

Appendix C: Tables

A1: Log Salary Model

A2: White Male Salary Model

A3: Total Population Salary Model

B1: Log Salary Model 1 (Demography: Gender & Race Ethnicity)

B2: Log Salary Model 2 (Demography, Years Since Degree (quad), Hired, & Degree Type)

B3: Log Salary Model 3 (Demography, Experience, & Departments)

B4: Log Salary Model 4 (Demography, Experience, Departments, & Faculty Rank/Years at Rank)

C1a: Log Salary Model, L&S Arts & Humanities

C1b: White Male Salary Model, L&S Arts & Humanities

C1c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Arts & Humanities

C1d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Arts & Humanities

C2a: Log Salary Model, L&S Biological Sciences

C2b: White Male Salary Model, L&S Biological Sciences

C2c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Biological Sciences

C2d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences

C3a: Log Salary Model, L&S Math & Physical Sciences

C3b: White Male Salary Model, L&S Math & Physical Sciences

C3c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Math & Physical Sciences

C3d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Math & Physical Sciences

C4a: Log Salary Model, L&S Social Sciences

C4b: White Male Salary Model, L&S Social Sciences

C4c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Social Sciences

C4d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Social Sciences

Appendix C: Tables

C5a: [Log Salary Model, College of Engineering](#)

C5b: [White Male Salary Model, College of Engineering](#)

C5c: [Log Salary Model 3 \(Demog., Experience, & Departments\), College of Engineering](#)

C5d: [Log Salary Model 4 \(Demog., Experience, Departments, and Faculty Rank, w. Years at Rank\), College of Engineering](#)

C6a: [Log Salary Model, College of Chemistry](#)

C6b: [White Male Salary Model, College of Chemistry](#)

C6c: [Log Salary Model 3 \(Demog., Experience, & Departments\), College of Chemistry](#)

C6d: [Log Salary Model 4 \(Demog., Experience, Departments, and Faculty Rank, w. Years at Rank\), College of Chemistry](#)

C7a: [Log Salary Model, College of Natural Resources](#)

C7b: [White Male Salary Model, College of Natural Resources](#)

C7c: [Log Salary Model 3 \(Demog., Experience, & Departments\), College of Natural Resources](#)

C7d: [Log Salary Model 4 \(Demog., Experience, Departments, and Faculty Rank, w. Years at Rank\), College of Natural Resources](#)

C8a: [Log Salary Model, Haas School of Business](#)

C8b: [White Male Salary Model, Haas School of Business](#)

C8c: [Log Salary Model 3 \(Demog., Experience, & Field/Market Ratio\), Haas School of Business](#)

C8d: [Log Salary Model 4 \(Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank\), Haas School of Business](#)

C8e: [Log Salary Model \(with Subfields\), Haas School of Business](#)

C9a: [Log Salary Model, Boalt School of Law](#)

C9b: [White Male Salary Model, Boalt School of Law](#)

C9c: [Log Salary Model 3 \(Demog., Experience, & Field/Market Ratio\), Boalt School of Law](#)

C9d: [Log Salary Model 4 \(Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank\), Boalt School of Law](#)

C10a: [Log Salary Model, Other Professional Schools](#)

C10b: [White Male Salary Model, Other Professional Schools](#)

Appendix C: Tables

C10c: Log Salary Model 3 (Demog., Experience, & Departments), Other Professional Schools

C10d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Other Professional Schools

E1: Log Salary Model, All Campus, Rank Submodels

E2: Log Salary Model, Assistant Professors

E3: Log Salary Model, Associate Professors

E4: Log Salary Model, Full Professors

E5: Log Salary Model, Full Professors

E6: Log Salary Model, Full Professors, Above Scale

F1: Log Salary Model, All Campus, with Any Outside Job Offer (since 1998)

F2: Log Salary Model 3B (Demography, Experience, & Departments, Outside Job Offers), All Campus

A1: Log Salary Model, All Campus, 2/25/2016

Tot. N=1524: White Male N=791; Female N=474; Minority Male N=221; Unknown Male=38. Asian N=207; URM* N=139; Unknown Ethnicity=48.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.146	<.001	-0.108	<.001	-0.034	0.001	-0.012	0.197
Asian	-0.103	<.001	-0.034	0.095	-0.017	0.241	-0.017	0.158
Underrep. Min.*	-0.128	<.001	-0.074	0.002	-0.008	0.646	-0.004	0.795
Unknown Ethnicity	-0.204	<.001	-0.023	0.566	-0.021	0.449	-0.027	0.259
Yrs. since degree			0.017	<.001	0.021	<.001	0.004	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.086
Yrs. since hired			-0.004	<.001	-0.005	<.001	-0.012	<.001
Bach./Mast.			-0.310	<.001	-0.190	<.001	-0.106	<.001
Law Degree			0.438	<.001	-0.016	0.718	0.051	0.174
MD			0.003	0.970	0.070	0.177	0.101	0.020
Afr. Am Stud.					-0.105	0.093	-0.061	0.248
Agr. Res. Ec. Pol.					0.331	<.001	0.286	<.001
Anthropology					0.044	0.307	0.020	0.580
Architecture					0.016	0.721	0.013	0.728
Art Hist.					-0.059	0.272	-0.080	0.075
Astronomy					0.140	0.025	0.056	0.285
Bioengin.					0.120	0.030	0.032	0.497
Chemical Eng.					0.264	<.001	0.191	<.001
Chemistry					0.270	<.001	0.198	<.001
City & Reg. Plan.					0.045	0.464	0.029	0.574
Civil & Env. Eng.					0.117	0.002	0.043	0.181
Classics					-0.077	0.195	-0.052	0.298
Comp. Literature					0.169	0.038	0.186	0.006
Earth & Plan. Sc.					0.161	0.003	0.064	0.152
E. Asian Lng./Clt.					-0.110	0.054	-0.118	0.014
Economics					0.683	<.001	0.566	<.001
Elect. Eng./CS					0.198	<.001	0.093	<.001
English					-0.009	0.800	0.006	0.851
ESPM					-0.017	0.647	-0.022	0.479
Ethnic Studies					-0.047	0.388	-0.026	0.565
French					-0.032	0.600	-0.054	0.288
Geography					-0.049	0.396	-0.039	0.425
German					-0.106	0.103	-0.116	0.033
Goldman Pub. Pol.					0.251	<.001	0.192	<.001
Haas Business					0.735	<.001	0.662	<.001
HW Neuroscience					-0.102	0.150	-0.041	0.488
History					0.062	0.099	0.012	0.691

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Ind. Eng./Op. Res.					0.164	0.004	0.076	0.116
Integrat. Biology					0.031	0.434	0.021	0.531
Landsc. Arch./Env.					-0.036	0.602	-0.041	0.470
Law					0.676	<.001	0.494	<.001
Linguistics					-0.063	0.262	-0.073	0.119
Material Sc. & Eng.					0.195	<.001	0.139	0.003
Mathematics					0.138	<.001	0.035	0.258
Mechanical Eng.					0.134	<.001	0.068	0.037
Molec. & Cell Bio.					0.120	<.001	0.077	0.008
Music					-0.015	0.779	-0.057	0.202
Near Eastern St.					-0.070	0.254	-0.080	0.120
Nutr. Sc./Tox.					-0.036	0.557	-0.003	0.947
Philosophy					0.234	<.001	0.147	<.001
Physics					0.141	<.001	0.054	0.078
Plant & Micr. Bio.					0.151	<.001	0.126	<.001
Political Sc.					0.183	<.001	0.144	<.001
Psychology					0.106	0.014	0.020	0.586
Rhetoric					-0.032	0.603	-0.038	0.457
Sch. of Education					0.033	0.434	-0.004	0.907
Sch. of Informat.					0.135	0.027	0.077	0.132
Sch. of Optometry					0.166	0.006	0.069	0.172
Sch. Public Health					0.080	0.041	0.036	0.280
Sch. Social Welfare					-0.024	0.657	-0.075	0.092
Sociology					0.119	0.011	0.072	0.069
S/SE Asian Std.					-0.053	0.417	-0.044	0.425
Spanish & Port.					-0.057	0.359	-0.085	0.103
Statistics					0.231	<.001	0.150	<.001
TDPS					-0.027	0.669	-0.083	0.119
Other units					-		-	
Two Departments					0.081	<.001	0.050	<.001
Three or More Deps.					0.225	<.001	0.140	<.001
Assistant							-0.500	<.001
Associate							-0.316	<.001
Years at Rank							0.015	<.001
Intercept	12.0	<.001	12.0	<.001	11.8	<.001	11.8	<.001
R-square	0.07		0.39		0.73		0.81	
Adj. R-square	0.07		0.39		0.71		0.80	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Other units include: Art Practice; Demography; Energy & Res. Group; Film and Media; Gender and Women's Studies; Italian Studies; Journalism, Nuclear Engineering; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

A2: White Male Salary Model, All Campus, 2/25/2016

Tot. N=1524: White Male N=791; Female N=474; Minority Male N=221; Unknown Male=38. Asian N=207; URM* N=139; Unknown Ethnicity=48.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Model Approach</i>		2789	<.001	3539	<.001	716	0.007
Yrs. degree (sq.)			-21	0.047	-39	<.001	12	0.172
Yrs. since hired			-882	<.001	-1052	<.001	-2483	<.001
Bach./Mast.			-53485	<.001	-32799	<.001	-23897	0.003
Law Degree			74918	<.001	2554	0.804	8496	0.356
MD			9432	0.613	30332	0.045	25454	0.060
Agr. Res. Ec. Pol.					48768	<.001	45823	<.001
Anthropology					2307	0.822	4714	0.608
Architecture					6074	0.580	12836	0.192
Astronomy					18754	0.126	9728	0.375
Bioengin.					18049	0.131	14364	0.179
Chemical Eng.					50261	<.001	44578	<.001
Chemistry					47322	<.001	36950	<.001
Civil & Env. Eng.					19429	0.011	9420	0.170
Earth & Plan. Sc.					25088	0.013	10392	0.253
Economics					125328	<.001	106492	<.001
Elect. Eng./CS					29299	<.001	14624	0.005
English					7449	0.326	7921	0.244
ESPM					2859	0.704	5843	0.387
Goldman Pub. Pol.					25266	0.041	19345	0.080
Haas Business					134377	<.001	124285	<.001
HW Neuroscience					-25081	0.133	-12682	0.397
History					12338	0.119	6897	0.331
Ind. Eng./Op. Res.					19553	0.103	10938	0.310
Integrat. Biology					9258	0.241	7619	0.281
Law					120182	<.001	97834	<.001
Material Sc. & Eng.					24000	0.079	6941	0.572
Mathematics					19713	0.002	3103	0.591
Mechanical Eng.					12914	0.085	6139	0.361
Molec. & Cell Bio.					16233	0.013	11582	0.048
Philosophy					41751	<.001	27507	0.002
Physics					18004	0.009	7352	0.235
Plant & Micr. Bio.					33369	<.001	30110	<.001
Political Sc.					31326	<.001	24931	<.001
Psychology					25448	0.018	12083	0.213
Sch. of Education					-4472	0.677	-2331	0.808
Sch. of Optometry					10290	0.494	2657	0.844
Sch. Public Health					7591	0.432	1964	0.820
Statistics					28857	0.015	14216	0.183

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Department		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Other units					-		-	
Two Departments					17234	<.001	14245	<.001
Three or More Deps.					33037	0.006	22382	0.037
Assistant							-78678	<.001
Associate							-47971	<.001
Years at Rank							2858	<.001
Intercept			169062	<.001	138273	<.001	126954	<.001
R-square			0.28		0.69		0.75	
Adj. R-square			0.28		0.67		0.74	
Avg. Wom. \$ diff.			19324		5847		2007	
Avg. Asian \$ diff.			12541		3968		2784	
Avg. URM* \$ diff.			17797		3422		521	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: African Am. Studies; Art Hist.; Art Practice; City & Regional Planning; Classics; Comparative Literature; Demography; East Asian Languages & Cult.; Energy & Resources Group; Ethnic Studies; Film and Media; French; Gender and Women's Studies; Geography; German; Italian Studies; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Rhetoric; Scandinavian Languages; School of Information; School of Social Welfare; Slavic Languages & Culture; Sociology; South & Southeast Asian Std.; Spanish & Portuguese; Theater, Dance and Performance Studies; Undergrad. & Interdiscp. St.								
p<.10=light green		p<.05=bright green		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

A3: Total Population Salary Model, All Campus, 2/25/2016

Tot. N=1524: White Male N=791; Female N=474; Minority Male N=221; Unknown Male=38. Asian N=207; URM* N=139; Unknown Ethnicity=48.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-22762	<.001	-17025	<.001	-5655	0.002	-2026	0.205
Asian	-16851	<.001	-6502	0.061	-2977	0.226	-2928	0.172
Underrep. Min.*	-19290	<.001	-11553	0.005	-1655	0.591	-743	0.782
Unknown Ethnicity	-25730	0.001	-763	0.912	-1762	0.712	-2459	0.557
Yrs. since degree			2728	<.001	3335	<.001	650	<.001
Yrs. degree (sq.)			-23	0.002	-35	<.001	10	0.076
Yrs. since hired			-799	<.001	-962	<.001	-2256	<.001
Bach./Mast.			-48438	<.001	-30077	<.001	-16553	0.001
Law Degree			81496	<.001	-3074	0.685	7773	0.241
MD			-1285	0.913	12277	0.164	16683	0.030
Afr. Am Stud.					-10733	0.313	-3972	0.669
Agr. Res. Ec. Pol.					48346	<.001	41337	<.001
Anthropology					7610	0.298	4136	0.517
Architecture					3233	0.669	3739	0.571
Art Hist.					-2891	0.752	-5966	0.456
Astronomy					18184	0.087	5098	0.582
Bioengin.					15958	0.091	3229	0.696
Chemical Eng.					44282	<.001	32652	<.001
Chemistry					45609	<.001	34601	<.001
City & Reg. Plan.					4952	0.636	2109	0.817
Civil & Env. Eng.					15568	0.017	4684	0.411
Classics					-10008	0.319	-6241	0.476
Comp. Literature					33949	0.014	35543	0.003
Earth & Plan. Sc.					21929	0.016	6670	0.402
E. Asian Lng./Clt.					-15275	0.116	-16848	0.047
Economics					122235	<.001	103816	<.001
Elect. Eng./CS					27950	<.001	12026	0.013
English					552	0.927	3029	0.563
ESPM					-1277	0.839	-1846	0.736
Ethnic Studies					-5202	0.576	-3137	0.700
French					-458	0.964	-3333	0.711
Geography					-8406	0.396	-6653	0.441
German					-14411	0.190	-15978	0.096
Goldman Pub. Pol.					37274	<.001	28218	<.001
Haas Business					126919	<.001	115495	<.001
HW Neuroscience					-21732	0.072	-11574	0.272
History					9396	0.139	2143	0.699
Ind. Eng./Op. Res.					22112	0.023	8674	0.309
Integrat. Biology					4598	0.501	2752	0.644

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Landsc. Arch./Env.					-3724	0.748	-4296	0.671
Law					122503	<.001	93608	<.001
Linguistics					-6077	0.523	-7070	0.394
Material Sc. & Eng.					27660	0.004	19205	0.021
Mathematics					19041	0.002	2643	0.628
Mechanical Eng.					19361	0.004	9027	0.120
Molec. & Cell Bio.					17659	0.003	11042	0.033
Music					-1497	0.868	-7083	0.368
Near Eastern St.					-5976	0.565	-7761	0.392
Nutr. Sc./Tox.					-6248	0.552	-864	0.925
Philosophy					35891	<.001	23537	0.002
Physics					19822	0.001	6499	0.234
Plant & Micr. Bio.					24266	<.001	20840	0.001
Political Sc.					29773	<.001	23818	<.001
Psychology					14454	0.049	2024	0.753
Rhetoric					-1430	0.890	-2679	0.767
Sch. of Education					4723	0.515	-939	0.882
Sch. of Informat.					22517	0.031	14353	0.115
Sch. of Optometry					22423	0.028	8610	0.335
Sch. Public Health					10262	0.124	4041	0.488
Sch. Social Welfare					-2518	0.780	-10329	0.190
Sociology					17217	0.031	10910	0.118
S/SE Asian Std.					-4939	0.656	-3958	0.682
Spanish & Port.					-38	0.997	-3566	0.699
Statistics					34448	<.001	22030	0.004
TDPS					-662	0.951	-9433	0.316
Other units					-		-	
Two Departments					15139	<.001	10467	<.001
Three or More Deps.					37373	<.001	24940	<.001
Assistant							-74409	<.001
Associate							-47176	<.001
Years at Rank							2741	<.001
Intercept	171577	<.001	168906	<.001	139347	<.001	131066	<.001

R-square	0.06		0.35		0.71		0.78	
Adj. R-square	0.06		0.35		0.70		0.77	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

Other units include: Art Practice; Demography; Energy & Res. Group; Film and Media; Gender and Women's Studies; Italian Studies; Journalism, Nuclear Engineering; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.

p<.10=light green p<.05=bright grn. p<.01=green shade p<.001=dark green

B1: Log Salary Model 1 (Demography: Gender & Race Ethnicity), All Campus, AY 2004-05--2015-06 (Spring semester)

Tot. N (2015-16)=1524: White Male N=791; Female N=474; Minority Male N=221; Unknown Male=38. Asian N=207; URM* N=139; Unknown Ethnicity=48.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.195	<.001	-0.174	<.001	-0.170	<.001	-0.170	<.001	-0.174	<.001	-0.168	<.001	-0.173	<.001	-0.168	<.001	-0.158	<.001	-0.162	<.001	-0.159	<.001	-0.146	<.001
Asian	-0.094	<.001	-0.087	<.001	-0.093	<.001	-0.090	<.001	-0.094	<.001	-0.085	<.001	-0.076	0.003	-0.083	0.001	-0.093	<.001	-0.107	<.001	-0.114	<.001	-0.103	<.001
Underrep. Min.*	-0.149	<.001	-0.157	<.001	-0.134	<.001	-0.141	<.001	-0.147	<.001	-0.150	<.001	-0.124	<.001	-0.110	<.001	-0.112	<.001	-0.123	<.001	-0.141	<.001	-0.128	<.001
Unkn. ethnicity	-0.044	0.585	-0.102	0.201	-0.107	0.179	-0.118	0.123	-0.131	0.083	-0.131	0.088	-0.161	0.041	-0.162	0.030	-0.233	<.001	-0.305	<.001	-0.257	<.001	-0.204	<.001
Intercept	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001
R-square	0.09		0.07		0.07		0.08		0.08		0.07		0.07		0.07		0.07		0.08		0.08		0.07	
Adj. R-square	0.09		0.07		0.07		0.07		0.07		0.07		0.07		0.07		0.07		0.08		0.08		0.07	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																								
p<.10=light green		p<.05=bright green		p<.01=green shade		p<.001=dark green																		

B3: Log Salary Model 3 (Demography, Experience, & Departments), All Campus, AY 2004-05--2015-06 (Spring semester)

Tot. N (2015-16)=1524: White Male N=791; Female N=474; Minority Male N=221; Unknown Male=38. Asian N=207; URM* N=139; Unknown Ethnicity=48.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.058	<.001	-0.048	<.001	-0.049	<.001	-0.049	<.001	-0.050	<.001	-0.048	<.001	-0.056	<.001	-0.056	<.001	-0.049	<.001	-0.048	<.001	-0.043	<.001	-0.034	0.001
Asian	0.011	0.482	0.014	0.381	0.010	0.543	0.010	0.514	-0.001	0.958	0.004	0.790	0.006	0.696	-0.005	0.735	-0.005	0.733	-0.018	0.246	-0.016	0.278	-0.017	0.241
Underrep. Min.*	0.007	0.756	0.008	0.693	0.015	0.461	0.011	0.564	0.009	0.656	0.005	0.811	0.010	0.597	0.004	0.826	-0.002	0.901	-0.003	0.855	-0.010	0.597	-0.008	0.646
Unknown ethnicity	0.030	0.539	0.002	0.968	-0.024	0.610	-0.039	0.377	-0.041	0.343	-0.030	0.506	-0.034	0.466	-0.056	0.214	-0.009	0.803	-0.037	0.348	-0.021	0.549	-0.021	0.449
Yrs. since degree	0.021	<.001	0.021	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.004	<.001	-0.003	<.001	-0.004	<.001	-0.003	<.001	-0.003	<.001	-0.003	<.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.006	<.001	-0.005	<.001	-0.006	<.001
Bach./Mast.	-0.160	<.001	-0.153	<.001	-0.148	<.001	-0.156	<.001	-0.158	<.001	-0.143	<.001	-0.144	<.001	-0.160	<.001	-0.177	<.001	-0.176	<.001	-0.189	<.001	-0.190	<.001
Law Degree	0.054	0.240	0.083	0.078	0.082	0.077	0.028	0.524	0.046	0.279	0.038	0.363	0.037	0.389	0.045	0.317	0.010	0.829	-0.014	0.756	-0.011	0.801	-0.016	0.718
MD	0.085	0.157	0.140	0.016	0.121	0.036	0.153	0.007	0.135	0.018	0.148	0.008	0.128	0.024	0.102	0.069	0.081	0.141	0.050	0.337	0.063	0.241	0.070	0.177
Afr. Am Stud.	-0.057	0.427	-0.049	0.500	-0.080	0.264	-0.070	0.305	-0.082	0.238	-0.126	0.059	-0.104	0.130	-0.112	0.122	-0.130	0.085	-0.111	0.120	-0.113	0.106	-0.105	0.093
Agr. Res. Ec. Pol.	0.223	<.001	0.252	<.001	0.235	<.001	0.239	<.001	0.263	<.001	0.281	<.001	0.274	<.001	0.251	<.001	0.274	<.001	0.337	<.001	0.337	<.001	0.331	<.001
Anthropology	0.078	0.082	0.098	0.028	0.094	0.034	0.100	0.018	0.084	0.057	0.070	0.113	0.098	0.030	0.088	0.054	0.070	0.131	0.058	0.195	0.058	0.189	0.044	0.307
Architecture	-0.028	0.543	-0.021	0.652	-0.041	0.411	-0.029	0.541	-0.038	0.427	-0.013	0.777	0.009	0.850	0.020	0.680	0.011	0.816	0.007	0.877	0.022	0.630	0.016	0.721
Art Hist.	0.030	0.622	0.070	0.258	0.089	0.145	0.061	0.301	0.042	0.483	0.029	0.626	-0.058	0.380	-0.028	0.663	-0.029	0.638	-0.029	0.613	-0.032	0.563	-0.059	0.272
Astronomy	0.188	0.001	0.186	0.002	0.145	0.011	0.136	0.013	0.148	0.011	0.141	0.015	0.156	0.012	0.163	0.005	0.150	0.011	0.167	0.006	0.163	0.005	0.140	0.025
Bioengin.	0.130	0.015	0.122	0.020	0.118	0.025	0.117	0.018	0.136	0.007	0.136	0.006	0.129	0.013	0.117	0.027	0.107	0.051	0.136	0.015	0.145	0.008	0.120	0.030
Chemical Eng.	0.319	<.001	0.307	<.001	0.355	<.001	0.354	<.001	0.306	<.001	0.303	<.001	0.312	<.001	0.292	<.001	0.298	<.001	0.299	<.001	0.286	<.001	0.264	<.001
Chemistry	0.212	<.001	0.219	<.001	0.224	<.001	0.256	<.001	0.243	<.001	0.258	<.001	0.263	<.001	0.270	<.001	0.271	<.001	0.254	<.001	0.309	<.001	0.270	<.001
City & Reg. Plan.	-0.106	0.057	-0.079	0.165	-0.063	0.282	-0.064	0.241	-0.047	0.377	0.055	0.291	0.048	0.377	0.017	0.772	0.028	0.630	0.096	0.097	0.087	0.125	0.045	0.464
Civil & Env. Eng.	0.128	<.001	0.147	<.001	0.159	<.001	0.165	<.001	0.169	<.001	0.156	<.001	0.156	<.001	0.162	<.001	0.137	<.001	0.142	<.001	0.141	<.001	0.117	0.002
Classics	-0.023	0.706	-0.016	0.778	-0.017	0.770	-0.022	0.689	-0.060	0.282	-0.048	0.381	-0.047	0.406	-0.036	0.524	-0.044	0.464	-0.072	0.236	-0.035	0.559	-0.077	0.195
Comp. Literature	0.083	0.379	0.224	0.020	0.237	0.016	0.110	0.195	0.122	0.156	0.121	0.152	0.105	0.227	0.113	0.218	0.118	0.200	0.185	0.030	0.155	0.059	0.169	0.038
Earth & Plan. Sc.	0.119	0.020	0.113	0.033	0.117	0.024	0.134	0.008	0.129	0.014	0.117	0.030	0.101	0.071	0.116	0.049	0.138	0.014	0.154	0.006	0.178	0.001	0.161	0.003
E. Asian Lng./Clt.	-0.061	0.297	-0.061	0.298	-0.036	0.534	-0.012	0.838	-0.019	0.748	-0.042	0.471	-0.033	0.605	-0.035	0.591	-0.065	0.283	-0.083	0.162	-0.087	0.139	-0.110	0.054
Economics	0.414	<.001	0.468	<.001	0.485	<.001	0.526	<.001	0.627	<.001	0.586	<.001	0.644	<.001	0.691	<.001	0.696	<.001	0.724	<.001	0.723	<.001	0.683	<.001
Elect. Eng./CS	0.214	<.001	0.221	<.001	0.223	<.001	0.232	<.001	0.227	<.001	0.217	<.001	0.225	<.001	0.234	<.001	0.229	<.001	0.213	<.001	0.220	<.001	0.198	<.001
English	0.001	0.980	0.013	0.725	-0.005	0.886	0.005	0.883	0.013	0.714	0.024	0.490	0.034	0.364	0.044	0.227	0.044	0.234	0.022	0.538	0.014	0.707	-0.009	0.800
ESPM	0.031	0.396	0.040	0.279	0.047	0.211	0.042	0.225	0.024	0.511	0.013	0.720	0.004	0.914	0.010	0.784	0.016	0.673	-0.006	0.871	0.001	0.981	-0.017	0.647
Ethnic Studies	-0.090	0.094	-0.105	0.053	-0.103	0.078	-0.062	0.253	-0.052	0.370	-0.097	0.086	-0.101	0.089	-0.078	0.181	-0.051	0.384	-0.029	0.607	-0.030	0.576	-0.047	0.388
French	-0.043	0.520	-0.022	0.730	-0.009	0.884	-0.002	0.971	-0.007	0.913	-0.013	0.827	-0.024	0.711	-0.004	0.953	0.009	0.888	-0.014	0.820	0.008	0.904	-0.032	0.600
Geography	-0.043	0.465	-0.053	0.375	-0.083	0.175	-0.067	0.256	-0.053	0.365	-0.063	0.283	-0.047	0.439	-0.053	0.398	-0.039	0.536	-0.055	0.347	-0.056	0.331	-0.049	0.396
German	0.071	0.276	0.060	0.380	0.066	0.332	0.001	0.982	-0.018	0.784	-0.033	0.623	-0.028	0.682	-0.038	0.586	-0.046	0.518	-0.034	0.625	-0.050	0.464	-0.106	0.103
Goldman Pub. Pol.	0.078	0.166	0.057	0.303	0.061	0.278	0.088	0.107	0.076	0.183	0.099	0.072	0.089	0.125	0.116	0.056	0.156	0.008	0.224	<.001	0.222	<.001	0.251	<.001
Haas Business	0.543	<.001	0.603	<.001	0.611	<.001	0.636	<.001	0.676	<.001	0.693	<.001	0.703	<.001	0.735	<.001	0.769	<.001	0.780	<.001	0.774	<.001	0.735	<.001
HW Neuroscience	-0.220	0.002	-0.206	0.006	-0.270	<.001	-0.274	<.001	-0.263	<.001	-0.269	<.001	-0.251	<.001	-0.214	0.004	-0.186	0.013	-0.185	0.011	-0.108	0.134	-0.102	0.150
History	-0.011	0.750	0.027	0.456	0.029	0.420	0.034	0.330	0.042	0.261	0.028	0.448	0.042	0.287	0.074	0.058	0.076	0.056	0.062	0.116	0.077	0.046	0.062	0.099
Ind. Eng./Op. Res.	0.170	0.004	0.177	0.004	0.194	<.001	0.150	0.006	0.141	0.013	0.145	0.011	0.173	0.003	0.170	0.004	0.163	0.006	0.183	0.001	0.185	0.002	0.164	0.004

Integrat. Biology	0.016	0.701	0.058	0.160	0.060	0.140	0.064	0.109	0.042	0.295	0.033	0.429	0.054	0.207	0.052	0.225	0.059	0.164	0.062	0.141	0.064	0.129	0.031	0.434
Landsc. Arch./Env.	-0.068	0.340	-0.072	0.316	-0.091	0.236	-0.055	0.448	-0.063	0.380	-0.135	0.049	-0.178	0.015	-0.113	0.155	-0.081	0.301	-0.063	0.419	-0.017	0.813	-0.036	0.602
Law	0.495	<.001	0.474	<.001	0.489	<.001	0.561	<.001	0.617	<.001	0.605	<.001	0.614	<.001	0.629	<.001	0.693	<.001	0.710	<.001	0.712	<.001	0.676	<.001
Linguistics	-0.031	0.586	-0.042	0.460	-0.060	0.280	-0.068	0.216	-0.092	0.097	-0.087	0.125	-0.095	0.102	-0.074	0.238	-0.069	0.271	-0.092	0.124	-0.069	0.242	-0.063	0.262
Material Sc. & Eng.	0.223	<.001	0.212	<.001	0.217	<.001	0.203	<.001	0.199	<.001	0.171	0.001	0.180	0.001	0.159	0.009	0.185	0.004	0.176	0.004	0.179	0.004	0.195	<.001
Mathematics	0.147	<.001	0.172	<.001	0.16	<.001	0.158	<.001	0.163	<.001	0.166	<.001	0.167	<.001	0.165	<.001	0.168	<.001	0.173	<.001	0.170	<.001	0.138	<.001
Mechanical Eng.	0.146	<.001	0.146	<.001	0.161	<.001	0.165	<.001	0.155	<.001	0.154	<.001	0.145	<.001	0.140	<.001	0.138	<.001	0.136	<.001	0.156	<.001	0.134	<.001
Molec. & Cell Bio.	0.145	<.001	0.148	<.001	0.172	<.001	0.153	<.001	0.167	<.001	0.162	<.001	0.154	<.001	0.140	<.001	0.166	<.001	0.159	<.001	0.161	<.001	0.120	<.001
Music	-0.046	0.350	-0.028	0.594	-0.003	0.948	0.014	0.780	0.004	0.937	-0.007	0.889	-0.001	0.990	-0.003	0.958	-0.003	0.961	-0.018	0.731	-0.017	0.756	-0.015	0.779
Near Eastern St.	-0.117	0.051	-0.105	0.084	-0.098	0.109	-0.034	0.547	-0.030	0.620	-0.051	0.403	-0.048	0.458	-0.016	0.820	-0.045	0.500	-0.017	0.813	-0.042	0.516	-0.070	0.254
Nutr. Sc./Tox.	-0.026	0.657	0.011	0.866	-0.001	0.991	-0.001	0.988	-0.010	0.853	-0.020	0.718	-0.038	0.529	0.025	0.701	-0.002	0.977	-0.001	0.981	-0.007	0.911	-0.036	0.557
Philosophy	0.145	0.010	0.132	0.019	0.168	0.002	0.152	0.004	0.147	0.006	0.202	<.001	0.220	<.001	0.223	<.001	0.220	<.001	0.217	<.001	0.231	<.001	0.234	<.001
Physics	0.113	0.002	0.124	<.001	0.133	<.001	0.120	<.001	0.119	0.001	0.120	0.001	0.101	0.009	0.101	0.008	0.111	0.004	0.114	0.002	0.130	<.001	0.141	<.001
Plant & Micr. Bio.	0.204	<.001	0.196	<.001	0.182	<.001	0.197	<.001	0.179	<.001	0.172	<.001	0.204	<.001	0.208	<.001	0.194	<.001	0.183	<.001	0.179	<.001	0.151	<.001
Political Sc.	0.075	0.049	0.104	0.006	0.101	0.008	0.117	0.001	0.134	<.001	0.111	0.004	0.124	0.002	0.158	<.001	0.148	<.001	0.154	<.001	0.175	<.001	0.183	<.001
Psychology	0.040	0.338	0.024	0.567	0.040	0.340	0.062	0.141	0.065	0.139	0.074	0.090	0.087	0.058	0.107	0.025	0.103	0.032	0.102	0.030	0.120	0.010	0.106	0.014
Rhetoric	0.022	0.746	0.036	0.571	0.026	0.695	0.051	0.426	0.036	0.593	0.028	0.677	0.011	0.879	0.010	0.887	-0.007	0.921	-0.016	0.819	-0.010	0.887	-0.032	0.603
Sch. of Education	-0.055	0.181	-0.037	0.366	-0.023	0.578	-0.019	0.629	-0.009	0.818	0.004	0.915	0.013	0.747	0.024	0.570	0.018	0.679	0.036	0.398	0.033	0.446	0.033	0.434
Sch. of Informat.	0.021	0.756	0.040	0.538	0.026	0.702	0.070	0.253	0.138	0.017	0.110	0.055	0.097	0.097	0.093	0.115	0.124	0.043	0.147	0.019	0.138	0.025	0.135	0.027
Sch. of Optometry	0.251	<.001	0.238	<.001	0.282	<.001	0.277	<.001	0.265	<.001	0.248	<.001	0.240	<.001	0.223	<.001	0.196	0.001	0.183	0.003	0.179	0.003	0.166	0.006
Sch. Public Health	0.052	0.195	0.063	0.112	0.049	0.205	0.044	0.237	0.062	0.108	0.063	0.103	0.063	0.121	0.093	0.021	0.089	0.030	0.098	0.015	0.111	0.006	0.080	0.041
Sch. Social Welfare	0.009	0.861	0.020	0.712	0.014	0.784	0.011	0.829	0.009	0.872	0.011	0.845	0.015	0.802	0.020	0.747	-0.004	0.947	0.000	0.994	0.003	0.960	-0.024	0.657
Sociology	0.132	0.004	0.112	0.015	0.103	0.024	0.082	0.061	0.105	0.022	0.108	0.018	0.133	0.005	0.136	0.004	0.130	0.008	0.133	0.005	0.138	0.003	0.119	0.011
S/SE Asian Std.	-0.067	0.330	-0.087	0.210	-0.075	0.261	-0.070	0.273	-0.068	0.302	-0.048	0.484	-0.052	0.465	-0.046	0.522	-0.041	0.578	-0.040	0.559	-0.036	0.587	-0.053	0.417
Spanish & Port.	0.005	0.934	-0.013	0.816	-0.009	0.869	0.002	0.969	0.028	0.616	-0.003	0.959	0.001	0.990	0.029	0.674	0.010	0.873	-0.015	0.811	-0.019	0.760	-0.057	0.359
Statistics	0.112	0.039	0.134	0.019	0.124	0.027	0.169	0.002	0.156	0.005	0.161	0.006	0.208	<.001	0.215	<.001	0.188	0.001	0.197	<.001	0.216	<.001	0.231	<.001
TDPS	-0.029	0.678	-0.010	0.886	-0.063	0.403	-0.020	0.786	-0.026	0.694	-0.038	0.571	-0.035	0.624	-0.026	0.705	-0.028	0.671	-0.079	0.211	-0.063	0.308	-0.027	0.669
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Two Departments	0.113	<.001	0.113	<.001	0.114	<.001	0.108	<.001	0.110	<.001	0.115	<.001	0.116	<.001	0.107	<.001	0.102	<.001	0.097	<.001	0.090	<.001	0.081	<.001
Three+ Deps.	0.248	<.001	0.199	<.001	0.185	<.001	0.165	<.001	0.172	<.001	0.204	<.001	0.212	<.001	0.212	<.001	0.243	<.001	0.225	<.001	0.210	<.001	0.225	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001
R-square	0.70		0.70		0.70		0.72		0.72		0.72		0.70		0.69		0.70		0.71		0.72		0.73	
Adj. R-square	0.69		0.68		0.68		0.71		0.71		0.71		0.69		0.68		0.69		0.70		0.71		0.71	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

Other units include: Art Practice; Demography; Energy & Res. Group; Film and Media; Gender and Women's Studies; Italian Studies; Journalism, Nuclear Engineering; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.

p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green

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Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.030	0.003	-0.020	0.044	-0.023	0.021	-0.025	0.007	-0.026	0.005	-0.024	0.012	-0.027	0.005	-0.025	0.014	-0.021	0.044	-0.022	0.024	-0.020	0.040	-0.012	0.197
Asian	0.006	0.639	0.003	0.837	-0.002	0.907	-0.002	0.893	-0.018	0.170	-0.011	0.395	-0.003	0.804	-0.009	0.497	-0.009	0.509	-0.019	0.141	-0.018	0.143	-0.017	0.158
Underrep. Min.*	0.019	0.298	0.018	0.315	0.022	0.222	0.010	0.565	0.002	0.897	0.002	0.899	0.018	0.278	0.011	0.508	-0.002	0.897	-0.005	0.740	-0.010	0.514	-0.004	0.795
Unkn. ethnicity	0.055	0.184	0.035	0.396	0.024	0.556	0.016	0.674	0.017	0.648	0.014	0.708	0.001	0.986	0.003	0.946	0.006	0.836	-0.030	0.376	-0.031	0.298	-0.027	0.259
Yrs. since degree	0.006	<.001	0.005	<.001	0.004	<.001	0.004	<.001	0.003	<.001	0.004	<.001	0.003	0.005	0.003	0.001	0.004	<.001	0.003	0.002	0.004	<.001	0.004	<.001
Yrs. degree (sq.)	0.000	0.730	0.000	0.072	0.000	0.003	0.000	0.064	0.000	0.003	0.000	0.004	0.000	<.001	0.000	0.005	0.000	<.001	0.000	0.005	0.000	0.011	0.000	0.086
Yrs. since hired	-0.010	<.001	-0.009	<.001	-0.009	<.001	-0.009	<.001	-0.009	<.001	-0.011	<.001	-0.012	<.001	-0.012	<.001	-0.013	<.001	-0.013	<.001	-0.013	<.001	-0.012	<.001
Bach./Mast.	-0.077	0.012	-0.065	0.033	-0.064	0.047	-0.068	0.025	-0.072	0.017	-0.063	0.033	-0.066	0.033	-0.081	0.011	-0.098	0.002	-0.089	0.004	-0.107	<.001	-0.106	<.001
Law Degree	0.074	0.066	0.097	0.018	0.096	0.017	0.031	0.406	0.088	0.015	0.079	0.028	0.094	0.010	0.114	0.004	0.085	0.033	0.071	0.068	0.062	0.094	0.051	0.174
MD	0.094	0.071	0.149	0.003	0.120	0.016	0.135	0.007	0.110	0.024	0.128	0.008	0.113	0.019	0.095	0.052	0.097	0.044	0.080	0.075	0.107	0.019	0.101	0.020
Afr. Am Stud.	-0.031	0.613	-0.010	0.875	-0.025	0.690	0.010	0.871	0.009	0.875	-0.021	0.718	-0.031	0.598	-0.039	0.538	-0.054	0.413	-0.034	0.578	-0.023	0.698	-0.061	0.248
Agr. Res. Ec. Pol.	0.144	0.001	0.172	<.001	0.167	<.001	0.187	<.001	0.208	<.001	0.222	<.001	0.220	<.001	0.205	<.001	0.228	<.001	0.289	<.001	0.279	<.001	0.286	<.001
Anthropology	0.036	0.356	0.067	0.079	0.070	0.067	0.087	0.018	0.067	0.075	0.042	0.266	0.064	0.096	0.052	0.188	0.035	0.381	0.041	0.294	0.045	0.232	0.020	0.580
Architecture	-0.021	0.605	-0.016	0.686	-0.015	0.723	-0.003	0.949	0.003	0.940	0.019	0.635	0.042	0.301	0.036	0.377	0.016	0.702	0.013	0.742	0.027	0.486	0.013	0.728
Art Hist.	0.012	0.821	0.055	0.299	0.087	0.099	0.071	0.166	0.055	0.289	0.029	0.562	-0.024	0.661	-0.028	0.615	-0.037	0.487	-0.046	0.356	-0.059	0.207	-0.080	0.075
Astronomy	0.093	0.070	0.093	0.073	0.082	0.100	0.099	0.038	0.086	0.082	0.079	0.117	0.093	0.077	0.092	0.069	0.087	0.089	0.075	0.148	0.072	0.145	0.056	0.285
Bioengin.	0.137	0.003	0.121	0.008	0.122	0.007	0.120	0.005	0.121	0.005	0.129	0.003	0.103	0.021	0.060	0.193	0.041	0.387	0.076	0.110	0.073	0.114	0.032	0.497
Chemical Eng.	0.208	<.001	0.207	<.001	0.266	<.001	0.278	<.001	0.235	<.001	0.229	<.001	0.234	<.001	0.204	<.001	0.215	<.001	0.207	<.001	0.217	<.001	0.191	<.001
Chemistry	0.154	<.001	0.170	<.001	0.183	<.001	0.222	<.001	0.206	<.001	0.203	<.001	0.201	<.001	0.198	<.001	0.193	<.001	0.181	<.001	0.226	<.001	0.198	<.001
City & Reg. Plan.	-0.076	0.115	-0.039	0.429	-0.016	0.750	-0.024	0.615	-0.021	0.647	0.048	0.294	0.045	0.336	0.005	0.921	0.024	0.629	0.081	0.101	0.059	0.219	0.029	0.574
Civil & Env. Eng.	0.061	0.060	0.082	0.012	0.096	0.004	0.103	0.001	0.105	0.001	0.090	0.006	0.078	0.020	0.078	0.023	0.056	0.114	0.063	0.065	0.061	0.067	0.043	0.181
Classics	-0.057	0.284	-0.048	0.331	-0.037	0.464	-0.033	0.490	-0.051	0.282	-0.064	0.179	-0.054	0.260	-0.053	0.279	-0.075	0.145	-0.076	0.148	-0.026	0.611	-0.052	0.298
Comp. Literature	0.026	0.750	0.162	0.052	0.195	0.022	0.133	0.070	0.156	0.034	0.156	0.034	0.154	0.038	0.150	0.057	0.157	0.049	0.204	0.005	0.171	0.014	0.186	0.006
Earth & Plan. Sc.	0.050	0.261	0.046	0.318	0.032	0.471	0.062	0.157	0.034	0.455	0.025	0.586	0.001	0.980	0.004	0.933	0.017	0.736	0.041	0.386	0.072	0.121	0.064	0.152
E. Asian Lng./Clt.	-0.103	0.041	-0.096	0.058	-0.070	0.166	-0.033	0.517	-0.046	0.355	-0.065	0.196	-0.075	0.165	-0.080	0.149	-0.105	0.045	-0.107	0.036	-0.103	0.038	-0.118	0.014
Economics	0.307	<.001	0.362	<.001	0.393	<.001	0.442	<.001	0.515	<.001	0.480	<.001	0.513	<.001	0.558	<.001	0.555	<.001	0.588	<.001	0.595	<.001	0.566	<.001
Elect. Eng./CS	0.118	<.001	0.131	<.001	0.134	<.001	0.168	<.001	0.155	<.001	0.134	<.001	0.136	<.001	0.128	<.001	0.116	<.001	0.110	<.001	0.108	<.001	0.093	<.001
English	-0.009	0.782	0.010	0.735	0.003	0.912	0.026	0.377	0.030	0.313	0.032	0.300	0.047	0.132	0.044	0.164	0.044	0.168	0.037	0.244	0.029	0.343	0.006	0.851
ESPM	0.004	0.897	0.028	0.370	0.033	0.307	0.043	0.155	0.031	0.325	0.014	0.660	0.008	0.802	0.006	0.863	0.000	0.994	-0.011	0.721	-0.011	0.718	-0.022	0.479
Ethnic Studies	-0.067	0.147	-0.073	0.121	-0.052	0.306	-0.022	0.644	-0.006	0.904	-0.060	0.224	-0.075	0.140	-0.074	0.145	-0.040	0.437	-0.024	0.617	-0.021	0.652	-0.026	0.565
French	-0.023	0.683	-0.004	0.946	0.010	0.860	0.028	0.604	0.014	0.789	-0.001	0.988	-0.024	0.664	-0.019	0.745	-0.001	0.987	-0.030	0.580	-0.020	0.699	-0.054	0.288
Geography	-0.075	0.139	-0.075	0.143	-0.085	0.109	-0.055	0.282	-0.038	0.454	-0.051	0.322	-0.034	0.504	-0.055	0.308	-0.039	0.475	-0.033	0.512	-0.029	0.560	-0.039	0.425
German	0.006	0.911	0.006	0.922	0.017	0.778	-0.017	0.752	-0.034	0.544	-0.042	0.469	-0.066	0.263	-0.080	0.183	-0.083	0.176	-0.066	0.275	-0.070	0.229	-0.116	0.033
Goldman Pub. Pol.	0.021	0.664	0.023	0.629	0.028	0.571	0.075	0.113	0.058	0.235	0.069	0.146	0.068	0.165	0.064	0.225	0.090	0.080	0.179	<.001	0.173	<.001	0.192	<.001
Haas Business	0.489	<.001	0.552	<.001	0.556	<.001	0.582	<.001	0.618	<.001	0.638	<.001	0.632	<.001	0.657	<.001	0.688	<.001	0.705	<.001	0.697	<.001	0.662	<.001
HW Neuroscience	-0.133	0.031	-0.119	0.065	-0.145	0.018	-0.152	0.009	-0.132	0.029	-0.123	0.046	-0.116	0.067	-0.108	0.094	-0.105	0.105	-0.074	0.236	-0.042	0.491	-0.041	0.488
History	-0.049	0.117	-0.010	0.745	0.000	0.988	0.018	0.546	0.013	0.693	-0.003	0.921	0.004	0.901	0.013	0.701	0.016	0.638	0.009	0.794	0.026	0.430	0.012	0.691
Ind. Eng./Op. Res.	0.123	0.015	0.142	0.007	0.169	<.001	0.131	0.005	0.117	0.015	0.100	0.042	0.097	0.051	0.085	0.094	0.079	0.121	0.106	0.029	0.085	0.098	0.076	0.116

Integrat. Biology	-0.032	0.375	0.011	0.759	0.011	0.764	0.032	0.360	0.011	0.749	0.003	0.940	0.029	0.422	0.019	0.602	0.025	0.502	0.033	0.368	0.041	0.249	0.021	0.531
Landsc. Arch./En.	-0.095	0.124	-0.095	0.129	-0.103	0.118	-0.065	0.307	-0.061	0.321	-0.125	0.034	-0.136	0.029	-0.109	0.115	-0.078	0.255	-0.046	0.489	-0.028	0.633	-0.041	0.470
Law	0.356	<.001	0.352	<.001	0.372	<.001	0.480	<.001	0.498	<.001	0.478	<.001	0.456	<.001	0.447	<.001	0.494	<.001	0.516	<.001	0.520	<.001	0.494	<.001
Linguistics	-0.025	0.610	-0.029	0.561	-0.049	0.308	-0.050	0.288	-0.078	0.097	-0.088	0.071	-0.088	0.073	-0.085	0.114	-0.090	0.100	-0.106	0.040	-0.086	0.087	-0.073	0.119
Material Sc. & Eng.	0.141	0.003	0.135	0.004	0.153	<.001	0.153	<.001	0.149	0.001	0.117	0.010	0.123	0.011	0.101	0.054	0.111	0.044	0.114	0.029	0.112	0.032	0.139	0.003
Mathematics	0.0442	0.15	0.068	0.031	0.068	0.029	0.081	0.007	0.078	0.011	0.077	0.016	0.065	0.044	0.046	0.169	0.042	0.209	0.048	0.146	0.056	0.077	0.035	0.258
Mechanical Eng.	0.068	0.041	0.063	0.064	0.087	0.011	0.111	<.001	0.101	0.003	0.095	0.006	0.087	0.012	0.068	0.051	0.068	0.054	0.076	0.025	0.097	0.004	0.068	0.037
Molec. & Cell Bio.	0.095	0.002	0.106	<.001	0.125	<.001	0.115	<.001	0.131	<.001	0.130	<.001	0.130	<.001	0.118	<.001	0.114	<.001	0.117	<.001	0.111	<.001	0.077	0.008
Music	-0.041	0.340	-0.032	0.484	-0.017	0.718	-0.027	0.545	-0.043	0.318	-0.054	0.211	-0.040	0.367	-0.056	0.210	-0.050	0.269	-0.055	0.223	-0.049	0.286	-0.057	0.202
Near Eastern St.	-0.079	0.128	-0.063	0.233	-0.057	0.280	-0.004	0.943	-0.023	0.659	-0.042	0.420	-0.029	0.598	-0.004	0.944	-0.033	0.571	-0.042	0.482	-0.049	0.373	-0.080	0.120
Nutr. Sc./Tox.	0.022	0.664	0.049	0.369	0.058	0.250	0.063	0.192	0.060	0.219	0.035	0.473	0.031	0.541	0.050	0.371	0.017	0.764	0.017	0.751	0.016	0.765	-0.003	0.947
Philosophy	0.126	0.009	0.112	0.022	0.112	0.018	0.102	0.026	0.093	0.044	0.135	0.002	0.147	0.001	0.144	0.002	0.137	0.002	0.121	0.006	0.142	0.001	0.147	<.001
Physics	0.059	0.054	0.071	0.022	0.079	0.010	0.075	0.012	0.079	0.011	0.063	0.048	0.040	0.225	0.017	0.615	0.025	0.454	0.033	0.313	0.050	0.115	0.054	0.078
Plant & Micr. Bio.	0.162	<.001	0.158	<.001	0.148	<.001	0.176	<.001	0.159	<.001	0.157	<.001	0.182	<.001	0.173	<.001	0.154	<.001	0.153	<.001	0.157	<.001	0.126	<.001
Political Sc.	0.056	0.089	0.082	0.013	0.078	0.017	0.107	<.001	0.121	<.001	0.108	0.001	0.114	<.001	0.125	<.001	0.112	0.002	0.115	<.001	0.140	<.001	0.144	<.001
Psychology	-0.009	0.808	-0.014	0.695	0.002	0.960	0.040	0.275	0.033	0.379	0.023	0.538	0.020	0.604	0.036	0.385	0.029	0.479	0.019	0.641	0.034	0.392	0.020	0.586
Rhetoric	0.040	0.483	0.028	0.613	0.004	0.940	0.022	0.691	0.011	0.844	0.006	0.916	-0.002	0.978	-0.025	0.677	-0.046	0.461	-0.046	0.431	-0.031	0.590	-0.038	0.457
Sch. of Education	-0.071	0.045	-0.048	0.180	-0.031	0.384	-0.021	0.548	-0.014	0.680	-0.015	0.665	-0.009	0.805	-0.015	0.673	-0.016	0.663	0.002	0.961	0.003	0.933	-0.004	0.907
Sch. of Informat.	0.013	0.823	0.025	0.654	-0.008	0.887	0.033	0.538	0.087	0.079	0.067	0.173	0.047	0.344	0.031	0.547	0.064	0.233	0.084	0.119	0.077	0.140	0.077	0.132
Sch. of Optometry	0.190	<.001	0.186	0.001	0.202	<.001	0.231	<.001	0.227	<.001	0.208	<.001	0.182	<.001	0.158	0.003	0.130	0.013	0.121	0.024	0.103	0.048	0.069	0.172
Sch. Public Health	0.009	0.800	0.019	0.579	0.024	0.469	0.030	0.345	0.045	0.174	0.038	0.256	0.034	0.322	0.051	0.144	0.046	0.192	0.063	0.068	0.060	0.078	0.036	0.280
Sch. Social Welfare	-0.037	0.418	-0.018	0.690	-0.012	0.784	-0.006	0.882	-0.017	0.719	-0.027	0.565	-0.027	0.590	-0.052	0.327	-0.068	0.176	-0.058	0.232	-0.058	0.205	-0.075	0.092
Sociology	0.085	0.033	0.074	0.062	0.065	0.096	0.065	0.088	0.081	0.038	0.079	0.047	0.096	0.017	0.094	0.020	0.094	0.028	0.100	0.013	0.107	0.006	0.072	0.069
S/SE Asian Std.	-0.129	0.030	-0.137	0.023	-0.102	0.075	-0.079	0.155	-0.077	0.169	-0.061	0.309	-0.061	0.315	-0.059	0.346	-0.072	0.257	-0.058	0.321	-0.038	0.506	-0.044	0.425
Spanish & Port.	-0.034	0.491	-0.042	0.386	-0.030	0.520	0.001	0.987	0.017	0.727	0.008	0.877	0.007	0.900	0.040	0.496	-0.010	0.865	-0.030	0.581	-0.023	0.676	-0.085	0.103
Statistics	0.026	0.574	0.056	0.257	0.061	0.204	0.124	0.008	0.115	0.015	0.115	0.023	0.140	0.006	0.122	0.014	0.097	0.051	0.128	0.011	0.156	<.001	0.150	<.001
TDPS	-0.102	0.088	-0.085	0.164	-0.115	0.076	-0.111	0.075	-0.107	0.061	-0.129	0.026	-0.135	0.028	-0.116	0.053	-0.115	0.046	-0.159	0.003	-0.131	0.013	-0.083	0.119
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Two Departments	0.077	<.001	0.079	<.001	0.084	<.001	0.085	<.001	0.089	<.001	0.090	<.001	0.089	<.001	0.078	<.001	0.069	<.001	0.063	<.001	0.059	<.001	0.050	<.001
Three+ Deps.	0.222	<.001	0.171	<.001	0.160	<.001	0.124	0.004	0.125	0.002	0.157	<.001	0.161	<.001	0.163	<.001	0.203	<.001	0.161	<.001	0.145	<.001	0.140	<.001
Assistant	-0.404	<.001	-0.433	<.001	-0.469	<.001	-0.451	<.001	-0.481	<.001	-0.474	<.001	-0.509	<.001	-0.488	<.001	-0.491	<.001	-0.494	<.001	-0.490	<.001	-0.500	<.001
Associate	-0.309	<.001	-0.307	<.001	-0.294	<.001	-0.273	<.001	-0.295	<.001	-0.289	<.001	-0.304	<.001	-0.305	<.001	-0.300	<.001	-0.307	<.001	-0.316	<.001	-0.316	<.001
Years at Rank	0.016	<.001	0.015	<.001	0.015	<.001	0.014	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.017	<.001	0.016	<.001	0.017	<.001	0.016	<.001	0.015	<.001
Intercept	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001
R-square	0.78		0.78		0.78		0.79		0.80		0.79		0.79		0.77		0.78		0.79		0.80		0.81	
Adj. R-square	0.77		0.77		0.77		0.78		0.79		0.78		0.77		0.76		0.76		0.78		0.79		0.80	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

Other units include: Art Practice; Demography; Energy & Res. Group; Film and Media; Gender and Women's Studies; Italian Studies; Journalism, Nuclear Engineering; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.

p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green

C1a: Log Salary Model, L&S Arts & Humanities, 2/25/2016

Tot. N=248: White Male N=99; Female N=118; Minority Male N=23; Unknown Male=8. Asian N=27; URM N=22; Unk. Eth.=12.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.069	0.070	-0.044	0.078	-0.029	0.221	0.019	0.298
Asian	-0.204	0.001	-0.062	0.130	-0.070	0.081	-0.024	0.416
Underrep. Min.*	-0.175	0.010	-0.016	0.724	0.009	0.839	-0.011	0.738
Unknown Ethnicity	-0.391	<.001	-0.038	0.545	0.020	0.745	0.024	0.589
Yrs. since degree			0.023	<.001	0.024	<.001	0.002	0.350
Yrs. degree (sq.)			0.000	0.005	0.000	<.001	0.000	0.289
Yrs. since hired			-0.003	0.182	-0.004	0.019	-0.011	<.001
Bach./Mast.			-0.200	<.001	-0.219	<.001	-0.082	0.042
Art Hist.					-0.036	0.556	-0.060	0.187
Classics					-0.064	0.322	-0.048	0.315
Comp. Literature					0.122	0.183	0.127	0.062
E. Asian Lng./Clt.					-0.061	0.346	-0.107	0.027
English					0.008	0.853	0.024	0.476
French					-0.003	0.969	-0.052	0.290
German					-0.123	0.087	-0.119	0.028
Music					0.008	0.895	-0.070	0.116
Near Eastern St.					-0.039	0.556	-0.063	0.203
Philosophy					0.255	<.001	0.159	<.001
Rhetoric					-0.001	0.990	-0.035	0.477
S/SE Asian Std.					-0.017	0.812	-0.028	0.607
Spanish & Port.					-0.037	0.597	-0.061	0.244
TDPS					0.009	0.891	-0.061	0.233
Other units					-		-	
Multiple appt.					0.141	<.001	0.062	0.036
Assistant							-0.628	<.001
Associate							-0.415	<.001
Years at Rank							0.019	<.001
Intercept	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001
R-square	0.13		0.63		0.71		0.85	
Adj. R-square	0.11		0.62		0.68		0.83	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

Other units include: Art Practice, Film and Media, Italian Studies, Scandinavian Languages, and Slavic Languages & Culture.

p<.10=light green p<.05=bright grn. p<.01=green shade p<.001=dark green

C1b: White Male Salary Model, L&S Arts & Humanities, 2/25/2016

Tot. N=248: White Male N=99; Female N=118; Minority Male N=23; Unknown Male=8. Asian N=27; URM N=22; Unk. Eth.=12.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3081	<.001	3245	<.001	-141	0.834
Yrs. degree (sq.)			-18	0.311	-34	0.042	-3	0.898
Yrs. since hired			-368	0.495	-557	0.237	-1124	0.008
English					11955	0.095	13216	0.026
Philosophy					45573	<.001	31321	<.001
Other units					-	-	-	-
Multiple appt.					30221	<.001	22878	0.001
Assistant							-74924	<.001
Associate							-56093	<.001
Years at Rank							2629	<.001
Intercept			140529	<.001	129717	<.001	126613	<.001
R-square			0.53		0.65		0.78	
Adj. R-square			0.51		0.63		0.76	
Avg. Wom. \$ diff.			8609		4095		2844	
Avg. Asian \$ diff.			13727		11390		4178	
Avg. URM* \$ diff.			8219		3352		2496	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Art Hist.; Art Practice; Classics; Comparative Literature; East Asian Languages & Cult; Film and Media; French; German; Italian Studies; Music; Near Eastern Studies; Rhetoric; Scandinavian Languages; Slavic Languages & Culture; South & Southeast Asian Std; Spanish & Portuguese; and Theater, Dance and Performance Studies.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C1c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Arts & Humanities, AY 2004-05--2015-06 (Spring semester)

Tot. N (2015-16)=248: White Male N=99; Female N=118; Minority Male N=23; Unknown Male=8. Asian N=27; URM N=22; Unk. Eth.=12.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.042	0.095	-0.041	0.107	-0.046	0.076	-0.034	0.155	-0.031	0.202	-0.037	0.118	-0.045	0.077	-0.047	0.069	-0.036	0.153	-0.037	0.143	-0.030	0.232	-0.029	0.220
Asian	0.005	0.906	-0.007	0.879	-0.037	0.461	-0.024	0.620	-0.029	0.524	-0.054	0.227	-0.055	0.239	-0.068	0.157	-0.039	0.403	-0.063	0.149	-0.071	0.093	-0.070	0.081
Underrep. Min.*	0.059	0.233	0.054	0.287	0.032	0.523	0.078	0.117	0.094	0.060	0.037	0.445	0.045	0.370	0.024	0.646	0.021	0.673	0.020	0.674	0.021	0.647	0.009	0.839
Unknown ethnicity	0.166	0.206	0.142	0.310	0.104	0.455	0.044	0.685	0.021	0.829	0.000	0.999	0.015	0.876	-0.017	0.886	-0.015	0.840	0.018	0.832	0.026	0.720	0.020	0.745
Yrs. since degree	0.025	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.026	<.001	0.025	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.024	<.001	0.024	<.001	0.024	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.007	0.000	0.017	0.000	0.024	0.000	0.034	0.000	0.028	0.000	<.001
Yrs. since hired	-0.004	0.029	-0.004	0.042	-0.006	0.005	-0.006	0.003	-0.006	0.001	-0.006	0.001	-0.006	0.002	-0.007	<.001	-0.008	<.001	-0.006	0.003	-0.006	0.001	-0.004	0.019
Bach./Mast.	-0.266	<.001	-0.260	<.001	-0.274	<.001	-0.286	<.001	-0.307	<.001	-0.279	<.001	-0.298	<.001	-0.279	<.001	-0.277	<.001	-0.239	<.001	-0.243	<.001	-0.219	<.001
Art Hist.	0.025	0.716	0.063	0.361	0.083	0.227	0.034	0.606	0.017	0.795	0.023	0.720	-0.073	0.309	-0.040	0.570	-0.023	0.735	-0.053	0.431	-0.039	0.533	-0.036	0.556
Classics	-0.028	0.685	-0.019	0.771	-0.005	0.944	-0.009	0.884	-0.047	0.454	-0.055	0.370	-0.077	0.231	-0.067	0.301	-0.057	0.387	-0.103	0.134	-0.042	0.525	-0.064	0.322
Comp. Literature	0.101	0.364	0.206	0.074	0.269	0.025	0.109	0.266	0.104	0.298	0.083	0.396	0.032	0.758	0.054	0.623	0.060	0.575	0.154	0.112	0.131	0.162	0.122	0.183
E. Asian Lng./Clt.	-0.026	0.695	-0.028	0.685	0.024	0.736	0.031	0.653	0.021	0.759	0.007	0.913	-0.013	0.860	-0.013	0.861	-0.039	0.578	-0.074	0.285	-0.058	0.387	-0.061	0.346
English	0.001	0.990	0.022	0.652	0.020	0.672	0.016	0.716	0.028	0.533	0.040	0.367	0.030	0.540	0.040	0.396	0.052	0.282	-0.001	0.978	0.009	0.845	0.008	0.852
French	-0.026	0.716	0.004	0.960	0.020	0.784	0.013	0.849	0.020	0.772	0.008	0.904	-0.016	0.821	0.002	0.977	0.026	0.721	-0.023	0.748	0.018	0.795	-0.003	0.969
German	0.044	0.547	0.039	0.615	0.055	0.473	-0.004	0.953	-0.024	0.740	-0.063	0.392	-0.079	0.308	-0.091	0.248	-0.074	0.342	-0.109	0.176	-0.102	0.190	-0.123	0.087
Music	-0.049	0.393	-0.031	0.613	-0.004	0.944	0.022	0.704	0.029	0.608	0.010	0.865	-0.005	0.936	-0.011	0.860	0.006	0.922	-0.042	0.490	-0.012	0.845	0.008	0.895
Near Eastern St.	-0.120	0.077	-0.107	0.122	-0.093	0.179	-0.047	0.457	-0.029	0.663	-0.068	0.298	-0.081	0.258	-0.038	0.613	-0.046	0.523	-0.032	0.676	-0.034	0.635	-0.039	0.556
Philosophy	0.173	0.008	0.166	0.012	0.213	<.001	0.189	0.002	0.184	0.003	0.222	<.001	0.220	<.001	0.221	<.001	0.240	<.001	0.195	0.002	0.232	<.001	0.255	<.001
Rhetoric	0.054	0.456	0.061	0.398	0.060	0.415	0.065	0.354	0.048	0.509	0.035	0.621	-0.003	0.964	-0.005	0.951	-0.007	0.925	-0.021	0.776	0.003	0.966	-0.001	0.990
S/SE Asian Std.	-0.039	0.609	-0.052	0.516	-0.020	0.791	-0.035	0.629	-0.033	0.652	-0.011	0.888	-0.029	0.715	-0.023	0.776	-0.006	0.938	-0.042	0.590	-0.017	0.820	-0.017	0.812
Spanish & Port.	-0.008	0.900	-0.025	0.706	-0.001	0.983	-0.022	0.730	0.007	0.916	-0.022	0.753	-0.042	0.568	-0.001	0.987	0.016	0.831	-0.053	0.467	-0.039	0.596	-0.037	0.597
TDPS	0.040	0.591	0.050	0.520	0.023	0.783	0.035	0.650	0.039	0.588	0.014	0.842	0.003	0.964	0.006	0.939	0.002	0.975	-0.082	0.239	-0.052	0.443	0.009	0.891
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.112	0.006	0.125	0.003	0.114	0.008	0.117	0.003	0.137	<.001	0.157	<.001	0.161	<.001	0.153	<.001	0.157	<.001	0.113	0.007	0.124	0.002	0.141	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001
R-square	0.72		0.71		0.70		0.72		0.71		0.72		0.69		0.67		0.68		0.68		0.68		0.71	
Adj. R-square	0.70		0.68		0.67		0.69		0.69		0.69		0.66		0.63		0.65		0.64		0.65		0.68	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																								
Other units include: Art Practice, Film and Media, Italian Studies, Scandinavian Languages, and Slavic Languages & Culture.																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

C1d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Arts & Humanities, AY 2004-05--2015-06 (Spring semester)

Tot. N (2015-16)=248: White Male N=99; Female N=118; Minority Male N=23; Unknown Male=8. Asian N=27; URM N=22; Unk. Eth.=12.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.007	0.712	0.004	0.856	0.002	0.918	0.006	0.736	0.003	0.875	-0.012	0.518	-0.014	0.449	-0.010	0.621	0.008	0.688	0.003	0.876	0.016	0.397	0.019	0.298
Asian	0.013	0.720	0.012	0.750	-0.010	0.796	-0.028	0.444	-0.030	0.384	-0.053	0.105	-0.037	0.253	-0.045	0.206	0.001	0.972	-0.007	0.831	-0.027	0.397	-0.024	0.415
Underrep. Min.*	0.027	0.498	0.033	0.395	0.020	0.609	0.075	0.044	0.059	0.113	0.022	0.545	0.006	0.863	-0.009	0.826	-0.006	0.877	-0.005	0.897	-0.012	0.730	-0.011	0.738
Unknown ethnicity	0.055	0.597	0.069	0.517	0.033	0.760	0.048	0.550	0.013	0.859	-0.001	0.992	-0.019	0.786	-0.021	0.809	-0.082	0.149	0.003	0.958	0.014	0.796	0.024	0.589
Yrs. since degree	0.003	0.176	0.002	0.422	0.003	0.280	0.004	0.089	0.005	0.026	0.004	0.041	0.002	0.348	0.003	0.192	0.004	0.112	0.003	0.168	0.003	0.172	0.002	0.350
Yrs. degree (sq.)	0.000	0.132	0.000	0.126	0.000	0.182	0.000	0.087	0.000	0.415	0.000	0.352	0.000	0.285	0.000	0.468	0.000	0.357	0.000	0.941	0.000	0.824	0.000	0.289
Yrs. since hired	-0.007	<.001	-0.006	0.001	-0.007	<.001	-0.009	<.001	-0.009	<.001	-0.010	<.001	-0.011	<.001	-0.012	<.001	-0.013	<.001	-0.012	<.001	-0.013	<.001	-0.011	<.001
Bach./Mast.	-0.090	0.098	-0.078	0.150	-0.066	0.247	-0.072	0.134	-0.107	0.024	-0.086	0.061	-0.076	0.098	-0.102	0.032	-0.119	0.007	-0.094	0.037	-0.096	0.022	-0.082	0.042
Art Hist.	0.039	0.470	0.071	0.185	0.099	0.067	0.060	0.220	0.048	0.334	0.027	0.560	-0.032	0.529	-0.048	0.356	-0.041	0.416	-0.051	0.331	-0.068	0.153	-0.060	0.187
Classics	-0.048	0.374	-0.045	0.380	-0.022	0.672	-0.024	0.604	-0.032	0.499	-0.066	0.147	-0.080	0.080	-0.085	0.079	-0.098	0.052	-0.104	0.055	-0.041	0.416	-0.048	0.315
Comp. Literature	0.004	0.965	0.076	0.391	0.135	0.152	0.112	0.129	0.096	0.202	0.130	0.077	0.094	0.194	0.090	0.268	0.098	0.219	0.148	0.051	0.118	0.092	0.127	0.062
E. Asian Lng./Clt.	-0.043	0.428	-0.061	0.247	-0.020	0.712	0.004	0.935	-0.010	0.834	-0.022	0.650	-0.075	0.144	-0.095	0.086	-0.121	0.022	-0.123	0.024	-0.108	0.031	-0.107	0.027
English	0.023	0.538	0.039	0.298	0.037	0.319	0.037	0.275	0.051	0.135	0.050	0.130	0.046	0.183	0.037	0.294	0.041	0.260	0.027	0.489	0.027	0.438	0.024	0.476
French	0.014	0.814	0.025	0.657	0.036	0.522	0.044	0.389	0.038	0.450	0.022	0.652	-0.015	0.766	-0.027	0.612	-0.009	0.863	-0.045	0.408	-0.042	0.417	-0.052	0.290
German	-0.006	0.915	-0.027	0.652	-0.011	0.852	-0.019	0.727	-0.029	0.594	-0.045	0.405	-0.089	0.101	-0.111	0.059	-0.095	0.106	-0.105	0.104	-0.102	0.086	-0.119	0.028
Music	-0.024	0.597	-0.030	0.526	-0.030	0.546	-0.058	0.202	-0.042	0.339	-0.056	0.184	-0.071	0.097	-0.095	0.034	-0.084	0.063	-0.090	0.063	-0.075	0.106	-0.070	0.116
Near Eastern St.	-0.045	0.407	-0.037	0.487	-0.044	0.416	-0.012	0.810	-0.023	0.651	-0.055	0.263	-0.058	0.251	-0.035	0.533	-0.039	0.470	-0.065	0.280	-0.059	0.266	-0.063	0.203
Philosophy	0.163	0.002	0.142	0.005	0.130	0.012	0.111	0.017	0.110	0.018	0.143	0.001	0.121	0.008	0.118	0.013	0.128	0.007	0.102	0.038	0.134	0.004	0.159	<.001
Rhetoric	0.086	0.135	0.050	0.360	0.026	0.653	0.021	0.684	0.005	0.927	0.009	0.862	-0.022	0.676	-0.062	0.275	-0.076	0.189	-0.074	0.210	-0.053	0.330	-0.035	0.477
S/SE Asian Std.	-0.109	0.074	-0.129	0.036	-0.072	0.229	-0.063	0.250	-0.054	0.322	-0.030	0.588	-0.060	0.281	-0.063	0.294	-0.060	0.326	-0.060	0.331	-0.036	0.524	-0.028	0.607
Spanish & Port.	-0.009	0.862	-0.037	0.479	-0.012	0.814	-0.031	0.515	-0.009	0.860	-0.001	0.989	-0.012	0.818	0.012	0.838	-0.015	0.786	-0.050	0.384	-0.033	0.547	-0.061	0.244
TDPS	-0.023	0.698	-0.043	0.475	-0.071	0.277	-0.115	0.052	-0.077	0.165	-0.100	0.059	-0.143	0.010	-0.120	0.036	-0.124	0.024	-0.162	0.004	-0.135	0.008	-0.061	0.233
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiple appt.	0.091	0.005	0.099	0.002	0.097	0.004	0.082	0.006	0.116	<.001	0.102	<.001	0.100	<.001	0.086	0.008	0.074	0.022	0.054	0.097	0.063	0.038	0.062	0.036
Assistant	-0.498	<.001	-0.543	<.001	-0.560	<.001	-0.544	<.001	-0.549	<.001	-0.577	<.001	-0.631	<.001	-0.603	<.001	-0.609	<.001	-0.582	<.001	-0.613	<.001	-0.628	<.001
Associate	-0.376	<.001	-0.408	<.001	-0.385	<.001	-0.380	<.001	-0.383	<.001	-0.377	<.001	-0.417	<.001	-0.418	<.001	-0.427	<.001	-0.397	<.001	-0.413	<.001	-0.415	<.001
Years at Rank	0.017	<.001	0.016	<.001	0.015	<.001	0.016	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.017	<.001	0.016	<.001	0.018	<.001	0.018	<.001	0.019	<.001
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001
R-square	0.83		0.83		0.82		0.85		0.84		0.85		0.85		0.82		0.83		0.81		0.83		0.85	
Adj. R-square	0.81		0.81		0.80		0.83		0.83		0.83		0.83		0.80		0.81		0.78		0.81		0.83	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

Other units include: Art Practice, Film and Media, Italian Studies, Scandinavian Languages, and Slavic Languages & Culture.

p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green

C2a: Log Salary Model, L&S Biological Sciences, 2/25/2016

Tot. N=125: White Male N=69; Female N=37; Minority Male N=14; Unknown Male=5. Asian N=18; URM N=5.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.135	0.022	-0.051	0.182	-0.043	0.237	-0.008	0.777
Minority*	0.032	0.637	0.047	0.292	0.004	0.921	0.007	0.839
Yrs. since degree			0.021	<.001	0.020	<.001	-0.003	0.417
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.093
Yrs. since hired			0.001	0.676	0.002	0.494	-0.012	0.001
HW Neuroscience					-0.250	0.035	-0.125	0.206
Molec. & Cell Bio.					0.077	0.061	0.054	0.104
Other units					-		-	
Multiple appt.					0.163	<.001	0.105	0.004
Assistant							-0.528	<.001
Associate							-0.310	<.001
Years at Rank							0.029	<.001
Intercept	11.9	<.001	12.0	<.001	11.9	<.001	11.7	<.001
R-square	0.04		0.62		0.66		0.79	
Adj. R-square	0.03		0.60		0.64		0.77	

*Minority=Afric. Am., Hisp., Native Am. & Asian Am.

Other units include: Integrative Biology.

p<.10=light green p<.05=bright grn. p<.01=green shade p<.001=dark green

C2b: White Male Salary Model, L&S Biological Sciences, 2/25/2016

Tot. N=125: White Male N=69; Female N=37; Minority Male N=14; Unknown Male=5. Asian N=18; URM N=5.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3283	<.001	3325	<.001	-646	0.456
Yrs. degree (sq.)			-75	0.004	-76	0.004	-58	0.037
Yrs. since hired			-240	0.697	-214	0.727	-3137	<.001
Molec. & Cell Bio.					7023	0.408	4494	0.516
Other units					-		-	
Multiple appt.					12455	0.120	11503	0.092
Assistant							-73542	<.001
Associate							-48140	<.001
Years at Rank							6303	<.001
Intercept			160763	<.001	153165	<.001	106398	<.001
R-square			0.58		0.60		0.75	
Adj. R-square			0.56		0.57		0.72	
Avg. Wom. \$ diff.			5375		5650		2056	
Avg. Min.* \$ diff.			5746		1913		296	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Integrative Biology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C2c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Biological Sciences, AY 2004-05--2015-06 (Spring semester)

Tot. N=125 (2015-16): White Male N=69; Female N=37; Minority Male N=14; Unknown Male=5. Asian N=18; URM N=5.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.005	0.902	0.004	0.924	-0.004	0.924	-0.002	0.966	-0.003	0.929	0.006	0.883	-0.038	0.370	-0.050	0.235	-0.047	0.273	-0.053	0.198	-0.072	0.070	-0.043	0.237
Minority*	0.050	0.309	0.102	0.060	0.072	0.135	0.055	0.220	0.058	0.213	0.029	0.548	0.024	0.625	0.018	0.708	0.009	0.863	0.013	0.793	0.028	0.542	0.004	0.921
Yrs. since degree	0.029	<.001	0.024	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.024	<.001	0.025	<.001	0.022	<.001	0.026	<.001	0.024	<.001	0.020	<.001	0.020	<.001
Yrs. degree (sq.)	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired	-0.005	0.098	-0.001	0.733	0.000	0.919	0.002	0.502	0.001	0.647	0.000	0.930	-0.001	0.801	0.001	0.766	-0.003	0.364	-0.003	0.399	0.000	0.909	0.002	0.494
HW Neuroscience	-0.439	0.001	-0.413	0.006	-0.455	<.001	-0.518	<.001	-0.464	<.001	-0.442	<.001	-0.443	<.001	-0.325	0.013	-0.318	0.021	-0.320	0.017	-0.223	0.091	-0.250	0.035
Molec. & Cell Bio.	0.113	0.008	0.073	0.098	0.091	0.022	0.075	0.054	0.108	0.006	0.117	0.006	0.102	0.019	0.112	0.011	0.107	0.017	0.108	0.014	0.096	0.029	0.077	0.061
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.195	<.001	0.160	0.006	0.165	0.002	0.194	<.001	0.200	<.001	0.198	<.001	0.195	<.001	0.196	<.001	0.160	0.001	0.183	<.001	0.165	0.001	0.163	<.001
Intercept	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001
R-square	0.69		0.65		0.69		0.69		0.69		0.67		0.67		0.65		0.62		0.62		0.62		0.66	
Adj. R-square	0.67		0.63		0.67		0.67		0.67		0.65		0.64		0.62		0.59		0.60		0.59		0.64	

*Minority=Afric. Am., Hisp., Native Am. & Asian Am.

Other units include: Integrative Biology.

p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green

C2d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences, AY 2004-05--2015-06 (Spring semester)

Tot. N=125 (2015-16): White Male N=69; Female N=37; Minority Male N=14; Unknown Male=5. Asian N=18; URM N=5.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.003	0.924	0.006	0.871	-0.003	0.937	0.001	0.964	0.004	0.905	0.014	0.686	-0.023	0.475	-0.032	0.340	-0.028	0.402	-0.024	0.465	-0.035	0.274	-0.008	0.777
Minority*	0.047	0.243	0.082	0.067	0.070	0.082	0.055	0.153	0.034	0.393	0.001	0.986	-0.011	0.765	0.002	0.968	-0.002	0.962	0.010	0.795	0.035	0.340	0.007	0.839
Yrs. since degree	0.004	0.316	0.001	0.874	0.001	0.810	-0.002	0.715	-0.002	0.611	0.000	0.986	-0.003	0.431	-0.005	0.254	-0.004	0.429	-0.001	0.788	-0.004	0.398	-0.003	0.417
Yrs. degree (sq.)	0.000	0.018	0.000	0.074	0.000	0.030	0.000	0.039	0.000	0.076	0.000	0.022	0.000	0.501	0.000	0.233	0.000	0.276	0.000	0.421	0.000	0.476	0.000	0.093
Yrs. since hired	-0.016	<.001	-0.013	<.001	-0.010	0.002	-0.009	0.005	-0.009	0.005	-0.013	<.001	-0.015	<.001	-0.014	<.001	-0.019	<.001	-0.016	<.001	-0.016	<.001	-0.012	0.001
HW Neuroscience	-0.221	0.042	-0.196	0.106	-0.257	0.022	-0.318	0.003	-0.265	0.015	-0.187	0.103	-0.112	0.303	-0.049	0.655	-0.061	0.590	-0.111	0.315	-0.083	0.447	-0.125	0.206
Molec. & Cell Bio.	0.106	0.002	0.078	0.028	0.088	0.008	0.059	0.081	0.096	0.005	0.109	0.003	0.101	0.003	0.097	0.005	0.089	0.012	0.090	0.012	0.069	0.054	0.054	0.104
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.135	0.002	0.095	0.043	0.123	0.005	0.155	<.001	0.155	<.001	0.139	0.001	0.119	0.002	0.115	0.004	0.074	0.063	0.098	0.018	0.087	0.034	0.105	0.004
Assistant	-0.452	<.001	-0.490	<.001	-0.435	<.001	-0.457	<.001	-0.500	<.001	-0.479	<.001	-0.617	<.001	-0.584	<.001	-0.610	<.001	-0.549	<.001	-0.568	<.001	-0.528	<.001
Associate	-0.342	<.001	-0.387	<.001	-0.320	<.001	-0.205	<.001	-0.278	<.001	-0.287	<.001	-0.374	<.001	-0.353	<.001	-0.346	<.001	-0.322	<.001	-0.329	<.001	-0.310	<.001
Years at Rank	0.028	<.001	0.027	<.001	0.024	<.001	0.027	<.001	0.026	<.001	0.029	<.001	0.029	<.001	0.031	<.001	0.035	<.001	0.030	<.001	0.031	<.001	0.029	<.001
Intercept	11.3	<.001	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001
R-square	0.81		0.79		0.80		0.78		0.78		0.76		0.81		0.79		0.77		0.76		0.76		0.79	
Adj. R-square	0.79		0.76		0.78		0.76		0.76		0.74		0.79		0.76		0.75		0.74		0.74		0.77	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																								
Other units include: Integrative Biology.																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

C3a: Log Salary Model, L&S Math & Physical Sciences, 2/25/2016

Tot. N=176: White Male N=118; Female N=28; Minority Male N=27; Unknown Male=3. Asian N=28; URM N=4.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.036	0.516	-0.011	0.781	-0.030	0.454	0.000	0.989
Minority*	-0.116	0.030	0.043	0.274	0.046	0.241	0.043	0.200
Yrs. since degree			0.021	<.001	0.022	<.001	0.003	0.421
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.407
Yrs. since hired			-0.005	0.026	-0.006	0.011	-0.019	<.001
Astronomy					-0.043	0.552	-0.044	0.469
Mathematics					-0.043	0.419	-0.057	0.200
Physics					-0.060	0.263	-0.039	0.382
Statistics					0.072	0.305	0.045	0.443
Other units					-		-	
Multiple appt.					0.051	0.180	0.064	0.045
Assistant							-0.577	<.001
Associate							-0.338	<.001
Years at Rank							0.022	<.001
Intercept	12.0	<.001	12.0	<.001	12.0	<.001	11.8	<.001
R-square	0.03		0.52		0.55		0.69	
Adj. R-square	0.02		0.50		0.52		0.66	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Earth & Planetary Science.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		

C3b: White Male Salary Model, L&S Math & Physical Sciences, 2/25/2016

Tot. N=176: White Male N=118; Female N=28; Minority Male N=27; Unknown Male=3. Asian N=28; URM N=4.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3208	<.001	3366	<.001	623	0.373
Yrs. degree (sq.)			-41	0.038	-49	0.022	25	0.324
Yrs. since hired			-957	0.036	-1037	0.026	-2940	<.001
Astronomy					-8203	0.578	-5192	0.693
Mathematics					-9518	0.377	-12022	0.216
Physics					-12398	0.261	-7510	0.447
Statistics					6323	0.695	-231	0.987
Other units					-		-	
Multiple appt.					6208	0.434	10975	0.126
Assistant							-77425	<.001
Associate							-55008	<.001
Years at Rank							3149	0.001
Intercept			166202	<.001	171390	<.001	138634	<.001
R-square			0.39		0.42		0.55	
Adj. R-square			0.37		0.38		0.50	
Avg. Wom. \$ diff.			277		1898		2465	
Avg. Min.* \$ diff.			5434		6513		7096	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Other units include: Earth & Planetary Science.								
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C3c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Math & Physical Sciences, AY 2004-05--2015-06 (Spring semester)

Tot. N=176 (2015-16): White Male N=118; Female N=28; Minority Male N=27; Unknown Male=3. Asian N=28; URM N=4.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.032	0.512	-0.038	0.432	-0.041	0.358	-0.046	0.271	-0.036	0.392	-0.044	0.296	-0.063	0.134	-0.069	0.099	-0.062	0.151	-0.065	0.108	-0.069	0.083	-0.030	0.454
Minority*	-0.045	0.274	-0.042	0.313	-0.048	0.233	-0.024	0.535	-0.017	0.686	0.013	0.766	0.017	0.695	0.000	1.000	0.016	0.714	0.006	0.887	0.019	0.624	0.046	0.241
Yrs. since degree	0.023	<.001	0.022	<.001	0.022	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.020	<.001	0.019	<.001	0.019	<.001	0.020	<.001	0.022	<.001	0.022	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.002	0.000	0.006	0.000	0.004	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.005	0.015	-0.004	0.047	-0.004	0.034	-0.003	0.125	-0.003	0.137	-0.004	0.062	-0.004	0.044	-0.003	0.147	-0.004	0.081	-0.005	0.042	-0.007	0.005	-0.006	0.011
Astronomy	0.049	0.491	0.042	0.546	0.002	0.974	-0.029	0.654	-0.006	0.932	0.001	0.992	0.011	0.868	0.011	0.878	-0.021	0.768	-0.003	0.964	-0.037	0.588	-0.043	0.552
Mathematics	0.005	0.923	0.027	0.605	0.012	0.813	-0.011	0.828	0.013	0.798	0.035	0.489	0.043	0.396	0.029	0.608	0.013	0.815	0.010	0.852	-0.025	0.634	-0.043	0.419
Physics	-0.021	0.685	-0.014	0.785	-0.009	0.850	-0.045	0.349	-0.031	0.529	-0.017	0.745	-0.034	0.508	-0.044	0.426	-0.058	0.294	-0.066	0.216	-0.080	0.132	-0.060	0.262
Statistics	-0.015	0.816	0.006	0.930	0.002	0.970	0.025	0.702	0.017	0.796	0.036	0.615	0.069	0.326	0.064	0.382	0.016	0.827	0.032	0.661	0.029	0.676	0.072	0.305
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.086	0.029	0.092	0.020	0.087	0.020	0.079	0.028	0.104	0.005	0.115	0.002	0.146	<.001	0.134	<.001	0.110	0.006	0.103	0.009	0.090	0.021	0.051	0.180
Intercept	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001
R-square	0.59		0.59		0.60		0.61		0.58		0.57		0.56		0.57		0.54		0.53		0.57		0.55	
Adj. R-square	0.57		0.56		0.58		0.58		0.56		0.55		0.54		0.54		0.51		0.50		0.54		0.52	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																								
Other units include: Earth & Planetary Science.																								
p<.10=light green		p<.05=bright green				p<.01=green shade				p<.001=dark green														

C3d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Math & Physical Sciences, AY 2004-05--2015-06 (Spring sem.)

Tot. N=176 (2015-16): White Male N=118; Female N=28; Minority Male N=27; Unknown Male=3. Asian N=28; URM N=4.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.038	0.403	-0.025	0.586	-0.037	0.375	-0.044	0.255	-0.032	0.420	-0.023	0.545	-0.046	0.203	-0.038	0.298	-0.027	0.475	-0.034	0.335	-0.039	0.259	0.000	0.989
Minority*	-0.042	0.277	-0.053	0.174	-0.052	0.167	-0.021	0.558	-0.020	0.590	0.017	0.657	0.015	0.682	0.011	0.770	0.008	0.833	-0.003	0.933	0.017	0.618	0.043	0.200
Yrs. since degree	0.011	<.001	0.009	0.005	0.009	0.004	0.008	0.008	0.007	0.032	0.006	0.042	0.006	0.040	0.004	0.131	0.004	0.128	0.001	0.649	0.004	0.171	0.003	0.421
Yrs. degree (sq.)	0.000	0.888	0.000	0.599	0.000	0.550	0.000	0.797	0.000	0.479	0.000	0.094	0.000	0.040	0.000	0.028	0.000	0.038	0.000	0.282	0.000	0.373	0.000	0.407
Yrs. since hired	-0.011	<.001	-0.012	<.001	-0.012	<.001	-0.012	<.001	-0.013	<.001	-0.017	<.001	-0.018	<.001	-0.017	<.001	-0.018	<.001	-0.021	<.001	-0.022	<.001	-0.019	<.001
Astronomy	0.026	0.693	0.034	0.602	0.017	0.776	-0.007	0.903	-0.001	0.988	-0.007	0.906	0.017	0.774	0.002	0.969	0.000	0.995	-0.009	0.884	-0.040	0.502	-0.044	0.469
Mathematics	-0.023	0.638	0.006	0.897	0.003	0.957	-0.024	0.597	-0.001	0.983	0.005	0.911	0.011	0.806	-0.020	0.683	-0.021	0.673	-0.030	0.515	-0.054	0.240	-0.057	0.200
Physics	-0.012	0.806	0.009	0.863	0.012	0.799	-0.035	0.438	-0.006	0.891	-0.009	0.849	-0.018	0.690	-0.041	0.397	-0.029	0.550	-0.033	0.460	-0.051	0.270	-0.039	0.382
Statistics	-0.043	0.493	0.006	0.925	0.007	0.913	0.032	0.594	0.030	0.636	0.035	0.589	0.064	0.293	0.035	0.586	0.013	0.842	0.041	0.513	0.039	0.523	0.045	0.443
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiple appt.	0.068	0.069	0.080	0.032	0.085	0.013	0.077	0.019	0.104	0.002	0.102	0.002	0.132	<.001	0.116	<.001	0.103	0.003	0.093	0.005	0.082	0.016	0.064	0.045
Assistant	-0.343	<.001	-0.385	<.001	-0.397	<.001	-0.404	<.001	-0.411	<.001	-0.447	<.001	-0.450	<.001	-0.468	<.001	-0.469	<.001	-0.510	<.001	-0.493	<.001	-0.577	<.001
Associate	-0.288	<.001	-0.222	<.001	-0.233	<.001	-0.181	0.002	-0.223	<.001	-0.240	<.001	-0.198	<.001	-0.274	<.001	-0.253	<.001	-0.247	<.001	-0.300	<.001	-0.338	<.001
Years at Rank	0.012	0.004	0.015	<.001	0.014	<.001	0.016	<.001	0.016	<.001	0.022	<.001	0.023	<.001	0.024	<.001	0.023	<.001	0.028	<.001	0.026	<.001	0.022	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001
R-square	0.65		0.65		0.67		0.68		0.65		0.67		0.68		0.69		0.65		0.66		0.68		0.69	
Adj. R-square	0.62		0.62		0.64		0.65		0.63		0.64		0.65		0.66		0.63		0.64		0.66		0.66	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																								
Other units include: Earth & Planetary Science.																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

C4a: Log Salary Model, L&S Social Sciences, 2/25/2016

Tot. N=296: White Male N=135; Female N=112; Minority Male N=42; Unknown Male=7. Asian N=37; URM N=45.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.194	<.001	-0.170	<.001	-0.039	0.141	-0.018	0.385
Asian	-0.097	0.120	-0.066	0.241	-0.011	0.777	-0.023	0.438
Underrep. Min.*	-0.136	0.017	-0.133	0.011	-0.031	0.478	-0.010	0.768
Yrs. since degree			0.018	<.001	0.021	<.001	-0.002	0.308
Yrs. degree (sq.)			0.000	0.075	0.000	<.001	0.000	<.001
Yrs. since hired			-0.006	0.036	-0.007	<.001	-0.015	<.001
Afr. Am Stud.					-0.092	0.358	0.035	0.645
Anthropology					0.057	0.456	0.115	0.049
Economics					0.679	<.001	0.626	<.001
Ethnic Studies					-0.049	0.568	0.064	0.326
Geography					-0.051	0.567	0.046	0.489
HW Neuroscience					-0.076	0.626	0.081	0.491
History					0.065	0.372	0.092	0.097
Linguistics					-0.055	0.527	0.017	0.798
Political Sc.					0.191	0.011	0.226	<.001
Psychology					0.105	0.175	0.083	0.158
Sociology					0.135	0.094	0.153	0.012
Other units					-		-	
Haas/Boalt appt.					0.480	<.001	0.410	<.001
Oth. mult. appt.					0.126	0.009	0.086	0.018
Assistant							-0.725	<.001
Associate							-0.378	<.001
Years at Rank							0.019	<.001
Intercept	12.0	<.001	12.1	<.001	11.8	<.001	11.7	<.001
R-square	0.10		0.27		0.70		0.83	
Adj. R-square	0.09		0.26		0.68		0.82	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

Other units include: Demography, and Gender and Women's Studies.

p<.10=light green p<.05=bright grn. p<.01=green shade p<.001=dark green

C4b: White Male Salary Model, L&S Social Sciences, 2/25/2016

Tot. N=296: White Male N=135; Female N=112; Minority Male N=42; Unknown Male=7. Asian N=37; URM N=45.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		2451	0.006	3700	<.001	-579	0.433
Yrs. degree (sq.)			-38	0.283	-37	0.112	37	0.140
Yrs. since hired			-394	0.687	-1160	0.064	-2578	<.001
Anthropology					-2554	0.859	2432	0.840
Economics					119879	<.001	97178	<.001
History					8576	0.475	1407	0.889
Political Sc.					26992	0.023	18435	0.062
Psychology					17497	0.235	7082	0.568
Other units					-		-	
Haas/Boalt appt.					91830	<.001	81275	<.001
Oth. mult. appt.					16037	0.124	7608	0.393
Assistant							-115890	<.001
Associate							-52583	<.001
Years at Rank							4079	<.001
Intercept			182306	<.001	142035	<.001	120377	<.001
R-square			0.14		0.68		0.79	
Adj. R-square			0.12		0.66		0.76	
Avg. Wom. \$ diff.			34333		7713		3812	
Avg. Asian \$ diff.			26996		5562		5945	
Avg. URM* \$ diff.			30569		11670		2112	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: African Am Studies, Demography, Ethnic Studies, Gender and Women's Studies, Geography, HW Neuroscience, Linguistics, and Sociology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C4c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Social Sciences, AY 2004-05--2015-06 (Spring semester)

Tot. N=296 (2015-16): White Male N=135; Female N=112; Minority Male N=42; Unknown Male=7. Asian N=37; URM N=45.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.090	<.001	-0.078	0.003	-0.067	0.011	-0.073	0.003	-0.065	0.015	-0.036	0.154	-0.040	0.140	-0.039	0.162	-0.039	0.166	-0.045	0.119	-0.036	0.210	-0.039	0.141
Asian	-0.035	0.388	-0.026	0.487	0.013	0.738	0.000	0.993	-0.016	0.681	-0.011	0.764	-0.003	0.936	-0.025	0.545	-0.025	0.537	-0.024	0.562	-0.032	0.428	-0.011	0.777
Underrep. Min.*	-0.065	0.197	-0.045	0.336	-0.031	0.501	-0.027	0.510	-0.034	0.452	-0.014	0.736	-0.022	0.620	-0.033	0.455	-0.056	0.208	-0.050	0.283	-0.049	0.280	-0.031	0.478
Yrs. since degree	0.022	<.001	0.022	<.001	0.021	<.001	0.021	<.001	0.019	<.001	0.020	<.001	0.022	<.001	0.022	<.001	0.023	<.001	0.023	<.001	0.022	<.001	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	0.001	0.000	0.004	0.000	<.001	0.000	0.012	0.000	0.004	0.000	0.031	0.000	0.065	0.000	0.084	0.000	0.096	0.000	0.025	0.000	<.001
Yrs. since hired	-0.007	<.001	-0.006	0.001	-0.007	0.001	-0.005	0.007	-0.005	0.026	-0.005	0.012	-0.007	<.001	-0.008	<.001	-0.010	<.001	-0.011	<.001	-0.009	<.001	-0.007	<.001
Afr. Am Stud.	-0.051	0.683	-0.012	0.917	-0.018	0.874	-0.006	0.953	-0.025	0.817	-0.072	0.483	-0.032	0.764	-0.040	0.718	-0.103	0.352	-0.054	0.628	-0.098	0.382	-0.092	0.358
Anthropology	0.030	0.753	0.092	0.280	0.114	0.182	0.140	0.082	0.117	0.163	0.110	0.170	0.136	0.106	0.131	0.110	0.059	0.454	0.087	0.283	0.055	0.515	0.057	0.456
Economics	0.352	<.001	0.448	<.001	0.493	<.001	0.550	<.001	0.642	<.001	0.625	<.001	0.688	<.001	0.739	<.001	0.688	<.001	0.750	<.001	0.712	<.001	0.679	<.001
Ethnic Studies	-0.116	0.277	-0.093	0.326	-0.074	0.446	-0.014	0.877	-0.007	0.943	-0.057	0.518	-0.059	0.527	-0.031	0.732	-0.059	0.500	-0.003	0.974	-0.034	0.707	-0.049	0.568
Geography	-0.104	0.324	-0.065	0.493	-0.074	0.447	-0.041	0.654	-0.028	0.772	-0.016	0.859	0.001	0.990	0.000	0.996	-0.044	0.634	-0.027	0.769	-0.060	0.527	-0.051	0.567
HW Neuroscience	-0.365	0.012	-0.227	0.110	-0.306	0.028	-0.287	0.033	-0.252	0.081	-0.235	0.087	-0.169	0.239	-0.235	0.105	-0.223	0.121	-0.184	0.215	-0.101	0.493	-0.076	0.626
History	-0.062	0.502	0.019	0.812	0.052	0.526	0.075	0.328	0.073	0.362	0.067	0.375	0.082	0.308	0.119	0.130	0.069	0.359	0.092	0.232	0.068	0.397	0.065	0.372
Linguistics	-0.075	0.474	-0.043	0.648	-0.031	0.740	-0.025	0.775	-0.064	0.490	-0.051	0.566	-0.062	0.504	-0.036	0.705	-0.089	0.333	-0.074	0.429	-0.080	0.402	-0.055	0.527
Political Sc.	0.014	0.883	0.082	0.315	0.109	0.184	0.141	0.069	0.152	0.058	0.147	0.056	0.164	0.042	0.204	0.010	0.139	0.068	0.183	0.019	0.170	0.036	0.191	0.011
Psychology	0.002	0.983	0.021	0.807	0.064	0.453	0.102	0.208	0.096	0.256	0.113	0.163	0.112	0.185	0.149	0.077	0.093	0.252	0.120	0.153	0.106	0.218	0.105	0.175
Sociology	0.090	0.355	0.111	0.199	0.124	0.152	0.121	0.136	0.136	0.110	0.149	0.067	0.177	0.037	0.185	0.026	0.134	0.101	0.173	0.037	0.137	0.108	0.135	0.094
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Haas/Boalt appt.	0.385	<.001	0.437	<.001	0.448	<.001	0.465	<.001	0.479	<.001	0.503	<.001	0.498	<.001	0.496	<.001	0.494	<.001	0.507	<.001	0.487	<.001	0.480	<.001
Oth. mult. appt.	0.150	0.008	0.148	0.004	0.165	0.002	0.168	<.001	0.136	0.007	0.125	0.009	0.132	0.007	0.134	0.006	0.111	0.019	0.117	0.016	0.106	0.036	0.126	0.009
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001
R-square	0.68		0.69		0.69		0.72		0.70		0.73		0.71		0.70		0.70		0.68		0.69		0.70	
Adj. R-square	0.66		0.67		0.67		0.71		0.68		0.71		0.69		0.68		0.68		0.66		0.67		0.68	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																								
Other units include: Demography, and Gender and Women's Studies..																								
p<.10=light green		p<.05=bright green				p<.01=green shade				p<.001=dark green														

C4d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Social Sciences, AY 2004-05--2015-06 (Spring semester)

Tot. N=296 (2015-16): White Male N=135; Female N=112; Minority Male N=42; Unknown Male=7. Asian N=37; URM N=45.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.056	0.010	-0.053	0.013	-0.043	0.050	-0.046	0.023	-0.040	0.054	-0.022	0.268	-0.021	0.336	-0.023	0.320	-0.024	0.296	-0.019	0.387	-0.010	0.663	-0.018	0.385
Asian	-0.018	0.571	-0.018	0.550	-0.005	0.870	-0.011	0.710	-0.042	0.163	-0.041	0.171	-0.026	0.428	-0.048	0.166	-0.060	0.073	-0.060	0.066	-0.060	0.060	-0.023	0.438
Underrep. Min.*	0.008	0.839	0.012	0.756	0.019	0.610	0.011	0.746	0.008	0.829	0.007	0.834	0.022	0.549	0.010	0.795	-0.006	0.862	-0.017	0.639	-0.028	0.428	-0.010	0.768
Yrs. since degree	-0.001	0.823	0.000	0.928	0.000	0.956	0.001	0.654	-0.003	0.156	-0.001	0.591	-0.001	0.683	-0.001	0.834	-0.002	0.588	-0.004	0.173	-0.002	0.401	-0.002	0.308
Yrs. degree (sq.)	0.000	0.391	0.000	0.078	0.000	0.028	0.000	0.195	0.000	0.003	0.000	0.025	0.000	0.004	0.000	0.003	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.012	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.012	<.001	-0.015	<.001	-0.015	<.001	-0.016	<.001	-0.018	<.001	-0.016	<.001	-0.015	<.001
Afr. Am Stud.	-0.065	0.504	0.042	0.644	0.055	0.559	0.091	0.290	0.088	0.308	0.051	0.545	0.053	0.546	0.035	0.706	-0.004	0.963	0.067	0.447	0.056	0.526	0.035	0.645
Anthropology	-0.020	0.796	0.101	0.135	0.133	0.057	0.159	0.016	0.122	0.061	0.095	0.144	0.148	0.029	0.135	0.050	0.100	0.126	0.145	0.022	0.128	0.055	0.115	0.049
Economics	0.224	0.003	0.364	<.001	0.433	<.001	0.488	<.001	0.527	<.001	0.507	<.001	0.580	<.001	0.611	<.001	0.575	<.001	0.634	<.001	0.637	<.001	0.626	<.001
Ethnic Studies	-0.105	0.211	-0.023	0.760	0.017	0.829	0.055	0.449	0.056	0.442	0.000	0.999	0.010	0.899	0.013	0.867	0.036	0.620	0.079	0.265	0.066	0.364	0.064	0.326
Geography	-0.131	0.114	-0.040	0.602	-0.017	0.836	0.022	0.774	0.038	0.613	0.023	0.755	0.065	0.395	0.044	0.583	0.048	0.529	0.084	0.245	0.051	0.500	0.046	0.489
HW Neuroscience	-0.085	0.466	-0.003	0.978	-0.070	0.544	-0.022	0.846	0.071	0.533	0.073	0.518	0.041	0.728	-0.046	0.709	0.017	0.887	0.088	0.454	0.038	0.745	0.081	0.491
History	-0.108	0.137	0.020	0.759	0.061	0.360	0.089	0.154	0.064	0.304	0.050	0.422	0.091	0.158	0.087	0.189	0.066	0.287	0.090	0.135	0.090	0.156	0.092	0.097
Linguistics	-0.067	0.416	0.018	0.811	0.026	0.734	0.032	0.661	-0.013	0.858	-0.029	0.686	0.007	0.924	-0.008	0.920	-0.030	0.698	-0.001	0.990	-0.021	0.781	0.017	0.798
Political Sc.	-0.004	0.952	0.104	0.110	0.134	0.050	0.169	0.008	0.173	0.006	0.163	0.010	0.202	0.002	0.206	0.002	0.171	0.007	0.198	0.001	0.205	0.001	0.226	<.001
Psychology	-0.057	0.450	0.019	0.774	0.067	0.340	0.106	0.109	0.080	0.224	0.064	0.328	0.089	0.192	0.112	0.113	0.082	0.221	0.080	0.222	0.080	0.237	0.083	0.158
Sociology	0.027	0.727	0.107	0.120	0.126	0.076	0.135	0.043	0.134	0.042	0.134	0.043	0.184	0.007	0.176	0.012	0.154	0.022	0.187	0.004	0.172	0.011	0.153	0.012
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haas/Boalt appt.	0.272	<.001	0.361	<.001	0.377	<.001	0.431	<.001	0.428	<.001	0.437	<.001	0.419	<.001	0.422	<.001	0.428	<.001	0.438	<.001	0.428	<.001	0.410	<.001
Oth. mult. appt.	0.047	0.293	0.084	0.039	0.106	0.014	0.122	0.002	0.084	0.032	0.068	0.079	0.089	0.025	0.090	0.029	0.061	0.12	0.077	0.042	0.081	0.040	0.086	0.018
Assistant	-0.583	<.001	-0.587	<.001	-0.594	<.001	-0.549	<.001	-0.648	<.001	-0.596	<.001	-0.648	<.001	-0.652	<.001	-0.711	<.001	-0.785	<.001	-0.739	<.001	-0.725	<.001
Associate	-0.403	<.001	-0.379	<.001	-0.341	<.001	-0.315	<.001	-0.344	<.001	-0.327	<.001	-0.328	<.001	-0.333	<.001	-0.343	<.001	-0.395	<.001	-0.381	<.001	-0.378	<.001
Years at Rank	0.020	<.001	0.018	<.001	0.018	<.001	0.017	<.001	0.020	<.001	0.021	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.022	<.001	0.019	<.001	0.019	<.001
Intercept	11.5	<.001	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.7	<.001
R-square	0.80		0.81		0.79		0.82		0.83		0.82		0.81		0.79		0.80		0.81		0.81		0.83	
Adj. R-square	0.79		0.79		0.78		0.81		0.81		0.81		0.80		0.77		0.78		0.79		0.79		0.82	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																								
Other units include: Demography, and Gender and Women's Studies.																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

C5a: Log Salary Model, College of Engineering, 2/25/2016

Tot. N=249; White Male N=143; Female N=43; Minority Male N=58; Unknown Male=5. Asian N=54; URM N=16.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.062	0.136	-0.003	0.933	-0.001	0.982	0.015	0.564
Asian	0.001	0.971	0.028	0.308	0.023	0.360	0.012	0.614
Underrep. Min.*	-0.041	0.531	0.003	0.955	0.014	0.743	0.009	0.824
Yrs. since degree			0.018	<.001	0.016	<.001	0.004	0.073
Yrs. degree (sq.)			0.000	0.003	0.000	0.025	0.000	0.722
Yrs. since hired			-0.002	0.402	0.000	0.935	-0.009	<.001
Bioengin.					-0.053	0.339	-0.048	0.354
Civil & Env. Eng.					-0.053	0.216	-0.047	0.241
Elect. Eng./CS					0.028	0.479	0.003	0.934
Material Sc. & Eng.					0.046	0.423	0.049	0.353
Mechanical Eng.					-0.037	0.386	-0.040	0.315
Other units					-		-	
Multiple appt.					0.144	<.001	0.108	<.001
Assistant							-0.326	<.001
Associate							-0.165	<.001
Years at Rank							0.018	<.001
Intercept	12.0	<.001	12.0	<.001	11.9	<.001	11.8	<.001
R-square	0.01		0.52		0.59		0.66	
Adj. R-square	0.00		0.51		0.57		0.64	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.								
p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green					

C5b: White Male Salary Model, College of Engineering, 2/25/2016

Tot. N=249: White Male N=143; Female N=43; Minority Male N=58; Unknown Male=5. Asian N=54; URM N=16.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3052	<.001	2754	<.001	965	0.158
Yrs. degree (sq.)			-20	0.348	-4	0.851	43	0.130
Yrs. since hired			-778	0.072	-376	0.389	-1584	0.011
Bioengin.					-4229	0.751	2463	0.851
Civil & Env. Eng.					-3568	0.736	-3777	0.713
Elect. Eng./CS					6719	0.478	2910	0.753
Material Sc. & Eng.					4941	0.735	-2272	0.874
Mechanical Eng.					-9332	0.355	-9250	0.347
Other units					-		-	
Multiple appt.					23953	<.001	18487	0.009
Assistant							-54983	0.002
Associate							-31387	0.018
Years at Rank							2173	0.012
Intercept			163142	<.001	155022	<.001	137811	<.001
R-square			0.41		0.49		0.53	
Adj. R-square			0.40		0.46		0.49	
Avg. Wom. \$ diff.			1320		652		2357	
Avg. Asian \$ diff.			3037		3017		2416	
Avg. URM* \$ diff.			1080		944		1581	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C5c: Log Salary Model 3 (Demog., Experience, & Departments), College of Engineering, AY 2004-05--2015-06 (Spring semester)

Tot. N=249 (2015-16): White Male N=143; Female N=43; Minority Male N=58; Unknown Male=5. Asian N=54; URM N=16.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.012	0.700	0.035	0.251	0.016	0.602	0.015	0.584	-0.006	0.848	-0.009	0.783	-0.013	0.683	-0.018	0.566	-0.004	0.902	0.014	0.640	0.003	0.919	-0.001	0.982
Asian	0.044	0.064	0.053	0.028	0.054	0.032	0.050	0.028	0.037	0.115	0.037	0.149	0.041	0.124	0.034	0.204	0.031	0.262	0.027	0.284	0.028	0.272	0.023	0.360
Underrep. Min.*	0.078	0.081	0.055	0.211	0.079	0.086	0.061	0.132	0.044	0.292	0.075	0.098	0.050	0.266	0.036	0.435	0.042	0.385	0.013	0.769	-0.010	0.816	0.014	0.743
Yrs. since degree	0.018	<.001	0.017	<.001	0.016	<.001	0.018	<.001	0.018	<.001	0.017	<.001	0.015	<.001	0.014	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.016	<.001
Yrs. degree (sq.)	0.000	0.127	0.000	0.178	0.000	0.123	0.000	0.002	0.000	0.024	0.000	0.022	0.000	0.365	0.000	0.332	0.000	0.179	0.000	0.221	0.000	0.145	0.000	0.025
Yrs. since hired	0.000	0.976	0.001	0.527	0.000	0.799	-0.001	0.540	-0.001	0.363	-0.001	0.413	0.001	0.579	0.001	0.441	0.002	0.359	0.002	0.289	0.001	0.542	0.000	0.935
Bioengin.	-0.022	0.638	-0.043	0.368	-0.077	0.113	-0.034	0.436	-0.005	0.911	-0.017	0.737	-0.044	0.397	-0.057	0.284	-0.079	0.154	-0.044	0.402	-0.038	0.483	-0.053	0.339
Civil & Env. Eng.	-0.030	0.441	-0.023	0.557	-0.037	0.368	0.013	0.735	0.027	0.498	-0.001	0.977	-0.022	0.613	-0.014	0.754	-0.054	0.246	-0.044	0.292	-0.047	0.285	-0.053	0.216
Elect. Eng./CS	0.065	0.067	0.059	0.110	0.028	0.466	0.086	0.012	0.088	0.017	0.064	0.113	0.053	0.192	0.063	0.121	0.043	0.306	0.038	0.316	0.041	0.314	0.028	0.479
Material Sc. & Eng.	0.078	0.114	0.059	0.232	0.026	0.605	0.060	0.209	0.061	0.223	0.031	0.564	0.014	0.810	-0.002	0.973	0.012	0.856	-0.002	0.975	0.006	0.917	0.046	0.423
Mechanical Eng.	0.002	0.960	-0.009	0.812	-0.020	0.620	0.023	0.527	0.019	0.629	0.010	0.816	-0.015	0.735	-0.020	0.657	-0.033	0.469	-0.043	0.291	-0.032	0.468	-0.037	0.386
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.107	<.001	0.096	<.001	0.101	<.001	0.100	<.001	0.120	<.001	0.134	<.001	0.169	<.001	0.162	<.001	0.169	<.001	0.174	<.001	0.168	<.001	0.144	<.001
Intercept	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001
R-square	0.70		0.68		0.62		0.68		0.64		0.58		0.56		0.54		0.53		0.59		0.60		0.59	
Adj. R-square	0.69		0.66		0.60		0.66		0.62		0.56		0.54		0.51		0.50		0.57		0.57		0.57	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																								
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.																								
p<.10=light green		p<.05=bright green				p<.01=green shade				p<.001=dark green														

C5d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Engineering, AY 2004-05--2015-06 (Spring semester)

Tot. N=249 (2015-16): White Male N=143; Female N=43; Minority Male N=58; Unknown Male=5. Asian N=54; URM N=16.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	
Women	0.021	0.458	0.039	0.145	0.025	0.371	0.019	0.462	-0.003	0.913	-0.005	0.856	0.003	0.929	0.008	0.797	0.012	0.703	0.024	0.396	0.015	0.590	0.015	0.564	
Asian	0.030	0.175	0.034	0.116	0.038	0.097	0.036	0.083	0.020	0.345	0.028	0.237	0.035	0.145	0.025	0.307	0.023	0.378	0.015	0.514	0.013	0.597	0.012	0.614	
Underrep. Min.*	0.071	0.089	0.051	0.188	0.077	0.069	0.063	0.095	0.040	0.289	0.079	0.060	0.047	0.250	0.038	0.373	0.038	0.406	0.004	0.929	-0.011	0.796	0.009	0.824	
Yrs. since degree	0.008	<.001	0.005	0.014	0.004	0.117	0.007	0.002	0.006	0.008	0.005	0.025	0.003	0.224	0.003	0.195	0.003	0.247	0.003	0.293	0.004	0.113	0.004	0.073	
Yrs. degree (sq.)	0.000	0.289	0.000	0.052	0.000	0.010	0.000	0.287	0.000	0.012	0.000	0.034	0.000	0.002	0.000	0.011	0.000	0.086	0.000	0.127	0.000	0.377	0.000	0.722	
Yrs. since hired	-0.008	<.001	-0.007	<.001	-0.007	0.002	-0.008	<.001	-0.009	<.001	-0.009	<.001	-0.007	0.003	-0.006	0.004	-0.007	0.005	-0.008	<.001	-0.009	<.001	-0.009	<.001	<.001
Bioengin.	0.008	0.865	-0.014	0.735	-0.044	0.330	-0.006	0.880	0.016	0.703	0.020	0.676	-0.002	0.959	-0.027	0.588	-0.056	0.286	-0.030	0.545	-0.022	0.664	-0.048	0.354	
Civil & Env. Eng.	-0.033	0.357	-0.033	0.356	-0.051	0.179	-0.001	0.982	0.013	0.726	-0.011	0.788	-0.022	0.589	-0.012	0.771	-0.048	0.271	-0.044	0.258	-0.044	0.283	-0.047	0.241	
Elect. Eng./CS	0.030	0.362	0.020	0.547	-0.013	0.719	0.060	0.055	0.058	0.085	0.034	0.369	0.032	0.388	0.045	0.236	0.022	0.568	0.010	0.779	0.016	0.669	0.003	0.934	
Material Sc. & Eng.	0.049	0.289	0.024	0.585	-0.002	0.966	0.041	0.351	0.042	0.355	0.016	0.749	0.012	0.820	0.011	0.848	0.013	0.825	-0.004	0.933	0.001	0.985	0.049	0.353	
Mechanical Eng.	-0.012	0.740	-0.035	0.313	-0.045	0.228	0.007	0.831	0.001	0.977	-0.003	0.950	-0.013	0.743	-0.024	0.547	-0.036	0.390	-0.045	0.235	-0.032	0.433	-0.040	0.315	
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.090	<.001	0.067	0.009	0.067	0.016	0.073	0.003	0.092	<.001	0.106	<.001	0.149	<.001	0.128	<.001	0.141	<.001	0.135	<.001	0.133	<.001	0.108	<.001	
Assistant	-0.232	<.001	-0.291	<.001	-0.356	<.001	-0.303	<.001	-0.359	<.001	-0.366	<.001	-0.401	<.001	-0.357	<.001	-0.328	<.001	-0.351	<.001	-0.327	<.001	-0.326	<.001	
Associate	-0.137	<.001	-0.192	<.001	-0.177	<.001	-0.161	<.001	-0.205	<.001	-0.210	<.001	-0.193	<.001	-0.209	<.001	-0.184	<.001	-0.173	<.001	-0.175	<.001	-0.165	<.001	
Years at Rank	0.017	<.001	0.018	<.001	0.016	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.016	<.001	0.018	<.001	0.018	<.001	0.018	<.001	
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	
R-square	0.75		0.75		0.69		0.73		0.71		0.66		0.64		0.61		0.59		0.66		0.66		0.66		
Adj. R-square	0.73		0.73		0.67		0.71		0.69		0.63		0.62		0.59		0.57		0.64		0.64		0.64		
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																									
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.																									
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																									

C6a: Log Salary Model, College of Chemistry, 2/25/2016

Tot. N=68; White Male N=40; Female N=15; Minority Male N=12; Unknown Male=1. Asian N=11; URM N=5.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.207	0.037	-0.107	0.059	-0.114	0.052	-0.011	0.843
Minority*	-0.089	0.351	0.042	0.437	0.033	0.571	0.014	0.791
Yrs. since degree			0.030	<.001	0.030	<.001	0.007	0.251
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.378
Yrs. since hired			-0.007	0.053	-0.007	0.074	-0.018	<.001
Chemical Eng.					0.021	0.722	0.010	0.857
Other units					-		-	
Multiple appt.					0.034	0.540	0.053	0.285
Assist./Assoc.							-0.582	<.001
Years at Rank							0.021	0.012
Intercept	12.1	<.001	12.2	<.001	12.2	<.001	12.0	<.001
R-square	0.08		0.73		0.73		0.80	
Adj. R-square	0.05		0.71		0.70		0.77	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Chemistry.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C6b: White Male Salary Model, College of Chemistry, 2/25/2016

Tot. N=68: White Male N=40; Female N=15; Minority Male N=12; Unknown Male=1. Asian N=11; URM N=5.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		5285	<.001	5414	<.001	-3046	0.114
Yrs. degree (sq.)			-97	0.007	-97	0.010	50	0.326
Yrs. since hired			-1919	0.035	-2044	0.041	-7229	<.001
Chemical Eng.					11887	0.470	25481	0.058
Other units					-		-	
Multiple appt.					4581	0.768	16284	0.190
Assist./Assoc.							-203577	<.001
Years at Rank							10370	<.001
Intercept			195951	<.001	192051	<.001	97388	<.001
R-square			0.59		0.60		0.77	
Adj. R-square			0.56		0.54		0.73	
Avg. Wom. \$ diff.			14942		16555		8130	
Avg. Min.* \$ diff.			240		1311		6284	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Chemistry.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C6c: Log Salary Model 3 (Demog., Experience, & Departments), College of Chemistry, AY 2004-05--2015-06 (Spring semester)

Tot. N=68 (2015-16): White Male N=40; Female N=15; Minority Male N=12; Unknown Male=1. Asian N=11; URM N=5.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.021	0.727	0.019	0.757	-0.008	0.881	-0.045	0.504	-0.060	0.354	-0.083	0.195	-0.114	0.084	-0.123	0.068	-0.106	0.100	-0.089	0.140	-0.117	0.065	-0.114	0.052
Minority*	0.034	0.502	0.017	0.747	-0.017	0.721	-0.050	0.426	-0.041	0.490	-0.016	0.788	0.039	0.537	0.068	0.298	0.080	0.220	0.082	0.175	0.062	0.330	0.033	0.571
Yrs. since degree	0.024	<.001	0.026	<.001	0.028	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.025	<.001	0.025	<.001	0.025	<.001	0.029	<.001	0.030	<.001
Yrs. degree (sq.)	-0.001	<.001	-0.001	0.002	-0.001	<.001	0.000	0.023	0.000	0.022	0.000	0.007	0.000	0.008	0.000	0.005	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired	-0.002	0.520	-0.003	0.302	-0.006	0.038	-0.004	0.305	-0.004	0.384	-0.004	0.274	-0.005	0.244	-0.005	0.238	-0.004	0.376	-0.003	0.457	-0.008	0.063	-0.007	0.074
Chemical Eng.	0.088	0.079	0.079	0.122	0.141	0.002	0.103	0.085	0.078	0.179	0.059	0.305	0.062	0.312	0.029	0.653	0.018	0.778	0.047	0.460	-0.001	0.984	0.021	0.722
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.098	0.072	0.077	0.168	0.061	0.226	0.071	0.278	0.113	0.065	0.073	0.232	0.055	0.376	0.025	0.688	0.042	0.503	0.078	0.183	0.028	0.645	0.034	0.540
Intercept	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.2	<.001
R-square	0.78		0.77		0.82		0.64		0.65		0.65		0.69		0.66		0.67		0.70		0.69		0.73	
Adj. R-square	0.75		0.75		0.80		0.59		0.61		0.61		0.65		0.62		0.63		0.66		0.66		0.70	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																								
Other units include: Chemistry.																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

C6d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Chemistry, AY 2004-05--2015-06 (Spring semester)

Tot. N=68 (2015-16): White Male N=40; Female N=15; Minority Male N=12; Unknown Male=1. Asian N=11; URM N=5.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.025	0.644	-0.019	0.736	-0.063	0.183	-0.057	0.394	-0.080	0.194	-0.085	0.145	-0.106	0.064	-0.100	0.109	-0.051	0.391	-0.056	0.328	-0.029	0.611	-0.011	0.843
Minority*	-0.019	0.678	-0.031	0.517	-0.071	0.104	-0.124	0.084	-0.126	0.052	-0.065	0.271	0.034	0.544	0.076	0.225	0.081	0.171	0.073	0.199	0.045	0.413	0.014	0.791
Yrs. since degree	0.008	0.067	0.008	0.069	0.011	0.007	0.011	0.112	0.007	0.306	0.010	0.073	0.011	0.028	0.011	0.072	0.012	0.045	0.011	0.090	0.009	0.168	0.007	0.251
Yrs. degree (sq.)	0.000	0.736	0.000	0.494	0.000	0.791	0.000	0.408	0.000	0.975	0.000	0.716	0.000	0.741	0.000	0.699	0.000	0.303	0.000	0.197	0.000	0.905	0.000	0.378
Yrs. since hired	-0.011	0.010	-0.012	0.003	-0.012	<.001	-0.012	0.034	-0.013	0.014	-0.011	0.032	-0.009	0.062	-0.010	0.055	-0.009	0.068	-0.011	0.045	-0.015	0.003	-0.018	<.001
Chemical Eng.	0.059	0.186	0.062	0.165	0.121	0.002	0.093	0.122	0.052	0.349	0.040	0.433	0.052	0.323	0.015	0.800	0.025	0.679	0.037	0.536	0.034	0.547	0.010	0.857
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.128	0.009	0.154	0.003	0.132	0.004	0.078	0.263	0.103	0.093	0.042	0.448	0.045	0.410	0.001	0.987	0.029	0.610	0.079	0.151	0.042	0.433	0.053	0.284
Assist./Assoc.	-0.385	<.001	-0.341	<.001	-0.373	<.001	-0.179	0.136	-0.314	0.005	-0.384	<.001	-0.417	<.001	-0.373	<.001	-0.402	<.001	-0.374	0.002	-0.585	<.001	-0.582	<.001
Years at Rank	0.019	0.006	0.022	0.001	0.015	0.013	0.018	0.078	0.020	0.040	0.008	0.317	0.006	0.493	0.010	0.262	0.010	0.269	0.015	0.085	0.014	0.100	0.021	0.012
Intercept	11.5	<.001	11.5	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001
R-square	0.84		0.84		0.88		0.66		0.71		0.73		0.77		0.72		0.74		0.75		0.78		0.80	
Adj. R-square	0.81		0.81		0.86		0.61		0.66		0.69		0.74		0.67		0.70		0.71		0.74		0.77	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																								
Other units include: Chemistry.																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

C7a: Log Salary Model, College of Natural Resources, 2/25/2016

Tot. N=117: White Male N=66; Female N=36; Minority Male N=15; Unknown Male=0. Asian N=17; URM N=6.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.090	0.128	-0.080	0.059	-0.059	0.097	-0.051	0.086
Minority*	-0.182	0.009	-0.127	0.010	-0.087	0.047	-0.048	0.198
Yrs. since degree			0.020	<.001	0.023	<.001	0.001	0.779
Yrs. degree (sq.)			0.000	0.036	0.000	0.002	0.000	0.881
Yrs. since hired			-0.003	0.402	-0.006	0.066	-0.010	0.001
Agr. Res. Ec. Pol.					0.305	<.001	0.232	<.001
ESPM					-0.032	0.553	-0.064	0.159
Plant & Micr. Bio.					0.125	0.031	0.082	0.096
Other units					-		-	
Multiple appt.					0.100	0.051	-0.006	0.890
Assistant							-0.549	<.001
Associate							-0.354	<.001
Years at Rank							0.014	0.004
Intercept	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001
R-square	0.08		0.56		0.71		0.80	
Adj. R-square	0.06		0.54		0.68		0.78	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Energy & Resources Group, and Nutritional Sci. & Tox. Dept.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		

C7b: White Male Salary Model, College of Natural Resources, 2/25/2016

Tot. N=117: White Male N=66; Female N=36; Minority Male N=15; Unknown Male=0. Asian N=17; URM N=6.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		2643	<.001	3092	<.001	-4	0.997
Yrs. degree (sq.)			-30	0.238	-55	0.019	-18	0.542
Yrs. since hired			-38	0.955	-456	0.462	-1309	0.063
Agr. & Res. Econ.					21725	0.025	19941	0.029
ESPM					-23902	0.005	-20920	0.009
Other units					-		-	
Multiple appt.					5829	0.660	-8763	0.501
Assistant							-71090	0.003
Associate							-47932	0.001
Years at Rank							2439	0.040
Intercept			158410	<.001	166655	<.001	160639	<.001
R-square			0.52		0.66		0.73	
Adj. R-square			0.50		0.62		0.68	
Avg. Wom. \$ diff.			16078		12942		9805	
Avg. Min.* \$ diff.			22745		20625		12017	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Energy & Resources Group, Nutritional Sci & Tox Dept, and Plant & Microbial Biology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C7c: Log Salary Model 3 (Demog., Experience, & Departments), College of Natural Resources, AY 2004-05--2015-06 (Spring semester)

Tot. N=117 (2015-16): White Male N=66; Female N=36; Minority Male N=15; Unknown Male=0. Asian N=17; URM N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.055	0.139	-0.057	0.136	-0.078	0.036	-0.083	0.012	-0.079	0.019	-0.071	0.043	-0.073	0.037	-0.066	0.073	-0.068	0.063	-0.081	0.029	-0.086	0.020	-0.059	0.097
Minority*	-0.090	0.076	-0.061	0.237	-0.088	0.073	-0.048	0.266	-0.023	0.584	-0.046	0.301	-0.038	0.390	-0.053	0.238	-0.053	0.234	-0.074	0.100	-0.082	0.061	-0.087	0.047
Yrs. since degree	0.026	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.024	<.001	0.023	<.001	0.023	<.001	0.023	<.001
Yrs. degree (sq.)	0.000	0.043	0.000	0.086	0.000	0.228	0.000	0.038	0.000	0.042	0.000	0.032	0.000	0.010	0.000	0.090	0.000	0.077	0.000	0.110	0.000	0.071	0.000	0.002
Yrs. since hired	-0.005	0.083	-0.004	0.189	-0.004	0.169	-0.004	0.130	-0.003	0.213	-0.003	0.218	-0.004	0.143	-0.004	0.173	-0.005	0.068	-0.006	0.054	-0.005	0.083	-0.006	0.066
Agr. Res. Ec. Pol.	0.246	<.001	0.246	<.001	0.221	<.001	0.225	<.001	0.256	<.001	0.260	<.001	0.274	<.001	0.190	0.006	0.244	<.001	0.296	<.001	0.299	<.001	0.305	<.001
ESPM	0.057	0.255	0.047	0.383	0.058	0.239	0.052	0.266	0.041	0.389	0.012	0.805	0.019	0.708	-0.026	0.634	0.005	0.933	-0.026	0.640	-0.011	0.841	-0.032	0.553
Plant & Micr. Bio.	0.221	<.001	0.189	0.002	0.171	0.002	0.185	<.001	0.173	0.001	0.160	0.003	0.207	<.001	0.152	0.011	0.161	0.008	0.147	0.017	0.147	0.015	0.125	0.031
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.179	<.001	0.155	0.002	0.122	0.012	0.106	0.014	0.103	0.021	0.141	0.003	0.123	0.009	0.079	0.105	0.118	0.017	0.125	0.014	0.119	0.026	0.100	0.051
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001
R-square	0.72		0.71		0.73		0.77		0.77		0.72		0.72		0.70		0.71		0.70		0.71		0.71	
Adj. R-square	0.70		0.68		0.71		0.75		0.75		0.70		0.70		0.68		0.69		0.67		0.69		0.68	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																								
Other units include: Energy & Resources Group, and Nutritional Sci. & Tox. Dept.																								
p<.10=light green		p<.05=bright green				p<.01=green shade				p<.001=dark green														

C7d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Natural Resources, AY 2004-05--2015-06 (Spring sem.)

Tot. N=117 (2015-16): White Male N=66; Female N=36; Minority Male N=15; Unknown Male=0. Asian N=17; URM N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.036	0.253	-0.035	0.285	-0.060	0.067	-0.063	0.026	-0.069	0.017	-0.058	0.051	-0.050	0.075	-0.042	0.175	-0.060	0.058	-0.069	0.030	-0.076	0.016	-0.051	0.086
Minority*	-0.034	0.429	-0.033	0.456	-0.054	0.211	-0.024	0.516	-0.006	0.861	-0.024	0.524	-0.014	0.702	-0.031	0.422	-0.023	0.556	-0.024	0.541	-0.047	0.217	-0.048	0.198
Yrs. since degree	0.005	0.242	0.007	0.097	0.007	0.067	0.008	0.020	0.006	0.076	0.002	0.635	0.001	0.737	0.001	0.731	0.001	0.782	-0.001	0.817	0.002	0.590	0.001	0.779
Yrs. degree (sq.)	0.000	0.208	0.000	0.283	0.000	0.235	0.000	0.136	0.000	0.195	0.000	0.059	0.000	0.065	0.000	0.028	0.000	0.072	0.000	0.087	0.000	0.835	0.000	0.881
Yrs. since hired	-0.006	0.022	-0.006	0.029	-0.007	0.012	-0.007	0.006	-0.007	0.006	-0.008	0.005	-0.008	0.001	-0.009	0.002	-0.010	<.001	-0.011	<.001	-0.011	<.001	-0.010	0.001
Agr. Res. Ec. Pol.	0.137	0.015	0.145	0.016	0.122	0.035	0.141	0.008	0.161	0.003	0.167	0.002	0.171	0.001	0.137	0.020	0.184	0.002	0.252	<.001	0.236	<.001	0.232	<.001
ESPM	0.006	0.897	0.016	0.726	0.011	0.808	0.010	0.804	0.001	0.982	-0.021	0.612	-0.030	0.467	-0.048	0.298	-0.025	0.600	-0.027	0.569	-0.029	0.539	-0.064	0.159
Plant & Micr. Bio.	0.153	0.002	0.132	0.009	0.106	0.032	0.131	0.004	0.115	0.011	0.122	0.009	0.138	0.003	0.106	0.035	0.114	0.028	0.129	0.014	0.131	0.012	0.082	0.096
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.090	0.025	0.079	0.063	0.068	0.115	0.056	0.138	0.047	0.225	0.074	0.065	0.059	0.124	0.028	0.497	0.028	0.529	0.048	0.284	0.031	0.517	-0.006	0.890
Assistant	-0.488	<.001	-0.446	<.001	-0.407	<.001	-0.458	<.001	-0.484	<.001	-0.572	<.001	-0.594	<.001	-0.599	<.001	-0.575	<.001	-0.600	<.001	-0.493	<.001	-0.549	<.001
Associate	-0.363	<.001	-0.351	<.001	-0.282	<.001	-0.276	<.001	-0.303	<.001	-0.303	<.001	-0.363	<.001	-0.389	<.001	-0.384	<.001	-0.408	<.001	-0.359	<.001	-0.354	<.001
Years at Rank	0.015	<.001	0.013	0.006	0.014	0.002	0.010	0.009	0.011	0.007	0.012	0.004	0.012	0.003	0.011	0.018	0.014	0.003	0.016	<.001	0.017	<.001	0.014	0.004
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001
R-square	0.81		0.80		0.80		0.84		0.84		0.81		0.82		0.80		0.79		0.79		0.80		0.80	
Adj. R-square	0.79		0.78		0.78		0.82		0.82		0.79		0.80		0.77		0.77		0.76		0.78		0.78	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																								
Other units include: Energy & Resources Group, and Nutritional Sci. & Tox. Dept..																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

C8a: Log Salary Model, Haas School of Business, 2/25/2016

Tot. N=91: White Male N=53; Female N=20; Minority Male N=13; Unknown Male=5. Asian N=11; URM N=4.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.075	0.232	-0.105	0.024	-0.105	0.026	-0.103	0.007
Minority*	-0.101	0.148	-0.074	0.155	-0.074	0.162	0.000	0.855
Yrs. since degree			0.019	<.001	0.019	<.001	0.012	0.026
Yrs. degree (sq.)			-0.001	<.001	-0.001	0.002	0.000	0.443
Yrs. since hired			-0.016	<.001	-0.016	<.001	-0.020	<.001
Multiple appt.					-0.022	0.766	0.185	0.009
Market Ratio**					-0.079	0.789	1.200	<.001
Assistant							-0.598	<.001
Associate							-0.510	<.001
Years at Rank							0.004	0.518
Intercept	12.4	<.001	12.5	<.001	12.7	<.001	10.7	<.001
R-square	0.04		0.50		0.50		0.69	
Adj. R-square	0.01		0.47		0.46		0.65	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C8b: White Male Salary Model, Haas School of Business, 2/25/2016

Tot. N=91: White Male N=53; Female N=20; Minority Male N=13; Unknown Male=5. Asian N=11; URM N=4.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		5500	<.001	5891	<.001	5340	<.001
Yrs. degree (sq.)		-104	0.017	-112	0.018	2	0.969	
Yrs. since hired		-3910	<.001	-4043	<.001	-4755	<.001	
Multiple appt.					7682	0.707	51860	0.015
Market Ratio*					44270	0.620	380658	<.001
Assistant							-136496	<.001
Associate							-115207	<.001
Years at Rank							-390	0.831
Intercept			282509	<.001	216456	0.109	-264988	0.090
R-square			0.60		0.60		0.73	
Adj. R-square			0.57		0.56		0.68	
Avg. Wom. \$ diff.			25104		25166		24894	
Avg. Min.** \$ diff.			17466		16659		3601	
*AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
**Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
p<.10=light green	p<.05=bright grn.	p<.01=green shade			p<.001=dark green			
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C8c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), Haas School of Business, AY 2004-05--2015-06 (Spring semester)

Tot. N=91 (2015-16): White Male N=53; Female N=20; Minority Male N=13; Unknown Male=5. Asian N=11; URM N=4.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.014	0.798	0.054	0.344	0.026	0.633	0.006	0.916	-0.083	0.101	-0.069	0.217	-0.079	0.155	-0.103	0.051	-0.126	0.014	-0.104	0.053	-0.112	0.026	-0.105	0.026
Minority*	-0.024	0.721	-0.047	0.478	-0.061	0.337	-0.074	0.248	-0.060	0.298	-0.081	0.178	-0.043	0.446	-0.043	0.418	-0.064	0.232	-0.080	0.185	-0.079	0.145	-0.074	0.162
Yrs. since degree	0.012	0.008	0.013	0.007	0.009	0.051	0.008	0.100	0.008	0.049	0.005	0.216	0.010	0.051	0.012	0.010	0.014	0.001	0.018	<.001	0.019	<.001	0.019	<.001
Yrs. degree (sq.)	0.000	0.734	0.000	0.796	0.000	0.591	0.000	0.421	0.000	0.253	0.000	0.152	0.000	0.034	0.000	<.001	-0.001	0.002	0.000	0.020	0.000	0.012	-0.001	0.002
Yrs. since hired	-0.011	0.012	-0.013	0.009	-0.007	0.107	-0.009	0.057	-0.010	0.014	-0.007	0.085	-0.011	0.011	-0.010	0.018	-0.014	<.001	-0.016	<.001	-0.016	<.001	-0.016	<.001
Multiple appt.	0.040	0.699	0.002	0.983	-0.029	0.769	-0.055	0.517	-0.029	0.700	0.018	0.803	0.030	0.697	-0.026	0.722	-0.041	0.590	-0.081	0.321	-0.031	0.654	-0.022	0.766
Market Ratio**	-0.583	0.216	-0.400	0.265	-0.435	0.246	-0.567	0.085	-0.562	0.086	-0.466	0.175	-0.381	0.274	-0.157	0.584	-0.123	0.669	-0.334	0.292	-0.174	0.534	-0.079	0.789
Intercept	12.7	<.001	12.6	<.001	12.7	<.001	13.0	<.001	13.1	<.001	12.9	<.001	12.8	<.001	12.6	<.001	12.6	<.001	13.0	<.001	12.8	<.001	12.7	<.001
R-square	0.30		0.25		0.25		0.26		0.32		0.29		0.34		0.38		0.47		0.48		0.48		0.50	
Adj. R-square	0.23		0.18		0.18		0.19		0.25		0.22		0.28		0.32		0.42		0.43		0.43		0.46	

*Minority=Afric. Am., Hisp., Native Am. & Asian Am.

**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).

p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green

C8d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Haas School of Business, AY 2004-05--2015-06 (Spring sem.)

Tot. N=91 (2015-16): White Male N=53; Female N=20; Minority Male N=13; Unknown Male=5. Asian N=11; URM N=4.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.032	0.543	0.065	0.233	0.035	0.479	0.015	0.768	-0.041	0.400	-0.018	0.743	-0.032	0.524	-0.051	0.298	-0.127	0.008	-0.104	0.027	-0.112	0.010	-0.103	0.007
Minority*	-0.020	0.758	-0.052	0.425	-0.065	0.265	-0.074	0.210	-0.054	0.319	-0.038	0.509	-0.025	0.616	-0.029	0.541	-0.031	0.522	-0.027	0.606	-0.003	0.952	0.008	0.855
Yrs. since degree	0.003	0.585	0.003	0.589	-0.003	0.540	-0.006	0.329	-0.002	0.743	-0.005	0.408	-0.008	0.206	-0.004	0.499	0.006	0.278	0.004	0.503	0.011	0.055	0.012	0.026
Yrs. degree (sq.)	0.000	0.112	0.000	0.092	0.000	0.119	0.000	0.168	0.000	0.336	0.000	0.474	0.000	0.393	0.000	0.832	0.000	0.470	0.000	0.697	0.000	0.773	0.000	0.443
Yrs. since hired	-0.016	0.001	-0.017	<.001	-0.012	0.008	-0.010	0.023	-0.011	0.007	-0.008	0.045	-0.018	<.001	-0.015	0.001	-0.013	0.005	-0.018	<.001	-0.019	<.001	-0.020	<.001
Multiple appt.	0.167	0.126	0.195	0.094	0.171	0.111	0.144	0.147	0.138	0.146	0.197	0.033	0.152	0.102	0.107	0.208	0.101	0.211	0.070	0.381	0.122	0.067	0.185	0.009
Market Ratio**	0.444	0.414	0.719	0.153	0.733	0.123	0.562	0.216	0.610	0.214	1.000	0.066	0.740	0.127	0.934	0.026	0.798	0.023	0.765	0.030	1.000	0.002	1.200	<.001
Assistant	-0.456	<.001	-0.555	<.001	-0.604	<.001	-0.631	<.001	-0.555	<.001	-0.687	<.001	-0.780	<.001	-0.736	<.001	-0.545	<.001	-0.709	<.001	-0.607	<.001	-0.598	<.001
Associate	-0.314	<.001	-0.346	0.003	-0.353	<.001	-0.357	0.002	-0.355	0.003	-0.456	0.001	-0.450	<.001	-0.474	<.001	-0.376	<.001	-0.467	<.001	-0.477	<.001	-0.510	<.001
Years at Rank	0.007	0.274	0.009	0.200	0.011	0.082	0.010	0.149	0.005	0.380	0.005	0.471	0.017	0.021	0.013	0.060	0.000	0.966	0.007	0.366	0.005	0.505	0.004	0.518
Intercept	11.2	<.001	10.8	<.001	10.9	<.001	11.2	<.001	11.3	<.001	10.8	<.001	11.1	<.001	11.0	<.001	11.3	<.001	11.4	<.001	11.0	<.001	10.7	<.001
R-square	0.45		0.38		0.43		0.41		0.43		0.41		0.51		0.53		0.59		0.65		0.65		0.69	
Adj. R-square	0.36		0.29		0.35		0.33		0.35		0.33		0.43		0.47		0.54		0.60		0.60		0.65	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

C8e: Log Salary Model (with Subfields), Haas School of Business, 2/25/2016

Tot. N=91 (2015-16): White Male N=53; Female N=20; Minority Male N=13; Unknown Male=5. Asian N=11; URM N=4.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments/Sub-fields		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.075	0.232	-0.105	0.024	-0.077	0.114	-0.061	0.145
Minority*	-0.101	0.148	-0.074	0.155	-0.037	0.511	0.000	0.699
Yrs. since degree			0.019	<.001	0.020	<.001	0.002	0.677
Yrs. degree (sq.)			-0.001	<.001	0.000	0.008	0.000	0.566
Yrs. since hired			-0.016	<.001	-0.015	<.001	-0.018	<.001
Accounting					0.063	0.446	0.051	0.469
Busin. & Pub. Pol.					-0.091	0.218	-0.084	0.185
Econ. Anal. & Pol.					0.038	0.577	0.032	0.574
Finance					0.068	0.315	0.075	0.190
Marketing					-0.050	0.533	-0.089	0.190
Mng. of Organizat.					-0.055	0.461	-0.068	0.279
Oper. & Inf. Tech. Mn.					-0.108	0.219	-0.140	0.063
Other units					-		-	
Multiple appt.					0.013	0.789	-0.032	0.464
Assistant							-0.505	<.001
Associate							-0.343	<.001
Years at Rank							0.012	0.067
Intercept	12.4	<.001	12.5	<.001	12.5	<.001	12.4	<.001
R-square	0.04		0.50		0.55		0.70	
Adj. R-square	0.01		0.47		0.48		0.63	

*Minority=Afric. Am., Hisp., Native Am. & Asian Am.

Note: All Haas Business subfields with 5 or more faculty members are coded above. Subfields are noted on their official webpage: <http://facultybio.haas.berkeley.edu/faculty-group>.

p<.10=light green p<.05=bright grn. p<.01=green shade p<.001=dark green

C9a: Log Salary Model, Boalt School of Law, 2/25/2016

Tot. N=69: White Male N=34; Female N=21; Minority Male N=11; Unknown Male=3. Asian N=9; URM N=9.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.070	0.134	0.004	0.900	-0.012	0.672	-0.019	0.453
Minority*	-0.123	0.013	-0.013	0.673	-0.008	0.792	0.011	0.697
Yrs. since degree			0.014	<.001	0.010	<.001	0.007	0.003
Yrs. degree (sq.)			0.000	0.003	0.000	0.155	0.000	0.446
Yrs. since hired			0.000	0.807	0.000	0.938	-0.009	0.035
Law Degree			-0.014	0.644	0.005	0.864	0.022	0.415
Multiple appt.					-0.078	0.118	0.128	0.067
Market Ratio**					-0.471	0.003	0.661	0.048
Assistant							-0.436	<.001
Years at Rank							0.010	0.063
Intercept	12.5	<.001	12.5	<.001	13.1	<.001	11.4	<.001
R-square	0.13		0.70		0.75		0.81	
Adj. R-square	0.10		0.67		0.71		0.77	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C9b: White Male Salary Model, Boalt School of Law, 2/25/2016

Tot. N=69: White Male N=34; Female N=21; Minority Male N=11; Unknown Male=3. Asian N=9; URM N=9.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3301	<.001	3392	<.001	2559	0.007
Yrs. degree (sq.)			8	0.838				
Yrs. since hired			-570	0.379	-608	0.358	-1985	0.308
Law Degree			-3680	0.746	-1791	0.883	620	0.957
Multiple appt.					7754	0.686	43270	0.070
Market Ratio*					-2242	0.974	251670	0.054
Assistant							-103628	0.019
Years at Rank							1916	0.432
Intercept			255793	<.001	257398	0.012	-116883	0.507
R-square			0.62		0.63		0.70	
Adj. R-square			0.57		0.55		0.62	
Avg. Wom. \$ diff.			6564		5749		2422	
Avg. Min.** \$ diff.			7475		7640		764	
*AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
**Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green					
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C9c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), Boalt School of Law, AY 2004-05--2015-06 (Spring semester)

Tot. N=69 (2014): White Male N=34; Female N=21; Minority Male N=11; Unknown Male=3. Asian N=9; URM N=9.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.064	0.109	-0.044	0.243	-0.056	0.148	-0.048	0.062	-0.040	0.169	-0.031	0.289	-0.055	0.109	-0.061	0.090	-0.058	0.113	-0.048	0.116	-0.028	0.327	-0.012	0.672
Minority*	0.015	0.764	0.013	0.797	-0.003	0.958	0.010	0.772	-0.014	0.723	-0.010	0.785	-0.013	0.749	-0.025	0.547	-0.038	0.379	-0.023	0.506	-0.004	0.895	-0.008	0.792
Yrs. since degree	0.008	0.001	0.009	<.001	0.006	0.044	0.006	0.004	0.008	<.001	0.010	<.001	0.011	<.001	0.009	<.001	0.008	0.004	0.008	<.001	0.010	<.001	0.010	<.001
Yrs. degree (sq.)	0.000	0.348	0.000	0.780	0.000	0.067	0.000	0.163	0.000	0.257	0.000	0.822	0.000	0.498	0.000	0.827	0.000	0.885	0.000	0.521	0.000	0.230	0.000	0.155
Yrs. since hired	-0.001	0.553	-0.005	0.037	-0.007	0.009	-0.005	0.008	-0.005	0.014	-0.005	0.018	-0.004	0.121	-0.002	0.398	-0.002	0.546	0.000	0.932	0.000	0.848	0.000	0.938
Law Degree	0.001	0.984	0.012	0.740	-0.004	0.914	-0.013	0.634	0.009	0.760	0.022	0.467	0.010	0.782	0.032	0.433	0.033	0.442	0.065	0.067	0.029	0.354	0.005	0.864
Multiple appt.	0.186	0.055	0.240	0.005	0.130	0.022	0.129	0.002	0.162	0.002	0.152	0.004	-0.029	0.576	-0.028	0.610	-0.037	0.524	-0.042	0.375	-0.058	0.191	-0.078	0.118
Market Ratio**	1.300	0.040	1.200	0.024	0.622	0.004	0.985	<.001	1.300	<.001	1.300	<.001	-0.269	0.196	-0.449	0.011	-0.617	0.002	-0.508	0.002	-0.441	0.002	-0.471	0.003
Intercept	10.2	<.001	10.2	<.001	11.2	<.001	10.8	<.001	10.5	<.001	10.5	<.001	12.6	<.001	12.9	<.001	13.2	<.001	13.1	<.001	13.0	<.001	13.1	<.001
R-square	0.47		0.52		0.47		0.70		0.71		0.68		0.59		0.62		0.61		0.73		0.76		0.75	
Adj. R-square	0.38		0.44		0.39		0.66		0.67		0.64		0.53		0.57		0.56		0.69		0.73		0.71	

*Minority=Afric. Am., Hisp., Native Am. & Asian Am.

**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).

p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green

C9d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Boalt School of Law, AY 2004-05--2015-06 (Spring semester)

Tot. N=69 (2014): White Male N=34; Female N=21; Minority Male N=11; Unknown Male=3. Asian N=9; URM N=9.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.066	0.113	-0.044	0.265	-0.050	0.201	-0.045	0.068	-0.040	0.160	-0.031	0.272	-0.051	0.098	-0.046	0.151	-0.052	0.115	-0.043	0.110	-0.027	0.298	-0.019	0.453
Minority*	0.016	0.760	0.017	0.753	0.002	0.974	0.013	0.680	-0.013	0.735	-0.014	0.715	-0.010	0.778	0.005	0.902	-0.010	0.794	-0.002	0.959	0.021	0.461	0.011	0.697
Yrs. since degree	0.008	0.009	0.009	0.011	0.004	0.203	0.003	0.235	0.005	0.064	0.006	0.037	0.006	0.026	0.006	0.039	0.003	0.280	0.005	0.046	0.008	<.001	0.007	0.003
Yrs. degree (sq.)	0.000	0.351	0.000	0.912	0.000	0.065	0.000	0.013	0.000	0.066	0.000	0.064	0.000	0.167	0.000	0.115	0.000	0.025	0.000	0.113	0.000	0.572	0.000	0.446
Yrs. since hired	-0.001	0.830	-0.005	0.240	-0.010	0.031	-0.013	<.001	-0.011	0.010	-0.014	<.001	-0.014	0.002	-0.016	0.002	-0.019	0.001	-0.012	0.008	-0.008	0.085	-0.009	0.035
Law Degree	0.001	0.987	0.015	0.696	0.001	0.986	-0.003	0.920	0.017	0.568	0.028	0.335	0.015	0.651	0.054	0.147	0.051	0.192	0.076	0.018	0.039	0.175	0.022	0.415
Multiple appt.	0.205	0.072	0.255	0.014	0.155	0.077	0.092	0.088	0.131	0.038	0.112	0.049	0.087	0.166	0.142	0.059	0.160	0.052	0.141	0.040	0.113	0.079	0.128	0.067
Market Ratio**	1.400	0.062	1.300	0.053	0.926	0.178	0.713	0.093	1.000	0.051	0.894	0.043	0.666	0.064	1.000	0.048	1.000	0.066	0.939	0.034	0.916	0.026	0.661	0.048
Assistant	0.039	0.719	0.025	0.836	0.090	0.726	-0.121	0.279	-0.099	0.373	-0.139	0.072	-0.384	<.001	-0.640	0.001	-0.703	<.001	-0.597	<.001	-0.533	<.001	-0.436	<.001
Years at Rank	-0.001	0.918	0.001	0.859	0.006	0.332	0.013	0.010	0.009	0.102	0.015	0.010	0.015	0.019	0.017	0.010	0.021	0.004	0.014	0.014	0.009	0.110	0.010	0.063
Intercept	10.0	<.001	10.0	<.001	10.7	<.001	11.0	<.001	10.7	<.001	10.8	<.001	11.1	<.001	10.6	<.001	10.7	<.001	10.9	<.001	11.1	<.001	11.4	<.001
R-square	0.47		0.52		0.48		0.74		0.72		0.72		0.68		0.70		0.71		0.79		0.81		0.81	
Adj. R-square	0.35		0.42		0.38		0.69		0.67		0.67		0.63		0.65		0.66		0.76		0.78		0.77	

*Minority=Afric. Am., Hisp., Native Am. & Asian Am.

**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).

p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green

C10a: Log Salary Model, Other Professional Schools, 2/25/2016

Tot. N=212: White Male N=100; Female N=84; Minority Male N=25; Unknown Male=3. Asian N=17; URM N=35.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.104	0.012	-0.030	0.344	-0.009	0.757	0.002	0.946
Asian	-0.180	0.015	-0.081	0.154	-0.068	0.219	-0.069	0.155
Underrep. Min.*	-0.140	0.010	-0.074	0.074	-0.031	0.439	-0.027	0.445
Yrs. since degree			0.020	<.001	0.021	<.001	0.006	0.029
Yrs. degree (sq.)			0.000	0.019	0.000	0.019	0.000	0.315
Yrs. since hired			-0.007	<.001	-0.007	<.001	-0.012	<.001
Bach./Mast.	-0.179	0.001	-0.266	<.001	-0.196	<.001	-0.141	0.006
MD	0.157	0.082	0.114	0.097	0.145	0.043	0.118	0.062
Architecture					0.000	0.998	0.002	0.977
City & Reg. Plan.					0.010	0.906	0.005	0.946
Goldman Pub. Pol.					0.250	0.003	0.205	0.006
Sch. of Education					0.007	0.927	-0.025	0.694
Sch. of Informat.					0.142	0.121	0.089	0.273
Sch. of Optometry					0.138	0.128	0.045	0.579
Sch. Public Health					0.048	0.505	0.017	0.789
Sch. Social Welfare					-0.048	0.557	-0.086	0.234
Other units	-		-		-		-	
Multiple appt.					0.125	0.004	0.079	0.041
Assistant							-0.494	<.001
Associate							-0.299	<.001
Years at Rank							0.010	0.002
Intercept	12.0	<.001	11.9	<.001	11.8	<.001	11.8	<.001
R-square	0.15		0.52		0.60		0.69	
Adj. R-square	0.13		0.51		0.56		0.66	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Journalism.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C10b: White Male Salary Model, Other Professional Schools, 2/25/2016

Tot. N=212: White Male N=100; Female N=84; Minority Male N=25; Unknown Male=3. Asian N=17; URM N=35.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		2992	<.001	2844	<.001	192	0.810
Yrs. degree (sq.)			1	0.971	11	0.668	54	0.068
Yrs. since hired			-1377	0.007	-1581	0.001	-2741	<.001
Bach./Mast.			-44607	<.001	-37014	0.009	-29068	0.025
Architecture					2534	0.873	13896	0.343
Goldman Pub. Pol.					18132	0.304	17541	0.276
Sch. of Education					-4435	0.783	1963	0.895
Sch. of Optometry					-5279	0.798	-11912	0.528
Sch. Public Health					16802	0.215	11305	0.364
Other units					-		-	
Multiple appt.					36622	<.001	31787	0.001
Assistant							-91979	<.001
Associate							-62185	<.001
Years at Rank							2020	0.050
Intercept			153556	<.001	135902	<.001	137517	<.001
R-square			0.41		0.51		0.60	
Adj. R-square			0.38		0.45		0.54	
Avg. Wom. \$ diff.			9224		5665		3577	
Avg. Asian \$ diff.			15223		7036		9181	
Avg. URM* \$ diff.			14885		8416		5960	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: City & Regional Planning, Journalism, Landscape Arch. & Envir. Plng., School of Information, and School of Social Welfare.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C10d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Other Professional Schools, AY 2004-05--2015-06 (Spring sem.)

Tot. N=212 (2015-16): White Male N=100; Female N=84; Minority Male N=25; Unknown Male=3. Asian N=17; URM N=35.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.022	0.414	-0.004	0.886	-0.008	0.745	-0.007	0.766	0.005	0.840	0.010	0.703	0.009	0.747	0.011	0.699	0.013	0.669	-0.002	0.933	0.002	0.936	0.002	0.946
Asian	-0.002	0.977	0.004	0.952	0.024	0.672	0.002	0.975	0.004	0.942	0.003	0.957	-0.014	0.798	-0.007	0.898	-0.049	0.373	-0.043	0.400	-0.051	0.290	-0.069	0.155
Underrep. Min.*	0.021	0.603	0.019	0.629	0.004	0.914	-0.016	0.667	-0.027	0.469	-0.032	0.372	-0.025	0.521	-0.024	0.547	-0.039	0.342	-0.027	0.475	-0.021	0.572	-0.027	0.445
Yrs. since degree	0.007	0.011	0.004	0.086	0.005	0.069	0.002	0.419	0.004	0.208	0.004	0.091	0.004	0.179	0.005	0.091	0.007	0.012	0.010	<.001	0.009	0.002	0.006	0.029
Yrs. degree (sq.)	0.000	0.090	0.000	0.760	0.000	0.547	0.000	0.445	0.000	0.955	0.000	0.626	0.000	0.754	0.000	0.591	0.000	0.353	0.000	0.447	0.000	0.964	0.000	0.315
Yrs. since hired	-0.012	<.001	-0.012	<.001	-0.010	<.001	-0.008	<.001	-0.010	<.001	-0.013	<.001	-0.014	<.001	-0.016	<.001	-0.014	<.001	-0.014	<.001	-0.015	<.001	-0.012	<.001
Bach./Mast.	-0.076	0.108	-0.044	0.355	-0.084	0.089	-0.062	0.206	-0.091	0.092	-0.069	0.168	-0.085	0.120	-0.116	0.038	-0.109	0.047	-0.128	0.015	-0.138	0.009	-0.141	0.006
MD	0.132	0.036	0.138	0.028	0.118	0.058	0.148	0.020	0.128	0.054	0.135	0.032	0.131	0.056	0.109	0.107	0.112	0.097	0.079	0.209	0.119	0.072	0.118	0.062
Architecture	0.010	0.839	0.028	0.581	0.032	0.548	0.018	0.732	0.006	0.913	0.068	0.211	0.077	0.192	0.053	0.383	0.006	0.925	0.009	0.875	0.031	0.579	0.002	0.977
City & Reg. Plan.	-0.041	0.545	0.026	0.699	0.017	0.804	-0.012	0.858	-0.027	0.717	0.081	0.242	0.059	0.425	-0.018	0.818	0.001	0.992	0.058	0.436	0.049	0.492	0.005	0.946
Goldman Pub. Pol.	0.099	0.152	0.118	0.080	0.108	0.118	0.136	0.052	0.101	0.197	0.168	0.023	0.157	0.054	0.145	0.094	0.161	0.050	0.224	0.004	0.215	0.004	0.205	0.006
Sch. of Education	-0.031	0.592	0.003	0.953	0.008	0.889	0.004	0.941	-0.026	0.704	0.025	0.694	0.007	0.917	-0.026	0.721	-0.021	0.766	-0.003	0.969	-0.002	0.972	-0.025	0.694
Sch. of Informat.	0.085	0.271	0.119	0.112	0.063	0.423	0.066	0.382	0.103	0.198	0.139	0.069	0.099	0.233	0.055	0.525	0.089	0.301	0.121	0.147	0.123	0.126	0.089	0.273
Sch. of Optometry	0.208	0.006	0.209	0.005	0.187	0.013	0.204	0.005	0.180	0.024	0.212	0.007	0.178	0.032	0.131	0.130	0.127	0.130	0.117	0.157	0.097	0.234	0.045	0.579
Sch. Public Health	0.037	0.520	0.075	0.192	0.064	0.270	0.056	0.344	0.038	0.564	0.089	0.156	0.062	0.371	0.055	0.447	0.048	0.484	0.068	0.308	0.069	0.284	0.017	0.789
Sch. Social Welfare	0.008	0.903	0.038	0.563	0.026	0.697	0.021	0.752	-0.021	0.783	0.025	0.734	0.008	0.919	-0.028	0.746	-0.041	0.614	-0.040	0.599	-0.045	0.537	-0.086	0.234
Other units	-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.137	<.001	0.143	<.001	0.153	<.001	0.144	<.001	0.137	0.001	0.156	<.001	0.146	<.001	0.136	0.003	0.124	0.005	0.106	0.009	0.099	0.011	0.079	0.041
Assistant	-0.373	<.001	-0.514	<.001	-0.533	<.001	-0.528	<.001	-0.497	<.001	-0.507	<.001	-0.502	<.001	-0.460	<.001	-0.388	<.001	-0.356	<.001	-0.426	<.001	-0.494	<.001
Associate	-0.313	<.001	-0.336	<.001	-0.344	<.001	-0.313	<.001	-0.327	<.001	-0.338	<.001	-0.321	<.001	-0.307	<.001	-0.270	<.001	-0.259	<.001	-0.276	<.001	-0.299	<.001
Years at Rank	0.016	<.001	0.016	<.001	0.012	<.001	0.013	<.001	0.013	<.001	0.015	<.001	0.017	<.001	0.016	<.001	0.014	<.001	0.011	0.001	0.012	<.001	0.010	0.002
Intercept	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001
R-square	0.75		0.75		0.75		0.75		0.72		0.71		0.67		0.64		0.63		0.65		0.68		0.69	
Adj. R-square	0.73		0.73		0.73		0.73		0.69		0.68		0.64		0.61		0.59		0.62		0.65		0.66	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																								
Other units include: Journalism.																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																								

E1: Log Salary Model, All Campus, Rank Submodels, 2/25/2016

Tot. N=1524: White Male N=791; Female N=474; Minority Male N=221; Unknown Male=38. Asian N=207; URM* N=139; Unk. Ethnicity=48.

Variables	M4a: 2-Rank Assist. Only		M4b: 2-Rank Ast./Assoc.		M4c: 3-Rank Ast., Asc.		M4d: 3-Rank, Yrs. in Rank		M4e: 5-Rank Incl. FP<6, 6-9		M4f: 5-Rank Yrs. in Rank		M5a: Rank & Step		M5b: Rnk./ St., Yrs. Step	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.031	0.003	-0.025	0.010	-0.023	0.018	-0.012	0.197	-0.017	0.024	-0.013	0.083	-0.011	0.125	-0.010	0.191
Asian	-0.016	0.262	-0.020	0.122	-0.019	0.134	-0.017	0.158	-0.009	0.398	-0.008	0.427	-0.005	0.597	-0.005	0.585
Underrep. Min.*	-0.011	0.554	-0.009	0.582	-0.011	0.501	-0.004	0.795	0.006	0.659	0.008	0.553	0.009	0.473	0.009	0.457
Unknown Ethnicity	-0.004	0.892	-0.047	0.063	-0.032	0.206	-0.027	0.259	-0.035	0.084	-0.033	0.101	-0.030	0.121	-0.031	0.109
Yrs. since degree	0.018	<.001	0.013	<.001	0.010	<.001	0.004	<.001	0.001	0.066	-0.002	0.069	-0.004	<.001	-0.005	<.001
Yrs. degree (sq.)	0.000	0.003	0.000	0.056	0.000	0.019	0.000	0.086	0.000	0.554	0.000	0.493	0.000	<.001	0.000	<.001
Yrs. since hired	-0.005	<.001	-0.005	<.001	-0.005	<.001	-0.012	<.001	-0.005	<.001	-0.006	<.001	-0.005	<.001	-0.006	<.001
Bach./Mast.	-0.178	<.001	-0.158	<.001	-0.149	<.001	-0.106	<.001	-0.077	0.002	-0.056	0.022	-0.045	0.059	-0.035	0.137
Law Degree	-0.005	0.901	0.008	0.835	0.017	0.675	0.051	0.174	0.048	0.134	0.051	0.105	0.046	0.131	0.051	0.097
MD	0.077	0.130	0.095	0.041	0.100	0.029	0.101	0.020	0.117	0.002	0.116	0.002	0.109	0.002	0.105	0.003
Afr. Am Stud.	-0.116	0.060	-0.060	0.286	-0.070	0.205	-0.061	0.248	-0.063	0.158	-0.064	0.148	-0.056	0.195	-0.061	0.156
Agr. Res. Ec. Pol.	0.322	<.001	0.311	<.001	0.304	<.001	0.286	<.001	0.264	<.001	0.263	<.001	0.278	<.001	0.277	<.001
Anthropology	0.042	0.322	0.023	0.550	0.022	0.564	0.020	0.580	-0.002	0.946	-0.010	0.744	-0.011	0.707	-0.016	0.597
Architecture	0.009	0.845	-0.003	0.945	-0.008	0.833	0.013	0.728	-0.013	0.687	-0.012	0.703	-0.003	0.920	-0.004	0.906
Art Hist.	-0.059	0.268	-0.080	0.099	-0.079	0.098	-0.080	0.075	-0.074	0.057	-0.080	0.036	-0.072	0.053	-0.076	0.038
Astronomy	0.129	0.034	0.094	0.095	0.086	0.118	0.056	0.285	0.037	0.414	0.029	0.513	0.035	0.412	0.026	0.539
Bioengin.	0.104	0.055	0.049	0.323	0.038	0.437	0.032	0.497	0.037	0.360	0.031	0.426	0.048	0.211	0.044	0.253
Chemical Eng.	0.277	<.001	0.206	<.001	0.218	<.001	0.191	<.001	0.137	<.001	0.125	<.001	0.126	<.001	0.121	<.001
Chemistry	0.272	<.001	0.214	<.001	0.218	<.001	0.198	<.001	0.143	<.001	0.125	<.001	0.134	<.001	0.122	<.001
City & Reg. Plan.	0.057	0.348	0.031	0.579	0.041	0.454	0.029	0.574	0.011	0.810	0.006	0.895	-0.013	0.754	-0.014	0.744
Civil & Env. Eng.	0.116	0.002	0.053	0.121	0.055	0.106	0.043	0.181	0.031	0.261	0.027	0.317	0.036	0.171	0.035	0.186
Classics	-0.089	0.124	-0.043	0.414	-0.055	0.294	-0.052	0.298	-0.046	0.276	-0.044	0.287	-0.063	0.118	-0.063	0.118
Comp. Literature	0.176	0.028	0.200	0.006	0.205	0.004	0.186	0.006	0.050	0.392	0.052	0.365	0.058	0.297	0.060	0.279
Earth & Plan. Sc.	0.161	0.002	0.101	0.035	0.103	0.029	0.064	0.152	0.045	0.239	0.027	0.471	0.045	0.217	0.037	0.317
E. Asian Lng./Clt.	-0.103	0.067	-0.114	0.027	-0.108	0.033	-0.118	0.014	-0.066	0.109	-0.073	0.073	-0.073	0.062	-0.081	0.038
Economics	0.674	<.001	0.619	<.001	0.613	<.001	0.566	<.001	0.558	<.001	0.535	<.001	0.561	<.001	0.551	<.001
Elect. Eng./CS	0.187	<.001	0.128	<.001	0.121	<.001	0.093	<.001	0.077	0.001	0.066	0.004	0.076	<.001	0.071	0.001

English	-0.028	0.416	0.015	0.629	-0.001	0.965	0.006	0.851	0.006	0.827	-0.001	0.971	0.003	0.911	0.001	0.974
ESPM	-0.023	0.526	-0.019	0.561	-0.024	0.458	-0.022	0.479	-0.028	0.296	-0.030	0.245	-0.031	0.226	-0.035	0.170
Ethnic Studies	-0.058	0.282	0.008	0.878	-0.003	0.954	-0.026	0.565	0.028	0.471	0.013	0.736	0.024	0.523	0.015	0.686
French	-0.047	0.432	-0.046	0.396	-0.058	0.277	-0.054	0.288	-0.075	0.083	-0.080	0.061	-0.093	0.025	-0.095	0.022
Geography	-0.061	0.285	-0.033	0.525	-0.043	0.400	-0.039	0.425	-0.010	0.806	-0.016	0.689	-0.015	0.702	-0.019	0.627
German	-0.129	0.042	-0.088	0.130	-0.108	0.058	-0.116	0.033	-0.048	0.306	-0.066	0.148	-0.053	0.233	-0.058	0.186
Goldman Pub. Pol.	0.231	<.001	0.230	<.001	0.214	<.001	0.192	<.001	0.204	<.001	0.194	<.001	0.193	<.001	0.191	<.001
Haas Business	0.739	<.001	0.680	<.001	0.685	<.001	0.662	<.001	0.669	<.001	0.659	<.001	0.681	<.001	0.677	<.001
HW Neuroscience	-0.084	0.228	-0.097	0.128	-0.082	0.191	-0.041	0.488	-0.044	0.391	-0.028	0.572	-0.013	0.785	-0.008	0.876
History	0.052	0.152	0.027	0.413	0.021	0.528	0.012	0.691	0.004	0.882	0.000	0.990	0.004	0.882	0.002	0.946
Ind. Eng./Op. Res.	0.164	0.004	0.097	0.061	0.099	0.052	0.076	0.116	0.078	0.057	0.089	0.029	0.088	0.026	0.094	0.016
Integrat. Biology	0.034	0.385	0.028	0.445	0.030	0.398	0.021	0.531	0.021	0.459	0.019	0.493	0.028	0.316	0.025	0.367
Landsc. Arch./Env.	-0.039	0.558	-0.044	0.474	-0.047	0.439	-0.041	0.470	-0.018	0.708	-0.022	0.642	-0.013	0.788	-0.014	0.764
Law	0.666	<.001	0.577	<.001	0.571	<.001	0.494	<.001	0.491	<.001	0.462	<.001	0.462	<.001	0.447	<.001
Linguistics	-0.068	0.216	-0.080	0.113	-0.083	0.092	-0.073	0.119	-0.093	0.020	-0.094	0.018	-0.089	0.021	-0.094	0.014
Material Sc. & Eng.	0.189	<.001	0.156	0.002	0.152	0.002	0.139	0.003	0.083	0.039	0.087	0.029	0.090	0.020	0.093	0.016
Mathematics	0.130	<.001	0.086	0.009	0.081	0.012	0.035	0.258	0.023	0.382	0.011	0.663	0.017	0.503	0.013	0.605
Mechanical Eng.	0.136	<.001	0.091	0.010	0.094	0.007	0.068	0.037	0.045	0.109	0.048	0.080	0.046	0.089	0.049	0.068
Molec. & Cell Bio.	0.126	<.001	0.085	0.007	0.091	0.003	0.077	0.008	0.051	0.040	0.045	0.066	0.052	0.029	0.047	0.049
Music	-0.029	0.582	-0.053	0.268	-0.063	0.179	-0.057	0.202	-0.072	0.058	-0.070	0.061	-0.071	0.051	-0.070	0.054
Near Eastern St.	-0.065	0.277	-0.075	0.172	-0.071	0.188	-0.080	0.120	-0.077	0.079	-0.086	0.046	-0.060	0.153	-0.062	0.139
Nutr. Sc./Tox.	-0.039	0.525	-0.018	0.743	-0.021	0.707	-0.003	0.947	-0.023	0.612	-0.010	0.818	-0.009	0.823	-0.003	0.938
Philosophy	0.203	<.001	0.179	<.001	0.156	<.001	0.147	<.001	0.104	0.005	0.099	0.006	0.110	0.002	0.108	0.002
Physics	0.139	<.001	0.081	0.014	0.081	0.012	0.054	0.078	0.042	0.108	0.032	0.221	0.035	0.170	0.029	0.244
Plant & Micr. Bio.	0.144	<.001	0.131	<.001	0.125	0.001	0.126	<.001	0.088	0.004	0.090	0.003	0.082	0.006	0.082	0.005
Political Sc.	0.177	<.001	0.161	<.001	0.157	<.001	0.144	<.001	0.129	<.001	0.123	<.001	0.130	<.001	0.128	<.001
Psychology	0.090	0.034	0.038	0.323	0.027	0.478	0.020	0.586	-0.015	0.633	-0.015	0.630	-0.028	0.342	-0.031	0.297
Rhetoric	-0.034	0.573	-0.027	0.620	-0.029	0.590	-0.038	0.457	-0.064	0.142	-0.067	0.116	-0.073	0.080	-0.074	0.076
Sch. of Education	0.027	0.519	0.009	0.806	0.005	0.899	-0.004	0.907	-0.022	0.477	-0.024	0.418	-0.020	0.502	-0.023	0.435
Sch. of Informat.	0.103	0.086	0.108	0.051	0.082	0.133	0.077	0.132	0.085	0.053	0.077	0.077	0.097	0.022	0.093	0.026
Sch. of Optometry	0.153	0.009	0.080	0.138	0.072	0.176	0.069	0.172	0.093	0.032	0.091	0.033	0.091	0.027	0.088	0.033
Sch. Public Health	0.063	0.103	0.050	0.159	0.036	0.299	0.036	0.280	0.025	0.367	0.028	0.321	0.025	0.349	0.026	0.340

Sch. Social Welfare	-0.019	0.720	-0.069	0.148	-0.064	0.175	-0.075	0.092	-0.091	0.016	-0.097	0.010	-0.090	0.013	-0.095	0.009
Sociology	0.104	0.025	0.076	0.072	0.064	0.123	0.072	0.069	0.050	0.140	0.054	0.104	0.059	0.070	0.061	0.060
S/SE Asian Std.	-0.067	0.297	-0.020	0.731	-0.033	0.572	-0.044	0.425	-0.043	0.356	-0.046	0.318	-0.040	0.368	-0.041	0.351
Spanish & Port.	-0.066	0.280	-0.088	0.115	-0.094	0.086	-0.085	0.103	-0.102	0.022	-0.105	0.017	-0.110	0.010	-0.108	0.011
Statistics	0.216	<.001	0.187	<.001	0.176	<.001	0.150	<.001	0.132	<.001	0.124	<.001	0.142	<.001	0.135	<.001
TDPS	-0.059	0.344	-0.030	0.599	-0.056	0.315	-0.083	0.119	-0.072	0.112	-0.077	0.084	-0.105	0.016	-0.105	0.015
Other units	-		-		-		-		-		-		-		-	
Two Departments	0.077	<.001	0.062	<.001	0.060	<.001	0.050	<.001	0.049	<.001	0.046	<.001	0.046	<.001	0.046	<.001
Three+ Deps.	0.213	<.001	0.161	<.001	0.152	<.001	0.140	<.001	0.109	<.001	0.108	<.001	0.102	0.001	0.104	<.001
Assistant	-0.155	<.001			-0.388	<.001	-0.500	<.001	-0.804	<.001	-0.888	<.001				
Associate					-0.259	<.001	-0.316	<.001	-0.619	<.001	-0.691	<.001				
Assist./Assoc.			-0.267	<.001												
Full (<step6)									-0.396	<.001	-0.441	<.001				
Full (step6-9)									-0.206	<.001	-0.227	<.001				
Years at Rank							0.015	<.001			0.006	<.001				
Assist Step 2													-1.100	<.001	-1.100	<.001
Assist Step 3													-1.100	<.001	-1.100	<.001
Assist Step 4													-0.946	<.001	-0.950	<.001
Assist Step 5													-0.936	<.001	-0.939	<.001
Assist Step 6													-0.983	<.001	-0.985	<.001
Ast. St. 6.5 or 6.9													-0.899	<.001	-0.908	<.001
Assoc. Step 1													-0.778	<.001	-0.790	<.001
Assoc. Step 2													-0.825	<.001	-0.828	<.001
Assoc. Step 2.5													-0.844	<.001	-0.846	<.001
Assoc. Step 3													-0.786	<.001	-0.790	<.001
Assoc. Step 3.5													-0.775	<.001	-0.780	<.001
Assoc. Step 4													-0.714	<.001	-0.718	<.001
Assoc. Step 4.5													-0.728	<.001	-0.737	<.001
Assoc. Step 5													-0.680	<.001	-0.682	<.001
Assoc. Step 5.5													-0.684	<.001	-0.687	<.001
Assoc. Step 5.9													-0.654	<.001	-0.677	<.001
Prof. Step 1													-0.493	<.001	-0.492	<.001

E2: Log Salary Model, Assistant Professors, 2/25/2016

Tot. N=251; White Male N=95; Female N=93; Minority Male N=42; Unknown Male=21. Asian N=47; URM* N=27; Unk. Ethnicity=30.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3A: Departments		M3B: Deps. Market Ratio	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.129	0.001	-0.125	<.001	-0.037	0.026	-0.011	0.420
Asian	-0.002	0.975	-0.026	0.590	-0.034	0.107	-0.023	0.184
Underrep. Min.*	-0.061	0.339	-0.087	0.141	-0.025	0.324	0.004	0.829
Unknown Ethnicity	-0.087	0.155	-0.066	0.245	-0.049	0.047	-0.034	0.088
Yrs. since degree			0.030	0.230	0.002	0.861	0.001	0.909
Yrs. degree (sq.)			0.001	0.108	0.000	0.378	0.000	0.362
Yrs. since hired			0.023	0.025	-0.006	0.174	-0.004	0.251
Bach./Mast.			-0.246	0.018	-0.128	0.012	-0.065	0.111
Law Degree			0.527	<.001	0.000	0.999	0.006	0.951
Architecture					-0.036	0.565	-0.024	0.626
Art Hist.					-0.171	0.002	-0.079	0.071
Chemistry					-0.018	0.728	-0.033	0.412
Economics					0.530	<.001	0.187	<.001
Elect. Eng./CS					0.180	<.001	0.077	0.010
English					-0.091	0.088	0.025	0.574
ESPM					-0.132	0.008	-0.242	<.001
Haas Business					0.726	<.001	0.053	0.396
HW Neuroscience					0.059	0.573	0.067	0.423
History					-0.038	0.423	0.044	0.253
Integrat. Biology					-0.093	0.061	-0.101	0.011
Law					0.669	<.001	-0.002	0.985
Mathematics					0.053	0.344	0.134	0.003
Molec. & Cell Bio.					0.040	0.328	0.018	0.574
Physics					0.038	0.457	0.007	0.857
Political Sc.					0.098	0.047	0.084	0.033
Sch. Social Welfare					-0.054	0.323	-0.054	0.219
Statistics					0.177	<.001	0.147	<.001
Other units					-		-	
Multiple appt.					0.015	0.634	0.029	0.257
Market Ratio**							0.838	<.001
Intercept	11.7	<.001	12.1	<.001	11.5	<.001	10.8	<.001
R-square	0.05		0.23		0.87		0.92	
Adj. R-square	0.04		0.20		0.86		0.91	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								

Other units include: Agricultural Res Econ Pol; Anthropology; Art Practice; Astronomy; Bioengineering; Chemical Engineering; City & Regional Planning; Civil & Environ. Engineer.; Classics; Earth & Planetary Science; East Asian Languages & Cult; Energy & Resources Group; Ethnic Studies; French; Geography; Goldman School of Public Policy; Industrial Engineering & Operations Research; Italian Studies; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Material Sci. & Engineer.; Mechanical Engineering; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Philosophy; Plant & Microbial Biology; Psychology; Rhetoric; Scandinavian Languages; School of Education; School of Information; School of Public Health; Sociology; South & Southeast Asian Std.; Spanish & Portuguese; and Theater, Dance and Performance Studies. Note: In this run, departments with $N \geq 5$ cases are included in the regression model.

$p < .10$ = light green

$p < .05$ = bright grn.

$p < .01$ = green shade

$p < .001$ = dark green

E3: Log Salary Model, Associate Professors, 2/25/2016

Tot. N=318: White Male N=132; Female N=134; Minority Male N=48; Unknown Male=4. Asian N=47; URM* N=43.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.065	0.006	-0.049	0.033	0.001	0.956	0.004	0.801	0.012	0.407
Asian	-0.025	0.456	-0.029	0.363	-0.030	0.153	-0.029	0.159	-0.040	0.043
Underrep. Min.*	0.002	0.961	0.003	0.922	0.007	0.773	0.005	0.824	0.009	0.678
Yrs. since degree			-0.002	0.478	0.001	0.531	-0.004	0.161	-0.005	0.042
Yrs. degree (sq.)			0.000	0.677	0.000	0.005	0.000	0.001	0.000	<.001
Yrs. since hired			-0.007	0.013	-0.008	<.001	-0.014	<.001	-0.015	<.001
Bach./Mast.			-0.099	0.083	-0.100	0.012	-0.069	0.087	-0.046	0.236
Afr. Am Stud.					-0.042	0.444	-0.033	0.549	-0.063	0.227
Agr. Res. Ec. Pol.					0.463	<.001	0.457	<.001	-0.024	0.813
Anthropology					0.011	0.837	0.018	0.726	0.052	0.290
Architecture					0.076	0.132	0.080	0.108	-0.013	0.801
Classics					-0.087	0.086	-0.086	0.085	-0.049	0.310
Comp. Literature					-0.097	0.260	-0.081	0.345	-0.073	0.367
E. Asian Lng./Clt.					-0.111	0.094	-0.119	0.071	0.037	0.586
Economics					0.814	<.001	0.813	<.001	0.254	0.024
Elect. Eng./CS					0.187	<.001	0.182	<.001	0.046	0.286
English					0.014	0.625	0.009	0.753	0.048	0.076
ESPM					-0.013	0.712	0.001	0.987	0.097	0.009
Ethnic Studies					0.081	0.080	0.070	0.124	0.065	0.133
French					-0.076	0.210	-0.086	0.154	-0.027	0.645
Geography					0.020	0.714	0.031	0.572	0.002	0.967
Goldman Pub. Pol.					0.348	<.001	0.348	<.001	0.031	0.696
Haas Business					0.660	<.001	0.650	<.001	-0.081	0.550
HW Neuroscience					-0.120	0.315	-0.060	0.617	-0.040	0.723
History					0.033	0.390	0.030	0.427	0.081	0.031
Integrat. Biology					0.067	0.116	0.079	0.062	0.049	0.225
Mathematics					0.121	0.017	0.111	0.029	0.099	0.039
Molec. & Cell Bio.					0.018	0.731	0.039	0.449	0.003	0.952
Philosophy					0.081	0.154	0.070	0.216	0.108	0.045
Physics					0.015	0.819	0.017	0.786	-0.024	0.695
Plant & Micr. Bio.					-0.017	0.757	0.012	0.817	0.029	0.569
Political Sc.					0.113	0.010	0.116	0.008	0.010	0.822
Psychology					0.048	0.433	0.052	0.385	0.021	0.710
Sch. of Education					-0.013	0.801	-0.008	0.876	-0.069	0.159
Sch. of Informat.					0.104	0.065	0.121	0.031	0.071	0.187
Sch. Public Health					0.098	0.010	0.097	0.010	0.071	0.049

S/SE Asian Std.					0.031	0.598	0.041	0.486	0.122	0.034
Statistics					0.135	0.037	0.135	0.035	0.137	0.024
TDPS					-0.036	0.517	-0.042	0.450	0.005	0.926
Other units					-		-		-	
Multiple appt.					0.075	0.002	0.072	0.003	0.059	0.010
Market Ratio**									0.955	<.001
Years at Rank							0.012	0.006	0.015	<.001
Intercept	11.7	<.001	11.6	<.001	11.6	<.001	11.4	<.001	10.6	<.001

R-square	0.03		0.12		0.72		0.73		0.76	
Adj. R-square	0.02		0.10		0.68		0.69		0.72	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).

Other units include: Art Hist.; Art Practice; Astronomy; Bioengineering; Chemical Engineering; City & Regional Planning; Civil & Environ. Engineer.; Earth & Planetary Science; Energy & Resources Group; Film and Media; Gender and Women's Studies; German; Industrial Engineering & Operations Research; Italian Studies; Landscape Arch. & Envir. Plng.; Linguistics; Material Sci. & Engineer.; Mechanical Engineering; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Physics; Rhetoric; School of Optometry; School of Social Welfare; Slavic Languages & Culture; and Spanish & Portuguese. Note: In this run, departments with N>=5 cases are included in the regression model.

p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green	
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E4: Log Salary Model, Full Professors, Steps 1-5, 2/25/2016

Tot. N=348: White Male N=178; Female N=103; Minority Male N=61; Unknown Male=6. Asian N=56; URM* N=38.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.070	0.018	-0.063	0.025	-0.029	0.095	-0.023	0.185	-0.025	0.142
Asian	-0.062	0.097	-0.084	0.016	-0.029	0.170	-0.026	0.214	-0.027	0.200
Underrep. Min.*	-0.055	0.209	-0.038	0.348	-0.012	0.644	-0.010	0.705	-0.010	0.701
Yrs. since degree			-0.009	<.001	-0.003	0.087	-0.006	0.004	-0.005	0.010
Yrs. degree (sq.)			0.000	0.098	0.000	0.381	0.000	0.608	0.000	0.829
Yrs. since hired			-0.005	0.023	-0.004	0.006	-0.005	<.001	-0.005	<.001
Bach./Mast.			-0.078	0.285	-0.014	0.781	-0.001	0.978	0.039	0.458
Anthropology					-0.037	0.533	-0.036	0.536	-0.027	0.640
Architecture					-0.105	0.100	-0.089	0.160	-0.091	0.146
Art Hist.					-0.025	0.716	-0.013	0.848	0.002	0.975
Bioengin.					-0.091	0.120	-0.105	0.072	-0.103	0.074
Chemistry					0.287	<.001	0.280	<.001	0.231	<.001
Civil & Env. Eng.					-0.015	0.724	-0.031	0.456	-0.004	0.917
Earth & Plan. Sc.					0.005	0.941	-0.006	0.927	0.002	0.979
E. Asian Lng./Clt.					-0.030	0.615	-0.050	0.397	-0.020	0.741
Economics					0.647	<.001	0.617	<.001	0.418	<.001
Elect. Eng./CS					-0.007	0.827	-0.025	0.460	-0.030	0.364
English					0.111	0.044	0.133	0.015	0.113	0.039
ESPM					0.022	0.682	0.014	0.798	0.051	0.353
Geography					-0.034	0.674	-0.048	0.552	-0.113	0.169
Goldman Pub. Pol.					-0.013	0.906	-0.034	0.754	-0.127	0.254
Haas Business					0.647	<.001	0.637	<.001	0.386	<.001
HW Neuroscience					-0.163	0.078	-0.144	0.116	-0.170	0.063
History					-0.012	0.792	-0.011	0.810	-0.035	0.454
Ind. Eng./Op. Res.					0.069	0.350	0.059	0.418	0.046	0.526
Integrat. Biology					0.069	0.271	0.054	0.380	0.051	0.407
Law					0.488	<.001	0.467	<.001	0.251	0.006
Mathematics					0.041	0.379	0.015	0.745	-0.037	0.458
Mechanical Eng.					0.015	0.798	0.007	0.896	0.025	0.652
Molec. & Cell Bio.					-0.027	0.566	-0.035	0.461	-0.046	0.322
Physics					0.082	0.052	0.068	0.105	0.050	0.231
Plant & Micr. Bio.					0.148	0.034	0.136	0.049	0.137	0.045
Political Sc.					0.225	<.001	0.221	<.001	0.152	0.024
Psychology					-0.006	0.908	-0.011	0.830	-0.037	0.483
Sch. of Education					-0.051	0.419	-0.063	0.311	-0.085	0.168
Sch. of Informat.					0.116	0.130	0.097	0.197	0.102	0.170
Sch. of Optometry					0.082	0.165	0.074	0.207	0.154	0.017
Sch. Public Health					0.070	0.135	0.077	0.097	0.082	0.072

Sociology					-0.018	0.756	-0.009	0.882	-0.037	0.525
Statistics					0.247	0.042	0.218	0.069	0.165	0.170
Other units					-		-		-	
Multiple appt.					0.076	<.001	0.070	0.001	0.068	0.002
Market Ratio**									0.436	0.005
Years at Rank							0.007	0.002	0.006	0.004
Intercept	12.0	<.001	11.9	<.001	11.8	<.001	11.8	<.001	11.4	<.001

R-square	0.03		0.17		0.75		0.75		0.76	
Adj. R-square	0.02		0.16		0.71		0.72		0.73	

***Underrepresented Minority=Afric. Am., Hisp., Native Am.**

****AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).**

Other units include: Agricultural Res. Econ. Pol.; Astronomy; City & Regional Planning; Classics; Demography; Ethnic Studies; Film and Media; French; Gender and Women's Studies; German; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Material Sci. & Engineer.; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Philosophy; Rhetoric; Scandinavian Languages; School of Social Welfare; Spanish & Portuguese; and Theater, Dance and Performance Studies. Note: In this run, departments with N>=5 cases are included in the regression model.

p<.10=light green **p<.05=bright grn.** **p<.01=green shade** **p<.001=dark green**

E5: Log Salary Model, Full Professors, Steps 6-9, 2/25/2016

Tot. N=358: White Male N=207; Female N=99; Minority Male N=47; Unknown Male=5. Asian N=41; URM* N=19.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.023	0.367	-0.031	0.142	-0.016	0.363	-0.000	0.979	0.003	0.866
Asian	0.017	0.631	0.017	0.573	0.019	0.418	0.017	0.422	0.018	0.385
Underrep. Min.*	0.047	0.356	-0.025	0.559	0.019	0.562	0.060	0.056	0.049	0.110
Yrs. since degree			-0.001	0.783	0.001	0.601	-0.002	0.283	-0.002	0.253
Yrs. degree (sq.)			0.000	0.686	0.000	0.605	0.000	0.304	0.000	0.398
Yrs. since hired			-0.005	<.001	-0.006	<.001	-0.007	<.001	-0.007	<.001
Bach./Mast.			-0.132	0.010	-0.114	0.018	-0.065	0.151	-0.042	0.350
Law Degree			0.380	<.001	0.136	0.034	0.121	0.043	0.132	0.024
Anthropology					0.031	0.616	0.006	0.917	0.033	0.562
Architecture					-0.001	0.986	0.007	0.890	0.039	0.451
Astronomy					0.016	0.795	0.015	0.795	0.043	0.456
Bioengin.					0.138	0.135	0.150	0.081	0.166	0.050
Chemical Eng.					0.125	0.060	0.069	0.270	0.078	0.198
Chemistry					0.097	0.055	0.089	0.059	0.060	0.201
City & Reg. Plan.					0.006	0.945	0.002	0.976	0.071	0.366
Civil & Env. Eng.					0.013	0.742	0.023	0.556	0.069	0.076
Earth & Plan. Sc.					-0.028	0.705	-0.037	0.594	-0.011	0.867
Elect. Eng./CS					0.011	0.762	-0.003	0.921	0.009	0.788
English					-0.010	0.846	-0.010	0.837	-0.007	0.887
ESPM					-0.030	0.485	-0.046	0.247	0.018	0.666
Haas Business					0.569	<.001	0.560	<.001	0.323	<.001
HW Neuroscience					-0.189	0.079	-0.156	0.120	-0.165	0.092
History					-0.007	0.881	-0.029	0.503	-0.030	0.476
Ind. Eng./Op. Res.					0.016	0.825	0.069	0.308	0.072	0.280
Integrat. Biology					-0.047	0.323	-0.055	0.209	-0.037	0.397
Journalism					-0.001	0.994	0.036	0.593	0.088	0.188
Law					0.312	<.001	0.264	<.001	0.053	0.503
Material Sc. & Eng.					0.032	0.609	0.031	0.598	0.057	0.328
Mathematics					-0.020	0.657	-0.057	0.169	-0.094	0.023
Mechanical Eng.					0.037	0.372	0.047	0.219	0.087	0.025
Molec. & Cell Bio.					0.049	0.202	0.023	0.518	0.030	0.388
Music					-0.055	0.306	-0.056	0.263	-0.006	0.907
Physics					-0.053	0.188	-0.081	0.033	-0.079	0.033
Plant & Micr. Bio.					0.075	0.181	0.073	0.162	0.095	0.066
Political Sc.					0.128	0.009	0.128	0.005	0.076	0.099
Psychology					-0.103	0.068	-0.062	0.239	-0.073	0.158
Sch. of Education					-0.095	0.105	-0.106	0.052	-0.104	0.052
Sch. of Optometry					0.093	0.159	0.085	0.166	0.185	0.005

Sch. Public Health					0.017	0.688	-0.004	0.917	0.023	0.554
Sociology					-0.030	0.613	-0.026	0.636	-0.035	0.513
Statistics					0.065	0.411	0.081	0.269	0.037	0.608
Other units					-		-		-	
Multiple appt.					0.086	<.001	0.080	<.001	0.080	<.001
Market Ratio**									0.437	<.001
Years at Rank							0.012	<.001	0.012	<.001
Intercept	12.1	<.001	12.1	<.001	12.1	<.001	12.0	<.001	11.6	<.001

R-square	0.01		0.32		0.68		0.72		0.73	
Adj. R-square	0.00		0.31		0.63		0.68		0.70	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).

Other units include: African Am. Studies; Agricultural Res. Econ. Pol.; Art Practice; Comp. Literature; Classics; Economics; Ethnic Studies; French; Geography; German; Goldman School of Public Policy; Landscape Arch. & Envir. Plng.; Linguistics; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Philosophy; Rhetoric; Scandinavian Languages; School of Social Welfare; South & Southeast Asian Std.; and Theater, Dance and Performance Studies. Note: In this run, departments with N>=5 cases are included in the regression model.

p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green	
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E6: Log Salary Model, Full Professors, Above Scale, 2/25/2016

Tot. N=249: White Male N=179; Female N=45; Minority Male N=23; Unknown Male=2. Asian N=16; URM* N=12.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.023	0.397	-0.039	0.130	-0.032	0.173	-0.012	0.573	-0.010	0.619
Asian	-0.026	0.556	-0.034	0.400	-0.026	0.468	-0.039	0.217	-0.034	0.266
Underrep. Min.*	-0.093	0.062	-0.077	0.102	-0.054	0.187	-0.046	0.202	-0.036	0.305
Yrs. since degree			0.000	0.998	0.007	0.149	-0.002	0.715	-0.002	0.716
Yrs. degree (sq.)			0.000	0.989	0.000	0.466	0.000	0.894	0.000	0.820
Yrs. since hired			-0.003	0.014	-0.003	0.004	-0.004	<.001	-0.004	<.001
Law Degree			0.296	<.001	0.068	0.341	0.031	0.616	0.028	0.652
Agr. Res. Ec. Pol.					0.093	0.126	0.081	0.131	-0.134	0.102
Anthropology					0.009	0.855	-0.039	0.406	-0.034	0.452
Chemical Eng.					0.144	0.017	0.115	0.031	0.095	0.068
Chemistry					0.129	0.002	0.050	0.175	-0.014	0.726
Civil & Env. Eng.					0.035	0.543	0.019	0.705	0.043	0.392
Comp. Literature					0.251	0.006	0.198	0.013	0.215	0.006
Earth & Plan. Sc.					0.051	0.450	-0.043	0.484	-0.042	0.484
Economics					0.437	<.001	0.333	<.001	0.056	0.553
Elect. Eng./CS					0.090	0.035	0.057	0.135	0.042	0.252
English					0.033	0.579	0.005	0.924	-0.017	0.738
ESPM					0.021	0.750	0.037	0.519	0.085	0.141
Goldman Pub. Pol.					0.002	0.987	0.031	0.720	-0.087	0.349
HW Neuroscience					0.137	0.286	0.167	0.143	0.194	0.081
Law					0.405	<.001	0.366	<.001	0.101	0.276
Material Sc. & Eng.					0.035	0.717	0.063	0.460	0.080	0.340
Mathematics					-0.040	0.299	-0.056	0.101	-0.125	0.001
Mechanical Eng.					0.019	0.669	0.035	0.375	0.053	0.178
Molec. & Cell Bio.					0.071	0.067	0.047	0.173	0.026	0.441
Physics					0.060	0.212	0.034	0.420	0.004	0.917
Plant & Micr. Bio.					0.104	0.028	0.096	0.021	0.094	0.021
Political Sc.					0.061	0.323	0.057	0.300	-0.027	0.642
Psychology					-0.002	0.970	-0.033	0.522	-0.079	0.134
Sch. of Education					0.019	0.722	0.020	0.670	-0.006	0.902
Sch. Public Health					0.006	0.914	0.019	0.694	0.011	0.803
Statistics					0.003	0.970	-0.060	0.437	-0.124	0.112
Other units					-		-		-	
Multiple appt.					0.064	0.008	0.065	0.002	0.051	0.014
Market Ratio**									0.516	<.001
Years at Rank							0.011	<.001	0.011	<.001
Intercept	12.3	<.001	12.3	<.001	12.2	<.001	12.2	<.001	11.8	<.001

R-square	0.02	0.16	0.50	0.61	0.64
Adj. R-square	0.01	0.13	0.43	0.55	0.58
*Underrepresented Minority=Afric. Am., Hisp., Native Am.					
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).					
Other units include: Art Hist.; Astronomy; City & Regional Planning; Classics; Energy & Resources Group; Film and Media; French; Geography; Haas Business; History; Industrial Engineering & Operations Research; Integrated Biology; Italian Studies; Linguistics; Music; Near Eastern Studies; Nutritional Sci. & Tox. Dept.; Philosophy; School of Social Welfare; Slavic Languages & Culture; Sociology; South & Southeast Asian Std; and Spanish & Port. Note: In this run, departments with N>=5 cases are included in the regression model.					
p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green		

F1: Log Salary Model, All Campus, with Any Outside Job Offer (since 1998), 2/25/2016

Tot. N=1524: White Male N=791; Female N=474; Minority Male N=221;
Unknown Male=38. Asian N=207; URM* N=139; Unknown Ethnicity=48.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M3B: Outside Job Offers	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.146	<.001	-0.108	<.001	-0.034	0.001	-0.039	<.001
Asian	-0.103	<.001	-0.034	0.095	-0.017	0.241	-0.020	0.138
Underrep. Min.*	-0.128	<.001	-0.074	0.002	-0.008	0.646	-0.013	0.452
Unknown Ethnicity	-0.204	<.001	-0.023	0.566	-0.021	0.449	-0.018	0.478
Yrs. since degree			0.017	<.001	0.021	<.001	0.021	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired			-0.004	<.001	-0.005	<.001	-0.007	<.001
Bach./Mast.			-0.310	<.001	-0.190	<.001	-0.176	<.001
Law Degree			0.438	<.001	-0.016	0.718	-0.047	0.256
MD			0.003	0.970	0.070	0.177	0.059	0.218
Afr. Am Stud.					-0.105	0.093	-0.076	0.186
Agr. Res. Ec. Pol.					0.331	<.001	0.310	<.001
Anthropology					0.044	0.307	0.026	0.513
Architecture					0.016	0.721	0.004	0.921
Art Hist.					-0.059	0.272	-0.090	0.069
Astronomy					0.140	0.025	0.123	0.032
Bioengin.					0.120	0.030	0.141	0.006
Chemical Eng.					0.264	<.001	0.216	<.001
Chemistry					0.270	<.001	0.238	<.001
City & Reg. Plan.					0.045	0.464	0.043	0.446
Civil & Env. Eng.					0.117	0.002	0.135	<.001
Classics					-0.077	0.195	-0.077	0.155
Comp. Literature					0.169	0.038	0.147	0.049
Earth & Plan. Sc.					0.161	0.003	0.167	<.001
E. Asian Lng./Clt.					-0.110	0.054	-0.091	0.083
Economics					0.683	<.001	0.626	<.001
Elect. Eng./CS					0.198	<.001	0.200	<.001
English					-0.009	0.800	-0.015	0.643
ESPM					-0.017	0.647	-0.004	0.912
Ethnic Studies					-0.047	0.388	-0.039	0.434
French					-0.032	0.600	-0.009	0.875
Geography					-0.049	0.396	-0.053	0.324
German					-0.106	0.103	-0.116	0.052
Goldman Pub. Pol.					0.251	<.001	0.219	<.001
Haas Business					0.735	<.001	0.724	<.001
HW Neuroscience					-0.102	0.150	-0.071	0.280

History					0.062	0.099	0.061	0.076
Ind. Eng./Op. Res.					0.164	0.004	0.126	0.017
Integrat. Biology					0.031	0.434	0.015	0.679
Landsc. Arch./Env.					-0.036	0.602	-0.033	0.595
Law					0.676	<.001	0.687	<.001
Linguistics					-0.063	0.262	-0.055	0.284
Material Sc. & Eng.					0.195	<.001	0.225	<.001
Mathematics					0.138	<.001	0.135	<.001
Mechanical Eng.					0.134	<.001	0.140	<.001
Molec. & Cell Bio.					0.120	<.001	0.103	0.001
Music					-0.015	0.779	-0.049	0.311
Near Eastern St.					-0.070	0.254	-0.082	0.147
Nutr. Sc./Tox.					-0.036	0.557	-0.026	0.648
Philosophy					0.234	<.001	0.182	<.001
Physics					0.141	<.001	0.143	<.001
Plant & Micr. Bio.					0.151	<.001	0.143	<.001
Political Sc.					0.183	<.001	0.151	<.001
Psychology					0.106	0.014	0.086	0.031
Rhetoric					-0.032	0.603	-0.007	0.899
Sch. of Education					0.033	0.434	0.001	0.980
Sch. of Informat.					0.135	0.027	0.145	0.010
Sch. of Optometry					0.166	0.006	0.191	<.001
Sch. Public Health					0.080	0.041	0.056	0.121
Sch. Social Welfare					-0.024	0.657	-0.006	0.899
Sociology					0.119	0.011	0.103	0.017
S/SE Asian Std.					-0.053	0.417	-0.044	0.459
Spanish & Port.					-0.057	0.359	-0.056	0.326
Statistics					0.231	<.001	0.203	<.001
TDPS					-0.027	0.669	-0.024	0.674
Other units					-		-	
Two Departments					0.081	<.001	0.051	<.001
Three+ Deps.					0.225	<.001	0.145	<.001
Outside Offer							0.17874	<.001
Intercept	12.0	<.001	12.0	<.001	11.8	<.001	11.8	<.001

R-square	0.07		0.39		0.73		0.77	
Adj. R-square	0.07		0.39		0.71		0.76	

*Underrepresented Minority=Afric. Am., Hisp., Native Am.

Other units include: Art Practice; Demography; Energy & Res. Group; Film and Media; Gender and Women's Studies; Italian Studies; Journalism; Nuclear Engineering; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.

p<.10=light green p<.05=bright grn. p<.01=green shade p<.001=dark green

F2: Log Salary Model 3B (Demography, Experience, & Departments, Outside Job Offers), All Campus, AY 2004-05--2015-06 (Spring semester)

Tot. N (2015-16)=1524: White Male N=791; Female N=474; Minority Male N=221; Unknown Male=38. Asian N=207; URM* N=139; Unknown Ethnicity=48.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.060	<.001	-0.052	<.001	-0.052	<.001	-0.053	<.001	-0.053	<.001	-0.052	<.001	-0.058	<.001	-0.060	<.001	-0.052	<.001	-0.054	<.001	-0.049	<.001	-0.039	<.001
Asian	0.006	0.709	0.009	0.559	0.003	0.815	0.002	0.863	-0.010	0.492	-0.004	0.800	-0.004	0.786	-0.014	0.346	-0.014	0.344	-0.024	0.083	-0.019	0.152	-0.020	0.138
Underrep. Min.*	-0.007	0.734	-0.012	0.557	-0.008	0.668	-0.013	0.465	-0.017	0.360	-0.016	0.376	-0.006	0.735	-0.008	0.642	-0.013	0.454	-0.010	0.566	-0.014	0.420	-0.013	0.452
Unknown ethnicity	0.025	0.587	0.017	0.701	-0.023	0.610	-0.052	0.209	-0.049	0.224	-0.032	0.435	-0.033	0.443	-0.047	0.258	0.010	0.748	-0.031	0.385	-0.016	0.622	-0.018	0.478
Yrs. since degree	0.022	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.001	0.000	0.002	0.000	<.001	0.000	<.001
Yrs. since hired	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.005	<.001	-0.006	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001
Bach./Mast.	-0.153	<.001	-0.144	<.001	-0.140	<.001	-0.148	<.001	-0.150	<.001	-0.135	<.001	-0.134	<.001	-0.151	<.001	-0.164	<.001	-0.163	<.001	-0.177	<.001	-0.176	<.001
Law Degree	0.059	0.183	0.081	0.069	0.088	0.046	0.023	0.565	0.038	0.335	0.040	0.295	0.044	0.265	0.040	0.344	0.002	0.964	-0.032	0.444	-0.038	0.345	-0.047	0.256
MD	0.061	0.289	0.115	0.038	0.084	0.123	0.136	0.011	0.122	0.021	0.142	0.006	0.130	0.014	0.091	0.080	0.061	0.230	0.050	0.294	0.058	0.236	0.059	0.218
Afr. Am Stud.	-0.052	0.450	-0.036	0.594	-0.064	0.344	-0.050	0.442	-0.053	0.409	-0.093	0.135	-0.074	0.247	-0.085	0.204	-0.095	0.171	-0.077	0.238	-0.077	0.228	-0.076	0.186
Agr. Res. Ec. Pol.	0.210	<.001	0.236	<.001	0.224	<.001	0.233	<.001	0.255	<.001	0.271	<.001	0.262	<.001	0.244	<.001	0.247	<.001	0.314	<.001	0.311	<.001	0.310	<.001
Anthropology	0.060	0.163	0.060	0.157	0.050	0.228	0.067	0.093	0.040	0.331	0.034	0.401	0.065	0.122	0.051	0.225	0.035	0.409	0.028	0.491	0.036	0.375	0.026	0.513
Architecture	-0.032	0.469	-0.025	0.574	-0.045	0.336	-0.035	0.431	-0.043	0.341	-0.009	0.828	0.013	0.762	0.016	0.709	-0.007	0.882	-0.008	0.846	0.011	0.786	0.004	0.921
Art Hist.	-0.034	0.562	0.003	0.962	0.024	0.675	0.004	0.944	-0.027	0.630	-0.021	0.696	-0.086	0.157	-0.053	0.367	-0.069	0.227	-0.072	0.178	-0.067	0.187	-0.090	0.069
Astronomy	0.198	<.001	0.197	<.001	0.157	0.004	0.139	0.007	0.157	0.004	0.142	0.009	0.161	0.005	0.166	0.002	0.158	0.004	0.151	0.006	0.151	0.004	0.123	0.032
Bioengin.	0.115	0.025	0.107	0.032	0.103	0.038	0.099	0.033	0.120	0.011	0.131	0.005	0.121	0.012	0.120	0.014	0.117	0.020	0.152	0.003	0.167	<.001	0.141	0.006
Chemical Eng.	0.281	<.001	0.258	<.001	0.306	<.001	0.305	<.001	0.249	<.001	0.250	<.001	0.252	<.001	0.222	<.001	0.232	<.001	0.229	<.001	0.232	<.001	0.216	<.001
Chemistry	0.192	<.001	0.193	<.001	0.187	<.001	0.224	<.001	0.201	<.001	0.217	<.001	0.227	<.001	0.234	<.001	0.238	<.001	0.214	<.001	0.273	<.001	0.238	<.001
City & Reg. Plan.	-0.114	0.034	-0.086	0.114	-0.086	0.120	-0.077	0.136	-0.059	0.239	0.039	0.421	0.030	0.550	0.005	0.926	0.013	0.806	0.082	0.123	0.077	0.138	0.043	0.446
Civil & Env. Eng.	0.136	<.001	0.150	<.001	0.165	<.001	0.172	<.001	0.176	<.001	0.169	<.001	0.165	<.001	0.172	<.001	0.156	<.001	0.159	<.001	0.159	<.001	0.135	<.001
Classics	-0.022	0.712	-0.025	0.652	-0.027	0.632	-0.022	0.679	-0.056	0.276	-0.038	0.455	-0.046	0.379	-0.036	0.488	-0.058	0.285	-0.080	0.151	-0.036	0.513	-0.077	0.155
Comp. Literature	0.074	0.419	0.188	0.040	0.211	0.023	0.082	0.304	0.089	0.264	0.092	0.241	0.089	0.271	0.090	0.285	0.106	0.209	0.164	0.035	0.140	0.062	0.147	0.049
Earth & Plan. Sc.	0.116	0.018	0.104	0.040	0.109	0.025	0.135	0.005	0.119	0.015	0.117	0.020	0.114	0.027	0.126	0.021	0.138	0.007	0.152	0.003	0.182	<.001	0.167	<.001
E. Asian Lng./Clt.	-0.061	0.277	-0.074	0.185	-0.047	0.397	-0.018	0.747	-0.022	0.688	-0.050	0.351	-0.032	0.591	-0.030	0.618	-0.053	0.336	-0.068	0.213	-0.068	0.203	-0.091	0.083
Economics	0.393	<.001	0.430	<.001	0.445	<.001	0.464	<.001	0.551	<.001	0.534	<.001	0.582	<.001	0.621	<.001	0.621	<.001	0.646	<.001	0.657	<.001	0.626	<.001
Elect. Eng./CS	0.207	<.001	0.215	<.001	0.214	<.001	0.228	<.001	0.227	<.001	0.217	<.001	0.231	<.001	0.238	<.001	0.231	<.001	0.215	<.001	0.221	<.001	0.200	<.001
English	-0.008	0.824	0.004	0.900	-0.023	0.493	-0.015	0.632	-0.003	0.915	0.017	0.608	0.023	0.497	0.032	0.338	0.033	0.338	0.010	0.764	0.006	0.863	-0.015	0.643
ESPM	0.038	0.283	0.047	0.177	0.050	0.154	0.048	0.145	0.035	0.308	0.030	0.377	0.021	0.551	0.028	0.428	0.033	0.346	0.014	0.690	0.016	0.624	-0.004	0.912
Ethnic Studies	-0.074	0.148	-0.084	0.103	-0.079	0.153	-0.051	0.323	-0.043	0.432	-0.093	0.077	-0.102	0.064	-0.073	0.178	-0.031	0.568	-0.006	0.904	-0.020	0.692	-0.039	0.434
French	-0.035	0.580	-0.012	0.846	0.000	0.994	0.013	0.829	0.008	0.885	0.009	0.870	-0.014	0.818	0.008	0.895	0.026	0.672	0.003	0.955	0.030	0.596	-0.009	0.875
Geography	-0.033	0.561	-0.058	0.307	-0.082	0.155	-0.073	0.185	-0.059	0.284	-0.061	0.269	-0.040	0.474	-0.047	0.418	-0.048	0.410	-0.055	0.304	-0.052	0.322	-0.053	0.324
German	0.049	0.426	0.037	0.575	0.022	0.730	-0.016	0.785	-0.040	0.509	-0.038	0.544	-0.031	0.625	-0.065	0.316	-0.073	0.260	-0.058	0.370	-0.068	0.280	-0.116	0.052
Goldman Pub. Pol.	0.059	0.275	0.039	0.459	0.029	0.590	0.051	0.320	0.037	0.480	0.057	0.266	0.055	0.303	0.073	0.195	0.112	0.038	0.190	<.001	0.184	<.001	0.219	<.001
Haas Business	0.534	<.001	0.579	<.001	0.581	<.001	0.594	<.001	0.635	<.001	0.667	<.001	0.694	<.001	0.719	<.001	0.750	<.001	0.767	<.001	0.762	<.001	0.724	<.001
HW Neuroscience	-0.182	0.008	-0.156	0.027	-0.233	<.001	-0.253	<.001	-0.243	<.001	-0.251	<.001	-0.215	0.002	-0.174	0.011	-0.126	0.067	-0.155	0.020	-0.090	0.170	-0.071	0.280
History	-0.024	0.480	0.011	0.748	0.011	0.749	0.019	0.566	0.019	0.581	0.015	0.656	0.024	0.501	0.054	0.134	0.060	0.100	0.053	0.142	0.076	0.030	0.061	0.076

