scale 4 – 9	0.26*** (0.15, 0.38)
Observations	126
F Statistic	69.67*** (df = 5; 120)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Ladder Rank white male assistant professor at step 1 in Scales 0 – 3. <sup>a</sup>Gender: Female  $n = 45$ , Male  $n = 81$ . <sup>b</sup>Ethnicity: Asian  $n = 30$ , URM  $n = 8$ , White  $n = 88$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.56: School of Medicine, Ladder Rank faculty (basic science):  $Y$  salary.

	Linear regression
	log transformed $Y$ salary (CI)
Intercept	7.76*** (5.61, 9.91)
Gender <sup>a</sup> : Female	0.61 (−0.82, 2.04)
Ethnicity <sup>b</sup> : Asian	−0.48 (−2.13, 1.16)
Ethnicity <sup>b</sup> : URM	−1.36 (−4.17, 1.44)
Interval <sup>c</sup>	−0.001 (−0.17, 0.17)
Scale 4 – 9	0.15 (−1.82, 2.13)
Observations	126
F Statistic	0.36 (df = 5; 120)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Ladder Rank white male assistant professor at step 1 in Scales 0 – 3. <sup>a</sup>Gender: Female  $n = 45$ , Male  $n = 81$ . <sup>b</sup>Ethnicity: Asian  $n = 30$ , URM  $n = 8$ , White  $n = 88$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.57: School of Medicine, Ladder Rank faculty (basic science):  $X + X' + Y + Z$  salary.

	Linear regression
	log transformed $X + X' + Y + Z$ salary (CI)
Intercept	11.26*** (11.14, 11.39)
Gender <sup>a</sup> : Female	0.03 (−0.05, 0.12)
Ethnicity <sup>b</sup> : Asian	−0.06 (−0.16, 0.03)
Ethnicity <sup>b</sup> : URM	−0.07 (−0.23, 0.10)
Interval <sup>c</sup>	0.07*** (0.06, 0.08)
Scale 4 – 9	0.25*** (0.13, 0.37)
Observations	126
F Statistic	67.18*** (df = 5; 120)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Ladder Rank white male assistant professor at Step 1 in Scales 0–3. <sup>a</sup>Gender: Female  $n = 45$ , Male  $n = 81$ . <sup>b</sup>Ethnicity: Asian  $n = 30$ , URM  $n = 8$ , White  $n = 88$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.58: School of Medicine, Ladder Rank faculty (basic science):  $Z$  salary.

	Linear regression
	log transformed $Z$ salary (CI)
Intercept	−0.02 (−1.54, 1.50)
Gender <sup>a</sup> : Female	−0.66 (−1.67, 0.35)
Ethnicity <sup>b</sup> : Asian	0.34 (−0.82, 1.50)
Ethnicity <sup>b</sup> : URM	−0.52 (−2.50, 1.46)
Interval <sup>c</sup>	0.11* (−0.01, 0.23)
Scale 4 – 9	−0.78 (−2.18, 0.61)
Observations	126
F Statistic	1.41 (df = 5; 120)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Ladder Rank white male assistant professor at Step 1 in Scales 0–3. <sup>a</sup>Gender: Female  $n = 45$ , Male  $n = 81$ . <sup>b</sup>Ethnicity: Asian  $n = 30$ , URM  $n = 8$ , White  $n = 88$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

When clinical faculty were considered as a single population and the effect of the interaction between gender and faculty APU scale designation is considered on base salary **SOM, Ladder Rank faculty (clinical): X + X' salary**, women have significantly lower base salaries ( $X + X'$ ) at APU Scales 7–9 (Table 5.59). This difference persisted when gender was considered independently within each APU Scale designation for APU Scales 7–9, as reported in the Appendix (Table K.8).

When base salary and negotiated compensation were considered together ( $X + X' + Y$ ), Asian faculty have weakly significantly lower salaries at APU Scales 7–9 (Table 5.60). This effect persisted when Z salary was also included and increased in statistical significance ( $P < 0.05$ ) (Table 5.61). As reported in the Appendix, when Asian ethnicity was considered independently within APU Scale designations, Asian faculty have significantly lower base salary and negotiated compensation ( $X + X' + Y$ ) at APU Scales 7–9 (Table K.9). The significance of this association disappeared when Z compensation was then included (Table K.10). No other significant differences were observed for average salaries between genders and among ethnicities.

Current rank/step interval were highly significant determinants of clinical Ladder Rank faculty base salary ( $X + X'$ ) as expected ( $P < 0.01$ ) (Table 5.59). APU scale designation also had a highly significant effect ( $P < 0.01$ ) on both base salary ( $X + X'$ ) as expected, as well as on negotiated salary ( $Y$ ) (Table 5.62), based plus negotiated salary (Table 5.60), and total salary (Table 5.61).

Table 5.59: School of Medicine, Ladder Rank faculty (clinical):  $X + X'$  salary.

	Linear regression
	log transformed $X + X'$ salary (CI)
Intercept	11.03*** (10.95, 11.10)
Gender <sup>a</sup> : Female	-0.02 (-0.11, 0.08)
Ethnicity <sup>b</sup> : Asian	-0.01 (-0.05, 0.03)
Ethnicity <sup>b</sup> : URM	-0.06 (-0.14, 0.02)
Interval <sup>c</sup>	0.08*** (0.07, 0.08)
Scale 4 – 6	0.28*** (0.23, 0.34)
Scale 7 – 9	0.51*** (0.44, 0.57)
Scale 4 – 6: Female	0.02 (-0.08, 0.11)
Scale 7 – 9: Female	-0.21** (-0.38, -0.05)
Observations	96
F Statistic	252.27*** (df = 8; 87)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Ladder Rank white male assistant professor at step 1 in Scale 0 – 3. <sup>a</sup>Gender: Female  $n = 20$ , Male  $n = 76$ . <sup>b</sup>Ethnicity: Asian  $n = 14$ , URM  $n = 3$ , White  $n = 79$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.60: School of Medicine, Ladder Rank faculty (clinical):  $X + X' + Y$  salary.

	Linear regression
	log transformed $X + X' + Y$ salary (CI)
Intercept	11.57*** (11.26, 11.87)
Gender <sup>a</sup> : Female	-0.07 (-0.21, 0.07)
Ethnicity <sup>b</sup> : Asian	-0.004 (-0.34, 0.33)
Ethnicity <sup>b</sup> : URM	0.21 (-0.33, 0.74)
Interval <sup>c</sup>	0.04*** (0.02, 0.06)
Scale 4 – 6	0.46*** (0.24, 0.68)
Scale 4 – 6: Asian	-0.07 (-0.45, 0.32)
Scale 4 – 6: URM	-0.22 (-0.87, 0.43)
Scale 7 – 9	0.96*** (0.70, 1.22)
Scale 7 – 9: Asian	-0.52* (-1.07, 0.04)
Observations	96
F Statistic	15.65*** (df = 9; 86)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Ladder Rank white male assistant professor at step 1 in Scale 0 – 3. <sup>a</sup>Gender: Female  $n = 20$ , Male  $n = 76$ . <sup>b</sup>Ethnicity: Asian  $n = 14$ , URM  $n = 3$ , White  $n = 79$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.61: School of Medicine, Ladder Rank faculty (clinical):  $X + X' + Y + Z$  salary.

	Linear regression
	log transformed $X + X' + Y + Z$ salary (CI)
Intercept	11.56*** (11.22, 11.91)
Gender <sup>a</sup> : Female	-0.06 (-0.21, 0.09)
Ethnicity <sup>b</sup> : Asian	0.02 (-0.35, 0.39)
Ethnicity <sup>b</sup> : URM	0.39 (-0.21, 0.99)
Interval <sup>c</sup>	0.04*** (0.02, 0.06)
Scale 4 – 6	0.47*** (0.22, 0.72)
Scale 4 – 6: Asian	-0.09 (-0.52, 0.34)
Scale 4 – 6: URM	-0.42 (-1.15, 0.30)
Scale 7 – 9	1.05*** (0.76, 1.34)
Scale 7 – 9: Asian	-0.63** (-1.25, -0.01)
Observations	96
F Statistic	15.00*** (df = 9; 86)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Ladder Rank white male assistant professor at Step 1 in Scale 0–3. <sup>a</sup>Gender: Female  $n = 20$ , Male  $n = 76$ . <sup>b</sup>Ethnicity: Asian  $n = 14$ , URM  $n = 3$ , White  $n = 79$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.62: School of Medicine, Ladder Rank faculty (clinical): Y salary.

Linear regression	
	log transformed Y salary (CI)
Intercept	8.32*** (4.85, 11.78)
Gender <sup>a</sup> : Female	-0.65 (-2.34, 1.04)
Ethnicity <sup>b</sup> : Asian	-0.25 (-2.23, 1.74)
Ethnicity <sup>b</sup> : URM	-1.17 (-5.02, 2.68)
Interval <sup>c</sup>	-0.12 (-0.32, 0.07)
Scale 4 – 6	3.05*** (0.80, 5.30)
Scale 7 – 9	4.23*** (1.52, 6.94)
Observations	96
F Statistic	2.10* (df = 6; 89)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Ladder Rank white male assistant professor at step 1 in Scale 0 – 3. <sup>a</sup>Gender: Female n = 20, Male n = 76. <sup>b</sup>Ethnicity: Asian n = 14, URM n = 3, White n = 79. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

### 5.12.5 Correlation between academic progress and current off-scale

Figure 5.22 depicts the relationship between **academic progress and current off-scale for SOM Ladder Rank basic science faculty**. For basic science faculty, off-scale salary consists of negotiated salary (Y). The basic science faculty are distributed around the normative rate (1.0). While some faculty with high progress indicators have large off-scale salaries, there is little correlation between the two variables. ( $r = -0.044$ ,  $P = 0.33$ ).

Figure 5.23 depicts the relationship between **academic progress and current off-scale for SOM Ladder Rank clinical faculty**. For clinical faculty, off-scale salary consists of negotiated salary (Y), or negotiated salary (Y) plus extra compensation (Z). The faculty are distributed around normative rate. While some faculty with high progress indicators have large off-scale salaries, there is only a weak correlation between the two variables; i.e., for Y, clinical faculty  $r = 0.28$  ( $P < 0.0001$ ) and Y + Z, clinical faculty  $r = 0.25$  ( $P < 0.0001$ ).



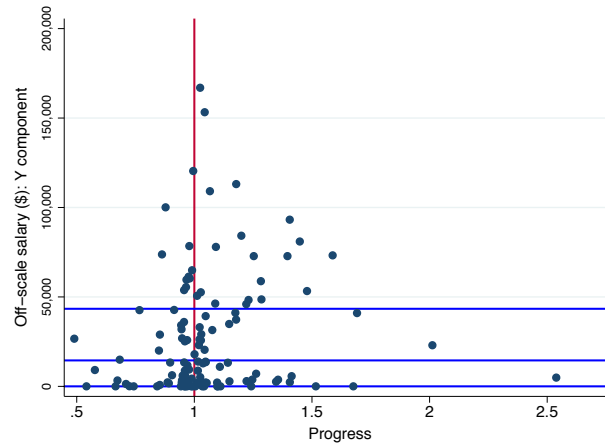


Figure 5.22: **Relationship between academic progress and current off-scale salary for SOM Ladder Rank basic science faculty.** Relationship between academic progress and current off-scale salary ( $r = -0.04$ ,  $P = 0.33$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

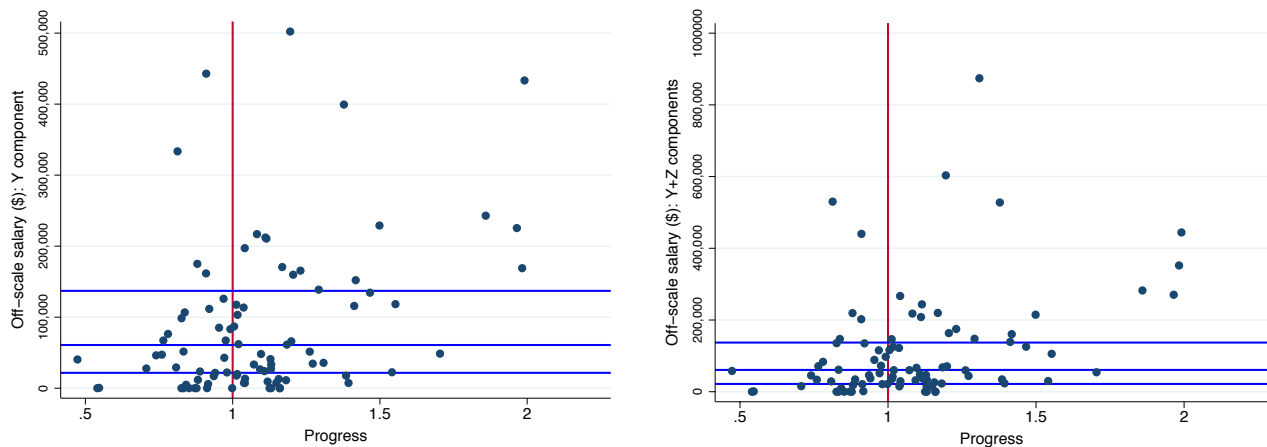


Figure 5.23: **Relationship between academic progress and current off-scale salary for SOM Ladder Rank clinical faculty.** Relationship between academic progress and current off-scale salary. Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero. **Left.** Y salary ( $r = 0.28$ ,  $P < 0.0001$ ). **Right.** Y + Z salary ( $r = 0.25$ ,  $P = < 0.0001$ ).

### 5.12.6 Regression analyses: Health Sciences Clinical Professors

The SOM Health Sciences Clinical Professors (HSCP) are clinically designated with most HSCP faculty are in APU scales 4–6 (Figure 5.24). Scales 7–9 typically reflect additional leadership and/or administrative duties. For completeness, our analysis included study of potentially interacting variables (e.g. gender or ethnicity and scale). When significant interactions were observed, they are included in the tables. If no significant interaction was observed then it was omitted from the table, and instead main effects are reported.

The two panels in Figure K.1 are plots current salaries ( $X + X' + Y + Z$ ) by rank and gender (top panel) and current salaries by rank and ethnicity (bottom panel). Current salaries are ordered by step within each rank.

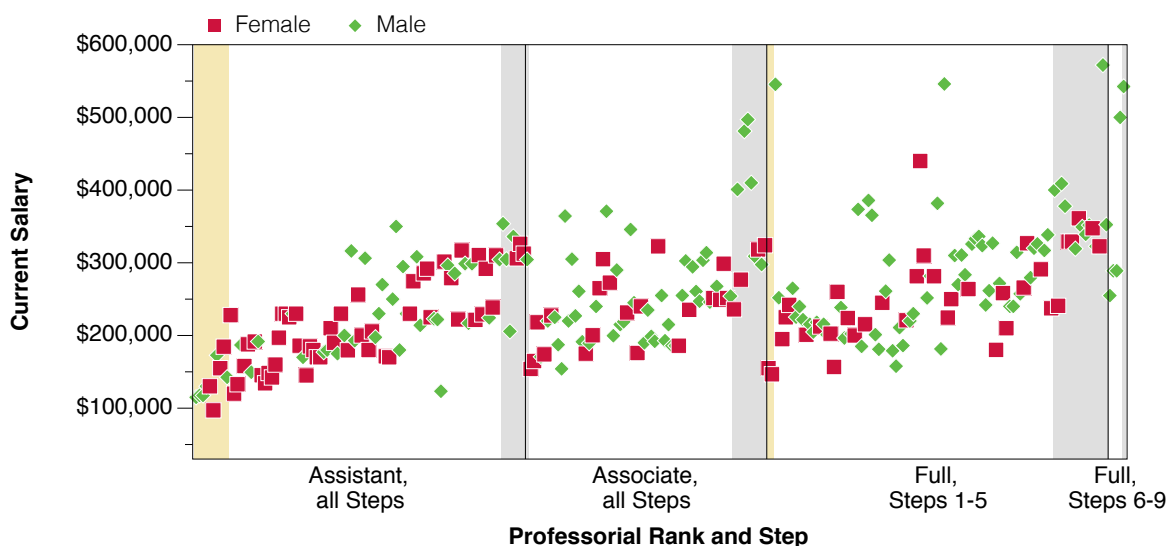


Figure 5.24: **Current total salary of SOM HSCP series by salary scale.** Current salaries are ordered by salary scale within each rank. Faculty members at APU Scales 0–3 are within the yellow band. Faculty members at APU Scales 4–6 are within the white band. Faculty members at APU Scales 7–9 are within the grey band. Total salary is composed of  $X + X' + Y$  salary.

When the effect of HSCP faculty APU scale designation is considered as an interaction with gender or ethnicity on base salary **SOM, faculty in the Health Sciences Clinical Professor Series: X + X' salary**, Asians have significantly ( $P < 0.10$ ) lower base salaries ( $X + X'$ ) at APU Scales 4-6 (Table 5.63). The effect develops for women and persists when gender ( $P < 0.10$ ) and ethnicity ( $P < 0.01$ ) are considered independently within the APU Scale 4–6 category (Table K.11). When base salary and negotiated compensation were considered together ( $X + X' + Y$ ), women and Asians have significantly lower salaries ( $P < 0.01$  and  $P < 0.05$ , respectively) (Table 5.64). This effect persists when Z compensation is included in the analysis ( $P < 0.05$  and  $P < 0.01$ , respectively) (Table 5.65). There was a significant positive interaction between the ethnicity variable Asian and negotiated compensation (Y) for HSCP faculty in APU Scale 4–6 ( $P < 0.05$ ) (Table 5.66). When considering Z alone, women and faculty in the category “Unknown” ethnicity have significantly lower Z compensation ( $P < 0.05$  for both) (Table 5.67).

Current rank/step interval were highly significant determinants of HSCP faculty base salary ( $X + X'$ ) at all APU scales as expected ( $P < 0.01$ ) (Table 5.63) and (Table K.11). Interval and APU scale designation also had a highly significant effect ( $P < 0.01$ ) on base plus negotiated salary ( $X + X' + Y$ ) (Table 5.64), as well as on negotiated salary (Y) ( $P < 0.01$ ) (Table 5.66).

Table 5.63: School of Medicine, faculty in the HSCP series:  $X + X'$  salary.

	Linear regression
	log transformed $X + X'$ salary (CI)
Intercept	11.27*** (11.23, 11.32)
Gender <sup>a</sup> : Female	−0.01 (−0.03, 0.004)
Ethnicity <sup>b</sup> : Asian	0.05 (−0.03, 0.13)
Ethnicity <sup>b</sup> : Unknown	0.05 (−0.07, 0.17)
Ethnicity <sup>b</sup> : URM	−0.04 (−0.13, 0.05)
Interval <sup>c</sup>	0.06*** (0.06, 0.06)
Scale 4 – 6	0.21*** (0.17, 0.26)
Scale 7 – 9	0.42*** (0.37, 0.47)
Scale 4 – 6: Asian	−0.08* (−0.16, 0.003)
Scale 4 – 6: Unknown	−0.17** (−0.34, −0.01)
Scale 4 – 6: URM	0.05 (−0.05, 0.15)
Scale 7 – 9: Asian	−0.04 (−0.13, 0.05)
Scale 7 – 9: URM	0.03 (−0.10, 0.15)
Observations	270
F Statistic	297.87*** (df = 12; 257)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a HSCP white male assistant professor at step 1 in Scale 0 – 3. <sup>a</sup>Gender: Female  $n = 113$ , Male  $n = 157$ . <sup>b</sup>Ethnicity: Asian  $n = 97$ , Unknown  $n = 2$ , URM  $n = 21$ , White  $n = 150$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.64: School of Medicine, faculty in the HSCP series:  $X + X' + Y$  salary.

	Linear regression
	log transformed $X + X' + Y$ salary (CI)
Intercept	11.78*** (11.64, 11.92)
Gender <sup>a</sup> : Female	-0.09*** (-0.15, -0.03)
Ethnicity <sup>b</sup> : Asian	-0.06** (-0.12, -0.0003)
Ethnicity <sup>b</sup> : Unknown	-0.29* (-0.61, 0.03)
Ethnicity <sup>b</sup> : URM	0.01 (-0.09, 0.12)
Interval <sup>c</sup>	0.03*** (0.02, 0.04)
Scale 4 – 6	0.49*** (0.35, 0.62)
Scale 7 – 9	0.85*** (0.70, 1.01)
Observations	270
F Statistic	30.95*** (df = 7; 262)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a HSCP white male assistant professor at Step 1 in Scale 0 – 3. <sup>a</sup>Gender: Female  $n = 113$ , Male  $n = 157$ . <sup>b</sup>Ethnicity: Asian  $n = 97$ , Unknown  $n = 2$ , URM  $n = 21$ , White  $n = 150$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.65: School of Medicine, faculty in the HSCP series:  $X + X' + Y + Z$  salary.

	Linear regression
	log transformed $X + X' + Y + Z$ salary (CI)
Intercept	11.81*** (11.66, 11.97)
Gender <sup>a</sup> : Female	-0.12*** (-0.18, -0.06)
Ethnicity <sup>b</sup> : Asian	-0.07** (-0.14, -0.01)
Ethnicity <sup>b</sup> : Unknown	-0.37** (-0.72, -0.01)
Ethnicity <sup>b</sup> : URM	0.002 (-0.12, 0.12)
Interval <sup>c</sup>	0.03*** (0.02, 0.04)
Scale 4 – 6	0.53*** (0.38, 0.68)
Scale 7 – 9	0.90*** (0.73, 1.07)
Observations	270
F Statistic	28.06*** (df = 7; 262)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a HSCP white male assistant professor at step 1 in Scale 0–3. <sup>a</sup>Gender: Female  $n = 113$ , Male  $n = 157$ . <sup>b</sup>Ethnicity: Asian  $n = 97$ , Unknown  $n = 2$ , URM  $n = 21$ , White  $n = 150$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.66: School of Medicine, faculty in the HSCP series: Y salary.

	Linear regression
	log transformed Y salary (CI)
Intercept	10.46*** (9.57, 11.36)
Gender <sup>a</sup> : Female	-0.15 (-0.44, 0.14)
Ethnicity <sup>b</sup> : Asian	-1.85** (-3.41, -0.29)
Ethnicity <sup>b</sup> : Unknown	-0.51 (-2.83, 1.82)
Ethnicity <sup>b</sup> : URM	0.01 (-1.81, 1.83)
Interval <sup>c</sup>	-0.06*** (-0.11, -0.02)
Scale 4 – 6	1.30*** (0.41, 2.18)
Scale 4 – 6: Asian	1.77** (0.18, 3.37)
Scale 4 – 6: Unknown	-0.08 (-3.33, 3.17)
Scale 4 – 6: URM	0.17 (-1.74, 2.08)
Scale 7 – 9	2.16*** (1.14, 3.18)
Scale 7 – 9: Asian	1.44 (-0.33, 3.21)
Scale 7 – 9: URM	0.06 (-2.43, 2.55)
Observations	270
F Statistic	4.22*** (df = 12; 257)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a HSCP white male assistant professor at step 1 in Scale 0 – 3. <sup>a</sup>Gender: Female n = 113, Male n = 157. <sup>b</sup>Ethnicity: Asian n = 97, Unknown n = 2, URM n = 21, White n = 150. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.67: School of Medicine, faculty in the HSCP series: Z salary.

	Linear regression
	log transformed Z salary (CI)
Intercept	2.00 (−0.86, 4.86)
Gender <sup>a</sup> : Female	−1.27** (−2.42, −0.13)
Ethnicity <sup>b</sup> : Asian	−0.23 (−1.42, 0.96)
Ethnicity <sup>b</sup> : Unknown	−6.77** (−13.25, −0.28)
Ethnicity <sup>b</sup> : URM	−1.21 (−3.33, 0.91)
Interval <sup>c</sup>	−0.07 (−0.26, 0.12)
Scale 4 – 6	5.32*** (2.60, 8.04)
Scale 7 – 9	5.35*** (2.24, 8.46)
Observations	270
F Statistic	3.50*** (df = 7; 262)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a HSCP white male assistant professor at step 1 in Scale 0–3. <sup>a</sup>Gender: Female n = 113, Male n = 157. <sup>b</sup>Ethnicity: Asian n = 97, Unknown n = 2, URM n = 21, White n = 150. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

### 5.12.7 Regression analyses: Professors of Clinical\_

The **SOM Professors of Clinical\_** (Clinical\_) are clinical faculty, with most Clinical\_ faculty in APU scales 4–6 (Figure 5.25). Scales 7–9 typically reflect additional leadership and/or administrative duties. For completeness, our analysis included study of potentially interacting variables (e.g., gender or ethnicity and scale). When significant interactions were observed, they are included in the tables. If no significant interaction was observed then it was omitted from the table.

The two panels in Figure K.2 are plots current salaries ( $X + X' + Y + Z$ ) by rank and gender (top panel) and current salaries by rank and ethnicity (bottom panel). Current salaries are ordered by step within each rank.

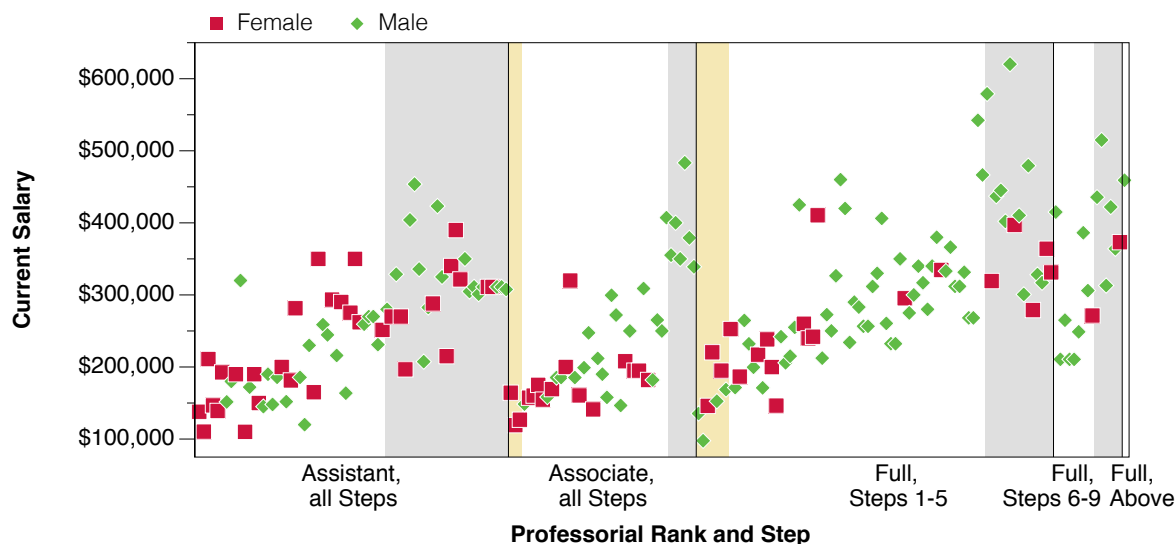


Figure 5.25: **Current total salary of SOM Professors of Clinical\_ series by salary scale.** Current salaries are ordered by salary scale within each rank. Faculty members at APU Scales 0–3 are within the yellow band. Faculty members at APU Scales 4–6 are within the white band. Faculty members at APU Scales 7–9 are within the grey band. Total salary is composed of  $X + X' + Y$  salary.

When the effect of Clinical\_ faculty APU scale designation is considered on base salary **SOM, faculty in the Professor of Clinical\_ Series: X + X' salary**, URM ethnicity interaction with APU Scales 4-6 predicts significantly ( $P < 0.10$ ) lower base salary ( $X + X'$ ), while APU scale 7-9 predicts significantly higher base salary (Table 5.68). When the effect of Clinical\_ faculty APU scale designation is considered on base salary in combination with APU Scales 4-6 or APU Scales 7-9, women have significantly ( $P < 0.01$  and  $P < 0.05$ , respectively) lower base salaries ( $X + X'$ ) (Table 5.68). These significant differences for women exist when base ( $X + X'$ ) and negotiated ( $Y$ ) salary are considered together ( $P < 0.10$  for both) (Table 5.69) or separately ( $P < 0.01$  and  $P < 0.05$ , respectively) (Table 5.70) and when total compensation is considered ( $X + X' + Y + Z$ ) ( $P < 0.05$  for both) (Table 5.71). These differences persist when women are compared to men independently within APU Scales 4-6 and 7-9 for base, for base, negotiated salary, and extra compensation ( $X + X' + Y + Z$ ) (Table K.14), and negotiated salary ( $P < 0.10$ ,  $P < 0.05$ , and  $P < 0.01$ , respectively) (Table K.13) and for negotiated  $Y$  salary alone ( $P < 0.10$  and  $P < 0.01$ , respectively) (Table K.15) and ( $P < 0.05$  for both)  $Z$  salary (Table K.16). Although the direct coefficient for women is positive in Table 5.72) and statistically significant ( $P < 0.05$ ), it is more than offset in magnitude by the equally statistically significant scale-gender interaction terms. The significance ( $P < 0.10$ ) of gender remains apparent at APU scale 4-6 in Table K.16.

Table 5.68: School of Medicine, faculty in the Professor of Clinical\_ series:  $X + X'$  salary.

	Linear regression	
	log transformed $X + X'$ salary (CI)	
	Ethnicity x Scale	Gender x Scale
Intercept	11.22*** (11.17, 11.28)	11.14*** (11.07, 11.21)
Gender <sup>a</sup> : Female	-0.01 (-0.03, 0.01)	0.13*** (0.04, 0.21)
Ethnicity <sup>b</sup> : Asian	-0.005 (-0.05, 0.04)	-0.002 (-0.02, 0.02)
Ethnicity <sup>b</sup> : Unknown	-0.02 (-0.16, 0.12)	-0.03 (-0.11, 0.05)
Ethnicity <sup>b</sup> : URM	0.10 (-0.04, 0.24)	-0.01 (-0.05, 0.03)
Interval <sup>c</sup>	0.06*** (0.06, 0.06)	0.06*** (0.06, 0.06)
Scale 4 - 6	0.24*** (0.20, 0.29)	0.33*** (0.27, 0.40)
Scale 4 - 6: Female	—	-0.16*** (-0.25, -0.07)
Scale 4 - 6: Asian	0.004 (-0.04, 0.05)	—
Scale 4 - 6: Unknown	-0.01 (-0.18, 0.16)	—
Scale 4 - 6: URM	-0.13* (-0.27, 0.02)	—
Scale 7 - 9	0.42*** (0.38, 0.47)	0.50*** (0.43, 0.57)
Scale 7 - 9: Female	—	-0.11** (-0.21, -0.02)
Observations	203	203
F Statistic	229.76*** (df = 10; 192)	273.37*** (df = 9; 193)

Note: \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1 in Scale 0 - 3. <sup>a</sup>Gender: Female  $n = 69$ , Male  $n = 134$ . <sup>b</sup>Ethnicity: Asian  $n = 56$ , Unknown  $n = 3$ , URM  $n = 11$ , White  $n = 133$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. Left: model includes Ethnicity x Scale interaction. Right: model includes Gender x Scale interaction. CI; 95% confidence interval.



Current rank/step interval and APU scale designation were highly significant determinants of Clinical\_ faculty base salary ( $X + X'$ ) at all APU scales as expected ( $P < 0.01$ ) (Table 5.68 and Table K.12). Interval and APU scale designation also had a highly significant effect ( $P < 0.01$ ) on base plus negotiated salary ( $X + X' + Y$ ) (Table 5.69), while only APU scale had a positive effect on negotiated salary ( $Y$ ) (Table 5.70).

Table 5.69: School of Medicine, faculty in the Professor of Clinical\_ series:  $X + X' + Y$  salary.

	Linear regression
	log transformed $X + X' + Y$ salary (CI)
Intercept	11.50*** (11.23, 11.77)
Gender <sup>a</sup> : Female	0.20 (−0.13, 0.53)
Ethnicity <sup>b</sup> : Asian	−0.04 (−0.12, 0.04)
Ethnicity <sup>b</sup> : Unknown	−0.08 (−0.38, 0.22)
Ethnicity <sup>b</sup> : URM	−0.07 (−0.23, 0.09)
Interval <sup>c</sup>	0.04*** (0.03, 0.05)
Scale 4 – 6	0.67*** (0.41, 0.92)
Scale 4 – 6: Female	−0.32* (−0.66, 0.02)
Scale 7 – 9	1.09*** (0.82, 1.36)
Scale 7 – 9: Female	−0.36* (−0.72, 0.002)
Observations	203
F Statistic	23.40*** (df = 9; 193)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1 in Scale 0 – 3. <sup>a</sup>Gender: Female  $n = 69$ , Male  $n = 134$ . <sup>b</sup>Ethnicity: Asian  $n = 56$ , Unknown  $n = 3$ , URM  $n = 11$ , White  $n = 133$ . <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.70: School of Medicine, faculty in the Professor of Clinical\_ series: Y salary.

	Linear regression
	log transformed Y salary (CI)
Intercept	6.63*** (4.77, 8.49)
Ethnicity <sup>b</sup> : Asian	-0.22 (-0.79, 0.36)
Ethnicity <sup>b</sup> : Unknown	-0.21 (-2.29, 1.86)
Ethnicity <sup>b</sup> : URM	0.13 (-0.98, 1.23)
Gender <sup>a</sup> : Female	2.20* (-0.05, 4.45)
Interval <sup>c</sup>	-0.09** (-0.16, -0.02)
Scale 4 – 6	5.20*** (3.42, 6.99)
Scale 4 – 6: Female	-2.79** (-5.12, -0.45)
Scale 7 – 9	6.16*** (4.31, 8.00)
Scale 7 – 9: Female	-2.62** (-5.10, -0.14)
Observations	203
F Statistic	8.37*** (df = 9; 193)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1 in Scale 0 – 3. <sup>a</sup>Gender: Female n = 69, Male n = 134. <sup>b</sup>Ethnicity: Asian n = 56, Unknown n = 3, URM n = 11, White n = 133. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.71: School of Medicine, faculty in the Professor of Clinical\_ series: X + X' + Y + Z salary.

	Linear regression
	log transformed X + X' + Y + Z salary (CI)
Intercept	11.50*** (11.18, 11.82)
Gender <sup>a</sup> : Female	0.28 (-0.11, 0.67)
Ethnicity <sup>b</sup> : Asian	-0.03 (-0.13, 0.07)
Ethnicity <sup>b</sup> : Unknown	-0.06 (-0.42, 0.30)
Ethnicity <sup>b</sup> : URM	-0.10 (-0.29, 0.09)
Interval <sup>c</sup>	0.04*** (0.02, 0.05)
Scale 4 – 6	0.75*** (0.44, 1.06)
Scale 4 – 6: Female	-0.44** (-0.85, -0.04)
Scale 7 – 9	1.19*** (0.87, 1.50)
Scale 7 – 9: Female	-0.49** (-0.92, -0.06)
Observations	203
F Statistic	18.42*** (df = 9; 193)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1 in Scale 0–3. <sup>a</sup>Gender: Female n = 69, Male n = 134. <sup>b</sup>Ethnicity: Asian n = 56, Unknown n = 3, URM n = 11, White n = 133. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table 5.72: School of Medicine, faculty in the Professor of Clinical\_ series: Z salary.

	Linear regression
	log transformed Z salary (CI)
Intercept	1.49 (−3.45, 6.43)
Ethnicity <sup>b</sup> : Asian	0.13 (−1.40, 1.66)
Ethnicity <sup>b</sup> : Unknown	3.60 (−1.90, 9.10)
Ethnicity <sup>b</sup> : URM	−2.93* (−5.86, 0.01)
Gender <sup>a</sup> : Female	6.40** (0.43, 12.37)
Interval <sup>c</sup>	0.03 (−0.17, 0.22)
Scale 4 – 6	5.35** (0.60, 10.09)
Scale 4 – 6: Female	−7.94** (−14.13, −1.74)
Scale 7 – 9	6.25** (1.35, 11.15)
Scale 7 – 9: Female	−8.40** (−14.98, −1.82)
Observations	203
F Statistic	1.96** (df = 9; 193)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1 in Scale 0–3. <sup>a</sup>Gender: Female n = 69, Male n = 134. <sup>b</sup>Ethnicity: Asian n = 56, Unknown n = 3, URM n = 11, White n = 133. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

## 5.13 School of Veterinary Medicine

The School of Veterinary Medicine (SVM) analysis includes 110 faculty, all paid on a fiscal year basis. Consultation with the Dean and FEC led to the decision to include a dummy variable differentiating faculty in the Department of Surgical and Radiological Sciences (VSR) from other faculty members in the SVM in the regression analyses; the dummy variable was hypothesized to have a positive coefficient due to a priori knowledge of the upward force on salary that the external market imposes on these disciplines. Although there are faculty in the Professor of Clinical and Health Sciences Clinical Professor series in SVM, they were not included in this report because some of the relevant and necessary regression data were not available for analysis at this time.

After adjusting for factors influencing current salary, there were no significant gender or ethnicity differences. One ethnicity variable, Asian, had a weakly significant positive effect on the interval step at time of hire. There were no significant gender or ethnicity differences in current salary, current off-scale salary, or off-scale salary at the time of hire. Discussion of the results of each regression model follows.

### 5.13.1 Descriptive statistics

Descriptive statistics for **current faculty salaries** by gender and by ethnic backgrounds are reported for each rank in Table 5.73.A. The number of faculty members in each group is reported as N in the second column. Ranks below Professor Step 6 are more diverse in terms of the percentage female and the few faculty who fall into the URM category. Asian faculty are exclusively found at the Professor rank. Examining salary numbers within ranks, there are crude (unadjusted) differences in average salaries between genders and among ethnicities. Unadjusted women's salaries are lower, although the size of the differences and their importance relative to the average salary varies. Differences in unadjusted average salaries by ethnicity did not demonstrate a consistent direction. Additional descriptive statistics subdivided by SCU may be found in the Appendix in L.1.

Table **Current off-scale salaries** are one determinant of the average salaries reported in Table 5.73. Table 5.73.B reports the number of faculty with off-scale salaries, and the average current off-scale salaries by gender, ethnicity, and rank. Differences in the proportion of faculty members with off-scale salaries by gender are small; while a higher proportion of male Assistant Professors have current off-scale salaries, women's average off-scale salaries are higher. Differences by ethnicity are difficult to interpret due to the very small number of URM and Asian faculty members.

The two panels in Figure 5.26 are plots of the data summarized in Table 5.73.A. The top panel plots current salaries by rank and gender. The bottom panel plots current salaries by rank and ethnicity. Current salaries are ordered by step within each rank. Current salaries are ordered by department within each rank in the Appendix Figure L.1.

Table 5.73: School of Veterinary Medicine: salary (current).

A. total salary (current).						B. off-scale salary (current).						
	N	mean	sem	min	max		N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps						
Women	5	\$131,308	\$23,381	\$99,900	\$223,821	Women	5	(3)	\$30,428	\$23,265	\$0	\$121,521
Men	9	\$132,072	\$6,862	\$102,300	\$169,716	Men	9	(7)	\$26,830	\$6,466	\$0	\$64,169
Asian	0	—	—	—	—	Asian	0	(0)	—	—	—	—
URM	3	\$115,605	\$5,305	\$105,000	\$121,165	URM	3	(2)	\$17,338	\$8,670	—	—
White	10	\$137,720	\$11,975	\$99,900	\$223,821	White	10	(7)	\$31,533	\$11,999	\$0	\$121,521
Associate Professors, all Steps						Associate Professors, all Steps						
Women	10	\$142,022	\$6,971	\$112,700	\$180,134	Women	10	(8)	\$19,730	\$4,173	\$0	\$32,653
Men	13	\$147,910	\$7,583	\$112,700	\$206,026	Men	13	(11)	\$34,425	\$7,490	\$0	\$86,726
Asian	0	—	—	—	—	Asian	0	(0)	—	—	—	—
URM	2	\$136,251	\$2,377	—	—	URM	2	(2)	\$14,492	\$11,436	—	—
White	20	\$143,226	\$5,024	\$112,700	\$182,713	White	20	(16)	\$26,456	\$4,418	\$0	\$74,172
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5						
Women	22	\$156,109	\$4,835	\$124,800	\$198,217	Women	22	(15)	\$23,888	\$4,742	\$0	\$67,415
Men	22	\$160,668	\$5,790	\$124,800	\$222,231	Men	22	(16)	\$23,357	\$4,662	\$0	\$81,001
Asian	1	—	—	—	—	Asian	1	(0)	—	—	—	—
URM	2	\$171,660	\$26,557	—	—	URM	2	(2)	\$46,558	\$20,857	—	—
White	39	\$156,299	\$3,559	\$124,800	\$221,465	White	39	(27)	\$21,379	\$3,117	\$0	\$64,169
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9						
Women	7	\$190,935	\$8,495	\$161,800	\$223,800	Women	7	(2)	\$8,349	\$7,258	\$0	\$51,500
Men	20	\$201,059	\$12,974	\$161,800	\$415,000	Men	20	(5)	\$9,255	\$4,494	\$0	\$78,347
Asian	2	\$207,008	\$45,208	—	—	Asian	2	(1)	—	—	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	25	\$197,748	\$10,270	\$161,800	\$415,000	White	25	(6)	\$6,608	\$2,846	\$0	\$51,500
full Professors, Above scale						full Professors, Above scale						
Women	0	—	—	—	—	Women	0	(0)	—	—	—	—
Men	2	\$218,301	\$1,097	—	—	Men	2	(1)	—	—	—	—
Asian	0	—	—	—	—	Asian	0	(0)	—	—	—	—
URM	0	—	—	—	—	URM	0	(0)	—	—	—	—
White	2	\$218,301	\$1,097	—	—	White	2	(1)	—	—	—	—
<i>Note:</i> Salaries based on an 11 month, fiscal scale. — denoted suppression of salary. sem, standard error of mean						<i>Note:</i> Salaries based on an 11 month, fiscal scale. <sup>a</sup> with off-scale salary. — denoted suppression of salary. sem, standard error of mean						

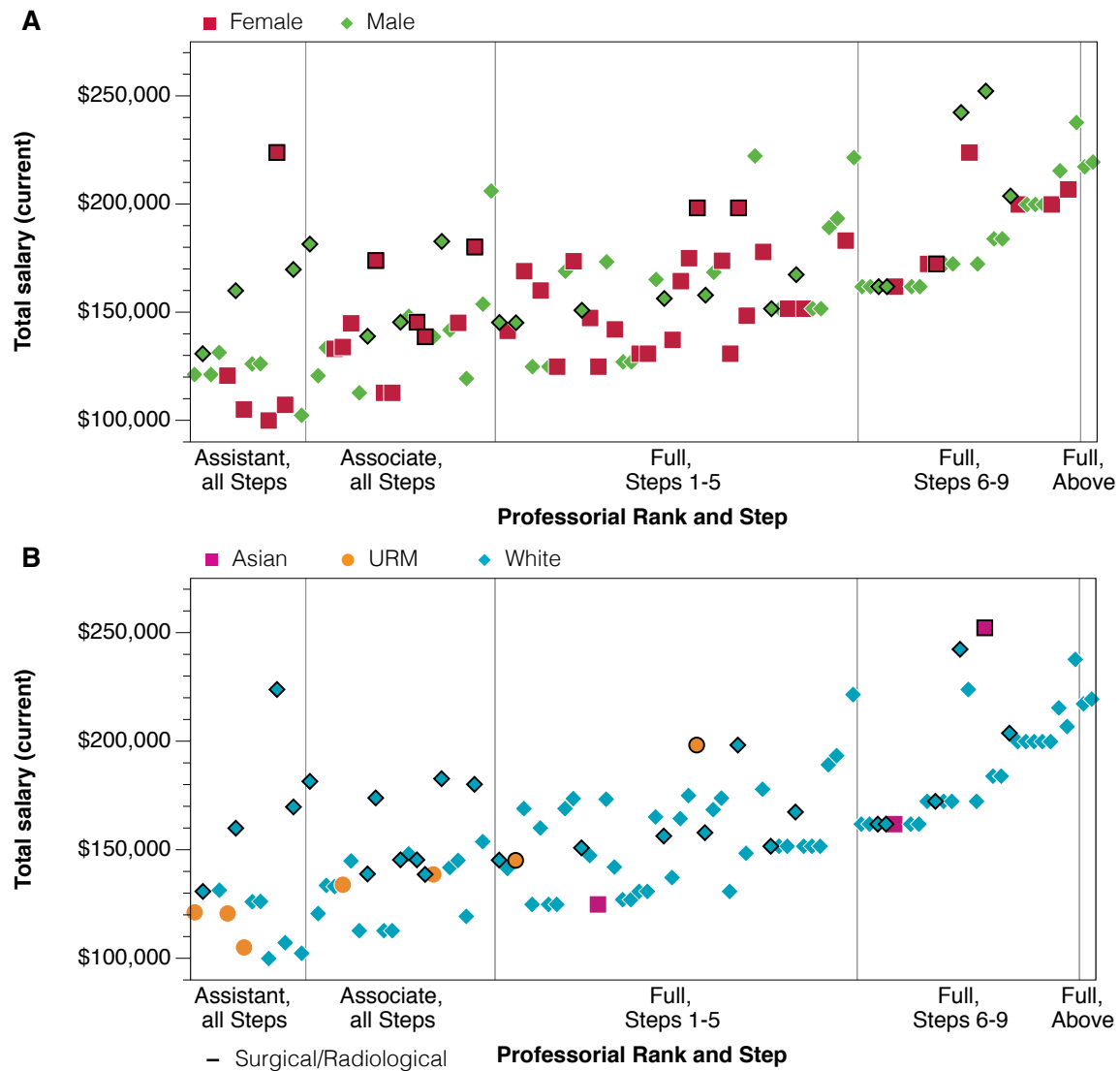


Figure 5.26: **Current total salary of SVM faculty by rank and step.** A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Faculty members in the Department of Surgical and Radiological Sciences are indicated by a dark border. Total salary is composed of base salary and negotiated off-scale salary.

### 5.13.2 Regression analyses

When the SVM faculty were analyzed together there were no significant gender or ethnicity differences in current or off-scale salaries.

### Current salary analyses

Table 5.74 reports results for the determinants of **current salary** for all SVM faculty members. Gender and ethnicity were not significant determinants of current salary. One decade of hire, SCU (denoting the Department of Surgical and Radiological Sciences), and current rank/step interval all had highly significant coefficients ( $P < 0.01$ ). The SCU coefficient had the expected effect: on average, surgeons and radiologists are more highly compensated than other faculty members. Faculty members hired between 1985 and 1994 had lower average adjusted salaries, as indicated by the highly significant negative coefficient ( $P < 0.01$ ) on that decade of hire variable.

Additional results regarding determinants of **current salary** for SVM faculty members separately by current rank are reported in the Appendix in L.2, L.3, and L.4. The SCU was highly significant with a positive effect at the Assistant and Associate ranks ( $P < 0.01$ ), and insignificant at the Professor rank. At the Professor rank, faculty members hired in 1975–1994 had lower salaries. The coefficient on the earliest decade of hire, 1975–1984, had a negative and significant effect ( $P < 0.05$ ), and the following decade of hire, 1985–1994, had a negative and highly significant effect ( $P < 0.01$ ). As expected, at this rank there was a highly significant association between current step and total salary ( $P < 0.01$ ).

Table 5.74: School of Veterinary Medicine, all Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.433*** (11.321, 11.544)
Gender <sup>b</sup> : Female	−0.020 (−0.081, 0.042)
Ethnicity <sup>c</sup> : Asian	−0.045 (−0.227, 0.136)
Ethnicity <sup>c</sup> : Unknown	0.076 (−0.093, 0.246)
Ethnicity <sup>c</sup> : URM	0.017 (−0.108, 0.142)
Decade of Hire: 1995–2004	−0.042 (−0.124, 0.040)
Decade of Hire: 1985–1994	−0.182*** (−0.298, −0.065)
Decade of Hire: 1975–1984	−0.143 (−0.320, 0.035)
Start After Degree <sup>d</sup>	0.002 (−0.004, 0.008)
Current Interval <sup>e</sup>	0.056*** (0.043, 0.070)
SCU <sup>f</sup>	0.129*** (0.059, 0.198)
Observations	110
F Statistic	13.473*** (df = 10; 99)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 43$ , Male  $n = 66$ . <sup>c</sup>Ethnicity: Asian  $n = 3$ , Unknown  $n = 4$ , URM  $n = 7$ , White  $n = 95$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological Sciences compared with the five other departments in the School. CI; 95% confidence interval.

Table 5.75 reports results for determinants of **current off-scale salary** for all SVM faculty members. As was the case for current salary, surgeons and radiologists have higher off-scale salaries than other faculty members; the SCU indicator variable had a highly significant coefficient ( $P < 0.01$ ), and its coefficient had the expected positive sign. The two earliest decade of hire variables had negative and highly significant coefficients ( $P < 0.01$ ), again indicating lower average adjusted salaries for the faculty members with the longest terms of employment at UC Davis.

Results regarding the determinants of **current off-scale salary** for SVM faculty by rank are reported in the Appendix in L.5, L.6, and L.7. No gender or ethnicity variables had significant coefficients. The only variables with significant coefficients were year of hire at the Assistant Professor rank ( $P < 0.05$  and negative, indicating historically lower salaries for Assistant Professors), current step at the Assistant Professor rank ( $P < 0.10$  and negative, suggesting either a loss or subsumption of off-scale salary over time), SCU at the Professor rank ( $P < 0.10$  and positive, indicating the VSR “advantage” attenuates over time as use of off-scale salaries became more common), and the two earliest decade of hire variables at the Professor rank ( $P < 0.01$  and negative, again indicating lower average adjusted salaries for the most senior faculty).

Table 5.75: School of Veterinary Medicine, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	6.376*** (3.400, 9.351)
Gender <sup>b</sup> : Female	0.323 (−1.314, 1.959)
Ethnicity <sup>c</sup> : Asian	−2.678 (−7.509, 2.154)
Ethnicity <sup>c</sup> : Unknown	3.860* (−0.660, 8.379)
Ethnicity <sup>c</sup> : URM	0.990 (−2.345, 4.324)
Decade of Hire: 1995-2004	−0.342 (−2.523, 1.839)
Decade of Hire: 1985-1994	−6.403*** (−9.504, −3.302)
Decade of Hire: 1975-1984	−8.192*** (−12.909, −3.474)
Start After Degree <sup>d</sup>	−0.043 (−0.197, 0.112)
Current Interval <sup>e</sup>	0.134 (−0.228, 0.495)
SCU <sup>f</sup>	2.605*** (0.753, 4.457)
Observations	110
F Statistic	6.611*** (df = 10; 99)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 44$ , Male  $n = 66$ . <sup>c</sup>Ethnicity: Asian  $n = 3$ , Unknown  $n = 4$ , URM  $n = 7$ , White  $n = 96$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological Sciences compared with the five other departments in the School. CI; 95% confidence interval.



### Time of hire analyses

Table 5.76 reports the determinants of the **interval step at the time of hire** for all SVM faculty. One ethnicity variable, Asian, had a weakly significant, positive coefficient ( $P < 0.10$ ); however, only three Asian faculty were represented. The longer between a faculty member's terminal degree and the date of his/her hiring, the higher his/her salary; The time difference between terminal degree and hire had a highly statistically significant positive coefficient ( $P < 0.01$ ), indicating a temporal increase in rank/step at hire. Less recent hires had lower salaries, all else equal (meaning that they were controlled for in the analysis). All decade of hire variables had statistically significant, negative coefficients: the 1995–2004 coefficient was significant ( $P < 0.05$ ) and the coefficients for earlier decades were highly significant ( $P < 0.01$ ).

Results regarding determinants of the **step at the time of hire** for SVM faculty by rank at hire are reported in the Appendix in L.8, L.9, and L.10. One ethnicity variable had a significant coefficient in the model for hire at the Associate level: URM was weakly negative ( $P < 0.10$ ), although only two such faculty were represented. The 1985–1994 decade of hire variables had a highly significant negative coefficient ( $P < 0.01$ ), and time between terminal degree and hire was weakly significant and positive in the Associate model ( $P < 0.10$ ). Note, however, that there were only 19 faculty included in this analysis. In the Assistant Professor model ( $n = 77$ ), only the 1985–1994 variable displayed any statistical significance; it had a weakly significant negative coefficient ( $P < 0.10$ ). No explanatory variables were significant in the Professor step at hire model ( $n = 13$ ).

Table 5.76: School of Veterinary Medicine, all Professors: interval at time of hire.

	Linear regression
	interval at time of hire <sup>a</sup> (CI)
Intercept	3.331*** (2.557, 4.105)
Gender <sup>b</sup> : Female	−0.346 (−0.988, 0.295)
Ethnicity <sup>c</sup> : Asian	1.758* (−0.148, 3.663)
Ethnicity <sup>c</sup> : Unknown	1.734* (−0.046, 3.514)
Ethnicity <sup>c</sup> : URM	−1.004 (−2.302, 0.293)
Decade of Hire: 1995-2004	−0.987** (−1.750, −0.224)
Decade of Hire: 1985-1994	−1.430*** (−2.277, −0.583)
Decade of Hire: 1975-1984	−1.975*** (−3.394, −0.555)
Start After Degree <sup>d</sup>	0.196*** (0.139, 0.252)
Observations	110
F Statistic	13.706*** (df = 8; 101)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>b</sup>Gender: Female  $n = 44$ , Male  $n = 66$ . <sup>c</sup>Ethnicity: Asian  $n = 3$ , Unknown  $n = 4$ , URM  $n = 7$ , White  $n = 95$ . <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table 5.77 reports the determinants of **off-scale salary at the time of hire** for all SVM faculty. Off-scale salary at time of hire is in real, not nominal, dollars. It is adjusted for inflation using the Consumer Price Index, base year 2013. No gender or ethnicity variables had significant coefficients. Faculty hired in earlier decades had lower off-scale salaries, all else equal; the two earliest decade of hire variables had strongly significant negative coefficients ( $P < 0.01$ ), as in the case for the current salary and off-scale salary models. The SCU indicator variable had a highly significant coefficient ( $P < 0.01$ ), and its coefficient again had the expected positive sign.

Results regarding determinants of **off-scale salary at the time of hire** for SVM faculty by rank at hire are reported in the Appendix in L.11, L.12, and L.13. Off-scale salary at time of hire is in real, not nominal, dollars. It is adjusted for inflation using the Consumer Price Index, base year 2013. The only gender or ethnicity variable with a statistically significant coefficient was Asian at the Assistant Professor rank, which was positive ( $P < 0.10$ ); however, this represents only a single faculty member. The two earliest decade of hire variables had highly significant negative coefficients for faculty hired at the Assistant Professor rank ( $P < 0.01$ ). There were no significant explanatory variables for faculty hired at the Associate or full Professor ranks. Sample sizes were small for the latter two analyses (19 and 13, respectively).

Table 5.77: School of Veterinary Medicine, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup>
Intercept	5.608*** (3.077, 8.138)
Gender <sup>b</sup> : Female	1.017 (−0.510, 2.545)
Ethnicity <sup>c</sup> : Asian	−0.046 (−4.544, 4.453)
Ethnicity <sup>c</sup> : Unknown	1.183 (−3.061, 5.428)
Ethnicity <sup>c</sup> : URM	1.340 (−1.707, 4.387)
Decade of Hire: 1995-2004	0.253 (−1.603, 2.109)
Decade of Hire: 1985-1994	−4.590*** (−6.693, −2.488)
Decade of Hire: 1975-1984	−4.661** (−8.180, −1.142)
Start After Degree <sup>d</sup>	−0.072 (−0.234, 0.089)
Interval <sup>e</sup>	0.261 (−0.202, 0.724)
SCU <sup>f</sup>	2.597*** (0.836, 4.357)
Observations	110
F Statistic	5.600*** (df = 10; 99)

*Note:* \* $p < 0.1$ ; \*\* $p < 0.05$ ; \*\*\* $p < 0.01$ . Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female  $n = 43$ , Male  $n = 66$ . <sup>c</sup>Ethnicity: Asian  $n = 3$ , Unknown  $n = 4$ , URM  $n = 7$ , White  $n = 95$ . <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological sciences compared with the five other departments in the School. CI; 95% confidence interval.

### 5.13.3 Correlation between academic progress and current off-scale

Figure 5.27 depicts the relationship between **academic progress** and **current off-scale**. The top panel reports the distribution of academic progress for faculty members with and without current off-scale. Notably, the 25th and 50th percentiles of academic progress for faculty members with and without off-scale are very similar. The distribution of academic progress scores for faculty members with off-scale salaries is wider than the distribution for those without such salaries.

The bottom panel plots current off-scale salary in dollars against academic progress. Both the faculty who progressed the fastest and the faculty who progressed the slowest appear to have similar off-scale salaries. The large number faculty with no off-scale salaries regardless of their academic progress indicator, as well as the large number of faculty with normative or accelerated progress but no off-scale salaries contributes to the weak correlation between the two variables ( $r = 0.19$ ,  $P = 0.051$ ).

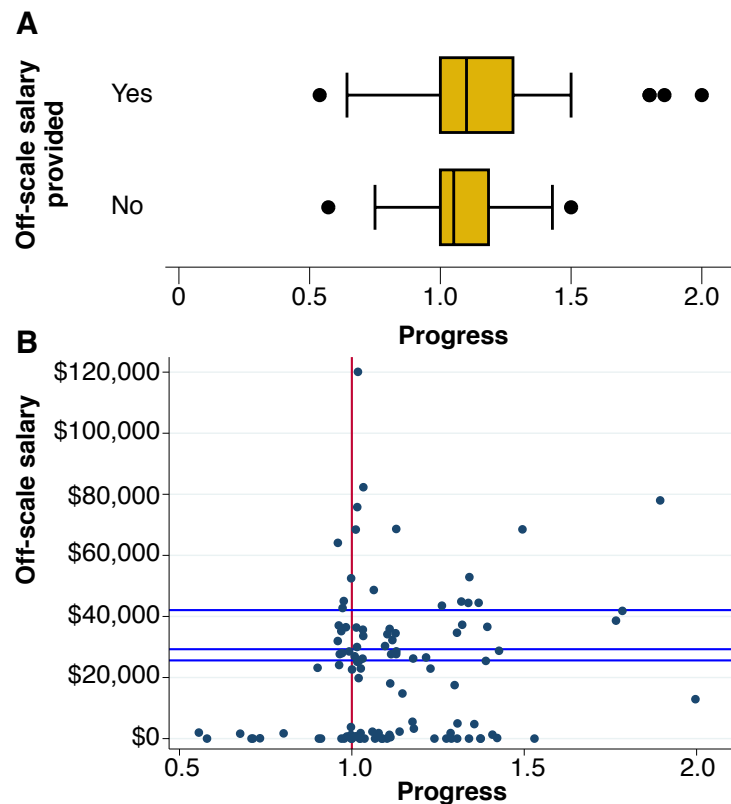


Figure 5.27: **Relationship between academic progress and current off-scale salary for SVM faculty.** **A.** Distribution of academic progress for faculty members with and without current off-scale salary. **B.** Relationship between academic progress and current off-scale salary ( $r = 0.19$ ,  $P = 0.05$ ). Lowest blue line represent the 25th percentile, middle the 50th percentile, and upper line the 75th percentile of off-scale salaries greater than zero.

# Charge

September 10, 2014

**TO:** Deans and Faculty Executive Committee Chairs  
**FROM:** Rachael Goodhue, Vice-Chair, UC Davis Division of the Academic Senate  
Philip Kass, Associate Vice Provost, UC Davis Academic Affairs  
**RE:** UC Davis Joint Administration-Academic Senate Oversight Task Force on Faculty Salary Equity Analyses

We are requesting the opportunity to meet with Deans and Faculty Executive Committees together for approximately one-half to one hour to update you on the activities of our Joint Task Force evaluating salary equity at UC Davis as part of a systemwide initiative. The initial charge for our Task Force originated with UC President Yudof in 2012, who wrote that campuses are expected "to address any pattern of discriminatory salary differences that are uncovered through such studies and to examine individual outlier cases in their full context" (original charge is appended to this correspondence).

We also want to solicit advice from you about how your college or school should best be evaluated with respect to the most appropriate "salary comparison units." For reference, an earlier UC Davis Joint Task Force from 2013 (which can be read at: [http://academicsenate.ucdavis.edu/local\\_resources/docs/Faculty%20Salary%20Equity/faculty-salary-equity-original-request.pdf](http://academicsenate.ucdavis.edu/local_resources/docs/Faculty%20Salary%20Equity/faculty-salary-equity-original-request.pdf)) defined a salary comparison unit (SCU) as: "a collection of faculty who share the same salary reference standard. SCUs are typically represented as departments within a college, APUs in the School of Medicine, or specific disciplines or subdisciplines in a department or professional school." That Task Force, however, also went on to write, "For some campus-wide analyses, schools, colleges or divisions may be the most appropriate comparison units for salary analysis." The choice of the appropriate SCU is non-trivial, and motivates the question of whether salaries within a college or school be constrained to be similar across departments, or whether they should be allowed to systematically vary based on market and other factors. It may also be the case that there is some benefit to considering multiple SCUs.

We intend to have a draft report ready in mid-November, and therefore request your assistance in meeting as soon as possible. Please contact both of us ([goodhue@primal.ucdavis.edu](mailto:goodhue@primal.ucdavis.edu) and [phkass@ucdavis.edu](mailto:phkass@ucdavis.edu)) to schedule a time to meet.



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## UNIVERSITY OF CALIFORNIA

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September 11, 2012

### CHANCELLORS

Dear Colleagues:

I am writing to ask you to implement a series of actions on your campus to address issues of faculty salary equity. This is the culmination of a review process that began with a report on faculty salary equity issued by the Senate in July 2011.

Provost Dorr discussed the recommendations with the Council of Vice Chancellors on July 26 and their input was an important factor in finalizing the actions. I am asking you to take the following actions on your campus:

- Each campus will determine the administrators and faculty committees who will be involved in the faculty salary analysis; the period of salary equity reviews (annual, biannual, other); the units to be studied; plans for addressing and reporting any pattern of discriminatory salary differences; and the methodology to be employed. Campuses may elect to continue current studies that are already analyzing salary equity and they may choose to make this analysis a part of standard reports, like the academic Affirmative Action report, as appropriate. Findings should be transparent and accessible to the campus.
- The campus Executive Vice Chancellor/Provosts will share these campus plans with Provost Dorr and Chair Powell by November 15, 2012. Provost Dorr will suggest any amendments to campus plans by February 15, 2013, with input from Chair Powell.
- As a part of this effort, some campuses will be continuing current salary equity studies. All campuses should have produced at least one salary equity study by January 2015. Studies will be available to the Divisional Senate and the UC Provost.
- I expect campuses to address any pattern of discriminatory salary differences that are uncovered through such studies and to examine individual outlier cases in their full context.

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Chancellors  
September 11, 2012  
Page 2

- There will be a review of the salary equity study analyses to take place in 2018, five years after the reports begin, coordinated by the UC Provost and the Academic Council Chair. A decision should be made at that time about the usefulness of continuing the studies.

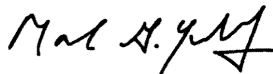
I enclose several background documents for your information, including:

- Academic Council Chair Dan Simmons' July 15, 2011 letter of transmittal and the original report, "Analysis of UC Pay Equity by Sex and, among Men, Ethnicity, 2009-2010."
- My letter of January 23, 2012 to Chair Anderson, containing my response to the report, along with a summary of your campus responses and two independent studies of the Senate report commissioned by the Office of the President (UCOP).
- Chair Anderson's summary of Academic Council recommendations and his transmittal of the final, full recommendations from University Committee on Academic Affairs and Diversity (UCAAD).
- My letter of September 11 to Chair Powell, with my outline of the steps the University will take to provide review of faculty salary equity.
- If you would like to receive a copy of specific responses from each campus submitted earlier in the process, Vice Provost Carlson will be happy to provide you with them. Provost Dorr will be responsible for administering the Office of the President's role in these actions. You may direct questions to her or to Vice Provost Carlson.

I appreciate your attention to this important issue.

With best wishes, I am,

Sincerely yours,



Mark G. Yudof  
President

Enclosures

cc: Academic Council Chair Powell  
Academic Council Vice Chair Jacob  
Provost Dorr  
Vice Provost Carlson

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# College of Agricultural and Environmental Sciences: Supplemental tables

Table B.1: College of Agricultural and Environmental Sciences: total salary (current).

Professor Series						Business/Economics and Engineering salary plan					
	N	mean	sem	min	max		N	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	21	\$91,077	\$1,723	\$79,000	\$107,554	Women	5	\$115,222	\$4,342	\$104,400	\$127,189
Men	18	\$89,491	\$2,251	\$75,480	\$120,163	Men	3	\$114,146	\$9,990	\$98,136	\$132,503
Asian	9	\$90,564	\$2,495	\$82,705	\$101,579	Asian	2	\$110,500	\$1,299	—	—
URM	5	\$84,885	\$3,758	\$75,480	\$94,602	URM	0				
White	25	\$91,358	\$1,787	\$82,869	\$120,163	White	6	\$116,258	\$5,553	\$98,136	\$132,503
Associate Professors, all Steps						Associate Professors, all Steps					
Women	12	\$97,354	\$3,340	\$80,600	\$123,967	Women	1	—	—	—	—
Men	17	\$101,453	\$1,799	\$91,800	\$119,326	Men	5	\$132,375	\$8,594	\$111,900	\$154,104
Asian	4	\$97,139	\$5,589	\$87,000	\$107,244	Asian	0				
URM	2	\$96,226	\$9,226	—	—	URM	0				
White	23	\$100,519	\$1,918	\$80,600	\$123,967	White	4	\$136,195	\$9,938	\$111,900	\$154,104
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	19	\$119,492	\$2,841	\$97,600	\$146,510	Women	5	\$146,007	\$2,697	\$138,100	\$153,072
Men	38	\$124,159	\$2,312	\$97,600	\$164,926	Men	9	\$145,855	\$3,693	\$123,500	\$163,994
Asian	3	\$108,546	\$7,476	\$97,600	\$122,839	Asian	1	—	—	—	—
URM	8	\$119,529	\$4,660	\$107,009	\$147,324	URM	0				
White	46	\$124,054	\$1,994	\$97,600	\$164,926	White	13	\$145,577	\$2,665	\$123,500	\$163,994
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	15	\$169,521	\$4,690	\$140,400	\$214,583	Women	0				
Men	59	\$166,784	\$2,610	\$140,400	\$218,200	Men	15	\$187,228	\$4,709	\$157,500	\$228,313
Asian	7	\$163,353	\$6,505	\$140,400	\$178,782	Asian	1	—	—	—	—
URM	2	\$178,998	\$13,466	—	—	URM	0				
White	65	\$167,409	\$2,476	\$140,400	\$218,200	White	14	\$187,694	\$5,034	\$157,500	\$228,313
full Professors, Above scale						full Professors, Above scale					
Women	2	\$214,232	\$10,379	—	—	Women	0				
Men	21	\$212,968	\$5,693	\$193,501	\$279,374	Men	4	\$229,140	\$4,946	\$218,218	\$238,809
Asian	2	\$200,682	\$7,181	—	—	Asian	0				
URM	1	—	—	—	—	URM	0				
White	20	\$215,271	\$5,840	\$193,509	\$279,374	White	4	\$229,140	\$4,946	\$218,218	\$238,809
<i>Note:</i> Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean						<i>Note:</i> Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean					

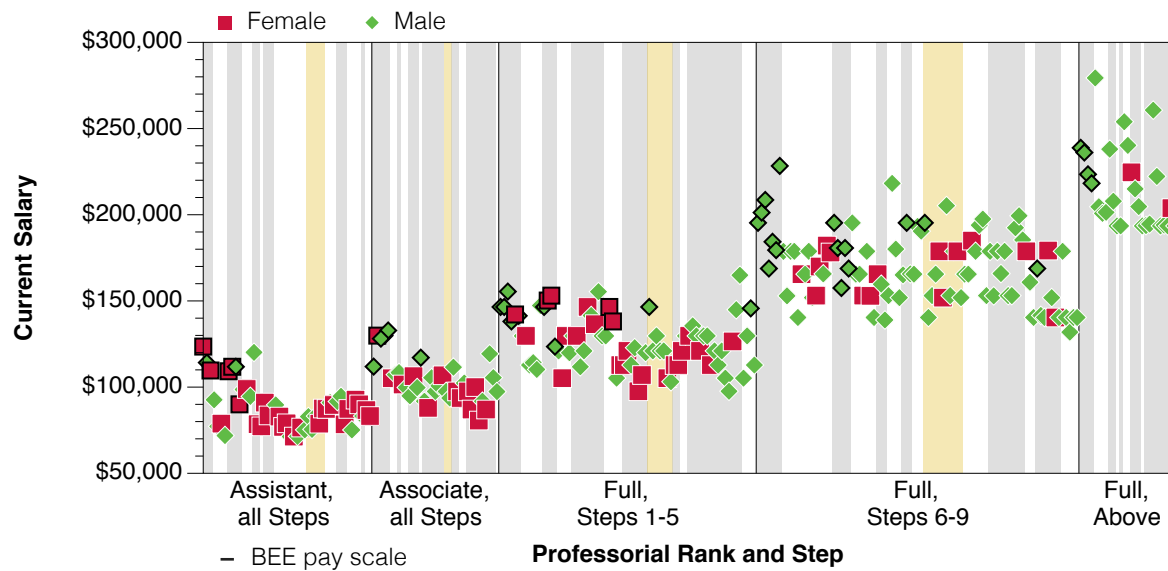


Figure B.1: **Current total salary of CAES faculty by department.** Current salaries are ordered by department within each rank. Faculty members on the BEE pay scale are indicated by a dark border. Departments are indicated by alternating grey and white bands. The Department of Land, Air and Water Resources is within the yellow band. Total salary is composed of base salary and negotiated off-scale salary.



## total salary (current)

Table B.2: College of Agricultural and Environmental Sciences, all Professors not on BEE pay scale: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.047*** (10.999, 11.095)
Gender <sup>b</sup> : Female	0.011 (−0.014, 0.036)
Ethnicity <sup>c</sup> : Asian	−0.015 (−0.053, 0.023)
Ethnicity <sup>c</sup> : URM	−0.018 (−0.059, 0.023)
Decade of Hire: 1995-2004	−0.126*** (−0.163, −0.089)
Decade of Hire: 1985-1994	−0.137*** (−0.185, −0.090)
Decade of Hire: 1975-1984	−0.128*** (−0.186, −0.069)
Start After Degree <sup>d</sup>	0.0003 (−0.002, 0.003)
Current Interval <sup>e</sup>	0.074*** (0.069, 0.079)
Dept <sup>f</sup> : Human Ecology	0.014 (−0.033, 0.060)
Dept <sup>f</sup> : Viticulture & Enology	−0.014 (−0.072, 0.045)
Dept <sup>f</sup> : Plant Pathology	0.028 (−0.026, 0.082)
Dept <sup>f</sup> : Entomology\Nematology	0.007 (−0.043, 0.057)
Dept <sup>f</sup> : Textiles & Clothing	−0.009 (−0.111, 0.093)
Dept <sup>f</sup> : Wildlife & Fisheries Biology	−0.039 (−0.104, 0.026)
Dept <sup>f</sup> : Food Science & Technology	−0.017 (−0.083, 0.049)
Dept <sup>f</sup> : Nutrition	0.0003 (−0.062, 0.062)
Dept <sup>f</sup> : Animal Science	0.020 (−0.026, 0.066)
Dept <sup>f</sup> : Environmental Science & Policy	0.045* (−0.006, 0.096)
Dept <sup>f</sup> : Plant Sciences	0.004 (−0.037, 0.046)
Dept <sup>f</sup> : Environmental Toxicology	0.018 (−0.045, 0.081)
Observations	221
F Statistic	144.378*** (df = 20; 200)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male in the Professor Series hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 69, Male n = 153. <sup>c</sup>Ethnicity: Asian n = 25, URM n = 18, White n = 179. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>Land, Air and Water Resources department compared with the twelve other departments in the College. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table B.3: College of Agricultural and Environmental Sciences, all Professors on BEE pay scale: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.427*** (11.333, 11.521)
Gender <sup>b</sup> : Female	0.001 (−0.077, 0.080)
Ethnicity <sup>c</sup> : Asian	−0.095* (−0.188, −0.002)
Decade of Hire: 1995-2004	−0.228*** (−0.336, −0.120)
Decade of Hire: 1985-1994	−0.323*** (−0.476, −0.170)
Decade of Hire: 1975-1984	−0.316*** (−0.481, −0.151)
Start After Degree <sup>d</sup>	−0.005 (−0.011, 0.001)
Current Interval <sup>e</sup>	0.070*** (0.055, 0.084)
Observations	46
F Statistic	32.562*** (df = 7; 38)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male on Business/Economics and Engineering (BEE) salary plan hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 11, Male n = 36. <sup>c</sup>Ethnicity: Asian n = 6, White n = 41. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table B.4: College of Agricultural and Environmental Sciences, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.270*** (11.148, 11.392)
Gender <sup>b</sup> : Female	0.019 (−0.034, 0.071)
Ethnicity <sup>c</sup> : Asian	−0.023 (−0.090, 0.043)
Ethnicity <sup>c</sup> : URM	−0.063 (−0.152, 0.027)
Year of Hire	0.012 (−0.008, 0.031)
Start After Degree <sup>d</sup>	−0.004 (−0.012, 0.005)
Current Step <sup>e</sup>	0.044** (0.003, 0.085)
BEE <sup>f</sup>	0.241*** (0.171, 0.312)
Observations	47
F Statistic	8.099*** (df = 7; 39)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 26, Male n = 21. <sup>c</sup>Ethnicity: Asian n = 11, URM n = 5, White n = 31. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table B.5: College of Agricultural and Environmental Sciences, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.366*** (11.228, 11.504)
Gender <sup>b</sup> : Female	−0.002 (−0.071, 0.067)
Ethnicity <sup>c</sup> : Asian	−0.030 (−0.119, 0.060)
Ethnicity <sup>c</sup> : URM	0.037 (−0.102, 0.176)
Decade of Hire: 1995-2004	−0.121** (−0.212, −0.029)
StartAfterDegree	0.002 (−0.006, 0.010)
Current Step <sup>e</sup>	0.049** (0.002, 0.096)
BEE <sup>f</sup>	0.350*** (0.260, 0.441)
Observations	35
F Statistic	9.776*** (df = 7; 27)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 13, Male n = 22. <sup>c</sup>Ethnicity: Asian n = 6, URM n = 2, White n = 27. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table B.6: College of Agricultural and Environmental Sciences, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.539*** (11.483, 11.596)
Gender <sup>b</sup> : Female	0.008 (−0.020, 0.036)
Ethnicity <sup>c</sup> : Asian	−0.039* (−0.082, 0.005)
Ethnicity <sup>c</sup> : URM	−0.027 (−0.075, 0.021)
Decade of Hire: 1995-2004	−0.114*** (−0.162, −0.066)
Decade of Hire: 1985-1994	−0.159*** (−0.215, −0.103)
Decade of Hire: 1975-1984	−0.143*** (−0.205, −0.080)
Start After Degree <sup>d</sup>	0.0001 (−0.002, 0.002)
Current Step <sup>e</sup>	0.082*** (0.076, 0.087)
BEE <sup>f</sup>	0.119*** (0.089, 0.149)
Observations	185
F Statistic	150.203*** (df = 9; 175)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 41, Male n = 146. <sup>c</sup>Ethnicity: Asian n = 14, URM n = 11, White n = 162. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table B.7: College of Agricultural and Environmental Sciences, Assistant Professors not on BEE pay scale: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Constant	11.239*** (11.091, 11.387)
Gender.Female	0.019 (−0.028, 0.066)
Ethnicity.Asian	0.008 (−0.055, 0.071)
Ethnicity.URM	−0.028 (−0.100, 0.044)
YearofHireR	0.029*** (0.011, 0.047)
StartAfterDegree	−0.003 (−0.010, 0.005)
CurrentStep	0.070*** (0.038, 0.102)
Dept <sup>f</sup> : Human Ecology	−0.079* (−0.168, 0.010)
Dept <sup>f</sup> : Viticulture & Enology	−0.125 (−0.278, 0.028)
Dept <sup>f</sup> : Plant Pathology	−0.077 (−0.191, 0.038)
Dept <sup>f</sup> : Entomology\Nematology	−0.089* (−0.184, 0.006)
Dept <sup>f</sup> : Wildlife & Fisheries Biology	−0.104 (−0.234, 0.027)
Dept <sup>f</sup> : Food Science & Technology	−0.068 (−0.197, 0.061)
Dept <sup>f</sup> : Nutrition	0.011 (−0.098, 0.120)
Dept <sup>f</sup> : Animal Science	−0.054 (−0.158, 0.051)
Dept <sup>f</sup> : Environmental Science & Policy	0.166** (0.033, 0.299)
Dept <sup>f</sup> : Plant Sciences	−0.052 (−0.162, 0.059)
Dept <sup>f</sup> : Environmental Toxicology	−0.093 (−0.245, 0.058)
Observations	39
F Statistic	3.838*** (df = 17; 21)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male in the Professor Series hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 21, Male n = 18. <sup>c</sup>Ethnicity: Asian n = 9, URM n = 5, White n = 25. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>Land, Air and Water Resources department compared with the twelve other departments in the College. CI; 95% confidence interval.

Table B.8: College of Agricultural and Environmental Sciences, Associate Professors not on BEE pay scale: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.268*** (11.029, 11.507)
Gender <sup>b</sup> : Female	-0.012 (-0.093, 0.070)
Ethnicity <sup>c</sup> : Asian	-0.046 (-0.164, 0.071)
Ethnicity <sup>c</sup> : URM	0.031 (-0.121, 0.182)
Decade of Hire: 1995-2004	-0.081 (-0.200, 0.038)
Start After Degree <sup>d</sup>	0.001 (-0.010, 0.012)
CurrentStep <sup>e</sup>	0.068** (0.008, 0.128)
Dept <sup>f</sup> : Human Ecology	0.064 (-0.100, 0.229)
Dept <sup>f</sup> : Plant Pathology	-0.013 (-0.222, 0.195)
Dept <sup>f</sup> : Entomology\Nematology	0.115 (-0.143, 0.372)
Dept <sup>f</sup> : Wildlife & Fisheries Biology	0.014 (-0.220, 0.247)
Dept <sup>f</sup> : Nutrition	0.013 (-0.209, 0.234)
Dept <sup>f</sup> : Animal Science	0.125 (-0.085, 0.335)
Dept <sup>f</sup> : Environmental Science & Policy	0.118 (-0.104, 0.340)
Dept <sup>f</sup> : Plant Sciences	0.027 (-0.148, 0.202)
Dept <sup>f</sup> : Environmental Toxicology	0.081 (-0.112, 0.275)
Observations	29
F Statistic	0.972 (df = 15; 13)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male in the Professor Series hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 12, Male n = 17. <sup>c</sup>Ethnicity: Asian n = 4, URM n = 2, White n = 23. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>Land, Air and Water Resources department compared with the twelve other departments in the College. CI; 95% confidence interval.

Table B.9: College of Agricultural and Environmental Sciences, full Professors not on BEE pay scale: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.508*** (11.438, 11.578)
Gender <sup>b</sup> : Female	0.002 (-0.030, 0.033)
Ethnicity <sup>c</sup> : Asian	-0.034 (-0.089, 0.022)
Ethnicity <sup>c</sup> : URM	-0.026 (-0.077, 0.024)
Decade of Hire: 1995-2004	-0.115*** (-0.167, -0.064)
Decade of Hire: 1985-1994	-0.144*** (-0.204, -0.084)
Decade of Hire: 1975-1984	-0.127*** (-0.197, -0.058)
Start After Degree <sup>d</sup>	0.00001 (-0.003, 0.003)
Current Step <sup>e</sup>	0.083*** (0.077, 0.090)
Dept <sup>f</sup> : Human Ecology	0.033 (-0.029, 0.094)
Dept <sup>f</sup> : Viticulture & Enology	-0.013 (-0.075, 0.048)
Dept <sup>f</sup> : Plant Pathology	0.046 (-0.017, 0.109)
Dept <sup>f</sup> : Entomology\Nematology	0.007 (-0.049, 0.064)
Dept <sup>f</sup> : Textiles & Clothing	-0.008 (-0.115, 0.098)
Dept <sup>f</sup> : Wildlife & Fisheries Biology	-0.029 (-0.107, 0.049)
Dept <sup>f</sup> : Food Science & Technology	-0.023 (-0.097, 0.051)
Dept <sup>f</sup> : Nutrition	0.037 (-0.045, 0.119)
Dept <sup>f</sup> : Animal Science	0.014 (-0.039, 0.066)
Dept <sup>f</sup> : Environmental Science & Policy	0.040 (-0.018, 0.097)
Dept <sup>f</sup> : Plant Sciences	0.016 (-0.032, 0.063)
Dept <sup>f</sup> : Environmental Toxicology	0.014 (-0.066, 0.094)
Observations	153
F Statistic	58.847*** (df = 20; 132)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male in the Professor Series hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 36, Male n = 118. <sup>c</sup>Ethnicity: Asian n = 12, URM n = 11, White n = 131. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>Land, Air and Water Resources department compared with the twelve other departments in the College. Ten professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table B.10: College of Agricultural and Environmental Sciences, Assistant Professors on BEE pay scale: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.720*** (10.990, 12.449)
Gender <sup>b</sup> : Female	0.005 (-0.283, 0.292)
Ethnicity <sup>c</sup> : Asian	-0.155 (-0.653, 0.343)
Year of Hire	-0.042 (-0.160, 0.076)
Start After Degree <sup>d</sup>	0.004 (-0.055, 0.063)
Current Step <sup>e</sup>	-0.044 (-0.336, 0.247)
Observations	8
F Statistic	0.187 (df = 5; 2)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male on Business/Economics and Engineering (BEE) salary plan hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 5, Male n = 3. <sup>c</sup>Ethnicity: Asian n = 2, White n = 6. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table B.11: College of Agricultural and Environmental Sciences, Associate Professors on BEE pay scale: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.833*** (11.642, 12.025)
Gender <sup>b</sup> : Female	0.284 (-0.065, 0.633)
Ethnicity <sup>c</sup> : Asian	-0.195 (-0.470, 0.080)
Decade of Hire: 1995-2004	-0.216 (-0.510, 0.078)
Start After Degree <sup>d</sup>	0.008 (-0.017, 0.033)
Observations	6
F Statistic	1.463 (df = 4; 1)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male on Business/Economics and Engineering (BEE) salary plan hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 1, Male n = 5. <sup>c</sup>Ethnicity: Asian n = 2, White n = 4. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table B.12: College of Agricultural and Environmental Sciences, full Professors on BEE pay scale: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.812*** (11.574, 12.049)
Gender <sup>b</sup> : Female	-0.025 (-0.111, 0.062)
Ethnicity <sup>c</sup> : Asian	-0.052 (-0.168, 0.063)
Decade of Hire: 1995-2004	-0.147 (-0.353, 0.059)
Decade of Hire: 1985-1994	-0.243** (-0.454, -0.033)
Decade of Hire: 1975-1984	-0.244** (-0.463, -0.026)
Start After Degree <sup>d</sup>	-0.002 (-0.008, 0.005)
Current Step <sup>e</sup>	0.072*** (0.057, 0.087)
Observations	32
F Statistic	21.794*** (df = 7; 24)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male on Business/Economics and Engineering (BEE) salary plan hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 5, Male n = 28. <sup>c</sup>Ethnicity: Asian n = 2, White n = 31. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## off-scale salary (current)

Table B.13: College of Agricultural and Environmental Sciences, Assistant Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	11.575*** (7.546, 15.604)
Gender <sup>b</sup> : Female	0.273 (-1.459, 2.006)
Ethnicity <sup>c</sup> : Asian	-1.794 (-3.993, 0.405)
Ethnicity <sup>c</sup> : URM	-2.591* (-5.541, 0.360)
Year of Hire	0.075 (-0.579, 0.730)
Start After Degree <sup>d</sup>	-0.049 (-0.340, 0.242)
Current Step <sup>e</sup>	-0.502 (-1.845, 0.841)
BEE <sup>f</sup>	-3.091** (-5.420, -0.761)
Observations	47
F Statistic	2.038* (df = 7; 39)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n =26, Male n = 21. <sup>c</sup>Ethnicity: Asian n = 11, URM n = 5, White n = 31. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table B.14: College of Agricultural and Environmental Sciences, Associate Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	6.669** (1.405, 11.932)
Gender <sup>b</sup> : Female	-1.196 (-3.838, 1.445)
Ethnicity <sup>c</sup> : Asian	-0.061 (-3.484, 3.362)
Ethnicity <sup>c</sup> : URM	1.872 (-3.447, 7.192)
Decade of Hire: 1995-2004	-8.061*** (-11.567, -4.554)
Start After Degree <sup>d</sup>	0.003 (-0.297, 0.303)
Current Step <sup>e</sup>	0.336 (-1.455, 2.127)
BEE <sup>f</sup>	2.357 (-1.099, 5.814)
Observations	35
F Statistic	3.479*** (df = 7; 27)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 13, Male n = 22. <sup>c</sup>Ethnicity: Asian n = 6, URM n = 2, White n = 27. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table B.15: College of Agricultural and Environmental Sciences, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	4.255*** (1.518, 6.991)
Gender <sup>b</sup> : Female	0.692 (-0.659, 2.043)
Ethnicity <sup>c</sup> : Asian	-0.237 (-2.340, 1.867)
Ethnicity <sup>c</sup> : URM	-0.546 (-2.869, 1.778)
Decade of Hire: 1995-2004	-3.979*** (-6.296, -1.661)
Decade of Hire: 1985-1994	-5.843*** (-8.534, -3.151)
Decade of Hire: 1975-1984	-6.400*** (-9.427, -3.373)
Start After Degree <sup>d</sup>	-0.024 (-0.137, 0.089)
Current Step <sup>e</sup>	0.850*** (0.584, 1.117)
BEE <sup>f</sup>	0.011 (-1.442, 1.464)
Observations	185
F Statistic	7.120*** (df = 9; 175)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 41, Male n = 146. <sup>c</sup>Ethnicity: Asian n = 14, URM n = 11, White n = 162. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## step at time of hire

Table B.16: College of Agricultural and Environmental Sciences, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-0.569* (-1.164, 0.027)
Ethnicity <sup>c</sup> : Asian	-0.333 (-1.133, 0.467)
Ethnicity <sup>c</sup> : URM	-0.143 (-1.207, 0.921)
Decade of Hire: 1995-2004	-0.992** (-1.761, -0.222)
Decade of Hire: 1985-1994	-0.989*** (-1.725, -0.254)
Decade of Hire: 1975-1984	-1.769*** (-2.618, -0.920)
Start After Degree <sup>d</sup>	0.579*** (0.457, 0.700)
Observations	217

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 72, Male n = 145. <sup>c</sup>Ethnicity: Asian n = 30, URM n = 15, White n = 172. <sup>d</sup>Start After Degree, in years. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table B.17: College of Agricultural and Environmental Sciences, hired as Associate Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-1.846 (-4.365, 0.673)
Ethnicity <sup>c</sup> : URM	0.733 (-3.056, 4.522)
Decade of Hire: 1995-2004	0.534 (-2.012, 3.080)
Decade of Hire: 1985-1994	-0.392 (-2.550, 1.766)
Decade of Hire: 1975-1984	-1.136 (-3.721, 1.449)
Start After Degree <sup>d</sup>	0.249** (0.056, 0.442)
Observations	25

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 5, Male n = 20. <sup>c</sup>Ethnicity: URM n = 1, White n = 24. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table B.18: College of Agricultural and Environmental Sciences, hired as full Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-0.131 (-3.427, 3.166)
Ethnicity <sup>c</sup> : Asian	9.059*** (4.043, 14.075)
Ethnicity <sup>c</sup> : URM	0.682 (-1.744, 3.107)
Decade of Hire: 1995-2004	-0.483 (-2.120, 1.154)
Decade of Hire: 1985-1994	0.377 (-2.853, 3.608)
Start After Degree <sup>d</sup>	0.397*** (0.207, 0.586)
Observations	27

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 3, Male n = 24. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 2, White n = 24. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.



## off-scale salary at time of hire

Table B.19: College of Agricultural and Environmental Sciences, hired as Assistant Professor:  
off-scale salary at time of hire.

	Linear regression
	Log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	6.942*** (4.875, 9.009)
Gender <sup>b</sup> : Female	-0.675 (-1.662, 0.312)
Ethnicity <sup>c</sup> : Asian	-0.390 (-1.696, 0.917)
Ethnicity <sup>c</sup> : URM	0.010 (-1.744, 1.764)
Decade of Hire: 1995-2004	-4.034*** (-5.321, -2.747)
Decade of Hire: 1985-1994	-6.474*** (-7.688, -5.260)
Decade of Hire: 1975-1984	-5.724*** (-7.106, -4.341)
Start After Degree <sup>d</sup>	0.039 (-0.133, 0.211)
Step <sup>e</sup>	-0.076 (-0.699, 0.547)
BEE <sup>f</sup>	0.920 (-0.270, 2.110)
Observations	215
F Statistic	16.231*** (df = 9; 205)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 72, Male n = 145. <sup>c</sup>Ethnicity: Asian n = 30, URM n = 15, White n = 172. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table B.20: College of Agricultural and Environmental Sciences, hired as Associate Professor:  
off-scale salary at time of hire.

	Linear regression
	Log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	10.286*** (4.581, 15.991)
Gender <sup>b</sup> : Female	2.409 (-2.510, 7.328)
Ethnicity <sup>c</sup> : URM	1.467 (-7.108, 10.041)
Decade of Hire: 1995-2004	-4.754* (-9.628, 0.120)
Decade of Hire: 1985-1994	-7.710*** (-12.218, -3.202)
Decade of Hire: 1975-1984	-8.829** (-14.992, -2.667)
Start After Degree <sup>d</sup>	-0.048 (-0.491, 0.394)
Step <sup>e</sup>	-0.120 (-1.922, 1.682)
BEE <sup>f</sup>	1.713 (-2.910, 6.335)
Observations	25
F Statistic	1.836 (df = 8; 16)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 5, Male n = 20. <sup>c</sup>Ethnicity: URM n = 1, White n = 24. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table B.21: College of Agricultural and Environmental Sciences, hired as full Professor: off-scale salary at time of hire.

	Linear regression
	Log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	13.626*** (6.334, 20.917)
Gender <sup>b</sup> : Female	2.842 (−2.545, 8.228)
Ethnicity <sup>c</sup> : Asian	−7.201 (−19.365, 4.963)
Ethnicity <sup>c</sup> : URM	0.261 (−5.466, 5.988)
Decade of Hire: 1995-2004	−3.672** (−7.032, −0.311)
Decade of Hire: 1985-1994	−12.474*** (−19.544, −5.404)
Start After Degree <sup>d</sup>	−0.572** (−1.016, −0.128)
Step <sup>e</sup>	1.124** (0.124, 2.124)
BEE <sup>f</sup>	2.962 (−2.131, 8.054)
Observations	27
F Statistic	2.598** (df = 8; 18)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 3, Male n = 24. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 2, White n = 24. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

# College of Biological Sciences: Supplemental tables

## C.1 By Department

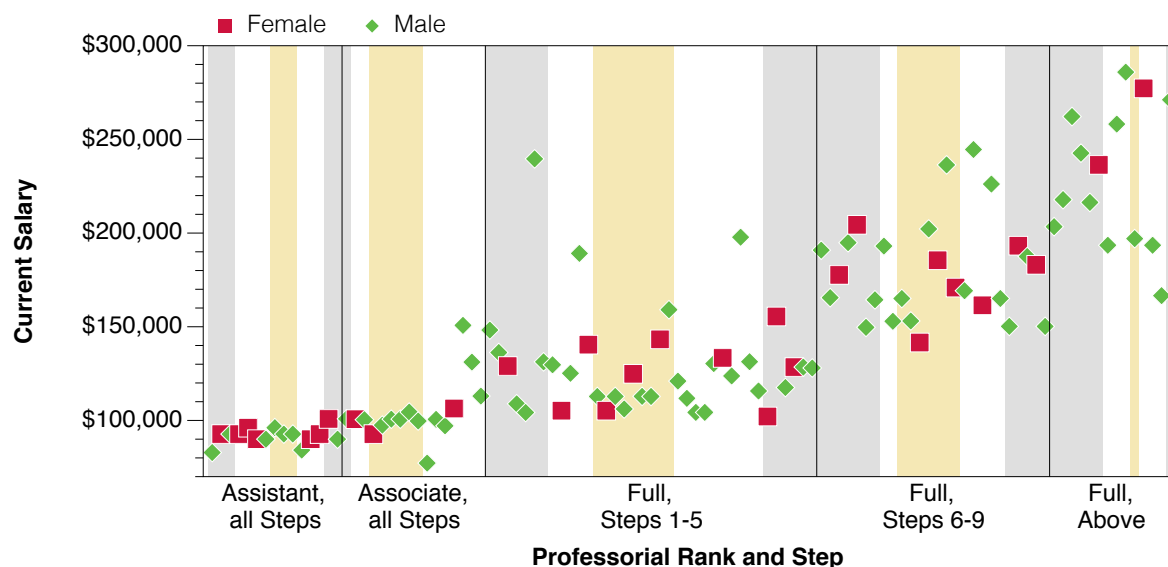


Figure C.1: **Current total salary of CBS faculty by department.** Current salaries are ordered by department within each rank. Departments are indicated by alternating grey and white bands. The Department of Molecular and Cellular Biology is within the yellow band. Total salary is composed of base salary and negotiated off-scale salary.

## total salary (current)

Table C.1: College of Biological Sciences, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.357*** (11.157, 11.557)
Gender <sup>b</sup> : Female	0.100** (0.042, 0.158)
Ethnicity <sup>c</sup> : Asian	-0.075 (-0.208, 0.058)
Ethnicity <sup>c</sup> : URM	0.069 (-0.015, 0.154)
Year of Hire	0.040 (-0.004, 0.084)
Start After Degree <sup>d</sup>	0.005 (-0.007, 0.016)
Current Step <sup>e</sup>	0.079 (-0.005, 0.163)
Dept <sup>f</sup> : Evolution & Ecology	-0.062 (-0.154, 0.031)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	-0.118* (-0.213, -0.023)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	-0.178** (-0.269, -0.086)
Dept <sup>f</sup> : Plant Biology	-0.051 (-0.149, 0.047)
Observations	15
F Statistic	4.163* (df = 10; 4)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 7, Male n = 8. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 2, White n = 12. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. CI; 95% confidence interval.

Table C.2: College of Biological Sciences, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.576*** (10.744, 12.407)
Gender <sup>b</sup> : Female	-0.002 (-0.226, 0.223)
Ethnicity <sup>c</sup> : Asian	0.129 (-0.385, 0.642)
Ethnicity <sup>c</sup> : URM	-0.006 (-0.267, 0.255)
Decade of Hire: 1995-2004	-0.224 (-0.542, 0.094)
Decade of Hire: 1985-1994	-0.350 (-0.862, 0.162)
Start After Degree <sup>d</sup>	-0.017 (-0.083, 0.048)
Current Step <sup>e</sup>	0.100** (0.031, 0.169)
Dept <sup>f</sup> : Evolution & Ecology	-0.137 (-0.689, 0.416)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	-0.106 (-0.544, 0.332)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	-0.012 (-0.266, 0.242)
Observations	16
F Statistic	2.010 (df = 10; 5)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 3, Male n = 13. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 1, White n = 14. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. CI; 95% confidence interval.

Table C.3: College of Biological Sciences, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.507*** (11.332, 11.682)
Gender <sup>b</sup> : Female	-0.016 (-0.101, 0.069)
Ethnicity <sup>c</sup> : Asian	-0.023 (-0.146, 0.100)
Ethnicity <sup>c</sup> : URM	0.111 (-0.113, 0.335)
Decade of Hire: 1995-2004	-0.037 (-0.177, 0.102)
Decade of Hire: 1985-1994	-0.149* (-0.306, 0.009)
Decade of Hire: 1975-1984	-0.243** (-0.443, -0.044)
Start After Degree <sup>d</sup>	-0.002 (-0.009, 0.005)
Current Step <sup>e</sup>	0.095*** (0.076, 0.113)
Dept <sup>f</sup> : Evolution & Ecology	0.070 (-0.034, 0.175)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	0.104* (-0.017, 0.226)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	0.067 (-0.040, 0.175)
Dept <sup>f</sup> : Plant Biology	0.074 (-0.044, 0.192)
Observations	75
F Statistic	18.192*** (df = 12; 62)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 20, Male n = 57. <sup>c</sup>Ethnicity: Asian n = 8, URM n = 2, White n = 67. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### off-scale salary (current)

Table C.4: College of Biological Sciences, Assistant Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	11.026*** (7.504, 14.547)
Gender <sup>b</sup> : Female	0.303 (-0.714, 1.321)
Ethnicity <sup>c</sup> : Asian	0.417 (-1.925, 2.759)
Ethnicity <sup>c</sup> : URM	0.672 (-0.819, 2.163)
Year of Hire	0.313 (-0.464, 1.089)
Start After Degree <sup>d</sup>	-0.176 (-0.381, 0.030)
Current Step <sup>e</sup>	0.356 (-1.121, 1.833)
Dept <sup>f</sup> : Evolution & Ecology	-1.151 (-2.778, 0.476)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	-0.792 (-2.457, 0.873)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	-1.401 (-3.014, 0.212)
Dept <sup>f</sup> : Plant Biology	-0.673 (-2.401, 1.055)
Observations	15
F Statistic	0.741 (df = 10; 4)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 7, Male n = 8. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 2, White n = 12. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. CI; 95% confidence interval.

Table C.5: College of Biological Sciences, Associate Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	21.502 (−10.536, 53.541)
Gender <sup>b</sup> : Female	0.322 (−8.320, 8.965)
Ethnicity <sup>c</sup> : Asian	4.950 (−14.843, 24.744)
Ethnicity <sup>c</sup> : URM	1.746 (−8.307, 11.798)
Decade of Hire: 1995-2004	−5.213 (−17.463, 7.036)
Decade of Hire: 1985-1994	−7.646 (−27.363, 12.070)
Start After Degree <sup>d</sup>	−1.031 (−3.558, 1.497)
Current Step <sup>e</sup>	−0.298 (−2.971, 2.375)
Dept <sup>f</sup> : Evolution & Ecology	−6.355 (−27.642, 14.932)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	−4.346 (−21.222, 12.531)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	−2.358 (−12.155, 7.440)
Observations	16
F Statistic	0.157 (df = 10; 5)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup> Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 3, Male n = 13. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 1, White n = 14. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. CI; 95% confidence interval.

Table C.6: College of Biological Sciences, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	4.506** (0.390, 8.623)
Gender <sup>b</sup> : Female	0.543 (−1.452, 2.537)
Ethnicity <sup>c</sup> : Asian	−1.538 (−4.430, 1.355)
Ethnicity <sup>c</sup> : URM	1.897 (−3.370, 7.165)
Decade of Hire: 1995-2004	1.549 (−1.738, 4.836)
Decade of Hire: 1985-1994	−3.919** (−7.630, −0.208)
Decade of Hire: 1975-1984	−7.197*** (−11.883, −2.511)
Start After Degree <sup>d</sup>	−0.339*** (−0.505, −0.173)
Current Step <sup>e</sup>	0.887*** (0.443, 1.331)
Dept <sup>f</sup> : Evolution & Ecology	1.812 (−0.636, 4.260)
Dept <sup>f</sup> : Microbiology & Molecular Genetics	1.112 (−1.745, 3.969)
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	1.596 (−0.934, 4.126)
Dept <sup>f</sup> : Plant Biology	4.212*** (1.436, 6.989)
Observations	75
F Statistic	3.806*** (df = 12; 62)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 20, Male n = 57. <sup>c</sup>Ethnicity: Asian n = 8, URM n = 2, White n = 67. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## step at time of hire

Table C.7: College of Biological Sciences, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-1.201** (-2.286, -0.116)
Ethnicity <sup>c</sup> : Asian	0.832 (-0.756, 2.420)
Ethnicity <sup>c</sup> : URM	1.021 (-1.023, 3.064)
Decade of Hire: 1995-2004	0.501 (-0.700, 1.702)
Decade of Hire: 1985-1994	0.211 (-1.184, 1.606)
Decade of Hire: 1975-1984	-0.930 (-2.830, 0.970)
Start After Degree <sup>d</sup>	0.506*** (0.266, 0.746)
Observations	82

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 24, Male n = 58. <sup>c</sup>Ethnicity: Asian n = 7, URM n = 4, White n = 71. <sup>d</sup>Start After Degree, in years. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table C.8: College of Biological Sciences, hired as Associate Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	8.465 (-225.076, 242.006)
Ethnicity <sup>c</sup> : URM	26.768 (-329.177, 382.714)
Observations	6

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male faculty member. Time of hire and time since terminal degree could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 1, Male n = 5. <sup>c</sup>Ethnicity: URM n = 1, White n = 5. CI; 95% confidence interval.

Table C.9: College of Biological Sciences, hired as full Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	0.981 (-0.826, 2.788)
Ethnicity <sup>c</sup> : Asian	-0.333 (-2.704, 2.038)
Observations	20

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male faculty member. Time of hire and time since terminal degree could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 5, Male n = 15. <sup>c</sup>Ethnicity: Asian n = 3, White n = 17. CI; 95% confidence interval.

## off-scale salary at time of hire

Table C.10: College of Biological Sciences, hired as Assistant Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	9.326***	(5.447, 13.206)
Gender <sup>b</sup> : Female	0.481	(-1.332, 2.294)
Ethnicity <sup>c</sup> : Asian	-0.742	(-3.501, 2.017)
Ethnicity <sup>c</sup> : URM	-1.680	(-5.360, 1.999)
Decade of Hire: 1995-2004	-2.141**	(-4.189, -0.094)
Decade of Hire: 1985-1994	-5.337***	(-7.664, -3.010)
Decade of Hire: 1975-1984	-8.352***	(-11.582, -5.122)
StartAfterDegree <sup>d</sup>	-0.350*	(-0.731, 0.031)
Step <sup>e</sup>	0.357	(-0.811, 1.526)
Observations	80	
F Statistic	5.105*** (df = 8; 71)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 24, Male n = 58. <sup>c</sup>Ethnicity: Asian n = 7, URM n = 4, White n = 71. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table C.11: College of Biological Sciences, hired as Associate Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	-16.323	(-101.052, 68.406)
Gender <sup>b</sup> : Female	-10.356	(-62.643, 41.930)
Ethnicity <sup>c</sup> : URM	3.808	(-12.017, 19.633)
Decade of Hire: 1975-1984	-2.563	(-22.476, 17.349)
Start After Degree <sup>d</sup>	2.098	(-5.814, 10.011)
Observations	6	
F Statistic	0.361 (df = 4; 1)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 1995 and 2004 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 1, Male n = 5. <sup>c</sup>Ethnicity: URM n = 1, White n = 5. <sup>d</sup>Start After Degree, in years. Step at time of hire and department could not be assessed. CI; 95% confidence interval.



## C.2. By Salary Comparison Unit

Table C.12: College of Biological Sciences, hired as full Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	12.664** (4.129, 21.199)	
Gender <sup>b</sup> : Female	2.792 (-3.402, 8.986)	
Ethnicity <sup>c</sup> : Asian	4.401 (-3.459, 12.262)	
Decade of Hire: 1995-2004	-1.214 (-6.084, 3.655)	
Decade of Hire: 1985-1994	2.666 (-3.420, 8.752)	
Decade of Hire: 1975-1984	-1.332 (-10.121, 7.458)	
Start After Degree <sup>d</sup>	-0.439 (-1.048, 0.170)	
Step <sup>e</sup>	0.287 (-1.419, 1.994)	
Dept <sup>f</sup> : Evolution & Ecology	0.073 (-7.709, 7.855)	
Dept <sup>f</sup> : Microbiology & Molecular Genetics	-1.181 (-11.250, 8.888)	
Dept <sup>f</sup> : Neurobiology, Physiology & Behavior	-1.298 (-10.071, 7.474)	
Dept <sup>f</sup> : Plant Biology	-1.168 (-8.153, 5.818)	
Observations	20	
F Statistic	1.497 (df = 11; 8)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 5, Male n = 15. <sup>c</sup>Ethnicity: Asian n = 3, White n = 17. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>Molecular and Cellular Biology department compared with the four other departments in the College. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## C.2 By Salary Comparison Unit

Table C.13: College of Biological Sciences: total salary (current).

Professor Series						Joint appointment with School of Medicine					
	N	mean	sem	min	max		N	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	7	\$108,555	\$1,662	\$104,400	\$116,913	Women	0	—	—	—	—
Men	7	\$105,584	\$1,819	\$96,120	\$111,497	Men	1	—	—	—	—
Asian	1	—	—	—	—	Asian	0	—	—	—	—
URM	2	\$107,557	\$4	—	—	URM	0	—	—	—	—
White	11	\$106,579	\$1,547	\$96,120	\$116,913	White	1	—	—	—	—
Associate Professors, all Steps						Associate Professors, all Steps					
Women	3	\$110,959	\$9,325	\$92,702	\$123,388	Women	0	—	—	—	—
Men	9	\$111,003	\$3,394	\$89,584	\$116,977	Men	3	\$131,633	\$10,900	\$113,000	\$150,750
Asian	1	—	—	—	—	Asian	0	—	—	—	—
URM	0	—	—	—	—	URM	1	—	—	—	—
White	11	\$110,465	\$3,457	\$89,584	\$123,388	White	2	\$131,875	\$18,875	—	—
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	10	\$126,745	\$5,655	\$102,100	\$155,482	Women	0	—	—	—	—
Men	23	\$131,613	\$4,791	\$106,118	\$219,412	Men	3	\$184,371	\$36,388	\$115,712	\$239,600
Asian	3	\$126,279	\$11,184	\$112,800	\$148,478	Asian	1	—	—	—	—
URM	0	—	—	—	—	URM	0	—	—	—	—
White	30	\$130,524	\$3,991	\$102,100	\$219,412	White	2	\$218,700	\$20,900	—	—
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	7	\$187,623	\$9,032	\$141,581	\$215,189	Women	1	—	—	—	—
Men	14	\$183,459	\$8,990	\$149,670	\$274,203	Men	2	\$235,375	\$9,225	—	—
Asian	3	\$181,935	\$8,589	\$165,082	\$193,239	Asian	1	—	—	—	—
URM	2	\$219,643	\$54,561	—	—	URM	0	—	—	—	—
White	16	\$181,044	\$6,171	\$141,581	\$223,946	White	2	\$206,722	\$19,428	—	—
full Professors, Above scale						full Professors, Above scale					
Women	2	\$275,723	\$1,516	—	—	Women	0	—	—	—	—
Men	12	\$235,167	\$13,447	\$193,256	\$331,644	Men	0	—	—	—	—
Asian	0	—	—	—	—	Asian	0	—	—	—	—
URM	0	—	—	—	—	URM	0	—	—	—	—
White	14	\$240,961	\$12,110	\$193,256	\$331,644	White	0	—	—	—	—

*Note:* Salaries based on an 11 month scale.  
— denoted suppression of salary.  
sem, standard error of mean

*Note:* Salaries based on an 11 month scale.  
— denoted suppression of salary.  
sem, standard error of mean

Table C.14: College of Biological Sciences: total salary (current).

Professor Series						Appointment in Genome Center					
	N	mean	sem	min	max		N	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	7	\$108,555	\$1,662	\$104,400	\$116,913	Women	0				
Men	7	\$105,584	\$1,819	\$96,120	\$111,497	Men	0				
Asian	1	—	—	—	—	Asian	0				
URM	2	\$107,557	\$4	—	—	URM	0				
White	11	\$106,579	\$1,547	\$96,120	\$116,913	White	0				
Associate Professors, all Steps						Associate Professors, all Steps					
Women	3	\$110,959	\$9,325	\$92,702	\$123,388	Women	0				
Men	9	\$111,003	\$3,394	\$89,584	\$116,977	Men	1	—	—	—	—
Asian	1	—	—	—	—	Asian	0				
URM	0					URM	0				
White	11	\$110,465	\$3,457	\$89,584	\$123,388	White	1	—	—	—	—
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	10	\$126,745	\$5,655	\$102,100	\$155,482	Women	0				
Men	23	\$131,613	\$4,791	\$106,118	\$219,412	Men	2	\$212,072	\$27,528	—	—
Asian	3	\$126,279	\$11,184	\$112,800	\$148,478	Asian	0				
URM	0					URM	0				
White	30	\$130,524	\$3,991	\$102,100	\$219,412	White	2	\$212,072	\$27,528	—	—
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	7	\$187,623	\$9,032	\$141,581	\$215,189	Women	0				
Men	14	\$183,459	\$8,990	\$149,670	\$274,203	Men	2	\$182,455	\$8,241	—	—
Asian	3	\$181,935	\$8,589	\$165,082	\$193,239	Asian	0				
URM	2	\$219,643	\$54,561	—	—	URM	0				
White	16	\$181,044	\$6,171	\$141,581	\$223,946	White	2	\$182,455	\$8,241	—	—
full Professors, Above scale						full Professors, Above scale					
Women	2	\$275,723	\$1,516	—	—	Women	0				
Men	12	\$235,167	\$13,447	\$193,256	\$331,644	Men	0				
Asian	0					Asian	0				
URM	0					URM	0				
White	14	\$240,961	\$12,110	\$193,256	\$331,644	White	0				
<i>Note:</i> Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean						<i>Note:</i> Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean					

total salary (current)

Table C.15: College of Biological Sciences, all Professors: total salary (current)

Linear regression	
log total salary <sup>a</sup> (CI)	
Intercept	11.188*** (11.120, 11.257)
Gender <sup>b</sup> : Female	0.026 (−0.027, 0.079)
Ethnicity <sup>c</sup> : Asian	−0.026 (−0.105, 0.052)
Ethnicity <sup>c</sup> : URM	0.070 (−0.039, 0.178)
Decade of Hire: 1995-2004	−0.132*** (−0.203, −0.060)
Decade of Hire: 1985-1994	−0.212*** (−0.311, −0.113)
Decade of Hire: 1975-1984	−0.269*** (−0.416, −0.123)
Start After Degree <sup>d</sup>	−0.00004 (−0.005, 0.005)
Current Interval <sup>e</sup>	0.074*** (0.064, 0.083)
SCU <sup>f</sup> : Joint	0.124*** (0.044, 0.204)
SCU <sup>f</sup> : Genome	0.103* (−0.009, 0.214)
Observations	106
F Statistic	62.062*** (df = 10; 95)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 30, Male n = 78. <sup>c</sup>Ethnicity: Asian n = 10, URM n = 5, White n = 93. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table C.16: College of Biological Sciences, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.450*** (11.191, 11.708)
Gender <sup>b</sup> : Female	0.023 (−0.032, 0.078)
Ethnicity <sup>c</sup> : Asian	−0.026 (−0.185, 0.133)
Ethnicity <sup>c</sup> : URM	0.018 (−0.071, 0.106)
Year of Hire	0.009 (−0.039, 0.056)
Start After Degree <sup>d</sup>	0.002 (−0.008, 0.012)
Current Step <sup>e</sup>	0.031 (−0.063, 0.126)
SCU <sup>f</sup> : Joint	−0.178** (−0.311, −0.045)
Observations	15
F Statistic	3.521* (df = 7; 7)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 7, Male n = 8. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 2, White n = 12. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. CI; 95% confidence interval.

Table C.17: College of Biological Sciences, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.465*** (11.231, 11.699)
Gender <sup>b</sup> : Female	0.070 (−0.117, 0.256)
Ethnicity <sup>c</sup> : Asian	−0.028 (−0.283, 0.227)
Ethnicity <sup>c</sup> : URM	−0.025 (−0.225, 0.176)
Decade of Hire: 1995-2004	−0.141* (−0.266, −0.016)
Decade of Hire: 1985-1994	−0.319** (−0.556, −0.082)
Start After Degree <sup>d</sup>	−0.011 (−0.034, 0.012)
Current Step <sup>e</sup>	0.092** (0.035, 0.150)
SCU <sup>f</sup> : Joint	0.085 (−0.066, 0.237)
SCU <sup>g</sup> : Genome	0.101 (−0.083, 0.285)
Observations	16
F Statistic	3.259* (df = 9; 6)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 3, Male n = 13. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 1, White n = 14. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. CI; 95% confidence interval.

Table C.18: College of Biological Sciences, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.469*** (11.317, 11.621)
Gender <sup>b</sup> : Female	-0.009 (-0.081, 0.063)
Ethnicity <sup>c</sup> : Asian	-0.044 (-0.144, 0.056)
Ethnicity <sup>c</sup> : URM	0.070 (-0.118, 0.258)
Decade of Hire: 1995-2004	0.018 (-0.110, 0.147)
Decade of Hire: 1985-1994	-0.061 (-0.209, 0.088)
Decade of Hire: 1975-1984	-0.118 (-0.305, 0.070)
Start After Degree <sup>d</sup>	0.001 (-0.005, 0.007)
Current Step <sup>e</sup>	0.091*** (0.075, 0.107)
SCU <sup>f</sup> : Joint	0.214*** (0.101, 0.327)
SCU <sup>g</sup> : Genome	0.146* (-0.004, 0.297)
Observations	75
F Statistic	29.286*** (df = 10; 64)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 20, Male n = 57. <sup>c</sup>Ethnicity: Asian n = 8, URM n = 2, White n = 67. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### off-scale salary (current)

Table C.19: College of Biological Sciences, all Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	8.953*** (6.989, 10.916)
Gender <sup>b</sup> : Female	1.033 (-0.490, 2.556)
Ethnicity <sup>c</sup> : Asian	-0.249 (-2.484, 1.987)
Ethnicity <sup>c</sup> : URM	1.035 (-2.073, 4.144)
Decade of Hire: 1995-2004	-1.824* (-3.867, 0.218)
Decade of Hire: 1985-1994	-6.050*** (-8.879, -3.221)
Decade of Hire: 1975-1984	-7.475*** (-11.661, -3.290)
Start After Degree <sup>d</sup>	-0.254*** (-0.400, -0.108)
Current Interval <sup>e</sup>	0.304** (0.030, 0.578)
SCU <sup>f</sup> : Joint	0.380 (-1.910, 2.670)
SCU <sup>g</sup> : Genome	1.026 (-2.157, 4.209)
Observations	106
F Statistic	3.713*** (df = 10; 95)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 30, Male n = 78. <sup>c</sup>Ethnicity: Asian n = 10, URM n = 5, White n = 93. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Interval is an ordinal scale variable combining non-overlapping ranks and steps. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table C.20: College of Biological Sciences, Assistant Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	10.696*** (6.945, 14.448)
Gender <sup>b</sup> : Female	-0.222 (-1.021, 0.577)
Ethnicity <sup>c</sup> : Asian	0.608 (-1.702, 2.917)
Ethnicity <sup>c</sup> : URM	0.266 (-1.019, 1.551)
Year of Hire	0.134 (-0.559, 0.826)
Start After Degree <sup>d</sup>	-0.144 (-0.295, 0.008)
Current Step <sup>e</sup>	0.162 (-1.217, 1.541)
SCU <sup>f</sup> : Joint	-0.841 (-2.770, 1.089)
Observations	15
F Statistic	0.660 (df = 7; 7)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 7, Male n = 8. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 2, White n = 12. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. CI; 95% confidence interval.

Table C.21: College of Biological Sciences, Associate Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	14.162** (4.698, 23.626)
Gender <sup>b</sup> : Female	0.718 (-6.831, 8.268)
Ethnicity <sup>c</sup> : Asian	1.526 (-8.809, 11.860)
Ethnicity <sup>c</sup> : URM	1.275 (-6.841, 9.392)
Decade of Hire: 1995-2004	-2.714 (-7.759, 2.332)
Decade of Hire: 1985-1994	-3.622 (-13.215, 5.971)
Start After Degree <sup>d</sup>	-0.475 (-1.409, 0.458)
Current Step <sup>e</sup>	-0.250 (-2.580, 2.080)
SCU <sup>f</sup> : Joint	-0.293 (-6.442, 5.857)
SCU <sup>f</sup> : Genome	3.399 (-4.060, 10.859)
Observations	16
F Statistic	0.265 (df = 9; 6)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 3, Male n = 13. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 1, White n = 14. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. CI; 95% confidence interval.

Table C.22: College of Biological Sciences, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	5.987*** (1.778, 10.195)
Gender <sup>b</sup> : Female	1.021 (−0.984, 3.025)
Ethnicity <sup>c</sup> : Asian	−0.033 (−2.808, 2.742)
Ethnicity <sup>c</sup> : URM	0.555 (−4.662, 5.771)
Decade of Hire: 1995-2004	1.112 (−2.449, 4.674)
Decade of Hire: 1985-1994	−3.911* (−8.036, 0.214)
Decade of Hire: 1975-1984	−6.639** (−11.839, −1.438)
Start After Degree <sup>d</sup>	−0.323*** (−0.495, −0.150)
Current Step <sup>e</sup>	0.852*** (0.402, 1.301)
SCU <sup>f</sup> : Joint	0.944 (−2.197, 4.084)
SCU <sup>f</sup> : Genome	1.678 (−2.503, 5.858)
Observations	75
F Statistic	3.467*** (df = 10; 64)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 20, Male n = 57. <sup>c</sup>Ethnicity: Asian n = 8, URM n = 2, White n = 67. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## off-scale salary at time of hire

Table C.23: College of Biological Sciences, all Professors: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	8.849*** (6.985, 10.713)
Gender <sup>b</sup> : Female	0.399 (−1.237, 2.035)
Ethnicity <sup>c</sup> : Asian	0.669 (−1.703, 3.042)
Ethnicity <sup>c</sup> : URM	−0.678 (−3.975, 2.618)
Decade of Hire: 1995-2004	−1.988** (−3.706, −0.270)
Decade of Hire: 1985-1994	−4.314*** (−6.446, −2.182)
Decade of Hire: 1975-1984	−7.992*** (−10.698, −5.286)
Start After Degree <sup>d</sup>	−0.409*** (−0.678, −0.140)
Interval <sup>e</sup>	0.597** (0.088, 1.105)
SCU <sup>f</sup> : Joint	−3.067** (−5.486, −0.647)
SCU <sup>g</sup> : Genome	1.315 (−2.358, 4.987)
Observations	106
F Statistic	5.099*** (df = 10; 95)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 30, Male n = 78. <sup>c</sup>Ethnicity: Asian n = 10, URM n = 5, White n = 93. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table C.24: College of Biological Sciences, hired as Assistant Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	9.553***	(5.792, 13.314)
Gender <sup>b</sup> : Female	-0.050	(-1.853, 1.754)
Ethnicity <sup>c</sup> : Asian	0.334	(-2.430, 3.097)
Ethnicity <sup>c</sup> : URM	-1.179	(-4.737, 2.380)
Decade of Hire: 1995-2004	-2.775***	(-4.798, -0.753)
Decade of Hire: 1985-1994	-5.744***	(-8.001, -3.487)
Decade of Hire: 1975-1984	-9.218***	(-12.385, -6.051)
Start After Degree <sup>d</sup>	-0.371*	(-0.740, -0.003)
Step <sup>e</sup>	0.575	(-0.570, 1.721)
SCU <sup>f</sup> : Joint	-3.845**	(-6.784, -0.907)
SCU <sup>f</sup> : Genome	3.196	(-3.601, 9.992)
Observations	80	
F Statistic	5.188*** (df = 10; 69)	

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 24, Male n = 58. <sup>c</sup>Ethnicity: Asian n = 7, URM n = 4, White n = 71. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. CI; 95% confidence interval.

Table C.25: College of Biological Sciences, hired as Associate Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	-16.323	(-101.052, 68.406)
Gender <sup>b</sup> : Female	-10.356	(-62.643, 41.930)
Ethnicity <sup>c</sup> : URM	3.808	(-12.017, 19.633)
Decade of Hire: 1975-1984	-2.563	(-22.476, 17.349)
Start After Degree <sup>d</sup>	2.098	(-5.814, 10.011)
Observations	6	
F Statistic	0.361 (df = 4; 1)	

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 1995 and 2004 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 1, Male n = 5. <sup>c</sup>Ethnicity: URM n = 1, White n = 5. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table C.26: College of Biological Sciences, hired as full Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	10.671** (2.252, 19.091)
Gender <sup>b</sup> : Female	3.660 (−0.695, 8.014)
Ethnicity <sup>c</sup> : Asian	4.950 (−0.566, 10.466)
Decade of Hire: 1995-2004	−1.253 (−5.228, 2.722)
Decade of Hire: 1985-1994	3.616 (−2.278, 9.510)
Decade of Hire: 1975-1984	0.227 (−8.464, 8.919)
Start After Degree <sup>d</sup>	−0.358 (−0.956, 0.240)
Step <sup>e</sup>	0.093 (−1.456, 1.641)
SCU <sup>f</sup> : Joint	−0.873 (−5.606, 3.861)
SCU <sup>f</sup> : Genome	2.466 (−4.924, 9.857)
Observations	20
F Statistic	2.313 (df = 9; 10)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 5, Male n = 15. <sup>c</sup>Ethnicity: Asian n = 3, White n = 17. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Joint appointment with School of Medicine compared with primary appointments in College of Biological Sciences. <sup>g</sup>SCU; Salary Comparison Unit: Professors hired to the Genome Center compared to those without this affiliation. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.



# College of Engineering: Supplemental tables

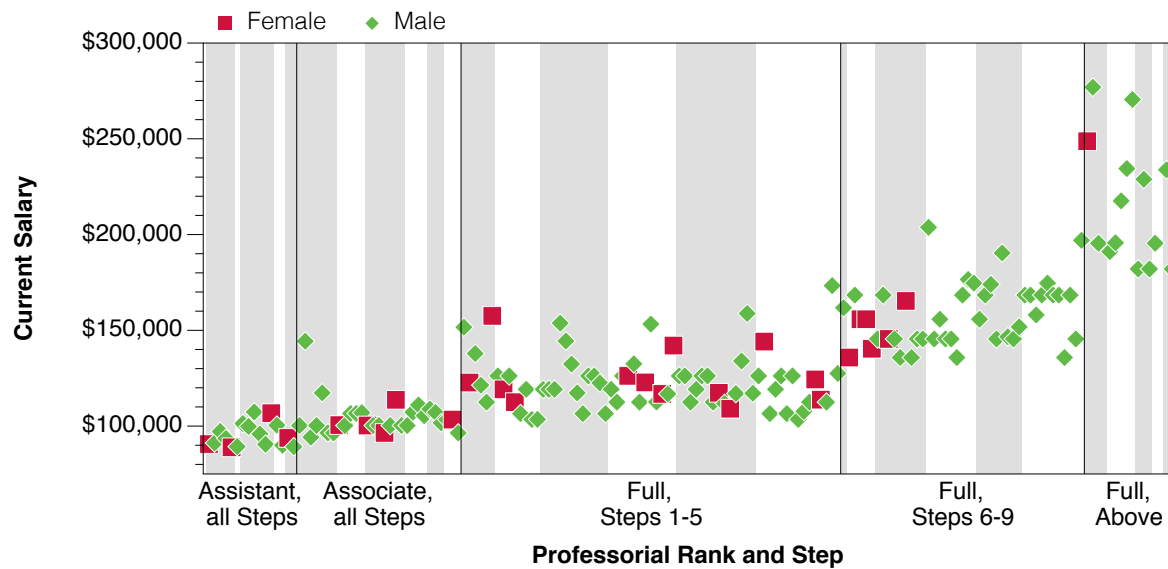


Figure D.1: **Current total salary of COE faculty by department.** Current salaries are ordered by department within each rank. Departments are indicated by alternating grey and white bands. Total salary is composed of base salary and negotiated off-scale salary.

## total salary (current)

Table D.1: College of Engineering, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.168*** (10.910, 11.426)
Gender <sup>b</sup> : Female	0.035 (−0.070, 0.141)
Ethnicity <sup>c</sup> : Asian	−0.046 (−0.201, 0.108)
Ethnicity <sup>c</sup> : Unknown	0.010 (−0.105, 0.125)
Ethnicity <sup>c</sup> : URM	−0.066 (−0.346, 0.213)
Year of Hire:	−0.005 (−0.044, 0.034)
Start After Degree <sup>d</sup>	−0.010 (−0.039, 0.018)
Current Step <sup>e</sup>	0.083 (−0.005, 0.172)
Observations	16
F Statistic	1.898 (df = 7; 8)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 7, Male n = 8. <sup>c</sup>Ethnicity: Asian n = 4, Unknown n = 9, URM n = 1, White n = 2. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table D.2: College of Engineering, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.449*** (11.336, 11.563)
Gender <sup>b</sup> : Female	−0.020 (−0.100, 0.061)
Ethnicity <sup>c</sup> : Asian	−0.035 (−0.098, 0.028)
Ethnicity <sup>c</sup> : Unknown	0.018 (−0.146, 0.182)
Ethnicity <sup>c</sup> : URM	0.002 (−0.097, 0.101)
Decade of Hire: 1995-2004	−0.067* (−0.142, 0.009)
Start After Degree <sup>d</sup>	−0.010* (−0.022, 0.001)
Current Step <sup>e</sup>	0.060*** (0.021, 0.100)
Observations	29
F Statistic	1.648 (df = 7; 21)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 5, Male n = 24. <sup>c</sup>Ethnicity: Asian n = 11, Unknown n = 1, URM n = 3, White n = 14. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table D.3: College of Engineering, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.654*** (11.570, 11.737)
Gender <sup>b</sup> : Female	0.007 (-0.048, 0.062)
Ethnicity <sup>c</sup> : Asian	0.014 (-0.034, 0.061)
Ethnicity <sup>c</sup> : Unknown	0.028 (-0.139, 0.196)
Ethnicity <sup>c</sup> : URM	-0.010 (-0.142, 0.123)
Decade of Hire: 1995-2004	-0.213*** (-0.293, -0.133)
Decade of Hire: 1985-1994	-0.282*** (-0.375, -0.190)
Decade of Hire: 1975-1984	-0.301*** (-0.423, -0.178)
Start After Degree <sup>d</sup>	-0.001 (-0.004, 0.003)
Current Step <sup>e</sup>	0.080*** (0.070, 0.089)
Observations	124
F Statistic	52.653*** (df = 9; 114)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 20, Male n = 106. <sup>c</sup>Ethnicity: Asian n = 31, Unknown n = 2, URM n = 4, White n = 89. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

### off-scale salary (current)

Table D.4: College of Engineering, Assistant Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	1.635 (-10.817, 14.088)
Gender <sup>b</sup> : Female	1.725 (-3.345, 6.794)
Ethnicity <sup>c</sup> : Asian	-4.188 (-11.647, 3.270)
Ethnicity <sup>c</sup> : Unknown	0.097 (-5.451, 5.645)
Ethnicity <sup>c</sup> : URM	0.107 (-13.381, 13.596)
Year of Hire	0.317 (-1.572, 2.206)
Start After Degree <sup>d</sup>	-0.389 (-1.768, 0.990)
Current Step <sup>e</sup>	2.377 (-1.880, 6.633)
Observations	16
F Statistic	0.628 (df = 7; 8)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 4, Male n = 12. <sup>c</sup>Ethnicity: Asian n = 4, Unknown n = 9, URM n = 1, White n = 2. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table D.5: College of Engineering, Associate Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	5.774 (-1.119, 12.666)
Gender <sup>b</sup> : Female	-1.672 (-6.550, 3.206)
Ethnicity <sup>c</sup> : Asian	-2.363 (-6.200, 1.473)
Ethnicity <sup>c</sup> : Unknown	3.679 (-6.284, 13.642)
Ethnicity <sup>c</sup> : URM	1.078 (-4.933, 7.088)
Decade of Hire: 1995-2004	-2.140 (-6.743, 2.463)
Start After Degree <sup>d</sup>	-0.410 (-1.115, 0.296)
Current Step <sup>e</sup>	0.503 (-1.907, 2.914)
Observations	29
F Statistic	0.711 (df = 7; 21)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 5, Male n = 24. <sup>c</sup>Ethnicity: Asian n = 11, Unknown n = 1, URM n = 3, White n = 14. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table D.6: College of Engineering, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	9.233*** (5.947, 12.519)
Gender <sup>b</sup> : Female	1.565 (−0.615, 3.745)
Ethnicity <sup>c</sup> : Asian	0.495 (−1.385, 2.375)
Ethnicity <sup>c</sup> : Unknown	−2.608 (−9.207, 3.990)
Ethnicity <sup>c</sup> : URM	−0.565 (−5.781, 4.650)
Decade of Hire: 1995-2004	−4.746*** (−7.908, −1.584)
Decade of Hire: 1985-1994	−8.227*** (−11.862, −4.592)
Decade of Hire: 1975-1984	−8.685*** (−13.522, −3.849)
Start After Degree <sup>d</sup>	−0.199*** (−0.338, −0.060)
Current Step <sup>e</sup>	0.282 (−0.100, 0.663)
Observations	124
F Statistic	3.631*** (df = 9; 114)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 20, Male n = 106. <sup>c</sup>Ethnicity: Asian n = 31, Unknown n = 2, URM n = 4, White n = 89. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## step at time of hire

Table D.7: College of Engineering, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	−0.356 (−1.477, 0.766)
Ethnicity <sup>c</sup> : Asian	0.918* (−0.112, 1.948)
Ethnicity <sup>c</sup> : Unknown	0.521 (−1.017, 2.059)
Ethnicity <sup>c</sup> : URM	−1.207 (−3.205, 0.790)
Decade of Hire: 1995-2004	−0.633 (−1.746, 0.480)
Decade of Hire: 1985-1994	−0.910 (−2.138, 0.319)
Decade of Hire: 1975-1984	0.195 (−1.753, 2.143)
Start After Degree <sup>d</sup>	0.626*** (0.400, 0.851)
Observations	111

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 21, Male n = 90. <sup>c</sup>Ethnicity: Asian n = 33, Unknown n = 9, URM n = 8, White n = 61. <sup>d</sup>Start After Degree, in years. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table D.8: College of Engineering, hired as Associate Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	−7.345** (−13.187, −1.504)
Ethnicity <sup>c</sup> : Asian	0.612 (−1.831, 3.055)
Ethnicity <sup>c</sup> : Unknown	18.260*** (18.260, 18.260)
Decade of Hire: 1995-2004	−9.834*** (−17.001, −2.666)
Decade of Hire: 1985-1994	−10.267*** (−17.662, −2.873)
Decade of Hire: 1975-1984	−9.056** (−16.231, −1.882)
Start After Degree <sup>d</sup>	1.194*** (0.413, 1.976)
Observations	31

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 6, Male n = 28. <sup>c</sup>Ethnicity: Asian n = 8, Unknown n = 1, White n = 25. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table D.9: College of Engineering, hired as full Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-9.950 (-110.688, 90.788)
Ethnicity <sup>c</sup> : Asian	-1.410 (-3.836, 1.015)
Ethnicity <sup>c</sup> : Unknown	13.617*** (13.617, 13.617)
Decade of Hire: 1995-2004	2.292 (-0.445, 5.030)
Decade of Hire: 1985-1994	1.540 (-0.844, 3.924)
Start After Degree <sup>d</sup>	0.303*** (0.128, 0.478)
Observations	25

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 2, Male n = 23. <sup>c</sup>Ethnicity: Asian n = 5, Unknown n = 1, White n = 19. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

## off-scale salary st time of hire

Table D.10: College of Engineering, hired as Assistant Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	6.577*** (3.516, 9.637)
Gender <sup>b</sup> : Female	0.135 (-1.492, 1.762)
Ethnicity <sup>c</sup> : Asian	0.200 (-1.360, 1.760)
Ethnicity <sup>c</sup> : Unknown	1.559 (-0.915, 4.032)
Ethnicity <sup>c</sup> : URM	1.590 (-1.148, 4.328)
Decade of Hire: 1995-2004	-0.670 (-2.352, 1.013)
Decade of Hire: 1985-1994	-3.528*** (-5.312, -1.745)
Decade of Hire: 1975-1984	-5.331*** (-8.396, -2.267)
Start After Degree <sup>d</sup>	0.305* (0.003, 0.608)
Step <sup>e</sup>	-0.308 (-1.449, 0.832)
Observations	110
F Statistic	5.180*** (df = 9; 100)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 21, Male n = 91. <sup>c</sup>Ethnicity: Asian n = 33, Unknown n = 10, URM n = 8, White n = 61. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. Two professors were hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table D.11: College of Engineering, hired as Associate Professor: off-scale salary at time of hire.

	Linear regression
	Log off-scale salary at time of hire (in real dollars)
Intercept	9.968** (1.891, 18.044)
Gender <sup>b</sup> : Female	2.721 (-2.002, 7.444)
Ethnicity <sup>c</sup> : Asian	-1.067 (-4.307, 2.172)
Ethnicity <sup>c</sup> : Unknown	-1.007 (-9.840, 7.826)
Decade of Hire: 1995-2004	-2.788 (-10.029, 4.453)
Decade of Hire: 1985-1994	-6.075 (-13.590, 1.441)
Decade of Hire: 1975-1984	-7.880* (-16.285, 0.526)
Start After Degree <sup>d</sup>	0.038 (-0.572, 0.649)
Step <sup>e</sup>	-1.211 (-3.226, 0.804)
Observations	34
F Statistic	2.227* (df = 8; 25)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 1995 and 2004 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 6, Male n = 28. <sup>c</sup>Ethnicity: Asian n = 8, Unknown n = 1, White n = 25. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

Table D.12: College of Engineering, hired as full Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	10.853*** (5.024, 16.683)
Gender <sup>b</sup> : Female	-4.913 (-11.803, 1.977)
Ethnicity <sup>c</sup> : Asian	-0.675 (-5.151, 3.802)
Ethnicity <sup>c</sup> : Unknown	-3.439 (-13.223, 6.344)
Decade of Hire: 1995-2004	-3.808 (-8.443, 0.827)
Decade of Hire: 1985-1994	-4.298 (-9.243, 0.646)
Start After Degree <sup>d</sup>	-0.155 (-0.483, 0.174)
Step <sup>e</sup>	-0.278 (-1.250, 0.695)
Observations	25
F Statistic	1.359 (df = 7; 17)

*Note:* \* p<0.1; \*\* p<0.05; \*\*\* p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 2, Male n = 23. <sup>c</sup>Ethnicity: Asian n = 5, Unknown n = 1, White n = 19. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

# Division of Humanities, Arts and Cultural Studies: Supplemental tables

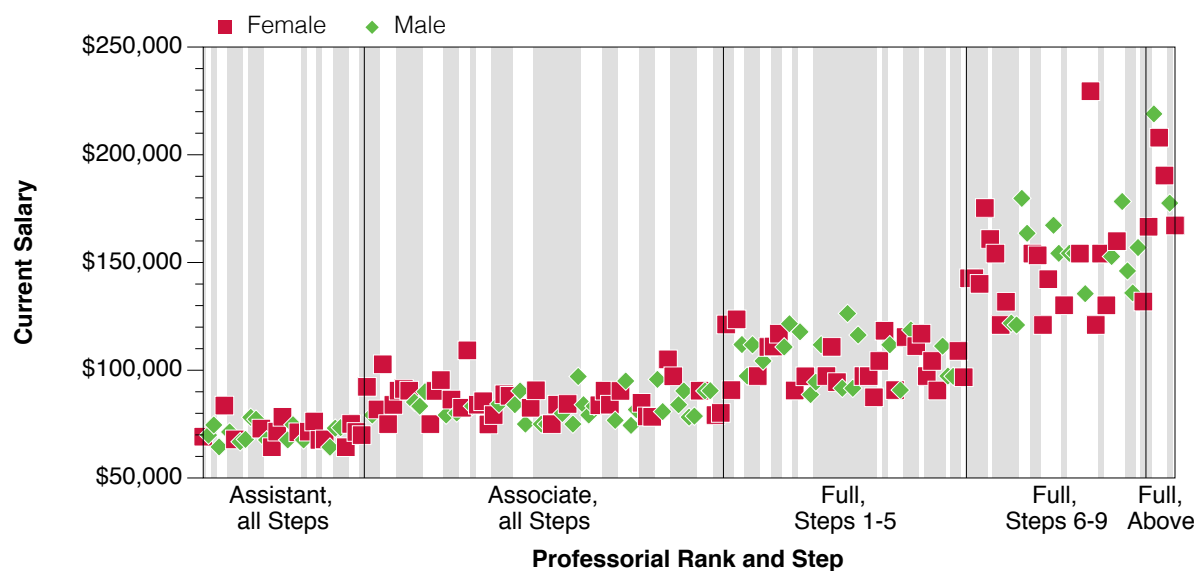


Figure E.1: **Current total salary of CL&S – HArCS faculty by department.** Current salaries are ordered by department within each rank. Departments are indicated by alternating grey and white bands. Total salary is composed of base salary and negotiated off-scale salary.

## total salary (current)

Table E.1: Division of Humanities, Arts and Cultural Studies, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	10.966*** (10.899, 11.032)
Gender <sup>b</sup> : Female	-0.003 (-0.039, 0.033)
Ethnicity <sup>c</sup> : Asian	0.026 (-0.022, 0.075)
Ethnicity <sup>c</sup> : Unknown	-0.012 (-0.103, 0.080)
Ethnicity <sup>c</sup> : URM	0.038 (-0.007, 0.083)
Year of Hire:	0.013** (0.003, 0.024)
Start After Degree <sup>d</sup>	-0.001 (-0.005, 0.004)
Current Step <sup>e</sup>	0.065*** (0.043, 0.087)
Observations	31
F Statistic	6.054*** (df = 7; 23)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 16, Male n = 15. <sup>c</sup>Ethnicity: Asian n = 5, Unknown n = 1, URM n = 6, White n = 19. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table E.2: Division of Humanities, Arts and Cultural Studies, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.139*** (11.097, 11.181)
Gender <sup>b</sup> : Female	0.018 (-0.008, 0.044)
Ethnicity <sup>c</sup> : Asian	0.055*** (0.021, 0.090)
Ethnicity <sup>c</sup> : URM	0.022 (-0.012, 0.057)
Decade of Hire: 1995-2004	-0.034** (-0.066, -0.002)
Start After Degree <sup>d</sup>	0.001 (-0.002, 0.004)
Current Step <sup>e</sup>	0.060*** (0.048, 0.073)
Observations	68
F Statistic	19.953*** (df = 6; 61)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 37, Male n = 31. <sup>c</sup>Ethnicity: Asian n = 14, URM n = 14, White n = 30. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.



Table E.3: Division of Humanities, Arts and Cultural Studies, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.386*** (11.333, 11.440)
Gender <sup>b</sup> : Female	-0.022 (-0.056, 0.011)
Ethnicity <sup>c</sup> : Asian	-0.027 (-0.086, 0.032)
Ethnicity <sup>c</sup> : URM	0.017 (-0.029, 0.063)
Decade of Hire: 1995-2004	-0.066*** (-0.111, -0.021)
Decade of Hire: 1985-1994	-0.158*** (-0.224, -0.093)
Decade of Hire: 1975-1984	-0.157*** (-0.247, -0.067)
Start After Degree <sup>d</sup>	-0.004*** (-0.006, -0.001)
Current Step <sup>e</sup>	0.089*** (0.081, 0.096)
Observations	85
F Statistic	93.178*** (df = 8; 76)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 50, Male n = 36. <sup>c</sup>Ethnicity: Asian n = 7, URM n = 14, White n = 65. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## off-scale salary (current)

Table E.4: Division of Humanities, Arts and Cultural Studies, Assistant Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	8.802*** (4.860, 12.743)
Gender <sup>b</sup> : Female	-0.391 (-2.526, 1.744)
Ethnicity <sup>c</sup> : Asian	0.673 (-2.182, 3.527)
Ethnicity <sup>c</sup> : Unknown	0.093 (-5.331, 5.518)
Ethnicity <sup>c</sup> : URM	-0.342 (-3.020, 2.336)
Year of Hire	0.569* (-0.081, 1.219)
Start After Degree <sup>d</sup>	-0.057 (-0.329, 0.214)
Current Step <sup>e</sup>	0.130 (-1.170, 1.429)
Observations	31
F Statistic	0.900 (df = 7; 23)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 16, Male n = 15. <sup>c</sup>Ethnicity: Asian n = 5, Unknown n = 1, URM n = 6, White n = 19. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

Table E.5: Division of Humanities, Arts and Cultural Studies, Associate Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	4.470*** (1.571, 7.370)
Gender <sup>b</sup> : Female	0.344 (−1.464, 2.152)
Ethnicity <sup>c</sup> : Asian	2.809** (0.472, 5.146)
Ethnicity <sup>c</sup> : URM	2.546** (0.212, 4.880)
Decade of Hire: 1995-2004	−3.556*** (−5.719, −1.394)
Start After Degree <sup>d</sup>	0.071 (−0.126, 0.268)
Current Step <sup>e</sup>	0.343 (−0.520, 1.205)
Observations	68
F Statistic	4.073*** (df = 6; 61)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 37, Male n = 31. <sup>c</sup>Ethnicity: Asian n = 14, URM n = 14, White n = 40. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table E.6: Division of Humanities, Arts and Cultural Studies, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	8.043*** (5.657, 10.429)
Gender <sup>b</sup> : Female	−0.035 (−1.516, 1.447)
Ethnicity <sup>c</sup> : Asian	−2.120 (−4.760, 0.519)
Ethnicity <sup>c</sup> : URM	2.887*** (0.860, 4.914)
Decade of Hire: 1995-2004	−1.423 (−3.429, 0.583)
Decade of Hire: 1985-1994	−4.802*** (−7.708, −1.895)
Decade of Hire: 1975-1984	−6.722*** (−10.710, −2.735)
Start After Degree <sup>d</sup>	−0.185*** (−0.304, −0.065)
Current Step <sup>e</sup>	0.507*** (0.167, 0.848)
Observations	85
F Statistic	3.196*** (df = 8; 76)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 50, Male n = 36. <sup>c</sup>Ethnicity: Asian n = 7, URM n = 14, White n = 65. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step within rank. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## step at time of hire

Table E.7: Division of Humanities, Arts and Cultural Studies, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	0.095 (−0.614, 0.804)
Ethnicity <sup>c</sup> : Asian	0.219 (−0.758, 1.197)
Ethnicity <sup>c</sup> : Unknown	−2.198 (−6.766, 2.370)
Ethnicity <sup>c</sup> : URM	−0.030 (−0.899, 0.839)
Decade of Hire: 1995-2004	−0.329 (−1.103, 0.445)
Decade of Hire: 1985-1994	−0.507 (−1.594, 0.580)
Decade of Hire: 1975-1984	−2.763** (−5.202, −0.324)
Start After Degree <sup>d</sup>	0.207*** (0.139, 0.274)
Observations	131

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 74, Male n = 57. <sup>c</sup>Ethnicity: Asian n = 21, Unknown n = 1, URM n = 27, White n = 82. <sup>d</sup>Start After Degree, in years. One professors was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table E.8: Division of Humanities, Arts and Cultural Studies, hired as Associate Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	1.817* (−0.203, 3.837)
Ethnicity <sup>c</sup> : Asian	0.014 (−2.435, 2.464)
Ethnicity <sup>c</sup> : URM	−4.057** (−7.210, −0.904)
Decade of Hire: 1995-2004	−0.831 (−2.577, 0.915)
Decade of Hire: 1985-1994	2.014 (−1.494, 5.522)
Start After Degree <sup>d</sup>	0.248** (0.020, 0.475)
Observations	24

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 14, Male n = 10. <sup>c</sup>Ethnicity: Asian n = 3, URM n = 3, White n = 18. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table E.9: Division of Humanities, Arts and Cultural Studies, hired as full Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	0.209 (−1.146, 1.563)
Ethnicity <sup>c</sup> : Asian	0.197 (−2.256, 2.650)
Ethnicity <sup>c</sup> : URM	0.943 (−1.042, 2.928)
Decade of Hire: 1995-2004	−1.418 (−3.250, 0.415)
Decade of Hire: 1985-1994	−35.409*** (−35.409, −35.409)
Start After Degree <sup>d</sup>	0.138** (0.017, 0.260)
Observations	29

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 15, Male n = 14. <sup>c</sup>Ethnicity: Asian n = 2, URM n = 4, White n = 23. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

## off-scale salary at time of hire

Table E.10: Division of Humanities, Arts and Cultural Studies, hired as Assistant Professor: off-scale salary at time of hire.

	Linear regression
	log off scale amount at time of hire <sup>a</sup> (CI)
Intercept	4.292*** (1.889, 6.695)
Gender <sup>b</sup> : Female	-0.900 (-2.147, 0.347)
Ethnicity <sup>c</sup> : Asian	0.987 (-0.717, 2.692)
Ethnicity <sup>c</sup> : Unknown	-5.893* (-12.770, 0.984)
Ethnicity <sup>c</sup> : URM	0.320 (-1.235, 1.875)
Decade of Hire: 1995-2004	-2.295*** (-3.640, -0.949)
Decade of Hire: 1985-1994	-3.249*** (-5.201, -1.297)
Decade of Hire: 1975-1984	-3.913** (-7.493, -0.333)
Start After Degree <sup>d</sup>	0.073 (-0.050, 0.196)
Step <sup>e</sup>	0.764* (-0.043, 1.570)
Observations	131
F Statistic	4.756*** (df = 9; 121)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off scale adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 74, Male n = 58. <sup>c</sup>Ethnicity: Asian n = 21, Unknown n = 1, URM n = 27, White n = 83. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval

Table E.11: Division of Humanities, Arts and Cultural Studies, hired as Associate Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	5.703** (1.634, 9.772)
Gender <sup>b</sup> : Female	-1.249 (-4.493, 1.995)
Ethnicity <sup>c</sup> : Asian	1.419 (-2.647, 5.485)
Ethnicity <sup>c</sup> : URM	-0.047 (-4.938, 4.845)
Decade of Hire: 1995-2004	-0.204 (-3.034, 2.626)
Decade of Hire: 1985-1994	-0.961 (-7.781, 5.860)
Start After Degree <sup>d</sup>	-0.027 (-0.399, 0.346)
Step <sup>e</sup>	1.053 (-0.220, 2.326)
Observations	24
F Statistic	0.734 (df = 7; 16)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 1995 and 2004 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 14, Male n = 10. <sup>c</sup>Ethnicity: Asian n = 3, URM n = 3, White n = 18. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

Table E.12: Division of Humanities, Arts and Cultural Studies, hired as full Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	5.544 (−3.755, 14.843)
Gender <sup>b</sup> : Female	−1.280 (−4.842, 2.281)
Ethnicity <sup>c</sup> : Asian	0.260 (−7.236, 7.757)
Ethnicity <sup>c</sup> : URM	2.405 (−3.064, 7.874)
Decade of Hire: 1995-2004	−1.528 (−6.767, 3.711)
Decade of Hire: 1985-1994	−5.102 (−17.119, 6.915)
Start After Degree <sup>d</sup>	0.177 (−0.152, 0.506)
Step <sup>e</sup>	−0.576 (−1.435, 0.282)
Observations	29
F Statistic	0.632 (df = 7; 21)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 15, Male n = 14. <sup>c</sup>Ethnicity: Asian n = 2, URM n = 4, White n = 23. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

# Division of Mathematical and Physical Sciences: Supplemental tables

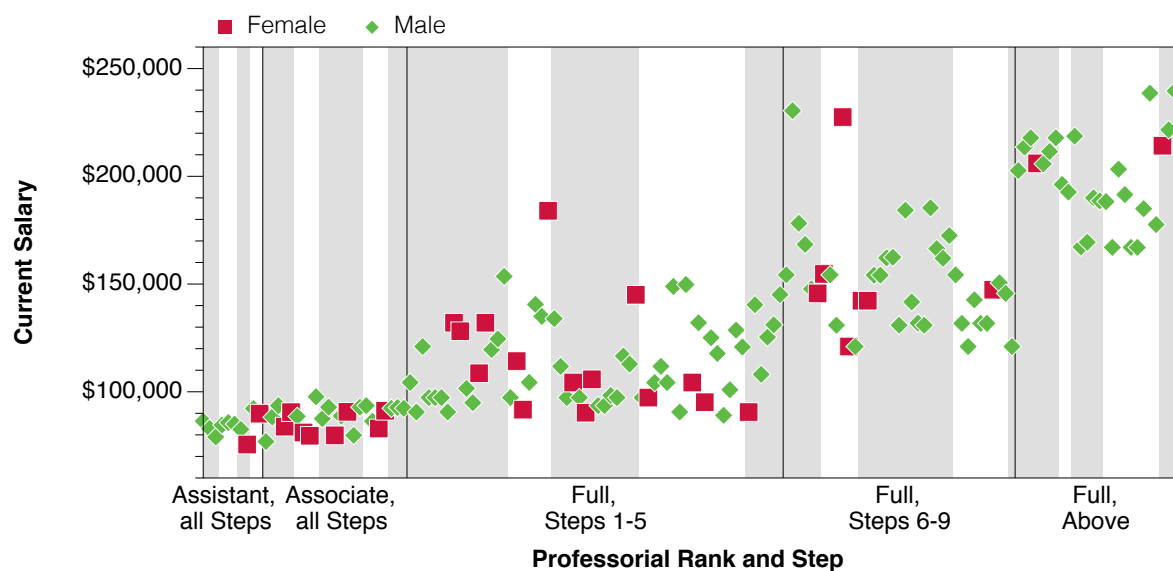


Figure F.1: **Current total salary of CL&S – MPS faculty by department.** Current salaries are ordered by department within each rank. Departments are indicated by alternating grey and white bands. Total salary is composed of base salary and negotiated off-scale salary.

## total salary (current)

Table F.1: Division of Mathematical and Physical Sciences, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.419*** (11.279, 11.558)
Gender <sup>b</sup> : Female	-0.046 (-0.116, 0.025)
Ethnicity <sup>c</sup> : Asian	0.046 (-0.024, 0.116)
Ethnicity <sup>c</sup> : Unknown	0.074 (-0.005, 0.153)
Year of Hire:	-0.031 (-0.063, 0.001)
Start After Degree <sup>d</sup>	0.010 (-0.001, 0.021)
Current Step <sup>e</sup>	-0.055 (-0.107, -0.003)
Observations	10
F Statistic	3.208 (df = 6; 3)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 2, Male n = 8. <sup>c</sup>Ethnicity: Asian n = 2, Unknown n = 3, White n = 5. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table F.2: Division of Mathematical and Physical Sciences, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.327*** (11.246, 11.408)
Gender <sup>b</sup> : Female	-0.048* (-0.096, -0.001)
Ethnicity <sup>c</sup> : Asian	0.036 (-0.055, 0.126)
Ethnicity <sup>c</sup> : Unknown	-0.007 (-0.061, 0.047)
Decade of Hire: 1985-1994	-0.228*** (-0.369, -0.088)
Decade of Hire: 1995-2004	-0.006 (-0.142, 0.130)
Start After Degree <sup>d</sup>	0.004 (-0.010, 0.019)
Current Step <sup>e</sup>	0.025 (-0.014, 0.064)
Observations	23
F Statistic	3.286** (df = 7; 15)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 8, Male n = 15. <sup>c</sup>Ethnicity: Asian n = 3, Unknown n = 7, White n = 13. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table F.3: Division of Mathematical and Physical Sciences, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.434*** (11.356, 11.512)
Gender <sup>b</sup> : Female	0.027 (−0.030, 0.085)
Ethnicity <sup>c</sup> : Asian	0.004 (−0.052, 0.061)
Ethnicity <sup>c</sup> : Unknown	−0.026 (−0.126, 0.074)
Ethnicity <sup>c</sup> : URM	0.027 (−0.090, 0.144)
Decade of Hire: 1995-2004	−0.149*** (−0.221, −0.076)
Decade of Hire: 1985-1994	−0.167*** (−0.259, −0.075)
Decade of Hire: 1975-1984	−0.110* (−0.232, 0.013)
Start After Degree <sup>d</sup>	0.003* (−0.0002, 0.007)
Current Step <sup>e</sup>	0.082*** (0.072, 0.092)
Observations	122
F Statistic	53.667*** (df = 9; 112)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 24, Male n = 99. <sup>c</sup>Ethnicity: Asian n = 26, Unknown n = 8, URM n = 5, White n = 84. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## off-scale salary (current)

Table F.4: Division of Mathematical and Physical Sciences, Assistant Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	9.810*** (8.849, 10.771)
Gender <sup>b</sup> : Female	0.350 (−0.138, 0.838)
Ethnicity <sup>c</sup> : Asian	0.103 (−0.378, 0.584)
Ethnicity <sup>c</sup> : Unknown	−0.217 (−0.762, 0.328)
Year of Hire	−0.060 (−0.280, 0.160)
Start After Degree <sup>d</sup>	−0.219** (−0.293, −0.144)
Current Step <sup>e</sup>	0.146 (−0.210, 0.503)
Observations	10
F Statistic	16.200** (df = 6; 3)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 2, Male n = 8. <sup>c</sup>Ethnicity: Asian n = 2, Unknown n = 3, White n = 5. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.



Table F.5: Division of Mathematical and Physical Sciences, Associate Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	9.749*** (8.888, 10.610)
Gender <sup>b</sup> : Female	-0.506* (-1.013, 0.001)
Ethnicity <sup>c</sup> : Asian	0.359 (-0.600, 1.318)
Ethnicity <sup>c</sup> : Unknown	0.069 (-0.501, 0.640)
Decade of Hire: 1995-2004	0.135 (-1.302, 1.573)
Decade of Hire: 1985-1994	-9.943*** (-11.432, -8.454)
Start After Degree <sup>d</sup>	0.071 (-0.086, 0.228)
Current Step <sup>e</sup>	-0.268 (-0.681, 0.145)
Observations	23
F Statistic	42.405*** (df = 7; 15)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 8, Male n = 15. <sup>c</sup>Ethnicity: Asian n = 3, Unknown n = 7, White n = 13. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table F.6: Division of Mathematical and Physical Sciences, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	7.221*** (4.486, 9.956)
Gender <sup>b</sup> : Female	1.566 (-0.446, 3.579)
Ethnicity <sup>c</sup> : Asian	1.037 (-0.936, 3.011)
Ethnicity <sup>c</sup> : Unknown	-0.146 (-3.639, 3.347)
Ethnicity <sup>c</sup> : URM	0.188 (-3.910, 4.286)
Decade of Hire: 1995-2004	-3.278** (-5.801, -0.755)
Decade of Hire: 1985-1994	-4.591*** (-7.803, -1.378)
Decade of Hire: 1975-1984	-2.154 (-6.444, 2.136)
Start After Degree <sup>d</sup>	0.001 (-0.118, 0.119)
Current Step <sup>e</sup>	0.255 (-0.100, 0.609)
Observations	122
F Statistic	1.917* (df = 9; 112)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 24, Male n = 99. <sup>c</sup>Ethnicity: Asian n = 26, Unknown n = 8, URM n = 5, White n = 84. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## step at time of hire

Table F.7: Division of Mathematical and Physical Sciences, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-0.294 (-1.206, 0.618)
Ethnicity <sup>c</sup> : Asian	0.183 (-0.792, 1.157)
Ethnicity <sup>c</sup> : Unknown	1.431** (0.073, 2.789)
Ethnicity <sup>c</sup> : URM	-0.262 (-2.701, 2.177)
Decade of Hire: 1995-2004	0.485 (-0.525, 1.494)
Decade of Hire: 1985-1994	0.267 (-0.836, 1.369)
Decade of Hire: 1975-1984	0.036 (-1.643, 1.714)
Start After Degree <sup>d</sup>	0.720*** (0.506, 0.934)
Observations	109

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 26, Male n = 82. <sup>c</sup>Ethnicity: Asian n = 21, Unknown n = 14, URM n = 3, White n = 70. <sup>d</sup>Start After Degree, in years. One professors was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table F.8: Division of Mathematical and Physical Sciences, hired as Associate Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-1.284 (-4.948, 2.381)
Ethnicity <sup>c</sup> : Asian	3.142 (-1.057, 7.341)
Ethnicity <sup>c</sup> : Unknown	-3.612 (-63.050, 55.827)
Start After Degree <sup>d</sup>	0.615** (0.040, 1.191)
Observations	13

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired less than a year after receiving their terminal degree. Time of hire could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 14, Male n = 10. <sup>c</sup>Ethnicity: Asian n = 3, URM n = 3, White n = 18. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table F.9: Division of Mathematical and Physical Sciences, hired as full Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-3.234** (-6.179, -0.288)
Ethnicity <sup>c</sup> : Asian	1.314 (-1.071, 3.698)
Ethnicity <sup>c</sup> : Unknown	0.190 (-2.131, 2.510)
Ethnicity <sup>c</sup> : URM	-2.265 (-5.750, 1.220)
Decade of Hire: 1995-2004	-0.134 (-1.782, 1.514)
Decade of Hire: 1985-1994	0.423 (-1.464, 2.309)
Decade of Hire: 1975-1984	0.123 (-3.119, 3.365)
Start After Degree <sup>d</sup>	0.244*** (0.110, 0.377)
Observations	34

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 15, Male n = 14. <sup>c</sup>Ethnicity: Asian n = 2, URM n = 4, White n = 23. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

## off-scale salary at time of hire

Table F.10: Division of Mathematical and Physical Sciences, hired as Assistant Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup>	
Intercept	7.743***	(5.011, 10.475)
Gender <sup>b</sup> : Female	0.542	(-0.874, 1.959)
Ethnicity <sup>c</sup> : Asian	-0.438	(-1.971, 1.095)
Ethnicity <sup>c</sup> : Unknown	1.406	(-0.708, 3.521)
Ethnicity <sup>c</sup> : URM	0.435	(-3.166, 4.036)
Decade of Hire: 1995-2004	-3.768***	(-5.366, -2.169)
Decade of Hire: 1985-1994	-5.343***	(-7.083, -3.603)
Decade of Hire: 1975-1984	-8.293***	(-10.710, -5.876)
Start After Degree <sup>d</sup>	0.220	(-0.076, 0.516)
Step <sup>e</sup>	-0.063	(-0.981, 0.855)
Observations	107	
F Statistic	11.612*** (df = 9; 97)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 26, Male n = 82. <sup>c</sup>Ethnicity: Asian n = 21, Unknown n = 14, URM n = 3, White n = 70. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval

Table F.11: Division of Mathematical and Physical Sciences, hired as Associate Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup>	
Intercept	8.054*	(1.229, 14.879)
Gender <sup>b</sup> : Female	-0.391	(-4.450, 3.667)
Ethnicity <sup>c</sup> : Asian	1.824	(-3.938, 7.585)
Ethnicity <sup>c</sup> : Unknown	0.535	(-8.277, 9.347)
Decade of Hire: 1985-1994	-5.839	(-16.108, 4.430)
Decade of Hire: 1995-2004	-0.815	(-5.510, 3.880)
Start After Degree <sup>d</sup>	0.153	(-1.081, 1.388)
Step <sup>e</sup>	-0.078	(-5.887, 5.731)
Observations	13	
F Statistic	1.390 (df = 7; 5)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 1995 and 2004 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 2, Male n = 11. <sup>c</sup>Ethnicity: Asian n = 4, Unknown n = 1, White n = 8. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

Table F.12: Division of Mathematical and Physical Sciences, hired as full Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup>
Intercept	10.719*** (6.762, 14.677)
Gender <sup>b</sup> : Female	2.294 (−1.672, 6.259)
Ethnicity <sup>c</sup> : Asian	0.374 (−3.455, 4.204)
Ethnicity <sup>c</sup> : Unknown	−0.377 (−5.148, 4.394)
Ethnicity <sup>c</sup> : URM	1.136 (−4.971, 7.244)
Decade of Hire: 1995-2004	−1.883 (−5.261, 1.495)
Decade of Hire: 1985-1994	−5.353** (−9.218, −1.488)
Decade of Hire: 1975-1984	−9.285** (−17.126, −1.444)
Start After Degree <sup>d</sup>	−0.053 (−0.248, 0.141)
Step <sup>e</sup>	−0.424 (−0.947, 0.100)
Observations	34
F Statistic	3.152** (df = 9; 24)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 6, Male n = 28. <sup>c</sup>Ethnicity: Asian n = 6, Unknown n = 3, URM n = 2, White n = 23. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

# Division of Social Sciences: Supplemental tables

Table G.1: Division of Social Sciences: total salary (current).

Professors Series						Business/Economics and Engineering salary plan					
	N	mean	sem	min	max		N	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	17	\$80,550	\$1,655	\$68,001	\$92,000	Women	2	\$109,246	\$2,030	—	—
Men	13	\$78,899	\$2,562	\$63,304	\$94,400	Men	5	\$117,287	\$6,766	\$102,300	\$142,600
Asian	5	\$78,582	\$4,532	\$63,304	\$90,000	Asian	1	—	—	—	—
URM	3	\$84,500	\$5,927	\$72,800	\$92,000	URM	0	—	—	—	—
White	21	\$79,490	\$1,612	\$68,001	\$94,400	White	5	\$117,287	\$6,766	\$102,300	\$142,600
Associate Professors, all Steps						Associate Professors, all Steps					
Women	22	\$88,571	\$2,002	\$76,900	\$115,000	Women	1	—	—	—	—
Men	27	\$88,984	\$1,686	\$76,900	\$117,221	Men	4	\$155,291	\$15,967	\$128,422	\$198,216
Asian	8	\$86,048	\$2,553	\$79,200	\$102,087	Asian	0	—	—	—	—
URM	6	\$84,007	\$1,786	\$76,900	\$89,150	URM	0	—	—	—	—
White	32	\$90,137	\$1,683	\$76,900	\$117,221	White	5	\$149,438	\$13,683	\$126,027	\$198,216
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	20	\$109,231	\$3,256	\$95,750	\$158,115	Women	3	\$160,398	\$6,082	\$148,827	\$169,433
Men	33	\$115,768	\$3,143	\$90,600	\$155,948	Men	4	\$163,574	\$3,395	\$153,777	\$168,977
Asian	8	\$115,569	\$7,621	\$95,750	\$158,115	Asian	0	—	—	—	—
URM	7	\$122,950	\$5,814	\$102,927	\$152,704	URM	1	—	—	—	—
White	38	\$111,047	\$2,591	\$90,600	\$155,948	White	6	\$161,841	\$3,520	\$148,827	\$169,433
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	8	\$135,320	\$4,854	\$121,000	\$159,199	Women	1	—	—	—	—
Men	16	\$150,974	\$3,442	\$125,766	\$176,024	Men	6	\$191,696	\$15,328	\$158,938	\$261,906
Asian	0	—	—	—	—	Asian	1	—	—	—	—
URM	0	—	—	—	—	URM	1	—	—	—	—
White	24	\$145,756	\$3,148	\$121,000	\$176,024	White	5	\$194,199	\$18,775	\$158,938	\$261,906
full Professors, Above scale						full Professors, Above scale					
Women	1	—	—	—	—	Women	0	—	—	—	—
Men	13	\$186,623	\$4,888	\$166,176	\$223,431	Men	1	—	—	—	—
Asian	0	—	—	—	—	Asian	0	—	—	—	—
URM	1	—	—	—	—	URM	0	—	—	—	—
White	13	\$188,049	\$4,845	\$166,176	\$223,431	White	1	—	—	—	—
<i>Note:</i> Salaries based on an 9 month, academic scale. — denoted suppression of salary. sem, standard error of mean						<i>Note:</i> Salaries based on an 9 month, academic scale. — denoted suppression of salary. sem, standard error of mean					

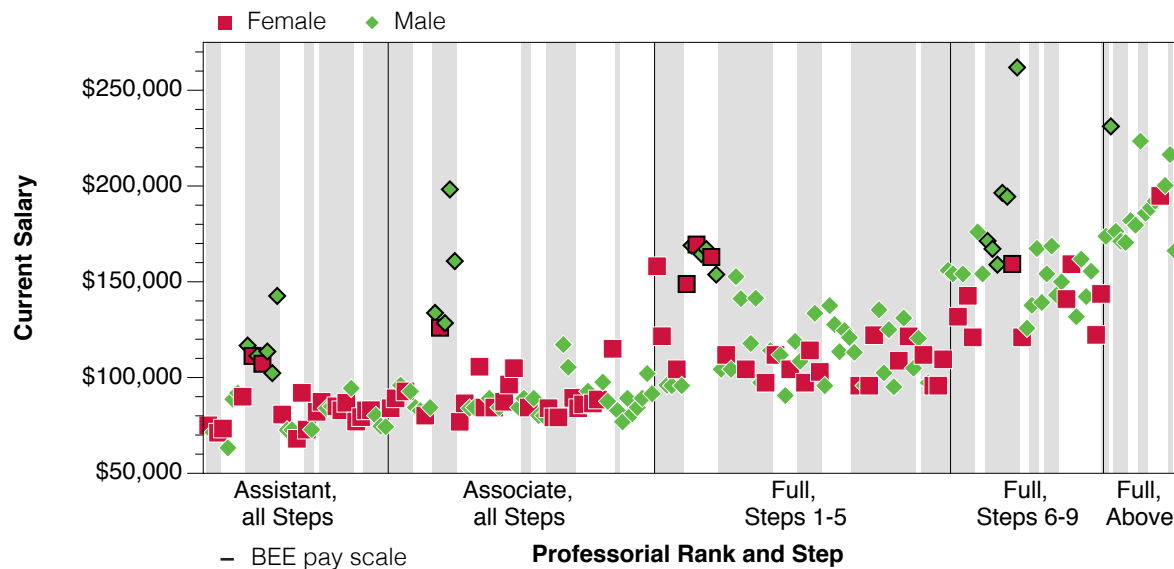


Figure G.1: **Current total salary of CL&S – DSS faculty by department.** Current salaries are ordered by department within each rank. Faculty members on the BEE pay scale are indicated by a dark border. Departments are indicated by alternating grey and white bands. Total salary is composed of base salary and negotiated off-scale salary.

### total salary (current)

Table G.2: Division of Social Sciences, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.062*** (10.949, 11.176)
Gender <sup>b</sup> : Female	-0.021 (-0.077, 0.036)
Ethnicity <sup>c</sup> : Asian	0.018 (-0.061, 0.096)
Ethnicity <sup>c</sup> : Unknown	-0.025 (-0.140, 0.090)
Ethnicity <sup>c</sup> : URM	0.010 (-0.090, 0.110)
Year of Hire	0.013 (-0.006, 0.032)
Start After Degree <sup>d</sup>	0.009* (-0.0003, 0.019)
Current Step <sup>e</sup>	0.068*** (0.027, 0.110)
BEE <sup>f</sup>	0.362*** (0.293, 0.430)
Observations	37
F Statistic	19.120*** (df = 8; 28)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 19, Male n = 18. <sup>c</sup>Ethnicity: Asian n = 6, Unknown n = 2, URM n = 3, White n = 26. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table G.3: Division of Social Sciences, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.275*** (11.174, 11.376)
Gender <sup>b</sup> : Female	-0.0004 (-0.054, 0.053)
Ethnicity <sup>c</sup> : Asian	-0.045 (-0.119, 0.030)
Ethnicity <sup>c</sup> : Unknown	-0.016 (-0.128, 0.096)
Ethnicity <sup>c</sup> : URM	-0.065 (-0.155, 0.025)
Decade of Hire: 1995-2004	-0.054 (-0.123, 0.016)
Decade of Hire: 1985-1994	-0.152** (-0.298, -0.006)
Start After Degree <sup>d</sup>	0.009* (0.0001, 0.018)
Current Step <sup>e</sup>	0.047** (0.012, 0.081)
BEE <sup>f</sup>	0.467*** (0.374, 0.561)
Observations	54
F Statistic	17.714*** (df = 9; 44)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 23, Male n = 31. <sup>c</sup>Ethnicity: Asian n = 8, Unknown n = 3, URM n = 6, White n = 37. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table G.4: Division of Social Sciences, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.430*** (11.354, 11.506)
Gender <sup>b</sup> : Female	-0.025 (-0.078, 0.029)
Ethnicity <sup>c</sup> : Asian	-0.035 (-0.122, 0.053)
Ethnicity <sup>c</sup> : URM	0.070* (-0.012, 0.151)
Decade of Hire: 1995-2004	0.010 (-0.059, 0.079)
Decade of Hire: 1985-1994	-0.114** (-0.213, -0.016)
Decade of Hire: 1975-1984	-0.159** (-0.306, -0.013)
Start After Degree <sup>d</sup>	-0.003 (-0.008, 0.002)
Current Step <sup>e</sup>	0.075*** (0.061, 0.089)
BEE <sup>f</sup>	0.291*** (0.221, 0.361)
Observations	105
F Statistic	36.075*** (df = 9; 95)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 33, Male n = 73. <sup>c</sup>Ethnicity: Asian n = 9, Unknown n = 8, URM n = 10, White n = 87. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## off-scale salary (current)

Table G.5: Division of Social Sciences, Assistant Professors: off-scale salary (current).

	Linear regression	
	log off-scale salary <sup>a</sup> (CI)	
Intercept	7.139***	(5.865, 8.413)
Gender <sup>b</sup> : Female	-0.081	(-0.720, 0.557)
Ethnicity <sup>c</sup> : Asian	0.011	(-0.870, 0.893)
Ethnicity <sup>c</sup> : Unknown	0.414	(-0.882, 1.710)
Ethnicity <sup>c</sup> : URM	0.024	(-1.100, 1.149)
Year of Hire	-0.173	(-0.391, 0.045)
Start After Degree <sup>d</sup>	-0.007	(-0.116, 0.102)
Current Step <sup>e</sup>	0.294	(-0.174, 0.762)
BEE <sup>f</sup>	0.759*	(-0.011, 1.530)
Observations	37	
F Statistic	3.322*** (df = 8; 28)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 19, Male n = 18. <sup>c</sup>Ethnicity: Asian n = 6, Unknown n = 2, URM n = 3, White n = 26. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table G.6: Division of Social Sciences, Associate Professors: off-scale salary (current).

	Linear regression	
	log off-scale salary <sup>a</sup> (CI)	
Intercept	10.190***	(7.270, 13.111)
Gender <sup>b</sup> : Female	-0.376	(-1.912, 1.160)
Ethnicity <sup>c</sup> : Asian	-1.818	(-3.959, 0.323)
Ethnicity <sup>c</sup> : Unknown	0.690	(-2.530, 3.909)
Ethnicity <sup>c</sup> : URM	0.280	(-2.307, 2.867)
Decade of Hire: 1995-2004	-2.635**	(-4.634, -0.636)
Decade of Hire: 1985-1994	-8.846***	(-13.055, -4.637)
Start After Degree <sup>d</sup>	0.052	(-0.209, 0.313)
Current Step <sup>e</sup>	-0.291	(-1.285, 0.702)
BEE <sup>f</sup>	2.172	(-0.515, 4.859)
Observations	54	
F Statistic	4.444*** (df = 9; 44)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 23, Male n = 31. <sup>c</sup>Ethnicity: Asian n = 8, Unknown n = 3, URM n = 6, White n = 37. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.



Table G.7: Division of Social Sciences, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	8.415*** (6.152, 10.678)
Gender <sup>b</sup> : Female	-1.178 (-2.778, 0.422)
Ethnicity <sup>c</sup> : Asian	-0.104 (-2.708, 2.501)
Ethnicity <sup>c</sup> : URM	1.363 (-1.068, 3.794)
Decade of Hire: 1995-2004	-0.631 (-2.685, 1.424)
Decade of Hire: 1985-1994	-2.677* (-5.613, 0.260)
Decade of Hire: 1975-1984	-3.786* (-8.158, 0.586)
Start After Degree <sup>d</sup>	-0.071 (-0.212, 0.070)
Current Step <sup>e</sup>	0.118 (-0.296, 0.531)
BEE <sup>f</sup>	3.278*** (1.196, 5.361)
Observations	105
F Statistic	2.126** (df = 9; 95)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 33, Male n = 73. <sup>c</sup>Ethnicity: Asian n = 9, URM n = 10, White n = 87. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

## step at time of hire

Table G.8: Division of Social Sciences, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-0.474 (-1.193, 0.246)
Ethnicity <sup>c</sup> : Asian	0.333 (-0.638, 1.305)
Ethnicity <sup>c</sup> : Unknown	2.439** (0.450, 4.429)
Ethnicity <sup>c</sup> : URM	0.353 (-0.816, 1.523)
Decade of Hire: 1995-2004	0.883* (0.088, 1.678)
Decade of Hire: 1985-1994	1.008* (-0.148, 2.164)
Decade of Hire: 1975-1984	0.044 (-1.982, 2.069)
Start After Degree <sup>d</sup>	0.579*** (0.412, 0.745)
Observations	140

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 60, Male n = 80. <sup>c</sup>Ethnicity: Asian n = 21, Unknown n = 5, URM n = 13, White n = 101. <sup>d</sup>Start After Degree, in years. One professors was hired prior to 1975 and removed from analysis. CI; 95% confidence interval.

Table G.9: Division of Social Sciences, hired as Associate Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	0.308 (-1.418, 2.034)
Ethnicity <sup>c</sup> : Asian	-16.783*** (-16.783, -16.783)
Ethnicity <sup>c</sup> : URM	-1.061 (-3.849, 1.728)
Decade of Hire: 1995-2004	-2.374** (-4.445, -0.302)
Decade of Hire: 1985-1994	-19.717*** (-19.717, -19.717)
Start After Degree <sup>d</sup>	0.166 (-0.055, 0.387)
Observations	28

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 11, Male n = 17. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 3, White n = 24. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table G.10: Division of Social Sciences, hired as full Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-1.843* (-3.979, 0.294)
Ethnicity <sup>c</sup> : Asian	-20.665*** (-20.665, -20.665)
Ethnicity <sup>c</sup> : URM	-1.775 (-4.492, 0.942)
Decade of Hire: 1995-2004	-0.268 (-1.910, 1.374)
Decade of Hire: 1985-1994	-1.766* (-3.593, 0.061)
Decade of Hire: 1975-1984	-15.578 (-2, 511.910, 2, 480.754)
Observations	29

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014. Time since degree could not be assessed.

<sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 4, Male n = 25.

<sup>c</sup>Ethnicity: Asian n = 1, URM n = 3, White n = 25. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

## off-scale salary at time of hire

Table G.11: Division of Social Sciences, all Professors on BEE pay scale: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	7.775*** (4.245, 11.304)
Gender <sup>b</sup> : Female	1.982 (-1.297, 5.261)
Ethnicity <sup>c</sup> : Asian	-3.358 (-8.616, 1.899)
Ethnicity <sup>c</sup> : Unknown	2.058 (-5.240, 9.357)
Ethnicity <sup>c</sup> : URM	-0.172 (-7.603, 7.259)
Decade of Hire: 1995-2004	0.696 (-2.890, 4.282)
Decade of Hire: 1985-1994	-1.143 (-5.155, 2.868)
Decade of Hire: 1975-1984	-1.212 (-12.259, 9.834)
Start After Degree <sup>d</sup>	0.074 (-0.453, 0.600)
Interval <sup>e</sup>	0.004 (-1.296, 1.304)
Observations	27
F Statistic	0.579 (df = 9; 17)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male in the Professor Series hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 7, Male n = 20. <sup>c</sup>Ethnicity: Asian n = 2, Unknown n = 1, URM n = 2, White n = 22. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval

Table G.12: Division of Social Sciences, all Professors not on BEE pay scale: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	7.813***	(5.794, 9.832)
Gender <sup>b</sup> : Female	-1.275*	(-2.573, 0.023)
Ethnicity <sup>c</sup> : Asian	0.170	(-1.746, 2.086)
Ethnicity <sup>c</sup> : Unknown	-1.446	(-5.486, 2.595)
Ethnicity <sup>c</sup> : URM	1.586	(-0.480, 3.653)
Decade of Hire: 1995-2004	-2.817***	(-4.248, -1.386)
Decade of Hire: 1985-1994	-4.115***	(-6.139, -2.092)
Decade of Hire: 1975-1984	-6.088***	(-9.846, -2.330)
Start After Degree <sup>d</sup>	-0.119	(-0.320, 0.081)
Interval <sup>e</sup>	0.277	(-0.137, 0.692)
Dept <sup>f</sup> : Anthropology	-0.890	(-3.099, 1.319)
Dept <sup>f</sup> : Communication	-1.688	(-4.508, 1.131)
Dept <sup>f</sup> : History	-1.901**	(-3.783, -0.019)
Dept <sup>f</sup> : Linguistics	-2.644*	(-5.450, 0.162)
Dept <sup>f</sup> : Philosophy	-1.785	(-4.501, 0.930)
Dept <sup>f</sup> : Political Science	0.995	(-1.054, 3.044)
Dept <sup>f</sup> : Science Technology Studies	-3.135	(-7.968, 1.698)
Dept <sup>f</sup> : Sociology	-1.244	(-3.427, 0.940)
Observations	168	
F Statistic	2.836*** (df = 17; 150)	

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male in the Professor Series hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 68, Male n = 102. <sup>c</sup>Ethnicity: Asian n = 21, Unknown n = 4, URM n = 17, White n = 128. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Interval is rank and step at time of hire. <sup>f</sup>Psychology department compared with the eight other departments in the College. CI; 95% confidence interval

Table G.13: Division of Social Sciences, hired as Assistant Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	5.294***	(2.718, 7.869)
Gender <sup>b</sup> : Female	-0.790	(-2.140, 0.559)
Ethnicity <sup>c</sup> : Asian	-0.629	(-2.479, 1.222)
Ethnicity <sup>c</sup> : Unknown	-2.096	(-5.699, 1.506)
Ethnicity <sup>c</sup> : URM	0.324	(-1.983, 2.630)
Decade of Hire: 1995-2004	-2.404***	(-3.871, -0.938)
Decade of Hire: 1985-1994	-4.051***	(-6.172, -1.930)
Decade of Hire: 1975-1984	-5.890***	(-9.477, -2.302)
Start After Degree <sup>d</sup>	-0.178	(-0.458, 0.101)
Step <sup>e</sup>	0.877*	(-0.147, 1.901)
BEE <sup>d</sup>	2.684***	(0.768, 4.600)
Observations	138	
F Statistic	3.645*** (df = 10; 127)	

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 60, Male n = 80. <sup>c</sup>Ethnicity: Asian n = 21, Unknown n = 5, URM n = 13, White n = 101. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval

Table G.14: Division of Social Sciences, hired as Associate Professor: off-scale salary at time of hire.

Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	9.253*** (4.076, 14.431)
Gender <sup>b</sup> : Female	-1.793 (-4.434, 0.847)
Ethnicity <sup>c</sup> : Asian	-2.998 (-9.897, 3.901)
Ethnicity <sup>c</sup> : URM	4.938** (0.828, 9.048)
Decade of Hire: 1995-2004	-3.736** (-7.229, -0.243)
Decade of Hire: 1985-1994	-5.772** (-10.855, -0.688)
Start After Degree <sup>d</sup>	-0.194 (-0.456, 0.069)
Step <sup>e</sup>	0.241 (-1.483, 1.966)
BEE <sup>f</sup>	4.998*** (1.639, 8.356)
Observations	28
F Statistic	3.346** (df = 8; 19)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 1995 and 2004 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 11, Male n = 17. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 3, White n = 24. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table G.15: Division of Social Sciences, hired as full Professor: off-scale salary at time of hire.

Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	4.625 (-2.797, 12.048)
Gender <sup>b</sup> : Female	3.895 (-2.312, 10.103)
Ethnicity <sup>c</sup> : Asian	1.782 (-8.371, 11.935)
Ethnicity <sup>c</sup> : URM	-3.357 (-10.690, 3.976)
Decade of Hire: 1995-2004	1.660 (-2.622, 5.943)
Decade of Hire: 1985-1994	-1.593 (-6.671, 3.485)
Decade of Hire: 1975-1984	3.170 (-14.484, 20.824)
Start After Degree <sup>d</sup>	0.211 (-0.309, 0.732)
Step <sup>e</sup>	-0.620 (-1.882, 0.643)
BEE <sup>f</sup>	1.226 (-10.290, 12.742)
Observations	29
F Statistic	0.607 (df = 9; 19)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 4, Male n = 25. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 3, White n = 25. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>BEE; those on Business/Economics and Engineering salary plan compared with those in the Professor Series. CI; 95% confidence interval.

Table G.16: Division of Social Sciences, hired as Assistant Professor not on BEE pay scale: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	5.191*** (1.810, 8.572)
Gender <sup>b</sup> : Female	-1.203 (-2.641, 0.236)
Ethnicity <sup>c</sup> : Asian	-0.380 (-2.399, 1.638)
Ethnicity <sup>c</sup> : Unknown	-2.508 (-6.662, 1.647)
Ethnicity <sup>c</sup> : URM	1.468 (-1.086, 4.022)
Decade of Hire: 1995-2004	-2.918*** (-4.529, -1.307)
Decade of Hire: 1985-1994	-3.757*** (-6.164, -1.351)
Decade of Hire: 1975-1984	-5.662*** (-9.363, -1.961)
Start After Degree <sup>d</sup>	-0.195 (-0.488, 0.099)
Step <sup>e</sup>	1.151** (0.054, 2.248)
Dept <sup>f</sup> : Anthropology	-0.773 (-3.126, 1.581)
Dept <sup>f</sup> : Communication	-0.397 (-3.393, 2.598)
Dept <sup>f</sup> : History	-0.829 (-3.117, 1.460)
Dept <sup>f</sup> : Linguistics	-3.409* (-7.042, 0.223)
Dept <sup>f</sup> : Philosophy	-1.038 (-4.885, 2.808)
Dept <sup>f</sup> : Political Science	2.415* (-0.091, 4.922)
Dept <sup>f</sup> : Science & Technology Studies	1.029 (-6.798, 8.857)
Dept <sup>f</sup> : Sociology	-1.077 (-3.461, 1.308)
Observations	119
F Statistic	2.680*** (df = 17; 101)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 55, Male n = 66. <sup>c</sup>Ethnicity: Asian n = 19, Unknown n = 4, URM n = 12, White n = 86. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>Psychology department compared with the eight other departments in the College. One professor was hired prior to 1975 and removed from analysis. CI; 95% confidence interval

Table G.17: Division of Social Sciences, hired as Associate Professor not on BEE pay scale: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	10.011 (-0.692, 20.714)
Gender <sup>b</sup> : Female	-1.899 (-6.187, 2.389)
Ethnicity <sup>c</sup> : Asian	-2.008 (-11.340, 7.323)
Ethnicity <sup>c</sup> : URM	4.358 (-2.029, 10.745)
Decade of Hire: 1995-2004	-4.962 (-12.616, 2.693)
Decade of Hire: 1985-1994	-11.155 (-26.275, 3.965)
Start After Degree <sup>d</sup>	-0.175 (-0.528, 0.178)
Step <sup>e</sup>	-0.267 (-3.907, 3.372)
Dept <sup>f</sup> : Anthropology	2.525 (-6.975, 12.026)
Dept <sup>f</sup> : History	-0.968 (-6.702, 4.765)
Dept <sup>f</sup> : Linguistics	
Dept <sup>f</sup> : Philosophy	3.072 (-3.472, 9.616)
Dept <sup>f</sup> : Political Science	1.723 (-4.722, 8.167)
Dept <sup>f</sup> : Science & Technology Studies	1.550 (-7.409, 10.508)
Dept <sup>f</sup> : Sociology	4.535 (-5.516, 14.586)
Observations	22
F Statistic	1.627 (df = 13; 8)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 1995 and 2004 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 10, Male n = 12. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 3, White n = 18. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>Psychology department compared with the eight other departments in the College. CI; 95% confidence interval.

Table G.18: Division of Social Sciences, hired as full Professor not on BEE pay scale: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	3.991 (−4.433, 12.414)
Gender <sup>b</sup> : Female	1.945 (−5.249, 9.138)
Ethnicity <sup>c</sup> : Asian	5.497 (−5.565, 16.558)
Ethnicity <sup>c</sup> : URM	1.147 (−6.996, 9.290)
Decade of Hire: 1995-2004	−2.334 (−8.810, 4.142)
Decade of Hire: 1985-1994	−4.619 (−11.412, 2.173)
Start After Degree <sup>d</sup>	0.613 (−0.294, 1.521)
Step <sup>e</sup>	−1.041 (−3.218, 1.135)
Dept <sup>f</sup> : Anthropology	0.564 (−9.027, 10.154)
Dept <sup>f</sup> : Communication	−15.901** (−29.778, −2.024)
Dept <sup>f</sup> : History	−2.686 (−9.875, 4.504)
Dept <sup>f</sup> : Linguistics	−2.558 (−11.638, 6.522)
Dept <sup>f</sup> : Philosophy	−9.264* (−18.339, −0.189)
Dept <sup>f</sup> : Political Science	−2.585 (−8.127, 2.956)
Dept <sup>f</sup> : Science Technology Studies	−6.457 (−18.991, 6.076)
Dept <sup>f</sup> : Sociology	1.970 (−8.521, 12.461)
Observations	27
F Statistic	1.085 (df = 15; 11)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male in the Professor Series hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 3, Male n = 24. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 2, White n = 24. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>Psychology department compared with the eight other departments in the College. CI; 95% confidence interval.

# Graduate School of Management: Supplemental tables

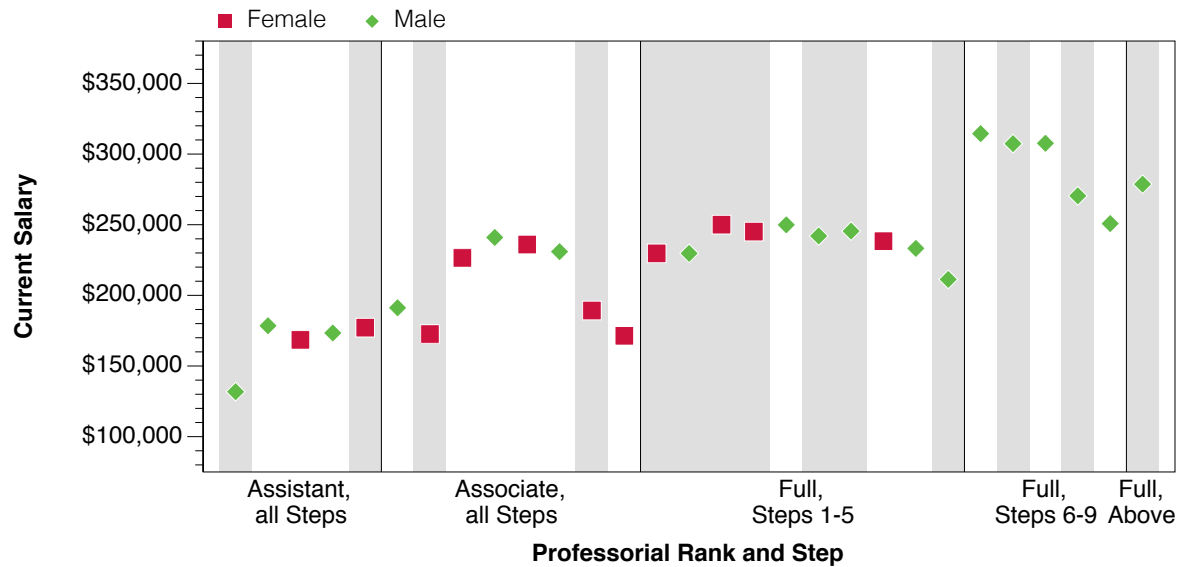


Figure H.1: **Current total salary of GSM faculty by scale.** Current salaries are ordered by pay scale within each rank. Pay scales are indicated by alternating grey and white bands. Total salary is composed of base salary and negotiated off-scale salary.

## total salary (current)

Table H.1: Graduate School of Management, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	12.063*** (11.994, 12.133)
Gender <sup>b</sup> : Female	-0.033 (-0.118, 0.052)
Ethnicity <sup>c</sup> : Asian	0.029 (-0.069, 0.127)
Ethnicity <sup>c</sup> : Unknown	-0.274 (-0.372, -0.176)
Observations	5
F Statistic	16.788 (df = 3; 1)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired. Time of hiring and time since degree could not be assessed. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 2, Male n = 3. <sup>c</sup>Ethnicity: Asian n = 3, Unknown n = 3, Unknown n = 1, White n = 1. CI; 95% confidence interval.

Table H.2: Graduate School of Management, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.053** (10.208, 11.899)
Gender <sup>b</sup> : Female	0.398 (-0.007, 0.803)
Ethnicity <sup>c</sup> : Asian	-0.008 (-0.571, 0.554)
Ethnicity <sup>c</sup> : Unknown	-0.328 (-0.742, 0.085)
Decade of Hire: 1995-2004	-0.872 (-1.633, -0.110)
Start After Degree <sup>d</sup>	-0.035 (-0.153, 0.082)
Current Step <sup>e</sup>	0.517 (-0.045, 1.079)
Observations	8
F Statistic	2.242 (df = 6; 1)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 5, Male n = 3. <sup>c</sup>Ethnicity: Asian n = 3, Unknown n = 3, Unknown n = 1, White n = 2. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table H.3: Graduate School of Management, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	12.230*** (11.983, 12.478)
Gender <sup>b</sup> : Female	-0.004 (-0.121, 0.114)
Ethnicity <sup>c</sup> : Asian	-0.275** (-0.470, -0.079)
Ethnicity <sup>c</sup> : Unknown	0.070 (-0.124, 0.263)
Ethnicity <sup>c</sup> : URM	0.076 (-0.154, 0.305)
Decade of Hire: 1995-2004	0.006 (-0.213, 0.225)
Decade of Hire: 1985-1994	-0.340* (-0.682, 0.003)
Decade of Hire: 1975-1984	-0.529* (-0.957, -0.101)
Start After Degree <sup>d</sup>	-0.005 (-0.016, 0.007)
Current Step <sup>e</sup>	0.094*** (0.044, 0.143)
Observations	16
F Statistic	3.156* (df = 9; 6)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 4, Male n = 12. <sup>c</sup>Ethnicity: Asian n = 4, Unknown n = 1, URM n = 1, White n = 10. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.



## off-scale salary (current)

Table H.4: Graduate School of Management, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	11.479 (−0.473, 23.431)
Gender <sup>b</sup> : Female	−2.472 (−8.144, 3.199)
Ethnicity <sup>c</sup> : Asian	−4.759 (−14.207, 4.690)
Ethnicity <sup>c</sup> : Unknown	1.459 (−7.904, 10.823)
Ethnicity <sup>c</sup> : URM	−1.964 (−13.029, 9.102)
Decade of Hire: 1995-2004	−8.425 (−18.996, 2.145)
Decade of Hire: 1985-1994	−15.282 (−31.814, 1.250)
Decade of Hire: 1975-1984	−17.015 (−37.680, 3.651)
Start After Degree <sup>d</sup>	−0.141 (−0.709, 0.427)
Current Step <sup>e</sup>	0.741 (−1.649, 3.131)
Observations	16
F Statistic	2.109 (df = 9; 6)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 4, Male n = 12. <sup>c</sup>Ethnicity: Asian n = 4, Unknown n = 1, URM n = 1, White n = 10. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

## step at time of hire

Table H.5: Graduate School of Management, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	0.698 (−1.368, 2.765)
Ethnicity <sup>c</sup> : Asian	−1.944 (−4.318, 0.429)
Ethnicity <sup>c</sup> : Unknown	0.733 (−2.079, 3.545)
Decade of Hire: 1995-2004	0.093 (−2.048, 2.235)
Decade of Hire: 1985-1994	−8.949 (−82.373, 64.476)
Observations	20

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014. Time since terminal degree could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 9, Male n = 11. <sup>c</sup>Ethnicity: Asian n = 7, Unknown n = 4, White n = 9. CI; 95% confidence interval.

Table H.6: Graduate School of Management, hired as Associate Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Ethnicity <sup>c</sup> : Asian	−19.566*** (−19.566, −19.566)
Observations	4

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired less than a year after receiving their terminal degree. Gender, time of hire and time since terminal degree could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Ethnicity: Asian n = 2, White n = 2. Gender: Female n = 0, Male n = 4. CI; 95% confidence interval.

Table H.7: Graduate School of Management, hired as full Professor: step at time of hire.

Ordered logistic regression	
step at time of hire <sup>a</sup> (CI)	
Gender <sup>b</sup> : Female	49.653 (−681, 962.400, 682, 061.700)
Ethnicity <sup>c</sup> : Asian	55.558 (−9, 255, 492.000, 9, 255, 603.000)
Ethnicity <sup>c</sup> : Unknown	9.525 (−56, 489, 286.000, 56, 489, 305.000)
Ethnicity <sup>c</sup> : URM	−17.272*** (−17.568, −16.977)
Observations	5

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male. Time of hire and time since terminal degree could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 2, Male n = 3. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 1, URM n = 1, White n = 2. CI; 95% confidence interval.

## off-scale salary at time of hire

Table H.8: Graduate School of Management, hired as Assistant Professor: off-scale salary at time of hire.

Linear regression	
log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	12.138*** (6.414, 17.863)
Gender <sup>b</sup> : Female	−1.756 (−3.554, 0.042)
Ethnicity <sup>c</sup> : Asian	1.287 (−1.152, 3.725)
Ethnicity <sup>c</sup> : Unknown	−2.013 (−4.626, 0.600)
Decade of Hire: 1995-2004	−1.676 (−4.123, 0.771)
Decade of Hire: 1985-1994	−8.371*** (−11.445, −5.297)
Start After Degree <sup>d</sup>	−0.472 (−1.254, 0.309)
Step <sup>e</sup>	0.797 (−1.931, 3.525)
SCU <sup>f</sup> : Bus/Econ	0.680 (−5.391, 6.750)
SCU <sup>f</sup> : CIS/MIS	−1.448 (−5.730, 2.833)
SCU <sup>f</sup> : Finance	2.725 (−0.396, 5.846)
SCU <sup>f</sup> : Marketing	−3.452* (−6.497, −0.407)
SCU <sup>f</sup> : OB	−1.087 (−4.171, 1.997)
SCU <sup>f</sup> : POM	1.969 (−1.209, 5.148)
Observations	20
F Statistic	3.858* (df = 13; 6)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 9, Male n = 11. <sup>c</sup>Ethnicity: Asian n = 7, Unknown n = 4, White n = 9. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Accounting pay scale compared with the other pay scales in the School. CI; 95% confidence interval

Table H.9: Graduate School of Management, hired as Associate Professor: off-scale salary at time of hire.

Linear regression	
log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	7.383** (4.185, 10.582)
Ethnicity <sup>c</sup> : Asian	1.862 (−2.662, 6.385)
Observations	4
F Statistic	0.651 (df = 1; 2)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male. Gender, time of hiring, time since terminal degree, step, and salary scale could not be assessed. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Ethnicity: Asian n = 2, White n = 2. Gender: Female n = 0, Male n = 4. CI; 95% confidence interval.

Table H.10: Graduate School of Management, hired as full Professor: off-scale salary at time of hire.

Linear regression	
log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	10.585** (5.011, 16.159)
Gender <sup>b</sup> : Female	-4.744 (-13.558, 4.070)
Observations	5
F Statistic	1.113 (df = 1; 3)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male. Ethnicity, time of hiring, time since terminal degree, step, and salary scale could not be assessed. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale.

<sup>b</sup>Gender: Female n = 2, Male n = 3. Ethnicity: Asian n = 1, Unknown n = 1, URM n = 1, White n = 2. CI; 95% confidence interval.

# School of Education: Supplemental tables

total salary (current)

Table I.1: School of Education, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.426*** (11.204, 11.648)
Gender <sup>b</sup> : Female	-0.037 (-0.146, 0.072)
Ethnicity <sup>c</sup> : Asian	-0.087 (-0.251, 0.077)
Ethnicity <sup>c</sup> : Unknown	-0.100 (-0.238, 0.039)
Ethnicity <sup>c</sup> : URM	-0.174 (-0.334, -0.013)
Year of Hire	0.036 (0.0002, 0.071)
Observations	7
F Statistic	2.766 (df = 5; 1)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014. Time since terminal degree and step could not be assessed.  
<sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale.  
<sup>b</sup>Gender: Female n = 4, Male n = 3. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 1, URM n = 2, White n = 3. CI: 95% confidence interval.

Table I.2: School of Education, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.308*** (10.861, 11.756)
Gender <sup>b</sup> : Female	0.096 (-0.217, 0.408)
Ethnicity <sup>c</sup> : Asian	-0.159 (-0.471, 0.154)
Ethnicity <sup>c</sup> : Unknown	0.182 (-0.220, 0.584)
Ethnicity <sup>c</sup> : URM	-0.003 (-0.377, 0.371)
Decade of Hire: 1995-2004	0.011 (-0.284, 0.305)
Start After Degree <sup>d</sup>	-0.012 (-0.057, 0.033)
Current Step <sup>e</sup>	0.008 (-0.167, 0.183)
Observations	12
F Statistic	0.412 (df = 7; 4)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 10, Male n = 2. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 1, URM n = 2, White n = 8. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI: 95% confidence interval.

Table I.3: School of Education, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	12.608* (10.582, 14.634)
Gender <sup>b</sup> : Female	-0.461 (-1.071, 0.149)
Start After Degree <sup>c</sup>	-0.058 (-0.152, 0.035)
Current Step <sup>d</sup>	0.119 (0.025, 0.212)
Observations	5
F Statistic	2.774 (df = 3; 1)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired less than a year after receiving his terminal degree. Time of hiring could not be assessed. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 1, Male n = 6. Ethnicity: White n = 7. <sup>c</sup>Start After Degree, in years. <sup>d</sup>Current Step is step at time of hire. CI; 95% confidence interval.

### off-scale salary (current)

Table I.4: School of Education, Assistant Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	27.582** (26.017, 29.146)
Gender <sup>b</sup> : Female	-6.433** (-7.203, -5.664)
Ethnicity <sup>c</sup> : Asian	-10.472** (-11.627, -9.317)
Ethnicity <sup>c</sup> : Unknown	-11.764** (-12.741, -10.787)
Ethnicity <sup>c</sup> : URM	-14.432** (-15.560, -13.304)
Year of Hire	3.940** (3.692, 4.189)
Observations	7
F Statistic	352.407** (df = 5; 1)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. Time since terminal degree and step could not be assessed. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 19, Male n = 18. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 1, URM n = 2, White n = 3. CI; 95% confidence interval.

Table I.5: School of Education, Associate Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	15.386* (3.656, 27.116)
Gender <sup>b</sup> : Female	0.042 (-8.142, 8.227)
Ethnicity <sup>c</sup> : Asian	-8.589 (-16.774, -0.404)
Ethnicity <sup>c</sup> : Unknown	4.607 (-5.925, 15.139)
Ethnicity <sup>c</sup> : URM	3.654 (-6.140, 13.449)
Decade of Hire: 1995-2004	-3.223 (-10.944, 4.497)
Start After Degree <sup>d</sup>	-0.792 (-1.974, 0.391)
Current Step <sup>e</sup>	-1.205 (-5.796, 3.385)
Observations	12
F Statistic	1.368 (df = 7; 4)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 10, Male n = 2. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 1, URM n = 2, White n = 8. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. CI; 95% confidence interval.

Table I.6: School of Education, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	9.379 (−7.334, 26.092)
Gender <sup>b</sup> : Female	−2.371 (−7.401, 2.659)
Start After Degree <sup>c</sup>	−0.176 (−0.947, 0.594)
Current Step <sup>d</sup>	0.653 (−0.118, 1.423)
Observations	5
F Statistic	1.940 (df = 3; 1)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male less than a year after receiving his terminal degree. Ethnicity and time of hiring could not be assessed. <sup>a</sup>Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 1, Male n = 6. Ethnicity: White n = 7. <sup>c</sup>Start After Degree, in years. <sup>d</sup>Current Step is step at time of hire. CI; 95% confidence interval.

step at time of hire

Table I.7: School of Education, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	1.074 (−1.108, 3.256)
Observations	18

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a male professor. Ethnicity, time of hire, and time since terminal degree could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 12, Male n = 6. Ethnicity: Asian n = 2, Unknown n = 2, URM n = 3, White n = 11. CI; 95% confidence interval.

Table I.8: School of Education, hired as full Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	−304.373
Decade of Hire: 1995-2004	−256.135*** (−256.136, −256.134)
Start After Degree <sup>c</sup>	−0.0002 (−4.161, 4.161)
Observations	5

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014. Ethnicity and time since degree could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 1, Male n = 4. Ethnicity: White n = 5. <sup>c</sup>Start After Degree, in years. CI; 95% confidence interval.

## off-scale salary at time of hire

Table I.9: School of Education, hired as Assistant Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	7.572 (−1.785, 16.929)	
Gender <sup>b</sup> : Female	−0.919 (−3.341, 1.503)	
Ethnicity <sup>c</sup> : Asian	0.447 (−3.056, 3.950)	
Ethnicity <sup>c</sup> : Unknown	0.240 (−4.066, 4.545)	
Ethnicity <sup>c</sup> : URM	−2.874* (−5.884, 0.136)	
Decade of Hire: 1995-2004	−0.137 (−2.593, 2.320)	
Start After Degree <sup>d</sup>	0.216 (−0.389, 0.821)	
Step <sup>e</sup>	0.372 (−3.177, 3.921)	
Observations	18	
F Statistic	0.733 (df = 7; 10)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 12, Male n = 6. <sup>c</sup>Ethnicity: Asian n = 2, Unknown n = 2, URM n = 3, White n = 11. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval

Table I.10: School of Education, hired as full Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup> (CI)	
Intercept	19.964 (3.745, 36.184)	
Gender <sup>b</sup> : Female	−2.376 (−6.226, 1.474)	
Start After Degree <sup>c</sup>	−0.529 (−1.247, 0.189)	
Step <sup>d</sup>	0.715 (−0.050, 1.480)	
Observations	5	
F Statistic	1.356 (df = 3; 1)	

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. Ethnicity and time of hiring could not be assessed. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 1, Male n = 4. <sup>c</sup>Ethnicity: White n = 5. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

# School of Law: Supplemental tables

## step at time of hire

Table J.1: School of Law, hired as Acting Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-16.335 (-144.666, 111.996)
Ethnicity <sup>c</sup> : Asian	-10.022 (-550.030, 529.986)
Ethnicity <sup>c</sup> : URM	7.874 (-120.250, 135.999)
Decade of Hire: 1995-2004	-13.171 (-1,913.025, 1,886.683)
Decade of Hire: 1985-1994	20.356 (-397.144, 437.856)
Decade of Hire: 1975-1984	-17.199*** (-17.199, -17.199)
Start After Degree <sup>d</sup>	-0.024 (-0.711, 0.663)
Observations	24

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 10, Male n = 14. Ethnicity: Asian n = 6, URM n = 2, White n = 16. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table J.2: School of Law, hired as full Professor: step at time of hire.

	Ordered logistic regression step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-0.961 (-3.475, 1.553)
Observations	10

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a male professor. Ethnicity, time of hire, and time since terminal degree could not be assessed. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 6, Male n = 4. Ethnicity: Asian n = 5, Unknown n = 1, URM n = 2, White n = 2. CI; 95% confidence interval.



## off-scale salary at time of hire

Table J.3: School of Law, hired as Acting Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	4.518 (−1.034, 10.070)
Gender <sup>b</sup> : Female	−1.121 (−2.993, 0.750)
Ethnicity <sup>c</sup> : Asian	−0.688 (−2.939, 1.563)
Ethnicity <sup>c</sup> : URM	7.611*** (3.301, 11.921)
Decade of Hire: 1995-2004	−1.436 (−3.746, 0.873)
Decade of Hire: 1985-1994	3.964 (−4.223, 12.151)
Decade of Hire: 1975-1984	−1.455 (−3.937, 1.026)
Start After Degree <sup>d</sup>	−0.174 (−0.479, 0.130)
Step <sup>e</sup>	−1.561 (−5.809, 2.686)
Observations	23
F Statistic	4.457*** (df = 8; 14)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 10, Male n = 14. <sup>c</sup>Ethnicity: Asian n = 6, URM n = 2, White n = 16. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval

Table J.4: School of Law, hired as full Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup> (CI)
Intercept	4.797* (2.393, 7.201)
Gender <sup>b</sup> : Female	−2.729** (−3.942, −1.517)
Ethnicity <sup>c</sup> : Asian	−5.786** (−7.351, −4.221)
Ethnicity <sup>c</sup> : Unknown	−6.865** (−9.427, −4.302)
Ethnicity <sup>c</sup> : URM	−1.459 (−3.681, 0.764)
Year of Hire	−1.752*** (−1.953, −1.550)
Start After Degree <sup>d</sup>	0.564* (0.279, 0.850)
Step <sup>e</sup>	−2.216** (−2.692, −1.740)
Observations	10
F Statistic	77.239** (df = 7; 2)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 9 month, academic scale. <sup>b</sup>Gender: Female n = 6, Male n = 4. <sup>c</sup>Ethnicity: Asian n = 5, Unknown n = 2, URM n = 2, White n = 2. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. CI; 95% confidence interval.

# School of Medicine: Supplemental tables

Table K.1: Summary of Academic Series in the SoM

Research Focus	Clinical Focus
Regular (Ladder Rank)	Clinical
In-Residence	Health Science Clinical Professor
Adjunct	

Table K.2: School of Medicine: X + X' salary.

Basic Science						Clinical					
	N	mean	sem	min	max		N	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	3	\$94,800	\$4,561	\$86,900	\$102,700	Women	2	\$109,150	\$2,950	—	—
Men	13	\$91,377	\$2,558	\$77,900	\$107,800	Men	2	\$130,950	\$3,550	—	—
Asian	4	\$87,925	\$2,335	\$85,000	\$94,800	Asian	2	\$130,950	\$3,550	—	—
URM	2	\$93,000	\$1,800	—	—	URM	0	—	—	—	—
White	10	\$93,460	\$3,354	\$77,900	\$107,800	White	2	\$109,150	\$2,950	—	—
Associate Professors, all Steps						Associate Professors, all Steps					
Women	15	\$104,127	\$2,629	\$87,000	\$128,500	Women	2	\$127,700	\$2,800	—	—
Men	10	\$100,090	\$2,605	\$84,500	\$110,200	Men	2	\$134,100	\$3,600	—	—
Asian	3	\$102,592	\$2,708	\$87,000	\$128,500	Asian	1	—	—	—	—
URM	3	\$104,733	\$3,064	\$99,600	\$110,200	URM	1	—	—	—	—
White	9	\$101,656	\$3,608	\$84,500	\$117,000	White	2	\$131,300	\$6,400	—	—
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	17	\$136,865	\$7,398	\$107,400	\$199,700	Women	9	\$160,600	\$11,393	\$115,700	\$214,000
Men	22	\$129,214	\$3,374	\$105,200	\$157,900	Men	25	\$168,276	\$6,145	\$112,800	\$233,500
Asian	7	\$124,200	\$4,436	\$115,700	\$146,600	Asian	7	\$162,671	\$9,402	\$117,100	\$186,100
URM	2	\$135,350	\$11,250	—	—	URM	1	—	—	—	—
White	30	\$134,310	\$4,677	\$105,200	\$199,700	White	26	\$164,619	\$6,076	\$112,800	\$217,800
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	10	\$208,100	\$16,395	\$155,600	\$299,700	Women	6	\$249,000	\$13,812	\$197,500	\$294,000
Men	24	\$201,450	\$5,955	\$140,400	\$267,300	Men	37	\$247,414	\$5,799	\$168,500	\$329,000
Asian	5	\$193,000	\$17,452	\$140,400	\$249,500	Asian	3	\$197,833	\$24,643	\$168,500	\$246,800
URM	0	—	—	—	—	URM	1	—	—	—	—
White	29	\$205,200	\$6,783	\$151,900	\$299,700	White	39	\$252,774	\$4,915	\$197,500	\$329,000
full Professors, Above scale						full Professors, Above scale					
Women	0	—	—	—	—	Women	1	—	—	—	—
Men	12	\$253,939	\$12,446	\$173,000	\$326,880	Men	10	\$322,247	\$15,961	\$256,353	\$393,884
Asian	1	—	—	—	—	Asian	1	—	—	—	—
URM	1	—	—	—	—	URM	0	—	—	—	—
White	10	\$258,893	\$14,430	\$173,000	\$326,880	White	10	\$321,668	\$16,103	\$256,353	\$393,884
Note: Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean						Note: Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean					

Table K.3: School of Medicine:  $X + X' + Y$  salary.

Basic Science						Clinical					
	N	mean	sem	min	max		N	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	3	\$105,967	\$9,552	\$87,100	\$118,000	Women	2	\$175,000	\$5,000	—	—
Men	13	\$109,264	\$6,067	\$85,000	\$150,722	Men	2	\$193,707	\$66,293	—	—
Asian	4	\$89,131	\$2,113	\$85,012	\$94,812	Asian	2	\$193,707	\$66,293	—	—
URM	2	\$111,250	\$10,450	—	—	URM	0	—	—	—	—
White	10	\$115,931	\$6,647	\$85,000	\$150,722	White	2	\$175,000	\$5,000	—	—
Associate Professors, all Steps						Associate Professors, all Steps					
Women	15	\$117,082	\$5,324	\$87,012	\$156,552	Women	2	\$163,000	\$12,000	—	—
Men	10	\$123,789	\$8,092	\$84,512	\$173,910	Men	2	\$245,450	\$59,550	—	—
Asian	13	\$114,761	\$4,627	\$87,012	\$137,600	Asian	1	—	—	—	—
URM	3	\$123,221	\$16,798	\$102,900	\$156,552	URM	1	—	—	—	—
White	9	\$125,840	\$9,419	\$84,512	\$173,910	White	2	\$168,450	\$17,450	—	—
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	17	\$165,488	\$13,026	\$113,798	\$333,300	Women	9	\$193,264	\$12,991	\$115,712	\$234,300
Men	22	\$158,273	\$9,897	\$105,212	\$300,000	Men	25	\$286,676	\$31,999	\$112,812	\$720,000
Asian	7	\$157,677	\$16,102	\$115,712	\$220,000	Asian	7	\$225,818	\$27,580	\$160,000	\$363,100
URM	2	\$136,656	\$12,544	—	—	URM	1	—	—	—	—
White	30	\$163,942	\$9,540	\$105,212	\$333,300	White	26	\$260,232	\$29,209	\$112,812	\$720,000
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	10	\$278,228	\$19,356	\$155,612	\$359,700	Women	6	\$399,435	\$71,785	\$227,912	\$696,000
Men	24	\$242,432	\$13,934	\$140,412	\$415,000	Men	37	\$324,317	\$15,294	\$178,212	\$515,900
Asian	5	\$261,536	\$34,605	\$140,412	\$323,200	Asian	3	\$206,660	\$26,479	\$178,212	\$259,567
URM	0	—	—	—	—	URM	1	—	—	—	—
White	29	\$251,482	\$12,435	\$155,612	\$415,000	White	39	\$348,198	\$16,749	\$210,612	\$696,000
full Professors, Above scale						full Professors, Above scale					
Women	0	—	—	—	—	Women	1	—	—	—	—
Men	12	\$302,216	\$19,571	\$212,535	\$430,844	Men	10	\$389,048	\$36,948	\$256,365	\$581,196
Asian	1	—	—	—	—	Asian	1	—	—	—	—
URM	1	—	—	—	—	URM	0	—	—	—	—
White	10	\$312,481	\$22,111	\$212,535	\$430,844	White	10	\$385,567	\$37,758	\$256,365	\$581,196
Note: Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean						Note: Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean					

Table K.4: School of Medicine: X + X' + Y + Z salary.

Basic Science						Clinical					
	N	mean	sem	min	max		N	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	3	\$105,967	\$9,552	\$87,100	\$118,000	Women	2	\$176,894	\$6,894	—	—
Men	13	\$109,264	\$6,067	\$85,000	\$150,722	Men	2	\$193,707	\$66,293	—	—
Asian	4	\$89,131	\$2,113	\$85,012	\$94,812	Asian	2	\$193,707	\$66,293	—	—
URM	2	\$111,250	\$10,450	—	—	URM	0	—	—	—	—
White	10	\$115,931	\$6,647	\$85,000	\$150,722	White	2	\$176,894	\$6,894	—	—
Associate Professors, all Steps						Associate Professors, all Steps					
Women	15	\$117,082	\$5,324	\$87,012	\$156,552	Women	2	\$169,895	\$15,412	—	—
Men	10	\$125,381	\$7,929	\$84,512	\$173,910	Men	2	\$256,992	\$48,008	—	—
Asian	13	\$115,986	\$4,667	\$87,012	\$137,600	Asian	1	—	—	—	—
URM	3	\$123,221	\$16,798	\$102,900	\$156,552	URM	1	—	—	—	—
White	9	\$125,840	\$9,419	\$84,512	\$173,910	White	2	\$181,733	\$27,250	—	—
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	17	\$166,932	\$13,393	\$113,798	\$333,300	Women	9	\$196,470	\$13,736	\$119,917	\$247,157
Men	22	\$158,870	\$10,076	\$105,212	\$300,000	Men	25	\$310,102	\$38,797	\$112,812	\$808,127
Asian	7	\$159,552	\$17,277	\$115,712	\$229,999	Asian	7	\$234,861	\$32,399	\$160,400	\$408,979
URM	2	\$136,656	\$12,544	—	—	URM	1	—	—	—	—
White	30	\$164,760	\$9,703	\$105,212	\$333,300	White	26	\$274,160	\$33,359	\$112,812	\$808,127
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	10	\$278,228	\$19,356	\$155,612	\$359,700	Women	6	\$438,260	\$73,062	\$253,011	\$696,000
Men	24	\$251,925	\$15,181	\$140,412	\$441,025	Men	37	\$334,314	\$16,927	\$178,212	\$581,196
Asian	5	\$261,536	\$34,605	\$140,412	\$323,200	Asian	3	\$220,272	\$32,616	\$178,212	\$284,482
URM	0	—	—	—	—	URM	1	—	—	—	—
White	29	\$259,338	\$13,217	\$155,612	\$441,025	White	39	\$362,602	\$18,571	\$210,612	\$696,000
full Professors, Above scale						full Professors, Above scale					
Women	0	—	—	—	—	Women	1	—	—	—	—
Men	12	\$302,216	\$19,571	\$212,535	\$430,844	Men	10	\$479,491	\$96,820	\$270,184	\$1,288,047
Asian	1	—	—	—	—	Asian	1	—	—	—	—
URM	1	—	—	—	—	URM	0	—	—	—	—
White	10	\$312,481	\$22,111	\$212,535	\$430,844	White	10	\$477,271	\$97,231	\$270,184	\$1,288,047
Note: Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean						Note: Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean					

Table K.5: School of Medicine: Y salary.

Basic Science							Clinical						
	N	(N <sup>a</sup> )	mean	sem	min	max		N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps							Assistant Professors, all Steps						
Women	3	(3)	\$11,167	\$5,538	\$200	\$18,000	Women	2	(2)	\$65,850	\$2,050	—	—
Men	13	(10)	\$17,887	\$5,191	\$12	\$55,922	Men	2	(2)	\$62,757	\$62,743	—	—
Asian	4	(2)	\$1,206	\$1,132	—	—	Asian	2	(2)	\$62,757	\$62,743	—	—
URM	2	(2)	\$18,250	\$12,250	—	—	URM	0	(0)	—	—	—	—
White	10	(9)	\$22,471	\$5,660	\$12	\$55,922	White	2	(2)	\$65,850	\$2,050	—	—
Associate Professors, all Steps							Associate Professors, all Steps						
Women	15	(10)	\$12,956	\$4,044	\$12	\$52,152	Women	2	(2)	\$35,300	\$9,200	—	—
Men	10	(7)	\$18,446	\$6,487	\$0	\$63,710	Men	2	(2)	\$111,350	\$63,150	—	—
Asian	13	(9)	\$12,169	\$3,696	\$12	\$33,600	Asian	1	(1)	—	—	—	—
URM	3	(2)	\$18,488	\$16,859	—	—	URM	1	(1)	—	—	—	—
White	9	(6)	\$18,348	\$6,795	\$0	\$63,710	White	2	(2)	\$37,150	\$11,050	—	—
full Professors, Steps 1 – 5							full Professors, Steps 1 – 5						
Women	17	(13)	\$28,623	\$10,615	\$12	\$163,900	Women	9	(7)	\$32,664	\$12,190	\$12	\$87,000
Men	22	(14)	\$29,060	\$7,944	\$12	\$153,400	Men	25	(24)	\$118,400	\$28,360	\$12	\$502,200
Asian	7	(5)	\$33,477	\$12,542	\$12	\$75,200	Asian	7	(7)	\$63,147	\$22,747	\$28	\$177,000
URM	2	(1)	—	—	—	—	URM	1	(1)	—	—	—	—
White	30	(21)	\$29,632	\$7,694	\$12	\$163,900	White	26	(23)	\$95,613	\$26,594	\$12	\$502,200
full Professors, Steps 6 – 9							full Professors, Steps 6 – 9						
Women	10	(9)	\$68,891	\$11,870	\$12	\$127,500	Women	6	(5)	\$150,435	\$65,737	\$12	\$422,600
Men	24	(16)	\$40,617	\$11,275	\$12	\$218,400	Men	37	(33)	\$76,903	\$12,293	\$12	\$231,150
Asian	5	(4)	\$68,536	\$23,696	\$12	\$127,500	Asian	3	(2)	\$8,826	\$4,415	—	—
URM	0	(0)	—	—	—	—	URM	1	(1)	—	—	—	—
White	29	(21)	\$45,553	\$9,612	\$12	\$218,400	White	39	(35)	\$95,424	\$14,924	\$12	\$422,600
full Professors, Above scale							full Professors, Above scale						
Women	0	(0)	—	—	—	—	Women	1	(1)	—	—	—	—
Men	12	(6)	\$40,970	\$15,078	\$0	\$155,877	Men	10	(7)	\$66,800	\$27,375	\$12	\$216,056
Asian	1	(1)	—	—	—	—	Asian	1	(1)	—	—	—	—
URM	1	(0)	—	—	—	—	URM	0	(0)	—	—	—	—
White	10	(5)	\$44,819	\$17,694	\$0	\$155,877	White	10	(7)	\$63,899	\$27,875	\$12	\$216,056
Note: Salaries based on an 11 month scale.							Note: Salaries based on an 11 month scale.						
<sup>a</sup> off-scale salary above \$12.							<sup>a</sup> off-scale salary above \$12.						
— denoted suppression of salary.							— denoted suppression of salary.						
sem, standard error of mean							sem, standard error of mean						

Table K.6: School of Medicine: Z salary.

Basic Science							Clinical						
	N	(N <sup>a</sup> )	mean	sem	min	max		N	(N <sup>a</sup> )	mean	sem	min	max
Assistant Professors, all Steps							Assistant Professors, all Steps						
Women	3	(0)					Women	2	(1)	—	—	—	—
Men	13	(0)					Men	2	(0)				
Asian	4	(0)					Asian	2	(0)				
URM	2	(0)					URM	0	(0)				
White	10	(0)					White	2	(1)	—	—	—	—
Associate Professors, all Steps							Associate Professors, all Steps						
Women	15	(0)					Women	2	(2)	\$6,895	\$3,412	—	—
Men	10	(1)	—	—	—	—	Men	2	(1)	—	—	—	—
Asian	13	(1)	—	—	—	—	Asian	1	(1)	—	—	—	—
URM	3	(0)					URM	1	(0)				
White	9	(0)					White	2	(2)	\$13,283	\$9,800	—	—
full Professors, Steps 1 – 5							full Professors, Steps 1 – 5						
Women	17	(1)	—	—	—	—	Women	9	(3)	\$3,206	\$1,790	\$0	\$13,262
Men	22	(2)	\$597	\$470	—	—	Men	25	(15)	\$23,426	\$9,115	\$0	\$189,085
Asian	7	(2)	\$1,875	\$1,424	—	—	Asian	7	(2)	\$9,042	\$6,612	—	—
URM	2	(0)					URM	1	(1)	—	—	—	—
White	30	(1)	—	—	—	—	White	26	(15)	\$13,928	\$5,642	\$0	\$122,328
full Professors, Steps 6 – 9							full Professors, Steps 6 – 9						
Women	10	(0)					Women	6	(5)	\$38,824	\$25,969	\$0	\$166,139
Men	24	(6)	\$9,493	\$3,815	\$0	\$48,648	Men	37	(16)	\$9,997	\$2,844	\$0	\$78,848
Asian	5	(0)					Asian	3	(2)	\$13,612	\$7,284	—	—
URM	0	(0)					URM	1	(1)	—	—	—	—
White	29	(6)	\$7,856	\$3,217	\$0	\$48,648	White	39	(18)	\$14,404	\$4,845	\$0	\$166,139
full Professors, Above scale							full Professors, Above scale						
Women	0	(0)					Women	1	(1)	—	—	—	—
Men	12	(0)					Men	10	(5)	\$90,443	\$84,297	\$0	\$848,410
Asian	1	(0)					Asian	1	(1)	—	—	—	—
URM	1	(0)					URM	0	(0)				
White	10	(0)					White	10	(5)	\$91,705	\$84,158	\$0	\$848,410

*Note:* Salaries based on an 11 month scale.  
<sup>a</sup> off-scale salary above \$12.  
— denoted suppression of salary.  
sem, standard error of mean

*Note:* Salaries based on an 11 month scale.  
<sup>a</sup> off-scale salary above \$12.  
— denoted suppression of salary.  
sem, standard error of mean

Table K.7: Statistically significant effects of gender and ethnicity on salary in the School of Medicine.

Salary component	Female	Asian	URM	Statistically significant interactions
ladder-rank basic science				
X+X'	.	.	.	.
X+X'+Y	.	.	.	.
X+X'+Y+Z	.	.	.	.
Y	.	.	.	.
Z	.	.	.	.
ladder-rank clinical				
X+X'	.	.	.	Asian x Scale 7–9. -; P<0.05
X+X'+Y	.	.	.	Asian x Scale 7–9. -; P<0.10
X+X'+Y+Z	.	.	.	Asian x Scale 7–9. -; P<0.05
Y	.	.	.	.
Z	.	.	.	.
Health Science Clinical Professors				
X+X'	.	.	.	Asian x Scale 4–6. -; P<0.10
X+X'+Y	-; P<0.01	-; P<0.05	.	.
X+X'+Y+Z	-; P<0.01	-; P<0.05	.	.
Y	.	-; P<0.05	.	Asian x Scale 4–6. +; P<0.05
Z	-; P<0.05	.	.	.
Professor of Clinical				
X+X'	.	.	.	URM x Scale 4–6. -; P<0.05 Ethnicity scale interactions omitted
X+X'	+; P<0.01	.	.	Female x Scale 4–6. -; P<0.05 Female x Scale 7–9. -; P<0.05 Ethnicity scale interactions omitted
X+X'+Y	.	.	.	Female x Scale 4–6. -; P<0.10 Female x Scale 7–9. -; P<0.10
X+X'+Y+Z	.	.	.	Female x Scale 4–6. -; P<0.05 Female x Scale 7–9. -; P<0.05
Y	+; P<0.10	.	.	Female x Scale 4–6. -; P<0.05 Female x Scale 7–9. -; P<0.05
Z	+; P<0.10	.	.	Female x Scale 4–6. -; P<0.05 Female x Scale 7–9. -; P<0.05

*Note:* +; positive. -; negative. .; no significant effect.



Table K.8: School of Medicine, Ladder Rank faculty (clinical): X + X' salary.

	Linear regression		
	log transformed X + X' salary (CI)		
Constant	11.01*** (10.69, 11.32)	11.30*** (11.24, 11.36)	11.41*** (11.26, 11.55)
Gender <sup>a</sup> : Female	-0.01 (-0.17, 0.15)	0.003 (-0.03, 0.04)	-0.23*** (-0.32, -0.13)
Ethnicity <sup>b</sup> : Asian	-0.01 (-0.16, 0.14)	-0.03 (-0.08, 0.02)	0.17** (0.03, 0.30)
Ethnicity <sup>b</sup> : URM		-0.04 (-0.13, 0.05)	-0.05 (-0.15, 0.05)
Interval <sup>c</sup>	0.08*** (0.05, 0.10)	0.08*** (0.07, 0.08)	0.08*** (0.07, 0.09)
Observations	10	71	15
F Statistic	14.55*** (df = 3; 6)	294.71*** (df = 4; 66)	212.01*** (df = 4; 10)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Ladder Rank white male assistant professor at Step 1 in Scale 0-3. <sup>a</sup>Gender: Female n = 20, Male n = 76. <sup>b</sup>Ethnicity: Asian n = 14, URM n = 3, White n = 79. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table K.9: School of Medicine, Ladder Rank faculty (clinical): X + X' + Y salary.

	Linear regression		
	log transformed X + X' + Y salary (CI)		
	Scale 0 - 3	Scale 4 - 6	Scale 7 - 9
Intercept	11.26*** (10.68, 11.84)	12.01*** (11.75, 12.26)	13.39*** (12.50, 14.29)
Gender <sup>a</sup> : Female	0.07 (-0.23, 0.37)	-0.11 (-0.26, 0.04)	0.38 (-0.21, 0.97)
Ethnicity <sup>b</sup> : Asian	0.01 (-0.27, 0.28)	-0.07 (-0.26, 0.12)	-1.23** (-2.07, -0.38)
Ethnicity <sup>b</sup> : URM		-0.02 (-0.38, 0.35)	0.08 (-0.52, 0.69)
Interval <sup>c</sup>	0.06** (0.02, 0.11)	0.04*** (0.02, 0.06)	-0.02 (-0.08, 0.04)
Observations	10	71	15
F Statistic	2.68 (df = 3; 6)	7.94*** (df = 4; 66)	6.13*** (df = 4; 10)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Ladder Rank white male assistant professor at Step 1 in Scale 0-3. <sup>a</sup>Gender: Female n = 20, Male n = 76. <sup>b</sup>Ethnicity: Asian n = 14, URM n = 3, White n = 79. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table K.10: School of Medicine, Ladder Rank faculty (clinical): X + X' + Y + Z salary.

	Linear regression		
	log transformed X + X' + Y + Z salary (CI)		
	Scale 0 - 3	Scale 4 - 6	Scale 7 - 9
Intercept	11.24*** (10.63, 11.85)	12.04*** (11.77, 12.32)	13.12*** (11.82, 14.42)
Gender <sup>a</sup> : Female	0.06 (-0.26, 0.37)	-0.09 (-0.25, 0.07)	0.21 (-0.65, 1.07)
Ethnicity <sup>b</sup> : Asian	0.03 (-0.26, 0.32)	-0.07 (-0.28, 0.13)	-1.03 (-2.25, 0.20)
Ethnicity <sup>b</sup> : URM		-0.05 (-0.45, 0.35)	0.31 (-0.56, 1.19)
Interval <sup>c</sup>	0.07** (0.02, 0.11)	0.04*** (0.02, 0.06)	0.01 (-0.08, 0.10)
Observations	10	71	15
F Statistic	2.77 (df = 3; 6)	6.27*** (df = 4; 66)	3.58** (df = 4; 10)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Ladder Rank white male assistant professor at Step 1 in Scale 0-3. <sup>a</sup>Gender: Female n = 20, Male n = 76. <sup>b</sup>Ethnicity: Asian n = 14, URM n = 3, White n = 79. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

## K.1 Health Sciences Clinical Professor series

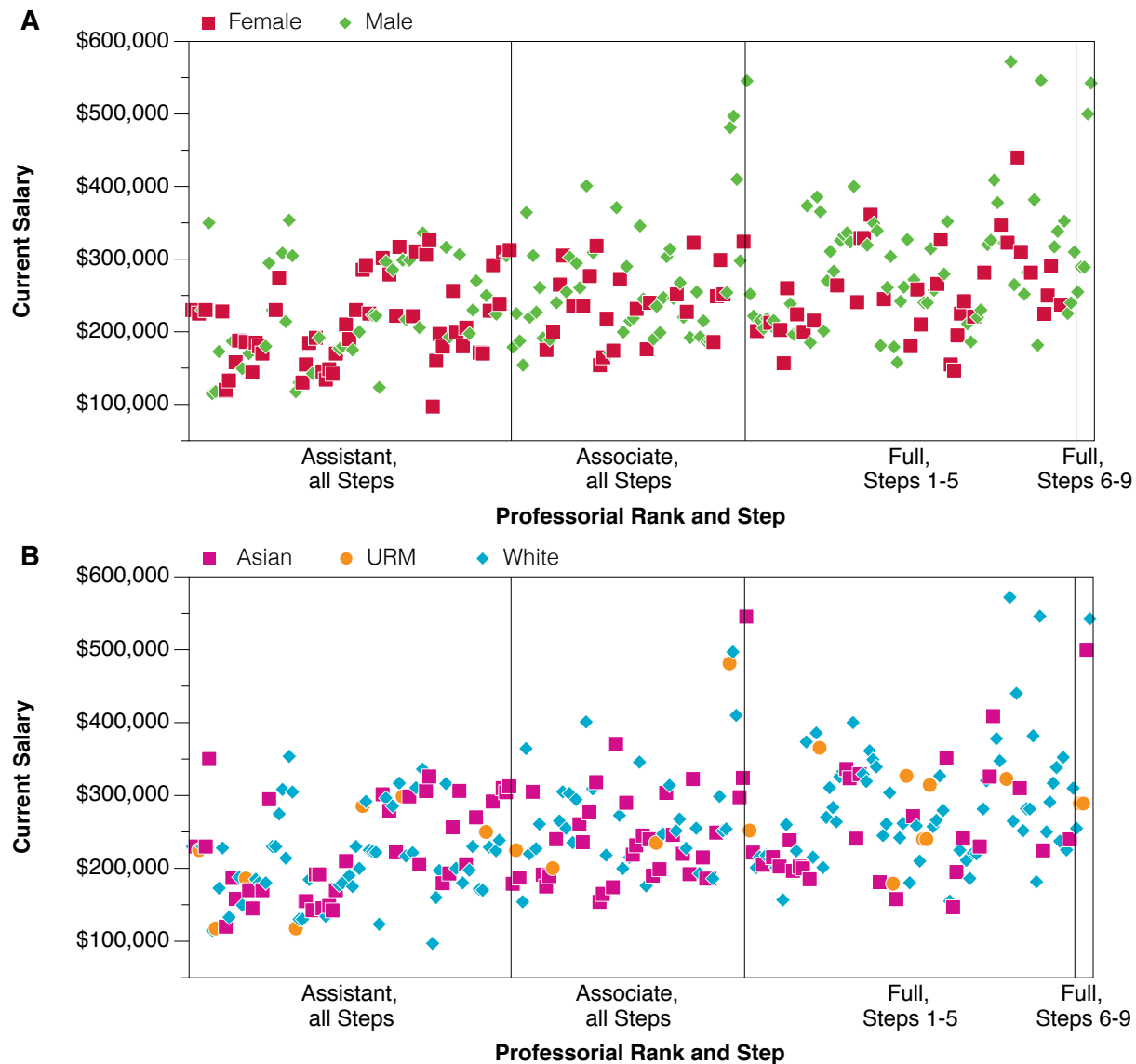


Figure K.1: **Current total salary of SOM HSCP series by rank and step.** **A.** By gender. **B.** By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.

Table K.11: School of Medicine, faculty in the HSCP series: X + X' salary.

	Linear regression		
	log transformed X + X' salary (CI)		
	Scale 0 – 3	Scale 4 – 6	Scale 7 – 9
Intercept	11.25*** (11.21, 11.30)	11.49*** (11.47, 11.51)	11.69*** (11.63, 11.75)
Gender <sup>a</sup> : Female	–0.003 (–0.06, 0.05)	–0.02* (–0.03, 0.001)	0.02 (–0.03, 0.07)
Ethnicity <sup>b</sup> : Asian	0.04 (–0.01, 0.09)	–0.03*** (–0.05, –0.01)	–0.01 (–0.06, 0.04)
Ethnicity <sup>b</sup> : Unknown		–0.12** (–0.24, –0.01)	0.06 (–0.07, 0.18)
Ethnicity <sup>b</sup> : URM	–0.03 (–0.10, 0.04)	0.01 (–0.02, 0.04)	–0.02 (–0.11, 0.07)
Interval <sup>c</sup>	0.06*** (0.05, 0.07)	0.06*** (0.06, 0.06)	0.06*** (0.05, 0.07)
Observations	12	224	34
F Statistic	63.52*** (df = 4; 7)	413.66*** (df = 5; 218)	50.99*** (df = 5; 28)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a HSCP white male assistant professor at Step 1.

<sup>a</sup>Gender: Female n = 113, Male n = 157. <sup>b</sup>Ethnicity: Asian n = 97, Unknown n = 2, URM n = 21, White n = 150.

<sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

## K.2 Professor of Clinical\_ series

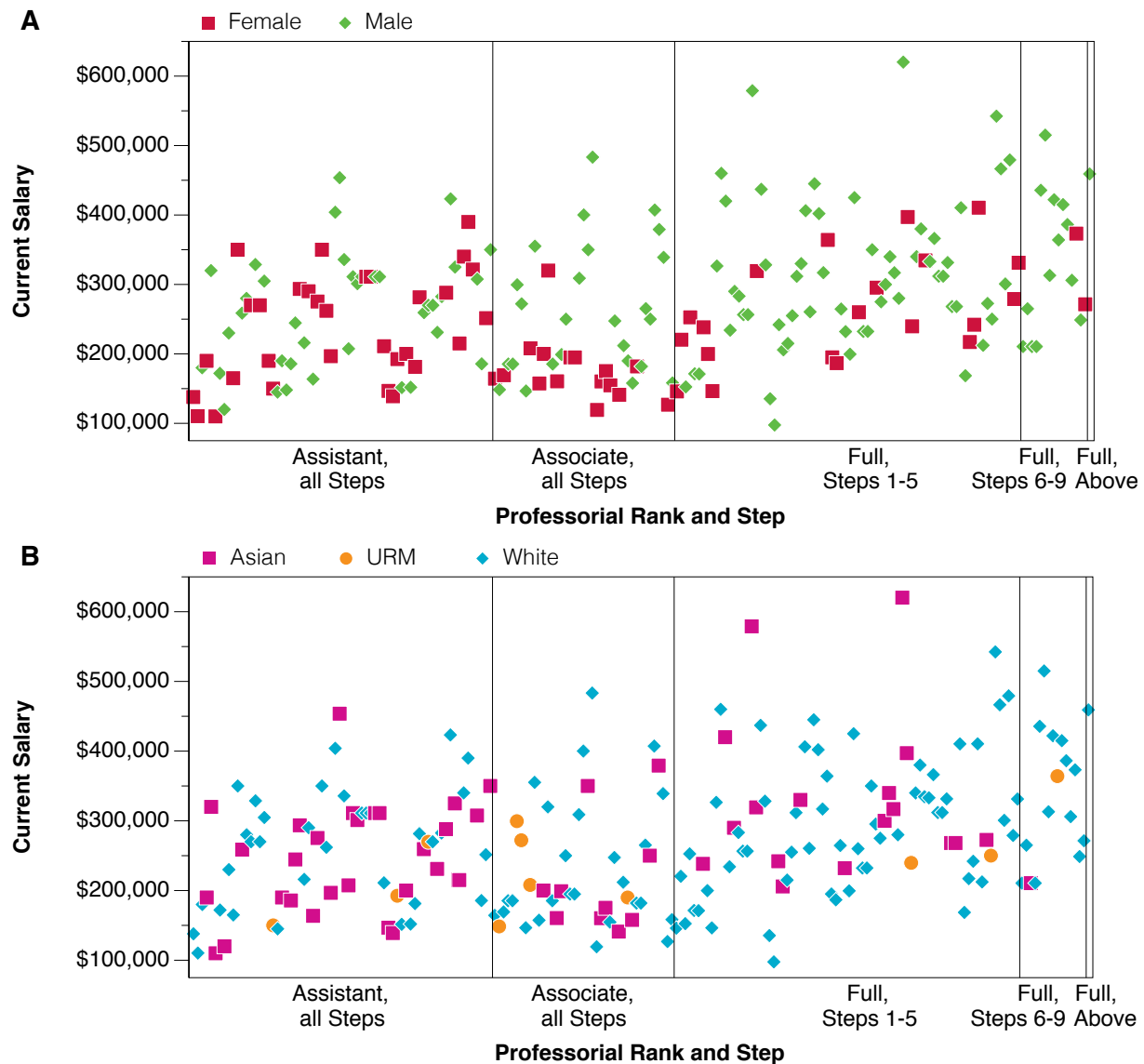


Figure K.2: Current total salary of SOM Professors of Clinical\_ series by rank and step.

A. By gender. B. By ethnicity. Current salaries are ordered by step within each rank. Total salary is composed of base salary and negotiated off-scale salary.

Table K.12: School of Medicine, faculty in the Professor of Clinical\_ series: X + X' salary.

	Linear regression		
	log transformed X + X' salary (CI)		
	Scale 0 – 3	Scale 4 – 6	Scale 7 – 9
Intercept	10.91*** (10.56, 11.26)	11.47*** (11.44, 11.51)	11.66*** (11.62, 11.69)
Gender <sup>a</sup> : Female	0.16** (0.03, 0.29)	–0.03** (–0.06, –0.01)	0.02 (–0.02, 0.05)
Ethnicity <sup>b</sup> : Asian		–0.0001 (–0.03, 0.03)	–0.01 (–0.04, 0.02)
Ethnicity <sup>b</sup> : Unknown		–0.02 (–0.12, 0.07)	–0.04 (–0.15, 0.07)
Ethnicity <sup>b</sup> : URM		–0.02 (–0.07, 0.02)	0.12** (0.01, 0.23)
Interval <sup>c</sup>	0.09*** (0.05, 0.12)	0.06*** (0.06, 0.06)	0.06*** (0.05, 0.06)
Observations	10	139	54
F Statistic	10.77*** (df = 2; 7)	293.46*** (df = 5; 133)	192.87*** (df = 5; 48)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1. <sup>a</sup>Gender: Female n = 69, Male n = 134. <sup>b</sup>Ethnicity: Asian n = 56, Unknown n = 3, URM n = 11, White n = 133. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table K.13: School of Medicine, faculty in the Professor of Clinical\_ series: X + X' + Y salary.

	Linear regression		
	log transformed X + X' + Y salary (CI)		
	Scale 0 – 3	Scale 4 – 6	Scale 7 – 9
Intercept	11.30*** (10.46, 12.15)	12.13*** (11.99, 12.27)	12.64*** (12.51, 12.77)
Gender <sup>a</sup> : Female	0.23 (–0.09, 0.55)	–0.11** (–0.21, –0.01)	–0.18*** (–0.29, –0.06)
Ethnicity <sup>b</sup> : Asian		–0.05 (–0.16, 0.06)	–0.02 (–0.14, 0.09)
Ethnicity <sup>b</sup> : Unknown		–0.17 (–0.56, 0.23)	0.11 (–0.29, 0.50)
Ethnicity <sup>b</sup> : URM		–0.05 (–0.23, 0.14)	–0.19 (–0.58, 0.21)
Interval <sup>c</sup>	0.06 (–0.03, 0.15)	0.04*** (0.03, 0.05)	0.03*** (0.01, 0.04)
Observations	10	139	54
F Statistic	1.29 (df = 2; 7)	10.67*** (df = 5; 133)	4.97*** (df = 5; 48)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1. <sup>a</sup>Gender: Female n = 69, Male n = 134. <sup>b</sup>Ethnicity: Asian n = 56, Unknown n = 3, URM n = 11, White n = 133. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table K.14: School of Medicine, faculty in the Professor of Clinical\_ series: X + X' + Y + Z salary.

	Linear regression		
	log transformed X + X' + Y + Z salary (CI)		
	Scale 0 – 3	Scale 4 – 6	Scale 7 – 9
Intercept	11.30*** (10.45, 12.16)	12.23*** (12.07, 12.40)	12.72*** (12.56, 12.88)
Gender <sup>a</sup> : Female	0.31 (–0.01, 0.63)	–0.16** (–0.28, –0.04)	–0.23*** (–0.38, –0.08)
Ethnicity <sup>b</sup> : Asian		–0.05 (–0.17, 0.08)	0.01 (–0.14, 0.15)
Ethnicity <sup>b</sup> : Unknown		–0.16 (–0.62, 0.31)	0.16 (–0.34, 0.67)
Ethnicity <sup>b</sup> : URM		–0.08 (–0.30, 0.14)	–0.30 (–0.80, 0.21)
Interval <sup>c</sup>	0.06 (–0.03, 0.15)	0.04*** (0.02, 0.06)	0.03*** (0.01, 0.05)
Observations	10	139	54
F Statistic	1.93 (df = 2; 7)	8.58*** (df = 5; 133)	4.07*** (df = 5; 48)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1 in Scale 0–3. <sup>a</sup>Gender: Female n = 69, Male n = 134. <sup>b</sup>Ethnicity: Asian n = 56, Unknown n = 3, URM n = 11, White n = 133. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table K.15: School of Medicine, faculty in the Professor of Clinical\_ series: Y salary.

	Linear regression		
	log transformed Y salary (CI)		
	Scale 0 – 3	Scale 4 – 6	Scale 7 – 9
Intercept	9.57 (–8.11, 27.25)	12.04*** (11.15, 12.93)	12.28*** (11.99, 12.58)
Gender <sup>a</sup> : Female	1.77 (–4.88, 8.41)	–0.63* (–1.28, 0.03)	–0.43*** (–0.70, –0.16)
Ethnicity <sup>b</sup> : Asian		–0.28 (–0.97, 0.42)	–0.03 (–0.29, 0.24)
Ethnicity <sup>b</sup> : Unknown		–0.48 (–3.03, 2.07)	0.33 (–0.59, 1.26)
Ethnicity <sup>b</sup> : URM		0.12 (–1.06, 1.30)	–0.67 (–1.60, 0.25)
Interval <sup>c</sup>	–0.42 (–2.31, 1.47)	–0.11** (–0.20, –0.02)	–0.02 (–0.06, 0.01)
Observations	10	139	54
F Statistic	0.37 (df = 2; 7)	1.62 (df = 5; 133)	2.69** (df = 5; 48)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1 in Scale 0–3. <sup>a</sup>Gender: Female n = 69, Male n = 134. <sup>b</sup>Ethnicity: Asian n = 56, Unknown n = 3, URM n = 11, White n = 133. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

Table K.16: School of Medicine, faculty in the Professor of Clinical\_ series: Z salary.

	Linear regression		
	log transformed Z salary (CI)		
	Scale 0 – 3	Scale 4 – 6	Scale 7 – 9
Intercept	2.01 (–12.74, 16.76)	7.43*** (5.07, 9.78)	6.28*** (3.09, 9.47)
Gender <sup>a</sup> : Female	6.32* (0.78, 11.86)	–1.67* (–3.40, 0.06)	–2.14 (–5.04, 0.76)
Ethnicity <sup>b</sup> : Asian		–0.11 (–1.96, 1.73)	0.84 (–2.02, 3.70)
Ethnicity <sup>b</sup> : Unknown		2.88 (–3.86, 9.62)	5.18 (–4.70, 15.06)
Ethnicity <sup>b</sup> : URM		–2.53 (–5.66, 0.60)	–9.36* (–19.23, 0.51)
Interval <sup>c</sup>	–0.03 (–1.61, 1.55)	–0.04 (–0.28, 0.20)	0.24 (–0.13, 0.60)
Observations	10	139	54
F Statistic	2.96 (df = 2; 7)	1.43 (df = 5; 133)	1.32 (df = 5; 48)

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a Professor of Clinical\_ white male assistant professor at Step 1 in Scale 0–3. <sup>a</sup>Gender: Female n = 69, Male n = 134. <sup>b</sup>Ethnicity: Asian n = 56, Unknown n = 3, URM n = 11, White n = 133. <sup>c</sup>Interval is an ordinal scale variable combining non-overlapping ranks and steps. CI; 95% confidence interval.

# School of Veterinary Medicine: Supplemental tables

Table L.1: School of Veterinary Medicine: total salary (current).

Professors not in the Department of Surgical and Radiological Sciences						Professors in the Department of Surgical and Radiological Sciences					
	N	mean	sem	min	max		N	mean	sem	min	max
Assistant Professors, all Steps						Assistant Professors, all Steps					
Women	4	\$108,180	\$4,427	\$99,900	\$120,650	Women	1	—	—	—	—
Men	6	\$121,368	\$4,117	\$102,300	\$131,356	Men	3	\$153,479	\$11,688	\$130,796	\$169,716
Asian	0					Asian	0				
URM	3	\$115,605	\$5,305	\$105,000	\$121,165	URM	0				
White	6	\$115,491	\$5,667	\$99,900	\$131,356	White	4	\$171,065	\$19,431	\$130,796	\$223,821
Associate Professors, all Steps						Associate Professors, all Steps					
Women	6	\$130,372	\$5,970	\$112,700	\$145,068	Women	4	\$159,498	\$10,280	\$138,628	\$180,134
Men	9	\$141,604	\$9,269	\$112,700	\$206,026	Men	4	\$162,098	\$11,623	\$138,854	\$182,713
Asian	0					Asian	0				
URM	2	\$136,251	\$2,377	—	—	URM	0				
White	12	\$131,512	\$4,413	\$112,700	\$153,712	White	8	\$160,798	\$7,200	\$138,628	\$182,713
full Professors, Steps 1 – 5						full Professors, Steps 1 – 5					
Women	20	\$151,898	\$4,261	\$124,800	\$183,090	Women	2	\$198,216	\$0	—	—
Men	15	\$164,024	\$8,335	\$124,800	\$222,231	Men	7	\$153,476	\$2,961	\$145,102	\$167,359
Asian	1	—	—	—	—	Asian	0	—	—	—	—
URM	0					URM	2	\$171,660	\$26,557	\$145,102	\$198,217
White	32	\$155,256	\$4,100	\$124,800	\$221,465	White	7	\$161,064	\$6,720	\$145,234	\$198,216
full Professors, Steps 6 – 9						full Professors, Steps 6 – 9					
Women	6	\$194,041	\$9,355	\$161,800	\$223,800	Women	1	—	—	—	—
Men	15	\$199,955	\$16,408	\$161,800	\$415,000	Men	5	\$204,370	\$19,177	\$161,800	\$252,215
Asian	1	—	—	—	—	Asian	1	—	—	—	—
URM	0					URM	0				
White	20	\$200,088	\$12,346	\$161,800	\$415,000	White	5	\$188,387	\$15,519	\$161,800	\$242,329
full Professors, Above scale						full Professors, Above scale					
Women	0					Women	0				
Men	2	\$218,301	\$1,097	—	—	Men	0				
Asian	0					Asian	0				
URM	0					URM	0				
White	2	\$218,301	\$1,097	—	—	White	0				
<i>Note:</i> Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean						<i>Note:</i> Salaries based on an 11 month scale. — denoted suppression of salary. sem, standard error of mean					

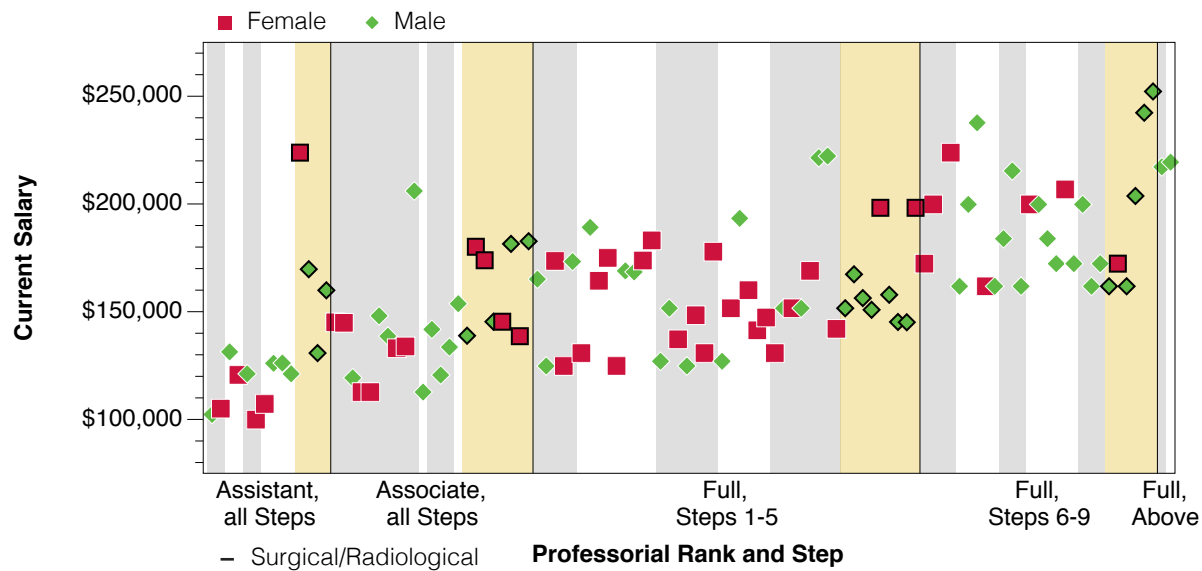


Figure L.1: **Current total salary of SVM faculty by department.** Current salaries are ordered by department within each rank. Departments are indicated by alternating grey and white bands. Faculty members in the Department of Surgical and Radiological Sciences are indicated by a dark border within the yellow band. Total salary is composed of base salary and negotiated off-scale salary.



## total salary (current)

Table L.2: School of Veterinary Medicine, Assistant Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.756*** (11.078, 12.434)
Gender <sup>b</sup> : Female	0.046 (−0.161, 0.254)
Ethnicity <sup>c</sup> : Unknown	0.042 (−0.310, 0.394)
Ethnicity <sup>c</sup> : URM	0.055 (−0.240, 0.351)
Year of Hire:	−0.053 (−0.137, 0.032)
Start After Degree <sup>d</sup>	−0.014 (−0.038, 0.010)
Current Step <sup>e</sup>	−0.039 (−0.250, 0.171)
SCU <sup>f</sup>	0.377** (0.175, 0.580)
Observations	14
F Statistic	3.101* (df = 7; 6)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 5, Male n = 9. <sup>c</sup>Ethnicity: Unknown n = 1, URM n = 3, White n = 12. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological Sciences compared with the five other departments in the School. CI; 95% confidence interval.

Table L.3: School of Veterinary Medicine, Associate Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.637*** (11.349, 11.925)
Gender <sup>b</sup> : Female	−0.032 (−0.139, 0.076)
Ethnicity <sup>c</sup> : Unknown	0.315 (−0.048, 0.678)
Ethnicity <sup>c</sup> : URM	0.039 (−0.160, 0.239)
Decade of Hire: 1995-2004	−0.059 (−0.202, 0.083)
Start After Degree <sup>d</sup>	0.002 (−0.007, 0.011)
Current Step <sup>e</sup>	0.053 (−0.037, 0.144)
SCU <sup>f</sup>	0.189*** (0.070, 0.308)
Observations	23
F Statistic	3.259** (df = 7; 15)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 10, Male n = 13. <sup>c</sup>Ethnicity: Unknown n = 1, URM n = 2, White n = 11. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological Sciences compared with the five other departments in the School. CI; 95% confidence interval.

Table L.4: School of Veterinary Medicine, full Professors: total salary (current).

	Linear regression
	log total salary <sup>a</sup> (CI)
Intercept	11.737*** (11.604, 11.870)
Gender <sup>b</sup> : Female	-0.004 (-0.080, 0.072)
Ethnicity <sup>c</sup> : Asian	-0.014 (-0.188, 0.161)
Ethnicity <sup>c</sup> : Unknown	0.121 (-0.105, 0.347)
Ethnicity <sup>c</sup> : URM	0.101 (-0.119, 0.320)
Decade of Hire: 1995-2004	0.009 (-0.090, 0.107)
Decade of Hire: 1985-1994	-0.195*** (-0.324, -0.066)
Decade of Hire: 1975-1984	-0.211** (-0.394, -0.028)
Start After Degree <sup>d</sup>	0.001 (-0.007, 0.009)
Current Step <sup>e</sup>	0.075*** (0.056, 0.095)
SCU <sup>f</sup>	0.039 (-0.055, 0.132)
Observations	73
F Statistic	8.172*** (df = 10; 62)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Total salary is composed of base salary, based on rank and step, and negotiated off-scale salary. Salaries adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 29, Male n = 44. <sup>c</sup>Ethnicity: Asian n = 3, Unknown n = 2, URM n = 2, White n = 66. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological Sciences compared with the five other departments in the School. CI; 95% confidence interval.

## off-scale salary (current)

Table L.5: School of Veterinary Medicine, Assistant Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	23.394** (6.365, 40.422)
Gender <sup>b</sup> : Female	-1.251 (-6.466, 3.964)
Ethnicity <sup>c</sup> : Unknown	1.869 (-6.971, 10.710)
Ethnicity <sup>c</sup> : URM	-1.133 (-8.562, 6.297)
Year of Hire	-3.871** (-5.993, -1.749)
Start After Degree <sup>d</sup>	0.066 (-0.538, 0.669)
Current Step <sup>e</sup>	-6.363* (-11.656, -1.070)
SCU <sup>f</sup>	-0.433 (-5.522, 4.655)
Observations	14
F Statistic	2.204 (df = 7; 6)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired in 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 5, Male n = 9. <sup>c</sup>Ethnicity: Unknown n = 1, URM n = 3, White n = 10. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step within rank. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological Sciences compared with the five other departments in the School. CI; 95% confidence interval.

Table L.6: School of Veterinary Medicine, Associate Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	9.283* (-0.382, 18.948)
Gender <sup>b</sup> : Female	-1.017 (-4.627, 2.593)
Ethnicity <sup>c</sup> : Unknown	5.183 (-7.006, 17.372)
Ethnicity <sup>c</sup> : URM	1.969 (-4.739, 8.677)
Decade of Hire: 1995-2004	-0.915 (-5.702, 3.871)
Start After Degree <sup>d</sup>	-0.041 (-0.339, 0.256)
Current Step <sup>e</sup>	-0.452 (-3.485, 2.581)
SCU <sup>f</sup>	3.507 (-0.485, 7.499)
Observations	23
F Statistic	0.707 (df = 7; 15)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 10, Male n = 13. <sup>c</sup>Ethnicity: Unknown n = 2, URM n = 2, White n = 20. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step within rank. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological Sciences compared with the five other departments in the School. CI; 95% confidence interval.

Table L.7: School of Veterinary Medicine, full Professors: off-scale salary (current).

	Linear regression
	log off-scale salary <sup>a</sup> (CI)
Intercept	7.230*** (3.444, 11.015)
Gender <sup>b</sup> : Female	1.007 (-1.154, 3.168)
Ethnicity <sup>c</sup> : Asian	-2.707 (-7.672, 2.258)
Ethnicity <sup>c</sup> : Unknown	3.988 (-2.456, 10.431)
Ethnicity <sup>c</sup> : URM	0.910 (-5.344, 7.165)
Decade of Hire: 1995-2004	-0.055 (-2.855, 2.745)
Decade of Hire: 1985-1994	-6.177*** (-9.852, -2.503)
Decade of Hire: 1975-1984	-7.690*** (-12.905, -2.475)
Start After Degree <sup>d</sup>	-0.058 (-0.290, 0.173)
Current Step <sup>e</sup>	0.086 (-0.466, 0.639)
SCU <sup>f</sup>	2.604* (-0.058, 5.266)
Observations	73
F Statistic	5.046*** (df = 10; 62)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 29, Male n = 44. <sup>c</sup>Ethnicity: Asian n = 3, Unknown n = 2, URM n = 2, White n = 66. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Current Step is step within rank. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological Sciences compared with the five other departments in the School. CI; 95% confidence interval.

## step at time of hire

Table L.8: School of Veterinary Medicine, hired as Assistant Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-0.560 (-1.535, 0.414)
Ethnicity <sup>c</sup> : Asian	0.956 (-2.942, 4.854)
Ethnicity <sup>c</sup> : URM	0.363 (-1.723, 2.450)
Decade of Hire: 1995-2004	-0.615 (-1.778, 0.548)
Decade of Hire: 1985-1994	-1.202* (-2.503, 0.099)
Decade of Hire: 1975-1984	-1.377 (-3.188, 0.434)
Start After Degree <sup>d</sup>	0.029 (-0.085, 0.142)
Observations	78

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 28, Male n = 50. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 5, White n = 71. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table L.9: School of Veterinary Medicine, hired as Associate Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-0.372 (-3.141, 2.398)
Ethnicity <sup>c</sup> : Asian	1.283 (-3.070, 5.637)
Ethnicity <sup>c</sup> : Unknown	6.607* (-1.008, 14.222)
Ethnicity <sup>c</sup> : URM	-5.090* (-10.741, 0.560)
Decade of Hire: 1995-2004	0.724 (-1.747, 3.194)
Decade of Hire: 1985-1994	-12.960*** (-12.960, -12.960)
Start After Degree <sup>d</sup>	0.407* (-0.042, 0.856)
Observations	19

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 10, Male n = 9. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 2, URM n = 2, White n = 14. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

Table L.10: School of Veterinary Medicine, hired as full Professor: step at time of hire.

	Ordered logistic regression
	step at time of hire <sup>a</sup> (CI)
Gender <sup>b</sup> : Female	-18.154 (-139.776, 103.468)
Ethnicity <sup>c</sup> : Asian	-5.191 (-98.774, 88.393)
Ethnicity <sup>c</sup> : Unknown	-2.703 (-12.923, 7.516)
Decade of Hire: 1995-2004	-29.440 (-213.009, 154.129)
Start After Degree <sup>d</sup>	1.110 (-0.263, 2.483)
Observations	13

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving their terminal degree. <sup>a</sup>Step is step at time of hire. <sup>b</sup>Gender: Female n = 6, Male n = 7. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 2, White n = 10. <sup>d</sup>Start After Degree, in years. CI; 95% confidence interval.

## off-scale salary at time of hire

Table L.11: School of Veterinary Medicine, hired as Assistant Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup>	
Intercept	6.830***	(2.466, 11.193)
Gender <sup>b</sup> : Female	0.871	(-0.872, 2.614)
Ethnicity <sup>c</sup> : Asian	6.438*	(-0.840, 13.716)
Ethnicity <sup>c</sup> : URM	0.600	(-2.941, 4.140)
Decade of Hire: 1995-2004	-0.459	(-2.756, 1.837)
Decade of Hire: 1985-1994	-5.859***	(-8.158, -3.560)
Decade of Hire: 1975-1984	-5.166***	(-8.735, -1.598)
Start After Degree <sup>d</sup>	-0.078	(-0.293, 0.136)
Step <sup>e</sup>	0.032	(-1.102, 1.167)
SCU <sup>f</sup>	2.570**	(0.533, 4.607)
Observations	78	
F Statistic	6.699*** (df = 9; 68)	

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 27, Male n = 50. <sup>c</sup>Ethnicity: Asian n = 1, URM n = 5, White n = 71. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological sciences compared with the five other departments in the School. CI; 95% confidence interval.

Table L.12: School of Veterinary Medicine, hired as Associate Professor: off-scale salary at time of hire.

	Linear regression	
	log off-scale salary at time of hire <sup>a</sup>	
Intercept	9.134*	(0.867, 17.400)
Gender <sup>b</sup> : Female	-0.794	(-5.768, 4.179)
Ethnicity <sup>c</sup> : Asian	-5.343	(-15.081, 4.394)
Ethnicity <sup>c</sup> : Unknown	5.058	(-3.010, 13.125)
Ethnicity <sup>c</sup> : URM	2.964	(-6.379, 12.308)
Decade of Hire: 1995-2004	2.180	(-3.892, 8.251)
Decade of Hire: 1985-1994	0.598	(-7.351, 8.547)
Start After Degree <sup>d</sup>	-0.032	(-0.440, 0.375)
Step <sup>e</sup>	-0.827	(-3.783, 2.129)
SCU <sup>f</sup>	0.457	(-8.471, 9.386)
Observations	19	
F Statistic	0.689 (df = 9; 9)	

Note: \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 10, Male n = 9. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 2, URM n = 2, White n = 14. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological sciences compared with the five other departments in the School. CI; 95% confidence interval.

Table L.13: School of Veterinary Medicine, hired as full Professor: off-scale salary at time of hire.

	Linear regression
	log off-scale salary at time of hire <sup>a</sup>
Intercept	-0.310 (-11.172, 10.552)
Gender <sup>b</sup> : Female	3.572 (-2.926, 10.070)
Ethnicity <sup>c</sup> : Asian	2.415 (-7.064, 11.894)
Ethnicity <sup>c</sup> : Unknown	-5.236 (-11.913, 1.440)
Decade of Hire: 1995-2004	1.182 (-6.179, 8.542)
Start After Degree <sup>d</sup>	0.390 (-0.233, 1.012)
Step <sup>e</sup>	0.095 (-3.759, 3.949)
SCU <sup>f</sup>	2.640 (-3.288, 8.568)
Observations	13
F Statistic	1.131 (df = 7; 5)

*Note:* \*p<0.1; \*\*p<0.05; \*\*\*p<0.01. Intercept represents a white male hired between 2005 and 2014 less than a year after receiving his terminal degree. <sup>a</sup>Consumer Price Index used to adjust dollar amount (base year 2013). Off-scale salary adjusted to the 11 month, fiscal scale. <sup>b</sup>Gender: Female n = 6, Male n = 7. <sup>c</sup>Ethnicity: Asian n = 1, Unknown n = 2, URM n = 2, White n = 10. <sup>d</sup>Start After Degree, in years. <sup>e</sup>Step is step at time of hire. <sup>f</sup>SCU; Salary Comparison Unit: Department of Surgical and Radiological sciences compared with the five other departments in the School. CI; 95% confidence interval.

# References

- [1] Bureau of Labor Statistics, United States Department of Labor. 2014. “Table 24. Historical Consumer Price Index for All Urban Consumers (CPI-U): U. S. city average, all items” *CPI Detailed Report Data for August 2014*. Malik Crawford and Jonathan Church.