

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

APPENDIX C

C5b: White Male Salary Model, College of Engineering

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

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

C6a: Log Salary Model, College of Chemistry Appendix C

C6b: White Male Salary Model, College of Chemistry

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

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

C7a: Log Salary Model, College of Natural Resources

C7b: White Male Salary Model, College of Natural Resources

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

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

C8a: Log Salary Model, Haas School of Business

C8b: White Male Salary Model, Haas School of Business

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

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

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

C9a: Log Salary Model, Boalt School of Law

C9b: White Male Salary Model, Boalt School of Law

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

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

C10a: Log Salary Model, Other Professional Schools

C10b: White Male Salary Model, Other Professional Schools

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

APPENDIX C

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

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--2017-18 (Spring semester)

A1: Log Salary Model, All Campus, 4/30/2018

Tot. N=1485: White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.125	<.001	-0.094	<.001	-0.016	0.133	0.005	0.583
Asian	-0.106	<.001	-0.035	0.073	-0.020	0.150	-0.017	0.151
Underrep. Min.*	-0.107	<.001	-0.047	0.041	0.012	0.484	0.005	0.746
Unknown Ethnicity	-0.137	0.018	0.011	0.814	0.033	0.320	0.027	0.333
Yrs. since degree			0.017	<.001	0.021	<.001	0.004	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.998
Yrs. since hired			-0.003	0.008	-0.004	<.001	-0.011	<.001
Bach./Mast.			-0.295	<.001	-0.146	<.001	-0.072	0.013
Law Degree			0.418	<.001	-0.038	0.418	0.000	0.994
MD			0.030	0.676	0.076	0.162	0.125	0.006
Afr. Am Stud.					-0.077	0.227	-0.032	0.547
Agr. Res. Ec. Pol.					0.396	<.001	0.346	<.001
Anthropology					0.061	0.183	0.033	0.392
Architecture					0.045	0.324	0.018	0.644
Art Hist.					-0.001	0.985	-0.074	0.123
Astronomy					0.201	0.001	0.122	0.018
Bioengin.					0.174	0.001	0.090	0.050
Chemical Eng.					0.300	<.001	0.222	<.001
Chemistry					0.319	<.001	0.227	<.001
City & Reg. Plan.					0.107	0.069	0.047	0.346
Civil & Env. Eng.					0.176	<.001	0.087	0.015
Classics					0.013	0.833	-0.029	0.565
Comp. Literature					0.140	0.083	0.161	0.018
Earth & Plan. Sc.					0.227	<.001	0.114	0.015
E. Asian Lng./Clt.					-0.072	0.202	-0.104	0.030
Economics					0.738	<.001	0.614	<.001
Elect. Eng./CS					0.266	<.001	0.129	<.001

English					0.038	0.319	0.035	0.273
ESPM					0.036	0.356	-0.005	0.876
Ethnic Studies					0.057	0.303	0.022	0.636
Film and Media					0.140	0.086	0.105	0.126
French					0.034	0.583	0.004	0.932
Geography					0.019	0.767	-0.007	0.896
German					-0.048	0.480	-0.105	0.068
Goldman Pub. Pol.					0.337	<.001	0.230	<.001
Haas Business					0.761	<.001	0.665	<.001
HW Neuroscience					-0.016	0.813	0.041	0.466
History					0.119	0.003	0.055	0.110
Ind. Eng./Op. Res.					0.202	<.001	0.104	0.033
Integrat. Biology					0.093	0.033	0.049	0.182
Landsc. Arch./Env.					0.008	0.900	-0.014	0.800
Law					0.695	<.001	0.512	<.001
Linguistics					0.018	0.763	-0.026	0.613
Material Sc. & Eng.					0.213	<.001	0.109	0.021
Mathematics					0.192	<.001	0.070	0.036
Mechanical Eng.					0.189	<.001	0.109	0.002
Molec. & Cell Bio.					0.176	<.001	0.125	<.001
Music					0.046	0.411	-0.008	0.866
Near Eastern St.					0.015	0.805	-0.013	0.798
Nuclear Eng.					0.122	0.067	0.086	0.123
Nutr. Sc./Tox.					0.013	0.850	0.029	0.608
Philosophy					0.270	<.001	0.156	<.001
Physics					0.214	<.001	0.111	<.001
Plant & Micr. Bio.					0.203	<.001	0.164	<.001
Political Sc.					0.253	<.001	0.186	<.001
Psychology					0.198	<.001	0.079	0.053
Rhetoric					-0.010	0.873	-0.037	0.491
Sch. of Education					0.107	0.019	0.045	0.242
Sch. of Informat.					0.202	0.002	0.145	0.009
Sch. of Optometry					0.185	0.002	0.084	0.102

Sch. Public Health					0.140	0.001	0.049	0.181
Sch. Social Welfare					0.014	0.796	-0.040	0.400
Sociology					0.186	<.001	0.106	0.009
S/SE Asian Std.					-0.004	0.956	-0.024	0.693
Spanish & Port.					-0.035	0.591	-0.065	0.232
Statistics					0.311	<.001	0.228	<.001
TDPS					-0.013	0.842	-0.047	0.382
Other units					-		-	
Two Departments					0.071	<.001	0.039	0.003
Three or More Deps.					0.219	<.001	0.153	<.001
Assistant							-0.507	<.001
Associate							-0.301	<.001
Years at Rank							0.014	<.001
Intercept	12.1	<.001	12.1	<.001	11.8	<.001	11.8	<.001

R-square	0.05		0.40		0.73		0.81	
Adj. R-square	0.05		0.40		0.71		0.80	

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

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, 4/30/2018

Tot. N=1485: White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree			2929	<.001	3648	<.001	657	0.027
Yrs. degree (sq.)			-36	0.002	-52	<.001	3	0.783
Yrs. since hired			-697	0.013	-957	<.001	-2516	<.001
Bach./Mast.			-56221	<.001	-29200	0.003	-18649	0.037
Law Degree			84243	<.001	-3097	0.811	1731	0.882
MD			15131	0.477	35847	0.034	30447	0.046
Agr. Res. Ec. Pol.					50079	<.001	49271	<.001
Anthropology					-2738	0.815	1174	0.911
Architecture					-825	0.945	5626	0.602
Astronomy					23478	0.082	15220	0.211
Bioengin.					15167	0.218	15384	0.164
Chemical Eng.					49968	<.001	47619	<.001
Chemistry					46752	<.001	37644	<.001
Civil & Env. Eng.					17396	0.045	13852	0.077
Classics					808	0.953	-1932	0.877
Earth & Plan. Sc.					21957	0.046	7846	0.431
Economics					135394	<.001	117553	<.001
Elect. Eng./CS					30649	<.001	16382	0.005
English					7884	0.343	9777	0.192
ESPM					1852	0.814	2572	0.716
Goldman Pub. Pol.					22586	0.112	13607	0.288
Haas Business					135267	<.001	125083	<.001
HW Neuroscience					-9909	0.567	-222	0.989
History					12986	0.161	8246	0.323
Ind. Eng./Op. Res.					17827	0.156	10195	0.367
Integrat. Biology					11797	0.180	10047	0.203
Law					121719	<.001	100504	<.001
Material Sc. & Eng.					23334	0.117	7627	0.570

Submodel Is Not Possible with White Male Model Approach

Mathematics					20935	0.003	5622	0.387
Mechanical Eng.					15119	0.071	8626	0.252
Molec. & Cell Bio.					23008	0.001	20959	0.001
Philosophy					38788	<.001	24340	0.017
Physics					22668	0.003	13658	0.046
Plant & Micr. Bio.					35613	<.001	34058	<.001
Political Sc.					35909	<.001	30398	<.001
Psychology					37987	0.009	23765	0.069
Sch. of Education					-8386	0.495	-5220	0.637
Sch. of Optometry					-82	0.996	-4847	0.739
Sch. Public Health					9418	0.420	4548	0.665
Statistics					34875	0.014	19173	0.135
Other units					-		-	
Two Departments					15450	<.001	11892	0.001
Three or More Deps.					46302	<.001	37800	0.001
Assistant							-84987	<.001
Associate							-50072	<.001
Years at Rank							2980	<.001
Intercept			182919	<.001	150621	<.001	138519	<.001

R-square			0.29		0.68		0.74	
Adj. R-square			0.29		0.66		0.73	

Avg. Wom. \$ diff.			18946		4319		71	
Avg. Asian \$ diff.			13737		5773		3943	
Avg. URM* \$ diff.			15504		367		742	

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

Other units include: African Am. Studies; Art Hist.; Art Practice; City & Regional Planning; Comparative Literature; Demography; East Asian Languages & Cult.; Energy & Resources Group; Ethnic Studies; Film and Media; French; Gender and Women's Studies; Geography; German; Italian Studies; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Rhetoric; Scandinavian Languages; School of Information; School of Social Welfare; Slavic Languages & Culture; Sociology; South & Southeast Asian Std.; Spanish & Portuguese; Theater, Dance and Performance Studies; Undergrad. & Interdiscp. St.

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

Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).

A3: Total Population Salary Model, All Campus, 4/30/2018

Tot. N=1485: White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-21057	<.001	-16100	<.001	-2989	0.124	683	0.692
Asian	-18765	<.001	-7441	0.036	-4229	0.095	-3849	0.084
Underrep. Min.*	-17720	<.001	-8873	0.036	1232	0.702	413	0.884
Unknown Ethnicity	-19959	0.051	1281	0.881	6883	0.250	6003	0.254
Yrs. since degree			2881	<.001	3501	<.001	745	<.001
Yrs. degree (sq.)			-35	<.001	-47	<.001	0	0.963
Yrs. since hired			-664	<.001	-900	<.001	-2285	<.001
Bach./Mast.			-49672	<.001	-25785	<.001	-13174	0.017
Law Degree			84383	<.001	-3418	0.685	3240	0.663
MD			4805	0.717	14635	0.138	22069	0.011
Afr. Am Stud.					-9718	0.401	-1816	0.859
Agr. Res. Ec. Pol.					60996	<.001	52735	<.001
Anthropology					10517	0.204	6583	0.366
Architecture					6883	0.408	4076	0.579
Art Hist.					4607	0.656	-5749	0.529
Astronomy					31115	0.005	18264	0.063
Bioengin.					24597	0.013	11737	0.180
Chemical Eng.					51827	<.001	38355	<.001
Chemistry					53952	<.001	39253	<.001
City & Reg. Plan.					12686	0.238	3318	0.726
Civil & Env. Eng.					25047	0.001	11092	0.102
Classics					-195	0.986	-5529	0.561
Comp. Literature					28340	0.054	30448	0.019
Earth & Plan. Sc.					31234	0.002	13117	0.141
E. Asian Lng./Clt.					-11895	0.249	-16959	0.062
Economics					140164	<.001	119570	<.001
Elect. Eng./CS					39411	<.001	17794	0.002

English					6438	0.351	6873	0.259
ESPM					6668	0.347	367	0.953
Ethnic Studies					8040	0.423	2429	0.783
Film and Media					23846	0.108	19353	0.138
French					6322	0.572	2034	0.836
Geography					1331	0.907	-2200	0.826
German					-10066	0.419	-18221	0.097
Goldman Pub. Pol.					49954	<.001	34069	<.001
Haas Business					138687	<.001	123402	<.001
HW Neuroscience					-10043	0.411	699	0.948
History					17140	0.020	7216	0.267
Ind. Eng./Op. Res.					28660	0.006	12634	0.171
Integrat. Biology					13336	0.092	6269	0.369
Landsc. Arch./Env.					5543	0.640	2513	0.810
Law					128626	<.001	98019	<.001
Linguistics					3898	0.725	-3130	0.749
Material Sc. & Eng.					31354	0.002	15039	0.095
Mathematics					28823	<.001	8428	0.187
Mechanical Eng.					28890	<.001	15625	0.020
Molec. & Cell Bio.					28409	<.001	19807	0.001
Music					8439	0.406	1114	0.901
Near Eastern St.					3783	0.736	-777	0.937
Nuclear Eng.					14692	0.224	8756	0.410
Nutr. Sc./Tox.					522	0.966	4112	0.700
Philosophy					43314	<.001	25733	0.003
Physics					32246	<.001	15213	0.017
Plant & Micr. Bio.					33165	<.001	27019	<.001
Political Sc.					41762	<.001	30846	<.001
Psychology					32012	<.001	13425	0.086
Rhetoric					594	0.959	-3882	0.704
Sch. of Education					15229	0.066	5192	0.476
Sch. of Informat.					31437	0.008	22880	0.029
Sch. of Optometry					25469	0.021	9906	0.308

Sch. Public Health					19402	0.014	5725	0.411
Sch. Social Welfare					6306	0.536	-2896	0.747
Sociology					27688	0.001	16233	0.035
S/SE Asian Std.					-1796	0.893	-5350	0.647
Spanish & Port.					-546	0.963	-4837	0.639
Statistics					48758	<.001	35586	<.001
TDPS					254	0.983	-5298	0.606
Other units					-		-	
Two Departments					14542	<.001	8899	<.001
Three or More Deps.					40605	<.001	29956	<.001
Assistant							-78148	<.001
Associate							-48521	<.001
Years at Rank							2774	<.001
Intercept	182966	<.001	182146	<.001	142609	<.001	138848	<.001

R-square	0.05		0.36		0.71		0.78	
Adj. R-square	0.05		0.35		0.70		0.76	

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

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

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

B1: Log Salary Model 1 (Demography: Gender & Race Ethnicity), All Campus, AY 2004-05--2017-18 (Spring semester)

Tot. N=1485 (2017-18): White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

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	
	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	0.195	<.001	0.174	<.001	0.170	<.001	0.170	<.001	0.174	<.001	0.168	<.001	0.173	<.001	0.168	<.001	0.159	<.001	0.162	<.001	0.159	<.001	0.146	<.001	0.141	<.001	0.125	<.001
Asian	0.094	<.001	0.087	<.001	0.093	<.001	0.090	<.001	0.094	<.001	0.085	<.001	0.076	0.003	0.083	0.001	0.092	<.001	0.107	<.001	0.114	<.001	0.105	<.001	0.098	<.001	0.106	<.001
Underrep. Min.*	0.149	<.001	0.157	<.001	0.134	<.001	0.141	<.001	0.147	<.001	0.150	<.001	0.124	<.001	0.110	<.001	0.112	<.001	0.123	<.001	0.141	<.001	0.116	<.001	0.101	<.001	0.107	<.001
Unknown ethnicity	0.044	0.585	0.102	0.201	0.107	0.179	0.118	0.123	0.131	0.083	0.131	0.088	0.161	0.041	0.162	0.030	0.234	<.001	0.299	<.001	0.257	<.001	0.219	0.002	0.181	0.003	0.137	0.018
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	12.1	<.001
R-square	0.09		0.07		0.07		0.08		0.08		0.07		0.07		0.07		0.07		0.08		0.08		0.06		0.06		0.05	
Adj. R-square	0.09		0.07		0.07		0.07		0.07		0.07		0.07		0.07		0.07		0.07		0.08		0.06		0.06		0.05	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																												
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--2017-18 (Spring semester)

Tot. N=1485 (2017-18): White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

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	
	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	0.120 ⁻	<.001	0.107 ⁻	<.001	0.107 ⁻	<.001	0.105 ⁻	<.001	0.111 ⁻	<.001	0.111 ⁻	<.001	0.120 ⁻	<.001	0.121 ⁻	<.001	0.114 ⁻	<.001	0.114 ⁻	<.001	0.116 ⁻	<.001	0.108 ⁻	<.001	0.106 ⁻	<.001	0.094 ⁻	<.001
Asian	0.028	0.147	0.028	0.154	0.025	0.208	0.023	0.234	0.010	0.607	0.013	0.512	0.015	0.460	0.004 ⁻	0.851	0.015 ⁻	0.481	0.036 ⁻	0.087	0.038 ⁻	0.062	0.038 ⁻	0.059	0.030 ⁻	0.131	0.035 ⁻	0.073
Underrep. Min.*	0.059 ⁻	0.016	0.065 ⁻	0.008	0.052 ⁻	0.035	0.055 ⁻	0.020	0.058 ⁻	0.017	0.058 ⁻	0.016	0.050 ⁻	0.041	0.047 ⁻	0.058	0.053 ⁻	0.038	0.065 ⁻	0.009	0.078 ⁻	0.001	0.062 ⁻	0.009	0.045 ⁻	0.047	0.047 ⁻	0.041
Unknown ethnicity	0.114	0.059	0.077	0.202	0.055	0.369	0.033	0.575	0.019	0.751	0.002	0.973	0.029 ⁻	0.652	0.041 ⁻	0.506	0.074 ⁻	0.135	0.104 ⁻	0.063	0.097 ⁻	0.053	0.075 ⁻	0.192	0.008 ⁻	0.876	0.011	0.814
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	0.018	<.001	0.018	<.001	0.018	<.001	0.017	<.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	0.002	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 ⁻	0.009	0.003 ⁻	0.004	0.002 ⁻	0.011	0.003 ⁻	0.013	0.003 ⁻	0.001	0.004 ⁻	<.001	0.004 ⁻	<.001	0.005 ⁻	<.001	0.004 ⁻	<.001	0.005 ⁻	<.001	0.004 ⁻	<.001	0.004 ⁻	<.001	0.003 ⁻	0.008
Bach./Mast.	0.276 ⁻	<.001	0.277 ⁻	<.001	0.283 ⁻	<.001	0.282 ⁻	<.001	0.294 ⁻	<.001	0.283 ⁻	<.001	0.281 ⁻	<.001	0.291 ⁻	<.001	0.304 ⁻	<.001	0.302 ⁻	<.001	0.321 ⁻	<.001	0.314 ⁻	<.001	0.312 ⁻	<.001	0.295 ⁻	<.001
Law Degree	0.372	<.001	0.369	<.001	0.386	<.001	0.389	<.001	0.437	<.001	0.418	<.001	0.416	<.001	0.428	<.001	0.454	<.001	0.441	<.001	0.438	<.001	0.437	<.001	0.418	<.001	0.418	<.001
MD	0.025	0.726	0.067	0.332	0.036	0.604	0.058	0.421	0.049	0.499	0.062	0.381	0.040	0.580	0.023	0.750	0.009	0.901	0.007 ⁻	0.917	0.012	0.862	0.002	0.973	0.031	0.659	0.030	0.676
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
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	
Adj. R-square	0.50		0.48		0.46		0.47		0.45		0.44		0.40		0.38		0.38		0.38		0.40		0.39		0.39		0.40	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

B3: Log Salary Model 3 (Demography, Experience, & Departments), All Campus, AY 2004-05--2017-18 (Spring semester)

Tot. N=1485 (2017-18): White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

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		
	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	-0.057	<.001	-0.047	<.001	-0.047	<.001	0.048	<.001	-0.050	<.001	0.047	<.001	0.056	<.001	-0.056	<.001	-0.049	<.001	-0.048	<.001	0.043	<.001	0.033	0.002	0.029	0.007	0.016	<.001	0.133
Asian	0.010	0.503	0.014	0.393	0.009	0.580	0.009	0.530	-0.001	0.943	0.004	0.797	0.006	0.693	-0.005	0.764	-0.005	0.744	-0.017	0.262	0.016	0.289	0.016	0.269	0.017	0.225	0.020	0.150	
Underrep. Min.*	0.007	0.748	0.009	0.677	0.016	0.445	0.012	0.540	0.009	0.650	0.005	0.795	0.011	0.576	0.005	0.801	-0.002	0.921	-0.003	0.891	0.009	0.626	0.000	0.990	0.008	0.630	0.012	0.484	
Unknown ethnicity	0.030	0.535	0.002	0.963	-0.024	0.608	0.039	0.377	-0.041	0.344	0.029	0.510	0.034	0.472	-0.055	0.225	-0.012	0.738	-0.034	0.397	0.021	0.560	0.033	0.406	0.010	0.762	0.033	0.320	
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	
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	
Yrs. since hired	-0.004	<.001	-0.003	<.001	-0.004	<.001	0.003	<.001	-0.003	<.001	0.004	<.001	0.004	<.001	-0.005	<.001	-0.006	<.001	-0.005	<.001	0.006	<.001	0.005	<.001	0.005	<.001	0.004	<.001	
Bach./Mast.	-0.154	<.001	-0.146	<.001	-0.137	<.001	0.148	<.001	-0.155	<.001	0.139	<.001	0.138	<.001	-0.153	<.001	-0.170	<.001	-0.166	<.001	0.178	<.001	0.183	<.001	0.160	<.001	0.146	<.001	
Law Degree	0.055	0.234	0.084	0.074	0.083	0.073	0.029	0.505	0.046	0.277	0.038	0.357	0.038	0.379	0.046	0.306	0.011	0.814	-0.012	0.786	0.009	0.836	0.019	0.660	0.016	0.708	0.038	0.418	
MD	0.086	0.154	0.141	0.016	0.123	0.034	0.154	0.007	0.135	0.018	0.148	0.008	0.128	0.024	0.102	0.070	0.082	0.140	0.050	0.337	0.062	0.242	0.069	0.178	0.092	0.087	0.076	0.162	
Afr. Am Stud.	-0.046	0.528	-0.035	0.634	-0.060	0.407	0.052	0.458	-0.076	0.285	0.114	0.094	0.088	0.211	-0.093	0.204	-0.113	0.144	-0.086	0.239	0.084	0.241	0.085	0.183	0.080	0.203	0.077	0.227	
Agr. Res. Ec. Pol.	0.234	<.001	0.266	<.001	0.257	<.001	0.259	<.001	0.269	<.001	0.294	<.001	0.291	<.001	0.270	<.001	0.293	<.001	0.364	<.001	0.369	<.001	0.362	<.001	0.367	<.001	0.396	<.001	
Anthropology	0.089	0.058	0.112	0.016	0.114	0.014	0.119	0.007	0.090	0.051	0.082	0.075	0.115	0.017	0.107	0.026	0.088	0.070	0.084	0.077	0.089	0.059	0.072	0.110	0.071	0.110	0.061	0.183	
Architecture	-0.021	0.661	-0.011	0.813	-0.028	0.580	0.016	0.738	-0.034	0.494	0.003	0.942	0.021	0.667	0.033	0.497	0.025	0.614	0.027	0.581	0.045	0.340	0.038	0.406	0.021	0.642	0.045	0.324	
Art Hist.	0.041	0.514	0.084	0.186	0.110	0.080	0.080	0.186	0.049	0.435	0.041	0.499	0.041	0.541	-0.009	0.893	-0.011	0.868	-0.004	0.953	0.002	0.974	0.026	0.636	0.013	0.814	0.001	0.985	
Astronomy	0.199	0.001	0.200	0.001	0.166	0.005	0.155	0.006	0.155	0.010	0.153	0.010	0.173	0.007	0.182	0	0.169	0.01	0.194	0.002	0.194	0.001	0.169	0.008	0.192	0.002	0.201	0.001	
Bioengin.	0.140	0.011	0.136	0.013	0.138	0.011	0.135	0.008	0.142	0.007	0.148	0.004	0.146	0.007	0.136	0.014	0.125	0.027	0.162	0.005	0.175	0.002	0.151	0.008	0.172	0.001	0.174	0.001	
Chemical Eng.	0.330	<.001	0.322	<.001	0.377	<.001	0.373	<.001	0.313	<.001	0.315	<.001	0.329	<.001	0.310	<.001	0.317	<.001	0.325	<.001	0.316	<.001	0.294	<.001	0.293	<.001	0.300	<.001	
Chemistry	0.224	<.001	0.233	<.001	0.245	<.001	0.276	<.001	0.249	<.001	0.271	<.001	0.279	<.001	0.289	<.001	0.289	<.001	0.280	<.001	0.340	<.001	0.300	<.001	0.298	<.001	0.319	<.001	
City & Reg. Plan.	-0.095	0.098	-0.065	0.271	-0.042	0.481	0.045	0.426	-0.041	0.459	0.068	0.212	0.065	0.255	0.036	0.551	0.046	0.442	0.122	0.042	0.117	0.046	0.071	0.260	0.103	0.098	0.107	0.069	
Civil & Env. Eng.	0.140	<.001	0.162	<.001	0.181	<.001	0.185	<.001	0.176	<.001	0.169	<.001	0.174	<.001	0.182	<.001	0.157	<.001	0.169	<.001	0.172	<.001	0.145	<.001	0.148	<.001	0.176	<.001	
Classics	-0.013	0.843	-0.002	0.972	0.002	0.970	0.003	0.952	-0.054	0.350	0.036	0.528	0.030	0.604	-0.017	0.771	-0.025	0.683	-0.045	0.469	0.004	0.946	0.047	0.440	0.052	0.362	0.013	0.833	
Comp. Literature	0.095	0.320	0.239	0.014	0.260	0.009	0.130	0.130	0.129	0.140	0.134	0.118	0.122	0.166	0.130	0.160	0.136	0.145	0.211	0.015	0.186	0.026	0.198	0.016	0.141	0.085	0.140	0.083	
Earth & Plan. Sc.	0.130	0.014	0.127	0.021	0.137	0.011	0.153	0.004	0.134	0.014	0.129	0.020	0.117	0.044	0.135	0.027	0.156	0.007	0.179	0.002	0.209	<.001	0.198	<.001	0.204	<.001	0.227	<.001	
E. Asian Lng./Clt.	-0.049	0.408	-0.047	0.437	-0.016	0.795	0.007	0.901	-0.012	0.838	0.029	0.623	0.016	0.805	-0.016	0.810	-0.049	0.424	-0.060	0.330	0.059	0.329	0.085	0.146	0.082	0.144	0.072	0.202	

Economics	0.425	<.001	0.483	<.001	0.506	<.001	0.546	<.001	0.634	<.001	0.599	<.001	0.661	<.001	0.710	<.001	0.714	<.001	0.751	<.001	0.754	<.001	0.713	<.001	0.737	<.001	0.738	<.001
Elect. Eng./CS	0.225	<.001	0.236	<.001	0.244	<.001	0.252	<.001	0.234	<.001	0.230	<.001	0.242	<.001	0.253	<.001	0.247	<.001	0.239	<.001	0.251	<.001	0.228	<.001	0.232	<.001	0.266	<.001
English	0.012	0.751	0.027	0.484	0.015	0.694	0.024	0.521	0.019	0.615	0.037	0.335	0.050	0.213	0.063	0.112	0.062	0.120	0.048	0.226	0.043	0.268	0.018	0.631	0.022	0.558	0.038	0.319
ESPM	0.042	0.283	0.054	0.170	0.067	0.092	0.061	0.104	0.030	0.441	0.026	0.516	0.021	0.614	0.029	0.472	0.034	0.404	0.020	0.618	0.031	0.437	0.012	0.756	0.036	0.349	0.036	0.356
Ethnic Studies	-0.080	0.149	-0.092	0.099	-0.083	0.166	0.044	0.436	-0.046	0.441	0.085	0.144	0.085	0.166	-0.060	0.319	-0.033	0.583	-0.004	0.945	0.001	0.985	0.024	0.663	0.034	0.541	0.057	0.303
Film and Media	-0.073	0.500	-0.039	0.692	-0.111	0.265	0.042	0.658	-0.031	0.755	0.023	0.818	0.041	0.703	0.141	0.144	0.128	0.180	0.145	0.123	0.146	0.114	0.126	0.166	0.146	0.106	0.140	0.086
French	-0.032	0.635	-0.008	0.898	0.010	0.875	0.016	0.795	-0.001	0.992	0.001	0.986	0.008	0.908	0.015	0.824	0.028	0.685	0.012	0.856	0.038	0.555	0.004	0.943	0.007	0.913	0.034	0.583
Geography	-0.032	0.594	-0.039	0.526	-0.063	0.312	0.048	0.425	-0.047	0.437	0.051	0.403	0.030	0.630	-0.034	0.597	-0.020	0.754	-0.029	0.635	0.026	0.668	0.020	0.735	0.027	0.667	0.019	0.767
German	0.084	0.202	0.076	0.275	0.091	0.190	0.022	0.730	-0.011	0.871	0.021	0.756	0.013	0.857	-0.023	0.749	-0.030	0.678	-0.012	0.869	0.023	0.741	0.081	0.214	0.069	0.286	0.048	0.480
Goldman Pub. Pol.	0.087	0.130	0.070	0.219	0.080	0.167	0.106	0.060	0.081	0.166	0.111	0.051	0.105	0.081	0.134	0.031	0.174	0.004	0.250	<.001	0.252	<.001	0.324	<.001	0.321	<.001	0.337	<.001
Haas Business	0.555	<.001	0.618	<.001	0.631	<.001	0.655	<.001	0.683	<.001	0.705	<.001	0.720	<.001	0.753	<.001	0.787	<.001	0.806	<.001	0.804	<.001	0.764	<.001	0.765	<.001	0.761	<.001
HW Neuroscience	-0.213	0.004	-0.194	0.010	-0.256	<.001	0.258	<.001	-0.259	<.001	0.257	<.001	0.234	0.002	-0.193	0.011	-0.165	0.031	-0.156	0.036	0.075	0.308	0.072	0.316	0.083	0.226	0.016	0.813
History	0.000	0.995	0.041	0.287	0.050	0.200	0.053	0.160	0.048	0.228	0.040	0.306	0.058	0.167	0.093	0.027	0.094	0.027	0.088	0.038	0.107	0.010	0.090	0.025	0.083	0.036	0.119	0.003
Ind. Eng./Op. Res.	0.182	0.002	0.193	0.002	0.215	<.001	0.170	0.003	0.148	0.011	0.158	0.007	0.190	0.002	0.190	0.002	0.182	0.003	0.210	<.001	0.216	<.001	0.197	<.001	0.202	<.001	0.202	<.001
Integrat. Biology	0.027	0.533	0.072	0.097	0.081	0.059	0.083	0.048	0.049	0.255	0.045	0.299	0.071	0.120	0.071	0.118	0.078	0.085	0.088	0.050	0.095	0.035	0.073	0.088	0.097	0.025	0.093	0.033
Landsc. Arch./Env.	-0.062	0.387	-0.064	0.377	-0.080	0.297	0.044	0.548	-0.060	0.412	0.126	0.068	0.167	0.024	-0.101	0.206	-0.068	0.395	-0.044	0.576	0.006	0.928	0.013	0.852	0.004	0.948	0.008	0.900
Law	0.506	<.001	0.488	<.001	0.509	<.001	0.580	<.001	0.623	<.001	0.617	<.001	0.630	<.001	0.647	<.001	0.710	<.001	0.734	<.001	0.740	<.001	0.706	<.001	0.692	<.001	0.695	<.001
Linguistics	-0.020	0.737	-0.028	0.635	-0.039	0.493	0.048	0.395	-0.085	0.135	0.074	0.206	0.078	0.196	-0.054	0.401	-0.050	0.439	-0.065	0.299	0.037	0.545	0.032	0.576	0.039	0.510	0.018	0.763
Material Sc. & Eng.	0.2336	<.001	0.2262	<.001	0.2379	<.001	0.223	<.001	0.2057	<.001	0.184	<.001	0.197	<.001	0.1783	0	0.2032	0	0.2026	0	0.210	<.001	0.223	<.001	0.218	<.001	0.213	<.001
Mathematics	0.159	<.001	0.186	<.001	0.181	<.001	0.177	<.001	0.169	<.001	0.179	<.001	0.183	<.001	0.184	<.001	0.186	<.001	0.199	<.001	0.200	<.001	0.168	<.001	0.179	<.001	0.192	<.001
Mechanical Eng.	0.158	<.001	0.161	<.001	0.182	<.001	0.185	<.001	0.162	<.001	0.167	<.001	0.162	<.001	0.159	<.001	0.157	<.001	0.162	<.001	0.187	<.001	0.161	<.001	0.173	<.001	0.189	<.001
Molec. & Cell Bio.	0.156	<.001	0.162	<.001	0.193	<.001	0.173	<.001	0.174	<.001	0.174	<.001	0.171	<.001	0.180	<.001	0.184	<.001	0.185	<.001	0.191	<.001	0.151	<.001	0.167	<.001	0.176	<.001
Music	-0.036	0.490	-0.014	0.792	0.017	0.764	0.033	0.534	0.010	0.846	0.005	0.921	0.016	0.771	0.016	0.772	0.015	0.775	0.007	0.891	0.013	0.822	0.013	0.813	0.036	0.512	0.046	0.411
Near Eastern St.	-0.107	0.084	-0.091	0.144	-0.078	0.213	0.015	0.794	-0.024	0.700	0.039	0.537	0.032	0.634	0.003	0.963	-0.026	0.700	0.010	0.893	0.012	0.858	0.043	0.490	0.001	0.987	0.015	0.805
Nuclear Eng.	0.119	0.112	0.131	0.083	0.196	0.006	0.144	0.035	0.072	0.367	0.084	0.296	0.088	0.251	0.040	0.606	0.043	0.587	0.071	0.307	0.101	0.162	0.100	0.154	0.114	0.119	0.122	0.067
Nutr. Sc./Tox.	-0.015	0.807	0.025	0.695	0.021	0.727	0.019	0.744	-0.004	0.945	0.008	0.891	0.021	0.731	0.043	0.515	0.016	0.810	0.024	0.704	0.023	0.713	0.010	0.880	0.003	0.962	0.013	0.850
Philosophy	0.156	0.007	0.147	0.012	0.188	<.001	0.171	0.002	0.153	0.006	0.214	<.001	0.236	<.001	0.241	<.001	0.238	<.001	0.243	<.001	0.261	<.001	0.263	<.001	0.278	<.001	0.270	<.001
Physics	0.124	0.001	0.138	<.001	0.155	<.001	0.139	<.001	0.125	0.001	0.133	<.001	0.117	0.005	0.119	0	0.130	0	0.140	<.001	0.161	<.001	0.174	<.001	0.190	<.001	0.214	<.001
Plant & Micr. Bio.	0.215	<.001	0.211	<.001	0.203	<.001	0.216	<.001	0.185	<.001	0.184	<.001	0.220	<.001	0.226	<.001	0.212	<.001	0.209	<.001	0.209	<.001	0.181	<.001	0.180	<.001	0.203	<.001
Political Sc.	0.086	0.033	0.118	0.004	0.121	0.003	0.137	<.001	0.140	<.001	0.123	0.003	0.140	0.001	0.176	<.001	0.166	<.001	0.180	<.001	0.206	<.001	0.210	<.001	0.226	<.001	0.253	<.001
Psychology	0.051	0.244	0.039	0.387	0.061	0.169	0.081	0.067	0.072	0.123	0.086	0.060	0.103	0.032	0.125	0.012	0.121	0.016	0.128	0.010	0.150	0.002	0.153	<.001	0.159	<.001	0.198	<.001

B4: Log Salary Model 4 (Demography, Experience, Departments, & Faculty Rank/Years at Rank), All Campus, AY 2004-05--2017-18 (Spring semester)

Tot. N=1485 (2017-18): White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

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	
	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	0.030	0.003	0.020	0.054	-0.022	0.030	0.024	0.010	-0.026	0.006	-0.024	0.014	0.027	0.006	-0.025	0.013	-0.021	0.040	-0.022	0.024	0.019	0.042	0.011	0.214	0.006	0.494	0.005	0.583
Asian	0.006	0.644	0.003	0.827	-0.002	0.898	0.002	0.884	-0.017	0.171	-0.011	0.392	0.003	0.814	-0.009	0.529	-0.009	0.530	-0.019	0.148	0.018	0.150	0.016	0.188	0.011	0.333	0.017	0.151
Underrep. Min.*	0.019	0.295	0.019	0.299	0.022	0.209	0.010	0.549	0.002	0.894	0.002	0.890	0.018	0.267	0.011	0.493	-0.002	0.920	-0.005	0.763	0.010	0.532	0.003	0.832	0.003	0.862	0.005	0.746
Unknown ethnicity	0.056	0.183	0.035	0.392	0.024	0.561	0.016	0.678	0.017	0.647	0.015	0.705	0.001	0.978	0.004	0.921	0.010	0.758	-0.031	0.372	0.031	0.301	0.044	0.199	0.007	0.820	0.027	0.333
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
Yrs. degree (sq.)	0.000	0.771	0.000	0.082	0.000	0.004	0.000	0.071	0.000	0.003	0.000	0.004	0.000	<.001	0.000	0.005	0.000	0.001	0.000	0.006	0.000	0.013	0.000	0.134	0.000	0.268	0.000	0.998
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
Bach./Mast.	0.073	0.017	0.059	0.055	-0.055	0.090	0.062	0.043	-0.071	0.021	-0.060	0.045	0.060	0.055	-0.074	0.023	-0.091	0.004	-0.080	0.010	0.098	0.001	0.104	<.001	0.087	0.003	0.072	0.013
Law Degree	0.074	0.063	0.098	0.016	0.098	0.015	0.033	0.387	0.088	0.015	0.079	0.027	0.095	0.009	0.115	0.003	0.086	0.030	0.073	0.062	0.064	0.085	0.047	0.206	0.028	0.447	0.000	0.994
MD	0.094	0.070	0.149	0.003	0.121	0.015	0.135	0.006	0.110	0.024	0.128	0.008	0.113	0.020	0.094	0.053	0.096	0.045	0.079	0.075	0.106	0.019	0.101	0.021	0.127	0.005	0.125	0.006
Afr. Am Stud.	0.022	0.720	0.005	0.932	-0.003	0.961	0.023	0.707	0.015	0.809	-0.011	0.854	0.015	0.797	-0.022	0.734	-0.037	0.586	-0.014	0.822	0.001	0.986	0.048	0.375	0.041	0.446	0.032	0.547
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	0.221	<.001	0.246	<.001	0.311	<.001	0.302	<.001	0.310	<.001	0.306	<.001	0.346	<.001
Anthropology	0.044	0.272	0.083	0.039	0.092	0.021	0.100	0.009	0.072	0.069	0.052	0.189	0.079	0.051	0.069	0.097	0.053	0.211	0.061	0.132	0.068	0.088	0.041	0.280	0.029	0.435	0.033	0.392
Architecture	0.014	0.726	0.005	0.910	0.001	0.986	0.006	0.878	0.007	0.864	0.027	0.511	0.054	0.199	0.048	0.248	0.029	0.492	0.029	0.482	0.045	0.264	0.030	0.443	0.012	0.743	0.018	0.644
Art Hist.	0.021	0.702	0.071	0.193	0.110	0.042	0.084	0.111	0.060	0.260	0.039	0.450	0.009	0.876	-0.010	0.853	-0.020	0.721	-0.025	0.631	0.036	0.457	0.061	0.190	0.065	0.163	0.074	0.123
Astronomy	0.101	0.054	0.109	0.041	0.104	0.041	0.112	0.023	0.091	0.074	0.089	0.086	0.108	0.045	0.108	0.037	0.105	0.047	0.096	0.073	0.095	0.062	0.078	0.149	0.107	0.039	0.122	0.018
Bioengin.	0.146	0.002	0.137	0.004	0.144	0.002	0.133	0.003	0.126	0.005	0.139	0.002	0.118	0.011	0.077	0.108	0.059	0.233	0.098	0.049	0.097	0.045	0.057	0.243	0.084	0.064	0.090	0.050
Chemical Eng.	0.217	<.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	0.240	<.001	0.214	<.001	0.217	<.001	0.222	<.001
Chemistry	0.163	<.001	0.186	<.001	0.206	<.001	0.236	<.001	0.211	<.001	0.213	<.001	0.217	<.001	0.215	<.001	0.210	<.001	0.202	<.001	0.250	<.001	0.222	<.001	0.223	<.001	0.227	<.001
City & Reg. Plan.	0.067	0.177	0.023	0.652	0.007	0.897	0.010	0.832	-0.016	0.741	0.058	0.219	0.060	0.212	0.022	0.670	0.042	0.418	0.102	0.046	0.082	0.098	0.048	0.370	0.049	0.348	0.047	0.346
Civil & Env. Eng.	0.072	0.039	0.099	0.005	0.120	<.001	0.118	<.001	0.111	0.001	0.102	0.004	0.095	0.008	0.097	0.008	0.075	0.046	0.086	0.019	0.086	0.016	0.067	0.053	0.064	0.064	0.087	0.015
Classics	0.048	0.378	0.032	0.531	-0.015	0.778	0.020	0.689	-0.046	0.349	-0.054	0.273	0.039	0.439	-0.036	0.478	-0.057	0.284	-0.054	0.316	0.002	0.964	0.029	0.568	0.070	0.147	0.029	0.565
Comp. Literature	0.036	0.666	0.178	0.034	0.220	0.010	0.147	0.047	0.162	0.030	0.166	0.025	0.169	0.024	0.165	0.039	0.173	0.032	0.224	0.003	0.194	0.006	0.206	0.003	0.149	0.030	0.161	0.018
Earth & Plan. Sc.	0.058	0.203	0.062	0.195	0.055	0.234	0.075	0.099	0.039	0.410	0.035	0.465	0.016	0.741	0.021	0.692	0.034	0.507	0.062	0.209	0.095	0.049	0.096	0.040	0.091	0.056	0.114	0.015
E. Asian Lng./Clt.	0.094	0.070	0.081	0.123	-0.047	0.366	0.019	0.709	-0.041	0.424	-0.055	0.288	0.059	0.284	-0.064	0.264	-0.090	0.094	-0.089	0.091	0.083	0.105	0.100	0.043	0.098	0.039	0.104	0.030

Economics	0.316	<.001	0.378	<.001	0.416	<.001	0.456	<.001	0.520	<.001	0.491	<.001	0.528	<.001	0.574	<.001	0.573	<.001	0.609	<.001	0.618	<.001	0.590	<.001	0.624	<.001	0.614	<.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	0.119	<.001	0.115	<.001	0.129	<.001
English	0.000	0.994	0.026	0.432	0.026	0.440	0.039	0.223	0.035	0.274	0.042	0.204	0.062	0.065	0.061	0.074	0.062	0.074	0.057	0.093	0.052	0.119	0.025	0.438	0.026	0.418	0.035	0.273
ESPM	0.013	0.701	0.044	0.192	0.056	0.105	0.057	0.084	0.036	0.283	0.024	0.478	0.024	0.497	0.023	0.518	0.018	0.609	0.010	0.778	0.012	0.728	0.000	0.999	0.000	0.991	0.005	0.876
Ethnic Studies	0.059	0.215	0.058	0.228	-0.030	0.564	0.009	0.851	-0.001	0.984	-0.050	0.323	0.060	0.253	-0.057	0.269	-0.023	0.664	-0.004	0.935	0.001	0.975	0.011	0.815	0.012	0.801	0.022	0.636
Film and Media	0.028	0.765	0.026	0.765	-0.014	0.874	0.025	0.761	0.004	0.967	0.041	0.639	0.084	0.356	0.162	0.051	0.158	0.054	0.147	0.068	0.150	0.056	0.111	0.151	0.114	0.137	0.105	0.126
French	0.015	0.801	0.012	0.835	0.032	0.568	0.041	0.457	0.019	0.723	0.009	0.864	0.009	0.879	-0.001	0.982	0.017	0.774	-0.009	0.874	0.003	0.959	0.033	0.527	0.024	0.644	0.004	0.932
Geography	0.066	0.204	0.059	0.260	-0.063	0.248	0.042	0.428	-0.032	0.532	-0.040	0.443	0.018	0.728	-0.038	0.494	-0.021	0.706	-0.011	0.826	0.005	0.918	0.017	0.733	0.001	0.984	0.007	0.896
German	0.016	0.776	0.022	0.722	0.041	0.495	0.003	0.963	-0.029	0.613	-0.033	0.575	0.052	0.383	-0.067	0.271	-0.069	0.266	-0.048	0.436	0.051	0.395	0.100	0.070	0.118	0.031	0.105	0.068
Goldman Pub. Pol.	0.029	0.560	0.038	0.439	0.049	0.330	0.087	0.073	0.062	0.213	0.079	0.109	0.083	0.102	0.080	0.136	0.107	0.043	0.200	<.001	0.196	<.001	0.241	<.001	0.234	<.001	0.230	<.001
Haas Business	0.498	<.001	0.568	<.001	0.579	<.001	0.596	<.001	0.623	<.001	0.648	<.001	0.648	<.001	0.674	<.001	0.705	<.001	0.726	<.001	0.720	<.001	0.684	<.001	0.677	<.001	0.665	<.001
HW Neuroscience	0.126	0.045	0.103	0.116	-0.126	0.045	0.140	0.018	-0.127	0.040	-0.112	0.074	0.100	0.126	-0.087	0.183	-0.084	0.206	-0.050	0.438	0.016	0.803	0.021	0.732	0.065	0.263	0.041	0.466
History	0.040	0.232	0.006	0.865	0.022	0.504	0.032	0.331	0.018	0.604	0.007	0.839	0.020	0.584	0.030	0.412	0.034	0.362	0.030	0.412	0.049	0.167	0.034	0.312	0.030	0.363	0.055	0.110
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	0.048	0.098	0.062	0.129	0.011	0.111	0.037	0.103	0.038	0.105	0.028	0.104	0.033
Integrat. Biology	0.023	0.546	0.027	0.478	0.034	0.365	0.045	0.216	0.016	0.659	0.013	0.737	0.045	0.250	0.036	0.360	0.042	0.282	0.054	0.165	0.064	0.091	0.040	0.271	0.045	0.215	0.049	0.182
Landsc. Arch./Env.	0.089	0.151	0.084	0.180	-0.089	0.183	0.056	0.377	-0.057	0.358	-0.118	0.048	0.125	0.046	-0.098	0.159	-0.065	0.344	-0.031	0.650	0.011	0.859	0.024	0.682	0.012	0.838	0.014	0.800
Law	0.364	<.001	0.367	<.001	0.394	<.001	0.493	<.001	0.503	<.001	0.487	<.001	0.471	<.001	0.462	<.001	0.509	<.001	0.536	<.001	0.541	<.001	0.518	<.001	0.509	<.001	0.512	<.001
Linguistics	0.016	0.751	0.013	0.798	-0.026	0.598	0.037	0.454	-0.073	0.133	-0.078	0.122	0.072	0.156	-0.067	0.223	-0.071	0.203	-0.084	0.117	0.061	0.237	0.050	0.300	0.050	0.311	0.026	0.613
Material Sc. & Eng.	0.15	0.002	0.151	0.002	0.1762	<.001	0.167	<.001	0.1543	0.001	0.1272	0.007	0.138	0.006	0.1174	0.029	0.1282	0.023	0.1347	0.012	0.135	0.012	0.160	0.001	0.150	0.001	0.109	0.021
Mathematics	0.053	0.109	0.084	0.013	0.091	0.007	0.095	0.004	0.083	0.012	0.086	0.011	0.081	0.022	0.062	0.082	0.059	0.101	0.069	0.055	0.079	0.022	0.059	0.076	0.067	0.041	0.070	0.036
Mechanical Eng.	0.078	0.028	0.080	0.027	0.112	0.002	0.126	<.001	0.107	0.003	0.106	0.004	0.104	0.005	0.086	0.021	0.086	0.021	0.098	0.007	0.121	<.001	0.089	0.012	0.094	0.007	0.109	0.002
Molec. & Cell Bio.	0.104	0.002	0.122	<.001	0.148	<.001	0.128	<.001	0.136	<.001	0.140	<.001	0.145	<.001	0.135	<.001	0.131	<.001	0.138	<.001	0.134	<.001	0.102	0.001	0.121	<.001	0.125	<.001
Music	0.032	0.466	0.017	0.721	0.006	0.908	0.013	0.772	-0.038	0.397	-0.045	0.322	0.024	0.591	-0.040	0.390	-0.033	0.481	-0.034	0.463	0.027	0.577	0.035	0.447	0.019	0.687	0.008	0.865
Near Eastern St.	0.070	0.186	0.047	0.383	-0.034	0.526	0.010	0.846	-0.018	0.741	-0.032	0.551	0.013	0.813	0.013	0.830	-0.015	0.798	-0.021	0.731	0.026	0.644	0.061	0.246	0.026	0.621	0.013	0.798
Nuclear Eng.	0.078	0.227	0.100	0.127	0.157	0.011	0.098	0.099	0.038	0.576	0.052	0.448	0.057	0.384	0.011	0.870	0.015	0.828	0.042	0.487	0.053	0.384	0.062	0.293	0.074	0.234	0.086	0.123
Nutr. Sc./Tox.	0.031	0.552	0.065	0.244	0.081	0.117	0.077	0.122	0.065	0.194	0.045	0.369	0.047	0.375	0.067	0.247	0.035	0.553	0.038	0.491	0.039	0.472	0.015	0.784	0.003	0.957	0.029	0.608
Philosophy	0.135	0.007	0.128	0.011	0.135	0.006	0.116	0.015	0.098	0.040	0.145	0.002	0.162	<.001	0.161	<.001	0.154	<.001	0.142	0.002	0.165	<.001	0.171	<.001	0.170	<.001	0.156	<.001
Physics	0.068	0.039	0.087	0.009	0.102	0.002	0.089	0.006	0.084	0.012	0.073	0.032	0.055	0.119	0.033	0.351	0.042	0.240	0.054	0.127	0.073	0.034	0.084	0.011	0.093	0.004	0.111	<.001
Plant & Micr. Bio.	0.171	<.001	0.174	<.001	0.171	<.001	0.190	<.001	0.165	<.001	0.167	<.001	0.197	<.001	0.190	<.001	0.171	<.001	0.174	<.001	0.180	<.001	0.148	<.001	0.141	<.001	0.164	<.001
Political Sc.	0.065	0.064	0.098	0.005	0.101	0.004	0.120	<.001	0.126	<.001	0.118	<.001	0.129	<.001	0.141	<.001	0.130	<.001	0.137	<.001	0.163	<.001	0.164	<.001	0.168	<.001	0.186	<.001

Psychology	0.000	0.997	0.001	0.973	0.025	0.520	0.053	0.166	0.038	0.335	0.033	0.402	0.035	0.388	0.052	0.224	0.047	0.282	0.040	0.352	0.057	0.172	0.061	0.113	0.067	0.084	0.079	0.053	
Rhetoric	0.052	0.376	0.044	0.433	0.030	0.609	0.038	0.505	0.017	0.776	0.015	0.799	0.013	0.829	-0.011	0.858	-0.030	0.629	-0.028	0.641	0.010	0.858	0.019	0.721	0.038	0.473	0.037	0.491	
Sch. of Education	0.062	0.098	0.032	0.396	-0.008	0.825	0.007	0.847	-0.009	0.804	-0.005	0.886	0.007	0.861	0.002	0.962	0.002	0.967	0.023	0.554	0.026	0.497	0.014	0.702	0.034	0.369	0.045	0.242	
Sch. of Informat.	0.022	0.719	0.041	0.478	0.014	0.815	0.046	0.399	0.092	0.071	0.077	0.129	0.062	0.225	0.047	0.369	0.081	0.140	0.105	0.058	0.100	0.063	0.102	0.053	0.146	0.007	0.145	0.009	
Sch. of Optometry	0.198	<.001	0.202	<.001	0.224	<.001	0.244	<.001	0.232	<.001	0.218	<.001	0.197	<.001	0.174	0.001	0.147	0.006	0.140	0.010	0.126	0.019	0.090	0.083	0.098	0.044	0.084	0.102	
Sch. Public Health	0.017	0.635	0.034	0.343	0.047	0.191	0.044	0.207	0.050	0.156	0.048	0.177	0.049	0.179	0.068	0.067	0.064	0.089	0.084	0.023	0.084	0.023	0.055	0.117	0.043	0.221	0.049	0.181	
Sch. Social Welfare	0.028	0.554	0.003	0.956	0.010	0.824	0.007	0.873	-0.012	0.808	-0.017	0.725	0.012	0.820	-0.035	0.515	-0.051	0.327	-0.037	0.460	0.035	0.460	0.055	0.232	0.048	0.296	0.040	0.400	
Sociology	0.094	0.024	0.090	0.031	0.088	0.032	0.079	0.050	0.087	0.035	0.089	0.032	0.112	0.008	0.112	0.009	0.112	0.012	0.121	0.004	0.131	0.002	0.094	0.023	0.105	0.008	0.106	0.009	
S/SE Asian Std.	0.120	0.046	0.121	0.048	-0.080	0.171	0.066	0.244	-0.072	0.209	-0.050	0.406	0.045	0.464	-0.042	0.509	-0.054	0.403	-0.037	0.542	0.014	0.805	0.018	0.755	0.040	0.498	0.024	0.693	
Spanish & Port.	0.025	0.624	0.026	0.602	-0.007	0.885	0.014	0.768	0.022	0.657	0.019	0.738	0.022	0.689	0.057	0.339	0.007	0.898	-0.009	0.869	0.000	0.998	0.065	0.221	0.072	0.177	0.065	0.232	
Statistics	0.035	0.470	0.072	0.158	0.084	0.093	0.137	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	0.180	<.001	0.179	<.001	0.201	<.001	0.228	<.001	
TDPS	0.094	0.122	0.072	0.249	-0.097	0.141	0.101	0.113	-0.103	0.078	-0.120	0.041	0.122	0.051	-0.101	0.097	-0.099	0.092	-0.140	0.012	0.111	0.040	0.064	0.238	0.077	0.152	0.047	0.382	
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Two Departments	0.078	<.001	0.080	<.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	0.051	<.001	0.052	<.001	0.039	0.003	
Three or More Deps.	0.222	<.001	0.169	<.001	0.159	<.001	0.123	0.004	0.125	0.002	0.157	<.001	0.161	<.001	0.164	<.001	0.203	<.001	0.160	<.001	0.144	<.001	0.144	<.001	0.134	<.001	0.153	<.001	
Assistant	0.404	<.001	0.433	<.001	-0.467	<.001	0.450	<.001	-0.482	<.001	-0.474	<.001	0.510	<.001	-0.489	<.001	-0.492	<.001	-0.494	<.001	0.491	<.001	0.492	<.001	0.505	<.001	0.507	<.001	
Associate	0.309	<.001	0.307	<.001	-0.293	<.001	0.272	<.001	-0.296	<.001	-0.289	<.001	0.304	<.001	-0.306	<.001	-0.302	<.001	-0.307	<.001	0.316	<.001	0.310	<.001	0.292	<.001	0.301	<.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	
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	

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	
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	

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

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	
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C1a: Log Salary Model, L&S Arts & Humanities, 4/30/2018

Tot. N=246: White Male N=102; Female N=116; Minority Male N=25; Unknown Male=3. Asian N=32; URM N=22.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.078	0.036	-0.051	0.036	-0.038	0.103	0.014	0.413
Asian	-0.184	0.001	-0.071	0.056	-0.049	0.172	-0.025	0.357
Underrep. Min.*	-0.093	0.157	0.004	0.922	0.028	0.507	0.021	0.510
Yrs. since degree			0.023	<.001	0.024	<.001	0.002	0.390
Yrs. degree (sq.)			0.000	0.002	0.000	<.001	0.000	0.616
Yrs. since hired			-0.004	0.036	-0.005	0.008	-0.011	<.001
Bach./Mast.			-0.183	<.001	-0.179	<.001	-0.054	0.182
Art Hist.					0.021	0.745	-0.082	0.089
Classics					0.019	0.777	-0.036	0.477
Comp. Literature					0.116	0.206	0.123	0.071
E. Asian Lng./Clt.					-0.048	0.454	-0.113	0.020
English					0.043	0.374	0.033	0.361
Film and Media					0.132	0.129	0.105	0.105
French					0.053	0.425	-0.007	0.893
German					-0.077	0.308	-0.138	0.015
Music					0.069	0.267	-0.016	0.732
Near Eastern St.					0.028	0.681	-0.010	0.850
Philosophy					0.282	<.001	0.146	0.002
Rhetoric					0.008	0.907	-0.046	0.368
S/SE Asian Std.					0.031	0.701	-0.026	0.660
Spanish & Port.					-0.028	0.702	-0.064	0.238
TDPS					0.002	0.975	-0.037	0.468
Other units					-		-	
Multiple appt.					0.114	0.002	0.042	0.129
Assistant							-0.637	<.001
Associate							-0.402	<.001
Years at Rank							0.017	<.001
Intercept	11.9	<.001	11.9	<.001	11.8	<.001	11.9	<.001
R-square	0.07		0.61		0.69		0.83	

Adj. R-square	0.06		0.60		0.66		0.81
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***Underrepresented Minority=Afric. Am., Hisp., Native Am.**

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

p<.10=light green

p<.05=bright grn.

p<.01=green shade

p<.001=dark green

C1b: White Male Salary Model, L&S Arts & Humanities, 4/30/2018

Tot. N=246: White Male N=102; Female N=116; Minority Male N=25; Unknown Male=3. Asian N=32; URM N=22.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3527	<.001	3531	<.001	598	0.359
Yrs. degree (sq.)			-24	0.141	-33	0.028	-19	0.290
Yrs. since hired			-794	0.132	-797	0.095	-1488	0.001
Classics					6144	0.597	6761	0.488
English					12655	0.094	15719	0.014
Philosophy					43165	<.001	31503	<.001
Other units					-		-	
Multiple appt.					27413	<.001	20598	0.002
Assistant							-67339	<.001
Associate							-53391	<.001
Years at Rank							2614	<.001
Intercept			151298	<.001	139668	<.001	136289	<.001
R-square			0.56		0.66		0.77	
Adj. R-square			0.55		0.63		0.75	
Avg. WOM. \$ diff.			10466		6492		1929	
Avg. Asian \$ diff.			16003		11894		3619	
Avg. URM* \$ diff.			7912		5034		76	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Art Hist.; Art Practice; 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--2017-18 (Spring semester)

Tot. N=246 (2017-18): White Male N=102; Female N=116; Minority Male N=25; Unknown Male=3. Asian N=32; URM N=22.

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		
	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	0.041 ⁻	0.103	0.040 ⁻	0.119	0.045 ⁻	0.076	0.035 ⁻	0.150	0.031 ⁻	0.200	0.037 ⁻	0.117	0.045 ⁻	0.076	0.048 ⁻	0.066	0.037 ⁻	0.150	0.038 ⁻	0.133	0.030 ⁻	0.223	0.030 ⁻	0.202	0.046 ⁻	0.055	0.038 ⁻	0.103	
Asian	0.003	0.953	0.010 ⁻	0.843	0.040 ⁻	0.417	0.026 ⁻	0.596	0.030 ⁻	0.510	0.054 ⁻	0.224	0.056 ⁻	0.231	0.066 ⁻	0.168	0.036 ⁻	0.429	0.062 ⁻	0.154	0.070 ⁻	0.091	0.059 ⁻	0.117	0.038 ⁻	0.301	0.049 ⁻	0.172	
Underrep. Min.*	0.053	0.287	0.049	0.327	0.027	0.587	0.075	0.129	0.093	0.064	0.036	0.446	0.044	0.377	0.024	0.637	0.023	0.644	0.019	0.684	0.019	0.677	0.006	0.886	0.031	0.471	0.028	0.507	
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	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.007	0.000	0.007	0.000	0.017	0.000	0.017	0.000	0.031	0.000	0.027	0.000	<.001	0.000	<.001	0.000	<.001	
Yrs. since hired	0.004 ⁻	0.028	0.004 ⁻	0.046	0.006 ⁻	0.005	0.006 ⁻	0.003	0.006 ⁻	0.001	0.006 ⁻	0.001	0.006 ⁻	0.002	0.007 ⁻	<.001	0.008 ⁻	<.001	0.006 ⁻	0.004	0.006 ⁻	0.002	0.004 ⁻	0.025	0.004 ⁻	0.023	0.005 ⁻	0.008	
Bach./Mast.	0.268 ⁻	<.001	0.261 ⁻	<.001	0.276 ⁻	<.001	0.287 ⁻	<.001	0.307 ⁻	<.001	0.281 ⁻	<.001	0.300 ⁻	<.001	0.271 ⁻	<.001	0.269 ⁻	<.001	0.227 ⁻	<.001	0.230 ⁻	<.001	0.207 ⁻	<.001	0.187 ⁻	<.001	0.179 ⁻	<.001	
Art Hist.	0.019	0.790	0.058	0.423	0.066	0.353	0.026	0.699	0.013	0.848	0.019	0.770	0.078 ⁻	0.294	0.025 ⁻	0.733	0.007 ⁻	0.924	0.030 ⁻	0.669	0.015 ⁻	0.814	0.000	0.997	0.010	0.878	0.021	0.745	
Classics	0.033 ⁻	0.634	0.014 ⁻	0.839	0.016 ⁻	0.821	0.014 ⁻	0.826	0.050 ⁻	0.443	0.059 ⁻	0.357	0.082 ⁻	0.227	0.053 ⁻	0.430	0.040 ⁻	0.570	0.081 ⁻	0.262	0.017 ⁻	0.804	0.038 ⁻	0.577	0.041 ⁻	0.530	0.019	0.777	
Comp. Literature	0.087	0.459	0.199	0.097	0.240	0.052	0.097	0.338	0.098	0.347	0.078	0.444	0.025	0.813	0.073	0.515	0.082	0.456	0.180	0.072	0.159	0.099	0.151	0.110	0.102	0.275	0.116	0.206	
E. Asian Lng./Clt.	0.030 ⁻	0.667	0.031 ⁻	0.657	0.008	0.916	0.024	0.735	0.017	0.807	0.004	0.955	0.018 ⁻	0.815	0.001	0.988	0.025 ⁻	0.730	0.056 ⁻	0.438	0.038 ⁻	0.580	0.044 ⁻	0.511	0.057 ⁻	0.383	0.048 ⁻	0.454	
English	0.000	0.993	0.017	0.735	0.004	0.935	0.009	0.845	0.024	0.610	0.037	0.433	0.025	0.627	0.054	0.288	0.067	0.193	0.018	0.728	0.030	0.548	0.032	0.515	0.029	0.553	0.043	0.374	
Film and Media	0.045 ⁻	0.705	0.023 ⁻	0.832	0.109 ⁻	0.315	0.049 ⁻	0.636	0.025 ⁻	0.816	0.022 ⁻	0.836	0.029 ⁻	0.799	0.078	0.452	0.084	0.409	0.098	0.340	0.107	0.283	0.116	0.230	0.142	0.141	0.132	0.129	
French	0.031 ⁻	0.674	0.001 ⁻	0.992	0.003	0.966	0.006	0.936	0.016	0.822	0.005	0.946	0.021 ⁻	0.776	0.016	0.828	0.042	0.573	0.003 ⁻	0.971	0.038	0.588	0.018	0.794	0.028	0.676	0.053	0.425	
German	0.039	0.598	0.035	0.661	0.041	0.599	0.007 ⁻	0.927	0.025 ⁻	0.728	0.066 ⁻	0.375	0.082 ⁻	0.299	0.080 ⁻	0.311	0.060 ⁻	0.450	0.086 ⁻	0.287	0.077 ⁻	0.329	0.093 ⁻	0.204	0.091 ⁻	0.212	0.077 ⁻	0.308	
Music	0.055 ⁻	0.359	0.034 ⁻	0.589	0.019 ⁻	0.764	0.015	0.804	0.027	0.654	0.006	0.914	0.009 ⁻	0.889	0.002	0.972	0.021	0.736	0.023 ⁻	0.721	0.008	0.902	0.029	0.640	0.064	0.306	0.069	0.267	
Near Eastern St.	0.125 ⁻	0.072	0.112 ⁻	0.120	0.110 ⁻	0.121	0.054 ⁻	0.404	0.033 ⁻	0.630	0.072 ⁻	0.289	0.086 ⁻	0.247	0.023 ⁻	0.767	0.030 ⁻	0.686	0.011 ⁻	0.887	0.012 ⁻	0.874	0.015 ⁻	0.829	0.020	0.766	0.028	0.681	
Philosophy	0.169	0.012	0.160	0.020	0.195	0.003	0.181	0.004	0.180	0.005	0.219	<.001	0.215	0.001	0.234	<.001	0.257	<.001	0.213	0.001	0.251	<.001	0.275	<.001	0.298	<.001	0.282	<.001	
Rhetoric	0.050	0.505	0.057	0.442	0.044	0.559	0.058	0.420	0.044	0.548	0.032	0.657	0.008 ⁻	0.918	0.009	0.905	0.009	0.909	0.002 ⁻	0.979	0.023	0.754	0.023	0.738	0.006 ⁻	0.926	0.008	0.907	
S/SE Asian Std.	0.045 ⁻	0.563	0.057 ⁻	0.493	0.039 ⁻	0.617	0.043 ⁻	0.562	0.037 ⁻	0.620	0.014 ⁻	0.852	0.034 ⁻	0.677	0.008 ⁻	0.927	0.010	0.900	0.016 ⁻	0.842	0.012	0.879	0.009	0.900	0.003	0.974	0.031	0.701	
Spanish & Port.	0.001	0.987	0.019 ⁻	0.785	0.010 ⁻	0.881	0.025 ⁻	0.696	0.005	0.939	0.025 ⁻	0.723	0.045 ⁻	0.549	0.012	0.881	0.029	0.700	0.035 ⁻	0.648	0.019 ⁻	0.800	0.014 ⁻	0.849	0.030 ⁻	0.681	0.028 ⁻	0.702	
TDPS	0.037	0.631	0.045	0.571	0.004	0.967	0.027	0.735	0.035	0.641	0.011	0.881	0.001 ⁻	0.988	0.019	0.808	0.018	0.806	0.063 ⁻	0.381	0.032 ⁻	0.644	0.028	0.693	0.012 ⁻	0.858	0.002	0.975	

C1d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Arts & Humanities, AY 2004-05--2017-18 (Spring semester)

Tot. N=246 (2017-18): White Male N=102; Female N=116; Minority Male N=25; Unknown Male=3. Asian N=32; URM N=22.

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	
	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	0.008	0.699	0.005	0.789	0.003	0.892	0.006	0.730	0.003	0.851	0.011	0.533	0.013	0.470	0.009	0.629	0.008	0.676	0.003	0.883	0.016	0.401	0.018	0.324	0.004	0.816	0.014	0.413
Asian	0.015	0.692	0.016	0.662	0.009	0.808	0.027	0.452	0.029	0.403	0.052	0.114	0.034	0.292	0.042	0.239	0.011	0.755	0.004	0.902	0.025	0.419	0.017	0.545	0.020	0.471	0.025	0.357
Underrep. Min.*	0.026	0.506	0.034	0.376	0.020	0.611	0.074	0.047	0.060	0.109	0.022	0.535	0.007	0.838	0.008	0.843	0.003	0.943	0.005	0.895	0.013	0.701	0.012	0.714	0.009	0.788	0.021	0.510
Yrs. since degree	0.003	0.184	0.002	0.497	0.003	0.299	0.004	0.093	0.005	0.027	0.004	0.042	0.002	0.354	0.003	0.258	0.004	0.121	0.003	0.202	0.003	0.210	0.002	0.399	0.002	0.326	0.002	0.390
Yrs. degree (sq.)	0.000	0.127	0.000	0.137	0.000	0.191	0.000	0.087	0.000	0.401	0.000	0.365	0.000	0.315	0.000	0.539	0.000	0.600	0.000	0.980	0.000	0.869	0.000	0.225	0.000	0.278	0.000	0.616
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
Bach./Mast.	0.087	0.107	0.069	0.205	0.065	0.261	0.072	0.138	0.106	0.026	0.082	0.077	0.069	0.140	0.083	0.084	0.105	0.019	0.078	0.087	0.081	0.055	0.069	0.093	0.060	0.135	0.054	0.182
Art Hist.	0.043	0.434	0.086	0.120	0.102	0.067	0.062	0.219	0.054	0.288	0.035	0.467	0.017	0.745	0.020	0.715	0.013	0.802	0.024	0.653	0.042	0.388	0.033	0.485	0.063	0.185	0.082	0.089
Classics	0.044	0.430	0.023	0.664	0.016	0.763	0.019	0.690	0.024	0.616	0.058	0.222	0.066	0.162	0.059	0.237	0.064	0.228	0.077	0.179	0.014	0.792	0.022	0.668	0.061	0.209	0.036	0.477
Comp. Literature	0.012	0.897	0.099	0.281	0.140	0.148	0.115	0.132	0.106	0.175	0.142	0.062	0.112	0.132	0.123	0.137	0.136	0.096	0.179	0.022	0.148	0.039	0.154	0.027	0.094	0.170	0.123	0.071
E. Asian Lng./Clt.	0.039	0.482	0.048	0.382	0.017	0.758	0.006	0.914	0.004	0.932	0.014	0.771	0.061	0.248	0.069	0.224	0.099	0.066	0.101	0.073	0.087	0.093	0.090	0.071	0.097	0.044	0.113	0.020
English	0.028	0.472	0.053	0.180	0.040	0.309	0.038	0.281	0.057	0.116	0.058	0.102	0.059	0.107	0.063	0.097	0.071	0.074	0.051	0.218	0.051	0.179	0.048	0.194	0.039	0.291	0.033	0.361
Film and Media	0.031	0.743	0.092	0.278	0.020	0.816	0.012	0.876	0.039	0.623	0.049	0.536	0.083	0.301	0.143	0.067	0.158	0.038	0.121	0.132	0.118	0.112	0.113	0.117	0.109	0.128	0.105	0.105
French	0.018	0.763	0.040	0.492	0.040	0.497	0.046	0.381	0.044	0.394	0.030	0.555	0.001	0.991	0.001	0.993	0.021	0.706	0.021	0.719	0.018	0.734	0.030	0.547	0.027	0.588	0.007	0.893
German	0.003	0.953	0.015	0.800	0.009	0.882	0.012	0.815	0.023	0.681	0.039	0.482	0.078	0.156	0.089	0.130	0.074	0.219	0.079	0.217	0.076	0.200	0.091	0.094	0.127	0.020	0.138	0.015
Music	0.021	0.662	0.016	0.739	0.027	0.596	0.056	0.226	0.036	0.425	0.049	0.258	0.059	0.180	0.072	0.12	0.057	0.22	0.066	0.191	0.052	0.278	0.049	0.294	0.017	0.722	0.016	0.732
Near Eastern St.	0.040	0.470	0.020	0.711	0.041	0.466	0.009	0.850	0.016	0.753	0.047	0.354	0.043	0.407	0.006	0.911	0.013	0.812	0.039	0.532	0.035	0.528	0.039	0.448	0.016	0.754	0.010	0.850
Philosophy	0.167	0.002	0.156	0.003	0.132	0.012	0.112	0.019	0.116	0.016	0.150	0.001	0.134	0.004	0.142	0	0.162	0	0.126	0.015	0.156	0.001	0.181	<.001	0.176	<.001	0.146	0.002
Rhetoric	0.091	0.125	0.064	0.255	0.029	0.625	0.023	0.668	0.010	0.850	0.016	0.767	0.008	0.877	0.037	0.522	0.047	0.428	0.050	0.406	0.031	0.581	0.011	0.829	0.042	0.410	0.046	0.368
S/SE Asian Std.	0.104	0.095	0.113	0.073	0.069	0.264	0.062	0.269	0.048	0.396	0.021	0.709	0.045	0.431	0.036	0.56	0.034	0.59	0.030	0.626	0.007	0.910	0.001	0.988	0.024	0.676	0.026	0.660
Spanish & Port.	0.001	0.983	0.018	0.733	0.007	0.893	0.026	0.595	0.002	0.963	0.006	0.904	0.000	0.994	0.037	0.528	0.005	0.932	0.026	0.656	0.011	0.848	0.040	0.462	0.065	0.230	0.064	0.238

TDPS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	0.020	0.748	0.028	0.644	0.068	0.308	0.113	0.059	0.071	0.207	0.093	0.085	0.131	0.021	0.097	0.09	0.092	0.1	0.138	0.016	0.114	0.032	0.041	0.440	0.046	0.369	0.037	0.468
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiple appt.	0.087	0.010	0.091	0.006	0.095	0.006	0.080	0.008	0.112	<.001	0.099	0.001	0.096	0.001	0.079	0.02	0.065	0.05	0.047	0.149	0.056	0.067	0.055	0.064	0.058	0.044	0.042	0.129
Assistant	0.501	<.001	0.554	<.001	0.563	<.001	0.542	<.001	0.548	<.001	0.577	<.001	0.632	<.001	0.602	<.001	0.608	<.001	0.580	<.001	0.610	<.001	0.619	<.001	0.621	<.001	0.637	<.001
Associate	0.378	<.001	0.413	<.001	0.386	<.001	0.381	<.001	0.384	<.001	0.378	<.001	0.420	<.001	0.423	<.001	0.427	<.001	0.398	<.001	0.414	<.001	0.416	<.001	0.405	<.001	0.402	<.001
Years at Rank	0.017	<.001	0.016	<.001	0.015	<.001	0.016	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.018	<.001	0.019	<.001	0.017	<.001	0.017	<.001
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001
R-square	0.83		0.83		0.82		0.85		0.84		0.85		0.85		0.82		0.83		0.81		0.83		0.85		0.84		0.83	
Adj. R-square	0.81		0.81		0.80		0.83		0.83		0.83		0.83		0.80		0.81		0.79		0.81		0.83		0.82		0.81	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																												
Other units include: Art Practice, Film and Media, Italian Studies, Scandinavian Languages, and Slavic Languages & Culture.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C2a: Log Salary Model, L&S Biological Sciences, 4/30/2018

Tot. N=124: White Male N=69; Female N=36; Minority Male N=17; Unknown Male=2. Asian N=22; URM N=6.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.134	0.027	-0.070	0.063	-0.065	0.073	-0.026	0.380
Minority*	-0.047	0.472	0.030	0.452	-0.008	0.836	-0.025	0.454
Yrs. since degree			0.020	<.001	0.020	<.001	-0.004	0.278
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.017
Yrs. since hired			0.004	0.225	0.004	0.168	-0.012	<.001
HW Neuroscience					-0.236	0.041	-0.107	0.265
Molec. & Cell Bio.					0.074	0.065	0.077	0.020
Other units					-		-	
Multiple appt.					0.156	<.001	0.110	0.003
Assistant							-0.524	<.001
Associate							-0.233	<.001
Years at Rank							0.032	<.001
Intercept	12.0	<.001	12.1	<.001	12.0	<.001	11.7	<.001
R-square	0.05		0.66		0.70		0.81	
Adj. R-square	0.03		0.65		0.68		0.79	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Integrative Biology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C2b: White Male Salary Model, L&S Biological Sciences, 4/30/2018

Tot. N=124: White Male N=69; Female N=36; Minority Male N=17; Unknown Male=2. Asian N=22; URM N=6.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3427	<.001	3356	<.001	-1552	0.131
Yrs. degree (sq.)			-105	0.001	-98	0.003	-89	0.013
Yrs. since hired			516	0.475	479	0.499	-3493	<.001
HW Neuroscience					-54497	0.091	-32181	0.212
Molec. & Cell Bio.					12644	0.203	15239	0.054
Other units					-		-	
Multiple appt.					25952	0.032	19044	0.047
Assistant							-86181	<.001
Associate							-45506	0.001
Years at Rank							8381	<.001
Intercept			179304	<.001	167368	<.001	99763	<.001
R-square			0.57		0.61		0.77	
Adj. R-square			0.55		0.57		0.74	
Avg. Wom. \$ diff.			10753		11139		6398	
Avg. Min.* \$ diff.			1999		3326		7722	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Integrative Biology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C2c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Biological Sciences, AY 2004-05--2017-18 (Spring semester)

Tot. N=124 (2017-18): White Male N=69; Female N=36; Minority Male N=17; Unknown Male=2. Asian N=22; URM N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	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	0.006	0.898	0.005	0.920	0.004	0.926	0.001	0.972	0.003	0.934	0.006	0.878	0.037	0.373	0.049	0.237	0.047	0.275	0.053	0.198	0.072	0.070	0.043	0.236	0.053	0.132	0.065	0.073
Minority*	0.051	0.304	0.103	0.059	0.072	0.133	0.055	0.216	0.058	0.208	0.029	0.541	0.024	0.617	0.019	0.701	0.009	0.855	0.013	0.786	0.028	0.540	0.004	0.921	0.017	0.687	0.008	0.836
Yrs. since degree	0.029	<.001	0.024	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.024	<.001	0.025	<.001	0.022	<.001	0.026	<.001	0.024	<.001	0.020	<.001	0.021	<.001	0.022	<.001	0.020	<.001
Yrs. degree (sq.)	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001	0.001	<.001
Yrs. since hired	0.005	0.095	0.001	0.723	0.000	0.925	0.002	0.509	0.001	0.654	0.000	0.922	0.001	0.797	0.001	0.770	0.003	0.361	0.003	0.395	0.000	0.912	0.002	0.550	0.002	0.441	0.004	0.168
HW Neuroscience	0.440	0.001	0.414	0.006	0.456	<.001	0.519	<.001	0.465	<.001	0.442	<.001	0.443	<.001	0.325	0.013	0.319	0.021	0.321	0.017	0.223	0.091	0.261	0.028	0.322	0.004	0.236	0.041
Molec. & Cell Bio.	0.113	0.008	0.073	0.096	0.091	0.022	0.075	0.053	0.108	0.006	0.117	0.006	0.102	0.019	0.112	0.011	0.107	0.017	0.109	0.014	0.096	0.029	0.067	0.097	0.069	0.090	0.074	0.065
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.196	<.001	0.160	0.006	0.166	0.002	0.194	<.001	0.200	<.001	0.198	<.001	0.196	<.001	0.196	<.001	0.160	0.001	0.183	<.001	0.165	0.001	0.163	<.001	0.163	<.001	0.156	<.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	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001
R-square	0.69		0.65		0.69		0.70		0.69		0.67		0.67		0.65		0.62		0.62		0.62		0.67		0.68		0.70	
Adj. R-square	0.67		0.63		0.67		0.67		0.67		0.65		0.64		0.62		0.59		0.60		0.59		0.64		0.66		0.68	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
Other units include: Integrative Biology.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C2d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences, AY 2004-05--2017-18 (Spring semester)

Tot. N=124 (2017-18): White Male N=69; Female N=36; Minority Male N=17; Unknown Male=2. Asian N=22; URM N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	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	0.003	0.933	0.006	0.864	0.002	0.941	0.002	0.961	0.004	0.903	0.014	0.684	0.023	0.476	0.032	0.341	0.028	0.402	0.024	0.465	0.035	0.274	0.006	0.852	0.023	0.432	0.026	0.380
Minority*	0.047	0.241	0.082	0.066	0.070	0.082	0.055	0.153	0.034	0.392	0.001	0.984	0.012	0.764	0.002	0.969	0.002	0.961	0.010	0.796	0.035	0.340	0.007	0.854	0.026	0.447	0.025	0.454
Yrs. since degree	0.004	0.298	0.001	0.847	0.001	0.786	0.001	0.741	0.002	0.630	0.000	0.966	0.003	0.439	0.005	0.261	0.003	0.439	0.001	0.801	0.003	0.404	0.003	0.489	0.001	0.776	0.004	0.278
Yrs. degree (sq.)	0.000	0.016	0.000	0.070	0.000	0.029	0.000	0.037	0.000	0.073	0.000	0.022	0.000	0.498	0.000	0.233	0.000	0.275	0.000	0.422	0.000	0.480	0.000	0.073	0.000	0.012	0.000	0.017
Yrs. since hired	0.016	<.001	0.013	<.001	0.010	0.002	0.009	0.005	0.009	0.005	0.013	<.001	0.015	<.001	0.014	<.001	0.019	<.001	0.016	<.001	0.016	<.001	0.013	<.001	0.014	<.001	0.012	<.001
HW Neuroscience	0.221	0.042	0.196	0.106	0.257	0.021	0.318	0.003	0.266	0.015	0.188	0.101	0.112	0.301	0.049	0.653	0.061	0.587	0.112	0.313	0.083	0.446	0.132	0.186	0.154	0.108	0.107	0.265
Molec. & Cell Bio.	0.106	0.002	0.078	0.028	0.088	0.008	0.059	0.081	0.096	0.005	0.109	0.003	0.101	0.003	0.097	0.005	0.089	0.012	0.090	0.012	0.069	0.054	0.053	0.111	0.073	0.030	0.077	0.020
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiple appt.	0.135	0.002	0.095	0.043	0.123	0.005	0.155	<.001	0.155	<.001	0.139	0.001	0.119	0.002	0.115	0.004	0.074	0.062	0.098	0.018	0.087	0.034	0.112	0.003	0.112	0.002	0.110	0.003
Assistant	0.449	<.001	0.488	<.001	0.433	<.001	0.455	<.001	0.498	<.001	0.478	<.001	0.616	<.001	0.583	<.001	0.609	<.001	0.548	<.001	0.568	<.001	0.522	<.001	0.480	<.001	0.524	<.001
Associate	0.340	<.001	0.386	<.001	0.319	<.001	0.204	<.001	0.277	<.001	0.286	<.001	0.374	<.001	0.353	<.001	0.346	<.001	0.322	<.001	0.329	<.001	0.303	<.001	0.219	<.001	0.233	<.001
Years at Rank	0.028	<.001	0.027	<.001	0.024	<.001	0.027	<.001	0.026	<.001	0.029	<.001	0.029	<.001	0.031	<.001	0.035	<.001	0.030	<.001	0.031	<.001	0.030	<.001	0.032	<.001	0.032	<.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
R-square	0.81		0.79		0.80		0.78		0.78		0.76		0.81		0.79		0.77		0.76		0.76		0.78		0.79		0.81	
Adj. R-square	0.79		0.76		0.78		0.76		0.76		0.74		0.79		0.76		0.75		0.74		0.74		0.76		0.77		0.79	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
Other units include: Integrative Biology.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C3a: Log Salary Model, L&S Math & Physical Sciences, 4/30/2018

Tot. N=172: White Male N=111; Female N=28; Minority Male N=29; Unknown Male=4. Asian N=31; URM N=4.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.013	0.814	0.020	0.616	-0.001	0.980	0.027	0.434
Minority*	-0.083	0.113	0.046	0.214	0.040	0.283	0.041	0.212
Yrs. since degree			0.021	<.001	0.022	<.001	0.006	0.042
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.714
Yrs. since hired			-0.004	0.086	-0.005	0.040	-0.016	<.001
Astronomy					-0.043	0.535	-0.030	0.628
Mathematics					-0.054	0.307	-0.069	0.139
Physics					-0.050	0.350	-0.039	0.403
Statistics					0.065	0.336	0.068	0.248
Other units					-		-	
Multiple appt.					0.060	0.119	0.066	0.050
Assistant							-0.468	<.001
Associate							-0.314	<.001
Years at Rank							0.016	<.001
Intercept	12.1	<.001	12.1	<.001	12.1	<.001	11.9	<.001
R-square	0.02		0.55		0.58		0.69	
Adj. R-square	0.00		0.53		0.55		0.66	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Earth & Planetary Science.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C3b: White Male Salary Model, L&S Math & Physical Sciences, 4/30/2018

Tot. N=172: White Male N=111; Female N=28; Minority Male N=29; Unknown Male=4. Asian N=31; URM N=4.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3669	<.001	3783	<.001	994	0.248
Yrs. degree (sq.)			-59	0.006	-62	0.007	19	0.507
Yrs. since hired			-1006	0.055	-1183	0.029	-2612	0.002
Astronomy					-3154	0.850	2595	0.866
Mathematics					-5228	0.666	-4241	0.707
Physics					-4702	0.704	3539	0.759
Statistics					14424	0.442	4053	0.814
Other units					-		-	
Multiple appt.					10663	0.251	19520	0.027
Assistant							-80075	<.001
Associate							-62415	<.001
Years at Rank							2277	0.047
Intercept			180460	<.001	179675	<.001	156167	<.001
R-square			0.40		0.43		0.55	
Adj. R-square			0.38		0.38		0.49	
Avg. Wom. \$ diff.			5102		1634		6820	
Avg. Min.* \$ diff.			7991		6446		7139	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Other units include: Earth & Planetary Science.								
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C3c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Math & Physical Sciences, AY 2004-05--2017-18 (Spring semester)

Tot. N=172 (2017-18): White Male N=111; Female N=28; Minority Male N=29; Unknown Male=4. Asian N=31; URM N=4.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	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	0.032	0.511	0.038	0.431	0.041	0.358	0.046	0.272	0.036	0.392	0.044	0.296	0.063	0.134	0.069	0.099	0.062	0.151	0.066	0.107	0.069	0.083	0.034	0.383	0.030	0.464	0.001	0.980
Minority*	0.045	0.278	0.042	0.314	0.048	0.235	0.024	0.538	0.016	0.688	0.013	0.765	0.017	0.694	0.000	0.999	0.016	0.714	0.006	0.887	0.019	0.624	0.042	0.279	0.024	0.541	0.040	0.283
Yrs. since degree	0.023	<.001	0.022	<.001	0.022	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.020	<.001	0.019	<.001	0.019	<.001	0.020	<.001	0.022	<.001	0.022	<.001	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	0.000	<.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	0.035	0.003	0.128	0.003	0.141	0.004	0.065	0.004	0.045	0.003	0.152	0.004	0.084	0.005	0.043	0.006	0.005	0.006	0.006	0.006	0.009	0.005	0.040
Astronomy	0.049	0.492	0.042	0.546	0.002	0.971	0.028	0.658	0.005	0.935	0.001	0.989	0.012	0.866	0.011	0.873	0.020	0.773	0.003	0.968	0.036	0.594	0.046	0.525	0.039	0.594	0.043	0.535
Mathematics	0.005	0.921	0.027	0.605	0.012	0.808	0.010	0.834	0.013	0.793	0.036	0.485	0.044	0.393	0.029	0.604	0.013	0.810	0.010	0.849	0.025	0.639	0.043	0.412	0.044	0.420	0.054	0.307
Physics	0.021	0.684	0.014	0.784	0.009	0.856	0.045	0.353	0.031	0.532	0.016	0.750	0.034	0.512	0.044	0.429	0.057	0.297	0.066	0.217	0.080	0.133	0.056	0.289	0.050	0.364	0.050	0.350
Statistics	0.015	0.815	0.006	0.931	0.003	0.967	0.025	0.700	0.017	0.794	0.036	0.614	0.069	0.326	0.064	0.381	0.016	0.825	0.032	0.659	0.030	0.674	0.074	0.287	0.089	0.208	0.065	0.336
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiple appt.	0.086	0.029	0.092	0.020	0.087	0.019	0.079	0.027	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	0.119
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
R-square	0.59		0.59		0.60		0.60		0.58		0.57		0.56		0.57		0.54		0.53		0.57		0.56		0.55		0.58	
Adj. R-square	0.57		0.56		0.58		0.58		0.56		0.54		0.54		0.54		0.51		0.50		0.54		0.54		0.53		0.55	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
Other units include: Earth & Planetary Science.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C3d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Math & Physical Sc., AY 2004-05--2017-18 (Spring sem.)

Tot. N=172 (2017-18): White Male N=111; Female N=28; Minority Male N=29; Unknown Male=4. Asian N=31; URM N=4.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	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	0.038	0.402	0.025	0.586	0.037	0.375	0.044	0.256	0.032	0.421	0.023	0.545	0.046	0.203	0.038	0.298	0.027	0.475	0.034	0.335	0.039	0.259	0.005	0.892	0.003	0.933	0.027	0.434
Minority*	0.042	0.278	0.053	0.175	0.051	0.168	0.021	0.559	0.020	0.591	0.017	0.656	0.015	0.682	0.011	0.770	0.008	0.833	0.003	0.933	0.017	0.618	0.039	0.237	0.022	0.515	0.041	0.212
Yrs. since degree	0.011	<.001	0.009	0.005	0.009	0.004	0.008	0.009	0.007	0.033	0.006	0.044	0.006	0.042	0.004	0.135	0.004	0.132	0.001	0.660	0.004	0.177	0.003	0.265	0.003	0.281	0.006	0.042
Yrs. degree (sq.)	0.000	0.885	0.000	0.597	0.000	0.547	0.000	0.794	0.000	0.477	0.000	0.094	0.000	0.040	0.000	0.028	0.000	0.038	0.000	0.285	0.000	0.378	0.000	0.402	0.000	0.442	0.000	0.714
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
Astronomy	0.026	0.694	0.034	0.602	0.018	0.774	0.007	0.905	0.001	0.990	0.007	0.908	0.017	0.772	0.003	0.967	0.001	0.993	0.009	0.885	0.040	0.504	0.047	0.443	0.030	0.632	0.030	0.628
Mathematics	0.023	0.638	0.006	0.897	0.003	0.954	0.024	0.600	0.001	0.986	0.005	0.907	0.011	0.802	0.020	0.687	0.020	0.677	0.030	0.516	0.054	0.241	0.057	0.203	0.055	0.256	0.069	0.139
Physics	0.012	0.805	0.009	0.863	0.012	0.795	0.035	0.441	0.006	0.895	0.009	0.853	0.018	0.695	0.040	0.401	0.028	0.554	0.033	0.462	0.051	0.272	0.035	0.437	0.033	0.495	0.039	0.403
Statistics	0.043	0.493	0.006	0.925	0.007	0.912	0.032	0.593	0.030	0.635	0.035	0.588	0.065	0.293	0.035	0.584	0.013	0.840	0.041	0.513	0.039	0.522	0.050	0.398	0.062	0.310	0.068	0.248
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.068	0.069	0.080	0.032	0.086	0.013	0.077	0.019	0.105	0.002	0.102	0.002	0.132	<.001	0.116	<.001	0.104	0.003	0.093	0.005	0.082	0.015	0.069	0.032	0.080	0.021	0.066	0.050
Assistant	0.342	<.001	0.386	<.001	0.398	<.001	0.404	<.001	0.412	<.001	0.447	<.001	0.451	<.001	0.468	<.001	0.469	<.001	0.510	<.001	0.493	<.001	0.575	<.001	0.558	<.001	0.468	<.001
Associate	0.288	<.001	0.223	<.001	0.233	<.001	0.182	0.002	0.223	<.001	0.241	<.001	0.198	<.001	0.274	<.001	0.253	<.001	0.247	<.001	0.300	<.001	0.337	<.001	0.308	<.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
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
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	
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	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
Other units include: Earth & Planetary Science.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C4a: Log Salary Model, L&S Social Sciences, 4/30/2018

Tot. N=289: White Male N=128; Female N=110; Minority Male N=44; Unknown Male=7. Asian N=39; URM N=44.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.162	<.001	-0.146	<.001	-0.008	0.772	-0.008	0.714
Asian	-0.102	0.093	-0.080	0.149	-0.042	0.281	-0.004	0.897
Underrep. Min.*	-0.146	0.011	-0.110	0.036	-0.003	0.941	-0.014	0.691
Yrs. since degree			0.016	<.001	0.021	<.001	-0.003	0.177
Yrs. degree (sq.)			0.000	0.050	0.000	0.001	0.000	<.001
Yrs. since hired			-0.004	0.243	-0.005	0.015	-0.012	<.001
Afr. Am Stud.					-0.152	0.152	0.009	0.911
Anthropology					-0.006	0.937	0.053	0.393
Economics					0.659	<.001	0.592	<.001
Ethnic Studies					-0.019	0.837	0.037	0.596
Geography					-0.058	0.550	-0.004	0.955
HW Neuroscience					-0.134	0.345	-0.007	0.952
History					0.041	0.596	0.062	0.295
Linguistics					-0.061	0.519	-0.025	0.733
Political Sc.					0.187	0.020	0.184	0.003
Psychology					0.126	0.143	0.073	0.266
Sociology					0.117	0.166	0.106	0.100
Other units					-		-	
Haas/Boalt appt.					0.463	<.001	0.380	<.001
Oth. mult. appt.					0.119	0.019	0.087	0.026
Assistant							-0.780	<.001
Associate							-0.377	<.001
Years at Rank							0.016	<.001
Intercept	12.1	<.001	12.1	<.001	11.9	<.001	11.8	<.001
R-square	0.08		0.25		0.67		0.81	
Adj. R-square	0.07		0.23		0.65		0.80	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Demography, and Gender and Women's Studies.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C4b: White Male Salary Model, L&S Social Sciences, 4/30/2018

Tot. N=289: White Male N=128; Female N=110; Minority Male N=44; Unknown Male=7. Asian N=39; URM N=44.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		1947	0.060	3737	<.001	-1558	0.123
Yrs. degree (sq.)			-17	0.700	-48	0.141	97	0.013
Yrs. since hired			-201	0.862	-1125	0.163	-2478	0.001
Anthropology					-9157	0.606	-670	0.964
Economics					127105	<.001	107862	<.001
HW Neuroscience					31594	0.498	23996	0.547
History					7391	0.622	2509	0.843
Political Sc.					30034	0.036	24903	0.039
Psychology					20487	0.376	17146	0.387
Other units					-		-	
Haas/Boalt appt.					90319	<.001	80097	<.001
Oth. mult. appt.					11863	0.425	5648	0.655
Assistant							-163758	<.001
Associate							-61709	<.001
Years at Rank							3872	<.001
Intercept			196851	<.001	156238	<.001	132912	<.001
R-square			0.08		0.62		0.73	
Adj. R-square			0.06		0.58		0.70	
Avg. Wom. \$ diff.			37708		5489		642	
Avg. Asian \$ diff.			34171		10912		1674	
Avg. URM* \$ diff.			33384		7104		1257	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: African Am Studies, Demography, Ethnic Studies, Gender and Women's Studies, Geography, Linguistics, and Sociology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C4c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Social Sciences, AY 2004-05--2017-18 (Spring semester)

Tot. N=289 (2017-18): White Male N=128; Female N=110; Minority Male N=44; Unknown Male=7. Asian N=39; URM N=44.

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	
	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	0.090	<.001	0.078	0.003	0.067	0.010	0.073	0.003	0.065	0.015	0.036	0.153	0.040	0.138	0.040	0.160	0.039	0.164	0.045	0.118	0.036	0.208	0.042	0.117	0.021	0.432	0.008	0.772
Asian	0.034	0.394	0.026	0.496	0.013	0.729	0.001	0.984	0.016	0.688	0.011	0.772	0.003	0.945	0.024	0.552	0.025	0.544	0.024	0.570	0.032	0.434	0.006	0.872	0.034	0.366	0.042	0.281
Underrep. Min.*	0.065	0.193	0.046	0.331	0.031	0.497	0.028	0.506	0.034	0.449	0.015	0.732	0.023	0.616	0.034	0.452	0.056	0.206	0.050	0.280	0.049	0.277	0.004	0.917	0.009	0.831	0.003	0.941
Yrs. since degree	0.022	<.001	0.022	<.001	0.021	<.001	0.021	<.001	0.019	<.001	0.020	<.001	0.022	<.001	0.022	<.001	0.023	<.001	0.023	<.001	0.022	<.001	0.023	<.001	0.022	<.001	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	0.001	0.000	0.004	0.000	<.001	0.000	0.012	0.000	0.004	0.000	0.031	0.000	0.065	0.000	0.084	0.000	0.095	0.000	0.025	0.000	0.002	0.000	<.001	0.000	0.001
Yrs. since hired	0.007	<.001	0.006	0.001	0.007	0.001	0.005	0.007	0.005	0.026	0.005	0.013	0.007	<.001	0.008	<.001	0.010	<.001	0.011	<.001	0.009	<.001	0.009	<.001	0.008	<.001	0.005	0.015
Afr. Am Stud.	0.050	0.688	0.011	0.923	0.017	0.878	0.006	0.957	0.025	0.821	0.072	0.487	0.032	0.768	0.039	0.722	0.102	0.355	0.053	0.632	0.097	0.385	0.116	0.237	0.113	0.242	0.152	0.152
Anthropology	0.030	0.754	0.092	0.280	0.114	0.182	0.140	0.082	0.117	0.163	0.110	0.171	0.136	0.106	0.131	0.111	0.059	0.455	0.087	0.283	0.054	0.515	0.060	0.432	0.046	0.541	0.006	0.937
Economics	0.352	<.001	0.448	<.001	0.493	<.001	0.550	<.001	0.642	<.001	0.625	<.001	0.688	<.001	0.739	<.001	0.688	<.001	0.750	<.001	0.712	<.001	0.683	<.001	0.701	<.001	0.659	<.001
Ethnic Studies	0.116	0.276	0.093	0.326	0.074	0.446	0.014	0.877	0.007	0.944	0.057	0.518	0.059	0.527	0.031	0.732	0.059	0.501	0.003	0.973	0.034	0.707	0.063	0.459	0.006	0.948	0.019	0.837
Geography	0.104	0.323	0.065	0.493	0.074	0.447	0.041	0.653	0.028	0.772	0.016	0.858	0.001	0.991	0.000	0.997	0.044	0.633	0.027	0.768	0.060	0.526	0.048	0.583	0.012	0.899	0.058	0.550
HW Neuroscience	0.366	0.012	0.227	0.109	0.306	0.028	0.287	0.033	0.253	0.081	0.235	0.087	0.170	0.238	0.235	0.105	0.223	0.121	0.184	0.215	0.101	0.492	0.089	0.562	0.149	0.288	0.134	0.345
History	0.062	0.501	0.019	0.812	0.051	0.527	0.075	0.329	0.073	0.362	0.067	0.376	0.082	0.309	0.119	0.130	0.069	0.361	0.092	0.233	0.068	0.399	0.068	0.352	0.048	0.504	0.041	0.596
Linguistics	0.075	0.474	0.043	0.649	0.031	0.741	0.025	0.776	0.064	0.490	0.051	0.567	0.062	0.505	0.036	0.705	0.089	0.333	0.074	0.431	0.080	0.403	0.052	0.545	0.074	0.393	0.061	0.519
Political Sc.	0.013	0.885	0.081	0.317	0.109	0.186	0.140	0.069	0.152	0.059	0.147	0.057	0.164	0.042	0.203	0.011	0.138	0.069	0.182	0.019	0.170	0.037	0.193	0.010	0.202	0.007	0.187	0.020
Psychology	0.002	0.983	0.021	0.806	0.064	0.453	0.102	0.208	0.096	0.256	0.113	0.163	0.112	0.185	0.149	0.077	0.093	0.252	0.120	0.153	0.106	0.218	0.123	0.110	0.119	0.126	0.126	0.143
Sociology	0.091	0.352	0.111	0.196	0.124	0.150	0.122	0.135	0.136	0.109	0.149	0.067	0.177	0.037	0.185	0.026	0.134	0.099	0.174	0.036	0.138	0.107	0.135	0.090	0.143	0.066	0.117	0.166
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haas/Boalt appt.	0.385	<.001	0.438	<.001	0.448	<.001	0.465	<.001	0.479	<.001	0.503	<.001	0.498	<.001	0.496	<.001	0.494	<.001	0.507	<.001	0.487	<.001	0.479	<.001	0.478	<.001	0.463	<.001
Oth. mult. appt.	0.150	0.008	0.148	0.004	0.165	0.002	0.168	<.001	0.136	0.007	0.125	0.009	0.132	0.007	0.134	0.006	0.111	0.019	0.117	0.016	0.106	0.036	0.126	0.008	0.136	0.006	0.119	0.019
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
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	
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	

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

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

p<.10=light green

p<.05=bright green

p<.01=green shade

p<.001=dark green

C4d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Social Sciences, AY 2004-05--2017-18 (Spring semester)

Tot. N=289 (2017-18): White Male N=128; Female N=110; Minority Male N=44; Unknown Male=7. Asian N=39; URM N=44.

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	
	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	0.056	0.010	0.053	0.013	0.043	0.050	0.046	0.023	0.040	0.054	0.022	0.268	0.021	0.335	0.023	0.319	0.024	0.294	0.019	0.385	0.010	0.661	0.020	0.314	0.007	0.748	0.008	0.714
Asian	0.018	0.571	0.018	0.550	0.005	0.869	0.011	0.710	0.042	0.162	0.041	0.171	0.026	0.427	0.048	0.166	0.060	0.073	0.061	0.066	0.060	0.060	0.020	0.500	0.018	0.520	0.004	0.897
Underrep. Min.*	0.008	0.839	0.012	0.757	0.019	0.610	0.011	0.747	0.008	0.829	0.007	0.835	0.022	0.550	0.010	0.795	0.006	0.862	0.017	0.639	0.028	0.427	0.007	0.826	0.002	0.956	0.014	0.691
Yrs. since degree	0.001	0.821	0.000	0.928	0.000	0.956	0.001	0.656	0.003	0.155	0.001	0.584	0.001	0.676	0.001	0.828	0.002	0.583	0.004	0.170	0.002	0.395	0.000	0.999	0.002	0.516	0.003	0.177
Yrs. degree (sq.)	0.000	0.396	0.000	0.080	0.000	0.028	0.000	0.195	0.000	0.003	0.000	0.024	0.000	0.004	0.000	0.003	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	0.012	<.001	0.011	<.001	0.011	<.001	0.011	<.001	0.011	<.001	0.012	<.001	0.015	<.001	0.015	<.001	0.016	<.001	0.018	<.001	0.016	<.001	0.015	<.001	0.014	<.001	0.012	<.001
Afr. Am Stud.	0.066	0.504	0.042	0.645	0.055	0.559	0.091	0.290	0.088	0.309	0.051	0.545	0.053	0.546	0.035	0.707	0.004	0.963	0.066	0.449	0.056	0.527	0.015	0.842	0.016	0.833	0.009	0.911
Anthropology	0.020	0.796	0.101	0.136	0.133	0.057	0.159	0.016	0.122	0.061	0.095	0.144	0.148	0.029	0.135	0.050	0.099	0.126	0.145	0.022	0.128	0.055	0.115	0.050	0.084	0.154	0.053	0.393
Economics	0.224	0.003	0.364	<.001	0.433	<.001	0.488	<.001	0.527	<.001	0.507	<.001	0.580	<.001	0.611	<.001	0.575	<.001	0.634	<.001	0.637	<.001	0.633	<.001	0.658	<.001	0.592	<.001
Ethnic Studies	0.105	0.211	0.023	0.759	0.017	0.829	0.055	0.449	0.056	0.442	0.000	1.000	0.010	0.899	0.013	0.867	0.036	0.620	0.079	0.265	0.066	0.363	0.054	0.411	0.069	0.298	0.037	0.596
Geography	0.131	0.114	0.040	0.601	0.017	0.835	0.022	0.775	0.038	0.613	0.023	0.755	0.065	0.395	0.044	0.584	0.048	0.530	0.084	0.246	0.051	0.501	0.046	0.497	0.047	0.506	0.004	0.955
HW Neuroscience	0.085	0.466	0.003	0.977	0.070	0.544	0.022	0.846	0.071	0.533	0.074	0.517	0.041	0.728	0.046	0.709	0.017	0.887	0.088	0.454	0.038	0.745	0.058	0.622	0.081	0.453	0.007	0.952
History	0.108	0.137	0.020	0.759	0.061	0.360	0.089	0.154	0.064	0.305	0.050	0.422	0.091	0.158	0.086	0.189	0.066	0.288	0.090	0.135	0.090	0.156	0.093	0.093	0.081	0.145	0.062	0.295
Linguistics	0.067	0.416	0.018	0.812	0.026	0.734	0.032	0.662	0.013	0.857	0.029	0.686	0.007	0.925	0.008	0.920	0.030	0.697	0.001	0.988	0.021	0.780	0.015	0.819	0.009	0.890	0.025	0.733
Political Sc.	0.004	0.952	0.104	0.110	0.134	0.049	0.169	0.008	0.173	0.006	0.163	0.010	0.203	0.002	0.206	0.002	0.171	0.007	0.198	0.001	0.205	0.001	0.228	<.001	0.215	<.001	0.184	0.003
Psychology	0.057	0.450	0.019	0.775	0.067	0.340	0.106	0.109	0.080	0.224	0.064	0.328	0.089	0.192	0.112	0.113	0.082	0.221	0.080	0.222	0.080	0.237	0.099	0.090	0.094	0.117	0.073	0.266
Sociology	0.027	0.727	0.107	0.120	0.126	0.076	0.135	0.043	0.134	0.042	0.134	0.044	0.184	0.007	0.176	0.01	0.154	0.02	0.187	0.004	0.172	0.011	0.152	0.013	0.152	0.012	0.106	0.100
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haas/Boalt appt.	0.272	<.001	0.361	<.001	0.377	<.001	0.431	<.001	0.427	<.001	0.437	<.001	0.418	<.001	0.421	<.001	0.428	<.001	0.438	<.001	0.428	<.001	0.410	<.001	0.393	<.001	0.380	<.001
Oth. mult. appt.	0.047	0.294	0.084	0.039	0.106	0.014	0.122	0.002	0.084	0.032	0.068	0.079	0.089	0.025	0.090	0.03	0.061	0.12	0.077	0.042	0.081	0.040	0.087	0.018	0.100	0.008	0.087	0.026
Assistant	0.583	<.001	0.587	<.001	0.594	<.001	0.549	<.001	0.648	<.001	0.596	<.001	0.648	<.001	0.652	<.001	0.711	<.001	0.786	<.001	0.740	<.001	0.711	<.001	0.757	<.001	0.780	<.001
Associate	0.404	<.001	0.379	<.001	0.341	<.001	0.315	<.001	0.344	<.001	0.327	<.001	0.328	<.001	0.333	<.001	0.343	<.001	0.395	<.001	0.381	<.001	0.369	<.001	0.350	<.001	0.377	<.001
Years at Rank	0.020	<.001	0.018	<.001	0.018	<.001	0.017	<.001	0.020	<.001	0.021	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.022	<.001	0.019	<.001	0.017	<.001	0.017	<.001	0.016	<.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

R-square	0.80	0.81	0.79	0.82	0.83	0.82	0.81	0.79	0.80	0.81	0.81	0.83	0.83	0.81
Adj. R-square	0.79	0.79	0.78	0.81	0.81	0.81	0.80	0.77	0.78	0.79	0.79	0.82	0.82	0.80
*Underrepresented Minority=Afric. Am., Hisp., Native Am.														
Other units include: Demography, and Gender and Women's Studies.														
p<.10=light green	p<.05=bright green	p<.01=green shade	p<.001=dark green											

C5a: Log Salary Model, College of Engineering, 4/30/2018

Tot. N=243: White Male N=137; Female N=47; Minority Male N=55; Unknown Male=4. Asian N=53; URM N=15.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.030	0.451	0.013	0.630	0.018	0.478	0.023	0.321
Asian	-0.002	0.959	0.010	0.686	-0.004	0.873	-0.012	0.610
Underrep. Min.*	-0.015	0.820	0.029	0.501	0.034	0.407	0.028	0.472
Yrs. since degree			0.018	<.001	0.017	<.001	0.006	0.011
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.495
Yrs. since hired			-0.002	0.176	-0.002	0.327	-0.010	<.001
Bioengin.					-0.092	0.089	-0.062	0.220
Civil & Env. Eng.					-0.086	0.070	-0.059	0.181
Elect. Eng./CS					0.003	0.938	-0.010	0.807
Material Sc. & Eng.					-0.034	0.552	-0.031	0.552
Mechanical Eng.					-0.066	0.146	-0.051	0.228
Nuclear Eng.					-0.124	0.056	-0.078	0.193
Other units					-		-	
Multiple appt.					0.104	<.001	0.077	0.006
Assistant							-0.341	<.001
Associate							-0.184	<.001
Years at Rank							0.015	<.001
Intercept	12.0	<.001	12.1	<.001	12.1	<.001	11.9	<.001
R-square	0.00		0.57		0.63		0.69	
Adj. R-square	-0.01		0.55		0.61		0.67	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C5b: White Male Salary Model, College of Engineering, 4/30/2018

Tot. N=243: White Male N=137; Female N=47; Minority Male N=55; Unknown Male=4. Asian N=53; URM N=15.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3291	<.001	2960	<.001	966	0.154
Yrs. degree (sq.)			-44	0.028	-32	0.112	24	0.389
Yrs. since hired			-909	0.037	-603	0.174	-1818	0.003
Bioengin.					-8756	0.487	430	0.972
Civil & Env. Eng.					-3932	0.707	98	0.992
Elect. Eng./CS					8431	0.354	4589	0.601
Material Sc. & Eng.					5198	0.717	-1692	0.903
Mechanical Eng.					-6321	0.519	-5809	0.536
Other units					-		-	
Multiple appt.					23188	0.001	17897	0.012
Assistant							-61239	<.001
Associate							-35067	0.005
Years at Rank							2222	0.005
Intercept			176491	<.001	168930	<.001	151365	<.001
R-square			0.46		0.52		0.57	
Adj. R-square			0.44		0.49		0.53	
Avg. Wom. \$ diff.			2526		3128		3766	
Avg. Asian \$ diff.			2208		935		509	
Avg. URM* \$ diff.			5269		6658		4652	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.								
p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green					
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C5c: Log Salary Model 3 (Demog., Experience, & Departments), College of Engineering, AY 2004-05--2017-18 (Spring semester)

Tot. N=243 (2017-18): White Male N=137; Female N=47; Minority Male N=55; Unknown Male=4. Asian N=53; URM N=15.

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	
	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	0.011	0.710	0.034	0.264	0.016	0.607	0.014	0.601	0.007 ⁻	0.800	0.011 ⁻	0.727	0.017 ⁻	0.587	0.023 ⁻	0.462	0.009 ⁻	0.774	0.011	0.706	0.001 ⁻	0.984	0.004 ⁻	0.897	0.002	0.943	0.018	0.478
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	0.030	0.249	0.027	0.318	0.021	0.395	0.026	0.304	0.019	0.451	0.015	0.550	0.004 ⁻	0.873
Underrep. Min.*	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	0.033	0.460	0.040	0.405	0.010	0.822	0.013 ⁻	0.765	0.011	0.792	0.008	0.840	0.034	0.407
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
Yrs. degree (sq.)	0.000	0.129	0.000	0.188	0.000	0.123	0.000	0.002	0.000	0.017	0.000	0.016	0.000	0.294	0.000	0.257	0.000	0.136	0.000	0.202	0.000	0.133	0.000	0.020	0.000	<.001	0.000	<.001
Yrs. since hired	0.000	0.974	0.001	0.557	0.000	0.857	0.001	0.476	0.002	0.319	0.002	0.345	0.001	0.696	0.001	0.637	0.001	0.516	0.001	0.428	0.001	0.634	0.000	0.989	0.001	0.530	0.002	0.327
Bioengin.	0.040	0.431	0.064	0.223	0.075	0.163	0.037	0.443	0.027	0.599	0.040	0.468	0.081	0.152	0.101	0.078	0.123	0.039	0.095	0.094	0.092	0.125	0.094	0.114	0.082	0.137	0.092	0.089
Civil & Env. Eng.	0.050	0.263	0.046	0.319	0.034	0.481	0.010	0.811	0.004	0.937	0.026	0.602	0.062	0.218	0.062	0.224	0.102	0.052	0.101	0.037	0.106	0.042	0.102	0.043	0.102	0.034	0.086	0.070
Elect. Eng./CS	0.044	0.289	0.036	0.418	0.030	0.504	0.083	0.040	0.065	0.126	0.040	0.397	0.012	0.793	0.015	0.743	0.006	0.910	0.019	0.676	0.019	0.705	0.020	0.666	0.021	0.637	0.003	0.938
Material Sc. & Eng.	0.057	0.292	0.036	0.514	0.028	0.610	0.057	0.276	0.038	0.487	0.006	0.923	0.026	0.668	0.051	0.429	0.038	0.575	0.059	0.345	0.053	0.429	0.002	0.969	0.017	0.771	0.034	0.552
Mechanical Eng.	0.018	0.687	0.031	0.490	0.017	0.714	0.021	0.624	0.003	0.940	0.014	0.781	0.054	0.287	0.067	0.181	0.080	0.117	0.097	0.038	0.088	0.085	0.084	0.090	0.072	0.121	0.066	0.146
Nuclear Eng.	0.059	0.371	0.065	0.335	0.006	0.925	0.008	0.892	0.080	0.265	0.084	0.287	0.121	0.109	0.154	0.045	0.156	0.049	0.161	0.018	0.157	0.031	0.131	0.066	0.120	0.090	0.124	0.056
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiple appt.	0.099	<.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
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	12.1	<.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	
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	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																												
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C5d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Engineering, AY 2004-05--2017-18 (Spring semester)

Tot. N=243 (2017-18): White Male N=137; Female N=47; Minority Male N=55; Unknown Male=4. Asian N=53; URM N=15.

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	
	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	0.021	0.461	0.038	0.154	0.025	0.382	0.018	0.477	0.004	0.867	0.007	0.816	0.000	0.988	0.004	0.900	0.008	0.791	0.022	0.423	0.012	0.664	0.013	0.625	0.016	0.513	0.023	0.321
Asian	0.030	0.180	0.033	0.122	0.038	0.098	0.037	0.082	0.019	0.358	0.027	0.256	0.033	0.173	0.023	0.348	0.021	0.422	0.012	0.621	0.011	0.644	0.010	0.661	0.004	0.842	0.012	0.610
Underrep. Min.*	0.070	0.093	0.050	0.196	0.076	0.070	0.062	0.098	0.039	0.305	0.078	0.063	0.046	0.265	0.037	0.382	0.037	0.419	0.002	0.970	0.014	0.740	0.007	0.866	0.003	0.934	0.028	0.472
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	0.192	0.004	0.133	0.003	0.175	0.003	0.217	0.004	0.095	0.004	0.066	0.003	0.138	0.006	0.011
Yrs. degree (sq.)	0.000	0.268	0.000	0.046	0.000	0.010	0.000	0.283	0.000	0.014	0.000	0.038	0.000	0.003	0.000	0.018	0.000	0.124	0.000	0.166	0.000	0.454	0.000	0.845	0.000	0.930	0.000	0.495
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
Bioengin.	0.007	0.879	0.033	0.479	0.047	0.341	0.007	0.868	0.002	0.971	0.007	0.895	0.025	0.634	0.055	0.300	0.083	0.139	0.065	0.215	0.063	0.258	0.077	0.161	0.058	0.247	0.062	0.220
Civil & Env. Eng.	0.049	0.240	0.052	0.210	0.053	0.233	0.001	0.987	0.002	0.961	0.023	0.612	0.044	0.346	0.041	0.385	0.076	0.122	0.082	0.066	0.087	0.072	0.080	0.086	0.074	0.087	0.059	0.181
Elect. Eng./CS	0.013	0.735	0.001	0.979	0.017	0.695	0.059	0.114	0.043	0.270	0.020	0.638	0.009	0.835	0.016	0.719	0.007	0.883	0.029	0.479	0.028	0.529	0.031	0.475	0.032	0.418	0.010	0.807
Material Sc. & Eng.	0.032	0.533	0.004	0.940	0.006	0.912	0.040	0.409	0.027	0.588	0.001	0.986	0.012	0.831	0.021	0.726	0.018	0.783	0.044	0.440	0.044	0.475	0.013	0.815	0.003	0.957	0.031	0.552
Mechanical Eng.	0.028	0.492	0.055	0.181	0.048	0.273	0.007	0.861	0.013	0.748	0.015	0.742	0.035	0.445	0.053	0.247	0.065	0.177	0.082	0.058	0.074	0.119	0.073	0.108	0.058	0.166	0.051	0.228
Nuclear Eng.	0.047	0.445	0.057	0.350	0.009	0.885	0.003	0.954	0.051	0.441	0.046	0.527	0.069	0.317	0.096	0.177	0.096	0.199	0.112	0.076	0.117	0.084	0.090	0.174	0.081	0.207	0.078	0.193
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	0.113	<.001	0.094	0.001	0.081	0.004	0.077	0.006
Assistant	0.236	<.001	0.296	<.001	0.362	<.001	0.308	<.001	0.362	<.001	0.370	<.001	0.399	<.001	0.350	<.001	0.320	<.001	0.344	<.001	0.323	<.001	0.324	<.001	0.384	<.001	0.341	<.001
Associate	0.141	<.001	0.196	<.001	0.181	<.001	0.165	<.001	0.209	<.001	0.213	<.001	0.193	<.001	0.209	<.001	0.182	<.001	0.175	<.001	0.174	<.001	0.166	<.001	0.177	<.001	0.184	<.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	0.015	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.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	
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	

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

Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.

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

C6a: Log Salary Model, College of Chemistry, 4/30/2018

Tot. N=64: White Male N=36; Female N=14; Minority Male N=13; Unknown Male=1. Asian N=12; URM N=6.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.131	0.172	-0.099	0.039	-0.102	0.043	-0.050	0.302
Minority*	-0.152	0.087	0.018	0.691	0.013	0.788	-0.025	0.604
Yrs. since degree			0.029	<.001	0.029	<.001	0.013	0.032
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.011
Yrs. since hired			-0.005	0.094	-0.005	0.113	-0.013	0.005
Chemical Eng.					0.009	0.854	0.008	0.864
Other units					-		-	
Multiple appt.					0.012	0.802	0.030	0.510
Assist./Assoc.							-0.392	0.001
Years at Rank							0.014	0.071
Intercept	12.2	<.001	12.2	<.001	12.2	<.001	12.1	<.001
R-square	0.08		0.80		0.80		0.83	
Adj. R-square	0.05		0.78		0.77		0.80	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Chemistry.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C6b: White Male Salary Model, College of Chemistry, 4/30/2018

Tot. N=64: White Male N=36; Female N=14; Minority Male N=13; Unknown Male=1. Asian N=12; URM N=6.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		5481	<.001	5690	<.001	209	0.923
Yrs. degree (sq.)			-132	<.001	-135	<.001	-30	0.603
Yrs. since hired			-1574	0.070	-1818	0.063	-5136	0.003
Chemical Eng.					11816	0.454	20978	0.162
Other units					-		-	
Multiple appt.					1853	0.902	9206	0.513
Assist./Assoc.							127612	0.012
Years at Rank							6222	0.025
Intercept			210459	<.001	208045	<.001	154732	<.001
R-square			0.68		0.68		0.75	
Adj. R-square			0.65		0.63		0.69	
Avg. Wom. \$ diff.			16684		17823		6748	
Avg. Min.* \$ diff.			2451		4075		14134	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Chemistry.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C6c: Log Salary Model 3 (Demog., Experience, & Departments), College of Chemistry, AY 2004-05--2017-18 (Spring semester)

Tot. N=64 (2017-18): White Male N=36; Female N=14; Minority Male N=13; Unknown Male=1. Asian N=12; URM N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	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	0.021	0.724	0.019	0.756	0.008 ⁻	0.882	0.045 ⁻	0.505	0.060 ⁻	0.355	0.083 ⁻	0.196	0.113 ⁻	0.084	0.123 ⁻	0.068	0.106 ⁻	0.101	0.089 ⁻	0.140	0.117 ⁻	0.065	0.115 ⁻	0.049	0.089 ⁻	0.099	0.102 ⁻	0.043
Minority*	0.034	0.506	0.017	0.750	0.017 ⁻	0.717	0.051 ⁻	0.424	0.042 ⁻	0.489	0.016 ⁻	0.786	0.039	0.539	0.068	0.299	0.080	0.221	0.082	0.176	0.061	0.334	0.037	0.518	0.024	0.654	0.013	0.788
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
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
Yrs. since hired	0.002 ⁻	0.515	0.003 ⁻	0.300	0.006 ⁻	0.037	0.004 ⁻	0.304	0.004 ⁻	0.383	0.004 ⁻	0.273	0.005 ⁻	0.244	0.005 ⁻	0.237	0.004 ⁻	0.376	0.003 ⁻	0.457	0.008 ⁻	0.062	0.007 ⁻	0.065	0.007 ⁻	0.064	0.005 ⁻	0.113
Chemical Eng.	0.088	0.079	0.079	0.122	0.141	0.002	0.103	0.085	0.078	0.179	0.059	0.304	0.062	0.312	0.030	0.652	0.018	0.778	0.047	0.460	0.002 ⁻	0.980	0.021	0.730	0.029	0.597	0.009	0.854
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.097	0.073	0.077	0.169	0.061	0.227	0.071	0.279	0.113	0.065	0.073	0.233	0.055	0.377	0.025	0.689	0.042	0.504	0.078	0.184	0.028	0.653	0.035	0.529	0.027	0.603	0.012	0.802
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
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	
Adj. R-square	0.75		0.75		0.80		0.59		0.61		0.61		0.65		0.62		0.63		0.66		0.65		0.70		0.73		0.77	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
Other units include: Chemistry.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C6d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Chemistry, AY 2004-05--2017-18 (Spring semester)

Tot. N=64 (2017-18): White Male N=36; Female N=14; Minority Male N=13; Unknown Male=1. Asian N=12; URM N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	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	0.025	0.647	0.018	0.738	0.063	0.184	0.057	0.395	0.079	0.194	0.084	0.145	0.106	0.064	0.100	0.109	0.051	0.391	0.056	0.328	0.029	0.612	0.013	0.820	0.000	0.999	0.050	0.302
Minority*	0.019	0.678	0.031	0.517	0.071	0.104	0.124	0.084	0.126	0.052	0.065	0.271	0.034	0.545	0.076	0.225	0.081	0.171	0.073	0.199	0.045	0.415	0.018	0.725	0.004	0.932	0.025	0.604
Yrs. since degree	0.008	0.066	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	0.171	0.007	0.246	0.009	0.173	0.013	0.032
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	0.741	0.000	0.699	0.000	0.304	0.000	0.197	0.000	0.911	0.000	0.357	0.000	0.157	0.000	0.011
Yrs. since hired	0.011	0.010	0.012	0.003	0.012	<.001	0.012	0.034	0.013	0.014	0.011	0.032	0.009	0.062	0.010	0.055	0.009	0.068	0.011	0.046	0.015	0.003	0.019	<.001	0.017	<.001	0.013	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	0.323	0.016	0.799	0.025	0.679	0.037	0.535	0.034	0.548	0.009	0.867	0.013	0.801	0.008	0.864
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Multiple appt.	0.128	0.009	0.154	0.003	0.132	0.004	0.078	0.263	0.103	0.093	0.042	0.449	0.045	0.410	0.001	0.988	0.029	0.611	0.079	0.152	0.042	0.434	0.055	0.267	0.061	0.198	0.030	0.510
Assist./Assoc.	0.385	<.001	0.341	<.001	0.372	<.001	0.178	0.137	0.313	0.005	0.384	<.001	0.417	<.001	0.373	<.001	0.402	<.001	0.374	0.002	0.587	<.001	0.584	<.001	0.518	<.001	0.392	0.001
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	0.099	0.022	0.010	0.020	0.013	0.014	0.071
Intercept	11.5	<.001	11.5	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001
R-square	0.84		0.84		0.88		0.66		0.71		0.73		0.77		0.72		0.74		0.75		0.78		0.80		0.81		0.83	
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	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
Other units include: Chemistry.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C7a: Log Salary Model, College of Natural Resources, 4/30/2018

Tot. N=111: White Male N=61; Female N=34; Minority Male N=16; Unknown Male=0. Asian N=16; URM N=7.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.054	0.391	-0.073	0.104	-0.044	0.236	-0.017	0.577
Minority*	-0.203	0.005	-0.108	0.039	-0.093	0.041	-0.055	0.144
Yrs. since degree			0.023	<.001	0.025	<.001	0.000	0.955
Yrs. degree (sq.)			0.000	0.001	0.000	<.001	0.000	0.183
Yrs. since hired			-0.003	0.390	-0.007	0.033	-0.013	<.001
Agr. Res. Ec. Pol.					0.338	<.001	0.242	<.001
ESPM					-0.016	0.776	-0.093	0.044
Plant & Micr. Bio.					0.135	0.032	0.075	0.144
Other units					-		-	
Multiple appt.					0.144	0.012	0.006	0.901
Assistant							-0.582	<.001
Associate							-0.349	<.001
Years at Rank							0.021	<.001
Intercept	12.0	<.001	12.0	<.001	11.9	<.001	11.9	<.001
R-square	0.08		0.56		0.72		0.82	
Adj. R-square	0.06		0.54		0.70		0.80	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Energy & Resources Group, and Nutritional Sci. & Tox. Dept.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C7b: White Male Salary Model, College of Natural Resources, 4/30/2018

Tot. N=111: White Male N=61; Female N=34; Minority Male N=16; Unknown Male=0. Asian N=16; URM N=7.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		2888	0.001	3260	<.001	-1641	0.144
Yrs. degree (sq.)			-56	0.038	-62	0.011	-42	0.150
Yrs. since hired			229	0.777	-359	0.623	-1755	0.012
Agr. Res. Ec. Pol.					20370	0.060	13481	0.134
ESPM					-24325	0.008	-24285	0.001
Other units					-		-	
Multiple appt.					9817	0.486	-4451	0.707
Assistant							-86730	<.001
Associate							-56988	<.001
Years at Rank							5207	<.001
Intercept			170814	<.001	179183	<.001	150781	<.001
R-square			0.57		0.69		0.81	
Adj. R-square			0.55		0.66		0.78	
Avg. Wom. \$ diff.			13988		12405		5188	
Avg. Min.* \$ diff.			17940		21052		9095	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
Other units include: Energy & Resources Group, Nutritional Sci & Tox Dept, and Plant & Microbial Biology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C7c: Log Salary Model 3 (Demog., Experience, & Departments), College of Natural Resources, AY 2004-05--2017-18 (Spring semester)

Tot. N=111 (2017-18): White Male N=61; Female N=34; Minority Male N=16; Unknown Male=0. Asian N=16; URM 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	
	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	0.055 ⁻	0.138	0.057 ⁻	0.136	0.078 ⁻	0.037	0.083 ⁻	0.012	0.079 ⁻	0.019	0.071 ⁻	0.044	0.073 ⁻	0.037	0.066 ⁻	0.074	0.068 ⁻	0.064	0.081 ⁻	0.029	0.086 ⁻	0.020	0.058 ⁻	0.102	0.054 ⁻	0.128	0.044 ⁻	0.236
Minority*	0.090 ⁻	0.074	0.061 ⁻	0.233	0.089 ⁻	0.071	0.048 ⁻	0.262	0.023 ⁻	0.579	0.046 ⁻	0.298	0.038 ⁻	0.386	0.054 ⁻	0.235	0.054 ⁻	0.231	0.074 ⁻	0.099	0.083 ⁻	0.060	0.037 ⁻	0.045	0.084 ⁻	0.067	0.093 ⁻	0.041
Yrs. since degree	0.026	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.024	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.025	<.001	0.025	<.001
Yrs. degree (sq.)	0.000	0.042	0.000	0.085	0.000	0.228	0.000	0.038	0.000	0.042	0.000	0.032	0.000	0.010	0.000	0.090	0.000	0.077	0.000	0.111	0.000	0.071	0.000	0.002	0.000	<.001	0.000	<.001
Yrs. since hired	0.005 ⁻	0.082	0.004 ⁻	0.186	0.004 ⁻	0.168	0.004 ⁻	0.128	0.003 ⁻	0.211	0.003 ⁻	0.216	0.004 ⁻	0.142	0.004 ⁻	0.172	0.005 ⁻	0.067	0.006 ⁻	0.053	0.005 ⁻	0.083	0.006 ⁻	0.062	0.007 ⁻	0.018	0.007 ⁻	0.033
Agr. Res. Ec. Pol.	0.246	<.001	0.246	<.001	0.221	<.001	0.225	<.001	0.256	<.001	0.260	<.001	0.274	<.001	0.190	0.006	0.244	<.001	0.296	<.001	0.299	<.001	0.305	<.001	0.312	<.001	0.338	<.001
ESPM	0.057	0.256	0.047	0.383	0.058	0.241	0.052	0.268	0.041	0.390	0.012	0.807	0.018	0.710	0.026 ⁻	0.632	0.004	0.935	0.026 ⁻	0.638	0.011 ⁻	0.838	0.031 ⁻	0.562	0.007 ⁻	0.900	0.016 ⁻	0.776
Plant & Micr. Bio.	0.221	<.001	0.188	0.002	0.171	0.002	0.185	<.001	0.173	0.001	0.160	0.003	0.206	<.001	0.152	0.011	0.161	0.008	0.147	0.017	0.147	0.015	0.126	0.030	0.120	0.039	0.135	0.032
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.179	<.001	0.155	0.002	0.122	0.012	0.106	0.014	0.103	0.021	0.141	0.003	0.123	0.009	0.079	0.104	0.118	0.017	0.125	0.014	0.119	0.026	0.100	0.052	0.125	0.020	0.144	0.012
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
R-square	0.72		0.71		0.73		0.77		0.77		0.72		0.72		0.70		0.71		0.70		0.71		0.71		0.70		0.72	
Adj. R-square	0.70		0.69		0.71		0.75		0.75		0.70		0.70		0.68		0.69		0.67		0.69		0.68		0.68		0.70	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
Other units include: Energy & Resources Group, and Nutritional Sci. & Tox. Dept.																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C7d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Natural Resourc., AY 2004-05--2017-18 (Spring sem.)

Tot. N=111 (2017-18): White Male N=61; Female N=34; Minority Male N=16; Unknown Male=0. Asian N=16; URM 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	
	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	0.036	0.253	0.035	0.285	0.060	0.067	0.063	0.026	0.069	0.017	0.058	0.050	0.050	0.075	0.042	0.176	0.060	0.058	0.069	0.030	0.076	0.017	0.050	0.090	0.027	0.370	0.017	0.577
Minority*	0.034	0.428	0.033	0.454	0.055	0.211	0.024	0.515	0.006	0.860	0.024	0.524	0.014	0.702	0.031	0.423	0.023	0.556	0.024	0.542	0.047	0.217	0.049	0.192	0.041	0.281	0.055	0.144
Yrs. since degree	0.005	0.241	0.007	0.097	0.007	0.068	0.008	0.020	0.006	0.076	0.002	0.633	0.001	0.740	0.001	0.735	0.001	0.787	0.001	0.813	0.002	0.596	0.001	0.745	0.003	0.521	0.000	0.955
Yrs. degree (sq.)	0.000	0.211	0.000	0.286	0.000	0.236	0.000	0.136	0.000	0.195	0.000	0.059	0.000	0.065	0.000	0.027	0.000	0.072	0.000	0.087	0.000	0.833	0.000	0.875	0.000	0.416	0.000	0.183
Yrs. since hired	0.006	0.022	0.006	0.029	0.007	0.012	0.007	0.006	0.007	0.006	0.008	0.005	0.008	0.001	0.009	0.002	0.010	<.001	0.011	<.001	0.011	<.001	0.010	0.001	0.012	<.001	0.013	<.001
Agr. Res. Ec. Pol.	0.137	0.015	0.145	0.016	0.122	0.035	0.141	0.008	0.161	0.003	0.167	0.002	0.171	0.001	0.137	0.020	0.184	0.002	0.252	<.001	0.236	<.001	0.232	<.001	0.245	<.001	0.242	<.001
ESPM	0.006	0.896	0.016	0.726	0.011	0.809	0.010	0.804	0.001	0.983	0.021	0.612	0.030	0.467	0.048	0.298	0.025	0.599	0.027	0.569	0.029	0.538	0.063	0.165	0.055	0.213	0.093	0.044
Plant & Micr. Bio.	0.153	0.002	0.132	0.009	0.106	0.032	0.131	0.004	0.115	0.011	0.122	0.009	0.138	0.003	0.106	0.035	0.114	0.028	0.129	0.014	0.131	0.012	0.082	0.095	0.084	0.080	0.075	0.144
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.090	0.025	0.079	0.063	0.068	0.115	0.056	0.138	0.047	0.225	0.074	0.064	0.059	0.124	0.028	0.497	0.028	0.530	0.048	0.285	0.031	0.519	0.007	0.886	0.002	0.970	0.006	0.901
Assistant	0.488	<.001	0.445	<.001	0.407	<.001	0.458	<.001	0.484	<.001	0.572	<.001	0.595	<.001	0.599	<.001	0.575	<.001	0.600	<.001	0.493	<.001	0.549	<.001	0.552	<.001	0.582	<.001
Associate	0.363	<.001	0.350	<.001	0.282	<.001	0.276	<.001	0.303	<.001	0.302	<.001	0.363	<.001	0.389	<.001	0.384	<.001	0.408	<.001	0.359	<.001	0.354	<.001	0.336	<.001	0.349	<.001
Years at Rank	0.015	<.001	0.013	0.006	0.014	0.002	0.010	0.009	0.011	0.007	0.012	0.004	0.012	0.003	0.011	0.018	0.014	0.003	0.016	<.001	0.017	<.001	0.014	0.004	0.016	0.001	0.021	<.001
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
R-square	0.81		0.80		0.80		0.84		0.84		0.81		0.82		0.80		0.79		0.79		0.80		0.80		0.80		0.82	
Adj. R-square	0.79		0.78		0.78		0.82		0.82		0.79		0.80		0.77		0.77		0.76		0.78		0.78		0.78		0.80	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
Other units include: Energy & Resources Group, and Nutritional Sci. & Tox. Dept..																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C8a: Log Salary Model, Haas School of Business, 4/30/2018

Tot. N=85: White Male N=51; Female N=17; Minority Male N=16; Unknown Male=1. Asian N=12; URM N=6.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.007	0.911	-0.033	0.515	-0.034	0.508	-0.023	0.574
Minority*	-0.157	0.015	-0.061	0.233	-0.059	0.263	0.000	0.885
Yrs. since degree			0.014	0.004	0.013	0.018	-0.003	0.676
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.425
Yrs. since hired			-0.012	0.013	-0.011	0.019	-0.016	<.001
Multiple appt.					-0.054	0.428	0.124	0.078
Market Ratio**					-0.126	0.650	1.200	<.001
Assistant							-0.743	<.001
Associate							-0.612	<.001
Years at Rank							0.015	0.045
Intercept	12.5	<.001	12.6	<.001	12.8	<.001	10.7	<.001
R-square	0.07		0.47		0.47		0.68	
Adj. R-square	0.05		0.43		0.42		0.64	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C8b: White Male Salary Model, Haas School of Business, 4/30/2018

Tot. N=85: White Male N=51; Female N=17; Minority Male N=16; Unknown Male=1. Asian N=12; URM N=6.

Variables	M1: Gender & Race/Ethicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		4634	<.001	5583	<.001	1752	0.407
Yrs. degree (sq.)			-189	0.002	-205	0.001	-151	0.068
Yrs. since hired			-3235	0.009	-3534	0.006	-5207	<.001
Multiple appt.					11439	0.561	32029	0.128
Market Ratio*					96733	0.260	358711	0.003
Assistant							- 127656	0.003
Associate							- 121644	<.001
Years at Rank							4413	0.068
Intercept			303004	<.001	160154	0.212	- 256983	0.135
R-square			0.56		0.57		0.68	
Adj. R-square			0.53		0.52		0.62	
Avg. Wom. \$ diff.			10118		9739		5005	
Avg. Min.** \$ diff.			13010		8977		1949	
*AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
**Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C8c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), Haas School of Business, AY 2004-05--2017-18 (Spring semester)

Tot. N=85 (2017-18): White Male N=51; Female N=17; Minority Male N=16; Unknown Male=1. Asian N=12; URM N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	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	0.014	0.798	0.054	0.344	0.026	0.633	0.006	0.916	0.083	0.102	0.069	0.217	0.079	0.155	0.103	0.051	0.126	0.014	0.104	0.053	0.112	0.026	0.104	0.029	0.070	0.147	0.034	0.508
Minority*	0.024	0.721	0.047	0.478	0.061	0.337	0.074	0.248	0.060	0.298	0.081	0.178	0.043	0.445	0.043	0.417	0.064	0.231	0.080	0.185	0.079	0.145	0.059	0.260	0.059	0.230	0.059	0.263
Yrs. since degree	0.012	0.008	0.013	0.007	0.009	0.051	0.008	0.100	0.008	0.049	0.005	0.216	0.010	0.052	0.012	0.010	0.014	0.001	0.018	<.001	0.019	<.001	0.019	<.001	0.017	<.001	0.013	0.018
Yrs. degree (sq.)	0.000	0.734	0.000	0.798	0.000	0.589	0.000	0.421	0.000	0.253	0.000	0.152	0.000	0.034	0.000	<.001	0.001	0.002	0.000	0.020	0.000	0.012	0.001	0.003	0.001	<.001	0.001	<.001
Yrs. since hired	0.011	0.012	0.013	0.009	0.007	0.106	0.009	0.056	0.010	0.014	0.007	0.085	0.011	0.011	0.010	0.018	0.014	<.001	0.016	<.001	0.016	<.001	0.015	<.001	0.015	<.001	0.011	0.019
Multiple appt.	0.040	0.699	0.002	0.981	0.029	0.770	0.055	0.517	0.029	0.700	0.018	0.803	0.030	0.697	0.026	0.722	0.041	0.590	0.081	0.321	0.031	0.654	0.022	0.771	0.031	0.641	0.054	0.428
Market Ratio**	0.583	0.217	0.399	0.265	0.435	0.247	0.567	0.085	0.562	0.085	0.466	0.175	0.381	0.273	0.158	0.581	0.124	0.667	0.335	0.291	0.175	0.531	0.110	0.713	0.146	0.602	0.126	0.650
Intercept	12.7	<.001	12.6	<.001	12.7	<.001	13.0	<.001	13.1	<.001	12.9	<.001	12.8	<.001	12.6	<.001	12.6	<.001	13.0	<.001	12.8	<.001	12.7	<.001	12.8	<.001	12.8	<.001
R-square	0.30		0.26		0.25		0.26		0.32		0.29		0.34		0.38		0.47		0.48		0.48		0.49		0.49		0.47	
Adj. R-square	0.23		0.18		0.18		0.19		0.25		0.22		0.28		0.32		0.42		0.43		0.43		0.45		0.44		0.42	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C8d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Haas Sch. of Business, AY 2004-05--2017-18 (Spring sem.)

Tot. N=85 (2017-18): White Male N=51; Female N=17; Minority Male N=16; Unknown Male=1. Asian N=12; URM N=6.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
	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	0.032	0.544	0.065	0.233	0.035	0.479	0.015	0.768	0.041 ⁻	0.401	0.018 ⁻	0.744	0.032 ⁻	0.525	0.050 ⁻	0.299	0.126 ⁻	0.008	0.104 ⁻	0.027	0.112 ⁻	0.010	0.102 ⁻	0.007	0.056 ⁻	0.156	0.023 ⁻	0.574
Minority*	0.020 ⁻	0.760	0.052 ⁻	0.426	0.065 ⁻	0.266	0.073 ⁻	0.210	0.054 ⁻	0.318	0.038 ⁻	0.509	0.025 ⁻	0.616	0.029 ⁻	0.541	0.031 ⁻	0.521	0.027 ⁻	0.605	0.003 ⁻	0.952	0.014	0.743	0.012	0.766	0.006	0.885
Yrs. since degree	0.003	0.583	0.003	0.588	0.003 ⁻	0.541	0.006 ⁻	0.328	0.002 ⁻	0.739	0.005 ⁻	0.405	0.008 ⁻	0.204	0.004 ⁻	0.494	0.006	0.281	0.004	0.507	0.011	0.055	0.012	0.026	0.007	0.224	0.003 ⁻	0.676
Yrs. degree (sq.)	0.000	0.112	0.000	0.092	0.000	0.119	0.000	0.167	0.000	0.334	0.000	0.471	0.000	0.391	0.000	0.837	0.000	0.474	0.000	0.692	0.000	0.774	0.000	0.450	0.000	0.997	0.000	0.425
Yrs. since hired	0.016 ⁻	0.001	0.017 ⁻	<.001	0.012 ⁻	0.008	0.010 ⁻	0.023	0.011 ⁻	0.007	0.008 ⁻	0.045	0.018 ⁻	<.001	0.015 ⁻	0.001	0.013 ⁻	0.005	0.018 ⁻	<.001	0.019 ⁻	<.001	0.020 ⁻	<.001	0.020 ⁻	<.001	0.016 ⁻	<.001
Multiple appt.	0.167	0.126	0.195	0.094	0.171	0.111	0.144	0.146	0.138	0.146	0.197	0.033	0.152	0.102	0.107	0.209	0.101	0.212	0.070	0.383	0.122	0.067	0.185	0.009	0.151	0.031	0.124	0.078
Market Ratio**	0.444	0.414	0.720	0.153	0.735	0.123	0.563	0.215	0.611	0.214	1.000	0.066	0.741	0.126	0.934	0.026	0.797	0.023	0.764	0.030	1.000	0.002	1.300	<.001	1.200	<.001	1.200	<.001
Assistant	0.456 ⁻	<.001	0.555 ⁻	<.001	0.604 ⁻	<.001	0.632 ⁻	<.001	0.556 ⁻	<.001	0.687 ⁻	<.001	0.780 ⁻	<.001	0.736 ⁻	<.001	0.546 ⁻	<.001	0.710 ⁻	<.001	0.608 ⁻	<.001	0.601 ⁻	<.001	0.695 ⁻	<.001	0.743 ⁻	<.001
Associate	0.314 ⁻	<.001	0.346 ⁻	0.003	0.353 ⁻	<.001	0.358 ⁻	0.002	0.355 ⁻	0.003	0.457 ⁻	0.001	0.450 ⁻	<.001	0.474 ⁻	<.001	0.376 ⁻	<.001	0.468 ⁻	<.001	0.477 ⁻	<.001	0.512 ⁻	<.001	0.550 ⁻	<.001	0.612 ⁻	<.001
Years at Rank	0.007	0.274	0.009	0.200	0.011	0.082	0.010	0.149	0.005	0.378	0.005	0.469	0.017	0.021	0.013	0.059	0.000	0.969	0.007	0.364	0.005	0.505	0.004	0.512	0.009	0.172	0.015	0.045
Intercept	11.2	<.001	10.8	<.001	10.9	<.001	11.2	<.001	11.3	<.001	10.8	<.001	11.1	<.001	11.0	<.001	11.3	<.001	11.4	<.001	11.0	<.001	10.7	<.001	10.7	<.001	10.7	<.001
R-square	0.45		0.38		0.43		0.41		0.43		0.41		0.51		0.53		0.59		0.65		0.65		0.69		0.67		0.68	
Adj. R-square	0.36		0.29		0.35		0.33		0.35		0.33		0.44		0.47		0.54		0.60		0.60		0.65		0.63		0.64	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C8e: Log Salary Model (with Subfields), Haas School of Business, 4/30/2018

Tot. N=85 (2017-18): White Male N=51; Female N=17; Minority Male N=16; Unknown Male=1. Asian N=12; URM N=6.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments/Sub-fields		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.007	0.911	-0.033	0.515	-0.026	0.625	-0.011	0.821
Minority*	-0.157	0.015	-0.061	0.233	-0.035	0.512	-0.018	0.691
Yrs. since degree			0.014	0.004	0.014	0.006	-0.010	0.164
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.531
Yrs. since hired			-0.012	0.013	-0.012	0.013	-0.015	0.002
Accounting					-0.037	0.523	-0.017	0.731
Busin. & Pub. Pol.					0.000		0.000	
Econ. Anal. & Pol.					0.066	0.487	0.029	0.722
Finance					0.019	0.780	0.023	0.685
Marketing					-0.071	0.360	-0.086	0.201
Mng. of Organizat.					-0.071	0.282	-0.087	0.127
Other units					-		-	
Multiple appt.					-0.042	0.446	-0.084	0.094
Assistant							-0.616	<.001
Associate							-0.398	<.001
Years at Rank							0.017	0.030
Intercept	12.5	<.001	12.6	<.001	12.6	<.001	12.5	<.001
R-square	0.07		0.47		0.49		0.65	
Adj. R-square	0.05		0.43		0.42		0.58	

*Minority=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: <http://facultybio.haas.berkeley.edu/faculty-group>. 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
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C9a: Log Salary Model, Boalt School of Law, 4/30/2018

Tot. N=66: White Male N=31; Female N=23; Minority Male N=10; Unknown Male=2. Asian N=10; URM N=10.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.099	0.030	-0.002	0.931	0.002	0.936	0.014	0.569
Minority*	-0.077	0.103	0.008	0.784	-0.004	0.882	0.010	0.703
Yrs. since degree			0.014	<.001	0.013	<.001	0.011	<.001
Yrs. degree (sq.)			0.000	0.014	0.000	0.095	0.000	0.934
Yrs. since hired			-0.001	0.630	0.000	0.745	-0.003	0.480
Law Degree			-0.004	0.885	0.007	0.805	0.013	0.634
Multiple appt.					-0.026	0.599	0.129	0.035
Market Ratio**					-0.343	0.068	0.683	0.038
Assistant							-0.322	<.001
Years at Rank							0.002	0.720
Intercept	12.5	<.001	12.5	<.001	13.0	<.001	11.5	<.001
R-square	0.13		0.74		0.76		0.81	
Adj. R-square	0.11		0.72		0.73		0.78	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C9b: White Male Salary Model, Boalt School of Law, 4/30/2018

Tot. N=66: White Male N=31; Female N=23; Minority Male N=10; Unknown Male=2. Asian N=10; URM N=10.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3518	<.001	3762	<.001	3748	<.001
Yrs. degree (sq.)			7	0.876				
Yrs. since hired			-748	0.226	-829	0.178	692	0.787
Law Degree			-3043	0.801	1178	0.926	-2044	0.867
Multiple appt.					24221	0.253	48335	0.038
Market Ratio*					10824	0.933	430288	0.069
Assistant							-125238	0.029
Years at Rank							-1953	0.542
Intercept			262445	<.001	241604	0.182	-304811	0.306
R-square			0.62		0.65		0.71	
Adj. R-square			0.56		0.57		0.63	
Avg. Wom. \$ diff.			3518		2422		10069	
Avg. Min.** \$ diff.			2535		3715		11916	
*AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
**Minority=Afric. Am., Hisp., Native Am. & Asian Am.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C9c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), Boalt School of Law, AY 2004-05--2017-18 (Spring semester)

Tot. N=66 (2017-18): White Male N=31; Female N=23; Minority Male N=10; Unknown Male=2. Asian N=10; URM 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	
	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	0.108	0.044	0.242	0.056	0.147	0.048	0.061	0.040	0.168	0.031	0.287	0.055	0.108	0.061	0.090	0.059	0.113	0.048	0.115	0.028	0.327	0.012	0.677	0.001	0.961	0.002	0.936
Minority*	0.016	0.761	0.013	0.795	0.003	0.959	0.010	0.770	0.014	0.727	0.010	0.788	0.013	0.752	0.025	0.549	0.038	0.381	0.023	0.509	0.004	0.901	0.004	0.894	0.004	0.901	0.004	0.882
Yrs. since degree	0.008	0.001	0.009	<.001	0.006	0.045	0.006	0.004	0.008	<.001	0.010	<.001	0.012	<.001	0.009	<.001	0.008	0.004	0.008	<.001	0.010	<.001	0.011	<.001	0.011	<.001	0.013	<.001
Yrs. degree (sq.)	0.000	0.347	0.000	0.783	0.000	0.068	0.000	0.165	0.000	0.259	0.000	0.824	0.000	0.496	0.000	0.825	0.000	0.882	0.000	0.518	0.000	0.225	0.000	0.147	0.000	0.053	0.000	0.095
Yrs. since hired	0.001	0.555	0.005	0.038	0.007	0.009	0.005	0.008	0.005	0.014	0.005	0.018	0.004	0.120	0.002	0.397	0.002	0.545	0.000	0.931	0.000	0.849	0.000	0.944	0.000	0.887	0.000	0.745
Law Degree	0.001	0.984	0.012	0.740	0.004	0.914	0.013	0.634	0.009	0.761	0.022	0.468	0.010	0.783	0.032	0.433	0.033	0.443	0.065	0.067	0.029	0.353	0.005	0.870	0.000	0.995	0.007	0.805
Multiple appt.	0.186	0.055	0.240	0.005	0.130	0.022	0.129	0.002	0.162	0.002	0.152	0.004	0.029	0.575	0.028	0.608	0.037	0.523	0.042	0.374	0.058	0.191	0.079	0.111	0.066	0.216	0.026	0.599
Market Ratio**	1.300	0.040	1.200	0.024	0.622	0.004	0.985	<.001	1.300	<.001	1.300	<.001	0.268	0.197	0.449	0.011	0.616	0.002	0.508	0.002	0.439	0.003	0.472	0.002	0.423	0.025	0.343	0.068
Intercept	10.2	<.001	10.2	<.001	11.2	<.001	10.8	<.001	10.5	<.001	10.5	<.001	12.6	<.001	12.9	<.001	13.2	<.001	13.1	<.001	13.0	<.001	13.1	<.001	13.1	<.001	13.0	<.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	
Adj. R-square	0.38		0.44		0.39		0.66		0.67		0.64		0.53		0.57		0.56		0.69		0.73		0.71		0.66		0.73	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C9d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Boalt Sch. of Law, AY 2004-05--2017-18 (Spring semester)

Tot. N=66 (2017-18): White Male N=31; Female N=23; Minority Male N=10; Unknown Male=2. Asian N=10; URM 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	
	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	0.067 ⁻	0.113	0.044 ⁻	0.263	0.051 ⁻	0.200	0.045 ⁻	0.068	0.040 ⁻	0.159	0.031 ⁻	0.271	0.051 ⁻	0.098	0.046 ⁻	0.150	0.052 ⁻	0.115	0.043 ⁻	0.110	0.027 ⁻	0.298	0.019 ⁻	0.441	0.002 ⁻	0.933	0.014	0.569
Minority*	0.016	0.757	0.017	0.751	0.002	0.973	0.013	0.680	0.013 ⁻	0.738	0.013 ⁻	0.717	0.010 ⁻	0.780	0.005	0.899	0.010 ⁻	0.795	0.001 ⁻	0.962	0.021	0.457	0.012	0.663	0.020	0.467	0.010	0.703
Yrs. since degree	0.008	0.009	0.009	0.011	0.004	0.206	0.003	0.236	0.005	0.062	0.006	0.036	0.006	0.026	0.006	0.038	0.003	0.277	0.005	0.045	0.008	<.001	0.007	0.003	0.007	0.003	0.011	<.001
Yrs. degree (sq.)	0.000	0.351	0.000	0.913	0.000	0.065	0.000	0.013	0.000	0.067	0.000	0.064	0.000	0.168	0.000	0.116	0.000	0.026	0.000	0.114	0.000	0.582	0.000	0.456	0.000	0.753	0.000	0.934
Yrs. since hired	0.001 ⁻	0.830	0.005 ⁻	0.240	0.010 ⁻	0.032	0.013 ⁻	<.001	0.011 ⁻	0.010	0.014 ⁻	<.001	0.014 ⁻	0.002	0.016 ⁻	0.002	0.019 ⁻	0.001	0.012 ⁻	0.008	0.007 ⁻	0.086	0.009 ⁻	0.036	0.009 ⁻	0.031	0.003 ⁻	0.480
Law Degree	0.001	0.987	0.015	0.696	0.001	0.986	0.003 ⁻	0.921	0.017	0.569	0.028	0.336	0.015	0.651	0.054	0.147	0.051	0.193	0.076	0.018	0.039	0.175	0.022	0.420	0.015	0.601	0.013	0.634
Multiple appt.	0.205	0.073	0.255	0.014	0.155	0.077	0.092	0.089	0.131	0.038	0.112	0.049	0.087	0.166	0.142	0.059	0.160	0.052	0.141	0.040	0.113	0.078	0.128	0.067	0.106	0.125	0.129	0.035
Market Ratio**	1.400	0.062	1.400	0.053	0.926	0.178	0.713	0.093	1.000	0.051	0.895	0.043	0.666	0.064	1.100	0.047	1.000	0.065	0.940	0.034	0.917	0.026	0.662	0.047	0.541	0.105	0.683	0.038
Assistant	0.039	0.720	0.025	0.836	0.090	0.727	0.121 ⁻	0.280	0.099 ⁻	0.377	0.139 ⁻	0.072	0.384 ⁻	<.001	0.640 ⁻	0.001	0.703 ⁻	<.001	0.597 ⁻	<.001	0.533 ⁻	<.001	0.436 ⁻	<.001	0.334 ⁻	<.001	0.322 ⁻	<.001
Years at Rank	0.001 ⁻	0.919	0.001	0.858	0.006	0.330	0.013 ⁻	0.010	0.009	0.103	0.014 ⁻	0.010	0.015 ⁻	0.019	0.017 ⁻	0.010	0.021	0.004	0.014 ⁻	0.014	0.009	0.111	0.010	0.065	0.011 ⁻	0.039	0.002	0.720
Intercept	10.0	<.001	10.0	<.001	10.7	<.001	11.0	<.001	10.7	<.001	10.8	<.001	11.1	<.001	10.6	<.001	10.7	<.001	10.9	<.001	11.1	<.001	11.4	<.001	11.6	<.001	11.5	<.001
R-square	0.47		0.52		0.48		0.74		0.72		0.72		0.68		0.70		0.71		0.79		0.81		0.81		0.77		0.81	
Adj. R-square	0.35		0.41		0.38		0.69		0.67		0.67		0.63		0.65		0.66		0.76		0.78		0.77		0.72		0.78	
*Minority=Afric. Am., Hisp., Native Am. & Asian Am.																												
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).																												
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																												

C10a: Log Salary Model, Other Professional Schools, 4/30/2018

Tot. N=202: White Male N=86; Female N=86; Minority Male N=27; Unknown Male=3. Asian N=20; URM N=39.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.088	0.032	-0.007	0.823	0.000	0.481	0.033	0.219
Asian	-0.170	0.012	-0.048	0.350	-0.030	0.546	-0.028	0.525
Underrep. Min.*	-0.100	0.053	-0.041	0.284	-0.000	0.992	-0.020	0.557
Yrs. since degree			0.021	<.001	0.021	<.001	0.006	0.017
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.885
Yrs. since hired			-0.006	0.003	-0.006	0.002	-0.012	<.001
Bach./Mast.	-0.154	0.006	-0.244	<.001	-0.147	0.008	-0.090	0.071
MD	0.230	0.018	0.147	0.043	0.176	0.018	0.185	0.005
Architecture					0.006	0.918	-0.002	0.972
City & Reg. Plan.					0.041	0.592	0.008	0.902
Goldman Pub. Pol.					0.341	<.001	0.257	<.001
Sch. of Education					0.061	0.366	0.029	0.628
Sch. of Informat.					0.171	0.047	0.134	0.081
Sch. of Optometry					0.131	0.117	0.068	0.360
Sch. Public Health					0.078	0.242	0.020	0.743
Sch. Social Welfare					-0.039	0.606	-0.048	0.476
Other units					-		-	
Multiple appt.					0.108	0.009	0.072	0.056
Assistant							-0.484	<.001
Associate							-0.247	<.001
Years at Rank							0.010	0.005
Intercept	12.0	<.001	12.0	<.001	11.9	<.001	11.9	<.001
R-square	0.14		0.53		0.62		0.71	
Adj. R-square	0.12		0.51		0.58		0.67	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: Journalism.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C10b: White Male Salary Model, Other Professional Schools, 4/30/2018

Tot. N=202: White Male N=86; Female N=86; Minority Male N=27; Unknown Male=3. Asian N=20; URM N=39.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3063	<.001	2776	<.001	-313	0.723
Yrs. degree (sq.)			-12	0.658	6	0.825	52	0.102
Yrs. since hired			-1377	0.015	-1536	0.006	-3211	<.001
Bach./Mast.			-45093	<.001	-32030	0.035	-17291	0.215
Architecture					-488	0.976	5435	0.716
Goldman Pub. Pol.					19189	0.332	11476	0.517
Sch. of Education					-2293	0.900	3537	0.830
Sch. of Optometry					-8264	0.704	-9936	0.609
Sch. Public Health					25532	0.116	17572	0.236
Other units					-		-	
Multiple appt.					37058	0.002	27521	0.012
Assistant							-108414	<.001
Associate							-62924	<.001
Years at Rank							2775	0.021
Intercept			164841	<.001	143798	<.001	141617	<.001
R-square			0.38		0.49		0.61	
Adj. R-square			0.35		0.43		0.55	
Avg. Wom. \$ diff.			5908		2245		306	
Avg. Asian \$ diff.			11695		6271		5244	
Avg. URM* \$ diff.			10960		3868		6811	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
Other units include: City & Regional Planning, Journalism, Landscape Arch. & Envir. Plng., School of Information, and School of Social Welfare.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C10c: Log Salary Model 3 (Demog., Experience, & Departments), Other Professional Schools, AY 2004-05--2017-18 (Spring semester)

Tot. N=202 (2017-2018): White Male N=86; Female N=86; Minority Male N=27; Unknown Male=3. Asian N=20; URM N=39.

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		
	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	0.129	0.046	0.132	0.045	0.116	0.028	0.357	0.032	0.291	0.040	0.214	0.033	0.309	0.021	0.516	0.024	0.427	0.014	0.633	0.001	0.963	0.005	0.856	0.021	0.481	
Asian	0.046	0.479	0.020	0.775	0.022	0.741	0.002	0.976	0.019	0.737	0.020	0.732	0.040	0.527	0.044	0.488	0.062	0.297	0.068	0.221	0.057	0.282	0.071	0.189	0.026	0.631	0.030	0.546	
Underrep. Min.*	0.011	0.809	0.007	0.887	0.006	0.895	0.010	0.812	0.005	0.907	0.018	0.671	0.013	0.777	0.025	0.569	0.032	0.468	0.017	0.690	0.023	0.576	0.037	0.351	0.004	0.914	0.000	0.992	
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	<.001
Yrs. degree (sq.)	0.000	0.003	0.000	0.019	0.000	0.011	0.000	0.010	0.000	0.006	0.000	<.001	0.000	0.002	0.000	0.004	0.000	0.005	0.000	0.003	0.000	0.007	0.000	0.006	0.000	<.001	0.000	<.001	
Yrs. since hired	0.002	0.226	0.002	0.267	0.003	0.129	0.001	0.557	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	
Bach./Mast.	0.092	0.090	0.080	0.147	0.104	0.078	0.076	0.190	0.114	0.067	0.109	0.060	0.116	0.061	0.149	0.016	0.150	0.012	0.161	0.004	0.176	0.002	0.196	<.001	0.168	0.004	0.147	0.008	
MD	0.138	0.059	0.148	0.047	0.131	0.077	0.196	0.009	0.175	0.022	0.176	0.017	0.161	0.040	0.129	0.089	0.114	0.119	0.088	0.198	0.121	0.095	0.151	0.031	0.151	0.033	0.176	0.018	
Architecture	0.012	0.843	0.005	0.930	0.013	0.839	0.025	0.681	0.055	0.399	0.021	0.734	0.045	0.502	0.032	0.634	0.002	0.974	0.015	0.820	0.023	0.710	0.005	0.941	0.019	0.754	0.006	0.918	
City & Reg. Plan.	0.050	0.523	0.019	0.808	0.011	0.897	0.016	0.843	0.041	0.631	0.106	0.188	0.090	0.285	0.012	0.888	0.011	0.899	0.092	0.248	0.080	0.306	0.008	0.924	0.025	0.760	0.041	0.592	
Goldman Pub. Pol.	0.172	0.030	0.164	0.038	0.172	0.034	0.187	0.021	0.139	0.117	0.207	0.015	0.206	0.023	0.208	0.029	0.209	0.019	0.273	0.001	0.258	0.002	0.300	<.001	0.308	<.001	0.341	<.001	
Sch. of Education	0.017	0.795	0.034	0.616	0.047	0.498	0.050	0.478	0.002	0.975	0.059	0.422	0.066	0.386	0.037	0.637	0.018	0.807	0.046	0.519	0.032	0.650	0.004	0.950	0.039	0.580	0.061	0.366	
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	0.151	0.105	0.194	0.032	0.181	0.039	0.141	0.116	0.186	0.039	0.171	0.047	
Sch. of Optometry	0.257	0.003	0.238	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	0.181	0.046	0.184	0.037	0.177	0.047	0.133	0.135	0.109	0.195	0.131	0.117	
Sch. Public Health	0.111	0.097	0.134	0.047	0.118	0.085	0.106	0.121	0.073	0.332	0.125	0.086	0.122	0.116	0.114	0.153	0.090	0.230	0.111	0.122	0.116	0.100	0.041	0.560	0.061	0.379	0.078	0.242	
Sch. Social Welfare	0.087	0.256	0.095	0.223	0.080	0.308	0.077	0.322	0.027	0.758	0.080	0.347	0.084	0.357	0.057	0.551	0.015	0.865	0.024	0.772	0.013	0.865	0.048	0.544	0.047	0.550	0.039	0.606	
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.201	<.001	0.193	<.001	0.196	<.001	0.191	<.001	0.171	<.001	0.186	<.001	0.200	<.001	0.190	<.001	0.173	<.001	0.150	<.001	0.133	0.002	0.116	0.006	0.136	0.002	0.108	0.009	
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	11.9	<.001	
R-square	0.66		0.64		0.64		0.65		0.62		0.60		0.56		0.55		0.55		0.58		0.61		0.61		0.61		0.62		
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		
*Underrepresented Minority=Afric. Am., Hisp., Native Am.																													
Other units include: Journalism.																													
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																													

C10d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Other Professional Sch., AY 2004-05--2017-18 (Spring sem.)

Tot. N=202 (2017-2018): White Male N=86; Female N=86; Minority Male N=27; Unknown Male=3. Asian N=20; URM N=39.

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		
	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	0.021 ⁻	0.420	0.004 ⁻	0.894	0.008 ⁻	0.750	0.007 ⁻	0.772	0.006	0.835	0.010	0.698	0.009	0.742	0.012	0.694	0.013	0.664	0.002 ⁻	0.939	0.002	0.930	0.010	0.717	0.026	0.351	0.033	0.219	
Asian	0.002 ⁻	0.975	0.004	0.951	0.024	0.671	0.002	0.975	0.004	0.942	0.003	0.958	0.014 ⁻	0.797	0.007 ⁻	0.897	0.049 ⁻	0.371	0.043 ⁻	0.398	0.051 ⁻	0.287	0.070 ⁻	0.149	0.037 ⁻	0.447	0.028 ⁻	0.525	
Underrep. Min.*	0.021	0.603	0.019	0.628	0.004	0.914	0.016 ⁻	0.666	0.027 ⁻	0.468	0.032 ⁻	0.370	0.025 ⁻	0.520	0.024 ⁻	0.546	0.039 ⁻	0.340	0.027 ⁻	0.473	0.021 ⁻	0.567	0.032 ⁻	0.371	0.015 ⁻	0.660	0.020 ⁻	0.557	
Yrs. since degree	0.007	0.010	0.004	0.084	0.005	0.068	0.002	0.417	0.004	0.207	0.004	0.091	0.004	0.178	0.005	0.090	0.007	0.012	0.010	<.001	0.009	0.002	0.006	0.017	0.007	0.005	0.006	0.017	
Yrs. degree (sq.)	0.000	0.089	0.000	0.766	0.000	0.553	0.000	0.447	0.000	0.957	0.000	0.624	0.000	0.755	0.000	0.589	0.000	0.354	0.000	0.449	0.000	0.958	0.000	0.557	0.000	0.877	0.000	0.885	
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	<.001
Bach./Mast.	0.076 ⁻	0.107	0.044 ⁻	0.355	0.084 ⁻	0.088	0.062 ⁻	0.206	0.091 ⁻	0.091	0.069 ⁻	0.167	0.085 ⁻	0.120	0.116 ⁻	0.037	0.109 ⁻	0.047	0.128 ⁻	0.016	0.137 ⁻	0.009	0.142 ⁻	0.005	0.119 ⁻	0.020	0.090 ⁻	0.071	
MD	0.132	0.036	0.139	0.028	0.119	0.058	0.149	0.020	0.128	0.054	0.136	0.032	0.131	0.056	0.109	0.107	0.112	0.096	0.080	0.207	0.119	0.071	0.123	0.049	0.148	0.019	0.185	0.005	
Architecture	0.010	0.839	0.028	0.580	0.032	0.548	0.018	0.731	0.006	0.912	0.068	0.211	0.077	0.192	0.053	0.383	0.006	0.925	0.009	0.876	0.031	0.580	0.002	0.976	0.025	0.650	0.002	0.972	
City & Reg. Plan.	0.041 ⁻	0.544	0.026	0.699	0.017	0.804	0.012 ⁻	0.858	0.027 ⁻	0.717	0.081	0.242	0.059	0.425	0.018 ⁻	0.818	0.001	0.992	0.058	0.437	0.049	0.493	0.002	0.975	0.015 ⁻	0.838	0.008	0.902	
Goldman Pub. Pol.	0.099	0.151	0.118	0.080	0.108	0.118	0.136	0.052	0.101	0.197	0.168	0.023	0.157	0.053	0.145	0.094	0.161	0.050	0.224	0.004	0.214	0.004	0.238	0.002	0.235	0.002	0.257	<.001	
Sch. of Education	0.030 ⁻	0.600	0.004	0.945	0.009	0.883	0.005	0.935	0.026 ⁻	0.708	0.026	0.689	0.008	0.910	0.025 ⁻	0.727	0.020 ⁻	0.770	0.002 ⁻	0.971	0.002 ⁻	0.975	0.027 ⁻	0.671	0.013 ⁻	0.842	0.029	0.628	
Sch. of Informat.	0.085	0.271	0.119	0.112	0.063	0.422	0.067	0.381	0.103	0.198	0.139	0.069	0.099	0.233	0.055	0.525	0.089	0.302	0.121	0.148	0.122	0.127	0.089	0.268	0.132	0.102	0.134	0.081	
Sch. of Optometry	0.208	0.006	0.209	0.005	0.187	0.013	0.204	0.005	0.180	0.024	0.212	0.007	0.178	0.032	0.131	0.129	0.126	0.130	0.117	0.158	0.097	0.234	0.045	0.573	0.037	0.621	0.068	0.360	
Sch. Public Health	0.037	0.518	0.075	0.192	0.064	0.270	0.056	0.344	0.038	0.565	0.089	0.157	0.061	0.371	0.055	0.45	0.048	0.49	0.068	0.310	0.068	0.288	0.012	0.845	0.004	0.953	0.020	0.743	
Sch. Social Welfare	0.008	0.902	0.038	0.562	0.026	0.697	0.021	0.752	0.021 ⁻	0.782	0.025	0.734	0.008	0.918	0.028 ⁻	0.747	0.041 ⁻	0.614	0.041 ⁻	0.596	0.045 ⁻	0.535	0.086	0.230	0.085	0.231	0.048	0.476	
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.137	<.001	0.143	<.001	0.153	<.001	0.144	<.001	0.137	0.001	0.156	<.001	0.146	<.001	0.136	0.003	0.124	0.005	0.106	0.009	0.099	0.011	0.075	0.052	0.084	0.034	0.072	0.056	
Assistant	0.372 ⁻	<.001	0.514 ⁻	<.001	0.532 ⁻	<.001	0.528 ⁻	<.001	0.497 ⁻	<.001	0.507 ⁻	<.001	0.502 ⁻	<.001	0.460 ⁻	<.001	0.388 ⁻	<.001	0.356 ⁻	<.001	0.426 ⁻	<.001	0.473 ⁻	<.001	0.458 ⁻	<.001	0.484 ⁻	<.001	
Associate	0.313 ⁻	<.001	0.336 ⁻	<.001	0.344 ⁻	<.001	0.313 ⁻	<.001	0.327 ⁻	<.001	0.338 ⁻	<.001	0.321 ⁻	<.001	0.307 ⁻	<.001	0.270 ⁻	<.001	0.259 ⁻	<.001	0.276 ⁻	<.001	0.281 ⁻	<.001	0.251 ⁻	<.001	0.247 ⁻	<.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	
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	
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		

E1: Log Salary Model, All Campus, Rank Submodels, 4/30/2018

Tot. N=1485; White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

Variables	M4a: 2-Rank Assist. Only		M4b: 2-Rank Ast./Assoc.		M4c: 3-Rank Ast., Asc.		M4d: 3-Rank, Yrs. in Rank		M4e: 5-Rank Incl. FP<6, 6-9		M4f: 5-Rank Yrs. in Rank		M5a: Rank & Step		M5b: Rnk./St., Yrs. Step	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.015	0.147	-0.006	0.548	-0.005	0.579	0.005	0.583	0.001	0.860	0.004	0.632	-0.001	0.873	0.001	0.923
Asian	-0.016	0.229	-0.020	0.116	-0.016	0.179	-0.017	0.151	0.008	0.419	0.008	0.405	-0.009	0.348	-0.009	0.350
Underrep. Min.*	0.008	0.623	0.003	0.852	-0.000	0.991	0.005	0.746	0.017	0.176	0.018	0.157	0.016	0.201	0.015	0.220
Unknown Ethnicity	0.031	0.338	0.029	0.328	0.027	0.344	0.027	0.333	0.001	0.959	0.002	0.948	0.008	0.717	0.010	0.673
Yrs. since degree	0.017	<.001	0.013	<.001	0.010	<.001	0.004	<.001	0.001	0.451	0.001	0.161	-0.002	0.041	-0.003	0.004
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	0.288	0.000	0.998	0.000	0.847	0.000	0.912	0.000	0.018	0.000	0.090
Yrs. since hired	-0.005	<.001	-0.004	<.001	-0.005	<.001	-0.011	<.001	0.004	<.001	0.005	<.001	-0.005	<.001	-0.005	<.001
Bach./Mast.	-0.136	<.001	-0.113	<.001	-0.106	<.001	-0.072	0.013	0.034	0.170	0.022	0.362	-0.021	0.396	-0.012	0.624
Law Degree	-0.028	0.533	-0.034	0.420	-0.026	0.531	0.000	0.994	0.000	0.992	0.006	0.858	0.016	0.618	0.021	0.528
MD	0.083	0.116	0.118	0.016	0.123	0.010	0.125	0.006	0.101	0.009	0.106	0.006	0.101	0.009	0.104	0.006
Afr. Am Stud.	-0.081	0.191	-0.049	0.395	-0.054	0.339	-0.032	0.547	0.034	0.455	0.033	0.461	-0.037	0.415	-0.038	0.404
Agr. Res. Ec. Pol.	0.387	<.001	0.373	<.001	0.366	<.001	0.346	<.001	0.332	<.001	0.329	<.001	0.344	<.001	0.344	<.001
Anthropology	0.059	0.182	0.028	0.503	0.027	0.497	0.033	0.392	0.011	0.729	0.007	0.822	0.012	0.718	0.010	0.764
Architecture	0.037	0.411	0.000	0.999	-0.006	0.878	0.018	0.644	0.002	0.942	0.002	0.942	-0.007	0.833	-0.006	0.852
Art Hist.	-0.008	0.888	-0.084	0.105	-0.087	0.083	-0.074	0.123	0.102	0.012	0.101	0.012	-0.084	0.037	-0.085	0.035
Astronomy	0.190	0.002	0.153	0.006	0.144	0.008	0.122	0.018	0.083	0.056	0.081	0.061	0.096	0.028	0.094	0.029
Bioengin.	0.158	0.003	0.111	0.024	0.099	0.040	0.090	0.050	0.100	0.010	0.095	0.013	0.106	0.006	0.104	0.007
Chemical Eng.	0.314	<.001	0.233	<.001	0.247	<.001	0.222	<.001	0.144	<.001	0.140	<.001	0.147	<.001	0.146	<.001
Chemistry	0.313	<.001	0.248	<.001	0.245	<.001	0.227	<.001	0.163	<.001	0.152	<.001	0.159	<.001	0.154	<.001
City & Reg. Plan.	0.092	0.111	0.070	0.187	0.058	0.268	0.047	0.346	0.020	0.632	0.020	0.629	0.025	0.558	0.027	0.521
Civil & Env. Eng.	0.175	<.001	0.095	0.013	0.096	0.010	0.087	0.015	0.068	0.023	0.066	0.027	0.072	0.018	0.073	0.015
Classics	-0.013	0.824	-0.015	0.780	-0.037	0.484	-0.029	0.565	0.022	0.603	0.019	0.644	-0.047	0.269	-0.042	0.320
Comp. Literature	0.154	0.050	0.162	0.026	0.174	0.015	0.161	0.018	0.058	0.308	0.057	0.320	0.078	0.175	0.077	0.179
Earth & Plan. Sc.	0.213	<.001	0.149	0.003	0.139	0.005	0.114	0.015	0.095	0.016	0.092	0.019	0.093	0.018	0.092	0.019
E. Asian Lng./Clt.	-0.084	0.130	-0.083	0.105	-0.093	0.064	-0.104	0.030	0.058	0.147	0.060	0.132	-0.055	0.174	-0.055	0.175
Economics	0.726	<.001	0.662	<.001	0.653	<.001	0.614	<.001	0.594	<.001	0.581	<.001	0.609	<.001	0.602	<.001
Elect. Eng./CS	0.246	<.001	0.169	<.001	0.154	<.001	0.129	<.001	0.099	<.001	0.094	<.001	0.104	<.001	0.104	<.001
English	0.018	0.623	0.045	0.194	0.027	0.420	0.035	0.273	0.028	0.305	0.024	0.369	0.024	0.373	0.025	0.346
ESPM	0.030	0.435	0.003	0.923	-0.001	0.971	-0.005	0.876	0.010	0.706	0.015	0.593	-0.014	0.612	-0.013	0.643
Ethnic Studies	0.036	0.502	0.057	0.250	0.039	0.423	0.022	0.636	0.053	0.172	0.047	0.229	0.045	0.250	0.044	0.253
Film and Media	0.124	0.120	0.110	0.136	0.096	0.181	0.105	0.126	0.080	0.168	0.072	0.207	0.048	0.408	0.047	0.413
French	0.023	0.704	0.015	0.784	0.006	0.912	0.004	0.932	0.036	0.409	0.040	0.360	-0.047	0.275	-0.044	0.306
Geography	0.005	0.931	0.004	0.949	-0.008	0.890	-0.007	0.896	0.006	0.896	0.005	0.909	0.010	0.821	0.008	0.854
German	-0.081	0.226	-0.072	0.245	-0.100	0.098	-0.105	0.068	0.019	0.698	0.034	0.484	-0.038	0.435	-0.041	0.402
Goldman Pub. Pol.	0.297	<.001	0.273	<.001	0.239	<.001	0.230	<.001	0.220	<.001	0.212	<.001	0.227	<.001	0.227	<.001
Haas Business	0.749	<.001	0.694	<.001	0.685	<.001	0.665	<.001	0.672	<.001	0.666	<.001	0.687	<.001	0.688	<.001
HW Neuroscience	-0.006	0.931	-0.015	0.804	-0.006	0.918	0.041	0.466	0.039	0.410	0.052	0.275	0.054	0.256	0.063	0.187

History	0.109	0.006	0.070	0.055	0.063	0.078	0.055	0.110	0.025	0.377	0.025	0.378	0.017	0.553	0.019	0.507
Ind. Eng./Op. Res.	0.202	<.001	0.124	0.018	0.126	0.013	0.104	0.033	0.122	0.003	0.124	0.002	0.122	0.003	0.128	0.002
Integrat. Biology	0.093	0.029	0.055	0.160	0.056	0.144	0.049	0.182	0.049	0.108	0.049	0.108	0.045	0.144	0.047	0.125
Landsc. Arch./Env.	0.015	0.809	-0.032	0.584	-0.025	0.666	-0.014	0.800	0.025	0.591	0.027	0.559	-0.023	0.618	-0.024	0.599
Law	0.677	<.001	0.589	<.001	0.576	<.001	0.512	<.001	0.496	<.001	0.479	<.001	0.413	<.001	0.404	<.001
Linguistics	0.003	0.961	0.000	0.999	-0.013	0.807	-0.026	0.613	0.034	0.432	0.042	0.325	-0.052	0.233	-0.056	0.196
Material Sc. & Eng.	0.199	<.001	0.136	0.007	0.126	0.011	0.109	0.021	0.085	0.033	0.084	0.034	0.099	0.013	0.099	0.013
Mathematics	0.183	<.001	0.119	<.001	0.113	0.001	0.070	0.036	0.057	0.042	0.050	0.077	0.066	0.019	0.064	0.023
Mechanical Eng.	0.190	<.001	0.126	<.001	0.129	<.001	0.109	0.002	0.084	0.005	0.086	0.004	0.086	0.004	0.090	0.003
Molec. & Cell Bio.	0.184	<.001	0.129	<.001	0.137	<.001	0.125	<.001	0.104	<.001	0.099	<.001	0.098	<.001	0.095	<.001
Music	0.025	0.649	0.001	0.981	-0.016	0.743	-0.008	0.866	0.058	0.143	0.055	0.165	-0.052	0.191	-0.050	0.208
Near Eastern St.	0.010	0.872	-0.002	0.976	-0.006	0.911	-0.013	0.798	0.027	0.542	0.031	0.476	-0.022	0.608	-0.021	0.26
Nuclear Eng.	0.136	0.035	0.076	0.206	0.090	0.123	0.086	0.123	0.091	0.053	0.087	0.064	0.096	0.041	0.097	0.038
Nutr. Sc./Tox.	0.016	0.800	0.000	0.994	0.003	0.954	0.029	0.608	0.000	0.992	0.008	0.871	0.016	0.728	0.022	0.641
Philosophy	0.232	<.001	0.211	<.001	0.179	<.001	0.156	<.001	0.111	0.004	0.108	0.005	0.124	0.001	0.124	0.001
Physics	0.209	<.001	0.144	<.001	0.141	<.001	0.111	<.001	0.096	<.001	0.089	0.001	0.086	0.002	0.084	0.003
Plant & Micr. Bio.	0.200	<.001	0.170	<.001	0.169	<.001	0.164	<.001	0.111	0.001	0.112	<.001	0.120	<.001	0.120	<.001
Political Sc.	0.238	<.001	0.220	<.001	0.207	<.001	0.186	<.001	0.172	<.001	0.166	<.001	0.181	<.001	0.180	<.001
Psychology	0.183	<.001	0.108	0.014	0.097	0.024	0.079	0.053	0.046	0.186	0.043	0.206	0.042	0.229	0.041	0.235
Rhetoric	-0.024	0.703	-0.010	0.859	-0.022	0.694	-0.037	0.491	0.051	0.259	0.057	0.208	-0.058	0.199	-0.059	0.191
Sch. of Education	0.097	0.028	0.069	0.091	0.062	0.122	0.045	0.242	0.044	0.171	0.039	0.226	0.031	0.343	0.030	0.350
Sch. of Informat.	0.182	0.005	0.172	0.004	0.155	0.007	0.145	0.009	0.156	<.001	0.149	0.001	0.165	<.001	0.161	<.001
Sch. of Optometry	0.174	0.003	0.097	0.076	0.090	0.092	0.084	0.102	0.120	0.005	0.118	0.006	0.131	0.002	0.129	0.003
Sch. Public Health	0.118	0.005	0.074	0.061	0.057	0.140	0.049	0.181	0.036	0.247	0.036	0.234	0.038	0.216	0.041	0.188
Sch. Social Welfare	0.030	0.586	-0.043	0.392	-0.028	0.570	-0.040	0.400	0.061	0.125	0.066	0.093	-0.061	0.129	-0.062	0.120
Sociology	0.171	<.001	0.108	0.013	0.098	0.021	0.106	0.009	0.092	0.007	0.094	0.006	0.100	0.003	0.103	0.002
S/SE Asian Std.	-0.015	0.829	0.001	0.983	-0.009	0.891	-0.024	0.693	0.010	0.843	0.014	0.784	-0.021	0.678	-0.018	0.733
Spanish & Port.	-0.034	0.586	-0.074	0.206	-0.072	0.204	-0.065	0.232	0.067	0.140	0.071	0.119	-0.072	0.114	-0.069	0.127
Statistics	0.303	<.001	0.250	<.001	0.245	<.001	0.228	<.001	0.188	<.001	0.184	<.001	0.213	<.001	0.210	<.001
TDPS	-0.036	0.566	-0.009	0.877	-0.029	0.602	-0.047	0.382	0.044	0.326	0.048	0.285	-0.052	0.249	-0.051	0.260
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Two Departments	0.071	<.001	0.051	<.001	0.052	<.001	0.039	0.003	0.038	<.001	0.036	0.001	0.035	0.001	0.034	0.002
Three or More Deps.	0.205	<.001	0.183	<.001	0.171	<.001	0.153	<.001	0.143	<.001	0.142	<.001	0.145	<.001	0.145	<.001
Assistant	-0.174	<.001			-0.401	<.001	-0.507	<.001	0.818	<.001	0.870	<.001				
Associate					-0.247	<.001	-0.301	<.001	0.598	<.001	0.642	<.001				
Assist./Assoc.			-0.255	<.001												
Full (<step6)									0.389	<.001	0.418	<.001				
Full (step6-9)									0.199	<.001	0.210	<.001				
Years at Rank							0.014	<.001			0.004	<.001				
Assist Step 2													-1.000	<.001	-1.000	<.001
Assist Step 3													-0.959	<.001	-0.963	<.001

E2: Log Salary Model, Assistant Professors, 4/30/2018

Tot. N=247; White Male N=93; Female N=92; Minority Male N=51; Unknown Male=11. Asian N=57; URM* N=30; Unk. Ethn.=13.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3A: Depart-ments		M3B: Deps. Market Ratio	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.099	0.006	-0.110	0.001	-0.030	0.070	-0.009	0.497
Asian	0.032	0.452	0.032	0.420	-0.000	0.982	0.003	0.866
Underrep. Min.*	-0.033	0.544	-0.037	0.468	0.004	0.854	0.006	0.758
Unknown Ethnicity	-0.112	0.153	-0.095	0.203	-0.046	0.180	-0.037	0.188
Yrs. since degree			0.035	0.211	-0.005	0.710	0.003	0.775
Yrs. degree (sq.)			0.001	0.125	-0.001	0.231	0.000	0.648
Yrs. since hired			0.025	0.015	-0.004	0.457	0.001	0.894
Bach./Mast.			-0.228	0.010	-0.140	<.001	-0.075	0.029
Law Degree			0.425	<.001	-0.071	0.335	-0.042	0.485
Art Hist.					-0.173	0.003	-0.094	0.049
Chemical Eng.					0.054	0.347	-0.010	0.827
Chemistry					0.007	0.907	0.003	0.955
Economics					0.507	<.001	0.164	<.001
Elect. Eng./CS					0.157	<.001	0.052	0.091
English					-0.087	0.093	0.022	0.615
ESPM					-0.163	<.001	-0.216	<.001
Haas Business					0.674	<.001	0.100	0.094
HW Neuroscience					0.049	0.607	-0.027	0.735
History					-0.052	0.284	0.029	0.479
Integrat. Biology					-0.106	0.040	-0.100	0.017
Law					0.683	<.001	0.112	0.152
Mathematics					0.022	0.637	0.086	0.025
Mechanical Eng.					0.063	0.193	-0.015	0.710
Molec. & Cell Bio.					0.023	0.539	-0.006	0.854
Physics					0.058	0.253	0.013	0.761
Political Sc.					0.136	0.009	0.130	0.002
Psychology					-0.084	0.194	-0.092	0.080
Sch. Social Welfare					-0.101	0.031	-0.076	0.047
Spanish & Port.					-0.124	0.057	-0.021	0.692
Statistics					0.270	<.001	0.230	<.001
Other units					-		-	
Multiple appt.					-0.020	0.545	0.000	0.990

Market Ratio**							0.740	<.001
Intercept	11.7	<.001	12.2	<.001	11.6	<.001	11.0	<.001
R-square	0.04		0.17		0.85		0.90	
Adj. R-square	0.03		0.14		0.83		0.89	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
Other units include: Architecture; Agricultural Res Econ Pol; Anthropology; Art Practice; Astronomy; Bioengineering; City & Regional Planning; Civil & Environ. Engineer.; Classics; Earth & Planetary Science; East Asian Languages & Cult; Energy & Resources Group; Ethnic Studies; French; Geography; Goldman School of Public Policy; Industrial Engineering & Operations Research; Italian Studies; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Material Sci. & Engineer.; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Philosophy; Plant & Microbial Biology; Rhetoric; Scandinavian Languages; School of Education; School of Information; School of Public Health; Sociology; South & Southeast Asian Std.; and Theater, Dance and Performance Studies. Note: In this run, departments with N>=5 cases are included in the regression model.								
p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green					

E3: Log Salary Model, Associate Professors, 4/30/2018

Tot. N=311: White Male N=125; Female N=134; Minority Male N=45; Unknown Male=7. Asian N=49; URM* N=40.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.067 ⁻	0.010	0.051 ⁻	0.040	0.011	0.465	0.013	0.388	0.022	0.131
Asian	0.036 ⁻	0.319	0.043 ⁻	0.201	0.030 ⁻	0.154	0.032 ⁻	0.126	-0.031	0.122
Underrep. Min.*	0.024	0.532	0.020	0.596	0.009	0.712	0.011	0.670	0.013	0.575
Yrs. since degree			0.008 ⁻	0.015	0.002 ⁻	0.272	0.005 ⁻	0.045	-0.006	0.014
Yrs. degree (sq.)			0.000	0.421	0.000	0.001	0.000	<.001	0.000	<.001
Yrs. since hired			0.004 ⁻	0.158	0.006 ⁻	<.001	0.010 ⁻	<.001	-0.010	<.001
Bach./Mast.			0.035 ⁻	0.564	0.036 ⁻	0.359	0.018 ⁻	0.655	0.007	0.852
Afr. Am Stud.					0.042 ⁻	0.486	0.044 ⁻	0.467	-0.066	0.253
Agr. Res. Ec. Pol.					0.375	<.001	0.366	<.001	0.010	0.917
Anthropology					0.061 ⁻	0.245	0.063 ⁻	0.231	-0.006	0.905
Architecture					0.029 ⁻	0.579	0.030 ⁻	0.561	-0.035	0.491
City & Reg. Plan.					0.004	0.945	0.004	0.947	0.059	0.337
Classics					0.080 ⁻	0.149	0.082 ⁻	0.139	-0.020	0.717
Comp. Literature					0.100 ⁻	0.257	0.095 ⁻	0.283	-0.103	0.224
E. Asian Lng./Clt.					0.148 ⁻	0.008	0.151 ⁻	0.006	-0.038	0.511
Economics					0.798	<.001	0.795	<.001	0.336	0.002
Elect. Eng./CS					0.100	0.019	0.093	0.029	0.001	0.981
English					0.020 ⁻	0.476	0.029 ⁻	0.314	0.032	0.295
ESPM					0.051 ⁻	0.172	0.050 ⁻	0.177	-0.063	0.079
Ethnic Studies					0.060	0.206	0.048	0.310	0.014	0.756
French					0.082 ⁻	0.183	0.094 ⁻	0.129	-0.046	0.448
Geography					0.087 ⁻	0.168	0.086 ⁻	0.171	-0.048	0.427
Goldman Pub. Pol.					0.437	<.001	0.430	<.001	0.208	0.010

Haas Business					0.614	<.001	0.609	<.001	0.050	0.676
HW Neuroscience					0.069	0.508	0.095	0.364	0.051	0.615
History					0.017	0.679	0.007	0.855	0.062	0.128
Integrat. Biology					0.028	0.569	0.029	0.546	-0.002	0.966
Linguistics					- 0.059	0.345	- 0.063	0.317	0.012	0.852
Mathematics					0.055	0.374	0.040	0.523	-0.001	0.982
Molec. & Cell Bio.					0.039	0.433	0.051	0.302	0.030	0.527
Music					- 0.087	0.128	- 0.086	0.131	-0.021	0.713
Philosophy					0.028	0.604	0.018	0.741	0.022	0.664
Physics					0.006	0.928	0.010	0.874	-0.051	0.416
Political Sc.					0.072	0.075	0.070	0.084	-0.048	0.295
Psychology					- 0.069	0.385	- 0.073	0.358	-0.157	0.044
Rhetoric					- 0.123	0.030	- 0.133	0.019	-0.116	0.034
Sch. of Education					0.011	0.832	0.007	0.888	-0.037	0.463
Sch. Public Health					0.043	0.308	0.042	0.316	0.014	0.727
TDPS					- 0.067	0.232	- 0.076	0.178	-0.011	0.838
Other units					-		-		-	
Multiple appt.					0.045	0.091	0.041	0.125	0.041	0.103
Market Ratio**									0.728	<.001
Years at Rank							0.007	0.073	0.009	0.019
Intercept	11.8	<.001	11.7	<.001	11.7	<.001	11.6	<.001	10.9	<.001

R-square	0.03		0.15		0.75		0.76		0.78	
Adj. R-square	0.02		0.13		0.72		0.72		0.74	

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

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

Other units include: Art Hist.; Art Practice; Astronomy; Bioengineering; Chemical Engineering; Civil & Environ. Engineer.; Earth & Planetary Science; Energy & Resources Group; Film and Media; Gender and Women's Studies; German; Industrial Engineering & Operations Research; Italian Studies; Landscape Arch. & Envir. Plng.; Material Sci. & Engineer.; Mechanical Engineering; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Plant & Micr. Bio.; Sch. of Informat.; School of Optometry; School of Social Welfare; Slavic Languages & Culture; Sociology; S/SE Asian Std.; Spanish & Portuguese; and Statistics. 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, 4/30/2018

Tot. N=345: White Male N=166; Female N=108; Minority Male N=68; Unknown Male=3. Asian N=59; URM* N=47.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.051 ⁻	0.076	0.043 ⁻	0.116	0.016 ⁻	0.366	0.009 ⁻	0.611	-0.008	0.658
Asian	0.045 ⁻	0.209	0.059 ⁻	0.084	0.035 ⁻	0.115	0.032 ⁻	0.140	-0.032	0.137
Underrep. Min.*	0.045 ⁻	0.251	0.039 ⁻	0.297	0.004	0.876	0.009	0.724	0.011	0.634
Yrs. since degree			0.008 ⁻	0.003	0.002 ⁻	0.293	0.005 ⁻	0.026	-0.004	0.038
Yrs. degree (sq.)			0.000	0.556	0.000	0.691	0.000	0.242	0.000	0.121
Yrs. since hired			0.004 ⁻	0.080	0.003 ⁻	0.046	0.004 ⁻	0.008	-0.004	0.008
Bach./Mast.			0.046 ⁻	0.560	0.029	0.623	0.049	0.397	0.089	0.135
Anthropology					0.022 ⁻	0.720	0.021 ⁻	0.725	-0.007	0.910
Architecture					0.095 ⁻	0.133	0.086 ⁻	0.168	-0.084	0.171
Art Hist.					0.086 ⁻	0.190	0.071 ⁻	0.275	-0.066	0.303
Bioengin.					0.004	0.946	0.016 ⁻	0.796	-0.007	0.915
Chemistry					0.256	<.001	0.243	<.001	0.199	0.002
Civil & Env. Eng.					0.004	0.932	0.011 ⁻	0.814	0.016	0.732
Classics					0.105 ⁻	0.178	0.106 ⁻	0.169	-0.084	0.275
Earth & Plan. Sc.					0.037	0.636	0.049	0.518	0.061	0.420
E. Asian Lng./Clt.					0.043 ⁻	0.518	0.060 ⁻	0.360	-0.035	0.598
Economics					0.580	<.001	0.559	<.001	0.378	<.001
Elect. Eng./CS					0.028	0.424	0.019	0.599	0.015	0.670
English					0.040	0.464	0.065	0.236	0.053	0.332
ESPM					0.013 ⁻	0.795	0.018 ⁻	0.729	0.025	0.636
Ethnic Studies					0.007 ⁻	0.913	0.020 ⁻	0.767	-0.056	0.413
Geography					0.067 ⁻	0.398	0.070 ⁻	0.369	-0.130	0.107
Haas Business					0.644	<.001	0.630	<.001	0.420	<.001

HW Neuroscience					0.099	0.254	0.080	0.353	-0.138	0.117
History					0.041	0.518	0.030	0.638	-0.045	0.470
Ind. Eng./Op. Res.					0.100	0.188	0.083	0.272	0.069	0.353
Integrat. Biology					0.012	0.826	0.006	0.913	0.009	0.871
Law					0.444	<.001	0.430	<.001	0.248	0.002
Mathematics					0.058	0.229	0.038	0.427	0.014	0.780
Mechanical Eng.					0.001	0.992	0.004	0.950	0.016	0.779
Molec. & Cell Bio.					0.043	0.366	0.034	0.461	0.022	0.641
Physics					0.113	0.012	0.096	0.034	0.081	0.070
Political Sc.					0.338	<.001	0.329	<.001	0.274	<.001
Psychology					0.107	0.085	0.098	0.111	0.068	0.268
Sch. of Education					0.044	0.499	0.058	0.371	-0.066	0.298
Sch. of Optometry					0.120	0.090	0.114	0.102	0.200	0.009
Sch. Public Health					0.028	0.538	0.027	0.553	0.051	0.266
Sociology					0.010	0.855	0.004	0.945	-0.038	0.480
Statistics					0.118	0.257	0.113	0.274	0.077	0.455
Other units					-		-		-	
Multiple appt.					0.068	0.003	0.061	0.007	0.059	0.008
Market Ratio**									0.368	0.007
Years at Rank							0.007	0.006	0.007	0.006
Intercept	12.0	<.001	12.0	<.001	11.9	<.001	11.9	<.001	11.6	<.001

R-square	0.02		0.13		0.71		0.72		0.72	
Adj. R-square	0.01		0.12		0.67		0.68		0.69	

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

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

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

p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green
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E5: Log Salary Model, Full Professors, Steps 6-9, 4/30/2018

Tot. N=337: White Male N=199; Female N=961 Minority Male N=44; Unknown Male=3. Asian N=38; URM* N=19.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.008	0.753	-0.021	0.332	0.000 ⁻	0.980	0.002	0.918	0.007	0.669
Asian	0.005	0.895	-0.000	0.989	0.008	0.729	0.004	0.859	0.006	0.802
Underrep. Min.*	0.076	0.117	-0.006	0.882	0.012	0.723	0.018	0.580	0.017	0.595
Yrs. since degree			0.001	0.607	0.002	0.274	0.001	0.611	0.001	0.609
Yrs. degree (sq.)			0.000	0.474	0.000	0.250	0.000	0.095	0.000	0.081
Yrs. since hired			-0.005	<.001	0.004 ⁻	<.001	0.005 ⁻	<.001	-0.005	<.001
Bach./Mast.			-0.139	0.010	0.113 ⁻	0.025	0.093 ⁻	0.067	-0.071	0.155
Law Degree			0.331	<.001	0.050	0.409	0.051	0.401	0.045	0.443
Architecture					0.066	0.239	0.061	0.266	0.078	0.150
Bioengin.					0.144	0.082	0.143	0.082	0.143	0.073
Chemistry					0.140	0.012	0.130	0.018	0.065	0.246
Civil & Env. Eng.					0.032	0.407	0.035	0.354	0.063	0.099
Earth & Plan. Sc.					0.011	0.854	0.007	0.909	0.005	0.928
Economics					0.459	<.001	0.449	<.001	0.204	0.020
Elect. Eng./CS					0.019	0.587	0.019	0.590	0.003	0.938
English					0.021	0.696	0.030	0.576	0.005	0.923
ESPM					0.013	0.751	0.002	0.959	0.052	0.216
Goldman Pub. Pol.					0.122	0.132	0.108	0.181	-0.030	0.727
Haas Business					0.561	<.001	0.551	<.001	0.269	<.001
HW Neuroscience					0.010	0.931	0.029	0.796	-0.060	0.596
History					0.019 ⁻	0.610	0.016 ⁻	0.659	-0.045	0.217
Ind. Eng./Op. Res.					0.080	0.252	0.093	0.178	0.069	0.308
Integrat. Biology					0.068	0.189	0.060	0.246	0.060	0.231
Journalism					0.040	0.567	0.044	0.525	0.086	0.214
Law					0.370	<.001	0.351	<.001	0.106	0.211
Material Sc. & Eng.					0.087	0.140	0.084	0.149	0.087	0.125
Mathematics					0.027 ⁻	0.512	0.033 ⁻	0.427	-0.074	0.075
Mechanical Eng.					0.064	0.112	0.073	0.070	0.091	0.022
Molec. & Cell Bio.					0.055	0.143	0.045	0.231	0.021	0.564

Nuclear Eng.					- 0.009	0.888	- 0.005	0.936	-0.021	0.741
Physics					0.012	0.777	0.001	0.984	-0.026	0.517
Plant & Micr. Bio.					0.075	0.145	0.077	0.129	0.075	0.130
Political Sc.					0.102	0.034	0.103	0.032	0.020	0.693
Psychology					- 0.021	0.713	- 0.014	0.802	-0.062	0.280
Sch. of Education					0.046	0.379	0.040	0.451	0.023	0.654
Sch. of Optometry					0.076	0.160	0.071	0.185	0.178	0.003
Sch. Public Health					- 0.035	0.531	- 0.043	0.439	-0.023	0.671
Sociology					0.080	0.123	0.085	0.100	0.035	0.492
Statistics					0.073	0.401	0.078	0.369	0.015	0.860
Other units					-		-		-	
Multiple appt.					0.059	0.006	0.060	0.005	0.060	0.004
Market Ratio**									0.483	<.001
Years at Rank							0.005	0.012	0.005	0.013
Intercept	12.2	<.001	12.2	<.001	12.1	<.001	12.1	<.001	11.7	<.001

R-square	0.01		0.28		0.68		0.68		0.70	
Adj. R-square	0.00		0.27		0.63		0.64		0.66	

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

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

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

p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green	
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E6: Log Salary Model, Full Professors, Above Scale, 4/30/2018

Tot. N=245: White Male N=171; Female N=48; Minority Male N=23; Unknown Male=3. Asian N=20; URM* N=10.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.016	0.549	0.033 ⁻	0.185	-0.019	0.400	0.003	0.875	0.015	0.454
Asian	-0.036	0.358	0.032 ⁻	0.382	-0.029	0.370	0.033 ⁻	0.264	-0.030	0.297
Underrep. Min.*	-0.062	0.251	0.038 ⁻	0.445	-0.023	0.604	0.030 ⁻	0.458	-0.026	0.506
Yrs. since degree			0.002	0.690	0.001	0.916	0.006 ⁻	0.159	-0.006	0.142
Yrs. degree (sq.)			0.000	0.937	0.000	0.505	0.000	0.287	0.000	0.251
Yrs. since hired			0.002 ⁻	0.038	-0.002	0.017	0.003 ⁻	<.001	-0.004	<.001
Law Degree			0.330	<.001	0.068	0.275	0.064	0.257	0.040	0.470
Anthropology					0.001	0.981	0.021 ⁻	0.670	0.006	0.908
Chemical Eng.					0.100	0.054	0.091	0.055	0.102	0.026
Chemistry					0.100	0.015	0.056	0.139	0.025	0.496
Civil & Env. Eng.					0.013	0.839	0.017	0.766	0.058	0.305
Comp. Literature					0.183	0.038	0.144	0.074	0.168	0.032
Earth & Plan. Sc.					0.047	0.612	0.010	0.903	0.022	0.791
Economics					0.434	<.001	0.333	<.001	0.169	0.011
Elect. Eng./CS					0.074	0.060	0.054	0.136	0.060	0.086
English					0.028	0.589	0.014	0.766	0.011	0.811
ESPM					-0.010	0.858	0.002 ⁻	0.972	0.049	0.346
HW Neuroscience					0.112	0.303	0.156	0.117	0.132	0.173
Integrat. Biology					-0.048	0.453	0.030 ⁻	0.605	-0.008	0.893
Law					0.376	<.001	0.357	<.001	0.207	0.001
Material Sc. & Eng.					0.030	0.764	0.038	0.678	0.041	0.646
Mathematics					-0.016	0.685	0.042 ⁻	0.247	-0.051	0.141
Mechanical Eng.					0.039	0.411	0.045	0.295	0.078	0.068
Molec. & Cell Bio.					0.130	0.001	0.098	0.007	0.099	0.005
Physics					0.048	0.254	0.038	0.324	0.033	0.370
Plant & Micr. Bio.					0.100	0.037	0.091	0.037	0.110	0.010
Political Sc.					0.153	0.013	0.124	0.029	0.073	0.195

Psychology					0.002	0.976	- 0.013	0.821	-0.032	0.568
Sch. of Education					0.004	0.947	0.007	0.883	0.015	0.755
Sch. Public Health					0.023	0.659	0.064	0.183	0.095	0.045
Statistics					0.014	0.843	- 0.025	0.708	-0.049	0.446
Other units					-		-		-	
Multiple appt.					0.048	0.035	0.042	0.047	0.048	0.020
Market Ratio**									0.357	<.001
Years at Rank							0.010	<.001	0.010	<.001
Intercept	12.4	<.001	12.3	<.001	12.3	<.001	12.3	<.001	12.0	<.001

R-square	0.01		0.20		0.51		0.59		0.62	
Adj. R-square	0.00		0.17		0.44		0.53		0.56	

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

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

Other units include: Agr. Res. Ec. Pol.; Art Hist.; Astronomy; City & Regional Planning; Classics; Energy & Resources Group; Film and Media; French; Geography; Goldman Pub. Pol.; Haas Business; History; Industrial Engineering & Operations Research; Italian Studies; Linguistics; Music; Near Eastern Studies; Nutritional Sci. & Tox. Dept.; Philosophy; School of Social Welfare; Slavic Languages & Culture; Sociology; South & Southeast Asian Std; and Spanish & Port. Note: In this run, departments with N>=5 cases are included in the regression model.

p<.10=light green	p<.05=bright grn.	p<.01=green shade	p<.001=dark green	
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F1: Log Salary Model, All Campus, with Any Outside Job Offer (since 1998), 4/30/2018

Tot. N=1485: White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M3B: Outside Job Offers	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.125	<.001	-0.094	<.001	-0.017	0.117	-0.023	0.024
Asian	-0.106	<.001	-0.035	0.073	-0.021	0.131	-0.022	0.095
Underrep. Min.*	-0.107	<.001	-0.047	0.041	0.012	0.503	-0.002	0.881
Unknown Ethnicity	-0.137	0.018	0.011	0.814	0.031	0.345	0.032	0.299
Yrs. since degree			0.017	<.001	0.021	<.001	0.021	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired			-0.003	0.008	-0.004	<.001	-0.006	<.001
Bach./Mast.			-0.295	<.001	-0.158	<.001	-0.163	<.001
Law Degree			0.418	<.001	-0.038	0.417	-0.063	0.143
MD			0.030	0.676	0.076	0.161	0.054	0.285
Afr. Am Stud.					-0.113	0.068	-0.097	0.093
Agr. Res. Ec. Pol.					0.358	<.001	0.339	<.001
Anthropology					0.024	0.574	0.014	0.734
Architecture					0.016	0.708	0.013	0.754
Art Hist.					-0.039	0.480	-0.074	0.147
Astronomy					0.164	0.006	0.129	0.020
Bioengin.					0.137	0.009	0.146	0.003
Chemical Eng.					0.263	<.001	0.229	<.001
Chemistry					0.282	<.001	0.253	<.001
City & Reg. Plan.					0.071	0.215	0.064	0.225
Civil & Env. Eng.					0.139	<.001	0.158	<.001
Classics					-0.024	0.669	-0.018	0.740
Comp. Literature					0.102	0.199	0.095	0.197
Earth & Plan. Sc.					0.190	<.001	0.188	<.001
E. Asian Lng./Clt.					-0.107	0.051	-0.087	0.087
Economics					0.701	<.001	0.655	<.001
Elect. Eng./CS					0.229	<.001	0.224	<.001
English					0.002	0.960	-0.005	0.889
ESPM					-0.001	0.980	0.012	0.718
Ethnic Studies					0.021	0.687	0.021	0.675

French					0.000	0.994	0.024	0.663
Geography					-0.018	0.767	-0.039	0.494
German					-0.082	0.219	-0.087	0.165
Goldman Pub. Pol.					0.300	<.001	0.250	<.001
Haas Business					0.724	<.001	0.710	<.001
HW Neuroscience					-0.055	0.397	-0.027	0.654
History					0.082	0.028	0.081	0.020
Ind. Eng./Op. Res.					0.165	0.003	0.135	0.009
Integrat. Biology					0.056	0.166	0.050	0.189
Landsc. Arch./Env.					-0.021	0.743	-0.025	0.677
Law					0.659	<.001	0.670	<.001
Linguistics					-0.020	0.732	-0.009	0.864
Material Sc. & Eng.					0.176	0.001	0.199	<.001
Mathematics					0.155	<.001	0.147	<.001
Mechanical Eng.					0.152	<.001	0.160	<.001
Molec. & Cell Bio.					0.140	<.001	0.127	<.001
Music					0.010	0.851	-0.013	0.788
Near Eastern St.					-0.022	0.715	-0.043	0.443
Nutr. Sc./Tox.					-0.024	0.713	-0.016	0.788
Philosophy					0.234	<.001	0.200	<.001
Physics					0.178	<.001	0.178	<.001
Plant & Micr. Bio.					0.166	<.001	0.162	<.001
Political Sc.					0.216	<.001	0.192	<.001
Psychology					0.162	<.001	0.147	<.001
Rhetoric					-0.048	0.438	-0.020	0.734
Sch. of Education					0.070	0.099	0.047	0.242
Sch. of Informat.					0.165	0.010	0.169	0.004
Sch. of Optometry					0.149	0.011	0.165	0.003
Sch. Public Health					0.103	0.011	0.082	0.030
Sch. Social Welfare					-0.022	0.679	-0.030	0.549
Sociology					0.149	<.001	0.129	0.002
S/SE Asian Std.					-0.041	0.570	-0.029	0.659
Spanish & Port.					-0.068	0.283	-0.047	0.422
Statistics					0.273	<.001	0.261	<.001
TDPS					-0.046	0.460	-0.021	0.715
Other units					-		-	
Two Departments					0.072	<.001	0.042	0.004

Three or More Deps.					0.220	<.001	0.147	<.001
Outside Offer							0.156	<.001
Intercept	12.1	<.001	12.1	<.001	11.9	<.001	11.8	<.001
R-square	0.05		0.40		0.72		0.76	
Adj. R-square	0.05		0.40		0.71		0.75	
*Underrepresented Minority=Afric. Am., Hisp., Native Am.								
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					

F2: Log Salary Model 3B (Demography, Experience, & Departments, Outside Job Offers), All Campus, AY 2004-05--2017-18 (Spring semester)

Tot. N=1485 (2017-18): White Male N=754; Female N=473; Minority Male N=231; Unknown Male=27. Asian N=223; URM* N=146; Unknown Ethnicity=33.

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	
	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	-0.060	<.001	-0.052	<.001	-0.052	<.001	-0.053	<.001	-0.053	<.001	-0.051	<.001	0.058	<.001	-0.060	<.001	-0.052	<.001	-0.054	<.001	0.050	<.001	0.039	<.001	0.034	<.001	0.023	0.024
Asian	0.006	0.701	0.009	0.554	0.004	0.808	0.003	0.857	-0.009	0.496	-0.003	0.805	0.004	0.786	-0.014	0.346	-0.014	0.338	-0.024	0.084	0.019	0.168	0.017	0.199	0.018	0.162	0.022	0.095
Underrep. Min.*	-0.007	0.728	-0.012	0.554	-0.009	0.666	-0.013	0.462	-0.017	0.358	-0.016	0.382	0.006	0.740	-0.008	0.650	-0.013	0.455	-0.010	0.576	0.015	0.379	0.006	0.728	0.004	0.802	0.002	0.881
Unknown ethnicity	0.025	0.584	0.018	0.697	-0.023	0.613	-0.052	0.211	-0.049	0.225	-0.032	0.436	0.033	0.444	-0.047	0.258	0.006	0.847	-0.030	0.419	0.016	0.627	0.028	0.449	0.010	0.751	0.032	0.299
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	0.021	<.001	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	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
Bach./Mast.	-0.153	<.001	-0.144	<.001	-0.141	<.001	-0.148	<.001	-0.150	<.001	-0.136	<.001	0.134	<.001	-0.151	<.001	-0.164	<.001	-0.163	<.001	0.176	<.001	0.186	<.001	0.174	<.001	0.163	<.001
Law Degree	0.059	0.183	0.081	0.069	0.088	0.046	0.023	0.566	0.038	0.335	0.040	0.295	0.044	0.263	0.040	0.343	0.002	0.967	-0.032	0.445	0.037	0.348	0.049	0.228	0.042	0.302	0.063	0.143
MD	0.061	0.289	0.115	0.037	0.084	0.122	0.136	0.011	0.123	0.021	0.143	0.006	0.130	0.014	0.091	0.078	0.062	0.225	0.050	0.290	0.058	0.234	0.049	0.307	0.066	0.181	0.054	0.285
Afr. Am Stud.	-0.051	0.456	-0.036	0.601	-0.064	0.348	-0.049	0.447	-0.053	0.413	-0.093	0.135	0.074	0.249	-0.084	0.204	-0.095	0.172	-0.077	0.239	0.075	0.238	0.089	0.121	0.075	0.190	0.097	0.093
Agr. Res. Ec. Pol.	0.210	<.001	0.236	<.001	0.224	<.001	0.233	<.001	0.255	<.001	0.271	<.001	0.263	<.001	0.244	<.001	0.247	<.001	0.315	<.001	0.311	<.001	0.313	<.001	0.318	<.001	0.339	<.001
Anthropology	0.060	0.162	0.060	0.156	0.051	0.227	0.067	0.093	0.040	0.331	0.035	0.400	0.065	0.123	0.051	0.225	0.035	0.409	0.029	0.487	0.036	0.372	0.027	0.492	0.032	0.414	0.014	0.734
Architecture	-0.032	0.474	-0.024	0.581	-0.045	0.340	-0.035	0.436	-0.042	0.345	-0.009	0.833	0.014	0.757	0.017	0.705	-0.006	0.883	-0.008	0.851	0.011	0.784	0.004	0.914	0.004	0.918	0.013	0.754
Art Hist.	-0.034	0.561	0.003	0.963	0.024	0.674	0.004	0.944	-0.027	0.631	-0.021	0.697	0.087	0.155	-0.053	0.366	-0.069	0.227	-0.072	0.177	0.066	0.193	0.092	0.064	0.075	0.125	0.074	0.147
Astronomy	0.198	<.001	0.197	<.001	0.157	0.004	0.139	0.007	0.157	0.004	0.142	0.009	0.161	0.005	0.166	0.002	0.158	0.004	0.152	0.006	0.151	0.004	0.110	0.054	0.133	0.016	0.129	0.020
Bioengin.	0.115	0.025	0.107	0.032	0.103	0.038	0.099	0.033	0.120	0.011	0.131	0.005	0.121	0.012	0.120	0.014	0.117	0.020	0.152	0.003	0.167	<.001	0.132	0.010	0.153	0.001	0.146	0.003
Chemical Eng.	0.281	<.001	0.258	<.001	0.306	<.001	0.306	<.001	0.249	<.001	0.250	<.001	0.252	<.001	0.222	<.001	0.232	<.001	0.229	<.001	0.233	<.001	0.222	<.001	0.226	<.001	0.229	<.001
Chemistry	0.192	<.001	0.193	<.001	0.187	<.001	0.224	<.001	0.201	<.001	0.217	<.001	0.227	<.001	0.234	<.001	0.238	<.001	0.214	<.001	0.273	<.001	0.235	<.001	0.237	<.001	0.253	<.001
City & Reg. Plan.	-0.114	0.034	-0.086	0.115	-0.086	0.121	-0.077	0.136	-0.059	0.240	0.039	0.421	0.030	0.551	0.005	0.927	0.013	0.809	0.082	0.122	0.078	0.135	0.027	0.632	0.058	0.302	0.064	0.225
Civil & Env. Eng.	0.137	<.001	0.151	<.001	0.165	<.001	0.172	<.001	0.176	<.001	0.169	<.001	0.166	<.001	0.173	<.001	0.157	<.001	0.161	<.001	0.160	<.001	0.134	<.001	0.141	<.001	0.158	<.001
Classics	-0.022	0.715	-0.024	0.655	-0.027	0.635	-0.021	0.681	-0.056	0.278	-0.038	0.458	0.046	0.380	-0.036	0.491	-0.058	0.286	-0.079	0.154	0.035	0.519	0.074	0.171	0.072	0.161	0.018	0.740
Comp. Literature	0.074	0.417	0.189	0.040	0.212	0.023	0.082	0.304	0.089	0.264	0.092	0.242	0.088	0.271	0.090	0.285	0.106	0.209	0.164	0.035	0.140	0.063	0.150	0.045	0.096	0.197	0.095	0.197
Earth & Plan. Sc.	0.116	0.018	0.104	0.039	0.108	0.026	0.134	0.005	0.119	0.015	0.117	0.020	0.114	0.028	0.125	0.021	0.137	0.008	0.152	0.003	0.181	<.001	0.171	<.001	0.169	<.001	0.188	<.001
E. Asian Lng./Clt.	-0.061	0.277	-0.074	0.186	-0.047	0.398	-0.018	0.748	-0.022	0.689	-0.050	0.352	0.031	0.591	-0.030	0.619	-0.052	0.343	-0.068	0.215	0.068	0.202	0.093	0.076	0.089	0.081	0.087	0.087
Economics	0.393	<.001	0.430	<.001	0.445	<.001	0.464	<.001	0.551	<.001	0.535	<.001	0.582	<.001	0.621	<.001	0.621	<.001	0.646	<.001	0.657	<.001	0.634	<.001	0.658	<.001	0.655	<.001

Elect. Eng./CS	0.208	<.001	0.215	<.001	0.214	<.001	0.229	<.001	0.227	<.001	0.218	<.001	0.231	<.001	0.239	<.001	0.232	<.001	0.216	<.001	0.217	<.001	0.193	<.001	0.201	<.001	0.224	<.001
English	-0.007	0.830	0.005	0.893	-0.023	0.496	-0.015	0.635	-0.003	0.918	0.017	0.606	0.023	0.497	0.032	0.337	0.033	0.338	0.010	0.758	0.006	0.852	0.015	0.639	0.011	0.724	0.005	0.889
ESPM	0.038	0.283	0.047	0.177	0.050	0.154	0.048	0.145	0.035	0.308	0.030	0.378	0.021	0.550	0.028	0.426	0.033	0.343	0.014	0.683	0.017	0.623	0.007	0.842	0.018	0.584	0.012	0.718
Ethnic Studies	-0.074	0.148	-0.084	0.103	-0.079	0.153	-0.051	0.324	-0.042	0.433	-0.094	0.077	0.102	0.063	-0.073	0.177	-0.031	0.571	-0.006	0.904	0.019	0.701	0.054	0.283	0.000	0.995	0.021	0.675
French	-0.035	0.580	-0.012	0.847	0.001	0.993	0.013	0.828	0.008	0.884	0.009	0.869	0.014	0.820	0.008	0.893	0.026	0.672	0.004	0.950	0.030	0.593	0.008	0.889	0.005	0.925	0.024	0.663
Geography	-0.033	0.563	-0.057	0.309	-0.082	0.156	-0.073	0.186	-0.059	0.285	-0.061	0.270	0.040	0.476	-0.047	0.420	-0.047	0.413	-0.055	0.306	0.052	0.321	0.050	0.348	0.002	0.970	0.039	0.494
German	0.050	0.424	0.037	0.572	0.023	0.727	-0.016	0.787	-0.040	0.510	-0.038	0.545	0.031	0.624	-0.065	0.316	-0.072	0.262	-0.058	0.369	0.068	0.283	0.116	0.051	0.101	0.087	0.087	0.165
Goldman Pub. Pol.	0.058	0.278	0.038	0.462	0.029	0.594	0.051	0.323	0.037	0.483	0.057	0.268	0.055	0.307	0.072	0.198	0.112	0.039	0.190	<.001	0.184	<.001	0.261	<.001	0.243	<.001	0.250	<.001
Haas Business	0.534	<.001	0.579	<.001	0.581	<.001	0.595	<.001	0.635	<.001	0.667	<.001	0.694	<.001	0.719	<.001	0.750	<.001	0.767	<.001	0.762	<.001	0.721	<.001	0.721	<.001	0.710	<.001
HW Neuroscience	-0.182	0.008	-0.156	0.027	-0.233	<.001	-0.253	<.001	-0.243	<.001	-0.252	<.001	0.215	0.002	-0.174	0.011	-0.126	0.067	-0.155	0.020	0.090	0.168	0.064	0.324	0.098	0.114	0.027	0.654
History	-0.024	0.481	0.011	0.746	0.011	0.750	0.019	0.568	0.019	0.582	0.012	0.731	0.020	0.579	0.050	0.169	0.055	0.130	0.048	0.178	0.072	0.040	0.055	0.112	0.050	0.142	0.081	0.020
Ind. Eng./Op. Res.	0.152	0.007	0.171	0.003	0.190	<.001	0.129	0.012	0.118	0.024	0.101	0.058	0.131	0.016	0.129	0.017	0.110	0.042	0.129	0.013	0.142	0.010	0.134	0.011	0.141	0.006	0.135	0.009
Integrat. Biology	-0.001	0.987	0.030	0.441	0.025	0.512	0.040	0.280	0.011	0.775	0.008	0.832	0.034	0.395	0.024	0.548	0.034	0.384	0.044	0.259	0.048	0.209	0.031	0.407	0.054	0.152	0.050	0.189
Landsc. Arch./Env.	-0.074	0.279	-0.079	0.251	-0.095	0.187	-0.057	0.406	-0.063	0.347	-0.136	0.032	0.177	0.009	-0.106	0.147	-0.083	0.252	-0.060	0.399	0.013	0.833	0.026	0.680	0.033	0.596	0.025	0.677
Law	0.459	<.001	0.448	<.001	0.457	<.001	0.538	<.001	0.594	<.001	0.569	<.001	0.585	<.001	0.602	<.001	0.671	<.001	0.691	<.001	0.713	<.001	0.691	<.001	0.670	<.001	0.670	<.001
Linguistics	-0.023	0.666	-0.033	0.544	-0.052	0.316	-0.056	0.277	-0.087	0.088	-0.102	0.054	0.108	0.045	-0.077	0.181	-0.070	0.224	-0.090	0.100	0.062	0.251	0.054	0.296	0.057	0.282	0.009	0.864
Material Sc. & Eng.	0.231	<.001	0.220	<.001	0.225	<.001	0.218	<.001	0.216	<.001	0.198	<.001	0.192	<.001	0.170	0.002	0.214	<.001	0.207	<.001	0.211	<.001	0.223	<.001	0.217	<.001	0.199	<.001
Mathematics	0.127	<.001	0.148	<.001	0.142	<.001	0.134	<.001	0.136	<.001	0.149	<.001	0.153	<.001	0.151	<.001	0.156	<.001	0.162	<.001	0.167	<.001	0.131	<.001	0.142	<.001	0.147	<.001
Mechanical Eng.	0.141	<.001	0.134	<.001	0.149	<.001	0.155	<.001	0.142	<.001	0.150	<.001	0.146	<.001	0.139	<.001	0.141	<.001	0.138	<.001	0.158	<.001	0.137	<.001	0.151	<.001	0.160	<.001
Molec. & Cell Bio.	0.1209	<.001	0.1171	<.001	0.1431	<.001	0.1288	<.001	0.1349	<.001	0.1333	<.001	0.121	<.001	0.1274	<.001	0.1329	<.001	0.1329	<.001	0.141	<.001	0.104	0	0.123	<.001	0.127	<.001
Music	-0.063	0.188	-0.060	0.232	-0.061	0.231	-0.048	0.320	-0.056	0.231	-0.057	0.224	0.050	0.299	-0.054	0.258	-0.053	0.270	-0.058	0.232	0.054	0.275	0.057	0.245	0.018	0.721	0.013	0.788
Near Eastern St.	-0.134	0.020	-0.121	0.036	-0.115	0.046	-0.053	0.324	-0.046	0.420	-0.075	0.189	0.071	0.236	-0.042	0.509	-0.067	0.271	-0.034	0.596	0.053	0.373	0.096	0.086	0.052	0.348	0.043	0.443
Nutr. Sc./Tox.	-0.021	0.720	0.018	0.758	0.006	0.906	0.009	0.858	0.003	0.953	-0.002	0.966	0.014	0.799	0.029	0.627	0.005	0.935	0.006	0.913	0.003	0.951	0.036	0.526	0.025	0.663	0.016	0.788
Philosophy	0.139	0.010	0.106	0.047	0.139	0.007	0.133	0.007	0.106	0.034	0.163	<.001	0.190	<.001	0.193	<.001	0.183	<.001	0.152	0.001	0.175	<.001	0.179	<.001	0.206	<.001	0.200	<.001
Physics	0.107	0.002	0.120	<.001	0.128	<.001	0.116	<.001	0.110	0.001	0.115	<.001	0.101	0.005	0.096	0.006	0.106	0.002	0.114	<.001	0.126	<.001	0.145	<.001	0.163	<.001	0.178	<.001
Plant & Micr. Bio.	0.210	<.001	0.203	<.001	0.181	<.001	0.195	<.001	0.170	<.001	0.165	<.001	0.194	<.001	0.190	<.001	0.175	<.001	0.168	<.001	0.169	<.001	0.138	<.001	0.138	<.001	0.162	<.001
Political Sc.	0.054	0.139	0.074	0.039	0.065	0.071	0.088	0.010	0.096	0.006	0.086	0.016	0.091	0.014	0.121	0.001	0.109	0.004	0.121	0.001	0.144	<.001	0.153	<.001	0.169	<.001	0.192	<.001
Psychology	0.036	0.369	0.019	0.630	0.037	0.358	0.056	0.154	0.062	0.130	0.079	0.053	0.093	0.028	0.113	0.010	0.102	0.020	0.105	0.014	0.106	0.012	0.107	0.007	0.113	0.005	0.147	<.001
Rhetoric	0.022	0.736	0.034	0.574	0.022	0.731	0.052	0.389	0.031	0.619	0.032	0.606	0.019	0.771	0.019	0.76	0.004	0.96	0.001	0.984	0.012	0.848	0.009	0.872	0.025	0.663	0.020	0.734
Sch. of Education	-0.058	0.139	-0.044	0.257	-0.036	0.356	-0.040	0.292	-0.028	0.453	-0.019	0.616	0.007	0.857	0.000	0.995	-0.007	0.854	0.000	0.999	0.001	0.975	0.001	0.985	0.037	0.347	0.047	0.242

Sch. of Informat.	0.007	0.914	0.027	0.669	0.012	0.850	0.064	0.265	0.135	0.011	0.117	0.027	0.102	0.059	0.101	0.063	0.137	0.015	0.147	0.010	0.145	0.009	0.150	0.008	0.190	0.001	0.169	0.004
Sch. of Optometry	0.239	<.001	0.224	<.001	0.270	<.001	0.275	<.001	0.266	<.001	0.259	<.001	0.251	<.001	0.233	<.001	0.206	<.001	0.204	<.001	0.207	<.001	0.188	<.001	0.157	0.002	0.165	0.003
Sch. Public Health	0.038	0.323	0.051	0.170	0.037	0.309	0.029	0.410	0.038	0.291	0.042	0.241	0.035	0.356	0.062	0.097	0.057	0.130	0.053	0.149	0.075	0.044	0.056	0.124	0.069	0.057	0.082	0.030
Sch. Social Welfare	0.007	0.896	0.018	0.715	0.013	0.801	0.013	0.784	0.021	0.671	0.028	0.575	0.033	0.540	0.030	0.590	0.005	0.925	0.013	0.806	0.019	0.695	0.008	0.868	0.004	0.940	0.030	0.549
Sociology	0.103	0.020	0.084	0.054	0.075	0.080	0.056	0.174	0.063	0.140	0.074	0.082	0.086	0.048	0.095	0.029	0.104	0.021	0.115	0.007	0.123	0.004	0.106	0.015	0.127	0.002	0.129	0.002
S/SE Asian Std.	-0.074	0.258	-0.115	0.081	-0.092	0.145	-0.081	0.180	-0.076	0.211	-0.048	0.450	0.051	0.445	-0.045	0.503	-0.045	0.502	-0.038	0.545	0.029	0.632	0.040	0.509	0.047	0.450	0.029	0.659
Spanish & Port.	0.001	0.985	-0.013	0.798	-0.029	0.567	-0.012	0.809	0.004	0.942	-0.005	0.934	0.000	0.998	0.026	0.676	0.007	0.901	-0.014	0.802	0.014	0.812	0.054	0.348	0.053	0.357	0.047	0.422
Statistics	0.103	0.048	0.131	0.016	0.106	0.046	0.159	0.002	0.123	0.017	0.116	0.034	0.168	0.003	0.178	<.001	0.154	0.003	0.157	0.003	0.183	<.001	0.205	<.001	0.250	<.001	0.261	<.001
TDPS	-0.047	0.479	-0.032	0.631	-0.062	0.381	-0.017	0.803	-0.024	0.694	-0.028	0.656	0.044	0.508	-0.032	0.620	-0.031	0.610	-0.077	0.182	0.057	0.312	0.021	0.713	0.039	0.500	0.021	0.715
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Two Departments	0.090	<.001	0.089	<.001	0.085	<.001	0.083	<.001	0.081	<.001	0.086	<.001	0.083	<.001	0.072	<.001	0.066	<.001	0.063	<.001	0.059	<.001	0.052	<.001	0.056	<.001	0.042	0.004
Three or More Deps.	0.193	<.001	0.157	0.001	0.151	0.001	0.144	0.002	0.110	0.012	0.155	<.001	0.148	0.001	0.144	0.002	0.153	0.002	0.137	0.002	0.124	0.004	0.155	<.001	0.126	0.003	0.147	<.001
Outside Offer	0.163	<.001	0.176	<.001	0.171	<.001	0.159	<.001	0.180	<.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	0.156	<.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	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.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	
Adj. R-square	0.71		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	

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

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