

## APPENDIX C

### A1: Log Salary Model

A2: White Male Salary Model

A3: Total Population Salary Model

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

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

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

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

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

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

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

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

### C2a: Log Salary Model, L&S Biological Sciences

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

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

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

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

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

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

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

### C4a: Log Salary Model, L&S Social Sciences

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

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

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

### C5a: Log Salary Model, College of Engineering

C5b: White Male Salary Model, College of Engineering

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

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

C6a: Log Salary Model, College of Chemistry

C6b: White Male Salary Model, College of Chemistry

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

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

C7a: Log Salary Model, College of Natural Resources

C7b: White Male Salary Model, College of Natural Resources

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

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

C8a: Log Salary Model, Haas School of Business

C8b: White Male Salary Model, Haas School of Business

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

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

C8e: Log Salary Model (with Subfields), Haas School of Business

C9a: Log Salary Model, School of Law

C9b: White Male Salary Model, School of Law

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

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

C10a: Log Salary Model, Other Professional Schools

C10b: White Male Salary Model, Other Professional Schools

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

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

E1: Log Salary Model, All Campus, Rank Submodels

E2: Log Salary Model, Assistant Professors

E3: Log Salary Model, Associate Professors

E4: Log Salary Model, Full Professors, Steps 1-5

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E5: Log Salary Model, Full Professors, Steps 6-9

E6: Log Salary Model, Full Professors, Above Scale

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

F2: Log Salary Model 3B (Demography, Experience, & Departments, Outside Job Offers), All Campus, AY 2004-05--2019-20 (Spring Semester)

# A1: Log Salary Model, All Campus, 4/30/2020

Tot. N=1498: White Male N=729; Female N=506; Male Faculty of Color\*=247;  
Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.126	<.001	-0.085	<.001	-0.019	0.060	0.003	0.732
Asian	-0.114	<.001	-0.040	0.030	-0.021	0.111	-0.022	0.044
Underrep. Group*	-0.115	<.001	-0.041	0.063	0.003	0.850	0.002	0.859
Unknown Ethnicity	0.001	0.991	0.035	0.578	0.032	0.455	0.036	0.321
Yrs. since degree			0.019	<.001	0.021	<.001	0.006	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.362
Yrs. since hired			-0.003	0.004	-0.004	<.001	-0.011	<.001
Bach./Mast.			-0.292	<.001	-0.134	<.001	-0.076	0.007
Law Degree			0.406	<.001	-0.092	0.031	-0.048	0.186
MD			0.021	0.761	0.064	0.216	0.123	0.005
Afr. Am Stud.					0.028	0.657	0.062	0.251
Agr. Res. Ec. Pol.					0.395	<.001	0.344	<.001
Anthropology					0.080	0.072	0.044	0.248
Architecture					0.052	0.253	0.018	0.652
Art Hist.					-0.006	0.915	-0.065	0.189
Astronomy					0.183	0.003	0.114	0.031
Bioengin.					0.170	0.001	0.094	0.033
Chemical Eng.					0.284	<.001	0.206	<.001
Chemistry					0.321	<.001	0.230	<.001
City & Reg. Plan.					0.091	0.129	0.023	0.648
Civil & Env. Eng.					0.189	<.001	0.112	0.001
Classics					0.035	0.551	-0.038	0.450
Comp. Literature					0.179	0.025	0.188	0.005

Earth & Plan. Sc.					<b>0.213</b>	<b>&lt;.001</b>	<b>0.093</b>	<b>0.038</b>
E. Asian Lng./Clt.					<b>-0.053</b>	<b>0.339</b>	<b>-0.074</b>	<b>0.115</b>
Economics					<b>0.805</b>	<b>&lt;.001</b>	<b>0.661</b>	<b>&lt;.001</b>
Elect. Eng./CS					<b>0.280</b>	<b>&lt;.001</b>	<b>0.158</b>	<b>&lt;.001</b>
English					<b>0.023</b>	<b>0.537</b>	<b>0.023</b>	<b>0.466</b>
ESPM					<b>0.036</b>	<b>0.350</b>	<b>0.005</b>	<b>0.887</b>
Ethnic Studies					<b>0.039</b>	<b>0.470</b>	<b>0.023</b>	<b>0.613</b>
Film and Media					<b>0.105</b>	<b>0.153</b>	<b>0.097</b>	<b>0.120</b>
French					<b>0.026</b>	<b>0.680</b>	<b>0.005</b>	<b>0.931</b>
Geography					<b>-0.009</b>	<b>0.888</b>	<b>-0.052</b>	<b>0.304</b>
German					<b>-0.018</b>	<b>0.774</b>	<b>-0.116</b>	<b>0.033</b>
Goldman Pub. Pol.					<b>0.414</b>	<b>&lt;.001</b>	<b>0.272</b>	<b>&lt;.001</b>
Haas Business					<b>0.722</b>	<b>&lt;.001</b>	<b>0.631</b>	<b>&lt;.001</b>
HW Neuroscience					<b>-0.029</b>	<b>0.643</b>	<b>0.027</b>	<b>0.619</b>
History					<b>0.100</b>	<b>0.012</b>	<b>0.047</b>	<b>0.161</b>
Ind. Eng./Op. Res.					<b>0.187</b>	<b>&lt;.001</b>	<b>0.091</b>	<b>0.054</b>
Integrat. Biology					<b>0.090</b>	<b>0.029</b>	<b>0.030</b>	<b>0.385</b>
Landsc. Arch./Env.					<b>0.013</b>	<b>0.835</b>	<b>0.018</b>	<b>0.736</b>
Law					<b>0.759</b>	<b>&lt;.001</b>	<b>0.550</b>	<b>&lt;.001</b>
Linguistics					<b>0.030</b>	<b>0.597</b>	<b>-0.013</b>	<b>0.797</b>
Material Sc. & Eng.					<b>0.231</b>	<b>&lt;.001</b>	<b>0.096</b>	<b>0.038</b>
Mathematics					<b>0.220</b>	<b>&lt;.001</b>	<b>0.090</b>	<b>0.005</b>
Mechanical Eng.					<b>0.199</b>	<b>&lt;.001</b>	<b>0.114</b>	<b>&lt;.001</b>
Molec. & Cell Bio.					<b>0.192</b>	<b>&lt;.001</b>	<b>0.131</b>	<b>&lt;.001</b>
Music					<b>0.028</b>	<b>0.585</b>	<b>-0.023</b>	<b>0.604</b>
Near Eastern St.					<b>0.022</b>	<b>0.715</b>	<b>0.000</b>	<b>0.993</b>
Nuclear Eng.					<b>0.131</b>	<b>0.034</b>	<b>0.074</b>	<b>0.161</b>
Nutr. Sc./Tox.					<b>0.013</b>	<b>0.836</b>	<b>0.012</b>	<b>0.824</b>
Philosophy					<b>0.254</b>	<b>&lt;.001</b>	<b>0.157</b>	<b>&lt;.001</b>
Physics					<b>0.200</b>	<b>&lt;.001</b>	<b>0.115</b>	<b>&lt;.001</b>

Plant & Micr. Bio.					0.157	0.001	0.131	0.001
Political Sc.					0.331	<.001	0.240	<.001
Psychology					0.172	<.001	0.064	0.100
Rhetoric					0.020	0.749	-0.008	0.875
Sch. of Education					0.116	0.007	0.056	0.123
Sch. of Informat.					0.205	<.001	0.149	0.003
Sch. of Optometry					0.210	<.001	0.107	0.030
Sch. Public Health					0.163	<.001	0.067	0.060
Sch. Social Welfare					0.085	0.134	0.018	0.703
Sociology					0.243	<.001	0.143	<.001
S/SE Asian Std.					-0.025	0.707	-0.033	0.559
Spanish & Port.					0.008	0.902	-0.053	0.315
Statistics					0.272	<.001	0.177	<.001
TDPS					-0.002	0.979	-0.056	0.288
Other units					-		-	
Two Departments					0.082	<.001	0.055	<.001
Three or More Deps.					0.162	<.001	0.112	0.001
Assistant							-0.476	<.001
Associate							-0.302	<.001
Years at Rank							0.014	<.001
Intercept	12.1	<.001	12.2	<.001	11.9	<.001	11.9	<.001
R-square	0.06		0.43		0.75		0.82	
Adj. R-square	0.05		0.43		0.74		0.81	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: Art Practice; Demography; Energy & Res. Group; Gender and Women's Studies; Italian Studies; Journalism; 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, 4/30/2020

Tot. N=1498: White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Model Approach</i>		3378	<.001	4017	<.001	1025	0.001
Yrs. degree (sq.)			-42	<.001	-49	<.001	0	0.965
Yrs. since hired			-704	0.022	-972	<.001	-2777	<.001
Bach./Mast.			-54513	<.001	-22665	0.032	-13304	0.164
Law Degree			94626	<.001	-3581	0.795	-3834	0.758
MD			14288	0.503	36344	0.035	30579	0.050
Agr. Res. Ec. Pol.					53553	<.001	55193	<.001
Architecture					-3640	0.780	3268	0.781
Astronomy					20235	0.182	12969	0.343
Bioengin.					16357	0.204	16621	0.153
Chemical Eng.					51862	<.001	50941	<.001
Chemistry					53288	<.001	46102	<.001
Civil & Env. Eng.					23913	0.011	20887	0.014
Earth & Plan. Sc.					23040	0.045	9521	0.361
Economics					170046	<.001	149862	<.001
Elect. Eng./CS					35530	<.001	23989	<.001
English					3224	0.714	7365	0.355
ESPM					523	0.951	5702	0.459
Goldman Pub. Pol.					33144	0.053	29430	0.058
Haas Business					133053	<.001	124471	<.001
HW Neuroscience					-9788	0.592	1769	0.915
History					8918	0.405	6987	0.470
Integrat. Biology					10401	0.239	7804	0.327
Law					135615	<.001	118184	<.001
Material Sc. & Eng.					34455	0.018	15704	0.234
Mathematics					25546	<.001	8638	0.203
Mechanical Eng.					15543	0.076	10006	0.207
Molec. & Cell Bio.					24847	<.001	24529	<.001

Philosophy					40476	<.001	29922	0.005
Physics					24410	0.002	18178	0.012
Plant & Micr. Bio.					30529	0.016	29232	0.011
Political Sc.					52880	<.001	45434	<.001
Psychology					31431	0.020	24469	0.044
Sch. of Optometry					13585	0.423	5052	0.741
Sch. Public Health					13573	0.279	11414	0.315
Sociology					37548	0.003	24886	0.032
Statistics					40873	0.005	23017	0.080
Other units					-		-	
Two Departments					16548	<.001	13352	<.001
Three or More Deps.					14044	0.343	14586	0.275
Assistant							-83624	<.001
Associate							-54351	<.001
Years at Rank							3307	<.001
Intercept			199057	<.001	161954	<.001	147214	<.001
R-square			0.33		0.71		0.77	
Adj. R-square			0.32		0.70		0.75	
Avg. Wom. \$ diff.			19338		5015		13	
Avg. Asian \$ diff.			15056		5406		3840	
Avg. URG* \$ diff.			16022		2165		691	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: African Am. Studies; Anthropology; Art Hist.; Art Practice; City & Regional Planning; Classics; Comparative Literature; Demography; East Asian Languages & Cult.; Energy & Resources Group; Ethnic Studies; Film and Media; French; Gender and Women's Studies; Geography; German; Ind. Eng./Op. Res.; Italian Studies; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Rhetoric; Scandinavian Languages; Sch. of Education; School of Information; School of Social Welfare; Slavic Languages & Culture; South & Southeast Asian Std.; Spanish & Portuguese; Theater, Dance and Performance Studies; Undergrad. & Interd. 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, 4/30/2020

Tot. N=1498: White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-22822	<.001	-15796	<.001	-3625	0.075	384	0.832
Asian	-20826	<.001	-8082	0.031	-3742	0.153	-4103	0.077
Underrep. Group*	-21105	<.001	-8806	0.049	-358	0.913	-365	0.900
Unknown Ethnicity	8158	0.595	8666	0.490	8472	0.322	9315	0.219
Yrs. since degree			3420	<.001	3974	<.001	1177	<.001
Yrs. degree (sq.)			-39	<.001	-46	<.001	-2	0.796
Yrs. since hired			-821	<.001	-1027	<.001	-2569	<.001
Bach./Mast.			-53592	<.001	-25910	<.001	-14742	0.012
Law Degree			90033	<.001	-14912	0.081	-6855	0.365
MD			2086	0.882	12739	0.219	22285	0.016
Afr. Am Stud.					5116	0.688	12228	0.280
Agr. Res. Ec. Pol.					64124	<.001	55906	<.001
Anthropology					13369	0.135	8068	0.309
Architecture					7219	0.432	2665	0.744
Art Hist.					2908	0.802	-6511	0.528
Astronomy					28967	0.020	16089	0.146
Bioengin.					25632	0.014	12274	0.184
Chemical Eng.					51927	<.001	38055	<.001
Chemistry					58968	<.001	42973	<.001
City & Reg. Plan.					9227	0.444	-2128	0.842
Civil & Env. Eng.					28684	<.001	15379	0.034
Classics					1870	0.873	-8940	0.391
Comp. Literature					38805	0.015	38439	0.007
Earth & Plan. Sc.					32173	0.002	11091	0.238
E. Asian Lng./Clt.					-11513	0.297	-15160	0.122
Economics					169674	<.001	144362	<.001
Elect. Eng./CS					44041	<.001	22773	<.001
English					1937	0.791	3569	0.583

ESPM					5874	0.444	842	0.901
Ethnic Studies					4199	0.701	1212	0.901
Film and Media					18198	0.216	17572	0.178
French					3930	0.752	1229	0.911
Geography					-2375	0.844	-9446	0.377
German					-7786	0.542	-22273	0.051
Goldman Pub. Pol.					67806	<.001	44934	<.001
Haas Business					139635	<.001	124122	<.001
HW Neuroscience					-13673	0.284	-3742	0.741
History					14157	0.075	5298	0.454
Ind. Eng./Op. Res.					27661	0.013	11193	0.260
Integrat. Biology					13629	0.100	3419	0.643
Landsc. Arch./Env.					3630	0.774	4085	0.715
Law					152161	<.001	115233	<.001
Linguistics					5383	0.640	-1782	0.861
Material Sc. & Eng.					37013	<.001	14045	0.148
Mathematics					34922	<.001	11718	0.083
Mechanical Eng.					32104	<.001	17039	0.018
Molec. & Cell Bio.					32488	<.001	22102	<.001
Music					7585	0.463	-677	0.941
Near Eastern St.					3108	0.796	-683	0.949
Nuclear Eng.					16802	0.176	6628	0.547
Nutr. Sc./Tox.					-2639	0.831	-1630	0.882
Philosophy					44278	<.001	28284	0.002
Physics					31472	<.001	15829	0.021
Plant & Micr. Bio.					28474	0.003	23707	0.006
Political Sc.					57787	<.001	42260	<.001
Psychology					28624	0.002	10207	0.211
Rhetoric					3364	0.787	-878	0.937
Sch. of Education					18901	0.029	8580	0.263
Sch. of Informat.					33372	0.005	23675	0.024
Sch. of Optometry					31141	0.008	13668	0.189
Sch. Public Health					23794	0.005	8043	0.284
Sch. Social Welfare					13335	0.243	3193	0.753
Sociology					38862	<.001	22104	0.007
S/SE Asian Std.					-3661	0.784	-5364	0.650
Spanish & Port.					6168	0.622	-2479	0.823

<b>Statistics</b>					<b>46485</b>	<b>&lt;.001</b>	<b>30064</b>	<b>0.002</b>
<b>TDPS</b>					<b>-330</b>	<b>0.979</b>	<b>-8658</b>	<b>0.435</b>
<b>Other units</b>					<b>-</b>		<b>-</b>	
<b>Two Departments</b>					<b>17216</b>	<b>&lt;.001</b>	<b>12476</b>	<b>&lt;.001</b>
<b>Three or More Deps.</b>					<b>33144</b>	<b>&lt;.001</b>	<b>24515</b>	<b>&lt;.001</b>
<b>Assistant</b>							<b>-79028</b>	<b>&lt;.001</b>
<b>Associate</b>							<b>-52848</b>	<b>&lt;.001</b>
<b>Years at Rank</b>							<b>2983</b>	<b>&lt;.001</b>
<b>Intercept</b>	<b>199239</b>	<b>&lt;.001</b>	<b>197867</b>	<b>&lt;.001</b>	<b>154086</b>	<b>&lt;.001</b>	<b>150941</b>	<b>&lt;.001</b>
<b>R-square</b>	<b>0.05</b>		<b>0.38</b>		<b>0.73</b>		<b>0.79</b>	
<b>Adj. R-square</b>	<b>0.05</b>		<b>0.38</b>		<b>0.72</b>		<b>0.78</b>	
<b>*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.</b>								
<b>Other units include: Art Practice; Demography; Energy &amp; Res. Group; Gender and Women's Studies; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. &amp; Interdiscp.</b>								
<b>p&lt;.10=light green</b>	<b>p&lt;.05=bright grn.</b>	<b>p&lt;.01=green shade</b>				<b>p&lt;.001=dark green</b>		

# B1: Log Salary Model 1 (Demography: Gender & Race Ethnicity), All Campus, AY 2004-05--2019-20 (Spring Semester)

Tot. N=1498 (2019-20): White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.195	<.001	-0.173	<.001	-0.169	<.001	-0.169	<.001	-0.173	<.001	-0.167	<.001	-0.172	<.001	-0.167	<.001	-0.160	<.001	-0.159	<.001	-0.156	<.001	-0.144	<.001	-0.141	<.001	-0.124	<.001	-0.125	<.001	-0.126	<.001
Asian	-0.094	<.001	-0.087	<.001	-0.093	<.001	-0.092	<.001	-0.096	<.001	-0.087	<.001	-0.077	0.002	-0.083	0.001	-0.098	<.001	-0.109	<.001	-0.116	<.001	-0.102	<.001	-0.095	<.001	-0.103	<.001	-0.091	<.001	-0.114	<.001
Underrep. Group*	-0.148	<.001	-0.155	<.001	-0.133	<.001	-0.138	<.001	-0.145	<.001	-0.148	<.001	-0.122	<.001	-0.108	<.001	-0.112	<.001	-0.115	<.001	-0.132	<.001	-0.113	<.001	-0.098	<.001	-0.102	<.001	-0.105	<.001	-0.115	<.001
Unknown ethnicity	-0.050	0.674	-0.174	0.122	-0.198	0.078	-0.201	0.071	-0.160	0.167	-0.139	0.295	-0.249	0.122	-0.199	0.172	-0.349	0.010	-0.401	<.001	-0.184	0.083	-0.159	0.096	-0.173	0.059	-0.032	0.712	-0.031	0.705	0.001	0.991
Intercept	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001
R-square	0.09		0.07		0.07		0.08		0.08		0.07		0.07		0.07		0.07		0.07		0.07		0.06		0.06		0.05		0.05		0.06	
Adj. R-square	0.09		0.07		0.07		0.07		0.07		0.07		0.07		0.07		0.06		0.07		0.07		0.06		0.05		0.05		0.05		0.05	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.																																
p<.10=light green		p<.05=bright green		p<.01=green shade		p<.001=dark green																										

**B2: Log Salary Model 2 (Demography, Years Since Degree (quad), Hired, & Degree Type), All Campus, AY 2004-05--2019-20 (Spring Semester)**

Tot. N=1498 (2019-20): White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.121	<.001	-0.107	<.001	-0.107	<.001	-0.105	<.001	-0.110	<.001	-0.110	<.001	-0.119	<.001	-0.120	<.001	-0.114	<.001	-0.113	<.001	-0.115	<.001	-0.107	<.001	-0.106	<.001	-0.094	<.001	-0.090	<.001	-0.085	<.001
Asian	0.028	0.142	0.028	0.148	0.025	0.203	0.021	0.267	0.009	0.657	0.012	0.558	0.014	0.487	-0.004	0.851	-0.017	0.413	-0.037	0.073	-0.040	0.052	-0.036	0.069	-0.024	0.220	-0.034	0.081	-0.026	0.177	-0.040	0.030
Underrep. Group*	-0.055	0.024	-0.060	0.013	-0.048	0.051	-0.050	0.035	-0.052	0.030	-0.053	0.027	-0.045	0.064	-0.042	0.081	-0.046	0.067	-0.058	0.018	-0.070	0.004	-0.061	0.010	-0.046	0.046	-0.047	0.041	-0.044	0.057	-0.041	0.063
Unknown ethnicity	0.217	0.014	0.140	0.101	0.095	0.269	0.067	0.430	0.083	0.356	0.072	0.487	-0.009	0.946	-0.027	0.821	-0.116	0.300	-0.159	0.104	-0.083	0.338	-0.023	0.768	-0.033	0.659	0.036	0.610	0.030	0.642	0.035	0.578
Yrs. since degree	0.020	<.001	0.019	<.001	0.019	<.001	0.018	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.017	<.001	0.018	<.001	0.017	<.001	0.019	<.001	0.018	<.001	0.018	<.001	0.017	<.001	0.018	<.001	0.019	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.003	<.001	-0.003	0.008	-0.003	0.003	-0.003	0.010	-0.003	0.011	-0.003	0.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.005	<.001	-0.005	<.001	-0.004	<.001	-0.004	<.001	-0.003	0.008	-0.003	0.001	-0.003	0.004
Bach./Mast.	-0.276	<.001	-0.277	<.001	-0.283	<.001	-0.283	<.001	-0.295	<.001	-0.284	<.001	-0.281	<.001	-0.291	<.001	-0.304	<.001	-0.304	<.001	-0.323	<.001	-0.315	<.001	-0.312	<.001	-0.295	<.001	-0.304	<.001	-0.292	<.001
Law Degree	0.372	<.001	0.368	<.001	0.385	<.001	0.388	<.001	0.437	<.001	0.418	<.001	0.416	<.001	0.428	<.001	0.454	<.001	0.441	<.001	0.439	<.001	0.435	<.001	0.418	<.001	0.417	<.001	0.404	<.001	0.406	<.001
MD	0.024	0.730	0.062	0.377	0.032	0.644	0.054	0.453	0.044	0.551	0.056	0.428	0.039	0.598	0.022	0.759	0.012	0.860	-0.003	0.965	0.013	0.859	0.000	0.995	0.031	0.661	0.030	0.675	0.034	0.626	0.021	0.761
Intercept	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.2	<.001
R-square	0.50		0.48		0.47		0.47		0.45		0.44		0.40		0.39		0.38		0.38		0.40		0.40		0.39		0.40		0.42		0.43	
Adj. R-square	0.50		0.48		0.46		0.47		0.45		0.44		0.40		0.38		0.38		0.38		0.39		0.39		0.39		0.40		0.41		0.43	

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

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

### B3: Log Salary Model 3 (Demography, Experience, & Departments), All Campus, AY 2004-05--2019-20 (Spring Semester)

Tot. N=1498 (2019-20): White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.057	<.001	-0.046	<.001	-0.047	<.001	-0.047	<.001	-0.049	<.001	-0.047	<.001	-0.055	<.001	-0.056	<.001	-0.049	<.001	-0.047	<.001	-0.042	<.001	-0.032	0.002	-0.029	0.007	-0.016	0.131	-0.016	0.122	-0.019	0.060
Asian	0.011	0.470	0.014	0.366	0.009	0.557	0.009	0.536	-0.001	0.946	0.004	0.788	0.007	0.661	-0.003	0.828	-0.003	0.861	-0.017	0.274	-0.015	0.320	-0.015	0.297	-0.014	0.313	-0.020	0.154	-0.010	0.444	-0.021	0.111
Underrep. Group*	0.008	0.719	0.011	0.603	0.017	0.398	0.015	0.419	0.014	0.478	0.009	0.629	0.015	0.433	0.008	0.661	0.004	0.827	0.002	0.928	-0.005	0.799	0.001	0.954	0.008	0.640	0.012	0.485	0.008	0.645	0.003	0.850
Unknown ethnicity	0.135	0.053	0.067	0.324	0.012	0.854	-0.016	0.804	-0.009	0.898	0.020	0.796	-0.016	0.869	-0.055	0.530	-0.013	0.871	-0.048	0.501	-0.006	0.921	0.009	0.868	-0.005	0.921	0.027	0.581	0.045	0.315	0.032	0.455
Yrs. since degree	0.021	<.001	0.021	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.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	-0.004	<.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	-0.006	<.001	-0.005	<.001	-0.005	<.001	-0.004	<.001	-0.005	<.001	-0.004	<.001
Bach./Mast.	-0.155	<.001	-0.147	<.001	-0.137	<.001	-0.148	<.001	-0.156	<.001	-0.139	<.001	-0.139	<.001	-0.153	<.001	-0.171	<.001	-0.167	<.001	-0.179	<.001	-0.184	<.001	-0.160	<.001	-0.146	<.001	-0.146	<.001	-0.134	<.001
Law Degree	0.054	0.245	0.083	0.075	0.084	0.069	0.030	0.485	0.047	0.264	0.039	0.348	0.039	0.365	0.049	0.280	0.011	0.810	-0.011	0.807	-0.009	0.843	-0.020	0.651	-0.017	0.705	-0.038	0.415	-0.056	0.230	-0.092	0.031
MD	0.085	0.156	0.134	0.022	0.118	0.041	0.151	0.008	0.132	0.021	0.143	0.010	0.127	0.028	0.102	0.072	0.082	0.143	0.051	0.330	0.061	0.252	0.067	0.198	0.091	0.090	0.075	0.165	0.070	0.180	0.064	0.216
Afr. Am Stud.	-0.046	0.523	-0.036	0.619	-0.062	0.397	-0.055	0.431	-0.080	0.258	-0.118	0.083	-0.095	0.176	-0.095	0.195	-0.118	0.125	-0.090	0.217	-0.088	0.219	-0.085	0.184	-0.079	0.212	-0.077	0.229	-0.016	0.805	0.028	0.657
Agr. Res. Ec. Pol.	0.235	<.001	0.267	<.001	0.257	<.001	0.260	<.001	0.270	<.001	0.295	<.001	0.292	<.001	0.272	<.001	0.294	<.001	0.365	<.001	0.369	<.001	0.362	<.001	0.367	<.001	0.396	<.001	0.465	<.001	0.395	<.001
Anthropology	0.089	0.057	0.112	0.016	0.115	0.013	0.120	0.007	0.091	0.050	0.082	0.074	0.115	0.016	0.109	0.024	0.089	0.068	0.085	0.075	0.089	0.059	0.072	0.111	0.071	0.112	0.060	0.188	0.094	0.037	0.080	0.072
Architecture	-0.021	0.659	-0.011	0.818	-0.028	0.587	-0.016	0.746	-0.033	0.502	-0.003	0.947	0.021	0.664	0.034	0.480	0.026	0.601	0.026	0.589	0.045	0.342	0.037	0.414	0.022	0.632	0.046	0.318	0.063	0.170	0.052	0.253
Art Hist.	0.041	0.510	0.084	0.183	0.110	0.079	0.080	0.186	0.049	0.434	0.041	0.496	-0.041	0.543	-0.007	0.914	-0.011	0.867	-0.007	0.905	-0.003	0.952	-0.026	0.640	-0.013	0.818	-0.002	0.973	0.022	0.696	-0.006	0.915
Astronomy	0.200	<.001	0.201	0.001	0.167	0.005	0.156	0.006	0.155	0.009	0.154	0.010	0.173	0.007	0.184	0.002	0.169	0.005	0.195	0.002	0.194	0.001	0.169	0.008	0.192	0.002	0.200	0.001	0.209	<.001	0.183	0.003
Bioengin.	0.141	0.011	0.137	0.012	0.138	0.011	0.136	0.008	0.143	0.007	0.148	0.004	0.145	0.008	0.135	0.015	0.125	0.027	0.163	0.005	0.176	0.002	0.152	0.008	0.172	0.001	0.174	0.001	0.193	<.001	0.170	0.001
Chemical Eng.	0.330	<.001	0.322	<.001	0.377	<.001	0.373	<.001	0.313	<.001	0.316	<.001	0.329	<.001	0.312	<.001	0.317	<.001	0.325	<.001	0.316	<.001	0.294	<.001	0.293	<.001	0.300	<.001	0.318	<.001	0.284	<.001
Chemistry	0.224	<.001	0.234	<.001	0.244	<.001	0.275	<.001	0.248	<.001	0.270	<.001	0.279	<.001	0.289	<.001	0.290	<.001	0.281	<.001	0.340	<.001	0.299	<.001	0.299	<.001	0.319	<.001	0.329	<.001	0.321	<.001
City & Reg. Plan.	-0.095	0.101	-0.064	0.275	-0.042	0.486	-0.045	0.428	-0.041	0.460	0.068	0.212	0.065	0.255	0.036	0.543	0.046	0.447	0.121	0.043	0.116	0.048	0.070	0.262	0.104	0.097	0.107	0.071	0.110	0.063	0.091	0.129
Civil & Env. Eng.	0.140	<.001	0.162	<.001	0.180	<.001	0.184	<.001	0.175	<.001	0.169	<.001	0.173	<.001	0.182	<.001	0.156	<.001	0.168	<.001	0.172	<.001	0.145	<.001	0.149	<.001	0.176	<.001	0.203	<.001	0.189	<.001
Classics	-0.013	0.841	-0.007	0.912	0.000	0.997	-0.005	0.936	-0.055	0.337	-0.039	0.495	-0.031	0.596	-0.015	0.795	-0.024	0.691	-0.045	0.473	-0.006	0.929	-0.050	0.413	-0.051	0.375	0.015	0.804	0.029	0.622	0.035	0.551
Comp. Literature	0.096	0.316	0.240	0.014	0.261	0.009	0.131	0.127	0.131	0.135	0.136	0.113	0.124	0.161	0.132	0.155	0.136	0.143	0.211	0.015	0.187	0.026	0.196	0.017	0.141	0.084	0.141	0.082	0.162	0.042	0.179	0.025
Earth & Plan. Sc.	0.130	0.014	0.128	0.020	0.137	0.010	0.154	0.003	0.136	0.013	0.130	0.019	0.116	0.045	0.133	0.029	0.157	0.007	0.178	0.002	0.208	<.001	0.196	<.001	0.206	<.001	0.231	<.001	0.237	<.001	0.213	<.001
E. Asian Lng./Clt.	-0.049	0.410	-0.047	0.438	-0.016	0.796	0.008	0.901	-0.012	0.839	-0.029	0.624	-0.016	0.802	-0.015	0.822	-0.050	0.418	-0.060	0.329	-0.059	0.327	-0.085	0.146	-0.082	0.144	-0.071	0.212	-0.038	0.500	-0.053	0.339

Economics	0.423	<.001	0.482	<.001	0.506	<.001	0.546	<.001	0.634	<.001	0.598	<.001	0.661	<.001	0.712	<.001	0.715	<.001	0.751	<.001	0.754	<.001	0.712	<.001	0.738	<.001	0.738	<.001	0.801	<.001	0.805	<.001
Elect. Eng./CS	0.226	<.001	0.236	<.001	0.245	<.001	0.253	<.001	0.235	<.001	0.231	<.001	0.243	<.001	0.254	<.001	0.247	<.001	0.240	<.001	0.251	<.001	0.228	<.001	0.231	<.001	0.266	<.001	0.288	<.001	0.280	<.001
English	0.010	0.792	0.027	0.481	0.015	0.692	0.024	0.521	0.019	0.613	0.037	0.334	0.050	0.213	0.064	0.104	0.062	0.120	0.047	0.232	0.043	0.273	0.018	0.628	0.022	0.551	0.037	0.326	0.054	0.150	0.023	0.537
ESPM	0.042	0.283	0.054	0.169	0.067	0.091	0.062	0.104	0.030	0.442	0.026	0.514	0.021	0.614	0.031	0.450	0.034	0.402	0.020	0.620	0.031	0.435	0.012	0.753	0.036	0.343	0.035	0.364	0.041	0.292	0.036	0.350
Ethnic Studies	-0.080	0.146	-0.093	0.095	-0.084	0.162	-0.045	0.420	-0.048	0.422	-0.087	0.137	-0.087	0.158	-0.060	0.316	-0.037	0.546	-0.006	0.921	-0.003	0.957	-0.024	0.663	0.034	0.543	0.056	0.308	0.056	0.313	0.039	0.470
Film and Media	-0.071	0.509	-0.038	0.700	-0.110	0.268	-0.041	0.666	-0.030	0.765	0.024	0.811	0.042	0.694	0.143	0.137	0.129	0.176	0.146	0.121	0.147	0.113	0.122	0.181	0.148	0.101	0.140	0.087	0.131	0.103	0.105	0.153
French	-0.032	0.637	-0.008	0.902	0.010	0.873	0.017	0.791	-0.001	0.984	-0.002	0.977	-0.009	0.898	0.016	0.818	0.027	0.690	0.011	0.865	0.037	0.563	-0.007	0.912	0.006	0.916	0.032	0.599	0.052	0.390	0.026	0.680
Geography	-0.030	0.624	-0.038	0.531	-0.065	0.297	-0.051	0.396	-0.050	0.410	-0.053	0.385	-0.032	0.604	-0.037	0.563	-0.021	0.747	-0.031	0.607	-0.027	0.650	-0.024	0.692	0.026	0.678	0.017	0.782	0.017	0.798	-0.009	0.888
German	0.084	0.203	0.076	0.274	0.091	0.190	0.017	0.785	-0.014	0.829	-0.025	0.720	-0.017	0.813	-0.027	0.707	-0.030	0.677	-0.017	0.808	-0.026	0.714	-0.081	0.216	-0.069	0.289	-0.049	0.478	-0.038	0.559	-0.018	0.774
Goldman Pub. Pol.	0.088	0.125	0.070	0.214	0.081	0.165	0.106	0.059	0.082	0.164	0.111	0.050	0.105	0.080	0.136	0.029	0.175	0.004	0.251	<.001	0.251	<.001	0.323	<.001	0.323	<.001	0.337	<.001	0.390	<.001	0.414	<.001
Haas Business	0.553	<.001	0.617	<.001	0.630	<.001	0.654	<.001	0.682	<.001	0.705	<.001	0.720	<.001	0.754	<.001	0.787	<.001	0.806	<.001	0.805	<.001	0.765	<.001	0.765	<.001	0.761	<.001	0.773	<.001	0.722	<.001
HW Neuroscience	-0.212	0.004	-0.193	0.011	-0.255	<.001	-0.257	<.001	-0.258	<.001	-0.257	<.001	-0.233	0.002	-0.192	0.011	-0.170	0.023	-0.157	0.036	-0.084	0.247	-0.084	0.227	-0.083	0.224	-0.015	0.825	-0.024	0.717	-0.029	0.643
History	0.000	0.995	0.041	0.285	0.050	0.198	0.053	0.159	0.048	0.227	0.040	0.303	0.058	0.165	0.095	0.024	0.095	0.027	0.088	0.038	0.107	0.010	0.090	0.024	0.083	0.035	0.118	0.004	0.127	0.002	0.100	0.012
Ind. Eng./Op. Res.	0.182	0.002	0.193	0.002	0.216	<.001	0.171	0.002	0.149	0.011	0.159	0.007	0.191	0.002	0.191	0.002	0.182	0.003	0.211	<.001	0.216	<.001	0.196	<.001	0.202	<.001	0.201	<.001	0.232	<.001	0.187	<.001
Integrat. Biology	0.025	0.575	0.069	0.116	0.078	0.070	0.080	0.056	0.045	0.296	0.042	0.333	0.068	0.135	0.069	0.129	0.078	0.087	0.088	0.051	0.097	0.033	0.070	0.100	0.098	0.024	0.093	0.033	0.122	0.005	0.090	0.029
Landsc. Arch./Env.	-0.062	0.387	-0.064	0.381	-0.080	0.300	-0.044	0.553	-0.059	0.418	-0.125	0.069	-0.167	0.025	-0.100	0.213	-0.068	0.390	-0.043	0.583	0.007	0.917	-0.012	0.863	-0.001	0.990	0.008	0.906	0.043	0.504	0.013	0.835
Law	0.507	<.001	0.488	<.001	0.508	<.001	0.578	<.001	0.622	<.001	0.616	<.001	0.628	<.001	0.645	<.001	0.710	<.001	0.733	<.001	0.739	<.001	0.705	<.001	0.693	<.001	0.695	<.001	0.728	<.001	0.759	<.001
Linguistics	-0.020	0.736	-0.028	0.636	-0.039	0.494	-0.048	0.396	-0.085	0.136	-0.073	0.210	-0.077	0.200	-0.052	0.419	-0.049	0.449	-0.064	0.302	-0.037	0.550	-0.032	0.578	-0.038	0.512	0.018	0.773	0.031	0.612	0.030	0.597
Material Sc. & Eng.	0.23345	<.001	0.22619	<.001	0.23803	<.001	0.223	<.001	0.20614	<.001	0.184	<.001	0.197	<.001	0.17975	0.004	0.20322	0.002	0.20276	0.001	0.210	<.001	0.220	<.001	0.218	<.001	0.217	<.001	0.244	<.001	0.231	<.001
Mathematics	0.159	<.001	0.187	<.001	0.182	<.001	0.178	<.001	0.170	<.001	0.179	<.001	0.184	<.001	0.186	<.001	0.186	<.001	0.199	<.001	0.201	<.001	0.169	<.001	0.179	<.001	0.192	<.001	0.217	<.001	0.220	<.001
Mechanical Eng.	0.158	<.001	0.161	<.001	0.182	<.001	0.185	<.001	0.162	<.001	0.168	<.001	0.163	<.001	0.161	<.001	0.157	<.001	0.162	<.001	0.187	<.001	0.160	<.001	0.173	<.001	0.190	<.001	0.216	<.001	0.199	<.001
Molec. & Cell Bio.	0.156	<.001	0.162	<.001	0.193	<.001	0.173	<.001	0.174	<.001	0.175	<.001	0.171	<.001	0.181	<.001	0.185	<.001	0.185	<.001	0.191	<.001	0.152	<.001	0.168	<.001	0.176	<.001	0.204	<.001	0.192	<.001
Music	-0.036	0.488	-0.014	0.793	0.017	0.763	0.034	0.528	0.008	0.880	0.004	0.943	0.014	0.800	0.014	0.792	0.016	0.772	0.008	0.885	0.013	0.816	0.013	0.809	0.037	0.508	0.045	0.417	0.054	0.305	0.028	0.585
Near Eastern St.	-0.106	0.084	-0.091	0.145	-0.078	0.214	-0.015	0.798	-0.023	0.707	-0.038	0.543	-0.031	0.640	0.005	0.941	-0.026	0.702	0.010	0.887	-0.012	0.863	-0.042	0.496	-0.001	0.991	0.015	0.814	0.027	0.660	0.022	0.715
Nuclear Eng.	0.119	0.111	0.131	0.082	0.196	0.006	0.145	0.034	0.073	0.363	0.084	0.293	0.089	0.248	0.042	0.590	0.043	0.580	0.072	0.301	0.102	0.158	0.101	0.149	0.115	0.116	0.121	0.068	0.152	0.016	0.131	0.034
Nutr. Sc./Tox.	-0.016	0.799	0.025	0.700	0.021	0.729	0.019	0.743	-0.004	0.947	-0.008	0.891	-0.021	0.729	0.045	0.504	0.016	0.817	0.025	0.703	0.023	0.715	-0.010	0.875	-0.004	0.949	0.012	0.860	0.031	0.628	0.013	0.836
Philosophy	0.156	0.007	0.147	0.011	0.188	<.001	0.172	0.002	0.154	0.006	0.215	<.001	0.237	<.001	0.243	<.001	0.239	<.001	0.243	<.001	0.262	<.001	0.264	<.001	0.280	<.001	0.273	<.001	0.306	<.001	0.254	<.001
Physics	0.120	0.002	0.136	<.001	0.154	<.001	0.139	<.001	0.125	0.001	0.132	<.001	0.118	0.005	0.121	0.003	0.130	0.002	0.140	<.001	0.161	<.001	0.174	<.001	0.190	<.001	0.214	<.001	0.243	<.001	0.200	<.001
Plant & Micr. Bio.	0.209	<.001	0.206	<.001	0.199	<.001	0.214	<.001	0.180	<.001	0.179	<.001	0.217	<.001	0.225	<.001	0.208	<.001	0.205	<.001	0.205	<.001	0.177	<.001	0.174	<.001	0.196	<.001	0.201	<.001	0.157	0.001

Political Sc.	0.085	0.036	0.118	0.004	0.120	0.003	0.136	<.001	0.140	<.001	0.123	0.003	0.140	0.001	0.177	<.001	0.166	<.001	0.180	<.001	0.205	<.001	0.210	<.001	0.227	<.001	0.254	<.001	0.279	<.001	0.331	<.001
Psychology	0.051	0.245	0.039	0.388	0.061	0.171	0.081	0.068	0.071	0.124	0.086	0.060	0.103	0.033	0.126	0.011	0.121	0.015	0.128	0.010	0.151	0.002	0.159	<.001	0.160	<.001	0.199	<.001	0.178	<.001	0.172	<.001
Rhetoric	0.039	0.569	0.055	0.401	0.054	0.427	0.074	0.256	0.045	0.512	0.041	0.549	0.028	0.694	0.028	0.691	0.010	0.891	0.008	0.906	0.019	0.786	-0.004	0.946	-0.024	0.703	-0.011	0.862	0.023	0.718	0.020	0.749
Sch. of Education	-0.044	0.311	-0.023	0.595	-0.003	0.952	0.000	0.997	-0.004	0.933	0.016	0.710	0.028	0.524	0.044	0.327	0.035	0.436	0.061	0.175	0.061	0.179	0.058	0.196	0.094	0.034	0.106	0.020	0.148	<.001	0.116	0.007
Sch. of Informat.	0.032	0.648	0.055	0.415	0.046	0.510	0.089	0.156	0.145	0.015	0.123	0.037	0.114	0.060	0.113	0.063	0.143	0.024	0.174	0.007	0.168	0.008	0.165	0.009	0.214	<.001	0.201	0.002	0.222	<.001	0.205	<.001
Sch. of Optometry	0.262	<.001	0.253	<.001	0.303	<.001	0.296	<.001	0.271	<.001	0.261	<.001	0.256	<.001	0.243	<.001	0.225	<.001	0.209	0.001	0.211	<.001	0.195	0.002	0.177	0.002	0.185	0.002	0.220	<.001	0.210	<.001
Sch. Public Health	0.063	0.136	0.079	0.061	0.071	0.086	0.064	0.110	0.069	0.093	0.076	0.062	0.080	0.065	0.113	0.008	0.107	0.014	0.124	0.004	0.142	0.001	0.108	0.010	0.119	0.004	0.140	0.001	0.187	<.001	0.163	<.001
Sch. Social Welfare	0.021	0.704	0.034	0.535	0.036	0.513	0.030	0.562	0.015	0.789	0.023	0.682	0.031	0.610	0.040	0.527	0.014	0.811	0.027	0.652	0.033	0.560	0.003	0.954	0.011	0.832	0.014	0.808	0.072	0.215	0.085	0.134
Sociology	0.144	0.003	0.127	0.008	0.124	0.009	0.102	0.027	0.111	0.020	0.121	0.012	0.151	0.002	0.157	0.001	0.149	0.004	0.158	0.001	0.167	<.001	0.146	0.003	0.172	<.001	0.188	<.001	0.278	<.001	0.243	<.001
S/SE Asian Std.	-0.056	0.424	-0.073	0.305	-0.054	0.422	-0.050	0.441	-0.061	0.366	-0.035	0.618	-0.035	0.632	-0.026	0.725	-0.021	0.781	-0.010	0.885	-0.008	0.906	-0.030	0.660	-0.023	0.738	-0.004	0.958	-0.005	0.940	-0.025	0.707
Spanish & Port.	0.018	0.756	0.001	0.980	0.010	0.856	0.018	0.747	0.031	0.598	0.006	0.931	0.013	0.842	0.048	0.489	0.026	0.698	0.009	0.890	0.008	0.900	-0.031	0.623	-0.043	0.500	-0.037	0.570	-0.011	0.859	0.008	0.902
Statistics	0.123	0.029	0.149	0.012	0.144	0.013	0.188	<.001	0.163	0.004	0.174	0.004	0.226	<.001	0.237	<.001	0.208	<.001	0.226	<.001	0.248	<.001	0.266	<.001	0.306	<.001	0.312	<.001	0.313	<.001	0.272	<.001
TDPS	-0.017	0.813	0.002	0.973	-0.047	0.540	-0.004	0.958	-0.020	0.765	-0.026	0.701	-0.020	0.784	-0.008	0.913	-0.011	0.867	-0.055	0.393	-0.036	0.574	-0.002	0.977	-0.037	0.565	-0.014	0.832	0.020	0.755	-0.002	0.979
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Two Departments	0.116	<.001	0.115	<.001	0.118	<.001	0.110	<.001	0.111	<.001	0.116	<.001	0.116	<.001	0.106	<.001	0.101	<.001	0.096	<.001	0.089	<.001	0.082	<.001	0.082	<.001	0.071	<.001	0.086	<.001	0.082	<.001
Three or More Deps.	0.249	<.001	0.199	<.001	0.183	<.001	0.163	<.001	0.170	<.001	0.203	<.001	0.211	<.001	0.213	<.001	0.242	<.001	0.224	<.001	0.209	<.001	0.213	<.001	0.211	<.001	0.219	<.001	0.195	<.001	0.162	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001

R-square	0.70		0.70		0.70		0.72		0.72		0.72		0.70		0.69		0.70		0.71		0.72		0.73		0.73		0.73		0.74		0.75	
Adj. R-square	0.69		0.69		0.69		0.71		0.71		0.71		0.69		0.68		0.69		0.70		0.71		0.72		0.72		0.71		0.73		0.74	

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

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

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

## B4: Log Salary Model 4 (Demography, Experience, Departments, & Faculty Rank/Years at Rank), All Campus, AY 2004-05--2019-20 (Spring Semester)

Tot. N=1498 (2019-20): White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.030	0.003	-0.020	0.052	-0.022	0.029	-0.024	0.010	-0.026	0.006	-0.023	0.014	-0.027	0.006	-0.025	0.013	-0.021	0.038	-0.022	0.026	-0.019	0.048	-0.011	0.235	-0.006	0.486	0.005	0.571	0.008	0.350	0.003	0.732
Asian	0.007	0.623	0.003	0.806	-0.002	0.909	-0.002	0.905	-0.017	0.179	-0.011	0.410	-0.003	0.819	-0.007	0.617	-0.007	0.627	-0.019	0.141	-0.018	0.149	-0.015	0.211	-0.009	0.437	-0.016	0.165	-0.016	0.157	-0.022	0.044
Underrep. Group*	0.017	0.344	0.019	0.298	0.022	0.207	0.013	0.447	0.004	0.819	0.003	0.831	0.019	0.244	0.012	0.453	0.001	0.958	-0.001	0.929	-0.008	0.605	0.003	0.825	0.002	0.914	0.004	0.764	0.008	0.566	0.002	0.859
Unknown ethnicity	0.146	0.016	0.087	0.136	0.055	0.346	0.044	0.433	0.068	0.234	0.073	0.271	-0.027	0.738	-0.060	0.429	-0.037	0.602	-0.073	0.228	-0.033	0.529	-0.012	0.800	-0.007	0.880	0.053	0.205	0.044	0.241	0.036	0.321
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	0.004	<.001	0.004	<.001	0.004	<.001	0.005	<.001	0.006	<.001
Yrs. degree (sq.)	0.000	0.813	0.000	0.093	0.000	0.005	0.000	0.072	0.000	0.003	0.000	0.004	0.000	<.001	0.000	0.005	0.000	<.001	0.000	0.006	0.000	0.014	0.000	0.138	0.000	0.253	0.000	0.954	0.000	0.555	0.000	0.362
Yrs. since hired	-0.010	<.001	-0.010	<.001	-0.009	<.001	-0.009	<.001	-0.009	<.001	-0.011	<.001	-0.012	<.001	-0.013	<.001	-0.013	<.001	-0.013	<.001	-0.013	<.001	-0.012	<.001	-0.012	<.001	-0.011	<.001	-0.012	<.001	-0.011	<.001
Bach./Mast.	-0.073	0.017	-0.059	0.054	-0.055	0.089	-0.062	0.042	-0.071	0.020	-0.060	0.044	-0.060	0.055	-0.074	0.022	-0.091	0.004	-0.081	0.009	-0.099	0.001	-0.105	<.001	-0.088	0.003	-0.072	0.013	-0.078	0.007	-0.076	0.006
Law Degree	0.072	0.070	0.096	0.018	0.096	0.016	0.032	0.400	0.088	0.016	0.079	0.028	0.095	0.009	0.115	0.003	0.085	0.032	0.073	0.059	0.065	0.079	0.047	0.211	0.028	0.448	-0.001	0.984	-0.012	0.769	-0.048	0.186
MD	0.094	0.071	0.144	0.004	0.118	0.018	0.132	0.008	0.105	0.031	0.122	0.011	0.115	0.018	0.099	0.043	0.099	0.039	0.083	0.065	0.107	0.019	0.099	0.023	0.126	0.005	0.125	0.006	0.123	0.005	0.123	0.005
Afr. Am Stud.	-0.020	0.746	0.006	0.928	-0.003	0.964	0.021	0.734	0.014	0.823	-0.012	0.842	-0.015	0.801	-0.022	0.725	-0.039	0.562	-0.017	0.782	-0.003	0.961	-0.048	0.377	-0.039	0.463	-0.032	0.547	0.023	0.669	0.062	0.251
Agr. Res. Ec. Pol.	0.153	0.001	0.188	<.001	0.190	<.001	0.201	<.001	0.213	<.001	0.233	<.001	0.236	<.001	0.222	<.001	0.246	<.001	0.311	<.001	0.303	<.001	0.310	<.001	0.306	<.001	0.346	<.001	0.413	<.001	0.344	<.001
Anthropology	0.044	0.271	0.083	0.039	0.092	0.021	0.100	0.009	0.072	0.069	0.052	0.189	0.079	0.050	0.069	0.099	0.052	0.213	0.062	0.131	0.068	0.087	0.041	0.283	0.029	0.440	0.032	0.409	0.060	0.116	0.044	0.248
Architecture	-0.015	0.721	-0.005	0.910	0.001	0.985	0.007	0.874	0.008	0.858	0.027	0.508	0.054	0.198	0.048	0.249	0.029	0.492	0.028	0.493	0.044	0.271	0.028	0.461	0.013	0.737	0.018	0.639	0.030	0.445	0.018	0.652
Art Hist.	0.021	0.700	0.071	0.191	0.110	0.042	0.084	0.111	0.060	0.260	0.040	0.447	-0.009	0.877	-0.011	0.850	-0.018	0.737	-0.028	0.585	-0.039	0.423	-0.061	0.192	-0.065	0.164	-0.075	0.119	-0.045	0.358	-0.065	0.189
Astronomy	0.102	0.052	0.109	0.041	0.105	0.040	0.112	0.023	0.092	0.073	0.089	0.084	0.109	0.045	0.108	0.037	0.105	0.048	0.096	0.073	0.095	0.061	0.078	0.149	0.107	0.039	0.121	0.019	0.143	0.005	0.114	0.031
Bioengin.	0.146	0.002	0.137	0.004	0.144	0.002	0.133	0.003	0.127	0.005	0.140	0.002	0.118	0.010	0.076	0.108	0.059	0.232	0.098	0.048	0.097	0.044	0.057	0.239	0.084	0.064	0.089	0.052	0.122	0.006	0.094	0.033
Chemical Eng.	0.218	<.001	0.223	<.001	0.289	<.001	0.292	<.001	0.240	<.001	0.239	<.001	0.249	<.001	0.220	<.001	0.232	<.001	0.228	<.001	0.241	<.001	0.215	<.001	0.217	<.001	0.221	<.001	0.243	<.001	0.206	<.001
Chemistry	0.165	<.001	0.187	<.001	0.206	<.001	0.236	<.001	0.211	<.001	0.213	<.001	0.217	<.001	0.217	<.001	0.212	<.001	0.203	<.001	0.250	<.001	0.221	<.001	0.224	<.001	0.226	<.001	0.234	<.001	0.230	<.001
City & Reg. Plan.	-0.067	0.182	-0.023	0.658	0.007	0.892	-0.010	0.834	-0.016	0.743	0.058	0.218	0.060	0.210	0.022	0.673	0.041	0.426	0.101	0.048	0.082	0.100	0.048	0.369	0.050	0.344	0.046	0.351	0.040	0.419	0.023	0.648
Civil & Env. Eng.	0.073	0.035	0.100	0.004	0.121	<.001	0.119	<.001	0.112	0.001	0.102	0.003	0.095	0.008	0.097	0.008	0.075	0.046	0.085	0.020	0.085	0.017	0.067	0.053	0.064	0.063	0.087	0.015	0.127	<.001	0.112	0.001
Classics	-0.048	0.374	-0.036	0.484	-0.017	0.744	-0.022	0.663	-0.049	0.317	-0.058	0.242	-0.036	0.469	-0.031	0.539	-0.057	0.284	-0.054	0.318	-0.005	0.927	-0.033	0.516	-0.069	0.152	-0.027	0.588	-0.002	0.974	-0.038	0.450
Comp. Literature	0.037	0.657	0.179	0.034	0.220	0.010	0.148	0.047	0.163	0.029	0.167	0.025	0.169	0.024	0.164	0.039	0.174	0.032	0.224	0.002	0.194	0.006	0.205	0.003	0.150	0.030	0.160	0.019	0.191	0.005	0.188	0.005
Earth & Plan. Sc.	0.058	0.206	0.062	0.196	0.055	0.234	0.076	0.097	0.039	0.409	0.035	0.462	0.017	0.732	0.021	0.684	0.034	0.497	0.061	0.221	0.094	0.052	0.094	0.045	0.093	0.052	0.117	0.012	0.120	0.010	0.093	0.038
E. Asian Lng./Clt.	-0.093	0.071	-0.080	0.124	-0.047	0.367	-0.020	0.705	-0.041	0.422	-0.055	0.286	-0.059	0.285	-0.064	0.259	-0.091	0.089	-0.089	0.090	-0.083	0.106	-0.100	0.043	-0.098	0.039	-0.103	0.032	-0.066	0.160	-0.074	0.115

Economics	0.314	<.001	0.377	<.001	0.416	<.001	0.455	<.001	0.518	<.001	0.489	<.001	0.530	<.001	0.577	<.001	0.573	<.001	0.609	<.001	0.619	<.001	0.590	<.001	0.624	<.001	0.612	<.001	0.652	<.001	0.661	<.001
Elect. Eng./CS	0.127	<.001	0.148	<.001	0.158	<.001	0.183	<.001	0.161	<.001	0.145	<.001	0.153	<.001	0.145	<.001	0.134	<.001	0.132	<.001	0.132	<.001	0.118	<.001	0.115	<.001	0.128	<.001	0.163	<.001	0.158	<.001
English	-0.001	0.964	0.026	0.431	0.026	0.439	0.039	0.223	0.035	0.273	0.042	0.204	0.063	0.065	0.060	0.075	0.062	0.075	0.057	0.096	0.051	0.125	0.025	0.442	0.026	0.413	0.034	0.283	0.048	0.127	0.023	0.466
ESPM	0.013	0.697	0.044	0.191	0.056	0.104	0.057	0.084	0.036	0.282	0.024	0.475	0.024	0.493	0.022	0.520	0.018	0.616	0.010	0.780	0.012	0.726	0.000	0.998	0.000	0.998	-0.006	0.861	0.018	0.580	0.005	0.887
Ethnic Studies	-0.058	0.220	-0.058	0.226	-0.030	0.563	-0.011	0.829	-0.002	0.970	-0.051	0.316	-0.060	0.252	-0.058	0.261	-0.023	0.658	-0.005	0.914	0.001	0.988	-0.011	0.814	0.012	0.802	0.021	0.646	0.028	0.554	0.023	0.613
Film and Media	-0.027	0.769	0.026	0.761	-0.013	0.878	-0.025	0.763	0.003	0.968	0.041	0.640	0.084	0.354	0.162	0.051	0.159	0.054	0.148	0.068	0.150	0.056	0.105	0.172	0.115	0.134	0.105	0.128	0.111	0.101	0.097	0.120
French	-0.015	0.799	0.012	0.834	0.032	0.568	0.041	0.456	0.019	0.721	0.009	0.864	-0.008	0.884	-0.001	0.982	0.017	0.774	-0.009	0.877	0.003	0.958	-0.035	0.500	-0.024	0.647	0.004	0.944	0.018	0.722	0.005	0.931
Geography	-0.061	0.238	-0.056	0.284	-0.060	0.265	-0.040	0.446	-0.031	0.553	-0.039	0.459	-0.018	0.732	-0.038	0.496	-0.021	0.712	-0.013	0.796	-0.007	0.884	-0.021	0.674	-0.002	0.974	-0.008	0.883	-0.030	0.591	-0.052	0.304
German	0.016	0.779	0.021	0.722	0.041	0.496	0.000	0.994	-0.025	0.662	-0.030	0.612	-0.052	0.388	-0.066	0.281	-0.067	0.280	-0.052	0.390	-0.056	0.347	-0.100	0.070	-0.118	0.031	-0.106	0.066	-0.091	0.095	-0.116	0.033
Goldman Pub. Pol.	0.030	0.550	0.038	0.433	0.049	0.325	0.088	0.072	0.063	0.210	0.079	0.108	0.084	0.099	0.081	0.134	0.111	0.037	0.202	<.001	0.197	<.001	0.240	<.001	0.236	<.001	0.227	<.001	0.272	<.001	0.272	<.001
Haas Business	0.498	<.001	0.568	<.001	0.579	<.001	0.595	<.001	0.623	<.001	0.648	<.001	0.648	<.001	0.673	<.001	0.705	<.001	0.725	<.001	0.720	<.001	0.684	<.001	0.677	<.001	0.665	<.001	0.681	<.001	0.631	<.001
HW Neuroscience	-0.125	0.047	-0.102	0.119	-0.125	0.047	-0.140	0.019	-0.126	0.041	-0.112	0.076	-0.099	0.128	-0.087	0.184	-0.086	0.190	-0.050	0.432	-0.017	0.786	-0.032	0.582	-0.065	0.259	0.042	0.455	0.029	0.595	0.027	0.619
History	-0.040	0.231	0.006	0.864	0.023	0.502	0.032	0.332	0.018	0.603	0.007	0.835	0.020	0.580	0.030	0.413	0.033	0.366	0.029	0.418	0.049	0.165	0.034	0.309	0.031	0.358	0.054	0.116	0.067	0.047	0.047	0.161
Ind. Eng./Op. Res.	0.134	0.010	0.160	0.003	0.195	<.001	0.147	0.003	0.124	0.013	0.112	0.028	0.114	0.026	0.103	0.049	0.098	0.063	0.129	0.011	0.111	0.037	0.103	0.038	0.105	0.028	0.103	0.034	0.128	0.010	0.091	0.054
Integrat. Biology	-0.025	0.515	0.024	0.519	0.032	0.389	0.044	0.229	0.014	0.692	0.012	0.750	0.045	0.243	0.038	0.336	0.043	0.273	0.054	0.161	0.063	0.100	0.035	0.327	0.046	0.210	0.049	0.181	0.070	0.055	0.030	0.385
Landsc. Arch./Env.	-0.089	0.151	-0.084	0.181	-0.088	0.183	-0.056	0.379	-0.057	0.361	-0.118	0.048	-0.125	0.047	-0.097	0.160	-0.063	0.357	-0.030	0.655	-0.010	0.866	-0.023	0.691	-0.010	0.868	-0.015	0.792	0.037	0.486	0.018	0.736
Law	0.367	<.001	0.369	<.001	0.395	<.001	0.494	<.001	0.503	<.001	0.488	<.001	0.471	<.001	0.462	<.001	0.510	<.001	0.534	<.001	0.540	<.001	0.518	<.001	0.510	<.001	0.511	<.001	0.518	<.001	0.550	<.001
Linguistics	-0.016	0.750	-0.013	0.797	-0.026	0.598	-0.037	0.455	-0.073	0.134	-0.078	0.124	-0.072	0.158	-0.067	0.224	-0.071	0.203	-0.083	0.118	-0.061	0.240	-0.050	0.301	-0.050	0.312	-0.027	0.602	-0.013	0.800	-0.013	0.797
Material Sc. & Eng.	0.1496	0	0.1513	0.002	0.17617	<.001	0.1666	<.001	0.15434	0.001	0.12737	0.007	0.138	0.005	0.1169	0.03	0.12765	0.024	0.13465	0.012	0.135	0.012	0.157	0.001	0.151	0.001	0.112	0.018	0.132	0.004	0.096	0.038
Mathematics	0.053	0.111	0.084	0.013	0.091	0.007	0.095	0.004	0.084	0.012	0.087	0.011	0.081	0.022	0.062	0.081	0.059	0.099	0.069	0.054	0.080	0.021	0.060	0.074	0.067	0.041	0.070	0.038	0.094	0.005	0.090	0.005
Mechanical Eng.	0.078	0.029	0.080	0.027	0.112	0.002	0.126	<.001	0.107	0.003	0.106	0.004	0.104	0.005	0.085	0.022	0.086	0.022	0.098	0.007	0.120	<.001	0.088	0.013	0.095	0.007	0.109	0.002	0.133	<.001	0.114	<.001
Molec. & Cell Bio.	0.103	0.002	0.122	<.001	0.148	<.001	0.129	<.001	0.137	<.001	0.140	<.001	0.145	<.001	0.134	<.001	0.132	<.001	0.138	<.001	0.134	<.001	0.102	0.001	0.121	<.001	0.124	<.001	0.151	<.001	0.131	<.001
Music	-0.033	0.461	-0.017	0.719	0.005	0.909	-0.013	0.778	-0.037	0.409	-0.044	0.332	-0.025	0.579	-0.040	0.384	-0.033	0.486	-0.034	0.464	-0.026	0.579	-0.035	0.447	-0.019	0.689	-0.009	0.853	0.008	0.858	-0.023	0.604
Near Eastern St.	-0.071	0.185	-0.047	0.382	-0.034	0.526	0.010	0.844	-0.018	0.742	-0.032	0.553	-0.013	0.816	0.013	0.828	-0.013	0.820	-0.021	0.734	-0.026	0.648	-0.061	0.250	-0.026	0.622	-0.014	0.788	-0.005	0.929	0.000	0.993
Nuclear Eng.	0.078	0.227	0.100	0.126	0.157	0.011	0.098	0.098	0.038	0.576	0.052	0.447	0.057	0.382	0.011	0.872	0.014	0.832	0.042	0.485	0.054	0.380	0.063	0.289	0.074	0.232	0.086	0.125	0.088	0.096	0.074	0.161
Nutr. Sc./Tox.	0.031	0.557	0.064	0.246	0.080	0.118	0.077	0.123	0.065	0.194	0.045	0.370	0.047	0.374	0.066	0.253	0.033	0.568	0.038	0.491	0.039	0.469	0.014	0.792	-0.004	0.943	0.028	0.619	0.043	0.415	0.012	0.824
Philosophy	0.135	0.007	0.128	0.011	0.135	0.006	0.116	0.015	0.098	0.039	0.146	0.002	0.162	<.001	0.161	<.001	0.154	<.001	0.142	0.002	0.165	<.001	0.171	<.001	0.171	<.001	0.158	<.001	0.207	<.001	0.157	<.001
Physics	0.065	0.050	0.085	0.011	0.101	0.002	0.088	0.007	0.082	0.014	0.071	0.038	0.056	0.113	0.034	0.335	0.043	0.232	0.054	0.123	0.073	0.034	0.084	0.012	0.093	0.004	0.110	0.001	0.150	<.001	0.115	<.001
Plant & Micr. Bio.	0.167	<.001	0.170	<.001	0.167	<.001	0.189	<.001	0.161	<.001	0.164	<.001	0.196	<.001	0.189	<.001	0.168	<.001	0.172	<.001	0.179	<.001	0.147	<.001	0.138	<.001	0.160	<.001	0.164	<.001	0.131	0.001
Political Sc.	0.064	0.070	0.097	0.005	0.101	0.004	0.120	<.001	0.126	<.001	0.117	<.001	0.129	<.001	0.141	<.001	0.130	<.001	0.136	<.001	0.162	<.001	0.165	<.001	0.168	<.001	0.186	<.001	0.212	<.001	0.240	<.001

Psychology	0.000	0.996	0.001	0.974	0.025	0.522	0.053	0.167	0.038	0.336	0.033	0.406	0.035	0.387	0.052	0.227	0.046	0.286	0.040	0.354	0.057	0.171	0.065	0.103	0.068	0.080	0.077	0.060	0.090	0.024	0.064	0.100
Rhetoric	0.052	0.379	0.044	0.432	0.030	0.609	0.038	0.503	0.017	0.774	0.015	0.797	0.013	0.825	-0.011	0.857	-0.030	0.629	-0.028	0.643	-0.010	0.858	-0.019	0.720	-0.039	0.472	-0.038	0.482	-0.002	0.977	-0.008	0.875
Sch. of Education	-0.062	0.097	-0.032	0.396	-0.008	0.824	-0.007	0.843	-0.009	0.800	-0.006	0.882	0.004	0.912	0.002	0.966	0.001	0.979	0.023	0.550	0.026	0.501	0.014	0.716	0.034	0.358	0.044	0.253	0.076	0.043	0.056	0.123
Sch. of Informat.	0.022	0.714	0.041	0.475	0.014	0.812	0.046	0.394	0.092	0.069	0.078	0.126	0.063	0.222	0.047	0.371	0.081	0.141	0.107	0.053	0.100	0.062	0.101	0.058	0.147	0.007	0.143	0.010	0.170	0.001	0.149	0.003
Sch. of Optometry	0.198	<.001	0.202	<.001	0.224	<.001	0.244	<.001	0.232	<.001	0.218	<.001	0.197	<.001	0.173	0.001	0.154	0.005	0.141	0.010	0.126	0.019	0.091	0.079	0.099	0.040	0.083	0.105	0.123	0.011	0.107	0.030
Sch. Public Health	0.018	0.629	0.036	0.327	0.047	0.185	0.044	0.202	0.051	0.148	0.049	0.167	0.049	0.182	0.067	0.071	0.063	0.095	0.083	0.025	0.083	0.023	0.056	0.116	0.044	0.214	0.049	0.186	0.095	0.009	0.067	0.060
Sch. Social Welfare	-0.027	0.559	-0.002	0.958	0.011	0.821	0.007	0.875	-0.012	0.806	-0.017	0.724	-0.011	0.823	-0.035	0.513	-0.051	0.321	-0.038	0.456	-0.035	0.463	-0.055	0.235	-0.048	0.295	-0.040	0.392	0.005	0.919	0.018	0.703
Sociology	0.094	0.024	0.090	0.030	0.088	0.032	0.079	0.050	0.087	0.035	0.089	0.031	0.112	0.008	0.112	0.009	0.111	0.012	0.120	0.005	0.129	0.002	0.092	0.027	0.106	0.007	0.108	0.008	0.168	<.001	0.143	<.001
S/SE Asian Std.	-0.120	0.046	-0.121	0.048	-0.080	0.171	-0.066	0.246	-0.072	0.210	-0.050	0.406	-0.045	0.467	-0.042	0.504	-0.049	0.455	-0.027	0.659	-0.014	0.818	-0.025	0.662	-0.037	0.533	-0.029	0.642	-0.013	0.837	-0.033	0.559
Spanish & Port.	-0.020	0.692	-0.023	0.638	-0.005	0.911	0.014	0.761	0.023	0.642	0.020	0.720	0.023	0.685	0.057	0.340	0.008	0.894	-0.010	0.851	-0.001	0.989	-0.065	0.223	-0.071	0.181	-0.066	0.227	-0.042	0.418	-0.053	0.315
Statistics	0.035	0.467	0.072	0.156	0.084	0.092	0.138	0.005	0.120	0.014	0.126	0.016	0.156	0.003	0.139	0.006	0.116	0.025	0.150	0.004	0.181	<.001	0.179	<.001	0.200	<.001	0.229	<.001	0.218	<.001	0.177	<.001
TDPS	-0.093	0.124	-0.071	0.252	-0.096	0.143	-0.100	0.115	-0.102	0.079	-0.120	0.041	-0.122	0.051	-0.101	0.096	-0.100	0.090	-0.140	0.012	-0.111	0.040	-0.064	0.237	-0.077	0.151	-0.048	0.373	-0.030	0.571	-0.056	0.288
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Two Departments	0.077	<.001	0.079	<.001	0.086	<.001	0.087	<.001	0.089	<.001	0.090	<.001	0.089	<.001	0.076	<.001	0.067	<.001	0.061	<.001	0.057	<.001	0.052	<.001	0.052	<.001	0.038	0.004	0.052	<.001	0.055	<.001
Three or More Deps.	0.222	<.001	0.169	<.001	0.159	<.001	0.123	0.004	0.124	0.002	0.157	<.001	0.159	<.001	0.164	<.001	0.202	<.001	0.160	<.001	0.144	<.001	0.137	<.001	0.134	<.001	0.153	<.001	0.156	<.001	0.112	0.001
Assistant	-0.404	<.001	-0.433	<.001	-0.467	<.001	-0.451	<.001	-0.483	<.001	-0.475	<.001	-0.510	<.001	-0.488	<.001	-0.491	<.001	-0.494	<.001	-0.492	<.001	-0.492	<.001	-0.505	<.001	-0.508	<.001	-0.494	<.001	-0.476	<.001
Associate	-0.308	<.001	-0.306	<.001	-0.293	<.001	-0.271	<.001	-0.296	<.001	-0.289	<.001	-0.304	<.001	-0.306	<.001	-0.302	<.001	-0.307	<.001	-0.316	<.001	-0.309	<.001	-0.292	<.001	-0.301	<.001	-0.300	<.001	-0.302	<.001
Years at Rank	0.016	<.001	0.016	<.001	0.015	<.001	0.014	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.017	<.001	0.016	<.001	0.017	<.001	0.016	<.001	0.015	<.001	0.014	<.001	0.014	<.001	0.015	<.001	0.014	<.001
Intercept	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001

R-square	0.78		0.78		0.78		0.79		0.80		0.79		0.79		0.77		0.78		0.79		0.80		0.81		0.81		0.81		0.82		0.82	
Adj. R-square	0.77		0.77		0.77		0.78		0.79		0.78		0.78		0.76		0.77		0.78		0.79		0.80		0.80		0.80		0.81		0.81	

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

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

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

## C1a: Log Salary Model, L&S Arts & Humanities, 4/30/2020

Tot. N=249; White Male N=101; Female N=117; Male Faculty of Color\*=31; Unknown Male=0. Asian N=38; URG\* N=24.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.088	0.019	-0.065	0.006	-0.056	0.012	0.006	0.729
Asian	-0.203	<.001	-0.064	0.056	-0.050	0.129	-0.008	0.749
Underrep. Group*	-0.085	0.180	0.015	0.703	0.031	0.436	0.051	0.089
Yrs. since degree			0.021	<.001	0.022	<.001	0.003	0.143
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.069
Yrs. since hired			-0.001	0.614	-0.002	0.329	-0.008	<.001
Bach./Mast.			-0.158	<.001	-0.147	0.003	-0.087	0.022
Art Hist.					0.023	0.729	-0.084	0.093
Classics					0.044	0.507	-0.077	0.128
Comp. Literature					0.167	0.062	0.134	0.049
E. Asian Lng./Clt.					-0.038	0.553	-0.112	0.021
English					0.024	0.608	-0.008	0.833
Film and Media					0.117	0.133	0.097	0.100
French					0.039	0.557	-0.033	0.518
German					-0.045	0.529	-0.185	<.001
Music					0.048	0.410	-0.045	0.316
Near Eastern St.					0.036	0.586	-0.013	0.795
Philosophy					0.256	<.001	0.129	0.005
Rhetoric					0.031	0.651	-0.049	0.340
S/SE Asian Std.					0.009	0.902	-0.053	0.350
Spanish & Port.					0.009	0.894	-0.079	0.142
TDPS					0.017	0.796	-0.066	0.200
Other units					-		-	
Multiple appt.					0.098	0.005	0.031	0.243
Assistant							-0.565	<.001
Associate							-0.388	<.001
Years at Rank							0.017	<.001
Intercept	12.0	<.001	12.0	<.001	11.9	<.001	12.0	<.001
R-square	0.08		0.65		0.72		0.84	
Adj. R-square	0.07		0.64		0.69		0.82	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
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, 4/30/2020

Tot. N=249: White Male N=101; Female N=117; Male Faculty of Color\*=31; Unknown Male=0. Asian N=38; URG\* N=24.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3521	<.001	3457	<.001	792	0.224
Yrs. degree (sq.)			-41	0.012	-44	0.002	-41	0.012
Yrs. since hired			-297	0.583	-344	0.469	-1206	0.009
English					6530	0.379	10667	0.097
Philosophy					43521	<.001	37249	<.001
Other units					-		-	
Multiple appt.					32784	<.001	27400	<.001
Assistant							-52820	0.002
Associate							-49883	<.001
Years at Rank							2966	<.001
Intercept			165321	<.001	154481	<.001	144568	<.001
R-square			0.60		0.70		0.79	
Adj. R-square			0.59		0.68		0.77	
Avg. Wom. \$ diff.			13907		11423		806	
Avg. Asian \$ diff.			16345		15432		6371	
Avg. URG* \$ diff.			9489		6201		3413	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: Art Hist.; Art Practice; Classics; Comparative Literature; East Asian Languages & Cult; Film and Media; French; German; Italian Studies; Music; Near Eastern Studies; Rhetoric; Scandinavian Languages; Slavic Languages & Culture; South & Southeast Asian Std; Spanish & Portuguese; and Theater, Dance and Performance Studies.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

### C1c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Arts & Humanities, AY 2004-05--2019-20 (Spring Semester)

Tot. N=249 (2019-2020): White Male N=101; Female N=117; Male Faculty of Color\*=31; Unknown Male=0. Asian N=38; URG\* N=24.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20			
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val				
Women	-0.041	0.103	-0.040	0.120	-0.046	0.076	-0.035	0.147	-0.032	0.181	-0.038	0.106	-0.046	0.068	-0.049	0.059	-0.038	0.133	-0.039	0.120	-0.031	0.208	-0.030	0.203	-0.046	0.054	-0.038	0.102	-0.046	0.045	-0.056	0.012		
Asian	0.002	0.958	-0.010	0.843	-0.040	0.416	-0.028	0.554	-0.032	0.473	-0.053	0.219	-0.050	0.273	-0.061	0.192	-0.029	0.505	-0.055	0.188	-0.060	0.132	-0.059	0.118	-0.029	0.427	-0.041	0.249	-0.040	0.241	-0.050	0.129		
Underrep. Group*	0.053	0.287	0.050	0.326	0.028	0.584	0.075	0.129	0.090	0.063	0.033	0.473	0.042	0.387	0.021	0.675	0.029	0.545	0.020	0.676	0.019	0.676	0.007	0.875	0.033	0.444	0.030	0.482	0.048	0.245	0.031	0.436		
Yrs. since degree	0.025	<.001	0.025	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.026	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.022	<.001		
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.006	0.000	0.005	0.000	0.015	0.000	0.016	0.000	0.031	0.000	0.028	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001		
Yrs. since hired	-0.004	0.029	-0.004	0.048	-0.006	0.005	-0.006	0.003	-0.006	0.001	-0.006	<.001	-0.006	0.002	-0.007	<.001	-0.008	<.001	-0.006	0.004	-0.006	0.002	-0.004	0.025	-0.004	0.023	-0.005	0.008	-0.005	0.012	-0.002	0.329		
Bach./Mast.	-0.267	<.001	-0.261	<.001	-0.275	<.001	-0.288	<.001	-0.307	<.001	-0.280	<.001	-0.299	<.001	-0.270	<.001	-0.272	<.001	-0.228	<.001	-0.231	<.001	-0.207	<.001	-0.189	<.001	-0.180	<.001	-0.174	<.001	-0.147	0.003		
Art Hist.	0.019	0.789	0.058	0.422	0.066	0.354	0.026	0.701	0.013	0.845	0.019	0.766	-0.077	0.299	-0.024	0.738	-0.004	0.950	-0.025	0.721	-0.010	0.875	0.000	0.999	0.011	0.865	0.021	0.743	0.027	0.679	0.023	0.729		
Classics	-0.034	0.628	-0.014	0.835	-0.016	0.821	-0.015	0.822	-0.050	0.445	-0.058	0.358	-0.081	0.232	-0.053	0.434	-0.040	0.564	-0.081	0.266	-0.016	0.819	-0.037	0.578	-0.039	0.549	0.020	0.761	0.017	0.803	0.044	0.507		
Comp. Literature	0.086	0.463	0.198	0.098	0.240	0.052	0.097	0.337	0.098	0.345	0.077	0.447	0.024	0.817	0.071	0.524	0.082	0.458	0.181	0.071	0.159	0.100	0.151	0.110	0.101	0.277	0.116	0.208	0.144	0.111	0.167	0.062		
E. Asian Lng./Clt.	-0.030	0.665	-0.032	0.656	0.007	0.918	0.024	0.730	0.018	0.797	0.004	0.958	-0.019	0.796	0.000	0.996	-0.029	0.684	-0.058	0.419	-0.042	0.547	-0.044	0.511	-0.059	0.366	-0.050	0.435	-0.039	0.543	-0.038	0.553		
English	-0.001	0.988	0.017	0.738	0.004	0.937	0.009	0.847	0.025	0.597	0.038	0.427	0.026	0.623	0.054	0.287	0.066	0.202	0.019	0.724	0.032	0.529	0.032	0.513	0.029	0.546	0.043	0.370	0.035	0.471	0.024	0.608		
Film and Media	-0.045	0.705	-0.023	0.831	-0.109	0.315	-0.049	0.631	-0.025	0.814	-0.022	0.834	-0.028	0.804	0.078	0.453	0.084	0.409	0.099	0.336	0.108	0.278	0.117	0.227	0.143	0.136	0.134	0.126	0.120	0.163	0.117	0.133		
French	-0.031	0.673	-0.001	0.991	0.003	0.967	0.006	0.936	0.015	0.833	0.003	0.961	-0.023	0.758	0.014	0.849	0.040	0.594	-0.004	0.959	0.037	0.600	0.017	0.803	0.028	0.681	0.053	0.432	0.053	0.428	0.039	0.557		
German	0.039	0.600	0.034	0.662	0.041	0.600	-0.004	0.957	-0.021	0.769	-0.059	0.426	-0.075	0.342	-0.072	0.362	-0.057	0.476	-0.079	0.330	-0.068	0.384	-0.092	0.205	-0.090	0.215	-0.077	0.309	-0.080	0.274	-0.045	0.529		
Music	-0.055	0.357	-0.034	0.589	-0.019	0.765	0.015	0.805	0.022	0.711	0.005	0.938	-0.011	0.862	0.001	0.987	0.019	0.759	-0.023	0.726	0.008	0.895	0.029	0.636	0.065	0.299	0.070	0.262	0.057	0.341	0.048	0.410		
Near Eastern St.	-0.126	0.071	-0.112	0.119	-0.110	0.121	-0.055	0.402	-0.033	0.630	-0.072	0.290	-0.085	0.249	-0.023	0.766	-0.027	0.713	-0.011	0.887	-0.012	0.875	-0.015	0.832	0.021	0.757	0.029	0.674	0.024	0.724	0.036	0.586		
Philosophy	0.168	0.012	0.160	0.020	0.194	0.004	0.181	0.004	0.180	0.005	0.219	<.001	0.215	0.001	0.235	<.001	0.256	<.001	0.214	0.001	0.251	<.001	0.275	<.001	0.301	<.001	0.286	<.001	0.294	<.001	0.256	<.001		
Rhetoric	0.049	0.508	0.057	0.444	0.044	0.561	0.058	0.420	0.044	0.547	0.032	0.660	-0.009	0.912	0.009	0.912	0.008	0.923	-0.003	0.970	0.022	0.769	0.023	0.741	-0.007	0.914	0.007	0.920	0.022	0.751	0.031	0.651		
S/SE Asian Std.	-0.045	0.564	-0.057	0.492	-0.039	0.617	-0.043	0.565	-0.037	0.627	-0.015	0.848	-0.037	0.658	-0.010	0.906	0.008	0.919	-0.017	0.829	0.010	0.901	0.010	0.897	0.001	0.987	0.029	0.717	0.019	0.810	0.009	0.902		
Spanish & Port.	0.001	0.991	-0.019	0.785	-0.010	0.882	-0.025	0.696	0.006	0.930	-0.024	0.738	-0.044	0.564	0.014	0.861	0.025	0.745	-0.034	0.657	-0.018	0.816	-0.015	0.835	-0.030	0.677	-0.028	0.699	-0.031	0.656	0.009	0.894		
TDPS	0.037	0.634	0.045	0.573	0.003	0.969	0.026	0.738	0.036	0.630	0.011	0.878	-0.001	0.988	0.018	0.816	0.017	0.816	-0.064	0.374	-0.034	0.628	0.028	0.690	-0.013	0.848	0.001	0.986	0.020	0.773	0.017	0.796		
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-			
Multiple appt.	0.117	0.006	0.126	0.003	0.122	0.005	0.120	0.003	0.139	<.001	0.159	<.001	0.162	<.001	0.149	<.001	0.151	<.001	0.106	0.011	0.116	0.005	0.133	<.001	0.128	<.001	0.114	0.002	0.100	0.005	0.098	0.005		
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001

<b>R-square</b>	<b>0.72</b>		<b>0.71</b>		<b>0.70</b>		<b>0.72</b>		<b>0.71</b>		<b>0.72</b>		<b>0.69</b>		<b>0.67</b>		<b>0.68</b>		<b>0.68</b>		<b>0.68</b>		<b>0.71</b>		<b>0.70</b>		<b>0.69</b>		<b>0.71</b>		<b>0.72</b>
<b>Adj. R-square</b>	<b>0.69</b>		<b>0.68</b>		<b>0.67</b>		<b>0.69</b>		<b>0.69</b>		<b>0.69</b>		<b>0.66</b>		<b>0.63</b>		<b>0.65</b>		<b>0.64</b>		<b>0.65</b>		<b>0.68</b>		<b>0.67</b>		<b>0.66</b>		<b>0.68</b>		<b>0.69</b>

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

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

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

## C1d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Arts & Humanities, AY 2004-05--2019-20 (Spring Semester)

Tot. N=249 (2019-2020): White Male N=101; Female N=117; Male Faculty of Color\*=31; Unknown Male=0. Asian N=38; URG\* N=24.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	0.008	0.698	0.005	0.787	0.003	0.892	0.006	0.750	0.002	0.898	-0.012	0.497	-0.014	0.449	-0.010	0.611	0.008	0.664	0.003	0.883	0.015	0.410	0.018	0.323	0.004	0.820	0.014	0.419	0.014	0.419	0.006	0.729
Asian	0.014	0.693	0.016	0.661	-0.009	0.807	-0.020	0.574	-0.023	0.485	-0.044	0.172	-0.029	0.369	-0.036	0.297	0.009	0.784	-0.001	0.979	-0.020	0.509	-0.017	0.545	-0.011	0.681	-0.017	0.525	-0.016	0.527	-0.008	0.749
Underrep. Group*	0.026	0.507	0.034	0.377	0.020	0.611	0.074	0.044	0.055	0.129	0.017	0.628	0.003	0.921	-0.012	0.739	-0.005	0.886	-0.004	0.905	-0.013	0.708	-0.012	0.716	0.010	0.756	0.022	0.486	0.044	0.149	0.051	0.089
Yrs. since degree	0.003	0.188	0.002	0.507	0.003	0.298	0.004	0.089	0.005	0.025	0.004	0.040	0.002	0.359	0.003	0.268	0.004	0.127	0.003	0.205	0.003	0.216	0.002	0.400	0.002	0.321	0.002	0.386	0.003	0.112	0.003	0.143
Yrs. degree (sq.)	0.000	0.126	0.000	0.136	0.000	0.191	0.000	0.081	0.000	0.353	0.000	0.399	0.000	0.318	0.000	0.537	0.000	0.597	0.000	0.979	0.000	0.873	0.000	0.224	0.000	0.270	0.000	0.607	0.000	0.238	0.000	0.069
Yrs. since hired	-0.007	<.001	-0.006	0.001	-0.007	<.001	-0.009	<.001	-0.009	<.001	-0.010	<.001	-0.011	<.001	-0.012	<.001	-0.013	<.001	-0.012	<.001	-0.013	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.008	<.001
Bach./Mast.	-0.087	0.109	-0.069	0.208	-0.065	0.261	-0.072	0.136	-0.105	0.027	-0.081	0.081	-0.068	0.146	-0.082	0.089	-0.104	0.021	-0.078	0.087	-0.081	0.055	-0.069	0.093	-0.061	0.131	-0.055	0.176	-0.080	0.042	-0.087	0.022
Art Hist.	0.044	0.433	0.086	0.120	0.102	0.067	0.062	0.217	0.055	0.281	0.036	0.455	-0.016	0.756	-0.019	0.722	-0.013	0.798	-0.024	0.660	-0.040	0.409	-0.033	0.485	-0.062	0.192	-0.082	0.090	-0.076	0.129	-0.084	0.093
Classics	-0.044	0.430	-0.023	0.664	-0.016	0.763	-0.019	0.695	-0.024	0.623	-0.057	0.229	-0.066	0.167	-0.058	0.243	-0.064	0.233	-0.076	0.181	-0.013	0.804	-0.022	0.668	-0.059	0.222	-0.034	0.496	-0.028	0.578	-0.077	0.128
Comp. Literature	0.012	0.897	0.099	0.281	0.140	0.148	0.114	0.135	0.105	0.180	0.140	0.066	0.112	0.133	0.122	0.141	0.136	0.096	0.179	0.022	0.148	0.040	0.154	0.027	0.094	0.172	0.122	0.073	0.140	0.041	0.134	0.049
E. Asian Lng./Clt.	-0.039	0.483	-0.047	0.383	-0.017	0.757	0.003	0.957	-0.005	0.920	-0.016	0.743	-0.062	0.237	-0.070	0.215	-0.097	0.070	-0.102	0.070	-0.089	0.086	-0.090	0.071	-0.099	0.040	-0.115	0.018	-0.102	0.037	-0.112	0.021
English	0.028	0.472	0.053	0.180	0.040	0.309	0.038	0.287	0.057	0.112	0.058	0.100	0.059	0.105	0.063	0.096	0.072	0.070	0.051	0.216	0.052	0.173	0.048	0.193	0.039	0.285	0.033	0.356	0.017	0.641	-0.008	0.833
Film and Media	0.031	0.742	0.092	0.277	0.020	0.816	0.013	0.865	0.040	0.619	0.049	0.531	0.083	0.299	0.143	0.067	0.158	0.039	0.121	0.130	0.118	0.110	0.113	0.116	0.110	0.124	0.106	0.101	0.097	0.133	0.097	0.100
French	0.018	0.761	0.040	0.491	0.040	0.498	0.045	0.389	0.044	0.398	0.029	0.560	-0.001	0.984	-0.001	0.982	0.021	0.704	-0.021	0.718	-0.018	0.732	-0.030	0.546	-0.027	0.593	-0.007	0.895	-0.022	0.666	-0.033	0.518
German	-0.003	0.954	-0.015	0.800	-0.009	0.882	-0.010	0.849	-0.019	0.724	-0.033	0.553	-0.074	0.177	-0.085	0.151	-0.075	0.212	-0.079	0.218	-0.073	0.218	-0.091	0.095	-0.127	0.020	-0.138	0.015	-0.140	0.012	-0.185	<.001
Music	-0.021	0.663	-0.016	0.740	-0.027	0.596	-0.056	0.228	-0.039	0.388	-0.050	0.250	-0.060	0.178	-0.071	0.123	-0.057	0.225	-0.066	0.192	-0.052	0.280	-0.049	0.295	-0.016	0.737	-0.015	0.742	-0.016	0.728	-0.045	0.316
Near Eastern St.	-0.040	0.471	-0.020	0.713	-0.041	0.466	-0.009	0.856	-0.016	0.760	-0.046	0.362	-0.043	0.411	-0.006	0.913	-0.014	0.799	-0.039	0.532	-0.035	0.529	-0.039	0.448	-0.015	0.765	-0.009	0.858	-0.021	0.675	-0.013	0.795
Philosophy	0.167	0.002	0.156	0.003	0.132	0.012	0.113	0.018	0.117	0.015	0.151	0.001	0.134	0.004	0.142	0.004	0.162	0.001	0.126	0.014	0.157	0.001	0.181	<.001	0.178	<.001	0.148	0.002	0.173	<.001	0.129	0.005
Rhetoric	0.091	0.125	0.064	0.255	0.029	0.625	0.022	0.677	0.010	0.856	0.015	0.777	-0.009	0.872	-0.038	0.516	-0.046	0.432	-0.051	0.402	-0.032	0.572	-0.011	0.829	-0.043	0.403	-0.047	0.361	-0.040	0.443	-0.049	0.340
S/SE Asian Std.	-0.104	0.095	-0.113	0.073	-0.069	0.264	-0.064	0.248	-0.050	0.381	-0.024	0.672	-0.047	0.410	-0.038	0.538	-0.033	0.593	-0.031	0.621	-0.007	0.897	0.001	0.988	-0.025	0.660	-0.028	0.639	-0.036	0.552	-0.053	0.350
Spanish & Port.	-0.001	0.983	-0.018	0.734	-0.007	0.893	-0.026	0.594	0.000	0.992	0.009	0.865	0.002	0.976	0.039	0.502	0.008	0.894	-0.026	0.659	-0.010	0.857	-0.040	0.460	-0.064	0.236	-0.063	0.245	-0.064	0.224	-0.079	0.142
TDPS	-0.020	0.747	-0.028	0.643	-0.068	0.308	-0.113	0.060	-0.071	0.210	-0.093	0.085	-0.131	0.020	-0.099	0.089	-0.091	0.103	-0.139	0.016	-0.114	0.030	-0.040	0.441	-0.047	0.360	-0.038	0.457	-0.039	0.457	-0.066	0.200
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.087	0.010	0.090	0.006	0.095	0.006	0.080	0.008	0.113	<.001	0.099	0.001	0.096	0.002	0.079	0.016	0.065	0.045	0.047	0.152	0.055	0.070	0.055	0.064	0.057	0.047	0.041	0.135	0.039	0.150	0.031	0.243
Assistant	-0.501	<.001	-0.554	<.001	-0.563	<.001	-0.541	<.001	-0.547	<.001	-0.576	<.001	-0.633	<.001	-0.603	<.001	-0.608	<.001	-0.581	<.001	-0.610	<.001	-0.619	<.001	-0.622	<.001	-0.638	<.001	-0.598	<.001	-0.565	<.001

<b>Associate</b>	-0.378	<.001	-0.413	<.001	-0.386	<.001	-0.381	<.001	-0.384	<.001	-0.378	<.001	-0.421	<.001	-0.423	<.001	-0.428	<.001	-0.399	<.001	-0.414	<.001	-0.416	<.001	-0.406	<.001	-0.403	<.001	-0.387	<.001	-0.388	<.001
<b>Years at Rank</b>	0.017	<.001	0.016	<.001	0.015	<.001	0.016	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.018	<.001	0.019	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.017	<.001
<b>Intercept</b>	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001

<b>R-square</b>	0.83		0.83		0.82		0.85		0.84		0.85		0.85		0.82		0.83		0.81		0.83		0.85		0.84		0.83		0.84		0.84	
<b>Adj. R-square</b>	0.81		0.81		0.80		0.83		0.82		0.83		0.83		0.80		0.81		0.79		0.81		0.83		0.82		0.81		0.82		0.82	

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

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

<b>p&lt;.10=light green</b>		<b>p&lt;.05=bright green</b>		<b>p&lt;.01=green shade</b>		<b>p&lt;.001=dark green</b>	
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## C2a: Log Salary Model, L&S Biological Sciences, 4/30/2020

Tot. N=133: White Male N=73; Female N=42; Male Faculty of Color\*=16; Unknown Male=2. Asian N=21; URG\* N=10.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.087	0.159	-0.015	0.682	-0.011	0.745	0.004	0.881
Asian	-0.039	0.618	0.024	0.599	-0.020	0.656	-0.039	0.308
Underrep. Group*	-0.088	0.415	0.063	0.314	0.047	0.434	-0.012	0.810
Yrs. since degree			0.029	<.001	0.027	<.001	0.008	0.020
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.097
Yrs. since hired			-0.004	0.070	-0.003	0.178	-0.016	<.001
HW Neuroscience					-0.299	0.010	-0.223	0.027
Molec. & Cell Bio.					0.092	0.020	0.103	0.002
Other units					-		-	
Multiple appt.					0.181	<.001	0.157	<.001
Assistant							-0.475	<.001
Associate							-0.337	<.001
Years at Rank							0.021	<.001
Intercept	12.1	<.001	12.1	<.001	12.0	<.001	11.9	<.001
R-square	0.03		0.68		0.72		0.81	
Adj. R-square	0.00		0.67		0.70		0.79	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
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, 4/30/2020

Tot. N=133: White Male N=73; Female N=42; Male Faculty of Color\*=16; Unknown Male=2. Asian N=21; URG\* N=10.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		4516	<.001	4294	<.001	-543	0.635
Yrs. degree (sq.)			-111	<.001	-104	0.001	-85	0.025
Yrs. since hired			36	0.958	73	0.914	-3725	<.001
HW Neuroscience					-48242	0.155	-33372	0.246
Molec. & Cell Bio.					14533	0.157	19782	0.023
Other units					-		-	
Multiple appt.					21115	0.103	19692	0.066
Assistant							-88529	0.002
Associate							-56914	<.001
Years at Rank							7658	<.001
Intercept			189397	<.001	178386	<.001	121322	<.001
R-square			0.60		0.62		0.76	
Adj. R-square			0.58		0.59		0.72	
Avg. Wom. \$ diff.			2224		742		4317	
Avg. Asian \$ diff.			7279		1754		4354	
Avg. URG* \$ diff.			12533		10515		4542	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: Integrative Biology.								
p<.10=light green	p<.05=bright grn.	p<.01=green shade				p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

## C2c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Biological Sciences, AY 2004-05--2019-20 (Spring Semester)

Tot. N=133 (2019-2020): White Male N=73; Female N=42; Male Faculty of Color\*=16; Unknown Male=2. Asian N=21; URG\* N=10.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	0.006	0.882	0.007	0.870	-0.001	0.975	-0.001	0.976	-0.002	0.949	0.007	0.863	-0.037	0.380	-0.049	0.242	-0.047	0.275	-0.053	0.201	-0.067	0.095	-0.042	0.257	-0.050	0.161	-0.059	0.102	-0.031	0.400	-0.011	0.745
Asian	0.038	0.467	0.081	0.162	0.052	0.304	0.044	0.355	0.044	0.379	0.015	0.771	0.015	0.770	0.011	0.833	-0.001	0.980	0.014	0.785	0.010	0.843	-0.018	0.714	-0.036	0.426	-0.029	0.511	-0.015	0.752	-0.020	0.656
Underrep. Group*	0.053	0.628	0.148	0.213	0.140	0.191	0.079	0.382	0.084	0.368	0.050	0.605	0.033	0.737	0.023	0.814	0.002	0.985	0.009	0.927	0.082	0.317	0.058	0.455	0.030	0.686	0.057	0.419	0.059	0.410	0.047	0.434
Yrs. since degree	0.029	<.001	0.024	<.001	0.022	<.001	0.020	<.001	0.022	<.001	0.024	<.001	0.024	<.001	0.022	<.001	0.026	<.001	0.024	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.020	<.001	0.026	<.001	0.027	<.001
Yrs. degree (sq.)	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired	-0.005	0.100	-0.001	0.750	0.000	0.897	0.002	0.490	0.001	0.627	0.000	0.947	-0.001	0.810	0.001	0.762	-0.003	0.371	-0.003	0.403	0.000	0.928	0.002	0.537	0.002	0.438	0.004	0.167	-0.001	0.603	-0.003	0.178
HW Neuroscience	0.437	0.001	-0.404	0.008	-0.445	<.001	-0.515	<.001	-0.461	<.001	-0.441	<.001	-0.442	<.001	-0.324	0.013	-0.309	0.022	-0.320	0.017	-0.253	0.052	-0.265	0.024	-0.325	0.004	-0.237	0.041	-0.293	0.018	-0.299	0.010
Molec. & Cell Bio.	0.117	0.008	0.083	0.069	0.101	0.014	0.080	0.044	0.114	0.005	0.122	0.005	0.105	0.018	0.114	0.011	0.110	0.018	0.108	0.016	0.103	0.022	0.076	0.067	0.075	0.068	0.085	0.040	0.080	0.057	0.092	0.020
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.197	<.001	0.162	0.006	0.167	0.001	0.196	<.001	0.201	<.001	0.200	<.001	0.197	<.001	0.197	<.001	0.162	0.001	0.183	<.001	0.166	0.001	0.166	<.001	0.164	<.001	0.157	<.001	0.178	<.001	0.181	<.001
Intercept	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001
R-square	0.69		0.65		0.70		0.69		0.69		0.67		0.67		0.65		0.62		0.62		0.62		0.67		0.69		0.70		0.70		0.72	
Adj. R-square	0.66		0.62		0.67		0.67		0.67		0.64		0.64		0.62		0.59		0.59		0.59		0.64		0.66		0.68		0.67		0.70	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.																																
Other units include: Integrative Biology.																																
p<.10=light green      p<.05=bright green      p<.01=green shade      p<.001=dark green																																

## C2d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences, AY 2004-05--2019-20 (Spring Semester)

Tot. N=133 (2019-2020): White Male N=73; Female N=42; Male Faculty of Color\*=16; Unknown Male=2. Asian N=21; URG\* N=10.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.010	0.782	0.004	0.924	-0.003	0.920	0.002	0.961	0.004	0.903	0.014	0.684	-0.024	0.471	-0.032	0.335	-0.030	0.375	-0.024	0.463	-0.034	0.291	-0.007	0.826	-0.022	0.456	-0.023	0.433	0.002	0.949	0.004	0.881
Asian	0.046	0.276	0.071	0.138	0.060	0.163	0.049	0.242	0.027	0.532	-0.007	0.869	-0.014	0.734	0.000	0.995	-0.010	0.823	0.014	0.744	0.031	0.441	-0.004	0.919	-0.040	0.293	-0.040	0.278	-0.030	0.465	-0.039	0.308
Underrep. Group*	-0.077	0.393	0.018	0.856	0.048	0.591	0.035	0.659	0.010	0.906	-0.030	0.718	-0.057	0.456	-0.055	0.481	-0.065	0.428	-0.040	0.627	0.012	0.854	0.004	0.954	-0.020	0.741	0.006	0.923	0.024	0.705	-0.012	0.810
Yrs. since degree	0.003	0.446	0.000	0.927	0.001	0.812	-0.001	0.724	-0.002	0.601	0.000	0.981	-0.004	0.406	-0.005	0.238	-0.004	0.390	-0.001	0.769	-0.004	0.373	-0.003	0.454	-0.001	0.765	-0.004	0.291	0.006	0.155	0.008	0.020
Yrs. degree (sq.)	0.000	0.030	0.000	0.090	0.000	0.034	0.000	0.042	0.000	0.082	0.000	0.024	0.000	0.490	0.000	0.219	0.000	0.233	0.000	0.395	0.000	0.505	0.000	0.074	0.000	0.010	0.000	0.014	0.000	0.127	0.000	0.097
Yrs. since hired	-0.017	<.001	-0.013	<.001	-0.010	0.003	-0.009	0.006	-0.009	0.005	-0.013	<.001	-0.015	<.001	-0.014	<.001	-0.019	<.001	-0.017	<.001	-0.016	<.001	-0.013	<.001	-0.014	<.001	-0.012	<.001	-0.016	<.001	-0.016	<.001
HW Neuroscience	-0.227	0.038	-0.201	0.103	-0.258	0.022	-0.321	0.003	-0.263	0.017	-0.183	0.111	-0.106	0.330	-0.041	0.710	-0.038	0.727	-0.108	0.334	-0.082	0.450	-0.128	0.196	-0.154	0.108	-0.107	0.262	-0.196	0.073	-0.223	0.027
Molec. & Cell Bio.	0.099	0.005	0.078	0.034	0.091	0.008	0.061	0.077	0.097	0.006	0.109	0.004	0.098	0.005	0.094	0.009	0.089	0.015	0.086	0.018	0.071	0.055	0.057	0.095	0.075	0.028	0.083	0.015	0.083	0.025	0.103	0.002
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.136	0.002	0.099	0.037	0.126	0.004	0.157	<.001	0.156	<.001	0.139	0.001	0.118	0.003	0.114	0.005	0.076	0.056	0.097	0.019	0.089	0.031	0.116	0.002	0.114	0.002	0.112	0.003	0.141	<.001	0.157	<.001
Assistant	-0.479	<.001	-0.500	<.001	-0.436	<.001	-0.457	<.001	-0.503	<.001	-0.484	<.001	-0.621	<.001	-0.587	<.001	-0.610	<.001	-0.548	<.001	-0.572	<.001	-0.522	<.001	-0.479	<.001	-0.521	<.001	-0.510	<.001	-0.475	<.001
Associate	-0.357	<.001	-0.390	<.001	-0.318	<.001	-0.206	<.001	-0.280	<.001	-0.292	<.001	-0.379	<.001	-0.358	<.001	-0.353	<.001	-0.324	<.001	-0.333	<.001	-0.304	<.001	-0.217	<.001	-0.230	<.001	-0.271	<.001	-0.337	<.001
Years at Rank	0.028	<.001	0.027	<.001	0.024	<.001	0.027	<.001	0.026	<.001	0.029	<.001	0.030	<.001	0.032	<.001	0.036	<.001	0.030	<.001	0.031	<.001	0.030	<.001	0.032	<.001	0.032	<.001	0.024	<.001	0.021	<.001
Intercept	11.3	<.001	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001
R-square	0.82		0.78		0.80		0.78		0.78		0.76		0.81		0.79		0.77		0.76		0.76		0.79		0.79		0.81		0.78		0.81	
Adj. R-square	0.79		0.76		0.77		0.76		0.76		0.74		0.78		0.76		0.75		0.74		0.74		0.76		0.77		0.79		0.75		0.79	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.																																
Other units include: Integrative Biology.																																
p<.10=light green			p<.05=bright green				p<.01=green shade				p<.001=dark green																					

### C3a: Log Salary Model, L&S Math & Physical Sciences, 4/30/2020

Tot. N=171: White Male N=106; Female N=32; Male Faculty of Color\*=31; Unknown Male=2. Asian N=31; URG\* N=5.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.058	0.307	-0.009	0.820	-0.019	0.604	0.003	0.935
Faculty of Color*	-0.085	0.122	0.026	0.478	0.019	0.611	0.027	0.406
Yrs. since degree			0.024	<.001	0.024	<.001	0.006	0.051
Yrs. degree (sq.)			-0.001	<.001	0.000	<.001	0.000	0.654
Yrs. since hired			-0.006	0.009	-0.006	0.006	-0.018	<.001
Astronomy					-0.041	0.571	-0.020	0.757
Mathematics					-0.003	0.954	-0.030	0.511
Physics					-0.038	0.481	-0.011	0.809
Statistics					0.057	0.395	0.051	0.385
Other units					-		-	
Multiple appt.					0.078	0.052	0.084	0.018
Assistant							-0.503	<.001
Associate							-0.314	<.001
Years at Rank							0.019	<.001
Intercept	12.2	<.001	12.2	<.001	12.2	<.001	12.0	<.001
R-square	0.02		0.59		0.61		0.71	
Adj. R-square	0.01		0.57		0.59		0.69	
*Faculty of Color=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,

4/30/2020

Tot. N=171: White Male N=106; Female N=32; Male Faculty of Color\*=31; Unknown Male=2. Asian N=31; URG\* N=5.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		4052	<.001	4173	<.001	994	0.322
Yrs. degree (sq.)			-57	0.016	-59	0.019	17	0.592
Yrs. since hired			-1203	0.044	-1349	0.027	-3332	<.001
Astronomy					-6207	0.745	-4504	0.797
Mathematics					298	0.983	-4023	0.753
Physics					-2731	0.843	5224	0.684
Statistics					17245	0.384	2243	0.903
Other units					-		-	
Multiple appt.					13045	0.227	19323	0.057
Assistant							-81360	0.003
Associate							-62195	<.001
Years at Rank							3322	0.008
Intercept			194428	<.001	190725	<.001	160001	<.001
R-square			0.43		0.45		0.56	
Adj. R-square			0.41		0.41		0.50	
Avg. Wom. \$ diff.			504		1092		3128	
Avg. Faculty of Color*			3623		2035		4501	
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	
Other units include: Earth & Planetary Science.								
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

### C3c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Math & Physical Sciences, AY 2004-05--2019-20 (Spring Semester)

Tot. N=171 (2019-2020): White Male N=106; Female N=32; Male Faculty of Color\*=31; Unknown Male=2. Asian N=31; URG\* N=5.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	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	-0.061	0.152	-0.066	0.107	-0.069	0.083	-0.034	0.383	-0.030	0.464	-0.001	0.980	-0.011	0.759	-0.019	0.604
Faculty of Color*	-0.046	0.272	-0.042	0.312	-0.048	0.234	-0.024	0.536	-0.017	0.686	0.013	0.766	0.017	0.695	0.000	1.000	0.030	0.496	0.006	0.887	0.020	0.618	0.043	0.274	0.024	0.534	0.040	0.279	0.038	0.294	0.019	0.611
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	0.020	<.001	0.020	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.024	<.001	0.024	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.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	-0.005	0.014	-0.004	0.047	-0.004	0.034	-0.003	0.125	-0.003	0.138	-0.004	0.063	-0.004	0.044	-0.003	0.149	-0.004	0.082	-0.005	0.042	-0.007	0.005	-0.006	0.006	-0.006	0.009	-0.005	0.039	-0.007	0.003	-0.006	0.006
Astronomy	0.049	0.488	0.043	0.542	0.003	0.969	-0.028	0.658	-0.005	0.936	0.001	0.987	0.011	0.873	0.011	0.875	-0.021	0.759	-0.003	0.967	-0.037	0.591	-0.046	0.523	-0.039	0.592	-0.044	0.533	-0.041	0.551	-0.041	0.571
Mathematics	0.005	0.927	0.027	0.607	0.012	0.813	-0.011	0.828	0.013	0.798	0.035	0.490	0.043	0.403	0.029	0.608	0.013	0.816	0.010	0.853	-0.025	0.637	-0.043	0.413	-0.044	0.420	-0.053	0.307	-0.036	0.483	-0.003	0.954
Physics	-0.021	0.682	-0.014	0.783	-0.009	0.851	-0.045	0.350	-0.031	0.529	-0.017	0.745	-0.035	0.502	-0.044	0.426	-0.059	0.280	-0.066	0.216	-0.081	0.132	-0.056	0.287	-0.050	0.362	-0.050	0.349	-0.025	0.630	-0.038	0.481
Statistics	-0.016	0.814	0.006	0.931	0.002	0.970	0.025	0.703	0.017	0.796	0.036	0.615	0.069	0.330	0.064	0.383	0.013	0.855	0.032	0.661	0.029	0.679	0.073	0.291	0.088	0.210	0.065	0.339	0.068	0.304	0.057	0.395
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.086	0.030	0.092	0.020	0.087	0.020	0.079	0.028	0.104	0.005	0.115	0.002	0.146	<.001	0.134	<.001	0.110	0.006	0.103	0.009	0.090	0.021	0.056	0.136	0.067	0.088	0.060	0.120	0.068	0.081	0.078	0.052
Intercept	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.1	<.001	12.2	<.001
R-square	0.59		0.59		0.60		0.61		0.58		0.57		0.56		0.57		0.54		0.53		0.57		0.56		0.55		0.58		0.61		0.61	
Adj. R-square	0.57		0.56		0.58		0.58		0.56		0.55		0.54		0.54		0.51		0.50		0.54		0.54		0.53		0.56		0.58		0.59	
*Faculty of Color=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 Sc., AY 2004-05--2019-20 (Spring Sem.)

Tot. N=171 (2019-2020): White Male N=106; Female N=32; Male Faculty of Color\*=31; Unknown Male=2. Asian N=31; URG\* N=5.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.038	0.402	-0.025	0.586	-0.037	0.375	-0.044	0.255	-0.032	0.420	-0.023	0.545	-0.046	0.203	-0.038	0.298	-0.027	0.476	-0.034	0.335	-0.039	0.259	-0.005	0.892	0.003	0.933	0.027	0.434	0.013	0.694	0.003	0.935
Faculty of Color*	-0.042	0.276	-0.053	0.174	-0.052	0.167	-0.021	0.558	-0.020	0.590	0.017	0.657	0.015	0.682	0.011	0.770	0.020	0.597	-0.003	0.933	0.017	0.618	0.039	0.237	0.022	0.515	0.041	0.211	0.031	0.319	0.027	0.406
Yrs. since degree	0.011	<.001	0.009	0.005	0.009	0.004	0.008	0.009	0.007	0.032	0.006	0.043	0.006	0.041	0.004	0.133	0.004	0.124	0.001	0.654	0.004	0.174	0.003	0.262	0.003	0.279	0.006	0.041	0.008	0.007	0.006	0.051
Yrs. degree (sq.)	0.000	0.892	0.000	0.596	0.000	0.546	0.000	0.795	0.000	0.476	0.000	0.093	0.000	0.040	0.000	0.028	0.000	0.039	0.000	0.283	0.000	0.374	0.000	0.400	0.000	0.437	0.000	0.720	0.000	0.535	0.000	0.654
Yrs. since hired	-0.011	<.001	-0.012	<.001	-0.012	<.001	-0.012	<.001	-0.013	<.001	-0.017	<.001	-0.018	<.001	-0.017	<.001	-0.018	<.001	-0.021	<.001	-0.022	<.001	-0.019	<.001	-0.019	<.001	-0.016	<.001	-0.018	<.001	-0.018	<.001
Astronomy	0.027	0.689	0.035	0.598	0.018	0.770	-0.007	0.908	-0.001	0.993	-0.007	0.913	0.017	0.774	0.002	0.968	-0.001	0.989	-0.009	0.885	-0.040	0.503	-0.047	0.442	-0.031	0.630	-0.030	0.627	-0.007	0.908	-0.020	0.757
Mathematics	-0.023	0.636	0.006	0.898	0.003	0.956	-0.024	0.597	-0.001	0.983	0.005	0.911	0.011	0.807	-0.020	0.684	-0.021	0.673	-0.030	0.515	-0.054	0.240	-0.057	0.202	-0.055	0.255	-0.069	0.138	-0.039	0.395	-0.030	0.511
Physics	-0.012	0.804	0.009	0.864	0.012	0.798	-0.035	0.439	-0.006	0.892	-0.009	0.849	-0.018	0.690	-0.041	0.398	-0.030	0.528	-0.033	0.461	-0.051	0.271	-0.035	0.435	-0.033	0.493	-0.039	0.402	0.004	0.924	-0.011	0.809
Statistics	-0.043	0.492	0.006	0.925	0.007	0.913	0.032	0.593	0.030	0.635	0.035	0.589	0.064	0.293	0.035	0.585	0.010	0.871	0.041	0.513	0.039	0.523	0.050	0.399	0.062	0.312	0.068	0.250	0.074	0.198	0.051	0.385
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.068	0.069	0.080	0.032	0.085	0.013	0.077	0.019	0.104	0.002	0.102	0.002	0.132	<.001	0.116	<.001	0.104	0.003	0.093	0.005	0.082	0.016	0.069	0.032	0.080	0.021	0.066	0.050	0.088	0.012	0.084	0.018
Assistant	-0.343	<.001	-0.386	<.001	-0.398	<.001	-0.404	<.001	-0.411	<.001	-0.447	<.001	-0.450	<.001	-0.468	<.001	-0.467	<.001	-0.510	<.001	-0.493	<.001	-0.575	<.001	-0.558	<.001	-0.468	<.001	-0.457	<.001	-0.503	<.001
Associate	-0.289	<.001	-0.223	<.001	-0.233	<.001	-0.181	0.002	-0.223	<.001	-0.241	<.001	-0.198	<.001	-0.274	<.001	-0.255	<.001	-0.247	<.001	-0.300	<.001	-0.337	<.001	-0.308	<.001	-0.313	<.001	-0.321	<.001	-0.314	<.001
Years at Rank	0.012	0.004	0.015	<.001	0.014	<.001	0.016	<.001	0.016	<.001	0.022	<.001	0.023	<.001	0.024	<.001	0.023	<.001	0.028	<.001	0.026	<.001	0.021	<.001	0.020	<.001	0.016	<.001	0.017	<.001	0.019	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001
R-square	0.65		0.65		0.67		0.68		0.65		0.67		0.68		0.69		0.65		0.66		0.68		0.69		0.67		0.69		0.71		0.71	
Adj. R-square	0.62		0.62		0.64		0.65		0.63		0.64		0.65		0.66		0.63		0.64		0.66		0.67		0.65		0.66		0.68		0.69	
*Faculty of Color=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, 4/30/2020

Tot. N=296: White Male N=128; Female N=119; Male Faculty of Color\*=44; Unknown Male=5. Asian N=42; URG\* N=49.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.174	<.001	-0.143	<.001	0.000	0.939	0.005	0.817
Asian	-0.090	0.147	-0.081	0.143	-0.035	0.338	-0.018	0.526
Underrep. Group*	-0.159	0.006	-0.127	0.014	-0.055	0.164	-0.029	0.353
Yrs. since degree			0.016	<.001	0.021	<.001	-0.002	0.473
Yrs. degree (sq.)			0.000	0.044	0.000	<.001	0.000	0.003
Yrs. since hired			-0.003	0.425	-0.005	0.015	-0.013	<.001
Afr. Am Stud.					0.061	0.518	0.116	0.121
Anthropology					0.075	0.303	0.070	0.219
Economics					0.804	<.001	0.645	<.001
Ethnic Studies					0.043	0.604	0.051	0.429
Geography					-0.026	0.761	-0.036	0.601
HW Neuroscience					-0.159	0.244	0.032	0.768
History					0.090	0.190	0.063	0.245
Linguistics					0.013	0.878	-0.014	0.838
Political Sc.					0.333	<.001	0.245	<.001
Psychology					0.164	0.029	0.068	0.250
Sociology					0.242	0.001	0.157	0.007
Other units					-		-	
Haas/Boalt appt.					0.452	<.001	0.360	<.001
Oth. mult. appt.					0.153	<.001	0.101	0.005
Assistant							-0.695	<.001
Associate							-0.355	<.001
Years at Rank							0.018	<.001
Intercept	12.2	<.001	12.2	<.001	11.9	<.001	11.9	<.001
R-square	0.09		0.27		0.72		0.83	
Adj. R-square	0.08		0.26		0.70		0.82	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
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, 4/30/2020

Tot. N=296: White Male N=128; Female N=119; Male Faculty of Color\*=44; Unknown Male=5. Asian N=42; URG\* N=49.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		2058	0.096	4485	<.001	-1256	0.257
Yrs. degree (sq.)			-5	0.925	-42	0.212	77	0.039
Yrs. since hired			28	0.985	-1878	0.042	-3377	<.001
Economics					176255	<.001	139425	<.001
History					15098	0.375	10816	0.454
Political Sc.					57729	<.001	48130	<.001
Psychology					31499	0.114	29181	0.088
Sociology					44097	0.027	26325	0.134
Other units					-		-	
Haas/Boalt appt.					81694	<.001	77158	<.001
Oth. mult. appt.					25357	0.042	20126	0.058
Assistant							-156230	<.001
Associate							-72300	<.001
Years at Rank							4875	<.001
Intercept			217853	<.001	156279	<.001	130008	<.001
R-square			0.09		0.67		0.77	
Adj. R-square			0.07		0.65		0.75	
Avg. Wom. \$ diff.			43695		5084		2346	
Avg. Asian \$ diff.			38916		8302		888	
Avg. URG* \$ diff.			44118		9880		4585	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: African Am Studies, Anthropology, Demography, Ethnic Studies, Gender and Women's Studies, Geography, HW Neuroscience, 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, AY 2004-05--2019-20 (Spring Semester)

Tot. N=296 (2019-2020): White Male N=128; Female N=119; Male Faculty of Color\*=44; Unknown Male=5. Asian N=42; URG\* N=49.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20			
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val				
Women	-0.090	<.001	-0.078	0.003	-0.067	0.011	-0.072	0.003	-0.064	0.015	-0.036	0.150	-0.041	0.129	-0.040	0.157	-0.040	0.156	-0.045	0.118	-0.036	0.205	-0.042	0.118	-0.021	0.433	-0.008	0.774	0.006	0.823	0.002	0.939		
Asian	-0.034	0.394	-0.024	0.520	0.014	0.714	0.003	0.926	-0.012	0.758	-0.007	0.847	0.001	0.975	-0.021	0.608	-0.010	0.797	-0.022	0.609	-0.029	0.473	-0.007	0.853	-0.034	0.365	-0.042	0.280	-0.013	0.725	-0.035	0.338		
Underrep. Group*	-0.065	0.198	-0.036	0.431	-0.026	0.569	-0.013	0.750	-0.013	0.769	0.007	0.874	-0.000	0.998	-0.013	0.766	-0.034	0.432	-0.034	0.462	-0.033	0.462	-0.005	0.903	-0.009	0.833	-0.003	0.944	-0.047	0.291	-0.055	0.164		
Yrs. since degree	0.022	<.001	0.022	<.001	0.021	<.001	0.021	<.001	0.019	<.001	0.020	<.001	0.022	<.001	0.022	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.022	<.001	0.021	<.001	0.023	<.001	0.021	<.001		
Yrs. degree (sq.)	0.000	<.001	0.000	0.001	0.000	0.004	0.000	<.001	0.000	0.011	0.000	0.003	0.000	0.029	0.000	0.063	0.000	0.084	0.000	0.095	0.000	0.024	0.000	0.002	0.000	<.001	0.000	0.001	0.000	<.001	0.000	<.001		
Yrs. since hired	-0.007	<.001	-0.006	0.001	-0.007	0.001	-0.005	0.007	-0.005	0.028	-0.005	0.014	-0.007	<.001	-0.008	<.001	-0.010	<.001	-0.010	<.001	-0.008	<.001	-0.009	<.001	-0.008	<.001	-0.005	0.014	-0.007	<.001	-0.005	0.015		
Afr. Am Stud.	-0.050	0.685	-0.020	0.859	-0.023	0.842	-0.018	0.863	-0.044	0.691	-0.091	0.376	-0.056	0.605	-0.059	0.590	-0.121	0.272	-0.070	0.526	-0.114	0.308	-0.115	0.242	-0.113	0.244	-0.152	0.154	0.032	0.756	0.061	0.518		
Anthropology	0.030	0.753	0.092	0.279	0.114	0.182	0.142	0.078	0.120	0.154	0.113	0.161	0.138	0.099	0.132	0.107	0.061	0.443	0.087	0.279	0.055	0.509	0.060	0.434	0.046	0.543	-0.007	0.934	0.106	0.171	0.075	0.303		
Economics	0.352	<.001	0.448	<.001	0.492	<.001	0.552	<.001	0.644	<.001	0.626	<.001	0.689	<.001	0.738	<.001	0.690	<.001	0.749	<.001	0.711	<.001	0.682	<.001	0.701	<.001	0.659	<.001	0.813	<.001	0.804	<.001		
Ethnic Studies	-0.116	0.276	-0.098	0.299	-0.077	0.429	-0.021	0.816	-0.016	0.864	-0.065	0.460	-0.069	0.463	-0.041	0.651	-0.068	0.439	-0.011	0.904	-0.043	0.641	-0.063	0.463	-0.005	0.950	-0.019	0.838	0.066	0.459	0.043	0.604		
Geography	-0.104	0.323	-0.065	0.492	-0.074	0.447	-0.040	0.665	-0.026	0.789	-0.015	0.873	0.003	0.978	0.001	0.995	-0.043	0.643	-0.027	0.770	-0.060	0.528	-0.049	0.579	-0.012	0.896	-0.058	0.548	0.015	0.878	-0.026	0.761		
HW Neuroscience	-0.365	0.012	-0.224	0.114	-0.305	0.028	-0.284	0.034	-0.248	0.088	-0.232	0.091	-0.162	0.257	-0.231	0.112	-0.216	0.134	-0.181	0.224	-0.097	0.508	-0.120	0.404	-0.149	0.288	-0.135	0.345	-0.174	0.196	-0.159	0.244		
History	-0.062	0.502	0.019	0.818	0.051	0.529	0.076	0.325	0.073	0.359	0.068	0.372	0.082	0.307	0.118	0.133	0.070	0.352	0.090	0.240	0.067	0.407	0.067	0.353	0.048	0.503	0.041	0.596	0.131	0.078	0.090	0.190		
Linguistics	-0.075	0.474	-0.043	0.647	-0.031	0.740	-0.024	0.788	-0.062	0.504	-0.048	0.594	-0.059	0.528	-0.034	0.722	-0.084	0.362	-0.073	0.438	-0.079	0.410	-0.053	0.542	-0.075	0.391	-0.062	0.517	0.035	0.698	0.013	0.878		
Political Sc.	0.014	0.884	0.082	0.314	0.109	0.184	0.143	0.065	0.155	0.054	0.149	0.053	0.165	0.040	0.204	0.010	0.140	0.065	0.183	0.019	0.171	0.036	0.192	0.010	0.202	0.007	0.187	0.020	0.295	<.001	0.333	<.001		
Psychology	0.002	0.985	0.020	0.815	0.063	0.458	0.103	0.207	0.096	0.257	0.113	0.163	0.112	0.185	0.147	0.080	0.092	0.259	0.118	0.157	0.105	0.224	0.127	0.104	0.119	0.126	0.126	0.144	0.189	0.020	0.164	0.029		
Sociology	0.091	0.352	0.110	0.202	0.124	0.152	0.122	0.134	0.136	0.109	0.149	0.067	0.177	0.037	0.183	0.028	0.133	0.102	0.171	0.039	0.135	0.113	0.135	0.091	0.143	0.066	0.117	0.166	0.293	<.001	0.242	0.001		
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-			
Haas/Boalt appt.	0.385	<.001	0.439	<.001	0.450	<.001	0.466	<.001	0.480	<.001	0.504	<.001	0.499	<.001	0.498	<.001	0.496	<.001	0.510	<.001	0.489	<.001	0.479	<.001	0.477	<.001	0.463	<.001	0.530	<.001	0.452	<.001		
Oth. mult. appt.	0.150	0.008	0.148	0.004	0.165	0.002	0.168	<.001	0.136	0.007	0.126	0.008	0.132	0.007	0.135	0.006	0.112	0.018	0.118	0.016	0.106	0.036	0.126	0.008	0.136	0.006	0.119	0.019	0.166	<.001	0.153	<.001		
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001
R-square	0.68		0.69		0.69		0.72		0.70		0.73		0.71		0.70		0.70		0.68		0.69		0.71		0.71		0.67		0.71		0.72			
Adj. R-square	0.66		0.67		0.67		0.71		0.68		0.71		0.69		0.68		0.68		0.66		0.66		0.69		0.69		0.65		0.69		0.70			

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

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

p<.10=light green

p<.05=bright green

p<.01=green shade

p<.001=dark green

### C4d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Social Sciences, AY 2004-05--2019-20 (Spring Semester)

Tot. N=296 (2019-2020): White Male N=128; Female N=119; Male Faculty of Color\*=44; Unknown Male=5. Asian N=42; URG\* N=49.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.056	0.010	-0.052	0.014	-0.043	0.052	-0.046	0.025	-0.039	0.055	-0.022	0.267	-0.020	0.352	-0.024	0.318	-0.024	0.292	-0.019	0.386	-0.010	0.658	-0.020	0.319	-0.007	0.751	-0.008	0.715	0.007	0.736	0.005	0.817
Asian	-0.018	0.570	-0.017	0.586	-0.004	0.899	-0.008	0.785	-0.040	0.192	-0.038	0.204	-0.022	0.493	-0.045	0.195	-0.047	0.161	-0.058	0.078	-0.059	0.064	-0.022	0.467	-0.018	0.521	-0.004	0.899	-0.000	0.987	-0.018	0.526
Underrep. Group*	0.008	0.839	0.020	0.583	0.026	0.484	0.026	0.429	0.022	0.512	0.024	0.480	0.043	0.220	0.027	0.458	0.011	0.759	-0.001	0.980	-0.022	0.522	0.005	0.868	-0.002	0.959	-0.014	0.694	-0.040	0.258	-0.029	0.353
Yrs. since degree	0.000	0.829	0.000	0.931	0.000	0.951	0.001	0.662	-0.003	0.153	-0.001	0.582	-0.001	0.661	-0.001	0.789	-0.002	0.567	-0.004	0.151	-0.002	0.377	0.000	0.958	-0.002	0.514	-0.003	0.177	-0.001	0.840	-0.002	0.473
Yrs. degree (sq.)	0.000	0.387	0.000	0.078	0.000	0.029	0.000	0.200	0.000	0.003	0.000	0.028	0.000	0.005	0.000	0.003	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.003
Yrs. since hired	-0.012	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.012	<.001	-0.015	<.001	-0.015	<.001	-0.016	<.001	-0.018	<.001	-0.016	<.001	-0.015	<.001	-0.014	<.001	-0.012	<.001	-0.014	<.001	-0.013	<.001
Afr. Am Stud.	-0.066	0.504	0.033	0.713	0.048	0.607	0.078	0.361	0.074	0.390	0.036	0.672	0.038	0.657	0.018	0.841	-0.019	0.838	0.050	0.563	0.051	0.568	0.015	0.838	0.015	0.837	0.009	0.916	0.111	0.167	0.116	0.121
Anthropology	-0.020	0.796	0.101	0.136	0.133	0.058	0.161	0.014	0.123	0.057	0.097	0.136	0.150	0.026	0.136	0.048	0.101	0.121	0.145	0.022	0.128	0.054	0.114	0.052	0.084	0.153	0.053	0.392	0.097	0.107	0.070	0.219
Economics	0.224	0.003	0.364	<.001	0.434	<.001	0.490	<.001	0.528	<.001	0.508	<.001	0.581	<.001	0.611	<.001	0.577	<.001	0.632	<.001	0.636	<.001	0.633	<.001	0.658	<.001	0.592	<.001	0.657	<.001	0.645	<.001
Ethnic Studies	-0.105	0.211	-0.028	0.705	0.013	0.868	0.048	0.510	0.049	0.498	-0.006	0.928	0.000	0.998	0.004	0.955	0.032	0.667	0.071	0.315	0.063	0.385	0.054	0.408	0.068	0.299	0.037	0.597	0.079	0.250	0.051	0.429
Geography	-0.131	0.114	-0.040	0.598	-0.017	0.834	0.023	0.759	0.039	0.603	0.024	0.742	0.066	0.387	0.045	0.579	0.050	0.518	0.085	0.242	0.051	0.497	0.045	0.505	0.047	0.504	-0.004	0.957	-0.023	0.763	-0.036	0.601
HW Neuroscience	-0.085	0.466	0.000	0.998	-0.068	0.555	-0.018	0.874	0.075	0.509	0.076	0.501	0.041	0.722	-0.040	0.741	0.025	0.837	0.092	0.431	0.039	0.735	-0.011	0.918	-0.081	0.454	-0.006	0.953	-0.061	0.561	0.032	0.768
History	-0.108	0.137	0.019	0.772	0.061	0.366	0.090	0.152	0.063	0.307	0.050	0.421	0.091	0.159	0.086	0.193	0.067	0.278	0.088	0.142	0.090	0.158	0.093	0.096	0.082	0.144	0.063	0.294	0.104	0.069	0.063	0.245
Linguistics	-0.067	0.416	0.017	0.819	0.026	0.738	0.033	0.646	-0.012	0.867	-0.027	0.711	0.009	0.899	-0.006	0.939	-0.025	0.743	0.000	0.998	-0.020	0.787	0.014	0.831	0.010	0.888	-0.024	0.735	0.011	0.880	-0.014	0.838
Political Sc.	-0.004	0.952	0.104	0.111	0.133	0.050	0.171	0.007	0.174	0.005	0.165	0.009	0.203	0.002	0.206	0.002	0.173	0.006	0.198	0.001	0.206	0.001	0.227	<.001	0.215	<.001	0.184	0.003	0.241	<.001	0.245	<.001
Psychology	-0.057	0.449	0.018	0.787	0.066	0.346	0.107	0.108	0.079	0.227	0.064	0.327	0.088	0.192	0.110	0.117	0.081	0.226	0.078	0.232	0.079	0.240	0.108	0.072	0.094	0.117	0.073	0.265	0.132	0.036	0.068	0.250
Sociology	0.027	0.727	0.106	0.125	0.126	0.078	0.135	0.043	0.133	0.043	0.134	0.044	0.184	0.007	0.174	0.013	0.154	0.022	0.185	0.004	0.171	0.011	0.151	0.014	0.152	0.012	0.106	0.100	0.195	0.002	0.157	0.007
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Haas/Boalt appt.	0.272	<.001	0.359	<.001	0.375	<.001	0.430	<.001	0.427	<.001	0.437	<.001	0.418	<.001	0.421	<.001	0.428	<.001	0.438	<.001	0.429	<.001	0.410	<.001	0.394	<.001	0.380	<.001	0.420	<.001	0.360	<.001
Oth. mult. appt.	0.047	0.293	0.083	0.041	0.105	0.014	0.122	0.002	0.084	0.032	0.068	0.077	0.093	0.018	0.090	0.028	0.061	0.117	0.077	0.042	0.081	0.040	0.087	0.018	0.100	0.008	0.086	0.025	0.119	0.001	0.101	0.005
Assistant	-0.583	<.001	-0.588	<.001	-0.595	<.001	-0.551	<.001	-0.648	<.001	-0.596	<.001	-0.646	<.001	-0.654	<.001	-0.712	<.001	-0.786	<.001	-0.741	<.001	-0.707	<.001	-0.757	<.001	-0.781	<.001	-0.715	<.001	-0.695	<.001
Associate	-0.403	<.001	-0.379	<.001	-0.342	<.001	-0.316	<.001	-0.346	<.001	-0.328	<.001	-0.329	<.001	-0.334	<.001	-0.343	<.001	-0.397	<.001	-0.382	<.001	-0.368	<.001	-0.350	<.001	-0.377	<.001	-0.362	<.001	-0.355	<.001
Years at Rank	0.020	<.001	0.018	<.001	0.018	<.001	0.018	<.001	0.020	<.001	0.021	<.001	0.023	<.001	0.021	<.001	0.022	<.001	0.022	<.001	0.019	<.001	0.017	<.001	0.016	<.001	0.016	<.001	0.016	<.001	0.018	<.001
Intercept	11.5	<.001	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001

<b>R-square</b>	<b>0.80</b>		<b>0.81</b>		<b>0.79</b>		<b>0.82</b>		<b>0.83</b>		<b>0.82</b>		<b>0.81</b>		<b>0.79</b>		<b>0.80</b>		<b>0.81</b>		<b>0.81</b>		<b>0.83</b>		<b>0.83</b>		<b>0.81</b>		<b>0.83</b>		<b>0.83</b>
<b>Adj. R-square</b>	<b>0.79</b>		<b>0.79</b>		<b>0.78</b>		<b>0.81</b>		<b>0.81</b>		<b>0.81</b>		<b>0.80</b>		<b>0.78</b>		<b>0.78</b>		<b>0.79</b>		<b>0.79</b>		<b>0.82</b>		<b>0.82</b>		<b>0.80</b>		<b>0.82</b>		<b>0.82</b>

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

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, 4/30/2020

Tot. N=248: White Male N=131; Female N=55; Male Faculty of Color\*=61; Unknown Male=1. Asian N=59; URG\* N=19.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.084	0.032	-0.024	0.324	-0.017	0.462	-0.010	0.638
Asian	-0.031	0.417	0.008	0.737	-0.007	0.755	-0.015	0.468
Underrep. Group*	-0.104	0.095	0.037	0.344	0.027	0.457	0.016	0.631
Yrs. since degree			0.019	<.001	0.018	<.001	0.008	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.051
Yrs. since hired			-0.002	0.288	-0.001	0.483	-0.010	<.001
Bioengin.					-0.070	0.178	-0.048	0.322
Civil & Env. Eng.					-0.054	0.238	-0.030	0.481
Elect. Eng./CS					0.040	0.333	0.025	0.519
Material Sc. & Eng.					0.009	0.869	-0.015	0.768
Mechanical Eng.					-0.039	0.375	-0.034	0.407
Nuclear Eng.					-0.087	0.152	-0.067	0.237
Other units					-		-	
Multiple appt.					0.101	<.001	0.084	0.002
Assistant							-0.283	<.001
Associate							-0.178	<.001
Years at Rank							0.016	<.001
Intercept	12.1	<.001	12.2	<.001	12.1	<.001	12.0	<.001
R-square	0.03		0.64		0.69		0.74	
Adj. R-square	0.02		0.63		0.68		0.72	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: Industrial Engineering & Operations Research.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

## C5b: White Male Salary Model, College of Engineering, 4/30/2020

Tot. N=248: White Male N=131; Female N=55; Male Faculty of Color\*=61; Unknown Male=1. Asian N=59; URG\* N=19.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	Submodel Is Not Possible with White Male Approach		4036	<.001	3583	<.001	1971	0.005
Yrs. degree (sq.)			-58	0.005	-46	0.026	-12	0.640
Yrs. since hired			-970	0.027	-664	0.129	-2046	0.003
Bioengin.					-12022	0.365	-5461	0.676
Civil & Env. Eng.					-2325	0.837	1081	0.922
Elect. Eng./CS					8758	0.370	6903	0.468
Material Sc. & Eng.					11166	0.444	3832	0.789
Mechanical Eng.					-10387	0.322	-9632	0.349
Other units					-		-	
Multiple appt.					24655	0.001	20237	0.008
Assistant							-45331	0.008
Associate							-29257	0.017
Years at Rank							2351	0.015
Intercept			193934	<.001	186277	<.001	167381	<.001
R-square			0.53		0.60		0.63	
Adj. R-square			0.52		0.57		0.59	
Avg. Wom. \$ diff.			3474		3832		2868	
Avg. Asian \$ diff.			1591		91		1108	
Avg. URG* \$ diff.			5359		2819		1718	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

### C5c: Log Salary Model 3 (Demog., Experience, & Departments), College of Engineering, AY 2004-05--2019-20 (Spring Semester)

Tot. N=248 (2019-2020): White Male N=131; Female N=55; Male Faculty of Color\*=61; Unknown Male=1. Asian N=59; URG\* N=19.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	0.011	0.709	0.034	0.264	0.016	0.607	0.014	0.601	-0.007	0.800	-0.011	0.728	-0.017	0.587	-0.024	0.444	-0.010	0.756	0.011	0.703	-0.000	0.987	-0.003	0.900	0.002	0.940	0.018	0.476	0.008	0.736	-0.017	0.462
Asian	0.043	0.074	0.052	0.032	0.054	0.032	0.050	0.029	0.035	0.130	0.036	0.163	0.038	0.153	0.032	0.222	0.028	0.301	0.021	0.394	0.027	0.303	0.019	0.448	0.015	0.547	-0.004	0.876	0.011	0.635	-0.007	0.755
Underrep. Group*	0.078	0.083	0.054	0.217	0.079	0.086	0.061	0.133	0.043	0.307	0.074	0.104	0.048	0.284	0.034	0.454	0.040	0.402	0.010	0.821	-0.013	0.766	0.011	0.789	0.008	0.837	0.034	0.406	0.033	0.387	0.027	0.457
Yrs. since degree	0.018	<.001	0.017	<.001	0.016	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.015	<.001	0.015	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.016	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.018	<.001
Yrs. degree (sq.)	0.000	0.133	0.000	0.189	0.000	0.124	0.000	0.002	0.000	0.018	0.000	0.016	0.000	0.294	0.000	0.254	0.000	0.135	0.000	0.203	0.000	0.134	0.000	0.020	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	0.000	0.973	0.001	0.556	0.000	0.859	-0.001	0.478	-0.002	0.320	-0.002	0.346	0.001	0.694	0.001	0.624	0.001	0.508	0.001	0.427	0.001	0.633	0.000	0.987	-0.001	0.532	-0.002	0.329	-0.001	0.396	-0.001	0.483
Bioengin.	-0.040	0.431	-0.064	0.223	-0.075	0.162	-0.037	0.442	-0.027	0.598	-0.040	0.468	-0.081	0.150	-0.101	0.078	-0.123	0.039	-0.095	0.094	-0.092	0.125	-0.094	0.114	-0.082	0.138	-0.092	0.089	-0.084	0.117	-0.070	0.178
Civil & Env. Eng.	-0.050	0.266	-0.046	0.320	-0.034	0.482	0.010	0.811	0.004	0.938	-0.026	0.602	-0.063	0.216	-0.062	0.223	-0.102	0.052	-0.100	0.037	-0.106	0.042	-0.102	0.043	-0.101	0.034	-0.086	0.070	-0.077	0.107	-0.054	0.238
Elect. Eng./CS	0.045	0.286	0.036	0.419	0.030	0.505	0.083	0.040	0.065	0.126	0.040	0.398	0.012	0.796	0.015	0.754	-0.006	0.900	-0.019	0.674	-0.019	0.704	-0.020	0.665	-0.021	0.636	0.003	0.939	0.009	0.834	0.040	0.333
Material Sc. & Eng.	0.057	0.291	0.036	0.514	0.028	0.610	0.057	0.276	0.038	0.487	0.006	0.923	-0.027	0.666	-0.051	0.428	-0.038	0.574	-0.059	0.345	-0.053	0.429	-0.003	0.966	-0.017	0.768	-0.034	0.549	-0.021	0.712	0.009	0.869
Mechanical Eng.	-0.017	0.689	-0.031	0.490	-0.017	0.714	0.021	0.625	-0.003	0.939	-0.014	0.781	-0.054	0.284	-0.067	0.178	-0.080	0.116	-0.097	0.038	-0.088	0.084	-0.084	0.089	-0.072	0.120	-0.066	0.145	-0.064	0.161	-0.039	0.375
Nuclear Eng.	-0.058	0.374	-0.065	0.337	0.007	0.922	-0.008	0.895	-0.080	0.265	-0.084	0.287	-0.122	0.109	-0.154	0.045	-0.156	0.049	-0.160	0.018	-0.157	0.031	-0.131	0.067	-0.120	0.090	-0.123	0.057	-0.107	0.091	-0.087	0.152
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.100	<.001	0.087	0.003	0.102	0.001	0.098	<.001	0.110	<.001	0.124	<.001	0.153	<.001	0.141	<.001	0.149	<.001	0.150	<.001	0.144	<.001	0.125	<.001	0.111	<.001	0.104	<.001	0.111	<.001	0.101	<.001
Intercept	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001
R-square	0.71		0.68		0.62		0.68		0.64		0.59		0.57		0.55		0.53		0.60		0.60		0.60		0.62		0.63		0.68		0.69	
Adj. R-square	0.69		0.66		0.60		0.66		0.62		0.56		0.54		0.52		0.51		0.58		0.58		0.58		0.60		0.61		0.66		0.68	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.																																
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.																																
p<.10=light green      p<.05=bright green      p<.01=green shade      p<.001=dark green																																

### C5d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Engineering, AY 2004-05--2019-20 (Spring Semester)

Tot. N=248 (2019-2020): White Male N=131; Female N=55; Male Faculty of Color\*=61; Unknown Male=1. Asian N=59; URG\* N=19.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20			
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val				
Women	0.021	0.460	0.038	0.154	0.025	0.381	0.018	0.477	-0.004	0.867	-0.007	0.816	-0.000	0.988	0.003	0.917	0.008	0.800	0.022	0.423	0.012	0.663	0.013	0.625	0.016	0.513	0.023	0.320	0.011	0.612	-0.010	0.638		
Asian	0.030	0.181	0.033	0.122	0.038	0.098	0.037	0.082	0.019	0.359	0.027	0.256	0.033	0.173	0.028	0.246	0.025	0.325	0.012	0.621	0.011	0.644	0.010	0.660	0.005	0.841	-0.012	0.611	-0.004	0.864	-0.015	0.468		
Underrep. Group*	0.070	0.094	0.050	0.196	0.076	0.070	0.062	0.098	0.039	0.305	0.078	0.063	0.046	0.265	0.038	0.367	0.038	0.406	0.002	0.970	-0.014	0.741	0.007	0.865	0.003	0.933	0.028	0.472	0.023	0.509	0.016	0.631		
Yrs. since degree	0.008	<.001	0.005	0.014	0.004	0.124	0.007	0.002	0.006	0.007	0.005	0.022	0.003	0.194	0.003	0.137	0.003	0.181	0.003	0.217	0.004	0.094	0.004	0.066	0.003	0.137	0.006	0.011	0.007	0.002	0.008	<.001		
Yrs. degree (sq.)	0.000	0.262	0.000	0.045	0.000	0.009	0.000	0.280	0.000	0.014	0.000	0.038	0.000	0.003	0.000	0.017	0.000	0.119	0.000	0.166	0.000	0.453	0.000	0.844	0.000	0.928	0.000	0.497	0.000	0.277	0.000	0.051		
Yrs. since hired	-0.008	<.001	-0.007	<.001	-0.007	0.001	-0.008	<.001	-0.010	<.001	-0.010	<.001	-0.007	0.002	-0.007	0.002	-0.007	0.003	-0.009	<.001	-0.009	<.001	-0.010	<.001	-0.011	<.001	-0.010	<.001	-0.011	<.001	-0.010	<.001		
Bioengin.	-0.007	0.880	-0.033	0.479	-0.047	0.341	-0.007	0.868	0.002	0.972	0.007	0.895	-0.025	0.637	-0.055	0.303	-0.083	0.140	-0.065	0.215	-0.063	0.258	-0.077	0.161	-0.058	0.248	-0.062	0.220	-0.050	0.316	-0.048	0.322		
Civil & Env. Eng.	-0.049	0.242	-0.052	0.210	-0.053	0.233	-0.001	0.988	-0.002	0.961	-0.023	0.612	-0.043	0.349	-0.040	0.391	-0.075	0.124	-0.082	0.066	-0.087	0.072	-0.080	0.086	-0.074	0.087	-0.059	0.181	-0.046	0.300	-0.030	0.481		
Elect. Eng./CS	0.013	0.733	-0.001	0.978	-0.017	0.695	0.059	0.114	0.043	0.270	0.020	0.639	0.009	0.828	0.015	0.727	-0.007	0.878	-0.029	0.479	-0.028	0.529	-0.031	0.475	-0.032	0.418	-0.010	0.807	-0.003	0.946	0.025	0.519		
Material Sc. & Eng.	0.032	0.533	0.004	0.940	-0.006	0.913	0.040	0.409	0.027	0.588	0.001	0.986	-0.012	0.835	-0.021	0.729	-0.017	0.788	-0.044	0.440	-0.044	0.475	0.013	0.816	0.003	0.958	-0.031	0.551	-0.027	0.605	-0.015	0.768		
Mechanical Eng.	-0.028	0.493	-0.055	0.181	-0.048	0.273	0.007	0.861	-0.013	0.748	-0.015	0.742	-0.035	0.449	-0.053	0.245	-0.065	0.176	-0.082	0.058	-0.074	0.119	-0.073	0.108	-0.058	0.166	-0.051	0.227	-0.054	0.195	-0.034	0.407		
Nuclear Eng.	-0.046	0.447	-0.056	0.352	-0.009	0.889	-0.003	0.957	-0.051	0.441	-0.046	0.527	-0.069	0.319	-0.095	0.180	-0.095	0.203	-0.112	0.076	-0.117	0.084	-0.090	0.174	-0.081	0.207	-0.078	0.194	-0.082	0.161	-0.067	0.237		
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-			
Multiple appt.	0.082	0.003	0.058	0.031	0.064	0.029	0.071	0.006	0.084	0.002	0.099	<.001	0.139	<.001	0.115	<.001	0.129	<.001	0.118	<.001	0.114	<.001	0.094	0.001	0.081	0.004	0.077	0.006	0.081	0.003	0.084	0.002		
Assistant	-0.237	<.001	-0.297	<.001	-0.362	<.001	-0.308	<.001	-0.362	<.001	-0.370	<.001	-0.399	<.001	-0.352	<.001	-0.322	<.001	-0.344	<.001	-0.323	<.001	-0.324	<.001	-0.384	<.001	-0.341	<.001	-0.322	<.001	-0.283	<.001		
Associate	-0.141	<.001	-0.196	<.001	-0.181	<.001	-0.165	<.001	-0.209	<.001	-0.213	<.001	-0.194	<.001	-0.210	<.001	-0.184	<.001	-0.175	<.001	-0.174	<.001	-0.166	<.001	-0.177	<.001	-0.184	<.001	-0.175	<.001	-0.178	<.001		
Years at Rank	0.017	<.001	0.018	<.001	0.017	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.016	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.018	<.001	0.018	<.001	0.015	<.001	0.017	<.001	0.016	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001
R-square	0.75		0.75		0.69		0.73		0.71		0.66		0.65		0.62		0.60		0.66		0.67		0.66		0.69		0.69		0.73		0.74			
Adj. R-square	0.73		0.73		0.67		0.71		0.69		0.64		0.62		0.59		0.57		0.64		0.64		0.64		0.67		0.67		0.71		0.72			
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.																																		
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, 4/30/2020

Tot. N=67: White Male N=35; Female N=15; Male Faculty of Color\*=16; Unknown Male=1. Asian N=13; URG\* N=7.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.014	0.889	-0.080	0.067	-0.083	0.068	-0.051	0.249
Faculty of Color*	-0.192	0.039	0.020	0.611	0.016	0.723	-0.048	0.287
Yrs. since degree			0.032	<.001	0.031	<.001	0.016	0.003
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.026
Yrs. since hired			-0.006	0.023	-0.005	0.049	-0.012	0.005
Chemical Eng.					-0.017	0.729	0.012	0.785
Other units					-		-	
Multiple appt.					0.019	0.653	0.026	0.519
Assist./Assoc.							-0.370	<.001
Years at Rank							0.012	0.094
Intercept	12.3	<.001	12.3	<.001	12.3	<.001	12.2	<.001
R-square	0.07		0.84		0.85		0.87	
Adj. R-square	0.04		0.83		0.83		0.85	
*Faculty of Color=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, 4/30/2020

Tot. N=67: White Male N=35; Female N=15; Male Faculty of Color\*=16; Unknown Male=1. Asian N=13; URG\* N=7.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		5914	<.001	5740	<.001	991	0.613
Yrs. degree (sq.)			-100	0.005	-95	0.014	6	0.918
Yrs. since hired			-1160	0.184	-957	0.346	-3397	0.048
Chemical Eng.					-6534	0.704	6652	0.693
Other units					-		-	
Multiple appt.					2466	0.872	8083	0.569
Assist./Assoc.							-114855	0.010
Years at Rank							4042	0.115
Intercept			219534	<.001	219347	<.001	193667	<.001
R-square			0.76		0.77		0.82	
Adj. R-square			0.74		0.73		0.77	
Avg. Wom. \$ diff.			15432		15371		12756	
Avg. Faculty of Color*			104		50		20328	
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Chemistry.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

### C6c: Log Salary Model 3 (Demog., Experience, & Departments), College of Chemistry, AY 2004-05--2019-20 (Spring Semester)

Tot. N=67 (2019-20): White Male N=35; Female N=15; Male Faculty of Color\*=16; Unknown Male=1. Asian N=13; URG\* N=7.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20			
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	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	0.085	-0.123	0.069	-0.106	0.102	-0.089	0.143	-0.116	0.067	-0.114	0.050	-0.088	0.102	-0.102	0.043	-0.089	0.073	-0.083	0.068		
Faculty of Color*	0.034	0.504	0.017	0.750	-0.017	0.717	-0.051	0.424	-0.042	0.489	-0.016	0.786	0.038	0.542	0.068	0.301	0.079	0.222	0.082	0.176	0.061	0.332	0.037	0.514	0.024	0.650	0.013	0.781	0.021	0.642	0.016	0.723		
Yrs. since degree	0.024	<.001	0.026	<.001	0.028	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.025	<.001	0.025	<.001	0.025	<.001	0.029	<.001	0.030	<.001	0.030	<.001	0.029	<.001	0.029	<.001	0.031	<.001		
Yrs. degree (sq.)	-0.001	<.001	-0.001	0.002	-0.001	<.001	0.000	0.023	0.000	0.022	0.000	0.007	0.000	0.008	0.000	0.005	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001		
Yrs. since hired	-0.002	0.518	-0.003	0.300	-0.006	0.037	-0.004	0.304	-0.004	0.383	-0.004	0.273	-0.005	0.242	-0.005	0.236	-0.004	0.374	-0.003	0.456	-0.008	0.063	-0.007	0.066	-0.007	0.065	-0.005	0.116	-0.005	0.119	-0.005	0.049		
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	0.061	0.314	0.029	0.655	0.018	0.781	0.046	0.466	-0.002	0.976	0.020	0.734	0.029	0.601	0.009	0.855	0.002	0.959	-0.017	0.729		
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	0.380	0.025	0.693	0.041	0.508	0.078	0.185	0.028	0.651	0.035	0.526	0.027	0.599	0.013	0.793	0.023	0.619	0.019	0.653		
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	12.0	<.001	12.1	<.001	12.2	<.001	12.2	<.001	12.2	<.001	12.3	<.001	12.3	<.001
R-square	0.78		0.77		0.82		0.64		0.65		0.65		0.69		0.66		0.67		0.70		0.69		0.73		0.76		0.80		0.82		0.85			
Adj. R-square	0.75		0.75		0.80		0.59		0.61		0.61		0.65		0.62		0.63		0.66		0.66		0.70		0.73		0.77		0.80		0.83			
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.																																		
Other units include: Chemistry.																																		
<p>p&lt;.10=light green      p&lt;.05=bright green      p&lt;.01=green shade      p&lt;.001=dark green</p>																																		

### C6d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Chemistry, AY 2004-05--2019-20 (Spring Semester)

Tot. N=67 (2019-20): White Male N=35; Female N=15; Male Faculty of Color\*=16; Unknown Male=1. Asian N=13; URG\* N=7.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20			
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	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	0.110	-0.051	0.393	-0.056	0.330	-0.029	0.612	-0.013	0.818	-0.000	0.998	-0.050	0.301	-0.052	0.265	-0.051	0.249		
Faculty of Color*	-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	0.045	0.413	0.018	0.723	-0.004	0.935	-0.024	0.610	-0.036	0.423	-0.048	0.287		
Yrs. since degree	0.008	0.067	0.008	0.068	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	0.009	0.167	0.008	0.240	0.009	0.168	0.013	0.032	0.012	0.036	0.016	0.003		
Yrs. degree (sq.)	0.000	0.732	0.000	0.491	0.000	0.788	0.000	0.406	0.000	0.973	0.000	0.717	0.000	0.742	0.000	0.697	0.000	0.303	0.000	0.196	0.000	0.903	0.000	0.350	0.000	0.154	0.000	0.011	0.000	0.005	0.000	0.026		
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	0.067	-0.011	0.045	-0.015	0.003	-0.019	<.001	-0.017	<.001	-0.013	0.006	-0.014	0.002	-0.012	0.005		
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	0.324	0.015	0.801	0.025	0.680	0.037	0.538	0.034	0.549	0.009	0.867	0.013	0.801	0.008	0.864	0.020	0.663	0.012	0.785		
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	0.411	0.001	0.990	0.028	0.613	0.079	0.152	0.042	0.434	0.054	0.268	0.061	0.199	0.030	0.508	0.039	0.356	0.026	0.519		
Assist./Assoc.	-0.385	<.001	-0.341	<.001	-0.372	<.001	-0.178	0.137	-0.313	0.005	-0.384	<.001	-0.416	<.001	-0.373	<.001	-0.402	<.001	-0.374	0.002	-0.585	<.001	-0.581	<.001	-0.516	<.001	-0.390	0.001	-0.396	<.001	-0.370	<.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	0.014	0.100	0.022	0.010	0.020	0.013	0.014	0.073	0.017	0.019	0.012	0.094		
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	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.2	<.001
R-square	0.84		0.84		0.88		0.66		0.71		0.73		0.77		0.72		0.74		0.75		0.78		0.80		0.81		0.83		0.86		0.87			
Adj. R-square	0.81		0.81		0.86		0.61		0.66		0.69		0.74		0.67		0.70		0.71		0.74		0.77		0.79		0.80		0.83		0.85			
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.																																		
Other units include: Chemistry.																																		
<div style="display: flex; justify-content: space-around; font-size: small;"> <span style="background-color: #e0ffe0; padding: 2px;">p&lt;.10=light green</span> <span style="background-color: #e0ffe0; padding: 2px;">p&lt;.05=bright green</span> <span style="background-color: #c0ffc0; padding: 2px;">p&lt;.01=green shade</span> <span style="background-color: #80ff80; padding: 2px;">p&lt;.001=dark green</span> </div>																																		

## C7a: Log Salary Model, College of Natural Resources, 4/30/2020

Tot. N=108: White Male N=55; Female N=34; Male Faculty of Color\*=18; Unknown Male=1. Asian N=19; URG\* N=7.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.023	0.727	-0.068	0.172	-0.041	0.315	-0.017	0.619
Faculty of Color*	-0.151	0.036	-0.103	0.058	-0.084	0.064	-0.076	0.047
Yrs. since degree			0.026	<.001	0.027	<.001	0.008	0.096
Yrs. degree (sq.)			0.000	0.002	0.000	<.001	0.000	0.549
Yrs. since hired			-0.008	0.052	-0.010	0.003	-0.016	<.001
Agr. Res. Ec. Pol.					0.387	<.001	0.297	<.001
ESPM					0.016	0.781	-0.032	0.507
Plant & Micr. Bio.					0.129	0.049	0.105	0.057
Other units					-		-	
Multiple appt.					0.207	<.001	0.107	0.026
Assistant							-0.585	<.001
Associate							-0.296	<.001
Years at Rank							0.013	0.021
Intercept	12.0	<.001	12.1	<.001	12.0	<.001	12.0	<.001
R-square	0.04		0.50		0.69		0.79	
Adj. R-square	0.02		0.48		0.66		0.77	
*Faculty of Color=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, 4/30/2020

Tot. N=108: White Male N=55; Female N=34; Male Faculty of Color\*=18; Unknown Male=1. Asian N=19; URG\* N=7.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	Submodel Is Not Possible with White Male Approach		2414	0.048	2825	0.011	-3006	0.055
Yrs. degree (sq.)			-52	0.151	-54	0.086	19	0.586
Yrs. since hired			445	0.694	-90	0.929	-1904	0.068
Agr. Res. Ec. Pol.					32102	0.041	15562	0.276
ESPM					-20777	0.103	-22473	0.038
Other units					-		-	
Multiple appt.					28544	0.049	14431	0.243
Assistant							-136645	<.001
Associate							-61105	0.001
Years at Rank							5309	0.003
Intercept			184138	<.001	183358	<.001	162632	<.001
R-square			0.37		0.55		0.71	
Adj. R-square			0.33		0.50		0.65	
Avg. Wom. \$ diff.			10281		8000		907	
Avg. Faculty of Color*			15475		16415		10239	
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Energy & Resources Group, Nutritional Sci & Tox Dept, and Plant & Microbial Biology.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

### C7c: Log Salary Model 3 (Demog., Experience, & Departments), College of Natural Resources, AY 2004-05--2019-20 (Spring Semester)

Tot. N=108 (2019-20): White Male N=55; Female N=34; Male Faculty of Color\*=18; Unknown Male=1. Asian N=19; URG\* N=7.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.054	0.148	-0.056	0.147	-0.077	0.040	-0.082	0.013	-0.078	0.021	-0.070	0.047	-0.072	0.039	-0.066	0.077	-0.067	0.067	-0.080	0.031	-0.085	0.022	-0.057	0.108	-0.053	0.138	-0.042	0.256	-0.044	0.286	-0.041	0.315
Faculty of Color*	-0.090	0.076	-0.061	0.237	-0.089	0.072	-0.048	0.262	-0.023	0.576	-0.046	0.299	-0.038	0.388	-0.054	0.238	-0.053	0.234	-0.074	0.102	-0.082	0.062	-0.087	0.047	-0.084	0.068	-0.093	0.042	-0.086	0.073	-0.084	0.064
Yrs. since degree	0.026	<.001	0.024	<.001	0.025	<.001	0.024	<.001	0.024	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.024	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.025	<.001	0.025	<.001	0.028	<.001	0.027	<.001
Yrs. degree (sq.)	0.000	0.047	0.000	0.093	0.000	0.243	0.000	0.041	0.000	0.046	0.000	0.034	0.000	0.010	0.000	0.093	0.000	0.079	0.000	0.110	0.000	0.070	0.000	0.002	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.005	0.078	-0.004	0.181	-0.004	0.162	-0.004	0.125	-0.003	0.198	-0.004	0.205	-0.004	0.138	-0.004	0.170	-0.005	0.064	-0.006	0.051	-0.005	0.081	-0.006	0.060	-0.007	0.016	-0.007	0.031	-0.011	0.001	-0.010	0.003
Agr. Res. Ec. Pol.	0.247	<.001	0.247	<.001	0.222	<.001	0.226	<.001	0.257	<.001	0.260	<.001	0.274	<.001	0.190	0.006	0.245	<.001	0.297	<.001	0.300	<.001	0.306	<.001	0.314	<.001	0.340	<.001	0.416	<.001	0.387	<.001
ESPM	0.057	0.255	0.047	0.384	0.058	0.240	0.052	0.268	0.041	0.389	0.012	0.804	0.019	0.708	-0.026	0.637	0.005	0.931	-0.026	0.644	-0.011	0.842	-0.031	0.569	-0.006	0.909	-0.015	0.790	-0.012	0.840	0.016	0.781
Plant & Micr. Bio.	0.216	<.001	0.184	0.002	0.168	0.003	0.183	<.001	0.169	0.002	0.156	0.004	0.204	<.001	0.150	0.013	0.157	0.009	0.144	0.021	0.145	0.018	0.124	0.035	0.116	0.048	0.130	0.039	0.141	0.035	0.129	0.049
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.179	<.001	0.155	0.002	0.122	0.012	0.107	0.014	0.104	0.020	0.142	0.003	0.123	0.009	0.080	0.105	0.119	0.017	0.126	0.013	0.119	0.026	0.100	0.052	0.126	0.020	0.145	0.012	0.168	0.004	0.207	<.001
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001
R-square	0.72		0.71		0.73		0.77		0.76		0.72		0.72		0.70		0.71		0.69		0.71		0.71		0.70		0.72		0.68		0.69	
Adj. R-square	0.70		0.68		0.71		0.75		0.75		0.70		0.70		0.67		0.68		0.67		0.68		0.68		0.68		0.69		0.65		0.66	
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.																																
Other units include: Energy & Resources Group, and Nutritional Sci. & Tox. Dept.																																
p<.10=light green      p<.05=bright green      p<.01=green shade      p<.001=dark green																																

### C7d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Natural Resourc., AY 2004-05--2019-20 (Spring Sem.)

Tot. N=111 (2019-20): White Male N=61; Female N=33; Male Faculty of Color\*=16; Unknown Male=1. Asian N=16; URG\* N=7.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.035	0.266	-0.034	0.300	-0.060	0.072	-0.063	0.028	-0.068	0.019	-0.057	0.054	-0.050	0.079	-0.042	0.181	-0.060	0.061	-0.069	0.032	-0.076	0.017	-0.050	0.094	-0.026	0.384	-0.016	0.594	-0.004	0.913	-0.017	0.619
Faculty of Color*	-0.034	0.429	-0.033	0.455	-0.055	0.211	-0.024	0.511	-0.007	0.844	-0.025	0.517	-0.014	0.698	-0.031	0.422	-0.023	0.555	-0.024	0.542	-0.047	0.219	-0.049	0.193	-0.042	0.278	-0.055	0.145	-0.047	0.262	-0.076	0.047
Yrs. since degree	0.005	0.232	0.007	0.095	0.007	0.066	0.008	0.020	0.006	0.070	0.002	0.611	0.001	0.729	0.001	0.729	0.001	0.768	-0.001	0.826	0.002	0.600	0.001	0.732	0.003	0.488	0.000	0.984	0.006	0.226	0.008	0.096
Yrs. degree (sq.)	0.000	0.202	0.000	0.273	0.000	0.229	0.000	0.134	0.000	0.179	0.000	0.057	0.000	0.064	0.000	0.028	0.000	0.070	0.000	0.086	0.000	0.833	0.000	0.879	0.000	0.423	0.000	0.185	0.000	0.713	0.000	0.549
Yrs. since hired	-0.006	0.023	-0.006	0.031	-0.007	0.013	-0.007	0.006	-0.007	0.006	-0.007	0.006	-0.008	0.001	-0.009	0.002	-0.010	0.001	-0.011	<.001	-0.011	<.001	-0.010	0.001	-0.012	<.001	-0.013	<.001	-0.015	<.001	-0.016	<.001
Agr. Res. Ec. Pol.	0.138	0.014	0.146	0.015	0.122	0.035	0.141	0.008	0.163	0.003	0.168	0.002	0.172	0.001	0.138	0.020	0.185	0.002	0.253	<.001	0.236	<.001	0.233	<.001	0.247	<.001	0.244	<.001	0.335	<.001	0.297	<.001
ESPM	0.006	0.890	0.016	0.725	0.011	0.808	0.010	0.803	0.001	0.976	-0.021	0.619	-0.029	0.472	-0.048	0.300	-0.024	0.604	-0.026	0.574	-0.029	0.540	-0.063	0.167	-0.055	0.219	-0.092	0.047	-0.064	0.206	-0.032	0.507
Plant & Micr. Bio.	0.151	0.002	0.130	0.011	0.104	0.036	0.130	0.004	0.113	0.013	0.120	0.010	0.137	0.003	0.105	0.038	0.113	0.032	0.128	0.016	0.131	0.013	0.081	0.102	0.082	0.091	0.074	0.155	0.092	0.109	0.105	0.057
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.091	0.025	0.080	0.063	0.069	0.116	0.056	0.138	0.047	0.218	0.075	0.063	0.059	0.123	0.029	0.495	0.029	0.526	0.049	0.283	0.031	0.521	-0.006	0.891	0.003	0.951	0.007	0.887	0.064	0.210	0.107	0.026
Assistant	-0.487	<.001	-0.445	<.001	-0.406	<.001	-0.458	<.001	-0.483	<.001	-0.571	<.001	-0.594	<.001	-0.599	<.001	-0.574	<.001	-0.600	<.001	-0.494	<.001	-0.548	<.001	-0.550	<.001	-0.580	<.001	-0.578	<.001	-0.585	<.001
Associate	-0.362	<.001	-0.350	<.001	-0.282	<.001	-0.275	<.001	-0.302	<.001	-0.302	<.001	-0.363	<.001	-0.389	<.001	-0.384	<.001	-0.408	<.001	-0.359	<.001	-0.354	<.001	-0.335	<.001	-0.348	<.001	-0.318	<.001	-0.296	<.001
Years at Rank	0.014	0.001	0.012	0.007	0.014	0.003	0.010	0.011	0.011	0.010	0.012	0.006	0.012	0.004	0.011	0.021	0.014	0.004	0.016	0.001	0.017	<.001	0.014	0.005	0.016	0.002	0.021	<.001	0.013	0.023	0.013	0.021
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001
R-square	0.81		0.80		0.80		0.84		0.83		0.81		0.82		0.79		0.79		0.78		0.80		0.80		0.80		0.82		0.78		0.79	
Adj. R-square	0.79		0.77		0.78		0.82		0.82		0.79		0.80		0.77		0.77		0.76		0.77		0.78		0.78		0.80		0.75		0.77	
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.																																
Other units include: Energy & Resources Group, and Nutritional Sci. & Tox. Dept..																																
p<.10=light green      p<.05=bright green      p<.01=green shade      p<.001=dark green																																

## C8a: Log Salary Model, Haas School of Business, 4/30/2020

Tot. N=82: White Male N=50; Female N=18; Male Faculty of Color\*=14; Unknown Male=0. Asian N=10; URG\* N=6.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.031	0.607	-0.045	0.373	-0.045	0.379	-0.008	0.844
Faculty of Color*	-0.131	0.042	-0.070	0.185	-0.074	0.186	-0.031	0.487
Yrs. since degree			0.014	0.004	0.013	0.015	0.008	0.190
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.792
Yrs. since hired			-0.011	0.030	-0.010	0.039	-0.013	0.003
Multiple appt.					-0.005	0.944	0.182	0.005
Market Ratio**					-0.078	0.821	1.700	<.001
Assistant							-0.574	<.001
Associate							-0.580	<.001
Years at Rank							0.000	0.962
Intercept	12.5	<.001	12.6	<.001	12.8	<.001	10.2	<.001
R-square	0.05		0.41		0.41		0.65	
Adj. R-square	0.03		0.37		0.35		0.60	
*Faculty of Color=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, 4/30/2020

Tot. N=82: White Male N=50; Female N=18; Male Faculty of Color\*=14; Unknown Male=0. Asian N=10;  
 URG\* N=6.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		5686	<.001	6344	<.001	3983	0.049
Yrs. degree (sq.)			-115	0.027	-118	0.029	-40	0.550
Yrs. since hired			-4000	0.003	-4182	0.003	-5017	<.001
Multiple appt.					23620	0.184	67466	<.001
Market Ratio**					90192	0.382	637244	<.001
Assistant							-142776	0.002
Associate							-160584	<.001
Years at Rank							1424	0.508
Intercept			310297	<.001	172658	0.260	-627765	0.004
R-square			0.50		0.52		0.70	
Adj. R-square			0.47		0.47		0.64	
Avg. Wom. \$ diff.			13720		12468		967	
Avg. Faculty of Color**			16369		12772		280	
*Faculty of Color=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		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

### C8c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), Haas School of Business, AY 2004-05--2019-20 (Spring Semester)

Tot. N=82 (2019-20): White Male N=50; Female N=18; Male Faculty of Color\*=14; Unknown Male=0. Asian N=10; URG\* N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	0.014	0.796	0.055	0.338	0.024	0.655	0.003	0.950	-0.084	0.098	-0.069	0.215	-0.079	0.152	-0.103	0.053	-0.126	0.015	-0.104	0.054	-0.112	0.027	-0.105	0.027	-0.067	0.162	-0.036	0.489	0.006	0.897	-0.045	0.379
Faculty of Color*	-0.035	0.599	-0.077	0.256	-0.089	0.162	-0.085	0.188	-0.054	0.345	-0.077	0.200	-0.035	0.533	-0.030	0.571	-0.049	0.358	-0.067	0.264	-0.068	0.208	-0.059	0.260	-0.040	0.404	-0.059	0.265	-0.057	0.277	-0.074	0.186
Yrs. since degree	0.011	0.010	0.012	0.011	0.008	0.076	0.007	0.138	0.008	0.056	0.005	0.249	0.010	0.056	0.012	0.011	0.014	0.002	0.018	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.013	0.017	0.012	0.021	0.013	0.015
Yrs. degree (sq.)	0.000	0.687	0.000	0.687	0.000	0.708	0.000	0.497	0.000	0.270	0.000	0.172	0.000	0.036	0.000	<.001	-0.001	0.002	0.000	0.020	0.000	0.013	-0.001	0.003	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired	-0.011	0.012	-0.013	0.009	-0.007	0.108	-0.009	0.060	-0.010	0.014	-0.007	0.089	-0.011	0.012	-0.010	0.019	-0.014	<.001	-0.016	<.001	-0.016	<.001	-0.016	<.001	-0.016	<.001	-0.011	0.018	-0.011	0.021	-0.010	0.039
Multiple appt.	0.037	0.720	-0.002	0.987	-0.031	0.748	-0.057	0.503	-0.027	0.719	0.022	0.767	0.032	0.687	-0.025	0.734	-0.039	0.603	-0.078	0.341	-0.031	0.649	-0.020	0.784	-0.033	0.626	-0.054	0.428	-0.001	0.986	-0.005	0.944
Market Ratio**	-0.606	0.198	-0.452	0.211	-0.485	0.196	-0.611	0.067	-0.572	0.084	-0.487	0.160	-0.389	0.267	-0.163	0.571	-0.126	0.664	-0.337	0.293	-0.195	0.490	-0.101	0.735	-0.133	0.636	-0.121	0.664	-0.358	0.204	-0.078	0.821
Intercept	12.8	<.001	12.7	<.001	12.8	<.001	13.1	<.001	13.1	<.001	12.9	<.001	12.8	<.001	12.6	<.001	12.6	<.001	13.0	<.001	12.8	<.001	12.7	<.001	12.8	<.001	12.8	<.001	13.1	<.001	12.8	<.001
R-square	0.30		0.26		0.26		0.26		0.31		0.28		0.34		0.38		0.47		0.47		0.47		0.50		0.48		0.47		0.48		0.41	
Adj. R-square	0.23		0.19		0.19		0.19		0.25		0.21		0.27		0.32		0.41		0.42		0.42		0.45		0.44		0.42		0.44		0.35	
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.																																
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).																																
p<.10=light green      p<.05=bright green      p<.01=green shade      p<.001=dark green																																

### C8d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Haas Sch. of Business, AY 2004-05--2019-20 (Spring Sem.)

Tot. N=82 (2019-20): White Male N=50; Female N=18; Male Faculty of Color\*=14; Unknown Male=0. Asian N=10; URG\* N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	0.033	0.526	0.065	0.233	0.034	0.492	0.014	0.782	-0.042	0.387	-0.017	0.748	-0.032	0.522	-0.050	0.310	-0.125	0.009	-0.103	0.028	-0.111	0.010	-0.103	0.007	-0.056	0.150	-0.023	0.571	0.018	0.666	-0.008	0.844
Faculty of Color*	-0.034	0.586	-0.058	0.382	-0.069	0.243	-0.058	0.336	-0.042	0.446	-0.024	0.677	-0.009	0.862	-0.004	0.935	-0.003	0.944	0.005	0.927	0.000	0.996	0.014	0.744	0.023	0.565	0.006	0.884	-0.031	0.502	-0.031	0.487
Yrs. since degree	0.003	0.637	0.003	0.630	-0.004	0.508	-0.006	0.354	-0.002	0.771	-0.005	0.420	-0.008	0.219	-0.004	0.534	0.007	0.248	0.005	0.435	0.011	0.055	0.012	0.024	0.007	0.204	-0.003	0.684	0.006	0.338	0.008	0.190
Yrs. degree (sq.)	0.000	0.094	0.000	0.087	0.000	0.114	0.000	0.179	0.000	0.335	0.000	0.461	0.000	0.391	0.000	0.839	0.000	0.471	0.000	0.689	0.000	0.777	0.000	0.433	0.000	0.995	0.000	0.422	0.000	0.447	0.000	0.792
Yrs. since hired	-0.016	<.001	-0.017	<.001	-0.012	0.009	-0.010	0.025	-0.011	0.007	-0.008	0.046	-0.018	<.001	-0.015	0.001	-0.013	0.006	-0.018	<.001	-0.019	<.001	-0.020	<.001	-0.020	<.001	-0.016	<.001	-0.014	0.003	-0.013	0.003
Multiple appt.	0.164	0.133	0.185	0.116	0.160	0.139	0.138	0.171	0.138	0.150	0.199	0.032	0.154	0.099	0.111	0.195	0.105	0.193	0.080	0.323	0.123	0.065	0.185	0.008	0.153	0.028	0.124	0.078	0.139	0.050	0.182	0.005
Market Ratio**	0.420	0.439	0.647	0.213	0.649	0.182	0.510	0.278	0.595	0.237	1.000	0.072	0.754	0.127	0.957	0.025	0.836	0.020	0.824	0.023	1.100	0.002	1.300	<.001	1.200	<.001	1.200	<.001	0.890	0.015	1.700	<.001
Assistant	-0.460	<.001	-0.540	<.001	-0.586	<.001	-0.614	<.001	-0.551	<.001	-0.691	<.001	-0.783	<.001	-0.740	<.001	-0.551	<.001	-0.719	<.001	-0.609	<.001	-0.599	<.001	-0.699	<.001	-0.742	<.001	-0.497	<.001	-0.574	<.001
Associate	-0.313	<.001	-0.334	0.004	-0.340	0.001	-0.346	0.003	-0.348	0.004	-0.456	0.002	-0.453	<.001	-0.480	<.001	-0.383	<.001	-0.477	<.001	-0.478	<.001	-0.512	<.001	-0.554	<.001	-0.611	<.001	-0.475	<.001	-0.580	<.001
Years at Rank	0.007	0.256	0.009	0.190	0.012	0.078	0.010	0.158	0.005	0.399	0.004	0.488	0.017	0.022	0.013	0.064	-0.001	0.920	0.006	0.417	0.005	0.509	0.004	0.521	0.009	0.179	0.015	0.045	0.004	0.515	0.000	0.962
Intercept	11.3	<.001	10.9	<.001	11.0	<.001	11.3	<.001	11.3	<.001	10.8	<.001	11.1	<.001	10.9	<.001	11.3	<.001	11.3	<.001	11.0	<.001	10.7	<.001	10.7	<.001	10.7	<.001	11.3	<.001	10.2	<.001
R-square	0.45		0.38		0.43		0.41		0.43		0.41		0.51		0.53		0.59		0.65		0.65		0.69		0.67		0.68		0.63		0.65	
Adj. R-square	0.36		0.29		0.35		0.32		0.34		0.32		0.43		0.46		0.53		0.60		0.60		0.65		0.63		0.64		0.57		0.60	
*Faculty of Color=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).																																
<div style="display: flex; justify-content: space-between; width: 100%;"> <span style="background-color: #d9ead3; padding: 2px;">p&lt;.10=light green</span> <span style="background-color: #5cb85c; padding: 2px;">p&lt;.05=bright green</span> <span style="background-color: #2ca02c; padding: 2px;">p&lt;.01=green shade</span> <span style="background-color: #008000; padding: 2px;">p&lt;.001=dark green</span> </div>																																

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

4/30/2020

Tot. N=82: White Male N=50; Female N=18; Male Faculty of Color\*=14; Unknown Male=0. Asian N=10; URG\* N=6.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments/Sub-fields		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.031	0.607	-0.045	0.373	-0.035	0.472	-0.004	0.924
Faculty of Color*	-0.131	0.042	-0.070	0.185	-0.023	0.656	-0.046	0.319
Yrs. since degree			0.014	0.004	0.014	0.003	0.001	0.834
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.444
Yrs. since hired			-0.011	0.030	-0.011	0.018	-0.012	0.009
ACC					-0.076	0.450	-0.025	0.783
BPP					-0.102	0.152	-0.078	0.224
EAP					-0.032	0.622	-0.016	0.784
FIN					0.019	0.771	0.009	0.887
MKT					-0.164	0.046	-0.131	0.075
MORS					-0.171	0.022	-0.163	0.013
OITM					-0.249	0.007	-0.247	0.003
Other units					-		-	
Multiple appt.					0.002	0.965	-0.022	0.636
Assistant							-0.389	0.004
Associate							-0.329	<.001
Years at Rank							0.004	0.528
Intercept	12.5	<.001	12.6	<.001	12.7	<.001	12.7	<.001
R-square	0.05		0.41		0.54		0.66	
Adj. R-square	0.03		0.37		0.45		0.58	
*Faculty of Color=Afric. Am., Hisp., Native Am. & Asian Am.								
Note: All Haas Business subfields with 5 or more faculty members are coded. Subfields are noted on their official webpage: <a href="http://facultybio.haas.berkeley.edu/faculty-group">http://facultybio.haas.berkeley.edu/faculty-group</a> . Other units include: Fisher Center for Real Estate & Urban Economics, & faculty with no designated sub-field.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

## C9a: Log Salary Model, Boalt School of Law, 4/30/2020

Tot. N=71: White Male N=32; Female N=25; Male Faculty of Color\*=11; Unknown Male=3. Asian N=12; URG\* N=10.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.123	0.016	-0.019	0.592	-0.023	0.507	-0.022	0.531
Asian	-0.070	0.279	0.041	0.371	0.038	0.401	0.043	0.329
Underrep. Group*	-0.007	0.923	0.018	0.704	0.012	0.788	0.028	0.541
Yrs. since degree			0.015	<.001	0.013	<.001	0.009	0.003
Yrs. degree (sq.)			0.000	0.056	0.000	0.395	0.000	0.701
Yrs. since hired			-0.003	0.151	-0.002	0.196	-0.012	0.062
Law Degree			-0.031	0.374	-0.048	0.195	-0.030	0.409
Multiple appt.					-0.130	0.041	-0.002	0.984
Market Ratio**					-0.425	0.075	0.348	0.473
Assistant							-0.354	0.035
Years at Rank							0.011	0.161
Intercept	12.6	<.001	12.6	<.001	13.2	<.001	12.0	<.001
R-square	0.12		0.62		0.65		0.68	
Adj. R-square	0.08		0.58		0.60		0.62	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
**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, 4/30/2020

Tot. N=71: White Male N=32; Female N=25; Male Faculty of Color\*=11; Unknown Male=3. Asian N=12; URG\* N=10.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3552	<.001	4048	<.001	4103	0.003
Yrs. degree (sq.)			33	0.445				
Yrs. since hired			-1275	0.084	-1214	0.111	-302	0.929
Law Degree			-1791	0.907	-1885	0.911	-4165	0.814
Multiple appt.					3339	0.899	18359	0.590
Market Ratio**					70699	0.640	370030	0.391
Assistant							-93469	0.463
Years at Rank							-1168	0.784
Intercept			283509	<.001	186733	0.384	-215171	0.711
R-square			0.54		0.53		0.54	
Adj. R-square			0.47		0.44		0.41	
Avg. Wom. \$ diff.			10338		8102		3930	
Avg. Asian \$ diff.			883		2271		5851	
Avg. URG** \$ diff.			2705		853		13326	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
**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		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

### C9c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), Boalt School of Law, AY 2004-05--2019-20 (Spring Semester)

Tot. N=71 (2019-20): White Male N=32; Female N=25; Male Faculty of Color\*=11; Unknown Male=3. Asian N=12; URG\* N=10.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20			
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val				
Women	-0.064	0.111	-0.044	0.249	-0.056	0.152	-0.048	0.067	-0.040	0.174	-0.031	0.290	-0.057	0.101	-0.058	0.110	-0.059	0.114	-0.049	0.113	-0.026	0.363	-0.011	0.699	-0.001	0.966	0.003	0.918	-0.005	0.845	-0.023	0.507		
Asian	-0.005	0.953	0.017	0.820	-0.027	0.729	0.001	0.992	-0.012	0.836	-0.018	0.726	-0.050	0.362	-0.048	0.396	-0.031	0.599	-0.014	0.761	-0.013	0.761	-0.006	0.883	0.003	0.945	-0.011	0.766	-0.010	0.780	0.038	0.401		
Underrep. Group*	0.025	0.672	0.010	0.875	0.012	0.851	0.017	0.699	-0.015	0.757	-0.002	0.967	0.020	0.701	-0.007	0.889	-0.044	0.421	-0.030	0.485	0.003	0.941	-0.003	0.943	0.004	0.917	0.001	0.968	-0.001	0.981	0.012	0.788		
Yrs. since degree	0.008	0.002	0.009	<.001	0.006	0.047	0.006	0.004	0.008	<.001	0.010	<.001	0.011	<.001	0.009	0.001	0.008	0.005	0.008	<.001	0.010	<.001	0.011	<.001	0.011	<.001	0.013	<.001	0.014	<.001	0.013	<.001		
Yrs. degree (sq.)	0.000	0.389	0.000	0.794	0.000	0.067	0.000	0.162	0.000	0.264	0.000	0.789	0.000	0.651	0.000	0.850	0.000	0.893	0.000	0.521	0.000	0.231	0.000	0.153	0.000	0.055	0.000	0.096	0.000	0.024	0.000	0.395		
Yrs. since hired	-0.001	0.562	-0.005	0.039	-0.007	0.010	-0.005	0.008	-0.005	0.014	-0.005	0.018	-0.004	0.117	-0.002	0.460	-0.002	0.529	0.000	0.896	0.000	0.827	0.000	0.947	0.000	0.893	0.000	0.782	-0.001	0.427	-0.002	0.196		
Law Degree	-0.003	0.942	0.013	0.742	-0.007	0.861	-0.014	0.605	0.009	0.764	0.020	0.505	0.008	0.837	0.031	0.454	0.033	0.445	0.066	0.068	0.028	0.371	0.005	0.875	0.000	0.998	0.007	0.803	-0.007	0.805	-0.048	0.195		
Multiple appt.	0.186	0.058	0.241	0.006	0.129	0.023	0.130	0.002	0.162	0.002	0.154	0.005	-0.028	0.598	-0.023	0.669	-0.038	0.514	-0.044	0.360	-0.055	0.225	-0.078	0.121	-0.065	0.238	-0.024	0.628	0.003	0.944	-0.130	0.041		
Market Ratio**	1.300	0.041	1.200	0.025	0.621	0.004	0.985	<.001	1.300	<.001	1.300	<.001	-0.315	0.139	-0.445	0.012	-0.622	0.002	-0.515	0.002	-0.432	0.004	-0.470	0.003	-0.423	0.035	-0.337	0.077	-0.120	0.542	-0.425	0.075		
Intercept	10.2	<.001	10.2	<.001	11.2	<.001	10.8	<.001	10.5	<.001	10.5	<.001	12.7	<.001	12.9	<.001	13.2	<.001	13.1	<.001	13.0	<.001	13.1	<.001	13.1	<.001	13.1	<.001	12.9	<.001	12.7	<.001	13.2	<.001
R-square	0.47		0.52		0.47		0.70		0.71		0.68		0.59		0.62		0.61		0.73		0.76		0.75		0.70		0.76		0.76		0.65			
Adj. R-square	0.37		0.43		0.38		0.66		0.66		0.64		0.53		0.57		0.56		0.69		0.72		0.71		0.66		0.72		0.72		0.60			
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.																																		
**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, 4/30/2020

Tot. N=197: White Male N=79; Female N=90; Male Faculty of Color\*=26; Unknown Male=2. Asian N=24; URG\* N=36.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.086	0.036	-0.006	0.822	0.000	0.470	0.042	0.056
Asian	-0.167	0.009	-0.061	0.170	-0.039	0.340	-0.034	0.324
Underrep. Group*	-0.076	0.150	-0.023	0.536	0.000	0.510	0.000	0.528
Yrs. since degree			0.022	<.001	0.023	<.001	0.009	<.001
Yrs. degree (sq.)			0.000	0.003	0.000	<.001	0.000	0.623
Yrs. since hired			-0.007	<.001	-0.007	<.001	-0.014	<.001
Bach./Mast.	-0.114	0.054	-0.236	<.001	-0.126	0.016	-0.053	0.235
MD	0.230	0.013	0.133	0.038	0.167	0.009	0.185	<.001
Architecture					0.002	0.977	-0.007	0.879
City & Reg. Plan.					0.018	0.809	-0.007	0.911
Goldman Pub. Pol.					0.426	<.001	0.335	<.001
Sch. of Education					0.059	0.326	0.046	0.364
Sch. of Informat.					0.186	0.012	0.170	0.006
Sch. of Optometry					0.150	0.042	0.109	0.078
Sch. Public Health					0.088	0.148	0.047	0.356
Sch. Social Welfare					0.028	0.688	0.009	0.875
Other units					-		-	
Multiple appt.					0.096	0.011	0.072	0.024
Assistant							-0.446	<.001
Associate							-0.266	<.001
Years at Rank							0.013	<.001
Intercept	12.1	<.001	12.1	<.001	11.9	<.001	11.9	<.001
R-square	0.13		0.59		0.70		0.79	
Adj. R-square	0.11		0.58		0.67		0.77	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: Journalism; Landscape Arch. & Envir. Plng.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		

## C10b: White Male Salary Model, Other Professional Schools, 4/30/2020

Tot. N=197: White Male N=79; Female N=90; Male Faculty of Color\*=26; Unknown Male=2. Asian N=24; URG\* N=36.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3825	<.001	3676	<.001	369	0.650
Yrs. degree (sq.)			-11	0.689	-6	0.842	36	0.238
Yrs. since hired			-1756	0.004	-1763	0.004	-3880	<.001
Bach./Mast.			-41045	0.002	-24062	0.109	-7941	0.556
Architecture					-4391	0.790	516	0.972
Goldman Pub. Pol.					35475	0.100	32913	0.077
Sch. of Optometry					-2573	0.902	-5702	0.752
Sch. Public Health					23851	0.102	20354	0.119
Other units					-		-	
Multiple appt.					29508	0.012	21380	0.035
Assistant							-105729	<.001
Associate							-69292	<.001
Years at Rank							3768	0.003
Intercept			175944	<.001	157229	<.001	144814	<.001
R-square			0.49		0.57		0.70	
Adj. R-square			0.46		0.51		0.64	
Avg. Wom. \$ diff.			3605		132		4962	
Avg. Asian \$ diff.			13819		6444		2086	
Avg. URG* \$ diff.			5654		1129		1769	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.								
Other units include: City & Regional Planning; Journalism; Landscape Arch. & Envir. Plng.; Sch. of Education; 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, AY 2004-05--2019-20 (Spring Semester)

Tot. N=197 (2019-2020): White Male N=79; Female N=90; Male Faculty of Color\*=26; Unknown Male=2. Asian N=24; URG\* N=36.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	-0.064	0.035	-0.046	0.132	-0.045	0.135	-0.045	0.118	-0.028	0.361	-0.031	0.295	-0.042	0.193	-0.033	0.313	-0.021	0.520	-0.024	0.432	-0.014	0.640	0.002	0.955	0.006	0.833	0.021	0.474	0.013	0.627	0.019	0.470
Asian	-0.047	0.475	-0.020	0.771	0.022	0.746	-0.002	0.972	-0.020	0.735	-0.020	0.730	-0.040	0.531	-0.044	0.486	-0.063	0.293	-0.068	0.220	-0.057	0.281	-0.071	0.189	-0.027	0.608	-0.030	0.545	-0.038	0.403	-0.039	0.340
Underrep. Group*	-0.011	0.806	-0.006	0.892	0.007	0.890	0.010	0.810	-0.005	0.908	-0.018	0.673	-0.018	0.688	-0.025	0.570	-0.032	0.472	-0.016	0.693	-0.023	0.578	-0.037	0.353	0.004	0.923	-0.000	0.995	0.010	0.779	0.023	0.510
Yrs. since degree	0.019	<.001	0.020	<.001	0.021	<.001	0.018	<.001	0.019	<.001	0.021	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.022	<.001	0.023	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.023	<.001
Yrs. degree (sq.)	0.000	0.003	0.000	0.020	0.000	0.011	0.000	0.010	0.000	0.005	0.000	<.001	0.000	0.002	0.000	0.004	0.000	0.004	0.000	0.003	0.000	0.007	0.000	0.007	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.002	0.225	-0.002	0.266	-0.003	0.128	-0.001	0.556	-0.003	0.171	-0.005	0.006	-0.006	0.003	-0.008	<.001	-0.008	<.001	-0.009	<.001	-0.010	<.001	-0.007	<.001	-0.008	<.001	-0.006	0.002	-0.006	0.002	-0.007	<.001
Bach./Mast.	-0.092	0.090	-0.080	0.147	-0.104	0.077	-0.076	0.189	-0.115	0.066	-0.109	0.060	-0.117	0.061	-0.149	0.016	-0.149	0.012	-0.161	0.004	-0.176	0.002	-0.196	<.001	-0.166	0.004	-0.147	0.008	-0.155	0.004	-0.126	0.016
MD	0.137	0.060	0.146	0.049	0.130	0.080	0.195	0.010	0.174	0.023	0.175	0.018	0.159	0.042	0.128	0.091	0.113	0.125	0.087	0.204	0.120	0.098	0.150	0.032	0.150	0.034	0.175	0.018	0.176	0.007	0.167	0.009
Architecture	-0.012	0.845	-0.005	0.933	-0.012	0.843	-0.025	0.682	-0.055	0.399	0.021	0.734	0.045	0.506	0.032	0.633	-0.002	0.981	0.015	0.817	0.023	0.708	-0.004	0.943	-0.021	0.737	0.006	0.917	0.008	0.883	0.002	0.977
City & Reg. Plan.	-0.049	0.529	-0.019	0.814	-0.010	0.903	-0.015	0.847	-0.041	0.633	0.107	0.188	0.091	0.279	0.012	0.890	0.012	0.887	0.092	0.248	0.081	0.306	0.008	0.923	0.025	0.766	0.041	0.592	0.031	0.666	0.018	0.809
Goldman Pub. Pol.	0.173	0.030	0.164	0.038	0.173	0.034	0.188	0.021	0.139	0.116	0.207	0.015	0.207	0.023	0.208	0.028	0.212	0.018	0.274	0.001	0.258	0.002	0.301	<.001	0.307	<.001	0.342	<.001	0.397	<.001	0.426	<.001
Sch. of Education	0.017	0.796	0.034	0.616	0.047	0.498	0.050	0.478	0.002	0.976	0.059	0.423	0.064	0.403	0.037	0.638	0.019	0.799	0.046	0.519	0.032	0.651	0.004	0.951	0.038	0.587	0.060	0.368	0.077	0.213	0.059	0.326
Sch. of Informat.	0.136	0.128	0.160	0.071	0.152	0.105	0.155	0.082	0.184	0.044	0.205	0.021	0.187	0.046	0.138	0.150	0.153	0.101	0.194	0.031	0.181	0.039	0.141	0.115	0.186	0.039	0.171	0.046	0.180	0.020	0.186	0.012
Sch. of Optometry	0.257	0.003	0.239	0.007	0.263	0.003	0.268	0.002	0.220	0.015	0.245	0.007	0.253	0.007	0.203	0.035	0.184	0.047	0.185	0.037	0.177	0.046	0.133	0.134	0.111	0.190	0.131	0.117	0.150	0.044	0.150	0.042
Sch. Public Health	0.111	0.096	0.135	0.045	0.119	0.083	0.107	0.119	0.074	0.327	0.125	0.084	0.123	0.112	0.115	0.150	0.093	0.219	0.112	0.118	0.117	0.097	0.042	0.552	0.062	0.376	0.079	0.237	0.100	0.109	0.088	0.148
Sch. Social Welfare	0.087	0.254	0.095	0.221	0.081	0.306	0.077	0.321	0.027	0.759	0.079	0.347	0.084	0.359	0.057	0.551	0.016	0.856	0.024	0.772	0.014	0.864	-0.048	0.544	-0.048	0.540	-0.039	0.606	-0.004	0.959	0.028	0.688
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.201	<.001	0.193	<.001	0.196	<.001	0.191	<.001	0.170	<.001	0.185	<.001	0.195	<.001	0.190	<.001	0.169	<.001	0.150	<.001	0.133	0.002	0.116	0.006	0.135	0.002	0.108	0.009	0.088	0.023	0.096	0.011
Intercept	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001

R-square	0.66		0.64		0.64		0.65		0.62		0.60		0.56		0.54		0.54		0.58		0.61		0.61		0.61		0.62		0.68		0.70	
Adj. R-square	0.63		0.61		0.61		0.62		0.58		0.57		0.53		0.51		0.51		0.55		0.58		0.58		0.58		0.58		0.65		0.67	

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

Other units include: Journalism; Landscape Arch. & Envir. Plng.

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 Sch., AY 2004-05--2019-20 (Spring Sem.)

Tot. N=197 (2019-2020): White Male N=79; Female N=90; Male Faculty of Color\*=26; Unknown Male=2. Asian N=24; URG\* N=36.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val		
Women	-0.021	0.421	-0.003	0.896	-0.008	0.754	-0.007	0.774	0.006	0.833	0.010	0.697	0.009	0.764	0.012	0.692	0.013	0.658	-0.002	0.942	0.003	0.927	0.010	0.714	0.026	0.337	0.033	0.217	0.039	0.086	0.042	0.056
Asian	-0.002	0.972	0.003	0.953	0.024	0.673	0.002	0.976	0.004	0.943	0.003	0.959	-0.014	0.801	-0.007	0.895	-0.049	0.371	-0.044	0.397	-0.051	0.287	-0.070	0.149	-0.031	0.508	-0.028	0.525	-0.037	0.348	-0.034	0.324
Underrep. Group*	0.021	0.605	0.019	0.630	0.004	0.917	-0.016	0.663	-0.027	0.467	-0.032	0.370	-0.030	0.449	-0.024	0.546	-0.039	0.341	-0.027	0.473	-0.021	0.569	-0.031	0.372	-0.015	0.665	-0.020	0.557	0.004	0.896	0.018	0.528
Yrs. since degree	0.007	0.011	0.004	0.088	0.005	0.070	0.002	0.425	0.003	0.211	0.004	0.092	0.004	0.194	0.005	0.092	0.007	0.013	0.010	<.001	0.009	0.002	0.006	0.016	0.007	0.005	0.006	0.017	0.008	<.001	0.009	<.001
Yrs. degree (sq.)	0.000	0.086	0.000	0.767	0.000	0.551	0.000	0.449	0.000	0.963	0.000	0.618	0.000	0.760	0.000	0.586	0.000	0.351	0.000	0.451	0.000	0.957	0.000	0.554	0.000	0.889	0.000	0.887	0.000	0.743	0.000	0.623
Yrs. since hired	-0.012	<.001	-0.012	<.001	-0.010	<.001	-0.008	<.001	-0.010	<.001	-0.013	<.001	-0.014	<.001	-0.016	<.001	-0.014	<.001	-0.014	<.001	-0.015	<.001	-0.012	<.001	-0.012	<.001	-0.012	<.001	-0.013	<.001	-0.014	<.001
Bach./Mast.	-0.076	0.107	-0.044	0.356	-0.084	0.089	-0.062	0.207	-0.091	0.092	-0.069	0.167	-0.085	0.121	-0.116	0.037	-0.108	0.049	-0.128	0.015	-0.137	0.009	-0.142	0.005	-0.119	0.022	-0.090	0.071	-0.083	0.075	-0.053	0.235
MD	0.132	0.036	0.139	0.028	0.119	0.058	0.149	0.020	0.128	0.054	0.135	0.032	0.131	0.057	0.109	0.107	0.111	0.098	0.079	0.210	0.119	0.072	0.123	0.049	0.148	0.019	0.185	0.005	0.184	0.001	0.185	<.001
Architecture	0.010	0.840	0.028	0.581	0.032	0.548	0.018	0.732	0.006	0.913	0.068	0.212	0.076	0.196	0.053	0.384	0.006	0.923	0.009	0.875	0.031	0.577	-0.002	0.978	-0.027	0.622	-0.002	0.973	0.006	0.892	-0.007	0.879
City & Reg. Plan.	-0.041	0.544	0.026	0.698	0.017	0.802	-0.012	0.859	-0.027	0.717	0.081	0.242	0.058	0.427	-0.018	0.817	0.001	0.986	0.058	0.436	0.049	0.492	0.002	0.973	-0.016	0.826	0.008	0.901	0.010	0.873	-0.007	0.911
Goldman Pub. Pol.	0.099	0.151	0.118	0.079	0.108	0.118	0.136	0.052	0.101	0.198	0.168	0.023	0.156	0.054	0.145	0.094	0.162	0.049	0.224	0.004	0.215	0.004	0.238	0.002	0.234	0.002	0.258	<.001	0.334	<.001	0.335	<.001
Sch. of Education	-0.031	0.599	0.004	0.947	0.009	0.884	0.005	0.936	-0.026	0.706	0.026	0.690	0.004	0.957	-0.025	0.725	-0.020	0.773	-0.002	0.971	-0.002	0.977	-0.027	0.673	-0.014	0.826	0.029	0.628	0.054	0.307	0.046	0.364
Sch. of Informat.	0.085	0.272	0.119	0.113	0.063	0.423	0.066	0.382	0.102	0.198	0.139	0.070	0.099	0.235	0.054	0.526	0.089	0.298	0.121	0.147	0.123	0.126	0.089	0.266	0.129	0.108	0.134	0.080	0.172	0.010	0.170	0.006
Sch. of Optometry	0.208	0.006	0.209	0.005	0.187	0.013	0.204	0.005	0.180	0.024	0.212	0.007	0.176	0.034	0.131	0.130	0.126	0.137	0.117	0.157	0.097	0.232	0.045	0.571	0.038	0.619	0.068	0.360	0.116	0.071	0.109	0.078
Sch. Public Health	0.037	0.520	0.075	0.193	0.064	0.270	0.056	0.345	0.038	0.566	0.089	0.157	0.061	0.375	0.055	0.447	0.049	0.478	0.068	0.307	0.069	0.284	0.013	0.840	-0.005	0.941	0.020	0.738	0.065	0.225	0.047	0.356
Sch. Social Welfare	0.008	0.903	0.038	0.562	0.026	0.696	0.021	0.752	-0.021	0.781	0.025	0.736	0.007	0.928	-0.028	0.746	-0.040	0.617	-0.041	0.597	-0.045	0.537	-0.086	0.230	-0.088	0.214	-0.048	0.477	-0.016	0.789	0.009	0.875
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.137	<.001	0.143	<.001	0.153	<.001	0.144	<.001	0.137	0.001	0.156	<.001	0.144	<.001	0.136	0.003	0.122	0.006	0.106	0.009	0.099	0.011	0.075	0.052	0.084	0.036	0.072	0.056	0.057	0.086	0.072	0.024
Assistant	-0.372	<.001	-0.514	<.001	-0.533	<.001	-0.529	<.001	-0.497	<.001	-0.507	<.001	-0.508	<.001	-0.460	<.001	-0.390	<.001	-0.356	<.001	-0.426	<.001	-0.472	<.001	-0.456	<.001	-0.484	<.001	-0.443	<.001	-0.446	<.001
Associate	-0.313	<.001	-0.337	<.001	-0.345	<.001	-0.313	<.001	-0.327	<.001	-0.338	<.001	-0.322	<.001	-0.307	<.001	-0.271	<.001	-0.259	<.001	-0.276	<.001	-0.281	<.001	-0.251	<.001	-0.247	<.001	-0.246	<.001	-0.266	<.001
Years at Rank	0.016	<.001	0.016	<.001	0.012	<.001	0.013	<.001	0.013	<.001	0.015	<.001	0.017	<.001	0.016	<.001	0.014	<.001	0.011	0.001	0.012	<.001	0.011	0.001	0.011	0.001	0.010	0.005	0.014	<.001	0.013	<.001
Intercept	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.8	<.001	11.9	<.001
R-square	0.75		0.75		0.75		0.75		0.72		0.71		0.67		0.64		0.63		0.65		0.68		0.70		0.70		0.71		0.77		0.79	
Adj. R-square	0.73		0.73		0.73		0.73		0.69		0.68		0.64		0.61		0.59		0.62		0.65		0.67		0.67		0.67		0.74		0.77	

<b>*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.</b>			
<b>Other units include:Journalism; Landscape Arch. &amp; Envir. Plng.</b>			
<b>p&lt;.10=light green</b>		<b>p&lt;.05=bright green</b>	<b>p&lt;.01=green shade</b>
			<b>p&lt;.001=dark green</b>

## E1: Log Salary Model, All Campus, Rank Submodels, 4/30/2020

Tot. N=1498; White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	M4a: 2-Rank Assist. Only		M4b: 2-Rank Ast./Assoc.		M4c: 3-Rank Ast., Asc.		M4d: 3-Rank, Yrs. in Rank		M4e: 5-Rank Incl. FP<6, 6-9		M4f: 5-Rank Yrs. in Rank		M5a: Rank & Step		M5b: Rnk./ St., Yrs. Step	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.015	0.129	-0.011	0.233	-0.008	0.386	0.003	0.732	0.002	0.784	0.005	0.502	-0.010	0.168	-0.008	0.301
Asian	-0.020	0.127	-0.022	0.066	-0.021	0.075	-0.022	0.044	-0.014	0.137	-0.014	0.151	-0.009	0.357	-0.009	0.377
Underrep. Group	0.003	0.842	0.000	0.999	0.000	0.989	0.002	0.859	0.010	0.416	0.011	0.352	0.018	0.151	0.017	0.153
Unknown Ethnicity	0.037	0.376	0.022	0.559	0.027	0.474	0.036	0.321	0.021	0.507	0.021	0.499	0.028	0.376	0.032	0.310
Yrs. since degree	0.019	<.001	0.014	<.001	0.012	<.001	0.006	<.001	0.003	<.001	0.000	0.965	0.002	0.063	0.001	0.502
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	0.712	0.000	0.362	0.000	0.422	0.000	0.403	0.000	0.353	0.000	0.839
Yrs. since hired	-0.004	<.001	-0.005	<.001	-0.005	<.001	-0.011	<.001	-0.004	<.001	-0.006	<.001	-0.006	<.001	-0.006	<.001
Bach./Mast.	-0.129	<.001	-0.116	<.001	-0.112	<.001	-0.076	0.007	-0.052	0.032	-0.030	0.211	-0.033	0.184	-0.024	0.328
Law Degree	-0.085	0.043	-0.074	0.053	-0.069	0.070	-0.048	0.186	-0.045	0.158	-0.037	0.235	0.026	0.412	0.031	0.333
MD	0.069	0.176	0.124	0.008	0.126	0.006	0.123	0.005	0.102	0.008	0.110	0.004	0.100	0.010	0.102	0.008
Afr. Am Stud.	0.016	0.794	0.050	0.387	0.039	0.489	0.062	0.251	0.085	0.073	0.081	0.081	0.072	0.129	0.069	0.145
Agr. Res. Ec. Pol.	0.360	<.001	0.397	<.001	0.368	<.001	0.344	<.001	0.332	<.001	0.324	<.001	0.358	<.001	0.357	<.001
Anthropology	0.071	0.107	0.041	0.311	0.034	0.393	0.044	0.248	-0.010	0.762	-0.008	0.806	0.007	0.825	0.009	0.790
Architecture	0.039	0.386	0.011	0.791	0.001	0.981	0.018	0.652	0.003	0.940	-0.004	0.915	0.004	0.906	0.001	0.980
Art Hist.	-0.010	0.867	-0.068	0.197	-0.069	0.183	-0.065	0.189	-0.095	0.027	-0.094	0.026	-0.073	0.091	-0.075	0.084
Astronomy	0.179	0.003	0.147	0.009	0.145	0.009	0.114	0.031	0.104	0.025	0.094	0.040	0.115	0.013	0.107	0.021
Bioengin.	0.169	<.001	0.108	0.021	0.109	0.018	0.094	0.033	0.104	0.007	0.098	0.010	0.122	0.002	0.119	0.002
Chemical Eng.	0.279	<.001	0.234	<.001	0.231	<.001	0.206	<.001	0.145	<.001	0.137	<.001	0.155	<.001	0.150	<.001
Chemistry	0.316	<.001	0.256	<.001	0.254	<.001	0.230	<.001	0.174	<.001	0.151	<.001	0.181	<.001	0.169	<.001
City & Reg. Plan.	0.071	0.232	0.058	0.288	0.041	0.439	0.023	0.648	0.031	0.491	0.026	0.560	0.029	0.523	0.028	0.537
Civil & Env. Eng.	0.184	<.001	0.129	<.001	0.127	<.001	0.112	0.001	0.082	0.007	0.083	0.006	0.091	0.003	0.093	0.002
Classics	0.020	0.732	-0.042	0.422	-0.053	0.309	-0.038	0.450	-0.045	0.306	-0.038	0.379	-0.034	0.443	-0.034	0.436
Comp. Literature	0.186	0.017	0.220	0.002	0.225	0.002	0.188	0.005	0.118	0.047	0.105	0.074	0.119	0.045	0.115	0.053
Earth & Plan. Sc.	0.206	<.001	0.127	0.008	0.124	0.008	0.093	0.038	0.075	0.057	0.064	0.101	0.087	0.027	0.085	0.031
E. Asian Lng./Clt.	-0.070	0.198	-0.041	0.411	-0.055	0.258	-0.074	0.115	-0.045	0.268	-0.048	0.237	-0.045	0.274	-0.048	0.245
Economics	0.781	<.001	0.727	<.001	0.710	<.001	0.661	<.001	0.654	<.001	0.630	<.001	0.676	<.001	0.664	<.001
Elect. Eng./CS	0.265	<.001	0.201	<.001	0.191	<.001	0.158	<.001	0.135	<.001	0.123	<.001	0.143	<.001	0.140	<.001
English	0.000	0.999	0.025	0.454	0.006	0.859	0.023	0.466	0.021	0.444	0.019	0.486	0.016	0.561	0.018	0.504
ESPM	0.028	0.456	0.014	0.695	0.008	0.820	0.005	0.887	-0.010	0.737	-0.018	0.528	-0.006	0.837	-0.006	0.844
Ethnic Studies	0.020	0.709	0.064	0.192	0.047	0.330	0.023	0.613	0.067	0.102	0.053	0.187	0.036	0.377	0.033	0.416
Film and Media	0.101	0.161	0.087	0.191	0.084	0.199	0.097	0.120	0.064	0.239	0.057	0.287	0.048	0.374	0.043	0.425
French	0.011	0.855	0.011	0.849	-0.001	0.986	0.005	0.931	-0.031	0.501	-0.040	0.379	-0.031	0.505	-0.035	0.449
Geography	-0.015	0.803	-0.049	0.370	-0.053	0.324	-0.052	0.304	-0.044	0.322	-0.044	0.320	-0.031	0.487	-0.034	0.451
German	-0.043	0.493	-0.117	0.044	-0.134	0.018	-0.116	0.033	-0.046	0.331	-0.062	0.187	-0.045	0.349	-0.047	0.328
Goldman Pub. Pol.	0.384	<.001	0.303	<.001	0.282	<.001	0.272	<.001	0.247	<.001	0.229	<.001	0.252	<.001	0.248	<.001
Haas Business	0.707	<.001	0.664	<.001	0.652	<.001	0.631	<.001	0.647	<.001	0.633	<.001	0.661	<.001	0.660	<.001
HW Neuroscience	-0.005	0.938	-0.027	0.638	-0.006	0.909	0.027	0.619	0.056	0.241	0.068	0.144	0.040	0.398	0.048	0.311
History	0.084	0.032	0.077	0.032	0.064	0.070	0.047	0.161	0.038	0.203	0.035	0.226	0.029	0.332	0.030	0.312
Ind. Eng./Op. Res.	0.174	0.002	0.123	0.015	0.114	0.022	0.091	0.054	0.104	0.013	0.104	0.011	0.118	0.006	0.123	0.004
Integrat. Biology	0.087	0.032	0.039	0.296	0.038	0.302	0.030	0.385	0.014	0.660	0.017	0.583	0.022	0.483	0.024	0.439

Landsc. Arch./Env.	0.025	0.689	0.006	0.916	0.016	0.777	0.018	0.736	0.004	0.932	0.002	0.966	-0.003	0.942	-0.004	0.941
Law	0.734	<.001	0.636	<.001	0.618	<.001	0.550	<.001	0.529	<.001	0.499	<.001	0.381	<.001	0.367	<.001
Linguistics	0.009	0.872	0.024	0.648	0.006	0.907	-0.013	0.797	-0.027	0.520	-0.043	0.305	-0.036	0.405	-0.041	0.334
Material Sc. & Eng.	0.212	<.001	0.135	0.006	0.122	0.012	0.096	0.038	0.087	0.032	0.077	0.055	0.091	0.026	0.089	0.030
Mathematics	0.202	<.001	0.152	<.001	0.139	<.001	0.090	0.005	0.080	0.005	0.063	0.024	0.091	0.001	0.085	0.002
Mechanical Eng.	0.197	<.001	0.137	<.001	0.137	<.001	0.114	<.001	0.095	0.002	0.094	0.002	0.098	0.001	0.101	<.001
Molec. & Cell Bio.	0.183	<.001	0.150	<.001	0.144	<.001	0.131	<.001	0.111	<.001	0.102	<.001	0.114	<.001	0.110	<.001
Music	0.023	0.644	-0.021	0.654	-0.024	0.608	-0.023	0.604	-0.055	0.156	-0.055	0.147	-0.051	0.192	-0.051	0.190
Near Eastern St.	0.009	0.885	0.028	0.603	0.017	0.753	0.000	0.993	-0.012	0.783	-0.024	0.578	0.001	0.981	-0.002	0.969
Nuclear Eng.	0.134	0.028	0.081	0.149	0.084	0.126	0.074	0.161	0.085	0.064	0.074	0.104	0.094	0.042	0.094	0.041
Nutr. Sc./Tox.	0.004	0.953	0.000	1.000	-0.007	0.893	0.012	0.824	0.008	0.869	0.016	0.718	0.025	0.589	0.028	0.542
Philosophy	0.215	<.001	0.219	<.001	0.188	<.001	0.157	<.001	0.114	0.003	0.105	0.005	0.120	0.002	0.119	0.002
Physics	0.195	<.001	0.152	<.001	0.150	<.001	0.115	<.001	0.097	<.001	0.083	0.003	0.095	<.001	0.088	0.002
Plant & Micr. Bio.	0.161	<.001	0.131	0.003	0.135	0.002	0.131	0.001	0.093	0.009	0.093	0.008	0.108	0.003	0.108	0.003
Political Sc.	0.314	<.001	0.277	<.001	0.264	<.001	0.240	<.001	0.211	<.001	0.205	<.001	0.235	<.001	0.235	<.001
Psychology	0.158	<.001	0.095	0.022	0.085	0.037	0.064	0.100	0.020	0.550	0.014	0.680	0.037	0.283	0.033	0.343
Rhetoric	-0.002	0.973	0.019	0.735	0.001	0.991	-0.008	0.875	-0.026	0.577	-0.033	0.463	-0.035	0.457	-0.037	0.424
Sch. of Education	0.110	0.010	0.074	0.057	0.070	0.067	0.056	0.123	0.046	0.148	0.039	0.216	0.043	0.181	0.039	0.221
Sch. of Informat.	0.199	<.001	0.164	0.002	0.160	0.002	0.149	0.003	0.136	0.002	0.125	0.004	0.147	<.001	0.139	0.002
Sch. of Optometry	0.202	<.001	0.126	0.017	0.122	0.019	0.107	0.030	0.144	<.001	0.138	0.001	0.149	<.001	0.146	<.001
Sch. Public Health	0.143	<.001	0.095	0.012	0.080	0.033	0.067	0.060	0.061	0.054	0.059	0.055	0.070	0.026	0.072	0.023
Sch. Social Welfare	0.063	0.263	0.033	0.525	0.015	0.762	0.018	0.703	-0.033	0.431	-0.039	0.349	-0.005	0.905	-0.010	0.812
Sociology	0.234	<.001	0.155	<.001	0.150	<.001	0.143	<.001	0.133	<.001	0.130	<.001	0.143	<.001	0.143	<.001
S/SE Asian Std.	-0.033	0.614	-0.010	0.862	-0.017	0.768	-0.033	0.559	-0.017	0.730	-0.026	0.596	-0.023	0.642	-0.022	0.662
Spanish & Port.	-0.021	0.730	-0.040	0.483	-0.062	0.262	-0.053	0.315	-0.085	0.067	-0.085	0.062	-0.067	0.151	-0.069	0.135
Statistics	0.261	<.001	0.205	<.001	0.198	<.001	0.177	<.001	0.152	<.001	0.147	<.001	0.170	<.001	0.172	<.001
TDPS	-0.046	0.456	0.002	0.976	-0.035	0.525	-0.056	0.288	-0.054	0.242	-0.062	0.172	-0.065	0.163	-0.063	0.172
Other units	-		-		-		-		-		-		-		-	
Two Departments	0.077	<.001	0.070	<.001	0.067	<.001	0.055	<.001	0.047	<.001	0.044	<.001	0.051	<.001	0.050	<.001
Three or More Deps.	0.153	<.001	0.131	<.001	0.124	<.001	0.112	0.001	0.086	0.005	0.083	0.005	0.088	0.004	0.089	0.003
Assistant	-0.142	<.001			-0.363	<.001	-0.476	<.001	-0.766	<.001	-0.856	<.001				
Associate					-0.244	<.001	-0.302	<.001	-0.581	<.001	-0.655	<.001				
Assist./Assoc.			-0.251	<.001												
Full (<step6)									-0.369	<.001	-0.416	<.001				
Full (step6-9)									-0.176	<.001	-0.193	<.001				
Years at Rank							0.014	<.001			0.006	<.001				
Assist Step 2													-0.831	<.001	-0.841	<.001
Assist Step 3													-0.881	<.001	-0.890	<.001
Assist Step 4													-0.831	<.001	-0.839	<.001
Assist Step 5													-0.797	<.001	-0.804	<.001
Assist Step 6													-0.750	<.001	-0.756	<.001
Assoc. Step 1													-0.707	<.001	-0.711	<.001
Assoc. Step 2													-0.678	<.001	-0.682	<.001
Assoc. Step 2.5													-0.686	<.001	-0.688	<.001
Assoc. Step 3													-0.635	<.001	-0.642	<.001
Assoc. Step 3.5													-0.635	<.001	-0.640	<.001

Assoc. Step 4														-0.605	<.001	-0.610	<.001	
Assoc. Step 4.5														-0.602	<.001	-0.616	<.001	
Assoc. Step 5														-0.565	<.001	-0.568	<.001	
Assoc. Step 5.5														-0.580	<.001	-0.586	<.001	
Assoc. Step 5.9														-0.522	<.001	-0.545	<.001	
Prof. Step 1														-0.473	<.001	-0.476	<.001	
Prof. Step 2														-0.433	<.001	-0.433	<.001	
Prof. Step 2.5														-0.450	<.001	-0.452	<.001	
Prof. Step 3														-0.419	<.001	-0.422	<.001	
Prof. Step 3.5														-0.435	<.001	-0.433	<.001	
Prof. Step 4														-0.385	<.001	-0.380	<.001	
Prof. Step 4.5														-0.356	<.001	-0.353	<.001	
Prof. Step 5														-0.339	<.001	-0.332	<.001	
Prof. Step 5.5														-0.293	<.001	-0.288	<.001	
Prof. Step 5.9														-0.331	<.001	-0.340	<.001	
Prof. Step 6														-0.274	<.001	-0.263	<.001	
Prof. Step 6.5														-0.203	<.001	-0.194	<.001	
Prof. Step 7														-0.233	<.001	-0.218	<.001	
Prof. Step 7.5														-0.175	<.001	-0.162	<.001	
Prof. Step 8														-0.166	<.001	-0.150	<.001	
Prof. Step 8.5														-0.133	<.001	-0.115	<.001	
Prof. Step 9														-0.117	<.001	-0.102	<.001	
Years at Step																0.005	<.001	
Intercept	11.9	<.001	12.0	<.001	12.0	<.001	11.9	<.001	12.3	<.001	12.3	<.001	12.3	<.001	12.3	<.001	<.001	
R-square	0.76		0.80		0.81		0.82		0.86		0.87		0.87		0.87			
Adj. R-square	0.75		0.79		0.80		0.81		0.86		0.86		0.86		0.86			
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.																		
Other units include: Art Practice; Demography; Energy & Res. Group; Gender and Women's Studies; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.																		
p<.10=light green	p<.05=bright grn.			p<.01=green shade			p<.001=dark green											

## E2: Log Salary Model, Assistant Professors, 4/30/2020

Tot. N=245: White Male N=82; Female N=107; Male Faculty of Color\*=51; Unknown Male=5. Asian N=58; URG\* N=36; Unk. Ethn.=6.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3A: Departments		M3B: Deps. Market Ratio	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.050	0.118	-0.038	0.209	-0.009	0.517	-0.009	0.456
Asian	-0.004	0.911	0.015	0.677	-0.009	0.562	-0.000	0.996
Underrep. Group*	-0.027	0.555	-0.029	0.502	-0.016	0.420	-0.012	0.513
Unknown Ethnicity	-0.049	0.633	-0.072	0.460	-0.062	0.155	-0.049	0.213
Yrs. since degree			0.012	0.616	-0.001	0.905	-0.006	0.504
Yrs. degree (sq.)			0.001	0.286	0.000	0.385	0.000	0.175
Yrs. since hired			0.031	<.001	0.001	0.812	0.003	0.448
Bach./Mast.			-0.175	0.042	-0.138	<.001	-0.062	0.089
Law Degree			0.404	<.001	-0.044	0.475	-0.032	0.569
Art Hist.					-0.156	0.002	-0.099	0.032
Chemical Eng.					0.066	0.244	-0.043	0.414
Chemistry					0.046	0.310	-0.009	0.836
Economics					0.559	<.001	0.165	0.013
Elect. Eng./CS					0.197	<.001	0.070	0.028
ESPM					-0.115	0.001	-0.210	<.001
Haas Business					0.699	<.001	0.177	0.021
HW Neuroscience					0.067	0.464	0.045	0.580
History					-0.040	0.389	0.022	0.608
Integrat. Biology					-0.087	0.029	-0.094	0.009
Law					0.664	<.001	0.067	0.484
Mechanical Eng.					0.090	0.017	-0.008	0.822
Molec. & Cell Bio.					0.054	0.152	0.048	0.153
Music					-0.168	<.001	-0.067	0.128
Physics					0.075	0.074	0.019	0.619
Plant & Micr. Bio.					-0.030	0.520	-0.086	0.045
Political Sc.					0.194	<.001	0.163	<.001
Psychology					-0.019	0.668	-0.023	0.573
Sch. of Education					-0.029	0.490	-0.032	0.404
Sch. of Informat.					0.187	<.001	0.092	0.074
Sch. Public Health					0.023	0.631	0.057	0.181
Sociology					0.113	0.016	0.101	0.016
Statistics					0.144	0.003	0.085	0.052
Other units					-		-	

<b>Multiple appt.</b>					<b>-0.006</b>	0.855	<b>-0.004</b>	0.890
<b>Market Ratio**</b>							<b>0.707</b>	<b>&lt;.001</b>
<b>Intercept</b>	<b>11.700</b>	<b>&lt;.001</b>	<b>12.100</b>	<b>&lt;.001</b>	<b>11.700</b>	<b>&lt;.001</b>	<b>11.100</b>	<b>&lt;.001</b>
<b>R-square</b>	<b>0.01</b>		<b>0.14</b>		<b>0.86</b>		<b>0.89</b>	
<b>Adj. R-square</b>	<b>0.00</b>		<b>0.10</b>		<b>0.83</b>		<b>0.87</b>	
<b>*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.</b>								
<b>**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).</b>								
Other units include: Afr. Am Stud.; Agr. Res. Ec. Pol.; Anthropology; Architecture; Art Pract.; Astronomy; Bioengin.; City & Reg. Plan.; Civil & Env. Eng.; Classics; Comp. Literature; Demography; E. Asian Lng./Clt.; English; Earth & Plan. Sc.; Energy & Res. Grp.; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; German; Goldman Pub. Pol.; Ind. Eng./Op. Res.; Italian Stud.; Journalism; Landsc. Arch./Env.; Linguistics; Mathematics; Material Sc. & Eng.; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Sch. of Optometry; Philosophy; Rhetoric; Scandinav. Lng.; Slavic Lng./Clt.; Sch. Social Welfare; S/SE Asian Std.; Spanish & Port.; TDPS; and UG/Interdis. St. Note: In this run, departments with N>=5 cases are included in the regression model.								
<b>p&lt;.10=light green</b>	<b>p&lt;.05=bright grn.</b>	<b>p&lt;.01=green shade</b>	<b>p&lt;.001=dark green</b>					

## E3: Log Salary Model, Associate Professors, 4/30/2020

Tot. N=311: White Male N=125; Female N=128; Male Faculty of Color\*=56; Unknown Male=2. Asian N=57; URG\* N=43.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.082	0.002	-0.070	0.009	0.003	0.856	0.007	0.706	0.014	0.416
Asian	-0.071	0.039	-0.076	0.025	-0.030	0.188	-0.037	0.102	-0.043	0.050
Underrep. Group*	-0.010	0.804	-0.005	0.890	0.036	0.195	0.045	0.102	0.049	0.062
Yrs. since degree			-0.003	0.359	0.003	0.196	-0.005	0.081	-0.006	0.037
Yrs. degree (sq.)			0.000	0.599	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired			-0.005	0.108	-0.008	<.001	-0.017	<.001	-0.018	<.001
Bach./Mast.			-0.094	0.145	-0.074	0.132	-0.031	0.536	-0.014	0.763
Afr. Am Stud.					0.064	0.395	0.051	0.486	0.038	0.590
Agr. Res. Ec. Pol.					0.379	<.001	0.350	<.001	0.019	0.837
Anthropology					-0.059	0.365	-0.073	0.257	-0.018	0.782
Architecture					-0.003	0.968	-0.017	0.808	-0.006	0.929
City & Reg. Plan.					-0.051	0.517	-0.054	0.482	-0.116	0.127
Civil & Env. Eng.					-0.023	0.770	-0.035	0.651	-0.089	0.241
Comp. Literature					-0.065	0.523	-0.070	0.477	-0.029	0.767
E. Asian Lng./Clt.					-0.118	0.046	-0.131	0.024	-0.093	0.101
Economics					0.743	<.001	0.710	<.001	0.341	0.001
Elect. Eng./CS					0.176	<.001	0.143	0.002	0.059	0.236
English					-0.010	0.779	-0.043	0.219	0.018	0.626
ESPM					-0.030	0.493	-0.036	0.392	-0.058	0.160
Ethnic Studies					0.071	0.191	0.028	0.604	0.015	0.769
French					-0.087	0.269	-0.126	0.102	-0.039	0.616
Haas Business					0.601	<.001	0.591	<.001	0.120	0.308
HW Neuroscience					-0.025	0.842	0.014	0.909	-0.010	0.931
History					0.014	0.758	-0.024	0.588	0.011	0.805
Integrat. Biology					-0.069	0.339	-0.060	0.392	-0.073	0.284
Linguistics					-0.025	0.706	-0.047	0.468	0.026	0.683
Mathematics					0.072	0.208	0.038	0.501	0.001	0.984
Molec. & Cell Bio.					-0.030	0.500	-0.003	0.955	0.009	0.835

Near Eastern St.					-0.027	0.686	-0.039	0.539	0.012	0.851
Philosophy					0.029	0.587	-0.011	0.840	0.040	0.451
Physics					0.037	0.580	0.043	0.502	0.018	0.775
Political Sc.					0.177	<.001	0.160	0.002	0.071	0.187
Psychology					-0.051	0.578	-0.051	0.569	-0.080	0.364
Rhetoric					-0.088	0.184	-0.110	0.089	-0.044	0.494
Sch. of Education					0.012	0.857	-0.017	0.792	-0.061	0.342
Sch. Public Health					0.091	0.070	0.076	0.121	0.142	0.005
Spanish & Port.					-0.188	0.025	-0.228	0.006	-0.153	0.061
TDPS					-0.107	0.074	-0.143	0.015	-0.194	<.001
Other units					-		-		-	
Multiple appt.					0.071	0.012	0.063	0.022	0.063	0.020
Market Ratio**									0.656	<.001
Years at Rank							0.019	<.001	0.022	<.001
Intercept	11.9	<.001	11.9	<.001	11.8	<.001	11.6	<.001	11.0	<.001
R-square	0.04		0.10		0.69		0.70		0.72	
Adj. R-square	0.03		0.08		0.64		0.66		0.68	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.										
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).										
Other units include: Art Hist.; Art Pract.; Astronomy; Bioengin.; Chemical Eng.; Chemistry; Classics; Demography; Earth & Plan. Sc.; Energy & Res. Grp.; Film and Media; Gender/Wom. St.; Geography; German; Goldman Pub. Pol.; Ind. Eng./Op. Res.; Sch. of Informat.; Italian Stud.; Journalism; Landsc. Arch./Env.; Law; Material Sc. & Eng.; Mechanical Eng.; Music; Nuclear Eng.; Nutr. Sc./Tox.; Sch. of Optometry; Plant & Micr. Bio.; Scandinav. Lng.; Slavic Lng./Clt.; Sociology; Sch. Social Welfare; S/SE Asian Std.; Statistics; and UG/Interdis. St. 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				

## E4: Log Salary Model, Full Professors, Steps 1-5, 4/30/2020

Tot. N=369: White Male N=167; Female N=131; Male Faculty of Color\*=66; Unknown Male=4. Asian N=66; URG\* N=45.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.057	0.043	-0.042	0.121	0.007	0.651	0.016	0.297	0.016	0.295
Asian	0.000	0.999	-0.009	0.792	-0.015	0.459	-0.013	0.513	-0.011	0.557
Underrep. Group*	0.001	0.980	-0.002	0.953	0.033	0.145	0.040	0.072	0.036	0.103
Yrs. since degree			-0.005	0.098	0.003	0.087	-0.001	0.674	0.000	0.939
Yrs. degree (sq.)			0.000	0.349	0.000	0.360	0.000	0.065	0.000	0.038
Yrs. since hired			-0.005	0.027	-0.004	0.004	-0.006	<.001	-0.006	<.001
Bach./Mast.			-0.166	0.027	-0.058	0.212	-0.028	0.534	-0.013	0.769
Anthropology					-0.014	0.808	-0.006	0.917	0.005	0.932
Architecture					-0.050	0.322	-0.052	0.289	-0.028	0.564
Bioengin.					0.024	0.662	0.002	0.972	-0.002	0.966
Chemistry					0.351	<.001	0.320	<.001	0.243	<.001
City & Reg. Plan.					0.010	0.898	-0.002	0.983	0.031	0.670
Civil & Env. Eng.					0.027	0.607	0.000	0.996	0.024	0.646
Classics					-0.069	0.269	-0.062	0.312	-0.033	0.583
Earth & Plan. Sc.					0.103	0.133	0.101	0.132	0.119	0.071
Economics					0.738	<.001	0.709	<.001	0.471	<.001
Elect. Eng./CS					0.095	0.005	0.069	0.041	0.059	0.076
English					-0.029	0.490	0.007	0.860	-0.033	0.448
ESPM					0.003	0.959	-0.009	0.857	0.022	0.659
Geography					-0.047	0.490	-0.061	0.365	-0.152	0.034
German					-0.083	0.163	-0.084	0.148	-0.027	0.645
Goldman Pub. Pol.					0.309	<.001	0.314	<.001	0.180	0.032
Haas Business					0.648	<.001	0.621	<.001	0.350	<.001
HW Neuroscience					0.011	0.894	0.024	0.770	-0.028	0.730
History					-0.025	0.652	-0.024	0.668	-0.066	0.238
Ind. Eng./Op. Res.					0.185	0.014	0.145	0.051	0.113	0.123
Integrat. Biology					0.014	0.768	0.013	0.789	-0.006	0.889
Law					0.504	<.001	0.484	<.001	0.237	0.005

Material Sc. & Eng.					0.004	0.946	-0.005	0.932	-0.024	0.696
Mathematics					0.108	0.020	0.073	0.113	0.054	0.233
Mechanical Eng.					0.037	0.486	0.035	0.498	0.052	0.310
Molec. & Cell Bio.					0.124	0.005	0.109	0.011	0.106	0.012
Physics					0.172	<.001	0.135	0.004	0.118	0.011
Political Sc.					0.309	<.001	0.307	<.001	0.200	<.001
Psychology					0.007	0.903	-0.013	0.822	-0.048	0.410
Sch. of Education					-0.007	0.905	-0.003	0.959	-0.025	0.666
Sch. of Optometry					0.103	0.127	0.091	0.166	0.126	0.055
Sch. Public Health					0.045	0.293	0.035	0.397	0.087	0.047
Sociology					0.068	0.164	0.059	0.214	-0.005	0.926
Statistics					0.109	0.171	0.101	0.192	0.021	0.794
Other units					-		-		-	
Multiple appt.					0.059	0.007	0.047	0.026	0.039	0.063
Market Ratio**									0.471	<.001
Years at Rank							0.010	<.001	0.009	<.001
Intercept	12.1	<.001	12.1	<.001	12.0	<.001	11.9	<.001	11.5	<.001
R-square										
	0.01		0.09		0.75		0.77		0.77	
Adj. R-square										
	0.00		0.07		0.72		0.74		0.74	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.										
**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.; Chemical Eng.; Sch. of Education; Elect. Eng./CS; ESPM; History; Molec. & Cell Bio.; Mechanical Eng.; Music; Sch. Public Health; Afr. Am Stud.; Agr. Res. Ec. Pol.; Anthropology; Architecture; E. Asian Lng./Clt.; English; Earth & Plan. Sc.; Energy & Res. Grp.; Film and Media; Goldman Pub. Pol.; Ind. Eng./Op. Res.; Italian Stud.; Journalism; Linguistics; Material Sc. & Eng.; Nutr. Sc./Tox.; Sch. of Optometry; Philosophy; Scandinav. Lng.; Slavic Lng./Clt.; S/SE Asian Std.; TDPS; UG/Interdis. St. 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, 4/30/2020

Tot. N=341: White Male N=200; Female N=89; Male Faculty of Color\*=51; Unknown Male=1. Asian N=40; URG\* N=28.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	0.000	0.987	-0.005	0.826	0.001	0.938	0.004	0.821	0.007	0.681
Asian	-0.032	0.349	-0.027	0.368	-0.009	0.685	-0.013	0.556	-0.011	0.626
Underrep. Group*	0.032	0.423	-0.012	0.727	-0.017	0.547	-0.006	0.825	-0.007	0.808
Yrs. since degree			-0.001	0.785	0.001	0.530	0.000	0.969	0.000	0.863
Yrs. degree (sq.)			0.000	0.805	0.000	0.460	0.000	0.102	0.000	0.161
Yrs. since hired			-0.005	<.001	-0.004	<.001	-0.005	<.001	-0.005	<.001
Bach./Mast.			-0.106	0.062	-0.070	0.178	-0.034	0.512	-0.010	0.840
Law Degree			0.298	<.001	-0.022	0.700	-0.026	0.637	-0.028	0.616
Architecture					0.054	0.396	0.039	0.538	0.048	0.439
Astronomy					0.147	0.110	0.155	0.085	0.152	0.088
Bioengin.					0.104	0.165	0.105	0.151	0.099	0.170
Chemistry					0.150	0.004	0.138	0.006	0.067	0.223
Civil & Env. Eng.					0.045	0.216	0.054	0.134	0.067	0.059
Classics					-0.005	0.948	0.006	0.944	0.030	0.708
Earth & Plan. Sc.					-0.038	0.573	-0.045	0.495	-0.037	0.573
Economics					0.577	<.001	0.572	<.001	0.368	<.001
Elect. Eng./CS					0.033	0.370	0.028	0.441	0.013	0.711
English					0.050	0.338	0.066	0.194	0.028	0.594
ESPM					-0.009	0.835	-0.021	0.636	0.006	0.900
Goldman Pub. Pol.					0.195	0.016	0.160	0.043	0.040	0.646
Haas Business					0.506	<.001	0.488	<.001	0.260	0.003
HW Neuroscience					0.052	0.596	0.084	0.384	0.027	0.783
History					0.016	0.711	0.023	0.584	-0.017	0.688
Ind. Eng./Op. Res.					0.027	0.705	0.051	0.464	0.017	0.804
Integrat. Biology					0.056	0.328	0.048	0.385	0.033	0.547
Journalism					0.095	0.188	0.088	0.211	0.117	0.094
Law					0.425	<.001	0.395	<.001	0.188	0.038
Material Sc. & Eng.					0.152	0.016	0.125	0.042	0.109	0.073

Mathematics					0.002	0.953	-0.007	0.846	-0.028	0.455
Mechanical Eng.					0.070	0.110	0.074	0.087	0.084	0.049
Molec. & Cell Bio.					0.075	0.036	0.059	0.093	0.056	0.105
Physics					-0.014	0.737	-0.031	0.448	-0.047	0.247
Plant & Micr. Bio.					0.093	0.096	0.088	0.105	0.087	0.107
Political Sc.					0.181	0.002	0.179	0.002	0.086	0.187
Psychology					-0.041	0.478	-0.041	0.476	-0.076	0.190
Sch. of Education					0.032	0.550	0.017	0.748	0.000	0.994
Sch. of Optometry					0.112	0.055	0.108	0.060	0.137	0.017
Sch. Public Health					0.064	0.329	0.066	0.296	0.102	0.111
Sociology					0.081	0.153	0.087	0.116	0.031	0.593
Statistics					0.193	0.034	0.184	0.037	0.110	0.224
Other units					-		-		-	
Multiple appt.					0.013	0.562	0.018	0.381	0.016	0.447
Market Ratio**									0.390	0.004
Years at Rank							0.008	<.001	0.007	<.001
Intercept	12.3	<.001	12.3	<.001	12.2	<.001	12.2	<.001	11.8	<.001
R-square	0.01		0.26		0.65		0.66		0.67	
Adj. R-square	0.00		0.25		0.60		0.62		0.63	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.										
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).										
Other units include: Afr. Am Stud.; Agr. Res. Ec. Pol.; Anthropology; Art Hist.; Art Pract.; Chemical Eng.; City & Reg. Plan.; Comp. Literature; Demography; E. Asian Lng./Clt.; Energy & Res. Grp.; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; German; Sch. of Informat.; Italian Stud.; Landsc. Arch./Env.; Linguistics; Music; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Philosophy; Rhetoric; Scandinav. Lng.; Slavic Lng./Clt.; Sch. Social Welfare; S/SE Asian Std.; Spanish & Port.; TDPS; UG/Interdis. St. 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, 4/30/2020

Tot. N=232; White Male N=155; Female N=51; Male Faculty of Color\*=23; Unknown Male=3. Asian N=24; URG\* N=8.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.021	0.457	-0.035	0.166	-0.029	0.192	-0.011	0.605	0.001	0.961
Asian	-0.037	0.338	-0.024	0.498	-0.009	0.761	-0.001	0.985	-0.001	0.966
Underrep. Group*	-0.103	0.106	-0.076	0.182	-0.062	0.188	-0.069	0.113	-0.061	0.150
Yrs. since degree			0.002	0.801	-0.002	0.716	-0.009	0.074	-0.011	0.022
Yrs. degree (sq.)			0.000	0.849	0.000	0.199	0.000	0.081	0.000	0.029
Yrs. since hired			-0.003	0.006	-0.003	0.001	-0.004	<.001	-0.004	<.001
Law Degree			0.315	<.001	0.037	0.570	0.047	0.437	0.019	0.744
Anthropology					0.007	0.878	0.003	0.948	0.028	0.522
Chemical Eng.					0.098	0.060	0.082	0.087	0.087	0.062
Chemistry					0.123	0.006	0.063	0.132	0.006	0.891
Comp. Literature					0.219	0.014	0.184	0.025	0.191	0.016
Earth & Plan. Sc.					0.018	0.848	-0.036	0.678	-0.025	0.771
Economics					0.423	<.001	0.318	<.001	0.125	0.082
Elect. Eng./CS					0.056	0.151	0.037	0.302	0.041	0.240
English					-0.019	0.755	-0.032	0.556	-0.048	0.369
ESPM					-0.052	0.403	-0.038	0.515	0.009	0.879
HW Neuroscience					0.177	0.127	0.208	0.052	0.165	0.111
Integrat. Biology					-0.063	0.244	-0.030	0.548	-0.024	0.622
Law					0.388	<.001	0.358	<.001	0.189	0.008
Material Sc. & Eng.					-0.077	0.540	-0.008	0.948	-0.032	0.777
Mathematics					-0.011	0.773	-0.044	0.233	-0.045	0.206
Mechanical Eng.					0.043	0.374	0.048	0.284	0.080	0.070
Molec. & Cell Bio.					0.139	<.001	0.110	0.004	0.123	<.001
Physics					0.028	0.517	0.009	0.817	0.011	0.773
Plant & Micr. Bio.					0.103	0.095	0.111	0.051	0.128	0.020
Political Sc.					0.081	0.127	0.074	0.130	-0.003	0.948
Psychology					0.010	0.875	-0.007	0.911	-0.020	0.722

Sch. of Education					0.038	0.525	0.029	0.607	0.029	0.586
Sch. Public Health					0.003	0.955	0.043	0.392	0.109	0.035
Statistics					0.036	0.710	0.041	0.647	-0.019	0.829
Other units					-		-		-	
Multiple appt.					0.084	<.001	0.070	0.002	0.078	<.001
Market Ratio**									0.390	<.001
Years at Rank							0.010	<.001	0.011	<.001
Intercept	12.5	<.001	12.4	<.001	12.4	<.001	12.4	<.001	12.1	<.001
R-square	0.02		0.22		0.56		0.63		0.65	
Adj. R-square	0.00		0.20		0.49		0.57		0.60	
*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.										
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).										
Other units include: Afr. Am Stud.; Agr. Res. Ec. Pol.; Architecture; Art Hist.; Art Pract.; Astronomy; Bioengin.; City & Reg. Plan.; Civil & Env. Eng.; Classics; Demography; E. Asian Lng./Clt.; Energy & Res. Grp.; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; German; Goldman Pub. Pol.; Haas Business; History; Ind. Eng./Op. Res.; Sch. of Informat.; Italian Stud.; Journalism; Landsc. Arch./Env.; Linguistics; Music; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Sch. of Optometry; Philosophy; Rhetoric; Scandinav. Lng.; Slavic Lng./Clt.; Sociology; Sch. Social Welfare; S/SE Asian Std.; Spanish & Port.; TDPS; UG/Interdis. St. 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), 4/30/2020

Tot. N=1498: White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M3B: Outside Job Offers	
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val
Women	-0.126	<.001	-0.085	<.001	-0.019	0.060	-0.025	0.009
Asian	-0.114	<.001	-0.040	0.030	-0.021	0.111	-0.021	0.094
Underrep. Group*	-0.115	<.001	-0.041	0.063	0.003	0.850	-0.010	0.534
Unknown Ethnicity	0.001	0.991	0.035	0.578	0.032	0.455	0.040	0.324
Yrs. since degree			0.019	<.001	0.021	<.001	0.022	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired			-0.003	0.004	-0.004	<.001	-0.006	<.001
Bach./Mast.			-0.292	<.001	-0.134	<.001	-0.134	<.001
Law Degree			0.406	<.001	-0.092	0.031	-0.113	0.005
MD			0.021	0.761	0.064	0.216	0.045	0.360
Afr. Am Stud.					0.028	0.657	0.033	0.586
Agr. Res. Ec. Pol.					0.395	<.001	0.374	<.001
Anthropology					0.080	0.072	0.073	0.086
Architecture					0.052	0.253	0.037	0.392
Art Hist.					-0.006	0.915	-0.020	0.713
Astronomy					0.183	0.003	0.156	0.008
Bioengin.					0.170	0.001	0.171	<.001
Chemical Eng.					0.284	<.001	0.255	<.001
Chemistry					0.321	<.001	0.290	<.001
City & Reg. Plan.					0.091	0.129	0.091	0.110
Civil & Env. Eng.					0.189	<.001	0.196	<.001
Classics					0.035	0.551	0.035	0.523
Comp. Literature					0.179	0.025	0.169	0.025
Earth & Plan. Sc.					0.213	<.001	0.202	<.001
E. Asian Lng./Clt.					-0.053	0.339	-0.037	0.478
Economics					0.805	<.001	0.753	<.001
Elect. Eng./CS					0.280	<.001	0.276	<.001
English					0.023	0.537	0.015	0.657
ESPM					0.036	0.350	0.045	0.213
Ethnic Studies					0.039	0.470	0.045	0.384
Film and Media					0.105	0.153	0.092	0.183
French					0.026	0.680	0.061	0.298

Geography					-0.009	0.888	-0.014	0.810
German					-0.018	0.774	-0.023	0.708
Goldman Pub. Pol.					0.414	<.001	0.363	<.001
Haas Business					0.722	<.001	0.706	<.001
HW Neuroscience					-0.029	0.643	-0.011	0.852
History					0.100	0.012	0.092	0.014
Ind. Eng./Op. Res.					0.187	<.001	0.158	0.003
Integrat. Biology					0.090	0.029	0.087	0.027
Landsc. Arch./Env.					0.013	0.835	-0.008	0.889
Law					0.759	<.001	0.766	<.001
Linguistics					0.030	0.597	0.036	0.504
Material Sc. & Eng.					0.231	<.001	0.246	<.001
Mathematics					0.220	<.001	0.204	<.001
Mechanical Eng.					0.199	<.001	0.200	<.001
Molec. & Cell Bio.					0.192	<.001	0.181	<.001
Music					0.028	0.585	0.005	0.919
Near Eastern St.					0.022	0.715	0.002	0.968
Nuclear Eng.					0.131	0.034	0.146	0.013
Nutr. Sc./Tox.					0.013	0.836	0.004	0.948
Philosophy					0.254	<.001	0.224	<.001
Physics					0.200	<.001	0.196	<.001
Plant & Micr. Bio.					0.157	0.001	0.149	0.001
Political Sc.					0.331	<.001	0.298	<.001
Psychology					0.172	<.001	0.158	<.001
Rhetoric					0.020	0.749	0.044	0.450
Sch. of Education					0.116	0.007	0.092	0.024
Sch. of Informat.					0.205	<.001	0.202	<.001
Sch. of Optometry					0.210	<.001	0.220	<.001
Sch. Public Health					0.163	<.001	0.146	<.001
Sch. Social Welfare					0.085	0.134	0.064	0.239
Sociology					0.243	<.001	0.208	<.001
S/SE Asian Std.					-0.025	0.707	-0.017	0.789
Spanish & Port.					0.008	0.902	0.022	0.714
Statistics					0.272	<.001	0.263	<.001
TDPS					-0.002	0.979	0.019	0.752
Other units					-		-	
Two Departments					0.082	<.001	0.052	<.001
Three or More Deps.					0.162	<.001	0.100	0.010
Outside Offer							0.140	<.001

<b>Intercept</b>	<b>12.1</b>	<b>&lt;.001</b>	<b>12.2</b>	<b>&lt;.001</b>	<b>11.9</b>	<b>&lt;.001</b>	<b>11.9</b>	<b>&lt;.001</b>
<b>R-square</b>	<b>0.06</b>		<b>0.43</b>		<b>0.75</b>		<b>0.78</b>	
<b>Adj. R-square</b>	<b>0.05</b>		<b>0.43</b>		<b>0.74</b>		<b>0.77</b>	
<b>*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.</b>								
<b>Other units include: Art Practice; Demography; Energy &amp; Res. Group; Gender and Women's Studies; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. &amp; Interdiscp.</b>								
<b>p&lt;.10=light green</b>	<b>p&lt;.05=bright grn.</b>	<b>p&lt;.01=green shade</b>	<b>p&lt;.001=dark green</b>					

## F2: Log Salary Model 3B (Demography, Experience, & Departments, Outside Job Offers), All Campus, AY 2004-05--2019-20 (Spring Semester)

Tot. N=1498: White Male N=729; Female N=506; Male Faculty of Color\*=247; Unknown Male=16. Asian N=245; URG\* N=160; Unknown Ethnicity=18.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		
	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val	$\beta$	p-val			
Women	-0.059	<.001	-0.051	<.001	-0.050	<.001	-0.051	<.001	-0.052	<.001	-0.050	<.001	-0.057	<.001	-0.060	<.001	-0.052	<.001	-0.053	<.001	-0.048	<.001	-0.038	<.001	-0.033	<.001	-0.022	0.030	-0.023	0.020	-0.025	0.009	
Asian	0.006	0.701	0.009	0.545	0.003	0.839	0.002	0.906	-0.010	0.465	-0.004	0.776	-0.004	0.798	-0.012	0.409	-0.011	0.443	-0.023	0.098	-0.017	0.201	-0.016	0.224	-0.014	0.277	-0.019	0.136	-0.012	0.339	-0.021	0.094	
Underrep. Group*	-0.005	0.798	-0.008	0.690	-0.007	0.729	-0.009	0.601	-0.011	0.522	-0.011	0.527	-0.002	0.918	-0.004	0.824	-0.007	0.703	-0.005	0.770	-0.010	0.543	-0.003	0.833	-0.003	0.863	-0.001	0.954	-0.005	0.751	-0.010	0.534	
Unknown ethnicity	0.108	0.107	0.072	0.260	0.005	0.940	-0.062	0.308	-0.060	0.333	-0.030	0.672	-0.072	0.424	-0.081	0.314	-0.012	0.868	-0.048	0.461	-0.012	0.837	0.010	0.847	-0.003	0.952	0.034	0.466	0.052	0.211	0.040	0.324	
Yrs. since degree	0.022	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.022	<.001	
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.002	0.000	0.002	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.005	<.001	-0.006	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.006	<.001	-0.007	<.001	-0.006	<.001	
Bach./Mast.	-0.148	<.001	-0.138	<.001	-0.130	<.001	-0.140	<.001	-0.148	<.001	-0.135	<.001	-0.132	<.001	-0.145	<.001	-0.159	<.001	-0.155	<.001	-0.167	<.001	-0.177	<.001	-0.165	<.001	-0.150	<.001	-0.149	<.001	-0.134	<.001	
Law Degree	0.058	0.186	0.081	0.070	0.090	0.040	0.027	0.514	0.040	0.313	0.041	0.285	0.046	0.247	0.042	0.309	0.002	0.962	-0.029	0.482	-0.035	0.374	-0.048	0.238	-0.041	0.320	-0.063	0.143	-0.074	0.093	-0.113	0.005	
MD	0.062	0.286	0.110	0.048	0.082	0.132	0.138	0.011	0.123	0.020	0.142	0.006	0.133	0.012	0.094	0.072	0.062	0.222	0.051	0.281	0.057	0.241	0.047	0.330	0.065	0.188	0.054	0.283	0.050	0.309	0.045	0.360	
Afr. Am Stud.	-0.042	0.547	-0.026	0.708	-0.046	0.508	-0.035	0.595	-0.054	0.416	-0.094	0.137	-0.071	0.271	-0.074	0.277	-0.087	0.220	-0.059	0.377	-0.052	0.428	-0.063	0.285	-0.046	0.429	-0.060	0.314	-0.009	0.884	0.033	0.586	
Agr. Res. Ec. Pol.	0.221	<.001	0.251	<.001	0.246	<.001	0.253	<.001	0.260	<.001	0.275	<.001	0.269	<.001	0.260	<.001	0.263	<.001	0.339	<.001	0.341	<.001	0.342	<.001	0.349	<.001	0.379	<.001	0.442	<.001	0.374	<.001	
Anthropology	0.071	0.112	0.074	0.094	0.071	0.105	0.085	0.042	0.045	0.297	0.038	0.380	0.071	0.111	0.067	0.135	0.050	0.261	0.052	0.236	0.065	0.130	0.055	0.190	0.061	0.141	0.051	0.229	0.081	0.057	0.073	0.086	
Architecture	-0.025	0.588	-0.015	0.740	-0.032	0.504	-0.023	0.618	-0.039	0.393	-0.007	0.880	0.018	0.693	0.027	0.540	0.005	0.909	0.008	0.848	0.033	0.443	0.025	0.545	0.019	0.649	0.044	0.307	0.050	0.252	0.037	0.392	
Art Hist.	-0.022	0.711	0.017	0.777	0.045	0.449	0.022	0.701	-0.023	0.691	-0.019	0.738	-0.081	0.194	-0.038	0.528	-0.052	0.373	-0.051	0.349	-0.038	0.463	-0.064	0.215	-0.046	0.366	-0.035	0.509	-0.008	0.884	-0.020	0.713	
Astronomy	0.210	<.001	0.212	<.001	0.178	0.001	0.158	0.003	0.162	0.004	0.145	0.009	0.167	0.005	0.182	0.001	0.173	0.002	0.175	0.002	0.180	<.001	0.138	0.019	0.162	0.004	0.168	0.003	0.177	0.002	0.156	0.008	
Bioengin.	0.126	0.017	0.121	0.019	0.123	0.017	0.117	0.016	0.125	0.011	0.133	0.006	0.125	0.013	0.132	0.009	0.132	0.011	0.176	<.001	0.196	<.001	0.160	0.002	0.183	<.001	0.185	<.001	0.200	<.001	0.171	<.001	
Chemical Eng.	0.292	<.001	0.272	<.001	0.327	<.001	0.324	<.001	0.254	<.001	0.254	<.001	0.257	<.001	0.237	<.001	0.247	<.001	0.252	<.001	0.261	<.001	0.250	<.001	0.255	<.001	0.267	<.001	0.285	<.001	0.255	<.001	
Chemistry	0.204	<.001	0.207	<.001	0.207	<.001	0.241	<.001	0.204	<.001	0.219	<.001	0.232	<.001	0.249	<.001	0.254	<.001	0.238	<.001	0.302	<.001	0.263	<.001	0.267	<.001	0.289	<.001	0.295	<.001	0.290	<.001	
City & Reg. Plan.	-0.102	0.066	-0.071	0.203	-0.065	0.253	-0.058	0.272	-0.054	0.294	0.042	0.406	0.035	0.500	0.019	0.727	0.027	0.626	0.103	0.059	0.105	0.051	0.054	0.352	0.087	0.132	0.102	0.064	0.099	0.075	0.091	0.110	
Civil & Env. Eng.	0.149	<.001	0.165	<.001	0.186	<.001	0.190	<.001	0.180	<.001	0.172	<.001	0.171	<.001	0.187	<.001	0.172	<.001	0.183	<.001	0.188	<.001	0.162	<.001	0.170	<.001	0.195	<.001	0.214	<.001	0.196	<.001	
Classics	-0.011	0.856	-0.015	0.795	-0.009	0.871	-0.003	0.961	-0.050	0.345	-0.036	0.503	-0.038	0.492	-0.018	0.738	-0.043	0.447	-0.056	0.330	-0.008	0.893	-0.049	0.382	-0.041	0.434	0.023	0.672	0.032	0.558	0.035	0.523	
Comp. Literature	0.086	0.349	0.203	0.028	0.235	0.013	0.102	0.207	0.095	0.239	0.097	0.226	0.096	0.240	0.104	0.220	0.121	0.155	0.187	0.018	0.169	0.026	0.178	0.019	0.126	0.095	0.137	0.070	0.158	0.036	0.169	0.025	
Earth & Plan. Sc.	0.128	0.012	0.118	0.024	0.129	0.011	0.153	0.002	0.124	0.014	0.121	0.020	0.118	0.028	0.138	0.014	0.154	0.004	0.174	<.001	0.210	<.001	0.197	<.001	0.201	<.001	0.232	<.001	0.230	<.001	0.202	<.001	
E. Asian Lng./Clt.	-0.049	0.391	-0.060	0.295	-0.026	0.645	0.001	0.992	-0.017	0.760	-0.047	0.394	-0.026	0.666	-0.015	0.805	-0.040	0.483	-0.046	0.408	-0.041	0.451	-0.067	0.216	-0.061	0.238	-0.050	0.350	-0.023	0.663	-0.037	0.478	

Economics	0.403	<.001	0.443	<.001	0.465	<.001	0.483	<.001	0.556	<.001	0.538	<.001	0.589	<.001	0.638	<.001	0.636	<.001	0.670	<.001	0.686	<.001	0.661	<.001	0.688	<.001	0.694	<.001	0.747	<.001	0.753	<.001
Elect. Eng./CS	0.219	<.001	0.230	<.001	0.235	<.001	0.248	<.001	0.233	<.001	0.221	<.001	0.237	<.001	0.253	<.001	0.247	<.001	0.239	<.001	0.246	<.001	0.221	<.001	0.230	<.001	0.262	<.001	0.283	<.001	0.276	<.001
English	0.002	0.952	0.018	0.616	-0.003	0.932	0.002	0.949	0.001	0.979	0.020	0.577	0.029	0.438	0.047	0.195	0.047	0.198	0.032	0.376	0.034	0.342	0.012	0.728	0.017	0.615	0.033	0.355	0.047	0.183	0.015	0.657
ESPM	0.049	0.194	0.061	0.103	0.071	0.061	0.066	0.063	0.039	0.283	0.033	0.366	0.027	0.482	0.043	0.253	0.048	0.202	0.037	0.320	0.045	0.215	0.021	0.561	0.048	0.179	0.050	0.171	0.048	0.194	0.045	0.213
Ethnic Studies	-0.065	0.221	-0.073	0.168	-0.060	0.291	-0.035	0.514	-0.040	0.471	-0.092	0.090	-0.099	0.083	-0.060	0.278	-0.018	0.748	0.014	0.791	0.007	0.894	-0.028	0.594	0.027	0.607	0.057	0.270	0.061	0.244	0.045	0.384
Film and Media	-0.066	0.523	-0.038	0.690	-0.108	0.250	-0.058	0.521	-0.069	0.452	-0.066	0.484	-0.060	0.547	0.070	0.429	0.067	0.444	0.089	0.303	0.095	0.258	0.087	0.305	0.114	0.173	0.124	0.105	0.114	0.134	0.092	0.183
French	-0.024	0.709	0.002	0.976	0.020	0.746	0.031	0.608	0.012	0.837	0.011	0.846	-0.009	0.883	0.023	0.720	0.040	0.522	0.026	0.666	0.058	0.320	0.017	0.772	0.032	0.570	0.059	0.304	0.073	0.204	0.061	0.298
Geography	-0.020	0.734	-0.042	0.466	-0.065	0.274	-0.060	0.291	-0.058	0.305	-0.060	0.286	-0.037	0.525	-0.036	0.549	-0.032	0.593	-0.034	0.540	-0.025	0.648	-0.025	0.645	0.026	0.655	-0.001	0.981	0.002	0.977	-0.014	0.810
German	0.063	0.319	0.052	0.429	0.047	0.475	-0.002	0.980	-0.037	0.546	-0.036	0.568	-0.027	0.679	-0.055	0.403	-0.056	0.392	-0.040	0.536	-0.042	0.511	-0.089	0.142	-0.073	0.221	-0.051	0.427	-0.044	0.467	-0.023	0.708
Goldman Pub. Pol.	0.070	0.209	0.052	0.334	0.048	0.381	0.068	0.198	0.041	0.448	0.060	0.259	0.060	0.281	0.087	0.130	0.129	0.022	0.214	<.001	0.213	<.001	0.286	<.001	0.273	<.001	0.289	<.001	0.331	<.001	0.363	<.001
Haas Business	0.545	<.001	0.593	<.001	0.601	<.001	0.612	<.001	0.639	<.001	0.670	<.001	0.700	<.001	0.733	<.001	0.765	<.001	0.790	<.001	0.791	<.001	0.749	<.001	0.750	<.001	0.748	<.001	0.754	<.001	0.706	<.001
HW Neuroscience	-0.175	0.013	-0.144	0.045	-0.219	0.001	-0.238	<.001	-0.241	<.001	-0.251	<.001	-0.211	0.003	-0.159	0.023	-0.123	0.076	-0.131	0.055	-0.067	0.317	-0.060	0.352	-0.068	0.283	0.017	0.792	-0.004	0.947	-0.011	0.852
History	-0.013	0.727	0.025	0.497	0.032	0.391	0.037	0.298	0.024	0.523	0.015	0.688	0.026	0.508	0.065	0.093	0.070	0.072	0.071	0.065	0.101	0.008	0.083	0.025	0.080	0.029	0.119	0.002	0.120	0.002	0.092	0.014
Ind. Eng./Op. Res.	0.163	0.005	0.185	0.002	0.211	<.001	0.148	0.005	0.124	0.023	0.104	0.057	0.137	0.015	0.144	0.010	0.125	0.025	0.152	0.005	0.171	0.003	0.162	0.003	0.170	0.001	0.173	0.001	0.209	<.001	0.158	0.003
Integrat. Biology	0.009	0.829	0.042	0.311	0.044	0.279	0.058	0.142	0.014	0.729	0.010	0.813	0.039	0.357	0.037	0.374	0.053	0.200	0.067	0.106	0.079	0.056	0.059	0.140	0.084	0.035	0.089	0.029	0.115	0.005	0.087	0.027
Landsc. Arch./Env.	-0.069	0.322	-0.071	0.305	-0.085	0.245	-0.047	0.502	-0.060	0.370	-0.134	0.037	-0.173	0.012	-0.096	0.192	-0.070	0.334	-0.043	0.551	0.009	0.890	-0.004	0.953	-0.007	0.909	0.005	0.930	0.036	0.547	-0.008	0.889
Law	0.471	<.001	0.463	<.001	0.476	<.001	0.553	<.001	0.597	<.001	0.571	<.001	0.589	<.001	0.613	<.001	0.685	<.001	0.712	<.001	0.739	<.001	0.716	<.001	0.697	<.001	0.707	<.001	0.728	<.001	0.766	<.001
Linguistics	-0.012	0.827	-0.019	0.732	-0.032	0.553	-0.037	0.482	-0.082	0.119	-0.098	0.070	-0.101	0.069	-0.061	0.306	-0.054	0.365	-0.066	0.245	-0.032	0.572	-0.025	0.645	-0.026	0.630	0.030	0.597	0.038	0.507	0.036	0.504
Material Sc. & Eng.	0.242	<.001	0.234	<.001	0.245	<.001	0.236	<.001	0.221	<.001	0.201	<.001	0.198	<.001	0.185	0.001	0.229	<.001	0.230	<.001	0.240	<.001	0.249	<.001	0.246	<.001	0.241	<.001	0.261	<.001	0.246	<.001
Mathematics	0.138	<.001	0.162	<.001	0.163	<.001	0.153	<.001	0.142	<.001	0.153	<.001	0.158	<.001	0.167	<.001	0.172	<.001	0.186	<.001	0.196	<.001	0.159	<.001	0.172	<.001	0.185	<.001	0.202	<.001	0.204	<.001
Mechanical Eng.	0.153	<.001	0.148	<.001	0.170	<.001	0.174	<.001	0.148	<.001	0.153	<.001	0.152	<.001	0.154	<.001	0.156	<.001	0.160	<.001	0.186	<.001	0.164	<.001	0.180	<.001	0.199	<.001	0.218	<.001	0.200	<.001
Molec. & Cell Bio.	0.13222	<.001	0.13144	<.001	0.16396	<.001	0.14745	<.001	0.14006	<.001	0.13658	<.001	0.127	<.001	0.14252	<.001	0.14905	<.001	0.1559	<.001	0.169	<.001	0.133	<.001	0.152	<.001	0.161	<.001	0.190	<.001	0.181	<.001
Music	-0.052	0.295	-0.046	0.370	-0.041	0.435	-0.030	0.548	-0.053	0.273	-0.055	0.258	-0.045	0.361	-0.041	0.407	-0.037	0.461	-0.035	0.488	-0.026	0.614	-0.029	0.560	0.011	0.833	0.024	0.648	0.032	0.522	0.005	0.919
Near Eastern St.	-0.123	0.037	-0.107	0.070	-0.095	0.107	-0.035	0.529	-0.041	0.483	-0.072	0.219	-0.065	0.290	-0.026	0.686	-0.050	0.428	-0.011	0.872	-0.024	0.693	-0.068	0.238	-0.023	0.687	-0.004	0.943	0.005	0.932	0.002	0.968
Nuclear Eng.	0.117	0.100	0.128	0.075	0.193	0.004	0.148	0.022	0.088	0.235	0.069	0.353	0.076	0.284	0.056	0.433	0.064	0.373	0.087	0.173	0.125	0.057	0.124	0.054	0.139	0.040	0.144	0.021	0.166	0.005	0.146	0.013
Nutr. Sc./Tox.	-0.009	0.872	0.032	0.599	0.027	0.625	0.028	0.601	0.008	0.879	0.001	0.985	-0.008	0.885	0.044	0.478	0.019	0.763	0.029	0.623	0.032	0.584	-0.009	0.883	0.002	0.966	0.021	0.741	0.034	0.570	0.004	0.948
Philosophy	0.150	0.007	0.120	0.029	0.159	0.003	0.152	0.003	0.111	0.032	0.166	<.001	0.196	<.001	0.208	<.001	0.198	<.001	0.175	<.001	0.204	<.001	0.207	<.001	0.237	<.001	0.241	<.001	0.272	<.001	0.224	<.001
Physics	0.116	0.002	0.133	<.001	0.148	<.001	0.136	<.001	0.116	0.001	0.119	0.001	0.108	0.005	0.112	0.003	0.122	0.001	0.137	<.001	0.155	<.001	0.172	<.001	0.192	<.001	0.213	<.001	0.233	<.001	0.196	<.001
Plant & Micr. Bio.	0.216	<.001	0.212	<.001	0.197	<.001	0.210	<.001	0.169	<.001	0.162	<.001	0.196	<.001	0.201	<.001	0.184	<.001	0.185	<.001	0.192	<.001	0.161	<.001	0.160	<.001	0.192	<.001	0.194	<.001	0.149	0.001

Political Sc.	0.065	0.097	0.088	0.022	0.085	0.026	0.106	0.004	0.101	0.007	0.089	0.019	0.097	0.015	0.135	<.001	0.125	0.002	0.144	<.001	0.172	<.001	0.181	<.001	0.199	<.001	0.231	<.001	0.244	<.001	0.298	<.001
Psychology	0.047	0.264	0.033	0.436	0.057	0.176	0.074	0.075	0.066	0.123	0.081	0.057	0.098	0.028	0.127	0.005	0.118	0.010	0.128	0.005	0.136	0.002	0.145	<.001	0.143	<.001	0.185	<.001	0.165	<.001	0.158	<.001
Rhetoric	0.038	0.558	0.052	0.404	0.049	0.448	0.075	0.225	0.040	0.531	0.039	0.540	0.026	0.690	0.034	0.608	0.018	0.786	0.023	0.720	0.039	0.532	0.019	0.737	0.004	0.940	0.019	0.754	0.046	0.437	0.044	0.450
Sch. of Education	-0.047	0.257	-0.031	0.457	-0.016	0.700	-0.021	0.590	-0.024	0.543	-0.017	0.675	-0.004	0.932	0.014	0.727	0.007	0.871	0.023	0.587	0.028	0.496	0.025	0.542	0.066	0.109	0.084	0.048	0.123	0.003	0.092	0.024
Sch. of Informat.	0.018	0.785	0.041	0.523	0.032	0.631	0.082	0.166	0.140	0.011	0.120	0.028	0.108	0.054	0.116	0.039	0.152	0.009	0.171	0.004	0.174	0.003	0.176	0.002	0.219	<.001	0.207	<.001	0.222	<.001	0.202	<.001
Sch. of Optometry	0.249	<.001	0.238	<.001	0.290	<.001	0.293	<.001	0.271	<.001	0.263	<.001	0.257	<.001	0.247	<.001	0.234	<.001	0.227	<.001	0.236	<.001	0.218	<.001	0.189	<.001	0.202	<.001	0.230	<.001	0.220	<.001
Sch. Public Health	0.049	0.226	0.067	0.093	0.059	0.132	0.047	0.208	0.042	0.266	0.045	0.235	0.040	0.321	0.077	0.053	0.072	0.071	0.076	0.054	0.104	0.009	0.084	0.029	0.099	0.010	0.121	0.003	0.169	<.001	0.146	<.001
Sch. Social Welfare	0.018	0.729	0.032	0.536	0.034	0.514	0.031	0.521	0.026	0.617	0.031	0.550	0.039	0.489	0.045	0.435	0.019	0.723	0.036	0.508	0.048	0.353	0.020	0.693	0.032	0.520	0.007	0.887	0.049	0.376	0.064	0.239
Sociology	0.114	0.014	0.098	0.032	0.096	0.034	0.074	0.089	0.067	0.135	0.077	0.087	0.092	0.047	0.110	0.016	0.118	0.012	0.137	0.003	0.151	<.001	0.132	0.004	0.157	<.001	0.170	<.001	0.247	<.001	0.208	<.001
S/SE Asian Std.	-0.063	0.346	-0.101	0.133	-0.072	0.264	-0.062	0.312	-0.071	0.254	-0.045	0.490	-0.045	0.510	-0.030	0.662	-0.027	0.689	-0.010	0.873	-0.001	0.988	-0.020	0.748	-0.016	0.809	0.008	0.906	0.003	0.963	-0.017	0.789
Spanish & Port.	0.014	0.803	0.001	0.988	-0.010	0.842	0.002	0.977	0.004	0.947	-0.006	0.919	0.001	0.985	0.040	0.530	0.022	0.722	0.006	0.915	0.012	0.840	-0.028	0.629	-0.026	0.657	-0.014	0.810	0.003	0.964	0.022	0.714
Statistics	0.114	0.035	0.145	0.010	0.125	0.022	0.177	<.001	0.128	0.016	0.118	0.036	0.174	0.003	0.194	<.001	0.170	0.002	0.181	0.001	0.212	<.001	0.233	<.001	0.279	<.001	0.301	<.001	0.296	<.001	0.263	<.001
TDPS	-0.035	0.604	-0.020	0.767	-0.047	0.518	-0.003	0.970	-0.021	0.742	-0.025	0.691	-0.039	0.563	-0.018	0.779	-0.018	0.770	-0.057	0.339	-0.032	0.587	0.004	0.952	-0.014	0.818	0.013	0.834	0.040	0.502	0.019	0.752
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Two Departments	0.093	<.001	0.090	<.001	0.090	<.001	0.086	<.001	0.083	<.001	0.088	<.001	0.084	<.001	0.073	<.001	0.066	<.001	0.063	<.001	0.059	<.001	0.053	<.001	0.055	<.001	0.040	0.006	0.054	<.001	0.052	<.001
Three or More Deps.	0.193	<.001	0.157	0.001	0.149	0.001	0.143	0.002	0.108	0.014	0.154	<.001	0.153	<.001	0.143	0.002	0.152	0.002	0.136	0.003	0.123	0.004	0.146	<.001	0.124	0.003	0.147	<.001	0.129	0.002	0.100	0.010
Outside Offer	0.162	<.001	0.175	<.001	0.171	<.001	0.159	<.001	0.181	<.001	0.172	<.001	0.180	<.001	0.186	<.001	0.192	<.001	0.191	<.001	0.187	<.001	0.166	<.001	0.164	<.001	0.154	<.001	0.143	<.001	0.140	<.001
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001

R-square	0.73		0.73		0.73		0.75		0.76		0.76		0.74		0.74		0.75		0.76		0.77		0.77		0.77		0.76		0.77		0.78	
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		0.76		0.76		0.75		0.76		0.77	

\*Underrepresented Group=Afric. Am., Hisp., Native Am. Faculty of Color also includes Asian.

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

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