

Appendix C: Tables

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A1: Log Salary Model, All Campus, 12/15/2014

Tot. N=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

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	-0.158	<.001	-0.113	<.001	-0.043	<.001	-0.018	0.064
Asian	-0.108	<.001	-0.037	0.076	-0.017	0.268	-0.018	0.169
Underrep. Min.*	-0.121	<.001	-0.072	0.004	-0.012	0.524	-0.010	0.539
Unknown Ethnicity	-0.270	<.001	-0.090	0.031	-0.024	0.426	-0.028	0.269
Yrs. since degree			0.018	<.001	0.021	<.001	0.004	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.007
Yrs. since hired			-0.005	<.001	-0.005	<.001	-0.013	<.001
Bach./Mast.			-0.320	<.001	-0.182	<.001	-0.096	0.002
Law Degree			0.440	<.001	-0.010	0.817	0.070	0.063
MD			0.004	0.952	0.055	0.290	0.091	0.040
Afr. Am Stud.					-0.101	0.162	-0.015	0.807
Agr. Res. Ec. Pol.					0.348	<.001	0.291	<.001
Anthropology					0.070	0.136	0.058	0.144
Architecture					0.030	0.548	0.031	0.460
Art Hist.					-0.020	0.722	-0.046	0.344
Astronomy					0.178	0.003	0.089	0.082
Bioengin.					0.159	0.005	0.088	0.066
Chemical Eng.					0.294	<.001	0.226	<.001
Chemistry					0.300	<.001	0.222	<.001
City & Reg. Plan.					0.100	0.088	0.075	0.134
Civil & Env. Eng.					0.151	<.001	0.073	0.040
Classics					-0.017	0.781	-0.010	0.846
Comp. Literature					0.163	0.053	0.182	0.011
Earth & Plan. Sc.					0.191	<.001	0.087	0.072
E. Asian Lng./Clt.					-0.077	0.202	-0.092	0.074
Economics					0.732	<.001	0.606	<.001
Elect. Eng./CS					0.229	<.001	0.120	<.001
English					0.023	0.547	0.039	0.233
ESPM					0.011	0.782	0.001	0.965
Ethnic Studies					-0.017	0.758	-0.008	0.861
Film and Media					0.124	0.181	0.140	0.076
French					0.018	0.773	-0.008	0.880
Geography					-0.045	0.446	-0.017	0.745
German					-0.043	0.545	-0.063	0.289
Goldman Pub. Pol.					0.236	<.001	0.188	<.001
Haas Business					0.784	<.001	0.709	<.001
HW Neuroscience					-0.094	0.203	-0.021	0.734
History					0.092	0.025	0.040	0.251
Ind. Eng./Op. Res.					0.196	0.001	0.112	0.030

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Integrat. Biology					0.056	0.209	0.040	0.286
Journalism					-0.019	0.796	-0.021	0.739
Landsc. Arch./Env.					-0.016	0.827	-0.018	0.775
Law					0.722	<.001	0.534	<.001
Linguistics					-0.058	0.346	-0.072	0.167
Material Sc. & Eng.					0.192	0.002	0.120	0.022
Mathematics					0.187	<.001	0.072	0.036
Mechanical Eng.					0.159	<.001	0.102	0.004
Molec. & Cell Bio.					0.169	<.001	0.125	<.001
Music					0.009	0.868	-0.025	0.593
Near Eastern St.					-0.034	0.618	-0.032	0.582
Nutr. Sc./Tox.					0.005	0.936	0.030	0.572
Philosophy					0.241	<.001	0.153	<.001
Physics					0.127	0.001	0.049	0.149
Plant & Micr. Bio.					0.189	<.001	0.169	<.001
Political Sc.					0.187	<.001	0.150	<.001
Psychology					0.131	0.007	0.046	0.267
Rhetoric					0.000	0.995	-0.021	0.717
Sch. of Education					0.064	0.160	0.035	0.372
Sch. of Informat.					0.150	0.018	0.088	0.100
Sch. of Optometry					0.192	0.002	0.118	0.029
Sch. Public Health					0.123	0.004	0.072	0.047
Sch. Social Welfare					0.012	0.831	-0.047	0.331
Sociology					0.150	0.002	0.120	0.004
S/SE Asian Std.					-0.031	0.652	-0.033	0.575
Spanish & Port.					0.004	0.947	-0.002	0.968
Statistics					0.208	<.001	0.154	0.002
TDPS					-0.053	0.405	-0.122	0.025
Other units					-		-	
Two Departments					0.091	<.001	0.057	<.001
Three or More Deps.					0.204	<.001	0.148	<.001
Assistant							-0.495	<.001
Associate							-0.313	<.001
Years at Rank							0.017	<.001
Intercept	12.0	<.001	12.0	<.001	11.7	<.001	11.7	<.001
R-square	0.08		0.40		0.72		0.80	
Adj. R-square	0.08		0.39		0.71		0.79	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Art Practice; Demography; Energy & Res. Group; Gender and Women's Studies; Italian Studies; 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, 12/15/2014

Tot. N=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	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>		2858	<.001	3541	<.001	870	<.001
Yrs. degree (sq.)			-7	0.495	-34	<.001	19	0.034
Yrs. since hired			-1065	<.001	-1135	<.001	-2567	<.001
Bach./Mast.			-53904	<.001	-29618	<.001	-23444	0.003
Law Degree			74525	<.001	8736	0.367	15059	0.085
MD			5100	0.768	18712	0.192	18100	0.161
Agr. Res. Ec. Pol.					53138	<.001	48166	<.001
Anthropology					7387	0.469	9012	0.328
Architecture					8383	0.443	16150	0.102
Astronomy					30469	0.009	17084	0.104
Bioengin.					22843	0.058	18850	0.082
Chemical Eng.					51466	<.001	47498	<.001
Chemistry					50721	<.001	40007	<.001
Civil & Env. Eng.					23349	0.002	13563	0.042
Classics					7058	0.581	9078	0.433
Earth & Plan. Sc.					28445	0.005	13536	0.137
Economics					128776	<.001	109784	<.001
Elect. Eng./CS					33561	<.001	19124	<.001
English					11405	0.140	12397	0.076
ESPM					9075	0.229	11271	0.098
Geography					-1770	0.887	2923	0.796
Goldman Pub. Pol.					6419	0.618	1853	0.873
Haas Business					139860	<.001	129768	<.001
HW Neuroscience					-29815	0.080	-16060	0.296
History					17067	0.031	12108	0.090
Ind. Eng./Op. Res.					23018	0.070	13703	0.231
Integrat. Biology					10876	0.170	10180	0.154
Law					121298	<.001	100428	<.001
Material Sc. & Eng.					26240	0.038	12707	0.265
Mathematics					28029	<.001	10547	0.070
Mechanical Eng.					17214	0.019	11181	0.093
Molec. & Cell Bio.					24628	<.001	19965	<.001
Philosophy					43172	<.001	28959	<.001
Physics					17127	0.011	9134	0.136
Plant & Micr. Bio.					39419	<.001	36388	<.001
Political Sc.					31210	<.001	27752	<.001
Psychology					34829	0.005	20218	0.073
Sch. of Education					276	0.979	1760	0.854
Sch. of Optometry					19978	0.180	11523	0.392

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Sch. Public Health					20203	0.036	10140	0.243
Sociology					26824	0.015	25559	0.011
Statistics					26974	0.031	16632	0.139
Other units					-		-	
Two Departments					17188	<.001	13852	<.001
Three or More Deps.					26869	0.023	22764	0.033
Assistant							-74997	<.001
Associate							-45459	<.001
Years at Rank							2858	<.001
Intercept			161592	<.001	129160	<.001	114232	<.001
R-square			0.29		0.70		0.76	
Adj. R-square			0.29		0.68		0.74	
Avg. Wom. \$ diff.			19455		6092		2150	
Avg. Asian \$ diff.			12282		3458		2723	
Avg. URM* \$ diff.			16665		3846		947	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: African Am. Studies; Art Hist.; Art Practice; City & Regional Planning; Comparative Literature; Demography; East Asian Languages & Cult.; Energy & Resources Group; Ethnic Studies; Film and Media; French; Gender and Women's Studies; German; Italian Studies; Journalism; Landscape Arch. & Envir. Ping.; Linguistics; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Rhetoric; Scandinavian Languages; School of Information; School of Social Welfare; Slavic Languages & Culture; 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, 12/15/2014

Tot. N=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Women	-23945	<.001	-17404	<.001	-6700	<.001	-2893	0.075
Asian	-16988	<.001	-6721	0.052	-2709	0.268	-2846	0.186
Underrep. Min.*	-17639	<.001	-10857	0.009	-1700	0.583	-1268	0.642
Unknown Ethnicity	-34165	<.001	-10462	0.133	-164	0.973	-528	0.903
Yrs. since degree			2765	<.001	3278	<.001	706	<.001
Yrs. degree (sq.)			-12	0.088	-27	<.001	19	0.002
Yrs. since hired			-973	<.001	-1040	<.001	-2327	<.001
Bach./Mast.			-48232	<.001	-26534	<.001	-13548	0.010
Law Degree			80665	<.001	-621	0.931	11833	0.063
MD			-1066	0.925	9569	0.262	14377	0.056
Afr. Am Stud.					-11604	0.324	-224	0.983
Agr. Res. Ec. Pol.					48851	<.001	40398	<.001
Anthropology					11525	0.131	9951	0.139
Architecture					4153	0.607	5239	0.463
Art Hist.					1348	0.886	-2062	0.803
Astronomy					22374	0.022	9343	0.279
Bioengin.					21134	0.022	11637	0.153
Chemical Eng.					46552	<.001	36327	<.001
Chemistry					47189	<.001	36194	<.001
City & Reg. Plan.					11546	0.229	8397	0.321
Civil & Env. Eng.					20048	0.003	9123	0.129
Classics					-1720	0.864	-674	0.939
Comp. Literature					30882	0.024	32957	0.006
Earth & Plan. Sc.					24910	0.007	9738	0.234
E. Asian Lng./Clt.					-10294	0.295	-12452	0.151
Economics					127740	<.001	108981	<.001
Elect. Eng./CS					30867	<.001	15327	0.003
English					4685	0.460	6977	0.213
ESPM					3253	0.614	2028	0.721
Ethnic Studies					-2676	0.772	-1968	0.809
Film and Media					19679	0.194	22421	0.093
French					5411	0.605	1995	0.829
Geography					-7269	0.456	-3025	0.725
German					-8243	0.472	-11455	0.258
Goldman Pub. Pol.					31535	<.001	24170	0.003
Haas Business					132342	<.001	121392	<.001
HW Neuroscience					-19053	0.114	-7627	0.473
History					13099	0.050	5654	0.337
Ind. Eng./Op. Res.					25583	0.010	13576	0.120

	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Integrat. Biology					6851	0.343	4626	0.468
Journalism					-11973	0.321	-11275	0.289
Landsc. Arch./Env.					-1253	0.915	-1225	0.906
Law					125323	<.001	97293	<.001
Linguistics					-5443	0.585	-6923	0.431
Material Sc. & Eng.					25249	0.012	14584	0.098
Mathematics					25341	<.001	8030	0.166
Mechanical Eng.					21505	0.002	12979	0.032
Molec. & Cell Bio.					23782	<.001	17456	0.002
Music					2476	0.783	-2103	0.790
Near Eastern St.					-2924	0.791	-2730	0.779
Nutr. Sc./Tox.					-261	0.980	3879	0.671
Philosophy					35226	<.001	22997	0.003
Physics					16653	0.011	5301	0.359
Plant & Micr. Bio.					28892	<.001	26115	<.001
Political Sc.					28213	<.001	22793	<.001
Psychology					17448	0.028	5303	0.450
Rhetoric					1947	0.863	-1432	0.885
Sch. of Education					7984	0.283	3741	0.568
Sch. of Informat.					24219	0.019	15541	0.088
Sch. of Optometry					25665	0.013	15712	0.085
Sch. Public Health					15895	0.022	8749	0.153
Sch. Social Welfare					2731	0.767	-5448	0.503
Sociology					20673	0.009	16752	0.017
S/SE Asian Std.					-1857	0.868	-2420	0.806
Spanish & Port.					4546	0.660	3921	0.667
Statistics					29030	0.003	21034	0.013
TDPS					-4456	0.670	-15081	0.103
Other units					-		-	
Two Departments					15556	<.001	10467	<.001
Three or More Deps.					33978	<.001	26001	<.001
Assistant							-71476	<.001
Associate							-44186	<.001
Years at Rank							2768	<.001
Intercept	166576	<.001	162202	<.001	130695	<.001	118554	<.001
R-square	0.07		0.36		0.72		0.78	
Adj. R-square	0.06		0.36		0.70		0.77	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Art Practice; Demography; Energy & Res. Group; Gender and Women's Studies; Italian Studies; 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, 2004-2014

Tot. N (2014)=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

[illegible]

B2: Log Salary Model 2 (Demography, Years Since Degree (quad), Hired, & Degree Type), All Campus, 2004-2014

Tot. N (2014)=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

[illegible]

B3: Log Salary Model 3 (Demography, Experience, & Departments), All Campus, 2004-2014

Tot. N (2014)=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

Variables	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
	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	-0.057	<.001	-0.049	<.001	-0.048	<.001	-0.043	<.001
Asian	0.010	0.503	0.013	0.397	0.009	0.576	0.009	0.524	-0.001	0.963	0.004	0.774	0.006	0.680	-0.004	0.779	-0.005	0.769	-0.017	0.264	-0.017	0.268
Underrep. Min.*	0.008	0.708	0.009	0.673	0.017	0.427	0.012	0.547	0.007	0.701	0.004	0.836	0.010	0.608	0.004	0.825	-0.003	0.875	-0.003	0.874	-0.012	0.524
Unknown ethnicity	0.030	0.535	0.002	0.965	-0.024	0.612	-0.039	0.378	-0.041	0.342	-0.030	0.508	-0.034	0.469	-0.055	0.224	-0.008	0.821	-0.021	0.531	-0.024	0.426
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
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
Yrs. since hired	-0.004	<.001	-0.003	<.001	-0.004	<.001	-0.003	<.001	-0.003	<.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.006	<.001	-0.005	<.001	-0.005	<.001
Bach./Mast.	-0.152	<.001	-0.148	<.001	-0.138	<.001	-0.152	<.001	-0.166	<.001	-0.147	<.001	-0.146	<.001	-0.158	<.001	-0.179	<.001	-0.171	<.001	-0.182	<.001
Law Degree	0.053	0.251	0.082	0.081	0.082	0.076	0.028	0.519	0.045	0.288	0.037	0.368	0.037	0.391	0.046	0.312	0.010	0.828	-0.013	0.782	-0.010	0.817
MD	0.086	0.156	0.140	0.016	0.121	0.036	0.153	0.007	0.135	0.018	0.148	0.008	0.128	0.025	0.102	0.071	0.081	0.143	0.049	0.349	0.055	0.290
Afr. Am Stud.	-0.077	0.292	-0.062	0.404	-0.105	0.152	-0.083	0.237	-0.078	0.275	-0.121	0.078	-0.100	0.157	-0.097	0.188	-0.111	0.151	-0.099	0.176	-0.101	0.162
Agr. Res. Ec. Pol.	0.204	<.001	0.239	<.001	0.211	<.001	0.227	<.001	0.265	<.001	0.285	<.001	0.278	<.001	0.266	<.001	0.292	<.001	0.350	<.001	0.348	<.001
Anthropology	0.059	0.206	0.085	0.068	0.070	0.131	0.088	0.047	0.086	0.062	0.074	0.108	0.102	0.032	0.103	0.032	0.087	0.071	0.071	0.133	0.070	0.136
Architecture	-0.053	0.292	-0.037	0.465	-0.072	0.187	-0.045	0.382	-0.030	0.565	-0.006	0.897	0.013	0.797	0.032	0.542	0.030	0.568	0.016	0.756	0.030	0.548
Art Hist.	0.011	0.863	0.057	0.369	0.065	0.305	0.048	0.426	0.045	0.471	0.033	0.584	-0.054	0.422	-0.013	0.840	-0.011	0.859	-0.019	0.748	-0.020	0.722
Astronomy	0.169	0.005	0.174	0.005	0.121	0.041	0.124	0.029	0.151	0.012	0.145	0.015	0.160	0.012	0.177	0.003	0.168	0.006	0.180	0.004	0.178	0.003
Bioengin.	0.111	0.045	0.110	0.044	0.094	0.085	0.104	0.041	0.138	0.009	0.140	0.007	0.133	0.014	0.132	0.016	0.124	0.028	0.149	0.009	0.159	0.005
Chemical Eng.	0.300	<.001	0.295	<.001	0.332	<.001	0.341	<.001	0.309	<.001	0.307	<.001	0.315	<.001	0.306	<.001	0.316	<.001	0.311	<.001	0.294	<.001
Chemistry	0.193	<.001	0.206	<.001	0.200	<.001	0.244	<.001	0.245	<.001	0.263	<.001	0.266	<.001	0.284	<.001	0.289	<.001	0.266	<.001	0.300	<.001
City & Reg. Plan.	-0.125	0.030	-0.091	0.120	-0.086	0.151	-0.076	0.176	-0.045	0.415	0.060	0.270	0.052	0.357	0.031	0.599	0.046	0.443	0.110	0.065	0.100	0.088
Civil & Env. Eng.	0.109	0.007	0.134	<.001	0.135	<.001	0.152	<.001	0.172	<.001	0.161	<.001	0.160	<.001	0.176	<.001	0.155	<.001	0.154	<.001	0.151	<.001
Classics	-0.042	0.503	-0.029	0.626	-0.041	0.495	-0.035	0.545	-0.058	0.315	-0.044	0.441	-0.043	0.459	-0.022	0.712	-0.026	0.677	-0.059	0.344	-0.017	0.781
Comp. Literature	0.064	0.501	0.212	0.029	0.213	0.032	0.098	0.255	0.125	0.153	0.126	0.143	0.109	0.218	0.125	0.175	0.135	0.147	0.196	0.023	0.163	0.053
Earth & Plan. Sc.	0.100	0.058	0.100	0.068	0.092	0.084	0.122	0.020	0.131	0.016	0.122	0.029	0.104	0.070	0.131	0.031	0.156	0.007	0.166	0.004	0.191	<.001
E. Asian Lng./Clt.	-0.079	0.184	-0.074	0.223	-0.060	0.318	-0.024	0.687	-0.016	0.787	-0.037	0.530	-0.029	0.654	-0.020	0.757	-0.049	0.425	-0.073	0.230	-0.077	0.202
Economics	0.395	<.001	0.455	<.001	0.461	<.001	0.514	<.001	0.630	<.001	0.591	<.001	0.648	<.001	0.706	<.001	0.714	<.001	0.738	<.001	0.732	<.001
Elect. Eng./CS	0.195	<.001	0.208	<.001	0.199	<.001	0.220	<.001	0.229	<.001	0.222	<.001	0.229	<.001	0.248	<.001	0.246	<.001	0.225	<.001	0.229	<.001
English	-0.018	0.640	0.000	0.998	-0.029	0.449	-0.008	0.835	0.016	0.682	0.029	0.450	0.037	0.352	0.058	0.138	0.062	0.124	0.034	0.383	0.023	0.547
ESPM	0.012	0.751	0.027	0.488	0.023	0.569	0.030	0.422	0.026	0.498	0.018	0.653	0.008	0.847	0.025	0.537	0.034	0.406	0.006	0.871	0.011	0.782
Ethnic Studies	-0.111	0.048	-0.118	0.036	-0.129	0.034	-0.075	0.183	-0.049	0.420	-0.093	0.115	-0.097	0.114	-0.064	0.289	-0.033	0.588	-0.017	0.770	-0.017	0.758
Film and Media	-0.110	0.310	-0.071	0.472	-0.163	0.102	-0.079	0.410	-0.034	0.732	0.014	0.888	0.026	0.809	0.136	0.157	0.127	0.181	0.130	0.165	0.124	0.181
French	-0.062	0.364	-0.035	0.599	-0.033	0.613	-0.015	0.819	-0.005	0.943	-0.009	0.885	-0.021	0.759	0.011	0.875	0.027	0.691	-0.002	0.979	0.018	0.773
Geography	-0.062	0.306	-0.065	0.286	-0.107	0.088	-0.079	0.189	-0.051	0.399	-0.059	0.331	-0.043	0.487	-0.039	0.547	-0.021	0.742	-0.043	0.470	-0.045	0.446
German	0.054	0.410	0.050	0.477	0.047	0.503	-0.009	0.888	-0.015	0.827	-0.029	0.671	-0.025	0.719	-0.027	0.701	-0.031	0.668	-0.031	0.661	-0.043	0.545
Goldman Pub. Pol.	0.058	0.313	0.044	0.442	0.037	0.531	0.075	0.181	0.078	0.182	0.104	0.069	0.093	0.122	0.131	0.036	0.174	0.004	0.237	<.001	0.236	<.001
Haas Business	0.525	<.001	0.591	<.001	0.587	<.001	0.623	<.001	0.679	<.001	0.697	<.001	0.707	<.001	0.749	<.001	0.786	<.001	0.792	<.001	0.784	<.001
HW Neuroscience	-0.241	<.001	-0.219	0.004	-0.298	<.001	-0.288	<.001	-0.263	<.001	-0.265	<.001	-0.247	0.001	-0.197	0.009	-0.166	0.030	-0.169	0.023	-0.094	0.203
History	-0.030	0.434	0.014	0.713	0.005	0.891	0.022	0.562	0.044	0.265	0.032	0.410	0.045	0.277	0.089	0.033	0.094	0.027	0.074	0.075	0.092	0.025
Ind. Eng./Op. Res.	0.151	0.012	0.165	0.009	0.170	0.005	0.137	0.014	0.143	0.014	0.150	0.011	0.177	0.003	0.184	0.002	0.180	0.003	0.196	<.001	0.196	0.001
Integrat. Biology	-0.002	0.956	0.046	0.295	0.037	0.396	0.051	0.219	0.045	0.294	0.037	0.392	0.058	0.200	0.067	0.140	0.077	0.088	0.074	0.096	0.056	0.209
Journalism	-0.067	0.306	-0.040	0.537	-0.065	0.327	-0.037	0.575	0.041	0.565	0.024	0.740	0.011	0.878	0.012	0.868	0.037	0.604	-0.002	0.982	-0.019	0.796
Landsc. Arch./Env.	-0.094	0.206	-0.089	0.237	-0.123	0.123	-0.071	0.348	-0.054	0.477	-0.127	0.076	-0.174	0.023	-0.101	0.223	-0.062	0.447	-0.053	0.505	-0.016	0.827

Law	0.477	<.001	0.462	<.001	0.465	<.001	0.549	<.001	0.620	<.001	0.609	<.001	0.617	<.001	0.643	<.001	0.711	<.001	0.721	<.001	0.722	<.001
Linguistics	-0.050	<.001	-0.055	<.001	-0.083	<.001	-0.080	<.001	-0.089	<.001	-0.082	<.001	-0.091	<.001	-0.059	<.001	-0.051	<.001	-0.079	<.001	-0.058	<.001
Material Sc. & Eng.	0.204	<.001	0.199	<.001	0.193	<.001	0.191	<.001	0.202	<.001	0.176	<.001	0.184	<.001	0.174	<.001	0.203	<.001	0.189	<.001	0.192	<.001
Mathematics	0.129	<.001	0.159	<.001	0.136	<.001	0.145	<.001	0.165	<.001	0.17	<.001	0.170	<.001	0.179	<.001	0.185	<.001	0.185	<.001	0.187	<.001
Mechanical Eng.	0.127	0.002	0.133	0.001	0.137	0.001	0.152	<.001	0.158	<.001	0.159	<.001	0.149	<.001	0.154	<.001	0.156	<.001	0.148	<.001	0.159	<.001
Molec. & Cell Bio.	0.126	<.001	0.135	<.001	0.148	<.001	0.141	<.001	0.170	<.001	0.166	<.001	0.157	<.001	0.175	<.001	0.183	<.001	0.171	<.001	0.169	<.001
Music	-0.066	0.203	-0.041	0.454	-0.028	0.616	0.002	0.971	0.007	0.895	-0.002	0.963	0.003	0.954	0.011	0.832	0.015	0.780	-0.005	0.929	0.009	0.868
Near Eastern St.	-0.136	0.028	-0.118	0.060	-0.122	0.052	-0.047	0.426	-0.028	0.656	-0.046	0.457	-0.045	0.504	-0.001	0.987	-0.027	0.690	-0.003	0.962	-0.034	0.618
Nutr. Sc./Tox.	-0.045	0.459	-0.002	0.974	-0.025	0.681	-0.013	0.818	-0.008	0.891	-0.016	0.781	-0.034	0.578	0.039	0.560	0.015	0.818	0.011	0.868	0.005	0.936
Philosophy	0.126	0.029	0.120	0.040	0.143	0.011	0.140	0.010	0.150	0.007	0.206	<.001	0.224	<.001	0.237	<.001	0.238	<.001	0.229	<.001	0.241	<.001
Physics	0.094	0.014	0.111	0.004	0.110	0.004	0.107	0.004	0.121	0.002	0.125	0.001	0.104	0.012	0.115	0.005	0.129	0.002	0.126	0.002	0.127	0.001
Plant & Micr. Bio.	0.185	<.001	0.184	<.001	0.158	<.001	0.185	<.001	0.181	<.001	0.176	<.001	0.207	<.001	0.222	<.001	0.212	<.001	0.196	<.001	0.189	<.001
Political Sc.	0.056	0.168	0.091	0.025	0.076	0.062	0.105	0.007	0.136	<.001	0.115	0.005	0.127	0.003	0.172	<.001	0.165	<.001	0.167	<.001	0.187	<.001
Psychology	0.021	0.629	0.012	0.790	0.017	0.712	0.049	0.262	0.068	0.144	0.078	0.087	0.090	0.059	0.121	0.014	0.120	0.016	0.114	0.020	0.131	0.007
Rhetoric	0.007	0.924	0.026	0.689	0.007	0.915	0.041	0.528	0.040	0.558	0.032	0.640	0.014	0.845	0.022	0.757	0.009	0.906	-0.006	0.937	0.000	0.995
Sch. of Education	-0.074	0.089	-0.050	0.254	-0.047	0.284	-0.032	0.454	-0.007	0.879	0.009	0.837	0.017	0.696	0.038	0.387	0.036	0.431	0.048	0.283	0.064	0.160
Sch. of Informat.	0.002	0.979	0.028	0.682	0.002	0.976	0.058	0.358	0.140	0.018	0.114	0.052	0.101	0.095	0.107	0.077	0.142	0.025	0.158	0.013	0.150	0.018
Sch. of Optometry	0.231	<.001	0.226	<.001	0.258	<.001	0.265	<.001	0.268	<.001	0.253	<.001	0.243									

B4: Log Salary Model 4 (Demography, Experience, Departments, & Faculty Rank/Years at Rank), All Campus, 2004-2014

Tot. N (2014)=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133.

Variables	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
	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	-0.021	0.043	-0.023	0.020	-0.025	0.007	-0.026	0.005	-0.024	0.012	-0.028	0.004	-0.025	0.012	-0.021	0.040	-0.022	0.024	-0.018	0.064
Asian	0.006	0.651	0.003	0.841	-0.002	0.890	-0.002	0.876	-0.018	0.171	-0.011	0.403	-0.003	0.823	-0.008	0.538	-0.008	0.540	-0.019	0.144	-0.018	0.169
Underrep. Min.*	0.019	0.295	0.019	0.302	0.023	0.203	0.010	0.545	0.002	0.897	0.003	0.867	0.019	0.253	0.012	0.485	-0.002	0.890	-0.004	0.792	-0.010	0.539
Unkn. ethnicity	0.055	0.184	0.035	0.394	0.024	0.555	0.016	0.675	0.017	0.649	0.015	0.704	0.001	0.979	0.004	0.922	0.007	0.814	-0.016	0.591	-0.028	0.269
Yrs. since degree	0.006	<.001	0.005	<.001	0.004	<.001	0.004	<.001	0.003	<.001	0.004	<.001	0.003	0.004	0.003	0.001	0.004	<.001	0.003	0.002	0.004	<.001
Yrs. degree (sq.)	0.000	0.746	0.000	0.076	0.000	0.004	0.000	0.064	0.000	0.003	0.000	0.004	0.000	<.001	0.000	0.005	0.000	0.001	0.000	0.006	0.000	0.007
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
Bach./Mast.	-0.075	0.017	-0.062	0.053	-0.057	0.090	-0.063	0.045	-0.072	0.023	-0.059	0.060	-0.057	0.081	-0.074	0.032	-0.096	0.004	-0.084	0.008	-0.096	0.002
Law Degree	0.073	0.067	0.096	0.018	0.096	0.017	0.031	0.403	0.088	0.015	0.079	0.027	0.095	0.009	0.115	0.004	0.086	0.031	0.073	0.063	0.070	0.063
MD	0.094	0.070	0.149	0.003	0.121	0.016	0.135	0.007	0.110	0.024	0.128	0.008	0.113	0.020	0.094	0.053	0.096	0.044	0.079	0.078	0.091	0.040
Afr. Am Stud.	-0.037	0.552	-0.013	0.834	-0.038	0.552	0.000	0.999	0.009	0.880	-0.023	0.704	-0.032	0.599	-0.025	0.700	-0.034	0.613	-0.021	0.733	-0.015	0.807
Agr. Res. Ec. Pol.	0.138	0.003	0.169	<.001	0.155	0.001	0.178	<.001	0.207	<.001	0.221	<.001	0.221	<.001	0.219	<.001	0.248	<.001	0.304	<.001	0.291	<.001
Anthropology	0.030	0.462	0.064	0.110	0.058	0.144	0.078	0.042	0.067	0.091	0.041	0.298	0.064	0.111	0.066	0.107	0.054	0.196	0.054	0.177	0.058	0.144
Architecture	-0.028	0.520	-0.022	0.621	-0.032	0.491	-0.015	0.737	0.003	0.946	0.015	0.736	0.036	0.421	0.045	0.312	0.034	0.449	0.024	0.581	0.031	0.460
Art Hist.	0.006	0.917	0.052	0.339	0.075	0.168	0.061	0.243	0.055	0.305	0.029	0.583	-0.024	0.675	-0.013	0.818	-0.018	0.748	-0.034	0.504	-0.046	0.344
Astronomy	0.087	0.099	0.090	0.091	0.070	0.171	0.090	0.068	0.086	0.092	0.078	0.132	0.093	0.084	0.106	0.04	0.107	0.043	0.089	0.093	0.089	0.082
Bioengin.	0.131	0.006	0.118	0.012	0.110	0.019	0.111	0.012	0.121	0.007	0.128	0.004	0.103	0.025	0.074	0.117	0.061	0.217	0.091	0.064	0.088	0.066
Chemical Eng.	0.202	<.001	0.204	<.001	0.255	<.001	0.269	<.001	0.235	<.001	0.228	<.001	0.234	<.001	0.217	<.001	0.234	<.001	0.221	<.001	0.226	<.001
Chemistry	0.148	<.001	0.167	<.001	0.171	<.001	0.213	<.001	0.206	<.001	0.202	<.001	0.202	<.001	0.213	<.001	0.212	<.001	0.194	<.001	0.222	<.001
City & Reg. Plan.	-0.082	0.099	-0.042	0.412	-0.027	0.598	-0.033	0.503	-0.021	0.655	0.047	0.320	0.045	0.352	0.020	0.704	0.044	0.397	0.096	0.060	0.075	0.134
Civil & Env. Eng.	0.055	0.111	0.079	0.024	0.084	0.017	0.094	0.006	0.105	0.003	0.089	0.011	0.078	0.030	0.092	0.011	0.075	0.046	0.076	0.034	0.073	0.040
Classics	-0.063	0.247	-0.051	0.320	-0.049	0.353	-0.042	0.395	-0.051	0.296	-0.065	0.188	-0.054	0.279	-0.038	0.446	-0.055	0.298	-0.061	0.254	-0.010	0.846
Comp. Literature	0.020	0.808	0.160	0.058	0.183	0.033	0.124	0.095	0.156	0.037	0.154	0.038	0.153	0.041	0.162	0.042	0.175	0.030	0.217	0.003	0.182	0.011
Earth & Plan. Sc.	0.044	0.341	0.043	0.365	0.021	0.654	0.053	0.242	0.034	0.473	0.025	0.610	0.001	0.978	0.019	0.717	0.036	0.475	0.055	0.264	0.087	0.072
E. Asian Lng./Clt.	-0.109	0.036	-0.099	0.058	-0.081	0.118	-0.042	0.422	-0.046	0.368	-0.066	0.203	-0.074	0.177	-0.066	0.245	-0.088	0.099	-0.095	0.067	-0.092	0.074
Economics	0.301	<.001	0.359	<.001	0.382	<.001	0.433	<.001	0.515	<.001	0.480	<.001	0.513	<.001	0.572	<.001	0.575	<.001	0.603	<.001	0.606	<.001
Elect. Eng./CS	0.112	<.001	0.128	<.001	0.123	<.001	0.159	<.001	0.155	<.001	0.133	<.001	0.136	<.001	0.142	<.001	0.135	<.001	0.124	<.001	0.120	<.001
English	-0.015	0.660	0.008	0.822	-0.008	0.801	0.017	0.597	0.030	0.355	0.031	0.354	0.047	0.165	0.058	0.086	0.064	0.067	0.050	0.138	0.039	0.233
ESPM	-0.002	0.957	0.025	0.454	0.021	0.539	0.034	0.294	0.031	0.361	0.013	0.702	0.008	0.811	0.020	0.564	0.020	0.577	0.003	0.941	0.001	0.965
Ethnic Studies	-0.074	0.127	-0.076	0.118	-0.065	0.218	-0.032	0.520	-0.006	0.904	-0.061	0.228	-0.075	0.150	-0.060	0.250	-0.020	0.703	-0.011	0.827	-0.008	0.861
Film and Media	-0.046	0.621	0.003	0.968	-0.053	0.538	-0.051	0.538	-0.003	0.976	0.029	0.742	0.067	0.465	0.159	0.055	0.161	0.051	0.140	0.083	0.140	0.076
French	-0.030	0.615	-0.007	0.907	-0.002	0.976	0.019	0.733	0.014	0.797	-0.001	0.979	-0.023	0.683	-0.004	0.950	0.019	0.753	-0.016	0.775	-0.008	0.880
Geography	-0.081	0.120	-0.078	0.140	-0.096	0.076	-0.064	0.223	-0.038	0.465	-0.051	0.327	-0.034	0.522	-0.041	0.461	-0.019	0.728	-0.019	0.704	-0.017	0.745
German	0.001	0.980	0.003	0.964	0.006	0.915	-0.025	0.653	-0.034	0.550	-0.044	0.458	-0.067	0.260	-0.070	0.253	-0.067	0.280	-0.060	0.322	-0.063	0.289
Goldman Pub. Pol.	0.015	0.767	0.020	0.684	0.016	0.756	0.066	0.177	0.057	0.252	0.068	0.166	0.068	0.178	0.078	0.147	0.110	0.038	0.193	<.001	0.188	<.001
Haas Business	0.483	<.001	0.549	<.001	0.544	<.001	0.573	<.001	0.618	<.001	0.637	<.001	0.632	<.001	0.671	<.001	0.707	<.001	0.719	<.001	0.709	<.001
HW Neuroscience	-0.141	0.026	-0.121	0.066	-0.158	0.012	-0.162	0.006	-0.132	0.032	-0.123	0.051	-0.114	0.079	-0.090	0.170	-0.082	0.216	-0.056	0.377	-0.021	0.734
History	-0.055	0.101	-0.013	0.696	-0.012	0.720	0.009	0.774	0.012	0.716	-0.004	0.902	0.004	0.906	0.027	0.447	0.036	0.335	0.023	0.525	0.040	0.251
Ind. Eng./Op. Res.	0.117	0.025	0.139	0.011	0.158	0.002	0.123	0.012	0.117	0.019	0.099	0.051	0.097	0.058	0.099	0.057	0.098	0.061	0.120	0.016	0.112	0.030
Integrat. Biology	-0.038	0.319	0.008	0.831	-0.001	0.980	0.023	0.532	0.011	0.766	0.002	0.964	0.029	0.445	0.034	0.389	0.044	0.260	0.046	0.230	0.040	0.286
Journalism	-0.016	0.773	-0.021	0.712	-0.045	0.434	-0.031	0.584	0.000	0.995	-0.025	0.689	-0.039	0.532	-0.006	0.927	0.025	0.680	0.005	0.935	-0.021	0.739
Landsc. Arch./En.	-0.102	0.111	-0.101	0.123	-0.121	0.079	-0.077	0.240	-0.061	0.344	-0.130	0.035	-0.143	0.028	-0.101	0.159	-0.059	0.400	-0.035	0.609	-0.018	0.775

Law	0.350	<0.001	0.350	<0.001	0.361	<0.001	0.471	<0.001	0.498	<0.001	0.477	<0.001	0.455	<0.001	0.460	<0.001	0.512	<0.001	0.529	<0.001	0.534	<0.001
Linguistics	-0.031	0.540	-0.032	0.534	-0.060	0.222	-0.059	0.224	-0.078	0.107	-0.089	0.077	-0.088	0.084	-0.070	0.204	-0.069	0.215	-0.091	0.085	-0.072	0.167
Material Sc. & Eng.	0.135	0.005	0.132	0.006	0.141	0.002	0.144	0.002	0.149	0.002	0.116	0.013	0.123	0.013	0.115	0.032	0.130	0.021	0.128	0.017	0.120	0.022
Mathematics	0.038	0.246	0.066	0.054	0.057	0.091	0.072	0.026	0.078	0.019	0.076	0.026	0.065	0.059	0.06	0.089	0.061	0.088	0.062	0.077	0.072	0.036
Mechanical Eng.	0.063	0.078	0.060	0.097	0.076	0.037	0.102	0.003	0.101	0.005	0.093	0.011	0.087	0.018	0.082	0.026	0.087	0.020	0.090	0.012	0.102	0.004
Molec. & Cell Bio.	0.089	0.007	0.103	0.002	0.114	<0.001	0.106	<0.001	0.131	<0.001	0.129	<0.001	0.130	<0.001	0.132	<0.001	0.133	<0.001	0.130	<0.001	0.125	<0.001
Music	-0.047	0.292	-0.035	0.458	-0.029	0.548	-0.036	0.435	-0.043	0.336	-0.056	0.218	-0.040	0.379	-0.042	0.360	-0.031	0.511	-0.041	0.383	-0.025	0.593
Near Eastern St.	-0.085	0.111	-0.066	0.225	-0.068	0.206	-0.013	0.803	-0.023	0.666	-0.043	0.423	-0.029	0.612	0.011	0.860	-0.013	0.824	-0.028	0.643	-0.032	0.582
Nutr. Sc./Tox.	0.016	0.757	0.046	0.413	0.046	0.376	0.054	0.277	0.059	0.235	0.034	0.500	0.031	0.554	0.064	0.265	0.036	0.534	0.031	0.573	0.030	0.572
Philosophy	0.120	0.016	0.109	0.031	0.100	0.041	0.093	0.051	0.092	0.053	0.134	0.004	0.146	0.002	0.158	<0.001	0.156	<0.001	0.135	0.003	0.153	<0.001
Physics	0.053	0.105	0.068	0.041	0.068	0.040	0.066	0.039	0.078	0.019	0.062	0.068	0.040	0.254	0.031	0.380	0.044	0.217	0.046	0.180	0.049	0.149
Plant & Micr. Bio.	0.156	<0.001	0.155	<0.001	0.136	<0.001	0.168	<0.001	0.159	<0.001	0.156	<0.001	0.182	<0.001	0.187	<0.001	0.173	<0.001	0.167	<0.001	0.169	<0.001
Political Sc.	0.050	0.155	0.079	0.025	0.067	0.059	0.098	0.004	0.121	<0.001	0.107	0.003	0.114	0.002	0.139	<0.001	0.132	<0.001	0.130	<0.001	0.150	<0.001
Psychology	-0.015	0.700	-0.017	0.656	-0.010	0.803	0.031	0.419	0.033	0.405	0.022	0.574	0.020	0.621	0.050	0.243	0.049	0.263	0.033	0.439	0.046	0.267
Rhetoric	0.036	0.540	0.025	0.661	-0.006	0.921	0.015	0.796	0.011	0.848	0.004	0.946	-0.002	0.967	-0.014	0.825	-0.029	0.647	-0.036	0.552	-0.021	0.717
Sch. of Education	-0.077	0.040	-0.051	0.179	-0.043	0.259	-0.030	0.415	-0.015	0.694	-0.016	0.661	-0.009	0.812	-0.001	0.98	0.003	0.932	0.015	0.690	0.035	0.372
Sch. of Informat.	0.007	0.908	0.023	0.698	-0.020	0.742	0.024	0.662	0.086	0.089	0.066	0.192	0.047	0.358	0.045	0.393	0.083	0.131	0.097	0.077	0.088	0.100
Sch. of Optometry	0.184	0.0																				

C1a: Log Salary Model, L&S Arts & Humanities, 12/15/2014

Tot. N=247: White Male N=101; Female N=118; Minority Male N=22; Unknown Male=6. Asian N=24; URM N=20; Unk. Eth.=15.

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	-0.067	0.071	-0.040	0.111	-0.031	0.201	0.014	0.465
Asian	-0.212	<.001	-0.081	0.065	-0.073	0.097	-0.014	0.666
Underrep. Min.*	-0.160	0.019	-0.004	0.933	0.025	0.607	-0.005	0.890
Unknown Ethnicity	-0.443	<.001	-0.083	0.176	-0.029	0.629	-0.031	0.504
Yrs. since degree			0.023	<.001	0.024	<.001	0.003	0.239
Yrs. degree (sq.)			0.000	0.133	0.000	0.054	0.000	0.793
Yrs. since hired			-0.005	0.011	-0.006	0.001	-0.013	<.001
Bach./Mast.			-0.243	<.001	-0.241	<.001	-0.082	0.057
Art Hist.					-0.023	0.731	-0.034	0.491
Classics					-0.024	0.731	-0.008	0.881
Comp. Literature					0.147	0.129	0.153	0.035
E. Asian Lng./Clt.					-0.052	0.459	-0.089	0.088
English					0.015	0.767	0.052	0.177
Film and Media					0.093	0.351	0.123	0.101
French					0.026	0.720	-0.015	0.774
German					-0.085	0.286	-0.067	0.268
Music					0.009	0.889	-0.039	0.411
Near Eastern St.					-0.038	0.617	-0.029	0.610
Philosophy					0.236	<.001	0.157	0.002
Rhetoric					0.007	0.931	-0.029	0.614
S/SE Asian Std.					-0.001	0.992	-0.005	0.935
Spanish & Port.					-0.025	0.732	-0.006	0.920
TDPS					-0.045	0.526	-0.115	0.032
Other units					-		-	
Multiple appt.					0.113	0.006	0.053	0.083
Assistant							-0.610	<.001
Associate							-0.415	<.001
Years at Rank							0.018	<.001
Intercept	11.8	<.001	11.8	<.001	11.7	<.001	11.7	<.001
R-square	0.17		0.62		0.69		0.83	
Adj. R-square	0.15		0.60		0.66		0.81	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Art Practice, 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, 12/15/2014

Tot. N=247: White Male N=101; Female N=118; Minority Male N=22; Unknown Male=6. Asian N=24; URM N=20; Unk. Eth.=15.

[illegible]

C1c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Arts & Humanities, 2004-2014

Tot. N (2014)=247: White Male N=101; Female N=118; Minority Male N=22; Unknown Male=6. Asian N=24; URM N=20; Unk. Eth.=15.

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	-0.041	0.098	-0.041	0.108	-0.046	0.071	-0.034	0.154	-0.031	0.201	-0.037	0.119	-0.045	0.077	-0.047	0.069	-0.037	0.152	-0.038	0.135	-0.031	0.201
Asian	0.003	0.945	-0.009	0.861	-0.040	0.422	-0.026	0.601	-0.030	0.517	-0.054	0.225	-0.056	0.234	-0.067	0.168	-0.038	0.416	-0.069	0.124	-0.073	0.097
Underrep. Min.*	0.057	0.251	0.053	0.296	0.029	0.561	0.077	0.122	0.093	0.063	0.037	0.447	0.045	0.372	0.024	0.640	0.021	0.663	0.023	0.642	0.025	0.607
Unknown ethnicity	0.167	0.207	0.141	0.312	0.104	0.455	0.043	0.689	0.020	0.832	0.000	1.000	0.015	0.878	-0.017	0.889	-0.015	0.843	-0.026	0.723	-0.029	0.629
Yrs. since degree	0.025	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.026	<.001	0.025	<.001	0.025	<.001	0.025	<.001	0.026	<.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	0.007	0.000	0.007	0.000	0.018	0.000	0.024	0.000	0.044	0.000	0.054
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	0.004	-0.006	0.001
Bach./Mast.	-0.267	<.001	-0.261	<.001	-0.276	<.001	-0.289	<.001	-0.309	<.001	-0.282	<.001	-0.301	<.001	-0.272	<.001	-0.269	<.001	-0.229	<.001	-0.241	<.001
Art Hist.	0.019	0.790	0.060	0.407	0.066	0.351	0.026	0.703	0.013	0.851	0.019	0.775	-0.078	0.294	-0.025	0.728	-0.006	0.933	-0.028	0.688	-0.023	0.731
Classics	-0.034	0.628	-0.024	0.735	-0.024	0.736	-0.018	0.788	-0.051	0.432	-0.059	0.357	-0.083	0.223	-0.052	0.442	-0.040	0.570	-0.083	0.252	-0.024	0.731
Comp. Literature	0.088	0.454	0.200	0.094	0.240	0.052	0.097	0.340	0.098	0.348	0.078	0.445	0.025	0.815	0.073	0.517	0.083	0.453	0.181	0.072	0.147	0.129
E. Asian Lng./Clf.	-0.032	0.646	-0.031	0.658	0.007	0.918	0.024	0.738	0.017	0.810	0.003	0.959	-0.018	0.811	0.001	0.990	-0.023	0.746	-0.055	0.446	-0.052	0.459
English	-0.005	0.926	0.018	0.723	0.004	0.931	0.009	0.854	0.024	0.617	0.037	0.442	0.025	0.636	0.053	0.295	0.067	0.196	0.017	0.746	0.015	0.767
Film and Media	-0.046	0.701	-0.023	0.837	-0.109	0.316	-0.048	0.639	-0.025	0.818	-0.022	0.835	-0.029	0.798	0.078	0.455	0.084	0.411	0.097	0.345	0.093	0.351
French	-0.032	0.667	0.000	1.000	0.003	0.965	0.005	0.939	0.015	0.824	0.004	0.950	-0.021	0.774	0.016	0.832	0.042	0.575	-0.003	0.964	0.026	0.720
German	0.039	0.595	0.036	0.651	0.042	0.595	-0.011	0.877	-0.028	0.708	-0.066	0.377	-0.084	0.292	-0.079	0.328	-0.059	0.462	-0.085	0.297	-0.085	0.286

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	0.715	0.004	0.823	0.002	0.908	0.006	0.730	0.003	0.855	-0.011	0.535	-0.013	0.476	-0.009	0.643	0.008	0.689	0.002	0.907	0.014	0.465
Asian	0.015	0.691	0.017	0.654	-0.009	0.809	-0.027	0.454	-0.028	0.408	-0.052	0.114	-0.035	0.288	-0.042	0.236	0.004	0.909	-0.006	0.858	-0.014	0.666
Underrep. Min.*	0.028	0.484	0.036	0.354	0.021	0.601	0.075	0.043	0.060	0.108	0.022	0.537	0.007	0.854	-0.008	0.838	-0.005	0.900	-0.004	0.919	-0.005	0.890
Unknown ethnicity	0.055	0.601	0.070	0.512	0.033	0.760	0.048	0.552	0.013	0.858	-0.001	0.991	-0.018	0.790	-0.022	0.802	-0.084	0.137	-0.040	0.495	-0.031	0.504
Yrs. since degree	0.003	0.179	0.002	0.473	0.003	0.290	0.004	0.091	0.005	0.027	0.004	0.043	0.002	0.374	0.003	0.269	0.003	0.170	0.003	0.225	0.003	0.239
Yrs. degree (sq.)	0.000	0.130	0.000	0.125	0.000	0.186	0.000	0.087	0.000	0.397	0.000	0.364	0.000	0.304	0.000	0.533	0.000	0.454	0.000	0.931	0.000	0.793
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
Bach./Mast.	-0.088	0.106	-0.069	0.203	-0.065	0.259	-0.072	0.137	-0.106	0.026	-0.082	0.078	-0.068	0.144	-0.083	0.086	-0.098	0.030	-0.079	0.087	-0.082	0.057
Art Hist.	0.043	0.437	0.086	0.118	0.102	0.067	0.061	0.222	0.054	0.290	0.035	0.469	-0.017	0.744	-0.020	0.713	-0.007	0.895	-0.020	0.708	-0.034	0.491
Classics	-0.044	0.429	-0.028	0.605	-0.019	0.731	-0.023	0.644	-0.025	0.607	-0.058	0.225	-0.065	0.172	-0.057	0.255	-0.062	0.243	-0.076	0.180	-0.008	0.881
Comp. Literature	0.013	0.894	0.099	0.278	0.140	0.149	0.115	0.132	0.106	0.175	0.142	0.063	0.112	0.132	0.123	0.138	0.140	0.086	0.182	0.020	0.153	0.035
E. Asian Lng./Clt.	-0.039	0.475	-0.048	0.383	-0.017	0.757	0.006	0.912	-0.004	0.931	-0.015	0.771	-0.061	0.249	-0.069	0.226	-0.090	0.094	-0.101	0.072	-0.089	0.088
English	0.027	0.497	0.053	0.178	0.040	0.310	0.038	0.280	0.057	0.117	0.058	0.104	0.059	0.108	0.063	0.097	0.074	0.062	0.051	0.218	0.052	0.177
Film and Media	0.030	0.748	0.093	0.276	0.020	0.817	0.012	0.879	0.039	0.624	0.049	0.537	0.083	0.303	0.143	0.068	0.160	0.036	0.121	0.132	0.123	0.101
French	0.017	0.769	0.040	0.493	0.039	0.500	0.046	0.384	0.044	0.395	0.030	0.556	-0.001	0.989	-0.001	0.992	0.023	0.675	-0.021	0.711	-0.015	0.774
German	-0.003	0.956	-0.015	0.808	-0.009	0.884	-0.017	0.753	-0.024	0.668	-0.039	0.487	-0.076	0.170	-0.087	0.148	-0.063	0.293	-0.075	0.246	-0.067	0.268

C2a: Log Salary Model, L&S Biological Sciences, 12/15/2014

Tot. N=119: White Male N=66; Female N=35; Minority Male N=13; Unknown Male=5. Asian N=18; URM N=3.

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	-0.174	0.003	-0.055	0.208	-0.050	0.233	-0.029	0.394
Minority*	0.067	0.336	0.065	0.200	0.024	0.621	0.035	0.374
Yrs. since degree			0.021	<.001	0.021	<.001	-0.004	0.337
Yrs. degree (sq.)			0.000	0.003	0.000	0.002	0.000	0.618
Yrs. since hired			-0.001	0.717	-0.001	0.807	-0.017	<.001
HW Neuroscience					-0.238	0.083	-0.074	0.514
Molec. & Cell Bio.					0.110	0.015	0.081	0.029
Other units					-		-	
Multiple appt.					0.182	<.001	0.090	0.037
Assistant							-0.575	<.001
Associate							-0.299	<.001
Years at Rank							0.032	<.001
Intercept	11.9	<.001	11.9	<.001	11.8	<.001	11.6	<.001
R-square	0.08		0.53		0.59		0.74	
Adj. R-square	0.06		0.51		0.56		0.72	
*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, 12/15/2014

Tot. N=119: White Male N=66; Female N=35; Minority Male N=13; Unknown Male=5. Asian N=18; URM N=3.

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank	
Variables	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>		3018	<.001	3099	<.001	-1137	0.218
Yrs. degree (sq.)			-72	0.020	-76	0.015	-47	0.141
Yrs. since hired			-267	0.715	-256	0.724	-3000	<.001
Molec. & Cell Bio.					14799	0.110	7931	0.287
Other units					-		-	
Multiple appt.					12397	0.183	6587	0.386
Assistant							-83159	<.001
Associate							-47790	<.001
Years at Rank							6191	<.001
Intercept			156328	<.001	145047	<.001	100529	<.001
R-square			0.45		0.48		0.69	
Adj. R-square			0.42		0.44		0.65	
Avg. Wom. \$ diff.			6000		6752		3574	
Avg. Min.* \$ diff.			8053		3436		4428	
*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, 2004-2014

Tot. N=119 (2014): White Male N=66; Female N=35; Minority Male N=13; Unknown Male=5. Asian N=18; URM N=3.

[illegible]

C2d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences, 2004-2014

Tot. N=119 (2014): White Male N=66; Female N=35; Minority Male N=13; Unknown Male=5. Asian N=18; URM N=3.

[illegible]

C3a: Log Salary Model, L&S Math & Physical Sciences, 12/15/2014

Tot. N=173: White Male N=118; Female N=27; Minority Male N=23; Unknown Male=5. Asian N=24; URM N=3.

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.110	0.054	-0.052	0.217	-0.078	0.057	-0.050	0.153
Minority*	-0.091	0.111	0.005	0.913	0.020	0.627	0.020	0.562
Yrs. since degree			0.021	<.001	0.021	<.001	0.002	0.567
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.262
Yrs. since hired			-0.005	0.028	-0.005	0.033	-0.021	<.001
Astronomy					-0.034	0.622	-0.040	0.498
Mathematics					-0.019	0.725	-0.056	0.223
Physics					-0.097	0.075	-0.067	0.145
Statistics					0.009	0.906	0.023	0.716
Other units					-		-	
Multiple appt.					0.087	0.027	0.077	0.022
Assistant							-0.522	<.001
Associate							-0.301	<.001
Years at Rank							0.027	<.001
Intercept	12.0	<.001	12.0	<.001	12.0	<.001	11.7	<.001
R-square	0.04		0.49		0.55		0.68	
Adj. R-square	0.02		0.48		0.52		0.65	
*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, 12/15/2014

Tot. N=173: White Male N=118; Female N=27; Minority Male N=23; Unknown Male=5. Asian N=24; URM N=3.

[illegible]

C3c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Math & Physical Sciences, 2004-2014

Tot. N=173 (2014): White Male N=118; Female N=27; Minority Male N=23; Unknown Male=5. Asian N=24; URM N=3.

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	0.431	-0.041	0.357	-0.046	0.271	-0.036	0.391	-0.044	0.296	-0.063	0.133	-0.069	0.099	-0.062	0.151	-0.066	0.107	-0.078	0.057
Minority*	-0.045	0.275	-0.042	0.314	-0.048	0.234	-0.024	0.537	-0.016	0.687	0.013	0.765	0.017	0.694	0.000	0.999	0.016	0.714	0.006	0.887	0.020	0.627
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	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.002	0.000	0.006	0.000	0.004	0.000	<.001	0.000	<.001
Yrs. since hired	-0.005	0.015	-0.004	0.048	-0.004	0.034	-0.003	0.125	-0.003	0.138	-0.004	0.063	-0.004	0.044	-0.003	0.147	-0.004	0.081	-0.005	0.042	-0.005	0.033
Astronomy	0.049	0.492	0.042	0.547	0.002	0.975	-0.029	0.654	-0.006	0.932	0.001	0.993	0.011	0.869	0.011	0.876	-0.020	0.770	-0.003	0.966	-0.034	0.622
Mathematics	0.005	0.924	0.027	0.606	0.012	0.813	-0.011	0.828	0.013	0.798	0.035	0.489	0.043	0.397	0.029	0.609	0.013	0.816	0.010	0.852	-0.019	0.725
Physics	-0.021	0.685	-0.014	0.784	-0.009	0.850	-0.045	0.349	-0.031	0.528	-0.017	0.745	-0.034	0.507	-0.044	0.425	-0.058	0.294	-0.066	0.216	-0.097	0.075
Statistics	-0.015	0.816	0.006	0.930	0.002	0.970	0.025	0.703	0.017	0.796	0.036	0.616	0.069	0.327	0.064	0.383	0.016	0.827	0.032	0.661	0.009	0.906
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	0.087	0.027
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
R-square	0.59		0.59		0.60		0.61		0.58		0.57		0.56		0.57		0.54		0.53		0.55	
Adj. R-square	0.57		0.57		0.58		0.58		0.56		0.55		0.54		0.54		0.51		0.50		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, 2004-2014

Tot. N=173 (2014): White Male N=118; Female N=27; Minority Male N=23; Unknown Male=5. Asian N=24; URM N=3.

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	0.402	-0.025	0.585	-0.037	0.375	-0.044	0.255	-0.032	0.420	-0.023	0.544	-0.046	0.203	-0.038	0.298	-0.027	0.475	-0.034	0.335	-0.050	0.153
Minority*	-0.042	0.278	-0.053	0.175	-0.051	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	0.020	0.562
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	0.130	0.004	0.127	0.001	0.649	0.002	0.567
Yrs. degree (sq.)	0.000	0.883	0.000	0.604	0.000	0.553	0.000	0.802	0.000	0.481	0.000	0.095	0.000	0.040	0.000	0.028	0.000	0.038	0.000	0.287	0.000	0.262
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	-0.021	<.001
Astronomy	0.026	0.694	0.034	0.603	0.017	0.776	-0.007	0.902	-0.001	0.987	-0.007	0.905	0.017	0.775	0.002	0.970	0.000	0.996	-0.009	0.884	-0.040	0.498
Mathematics	-0.023	0.637	0.006	0.898	0.002	0.958	-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	-0.056	0.223
Physics	-0.012	0.805	0.009	0.864	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	-0.067	0.145
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	0.023	0.716
Other units	-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.068	0.069	0.080	0.032	0.085	0.013	0.077	0.019	0.105	0.002	0.102	0.002	0.132	<.001	0.116	<.001	0.103	0.003	0.093	0.005	0.077	0.022
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	-0.522	<.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	-0.246	<.001	-0.301	<.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	0.027	<.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
R-square	0.65		0.65		0.67		0.68		0.65		0.67		0.68		0.69		0.65		0.66		0.68	
Adj. R-square	0.62		0.62		0.64		0.65		0.63		0.64		0.66		0.66		0.63		0.64		0.65	
*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, 12/15/2014

Tot. N=297; White Male N=141; Female N=108; Minority Male N=41; Unknown Male=7. Asian N=37; URM N=43.

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	-0.160	<.001	-0.142	<.001	-0.031	0.273	-0.018	0.416
Asian	-0.113	0.079	-0.093	0.109	-0.027	0.506	-0.054	0.094
Underrep. Min.*	-0.138	0.022	-0.140	0.010	-0.049	0.269	-0.020	0.582
Yrs. since degree			0.019	<.001	0.022	<.001	0.001	0.773
Yrs. degree (sq.)			0.000	0.359				
Yrs. since hired			-0.008	0.012	-0.009	<.001	-0.015	<.001
Afr. Am Stud.					-0.076	0.491	0.043	0.632
Anthropology					0.070	0.386	0.131	0.044
Economics					0.719	<.001	0.651	<.001
Ethnic Studies					-0.024	0.786	0.059	0.412
Geography					-0.040	0.668	0.048	0.518
HW Neuroscience					-0.077	0.603	-0.007	0.956
History					0.092	0.233	0.094	0.130
Linguistics					-0.078	0.400	0.005	0.946
Political Sc.					0.184	0.018	0.210	<.001
Psychology					0.111	0.180	0.108	0.105
Sociology					0.150	0.067	0.185	0.005
Other units					-		-	
Haas/Boalt appt.					0.499	<.001	0.439	<.001
Oth. mult. appt.					0.118	0.017	0.087	0.027
Assistant							-0.597	<.001
Associate							-0.344	<.001
Years at Rank							0.020	<.001
Intercept	12.0	<.001	12.0	<.001	11.7	<.001	11.6	<.001
R-square	0.08		0.26		0.68		0.80	
Adj. R-square	0.07		0.24		0.66		0.78	
*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, 12/15/2014

Tot. N=297: White Male N=141; Female N=108; Minority Male N=41; Unknown Male=7. Asian N=37; URM N=43.

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	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>		2564	0.003	3732	<.001	-246	0.727
Yrs. degree (sq.)			-21	0.552				
Yrs. since hired			-735	0.426	-1508	0.013	-2809	<.001
Anthropology					16881	0.302	13490	0.323
Economics					135219	<.001	107986	<.001
Geography					11393	0.548	4456	0.780
HW Neuroscience					3752	0.920	3326	0.916
History					28803	0.046	13534	0.263
Political Sc.					41033	0.004	28799	0.015
Psychology					36183	0.068	20754	0.212
Sociology					34934	0.044	30400	0.036
Other units					-		-	
Haas/Boalt appt.					102495	<.001	85847	<.001
Oth. mult. appt.					21165	0.072	11204	0.255
Assistant							-99555	<.001
Associate							-47414	<.001
Years at Rank							4304	<.001
Intercept			171842	<.001	114543	<.001	101047	<.001
R-square			0.12		0.68		0.78	
Adj. R-square			0.11		0.64		0.76	
Avg. Wom. \$ diff.			30201		5542		4071	
Avg. Asian \$ diff.			28566		4786		8795	
Avg. URM* \$ diff.			30044		7488		1748	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: African Am Studies, Demography, Ethnic Studies, Gender and Women's Studies, and Linguistics.								
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, 2004-2014

Tot. N=297 (2014): White Male N=141; Female N=108; Minority Male N=41; Unknown Male=7. Asian N=37; URM N=43.

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	-0.083	0.002	-0.074	0.005	-0.065	0.014	-0.074	0.003	-0.065	0.015	-0.035	0.169	-0.039	0.153	-0.037	0.185	-0.038	0.173	-0.044	0.125	-0.031	0.273
Asian	-0.045	0.271	-0.032	0.412	0.007	0.848	-0.004	0.915	-0.017	0.673	-0.009	0.820	0.001	0.988	-0.022	0.584	-0.022	0.590	-0.022	0.602	-0.027	0.506
Underrep. Min.*	-0.067	0.193	-0.050	0.301	-0.040	0.391	-0.038	0.371	-0.040	0.379	-0.021	0.624	-0.026	0.570	-0.037	0.403	-0.060	0.174	-0.051	0.272	-0.049	0.269
Yrs. since degree	0.021	<.001	0.021	<.001	0.022	<.001	0.021	<.001	0.020	<.001	0.021	<.001	0.022	<.001	0.022	<.001	0.023	<.001	0.023	<.001	0.022	<.001
Yrs. since hired	-0.006	0.004	-0.006	0.004	-0.006	0.002	-0.005	0.007	-0.005	0.018	-0.005	0.007	-0.008	<.001	-0.009	<.001	-0.010	<.001	-0.011	<.001	-0.009	<.001
Afr. Am Stud.	-0.029	0.819	0.014	0.904	0.010	0.934	0.017	0.870	-0.015	0.895	-0.061	0.561	-0.025	0.822	-0.036	0.742	-0.099	0.368	-0.057	0.608	-0.076	0.491
Anthropology	0.043	0.660	0.107	0.213	0.125	0.150	0.155	0.060	0.122	0.150	0.112	0.169	0.136	0.107	0.126	0.125	0.052	0.509	0.078	0.336	0.070	0.386
Economics	0.357	<.001	0.455	<.001	0.496	<.001	0.549	<.001	0.636	<.001	0.612	<.001	0.679	<.001	0.729	<.001	0.679	<.001	0.736	<.001	0.719	<.001
Ethnic Studies	-0.079	0.467	-0.059	0.535	-0.040	0.685	0.015	0.871	0.006	0.947	-0.053	0.552	-0.059	0.533	-0.032	0.729	-0.062	0.485	-0.009	0.922	-0.024	0.786
Geography	-0.092	0.393	-0.052	0.589	-0.056	0.568	-0.023	0.809	-0.021	0.829	-0.011	0.902	0.004	0.965	0.001	0.990	-0.049	0.594	-0.033	0.718	-0.040	0.668
HW Neuroscience	-0.365	0.014	-0.225	0.119	-0.305	0.030	-0.293	0.033	-0.245	0.094	-0.217	0.118	-0.150	0.299	-0.219	0.131	-0.208	0.149	-0.164	0.269	-0.077	0.603
History	-0.047	0.620	0.030	0.712	0.062	0.453	0.087	0.265	0.076	0.348	0.065	0.398	0.082	0.311	0.118	0.135	0.068	0.370	0.087	0.258	0.092	0.233
Linguistics	-0.053	0.620	-0.023	0.811	-0.024	0.800	-0.024	0.788	-0.073	0.431	-0.066	0.468	-0.074	0.427	-0.049	0.608	-0.105	0.257	-0.094	0.316	-0.078	0.400
Political Sc.	0.036	0.704	0.096	0.247	0.121	0.145	0.145	0.065	0.149	0.066	0.144	0.064	0.161	0.047	0.198	0.013	0.129	0.089	0.171	0.027	0.184	0.018
Psychology	0.000	0.997	0.022	0.797	0.061	0.484	0.093	0.263	0.088	0.306	0.100	0.222	0.101	0.232	0.139	0.098	0.082	0.313	0.103	0.216	0.111	0.180
Sociology	0.110	0.270	0.128	0.145	0.134	0.125	0.130	0.118	0.135	0.116	0.142	0.084	0.171	0.045	0.177	0.035	0.127	0.119	0.164	0.048	0.150	0.067
Other units	-		-		-		-		-		-		-		-		-		-		-	
Haas/Boalt appt.	0.398	<.001	0.455	<.001	0.462	<.001	0.475	<.001	0.485	<.001	0.510	<.001	0.501	<.001	0.498	<.001	0.495	<.001	0.505	<.001	0.499	<.001
Oth. mult. appt.	0.175	0.002	0.168	0.001	0.176	<.001	0.176	<.001	0.138	0.007	0.128	0.008	0.133	0.007	0.133	0.007	0.108	0.022	0.114	0.019	0.118	0.017
Intercept	11.5	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001
R-square	0.66		0.68		0.68		0.71		0.70		0.72		0.70		0.70		0.70		0.68		0.68	
Adj. R-square	0.64		0.66		0.66		0.69		0.68		0.70		0.68		0.68		0.68		0.65		0.66	
*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, 2004-2014

Tot. N=297 (2014): White Male N=141; Female N=108; Minority Male N=41; Unknown Male=7. Asian N=37; URM N=43.

160: N=237 (2014); White Male N=141; Female N=106; Minority Male N=42; Unknown Male=7; Asian N=37; Other N=43.																						
	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	-0.057	0.008	-0.055	0.009	-0.045	0.039	-0.047	0.020	-0.041	0.051	-0.022	0.272	-0.024	0.271	-0.029	0.228	-0.028	0.232	-0.026	0.255	-0.018	0.416
Asian	-0.016	0.617	-0.015	0.622	0.004	0.896	-0.008	0.788	-0.037	0.227	-0.039	0.205	-0.026	0.433	-0.043	0.215	-0.054	0.115	-0.056	0.100	-0.054	0.094
Underrep. Min.*	0.006	0.885	0.010	0.801	0.021	0.584	0.012	0.718	0.012	0.727	0.011	0.744	0.023	0.527	0.012	0.762	-0.004	0.910	-0.010	0.794	-0.020	0.582
Yrs. since degree	0.000	0.971	0.001	0.690	0.001	0.652	0.002	0.468	-0.002	0.347	0.000	0.924	0.000	0.890	0.002	0.500	0.001	0.612	-0.001	0.814	0.001	0.773
Yrs. since hired	-0.013	<.001	-0.012	<.001	-0.012	<.001	-0.011	<.001	-0.011	<.001	-0.012	<.001	-0.015	<.001	-0.015	<.001	-0.016	<.001	-0.017	<.001	-0.015	<.001
Afr. Am Stud.	-0.066	0.504	0.031	0.731	0.030	0.746	0.079	0.356	0.065	0.457	0.034	0.689	0.048	0.587	0.030	0.751	-0.022	0.810	0.047	0.606	0.043	0.632
Anthropology	-0.020	0.793	0.095	0.163	0.122	0.083	0.156	0.018	0.121	0.066	0.099	0.132	0.151	0.027	0.141	0.043	0.097	0.144	0.141	0.031	0.131	0.044
Economics	0.225	0.002	0.361	<.001	0.427	<.001	0.487	<.001	0.539	<.001	0.521	<.001	0.594	<.001	0.632	<.001	0.591	<.001	0.654	<.001	0.651	<.001
Ethnic Studies	-0.108	0.198	-0.037	0.623	-0.009	0.911	0.045	0.533	0.042	0.568	-0.005	0.941	0.003	0.965	0.003	0.968	0.013	0.865	0.066	0.370	0.059	0.412
Geography	-0.132	0.113	-0.048	0.529	-0.039	0.632	0.011	0.880	0.025	0.736	0.019	0.794	0.061	0.429	0.040	0.626	0.034	0.663	0.068	0.361	0.048	0.518
HW Neuroscience	-0.093	0.423	-0.008	0.943	-0.079	0.494	-0.030	0.786	0.041	0.722	0.035	0.758	0.016	0.893	-0.072	0.560	-0.025	0.840	0.021	0.863	-0.007	0.956
History	-0.108	0.140	0.017	0.796	0.051	0.444	0.085	0.174	0.062	0.327	0.053	0.397	0.091	0.164	0.092	0.167	0.062	0.327	0.086	0.164	0.094	0.130
Linguistics	-0.069	0.402	0.008	0.919	0.013	0.864	0.027	0.711	-0.013	0.853	-0.026	0.722	0.009	0.908	0.002	0.979	-0.027	0.732	0.010	0.896	0.005	0.946
Political Sc.	-0.006	0.938	0.098	0.133	0.121	0.075	0.165	0.009	0.172	0.007	0.162	0.010	0.201	0.002	0.207	0.002	0.169	0.009	0.204	0.001	0.210	<.001
Psychology	-0.055	0.463	0.016	0.809	0.061	0.383	0.105	0.112	0.084	0.208	0.078	0.234	0.105	0.125	0.124	0.083	0.088	0.197	0.102	0.131	0.108	0.105
Sociology	0.026	0.737	0.099	0.153	0.113	0.113	0.129	0.053	0.131	0.049	0.141	0.035	0.196	0.005	0.189	0.008	0.158	0.021	0.196	0.003	0.185	0.005
Other units	-		-		-		-		-		-		-		-		-		-		-	
Haas/Boalt appt.	0.273	<.001	0.356	<.001	0.369	<.001	0.426	<.001	0.422	<.001	0.435	<.001	0.420	<.001	0.427	<.001	0.432	<.001	0.443	<.001	0.439	<.001
Oth. mult. appt.	0.046	0.304	0.080	0.049	0.100	0.020	0.120	0.003	0.082	0.040	0.069	0.075	0.092	0.022	0.095	0.022	0.069	0.086	0.084	0.031	0.087	0.027
Assistant	-0.558	<.001	-0.536	<.001	-0.530	<.001	-0.516	<.001	-0.577	<.001	-0.533	<.001	-0.570	<.001	-0.533	<.001	-0.569	<.001	-0.627	<.001	-0.597	<.001
Associate	-0.398	<.001	-0.367	<.001	-0.328	<.001	-0.307	<.001	-0.329	<.001	-0.310	<.001	-0.304	<.001	-0.297	<.001	-0.300	<.001	-0.349	<.001	-0.344	<.001
Years at Rank	0.020	<.001	0.019	<.001	0.019	<.001	0.018	<.001	0.021	<.001	0.021	<.001	0.023	<.001	0.021	<.001	0.022	<.001	0.023	<.001	0.020	<.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	11.6	<.001	11.6	<.001	11.6	<.001
R-square	0.80		0.81		0.79		0.82		0.82		0.82		0.81		0.79		0.79		0.79		0.80	
Adj. R-square	0.79		0.79		0.78		0.81		0.81		0.81		0.79		0.77		0.77		0.78		0.78	
*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, 12/15/2014

Tot. N=244: White Male N=146; Female N=37; Minority Male N=59; Unknown Male=2. Asian N=55; URM N=15.

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	-0.037	0.400	0.000	0.988	0.005	0.871	0.017	0.553
Asian	-0.010	0.785	0.027	0.325	0.023	0.367	0.007	0.775
Underrep. Min.*	-0.061	0.366	-0.023	0.639	-0.010	0.822	-0.011	0.786
Yrs. since degree			0.017	<.001	0.016	<.001	0.004	0.130
Yrs. degree (sq.)			0.000	0.002	0.000	0.061	0.000	0.658
Yrs. since hired			-0.001	0.570	0.001	0.513	-0.009	<.001
Bioengin.					-0.036	0.507	-0.024	0.633
Civil & Env. Eng.					-0.047	0.277	-0.047	0.247
Elect. Eng./CS					0.039	0.324	0.012	0.745
Material Sc. & Eng.					0.011	0.846	-0.007	0.899
Mechanical Eng.					-0.037	0.391	-0.040	0.320
Other units					-		-	
Multiple appt.					0.163	<.001	0.127	<.001
Assistant							-0.317	<.001
Associate							-0.162	<.001
Years at Rank							0.019	<.001
Intercept	11.9	<.001	11.9	<.001	11.9	<.001	11.7	<.001
R-square	0.01		0.50		0.59		0.65	
Adj. R-square	-0.01		0.49		0.57		0.63	
*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, 12/15/2014

Tot. N=244: White Male N=146; Female N=37; Minority Male N=59; Unknown Male=2. Asian N=55; URM N=15.

	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	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>		2967	<.001	2633	<.001	1133	0.064
Yrs. degree (sq.)			-11	0.603	11	0.602	50	0.071
Yrs. since hired			-674	0.100	-191	0.642	-1344	0.024
Bioengin.					595	0.963	5543	0.660
Civil & Env. Eng.					-4287	0.668	-4471	0.647
Elect. Eng./CS					7235	0.430	4266	0.635
Material Sc. & Eng.					3093	0.815	-1701	0.897
Mechanical Eng.					-9025	0.349	-8141	0.387
Other units					-		-	
Multiple appt.					25646	<.001	20861	0.003
Assistant							-45503	0.004
Associate							-25981	0.044
Years at Rank							2048	0.012
Intercept			156685	<.001	147703	<.001	129302	<.001
R-square			0.44		0.52		0.56	
Adj. R-square			0.43		0.49		0.52	
Avg. Wom. \$ diff.			753		296		2747	
Avg. Asian \$ diff.			2837		2789		1461	
Avg. URM* \$ diff.			3243		766		353	
*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, 2004-2014

Tot. N=244 (2014): White Male N=146; Female N=37; Minority Male N=59; Unknown Male=2. Asian N=55; URM N=15.

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	0.699	0.035	0.251	0.016	0.602	0.015	0.583	-0.005	0.848	-0.009	0.783	-0.013	0.683	-0.018	0.566	-0.004	0.903	0.014	0.628	0.005	0.871
Asian	0.044	0.063	0.053	0.028	0.054	0.031	0.050	0.027	0.037	0.115	0.037	0.148	0.041	0.123	0.034	0.204	0.031	0.261	0.027	0.295	0.023	0.367
Underrep. Min.*	0.078	0.080	0.055	0.211	0.079	0.086	0.061	0.131	0.044	0.291	0.076	0.098	0.050	0.266	0.036	0.435	0.042	0.385	0.012	0.774	-0.010	0.822
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
Yrs. degree (sq.)	0.000	0.125	0.000	0.176	0.000	0.123	0.000	0.002	0.000	0.024	0.000	0.022	0.000	0.365	0.000	0.333	0.000	0.179	0.000	0.222	0.000	0.061
Yrs. since hired	0.000	0.975	0.001	0.528	0.000	0.802	-0.001	0.539	-0.001	0.361	-0.001	0.411	0.001	0.581	0.001	0.443	0.002	0.360	0.002	0.292	0.001	0.513
Bioengin.	-0.022	0.640	-0.042	0.369	-0.077	0.114	-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	0.406	-0.036	0.507
Civil & Env. Eng.	-0.030	0.441	-0.023	0.559	-0.037	0.369	0.013	0.734	0.027	0.497	-0.001	0.978	-0.022	0.613	-0.014	0.754	-0.054	0.246	-0.044	0.297	-0.047	0.277
Elect. Eng./CS	0.064	0.067	0.059	0.110	0.028	0.467	0.086	0.012	0.088	0.017	0.064	0.114	0.053	0.193	0.063	0.122	0.043	0.307	0.039	0.307	0.039	0.324
Material Sc. & Eng.	0.078	0.114	0.059	0.232	0.026	0.604	0.060	0.209	0.061	0.222	0.031	0.563	0.014	0.809	-0.002	0.974	0.012	0.856	-0.001	0.982	0.011	0.846
Mechanical Eng.	0.002	0.961	-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	0.297	-0.037	0.391
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	0.163	<.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
R-square	0.71		0.68		0.62		0.68		0.64		0.58		0.56		0.54		0.53		0.59		0.59	
Adj. R-square	0.69		0.67		0.60		0.66		0.62		0.56		0.54		0.51		0.50		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															

C6a: Log Salary Model, College of Chemistry, 12/15/2014

Tot. N=65: White Male N=40; Female N=15; Minority Male N=10; Unknown Male=0. Asian N=9; URM N=5.

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.236	0.017	-0.098	0.120	-0.106	0.105	-0.021	0.729
Minority*	-0.023	0.816	0.088	0.163	0.079	0.229	0.059	0.315
Yrs. since degree			0.027	<.001	0.026	<.001	0.006	0.358
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.913
Yrs. since hired			-0.005	0.218	-0.005	0.309	-0.014	0.013
Chemical Eng.					0.007	0.920	0.035	0.559
Other units					-		-	
Multiple appt.					0.040	0.545	0.050	0.390
Assist./Assoc.							-0.577	<.001
Years at Rank							0.016	0.071
Intercept	12.1	<.001	12.1	<.001	12.1	<.001	11.9	<.001
R-square	0.09		0.68		0.68		0.76	
Adj. R-square	0.06		0.65		0.64		0.72	
*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, 12/15/2014

Tot. N=65: White Male N=40; Female N=15; Minority Male N=10; Unknown Male=0. Asian N=9; URM N=5.

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Department		M4: Faculty Rank, Yrs. Rank	
Variables	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>		4723	<.001	4804	<.001	-701	0.693
Yrs. degree (sq.)			-73	0.025	-73	0.030	33	0.452
Yrs. since hired			-1649	0.098	-1711	0.113	-4688	0.002
Chemical Eng.					6326	0.706	23984	0.124
Other units					-		-	
Multiple appt.					1556	0.929	6337	0.675
Assist./Assoc.							-141231	<.001
Years at Rank							6144	0.015
Intercept			186495	<.001	184771	<.001	126203	<.001
R-square			0.54		0.54		0.69	
Adj. R-square			0.50		0.48		0.62	
Avg. Wom. \$ diff.			12880		13533		520	
Avg. Min.* \$ diff.			6529		6008		1219	
*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, 2004-2014

Tot. N=65 (2014): White Male N=40; Female N=15; Minority Male N=10; Unknown Male=0. Asian N=9; URM N=5.

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	0.726	0.019	0.756	-0.008	0.882	-0.045	0.505	-0.060	0.355	-0.083	0.196	-0.113	0.084	-0.123	0.068	-0.106	0.101	-0.089	0.141	-0.106	0.105
Minority*	0.034	0.503	0.017	0.749	-0.017	0.718	-0.051	0.424	-0.042	0.489	-0.016	0.786	0.039	0.539	0.068	0.299	0.080	0.221	0.082	0.175	0.079	0.229
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	0.026	<.001
Yrs. degree (sq.)	-0.001	<.001	0.000	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
Yrs. since hired	-0.002	0.521	-0.003	0.302	-0.006	0.038	-0.004	0.304	-0.004	0.383	-0.004	0.273	-0.005	0.244	-0.005	0.237	-0.004	0.376	-0.003	0.458	-0.005	0.309
Chemical Eng.	0.088	0.079	0.079	0.122	0.141	0.002	0.103	0.085	0.078	0.179	0.059	0.304	0.062	0.312	0.030	0.652	0.018	0.778	0.046	0.463	0.007	0.920
Other units	-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.098	0.072	0.077	0.169	0.061	0.227	0.071	0.279	0.113	0.065	0.073	0.233	0.055	0.377	0.025	0.689	0.042	0.504	0.078	0.184	0.040	0.545
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
R-square	0.78		0.77		0.82		0.64		0.65		0.65		0.69		0.66		0.67		0.70		0.68	
Adj. R-square	0.75		0.75		0.80		0.60		0.62		0.61		0.65		0.62		0.63		0.67		0.64	
*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, 2004-2014

Tot. N=65 (2014): White Male N=40; Female N=15; Minority Male N=10; Unknown Male=0. Asian N=9; URM N=5.

Table N-65 (2014): White Male N=40, Female N=13, Minority Male N=10, Unknown Male=6, Asian N=5, Other N=5.																								
2004			2005		2006		2007		2008		2009		2010		2011		2012		2013		2014			
Variables	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	0.646	-0.018	0.738	-0.063	0.184	-0.057	0.395	-0.079	0.194	-0.084	0.145	-0.106	0.064	-0.100	0.109	-0.051	0.391	-0.056	0.328	-0.021	0.729		
Minority*	-0.019	0.679	-0.031	0.517	-0.071	0.104	-0.124	0.084	-0.126	0.052	-0.065	0.271	0.034	0.545	0.076	0.225	0.081	0.171	0.073	0.199	0.059	0.315		
Yrs. since degree	0.008	0.067	0.008	0.069	0.011	0.007	0.011	0.110	0.007	0.304	0.010	0.073	0.011	0.028	0.011	0.071	0.012	0.044	0.011	0.090	0.006	0.358		
Yrs. degree (sq.)	0.000	0.731	0.000	0.490	0.000	0.788	0.000	0.406	0.000	0.973	0.000	0.717	0.000	0.741	0.000	0.699	0.000	0.304	0.000	0.196	0.000	0.913		
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	0.046	-0.014	0.013		
Chemical Eng.	0.059	0.186	0.062	0.164	0.121	0.002	0.093	0.122	0.052	0.348	0.041	0.432	0.052	0.323	0.015	0.799	0.025	0.679	0.037	0.537	0.035	0.559		
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	0.449	0.045	0.410	0.001	0.988	0.029	0.611	0.079	0.152	0.050	0.390		
Assist./Assoc.	-0.385	<.001	-0.341	<.001	-0.372	<.001	-0.178	0.137	-0.313	0.005	-0.384	<.001	-0.417	<.001	-0.373	<.001	-0.402	<.001	-0.374	0.002	-0.577	<.001		
Years at Rank	0.019	0.006	0.022	0.001	0.015	0.013	0.018	0.079	0.020	0.040	0.008	0.318	0.005	0.494	0.010	0.263	0.010	0.270	0.015	0.085	0.016	0.071		
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		
R-square	0.84		0.84		0.88		0.66		0.71		0.73		0.77		0.72		0.74		0.75		0.76			
Adj. R-square	0.81		0.81		0.86		0.61		0.66		0.69		0.74		0.67		0.70		0.71		0.72			
*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, 12/15/2014

Tot. N=119: White Male N=65; Female N=38; Minority Male N=16; Unknown Male=0. Asian N=17; URM N=7.

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.140	0.021	-0.101	0.018	-0.084	0.025	-0.074	0.018
Minority*	-0.207	0.004	-0.127	0.010	-0.090	0.043	-0.046	0.226
Yrs. since degree			0.021	<.001	0.022	<.001	0.003	0.519
Yrs. degree (sq.)			0.000	0.216				
Yrs. since hired			-0.003	0.384	-0.006	0.079	-0.011	<.001
Agr. Res. Ec. Pol.					0.296	<.001	0.238	<.001
ESPM					-0.001	0.981	-0.030	0.513
Plant & Micr. Bio.					0.156	0.011	0.129	0.013
Other units					-		-	
Multiple appt.					0.128	0.017	0.024	0.615
Assistant							-0.492	<.001
Associate							-0.356	<.001
Years at Rank							0.017	<.001
Intercept	11.9	<.001	11.9	<.001	11.8	<.001	11.8	<.001
R-square	0.11		0.59		0.70		0.80	
Adj. R-square	0.10		0.57		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, 12/15/2014

Tot. N=119: White Male N=65; Female N=38; Minority Male N=16; Unknown Male=0. Asian N=17; URM N=7.

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
Variables	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>		2439	0.001	2577	<.001	-527	0.630
Yrs. degree (sq.)			-11	0.706				
Yrs. since hired			155	0.821	-209	0.757	-1446	0.056
Agr. & Res. Econ.					20144	0.063	16918	0.096
ESPM					-17006	0.062	-15982	0.060
Other units					-		-	
Multiple appt.					7606	0.565	-7845	0.545
Assistant							-73218	0.002
Associate							-48311	0.001
Years at Rank							3295	0.010
Intercept			150477	<.001	151028	<.001	139936	<.001
R-square			0.50		0.59		0.67	
Adj. R-square			0.48		0.56		0.63	
Avg. Wom. \$ diff.			17397		13996		11155	
Avg. Min.* \$ diff.			21681		19346		11086	
*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, 2004-2014

Tot. N=119 (2014): White Male N=65; Female N=38; Minority Male N=16; Unknown Male=0. Asian N=17; URM N=7.

[illegible]

C7d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Natural Resources, 2004-2014

Tot. N=119 (2014): White Male N=65; Female N=38; Minority Male N=16; Unknown Male=0. Asian N=17; URM N=7.

[illegible]

C8a: Log Salary Model, Haas School of Business, 12/15/2014

Tot. N=85: White Male N=51; Female N=18; Minority Male N=13; Unknown Male=3. Asian N=11; URM N=4.

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.071	0.272	-0.113	0.023	-0.112	0.026	-0.112	0.010
Minority*	-0.140	0.044	-0.078	0.146	-0.079	0.145	-0.003	0.952
Yrs. since degree			0.020	<.001	0.018	<.001	0.011	0.055
Yrs. degree (sq.)			0.000	0.001	0.000	0.012	0.000	0.774
Yrs. since hired			-0.016	<.001	-0.016	<.001	-0.019	<.001
Multiple appt.					-0.031	0.654	0.122	0.067
Market Ratio**					-0.175	0.531	1.000	0.002
Assistant							-0.608	<.001
Associate							-0.477	<.001
Years at Rank							0.005	0.505
Intercept	12.4	<.001	12.5	<.001	12.8	<.001	11.0	<.001
R-square	0.06		0.47		0.48		0.65	
Adj. R-square	0.04		0.44		0.43		0.61	
*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, 12/15/2014

Tot. N=85: White Male N=51; Female N=18; Minority Male N=13; Unknown Male=3. Asian N=11; URM N=4.

	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
Variables	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>		5260	<.001	5864	<.001	4288	0.005
Yrs. degree (sq.)			-90	0.011	-104	0.009	-24	0.621
Yrs. since hired			-3791	<.001	-3961	<.001	-4853	<.001
Multiple appt.					11509	0.504	33140	0.067
Market Ratio*					69548	0.370	299193	0.005
Assistant							-122619	0.001
Associate							-90612	0.001
Years at Rank							1216	0.512
Intercept			275851	<.001	175423	0.120	-155327	0.272
R-square			0.61		0.62		0.71	
Adj. R-square			0.59		0.57		0.65	
Avg. Wom. \$ diff.			24586		24401		22573	
Avg. Min.** \$ diff.			16176		15064		925	
*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, 2004-2014

Tot. N=85 (2014): White Male N=51; Female N=18; Minority Male N=13; Unknown Male=3. Asian N=11; URM N=4.

[illegible]

C8d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Haas School of Business, 2004-2014

Tot. N=85 (2014): White Male N=51; Female N=18; Minority Male N=13; Unknown Male=3. Asian N=11; URM N=4.

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	0.544	0.065	0.233	0.035	0.479	0.015	0.768	-0.041	0.401	-0.017	0.744	-0.032	0.525	-0.050	0.299	-0.126	0.008	-0.104	0.027	-0.112	0.010
Minority*	-0.020	0.761	-0.052	0.426	-0.065	0.266	-0.073	0.210	-0.054	0.318	-0.038	0.509	-0.025	0.616	-0.029	0.541	-0.031	0.521	-0.027	0.605	-0.003	0.952
Yrs. since degree	0.003	0.580	0.003	0.587	-0.003	0.543	-0.006	0.328	-0.002	0.737	-0.005	0.404	-0.008	0.204	-0.004	0.494	0.006	0.281	0.004	0.507	0.011	0.055
Yrs. degree (sq.)	0.000	0.113	0.000	0.093	0.000	0.120	0.000	0.167	0.000	0.333	0.000	0.471	0.000	0.391	0.000	0.837	0.000	0.474	0.000	0.692	0.000	0.774
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
Multiple appt.	0.167	0.126	0.195	0.094	0.171	0.111	0.144	0.146	0.138	0.146	0.197	0.033	0.152	0.102	0.107	0.209	0.101	0.212	0.070	0.383	0.122	0.067
Market Ratio**	0.445	0.413	0.720	0.153	0.735	0.123	0.563	0.215	0.610	0.214	1.000	0.066	0.741	0.126	0.934	0.026	0.797	0.023	0.764	0.030	1.000	0.002
Assistant	-0.455	<.001	-0.555	<.001	-0.604	<.001	-0.632	<.001	-0.556	<.001	-0.687	<.001	-0.780	<.001	-0.736	<.001	-0.546	<.001	-0.710	<.001	-0.608	<.001
Associate	-0.314	<.001	-0.346	0.003	-0.353	<.001	-0.358	0.002	-0.355	0.003	-0.457	0.001	-0.450	<.001	-0.474	<.001	-0.376	<.001	-0.468	<.001	-0.477	<.001
Years at Rank	0.007	0.275	0.009	0.201	0.011	0.082	0.010	0.149	0.005	0.378	0.005	0.468	0.017	0.021	0.013	0.059	0.000	0.969	0.007	0.364	0.005	0.505
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
R-square	0.45		0.38		0.43		0.41		0.43		0.41		0.51		0.53		0.60		0.65		0.65	
Adj. R-square	0.36		0.29		0.35		0.33		0.35		0.33		0.44		0.47		0.54		0.60		0.61	
*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, 12/15/2014

Tot. N=85: White Male N=51; Female N=18; Minority Male N=13; Unknown Male=3. 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	-0.071	0.272	-0.113	0.023	-0.085	0.114	-0.064	0.164
Minority*	-0.140	0.044	-0.078	0.146	-0.052	0.371	-0.002	0.961
Yrs. since degree			0.020	<.001	0.019	<.001	-0.001	0.895
Yrs. degree (sq.)			0.000	0.001	-0.001	0.001	0.000	0.948
Yrs. since hired			-0.016	<.001	-0.016	<.001	-0.019	<.001
Accounting					0.026	0.794	-0.008	0.924
Busin. & Pub. Pol.					-0.037	0.698	-0.074	0.357
Econ. Anal. & Pol.					-0.012	0.881	-0.051	0.474
Finance					0.033	0.648	0.011	0.857
Marketing					-0.056	0.553	-0.148	0.074
Mng. of Organizat.					-0.110	0.196	-0.173	0.020
Oper. & Inf. Tech. Mn.					-0.102	0.313	-0.164	0.059
Real Estate					0.121	0.244	0.060	0.513
Other units					-		-	
Multiple appt.					0.021	0.706	-0.049	0.309
Assistant							-0.531	<.001
Associate							-0.362	<.001
Years at Rank							0.015	0.039
Intercept	12.4	<.001	12.5	<.001	12.5	<.001	12.5	<.001
R-square	0.06		0.47		0.53		0.69	
Adj. R-square	0.04		0.44		0.44		0.61	
*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, 12/15/2014

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

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.094	0.056	-0.017	0.560	-0.027	0.335	-0.023	0.352
Minority*	-0.136	0.009	-0.004	0.891	-0.006	0.849	0.017	0.549
Yrs. since degree			0.014	<.001	0.010	<.001	0.007	<.001
Yrs. degree (sq.)			0.000	0.002	0.000	0.254	0.000	0.457
Yrs. since hired			0.000	0.812	0.000	0.856	-0.008	0.070
Law Degree			0.017	0.594	0.030	0.328	0.041	0.142
Multiple appt.					-0.060	0.166	0.113	0.074
Market Ratio**					-0.461	0.001	0.914	0.024
Assistant							-0.542	<.001
Years at Rank							0.009	0.093
Intercept	12.5	<.001	12.4	<.001	13.1	<.001	11.1	<.001
R-square	0.16		0.73		0.77		0.82	
Adj. R-square	0.13		0.71		0.74		0.79	
*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, 12/15/2014

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

	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
Variables	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>		3189	<.001	3012	<.001	2685	<.001
Yrs. degree (sq.)			-9	0.756				
Yrs. since hired			-335	0.518	-391	0.450	-1494	0.310
Law Degree			-6376	0.579	-4082	0.729	-1304	0.906
Multiple appt.					11651	0.498	36625	0.073
Market Ratio*					-27184	0.661	330282	0.049
Assistant							-133743	0.022
Years at Rank							1503	0.419
Intercept			257297	<.001	290456	0.002	-208601	0.347
R-square			0.67		0.68		0.74	
Adj. R-square			0.62		0.62		0.67	
Avg. Wom. \$ diff.			7767		8819		2196	
Avg. Min.** \$ diff.			4564		5650		4119	
*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, 2004-2014

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

[illegible]

C9d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Boalt School of Law, 2004-2014

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

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	-0.067	0.113	-0.044	0.263	-0.051	0.200	-0.045	0.068	-0.040	0.159	-0.031	0.271	-0.051	0.098	-0.046	0.150	-0.052	0.115	-0.043	0.110	-0.023	0.352
Minority*	0.016	0.761	0.017	0.751	0.002	0.973	0.013	0.679	-0.013	0.737	-0.013	0.717	-0.010	0.780	0.005	0.899	-0.010	0.795	-0.001	0.962	0.017	0.549
Yrs. since degree	0.008	0.009	0.009	0.011	0.004	0.203	0.003	0.234	0.005	0.063	0.006	0.036	0.006	0.026	0.006	0.038	0.003	0.277	0.005	0.045	0.007	<.001
Yrs. degree (sq.)	0.000	0.349	0.000	0.916	0.000	0.066	0.000	0.013	0.000	0.067	0.000	0.064	0.000	0.168	0.000	0.116	0.000	0.025	0.000	0.113	0.000	0.457
Yrs. since hired	-0.001	0.832	-0.005	0.241	-0.010	0.032	-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	0.070
Law Degree	0.001	0.985	0.015	0.696	0.001	0.985	-0.003	0.920	0.017	0.569	0.028	0.336	0.015	0.651	0.054	0.147	0.051	0.193	0.076	0.018	0.041	0.142
Multiple appt.	0.205	0.073	0.255	0.014	0.155	0.077	0.092	0.089	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	0.074
Market Ratio**	1.400	0.062	1.400	0.053	0.926	0.178	0.713	0.093	1.000	0.051	0.895	0.043	0.666	0.064	1.100	0.047	1.000	0.065	0.940	0.034	0.914	0.024
Assistant	0.039	0.717	0.025	0.833	0.091	0.725	-0.120	0.280	-0.099	0.375	-0.139	0.072	-0.384	<.001	-0.640	0.001	-0.703	<.001	-0.597	<.001	-0.542	<.001
Years at Rank	-0.001	0.916	0.001	0.861	0.006	0.333	0.013	0.010	0.009	0.103	0.014	0.010	0.015	0.019	0.017	0.010	0.021	0.004	0.014	0.014	0.009	0.093
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
R-square	0.47		0.52		0.48		0.74		0.72		0.72		0.68		0.70		0.71		0.79		0.82	
Adj. R-square	0.35		0.42		0.38		0.69		0.67		0.67		0.63		0.65		0.66		0.76		0.79	
*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, 12/15/2014

Tot. N=219: White Male N=102; Female N=89; Minority Male N=24; Unknown Male=4. Asian N=19; URM N=33.

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	0.011	-0.030	0.327	-0.011	0.712	0.009	0.763
Asian	-0.202	0.005	-0.083	0.126	-0.069	0.196	-0.063	0.196
Underrep. Min.*	-0.145	0.010	-0.070	0.095	-0.039	0.347	-0.037	0.330
Yrs. since degree			0.022	<.001	0.022	<.001	0.008	0.003
Yrs. degree (sq.)			0.000	0.004	0.000	0.006	0.000	0.983
Yrs. since hired			-0.009	<.001	-0.010	<.001	-0.015	<.001
Bach./Mast.	-0.187	<.001	-0.269	<.001	-0.170	0.004	-0.131	0.017
MD	0.138	0.115	0.098	0.135	0.105	0.136	0.101	0.118
Architecture					-0.004	0.962	-0.003	0.969
City & Reg. Plan.					0.056	0.523	0.024	0.768
Goldman Pub. Pol.					0.230	0.013	0.186	0.029
Landsc. Arch./Env.					-0.064	0.515	-0.058	0.518
Sch. of Education					0.027	0.742	-0.010	0.893
Sch. of Informat.					0.153	0.124	0.092	0.315
Sch. of Optometry					0.148	0.137	0.069	0.453
Sch. Public Health					0.092	0.265	0.040	0.596
Sch. Social Welfare					-0.012	0.892	-0.071	0.396
Other units					-		-	
Multiple appt.					0.129	0.005	0.093	0.028
Assistant							-0.418	<.001
Associate							-0.265	<.001
Years at Rank							0.012	<.001
Intercept	11.9	<.001	11.9	<.001	11.8	<.001	11.8	<.001
R-square	0.15		0.54		0.60		0.67	
Adj. R-square	0.14		0.53		0.57		0.64	
*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, 12/15/2014

Tot. N=219: White Male N=102; Female N=89; Minority Male N=24; Unknown Male=4. Asian N=19; URM N=33.

	M1: Gender & Race/Ethnicity	M2: Yrs Degr./ Hire, Degrees	M3: Departments	M4: Faculty Rank, Yrs. Rank
Variables	B p-val	B p-val	B p-val	B p-val
Yrs. since degree	<i>Submodel is Not Possible with White Male Approach</i>	3461 <.001	3248 <.001	569 0.546
Yrs. degree (sq.)		-19 0.513	1 0.967	46 0.198
Yrs. since hired		-1683 <.001	-1873 <.001	-3059 <.001
Bach./Mast.		-41170 <.001	-33106 0.014	-31104 0.019
Architecture			3303 0.831	15181 0.317
Goldman Pub. Pol.			8866 0.616	7840 0.644
Sch. of Education			-1346 0.930	2380 0.872
Sch. of Optometry			1468 0.941	-8754 0.647
Sch. Public Health			27326 0.035	14993 0.233
Other units			-	-
Multiple appt.			33107 <.001	31926 <.001
Assistant				-80975 0.009
Associate				-58467 <.001
Years at Rank				2281 0.025
Intercept		148646 <.001	128266 <.001	125167 <.001
R-square		0.43	0.52	0.59
Adj. R-square		0.41	0.47	0.53
Avg. Wom. \$ diff.		7879	4764	1688
Avg. Asian \$ diff.		13527	5193	5477
Avg. URM* \$ diff.		12301	7899	6011
*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).				

C10c: Log Salary Model 3 (Demog., Experience, & Departments), Other Professional Schools, 2004-2014

Tot. N=219 (2014): White Male N=102; Female N=89; Minority Male N=24; Unknown Male=4. Asian N=19; URM N=33.

Table 125 (2017): White Male N=102; Female N=55; Minority Male N=24; Unknown Male N=Asian N=25; Black N=55																									
	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014				
Variables	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	-0.063	0.037	-0.044	0.141	-0.046	0.130	-0.046	0.111	-0.029	0.337	-0.032	0.274	-0.040	0.203	-0.032	0.314	-0.018	0.565	-0.023	0.447	-0.011	0.712			
Asian	-0.050	0.445	-0.022	0.749	0.021	0.755	-0.002	0.969	-0.021	0.721	-0.020	0.724	-0.042	0.500	-0.046	0.466	-0.065	0.275	-0.069	0.211	-0.069	0.196			
Underrep. Min.*	-0.020	0.670	-0.015	0.751	-0.001	0.986	0.003	0.942	-0.016	0.706	-0.030	0.473	-0.026	0.552	-0.037	0.398	-0.045	0.319	-0.028	0.512	-0.039	0.347			
Yrs. since degree	0.019	<.001	0.019	<.001	0.020	<.001	0.018	<.001	0.018	<.001	0.020	<.001	0.020	<.001	0.019	<.001	0.020	<.001	0.022	<.001	0.022	<.001			
Yrs. degree (sq.)	0.000	0.005	0.000	0.023	0.000	0.012	0.000	0.010	0.000	0.005	0.000	<.001	0.000	0.002	0.000	0.004	0.000	0.003	0.000	0.002	0.000	0.006			
Yrs. since hired	-0.002	0.421	-0.001	0.496	-0.002	0.256	-0.001	0.800	-0.002	0.337	-0.005	0.012	-0.005	0.006	-0.007	0.002	-0.007	0.001	-0.008	<.001	-0.010	<.001			
Bach./Mast.	-0.068	0.229	-0.056	0.322	-0.079	0.195	-0.055	0.358	-0.089	0.160	-0.094	0.104	-0.096	0.117	-0.130	0.038	-0.138	0.021	-0.153	0.007	-0.170	0.004			
MD	0.144	0.048	0.154	0.038	0.137	0.065	0.200	0.008	0.179	0.018	0.178	0.015	0.163	0.034	0.133	0.078	0.119	0.104	0.090	0.189	0.105	0.136			
Architecture	-0.074	0.285	-0.066	0.342	-0.070	0.340	-0.080	0.257	-0.136	0.078	-0.075	0.317	-0.074	0.343	-0.046	0.564	-0.073	0.350	-0.030	0.693	-0.004	0.962			
City & Reg. Plan.	-0.088	0.274	-0.057	0.490	-0.042	0.622	-0.047	0.563	-0.095	0.286	0.029	0.736	-0.001	0.987	-0.039	0.671	-0.041	0.642	0.059	0.490	0.056	0.523			
Goldman Pub. Pol.	0.124	0.140	0.119	0.150	0.134	0.115	0.148	0.082	0.075	0.424	0.118	0.201	0.097	0.317	0.143	0.155	0.146	0.128	0.234	0.010	0.230	0.013			
Landsc. Arch./Env.	-0.147	0.097	-0.148	0.096	-0.142	0.128	-0.136	0.135	-0.181	0.057	-0.206	0.023	-0.272	0.006	-0.192	0.070	-0.181	0.083	-0.107	0.287	-0.064	0.515			
Sch. of Education	-0.026	0.714	-0.008	0.909	0.011	0.881	0.012	0.868	-0.059	0.479	-0.027	0.737	-0.038	0.649	-0.025	0.772	-0.044	0.595	0.008	0.923	0.027	0.742			
Sch. of Informat.	0.087	0.352	0.111	0.229	0.108	0.268	0.112	0.231	0.116	0.233	0.113	0.241	0.074	0.460	0.067	0.510	0.081	0.419	0.151	0.123	0.153	0.124			
Sch. of Optometry	0.201	0.030	0.183	0.051	0.215	0.023	0.222	0.013	0.149	0.125	0.150	0.127	0.138	0.172	0.131	0.202	0.112	0.256	0.141	0.146	0.148	0.137			
Sch. Public Health	0.064	0.374	0.089	0.218	0.079	0.278	0.066	0.366	0.009	0.912	0.037	0.653	0.015	0.857	0.048	0.578	0.025	0.766	0.071	0.378	0.092	0.265			
Sch. Social Welfare	0.043	0.591	0.052	0.519	0.044	0.593	0.039	0.633	-0.036	0.700	-0.008	0.932	-0.022	0.824	-0.007	0.941	-0.047	0.616	-0.014	0.875	-0.012	0.892			
Other units	-		-		-		-		-		-		-		-		-		-		-				
Multiple appt.	0.191	<.001	0.183	<.001	0.187	<.001	0.181	<.001	0.151	0.002	0.152	0.002	0.163	0.001	0.167	0.001	0.150	0.002	0.136	0.002	0.129	0.005			
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001			
R-square	0.67		0.65		0.65		0.65		0.62		0.61		0.58		0.55		0.55		0.59		0.60				
Adj. R-square	0.64		0.62		0.61		0.62		0.59		0.58		0.54		0.51		0.51		0.55		0.57				
*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																

C10d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Other Professional Schools, 2004-2014

Tot. N=219 (2014): White Male N=102; Female N=89; Minority Male N=24; Unknown Male=4. Asian N=19; URM N=33.

100: N=225 (2014); White Male N=102; Female N=83; Minority Male N=24; Unknown Male=4; Asian N=15; BLM N=33;																						
Variables	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
	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	0.422	-0.003	0.916	-0.009	0.738	-0.008	0.751	0.005	0.864	0.009	0.730	0.008	0.790	0.012	0.694	0.015	0.617	-0.001	0.963	0.009	0.763
Asian	-0.005	0.926	0.000	0.993	0.022	0.700	0.000	0.993	0.003	0.960	0.002	0.973	-0.017	0.762	-0.010	0.857	-0.051	0.345	-0.045	0.380	-0.063	0.196
Underrep. Min.*	0.013	0.743	0.012	0.755	-0.001	0.975	-0.020	0.583	-0.033	0.376	-0.040	0.264	-0.034	0.387	-0.034	0.395	-0.049	0.230	-0.036	0.352	-0.037	0.330
Yrs. since degree	0.006	0.021	0.004	0.133	0.004	0.102	0.002	0.496	0.003	0.250	0.004	0.093	0.004	0.164	0.004	0.122	0.007	0.021	0.009	0.001	0.008	0.003
Yrs. degree (sq.)	0.000	0.125	0.000	0.729	0.000	0.530	0.000	0.462	0.000	0.972	0.000	0.560	0.000	0.660	0.000	0.519	0.000	0.311	0.000	0.409	0.000	0.983
Yrs. since hired	-0.011	<.001	-0.011	<.001	-0.010	<.001	-0.008	<.001	-0.010	<.001	-0.013	<.001	-0.014	<.001	-0.015	<.001	-0.014	<.001	-0.014	<.001	-0.015	<.001
Bach./Mast.	-0.052	0.282	-0.025	0.613	-0.065	0.205	-0.047	0.359	-0.076	0.170	-0.059	0.235	-0.073	0.182	-0.100	0.074	-0.098	0.074	-0.120	0.025	-0.131	0.017
MD	0.139	0.028	0.144	0.022	0.123	0.049	0.152	0.017	0.132	0.046	0.138	0.028	0.134	0.049	0.113	0.095	0.116	0.083	0.082	0.194	0.101	0.118
Architecture	-0.048	0.423	-0.021	0.718	-0.012	0.841	-0.023	0.704	-0.047	0.493	-0.002	0.971	-0.007	0.922	-0.011	0.875	-0.056	0.432	-0.030	0.671	-0.003	0.969
City & Reg. Plan.	-0.077	0.271	-0.004	0.955	-0.007	0.923	-0.035	0.611	-0.062	0.429	0.027	0.722	-0.004	0.960	-0.060	0.466	-0.044	0.583	0.028	0.725	0.024	0.768
Goldman Pub. Pol.	0.055	0.446	0.083	0.241	0.079	0.274	0.107	0.145	0.060	0.475	0.104	0.198	0.081	0.353	0.093	0.308	0.105	0.236	0.189	0.025	0.186	0.029
Landsc. Arch./Env.	-0.136	0.076	-0.119	0.113	-0.111	0.158	-0.100	0.193	-0.116	0.164	-0.149	0.058	-0.191	0.029	-0.160	0.091	-0.158	0.097	-0.095	0.307	-0.058	0.518
Sch. of Education	-0.071	0.254	-0.030	0.623	-0.020	0.753	-0.023	0.718	-0.065	0.376	-0.037	0.604	-0.065	0.390	-0.076	0.328	-0.075	0.325	-0.036	0.625	-0.010	0.893
Sch. of Informat.	0.039	0.624	0.081	0.303	0.030	0.713	0.036	0.654	0.061	0.476	0.073	0.379	0.023	0.798	-0.003	0.973	0.029	0.756	0.084	0.354	0.092	0.315
Sch. of Optometry	0.156	0.052	0.165	0.038	0.151	0.057	0.171	0.026	0.135	0.114	0.143	0.094	0.099	0.267	0.073	0.427	0.066	0.468	0.078	0.386	0.069	0.453
Sch. Public Health	-0.005	0.933	0.039	0.526	0.034	0.577	0.026	0.675	-0.003	0.968	0.026	0.717	-0.012	0.878	0.001	0.985	-0.009	0.906	0.032	0.665	0.040	0.596
Sch. Social Welfare	-0.032	0.646	0.005	0.943	-0.002	0.981	-0.007	0.924	-0.061	0.457	-0.038	0.638	-0.064	0.464	-0.079	0.383	-0.095	0.275	-0.073	0.378	-0.071	0.396
Other units	-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.128	0.001	0.136	<.001	0.147	<.001	0.137	<.001	0.125	0.004	0.133	0.002	0.122	0.006	0.118	0.010	0.104	0.021	0.094	0.025	0.093	0.028
Assistant	-0.375	<.001	-0.511	<.001	-0.531	<.001	-0.523	<.001	-0.487	<.001	-0.493	<.001	-0.481	<.001	-0.449	<.001	-0.386	<.001	-0.356	<.001	-0.418	<.001
Associate	-0.313	<.001	-0.333	<.001	-0.341	<.001	-0.309	<.001	-0.320	<.001	-0.330	<.001	-0.310	<.001	-0.304	<.001	-0.265	<.001	-0.257	<.001	-0.265	<.001
Years at Rank	0.016	<.001	0.016	<.001	0.012	<.001	0.013	<.001	0.013	<.001	0.015	<.001	0.016	<.001	0.016	<.001	0.014	<.001	0.011	0.001	0.012	<.001
Intercept	11.4	<.001	11.4	<.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
R-square	0.76		0.75		0.76		0.75		0.72		0.72		0.68		0.65		0.63		0.65		0.67	
Adj. R-square	0.73		0.73		0.73		0.73		0.69		0.69		0.64		0.61		0.59		0.62		0.64	
*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																

D1: Log Salary Model (with Log of Citations), Molecular and Cell Biology, 12/15/2014

Tot. N=77: White Male N=44; Female N=20; Minority Male N=10; Unknown Male=3. Asian N=14; URM N=1.

Variables	M1: Gender, Race/Ethn.		M2: Yrs Degr./Hire		M3: Field/Market Ratio		M3A: Log of Citations		M4B: Cites, Fac. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.141	0.068	-0.038	0.488	-0.034	0.530	0.018	0.709	0.016	0.708
Minority*	0.081	0.341	0.064	0.278	0.038	0.512	0.015	0.760	0.050	0.281
Yrs. since degree			0.018	<.001	0.019	<.001	0.015	<.001	-0.001	0.810
Yrs. degree (sq.)			-0.001	0.002	0.000	0.015	0.000	0.203	0.000	0.804
Yrs. since hired			0.003	0.431	0.002	0.645	0.000	0.908	-0.013	0.014
Multiple appt.					0.066	0.181	0.039	0.362	0.016	0.696
Market Ratio**					2.600	0.032	1.200	0.250	0.643	0.537
Log of Citations							0.115	<.001	0.080	<.001
Assistant									-0.385	<.001
Associate									-0.268	<.001
Years at Rank									0.025	0.002
Intercept	11.9	<.001	12.0	<.001	9.6	<.001	9.8	<.001	10.4	<.001
R-square	0.05		0.57		0.60		0.71		0.78	
Adj. R-square	0.03		0.54		0.56		0.67		0.74	
*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					

D2: Log Salary Model (with Log of Citations), Sociology, 12/15/2014

Tot. N=25: White Male N=9; Female N=13; Minority Male N=2; Unknown Male=1. Asian N=2; URM N=3.

Variables	M1: Gender, Race/Ethn.		M2: Yrs Degr./Hire		M3: Field/Market Ratio		M3A: Log of Citations		M4B: Cites, Fac. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.106	0.383	-0.038	0.689	-0.025	0.798	-0.002	0.984	0.028	0.741
Minority*	-0.161	0.291	-0.174	0.148	-0.091	0.475	-0.004	0.976	0.023	0.856
Yrs. since degree			0.032	<.001	0.020	0.075	0.013	0.257	0.003	0.785
Yrs. degree (sq.)			-0.001	0.135	0.000	0.841	0.000	0.991	0.000	0.669
Yrs. since hired			-0.015	0.072	-0.010	0.229	-0.009	0.272	-0.013	0.099
Multiple appt.					-0.023	0.851	0.004	0.975	-0.062	0.548
Market Ratio**					1.200	0.139	1.100	0.160	1.100	0.138
Log of Citations							0.071	0.126	0.026	0.604
Assist./Assoc.									-0.091	0.657
Years at Rank									0.025	0.018
Intercept	12.0	<.001	12.0	<.001	10.7	<.001	10.2	<.001	10.4	<.001
R-square	0.09		0.59		0.65		0.70		0.81	
Adj. R-square	0.01		0.48		0.50		0.55		0.67	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am. Note: In this run, the minority categorical variable is included even though there are only 5 minority individuals.										
**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					

D3: Log Salary Model (with Log of Citations), Psychology, 12/15/2014

Tot. N=30: White Male N=14; Female N=13; Minority Male N=3; Unknown Male=0. Asian N=3; URM N=2.

Variables	M1: Gender, Race/Ethn.		M2: Yrs Degr./Hire		M3: Depart-ments		M3A: Log of Citations		M4B: Cites, Fac. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.169	0.097	-0.103	0.084	-0.118	0.055	-0.097	0.077	-0.060	0.249
Minority*	-0.160	0.231	-0.087	0.283	-0.095	0.243	-0.042	0.574	-0.039	0.567
Yrs. since degree			0.028	<.001	0.029	<.001	0.021	0.002	0.010	0.149
Yrs. degree (sq.)			0.000	0.032	-0.001	0.019	0.000	0.524	0.000	0.297
Yrs. since hired			-0.013	0.068	-0.014	0.048	-0.014	0.035	-0.021	0.004
HW Neuroscience					-0.149	0.284	-0.089	0.472	-0.037	0.748
Other units					-		-		-	
Log of Citations							0.093	0.012	0.069	0.051
Assist./Assoc.									-0.188	0.057
Years at Rank									0.019	0.045
Intercept	11.9	<.001	11.9	<.001	12.0	<.001	11.1	<.001	11.2	<.001
R-square	0.14		0.75		0.77		0.82		0.87	
Adj. R-square	0.08		0.70		0.70		0.77		0.80	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am. Note: In this run, the minority categorical variable is included even though there are only 5 minority individuals.										
Other units include: Psychology.										
p<.10=light green	p<.05=bright green		p<.01=green shade		p<.001=dark green					

D4: Log Salary Model (with Log of Citations), Haas School of Business, 12/15/2014

Tot. N=70: White Male N=40; Female N=17; Minority Male N=10; Unknown Male=3. Asian N=9; URM N=3.

	M1: Gender, Race/Ethn.		M2: Yrs Degr./Hire		M3: Deps., Sub-fields		M3A: Log of Citations		M4B: Cites, Fac. Rank	
Variables	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.081	0.242	-0.124	0.021	-0.092	0.108	-0.052	0.309	-0.063	0.198
Minority*	-0.104	0.184	-0.033	0.582	0.003	0.962	0.043	0.469	0.041	0.458
Yrs. since degree			0.020	<.001	0.017	<.001	0.000	0.972	-0.008	0.284
Yrs. degree (sq.)			-0.001	0.001	-0.001	<.001	0.000	0.459	0.000	0.689
Yrs. since hired			-0.017	<.001	-0.017	<.001	-0.008	0.096	-0.011	0.051
Accounting					0.062	0.567	0.029	0.760	-0.028	0.760
Busin. & Pub. Pol.					0.074	0.528	-0.022	0.833	-0.075	0.456
Econ. Anal. & Pol.					0.038	0.689	-0.020	0.819	-0.074	0.376
Finance					0.075	0.363	0.030	0.687	-0.029	0.691
Marketing					-0.010	0.924	-0.090	0.356	-0.190	0.050
Mng. of Organizat.					-0.074	0.429	-0.136	0.114	-0.195	0.020
Oper. & Inf. Tech. Mn.					-0.079	0.464	-0.102	0.292	-0.159	0.085
Real Estate					0.242	0.083	0.316	0.013	0.194	0.122
Other units					-		-		-	
Multiple appt.					0.057	0.403	0.038	0.530	-0.047	0.447
Log of Citations							0.096	<.001	0.063	0.021
Assistant									-0.389	0.020
Associate									-0.286	0.002
Years at Rank									0.009	0.340
Intercept	12.4	<.001	12.5	<.001	12.5	<.001	11.7	<.001	12.0	<.001
R-square	0.04		0.47		0.55		0.65		0.71	
Adj. R-square	0.01		0.42		0.43		0.55		0.61	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.										
Note: Subfields are noted on their official webpage: http://facultybio.haas.berkeley.edu/faculty-group .										
p<.10=light green	p<.05=bright green		p<.01=green shade		p<.001=dark green					

E1: Log Salary Model, All Campus, Rank Submodels, 12/15/2014

Tot. N (2014)=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

	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	
Variables	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	-0.040	<.001	-0.033	0.001	-0.030	0.003	-0.018	0.064	-0.026	0.001	-0.021	0.009	-0.019	0.018	-0.017	0.033
Asian	-0.015	0.314	-0.018	0.178	-0.017	0.210	-0.018	0.169	-0.003	0.789	-0.004	0.713	-0.004	0.683	-0.004	0.701
Underrep. Min.*	-0.013	0.492	-0.014	0.431	-0.014	0.405	-0.010	0.539	0.003	0.810	0.004	0.789	0.001	0.967	0.001	0.922
Unknown Ethnicity	-0.002	0.953	-0.052	0.057	-0.033	0.228	-0.028	0.269	-0.031	0.165	-0.026	0.229	-0.016	0.459	-0.016	0.461
Yrs. since degree	0.018	<.001	0.013	<.001	0.011	<.001	0.004	<.001	0.001	0.110	-0.002	0.045	-0.004	<.001	-0.005	<.001
Yrs. degree (sq.)	0.000	0.009	0.000	0.782	0.000	0.004	0.000	0.007	0.000	0.051	0.000	0.054	0.000	<.001	0.000	<.001
Yrs. since hired	-0.006	<.001	-0.006	<.001	-0.006	<.001	-0.013	<.001	-0.005	<.001	-0.006	<.001	-0.005	<.001	-0.006	<.001
Bach./Mast.	-0.169	<.001	-0.150	<.001	-0.140	<.001	-0.096	0.002	-0.079	0.003	-0.060	0.021	-0.048	0.060	-0.040	0.118
Law Degree	0.001	0.977	0.010	0.799	0.019	0.625	0.070	0.063	0.044	0.169	0.051	0.105	0.046	0.142	0.048	0.121
MD	0.077	0.134	0.077	0.105	0.095	0.044	0.091	0.040	0.124	0.001	0.123	0.001	0.118	0.002	0.115	0.002
Afr. Am Stud.	-0.120	0.092	0.006	0.931	-0.013	0.845	-0.015	0.807	0.005	0.925	-0.004	0.946	0.002	0.963	-0.004	0.939
Agr. Res. Ec. Pol.	0.340	<.001	0.318	<.001	0.311	<.001	0.291	<.001	0.262	<.001	0.259	<.001	0.252	<.001	0.252	<.001
Anthropology	0.072	0.118	0.056	0.186	0.059	0.164	0.058	0.144	0.028	0.412	0.018	0.594	0.008	0.806	0.004	0.902
Architecture	0.029	0.558	0.004	0.934	0.003	0.939	0.031	0.460	0.020	0.572	0.018	0.605	0.016	0.651	0.015	0.662
Art Hist.	-0.020	0.719	-0.049	0.352	-0.048	0.353	-0.046	0.344	-0.042	0.320	-0.049	0.237	-0.060	0.138	-0.062	0.125
Astronomy	0.170	0.004	0.127	0.021	0.121	0.025	0.089	0.082	0.070	0.107	0.048	0.262	0.039	0.353	0.027	0.523
Bioengin.	0.143	0.010	0.100	0.054	0.088	0.085	0.088	0.066	0.086	0.038	0.080	0.048	0.085	0.034	0.079	0.046
Chemical Eng.	0.309	<.001	0.249	<.001	0.262	<.001	0.226	<.001	0.166	<.001	0.150	<.001	0.138	<.001	0.134	<.001
Chemistry	0.303	<.001	0.237	<.001	0.241	<.001	0.222	<.001	0.184	<.001	0.159	<.001	0.169	<.001	0.156	<.001
City & Reg. Plan.	0.104	0.072	0.063	0.239	0.067	0.204	0.075	0.134	0.078	0.070	0.073	0.086	0.045	0.280	0.044	0.285
Civil & Env. Eng.	0.153	<.001	0.083	0.030	0.086	0.023	0.073	0.040	0.076	0.012	0.068	0.024	0.064	0.030	0.063	0.031
Classics	-0.026	0.663	-0.007	0.899	-0.015	0.784	-0.010	0.846	-0.014	0.762	-0.010	0.824	-0.023	0.588	-0.024	0.584
Comp. Literature	0.169	0.041	0.193	0.012	0.198	0.009	0.182	0.011	0.119	0.052	0.106	0.077	0.094	0.111	0.088	0.133
Earth & Plan. Sc.	0.193	<.001	0.123	0.018	0.126	0.014	0.087	0.072	0.064	0.125	0.044	0.277	0.059	0.142	0.052	0.191
E. Asian Lng./Clt.	-0.069	0.244	-0.092	0.094	-0.085	0.116	-0.092	0.074	-0.027	0.535	-0.037	0.387	-0.057	0.184	-0.063	0.137
Economics	0.728	<.001	0.662	<.001	0.661	<.001	0.606	<.001	0.601	<.001	0.573	<.001	0.592	<.001	0.582	<.001
Elect. Eng./CS	0.223	<.001	0.153	<.001	0.150	<.001	0.120	<.001	0.103	<.001	0.090	<.001	0.086	<.001	0.082	0.001
English	0.013	0.734	0.043	0.228	0.034	0.338	0.039	0.233	0.040	0.160	0.030	0.283	0.020	0.468	0.018	0.508
ESPM	0.011	0.769	-0.001	0.988	0.000	0.996	0.001	0.965	-0.001	0.978	-0.006	0.823	-0.016	0.568	-0.020	0.480
Ethnic Studies	-0.023	0.684	0.011	0.825	0.006	0.902	-0.008	0.861	0.057	0.170	0.044	0.276	0.040	0.314	0.034	0.386
Film and Media	0.125	0.172	0.120	0.155	0.121	0.147	0.140	0.076	0.116	0.085	0.099	0.139	0.085	0.191	0.082	0.206
French	0.007	0.914	-0.006	0.914	-0.016	0.788	-0.008	0.880	-0.020	0.668	-0.027	0.553	-0.051	0.267	-0.053	0.243
Geography	-0.053	0.370	-0.022	0.691	-0.028	0.599	-0.017	0.745	0.018	0.685	0.009	0.833	0.011	0.799	0.007	0.866
German	-0.070	0.310	-0.031	0.625	-0.055	0.385	-0.063	0.289	0.012	0.815	-0.009	0.861	-0.021	0.676	-0.021	0.670
Goldman Pub. Pol.	0.226	<.001	0.223	<.001	0.216	<.001	0.188	<.001	0.224	<.001	0.214	<.001	0.201	<.001	0.203	<.001
Haas Business	0.789	<.001	0.730	<.001	0.735	<.001	0.709	<.001	0.720	<.001	0.709	<.001	0.714	<.001	0.713	<.001
HW Neuroscience	-0.080	0.272	-0.082	0.222	-0.071	0.288	-0.021	0.734	-0.010	0.850	-0.003	0.958	-0.004	0.936	-0.003	0.953
History	0.092	0.023	0.054	0.147	0.055	0.135	0.040	0.251	0.034	0.248	0.026	0.371	0.022	0.454	0.020	0.492
Ind. Eng./Op. Res.	0.195	0.001	0.136	0.015	0.136	0.013	0.112	0.030	0.114	0.010	0.123	0.005	0.119	0.005	0.125	0.003
Integrat. Biology	0.058	0.181	0.042	0.298	0.045	0.264	0.040	0.286	0.046	0.153	0.040	0.205	0.041	0.192	0.038	0.224
Journalism	-0.013	0.856	-0.055	0.415	-0.049	0.460	-0.021	0.739	0.058	0.286	0.055	0.299	0.052	0.317	0.052	0.314

Landsc. Arch./Env.	-0.002	0.973	-0.035	0.591	-0.024	0.716	-0.018	0.775	0.020	0.698	0.015	0.774	0.005	0.920	0.004	0.930
Law	0.713	<.001	0.624	<.001	0.619	<.001	0.534	<.001	0.536	<.001	0.501	<.001	0.497	<.001	0.483	<.001
Linguistics	-0.062	0.304	-0.083	0.138	-0.086	0.120	-0.072	0.167	-0.082	0.065	-0.086	0.050	-0.078	0.071	-0.083	0.053
Material Sc. & Eng.	0.182	0.003	0.155	0.006	0.148	0.007	0.120	0.022	0.114	0.011	0.105	0.017	0.100	0.021	0.095	0.027
Mathematics	0.182	<.001	0.128	<.001	0.125	<.001	0.072	0.036	0.058	0.047	0.043	0.139	0.050	0.077	0.045	0.107
Mechanical Eng.	0.167	<.001	0.123	0.004	0.130	<.001	0.102	0.004	0.085	0.006	0.084	0.005	0.081	0.007	0.082	0.005
Molec. & Cell Bio.	0.180	<.001	0.129	<.001	0.140	<.001	0.125	<.001	0.101	<.001	0.091	<.001	0.093	<.001	0.087	0.001
Music	-0.001	0.980	-0.019	0.709	-0.027	0.587	-0.025	0.593	-0.037	0.360	-0.040	0.314	-0.066	0.089	-0.066	0.084
Near Eastern St.	-0.029	0.664	-0.032	0.600	-0.028	0.641	-0.032	0.582	-0.034	0.495	-0.044	0.369	-0.039	0.409	-0.039	0.405
Nutr. Sc./Tox.	0.020	0.745	-0.003	0.964	0.010	0.856	0.030	0.572	0.017	0.717	0.025	0.581	0.017	0.698	0.021	0.636
Philosophy	0.225	<.001	0.176	<.001	0.164	<.001	0.153	<.001	0.120	0.002	0.107	0.006	0.115	0.003	0.111	0.004
Physics	0.134	<.001	0.069	0.060	0.076	0.035	0.049	0.149	0.058	0.049	0.039	0.175	0.032	0.256	0.025	0.383
Plant & Micr. Bio.	0.187	<.001	0.172	<.001	0.171	<.001	0.169	<.001	0.127	<.001	0.126	<.001	0.103	0.002	0.106	0.001
Political Sc.	0.183	<.001	0.169	<.001	0.167	<.001	0.150	<.001	0.152	<.001	0.142	<.001	0.142	<.001	0.139	<.001
Psychology	0.121	0.012	0.075	0.093	0.068	0.123	0.046	0.267	0.012	0.730	0.008	0.817	-0.006	0.855	-0.007	0.832
Rhetoric	-0.006	0.924	0.001	0.988	-0.004	0.947	-0.021	0.717	-0.029	0.557	-0.040	0.423	-0.051	0.293	-0.054	0.262
Sch. of Education	0.065	0.147	0.042	0.317	0.043	0.294	0.035	0.372	0.029	0.378	0.024	0.471	0.019	0.559	0.017	0.598
Sch. of Informat.	0.129	0.038	0.115	0.047	0.098	0.087	0.088	0.100	0.094	0.042	0.087	0.056	0.091	0.042	0.088	0.049
Sch. of Optometry	0.184	0.003	0.120	0.037	0.115	0.044	0.118	0.029	0.131	0.005	0.130	0.004	0.132	0.003	0.130	0.003
Sch. Public Health	0.114	0.007	0.085	0.029	0.077	0.044	0.072	0.047	0.065	0.035	0.064	0.037	0.048	0.110	0.049	0.098
Sch. Social Welfare	0.020	0.722	-0.045	0.388	-0.037	0.472	-0.047	0.331	-0.069	0.093	-0.075	0.064	-0.087	0.029	-0.088	0.025
Sociology	0.145	0.002	0.121	0.006	0.119	0.007	0.120	0.004	0.096	0.007	0.102	0.004	0.098	0.004	0.102	0.003
S/SE Asian Std.	-0.043	0.520	-0.014	0.828	-0.025	0.691	-0.033	0.575	-0.040	0.427	-0.043	0.378	-0.040	0.403	-0.041	0.396
Spanish & Port.	-0.001	0.987	-0.006	0.919	-0.010	0.860	-0.002	0.968	-0.043	0.356	-0.037	0.410	-0.060	0.178	-0.050	0.255
Statistics	0.213	<.001	0.173	0.004	0.179	<.001	0.154	0.002	0.153	<.001	0.139	0.001	0.139	<.001	0.131	0.002
TDPS	-0.063	0.319	-0.073	0.212	-0.081	0.163	-0.122	0.025	-0.068	0.145	-0.084	0.070	-0.105	0.020	-0.109	0.015
Other units	-		-		-		-		-		-		-		-	
Two Departments	0.088	<.001	0.072	<.001	0.070	<.001	0.057	<.001	0.052	<.001	0.050	<.001	0.048	<.001	0.049	<.001
Three+ Deps.	0.199	<.001	0.165	<.001	0.162	<.001	0.148	<.001	0.107	0.003	0.109	0.002	0.104	0.002	0.107	0.002
Assistant	-0.136	<.001			-0.365	<.001	-0.495	<.001	-0.807	<.001	-0.898	<.001				
Associate					-0.251	<.001	-0.313	<.001	-0.630	<.001	-0.706	<.001				
Assist./Assoc.			-0.257	<.001												
Full (<step6)									-0.416	<.001	-0.465	<.001				
Full (step6-9)									-0.214	<.001	-0.237	<.001				
Years at Rank							0.017	<.001			0.006	<.001				
Assist Step 2													-1.100	<.001	-1.100	<.001
Assist Step 3													-1.000	<.001	-1.000	<.001
Assist Step 4													-0.946	<.001	-0.949	<.001
Assist Step 5													-0.960	<.001	-0.964	<.001
Assist Step 6													-0.940	<.001	-0.943	<.001
Ast. St. 6.5 or 6.9													-0.896	<.001	-0.909	<.001
Assoc. Step 1													-0.824	<.001	-0.836	<.001
Assoc. Step 2													-0.798	<.001	-0.801	<.001
Assoc. Step 2.5													-0.829	<.001	-0.832	<.001
Assoc. Step 3													-0.790	<.001	-0.793	<.001
Assoc. Step 3.5													-0.746	<.001	-0.753	<.001

Assoc. Step 4											-0.730	<.001	-0.735	<.001
Assoc. Step 4.5											-0.753	<.001	-0.758	<.001
Assoc. Step 5											-0.673	<.001	-0.676	<.001
Assoc. Step 5.5											-0.692	<.001	-0.696	<.001
Assoc. Step 5.9											-0.666	<.001	-0.687	<.001
Prof. Step 1											-0.459	<.001	-0.454	<.001
Prof. Step 2											-0.538	<.001	-0.540	<.001
Prof. Step 2.5											-0.563	<.001	-0.564	<.001
Prof. Step 3											-0.514	<.001	-0.512	<.001
Prof. Step 3.5											-0.530	<.001	-0.526	<.001
Prof. Step 4											-0.499	<.001	-0.495	<.001
Prof. Step 4.5											-0.469	<.001	-0.462	<.001
Prof. Step 5											-0.459	<.001	-0.453	<.001
Prof. Step 5.5											-0.382	<.001	-0.382	<.001
Prof. Step 5.9											-0.368	<.001	-0.379	<.001
Prof. Step 6											-0.340	<.001	-0.332	<.001
Prof. Step 6.5											-0.320	<.001	-0.309	<.001
Prof. Step 7											-0.272	<.001	-0.260	<.001
Prof. Step 7.5											-0.273	<.001	-0.259	<.001
Prof. Step 8											-0.217	<.001	-0.200	<.001
Prof. Step 8.5											-0.207	<.001	-0.193	<.001
Prof. Step 9											-0.162	<.001	-0.147	<.001
Years at Step													0.005	<.001
Intercept	11.7	<.001	11.8	<.001	11.8	<.001	11.7	<.001	12.2	<.001	12.2	<.001	12.2	<.001
R-square	0.73		0.77		0.77		0.80		0.85		0.86		0.87	
Adj. R-square	0.71		0.76		0.76		0.79		0.84		0.85		0.86	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.														
Other units include: Art Practice; Demography; Energy & Res. Group; Gender and Women's Studies; Italian Studies; Nuclear Engineering; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.														
p<.10=light green	p<.05=bright	p<.01=green shade	p<.001=dark green											

E2: Log Salary Model, Assistant Professors, 12/15/2014

Tot. N=222: White Male N=84: Female N=87: Minority Male N=34: Unknown Male=17. Asian N=44: URM* N=22: Unk. Ethn.=29.

[illegible]

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; Integrative Biology; Italian Studies; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Material Sci. & Engineer.; Mathematics; 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; Sociology; South & Southeast Asian Std.; 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

E3: Log Salary Model, Associate Professors, 12/15/2014

Tot. N=324: White Male N=132; Female N=137; Minority Male N=50; Unknown Male=5. Asian N=47; URM* N=43.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire,		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.074	0.005	-0.060	0.019	-0.006	0.707	-0.001	0.954	0.004	0.777
Asian	0.012	0.748	0.020	0.586	0.004	0.876	0.005	0.837	-0.014	0.527
Underrep. Min.*	0.008	0.833	0.009	0.801	0.006	0.832	0.007	0.795	0.011	0.668
Yrs. since degree			0.001	0.790	0.003	0.144	-0.002	0.452	-0.003	0.304
Yrs. degree (sq.)			0.000	0.493	0.000	0.115	0.000	0.049	0.000	0.010
Yrs. since hired			-0.010	0.002	-0.010	<.001	-0.017	<.001	-0.018	<.001
Bach./Mast.			-0.134	0.053	-0.102	0.023	-0.064	0.172	-0.035	0.436
Afr. Am Stud.					-0.049	0.397	-0.044	0.442	-0.038	0.483
Agr. Res. Ec. Pol.					0.396	<.001	0.393	<.001	0.330	<.001
Anthropology					-0.008	0.878	-0.002	0.967	0.044	0.388
Architecture					0.021	0.703	0.023	0.683	-0.046	0.395
Bioengin.					0.090	0.143	0.118	0.056	0.036	0.553
Classics					-0.132	0.028	-0.125	0.035	-0.084	0.139
Comp. Literature					-0.110	0.235	-0.095	0.296	-0.046	0.600
E. Asian Lng./Clt.					-0.126	0.087	-0.131	0.071	-0.082	0.243
Economics					0.892	<.001	0.887	<.001	0.508	<.001
Elect. Eng./CS					0.145	0.001	0.139	0.002	0.053	0.234
English					0.003	0.931	-0.004	0.896	-0.001	0.981
ESPM					-0.067	0.075	-0.053	0.157	0.004	0.909
Ethnic Studies					0.075	0.161	0.061	0.250	0.065	0.201
French					-0.087	0.194	-0.095	0.152	-0.062	0.333
Geography					-0.038	0.498	-0.025	0.659	-0.043	0.427
Goldman Pub. Pol.					0.250	<.001	0.250	<.001	0.101	0.137
Haas Business					0.701	<.001	0.688	<.001	0.174	0.095
HW Neuroscience					-0.119	0.299	-0.090	0.427	-0.072	0.504
History					-0.022	0.617	-0.025	0.569	0.014	0.744
Integrat. Biology					0.037	0.473	0.057	0.264	0.009	0.862
Mathematics					0.083	0.141	0.075	0.180	0.070	0.192
Molec. & Cell Bio.					0.086	0.171	0.103	0.101	0.067	0.266
Music					-0.133	0.035	-0.104	0.099	-0.033	0.595
Plant & Micr. Bio.					-0.071	0.234	-0.045	0.442	0.005	0.930
Political Sc.					0.096	0.031	0.100	0.023	0.019	0.665
Psychology					0.019	0.761	0.030	0.623	0.003	0.960
Sch. of Education					0.032	0.561	0.033	0.548	0.007	0.897
Sch. Public Health					0.065	0.149	0.067	0.131	0.057	0.183
Sociology					0.134	0.017	0.127	0.022	0.103	0.052
S/SE Asian Std.					-0.012	0.850	0.001	0.990	0.026	0.675
TDPS					-0.120	0.078	-0.130	0.054	-0.097	0.133
Other units					-		-		-	
Multiple appt.					0.080	0.003	0.076	0.004	0.070	0.006

E4: Log Salary Model, Full Professors, Steps 1-5, 12/15/2014

Tot. N=348: White Male N=185; Female N=92; Minority Male N=65; Unknown Male=6. Asian N=56; URM* N=37.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire,		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.072	0.026	-0.053	0.034	-0.041	0.051	-0.030	0.139	-0.031	0.134
Asian	-0.067	0.087	-0.087	0.016	-0.029	0.229	-0.031	0.190	-0.030	0.213
Underrep. Min.*	-0.035	0.449	-0.017	0.700	0.002	0.945	0.004	0.898	-0.001	0.985
Yrs. since degree			-0.009	0.002	-0.003	0.111	-0.007	0.001	-0.007	0.002
Yrs. degree (sq.)			0.001	<.001	0.000	0.010	0.000	0.056	0.000	0.069
Yrs. since hired			-0.006	0.006	-0.005	0.005	-0.006	<.001	-0.006	<.001
Bach./Mast.			-0.097	0.197	-0.023	0.718	-0.010	0.871	0.001	0.992
Anthropology					-0.068	0.392	-0.052	0.506	-0.054	0.483
Architecture					-0.123	0.116	-0.084	0.274	-0.058	0.447
Art Hist.					-0.038	0.632	-0.012	0.879	0.004	0.963
Bioengin.					-0.077	0.252	-0.086	0.194	-0.139	0.044
Chemistry					0.301	<.001	0.300	<.001	0.234	<.001
Civil & Env. Eng.					-0.008	0.846	-0.023	0.586	-0.053	0.233
Earth & Plan. Sc.					-0.022	0.781	-0.026	0.738	-0.034	0.664
E. Asian Lng./Clt.					-0.043	0.494	-0.061	0.323	-0.043	0.486
Economics					0.617	<.001	0.583	<.001	0.321	0.008
Elect. Eng./CS					-0.023	0.542	-0.036	0.331	-0.063	0.095
English					0.106	0.114	0.150	0.024	0.112	0.100
ESPM					-0.012	0.829	-0.019	0.722	0.027	0.635
Ethnic Studies					0.013	0.870	0.017	0.828	-0.033	0.682
Geography					-0.028	0.754	-0.047	0.594	-0.107	0.236
Haas Business					0.674	<.001	0.665	<.001	0.382	0.002
HW Neuroscience					-0.147	0.191	-0.115	0.297	-0.127	0.247
History					-0.043	0.440	-0.036	0.503	-0.068	0.220
Ind. Eng./Op. Res.					0.059	0.481	0.058	0.483	0.029	0.727
Integrat. Biology					-0.006	0.930	-0.015	0.815	-0.041	0.525
Law					0.448	<.001	0.427	<.001	0.177	0.120
Mathematics					0.006	0.915	-0.022	0.683	-0.078	0.171
Mechanical Eng.					0.027	0.703	0.015	0.834	-0.013	0.850
Molec. & Cell Bio.					-0.057	0.312	-0.063	0.254	-0.089	0.111
Physics					-0.047	0.312	-0.061	0.177	-0.096	0.042
Political Sc.					0.177	0.009	0.165	0.013	0.059	0.450
Psychology					-0.063	0.456	-0.071	0.393	-0.121	0.154
Sch. of Education					-0.055	0.448	-0.060	0.403	-0.076	0.286
Sch. of Informat.					0.105	0.185	0.090	0.247	0.007	0.930
Sch. of Optometry					0.062	0.389	0.062	0.382	0.156	0.051
Sch. Public Health					0.050	0.343	0.067	0.200	0.048	0.360
Sociology					-0.024	0.764	0.008	0.915	-0.067	0.422
Statistics					0.321	0.022	0.294	0.032	0.215	0.125
Other units					-		-		-	

Multiple appt.					0.060	0.024	0.053	0.039	0.055	0.033
Market Ratio**									0.521	0.012
Years at Rank							0.009	<.001	0.009	<.001
Intercept	11.9	<.001	11.8	<.001	11.8	<.001	11.7	<.001	11.3	<.001
R-square	0.02		0.18		0.69		0.71		0.71	
Adj. R-square	0.02		0.16		0.65		0.67		0.67	
*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; Film and Media; French; Gender and Women's Studies; German; Goldman School of Public Policy; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Material Sci. & Engineer.; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Philosophy; Plant & Microbial Biology; 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, 12/15/2014

Tot. N=366: White Male N=208; Female N=107; Minority Male N=47; Unknown Male=4. Asian N=41; URM* N=20.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire,		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.042	0.082	-0.053	0.008	-0.045	0.006	-0.029	0.061	-0.028	0.064
Asian	0.026	0.459	0.028	0.328	0.029	0.208	0.029	0.184	0.028	0.188
Underrep. Min.*	0.073	0.134	-0.021	0.608	0.021	0.507	0.044	0.143	0.041	0.174
Yrs. since degree			0.000	0.875	0.001	0.799	-0.003	0.183	-0.003	0.182
Yrs. degree (sq.)			0.000	0.592	0.000	0.213	0.000	0.679	0.000	0.696
Yrs. since hired			-0.006	<.001	-0.006	<.001	-0.007	<.001	-0.007	<.001
Bach./Mast.			-0.124	0.012	-0.104	0.019	-0.056	0.185	-0.047	0.265
Law Degree			0.381	<.001	0.118	0.104	0.149	0.030	0.153	0.025
Anthropology					0.070	0.253	0.048	0.401	0.058	0.311
Architecture					0.022	0.680	0.025	0.627	0.053	0.313
Astronomy					0.022	0.737	-0.013	0.826	0.000	0.997
Bioengin.					0.146	0.115	0.181	0.038	0.160	0.066
Chemical Eng.					0.118	0.075	0.068	0.274	0.059	0.342
Chemistry					0.070	0.189	0.066	0.184	0.038	0.457
City & Reg. Plan.					0.039	0.577	0.050	0.449	0.082	0.221
Civil & Env. Eng.					0.045	0.312	0.043	0.297	0.037	0.372
Comp. Literature					0.080	0.529	0.062	0.604	0.092	0.446
Earth & Plan. Sc.					-0.109	0.138	-0.108	0.117	-0.103	0.135
Elect. Eng./CS					0.010	0.787	0.001	0.983	-0.006	0.853
English					0.003	0.949	0.000	0.991	-0.009	0.849
ESPM					-0.021	0.616	-0.033	0.417	0.008	0.856
Haas Business					0.590	<.001	0.584	<.001	0.423	<.001
HW Neuroscience					-0.161	0.117	-0.117	0.225	-0.103	0.285
History					-0.007	0.881	-0.027	0.509	-0.034	0.399
Ind. Eng./Op. Res.					0.025	0.730	0.078	0.247	0.072	0.283
Integrat. Biology					-0.034	0.471	-0.042	0.334	-0.046	0.288
Journalism					-0.039	0.544	-0.013	0.837	0.015	0.811
Law					0.332	<.001	0.255	<.001	0.111	0.261
Material Sc. & Eng.					0.055	0.361	0.018	0.757	0.008	0.888
Mathematics					-0.008	0.856	-0.041	0.327	-0.067	0.119
Mechanical Eng.					0.022	0.589	0.032	0.402	0.027	0.470
Molec. & Cell Bio.					0.069	0.055	0.048	0.156	0.044	0.200
Music					-0.059	0.384	-0.060	0.344	-0.033	0.612
Physics					-0.035	0.371	-0.074	0.047	-0.083	0.026
Plant & Micr. Bio.					0.085	0.123	0.084	0.104	0.110	0.038
Political Sc.					0.104	0.022	0.102	0.017	0.050	0.305
Psychology					-0.053	0.330	-0.035	0.502	-0.055	0.293
Sch. of Education					-0.065	0.205	-0.069	0.152	-0.069	0.149
Sch. of Optometry					0.115	0.077	0.108	0.077	0.175	0.011
Sch. Public Health					0.038	0.346	0.017	0.655	0.019	0.614

Sociology					-0.041	0.439	-0.027	0.593	-0.059	0.259
Statistics					0.022	0.772	0.038	0.596	0.003	0.967
Other units					-		-		-	
Multiple appt.					0.061	0.007	0.054	0.012	0.049	0.020
Market Ratio**									0.308	0.037
Years at Rank							0.012	<.001	0.012	<.001
Intercept	12.1	<.001	12.1	<.001	12.0	<.001	12.0	<.001	11.7	<.001
R-square	0.02		0.34		0.68		0.72		0.72	
Adj. R-square	0.01		0.33		0.64		0.68		0.68	
*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; 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					

E6: Log Salary Model, Full Professors, Above Scale, 12/15/2014

Tot. N=259: White Male N=192; Female N=44; Minority Male N=22; Unknown Male=1. Asian N=16; URM* N=11.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire,		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.029	0.326	-0.041	0.116	-0.037	0.086	-0.018	0.356	-0.016	0.408
Asian	-0.009	0.845	-0.015	0.715	-0.010	0.759	-0.023	0.427	-0.023	0.420
Underrep. Min.*	-0.094	0.085	-0.072	0.143	-0.044	0.251	-0.039	0.259	-0.034	0.328
Yrs. since degree			-0.003	0.591	0.004	0.356	-0.002	0.680	-0.001	0.873
Yrs. degree (sq.)			0.000	0.482	0.000	0.882	0.000	0.888	0.000	0.730
Yrs. since hired			-0.003	0.014	-0.003	0.004	-0.004	<.001	-0.004	<.001
Law Degree			0.332	<.001	0.066	0.253	0.039	0.441	0.031	0.546
Agr. Res. Ec. Pol.					0.119	0.036	0.115	0.023	0.106	0.035
Anthropology					0.008	0.863	-0.029	0.505	-0.034	0.431
Astronomy					-0.004	0.948	-0.050	0.396	-0.052	0.379
Chemical Eng.					0.145	0.010	0.126	0.012	0.094	0.077
Chemistry					0.110	0.003	0.035	0.310	-0.020	0.665
Civil & Env. Eng.					0.052	0.339	0.051	0.288	0.024	0.625
Comp. Literature					0.392	<.001	0.320	<.001	0.300	<.001
Earth & Plan. Sc.					0.073	0.246	-0.004	0.943	-0.015	0.786
Economics					0.405	<.001	0.308	<.001	0.106	0.407
Elect. Eng./CS					0.083	0.038	0.058	0.106	0.032	0.408
English					0.016	0.783	-0.011	0.830	-0.042	0.433
ESPM					0.066	0.229	0.079	0.103	0.111	0.033
Goldman Pub. Pol.					0.032	0.714	0.059	0.455	-0.042	0.669
Haas Business					0.465	<.001	0.508	<.001	0.288	0.053
HW Neuroscience					0.143	0.189	0.141	0.147	0.164	0.093
Integrat. Biology					0.050	0.404	0.032	0.546	0.008	0.885
Law					0.430	<.001	0.392	<.001	0.198	0.110
Mathematics					-0.005	0.896	-0.023	0.470	-0.072	0.094
Mechanical Eng.					0.035	0.405	0.047	0.212	0.021	0.593
Molec. & Cell Bio.					0.086	0.026	0.062	0.067	0.038	0.309
Physics					0.096	0.059	0.054	0.230	0.023	0.641
Plant & Micr. Bio.					0.108	0.013	0.106	0.006	0.120	0.003
Political Sc.					0.079	0.163	0.079	0.117	-0.006	0.934
Psychology					-0.003	0.951	-0.025	0.603	-0.073	0.192
Sch. of Education					0.022	0.672	0.026	0.574	0.007	0.882
Sch. Public Health					-0.005	0.919	0.010	0.823	-0.010	0.825
Sociology					0.138	0.038	0.186	0.002	0.124	0.073
Spanish & Port.					-0.092	0.177	-0.043	0.475	-0.045	0.454
Statistics					0.013	0.877	-0.063	0.398	-0.123	0.136
Other units					-		-		-	
Multiple appt.					0.057	0.007	0.062	0.001	0.057	0.002
Market Ratio**									0.399	0.088
Years at Rank							0.010	<.001	0.010	<.001

Intercept	12.3	<.001	12.3	<.001	12.1	<.001	12.2	<.001	11.8	<.001
R-square	0.02		0.23		0.62		0.71		0.71	
Adj. R-square	0.00		0.21		0.56		0.65		0.66	
*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.; City & Regional Planning; Classics; Energy & Resources Group; Film and Media; French; Geography; History; Industrial Engineering & Operations Research; Italian Studies; Linguistics; Music; Near Eastern Studies; Nutritional Sci. & Tox. Dept.; Philosophy; School of Social Welfare; Slavic Languages & Culture; and South & Southeast Asian Std. 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), 12/15/2014

Tot. N=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

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	-0.158	<.001	-0.113	<.001	-0.043	<.001	-0.049	<.001
Asian	-0.108	<.001	-0.037	0.076	-0.017	0.268	-0.023	0.091
Underrep. Min.*	-0.121	<.001	-0.072	0.004	-0.012	0.524	-0.019	0.265
Unknown Ethnicity	-0.270	<.001	-0.090	0.031	-0.024	0.426	-0.013	0.640
Yrs. since degree			0.018	<.001	0.021	<.001	0.022	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.002
Yrs. since hired			-0.005	<.001	-0.005	<.001	-0.007	<.001
Bach./Mast.			-0.320	<.001	-0.182	<.001	-0.171	<.001
Law Degree			0.440	<.001	-0.010	0.817	-0.021	0.604
MD			0.004	0.952	0.055	0.290	0.057	0.235
Afr. Am Stud.					-0.101	0.162	-0.077	0.238
Agr. Res. Ec. Pol.					0.348	<.001	0.313	<.001
Anthropology					0.070	0.136	0.029	0.490
Architecture					0.030	0.548	0.003	0.951
Art Hist.					-0.020	0.722	-0.063	0.226
Astronomy					0.178	0.003	0.169	0.002
Bioengin.					0.159	0.005	0.164	0.001
Chemical Eng.					0.294	<.001	0.220	<.001
Chemistry					0.300	<.001	0.248	<.001
City & Reg. Plan.					0.100	0.088	0.071	0.185
Civil & Env. Eng.					0.151	<.001	0.157	<.001
Classics					-0.017	0.781	-0.039	0.482
Comp. Literature					0.163	0.053	0.129	0.090
Earth & Plan. Sc.					0.191	<.001	0.182	<.001
E. Asian Lng./Clt.					-0.077	0.202	-0.073	0.185
Economics					0.732	<.001	0.643	<.001
Elect. Eng./CS					0.229	<.001	0.220	<.001
English					0.023	0.547	0.002	0.965
ESPM					0.011	0.782	0.018	0.619
Ethnic Studies					-0.017	0.758	-0.010	0.852
Film and Media					0.124	0.181	0.054	0.523
French					0.018	0.773	0.025	0.673
Geography					-0.045	0.446	-0.059	0.276
German					-0.043	0.545	-0.077	0.230
Goldman Pub. Pol.					0.236	<.001	0.189	<.001
Haas Business					0.784	<.001	0.757	<.001
HW Neuroscience					-0.094	0.203	-0.079	0.241
History					0.092	0.025	0.069	0.062
Ind. Eng./Op. Res.					0.196	0.001	0.124	0.024

Integrat. Biology					0.056	0.209	0.023	0.564
Journalism					-0.019	0.796	-0.034	0.615
Landsc. Arch./Env.					-0.016	0.827	-0.028	0.668
Law					0.722	<.001	0.691	<.001
Linguistics					-0.058	0.346	-0.068	0.220
Material Sc. & Eng.					0.192	0.002	0.208	<.001
Mathematics					0.187	<.001	0.164	<.001
Mechanical Eng.					0.159	<.001	0.149	<.001
Molec. & Cell Bio.					0.169	<.001	0.128	<.001
Music					0.009	0.868	-0.045	0.365
Near Eastern St.					-0.034	0.618	-0.064	0.299
Nutr. Sc./Tox.					0.005	0.936	0.001	0.989
Philosophy					0.241	<.001	0.164	<.001
Physics					0.127	0.001	0.118	0.001
Plant & Micr. Bio.					0.189	<.001	0.162	<.001
Political Sc.					0.187	<.001	0.138	<.001
Psychology					0.131	0.007	0.122	0.006
Rhetoric					0.000	0.995	0.004	0.948
Sch. of Education					0.064	0.160	0.009	0.829
Sch. of Informat.					0.150	0.018	0.153	0.008
Sch. of Optometry					0.192	0.002	0.203	<.001
Sch. Public Health					0.123	0.004	0.066	0.091
Sch. Social Welfare					0.012	0.831	0.013	0.800
Sociology					0.150	0.002	0.116	0.009
S/SE Asian Std.					-0.031	0.652	-0.042	0.500
Spanish & Port.					0.004	0.947	-0.006	0.922
Statistics					0.208	<.001	0.153	0.004
TDPS					-0.053	0.405	-0.065	0.266
Other units					-		-	
Two Departments					0.091	<.001	0.057	<.001
Three+ Deps.					0.204	<.001	0.111	0.012
Outside Offer							0.198	<.001
Intercept	12.0	<.001	12.0	<.001	11.7	<.001	11.7	<.001
R-square	0.08		0.40		0.72		0.77	
Adj. R-square	0.08		0.39		0.71		0.76	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Art Practice; Demography; Energy & Res. Group; Gender and Women's Studies; Italian Studies; 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, 2004-2014

Tot. N (2014)=1519: White Male N=801; Female N=467; Minority Male N=218; Unknown Male=33. Asian N=204; URM* N=133; Unknown Ethnicity=46.

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013		2014	
Variables	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	-0.051	<.001	-0.058	<.001	-0.060	<.001	-0.052	<.001	-0.052	<.001	-0.049	<.001
Asian	0.005	0.733	0.008	0.580	0.003	0.853	0.002	0.881	-0.010	0.486	-0.004	0.793	-0.004	0.779	-0.013	0.366	-0.013	0.363	-0.024	0.081	-0.023	0.091
Underrep. Min.*	-0.006	0.784	-0.011	0.577	-0.007	0.714	-0.013	0.477	-0.018	0.324	-0.017	0.352	-0.007	0.716	-0.008	0.641	-0.014	0.434	-0.012	0.512	-0.019	0.265
Unknown ethnicity	0.025	0.583	0.018	0.699	-0.023	0.612	-0.053	0.209	-0.049	0.221	-0.033	0.433	-0.034	0.443	-0.046	0.264	0.011	0.738	-0.010	0.754	-0.013	0.640
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
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	0.002
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
Bach./Mast.	-0.145	<.001	-0.139	<.001	-0.131	<.001	-0.145	<.001	-0.159	<.001	-0.142	<.001	-0.138	<.001	-0.151	<.001	-0.168	<.001	-0.161	<.001	-0.171	<.001
Law Degree	0.058	0.191	0.080	0.072	0.088	0.045	0.024	0.563	0.037	0.348	0.040	0.303	0.044	0.269	0.040	0.343	0.002	0.967	-0.020	0.628	-0.021	0.604
MD	0.062	0.287	0.115	0.038	0.084	0.123	0.136	0.012	0.122	0.021	0.142	0.006	0.130	0.014	0.091	0.081	0.061	0.231	0.049	0.304	0.057	0.235
Afr. Am Stud.	-0.070	0.313	-0.049	0.486	-0.089	0.201	-0.063	0.343	-0.053	0.424	-0.095	0.137	-0.078	0.233	-0.077	0.256	-0.083	0.241	-0.074	0.267	-0.077	0.238
Agr. Res. Ec. Pol.	0.192	<.001	0.224	<.001	0.201	<.001	0.220	<.001	0.253	<.001	0.267	<.001	0.257	<.001	0.251	<.001	0.258	<.001	0.316	<.001	0.313	<.001
Anthropology	0.042	0.344	0.048	0.278	0.027	0.534	0.054	0.196	0.038	0.374	0.031	0.470	0.060	0.175	0.058	0.187	0.045	0.307	0.029	0.504	0.029	0.490
Architecture	-0.055	0.251	-0.040	0.405	-0.076	0.142	-0.051	0.293	-0.038	0.436	-0.009	0.852	0.011	0.820	0.023	0.632	0.006	0.903	-0.010	0.834	0.003	0.951
Art Hist.	-0.052	0.389	-0.009	0.878	0.000	0.998	-0.010	0.868	-0.029	0.619	-0.025	0.657	-0.092	0.142	-0.046	0.445	-0.058	0.320	-0.061	0.264	-0.063	0.226
Astronomy	0.180	0.002	0.185	0.002	0.133	0.018	0.126	0.018	0.155	0.005	0.138	0.013	0.156	0.008	0.173	0.002	0.168	0.003	0.177	0.002	0.169	0.002
Bioengin.	0.097	0.067	0.095	0.067	0.080	0.121	0.086	0.075	0.118	0.016	0.128	0.008	0.116	0.021	0.127	0.012	0.127	0.014	0.154	0.003	0.164	0.001
Chemical Eng.	0.263	<.001	0.246	<.001	0.283	<.001	0.293	<.001	0.247	<.001	0.247	<.001	0.247	<.001	0.229	<.001	0.243	<.001	0.228	<.001	0.220	<.001
Chemistry	0.174	<.001	0.181	<.001	0.163	<.001	0.211	<.001	0.199	<.001	0.213	<.001	0.222	<.001	0.241	<.001	0.249	<.001	0.220	<.001	0.248	<.001
City & Reg. Plan.	-0.131	0.018	-0.097	0.081	-0.109	0.056	-0.090	0.091	-0.061	0.240	0.036	0.477	0.025	0.632	0.012	0.826	0.024	0.666	0.081	0.133	0.071	0.185
Civil & Env. Eng.	0.118	0.002	0.138	<.001	0.141	<.001	0.159	<.001	0.175	<.001	0.166	<.001	0.160	<.001	0.179	<.001	0.166	<.001	0.161	<.001	0.157	<.001
Classics	-0.040	0.513	-0.037	0.514	-0.050	0.380	-0.035	0.518	-0.058	0.275	-0.042	0.428	-0.052	0.341	-0.029	0.588	-0.048	0.396	-0.078	0.167	-0.039	0.482
Comp. Literature	0.056	0.544	0.177	0.056	0.188	0.045	0.069	0.391	0.088	0.276	0.090	0.263	0.084	0.302	0.096	0.258	0.116	0.174	0.163	0.038	0.129	0.090
Earth & Plan. Sc.	0.099	0.053	0.092	0.079	0.085	0.092	0.122	0.014	0.117	0.020	0.114	0.028	0.109	0.042	0.133	0.017	0.148	0.005	0.158	0.003	0.182	<.001
E. Asian Lng./Clt.	-0.078	0.172	-0.086	0.135	-0.070	0.218	-0.031	0.588	-0.023	0.678	-0.054	0.334	-0.037	0.542	-0.023	0.708	-0.044	0.439	-0.067	0.227	-0.073	0.185
Economics	0.375	<.001	0.417	<.001	0.421	<.001	0.451	<.001	0.549	<.001	0.531	<.001	0.576	<.001	0.628	<.001	0.632	<.001	0.646	<.001	0.643	<.001
Elect. Eng./CS	0.190	<.001	0.203	<.001	0.190	<.001	0.215	<.001	0.225	<.001	0.214	<.001	0.225	<.001	0.245	<.001	0.241	<.001	0.217	<.001	0.220	<.001
English	-0.025	0.492	-0.008	0.834	-0.047	0.201	-0.029	0.409	-0.005	0.894	0.014	0.698	0.018	0.622	0.039	0.281	0.043	0.242	0.014	0.691	0.002	0.965
ESPM	0.020	0.590	0.035	0.348	0.027	0.477	0.035	0.321	0.033	0.361	0.027	0.459	0.016	0.671	0.035	0.350	0.043	0.246	0.015	0.667	0.018	0.619
Ethnic Studies	-0.094	0.080	-0.097	0.071	-0.104	0.070	-0.064	0.228	-0.043	0.445	-0.096	0.079	-0.107	0.061	-0.066	0.238	-0.020	0.723	-0.004	0.937	-0.010	0.852
Film and Media	-0.103	0.320	-0.070	0.461	-0.160	0.090	-0.094	0.295	-0.076	0.412	-0.074	0.435	-0.073	0.463	0.061	0.492	0.062	0.480	0.062	0.467	0.054	0.523
French	-0.053	0.416	-0.024	0.704	-0.023	0.713	0.000	0.995	0.006	0.912	0.006	0.919	-0.019	0.758	0.015	0.809	0.036	0.563	0.005	0.937	0.025	0.673
Geography	-0.050	0.383	-0.069	0.231	-0.106	0.075	-0.087	0.128	-0.061	0.283	-0.064	0.255	-0.045	0.431	-0.040	0.500	-0.037	0.531	-0.055	0.314	-0.059	0.276
German	0.034	0.588	0.026	0.690	0.003	0.962	-0.027	0.655	-0.040	0.521	-0.040	0.536	-0.035	0.596	-0.059	0.366	-0.064	0.333	-0.064	0.321	-0.077	0.230
Goldman Pub. Pol.	0.041	0.465	0.026	0.627	0.005	0.933	0.038	0.478	0.036	0.511	0.054	0.311	0.050	0.368	0.080	0.167	0.123	0.028	0.189	<.001	0.189	<.001
Haas Business	0.516	<.001	0.567	<.001	0.558	<.001	0.581	<.001	0.634	<.001	0.664	<.001	0.689	<.001	0.726	<.001	0.760	<.001	0.768	<.001	0.757	<.001
HW Neuroscience	-0.202	0.004	-0.169	0.019	-0.260	<.001	-0.268	<.001	-0.247	<.001	-0.257	<.001	-0.222	0.002	-0.166	0.017	-0.114	0.104	-0.150	0.027	-0.079	0.241
History	-0.042	0.258	-0.001	0.978	-0.012	0.736	0.006	0.866	0.018	0.632	0.012	0.744	0.019	0.619	0.062	0.110	0.071	0.070	0.054	0.154	0.069	0.062
Ind. Eng./Op. Res.	0.133	0.021	0.158	0.008	0.166	0.004	0.115	0.030	0.115	0.033	0.096	0.078	0.125	0.025	0.135	0.015	0.119	0.033	0.128	0.016	0.124	0.024
Integrat. Biology	-0.018	0.669	0.018	0.657	0.002	0.958	0.027	0.488	0.009	0.817	0.005	0.907	0.029	0.494	0.031	0.460	0.044	0.291	0.043	0.286	0.023	0.564
Journalism	-0.062	0.318	-0.037	0.542	-0.063	0.311	-0.032	0.602	0.040	0.545	0.022	0.740	0.008	0.911	0.010	0.883	0.031	0.634	-0.011	0.867	-0.034	0.615

Landsc. Arch./Env.	-0.099	0.166	-0.095	0.185	-0.127	0.092	-0.073	0.307	-0.057	0.416	-0.135	0.043	-0.179	0.012	-0.099	0.195	-0.070	0.348	-0.060	0.415	-0.028	0.668
Law	0.442	<0.001	0.437	<0.001	0.433	<0.001	0.525	0.307	0.594	<0.001	0.567	<0.001	0.580	<0.001	0.609	0.195	0.682	<0.001	0.685	<0.001	0.691	<0.001
Linguistics	-0.041	0.462	-0.045	0.422	-0.076	0.161	-0.069	0.193	-0.089	0.093	-0.105	0.053	-0.113	0.042	-0.070	0.238	-0.059	0.319	-0.089	0.113	-0.068	0.220
Material Sc. & Eng.	0.213	<0.001	0.208	<0.001	0.201	<0.001	0.204	<0.001	0.214	<0.001	0.195	<0.001	0.187	<0.001	0.177	0.002	0.225	<0.001	0.210	<0.001	0.208	<0.001
Mathematics	0.109	0.003	0.136	<0.001	0.119	0.001	0.121	<0.001	0.135	<0.001	0.145	<0.001	0.147	<0.001	0.158	<0.001	0.166	<0.001	0.163	<0.001	0.164	<0.001
Mechanical Eng.	0.123	0.002	0.121	0.002	0.125	0.002	0.142	<0.001	0.140	<0.001	0.146	<0.001	0.140	<0.001	0.145	<0.001	0.151	<0.001	0.139	<0.001	0.149	<0.001
Molec. & Cell Bio.	0.103	0.01	0.105	0.004	0.12	<0.001	0.116	<0.001	0.133	<0.001	0.13	<0.001	0.116	0.002	0.134	<0.001	0.143	<0.001	0.133	<0.001	0.128	<0.001
Music	-0.081	0.103	-0.072	0.165	-0.085	0.108	-0.062	0.223	-0.057	0.241	-0.060	0.216	-0.054	0.274	-0.047	0.344	-0.042	0.398	-0.058	0.245	-0.045	0.365
Near Eastern St.	-0.152	0.010	-0.133	0.025	-0.139	0.019	-0.066	0.231	-0.047	0.414	-0.078	0.179	-0.077	0.214	-0.035	0.592	-0.057	0.363	-0.035	0.590	-0.064	0.299
Nutr. Sc./Tox.	-0.038	0.514	0.006	0.919	-0.017	0.764	-0.004	0.947	0.002	0.974	-0.005	0.920	-0.019	0.736	0.036	0.562	0.015	0.807	0.008	0.892	0.001	0.989
Philosophy	0.121	0.030	0.094	0.090	0.115	0.031	0.120	0.020	0.105	0.044	0.160	0.001	0.186	<0.001	0.200	<0.001	0.193	<0.001	0.162	<0.001	0.164	<0.001
Physics	0.090	0.014	0.108	0.003	0.105	0.004	0.103	0.003	0.108	0.003	0.112	0.002	0.096	0.012	0.103	0.006	0.116	0.002	0.114	0.002	0.118	0.001
Plant & Micr. Bio.	0.193	<0.001	0.191	<0.001	0.158	<0.001	0.182	<0.001	0.169	<0.001	0.162	<0.001	0.189	<0.001	0.197	<0.001	0.186	<0.001	0.169	<0.001	0.162	<0.001
Political Sc.	0.036	0.353	0.062	0.108	0.041	0.283	0.074	0.041	0.094	0.012	0.083	0.030	0.086	0.029	0.128	0.001	0.120	0.003	0.121	0.002	0.138	<0.001
Psychology	0.018	0.665	0.007	0.861	0.013	0.753	0.043	0.297	0.061	0.159	0.075	0.077	0.087	0.048	0.120	0.009	0.113	0.014	0.106	0.018	0.122	0.006
Rhetoric	0.007	0.914	0.024	0.698	0.003	0.963	0.042	0.494	0.033	0.606	0.032	0.614	0.015	0.822	0.025	0.702	0.013	0.846	-0.001	0.991	0.004	0.948
Sch. of Education	-0.076	0.068	-0.056	0.174	-0.060	0.151	-0.053	0.186	-0.029	0.463	-0.022	0.582	-0.012	0.774	0.007	0.864	0.004	0.928	0.000	1.000	0.009	0.829
Sch. of Informat.	-0.011	0.871	0.014	0.821	-0.011	0.864	0.051	0.387	0.134	0.015	0.114	0.037	0.097	0.082	0.108	0.054	0.147	0.011	0.162	0.006	0.153	0.008
Sch. of Optometry	0.220	<0.001	0.211	0.001	0.246	<0.001	0.262	<0.001	0.265	<0.001	0.257	<0.001	0.246	<0.001	0.239	<0.001	0.217	<0.001	0.206	<0.001	0.203	<0.001
Sch. Public Health	0.020	0.629	0.040	0.323	0.014	0.724	0.016	0.669	0.037	0.335	0.039	0.304	0.030	0.454	0.069	0.079	0.068	0.089	0.054	0.166	0.066	0.091
Sch. Social Welfare	-0.011	0.829	0.006	0.904	-0.011	0.834	0.000	0.998	0.020	0.700	0.025	0.628	0.028	0.613	0.037	0.520	0.016	0.775	0.015	0.781	0.013	0.800
Sociology	0.085	0.067	0.072	0.116	0.051	0.258	0.043	0.326	0.061	0.173	0.070	0.115	0.081	0.077	0.102	0.025	0.115	0.015	0.116	0.010	0.116	0.009
S/S/E Asian Std.	-0.092	0.171	-0.127	0.059	-0.115	0.073	-0.094	0.128	-0.078	0.210	-0.052	0.424	-0.056	0.407	-0.038	0.574	-0.035	0.605	-0.041	0.517	-0.042	0.500
Spanish & Port.	-0.017	0.760	-0.026	0.639	-0.053	0.316	-0.025	0.627	0.002	0.964	-0.008	0.894	-0.005	0.932	0.033	0.605	0.018	0.770	-0.013	0.827	-0.006	0.922
Statistics	0.085	0.116	0.118	0.034	0.081	0.138	0.145	0.006	0.121	0.023	0.112	0.047	0.163	0.005	0.186	<0.001	0.165	0.002	0.158	0.004	0.153	0.004
TDPS	-0.065	0.340	-0.046	0.503	-0.090	0.220	-0.031	0.652	-0.024	0.708	-0.029	0.645	-0.048	0.484	-0.025	0.708	-0.019	0.757	-0.078	0.189	-0.065	0.266
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Two Departments	0.092	<0.001	0.089	<0.001	0.088	<0.001	0.084	<0.001	0.082	<0.001	0.087	<0.001	0.084	<0.001	0.072	<0.001	0.065	<0.001	0.061	<0.001	0.057	<0.001
Three or More Deps.	0.193	<0.001	0.158	0.001	0.150	0.001	0.143	0.002	0.111	0.012	0.156	<0.001	0.148	0.001	0.145	0.002	0.154	0.001	0.135	0.003	0.111	0.012
Outside Offer	0.163	<0.001	0.176	<0.001	0.171	<0.001	0.159	<0.001	0.181	<0.001	0.173	<0.001	0.179	<0.001	0.185	<0.001	0.191	<0.001	0.196	<0.001	0.198	<0.001
Intercept	11.5	<0.001	11.5	<0.001	11.5	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.7	<0.001	11.7	<0.001
R-square	0.73		0.73		0.73		0.75		0.76		0.76		0.74		0.74		0.75		0.76		0.77	
Adj. R-square	0.72		0.72		0.72		0.74		0.75		0.74		0.73		0.73		0.74		0.75		0.76	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																						
Other units include: Art Practice; Demography; Energy & Res. Group; Gender and Women's Studies; Italian Studies; Nuclear Engineering; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.																						
p<.10=light green	p<.05=bright green			p<.01=green shade			p<.001=dark green															

F3: White Male Salary Model, School of Public Health, Job Offers and H-Index of Cites, 12/15/2014

Tot. N=55: White Male N=26; Female N=25; Minority Male N=4; Unknown Male=0. Asian N=3; URM N=9.

	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M3B: Outside Job Offer		M3C: H-Index (Google cites)	
Variables	β	p-val	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>		3721	0.034	2855	0.006	3446	0.005	2767	0.064
Yrs. degree (sq.)			-118	0.191	-138	0.010	-111	0.060	-72	0.355
Yrs. since hired			-947	0.491	9	0.991	-600	0.486	-649	0.459
MD			4321	0.857	37894	0.014	36009	0.021	31123	0.064
Multiple appt.					8045	0.617	7078	0.664	3966	0.815
Market Ratio*					564495	<.001	502322	0.001	488626	0.002
H-Index									363	0.445
Top Ten Offer							26603	0.239	29292	0.209
Other Offer							9241	0.624	9970	0.602
Salary Boost							0.067	0.848	0.099	0.782
Intercept			179873	<.001	-341441	0.002	-301908	0.014	-307439	0.014
R-square			0.21		0.78		0.82		0.82	
Adj. R-square			0.06		0.71		0.71		0.71	
Avg. Wom. \$ diff.			29680		10903		2661		789	
Avg. Min.** \$ diff.			33996		9692		2983		2909	

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

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

p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green
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Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).