

- A1a: Log Salary Model, All Campus, 4/30/2023**
A1b: Log Salary Model, All Campus, Gender-Ethnicity Interactions, 4/30/2023
A1c: Log Salary Model, All Campus, Asian Sub-Populations, 4/30/2023
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A3: Total Population Salary Model, All Campus, 4/30/2023
- B1a: Log Salary Model 1 (Demography: Gender & Ethnicity, All Campus, AY 2004-05--2022-23**
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B2a: Log Salary Model 2 (Demography, Years Since Degree (quad), Hired, & Degree Type), All Campus, AY 2004-05--2022-23
B2b: Log Salary Model 2b (Demography: Gender-Ethnicity Interactions, Years Since Degree (quad), Hired, & Degree Type), All Campus, AY 2004-05--2022-23
B3a: Log Salary Model 3 (Demography, Experience, & Departments), All Campus, AY 2004-05--2022-23
B3b: Log Salary Model 3b (Demography: Gender-Ethnicity Interactions, Experience, & Departments), All Campus, AY 2004-05--2022-23
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B4b: Log Salary Model 4b (Demography: Gender-Ethnicity Interactions, Experience, Departments, & Faculty Rank/Years at Rank), All Campus, AY 2004-05--2022-23
- C1a: Log Salary Model, L&S Arts & Humanities, 4/30/2023**
C1b: White Male Salary Model, L&S Arts & Humanities, 4/30/2023
C1c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Arts & Humanities, AY 2004-05--2022-23
C1d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Arts & Humanities, AY 2004-05--2022-23
- C2a: Log Salary Model, L&S Biological Sciences, 4/30/2023**
C2b: White Male Salary Model, L&S Biological Sciences, 4/30/2023
C2c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Biological Sciences, AY 2004-05--2022-23
C2d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences, AY 2004-05--2022-23
- C3a: Log Salary Model, L&S Math & Physical Sciences, 4/30/2023**
C3b: White Male Salary Model, L&S Math & Physical Sciences, 4/30/2023
C3c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Math & Physical Sciences, AY 2004-05--2022-23
C3d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Math & Physical Sc., AY 2004-05--2022-23 (Spring Sem.)
- C4a: Log Salary Model, L&S Social Sciences, 4/30/2023**
C4b: White Male Salary Model, L&S Social Sciences, 4/30/2023
C4c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Social Sciences, AY 2004-05--2022-23

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- C4d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Social Sciences, AY 2004-05--2022-23**
- C5a: Log Salary Model, College of Engineering, 4/30/2023**
C5b: White Male Salary Model, College of Engineering, 4/30/2023
C5c: Log Salary Model 3 (Demog., Experience, & Departments), College of Engineering, AY 2004-05--2022-23
C5d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Engineering, AY 2004-05--2022-23
- C6a: Log Salary Model, College of Chemistry, 4/30/2023**
C6b: White Male Salary Model, College of Chemistry, 4/30/2023
C6c: Log Salary Model 3 (Demog., Experience, & Departments), College of Chemistry, AY 2004-05--2022-23
C6d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Chemistry, AY 2004-05--2022-23
- C7a: Log Salary Model, College of Natural Resources, 4/30/2023**
C7b: White Male Salary Model, College of Natural Resources, 4/30/2023
C7c: Log Salary Model 3 (Demog., Experience, & Departments), College of Natural Resources, AY 2004-05--2022-23
C7d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Natural Resourc., AY 2004-05--2022-23 (Spring Sem.)
- C8a: Log Salary Model, Haas School of Business, 4/30/2023**
C8b: White Male Salary Model, Haas School of Business, 4/30/2023
C8c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), Haas School of Business, AY 2004-05--2022-23
C8d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Haas Sch. of Business, AY 2004-05--2022-23 (Spring Sem.)
C8e: Log Salary Model (with Subfields), Haas School of Business, 4/30/2023
- C9a: Log Salary Model, School of Law, 4/30/2023**
C9b: White Male Salary Model, School of Law, 4/30/2023
C9c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), School of Law, AY 2004-05--2022-23
C9d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Sch. of Law, AY 2004-05--2022-23
- C10a: Log Salary Model, Other Professional Schools, 4/30/2023**
C10b: White Male Salary Model, Other Professional Schools, 4/30/2023
C10c: Log Salary Model 3 (Demog., Experience, & Departments), Other Professional Schools, AY 2004-05--2022-23
C10d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Other Professional Sch., AY 2004-05--2022-23 (Spring Sem.)
- C11a: Log Salary Model, Coll. of Computing, Data Science, and Society, 4/30/2023**
C11b: White Male Salary Model, Coll. of Comput., Data Science, and Society, 4/30/2023
C11c: Log Salary Model 3 (Demog., Experience, & Departments), Coll. of Computing, Data Science, and Society, AY 2004-05--2022-23

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C11d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Coll. of Computing, Data Science, and Society, AY 2004-05--2022-23 (Spring Sem.)

E1: Log Salary Model, All Campus, Rank Submodels, 4/30/2023

E2: Log Salary Model, Assistant Professors, 4/30/2023

E3: Log Salary Model, Associate Professors, 4/30/2023

E4: Log Salary Model, Full Professors, Steps 1-5, 4/30/2023

E5: Log Salary Model, Full Professors, Steps 6-9, 4/30/2023

E6: Log Salary Model, Full Professors, Above Scale, 4/30/2023

F1: Log Salary Model, All Campus, with Any Outside Job Offer (since 1998), 4/30/2023

F2: Log Salary Model 3B (Demography, Experience, & Departments, Outside Job Offers), All Campus, AY 2004-05--2022-23

A1a: Log Salary Model, All Campus, 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

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	-0.127	<.001	-0.077	<.001	-0.017	0.067	0.002	0.764
Asian	-0.118	<.001	-0.034	0.061	-0.013	0.268	-0.015	0.143
Underrep. Group*	-0.123	<.001	-0.027	0.195	0.004	0.800	0.014	0.236
Unknown Ethnicity	0.098	0.274	0.101	0.157	0.078	0.089	0.081	0.040
Yrs. since degree			0.018	<.001	0.021	<.001	0.007	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.764
Yrs. since hired			-0.001	0.174	-0.002	0.003	-0.010	<.001
Bach./Mast.			-0.249	<.001	-0.112	<.001	-0.029	0.295
Law Degree			0.360	<.001	-0.139	<.001	-0.091	0.006
MD			0.061	0.392	0.112	0.022	0.110	0.010
Afr. Am Stud.					0.110	0.065	0.113	0.030
Agr. Res. Ec. Pol.					0.392	<.001	0.340	<.001
Anc. Greek & Roman					0.045	0.449	0.019	0.711
Anthropology					0.033	0.408	0.017	0.621
Architecture					0.045	0.336	0.010	0.801
Astronomy					0.164	0.007	0.107	0.041
Bioengin.					0.162	<.001	0.120	0.002
Chemical/Biom. Eng.					0.266	<.001	0.194	<.001
Chemistry					0.281	<.001	0.217	<.001
City & Reg. Plan.					0.114	0.036	0.078	0.098
Civil & Env. Eng.					0.198	<.001	0.137	<.001
Comp. Literature					0.033	0.640	0.054	0.379
Earth & Plan. Sc.					0.206	<.001	0.121	0.004
E. Asian Lng./Clt.					-0.048	0.333	-0.052	0.228
Economics					0.836	<.001	0.734	<.001
Elect. Eng./CS					0.261	<.001	0.166	<.001
English					0.029	0.399	0.044	0.150
ESPM					0.073	0.037	0.041	0.176
Ethnic Studies					0.034	0.497	0.001	0.976
Film and Media					0.109	0.116	0.084	0.165
French					0.011	0.860	-0.003	0.962
Geography					-0.004	0.948	-0.029	0.552
Goldman Pub. Pol.					0.460	<.001	0.368	<.001
Haas Business					0.720	<.001	0.642	<.001
HW Neuroscience					-0.052	0.371	-0.007	0.883
History					0.093	0.009	0.046	0.134
History of Art					-0.006	0.908	-0.044	0.333
Ind. Eng./Op. Res.					0.164	0.002	0.107	0.020
Integrat. Biology					0.083	0.038	0.049	0.154
Journalism					0.133	0.034	0.105	0.056

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Landsc. Arch./Env.					-0.021	0.721	-0.021	0.682
Law					0.784	<.001	0.622	<.001
Linguistics					0.035	0.539	-0.016	0.751
Material Sc. & Eng.					0.247	<.001	0.151	<.001
Mathematics					0.221	<.001	0.129	<.001
Mechanical Eng.					0.184	<.001	0.117	<.001
Middle East. Lng./Clt.					-0.041	0.497	-0.026	0.616
Molec. & Cell Bio.					0.182	<.001	0.151	<.001
Music					0.049	0.348	-0.012	0.795
Nuclear Eng.					0.066	0.291	0.068	0.211
Nutr. Sc./Tox.					-0.002	0.969	-0.001	0.977
Philosophy					0.263	<.001	0.181	<.001
Physics					0.195	<.001	0.132	<.001
Plant & Micr. Bio.					0.110	0.011	0.124	0.001
Political Sc.					0.318	<.001	0.264	<.001
Psychology					0.160	<.001	0.092	0.014
Rhetoric					0.024	0.681	0.027	0.598
Sch. of Education					0.168	<.001	0.080	0.029
Sch. of Informat.					0.241	<.001	0.188	<.001
Sch. of Optometry					0.178	0.001	0.137	0.004
Sch. Public Health					0.151	<.001	0.095	0.004
Sch. Social Welfare					0.089	0.064	0.056	0.177
Sociology					0.251	<.001	0.180	<.001
S/SE Asian Std.					-0.083	0.167	-0.063	0.231
Spanish & Port.					0.007	0.907	-0.031	0.548
Statistics					0.255	<.001	0.174	<.001
TDPS					-0.007	0.906	-0.042	0.400
Other units					-		-	
Two Departments					0.084	<.001	0.064	<.001
Three or More Deps.					0.180	<.001	0.126	<.001
Assistant							-0.429	<.001
Associate							-0.273	<.001
Years at Rank							0.013	<.001
Intercept	12.2	<.001	12.2	<.001	12.0	<.001	12.0	<.001
R-square	0.06		0.43		0.78		0.83	
Adj. R-square	0.06		0.42		0.77		0.83	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

A1b: Log Salary Model, All Campus, Gender-Ethnicity Interactions, 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274, Asian Women N=104; URG* N=205, URG* Women=97; Unknown Ethnicity=14.

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	-0.135	<.001	-0.090	<.001	-0.031	0.007	-0.006	0.526
Asian	-0.154	<.001	-0.058	0.011	-0.022	0.138	-0.017	0.193
Asian Women	0.096	0.040	0.064	0.084	0.026	0.275	0.007	0.748
Underrep. Group*	-0.091	0.008	-0.031	0.255	-0.023	0.206	-0.009	0.578
URG Women	-0.064	0.215	0.013	0.744	0.062	0.019	0.053	0.020
Unknown Ethnicity	0.097	0.282	0.098	0.169	0.075	0.100	0.079	0.045
Yrs. since degree			0.018	<.001	0.021	<.001	0.007	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.732
Yrs. since hired			-0.001	0.175	-0.002	0.002	-0.010	<.001
Bach./Mast.			-0.254	<.001	-0.115	<.001	-0.030	0.273
Law Degree			0.360	<.001	-0.134	<.001	-0.087	0.008
MD			0.060	0.398	0.115	0.020	0.113	0.008
Afr. Am Stud.					0.106	0.075	0.108	0.037
Agr. Res. Ec. Pol.					0.394	<.001	0.342	<.001
Anc. Greek & Roman					0.048	0.420	0.021	0.679
Anthropology					0.033	0.412	0.018	0.613
Architecture					0.049	0.292	0.014	0.731
Astronomy					0.160	0.008	0.104	0.046
Bioengin.					0.164	<.001	0.121	0.002
Chemical/Biom. Eng.					0.265	<.001	0.193	<.001
Chemistry					0.282	<.001	0.218	<.001
City & Reg. Plan.					0.110	0.043	0.075	0.110
Civil & Env. Eng.					0.197	<.001	0.136	<.001
Comp. Literature					0.033	0.637	0.054	0.377
Earth & Plan. Sc.					0.202	<.001	0.118	0.005
E. Asian Lng./Clt.					-0.047	0.342	-0.051	0.241
Economics					0.838	<.001	0.737	<.001
Elect. Eng./CS					0.262	<.001	0.166	<.001
English					0.031	0.370	0.045	0.137
ESPM					0.076	0.030	0.044	0.154
Ethnic Studies					0.030	0.551	-0.001	0.987
Film and Media					0.113	0.104	0.087	0.151
French					0.015	0.805	0.001	0.991
Geography					-0.003	0.957	-0.029	0.552
Goldman Pub. Pol.					0.466	<.001	0.374	<.001
Haas Business					0.721	<.001	0.643	<.001
HW Neuroscience					-0.054	0.348	-0.011	0.830
History					0.096	0.007	0.048	0.118
History of Art					-0.011	0.832	-0.050	0.278
Ind. Eng./Op. Res.					0.163	0.002	0.107	0.020
Integrat. Biology					0.084	0.035	0.050	0.144

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
Journalism					0.134	0.032	0.105	0.054
Landsc. Arch./Env.					-0.019	0.756	-0.019	0.710
Law					0.780	<.001	0.621	<.001
Linguistics					0.038	0.501	-0.013	0.786
Material Sc. & Eng.					0.250	<.001	0.153	<.001
Mathematics					0.221	<.001	0.129	<.001
Mechanical Eng.					0.182	<.001	0.115	<.001
Middle East. Lng./Clt.					-0.039	0.510	-0.025	0.624
Molec. & Cell Bio.					0.181	<.001	0.150	<.001
Music					0.052	0.315	-0.010	0.824
Nuclear Eng.					0.061	0.334	0.064	0.243
Nutr. Sc./Tox.					-0.006	0.915	-0.003	0.947
Philosophy					0.264	<.001	0.182	<.001
Physics					0.196	<.001	0.133	<.001
Plant & Micr. Bio.					0.109	0.012	0.123	0.001
Political Sc.					0.317	<.001	0.264	<.001
Psychology					0.162	<.001	0.095	0.011
Rhetoric					0.023	0.693	0.026	0.609
Sch. of Education					0.165	<.001	0.077	0.035
Sch. of Informat.					0.244	<.001	0.189	<.001
Sch. of Optometry					0.178	0.001	0.139	0.003
Sch. Public Health					0.148	<.001	0.091	0.006
Sch. Social Welfare					0.085	0.079	0.053	0.205
Sociology					0.253	<.001	0.181	<.001
S/SE Asian Std.					-0.084	0.162	-0.063	0.228
Spanish & Port.					0.001	0.985	-0.036	0.477
Statistics					0.255	<.001	0.175	<.001
TDPS					-0.008	0.886	-0.043	0.386
Other units					-		-	
Two Departments					0.083	<.001	0.063	<.001
Three or More Deps.					0.184	<.001	0.130	<.001
Assistant							-0.429	<.001
Associate							-0.273	<.001
Years at Rank							0.013	<.001
Intercept	12.2	<.001	12.2	<.001	12.0	<.001	12.0	<.001
R-square	0.07		0.43		0.78		0.83	
Adj. R-square	0.07		0.42		0.77		0.83	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

A1c: Log Salary Model, All Campus, Asian Sub-Populations, 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274, East Asian=141, South Asian=85, Other Asian=49; URG* N=205; Unknown Ethnicity=14.

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	-0.126	<.001	-0.076	<.001	-0.018	0.059	0.002	0.780
East Asian	-0.116	<.001	-0.030	0.203	-0.007	0.674	-0.016	0.223
South Asian	-0.091	0.016	-0.016	0.601	-0.028	0.145	-0.020	0.230
Other Asian	-0.175	<.001	-0.079	0.040	-0.006	0.807	-0.003	0.882
Underrep. Group*	-0.122	<.001	-0.027	0.191	0.004	0.788	0.014	0.230
Unknown Ethnicity	0.098	0.274	0.101	0.157	0.077	0.090	0.081	0.041
Yrs. since degree			0.018	<.001	0.021	<.001	0.007	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.762
Yrs. since hired			-0.001	0.176	-0.002	0.002	-0.010	<.001
Bach./Mast.			-0.248	<.001	-0.111	<.001	-0.029	0.293
Law Degree			0.360	<.001	-0.140	<.001	-0.091	0.006
MD			0.060	0.396	0.112	0.023	0.110	0.010
Afr. Am Stud.					0.110	0.066	0.113	0.030
Agr. Res. Ec. Pol.					0.392	<.001	0.341	<.001
Anc. Greek & Roman					0.044	0.456	0.019	0.711
Anthropology					0.033	0.419	0.017	0.623
Architecture					0.043	0.362	0.010	0.806
Astronomy					0.162	0.007	0.108	0.040
Bioengin.					0.161	<.001	0.119	0.003
Chemical/Biom. Eng.					0.268	<.001	0.196	<.001
Chemistry					0.280	<.001	0.217	<.001
City & Reg. Plan.					0.114	0.035	0.079	0.096
Civil & Env. Eng.					0.198	<.001	0.138	<.001
Comp. Literature					0.033	0.637	0.055	0.371
Earth & Plan. Sc.					0.206	<.001	0.120	0.004
E. Asian Lng./Clt.					-0.051	0.305	-0.053	0.227
Economics					0.835	<.001	0.734	<.001
Elect. Eng./CS					0.263	<.001	0.167	<.001
English					0.029	0.405	0.044	0.150
ESPM					0.073	0.039	0.041	0.175
Ethnic Studies					0.032	0.529	0.000	0.999
Film and Media					0.108	0.121	0.084	0.165
French					0.013	0.831	-0.002	0.977
Geography					-0.004	0.939	-0.029	0.557
Goldman Pub. Pol.					0.458	<.001	0.369	<.001
Haas Business					0.719	<.001	0.642	<.001
HW Neuroscience					-0.055	0.347	-0.007	0.882
History					0.093	0.009	0.047	0.130
History of Art					-0.007	0.897	-0.045	0.329
Ind. Eng./Op. Res.					0.162	0.002	0.106	0.021
Integrat. Biology					0.082	0.040	0.049	0.153

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
Journalism					0.133	0.034	0.105	0.054
Landsc. Arch./Env.					-0.023	0.697	-0.022	0.669
Law					0.785	<.001	0.623	<.001
Linguistics					0.035	0.542	-0.016	0.755
Material Sc. & Eng.					0.245	<.001	0.152	<.001
Mathematics					0.220	<.001	0.130	<.001
Mechanical Eng.					0.183	<.001	0.117	<.001
Middle East. Lng./Clt.					-0.039	0.511	-0.025	0.627
Molec. & Cell Bio.					0.182	<.001	0.151	<.001
Music					0.047	0.363	-0.011	0.803
Nuclear Eng.					0.066	0.296	0.068	0.210
Nutr. Sc./Tox.					-0.006	0.920	-0.004	0.941
Philosophy					0.263	<.001	0.181	<.001
Physics					0.193	<.001	0.133	<.001
Plant & Micr. Bio.					0.108	0.012	0.124	0.001
Political Sc.					0.318	<.001	0.264	<.001
Psychology					0.160	<.001	0.093	0.013
Rhetoric					0.023	0.702	0.026	0.609
Sch. of Education					0.168	<.001	0.079	0.031
Sch. of Informat.					0.240	<.001	0.189	<.001
Sch. of Optometry					0.176	0.001	0.138	0.004
Sch. Public Health					0.151	<.001	0.095	0.004
Sch. Social Welfare					0.089	0.065	0.057	0.172
Sociology					0.251	<.001	0.179	<.001
S/SE Asian Std.					-0.081	0.181	-0.065	0.220
Spanish & Port.					0.006	0.913	-0.031	0.550
Statistics					0.254	<.001	0.175	<.001
TDPS					-0.009	0.872	-0.042	0.395
Other units					-		-	
Two Departments					0.085	<.001	0.064	<.001
Three or More Deps.					0.180	<.001	0.126	<.001
Assistant							-0.430	<.001
Associate							-0.273	<.001
Years at Rank							0.013	<.001
Intercept	12.2	<.001	12.2	<.001	12.0	<.001	12.0	<.001
R-square	0.07		0.43		0.78		0.83	
Adj. R-square	0.06		0.42		0.77		0.83	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

A1d: Log Salary Model, All Campus, International Status, 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14. International=461; Wom. Int.=155; Asian Int.=132; URG* Int.= 44; Unk. Ethn. Int.=5.

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	-0.129	<.001	-0.077	<.001	-0.017	0.066	0.002	0.766
International	-0.079	<.001	-0.001	0.936	-0.018	0.065	-0.017	0.047
Asian	-0.101	<.001	-0.034	0.066	-0.010	0.410	-0.012	0.247
Underrep. Group*	-0.127	<.001	-0.027	0.194	0.003	0.848	0.013	0.264
Unknown Ethnicity	0.104	0.243	0.101	0.157	0.079	0.082	0.083	0.037
Yrs. since degree			0.018	<.001	0.021	<.001	0.006	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.788
Yrs. since hired			-0.001	0.177	-0.002	0.004	-0.010	<.001
Bach./Mast.			-0.249	<.001	-0.112	<.001	-0.029	0.289
Law Degree			0.359	<.001	-0.138	<.001	-0.090	0.006
MD			0.060	0.395	0.109	0.026	0.107	0.012
Afr. Am Stud.					0.112	0.061	0.114	0.028
Agr. Res. Ec. Pol.					0.396	<.001	0.344	<.001
Anc. Greek & Roman					0.049	0.406	0.023	0.651
Anthropology					0.034	0.406	0.018	0.618
Architecture					0.048	0.307	0.013	0.751
Astronomy					0.162	0.007	0.105	0.044
Bioengin.					0.160	<.001	0.119	0.003
Chemical/Biom. Eng.					0.269	<.001	0.198	<.001
Chemistry					0.283	<.001	0.219	<.001
City & Reg. Plan.					0.112	0.040	0.076	0.106
Civil & Env. Eng.					0.197	<.001	0.137	<.001
Comp. Literature					0.031	0.662	0.051	0.398
Earth & Plan. Sc.					0.205	<.001	0.119	0.004
E. Asian Lng./Clt.					-0.051	0.304	-0.055	0.204
Economics					0.839	<.001	0.737	<.001
Elect. Eng./CS					0.263	<.001	0.168	<.001
English					0.028	0.416	0.043	0.159
ESPM					0.074	0.036	0.042	0.171
Ethnic Studies					0.031	0.541	-0.002	0.966
Film and Media					0.110	0.115	0.084	0.163
French					0.010	0.866	-0.003	0.956
Geography					-0.006	0.908	-0.031	0.517
Goldman Pub. Pol.					0.456	<.001	0.365	<.001
Haas Business					0.722	<.001	0.644	<.001
HW Neuroscience					-0.051	0.377	-0.007	0.893
History					0.092	0.010	0.045	0.142
History of Art					-0.004	0.934	-0.043	0.351
Ind. Eng./Op. Res.					0.168	0.001	0.111	0.016
Integrat. Biology					0.085	0.032	0.052	0.136
Journalism					0.131	0.038	0.102	0.062
Landsc. Arch./Env.					-0.021	0.731	-0.021	0.691

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
Law					0.779	<.001	0.618	<.001
Linguistics					0.036	0.532	-0.015	0.760
Material Sc. & Eng.					0.248	<.001	0.152	<.001
Mathematics					0.224	<.001	0.133	<.001
Mechanical Eng.					0.185	<.001	0.118	<.001
Middle East. Lng./Clt.					-0.040	0.498	-0.026	0.616
Molec. & Cell Bio.					0.182	<.001	0.151	<.001
Music					0.054	0.304	-0.007	0.874
Nuclear Eng.					0.066	0.294	0.068	0.214
Nutr. Sc./Tox.					0.003	0.958	0.004	0.943
Philosophy					0.266	<.001	0.183	<.001
Physics					0.199	<.001	0.136	<.001
Plant & Micr. Bio.					0.109	0.011	0.123	0.001
Political Sc.					0.315	<.001	0.262	<.001
Psychology					0.160	<.001	0.092	0.014
Rhetoric					0.031	0.602	0.033	0.519
Sch. of Education					0.167	<.001	0.079	0.031
Sch. of Informat.					0.242	<.001	0.189	<.001
Sch. of Optometry					0.181	<.001	0.140	0.003
Sch. Public Health					0.150	<.001	0.093	0.005
Sch. Social Welfare					0.085	0.078	0.052	0.210
Sociology					0.253	<.001	0.181	<.001
S/SE Asian Std.					-0.079	0.190	-0.059	0.262
Spanish & Port.					0.006	0.912	-0.031	0.544
Statistics					0.261	<.001	0.180	<.001
TDPS					-0.012	0.832	-0.047	0.346
Other units					-		-	
Two Departments					0.084	<.001	0.064	<.001
Three or More Deps.					0.179	<.001	0.125	<.001
Assistant							-0.429	<.001
Associate							-0.273	<.001
Years at Rank							0.013	<.001
Intercept	12.3	<.001	12.2	<.001	12.0	<.001	12.0	<.001
R-square	0.08		0.43		0.78		0.83	
Adj. R-square	0.07		0.42		0.77		0.83	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

A1e: Log Salary Model, All Campus, International-Ethnic Interactions, 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14. International=461; Wom. Int.=155; Asian Int.=132; URG* Int.= 44; Unk. Ethn. Int.=5.

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	-0.129	<.001	-0.077	<.001	-0.018	0.051	0.002	0.822
International	-0.056	0.017	0.009	0.641	-0.010	0.428	-0.016	0.122
Asian	-0.071	0.020	-0.023	0.339	-0.011	0.468	-0.019	0.163
Asian Internat.	-0.074	0.110	-0.026	0.473	0.000	0.994	0.015	0.476
Underrep. Group*	-0.117	<.001	-0.019	0.407	0.019	0.232	0.020	0.131
URG Internat.	-0.040	0.515	-0.032	0.508	-0.070	0.025	-0.032	0.247
Unknown Ethnicity	0.189	0.090	0.122	0.171	0.128	0.024	0.110	0.026
Unk. Ethn. Internat.	-0.243	0.193	-0.060	0.683	-0.138	0.143	-0.076	0.352
Yrs. since degree			0.018	<.001	0.021	<.001	0.007	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.769
Yrs. since hired			-0.001	0.185	-0.002	0.004	-0.010	<.001
Bach./Mast.			-0.249	<.001	-0.107	<.001	-0.027	0.330
Law Degree			0.359	<.001	-0.138	<.001	-0.091	0.006
MD			0.062	0.384	0.109	0.026	0.108	0.012
Afr. Am Stud.					0.120	0.044	0.118	0.023
Agr. Res. Ec. Pol.					0.398	<.001	0.346	<.001
Anc. Greek & Roman					0.049	0.412	0.024	0.645
Anthropology					0.034	0.398	0.017	0.621
Architecture					0.047	0.311	0.013	0.743
Astronomy					0.163	0.007	0.105	0.045
Bioengin.					0.163	<.001	0.120	0.002
Chemical/Biom. Eng.					0.269	<.001	0.197	<.001
Chemistry					0.287	<.001	0.220	<.001
City & Reg. Plan.					0.111	0.040	0.075	0.111
Civil & Env. Eng.					0.200	<.001	0.139	<.001
Comp. Literature					0.033	0.637	0.051	0.401
Earth & Plan. Sc.					0.207	<.001	0.120	0.004
E. Asian Lng./Clt.					-0.049	0.323	-0.054	0.217
Economics					0.845	<.001	0.741	<.001
Elect. Eng./CS					0.265	<.001	0.170	<.001
English					0.031	0.370	0.044	0.147
ESPM					0.080	0.023	0.045	0.141
Ethnic Studies					0.027	0.595	-0.002	0.958
Film and Media					0.119	0.086	0.089	0.143
French					0.013	0.824	0.000	0.995
Geography					-0.005	0.927	-0.031	0.528
Goldman Pub. Pol.					0.458	<.001	0.367	<.001
Haas Business					0.725	<.001	0.645	<.001
HW Neuroscience					-0.048	0.411	-0.006	0.909
History					0.094	0.008	0.046	0.135
History of Art					0.004	0.944	-0.040	0.384
Ind. Eng./Op. Res.					0.168	0.001	0.111	0.016

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
Integrat. Biology					0.089	0.024	0.054	0.117
Journalism					0.125	0.046	0.099	0.069
Landsc. Arch./Env.					-0.024	0.687	-0.022	0.678
Law					0.780	<.001	0.619	<.001
Linguistics					0.038	0.503	-0.014	0.785
Material Sc. & Eng.					0.248	<.001	0.151	<.001
Mathematics					0.227	<.001	0.134	<.001
Mechanical Eng.					0.187	<.001	0.120	<.001
Middle East. Lng./Clt.					-0.038	0.528	-0.024	0.642
Molec. & Cell Bio.					0.185	<.001	0.152	<.001
Music					0.054	0.302	-0.006	0.893
Nuclear Eng.					0.067	0.282	0.068	0.212
Nutr. Sc./Tox.					0.003	0.961	0.001	0.980
Philosophy					0.266	<.001	0.183	<.001
Physics					0.201	<.001	0.137	<.001
Plant & Micr. Bio.					0.110	0.011	0.124	0.001
Political Sc.					0.318	<.001	0.263	<.001
Psychology					0.160	<.001	0.093	0.013
Rhetoric					0.036	0.540	0.035	0.500
Sch. of Education					0.167	<.001	0.080	0.029
Sch. of Informat.					0.244	<.001	0.188	<.001
Sch. of Optometry					0.187	<.001	0.144	0.002
Sch. Public Health					0.155	<.001	0.096	0.004
Sch. Social Welfare					0.083	0.083	0.052	0.213
Sociology					0.252	<.001	0.181	<.001
S/SE Asian Std.					-0.078	0.192	-0.060	0.254
Spanish & Port.					0.008	0.889	-0.030	0.555
Statistics					0.266	<.001	0.182	<.001
TDPS					-0.010	0.862	-0.045	0.366
Other units					-		-	
Two Departments					0.085	<.001	0.064	<.001
Three or More Deps.					0.175	<.001	0.125	<.001
Assistant							-0.428	<.001
Associate							-0.271	<.001
Years at Rank							0.013	<.001
Intercept	12.3	<.001	12.2	<.001	12.0	<.001	12.0	<.001
R-square	0.08		0.43		0.78		0.83	
Adj. R-square	0.07		0.42		0.77		0.83	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; 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, 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278;
Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Model Approach</i>		3620	<.001	4190	<.001	1022	0.006
Yrs. degree (sq.)			-29	0.041	-34	<.001	15	0.187
Yrs. since hired			-485	0.172	-560	0.022	-2587	<.001
Bach./Mast.			-60242	<.001	-25652	0.026	-9702	0.361
Law Degree			106383	<.001	2640	0.861	2212	0.872
MD			9691	0.664	28605	0.110	19688	0.229
Agr. Res. Ec. Pol.					51115	<.001	51401	<.001
Astronomy					18656	0.299	8977	0.585
Bioengin.					15707	0.241	15466	0.206
Chemistry					47072	<.001	39252	<.001
Civil & Env. Eng.					29874	0.009	20801	0.047
Earth & Plan. Sc.					20399	0.107	7788	0.502
Economics					202363	<.001	184785	<.001
Elect. Eng./CS					29351	<.001	17302	0.014
English					-4655	0.666	14	0.999
ESPM					-909	0.926	4001	0.653
Goldman Pub. Pol.					41355	0.043	43648	0.019
Haas Business					135167	<.001	124889	<.001
HW Neuroscience					-6082	0.754	5332	0.764
History					5919	0.601	2338	0.821
Integrat. Biology					8319	0.439	4108	0.676
Law					140165	<.001	122645	<.001
Material Sc. & Eng.					33794	0.026	15359	0.269
Mathematics					24273	0.004	7509	0.343
Mechanical Eng.					12647	0.193	1398	0.876
Molec. & Cell Bio.					18873	0.025	20147	0.009
Philosophy					44023	<.001	30851	0.009
Physics					23560	0.006	15901	0.044
Plant & Micr. Bio.					19178	0.166	18680	0.140
Political Sc.					54811	<.001	45706	<.001
Psychology					21993	0.158	19584	0.170
Sch. of Optometry					15349	0.406	14338	0.398
Sch. Public Health					15139	0.301	13100	0.327
Statistics					39758	0.007	17635	0.191
Other units					-		-	
Two Departments					16089	<.001	13175	0.002
Three or More Deps.					9894	0.513	2312	0.867
Assistant							-88648	<.001
Associate							-57294	<.001

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
Years at Rank							3483	<.001
Intercept			212655	<.001	175031	<.001	164402	<.001
R-square			0.34		0.72		0.77	
Adj. R-square			0.33		0.71		0.76	
Avg. Wom. \$ diff.			19150		5206		448	
Avg. Asian \$ diff.			14870		4854		4024	
Avg. URG* \$ diff.			13314		197		3084	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: African Am. Studies; Anc. Greek & Roman; Anthropology; Architect.; Art Practice; Chemical/Biom. Eng.; City & Regional Planning; Comparative Literature; Comput. Biology; Comp. Precision Hlth.; Demography; East Asian Languages & Cult.; Energy & Resources Group; Ethnic Studies; Film and Media; French; Gender and Women's Studies; Geography; German; History of Art; Ind. Eng./Op. Res.; Italian Studies; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Middle East. Lng./Clt.; Music; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Rhetoric; Scandinavian Languages; Sch. of Education; School of Information; School of Social Welfare; Slavic Languages & Culture; Sociology; South & Southeast Asian Std.; Spanish & Portuguese; Theater, Dance and Performance Studies; Undergrad. & Interd. St.								
p<.10=light green		p<.05=bright green		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

A3: Total Population Salary Model, All Campus, 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278;
Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

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	-25455	<.001	-15891	<.001	-3967	0.058	-7	0.997
Asian	-24347	<.001	-8288	0.036	-3433	0.191	-4112	0.083
Underrep. Group*	-23431	<.001	-5735	0.201	484	0.875	2246	0.421
Unknown Ethnicity	25847	0.174	21997	0.158	16375	0.106	17379	0.058
Yrs. since degree			3554	<.001	4330	<.001	1503	<.001
Yrs. degree (sq.)			-14	0.130	-39	<.001	3	0.661
Yrs. since hired			-590	0.013	-786	<.001	-2484	<.001
Bach./Mast.			-51484	<.001	-22659	0.001	-5929	0.354
Law Degree			88583	<.001	-22307	0.008	-12987	0.088
MD			7500	0.628	18527	0.090	18303	0.063
Afr. Am Stud.					23251	0.080	26391	0.028
Agr. Res. Ec. Pol.					68700	<.001	59912	<.001
Anc. Greek & Roman					166	0.990	-3178	0.791
Anthropology					7595	0.398	4575	0.573
Architecture					4799	0.645	-507	0.957
Astronomy					29790	0.026	18116	0.134
Bioengin.					27221	0.007	18575	0.042
Chemical/Biom. Eng.					52531	<.001	39400	<.001
Chemistry					56693	<.001	43602	<.001
City & Reg. Plan.					16631	0.168	9225	0.397
Civil & Env. Eng.					34343	<.001	22214	0.003
Comp. Literature					11555	0.459	14183	0.314
Earth & Plan. Sc.					35106	<.001	17895	0.064
E. Asian Lng./Clt.					-11798	0.289	-13081	0.192
Economics					195427	<.001	174785	<.001
Elect. Eng./CS					45539	<.001	26738	<.001
English					2867	0.712	6002	0.394
ESPM					13052	0.095	6935	0.326
Ethnic Studies					2609	0.817	-4391	0.667
Film and Media					19364	0.210	16160	0.247
French					2657	0.844	594	0.961
Geography					-1470	0.906	-5577	0.619
Goldman Pub. Pol.					86674	<.001	70218	<.001
Haas Business					144981	<.001	129883	<.001
HW Neuroscience					-20063	0.120	-10236	0.380
History					14622	0.064	5476	0.443
History of Art					3919	0.738	-2835	0.788
Ind. Eng./Op. Res.					25990	0.026	13988	0.186
Integrat. Biology					13421	0.129	6535	0.413
Journalism					15124	0.279	9134	0.469

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Landsc. Arch./Env.					-4530	0.733	-4810	0.688
Law					167411	<.001	134794	<.001
Linguistics					7238	0.569	-2145	0.852
Material Sc. & Eng.					43270	<.001	24799	0.011
Mathematics					38576	<.001	19711	0.005
Mechanical Eng.					31221	<.001	17236	0.025
Middle East. Lng./Clt.					-6093	0.646	-4738	0.693
Molec. & Cell Bio.					34777	<.001	27619	<.001
Music					9524	0.412	-2042	0.846
Nuclear Eng.					2662	0.849	2869	0.820
Nutr. Sc./Tox.					-7522	0.557	-5695	0.623
Philosophy					52172	<.001	35748	<.001
Physics					33395	<.001	20247	0.004
Plant & Micr. Bio.					22865	0.018	24765	0.004
Political Sc.					59154	<.001	47946	<.001
Psychology					30839	0.001	16868	0.051
Rhetoric					7356	0.574	6620	0.575
Sch. of Education					29394	0.002	12773	0.130
Sch. of Informat.					44438	0.002	35359	0.005
Sch. of Optometry					31785	0.009	22726	0.038
Sch. Public Health					27265	0.001	16200	0.034
Sch. Social Welfare					18725	0.080	12922	0.181
Sociology					42922	<.001	29522	<.001
S/SE Asian Std.					-9821	0.463	-6414	0.595
Spanish & Port.					4027	0.757	-1548	0.896
Statistics					45538	<.001	30191	0.002
TDPS					-3856	0.761	-10173	0.375
Other units					-		-	
Two Departments					18949	<.001	14580	<.001
Three or More Deps.					39644	<.001	29570	<.001
Assistant							-78624	<.001
Associate							-52601	<.001
Years at Rank							3106	<.001
Intercept	218061	<.001	209793	<.001	163692	<.001	160908	<.001
R-square	0.06		0.38		0.75		0.80	
Adj. R-square	0.06		0.38		0.74		0.79	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

B1a: Log Salary Model 1 (Demography: Gender & Race Ethnicity), All Campus, AY 2004-05--2022-23 (Spring Semester)

Tot. N=1509 (2022-23): White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.169	<.001	-0.169	<.001	-0.174	<.001	-0.168	<.001	-0.173	<.001	-0.168	<.001	-0.159	<.001	-0.158	<.001	-0.155	<.001	-0.144	<.001	-0.141	<.001	-0.124	<.001	-0.124	<.001	-0.123	<.001	-0.129	<.001	-0.129	<.001	-0.127	<.001
Asian	-0.094	<.001	-0.087	<.001	-0.093	<.001	-0.092	<.001	-0.096	<.001	-0.087	<.001	-0.077	0.002	-0.054	0.001	-0.098	<.001	-0.111	<.001	-0.118	<.001	-0.102	<.001	-0.095	<.001	-0.103	<.001	-0.092	<.001	-0.117	<.001	-0.128	<.001	-0.120	<.001	-0.118	<.001
Underrep. Group*	-0.148	<.001	-0.155	<.001	-0.133	<.001	-0.138	<.001	-0.146	<.001	-0.149	<.001	-0.122	<.001	-0.108	<.001	-0.112	<.001	-0.115	<.001	-0.131	<.001	-0.113	<.001	-0.097	<.001	-0.106	<.001	-0.111	<.001	-0.121	<.001	-0.114	<.001	-0.119	<.001	-0.123	<.001
Unknown ethnicity	-0.050	0.673	-0.174	0.122	-0.198	0.078	-0.201	0.071	-0.160	0.166	-0.139	0.294	-0.250	0.122	-0.199	0.171	-0.355	0.032	-0.406	0.006	-0.098	0.441	-0.130	0.240	-0.149	0.153	0.025	0.799	0.069	0.455	0.083	0.371	0.082	0.383	0.107	0.251	0.098	0.274
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	12.1	<.001	12.1	<.001	12.2	<.001	12.2	<.001	12.2	<.001
R-square	0.09		0.08		0.07		0.08		0.08		0.07		0.07		0.07		0.07		0.07		0.07		0.06		0.06		0.05		0.05		0.05		0.06		0.06		0.06	
Adj. R-square	0.09		0.07		0.07		0.07		0.07		0.07		0.07		0.07		0.06		0.07		0.07		0.06		0.05		0.05		0.05		0.06		0.06		0.06		0.06	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																						
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																						

B1b: Log Salary Model 1b (Demography: Gender-Race Ethnicity Interactions), All Campus, AY 2004-05--2022-23 (Spring Semester)

Tot. N=1509 (2022-23); White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274, Asian Women N=104; URG* N=205, URG* Women=97; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.192	<.001	-0.172	<.001	-0.169	<.001	-0.164	<.001	-0.161	<.001	-0.155	<.001	-0.163	<.001	-0.159	<.001	-0.148	<.001	-0.145	<.001	-0.145	<.001	-0.135	<.001	-0.134	<.001	-0.125	<.001	-0.132	<.001	-0.128	<.001	-0.131	<.001	-0.138	<.001	-0.135	<.001
Asian	-0.091	0.002	-0.089	0.003	-0.101	<.001	-0.097	0.001	-0.099	0.001	-0.087	0.005	-0.081	0.009	-0.095	0.002	-0.110	<.001	-0.120	<.001	-0.129	<.001	-0.114	<.001	-0.104	<.001	-0.114	<.001	-0.119	<.001	-0.136	<.001	-0.144	<.001	-0.148	<.001	-0.154	<.001
Asian Women	-0.013	0.822	0.008	0.892	0.028	0.613	0.015	0.778	0.008	0.886	-0.001	0.983	0.010	0.851	0.033	0.538	0.034	0.532	0.023	0.657	0.030	0.567	0.032	0.539	0.023	0.651	0.030	0.549	0.076	0.127	0.052	0.283	0.042	0.387	0.075	0.113	0.096	0.040
Underrep. Group*	-0.142	<.001	-0.146	<.001	-0.121	0.001	-0.110	0.002	-0.093	0.013	-0.101	0.007	-0.083	0.023	-0.064	0.075	-0.056	0.134	-0.055	0.138	-0.081	0.030	-0.064	0.081	-0.062	0.083	-0.092	0.011	-0.092	0.012	-0.104	0.004	-0.095	0.008	-0.102	0.003	-0.091	0.008
URG Women	-0.025	0.735	-0.037	0.617	-0.050	0.500	-0.100	0.144	-0.152	0.014	-0.145	0.025	-0.118	0.065	-0.135	0.030	-0.167	0.010	-0.169	0.007	-0.140	0.025	-0.135	0.027	-0.097	0.105	-0.035	0.552	-0.046	0.436	-0.041	0.473	-0.043	0.442	-0.036	0.500	-0.064	0.215
Unknown ethnicity	-0.050	0.672	-0.174	0.122	-0.198	0.078	-0.201	0.071	-0.160	0.166	-0.138	0.299	-0.249	0.122	-0.198	0.172	-0.353	0.033	-0.405	0.006	-0.096	0.447	-0.128	0.246	-0.148	0.157	0.025	0.800	0.068	0.463	0.082	0.378	0.082	0.387	0.104	0.262	0.097	0.282
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	12.1	<.001	12.2	<.001	12.2	<.001	12.2	<.001	12.2	<.001
R-square	0.09		0.08		0.07		0.08		0.08		0.08		0.08		0.07		0.07		0.07		0.07		0.06		0.06		0.05		0.05		0.06		0.06		0.07		0.07	
Adj. R-square	0.09		0.07		0.07		0.07		0.08		0.07		0.07		0.07		0.07		0.07		0.07		0.06		0.05		0.05		0.05		0.06		0.06		0.06		0.07	

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

B2a: Log Salary Model 2 (Demography, Years Since Degree (quad), Hired, & Degree Type), All Campus, AY 2004-05--2022-23 (Spring Semester)

Tot. N=1509 (2022-23): White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.121	<.001	-0.107	<.001	-0.107	<.001	-0.105	<.001	-0.110	<.001	-0.110	<.001	-0.119	<.001	-0.120	<.001	-0.114	<.001	-0.113	<.001	-0.115	<.001	-0.108	<.001	-0.107	<.001	-0.094	<.001	-0.090	<.001	-0.084	<.001	-0.081	<.001	-0.082	<.001	-0.077	<.001
Asian	0.028	0.141	0.028	0.148	0.025	0.202	0.021	0.266	0.009	0.656	0.012	0.556	0.014	0.486	-0.004	0.852	-0.016	0.452	-0.036	0.080	-0.039	0.057	-0.034	0.091	-0.022	0.262	-0.032	0.099	-0.024	0.213	-0.033	0.041	-0.033	0.035	-0.031	0.089	-0.034	0.061
Underrep. Group*	-0.055	0.024	-0.060	0.013	-0.048	0.051	-0.050	0.034	-0.052	0.030	-0.053	0.027	-0.045	0.064	-0.042	0.081	-0.046	0.068	-0.058	0.019	-0.070	0.004	-0.061	0.011	-0.046	0.047	-0.049	0.034	-0.045	0.048	-0.045	0.039	-0.030	0.178	-0.032	0.122	-0.027	0.195
Unknown ethnicity	0.217	0.014	0.140	0.101	0.095	0.269	0.067	0.429	0.083	0.356	0.072	0.487	-0.009	0.946	-0.027	0.821	-0.181	0.185	-0.222	0.071	-0.096	0.352	-0.051	0.569	-0.055	0.513	0.034	0.664	0.060	0.413	0.078	0.286	0.071	0.341	0.087	0.231	0.101	0.157
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	0.018	<.001	0.019	<.001	0.018	<.001	0.018	<.001	0.018	<.001	0.019	<.001	0.019	<.001	0.019	<.001	0.018	<.001	0.018	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.003	<.001	-0.003	0.008	-0.003	0.003	-0.003	0.010	-0.003	0.011	-0.003	0.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.005	<.001	-0.005	<.001	-0.004	<.001	-0.004	<.001	-0.003	0.008	-0.003	0.002	-0.003	0.003	-0.003	0.009	-0.002	0.126	-0.001	0.174
Bach./Mast.	-0.277	<.001	-0.277	<.001	-0.283	<.001	-0.283	<.001	-0.295	<.001	-0.284	<.001	-0.281	<.001	-0.291	<.001	-0.304	<.001	-0.304	<.001	-0.323	<.001	-0.315	<.001	-0.312	<.001	-0.295	<.001	-0.303	<.001	-0.282	<.001	-0.280	<.001	-0.280	<.001	-0.249	<.001
Law Degree	0.372	<.001	0.369	<.001	0.385	<.001	0.388	<.001	0.437	<.001	0.418	<.001	0.416	<.001	0.428	<.001	0.454	<.001	0.441	<.001	0.439	<.001	0.436	<.001	0.419	<.001	0.417	<.001	0.403	<.001	0.399	<.001	0.387	<.001	0.389	<.001	0.360	<.001
MD	0.024	0.733	0.061	0.378	0.032	0.646	0.054	0.455	0.044	0.554	0.056	0.430	0.038	0.600	0.022	0.761	0.017	0.813	0.001	0.993	0.013	0.853	0.001	0.990	0.031	0.667	0.030	0.680	0.034	0.628	0.021	0.763	0.025	0.719	0.027	0.688	0.061	0.392
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	11.8	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.2	<.001	12.2	<.001	12.2	<.001	12.2	<.001
R-square	0.50		0.48		0.47		0.47		0.45		0.44		0.40		0.39		0.38		0.38		0.40		0.40		0.39		0.40		0.42		0.43		0.42		0.44		0.43	
Adj. R-square	0.50		0.48		0.46		0.47		0.45		0.44		0.40		0.38		0.38		0.38		0.40		0.39		0.39		0.40		0.41		0.43		0.42		0.44		0.42	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																						
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																						

B2b: Log Salary Model 2b (Demography: Gender-Ethnicity Interactions, Years Since Degree (quad), Hired, & Degree Type), All Campus, AY 2004-05--2022-23 (Spring Semester)

Tot. N=1509 (2022-23): White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274, Asian Women N=104; URG* N=205, URG* Women=97; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.118	<.001	-0.105	<.001	-0.107	<.001	-0.103	<.001	-0.106	<.001	-0.104	<.001	-0.116	<.001	-0.119	<.001	-0.110	<.001	-0.109	<.001	-0.114	<.001	-0.105	<.001	-0.107	<.001	-0.100	<.001	-0.102	<.001	-0.096	<.001	-0.090	<.001	-0.097	<.001	-0.090	<.001		
Asian	0.033	0.144	0.031	0.178	0.023	0.328	0.020	0.378	0.009	0.710	0.016	0.506	0.016	0.524	-0.007	0.772	-0.018	0.495	-0.040	0.114	-0.043	0.085	-0.037	0.132	-0.027	0.263	-0.038	0.106	-0.042	0.073	-0.053	0.021	-0.052	0.028	-0.050	0.028	-0.053	0.011		
Asian Women	-0.017	0.687	-0.010	0.820	0.008	0.856	0.003	0.945	-0.002	0.971	-0.015	0.729	-0.006	0.894	0.010	0.827	0.004	0.935	0.010	0.811	0.012	0.785	0.008	0.838	0.014	0.726	0.020	0.619	0.053	0.180	0.044	0.243	0.033	0.384	0.052	0.158	0.064	0.084		
Underrep. Group*	-0.052	0.065	-0.057	0.044	-0.043	0.130	-0.041	0.134	-0.037	0.209	-0.037	0.207	-0.034	0.245	-0.032	0.281	-0.028	0.357	-0.040	0.186	-0.031	0.044	-0.047	0.113	-0.040	0.164	-0.040	0.038	-0.055	0.057	-0.035	0.036	-0.041	0.151	-0.048	0.075	-0.031	0.255		
URG Women	-0.012	0.827	-0.013	0.812	-0.021	0.709	-0.030	0.562	-0.049	0.338	-0.051	0.313	-0.034	0.515	-0.034	0.515	-0.053	0.316	-0.050	0.330	-0.026	0.605	-0.039	0.431	-0.016	0.746	0.031	0.508	0.027	0.555	0.036	0.419	0.029	0.513	0.041	0.326	0.013	0.744		
Unknown ethnicity	0.217	0.014	0.141	0.101	0.095	0.270	0.067	0.431	0.083	0.359	0.073	0.484	-0.009	0.945	-0.027	0.820	-0.180	0.188	-0.222	0.071	-0.096	0.354	-0.050	0.574	-0.055	0.513	0.034	0.671	0.058	0.426	0.075	0.304	0.069	0.358	0.083	0.253	0.098	0.169		
Yrs. since degree	0.020	<.001	0.019	<.001	0.019	<.001	0.018	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.017	<.001	0.018	<.001	0.017	<.001	0.019	<.001	0.018	<.001	0.018	<.001	0.017	<.001	0.018	<.001	0.019	<.001	0.019	<.001	0.019	<.001	0.018	<.001	0.018	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.003	<.001	-0.003	0.008	-0.003	0.004	-0.003	0.011	-0.003	0.012	-0.003	0.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.004	<.001	-0.004	<.001	-0.003	0.008	-0.003	0.002	-0.003	0.004	-0.003	0.010	-0.002	0.131	-0.001	0.175
Bach./Mast.	-0.276	<.001	-0.277	<.001	-0.283	<.001	-0.283	<.001	-0.294	<.001	-0.283	<.001	-0.281	<.001	-0.292	<.001	-0.304	<.001	-0.304	<.001	-0.323	<.001	-0.315	<.001	-0.313	<.001	-0.297	<.001	-0.308	<.001	-0.284	<.001	-0.282	<.001	-0.283	<.001	-0.254	<.001		
Law Degree	0.371	<.001	0.369	<.001	0.386	<.001	0.388	<.001	0.437	<.001	0.418	<.001	0.415	<.001	0.427	<.001	0.452	<.001	0.439	<.001	0.438	<.001	0.435	<.001	0.418	<.001	0.417	<.001	0.402	<.001	0.399	<.001	0.388	<.001	0.390	<.001	0.360	<.001		
MD	0.024	0.738	0.061	0.381	0.032	0.648	0.054	0.459	0.042	0.565	0.055	0.441	0.038	0.608	0.021	0.765	0.016	0.825	-0.001	0.994	0.012	0.863	0.000	0.997	0.030	0.674	0.031	0.672	0.034	0.627	0.021	0.759	0.026	0.708	0.028	0.672	0.060	0.398		
Intercept	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.2	<.001	12.2	<.001	12.2	<.001	12.2	<.001		
R-square	0.50		0.48		0.47		0.47		0.45		0.44		0.40		0.39		0.38		0.38		0.40		0.40		0.39		0.40		0.42		0.43		0.43		0.44		0.43			
Adj. R-square	0.50		0.48		0.46		0.47		0.45		0.44		0.40		0.38		0.38		0.38		0.39		0.39		0.39		0.40		0.41		0.43		0.42		0.44		0.42			
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																								

B3a: Log Salary Model 3 (Demography, Experience, & Departments), All Campus, AY 2004-05--2022-23 (Spring Semester)

Tot. N=1509 (2022-23); White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.058	<.001	-0.047	<.001	-0.047	<.001	-0.047	<.001	-0.049	<.001	-0.047	<.001	-0.055	<.001	-0.056	<.001	-0.049	<.001	-0.047	<.001	-0.042	<.001	-0.032	0.003	-0.029	0.007	-0.016	0.125	-0.017	0.113	-0.019	0.062	-0.019	0.059	-0.021	0.031	-0.017	0.067
Asian	0.011	0.485	0.014	0.385	0.009	0.571	0.009	0.533	-0.001	0.955	0.004	0.782	0.007	0.655	-0.003	0.832	-0.001	0.966	-0.015	0.316	-0.013	0.365	-0.012	0.395	-0.012	0.397	-0.018	0.202	-0.009	0.520	-0.018	0.159	-0.022	0.092	-0.014	0.261	-0.013	0.268
Underrep. Group*	0.009	0.671	0.011	0.592	0.018	0.376	0.016	0.412	0.013	0.510	0.009	0.654	0.015	0.448	0.008	0.678	0.003	0.861	0.002	0.923	-0.004	0.820	0.001	0.976	0.008	0.660	0.011	0.550	0.005	0.750	-0.001	0.967	0.007	0.667	0.006	0.687	0.004	0.800
Unknown ethnicity	0.136	0.052	0.067	0.321	0.013	0.847	-0.016	0.805	-0.009	0.896	0.020	0.797	-0.016	0.869	-0.055	0.530	-0.081	0.417	-0.094	0.300	-0.024	0.750	-0.031	0.628	-0.033	0.585	0.013	0.821	0.052	0.304	0.050	0.316	0.042	0.397	0.061	0.201	0.078	0.089
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	0.020	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.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	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.003	<.001	-0.003	<.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.006	<.001	-0.005	<.001	-0.006	<.001	-0.005	<.001	-0.005	<.001	-0.004	<.001	-0.005	<.001	-0.004	<.001	-0.004	<.001	-0.003	<.001	-0.002	0.003
Bach./Mast.	-0.151	<.001	-0.147	<.001	-0.135	<.001	-0.147	<.001	-0.164	<.001	-0.144	<.001	-0.142	<.001	-0.155	<.001	-0.176	<.001	-0.168	<.001	-0.177	<.001	-0.183	<.001	-0.161	<.001	-0.146	<.001	-0.148	<.001	-0.137	<.001	-0.118	<.001	-0.132	<.001	-0.112	<.001
Law Degree	0.052	0.259	0.083	0.078	0.084	0.068	0.030	0.481	0.047	0.269	0.039	0.350	0.039	0.365	0.049	0.280	0.011	0.811	-0.011	0.812	-0.008	0.853	-0.020	0.658	-0.016	0.712	-0.038	0.416	-0.056	0.227	-0.088	0.035	-0.093	0.021	-0.092	0.017	-0.139	<.001
MD	0.085	0.157	0.134	0.022	0.118	0.041	0.151	0.008	0.132	0.021	0.143	0.010	0.127	0.028	0.102	0.070	0.087	0.118	0.054	0.301	0.062	0.245	0.069	0.182	0.090	0.092	0.075	0.169	0.069	0.184	0.060	0.250	0.066	0.195	0.066	0.171	0.112	0.022
Afr. Am Stud.	-0.074	0.304	-0.056	0.448	-0.086	0.238	-0.061	0.382	-0.069	0.333	-0.107	0.116	-0.087	0.214	-0.087	0.236	-0.104	0.177	-0.085	0.245	-0.084	0.238	-0.063	0.319	-0.059	0.344	-0.062	0.325	-0.001	0.991	0.047	0.454	0.049	0.459	0.118	0.062	0.110	0.065
Agr. Res. Ec. Pol.	0.207	<.001	0.247	<.001	0.232	<.001	0.253	<.001	0.280	<.001	0.304	<.001	0.299	<.001	0.280	<.001	0.306	<.001	0.370	<.001	0.373	<.001	0.384	<.001	0.387	<.001	0.408	<.001	0.478	<.001	0.411	<.001	0.430	<.001	0.395	<.001	0.392	<.001
Anc. Greek & Roman	-0.039	0.531	-0.025	0.666	-0.024	0.695	-0.010	0.855	-0.045	0.428	-0.029	0.606	-0.024	0.679	-0.008	0.894	-0.012	0.848	-0.040	0.522	-0.002	0.980	-0.028	0.637	-0.032	0.573	0.027	0.643	0.042	0.470	0.050	0.389	0.044	0.480	0.042	0.487	0.045	0.449
Anthropology	0.062	0.178	0.093	0.045	0.091	0.050	0.114	0.010	0.101	0.027	0.092	0.043	0.122	0.010	0.116	0.014	0.101	0.037	0.089	0.058	0.093	0.045	0.093	0.035	0.089	0.041	0.072	0.106	0.106	0.016	0.098	0.025	0.090	0.042	0.059	0.151	0.033	0.408
Architecture	-0.050	0.314	-0.030	0.552	-0.053	0.328	-0.022	0.663	-0.017	0.743	0.010	0.846	0.031	0.553	0.044	0.400	0.042	0.418	0.031	0.533	0.047	0.333	0.059	0.208	0.041	0.377	0.058	0.213	0.078	0.098	0.095	0.040	0.095	0.046	0.068	0.147	0.045	0.336
Astronomy	0.173	0.004	0.182	0.003	0.143	0.016	0.150	0.008	0.166	0.005	0.164	0.006	0.180	0.004	0.191	0	0.182	0	0.200	0.001	0.198	<.001	0.190	0.003	0.211	<.001	0.212	<.001	0.221	<.001	0.209	<.001	0.225	<.001	0.197	<.001	0.164	0.007
Bioengin.	0.115	0.036	0.119	0.029	0.115	0.035	0.130	0.010	0.153	0.003	0.157	0.002	0.152	0.005	0.142	0.009	0.137	0.015	0.167	0.004	0.180	0.001	0.172	0.002	0.191	<.001	0.186	<.001	0.206	<.001	0.184	<.001	0.186	<.001	0.168	<.001	0.162	<.001
Chemical/Biom. Eng.	0.303	<.001	0.303	<.001	0.353	<.001	0.368	<.001	0.323	<.001	0.325	<.001	0.336	<.001	0.320	<.001	0.329	<.001	0.330	<.001	0.321	<.001	0.315	<.001	0.312	<.001	0.312	<.001	0.331	<.001	0.300	<.001	0.326	<.001	0.276	<.001	0.266	<.001
Chemistry	0.197	<.001	0.214	<.001	0.220	<.001	0.269	<.001	0.259	<.001	0.280	<.001	0.286	<.001	0.297	<.001	0.304	<.001	0.287	<.001	0.344	<.001	0.322	<.001	0.318	<.001	0.332	<.001	0.342	<.001	0.346	<.001	0.347	<.001	0.307	<.001	0.281	<.001
City & Reg. Plan.	-0.122	0.034	-0.083	0.155	-0.066	0.275	-0.050	0.367	-0.031	0.572	0.078	0.150	0.072	0.202	0.044	0.458	0.059	0.329	0.126	0.035	0.120	0.040	0.092	0.139	0.123	0.048	0.120	0.041	0.124	0.034	0.108	0.071	0.145	0.009	0.108	0.057	0.114	0.036
Civil & Env. Eng.	0.113	0.004	0.143	<.001	0.156	<.001	0.178	<.001	0.186	<.001	0.179	<.001	0.180	<.001	0.189	<.001	0.169	<.001	0.173	<.001	0.176	<.001	0.166	<.001	0.167	<.001	0.188	<.001	0.216	<.001	0.206	<.001	0.207	<.001	0.198	<.001	0.198	<.001
Comp. Literature	0.068	0.473	0.221	0.023	0.235	0.018	0.125	0.144	0.141	0.104	0.146	0.090	0.131	0.138	0.139	0.133	0.149	0.110	0.216	0.012	0.190	0.023	0.217	0.008	0.160	0.050	0.152	0.059	0.174	0.028	0.197	0.013	0.124	0.139	0.053	0.471	0.033	0.640
Earth & Plan. Sc.	0.104	0.049	0.109	0.047	0.114	0.033	0.148	0.005	0.146	0.007	0.140	0.011	0.123	0.032	0.141	0.020	0.169	0.003	0.184	0.001	0.212	<.001	0.218	<.001	0.225	<.001	0.244	<.001	0.250	<.001	0.233	<.001	0.241	<.001	0.218	<.001	0.206	<.001
E. Asian Lng./Clt.	-0.076	0.203	-0.065	0.279	-0.039	0.518	0.002	0.975	-0.002	0.979	-0.019	0.746	-0.009	0.889	-0.007	0.914	-0.038	0.534	-0.055	0.363	-0.056	0.353	-0.065	0.262	-0.064	0.250	-0.059	0.296	-0.025	0.650	-0.038	0.483	-0.012	0.826	-0.041	0.413	-0.048	0.333
Economics	0.396	<.001	0.462	<.001	0.482	<.001	0.540	<.001	0.644	<.001	0.608	<.001	0.668	<.001	0.720	<.001	0.727	<.001	0.756	<.001	0.758	<.001	0.734	<.001	0.757	<.001	0.751	<.001	0.813	<.001	0.820	<.001	0.861	<.001	0.824	<.001	0.836	<.001
Elect. Eng./CS	0.199	<.001	0.217	<.001	0.221	<.001	0.247	<.001	0.245	<.001	0.241	<.001	0.250	<.001	0.262	<.001	0.259	<.001	0.244	<.001	0.255	<.001	0.249	<.001	0.250	<.001	0.278	<.001	0.301	<.001	0.296	<.001	0.309	<.001	0.273	<.001	0.261	<.001
English	-0.017	0.657	0.008	0.829	-0.009	0.825	0.018	0.623	0.030	0.419	0.047	0.211	0.057	0.147	0.072	0.064	0.075	0.059	0.053	0.180	0.047	0.223	0.04															

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Middle East. Lng./Cit.	-0.133	0.030	-0.110	0.078	-0.101	0.105	-0.021	0.721	-0.013	0.831	-0.028	0.649	-0.024	0.716	0.013	0.856	-0.014	0.840	0.015	0.833	-0.008	0.910	-0.021	0.731	0.018	0.768	0.027	0.659	0.040	0.511	0.037	0.532	0.040	0.484	-0.006	0.919	-0.041	0.497
Molec. & Cell Bio.	0.129	<.001	0.143	<.001	0.169	<.001	0.167	<.001	0.185	<.001	0.185	<.001	0.178	<.001	0.189	<.001	0.196	<.001	0.189	<.001	0.195	<.001	0.173	<.001	0.186	<.001	0.189	<.001	0.217	<.001	0.208	<.001	0.217	<.001	0.188	<.001	0.182	<.001
Music	-0.063	0.218	-0.033	0.539	-0.008	0.892	0.028	0.602	0.019	0.718	0.014	0.789	0.021	0.695	0.022	0.682	0.029	0.597	0.013	0.813	0.017	0.762	0.035	0.521	0.055	0.312	0.058	0.296	0.067	0.196	0.043	0.402	0.065	0.203	0.058	0.259	0.049	0.348
Nuclear Eng.	0.091	0.218	0.112	0.138	0.172	0.015	0.139	0.041	0.083	0.295	0.094	0.238	0.096	0.209	0.050	0.522	0.056	0.474	0.077	0.268	0.105	0.141	0.122	0.078	0.134	0.065	0.134	0.042	0.165	0.008	0.147	0.017	0.162	0.008	0.078	0.218	0.066	0.291
Nutr. Sc./Tox.	-0.044	0.469	0.004	0.945	-0.004	0.942	0.012	0.831	0.006	0.921	0.001	0.984	-0.015	0.807	0.051	0.440	0.027	0.692	0.028	0.661	0.026	0.683	0.010	0.879	0.013	0.834	0.023	0.732	0.042	0.505	0.031	0.613	0.033	0.586	0.000	0.993	-0.002	0.969
Philosophy	0.129	0.025	0.128	0.027	0.164	0.004	0.166	0.002	0.165	0.003	0.225	<.001	0.244	<.001	0.251	<.001	0.252	<.001	0.249	<.001	0.266	<.001	0.286	<.001	0.299	<.001	0.286	<.001	0.319	<.001	0.270	<.001	0.273	<.001	0.271	<.001	0.263	<.001
Physics	0.093	0.013	0.117	0.002	0.130	<.001	0.133	<.001	0.135	<.001	0.141	<.001	0.125	0.002	0.129	0	0.144	<.001	0.146	<.001	0.165	<.001	0.196	<.001	0.209	<.001	0.226	<.001	0.255	<.001	0.227	<.001	0.241	<.001	0.209	<.001	0.195	<.001
Plant & Micr. Bio.	0.188	<.001	0.192	<.001	0.179	<.001	0.211	<.001	0.196	<.001	0.195	<.001	0.228	<.001	0.236	<.001	0.225	<.001	0.215	<.001	0.214	<.001	0.202	<.001	0.199	<.001	0.215	<.001	0.220	<.001	0.182	<.001	0.164	<.001	0.125	0.004	0.110	0.011
Political Sc.	0.058	0.150	0.098	0.015	0.097	0.018	0.130	<.001	0.150	<.001	0.133	0.001	0.147	<.001	0.185	<.001	0.178	<.001	0.185	<.001	0.209	<.001	0.231	<.001	0.245	<.001	0.266	<.001	0.291	<.001	0.343	<.001	0.344	<.001	0.319	<.001	0.318	<.001
Psychology	0.024	0.577	0.020	0.657	0.037	0.403	0.075	0.086	0.082	0.073	0.096	0.034	0.110	0.020	0.134	0.006	0.134	0.007	0.133	0.007	0.155	0.001	0.180	<.001	0.181	<.001	0.212	<.001	0.190	<.001	0.187	<.001	0.192	<.001	0.181	<.001	0.160	<.001
Rhetoric	0.010	0.881	0.035	0.592	0.029	0.669	0.068	0.293	0.055	0.415	0.051	0.452	0.035	0.617	0.036	0.609	0.023	0.753	0.013	0.851	0.023	0.740	0.017	0.782	-0.005	0.931	0.001	0.985	0.035	0.570	0.035	0.564	0.026	0.663	0.012	0.832	0.024	0.681
Sch. of Education	-0.070	0.101	-0.042	0.338	-0.026	0.556	-0.006	0.888	0.007	0.870	0.026	0.545	0.036	0.419	0.051	0.245	0.048	0.288	0.066	0.144	0.065	0.152	0.080	0.069	0.113	0.010	0.121	0.007	0.163	<.001	0.139	<.001	0.160	<.001	0.151	<.001	0.168	<.001
Sch. of Informat.	0.005	0.943	0.036	0.594	0.023	0.744	0.083	0.181	0.155	0.008	0.133	0.023	0.121	0.043	0.121	0.046	0.155	0.014	0.177	0.006	0.172	0.006	0.187	0.003	0.232	<.001	0.215	<.001	0.237	<.001	0.226	<.001	0.265	<.001	0.233	<.001	0.241	<.001
Sch. of Optometry	0.234	<.001	0.234	<.001	0.279	<.001	0.291	<.001	0.282	<.001	0.271	<.001	0.264	<.001	0.250	<.001	0.238	<.001	0.214	<.001	0.215	<.001	0.216	<.001	0.196	<.001	0.197	0.001	0.233	<.001	0.225	<.001	0.218	<.001	0.188	<.001	0.178	0.001
Sch. Public Health	0.035	0.398	0.059	0.160	0.046	0.265	0.057	0.146	0.079	0.050	0.086	0.034	0.087	0.042	0.121	0.004	0.119	0.006	0.128	0.003	0.145	<.001	0.129	0.002	0.138	<.001	0.153	<.001	0.201	<.001	0.187	<.001	0.195	<.001	0.172	<.001	0.151	<.001
Sch. Social Welfare	-0.007	0.895	0.014	0.792	0.011	0.838	0.024	0.641	0.025	0.646	0.033	0.553	0.038	0.525	0.047	0.447	0.027	0.647	0.032	0.587	0.037	0.511	0.025	0.646	0.030	0.570	0.026	0.634	0.085	0.136	0.104	0.064	0.157	0.003	0.144	0.006	0.089	0.064
Sociology	0.116	0.015	0.108	0.025	0.100	0.037	0.096	0.036	0.122	0.010	0.131	0.006	0.158	0.001	0.165	<.001	0.162	0.002	0.163	<.001	0.171	<.001	0.168	<.001	0.191	<.001	0.201	<.001	0.292	<.001	0.260	<.001	0.270	<.001	0.251	<.001		
S/SE Asian Std.	-0.082	0.237	-0.091	0.197	-0.078	0.251	-0.056	0.387	-0.050	0.448	-0.025	0.716	-0.028	0.699	-0.019	0.801	-0.001	0.994	0.004	0.950	-0.001	0.993	0.000	0.996	0.001	0.983	0.010	0.891	0.006	0.939	0.000	0.999	0.010	0.873	-0.054	0.399	-0.083	0.167
Spanish & Port.	-0.010	0.867	-0.018	0.751	-0.014	0.797	0.012	0.833	0.041	0.479	0.015	0.814	0.020	0.762	0.056	0.419	0.039	0.555	0.014	0.826	0.012	0.852	-0.010	0.880	-0.024	0.709	-0.023	0.718	0.003	0.959	0.029	0.637	0.031	0.619	0.016	0.790	0.007	0.907
Statistics	0.096	0.085	0.130	0.027	0.120	0.038	0.182	0.001	0.174	0.002	0.184	0.002	0.233	<.001	0.244	<.001	0.220	<.001	0.231	<.001	0.252	<.001	0.287	<.001	0.325	<.001	0.324	<.001	0.325	<.001	0.280	<.001	0.298	<.001	0.274	<.001	0.255	<.001
TDPS	-0.044	0.532	-0.017	0.821	-0.071	0.360	-0.010	0.893	-0.008	0.908	-0.015	0.825	-0.012	0.871	0.001	0.994	0.002	0.973	-0.051	0.437	-0.033	0.609	0.019	0.771	-0.018	0.775	-0.001	0.982	0.033	0.598	0.014	0.821	0.023	0.713	-0.003	0.952	-0.007	0.906
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Two Departments	0.114	<.001	0.114	<.001	0.117	<.001	0.110	<.001	0.111	<.001	0.116	<.001	0.117	<.001	0.106	<.001	0.101	<.001	0.096	<.001	0.089	<.001	0.082	<.001	0.082	<.001	0.071	<.001	0.086	<.001	0.081	<.001	0.088	<.001	0.092	<.001	0.084	<.001
Three or More Deps.	0.246	<.001	0.197	<.001	0.182	<.001	0.162	<.001	0.171	<.001	0.204	<.001	0.212	<.001	0.213	<.001	0.243	<.001	0.224	<.001	0.209	<.001	0.214	<.001	0.212	<.001	0.219	<.001	0.195	<.001	0.163	<.001	0.172	<.001	0.189	<.001	0.180	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001

R-square	0.70	0.70	0.70	0.72	0.72	0.72	0.72	0.70	0.69	0.70	0.71	0.72	0.73	0.73	0.73	0.74	0.75	0.76	0.77	0.78
Adj. R-square	0.69	0.69	0.69	0.71	0.71	0.71	0.69	0.68	0.69	0.70	0.71	0.72	0.72	0.71	0.73	0.74	0.75	0.76	0.77	0.77

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; Scandinavian; Slavic Languages; Undergrad. & Interdisc.

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

B3b: Log Salary Model 3b (Demography: Gender-Ethnicity Interactions, Experience, & Departments), All Campus, AY 2004-05--2022-23 (Spring Semester)

Tot. N=1509 (2022-23): White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274, Asian Women N=104; URG* N=205, URG* Women=97; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.050	<.001	-0.047	<.001	-0.046	<.001	-0.044	<.001	-0.050	<.001	-0.057	<.001	-0.049	<.001	-0.047	<.001	-0.043	<.001	-0.034	0.005	-0.033	0.008	-0.025	0.039	-0.022	0.020	-0.027	0.022	-0.023	0.020	-0.036	0.002	-0.031	0.007		
Asian	0.011	0.558	0.011	0.545	-0.000	0.981	0.007	0.677	-0.000	0.979	0.006	0.734	0.016	0.389	-0.001	0.951	0.001	0.944	-0.015	0.424	-0.011	0.524	-0.012	0.491	-0.014	0.418	-0.023	0.177	-0.022	0.188	-0.024	0.143	-0.026	0.100	-0.023	0.121	-0.022	0.138		
Asian Women	0.001	0.987	0.009	0.789	0.033	0.323	0.006	0.845	-0.002	0.949	-0.007	0.831	-0.029	0.373	-0.006	0.849	-0.006	0.855	-0.001	0.962	-0.005	0.860	-0.000	0.997	0.006	0.822	0.017	0.556	0.039	0.157	0.016	0.536	0.014	0.580	0.029	0.230	0.026	0.275		
Underrep. Group*	0.013	0.584	0.015	0.526	0.022	0.336	0.021	0.345	0.022	0.322	0.015	0.491	0.018	0.421	0.003	0.887	0.001	0.953	0.002	0.921	-0.009	0.673	-0.006	0.776	-0.002	0.940	-0.010	0.627	-0.012	0.564	-0.018	0.354	-0.013	0.492	-0.025	0.169	-0.023	0.206		
URG Women	-0.017	0.704	-0.015	0.738	-0.015	0.728	-0.018	0.646	-0.031	0.413	-0.022	0.556	-0.012	0.746	0.015	0.693	0.006	0.873	-0.001	0.971	0.015	0.677	0.020	0.559	0.028	0.401	0.060	0.070	0.050	0.121	0.048	0.121	0.052	0.084	0.077	0.005	0.062	0.019		
Unknown ethnicity	0.136	0.052	0.067	0.322	0.012	0.853	-0.016	0.804	-0.009	0.896	0.020	0.792	-0.015	0.874	-0.055	0.528	-0.081	0.417	-0.094	0.300	-0.024	0.744	-0.031	0.621	-0.033	0.577	0.012	0.832	0.050	0.321	0.048	0.338	0.040	0.422	0.057	0.231	0.075	0.100		
Yrs. since degree	0.021	<.001	0.021	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.021	<.001	0.022	<.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	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	-0.005	<.001	-0.004	<.001	-0.004	<.001	-0.003	<.001	-0.002	0.002		
Bach./Mast.	-0.151	<.001	-0.146	<.001	-0.136	<.001	-0.147	<.001	-0.163	<.001	-0.143	<.001	-0.141	<.001	-0.155	<.001	-0.177	<.001	-0.168	<.001	-0.178	<.001	-0.184	<.001	-0.162	<.001	-0.149	<.001	-0.153	<.001	-0.139	<.001	-0.120	<.001	-0.135	<.001	-0.115	<.001		
Law Degree	0.052	0.261	0.083	0.078	0.084	0.068	0.031	0.479	0.047	0.267	0.039	0.351	0.038	0.370	0.050	0.273	0.011	0.806	-0.011	0.811	-0.007	0.866	-0.019	0.676	-0.014	0.746	-0.033	0.472	-0.052	0.266	-0.084	0.044	-0.089	0.027	-0.088	0.024	-0.134	<.001		
MD	0.084	0.163	0.133	0.023	0.117	0.043	0.150	0.009	0.130	0.024	0.142	0.011	0.126	0.029	0.103	0.069	0.088	0.117	0.054	0.302	0.064	0.235	0.071	0.173	0.093	0.085	0.079	0.148	0.071	0.174	0.062	0.234	0.068	0.180	0.070	0.147	0.115	0.020		
Afr. Am Stud.	-0.072	0.326	-0.053	0.475	-0.082	0.265	-0.061	0.385	-0.067	0.346	-0.107	0.117	-0.087	0.213	-0.088	0.234	-0.105	0.175	-0.085	0.247	-0.086	0.228	-0.067	0.291	-0.065	0.304	-0.074	0.247	-0.008	0.898	0.043	0.496	0.042	0.530	0.110	0.082	0.106	0.075		
Agr. Res. Ec. Pol.	0.207	<.001	0.248	<.001	0.233	<.001	0.254	<.001	0.281	<.001	0.305	<.001	0.299	<.001	0.280	<.001	0.306	<.001	0.370	<.001	0.373	<.001	0.384	<.001	0.386	<.001	0.406	<.001	0.477	<.001	0.411	<.001	0.430	<.001	0.397	<.001	0.394	<.001		
Anc. Greek & Roman	-0.039	0.532	-0.025	0.671	-0.023	0.708	-0.010	0.857	-0.045	0.431	-0.030	0.601	-0.025	0.669	-0.008	0.897	-0.012	0.849	-0.040	0.522	-0.001	0.983	-0.028	0.643	-0.031	0.578	0.028	0.640	0.042	0.463	0.052	0.369	0.046	0.459	0.046	0.443	0.048	0.420		
Anthropology	0.062	0.181	0.093	0.045	0.090	0.053	0.113	0.010	0.101	0.027	0.093	0.042	0.123	0.009	0.117	0.014	0.101	0.036	0.089	0.058	0.093	0.045	0.093	0.035	0.089	0.042	0.070	0.118	0.104	0.019	0.098	0.026	0.089	0.043	0.061	0.140	0.033	0.412		
Architecture	-0.051	0.307	-0.030	0.549	-0.053	0.330	-0.022	0.664	-0.017	0.749	0.010	0.847	0.031	0.553	0.044	0.398	0.042	0.415	0.031	0.533	0.048	0.330	0.059	0.206	0.041	0.372	0.058	0.212	0.077	0.099	0.096	0.037	0.098	0.041	0.061	0.120	0.049	0.292		
Astronomy	0.173	0.004	0.182	0.003	0.142	0.017	0.150	0.008	0.166	0.005	0.164	0.006	0.182	0.004	0.192	0	0.182	0	0.200	0.001	0.198	<.001	0.190	0.003	0.210	<.001	0.211	<.001	0.217	<.001	0.206	<.001	0.222	<.001	0.195	<.001	0.160	0.008		
Bioengin.	0.115	0.037	0.120	0.028	0.119	0.029	0.131	0.010	0.153	0.003	0.157	0.002	0.149	0.006	0.141	0.010	0.136	0.016	0.167	0.004	0.179	0.002	0.172	0.002	0.191	<.001	0.185	<.001	0.207	<.001	0.186	<.001	0.187	<.001	0.171	<.001	0.164	<.001		
Chemical/Biom. Eng.	0.303	<.001	0.303	<.001	0.353	<.001	0.367	<.001	0.323	<.001	0.325	<.001	0.336	<.001	0.320	<.001	0.329	<.001	0.330	<.001	0.321	<.001	0.316	<.001	0.311	<.001	0.310	<.001	0.330	<.001	0.300	<.001	0.326	<.001	0.277	<.001	0.265	<.001		
Chemistry	0.197	<.001	0.215	<.001	0.222	<.001	0.269	<.001	0.259	<.001	0.280	<.001	0.286	<.001	0.297	<.001	0.304	<.001	0.288	<.001	0.344	<.001	0.322	<.001	0.318	<.001	0.330	<.001	0.341	<.001	0.347	<.001	0.348	<.001	0.309	<.001	0.282	<.001		
City & Reg. Plan.	-0.122	0.033	-0.084	0.153	-0.065	0.276	-0.050	0.372	-0.031	0.574	0.078	0.150	0.071	0.205	0.044	0.460	0.059	0.330	0.126	0.035	0.119	0.041	0.091	0.145	0.121	0.051	0.112	0.058	0.117	0.047	0.102	0.088	0.140	0.012	0.100	0.077	0.110	0.043		
Civil & Env. Eng.	0.113	0.004	0.143	<.001	0.158	<.001	0.178	<.001	0.186	<.001	0.179	<.001	0.179	<.001	0.189	<.001	0.168	<.001	0.173	<.001	0.175	<.001	0.166	<.001	0.167	<.001	0.186	<.001	0.215	<.001	0.206	<.001	0.208	<.001	0.198	<.001	0.197	<.001		
Comp. Literature	0.067	0.480	0.221	0.023	0.238	0.017	0.125	0.145	0.140	0.108	0.144	0.094	0.128	0.147	0.139	0.133	0.149	0.111	0.216	0.013	0.191	0.023	0.218	0.008	0.161	0.048	0.154	0.056	0.177	0.026	0.201	0.012	0.124	0.137	0.054	0.463	0.033	0.637		
Earth & Plan. Sc.	0.104	0.049	0.109	0.046	0.115	0.031	0.148	0.005	0.147	0.007	0.141	0.011	0.123	0.032	0.140	0.020	0.169	0.003	0.184	0.001	0.212	<.001	0.217	<.001	0.224	<.001	0.240	<.001	0.245	<.001	0.230	<.001	0.238	<.001	0.213	<.001	0.202	<.001		
E. Asian Lng./Cit.	-0.077	0.199	-0.067	0.271	-0.042	0.491	0.001	0.992	-0.003	0.965	-0.020	0.742	-0.007	0.914	-0.006	0.923	-0.038	0.539	-0.055	0.364	-0.055	0.358	-0.064	0.266	-0.064	0.253	-0.059	0.292	-0.026	0.637	-0.037	0.496	-0.011	0.843	-0.039	0.437	-0.047	0.342		
Economics	0.396	<.001	0.463	<.001	0.484	<.001	0.540	<.001	0.644	<.001	0.608	<.001	0.668	<.001	0.720	<.001	0.72																							

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Material Sc. & Eng.	0.206	<.001	0.2071	<.001	0.2136	<.001	0.2169	<.001	0.217	<.001	0.1941	<.001	0.205	<.001	0.1874	0	0.2151	<.001	0.2072	<.001	0.213	<.001	0.241	<.001	0.237	<.001	0.229	<.001	0.259	<.001	0.254	<.001	0.258	<.001	0.242	<.001	0.250	<.001		
Mathematics	0.132	<.001	0.168	<.001	0.159	<.001	0.173	<.001	0.181	<.001	0.190	<.001	0.191	<.001	0.193	<.001	0.199	<.001	0.204	<.001	0.204	<.001	0.189	<.001	0.197	<.001	0.201	<.001	0.229	<.001	0.235	<.001	0.245	<.001	0.212	<.001	0.221	<.001		
Mechanical Eng.	0.131	0.001	0.142	<.001	0.161	<.001	0.180	<.001	0.174	<.001	0.178	<.001	0.168	<.001	0.168	<.001	0.169	<.001	0.167	<.001	0.190	<.001	0.181	<.001	0.191	<.001	0.199	<.001	0.227	<.001	0.214	<.001	0.226	<.001	0.195	<.001	0.182	<.001		
Middle East. Lng./Clt.	-0.133	0.030	-0.109	0.080	-0.099	0.111	-0.021	0.724	-0.013	0.834	-0.028	0.651	-0.025	0.708	0.013	0.859	-0.014	0.837	0.015	0.834	-0.008	0.905	-0.021	0.730	0.018	0.766	0.027	0.663	0.041	0.497	0.039	0.515	0.041	0.472	-0.002	0.971	-0.039	0.510		
Molec. & Cell Bio.	0.129	<.001	0.144	<.001	0.171	<.001	0.168	<.001	0.185	<.001	0.185	<.001	0.178	<.001	0.188	<.001	0.196	<.001	0.189	<.001	0.195	<.001	0.172	<.001	0.186	<.001	0.186	<.001	0.214	<.001	0.206	<.001	0.215	<.001	0.187	<.001	0.181	<.001		
Music	-0.064	0.215	-0.033	0.544	-0.006	0.921	0.028	0.600	0.020	0.704	0.014	0.783	0.020	0.712	0.021	0.695	0.028	0.603	0.013	0.813	0.016	0.775	0.034	0.532	0.055	0.319	0.056	0.315	0.067	0.196	0.046	0.368	0.068	0.183	0.064	0.209	0.052	0.315		
Nuclear Eng.	0.091	0.218	0.113	0.136	0.174	0.014	0.140	0.041	0.084	0.289	0.095	0.236	0.095	0.214	0.049	0.529	0.056	0.478	0.077	0.269	0.105	0.144	0.122	0.079	0.133	0.067	0.132	0.045	0.165	0.008	0.145	0.018	0.159	0.009	0.072	0.257	0.061	0.334		
Nutr. Sc./Tox.	-0.044	0.467	0.004	0.945	-0.003	0.956	0.012	0.832	0.006	0.922	0.001	0.982	-0.015	0.812	0.052	0.437	0.027	0.688	0.028	0.660	0.026	0.683	0.010	0.877	0.013	0.841	0.020	0.758	0.037	0.551	0.031	0.617	0.033	0.591	-0.004	0.944	-0.006	0.915		
Philosophy	0.129	0.025	0.129	0.027	0.165	0.003	0.166	0.002	0.165	0.003	0.225	<.001	0.244	<.001	0.251	<.001	0.252	<.001	0.249	<.001	0.266	<.001	0.286	<.001	0.299	<.001	0.285	<.001	0.319	<.001	0.271	<.001	0.274	<.001	0.273	<.001	0.264	<.001		
Physics	0.094	0.013	0.118	0.002	0.133	<.001	0.134	<.001	0.136	<.001	0.142	<.001	0.123	0.003	0.128	0	0.143	<.001	0.146	<.001	0.164	<.001	0.195	<.001	0.209	<.001	0.224	<.001	0.255	<.001	0.227	<.001	0.241	<.001	0.210	<.001	0.196	<.001		
Plant & Micr. Bio.	0.188	<.001	0.192	<.001	0.180	<.001	0.211	<.001	0.196	<.001	0.195	<.001	0.228	<.001	0.236	<.001	0.226	<.001	0.215	<.001	0.214	<.001	0.202	<.001	0.199	<.001	0.213	<.001	0.220	<.001	0.183	<.001	0.163	<.001	0.125	0.004	0.109	0.012		
Political Sc.	0.058	0.150	0.099	0.014	0.099	0.016	0.131	<.001	0.151	<.001	0.133	0.001	0.146	<.001	0.185	<.001	0.178	<.001	0.185	<.001	0.209	<.001	0.231	<.001	0.245	<.001	0.265	<.001	0.291	<.001	0.342	<.001	0.343	<.001	0.318	<.001	0.317	<.001		
Psychology	0.024	0.581	0.020	0.652	0.039	0.389	0.075	0.086	0.082	0.073	0.096	0.034	0.110	0.020	0.135	0.006	0.134	0.007	0.133	0.007	0.155	0.001	0.181	<.001	0.182	<.001	0.211	<.001	0.190	<.001	0.187	<.001	0.192	<.001	0.184	<.001	0.162	<.001		
Rhetoric	0.010	0.884	0.035	0.588	0.031	0.651	0.068	0.294	0.055	0.420	0.050	0.458	0.034	0.632	0.036	0.610	0.023	0.755	0.013	0.851	0.023	0.735	0.017	0.780	-0.005	0.932	0.000	0.998	0.034	0.586	0.036	0.555	0.024	0.681	0.011	0.843	0.023	0.693		
Sch. of Education	-0.070	0.100	-0.041	0.345	-0.024	0.586	-0.006	0.887	0.008	0.843	0.027	0.532	0.035	0.429	0.050	0.257	0.048	0.292	0.066	0.145	0.064	0.159	0.079	0.075	0.111	0.012	0.115	0.011	0.160	<.001	0.136	0.001	0.156	<.001	0.147	<.001	0.165	<.001		
Sch. of Informat.	0.005	0.943	0.037	0.586	0.023	0.744	0.083	0.182	0.155	0.009	0.132	0.024	0.120	0.045	0.120	0.046	0.155	0.014	0.177	0.006	0.172	0.006	0.186	0.003	0.232	<.001	0.215	<.001	0.238	<.001	0.228	<.001	0.267	<.001	0.237	<.001	0.244	<.001		
Sch. of Optometry	0.234	<.001	0.234	<.001	0.281	<.001	0.290	<.001	0.283	<.001	0.272	<.001	0.266	<.001	0.251	<.001	0.239	<.001	0.214	<.001	0.215	<.001	0.216	<.001	0.195	<.001	0.194	0.001	0.229	<.001	0.225	<.001	0.219	<.001	0.190	<.001	0.178	0.001		
Sch. Public Health	0.036	0.385	0.061	0.149	0.050	0.234	0.059	0.136	0.082	0.044	0.088	0.031	0.086	0.044	0.119	0.005	0.118	0.006	0.128	0.003	0.144	<.001	0.127	0.002	0.135	<.001	0.148	<.001	0.198	<.001	0.187	<.001	0.194	<.001	0.171	<.001	0.148	<.001		
Sch. Social Welfare	-0.007	0.898	0.015	0.785	0.012	0.820	0.024	0.639	0.026	0.636	0.033	0.547	0.037	0.543	0.048	0.444	0.027	0.647	0.032	0.589	0.037	0.512	0.025	0.649	0.029	0.587	0.023	0.681	0.082	0.155	0.103	0.067	0.154	0.004	0.141	0.007	0.085	0.079		
Sociology	0.117	0.015	0.109	0.024	0.102	0.033	0.097	0.035	0.123	0.009	0.131	0.006	0.157	0.001	0.164	<.001	0.161	0.002	0.163	<.001	0.170	<.001	0.167	<.001	0.190	<.001	0.198	<.001	0.289	<.001	0.259	<.001	0.321	<.001	0.270	<.001	0.253	<.001		
S/SE Asian Std.	-0.083	0.238	-0.093	0.191	-0.082	0.230	-0.057	0.381	-0.050	0.451	-0.025	0.724	-0.024	0.739	-0.018	0.810	0.000	0.999	0.005	0.949	0.000	0.999	0.000	0.997	0.001	0.988	0.008	0.915	0.002	0.979	-0.001	0.993	0.010	0.878	-0.053	0.402	-0.084	0.162		
Spanish & Port.	-0.010	0.866	-0.018	0.753	-0.013	0.813	0.011	0.839	0.040	0.486	0.017	0.794	0.020	0.765	0.054	0.435	0.038	0.568	0.014	0.825	0.009	0.890	-0.013	0.833	-0.029	0.652	-0.033	0.610	-0.003	0.959	0.023	0.709	0.024	0.695	0.008	0.889	0.001	0.985		
Statistics	0.096	0.086	0.129	0.028	0.119	0.039	0.182	0.001	0.174	0.002	0.184	0.002	0.233	<.001	0.244	<.001	0.220	<.001	0.231	<.001	0.252	<.001	0.287	<.001	0.325	<.001	0.323	<.001	0.324	<.001	0.281	<.001	0.299	<.001	0.276	<.001	0.255	<.001		
TDPS	-0.044	0.537	-0.015	0.835	-0.067	0.389	-0.009	0.903	-0.008	0.910	-0.015	0.827	-0.011	0.880	0.001	0.989	0.002	0.972	-0.050	0.438	-0.033	0.600	0.017	0.789	-0.020	0.750	-0.007	0.915	0.029	0.650	0.011	0.855	0.020	0.743	-0.005	0.936	-0.008	0.886		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Two Departments	0.115	<.001	0.114	<.001	0.117	<.001	0.110	<.001	0.112	<.001	0.117	<.001	0.117	<.001	0.117	<.001	0.106	<.001	0.101	<.001	0.096	<.001	0.089	<.001	0.082	<.001	0.081	<.001	0.070	<.001	0.084	<.001	0.081	<.001	0.087	<.001	0.091	<.001	0.083	<.001
Three or More Deps.	0.245	<.001	0.196	<.001	0.181	<.001	0.162	<.001	0.171	<.001	0.203	<.001	0.212	<.001	0.215	<.001	0.244	<.001	0.224	<.001	0.210	<.001	0.215	<.001	0.214	<.001	0.223	<.001	0.199	<.001	0.166	<.001	0.175	<.001	0.194	<.001	0.184	<.001		
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<																														

B4a: Log Salary Model 4 (Demography, Experience, Departments, & Faculty Rank/Years at Rank), All Campus, AY 2004-05--2022-23 (Spring Semester)

Tot. N=1509 (2022-23): White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.003	-0.020	0.051	-0.022	0.028	-0.024	0.010	-0.028	0.006	-0.024	0.013	-0.027	0.005	-0.025	0.013	-0.021	0.037	-0.022	0.028	-0.019	0.046	-0.010	0.248	-0.006	0.499	0.005	0.608	0.008	0.383	0.003	0.750	0.006	0.519	0.003	0.730	0.002	0.764
Asian	0.007	0.625	0.003	0.816	-0.002	0.897	-0.002	0.905	-0.017	0.180	-0.011	0.409	-0.003	0.821	-0.007	0.617	-0.005	0.715	-0.018	0.160	-0.017	0.171	-0.013	0.280	-0.008	0.522	-0.015	0.203	-0.015	0.174	-0.022	0.051	-0.024	0.026	-0.019	0.061	-0.015	0.143
Underrep. Group*	0.017	0.340	0.019	0.295	0.023	0.199	0.013	0.436	0.004	0.820	0.004	0.807	0.020	0.227	0.013	0.447	0.000	0.979	-0.001	0.928	-0.007	0.636	0.003	0.848	0.001	0.934	0.003	0.830	0.008	0.581	0.001	0.938	0.010	0.454	0.014	0.264	0.014	0.236
Unknown ethnicity	0.146	0.016	0.087	0.136	0.055	0.344	0.044	0.432	0.068	0.233	0.073	0.270	-0.027	0.741	-0.060	0.428	-0.118	0.170	-0.137	0.078	-0.072	0.254	-0.061	0.255	-0.042	0.408	0.033	0.477	0.057	0.186	0.067	0.115	0.063	0.145	0.076	0.062	0.081	0.040
Yrs. since degree	0.006	<.001	0.005	<.001	0.004	<.001	0.004	<.001	0.003	<.001	0.004	<.001	0.003	0.004	0.003	0.001	0.004	<.001	0.003	0.002	0.004	<.001	0.004	<.001	0.004	<.001	0.004	<.001	0.005	<.001	0.006	<.001	0.006	<.001	0.006	<.001	0.007	<.001
Yrs. degree (sq.)	0.000	0.810	0.000	0.091	0.000	0.004	0.000	0.071	0.000	0.003	0.000	0.004	0.000	<.001	0.000	0.006	0.000	0.001	0.000	0.007	0.000	0.017	0.000	0.172	0.000	0.330	0.000	0.946	0.000	0.501	0.000	0.155	0.000	0.129	0.000	0.605	0.000	0.764
Yrs. since hired	-0.010	<.001	-0.010	<.001	-0.009	<.001	-0.009	<.001	-0.010	<.001	-0.011	<.001	-0.012	<.001	-0.013	<.001	-0.013	<.001	-0.013	<.001	-0.014	<.001	-0.012	<.001	-0.012	<.001	-0.011	<.001	-0.013	<.001	-0.012	<.001	-0.012	<.001	-0.011	<.001	-0.010	<.001
Bach./Mast.	-0.073	0.020	-0.060	0.063	-0.054	0.108	-0.060	0.057	-0.071	0.026	-0.057	0.070	-0.053	0.104	-0.071	0.038	-0.093	0.005	-0.081	0.012	-0.094	0.002	-0.103	<.001	-0.085	0.004	-0.064	0.029	-0.067	0.020	-0.066	0.018	-0.049	0.099	-0.053	0.057	-0.029	0.295
Law Degree	0.072	0.071	0.096	0.019	0.096	0.016	0.032	0.397	0.088	0.015	0.079	0.027	0.095	0.009	0.115	0.003	0.086	0.031	0.074	0.057	0.067	0.072	0.048	0.200	0.029	0.429	-0.001	0.975	-0.012	0.751	-0.043	0.225	-0.059	0.084	-0.051	0.124	-0.091	0.006
MD	0.094	0.070	0.144	0.004	0.118	0.018	0.132	0.008	0.105	0.031	0.123	0.011	0.115	0.018	0.099	0.043	0.106	0.028	0.087	0.052	0.110	0.016	0.102	0.019	0.126	0.006	0.124	0.007	0.122	0.006	0.122	0.006	0.112	0.010	0.094	0.022	0.110	0.010
Afr. Am Stud.	-0.025	0.694	0.000	0.996	-0.014	0.821	0.018	0.764	0.020	0.741	-0.009	0.884	-0.009	0.878	-0.010	0.870	-0.020	0.761	-0.005	0.941	0.005	0.937	-0.022	0.676	-0.011	0.837	-0.014	0.800	0.037	0.498	0.092	0.087	0.114	0.045	0.134	0.013	0.113	0.030
Agr. Res. Ec. Pol.	0.149	0.001	0.182	<.001	0.179	<.001	0.199	<.001	0.220	<.001	0.237	<.001	0.243	<.001	0.234	<.001	0.264	<.001	0.324	<.001	0.311	<.001	0.336	<.001	0.335	<.001	0.364	<.001	0.427	<.001	0.374	<.001	0.394	<.001	0.343	<.001	0.340	<.001
Anc. Greek & Roman	-0.053	0.330	-0.041	0.420	-0.028	0.592	-0.024	0.632	-0.043	0.377	-0.054	0.270	-0.029	0.554	-0.019	0.710	-0.039	0.464	-0.041	0.443	0.004	0.942	-0.008	0.869	-0.041	0.389	-0.009	0.853	0.012	0.810	-0.009	0.850	0.006	0.912	0.001	0.981	0.019	0.711
Anthropology	0.040	0.314	0.078	0.052	0.082	0.041	0.098	0.010	0.078	0.044	0.056	0.155	0.086	0.031	0.081	0.048	0.070	0.094	0.074	0.068	0.076	0.052	0.065	0.080	0.057	0.124	0.050	0.189	0.073	0.050	0.074	0.045	0.079	0.039	0.040	0.260	0.017	0.621
Architecture	-0.019	0.662	-0.010	0.821	-0.011	0.812	0.003	0.946	0.014	0.756	0.028	0.514	0.055	0.212	0.058	0.192	0.048	0.282	0.040	0.350	0.049	0.241	0.052	0.188	0.039	0.321	0.031	0.434	0.036	0.365	0.060	0.128	0.064	0.119	0.035	0.384	0.010	0.801
Astronomy	0.098	0.060	0.104	0.051	0.094	0.066	0.110	0.024	0.098	0.053	0.093	0.070	0.115	0.032	0.121	0.02	0.122	0.02	0.109	0.042	0.103	0.041	0.102	0.055	0.134	0.009	0.139	0.007	0.156	0.002	0.140	0.008	0.149	0.005	0.112	0.020	0.107	0.041
Bioengin.	0.142	0.003	0.132	0.005	0.134	0.004	0.131	0.003	0.133	0.003	0.144	0.001	0.125	0.006	0.089	0.060	0.076	0.120	0.110	0.025	0.105	0.028	0.081	0.090	0.112	0.013	0.107	0.019	0.134	0.002	0.121	0.006	0.127	0.003	0.122	0.002	0.120	0.002
Chemical/Biom. Eng.	0.213	<.001	0.218	<.001	0.278	<.001	0.290	<.001	0.247	<.001	0.243	<.001	0.256	<.001	0.232	<.001	0.249	<.001	0.240	<.001	0.249	<.001	0.239	<.001	0.245	<.001	0.239	<.001	0.257	<.001	0.235	<.001	0.267	<.001	0.213	<.001	0.194	<.001
Chemistry	0.161	<.001	0.182	<.001	0.195	<.001	0.234	<.001	0.218	<.001	0.217	<.001	0.224	<.001	0.230	<.001	0.232	<.001	0.218	<.001	0.260	<.001	0.248	<.001	0.253	<.001	0.245	<.001	0.247	<.001	0.267	<.001	0.279	<.001	0.240	<.001	0.217	<.001
City & Reg. Plan.	-0.071	0.151	-0.028	0.583	-0.004	0.941	-0.012	0.802	-0.009	0.844	0.062	0.186	0.067	0.160	0.034	0.506	0.059	0.254	0.114	0.026	0.090	0.070	0.072	0.170	0.078	0.138	0.064	0.193	0.054	0.278	0.051	0.311	0.097	0.042	0.071	0.140	0.078	0.098
Civil & Env. Eng.	0.069	0.044	0.095	0.007	0.110	0.002	0.117	<.001	0.118	<.001	0.106	0.002	0.102	0.004	0.109	0.003	0.092	0.013	0.097	0.007	0.094	0.008	0.092	0.007	0.092	0.006	0.105	0.003	0.141	<.001	0.141	<.001	0.150	<.001	0.136	<.001	0.137	<.001
Comp. Literature	0.032	0.694	0.174	0.039	0.208	0.015	0.146	0.049	0.170	0.022	0.170	0.022	0.175	0.020	0.175	0.028	0.190	0.018	0.237	0.001	0.202	0.004	0.229	<.001	0.176	0.010	0.176	0.010	0.202	0.003	0.217	0.001	0.151	0.036	0.081	0.196	0.054	0.379
Earth & Plan. Sc.	0.054	0.236	0.056	0.235	0.044	0.341	0.074	0.104	0.045	0.331	0.039	0.414	0.024	0.626	0.034	0.518	0.052	0.301	0.073	0.138	0.102	0.034	0.118	0.010	0.121	0.011	0.135	0.004	0.132	0.004	0.127	0.004	0.147	<.001	0.129	0.003	0.121	0.004
E. Asian Lng./Clt.	-0.097	0.058	-0.086	0.101	-0.058	0.267	-0.022	0.676	-0.035	0.494	-0.051	0.316	-0.052	0.341	-0.052	0.360	-0.074	0.165	-0.077	0.139	-0.075	0.139	-0.076	0.117	-0.071	0.130	-0.085	0.071	-0.053	0.252	-0.047	0.313	-0.017	0.722	-0.053	0.222	-0.052	0.228
Economics	0.310	<.001	0.372	<.001	0.405	<.001	0.453	<.001	0.525	<.001	0.493	<.001	0.536	<.001	0.589	<.001	0.591	<.001	0.621	<.001	0.627	<.001	0.616	<.001	0.654	<.001	0.631	<.001	0.665	<.001	0.688	<.001	0.742	<.001	0.711	<.001	0.734	<.001
Elect. Eng./CS	0.123	<.001	0.142	<.001	0.147	<.001	0.181	<.001	0.167	<.001	0.149	<.001	0.159	<.001	0.158	<.001	0.151	<.001	0.144	<.001	0.140	<.001	0.143	<.001	0.143	<.001	0.146	<.001	0.176	<.001	0.186	<.001	0.208	<.001	0.167	<.001	0.166	<.001
English	-0.006	0.860	0.021	0.527	0.015	0.660	0.037	0.245	0.042	0.188	0.045	0.163	0.069	0.039	0.0																							

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Material Sc. & Eng.	0.1452	0.003	0.1459	0	0.1651	<.001	0.1646	<.001	0.1607	<.001	0.131	0.01	0.145	0	0.1292	0.02	0.145	0.01	0.1468	0.01	0.143	0.01	0.181	<.001	0.178	<.001	0.130	0.01	0.145	0	0.129	0.01	0.147	0	0.132	0	0.151	<.001
Mathematics	0.049	0.135	0.079	0.019	0.080	0.017	0.093	0.004	0.090	0.006	0.090	0.007	0.088	0.011	0.075	0.033	0.077	0.030	0.081	0.021	0.088	0.010	0.084	0.009	0.095	0.003	0.088	0.008	0.108	<.001	0.116	<.001	0.130	<.001	0.099	0.002	0.129	<.001
Mechanical Eng.	0.074	0.036	0.075	0.038	0.100	0.006	0.124	<.001	0.113	0.001	0.109	0.002	0.111	0.003	0.098	0.008	0.103	0.005	0.110	0.002	0.128	<.001	0.112	0.001	0.123	<.001	0.127	<.001	0.147	<.001	0.143	<.001	0.164	<.001	0.121	<.001	0.117	<.001
Middle East. Lng./Clt.	-0.075	0.157	-0.052	0.330	-0.045	0.402	0.008	0.874	-0.011	0.833	-0.028	0.597	-0.006	0.912	0.026	0.674	0.004	0.944	-0.009	0.889	-0.018	0.751	-0.036	0.485	0.002	0.971	0.004	0.945	0.009	0.863	0.028	0.575	0.024	0.628	-0.006	0.895	-0.026	0.616
Molec. & Cell Bio.	0.099	0.002	0.116	<.001	0.137	<.001	0.127	<.001	0.143	<.001	0.144	<.001	0.152	<.001	0.147	<.001	0.149	<.001	0.148	<.001	0.141	<.001	0.126	<.001	0.148	<.001	0.142	<.001	0.165	<.001	0.160	<.001	0.174	<.001	0.149	<.001	0.151	<.001
Music	-0.037	0.402	-0.022	0.636	-0.006	0.904	-0.015	0.741	-0.030	0.494	-0.040	0.370	-0.019	0.678	-0.028	0.543	-0.015	0.754	-0.022	0.638	-0.018	0.696	-0.011	0.818	0.009	0.845	0.009	0.852	0.021	0.635	0.006	0.898	0.017	0.706	-0.003	0.944	-0.012	0.795
Nuclear Eng.	0.073	0.252	0.094	0.147	0.145	0.018	0.096	0.104	0.045	0.510	0.056	0.414	0.064	0.325	0.023	0.727	0.032	0.633	0.054	0.363	0.062	0.309	0.087	0.135	0.102	0.096	0.103	0.063	0.102	0.053	0.101	0.051	0.121	0.021	0.074	0.174	0.068	0.211
Nutr. Sc./Tox.	0.026	0.617	0.059	0.289	0.069	0.179	0.075	0.132	0.071	0.150	0.049	0.330	0.053	0.307	0.078	0.174	0.050	0.385	0.050	0.364	0.046	0.386	0.038	0.475	0.023	0.662	0.045	0.424	0.055	0.300	0.019	0.714	0.019	0.715	-0.003	0.951	-0.001	0.977
Philosophy	0.131	0.008	0.122	0.015	0.124	0.011	0.114	0.016	0.104	0.027	0.149	0.001	0.169	<.001	0.173	<.001	0.172	<.001	0.155	<.001	0.174	<.001	0.197	<.001	0.199	<.001	0.176	<.001	0.220	<.001	0.186	<.001	0.193	<.001	0.177	<.001	0.181	<.001
Physics	0.061	0.063	0.080	0.016	0.090	0.006	0.086	0.007	0.088	0.007	0.074	0.027	0.063	0.071	0.047	0.182	0.062	0.081	0.068	0.051	0.082	0.016	0.109	<.001	0.122	<.001	0.128	<.001	0.163	<.001	0.150	<.001	0.171	<.001	0.149	<.001	0.132	<.001
Plant & Micr. Bio.	0.166	<.001	0.168	<.001	0.159	<.001	0.188	<.001	0.171	<.001	0.171	<.001	0.204	<.001	0.203	<.001	0.189	<.001	0.187	<.001	0.189	<.001	0.173	<.001	0.169	<.001	0.181	<.001	0.180	<.001	0.158	<.001	0.178	<.001	0.143	<.001	0.124	<.001
Political Sc.	0.059	0.087	0.092	0.009	0.090	0.011	0.118	<.001	0.132	<.001	0.121	<.001	0.136	<.001	0.153	<.001	0.148	<.001	0.149	<.001	0.170	<.001	0.189	<.001	0.196	<.001	0.203	<.001	0.225	<.001	0.267	<.001	0.278	<.001	0.255	<.001	0.264	<.001
Psychology	-0.004	0.913	-0.004	0.917	0.014	0.722	0.051	0.178	0.045	0.252	0.037	0.348	0.042	0.292	0.064	0.13	0.064	0.14	0.052	0.218	0.065	0.113	0.090	0.022	0.099	0.010	0.097	0.017	0.103	0.008	0.092	0.016	0.114	0.004	0.100	0.006	0.092	0.014
Rhetoric	0.047	0.419	0.039	0.489	0.019	0.751	0.036	0.523	0.023	0.687	0.019	0.743	0.021	0.728	0.002	0.974	-0.012	0.849	-0.015	0.797	-0.002	0.974	0.006	0.909	-0.010	0.843	-0.020	0.712	0.012	0.817	0.021	0.683	0.024	0.633	0.015	0.758	0.027	0.598
Sch. of Education	-0.066	0.075	-0.037	0.325	-0.019	0.614	-0.009	0.798	-0.003	0.932	-0.002	0.953	0.011	0.779	0.014	0.719	0.019	0.632	0.034	0.373	0.033	0.390	0.039	0.300	0.063	0.090	0.063	0.095	0.090	0.014	0.089	0.013	0.099	0.006	0.071	0.046	0.080	0.029
Sch. of Informat.	0.018	0.767	0.036	0.532	0.004	0.954	0.045	0.410	0.099	0.050	0.082	0.106	0.070	0.173	0.059	0.255	0.098	0.073	0.116	0.034	0.107	0.044	0.125	0.017	0.174	0.001	0.164	0.003	0.186	<.001	0.180	<.001	0.210	<.001	0.146	0.003	0.188	<.001
Sch. of Optometry	0.194	<.001	0.196	<.001	0.213	<.001	0.242	<.001	0.239	<.001	0.221	<.001	0.203	<.001	0.186	<.001	0.172	0.002	0.153	0.005	0.134	0.012	0.116	0.025	0.127	0.008	0.100	0.047	0.137	0.004	0.137	0.005	0.148	0.002	0.124	0.009	0.137	0.004
Sch. Public Health	0.013	0.714	0.030	0.406	0.036	0.314	0.042	0.220	0.057	0.099	0.052	0.135	0.056	0.122	0.079	0.030	0.080	0.033	0.094	0.010	0.091	0.012	0.080	0.021	0.072	0.037	0.067	0.064	0.108	0.002	0.100	0.005	0.114	0.001	0.098	0.004	0.095	0.004
Sch. Social Welfare	-0.032	0.493	-0.008	0.865	-0.001	0.986	0.005	0.914	-0.005	0.911	-0.013	0.780	-0.005	0.928	-0.023	0.674	-0.033	0.522	-0.025	0.620	-0.027	0.570	-0.030	0.509	-0.020	0.660	-0.023	0.628	0.018	0.702	0.051	0.288	0.117	0.010	0.097	0.031	0.056	0.177
Sociology	0.090	0.029	0.085	0.041	0.077	0.061	0.076	0.054	0.093	0.021	0.093	0.023	0.119	0.004	0.125	0.003	0.130	0.003	0.132	0.002	0.138	<.001	0.117	0.004	0.134	<.001	0.126	0.002	0.182	<.001	0.172	<.001	0.244	<.001	0.192	<.001	0.180	<.001
S/SE Asian Std.	-0.125	0.038	-0.126	0.039	-0.091	0.120	-0.068	0.230	-0.066	0.248	-0.047	0.440	-0.038	0.535	-0.030	0.633	-0.021	0.748	-0.001	0.991	0.003	0.956	0.010	0.860	-0.001	0.988	-0.009	0.889	-0.001	0.987	0.001	0.993	0.029	0.593	-0.013	0.813	-0.063	0.231
Spanish & Port.	-0.024	0.624	-0.029	0.560	-0.017	0.727	0.012	0.797	0.029	0.554	0.023	0.674	0.029	0.600	0.069	0.242	0.026	0.649	0.002	0.965	0.007	0.895	-0.040	0.449	-0.043	0.416	-0.047	0.381	-0.029	0.574	-0.019	0.715	-0.009	0.860	-0.035	0.484	-0.031	0.548
Statistics	0.031	0.521	0.067	0.187	0.073	0.143	0.136	0.005	0.127	0.009	0.130	0.012	0.164	0.002	0.152	0.003	0.134	0.009	0.163	0.002	0.189	<.001	0.203	<.001	0.228	<.001	0.247	<.001	0.232	<.001	0.199	<.001	0.231	<.001	0.196	<.001	0.174	<.001
TDPS	-0.097	0.110	-0.076	0.224	-0.108	0.106	-0.103	0.108	-0.096	0.101	-0.117	0.047	-0.117	0.062	-0.090	0.143	-0.082	0.168	-0.128	0.022	-0.104	0.055	-0.041	0.453	-0.051	0.345	-0.033	0.547	-0.019	0.714	-0.030	0.574	-0.007	0.891	-0.032	0.513	-0.042	0.400
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Two Departments	0.077	<.001	0.079	<.001	0.086	<.001	0.086	<.001	0.089	<.001	0.090	<.001	0.089	<.001	0.076	<.001	0.067	<.001	0.061	<.001	0.057	<.001	0.052	<.001	0.052	<.001	0.039	0.003	0.052	<.001	0.055	<.001	0.060	<.001	0.064	<.001	0.064	<.001
Three or More Deps.	0.221	<.001	0.168	<.001	0.158	<.001	0.122	0.004	0.125	0.002	0.157	<.001	0.159	<.001	0.164	<.001	0.204	<.001	0.160	<.001	0.144	<.001	0.138	<.001	0.135	<.001	0.153	<.001	0.156	<.001	0.113	0.001	0.126	<.001	0.143	<.001	0.126	<.001
Assistant	-0.404	<.001	-0.433	<.001	-0.467	<.001	-0.451	<.001	-0.483	<.001	-0.475	<.001	-0.509																									

B4b: Log Salary Model 4b (Demography: Gender-Ethnicity Interactions, Experience, Departments, & Faculty Rank/Years at Rank), All Campus, AY 2004-05--2022-23 (Spring Semester)

Tot. N=1509 (2022-23): White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274, Asian Women N=104; URG* N=205, URG* Women=97; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.029	0.009	-0.018	0.099	-0.023	0.035	-0.024	0.023	-0.023	0.030	-0.019	0.075	-0.022	0.048	-0.023	0.039	-0.020	0.082	-0.020	0.068	-0.019	0.085	-0.010	0.355	-0.008	0.432	-0.002	0.870	0.000	0.987	-0.000	0.967	0.002	0.875	-0.008	0.391	-0.006	0.526
Asian	0.007	0.660	0.004	0.821	-0.005	0.747	-0.003	0.842	-0.019	0.208	-0.007	0.635	0.007	0.638	-0.004	0.786	-0.008	0.637	-0.024	0.124	-0.020	0.181	-0.014	0.322	-0.010	0.499	-0.019	0.179	-0.022	0.113	-0.020	0.145	-0.023	0.089	-0.024	0.063	-0.017	0.193
Asian Women	-0.001	0.961	-0.002	0.949	0.012	0.681	0.005	0.863	0.005	0.841	-0.011	0.674	-0.033	0.231	-0.007	0.792	0.007	0.792	0.016	0.539	0.009	0.730	0.004	0.875	0.007	0.784	0.013	0.570	0.020	0.389	-0.003	0.879	-0.003	0.906	0.014	0.486	0.007	0.748
Underrep. Group*	0.021	0.299	0.024	0.244	0.024	0.226	0.018	0.350	0.018	0.344	0.017	0.393	0.024	0.207	0.015	0.449	0.009	0.645	0.012	0.528	-0.001	0.942	0.008	0.650	-0.002	0.909	-0.010	0.555	-0.006	0.726	-0.011	0.503	-0.004	0.790	-0.013	0.418	-0.009	0.578
URG Women	-0.016	0.677	-0.020	0.605	-0.005	0.905	-0.017	0.610	-0.046	0.156	-0.040	0.217	-0.015	0.635	-0.007	0.829	-0.027	0.419	-0.041	0.199	-0.017	0.563	-0.016	0.586	0.010	0.728	0.040	0.156	0.040	0.140	0.033	0.212	0.036	0.154	0.065	0.006	0.053	0.020
Unknown ethnicity	0.146	0.016	0.087	0.135	0.055	0.346	0.044	0.433	0.068	0.235	0.074	0.265	-0.026	0.748	-0.059	0.431	-0.117	0.173	-0.136	0.080	-0.071	0.259	-0.060	0.260	-0.042	0.405	0.033	0.485	0.055	0.197	0.066	0.122	0.061	0.153	0.073	0.072	0.079	0.045
Yrs. since degree	0.006	<.001	0.005	<.001	0.004	<.001	0.004	<.001	0.003	0.001	0.004	<.001	0.003	0.004	0.003	0.001	0.004	<.001	0.003	0.003	0.004	<.001	0.004	<.001	0.004	<.001	0.004	<.001	0.005	<.001	0.006	<.001	0.006	<.001	0.006	<.001	0.007	<.001
Yrs. degree (sq.)	0.000	0.808	0.000	0.090	0.000	0.005	0.000	0.069	0.000	0.002	0.000	0.003	0.000	<.001	0.000	0.006	0.000	0.001	0.000	0.005	0.000	0.164	0.000	0.336	0.000	0.906	0.000	0.473	0.000	0.147	0.000	0.119	0.000	0.546	0.000	0.732		
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	-0.014	<.001	-0.012	<.001	-0.012	<.001	-0.011	<.001	-0.013	<.001	-0.012	<.001	-0.012	<.001	-0.010	<.001	-0.010	<.001
Bach./Mast.	-0.072	0.022	-0.059	0.067	-0.054	0.107	-0.060	0.059	-0.070	0.029	-0.055	0.077	-0.052	0.108	-0.071	0.039	-0.092	0.005	-0.079	0.013	-0.093	0.002	-0.102	<.001	-0.085	0.004	-0.067	0.023	-0.071	0.015	-0.067	0.017	-0.050	0.092	-0.056	0.047	-0.030	0.273
Law Degree	0.072	0.071	0.096	0.019	0.096	0.016	0.032	0.395	0.088	0.015	0.079	0.027	0.095	0.009	0.115	0.004	0.085	0.033	0.073	0.062	0.066	0.075	0.047	0.030	0.418	0.002	0.968	-0.009	0.812	-0.041	0.252	-0.057	0.098	-0.047	0.152	-0.087	0.008	
MD	0.093	0.074	0.143	0.005	0.118	0.018	0.131	0.008	0.102	0.037	0.120	0.013	0.114	0.019	0.099	0.044	0.104	0.032	0.084	0.063	0.108	0.018	0.101	0.021	0.126	0.005	0.124	0.005	0.124	0.005	0.124	0.005	0.114	0.009	0.098	0.018	0.113	0.008
Afr. Am Stud.	-0.022	0.729	0.004	0.955	-0.013	0.837	0.019	0.761	0.023	0.709	-0.008	0.895	-0.009	0.880	-0.010	0.872	-0.018	0.788	0.002	0.979	0.007	0.905	-0.019	0.725	-0.013	0.812	-0.021	0.695	0.030	0.578	0.089	0.099	0.108	0.058	0.127	0.019	0.108	0.037
Agr. Res. Ec. Pol.	0.149	0.001	0.182	<.001	0.179	<.001	0.199	<.001	0.220	<.001	0.237	<.001	0.243	<.001	0.234	<.001	0.265	<.001	0.324	<.001	0.312	<.001	0.336	<.001	0.335	<.001	0.363	<.001	0.426	<.001	0.374	<.001	0.394	<.001	0.344	<.001	0.342	<.001
Anc. Greek & Roman	-0.053	0.331	-0.041	0.421	-0.028	0.597	-0.024	0.634	-0.042	0.382	-0.055	0.261	-0.030	0.541	-0.019	0.706	-0.039	0.459	-0.042	0.437	0.004	0.946	-0.009	0.864	-0.041	0.391	-0.009	0.858	0.012	0.802	-0.008	0.869	0.007	0.890	0.005	0.926	0.021	0.679
Anthropology	0.040	0.317	0.078	0.053	0.081	0.042	0.098	0.010	0.078	0.045	0.056	0.151	0.088	0.028	0.081	0.047	0.069	0.096	0.073	0.070	0.076	0.053	0.065	0.082	0.056	0.127	0.048	0.205	0.071	0.056	0.075	0.044	0.079	0.038	0.041	0.238	0.018	0.613
Architecture	-0.019	0.651	-0.011	0.808	-0.011	0.812	0.003	0.946	0.014	0.746	0.028	0.515	0.056	0.211	0.058	0.192	0.048	0.288	0.040	0.360	0.048	0.245	0.052	0.191	0.039	0.320	0.031	0.434	0.036	0.363	0.061	0.122	0.066	0.109	0.038	0.335	0.014	0.731
Astronomy	0.098	0.061	0.104	0.051	0.093	0.068	0.110	0.024	0.098	0.054	0.093	0.069	0.117	0.030	0.121	0.02	0.121	0.02	0.107	0.045	0.103	0.042	0.102	0.056	0.134	0.009	0.138	0.007	0.153	0.002	0.138	0.008	0.147	0.005	0.110	0.021	0.104	0.046
Bioengin.	0.142	0.003	0.132	0.005	0.135	0.004	0.132	0.003	0.134	0.003	0.143	0.001	0.122	0.008	0.088	0.063	0.077	0.116	0.112	0.023	0.106	0.026	0.081	0.089	0.112	0.013	0.107	0.019	0.135	0.002	0.121	0.005	0.127	0.003	0.124	0.002	0.121	0.002
Chemical/Biom. Eng.	0.213	<.001	0.218	<.001	0.278	<.001	0.289	<.001	0.246	<.001	0.242	<.001	0.257	<.001	0.232	<.001	0.248	<.001	0.238	<.001	0.248	<.001	0.239	<.001	0.244	<.001	0.238	<.001	0.256	<.001	0.235	<.001	0.267	<.001	0.214	<.001	0.193	<.001
Chemistry	0.160	<.001	0.182	<.001	0.196	<.001	0.234	<.001	0.218	<.001	0.217	<.001	0.224	<.001	0.230	<.001	0.232	<.001	0.217	<.001	0.259	<.001	0.247	<.001	0.253	<.001	0.243	<.001	0.246	<.001	0.268	<.001	0.279	<.001	0.243	<.001	0.218	<.001
City & Reg. Plan.	-0.072	0.148	-0.029	0.573	-0.004	0.941	-0.012	0.810	-0.009	0.848	0.062	0.186	0.067	0.162	0.034	0.506	0.059	0.254	0.115	0.024	0.091	0.068	0.073	0.163	0.078	0.140	0.059	0.233	0.047	0.339	0.047	0.355	0.093	0.051	0.065	0.178	0.075	0.110
Civil & Env. Eng.	0.069	0.044	0.095	0.007	0.110	0.002	0.117	<.001	0.119	<.001	0.106	0.002	0.101	0.004	0.109	0.003	0.093	0.013	0.098	0.007	0.094	0.008	0.092	0.006	0.092	0.006	0.103	0.003	0.140	<.001	0.141	<.001	0.150	<.001	0.135	<.001	0.136	<.001
Comp. Literature	0.031	0.703	0.173	0.040	0.209	0.015	0.146	0.049	0.168	0.024	0.167	0.024	0.172	0.022	0.174	0.029	0.190	0.019	0.236	0.001	0.201	0.005	0.228	<.001	0.177	0.010	0.177	0.009	0.204	0.002	0.219	0.001	0.151	0.036	0.082	0.191	0.054	0.377
Earth & Plan. Sc.	0.054	0.236	0.057	0.234	0.044	0.337	0.074	0.103	0.046	0.322	0.040	0.406	0.024	0.622	0.034	0.516	0.052	0.300	0.073	0.137	0.102	0.033	0.118	0.010	0.120	0.011	0.132	0.004	0.129	0.005	0.125	0.005	0.145	0.001	0.125	0.003	0.118	0.005
E. Asian Lng./Clt.	-0.098	0.057	-0.086	0.100	-0.059	0.260	-0.023	0.660	-0.037	0.469	-0.052	0.311	-0.050	0.363	-0.052	0.360	-0.075	0.159	-0.079	0.130	-0.076	0.135	-0.077	0.115	-0.071	0.131	-0.086	0.070	-0.054	0.250	-0.045	0.328	-0.015	0.742	-0.050	0.241	-0.051	0.241
Economics	0.310	<.001	0.372	<.001	0.405	<.001	0.453	<.001	0.525	<.001	0.492	<.001	0.536	<.001	0.589	<.001	0.590	<.001	0.620	<.001	0.626	<.001	0															

	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
Variables	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Law	0.363	<.001	0.364	<.001	0.385	<.001	0.492	<.001	0.510	<.001	0.492	<.001	0.477	<.001	0.474	<.001	0.528	<.001	0.546	<.001	0.548	<.001	0.543	<.001	0.537	<.001	0.525	<.001	0.528	<.001	0.565	<.001	0.606	<.001	0.576	<.001	0.621	<.001
Linguistics	-0.021	0.676	-0.019	0.709	-0.036	0.460	-0.039	0.424	-0.067	0.162	-0.074	0.136	-0.067	0.188	-0.054	0.322	-0.052	0.349	-0.071	0.181	-0.052	0.309	-0.025	0.609	-0.021	0.666	-0.009	0.861	0.000	0.992	0.018	0.702	0.018	0.690	0.004	0.928	-0.013	0.786
Material Sc. & Eng.	0.1451	0.003	0.1459	0	0.165	<.001	0.1644	<.001	0.1606	<.001	0.1313	0.01	0.146	0	0.1293	0.02	0.1449	0.01	0.1473	0.01	0.143	0.01	0.181	<.001	0.178	<.001	0.130	0.01	0.146	0	0.130	0.01	0.149	0	0.135	0	0.153	<.001
Mathematics	0.049	0.134	0.079	0.019	0.081	0.016	0.093	0.004	0.091	0.005	0.091	0.007	0.088	0.011	0.075	0.033	0.078	0.029	0.082	0.020	0.088	0.009	0.085	0.009	0.095	0.003	0.086	0.009	0.107	<.001	0.116	<.001	0.129	<.001	0.100	0.001	0.129	<.001
Mechanical Eng.	0.074	0.036	0.075	0.038	0.101	0.005	0.124	<.001	0.115	0.001	0.110	0.002	0.109	0.003	0.098	0.008	0.104	0.005	0.112	0.002	0.129	<.001	0.113	0.001	0.122	<.001	0.125	<.001	0.145	<.001	0.142	<.001	0.163	<.001	0.120	<.001	0.115	<.001
Middle East. Lng./Cit.	-0.075	0.157	-0.053	0.329	-0.045	0.408	0.008	0.872	-0.011	0.842	-0.028	0.601	-0.007	0.903	0.025	0.676	0.005	0.937	-0.007	0.905	-0.017	0.761	-0.036	0.489	0.002	0.966	0.003	0.946	0.009	0.856	0.029	0.571	0.024	0.626	-0.004	0.937	-0.025	0.624
Molec. & Cell Bio.	0.099	0.002	0.117	<.001	0.138	<.001	0.127	<.001	0.144	<.001	0.144	<.001	0.152	<.001	0.147	<.001	0.149	<.001	0.149	<.001	0.141	<.001	0.126	<.001	0.148	<.001	0.141	<.001	0.163	<.001	0.159	<.001	0.173	<.001	0.148	<.001	0.150	<.001
Music	-0.038	0.396	-0.023	0.628	-0.005	0.916	-0.015	0.743	-0.028	0.519	-0.039	0.379	-0.020	0.657	-0.028	0.541	-0.013	0.773	-0.020	0.673	-0.017	0.716	-0.010	0.832	0.009	0.845	0.007	0.873	0.020	0.645	0.007	0.878	0.018	0.686	0.002	0.967	-0.010	0.824
Nuclear Eng.	0.073	0.251	0.095	0.147	0.146	0.017	0.097	0.102	0.047	0.492	0.057	0.407	0.063	0.331	0.023	0.728	0.034	0.620	0.056	0.351	0.063	0.303	0.088	0.133	0.102	0.097	0.102	0.067	0.101	0.054	0.100	0.056	0.119	0.024	0.068	0.205	0.064	0.243
Nutr. Sc./Tox.	0.026	0.621	0.058	0.292	0.069	0.178	0.075	0.133	0.071	0.152	0.049	0.328	0.054	0.302	0.078	0.172	0.050	0.391	0.050	0.366	0.046	0.387	0.037	0.480	0.023	0.672	0.043	0.445	0.052	0.322	0.020	0.698	0.020	0.699	-0.005	0.917	-0.003	0.947
Philosophy	0.131	0.008	0.123	0.015	0.124	0.011	0.114	0.016	0.105	0.026	0.149	0.001	0.168	<.001	0.173	<.001	0.172	<.001	0.154	<.001	0.174	<.001	0.197	<.001	0.199	<.001	0.176	<.001	0.220	<.001	0.187	<.001	0.194	<.001	0.179	<.001	0.182	<.001
Physics	0.061	0.063	0.080	0.016	0.091	0.006	0.086	0.007	0.090	0.006	0.075	0.026	0.061	0.079	0.046	0.185	0.063	0.077	0.069	0.045	0.083	0.015	0.109	<.001	0.122	<.001	0.127	<.001	0.162	<.001	0.149	<.001	0.171	<.001	0.149	<.001	0.133	<.001
Plant & Micr. Bio.	0.166	<.001	0.168	<.001	0.160	<.001	0.189	<.001	0.171	<.001	0.171	<.001	0.205	<.001	0.203	<.001	0.189	<.001	0.187	<.001	0.189	<.001	0.173	<.001	0.169	<.001	0.180	<.001	0.180	<.001	0.159	<.001	0.177	<.001	0.133	<.001	0.123	0.001
Political Sc.	0.059	0.087	0.092	0.009	0.091	0.010	0.119	<.001	0.133	<.001	0.121	<.001	0.135	<.001	0.153	<.001	0.148	<.001	0.149	<.001	0.170	<.001	0.189	<.001	0.196	<.001	0.203	<.001	0.225	<.001	0.266	<.001	0.277	<.001	0.255	<.001	0.264	<.001
Psychology	-0.004	0.908	-0.004	0.912	0.014	0.714	0.051	0.177	0.045	0.252	0.037	0.347	0.043	0.289	0.065	0.13	0.064	0.14	0.050	0.232	0.064	0.117	0.089	0.023	0.099	0.010	0.096	0.018	0.103	0.008	0.093	0.015	0.115	0.003	0.103	0.005	0.095	0.011
Rhetoric	0.047	0.423	0.039	0.494	0.019	0.743	0.036	0.525	0.023	0.693	0.018	0.759	0.019	0.750	0.002	0.979	-0.012	0.845	-0.017	0.778	-0.003	0.965	0.006	0.914	-0.011	0.842	-0.020	0.702	0.011	0.828	0.022	0.668	0.023	0.649	0.014	0.769	0.026	0.609
Sch. of Education	-0.066	0.075	-0.037	0.324	-0.019	0.627	-0.009	0.797	-0.001	0.984	-0.001	0.985	0.010	0.795	0.014	0.717	0.020	0.610	0.036	0.346	0.034	0.374	0.040	0.286	0.062	0.095	0.060	0.116	0.087	0.019	0.086	0.015	0.096	0.008	0.068	0.056	0.077	0.035
Sch. of Informat.	0.018	0.769	0.036	0.532	0.003	0.954	0.044	0.412	0.098	0.051	0.081	0.110	0.068	0.181	0.059	0.257	0.098	0.073	0.117	0.033	0.108	0.043	0.125	0.017	0.174	0.001	0.164	0.003	0.187	<.001	0.180	<.001	0.211	<.001	0.150	0.003	0.189	<.001
Sch. of Optometry	0.194	<.001	0.196	<.001	0.213	<.001	0.242	<.001	0.238	<.001	0.222	<.001	0.206	<.001	0.186	<.001	0.171	0.002	0.152	0.005	0.134	0.012	0.115	0.025	0.126	0.009	0.098	0.052	0.134	0.005	0.137	0.005	0.149	0.002	0.127	0.007	0.139	0.003
Sch. Public Health	0.014	0.696	0.032	0.386	0.037	0.302	0.044	0.205	0.061	0.078	0.055	0.116	0.055	0.126	0.080	0.030	0.082	0.028	0.099	0.007	0.093	0.010	0.081	0.018	0.072	0.040	0.064	0.078	0.106	0.003	0.099	0.005	0.113	0.002	0.097	0.004	0.091	0.006
Sch. Social Welfare	-0.032	0.495	-0.008	0.868	0.000	0.993	0.005	0.911	-0.004	0.932	-0.012	0.794	-0.006	0.899	-0.023	0.665	-0.034	0.511	-0.026	0.604	-0.027	0.569	-0.030	0.510	-0.021	0.651	-0.025	0.591	0.016	0.743	0.051	0.291	0.116	0.011	0.095	0.034	0.053	0.205
Sociology	0.091	0.029	0.086	0.040	0.078	0.059	0.077	0.052	0.095	0.019	0.094	0.022	0.118	0.005	0.125	0.003	0.131	0.003	0.135	0.001	0.139	<.001	0.118	0.004	0.134	<.001	0.124	0.002	0.179	<.001	0.171	<.001	0.242	<.001	0.193	<.001	0.181	<.001
S/SE Asian Std.	-0.125	0.039	-0.126	0.040	-0.092	0.116	-0.068	0.226	-0.066	0.244	-0.045	0.453	-0.034	0.583	-0.029	0.646	-0.022	0.741	-0.002	0.968	0.002	0.968	0.010	0.866	-0.001	0.981	-0.010	0.868	-0.003	0.963	0.001	0.986	0.029	0.594	-0.012	0.819	-0.063	0.228
Spanish & Port.	-0.024	0.623	-0.029	0.555	-0.016	0.734	0.012	0.804	0.028	0.564	0.026	0.634	0.029	0.601	0.070	0.241	0.030	0.602	0.010	0.852	0.011	0.842	-0.037	0.489	-0.045	0.403	-0.054	0.323	-0.034	0.505	-0.024	0.651	-0.014	0.787	-0.042	0.405	-0.036	0.477
Statistics	0.031	0.520	0.067	0.186	0.073	0.144	0.136	0.005	0.127	0.009	0.129	0.013	0.164	0.002	0.152	0.003	0.133	0.010	0.162	0.002	0.189	<.001	0.203	<.001	0.228	<.001	0.246	<.001	0.231	<.001	0.200	<.001	0.231	<.001	0.198	<.001	0.175	<.001
TDPS	-0.097	0.111	-0.076	0.227	-0.106	0.112	-0.102	0.111	-0.096	0.101	-0.117	0.048	-0.116	0.064	-0.089	0.146	-0.081	0.173	-0.126	0.024	-0.103	0.057	-0.040	0.464	-0.052	0.338	-0.036	0.505	-0.023	0.669	-0.031	0.555	-0.009	0.869	-0.033	0.501	-0.043	0.386
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Two Departments	0.077	<.001	0.079	<.001	0.086	<.001	0.087	<.001	0.090	<.001	0.091	<.001	0.090																									

C1a: Log Salary Model, L&S Arts & Humanities, 4/30/2023

Tot. N=232: White Male N=90; Female N=109; Male Faculty of Color*=32; Unknown Male=0. Asian N=39; URG* N=24.

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	-0.068	0.062	-0.058	0.016	-0.044	0.056	0.013	0.493
Asian	-0.163	0.001	-0.051	0.122	-0.027	0.394	-0.000	0.995
Underrep. Group*	-0.038	0.542	0.033	0.413	0.044	0.274	0.046	0.143
Yrs. since degree			0.020	<.001	0.022	<.001	0.006	0.012
Yrs. degree (sq.)			0.000	0.172	0.000	0.028	0.000	0.603
Yrs. since hired			0.000	0.852	-0.002	0.404	-0.008	<.001
Bach./Mast.			-0.127	0.011	-0.111	0.023	-0.055	0.149
Anc. Greek & Roman					0.059	0.370	-0.007	0.898
Comp. Literature					0.014	0.857	0.038	0.540
E. Asian Lng./Clt.					-0.030	0.600	-0.070	0.122
English					0.056	0.197	0.044	0.192
Film and Media					0.106	0.158	0.082	0.163
French					0.042	0.525	-0.027	0.609
History of Art					0.022	0.724	-0.042	0.375
Middle East. Lng./Clt.					-0.006	0.923	-0.015	0.762
Music					0.077	0.188	-0.027	0.553
Philosophy					0.288	<.001	0.178	<.001
Rhetoric					0.052	0.423	0.015	0.765
S/SE Asian Std.					-0.043	0.533	-0.055	0.306
Spanish & Port.					0.009	0.894	-0.039	0.465
TDPS					0.010	0.871	-0.039	0.424
Other units					-		-	
Multiple appt.					0.131	<.001	0.069	0.015
Assistant							-0.497	<.001
Associate							-0.348	<.001
Years at Rank							0.016	<.001
Intercept	12.0	<.001	12.0	<.001	11.9	<.001	12.0	<.001
R-square	0.06		0.61		0.69		0.82	
Adj. R-square	0.04		0.60		0.66		0.80	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice, German, 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, 4/30/2023

Tot. N=232: White Male N=90; Female N=109; Male Faculty of Color*=32; Unknown Male=0. Asian N=39; URG* N=24.

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>		3919	<.001	4058	<.001	1185	0.125
Yrs. degree (sq.)			0	0.992	-15	0.551	3	0.902
Yrs. since hired			57	0.936	-292	0.637	-1239	0.038
English					4273	0.646	6125	0.452
Philosophy					55214	<.001	40299	<.001
Other units					-		-	
Multiple appt.					28493	0.004	18923	0.027
Assistant							-69528	<.001
Associate							-56034	<.001
Years at Rank							2916	0.001
Intercept			170962	<.001	160684	<.001	158769	<.001
R-square			0.59		0.70		0.79	
Adj. R-square			0.58		0.68		0.77	
Avg. Wom. \$ diff.			14404		10101		874	
Avg. Asian \$ diff.			14172		11501		2279	
Avg. URG* \$ diff.			4497		43		6353	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Hist.; Art Practice; Classics; Comparative Literature; East Asian Languages & Cult; Film and Media; French; German; Italian Studies; Middle East. Lng./Cit.; Music; 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--2022-23 (Spring Semester)

Tot. N=232 (2022-23); White Male N=90; Female N=109; Male Faculty of Color*=32;

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.100	-0.040	0.116	-0.046	0.072	-0.035	0.146	-0.032	0.184	-0.037	0.112	-0.046	0.071	-0.049	0.060	-0.038	0.132	-0.039	0.127	-0.030	0.220	-0.028	0.238	-0.043	0.066	-0.038	0.107	-0.044	0.047	-0.055	0.015	-0.048	0.031	-0.052	0.018	-0.044	0.056		
Asian	0.001	0.984	-0.011	0.821	-0.041	0.411	-0.028	0.554	-0.032	0.471	-0.054	0.215	-0.050	0.273	-0.062	0.186	-0.028	0.510	-0.054	0.194	-0.059	0.135	-0.058	0.124	-0.028	0.445	-0.041	0.250	-0.040	0.247	-0.050	0.132	-0.032	0.327	-0.018	0.573	-0.027	0.394		
Underrep. Group*	0.053	0.279	0.050	0.318	0.029	0.566	0.076	0.124	0.091	0.061	0.034	0.467	0.043	0.384	0.021	0.678	0.029	0.548	0.019	0.691	0.019	0.684	0.006	0.891	0.032	0.458	0.029	0.498	0.047	0.252	0.028	0.479	0.042	0.269	0.043	0.258	0.044	0.274		
Yrs. since degree	0.025	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.026	<.001	0.026	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.022	<.001	0.023	<.001	0.022	<.001	0.022	<.001		
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.003	0.000	0.009	0.000	0.010	0.000	0.017	0.000	0.016	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.033	0.000	0.028
Yrs. since hired	-0.004	0.029	-0.004	0.047	-0.006	0.005	-0.006	0.002	-0.006	0.001	-0.006	<.001	-0.006	0.002	-0.007	<.001	-0.008	<.001	-0.006	0.004	-0.006	0.001	-0.004	0.023	-0.004	0.020	-0.005	0.006	-0.005	0.009	-0.002	0.338	-0.003	0.112	-0.003	0.165	-0.002	0.404		
Bach./Mast.	-0.275	<.001	-0.267	<.001	-0.281	<.001	-0.288	<.001	-0.305	<.001	-0.272	<.001	-0.287	<.001	-0.260	<.001	-0.264	<.001	-0.215	<.001	-0.220	<.001	-0.191	<.001	-0.174	<.001	-0.168	0.001	-0.159	0.001	-0.139	0.004	-0.156	0.001	-0.156	0.001	-0.111	0.023		
Anc. Greek & Roman	-0.047	0.475	-0.025	0.694	-0.028	0.666	-0.013	0.826	-0.042	0.480	-0.039	0.502	-0.055	0.372	-0.031	0.624	-0.022	0.737	-0.054	0.419	0.005	0.934	-0.007	0.914	-0.009	0.882	0.043	0.487	0.044	0.474	0.059	0.335	0.021	0.737	0.036	0.573	0.059	0.370		
Comp. Literature	0.079	0.496	0.192	0.105	0.232	0.057	0.098	0.323	0.104	0.306	0.091	0.363	0.042	0.684	0.086	0.435	0.094	0.387	0.200	0.042	0.175	0.065	0.175	0.059	0.124	0.174	0.134	0.136	0.167	0.060	0.181	0.040	0.019	0.843	-0.008	0.929	0.014	0.857		
E. Asian Lng./Clt.	-0.042	0.515	-0.042	0.532	-0.004	0.948	0.026	0.697	0.025	0.700	0.022	0.731	0.005	0.940	0.020	0.779	-0.012	0.858	-0.034	0.617	-0.021	0.742	-0.014	0.824	-0.030	0.623	-0.028	0.643	-0.013	0.829	-0.022	0.710	-0.033	0.567	-0.046	0.417	-0.030	0.600		
English	-0.014	0.751	0.007	0.885	-0.008	0.853	0.010	0.799	0.032	0.435	0.056	0.176	0.050	0.261	0.075	0.093	0.084	0.061	0.045	0.326	0.054	0.221	0.064	0.128	0.060	0.147	0.068	0.106	0.064	0.120	0.041	0.306	0.027	0.495	0.037	0.373	0.056	0.197		
Film and Media	-0.055	0.640	-0.033	0.762	-0.119	0.265	-0.048	0.632	-0.019	0.858	-0.005	0.959	-0.005	0.964	0.098	0.337	0.101	0.307	0.123	0.215	0.128	0.185	0.145	0.127	0.170	0.070	0.155	0.068	0.146	0.079	0.131	0.082	0.123	0.093	0.108	0.144	0.106	0.158		
French	-0.044	0.533	-0.011	0.875	-0.009	0.900	0.007	0.917	0.021	0.742	0.021	0.737	0.001	0.985	0.035	0.625	0.057	0.418	0.021	0.755	0.058	0.384	0.047	0.456	0.057	0.364	0.076	0.228	0.081	0.194	0.054	0.386	0.035	0.586	0.042	0.514	0.042	0.525		
History of Art	0.005	0.935	0.047	0.489	0.053	0.425	0.027	0.669	0.020	0.753	0.037	0.545	-0.053	0.445	-0.004	0.955	0.013	0.842	0.001	0.988	0.011	0.853	0.032	0.585	0.042	0.473	0.045	0.449	0.056	0.348	0.039	0.518	0.025	0.673	0.014	0.812	0.022	0.724		
Middle East. Lng./Clt.	-0.139	0.032	-0.123	0.067	-0.123	0.066	-0.053	0.381	-0.026	0.684	-0.053	0.404	-0.060	0.383	-0.003	0.969	-0.010	0.885	0.014	0.853	0.009	0.893	0.017	0.796	0.052	0.421	0.052	0.415	0.052	0.409	0.052	0.401	0.029	0.621	0.000	0.994	-0.006	0.923		
Music	-0.067	0.217	-0.045	0.447	-0.031	0.601	0.016	0.775	0.029	0.597	0.023	0.674	0.014	0.809	0.022	0.704	0.037	0.519	0.003	0.958	0.029	0.621	0.060	0.293	0.094	0.103	0.093	0.110	0.085	0.122	0.061	0.258	0.063	0.226	0.062	0.268	0.077	0.188		
Philosophy	0.155	0.012	0.149	0.020	0.182	0.003	0.182	0.002	0.187	0.002	0.238	<.001	0.241	<.001	0.257	<.001	0.275	<.001	0.241	<.001	0.274	<.001	0.309	<.001	0.333	<.001	0.310	<.001	0.322	<.001	0.272	<.001	0.267	<.001	0.272	<.001	0.288	<.001		
Rhetoric	0.037	0.598	0.046	0.507	0.032	0.654	0.059	0.384	0.051	0.465	0.050	0.470	0.016	0.831	0.030	0.692	0.025	0.734	0.022	0.761	0.043	0.545	0.054	0.404	0.022	0.734	0.030	0.643	0.050	0.442	0.047	0.462	0.009	0.880	0.016	0.792	0.052	0.423		
S/SE Asian Std.	-0.058	0.433	-0.067	0.390	-0.052	0.487	-0.041	0.554	-0.029	0.680	0.005	0.950	-0.011	0.891	0.013	0.876	0.027	0.726	0.010	0.890	0.033	0.653	0.043	0.534	0.034	0.634	0.055	0.468	0.050	0.504	0.030	0.666	0.005	0.937	-0.040	0.567	-0.043	0.533		
Spanish & Port.	-0.013	0.833	-0.030	0.634	-0.023	0.708	-0.025	0.681	0.012	0.846	-0.006	0.932	-0.019	0.790	0.036	0.630	0.043	0.546	-0.007	0.922	0.004	0.950	0.016	0.810	0.001	0.994	-0.004	0.953	-0.002	0.970	0.030	0.652	0.015	0.816	-0.001	0.990	0.009	0.894		
TDPS	0.026	0.723	0.036	0.638	-0.007	0.936	0.028	0.718	0.042	0.552	0.027	0.691	0.020	0.789	0.037	0.622	0.033	0.635	-0.041	0.545	-0.015	0.822	0.055	0.408	0.014	0.837	0.022	0.737	0.044	0.493	0.031	0.619	0.019	0.763	0.000	0.998	0.010	0.871		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Multiple appt.	0.113	0.007	0.124	0.003	0.119	0.006	0.121	0.003	0.140	<.001	0.161	<.001	0.167	<.001	0.152	<.001	0.154	<.001	0.111	0.008	0.120	0.003	0.139	<.001	0.134	<.001	0.118	0.001	0.106	0.003	0.101	0.004	0.142	<.001	0.138	<.001	0.131	<.001		
Intercept	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001		
R-square	0.72		0.71		0.70		0.72		0.71		0.72		0.69		0.67		0.68		0.68		0.68		0.71		0.70		0.69		0.71		0.72		0.71		0.69		0.69			
Adj. R-square	0.70		0.68		0.67		0.69		0.69		0.69		0.66		0.63		0.65		0.65		0.65		0.68		0.67		0.66		0.68		0.69		0.69		0.66		0.66			

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C1d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Arts & Humanities, AY 2004-05--2022-23 (Spring Semester)

Tot. N=232 (2022-23): White Male N=90; Female N=109; Male Faculty of Color*=32; Unknown Male=0. Asian N=39; URG* N=24.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.698	0.005	0.786	0.003	0.889	0.006	0.744	0.003	0.883	-0.012	0.513	-0.013	0.475	-0.009	0.625	0.008	0.668	0.003	0.866	0.016	0.387	0.020	0.266	0.007	0.707	0.015	0.412	0.014	0.423	0.004	0.811	0.012	0.512	0.008	0.658	0.013	0.493		
Asian	0.015	0.688	0.017	0.648	-0.009	0.809	-0.020	0.569	-0.024	0.479	-0.044	0.168	-0.029	0.370	-0.037	0.286	0.009	0.783	-0.000	0.992	-0.020	0.505	-0.016	0.565	-0.009	0.731	-0.017	0.532	-0.016	0.542	-0.012	0.641	-0.001	0.976	0.013	0.607	-0.000	0.995		
Underrep. Group*	0.026	0.503	0.034	0.373	0.020	0.611	0.074	0.044	0.055	0.127	0.017	0.626	0.003	0.926	-0.013	0.721	-0.006	0.860	-0.006	0.868	-0.014	0.681	-0.013	0.685	0.009	0.784	0.020	0.534	0.043	0.169	0.048	0.122	0.052	0.083	0.055	0.059	0.046	0.143		
Yrs. since degree	0.003	0.182	0.002	0.492	0.003	0.294	0.004	0.088	0.005	0.025	0.004	0.042	0.002	0.374	0.003	0.263	0.004	0.117	0.003	0.194	0.003	0.199	0.002	0.381	0.002	0.263	0.002	0.294	0.004	0.071	0.004	0.084	0.006	0.003	0.005	0.012	0.006	0.012		
Yrs. degree (sq.)	0.000	0.120	0.000	0.126	0.000	0.183	0.000	0.075	0.000	0.335	0.000	0.432	0.000	0.449	0.000	0.732	0.000	0.820	0.000	0.732	0.000	0.880	0.000	0.103	0.000	0.080	0.000	0.253	0.000	0.076	0.000	0.008	0.000	<.001	0.000	0.602	0.000	0.603		
Yrs. since hired	-0.007	<.001	-0.006	<.001	-0.007	<.001	-0.009	<.001	-0.009	<.001	-0.010	<.001	-0.011	<.001	-0.012	<.001	-0.013	<.001	-0.012	<.001	-0.013	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.008	<.001	-0.009	<.001	-0.009	<.001	-0.008	<.001		
Bach./Mast.	-0.087	0.103	-0.067	0.213	-0.064	0.263	-0.071	0.137	-0.103	0.028	-0.076	0.095	-0.055	0.230	-0.069	0.145	-0.094	0.035	-0.065	0.142	-0.070	0.091	-0.053	0.183	-0.041	0.308	-0.035	0.382	-0.056	0.149	-0.054	0.148	-0.093	0.015	-0.092	0.015	-0.055	0.149		
Anc. Greek & Roman	-0.043	0.409	-0.018	0.714	-0.014	0.790	-0.016	0.729	-0.017	0.698	-0.046	0.289	-0.040	0.355	-0.032	0.486	-0.037	0.452	-0.049	0.353	0.011	0.828	0.010	0.836	-0.015	0.733	0.010	0.835	0.021	0.649	-0.008	0.860	-0.026	0.610	-0.020	0.681	-0.007	0.898		
Comp. Literature	0.013	0.889	0.102	0.259	0.142	0.137	0.117	0.117	0.110	0.149	0.148	0.048	0.128	0.081	0.138	0.094	0.150	0.064	0.199	0.010	0.165	0.020	0.178	0.010	0.126	0.065	0.155	0.022	0.178	0.008	0.189	0.006	0.072	0.339	0.048	0.464	0.038	0.540		
E. Asian Lng./Clt.	-0.037	0.466	-0.043	0.402	-0.015	0.783	0.006	0.898	0.001	0.982	-0.006	0.890	-0.037	0.447	-0.045	0.404	-0.074	0.142	-0.078	0.140	-0.068	0.166	-0.061	0.193	-0.058	0.197	-0.073	0.107	-0.055	0.228	-0.048	0.298	-0.058	0.198	-0.078	0.071	-0.070	0.122		
English	0.029	0.387	0.057	0.096	0.043	0.220	0.041	0.181	0.064	0.042	0.068	0.027	0.084	0.008	0.089	0.008	0.097	0.004	0.078	0.029	0.075	0.022	0.080	0.011	0.084	0.008	0.079	0.013	0.068	0.031	0.059	0.060	0.054	0.082	0.034	0.284	0.044	0.192		
Film and Media	0.032	0.732	0.096	0.248	0.022	0.794	0.016	0.834	0.045	0.566	0.058	0.449	0.107	0.172	0.168	0.028	0.181	0.015	0.146	0.060	0.140	0.052	0.141	0.046	0.151	0.032	0.146	0.022	0.142	0.024	0.153	0.009	0.147	0.011	0.115	0.043	0.082	0.163		
French	0.019	0.734	0.045	0.416	0.042	0.445	0.048	0.327	0.050	0.306	0.039	0.410	0.024	0.633	0.024	0.650	0.045	0.387	0.005	0.931	0.005	0.924	0.000	0.999	0.016	0.728	0.036	0.440	0.027	0.562	0.032	0.506	-0.007	0.882	-0.021	0.676	-0.027	0.609		
History of Art	0.045	0.389	0.091	0.080	0.105	0.046	0.065	0.167	0.061	0.204	0.046	0.312	0.008	0.873	0.006	0.913	0.011	0.830	0.002	0.969	-0.018	0.695	-0.001	0.975	-0.017	0.692	-0.038	0.400	-0.024	0.597	-0.015	0.751	-0.030	0.509	-0.050	0.274	-0.042	0.375		
Middle East. Lng./Clt.	-0.039	0.451	-0.016	0.762	-0.038	0.469	-0.006	0.901	-0.010	0.844	-0.036	0.451	-0.017	0.720	0.018	0.74	0.009	0.86	-0.013	0.820	-0.013	0.807	-0.008	0.863	0.029	0.550	0.034	0.480	0.028	0.551	0.052	0.276	0.016	0.728	-0.006	0.893	-0.015	0.762		
Music	-0.020	0.651	-0.012	0.796	-0.024	0.608	-0.053	0.218	-0.033	0.430	-0.040	0.317	-0.035	0.385	-0.047	0.278	-0.033	0.441	-0.040	0.381	-0.029	0.512	-0.018	0.676	0.028	0.521	0.028	0.527	0.033	0.436	0.021	0.611	-0.001	0.973	-0.022	0.618	-0.027	0.553		
Philosophy	0.168	<.001	0.161	<.001	0.135	0.006	0.116	0.009	0.123	0.006	0.162	<.001	0.161	<.001	0.169	<.001	0.189	<.001	0.154	<.001	0.182	<.001	0.215	<.001	0.226	<.001	0.195	<.001	0.226	<.001	0.198	<.001	0.186	<.001	0.166	<.001	0.178	<.001		
Rhetoric	0.092	0.102	0.069	0.197	0.032	0.576	0.026	0.613	0.016	0.759	0.025	0.625	0.015	0.768	-0.013	0.817	-0.021	0.700	-0.025	0.658	-0.009	0.866	0.020	0.682	-0.001	0.986	-0.004	0.940	0.009	0.846	0.018	0.710	-0.005	0.919	-0.005	0.916	0.015	0.765		
S/SE Asian Std.	-0.103	0.081	-0.108	0.071	-0.066	0.260	-0.061	0.246	-0.043	0.420	-0.014	0.802	-0.022	0.689	-0.012	0.85	-0.006	0.92	-0.003	0.965	0.018	0.743	0.035	0.502	0.022	0.680	0.020	0.725	0.019	0.738	0.018	0.745	0.011	0.831	-0.022	0.690	-0.055	0.306		
Spanish & Port.	0.000	0.999	-0.013	0.791	-0.004	0.931	-0.022	0.618	0.006	0.902	0.019	0.698	0.027	0.582	0.066	0.233	0.034	0.526	0.001	0.978	0.014	0.791	-0.008	0.872	-0.020	0.702	-0.019	0.709	-0.014	0.776	-0.008	0.873	-0.016	0.745	-0.046	0.356	-0.039	0.465		
TDPS	-0.019	0.751	-0.024	0.680	-0.066	0.311	-0.110	0.058	-0.065	0.228	-0.085	0.105	-0.110	0.043	-0.076	0.17	-0.069	0.2	-0.115	0.033	-0.093	0.061	-0.012	0.811	-0.007	0.882	0.001	0.981	0.007	0.891	-0.004	0.935	0.001	0.977	-0.026	0.586	-0.039	0.424		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.088	0.009	0.092	0.005	0.096	0.005	0.081	0.008	0.113	<.001	0.100	<.001	0.100	<.001	0.083	0.01	0.070	0.03	0.051	0.115	0.060	0.050	0.060	0.041	0.065	0.023	0.050	0.071	0.050	0.067	0.044	0.104	0.068	0.021	0.057	0.047	0.069	0.015		
Assistant	-0.501	<.001	-0.553	<.001	-0.562	<.001	-0.541	<.001	-0.548	<.001	-0.577	<.001	-0.631	<.001	-0.596	<.001	-0.599	<.001	-0.572	<.001	-0.602	<.001	-0.612	<.001	-0.607	<.001	-0.620	<.001	-0.583	<.001	-0.532	<.001	-0.479	<.001	-0.511	<.001	-0.497	<.001		
Associate	-0.377	<.001	-0.412	<.001	-0.385	<.001	-0.380	<.001	-0.384	<.001	-0.378	<.001	-0.422	<.001	-0.424	<.001	-0.428	<.001	-0.399	<.001	-0.415	<.001	-0.418	<.001	-0.404	<.001	-0.399	<.001	-0.383	<.001	-0.371	<.001	-0.354	<.001	-0.348	<.001	-0.348	<.001		
Years at Rank	0.017	<.001	0.016	<.001	0.015	<.001	0.016	<.001	0.014	<.001	0.015	<.001	0.017	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.018	<.001	0.019	<.001	0.017	<.001	0.017	<.001	0.017	<.001	0.017	<.001	0.017	<.001	0.017	<.001	0.016	<.001	0.016	<.001
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001
R-square	0.83		0.83		0.82		0.85		0.84		0.85		0.85		0.82		0.83		0.81		0.83		0.84		0.84		0.83		0.83		0.83		0.83		0.83		0.82		0.82	
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		0.82		0.81		0.81		0.81		0.80		0.80	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																								
Other units include: Art Practice, German, 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, 4/30/2023

Tot. N=129; White Male N=67; Female N=44; Male Faculty of Color*=17; Unknown Male=1. Asian N=24; URG* N=11.

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	-0.111	0.081	-0.007	0.828	0.002	0.957	0.007	0.805
Asian	-0.055	0.476	0.046	0.263	0.005	0.896	-0.016	0.644
Underrep. Group*	-0.104	0.328	0.034	0.550	0.020	0.705	-0.007	0.877
Yrs. since degree			0.031	<.001	0.029	<.001	0.010	0.005
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.642
Yrs. since hired			-0.002	0.439	-0.001	0.553	-0.013	<.001
HW Neuroscience					-0.228	0.022	-0.161	0.052
Molec. & Cell Bio.					0.078	0.048	0.090	0.007
Other units					-		-	
Two Departments					0.164	<.001	0.141	<.001
Three or More Deps.					0.226	<.001	0.176	0.001
Assistant							-0.483	<.001
Associate							-0.320	<.001
Years at Rank							0.018	<.001
Intercept	12.2	<.001	12.1	<.001	12.0	<.001	12.0	<.001
R-square	0.04		0.75		0.78		0.85	
Adj. R-square	0.02		0.73		0.77		0.84	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Integrative Biology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C2b: White Male Salary Model, L&S Biological Sciences, 4/30/2023

Tot. N=129: White Male N=67; Female N=44; Male Faculty of Color*=17; Unknown Male=1. Asian N=24; URG* N=11.

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>		5451	<.001	5344	<.001	-233	0.863
Yrs. degree (sq.)			-93	0.033	-83	0.056	-55	0.261
Yrs. since hired			358	0.648	274	0.727	-3794	0.001
HW Neuroscience					-28174	0.400	-5565	0.847
Molec. & Cell Bio.					11708	0.347	18582	0.085
Other units					-		-	
Multiple appt.					24537	0.077	20812	0.079
Assistant							-104478	<.001
Associate							-63071	<.001
Years at Rank							7843	<.001
Intercept			194405	<.001	180557	<.001	131693	<.001
R-square			0.62		0.64		0.75	
Adj. R-square			0.60		0.60		0.71	
Avg. Wom. \$ diff.			8065		7026		8652	
Avg. Asian \$ diff.			14293		10336		2514	
Avg. URG* \$ diff.			10975		10854		2510	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Integrative Biology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C2c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Biological Sciences, AY 2004-05--2022-23 (Spring Semester)

Tot. N=129 (2022-23): White Male N=67; Female N=44; Male Faculty of Color*=17; Unknown Male=1. Asian N=24; URG* N=11.

	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
Variables	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	0.009	0.840	0.010	0.821	0.001	0.980	0.002	0.966	0.000	0.998	0.007	0.860	-0.035	0.415	-0.048	0.259	-0.044	0.305	-0.044	0.283	-0.058	0.150	-0.033	0.370	-0.041	0.246	-0.053	0.149	-0.024	0.517	-0.005	0.888	0.004	0.915	-0.000	0.997	0.002	0.957
Asian	0.044	0.402	0.088	0.131	0.057	0.263	0.048	0.315	0.047	0.350	0.016	0.755	0.019	0.716	0.014	0.796	0.003	0.960	0.013	0.805	0.010	0.842	-0.018	0.710	-0.042	0.350	-0.036	0.409	-0.025	0.595	-0.028	0.542	-0.046	0.310	-0.017	0.681	0.005	0.896
Underrep. Group*	0.016	0.886	0.116	0.343	0.115	0.298	0.057	0.538	0.069	0.467	0.047	0.639	0.013	0.894	0.011	0.917	-0.018	0.867	-0.015	0.880	0.052	0.543	0.028	0.720	0.000	1.000	0.038	0.589	0.029	0.697	0.037	0.544	0.031	0.611	0.019	0.742	0.020	0.705
Yrs. since degree	0.028	<.001	0.023	<.001	0.021	<.001	0.020	<.001	0.022	<.001	0.024	<.001	0.024	<.001	0.022	<.001	0.026	<.001	0.025	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.020	<.001	0.026	<.001	0.027	<.001	0.027	<.001	0.027	<.001	0.029	<.001
Yrs. degree (sq.)	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	0.000	0.004	0.000	<.001
Yrs. since hired	-0.005	0.120	-0.001	0.814	0.001	0.832	0.002	0.441	0.001	0.625	0.000	0.933	-0.001	0.814	0.001	0.768	-0.003	0.372	-0.003	0.392	0.000	0.996	0.002	0.622	0.002	0.521	0.004	0.194	-0.001	0.664	-0.003	0.168	-0.003	0.272	-0.002	0.396	-0.001	0.553
HW Neuroscience	-0.437	0.001	-0.410	0.007	-0.446	<.001	-0.513	<.001	-0.452	<.001	-0.440	<.001	-0.431	0.001	-0.318	0.016	-0.300	0.028	-0.319	0.017	-0.250	0.054	-0.267	0.022	-0.314	0.005	-0.233	0.043	-0.307	0.013	-0.301	0.010	-0.335	0.004	-0.283	0.008	-0.228	0.022
Molec. & Cell Bio.	0.121	0.006	0.086	0.059	0.103	0.012	0.082	0.039	0.115	0.005	0.122	0.005	0.104	0.020	0.113	0.012	0.108	0.019	0.109	0.015	0.104	0.020	0.078	0.061	0.077	0.059	0.088	0.033	0.083	0.047	0.097	0.016	0.101	0.013	0.091	0.023	0.078	0.048
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Two Departments	0.185	<.001	0.152	0.010	0.159	0.003	0.187	<.001	0.192	<.001	0.199	<.001	0.187	<.001	0.192	<.001	0.153	0.003	0.168	0.001	0.149	0.004	0.151	0.001	0.149	<.001	0.140	0.003	0.158	0.001	0.166	<.001	0.178	<.001	0.187	<.001	0.164	<.001
Three or More Deps.	0.314	0.004	0.264	0.024	0.245	0.020	0.281	0.006	0.264	0.008	0.212	0.068	0.277	0.019	0.249	0.036	0.244	0.050	0.292	0.003	0.266	0.004	0.271	0.002	0.266	0.002	0.241	0.001	0.282	<.001	0.238	<.001	0.263	<.001	0.280	<.001	0.226	<.001
Intercept	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001
R-square	0.70		0.66		0.70		0.70		0.70		0.67		0.67		0.65		0.62		0.63		0.62		0.67		0.69		0.71		0.70		0.73		0.73		0.75		0.78	
Adj. R-square	0.67		0.62		0.67		0.67		0.67		0.64		0.64		0.62		0.59		0.60		0.59		0.64		0.66		0.68		0.68		0.70		0.70		0.73		0.77	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																						
Other units include: Integrative Biology.																																						
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																						

C2d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences, AY 2004-05--2022-23 (Spring Semester)

Tot. N=129 (2022-23); White Male N=67; Female N=44; Male Faculty of Color*=17; Unknown Male=1. Asian N=24; URG* N=11.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.862	0.008	0.829	-0.000	0.991	0.004	0.895	0.007	0.825	0.014	0.681	-0.022	0.512	-0.031	0.363	-0.027	0.432	-0.021	0.529	-0.031	0.351	-0.003	0.916	-0.018	0.553	-0.021	0.480	0.007	0.835	0.008	0.782	0.024	0.416	0.013	0.642	0.007	0.805
Asian	0.052	0.216	0.078	0.103	0.065	0.133	0.052	0.217	0.030	0.495	-0.007	0.878	-0.011	0.783	0.002	0.965	-0.006	0.888	0.012	0.772	0.030	0.459	-0.005	0.897	-0.045	0.242	-0.043	0.249	-0.039	0.342	-0.043	0.277	-0.053	0.175	-0.025	0.464	-0.016	0.644
Underrep. Group*	-0.121	0.189	-0.019	0.850	0.023	0.807	0.016	0.843	-0.006	0.938	-0.031	0.720	-0.071	0.369	-0.068	0.408	-0.089	0.297	-0.052	0.536	-0.002	0.981	-0.010	0.879	-0.038	0.557	-0.001	0.991	-0.002	0.974	-0.018	0.733	-0.028	0.595	-0.020	0.670	-0.007	0.877
Yrs. since degree	0.003	0.514	0.000	0.976	0.001	0.857	-0.002	0.699	-0.002	0.616	0.000	0.983	-0.004	0.411	-0.005	0.244	-0.004	0.374	-0.001	0.840	-0.003	0.425	-0.003	0.530	-0.001	0.872	-0.004	0.355	0.006	0.130	0.009	0.018	0.007	0.054	0.006	0.082	0.010	0.005
Yrs. degree (sq.)	0.000	0.022	0.000	0.074	0.000	0.027	0.000	0.034	0.000	0.072	0.000	0.023	0.000	0.460	0.000	0.211	0.000	0.230	0.000	0.340	0.000	0.470	0.000	0.069	0.000	0.008	0.000	0.013	0.000	0.085	0.000	0.089	0.000	0.067	0.000	0.901	0.000	0.642
Yrs. since hired	-0.016	<.001	-0.013	<.001	-0.009	0.004	-0.008	0.008	-0.009	0.005	-0.013	<.001	-0.015	<.001	-0.014	<.001	-0.019	<.001	-0.017	<.001	-0.016	<.001	-0.013	<.001	-0.014	<.001	-0.012	<.001	-0.015	<.001	-0.016	<.001	-0.018	<.001	-0.017	<.001	-0.013	<.001
HW Neuroscience	-0.223	0.039	-0.206	0.093	-0.259	0.022	-0.319	0.004	-0.254	0.022	-0.184	0.115	-0.097	0.377	-0.034	0.762	-0.025	0.824	-0.107	0.338	-0.081	0.455	-0.129	0.194	-0.148	0.122	-0.107	0.266	-0.211	0.053	-0.224	0.027	-0.243	0.013	-0.214	0.013	-0.161	0.052
Molec. & Cell Bio.	0.104	0.003	0.082	0.025	0.092	0.007	0.063	0.068	0.098	0.005	0.109	0.004	0.098	0.005	0.093	0.009	0.087	0.016	0.087	0.017	0.072	0.050	0.058	0.090	0.076	0.026	0.084	0.015	0.085	0.021	0.105	0.002	0.105	0.002	0.095	0.003	0.090	0.007
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Two Departments	0.120	0.007	0.085	0.074	0.117	0.009	0.149	<.001	0.145	<.001	0.139	0.002	0.111	0.007	0.108	0.010	0.065	0.112	0.091	0.032	0.081	0.055	0.110	0.005	0.106	0.004	0.105	0.007	0.126	0.004	0.150	<.001	0.156	<.001	0.150	<.001	0.141	<.001
Three or More Deps.	0.273	0.001	0.214	0.022	0.207	0.018	0.232	0.009	0.224	0.009	0.145	0.154	0.178	0.055	0.164	0.085	0.171	0.081	0.149	0.068	0.137	0.071	0.167	0.020	0.174	0.014	0.143	0.022	0.228	0.001	0.186	0.002	0.212	<.001	0.218	<.001	0.176	0.001
Assistant	-0.478	<.001	-0.498	<.001	-0.432	<.001	-0.452	<.001	-0.497	<.001	-0.480	<.001	-0.615	<.001	-0.582	<.001	-0.607	<.001	-0.540	<.001	-0.566	<.001	-0.514	<.001	-0.466	<.001	-0.512	<.001	-0.495	<.001	-0.469	<.001	-0.499	<.001	-0.549	<.001	-0.483	<.001
Associate	-0.360	<.001	-0.394	<.001	-0.319	<.001	-0.204	<.001	-0.281	<.001	-0.290	<.001	-0.375	<.001	-0.355	<.001	-0.349	<.001	-0.318	<.001	-0.326	<.001	-0.298	<.001	-0.211	<.001	-0.228	<.001	-0.273	<.001	-0.332	<.001	-0.335	<.001	-0.353	<.001	-0.320	<.001
Years at Rank	0.028	<.001	0.027	<.001	0.024	<.001	0.027	<.001	0.026	<.001	0.029	<.001	0.030	<.001	0.032	<.001	0.036	<.001	0.030	<.001	0.031	<.001	0.030	<.001	0.032	<.001	0.032	<.001	0.024	<.001	0.022	<.001	0.026	<.001	0.023	<.001	0.018	<.001
Intercept	11.3	<.001	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001
R-square	0.82		0.79		0.80		0.78		0.78		0.77		0.81		0.79		0.78		0.76		0.76		0.79		0.80		0.81		0.78		0.81		0.82		0.84		0.85	
Adj. R-square	0.80		0.76		0.77		0.76		0.76		0.74		0.78		0.76		0.75		0.74		0.73		0.76		0.77		0.78		0.76		0.79		0.80		0.83		0.84	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																						
Other units include: Integrative Biology.																																						
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																						

C3a: Log Salary Model, L&S Math & Physical Sciences, 4/30/2023

Tot. N=151: White Male N=88; Female N=30; Male Faculty of Color*=30; Unknown Male=3. Asian N=30; URG* N=7.

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	-0.039	0.520	-0.017	0.635	-0.024	0.518	-0.001	0.980
Faculty of Color*	-0.174	0.002	-0.001	0.966	-0.002	0.949	-0.011	0.746
Yrs. since degree			0.027	<.001	0.026	<.001	0.010	0.005
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.464
Yrs. since hired			-0.007	<.001	-0.007	0.002	-0.016	<.001
Astronomy					-0.037	0.593	-0.031	0.626
Mathematics					0.013	0.795	-0.005	0.907
Physics					-0.019	0.692	-0.003	0.948
Other units					-		-	
Multiple appt.					0.047	0.240	0.048	0.195
Assistant							-0.432	<.001
Associate							-0.268	<.001
Years at Rank							0.014	0.002
Intercept	12.3	<.001	12.2	<.001	12.2	<.001	12.1	<.001
R-square	0.06		0.67		0.68		0.73	
Adj. R-square	0.05		0.66		0.66		0.71	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, and Asian.								
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, 4/30/2023

Tot. N=151: White Male N=88; Female N=30; Male Faculty of Color*=30; Unknown Male=3. Asian N=30; URG* N=7.

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>		4410	<.001	4383	<.001	947	0.442
Yrs. degree (sq.)			-42	0.079	-43	0.084	35	0.315
Yrs. since hired			-1343	0.037	-1352	0.043	-3267	0.002
Astronomy					345	0.987	-384	0.985
Mathematics					4955	0.746	1017	0.945
Physics					1168	0.937	6686	0.646
Other units					-		-	
Multiple appt.					3893	0.757	8385	0.491
Assistant							-100438	0.005
Associate							-58091	0.002
Years at Rank							3081	0.023
Intercept			204599	<.001	201886	<.001	180735	<.001
R-square			0.47		0.47		0.55	
Adj. R-square			0.45		0.43		0.49	
Avg. Wom. \$ diff.			1194		561		6394	
Avg. Fac. of Color* \$ diff.			3514		3783		2485	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, and Asian.								
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--2022-23 (Spring Semester)

Tot. N=151 (2022-23): White Male N=88; Female N=30; Male Faculty of Color*=30; Unknown Male=3. Asian N=30; URG* N=7.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.579	-0.028	0.595	-0.030	0.542	-0.035	0.443	-0.027	0.571	-0.040	0.407	-0.056	0.232	-0.046	0.330	-0.042	0.389	-0.050	0.292	-0.041	0.349	-0.022	0.607	-0.011	0.807	0.009	0.833	-0.009	0.831	0.003	0.946	-0.003	0.952	-0.029	0.465	-0.024	0.518		
Faculty of Color*	-0.053	0.251	-0.042	0.348	-0.061	0.169	-0.033	0.441	-0.021	0.650	0.020	0.681	0.018	0.706	-0.008	0.873	0.024	0.625	0.002	0.969	-0.004	0.920	0.010	0.814	0.011	0.791	0.019	0.640	0.006	0.872	-0.008	0.836	-0.001	0.971	0.003	0.946	-0.002	0.949		
Yrs. since degree	0.022	<.001	0.022	<.001	0.023	<.001	0.022	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.023	<.001	0.023	<.001	0.022	<.001	0.022	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.025	<.001	0.026	<.001
Yrs. degree (sq.)	-0.001	<.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	-0.001	<.001	0.000	<.001	-0.001	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.005	0.024	-0.005	0.044	-0.005	0.029	-0.003	0.142	-0.003	0.174	-0.004	0.075	-0.004	0.048	-0.003	0.143	-0.004	0.065	-0.005	0.027	-0.007	0.003	-0.006	0.008	-0.005	0.036	-0.007	0.003	-0.006	0.005	-0.006	0.010	-0.005	0.016	-0.007	0.002	0.002			
Astronomy	0.054	0.467	0.055	0.448	0.014	0.835	-0.006	0.923	0.016	0.810	0.013	0.844	0.036	0.594	0.044	0.531	0.001	0.983	0.020	0.777	-0.007	0.914	-0.019	0.789	-0.013	0.853	-0.016	0.814	-0.017	0.802	-0.014	0.843	-0.008	0.915	-0.018	0.789	-0.037	0.593		
Mathematics	0.011	0.841	0.038	0.491	0.020	0.696	0.005	0.917	0.028	0.584	0.045	0.404	0.057	0.277	0.046	0.433	0.024	0.683	0.025	0.662	-0.003	0.962	-0.021	0.691	-0.018	0.742	-0.029	0.589	-0.016	0.769	0.012	0.828	0.016	0.776	-0.004	0.933	0.013	0.795		
Physics	-0.014	0.804	-0.004	0.947	0.001	0.981	-0.028	0.579	-0.014	0.790	-0.008	0.885	-0.017	0.748	-0.019	0.738	-0.043	0.445	-0.050	0.370	-0.054	0.317	-0.032	0.547	-0.024	0.661	-0.025	0.644	0.000	0.998	-0.005	0.923	0.004	0.940	-0.013	0.797	-0.019	0.692		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Multiple appt.	0.089	0.052	0.083	0.064	0.074	0.076	0.052	0.195	0.085	0.040	0.099	0.019	0.112	0.006	0.102	0.020	0.071	0.116	0.076	0.093	0.048	0.263	0.027	0.519	0.049	0.244	0.038	0.367	0.045	0.289	0.051	0.239	0.077	0.086	0.072	0.085	0.047	0.240		
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	11.8	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.1	<.001	12.1	<.001	12.2	<.001	12.2	<.001		
R-square	0.56		0.57		0.58		0.59		0.56		0.55		0.57		0.57		0.53		0.50		0.56		0.55		0.56		0.58		0.61		0.59		0.60		0.65		0.68			
Adj. R-square	0.54		0.55		0.56		0.57		0.54		0.52		0.54		0.54		0.50		0.47		0.53		0.53		0.53		0.56		0.58		0.57		0.57		0.63		0.66			
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, and Asian.																																								
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--2022-23 (Spring Sem.)

Tot. N=151 (2022-23): White Male N=88; Female N=30; Male Faculty of Color*=30; Unknown Male=3. Asian N=30; URG* N=7.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val				
Women	-0.040	0.434	-0.021	0.673	-0.034	0.452	-0.041	0.333	-0.029	0.514	-0.020	0.646	-0.043	0.285	-0.035	0.392	-0.028	0.507	-0.037	0.349	-0.030	0.416	-0.013	0.719	0.002	0.950	0.019	0.606	0.008	0.825	0.013	0.719	0.026	0.479	0.000	0.994	-0.001	0.980		
Faculty of Color*	-0.052	0.228	-0.060	0.161	-0.069	0.094	-0.043	0.274	-0.040	0.345	0.004	0.931	0.004	0.914	-0.008	0.850	0.001	0.982	-0.015	0.700	-0.015	0.673	-0.009	0.797	-0.004	0.919	-0.001	0.968	-0.008	0.800	-0.008	0.805	-0.008	0.831	-0.015	0.656	-0.011	0.746		
Yrs. since degree	0.010	0.003	0.009	0.005	0.009	0.003	0.008	0.006	0.007	0.028	0.006	0.045	0.007	0.018	0.006	0.056	0.005	0.078	0.001	0.650	0.004	0.175	0.003	0.415	0.004	0.226	0.004	0.190	0.007	0.046	0.006	0.075	0.006	0.070	0.009	0.013	0.010	0.005		
Yrs. degree (sq.)	0.000	0.865	0.000	0.759	0.000	0.803	0.000	0.918	0.000	0.570	0.000	0.080	0.000	0.042	0.000	0.037	0.000	0.030	0.000	0.216	0.000	0.140	0.000	0.154	0.000	0.483	0.000	0.727	0.000	0.928	0.000	0.861	0.000	0.940	0.000	0.393	0.000	0.464		
Yrs. since hired	-0.011	<.001	-0.013	<.001	-0.013	<.001	-0.012	<.001	-0.013	<.001	-0.018	<.001	-0.019	<.001	-0.019	<.001	-0.020	<.001	-0.023	<.001	-0.024	<.001	-0.021	<.001	-0.018	<.001	-0.015	<.001	-0.017	<.001	-0.018	<.001	-0.017	<.001	-0.015	<.001	-0.016	<.001		
Astronomy	0.029	0.682	0.045	0.504	0.030	0.635	0.016	0.785	0.020	0.746	0.008	0.889	0.039	0.497	0.020	0.739	0.015	0.806	0.006	0.922	-0.017	0.763	-0.027	0.649	-0.002	0.974	-0.010	0.869	0.014	0.812	-0.006	0.920	-0.017	0.795	-0.034	0.573	-0.031	0.626		
Mathematics	-0.020	0.704	0.017	0.747	0.013	0.793	-0.006	0.891	0.014	0.779	0.015	0.756	0.025	0.576	-0.013	0.802	-0.014	0.780	-0.021	0.655	-0.037	0.424	-0.042	0.358	-0.025	0.602	-0.042	0.361	-0.016	0.723	-0.017	0.724	-0.021	0.667	-0.029	0.545	-0.005	0.907		
Physics	-0.006	0.909	0.019	0.713	0.023	0.636	-0.014	0.763	0.013	0.791	0.005	0.920	0.005	0.908	-0.022	0.649	-0.013	0.785	-0.018	0.701	-0.021	0.640	-0.010	0.825	-0.003	0.950	-0.006	0.894	0.033	0.464	0.019	0.676	0.020	0.664	0.009	0.839	-0.003	0.948		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Multiple appt.	0.073	0.089	0.079	0.062	0.083	0.031	0.061	0.098	0.092	0.016	0.092	0.013	0.114	0.001	0.098	0.009	0.088	0.026	0.088	0.020	0.061	0.094	0.063	0.072	0.082	0.026	0.069	0.058	0.088	0.020	0.068	0.072	0.082	0.035	0.082	0.031	0.048	0.195		
Assistant	-0.371	<.001	-0.393	<.001	-0.401	<.001	-0.407	<.001	-0.419	<.001	-0.467	<.001	-0.450	<.001	-0.463	<.001	-0.474	<.001	-0.535	<.001	-0.512	<.001	-0.596	<.001	-0.539	<.001	-0.524	<.001	-0.503	<.001	-0.512	<.001	-0.513	<.001	-0.436	<.001	-0.432	<.001		
Associate	-0.305	<.001	-0.220	<.001	-0.223	<.001	-0.190	0.002	-0.232	<.001	-0.258	<.001	-0.235	<.001	-0.282	<.001	-0.262	<.001	-0.250	<.001	-0.300	<.001	-0.351	<.001	-0.329	<.001	-0.318	<.001	-0.338	<.001	-0.318	<.001	-0.327	<.001	-0.291	<.001	-0.268	<.001		
Years at Rank	0.011	0.009	0.015	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.022	<.001	0.024	<.001	0.025	<.001	0.024	<.001	0.030	<.001	0.028	<.001	0.023	<.001	0.019	<.001	0.016	<.001	0.016	<.001	0.018	<.001	0.018	<.001	0.018	<.001	0.015	0.001	0.014	0.002
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.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	0.63		0.63		0.65		0.67		0.63		0.66		0.70		0.69		0.65		0.66		0.70		0.70		0.69		0.70		0.72		0.70		0.70		0.73		0.73			
Adj. R-square	0.60		0.60		0.62		0.64		0.61		0.63		0.67		0.66		0.62		0.63		0.67		0.67		0.66		0.68		0.69		0.68		0.67		0.70		0.71			
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, and Asian.																																								
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, 4/30/2023

Tot. N=302: White Male N=120; Female N=127; Male Faculty of Color*=51; Unknown Male=4; Asian N=39; URG* N=61.

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	-0.166	<.001	-0.139	<.001	-0.008	0.737	-0.000	0.986
Asian	-0.142	0.027	-0.114	0.048	-0.031	0.388	-0.012	0.681
Underrep. Group*	-0.163	0.002	-0.106	0.029	-0.046	0.153	-0.010	0.714
Yrs. since degree			0.016	<.001	0.022	<.001	0.001	0.821
Yrs. degree (sq.)			0.000	0.278	0.000	<.001	0.000	0.136
Yrs. since hired			-0.002	0.538	-0.005	0.008	-0.012	<.001
Afr. Am Stud.					0.127	0.136	0.116	0.102
Anthropology					0.024	0.724	0.025	0.645
Economics					0.843	<.001	0.706	<.001
Ethnic Studies					0.009	0.901	-0.003	0.956
Geography					-0.025	0.756	-0.061	0.355
HW Neuroscience					-0.156	0.220	-0.061	0.561
History					0.072	0.251	0.028	0.585
Linguistics					0.005	0.954	-0.042	0.537
Political Sc.					0.314	<.001	0.254	<.001
Psychology					0.148	0.035	0.081	0.163
Sociology					0.258	<.001	0.165	0.004
Other units					-		-	
Haas/Law appt.					0.388	<.001	0.353	<.001
Oth. mult. appt.					0.135	0.002	0.110	0.002
Assistant							-0.623	<.001
Associate							-0.323	<.001
Years at Rank							0.016	<.001
Intercept	12.3	<.001	12.3	<.001	12.0	<.001	12.0	<.001
R-square	0.09		0.28		0.76		0.84	
Adj. R-square	0.08		0.26		0.75		0.83	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Demography, and Gender and Women's Studies.								
p<.10=light green p<.05=bright grn. p<.01=green shade p<.001=dark green								

C4b: White Male Salary Model, L&S Social Sciences, 4/30/2023

Tot. N=302: White Male N=120; Female N=127; Male Faculty of Color*=51; Unknown Male=4; Asian N=39; URG* N=61.

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>		2515	0.113	4725	<.001	-1206	0.340
Yrs. degree (sq.)			27	0.699	4	0.933	131	0.009
Yrs. since hired			235	0.886	-1788	0.061	-3665	<.001
Economics					204693	<.001	175610	<.001
History					2621	0.878	9588	0.521
Political Sc.					52852	<.001	46840	<.001
Psychology					12271	0.568	24753	0.192
Other units					-		-	
Haas/Law appt.					65900	<.001	79384	<.001
Oth. mult. appt.					22810	0.080	23793	0.035
Assistant							-168518	<.001
Associate							-83122	<.001
Years at Rank							4456	0.002
Intercept			233839	<.001	175254	<.001	155915	<.001
R-square			0.11		0.73		0.80	
Adj. R-square			0.08		0.70		0.78	
Avg. Wom. \$ diff.			47770		10077		2360	
Avg. Asian \$ diff.			50096		16955		5930	
Avg. URG* \$ diff.			42869		12154		1986	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: African Am Studies, Anthropology, Demography, Ethnic Studies, Gender and Women's Studies, Geography, HW Neuroscience, Linguistics, and Sociology.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C4c: Log Salary Model 3 (Demog., Experience, & Departments), L&S Social Sciences, AY 2004-05--2022-23 (Spring Semester)

Tot. N=302 (2022-23): White Male N=120; Female N=127; Male Faculty of Color*=51; Unknown Male=4; Asian N=39; URG* N=61.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	-0.090	<.001	-0.078	0.003	-0.067	0.011	-0.072	0.004	-0.064	0.015	-0.036	0.151	-0.041	0.130	-0.040	0.157	-0.040	0.157	-0.045	0.118	-0.036	0.205	-0.042	0.119	-0.021	0.434	-0.008	0.773	0.006	0.811	0.003	0.912	-0.008	0.761	-0.002	0.938	-0.008	0.737
Asian	-0.034	0.393	-0.025	0.519	0.014	0.716	0.003	0.928	-0.012	0.757	-0.007	0.846	0.001	0.977	-0.021	0.606	-0.011	0.794	-0.022	0.609	-0.029	0.473	-0.007	0.854	-0.034	0.365	-0.044	0.266	-0.014	0.700	-0.040	0.277	-0.034	0.364	-0.045	0.212	-0.031	0.388
Underrep. Group*	-0.065	0.198	-0.036	0.433	-0.026	0.570	-0.013	0.752	-0.013	0.770	0.007	0.873	0.000	1.000	-0.013	0.769	-0.034	0.434	-0.033	0.464	-0.032	0.464	-0.005	0.904	-0.009	0.834	-0.011	0.806	-0.053	0.232	-0.064	0.105	-0.023	0.532	-0.029	0.413	-0.046	0.153
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	0.023	<.001	0.021	<.001	0.022	<.001	0.023	<.001	0.022	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	0.001	0.000	0.004	0.000	<.001	0.000	0.011	0.000	0.003	0.000	0.028	0.000	0.062	0.000	0.083	0.000	0.096	0.000	0.024	0.000	0.002	0.000	<.001	0.000	0.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.007	<.001	-0.006	0.001	-0.007	0.001	-0.005	0.007	-0.005	0.029	-0.005	0.014	-0.007	<.001	-0.008	<.001	-0.010	<.001	-0.010	<.001	-0.008	<.001	-0.009	<.001	-0.008	<.001	-0.005	0.014	-0.007	<.001	-0.005	0.015	-0.006	0.006	-0.007	0.003	-0.005	0.008
Afr. Am Stud.	-0.050	0.685	-0.020	0.858	-0.023	0.841	-0.018	0.863	-0.044	0.690	-0.091	0.375	-0.056	0.605	-0.059	0.589	-0.121	0.271	-0.070	0.526	-0.114	0.308	-0.116	0.239	-0.113	0.242	-0.144	0.174	0.037	0.717	0.064	0.498	0.035	0.715	0.091	0.317	0.127	0.136
Anthropology	0.030	0.752	0.092	0.279	0.114	0.181	0.142	0.078	0.120	0.154	0.113	0.161	0.138	0.099	0.132	0.106	0.061	0.443	0.088	0.279	0.055	0.509	0.060	0.433	0.046	0.542	-0.006	0.944	0.108	0.161	0.076	0.296	0.072	0.323	0.021	0.751	0.024	0.724
Economics	0.352	<.001	0.448	<.001	0.492	<.001	0.552	<.001	0.645	<.001	0.626	<.001	0.689	<.001	0.738	<.001	0.690	<.001	0.749	<.001	0.711	<.001	0.682	<.001	0.701	<.001	0.659	<.001	0.813	<.001	0.800	<.001	0.845	<.001	0.803	<.001	0.843	<.001
Ethnic Studies	-0.116	0.276	-0.098	0.299	-0.077	0.429	-0.021	0.816	-0.016	0.864	-0.065	0.461	-0.068	0.464	-0.041	0.651	-0.068	0.439	-0.011	0.904	-0.043	0.641	-0.063	0.464	-0.005	0.952	-0.014	0.876	0.069	0.437	0.045	0.580	0.020	0.802	-0.015	0.845	0.009	0.901
Geography	-0.104	0.323	-0.065	0.492	-0.074	0.447	-0.040	0.665	-0.026	0.790	-0.015	0.873	0.003	0.978	0.001	0.995	-0.043	0.643	-0.027	0.771	-0.060	0.529	-0.049	0.580	-0.012	0.898	-0.058	0.551	0.016	0.873	-0.026	0.767	-0.008	0.928	-0.034	0.680	-0.025	0.756
HW Neuroscience	-0.365	0.012	-0.224	0.113	-0.305	0.028	-0.285	0.034	-0.248	0.087	-0.232	0.091	-0.163	0.256	-0.231	0.111	-0.216	0.134	-0.181	0.224	-0.097	0.508	-0.120	0.404	-0.149	0.288	-0.137	0.338	-0.175	0.194	-0.176	0.198	-0.180	0.182	-0.216	0.093	-0.156	0.220
History	-0.062	0.502	0.019	0.818	0.051	0.528	0.076	0.324	0.073	0.359	0.068	0.372	0.082	0.307	0.118	0.133	0.070	0.353	0.090	0.240	0.067	0.407	0.068	0.352	0.049	0.502	0.042	0.588	0.131	0.076	0.090	0.190	0.096	0.161	0.057	0.378	0.072	0.251
Linguistics	-0.075	0.474	-0.043	0.647	-0.031	0.740	-0.024	0.788	-0.062	0.504	-0.048	0.594	-0.059	0.529	-0.034	0.723	-0.084	0.362	-0.073	0.439	-0.079	0.411	-0.053	0.543	-0.074	0.393	-0.062	0.517	0.035	0.695	0.008	0.927	0.037	0.650	0.027	0.730	0.005	0.954
Political Sc.	0.014	0.883	0.082	0.313	0.109	0.184	0.143	0.065	0.155	0.054	0.149	0.053	0.165	0.040	0.204	0.010	0.140	0.065	0.183	0.019	0.171	0.036	0.192	0.010	0.202	0.007	0.187	0.020	0.296	<.001	0.325	<.001	0.328	<.001	0.289	<.001	0.314	<.001
Psychology	0.002	0.983	0.020	0.813	0.064	0.456	0.103	0.206	0.097	0.255	0.113	0.162	0.112	0.183	0.148	0.080	0.092	0.257	0.118	0.158	0.105	0.224	0.127	0.104	0.119	0.126	0.126	0.141	0.189	0.020	0.160	0.033	0.164	0.031	0.144	0.043	0.148	0.035
Sociology	0.091	0.352	0.110	0.202	0.124	0.152	0.122	0.134	0.136	0.110	0.149	0.067	0.177	0.037	0.183	0.028	0.133	0.103	0.171	0.039	0.135	0.114	0.135	0.091	0.143	0.066	0.119	0.160	0.294	<.001	0.239	0.001	0.303	<.001	0.242	<.001	0.258	<.001
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Haas/Law appt.	0.385	<.001	0.439	<.001	0.450	<.001	0.466	<.001	0.480	<.001	0.504	<.001	0.499	<.001	0.498	<.001	0.496	<.001	0.510	<.001	0.489	<.001	0.479	<.001	0.478	<.001	0.464	<.001	0.532	<.001	0.446	<.001	0.451	<.001	0.413	<.001	0.388	<.001
Oth. mult. appt.	0.150	0.008	0.148	0.004	0.165	0.002	0.168	<.001	0.136	0.007	0.126	0.008	0.132	0.007	0.135	0.006	0.112	0.018	0.118	0.016	0.106	0.036	0.126	0.008	0.136	0.006	0.120	0.019	0.166	<.001	0.157	<.001	0.184	<.001	0.155	<.001	0.135	0.002
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.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	0.67	0.69	0.71	0.67	0.71	0.72	0.74	0.75	0.76
Adj. R-square	0.66	0.67	0.67	0.71	0.68	0.71	0.69	0.68	0.68	0.66	0.66	0.69	0.69	0.65	0.69	0.65	0.69	0.70	0.72	0.73	0.75

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C4d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Social Sciences, AY 2004-05--2022-23 (Spring Semester)

Tot. N=302 (2022-23): White Male N=120; Female N=127; Male Faculty of Color*=51; Unknown Male=4; Asian N=39; URG* N=61.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.052	0.014	-0.043	0.052	-0.045	0.025	-0.039	0.055	-0.022	0.267	-0.020	0.352	-0.024	0.319	-0.024	0.292	-0.019	0.386	-0.010	0.657	-0.020	0.319	-0.007	0.750	-0.008	0.713	0.007	0.725	0.008	0.702	-0.002	0.929	0.006	0.753	-0.000	0.986
Asian	-0.018	0.571	-0.017	0.586	-0.004	0.899	-0.008	0.785	-0.040	0.192	-0.038	0.203	-0.022	0.492	-0.045	0.194	-0.047	0.160	-0.058	0.078	-0.059	0.064	-0.022	0.466	-0.018	0.521	-0.005	0.863	-0.002	0.958	-0.019	0.510	-0.021	0.474	-0.028	0.347	-0.012	0.681
Underrep. Group*	0.008	0.839	0.020	0.583	0.026	0.484	0.026	0.429	0.022	0.513	0.024	0.480	0.043	0.220	0.027	0.457	0.011	0.759	-0.001	0.979	-0.023	0.522	0.005	0.868	-0.002	0.959	-0.021	0.539	-0.043	0.207	-0.040	0.198	0.003	0.933	0.001	0.986	-0.010	0.714
Yrs. since degree	-0.001	0.822	0.000	0.925	0.000	0.948	0.001	0.667	-0.003	0.152	-0.001	0.579	-0.001	0.652	-0.001	0.783	-0.002	0.563	-0.004	0.152	-0.002	0.379	0.000	0.953	-0.001	0.519	-0.003	0.178	-0.001	0.834	-0.002	0.423	-0.002	0.364	0.000	0.898	0.001	0.821
Yrs. degree (sq.)	0.000	0.393	0.000	0.079	0.000	0.029	0.000	0.201	0.000	0.003	0.000	0.028	0.000	0.005	0.000	0.003	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.006	0.000	0.004	0.000	0.004	0.000	0.033	0.000	0.136
Yrs. since hired	-0.012	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.012	<.001	-0.015	<.001	-0.015	<.001	-0.016	<.001	-0.018	<.001	-0.016	<.001	-0.015	<.001	-0.014	<.001	-0.012	<.001	-0.014	<.001	-0.013	<.001	-0.013	<.001	-0.013	<.001	-0.012	<.001
Afr. Am Stud.	-0.066	0.504	0.033	0.713	0.048	0.607	0.078	0.361	0.074	0.390	0.036	0.672	0.039	0.656	0.019	0.841	-0.019	0.838	0.051	0.562	0.051	0.568	0.016	0.837	0.016	0.835	0.017	0.838	0.115	0.150	0.125	0.095	0.086	0.270	0.104	0.168	0.116	0.102
Anthropology	-0.020	0.796	0.101	0.136	0.133	0.058	0.161	0.014	0.123	0.057	0.097	0.136	0.150	0.026	0.136	0.048	0.101	0.121	0.145	0.022	0.128	0.054	0.114	0.052	0.084	0.153	0.054	0.382	0.099	0.100	0.071	0.211	0.057	0.335	0.023	0.682	0.025	0.645
Economics	0.224	0.003	0.364	<.001	0.433	<.001	0.490	<.001	0.528	<.001	0.508	<.001	0.581	<.001	0.611	<.001	0.577	<.001	0.632	<.001	0.636	<.001	0.633	<.001	0.658	<.001	0.593	<.001	0.657	<.001	0.641	<.001	0.653	<.001	0.656	<.001	0.706	<.001
Ethnic Studies	-0.105	0.211	-0.028	0.705	0.013	0.868	0.048	0.510	0.049	0.498	-0.006	0.928	0.000	0.997	0.004	0.954	0.032	0.666	0.072	0.314	0.063	0.384	0.054	0.409	0.068	0.299	0.041	0.557	0.081	0.236	0.055	0.394	0.016	0.808	-0.003	0.967	-0.003	0.956
Geography	-0.131	0.114	-0.040	0.598	-0.017	0.834	0.023	0.759	0.039	0.603	0.024	0.742	0.066	0.386	0.045	0.579	0.050	0.518	0.085	0.242	0.051	0.498	0.045	0.505	0.047	0.505	-0.004	0.960	-0.022	0.768	-0.033	0.633	-0.021	0.759	-0.036	0.592	-0.061	0.355
HW Neuroscience	-0.085	0.466	0.000	0.998	-0.068	0.555	-0.018	0.875	0.075	0.510	0.076	0.502	0.041	0.723	-0.041	0.740	0.025	0.838	0.092	0.431	0.039	0.735	-0.012	0.917	-0.081	0.454	-0.009	0.937	-0.062	0.557	0.027	0.804	0.027	0.803	-0.025	0.815	-0.061	0.561
History	-0.108	0.137	0.019	0.772	0.061	0.366	0.090	0.152	0.063	0.307	0.050	0.420	0.091	0.159	0.086	0.193	0.067	0.279	0.088	0.142	0.090	0.158	0.093	0.096	0.082	0.144	0.063	0.288	0.104	0.068	0.065	0.227	0.035	0.522	0.015	0.775	0.028	0.585
Linguistics	-0.067	0.416	0.017	0.819	0.026	0.738	0.033	0.646	-0.012	0.868	-0.027	0.711	0.010	0.898	-0.006	0.940	-0.025	0.743	0.000	0.999	-0.021	0.785	0.014	0.832	0.009	0.889	-0.025	0.732	0.011	0.879	-0.017	0.797	-0.052	0.436	-0.048	0.456	-0.042	0.537
Political Sc.	-0.004	0.952	0.104	0.111	0.133	0.050	0.171	0.007	0.174	0.005	0.165	0.009	0.203	0.002	0.206	0.002	0.173	0.006	0.198	0.001	0.206	0.001	0.227	<.001	0.215	<.001	0.184	0.003	0.242	<.001	0.242	<.001	0.217	<.001	0.214	<.001	0.254	<.001
Psychology	-0.057	0.450	0.018	0.786	0.066	0.345	0.107	0.108	0.080	0.227	0.064	0.326	0.089	0.190	0.111	0.116	0.081	0.225	0.078	0.232	0.079	0.240	0.108	0.072	0.094	0.117	0.074	0.260	0.132	0.036	0.065	0.273	0.059	0.333	0.059	0.303	0.081	0.163
Sociology	0.027	0.727	0.106	0.125	0.126	0.078	0.135	0.043	0.133	0.043	0.134	0.044	0.184	0.007	0.174	0.01	0.154	0.02	0.185	0.004	0.171	0.011	0.151	0.014	0.152	0.012	0.108	0.095	0.196	0.002	0.156	0.008	0.186	0.002	0.157	0.007	0.165	0.004
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Haas/Law appt.	0.272	<.001	0.359	<.001	0.375	<.001	0.430	<.001	0.426	<.001	0.437	<.001	0.418	<.001	0.421	<.001	0.428	<.001	0.438	<.001	0.429	<.001	0.410	<.001	0.393	<.001	0.381	<.001	0.420	<.001	0.365	<.001	0.366	<.001	0.352	<.001	0.353	<.001
Oth. mult. appt.	0.047	0.293	0.083	0.041	0.105	0.014	0.122	0.002	0.084	0.032	0.068	0.077	0.093	0.018	0.090	0.03	0.061	0.12	0.077	0.042	0.081	0.040	0.087	0.018	0.100	0.008	0.087	0.025	0.119	0.001	0.101	0.005	0.111	0.002	0.106	0.003	0.110	0.002
Assistant	-0.583	<.001	-0.588	<.001	-0.595	<.001	-0.551	<.001	-0.648	<.001	-0.596	<.001	-0.646	<.001	-0.654	<.001	-0.712	<.001	-0.786	<.001	-0.741	<.001	-0.707	<.001	-0.757	<.001	-0.781	<.001	-0.714	<.001	-0.697	<.001	-0.714	<.001	-0.656	<.001	-0.623	<.001
Associate	-0.403	<.001	-0.379	<.001	-0.342	<.001	-0.316	<.001	-0.346	<.001	-0.328	<.001	-0.329	<.001	-0.334	<.001	-0.343	<.001	-0.397	<.001	-0.382	<.001	-0.368	<.001	-0.350	<.001	-0.378	<.001	-0.362	<.001	-0.358	<.001	-0.341	<.001	-0.326	<.001	-0.323	<.001
Years at Rank	0.020	<.001	0.018	<.001	0.018	<.001	0.018	<.001	0.020	<.001	0.021	<.001	0.023	<.001	0.021	<.001	0.022	<.001	0.022	<.001	0.019	<.001	0.017	<.001	0.016	<.001	0.016	<.001	0.016	<.001	0.019	<.001	0.019	<.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	11.5	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.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		0.83		0.83		0.84		0.84		0.84	
Adj. R-square	0.79		0.79		0.78		0.81		0.81		0.81		0.80		0.78		0.78		0.79		0.79		0.82		0.82		0.80		0.82		0.82		0.82		0.83		0.83	

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C5a: Log Salary Model, College of Engineering, 4/30/2023

Tot. N=254: White Male N=126; Female N=64; Male Faculty of Color*=63; Unknown Male=1. Asian N=61; URG* N=25.

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	-0.099	0.012	0.002	0.922	0.006	0.784	0.017	0.409
Asian	-0.038	0.346	0.008	0.719	-0.008	0.723	-0.008	0.684
Underrep. Group*	-0.140	0.017	0.005	0.884	0.019	0.555	0.014	0.632
Yrs. since degree			0.021	<.001	0.020	<.001	0.010	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.041
Yrs. since hired			-0.001	0.632	-0.001	0.699	-0.010	<.001
Bioengin.					-0.059	0.210	-0.034	0.452
Civil & Env. Eng.					-0.035	0.422	-0.023	0.570
Elect. Eng./CS					0.042	0.284	0.023	0.544
Material Sc. & Eng.					0.039	0.439	0.016	0.745
Mechanical Eng.					-0.035	0.397	-0.036	0.364
Nuclear Eng.					-0.138	0.026	-0.098	0.097
Other units					-		-	
Multiple appt.					0.093	<.001	0.071	0.004
Assistant							-0.293	<.001
Associate							-0.161	<.001
Years at Rank							0.015	<.001
Intercept	12.2	<.001	12.2	<.001	12.2	<.001	12.1	<.001
R-square	0.05		0.70		0.75		0.78	
Adj. R-square	0.04		0.70		0.73		0.76	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Industrial Engineering & Operations Research.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C5b: White Male Salary Model, College of Engineering, 4/30/2023

Tot. N=254: White Male N=126; Female N=64; Male Faculty of Color*=63; Unknown Male=1. Asian N=61; URG* N=25.

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>		4276	<.001	3985	<.001	1837	0.037
Yrs. degree (sq.)			-73	<.001	-69	0.001	-40	0.143
Yrs. since hired			-416	0.377	-206	0.662	-2568	0.007
Bioengin.					-5245	0.716	109	0.994
Civil & Env. Eng.					10211	0.460	9149	0.498
Civil & Env. Eng.					13275	0.245	6946	0.537
Material Sc. & Eng.					24097	0.122	10370	0.508
Mechanical Eng.					-1618	0.893	-8013	0.497
Other units					-		-	
Multiple appt.					26369	<.001	17585	0.030
Assistant							-54342	0.013
Associate							-36532	0.011
Years at Rank							3688	0.006
Intercept			207008	<.001	193189	<.001	170660	<.001
R-square			0.55		0.61		0.64	
Adj. R-square			0.54		0.58		0.60	
Avg. Wom. \$ diff.			3262		3622		4115	
Avg. Asian \$ diff.			3014		1564		836	
Avg. URG* \$ diff.			2580		3927		3239	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C5c: Log Salary Model 3 (Demog., Experience, & Departments), College of Engineering, AY 2004-05--2022-23 (Spring Semester)

Tot. N=254 (2022-23): White Male N=126; Female N=64; Male Faculty of Color*=63; Unknown Male=1. Asian N=61; URG* N=25.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.709	0.034	0.264	0.016	0.606	0.014	0.600	-0.007	0.800	-0.011	0.728	-0.017	0.587	-0.024	0.445	-0.010	0.756	0.011	0.707	-0.001	0.983	-0.004	0.897	0.002	0.943	0.018	0.479	0.008	0.740	-0.015	0.509	-0.008	0.699	0.001	0.947	0.006	0.784
Asian	0.043	0.073	0.052	0.031	0.054	0.032	0.050	0.029	0.035	0.128	0.036	0.161	0.038	0.152	0.032	0.221	0.028	0.300	0.021	0.393	0.027	0.302	0.019	0.448	0.015	0.548	-0.004	0.874	0.011	0.636	-0.009	0.699	-0.015	0.491	-0.012	0.578	-0.008	0.723
Underrep. Group*	0.078	0.083	0.054	0.216	0.080	0.085	0.061	0.132	0.043	0.306	0.074	0.103	0.048	0.283	0.034	0.453	0.040	0.401	0.010	0.812	-0.013	0.776	0.012	0.780	0.009	0.827	0.035	0.399	0.033	0.381	0.026	0.445	0.028	0.397	0.031	0.317	0.019	0.555
Yrs. since degree	0.018	<.001	0.017	<.001	0.016	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.015	<.001	0.015	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.016	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.019	<.001	0.020	<.001	0.019	<.001	0.020	<.001
Yrs. degree (sq.)	0.000	0.127	0.000	0.188	0.000	0.123	0.000	0.002	0.000	0.017	0.000	0.016	0.000	0.295	0.000	0.254	0.000	0.136	0.000	0.201	0.000	0.132	0.000	0.020	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	0.000	0.971	0.001	0.560	0.000	0.862	-0.001	0.473	-0.002	0.316	-0.002	0.343	0.001	0.697	0.001	0.628	0.001	0.511	0.001	0.436	0.001	0.647	0.000	0.997	-0.001	0.520	-0.002	0.320	-0.001	0.386	-0.001	0.441	-0.002	0.235	0.000	0.767	-0.001	0.699
Bioengin.	-0.040	0.435	-0.063	0.224	-0.075	0.163	-0.037	0.443	-0.027	0.599	-0.040	0.469	-0.081	0.151	-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	0.088	-0.084	0.117	-0.071	0.163	-0.076	0.117	-0.068	0.130	-0.059	0.210
Civil & Env. Eng.	-0.050	0.266	-0.046	0.320	-0.034	0.482	0.010	0.810	0.004	0.937	-0.026	0.603	-0.063	0.216	-0.062	0.224	-0.102	0.052	-0.100	0.037	-0.106	0.042	-0.102	0.043	-0.101	0.034	-0.086	0.070	-0.077	0.107	-0.054	0.233	-0.065	0.137	-0.057	0.161	-0.035	0.422
Elect. Eng./CS	0.045	0.287	0.035	0.421	0.030	0.506	0.083	0.041	0.065	0.127	0.040	0.399	0.012	0.798	0.015	0.755	-0.006	0.899	-0.019	0.674	-0.019	0.704	-0.020	0.665	-0.021	0.636	0.003	0.938	0.009	0.833	0.040	0.332	0.043	0.262	0.032	0.387	0.042	0.284
Material Sc. & Eng.	0.057	0.293	0.036	0.516	0.028	0.611	0.057	0.277	0.038	0.488	0.006	0.924	-0.027	0.665	-0.051	0.427	-0.039	0.573	-0.059	0.344	-0.053	0.427	-0.003	0.966	-0.017	0.769	-0.034	0.550	-0.021	0.713	0.012	0.819	0.004	0.938	0.011	0.818	0.039	0.439
Mechanical Eng.	-0.017	0.689	-0.031	0.490	-0.017	0.715	0.021	0.624	-0.003	0.940	-0.014	0.781	-0.054	0.284	-0.067	0.179	-0.080	0.116	-0.097	0.038	-0.088	0.085	-0.084	0.090	-0.072	0.121	-0.066	0.145	-0.064	0.161	-0.039	0.362	-0.040	0.325	-0.049	0.214	-0.035	0.397
Nuclear Eng.	-0.058	0.375	-0.065	0.337	0.007	0.922	-0.008	0.894	-0.080	0.265	-0.084	0.287	-0.122	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	-0.107	0.090	-0.092	0.127	-0.094	0.103	-0.146	0.013	-0.138	0.026
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.099	<.001	0.087	0.003	0.102	0.001	0.099	<.001	0.110	<.001	0.124	<.001	0.153	<.001	0.141	<.001	0.149	<.001	0.150	<.001	0.144	<.001	0.125	<.001	0.111	<.001	0.104	<.001	0.110	<.001	0.103	<.001	0.100	<.001	0.083	<.001	0.093	<.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	12.1	<.001	12.1	<.001	12.1	<.001	12.2	<.001	12.2	<.001
R-square	0.71		0.68		0.62		0.68		0.64		0.59		0.57		0.55		0.53		0.60		0.60		0.60		0.62		0.63		0.68		0.70		0.73		0.76		0.75	
Adj. R-square	0.69		0.66		0.60		0.66		0.62		0.56		0.54		0.52		0.51		0.58		0.58		0.58		0.60		0.61		0.66		0.68		0.72		0.75		0.73	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																						
Other units include: Industrial Engineering & Operations Research and Nuclear Engineering.																																						
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																						

C5d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), College of Engineering, AY 2004-05--2022-23 (Spring Semester)

Tot. N=254 (2022-23): White Male N=126; Female N=64; Male Faculty of Color*=63; Unknown Male=1. Asian N=61; URG* N=25.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.989	0.003	0.917	0.008	0.799	0.022	0.424	0.012	0.665	0.013	0.626	0.016	0.514	0.023	0.321	0.011	0.614	-0.008	0.716	0.001	0.947	0.012	0.542	0.017	0.409		
Asian	0.030	0.180	0.033	0.122	0.038	0.098	0.037	0.082	0.019	0.358	0.027	0.255	0.033	0.173	0.028	0.247	0.025	0.325	0.012	0.620	0.011	0.642	0.010	0.660	0.005	0.841	-0.012	0.610	-0.004	0.864	-0.016	0.441	-0.020	0.331	-0.018	0.366	-0.008	0.684		
Underrep. Group*	0.070	0.093	0.050	0.195	0.076	0.070	0.062	0.098	0.039	0.304	0.078	0.063	0.046	0.265	0.038	0.367	0.038	0.406	0.002	0.968	-0.013	0.743	0.007	0.862	0.003	0.931	0.028	0.469	0.023	0.505	0.020	0.538	0.024	0.441	0.020	0.493	0.014	0.632		
Yrs. since degree	0.008	<.001	0.005	0.014	0.004	0.122	0.007	0.002	0.006	0.007	0.005	0.022	0.003	0.193	0.003	0.136	0.003	0.180	0.003	0.211	0.004	0.091	0.004	0.064	0.003	0.135	0.006	0.010	0.007	0.002	0.008	<.001	0.010	<.001	0.009	<.001	0.010	<.001		
Yrs. degree (sq.)	0.000	0.271	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	0.017	0.000	0.118	0.000	0.169	0.000	0.460	0.000	0.852	0.000	0.933	0.000	0.490	0.000	0.272	0.000	0.047	0.000	0.057	0.000	0.121	0.000	0.041		
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	-0.011	<.001	-0.011	<.001	-0.010	<.001	-0.011	<.001	-0.010	<.001	-0.010	<.001	-0.010	<.001
Bioengin.	-0.007	0.881	-0.033	0.479	-0.047	0.341	-0.007	0.868	0.002	0.971	0.007	0.894	-0.025	0.638	-0.055	0.304	-0.083	0.140	-0.065	0.215	-0.063	0.257	-0.077	0.161	-0.058	0.247	-0.062	0.219	-0.050	0.315	-0.049	0.300	-0.058	0.198	-0.043	0.310	-0.034	0.452		
Civil & Env. Eng.	-0.049	0.242	-0.052	0.210	-0.053	0.233	-0.001	0.988	-0.002	0.961	-0.023	0.612	-0.043	0.349	-0.040	0.391	-0.075	0.124	-0.082	0.066	-0.087	0.072	-0.080	0.086	-0.074	0.087	-0.059	0.181	-0.046	0.299	-0.031	0.463	-0.046	0.264	-0.044	0.255	-0.023	0.570		
Elect. Eng./CS	0.013	0.733	-0.001	0.979	-0.016	0.696	0.059	0.114	0.043	0.270	0.020	0.639	0.009	0.828	0.015	0.727	-0.007	0.878	-0.029	0.479	-0.028	0.530	-0.031	0.475	-0.032	0.418	-0.010	0.807	-0.003	0.946	0.024	0.527	0.025	0.484	0.009	0.790	0.023	0.544		
Material Sc. & Eng.	0.031	0.534	0.004	0.940	-0.006	0.913	0.040	0.409	0.027	0.588	0.001	0.986	-0.012	0.834	-0.021	0.728	-0.017	0.787	-0.044	0.439	-0.044	0.474	0.013	0.817	0.003	0.958	-0.031	0.551	-0.027	0.605	-0.012	0.810	-0.022	0.652	-0.015	0.751	0.016	0.745		
Mechanical Eng.	-0.028	0.493	-0.055	0.181	-0.048	0.274	0.007	0.861	-0.013	0.749	-0.015	0.742	-0.035	0.449	-0.053	0.245	-0.065	0.176	-0.082	0.058	-0.074	0.119	-0.073	0.108	-0.058	0.166	-0.051	0.227	-0.054	0.195	-0.034	0.393	-0.035	0.354	-0.052	0.158	-0.036	0.364		
Nuclear Eng.	-0.046	0.448	-0.056	0.352	-0.009	0.889	-0.003	0.957	-0.051	0.442	-0.046	0.527	-0.069	0.320	-0.095	0.180	-0.095	0.203	-0.112	0.076	-0.117	0.084	-0.090	0.173	-0.081	0.207	-0.078	0.193	-0.082	0.160	-0.070	0.208	-0.074	0.173	-0.108	0.053	-0.098	0.097		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Multiple appt.	0.082	0.003	0.058	0.031	0.064	0.029	0.071	0.006	0.084	0.002	0.099	<.001	0.139	<.001	0.115	<.001	0.129	<.001	0.118	<.001	0.114	<.001	0.094	0.001	0.081	0.004	0.077	0.006	0.081	0.003	0.085	0.001	0.085	<.001	0.063	0.008	0.071	0.004		
Assistant	-0.236	<.001	-0.296	<.001	-0.362	<.001	-0.308	<.001	-0.362	<.001	-0.370	<.001	-0.399	<.001	-0.352	<.001	-0.322	<.001	-0.343	<.001	-0.322	<.001	-0.324	<.001	-0.383	<.001	-0.341	<.001	-0.322	<.001	-0.283	<.001	-0.271	<.001	-0.314	<.001	-0.293	<.001		
Associate	-0.141	<.001	-0.196	<.001	-0.181	<.001	-0.165	<.001	-0.209	<.001	-0.213	<.001	-0.194	<.001	-0.210	<.001	-0.184	<.001	-0.175	<.001	-0.173	<.001	-0.165	<.001	-0.176	<.001	-0.184	<.001	-0.174	<.001	-0.178	<.001	-0.177	<.001	-0.171	<.001	-0.161	<.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	0.018	<.001	0.018	<.001	0.018	<.001	0.018	<.001	0.017	<.001	0.016	<.001	0.015	<.001	0.015	<.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	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001
R-square	0.75		0.75		0.69		0.73		0.71		0.66		0.65		0.62		0.60		0.66		0.67		0.66		0.69		0.69		0.73		0.74		0.77		0.79		0.78			
Adj. R-square	0.73		0.73		0.67		0.71		0.69		0.64		0.62		0.59		0.57		0.64		0.64		0.64		0.67		0.67		0.71		0.73		0.75		0.78		0.76			

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C6a: Log Salary Model, College of Chemistry, 4/30/2023

Tot. N=66: White Male N=33; Female N=16; Male Faculty of Color*=16; Unknown Male=1. Asian N=15; URG* N=5.

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	-0.020	0.843	-0.064	0.185	-0.074	0.147	-0.090	0.081
Faculty of Color*	-0.166	0.087	0.045	0.324	0.026	0.612	-0.019	0.706
Yrs. since degree			0.029	<.001	0.028	<.001	0.016	0.004
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.028
Yrs. since hired			-0.001	0.689	-0.001	0.783	-0.008	0.079
Chemical/Biom. Eng.					-0.027	0.630	0.004	0.949
Other units					-		-	
Multiple appt.					0.056	0.255	0.087	0.076
Assist./Assoc.							-0.258	0.010
Years at Rank							0.013	0.089
Intercept	12.3	<.001	12.3	<.001	12.3	<.001	12.2	<.001
R-square	0.05		0.81		0.82		0.84	
Adj. R-square	0.02		0.80		0.80		0.82	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, and Asian.								
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, 4/30/2023

Tot. N=66: White Male N=33; Female N=16; Male Faculty of Color*=16; Unknown Male=1. Asian N=15; URG* N=5.

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>		6201	<.001	6038	<.001	2284	0.407
Yrs. degree (sq.)			-106	0.015	-102	0.028	-57	0.376
Yrs. since hired			-408	0.737	-467	0.741	-2746	0.222
Chemical/Biom. Eng.					9012	0.727	25297	0.363
Other units					-		-	
Multiple appt.					21568	0.323	32732	0.159
Assist./Assoc.							-69179	0.164
Years at Rank							4235	0.249
Intercept			229955	<.001	223653	<.001	195226	<.001
R-square			0.71		0.72		0.75	
Adj. R-square			0.68		0.67		0.67	
Avg. Wom. \$ diff.			16528		24747		32677	
Avg. Fac. of Color* \$ diff.			5922		4687		21454	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, and Asian.								
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--2022-23 (Spring Semester)

Tot. N=66 (2022-23): White Male N=33; Female N=16; Male Faculty of Color*=16; Unknown Male=1. Asian N=15; URG* N=5.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.722	0.019	0.755	-0.008	0.883	-0.045	0.506	-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	-0.089	0.073	-0.082	0.067	-0.092	0.052	-0.123	0.012	-0.074	0.147
Faculty of Color*	0.033	0.510	0.017	0.752	-0.017	0.714	-0.051	0.423	-0.042	0.487	-0.016	0.784	0.039	0.541	0.068	0.300	0.080	0.222	0.082	0.176	0.061	0.333	0.037	0.516	0.024	0.652	0.013	0.785	0.021	0.646	0.018	0.677	0.029	0.507	0.028	0.518	0.026	0.612
Yrs. since degree	0.024	<.001	0.026	<.001	0.028	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.025	<.001	0.025	<.001	0.025	<.001	0.029	<.001	0.030	<.001	0.030	<.001	0.029	<.001	0.029	<.001	0.032	<.001	0.030	<.001	0.031	<.001	0.028	<.001
Yrs. degree (sq.)	-0.001	<.001	-0.001	0.002	-0.001	<.001	0.000	0.023	0.000	0.022	0.000	0.007	0.000	0.008	0.000	0.005	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired	-0.002	0.511	-0.003	0.299	-0.006	0.037	-0.004	0.303	-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	0.063	-0.007	0.066	-0.007	0.066	-0.005	0.115	-0.005	0.118	-0.005	0.036	-0.003	0.331	-0.003	0.242	-0.001	0.783
Chemical/Biom. Eng.	0.088	0.079	0.079	0.122	0.141	0.002	0.104	0.085	0.078	0.178	0.059	0.304	0.062	0.312	0.030	0.652	0.018	0.777	0.047	0.460	-0.001	0.984	0.021	0.726	0.030	0.593	0.010	0.850	0.003	0.953	-0.026	0.587	-0.019	0.705	-0.022	0.651	-0.027	0.630
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.097	0.074	0.077	0.170	0.061	0.228	0.070	0.280	0.113	0.066	0.073	0.234	0.055	0.377	0.025	0.690	0.042	0.504	0.078	0.184	0.028	0.647	0.035	0.522	0.027	0.594	0.013	0.793	0.023	0.619	0.012	0.778	0.031	0.463	0.052	0.227	0.056	0.255
Intercept	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.2	<.001	12.2	<.001	12.2	<.001	12.3	<.001	12.3	<.001	12.3	<.001	12.3	<.001	12.3	<.001
R-square	0.78		0.77		0.82		0.64		0.65		0.65		0.69		0.66		0.67		0.70		0.69		0.73		0.76		0.80		0.82		0.85		0.84		0.84		0.82	
Adj. R-square	0.75		0.75		0.80		0.60		0.61		0.61		0.65		0.62		0.63		0.66		0.66		0.70		0.73		0.77		0.80		0.84		0.83		0.82		0.80	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, and Asian.																																						
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--2022-23 (Spring Semester)

Tot. N=66 (2022-23): White Male N=33; Female N=16; Male Faculty of Color*=16; Unknown Male=1. Asian N=15; URG* N=5.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.648	-0.018	0.739	-0.063	0.185	-0.057	0.396	-0.079	0.194	-0.084	0.145	-0.106	0.064	-0.100	0.109	-0.051	0.392	-0.056	0.328	-0.029	0.611	-0.013	0.818	-0.000	0.997	-0.050	0.301	-0.052	0.264	-0.053	0.226	-0.068	0.127	-0.108	0.018	-0.090	0.081
Faculty of Color*	-0.019	0.677	-0.031	0.516	-0.071	0.103	-0.124	0.084	-0.126	0.052	-0.065	0.271	0.034	0.546	0.076	0.225	0.081	0.171	0.073	0.199	0.045	0.414	0.018	0.724	-0.004	0.933	-0.025	0.608	-0.036	0.422	-0.042	0.348	-0.043	0.350	-0.029	0.527	-0.019	0.706
Yrs. since degree	0.008	0.066	0.008	0.068	0.011	0.007	0.011	0.109	0.007	0.302	0.010	0.073	0.011	0.028	0.011	0.071	0.012	0.044	0.011	0.090	0.009	0.168	0.007	0.243	0.009	0.171	0.013	0.032	0.012	0.036	0.018	0.001	0.014	0.007	0.016	0.002	0.016	0.004
Yrs. degree (sq.)	0.000	0.730	0.000	0.490	0.000	0.787	0.000	0.406	0.000	0.972	0.000	0.717	0.000	0.741	0.000	0.699	0.000	0.304	0.000	0.197	0.000	0.906	0.000	0.354	0.000	0.156	0.000	0.011	0.000	0.005	0.000	0.018	0.000	0.011	0.000	0.009	0.000	0.028
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	0.006	-0.014	0.002	-0.012	0.007	-0.011	0.009	-0.008	0.034	-0.008	0.079
Chemical/Biom. 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	0.678	0.037	0.535	0.034	0.547	0.009	0.865	0.013	0.799	0.008	0.861	0.020	0.661	0.002	0.968	0.017	0.725	-0.004	0.928	0.004	0.949
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.128	0.009	0.154	0.004	0.132	0.004	0.078	0.264	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	0.433	0.055	0.266	0.061	0.197	0.030	0.508	0.039	0.356	0.017	0.662	0.056	0.169	0.072	0.085	0.087	0.076
Assist./Assoc.	-0.384	<.001	-0.340	<.001	-0.372	<.001	-0.178	0.138	-0.313	0.005	-0.384	<.001	-0.417	<.001	-0.373	<.001	-0.402	<.001	-0.374	0.002	-0.585	<.001	-0.582	<.001	-0.517	<.001	-0.390	0.001	-0.396	<.001	-0.354	0.001	-0.333	0.001	-0.297	0.002	-0.258	0.010
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	0.264	0.010	0.271	0.015	0.085	0.014	0.100	0.022	0.010	0.020	0.013	0.014	0.073	0.017	0.019	0.010	0.137	0.015	0.027	0.011	0.112	0.013	0.089
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	12.1	<.001	12.1	<.001	12.2	<.001	12.2	<.001	12.2	<.001	12.2	<.001
R-square	0.84		0.84		0.88		0.66		0.71		0.73		0.77		0.72		0.74		0.75		0.78		0.80		0.81		0.83		0.86		0.88		0.87		0.87		0.84	
Adj. R-square	0.81		0.81		0.86		0.61		0.66		0.69		0.74		0.67		0.70		0.71		0.74		0.77		0.79		0.80		0.83		0.86		0.85		0.85		0.82	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, and Asian.																																						
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, 4/30/2023

Tot. N=115: White Male N=52; Female N=38; Male Faculty of Color*=24; Unknown Male=1. Asian N=21; URG* N=17.

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	-0.072	0.241	-0.014	0.754	0.008	0.834	0.014	0.650
Asian	-0.077	0.311	-0.043	0.454	-0.026	0.594	-0.050	0.211
Underrep. Group*	-0.248	0.003	-0.103	0.110	-0.077	0.140	-0.040	0.359
Yrs. since degree			0.020	<.001	0.025	<.001	0.005	0.185
Yrs. degree (sq.)			0.000	0.422	0.000	0.018	0.000	0.715
Yrs. since hired			-0.002	0.540	-0.005	0.127	-0.015	<.001
Agr. Res. Ec. Pol.					0.422	<.001	0.321	<.001
ESPM					0.078	0.189	0.007	0.890
Plant & Micr. Bio.					0.105	0.101	0.101	0.065
Other units					-		-	
Multiple appt.					0.237	<.001	0.137	0.003
Assistant							-0.567	<.001
Associate							-0.310	<.001
Years at Rank							0.018	<.001
Intercept	12.2	<.001	12.1	<.001	12.0	<.001	12.0	<.001
R-square	0.09		0.52		0.70		0.80	
Adj. R-square	0.06		0.49		0.67		0.77	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
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, 4/30/2023

Tot. N=115: White Male N=52; Female N=38; Male Faculty of Color*=24; Unknown Male=1. Asian N=21; URG* N=17.

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>		2622	0.034	2918	0.010	-1356	0.327
Yrs. degree (sq.)			-6	0.909	-19	0.674	36	0.452
Yrs. since hired			486	0.627	428	0.639	-2495	0.040
Agr. Res. Ec. Pol.					42423	0.020	31660	0.053
ESPM					-7863	0.593	-15534	0.232
Other units					-		-	
Multiple appt.					47863	0.005	24608	0.115
Assistant							-132539	<.001
Associate							-62340	0.002
Years at Rank							4922	0.003
Intercept			190812	<.001	178872	<.001	174058	<.001
R-square			0.40		0.59		0.72	
Adj. R-square			0.37		0.53		0.66	
Avg. Wom. \$ diff.			6680		3517		878	
Avg. Asian \$ diff.			5193		6967		8206	
Avg. URG* \$ diff.			21380		15626		4316	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
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--2022-23 (Spring Semester)

Tot. N=115 (2022-23): White Male N=52; Female N=38; Male Faculty of Color*=24; Unknown Male=1. Asian N=21; URG* N=17.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.049	0.186	-0.051	0.191	-0.073	0.053	-0.053	0.013	-0.073	0.021	-0.070	0.046	-0.073	0.038	-0.067	0.073	-0.069	0.063	-0.081	0.029	-0.088	0.018	-0.062	0.079	-0.058	0.107	-0.047	0.199	-0.051	0.220	-0.047	0.245	-0.054	0.189	-0.001	0.974	0.008	0.834
Asian	-0.122	0.041	-0.099	0.123	-0.116	0.056	-0.053	0.324	-0.034	0.523	-0.048	0.384	-0.033	0.543	-0.043	0.440	-0.044	0.425	-0.065	0.236	-0.043	0.389	-0.056	0.263	-0.049	0.361	-0.055	0.298	-0.045	0.423	-0.048	0.351	-0.070	0.193	-0.033	0.491	-0.026	0.594
Underrep. Group*	-0.024	0.766	-0.003	0.974	-0.044	0.557	-0.040	0.515	-0.009	0.880	-0.043	0.505	-0.045	0.486	-0.070	0.292	-0.068	0.303	-0.088	0.189	-0.170	0.019	-0.163	0.029	-0.159	0.036	-0.165	0.019	-0.124	0.084	-0.128	0.071	-0.081	0.199	-0.079	0.134	-0.077	0.140
Yrs. since degree	0.026	<.001	0.025	<.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	0.028	<.001	0.027	<.001	0.029	<.001	0.025	<.001	0.025	<.001
Yrs. degree (sq.)	0.000	0.041	0.000	0.072	0.000	0.212	0.000	0.039	0.000	0.042	0.000	0.034	0.000	0.011	0.000	0.101	0.000	0.086	0.000	0.118	0.000	0.054	0.000	0.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	-0.001	<.001	0.000	0.009	0.000	0.018
Yrs. since hired	-0.005	0.080	-0.004	0.178	-0.004	0.164	-0.004	0.126	-0.003	0.206	-0.004	0.211	-0.004	0.139	-0.004	0.170	-0.005	0.066	-0.006	0.053	-0.005	0.109	-0.005	0.076	-0.007	0.025	-0.007	0.037	-0.010	0.002	-0.009	0.005	-0.009	0.008	-0.006	0.055	-0.005	0.127
Agr. Res. Ec. Pol.	0.243	<.001	0.243	<.001	0.218	<.001	0.225	<.001	0.255	<.001	0.260	<.001	0.275	<.001	0.193	0.006	0.247	<.001	0.299	<.001	0.304	<.001	0.310	<.001	0.317	<.001	0.351	<.001	0.427	<.001	0.391	<.001	0.437	<.001	0.428	<.001	0.422	<.001
ESPM	0.051	0.319	0.040	0.459	0.051	0.310	0.051	0.284	0.038	0.442	0.012	0.811	0.021	0.684	-0.021	0.706	0.009	0.874	-0.021	0.710	0.003	0.954	-0.019	0.727	0.006	0.906	0.000	0.997	0.001	0.983	0.023	0.694	0.064	0.315	0.094	0.102	0.078	0.189
Plant & Micr. Bio.	0.221	<.001	0.189	0.002	0.170	0.002	0.185	<.001	0.173	0.001	0.160	0.003	0.208	<.001	0.154	0.010	0.163	0.007	0.149	0.016	0.151	0.012	0.130	0.026	0.126	0.031	0.143	0.023	0.163	0.015	0.146	0.025	0.158	0.024	0.128	0.039	0.105	0.101
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.182	<.001	0.161	0.001	0.124	0.011	0.107	0.014	0.103	0.021	0.141	0.003	0.124	0.008	0.080	0.101	0.119	0.017	0.127	0.013	0.118	0.027	0.098	0.057	0.125	0.021	0.144	0.012	0.163	0.005	0.200	<.001	0.209	<.001	0.247	<.001	0.237	<.001
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	11.9	<.001	11.9	<.001	11.9	<.001
R-square	0.73		0.71		0.74		0.77		0.77		0.72		0.72		0.70		0.71		0.70		0.72		0.71		0.71		0.73		0.69		0.69		0.70		0.71		0.70	
Adj. R-square	0.70		0.69		0.71		0.75		0.75		0.70		0.70		0.68		0.68		0.67		0.69		0.69		0.68		0.70		0.66		0.66		0.67		0.68		0.67	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																						
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--2022-23 (Spring Sem.)

Tot. N=115 (2022-23): White Male N=52; Female N=38; Male Faculty of Color*=24; Unknown Male=1. Asian N=21; URG* N=17.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.024	0.427	-0.021	0.516	-0.049	0.137	-0.063	0.029	-0.063	0.019	-0.057	0.057	-0.049	0.083	-0.042	0.182	-0.061	0.058	-0.063	0.031	-0.076	0.015	-0.053	0.074	-0.029	0.319	-0.019	0.525	-0.009	0.801	-0.032	0.361	-0.030	0.398	0.010	0.738	0.014	0.650
Asian	-0.097	0.047	-0.110	0.040	-0.114	0.035	-0.035	0.450	-0.017	0.714	-0.040	0.392	-0.026	0.561	-0.035	0.454	-0.019	0.697	-0.021	0.655	-0.022	0.605	-0.030	0.481	-0.010	0.830	-0.025	0.574	-0.007	0.883	-0.045	0.300	-0.083	0.074	-0.058	0.140	-0.050	0.211
Underrep. Group*	0.107	0.124	0.090	0.172	0.041	0.538	-0.009	0.866	0.007	0.893	-0.001	0.984	0.004	0.942	-0.025	0.665	-0.030	0.603	-0.029	0.621	-0.103	0.101	-0.102	0.115	-0.115	0.076	-0.112	0.054	-0.096	0.116	-0.111	0.066	-0.060	0.267	-0.052	0.226	-0.040	0.359
Yrs. since degree	0.004	0.351	0.006	0.120	0.007	0.087	0.008	0.020	0.006	0.074	0.002	0.634	0.001	0.741	0.001	0.739	0.001	0.777	-0.001	0.824	0.003	0.554	0.002	0.674	0.003	0.433	0.000	0.946	0.005	0.251	0.009	0.052	0.010	0.024	0.006	0.113	0.005	0.185
Yrs. degree (sq.)	0.000	0.175	0.000	0.318	0.000	0.214	0.000	0.151	0.000	0.223	0.000	0.065	0.000	0.069	0.000	0.029	0.000	0.072	0.000	0.088	0.000	0.842	0.000	0.832	0.000	0.444	0.000	0.184	0.000	0.668	0.000	0.318	0.000	0.175	0.000	0.581	0.000	0.715
Yrs. since hired	-0.006	0.019	-0.006	0.025	-0.007	0.013	-0.007	0.006	-0.007	0.006	-0.008	0.005	-0.008	0.001	-0.009	0.002	-0.010	0.001	-0.011	<.001	-0.011	<.001	-0.009	0.002	-0.011	<.001	-0.013	<.001	-0.015	<.001	-0.015	<.001	-0.018	<.001	-0.014	<.001	-0.015	<.001
Agr. Res. Ec. Pol.	0.122	0.025	0.132	0.025	0.110	0.055	0.139	0.009	0.160	0.003	0.164	0.003	0.169	0.002	0.136	0.022	0.185	0.003	0.253	<.001	0.240	<.001	0.236	<.001	0.252	<.001	0.256	<.001	0.346	<.001	0.338	<.001	0.354	<.001	0.327	<.001	0.321	<.001
ESPM	-0.013	0.763	-0.001	0.978	-0.008	0.864	0.007	0.859	-0.003	0.953	-0.026	0.538	-0.034	0.421	-0.049	0.297	-0.023	0.638	-0.025	0.602	-0.020	0.664	-0.055	0.227	-0.043	0.339	-0.079	0.093	-0.052	0.313	0.006	0.910	0.019	0.741	0.028	0.567	0.007	0.890
Plant & Micr. Bio.	0.147	0.002	0.128	0.010	0.099	0.042	0.130	0.004	0.115	0.012	0.121	0.010	0.137	0.003	0.106	0.037	0.115	0.028	0.130	0.015	0.133	0.011	0.084	0.089	0.089	0.064	0.083	0.109	0.108	0.059	0.135	0.016	0.153	0.013	0.126	0.016	0.101	0.065
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.091	0.021	0.085	0.041	0.069	0.107	0.056	0.139	0.046	0.228	0.073	0.070	0.058	0.133	0.028	0.499	0.029	0.526	0.049	0.283	0.030	0.523	-0.007	0.872	0.002	0.958	0.007	0.879	0.059	0.251	0.120	0.013	0.103	0.052	0.146	0.001	0.137	0.003
Assistant	-0.506	<.001	-0.459	<.001	-0.422	<.001	-0.458	<.001	-0.482	<.001	-0.574	<.001	-0.597	<.001	-0.600	<.001	-0.574	<.001	-0.599	<.001	-0.489	<.001	-0.543	<.001	-0.548	<.001	-0.571	<.001	-0.579	<.001	-0.550	<.001	-0.572	<.001	-0.573	<.001	-0.567	<.001
Associate	-0.388	<.001	-0.377	<.001	-0.306	<.001	-0.278	<.001	-0.304	<.001	-0.304	<.001	-0.365	<.001	-0.389	<.001	-0.384	<.001	-0.408	<.001	-0.354	<.001	-0.351	<.001	-0.336	<.001	-0.350	<.001	-0.328	<.001	-0.299	<.001	-0.306	<.001	-0.285	<.001	-0.310	<.001
Years at Rank	0.015	<.001	0.013	0.004	0.014	0.003	0.010	0.009	0.011	0.007	0.012	0.004	0.012	0.003	0.011	0.019	0.014	0.004	0.016	0.001	0.016	0.001	0.013	0.008	0.014	0.004	0.019	<.001	0.013	0.023	0.013	0.026	0.017	0.001	0.015	0.001	0.018	<.001
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001
R-square	0.82		0.81		0.81		0.84		0.84		0.81		0.82		0.80		0.79		0.79		0.80		0.81		0.81		0.83		0.78		0.79		0.78		0.81		0.80	
Adj. R-square	0.80		0.79		0.78		0.82		0.82		0.79		0.80		0.77		0.77		0.76		0.78		0.78		0.78		0.80		0.76		0.76		0.75		0.78		0.77	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																						
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, 4/30/2023

Tot. N=95: White Male N=48; Female N=30; Male Faculty of Color*=17; Unknown Male=0. Asian N=16; URG 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	-0.077	0.091	-0.006	0.871	-0.007	0.866	-0.008	0.812
Asian	-0.137	0.017	-0.069	0.140	-0.069	0.151	-0.022	0.559
Underrep. Group*	-0.123	0.077	-0.042	0.461	-0.044	0.452	-0.039	0.386
Yrs. since degree			0.008	0.048	0.008	0.081	0.005	0.294
Yrs. degree (sq.)			-0.001	<.001	-0.001	0.002	0.000	0.250
Yrs. since hired			-0.001	0.770	-0.001	0.777	-0.008	0.035
Multiple appt.					0.023	0.729	0.365	<.001
Market Ratio**					-0.011	0.966	1.800	<.001
Assistant							-0.607	<.001
Associate							-0.562	<.001
Years at Rank							0.005	0.344
Intercept	12.6	<.001	12.7	<.001	12.7	<.001	9.7	<.001
R-square	0.11		0.44		0.44		0.68	
Adj. R-square	0.08		0.40		0.39		0.64	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C8b: White Male Salary Model, Haas School of Business, 4/30/2023

Tot. N=95: White Male N=48; Female N=30; Male Faculty of Color*=17; Unknown Male=0. Asian N=16; URG 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>		4869	<.001	6023	<.001	4121	0.014
Yrs. degree (sq.)			-26	0.652	-38	0.524	22	0.724
Yrs. since hired			-1424	0.255	-1546	0.208	-2910	0.015
Multiple appt.					35800	0.070	119577	<.001
Market Ratio*					152071	0.096	660006	<.001
Assistant							-173096	<.001
Associate							-158836	<.001
Years at Rank							1510	0.470
Intercept			314986	<.001	55113	0.715	-780462	<.001
R-square			0.50		0.54		0.77	
Adj. R-square			0.47		0.49		0.72	
Avg. Wom. \$ diff.			14339		12634		7837	
Avg. Asian \$ diff.			22493		18117		5860	
Avg. URG* \$ diff.			6206		3078		4680	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C8c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), Haas School of Business, AY 2004-05--2022-23 (Spring Semester)

Tot. N=95 (2022-23): White Male N=48; Female N=30; Male Faculty of Color*=17; Unknown Male=0. Asian N=16; URG N=10.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.912	0.043	0.454	0.015	0.787	-0.008	0.877	-0.078	0.130	-0.068	0.235	-0.079	0.161	-0.102	0.060	-0.124	0.018	-0.100	0.065	-0.107	0.035	-0.099	0.036	-0.063	0.190	-0.031	0.545	0.007	0.886	-0.036	0.479	-0.027	0.570	-0.016	0.724	-0.007	0.866		
Asian	-0.009	0.899	-0.037	0.611	-0.060	0.397	-0.047	0.511	-0.074	0.263	-0.084	0.220	-0.035	0.579	-0.036	0.563	-0.062	0.330	-0.098	0.146	-0.106	0.089	-0.099	0.105	-0.056	0.332	-0.086	0.166	-0.060	0.332	-0.095	0.149	-0.086	0.157	-0.077	0.149	-0.069	0.151		
Underrep. Group*	-0.105	0.338	-0.207	0.083	-0.170	0.112	-0.189	0.078	-0.008	0.932	-0.060	0.539	-0.034	0.725	-0.017	0.834	-0.025	0.757	0.022	0.836	0.020	0.824	0.023	0.779	-0.009	0.903	-0.003	0.969	-0.051	0.524	-0.036	0.664	-0.051	0.505	-0.048	0.502	-0.044	0.452		
Yrs. since degree	0.012	0.008	0.012	0.012	0.008	0.089	0.007	0.155	0.008	0.059	0.005	0.256	0.010	0.058	0.012	0.012	0.014	0.002	0.017	<.001	0.018	<.001	0.018	<.001	0.017	<.001	0.013	0.021	0.012	0.023	0.013	0.016	0.010	0.040	0.008	0.102	0.008	0.081		
Yrs. degree (sq.)	0.000	0.655	0.000	0.547	0.000	0.863	0.000	0.651	0.000	0.248	0.000	0.172	0.000	0.037	0.000	0.001	-0.001	0.002	0.000	0.019	0.000	0.014	-0.001	0.003	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	0.002	0.000	0.003	-0.001	0.002
Yrs. since hired	-0.012	0.011	-0.013	0.007	-0.008	0.101	-0.009	0.054	-0.009	0.016	-0.007	0.093	-0.011	0.013	-0.010	0.021	-0.013	<.001	-0.016	<.001	-0.015	<.001	-0.015	<.001	-0.015	<.001	-0.011	0.023	-0.011	0.023	-0.010	0.045	-0.007	0.108	-0.003	0.559	-0.001	0.777		
Multiple appt.	0.046	0.661	0.001	0.996	-0.033	0.734	-0.052	0.541	-0.033	0.661	0.021	0.777	0.032	0.689	-0.025	0.733	-0.039	0.609	-0.085	0.304	-0.044	0.524	-0.043	0.573	-0.040	0.561	-0.062	0.367	-0.001	0.987	-0.008	0.901	0.002	0.981	-0.001	0.994	0.023	0.729		
Market Ratio**	-0.572	0.226	-0.506	0.163	-0.535	0.159	-0.644	0.054	-0.581	0.081	-0.491	0.160	-0.390	0.269	-0.166	0.566	-0.135	0.645	-0.366	0.255	-0.239	0.400	-0.169	0.577	-0.162	0.574	-0.159	0.574	-0.358	0.208	-0.081	0.813	-0.135	0.622	-0.151	0.593	-0.011	0.966		
Intercept	12.7	<.001	12.7	<.001	12.8	<.001	13.1	<.001	13.1	<.001	13.0	<.001	12.8	<.001	12.6	<.001	12.6	<.001	13.0	<.001	12.9	<.001	12.8	<.001	12.8	<.001	12.8	<.001	13.1	<.001	12.8	<.001	12.9	<.001	12.9	<.001	12.7	<.001		
R-square	0.31		0.28		0.27		0.28		0.32		0.28		0.34		0.38		0.47		0.48		0.48		0.50		0.48		0.48		0.48		0.41		0.40		0.42		0.44			
Adj. R-square	0.23		0.20		0.19		0.20		0.24		0.20		0.26		0.31		0.41		0.42		0.43		0.46		0.43		0.42		0.43		0.35		0.34		0.36		0.39			

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C8d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Haas Sch. of Business, AY 2004-05--2022-23 (Spring Sem.)

Tot. N=95 (2022-23); White Male N=48; Female N=30; Male Faculty of Color*=17; Unknown Male=0. Asian N=16; URG N=10.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.020	0.705	0.058	0.298	0.030	0.558	0.009	0.857	-0.035	0.484	-0.013	0.811	-0.029	0.572	-0.047	0.339	-0.124	0.010	-0.100	0.033	-0.110	0.012	-0.103	0.009	-0.056	0.156	-0.023	0.574	0.015	0.728	-0.004	0.918	0.008	0.831	0.013	0.715	-0.008	0.812		
Asian	0.002	0.979	-0.033	0.652	-0.054	0.414	-0.044	0.506	-0.065	0.293	-0.039	0.551	-0.018	0.751	-0.013	0.816	-0.007	0.903	-0.024	0.681	-0.012	0.834	-0.005	0.929	0.024	0.616	0.007	0.887	-0.003	0.963	-0.013	0.812	-0.026	0.584	-0.010	0.803	-0.022	0.559		
Underrep. Group*	-0.117	0.244	-0.135	0.241	-0.109	0.267	-0.099	0.334	0.016	0.858	0.012	0.898	0.016	0.850	0.015	0.840	0.003	0.967	0.086	0.337	0.024	0.749	0.048	0.476	0.022	0.725	0.005	0.946	-0.081	0.243	-0.064	0.341	-0.059	0.323	-0.042	0.435	-0.039	0.386		
Yrs. since degree	0.003	0.573	0.003	0.587	-0.004	0.518	-0.006	0.370	-0.002	0.746	-0.005	0.406	-0.008	0.213	-0.004	0.527	0.007	0.255	0.005	0.449	0.011	0.060	0.012	0.028	0.007	0.213	-0.003	0.677	0.006	0.365	0.008	0.226	0.004	0.490	0.004	0.490	0.005	0.294		
Yrs. degree (sq.)	0.000	0.106	0.000	0.092	0.000	0.110	0.000	0.179	0.000	0.373	0.000	0.468	0.000	0.389	0.000	0.836	0.000	0.473	0.000	0.773	0.000	0.738	0.000	0.395	0.000	0.989	0.000	0.436	0.000	0.496	0.000	0.761	0.000	0.861	0.000	0.426	0.000	0.250		
Yrs. since hired	-0.016	<.001	-0.017	<.001	-0.012	0.009	-0.010	0.024	-0.011	0.008	-0.008	0.049	-0.017	<.001	-0.015	0.001	-0.013	0.006	-0.018	<.001	-0.019	<.001	-0.020	<.001	-0.020	<.001	-0.016	<.001	-0.014	0.003	-0.013	0.003	-0.010	0.013	-0.007	0.053	-0.008	0.035		
Multiple appt.	0.169	0.122	0.178	0.131	0.158	0.147	0.135	0.183	0.134	0.162	0.199	0.033	0.154	0.100	0.112	0.195	0.105	0.197	0.073	0.364	0.117	0.089	0.172	0.018	0.154	0.034	0.124	0.083	0.149	0.039	0.185	0.005	0.249	<.001	0.339	<.001	0.365	<.001		
Market Ratio**	0.433	0.424	0.575	0.276	0.620	0.208	0.473	0.324	0.613	0.225	1.000	0.071	0.760	0.127	0.959	0.026	0.832	0.022	0.800	0.027	1.000	0.003	1.200	<.001	1.200	<.001	1.200	<.001	1.200	<.001	0.932	0.012	1.700	<.001	1.500	<.001	1.700	<.001	1.800	<.001
Assistant	-0.444	<.001	-0.511	0.002	-0.577	<.001	-0.598	<.001	-0.558	<.001	-0.699	<.001	-0.788	<.001	-0.742	<.001	-0.550	<.001	-0.711	<.001	-0.600	<.001	-0.589	<.001	-0.701	<.001	-0.745	<.001	-0.514	<.001	-0.586	<.001	-0.694	<.001	-0.673	<.001	-0.607	<.001		
Associate	-0.323	<.001	-0.326	0.006	-0.340	0.002	-0.340	0.004	-0.359	0.003	-0.461	0.002	-0.457	<.001	-0.483	<.001	-0.383	<.001	-0.481	<.001	-0.475	<.001	-0.509	<.001	-0.555	<.001	-0.612	<.001	-0.495	<.001	-0.595	<.001	-0.597	<.001	-0.590	<.001	-0.562	<.001		
Years at Rank	0.007	0.282	0.009	0.206	0.011	0.084	0.009	0.163	0.005	0.388	0.004	0.484	0.017	0.022	0.013	0.066	-0.001	0.924	0.007	0.382	0.005	0.483	0.004	0.483	0.009	0.180	0.015	0.046	0.004	0.526	0.000	0.995	0.001	0.869	0.003	0.669	0.005	0.344		
Intercept	11.2	<.001	11.0	<.001	11.0	<.001	11.4	<.001	11.3	<.001	10.8	<.001	11.1	<.001	10.9	<.001	11.3	<.001	11.3	<.001	11.1	<.001	10.8	<.001	10.7	<.001	10.7	<.001	11.2	<.001	10.2	<.001	10.3	<.001	9.9	<.001	9.7	<.001		
R-square	0.46		0.39		0.43		0.41		0.43		0.41		0.51		0.53		0.59		0.66		0.65		0.69		0.67		0.68		0.63		0.65		0.66		0.68		0.68			
Adj. R-square	0.37		0.29		0.34		0.31		0.34		0.32		0.43		0.46		0.53		0.60		0.60		0.65		0.63		0.63		0.57		0.60		0.60		0.64		0.64			

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C8e: Log Salary Model (with Subfields), Haas School of Business, 4/30/2023

Tot. N=95: White Male N=48; Female N=30; Male Faculty of Color*=17; Unknown Male=0. Asian N=16; URG N=10.

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	-0.077	0.091	-0.006	0.871	0.011	0.769	0.011	0.753
Asian	-0.137	0.017	-0.069	0.140	-0.005	0.927	-0.015	0.732
Underrep. Group*	-0.123	0.077	-0.042	0.461	0.000	0.816	-0.000	1.000
Yrs. since degree			0.008	0.048	0.008	0.057	-0.003	0.626
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.077
Yrs. since hired			-0.001	0.770	-0.002	0.698	-0.006	0.144
Accounting					0.049	0.479	0.099	0.109
Business & Public Policy					-0.068	0.252	-0.011	0.844
Economic Analysis & Policy					0.075	0.118	0.114	0.012
Entrepreneurship & Innovation					-0.004	0.948	-0.003	0.963
Equity & Gender					-0.067	0.233	-0.046	0.364
Finance					0.128	0.009	0.134	0.002
Marketing					-0.051	0.392	-0.019	0.726
Operations & IT Management					-0.115	0.085	-0.090	0.135
Realestate					0.114	0.129	0.156	0.022
Sustainability					0.021	0.655	0.030	0.479
Other units					-		-	
Multiple appt.					0.028	0.521	0.016	0.699
Assistant							-0.288	0.002
Associate							-0.267	<.001
Years at Rank							0.009	0.193
Intercept	12.6	<.001	12.7	<.001	12.6	<.001	12.6	<.001
R-square	0.11		0.44		0.58		0.69	
Adj. R-square	0.08		0.40		0.48		0.61	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Note: Haas Business subfields are noted for individual faculty on the following web page: https://haas.berkeley.edu/faculty/ . Excluded unit is Management of Organizations. Units with less than 5 members are also excluded from analysis: Energy Institute and Graduate Program in Health Management.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C9a: Log Salary Model, School of Law, 4/30/2023

Tot. N=67: White Male N=30; Female N=22; Male Faculty of Color*=13; Unknown Male=2. Asian N=11; URG* N=11.

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	-0.078	0.153	-0.028	0.444	-0.030	0.413	-0.032	0.376
Asian	-0.115	0.105	0.002	0.969	0.003	0.942	0.013	0.788
Underrep. Group*	-0.013	0.855	0.007	0.874	0.004	0.935	0.024	0.629
Yrs. since degree			0.016	<.001	0.013	<.001	0.008	0.034
Yrs. degree (sq.)			0.000	0.005	0.000	0.210	0.000	0.967
Yrs. since hired			-0.002	0.316	-0.002	0.516	-0.010	0.163
Law Degree			-0.058	0.130	-0.055	0.169	-0.034	0.398
Multiple appt.					-0.071	0.323	0.004	0.963
Market Ratio**					-0.353	0.185	0.337	0.495
Assistant							-0.330	0.058
Years at Rank							0.010	0.254
Intercept	12.7	<.001	12.7	<.001	13.2	<.001	12.1	<.001
R-square	0.09		0.63		0.64		0.67	
Adj. R-square	0.04		0.59		0.59		0.61	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C9b: White Male Salary Model, School of Law, 4/30/2023

Tot. N=67: White Male N=30; Female N=22; Male Faculty of Color*=13; Unknown Male=2. Asian N=11; URG* N=11.

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>		4415	<.001	4155	<.001	3149	0.045
Yrs. degree (sq.)			-16	0.734				
Yrs. since hired			-1861	0.072	-1908	0.079	-4152	0.291
Law Degree			16934	0.348	19295	0.313	16944	0.379
Multiple appt.					9350	0.762	17496	0.578
Market Ratio**					-29218	0.820	419622	0.253
Assistant							-158097	0.157
Years at Rank							2469	0.600
Intercept			302506	<.001	339764	0.076	-303986	0.542
R-square			0.57		0.57		0.61	
Adj. R-square			0.50		0.48		0.49	
Avg. Wom. \$ diff.			16819		16976		15561	
Avg. Asian \$ diff.			9071		8225		8389	
Avg. URG* \$ diff.			6967		10643		11534	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C9c: Log Salary Model 3 (Demog., Experience, & Field/Market Ratio), School of Law, AY 2004-05--2022-23 (Spring Semester)

Tot. N=67 (2022-23): White Male N=30; Female N=22; Male Faculty of Color*=13; Unknown Male=2. Asian N=11; URG* N=11.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.113	-0.044	0.249	-0.056	0.150	-0.048	0.066	-0.040	0.174	-0.031	0.291	-0.056	0.103	-0.058	0.111	-0.059	0.114	-0.049	0.114	-0.026	0.367	-0.011	0.704	-0.001	0.973	0.003	0.907	-0.005	0.844	-0.025	0.474	-0.029	0.398	-0.029	0.406	-0.030	0.413
Asian	-0.005	0.946	0.017	0.821	-0.027	0.732	0.001	0.991	-0.012	0.838	-0.018	0.721	-0.050	0.359	-0.049	0.395	-0.031	0.596	-0.014	0.757	-0.013	0.758	-0.006	0.878	0.003	0.950	-0.011	0.759	-0.010	0.782	0.033	0.453	0.001	0.974	-0.034	0.451	0.003	0.942
Underrep. Group*	0.025	0.676	0.010	0.872	0.012	0.847	0.017	0.695	-0.015	0.759	-0.002	0.968	0.020	0.701	-0.007	0.892	-0.044	0.421	-0.030	0.484	0.003	0.940	-0.003	0.945	0.004	0.916	0.001	0.968	-0.001	0.987	0.020	0.671	0.024	0.599	-0.007	0.886	0.004	0.935
Yrs. since degree	0.008	0.002	0.009	<.001	0.006	0.047	0.006	0.004	0.008	<.001	0.010	<.001	0.011	<.001	0.009	0.001	0.008	0.005	0.008	<.001	0.010	<.001	0.011	<.001	0.011	<.001	0.013	<.001	0.014	<.001	0.013	<.001	0.014	<.001	0.012	<.001	0.013	<.001
Yrs. degree (sq.)	0.000	0.401	0.000	0.783	0.000	0.065	0.000	0.154	0.000	0.264	0.000	0.778	0.000	0.657	0.000	0.852	0.000	0.902	0.000	0.533	0.000	0.237	0.000	0.157	0.000	0.057	0.000	0.103	0.000	0.025	0.000	0.325	0.000	0.075	0.000	0.307	0.000	0.210
Yrs. since hired	-0.001	0.565	-0.005	0.039	-0.007	0.010	-0.005	0.008	-0.005	0.015	-0.005	0.018	-0.004	0.119	-0.002	0.463	-0.002	0.534	0.000	0.900	0.000	0.821	0.000	0.956	0.000	0.885	0.000	0.793	-0.001	0.428	-0.003	0.129	-0.002	0.414	-0.002	0.238	-0.002	0.516
Law Degree	-0.003	0.940	0.013	0.738	-0.007	0.867	-0.014	0.608	0.009	0.758	0.021	0.501	0.008	0.831	0.031	0.450	0.034	0.442	0.066	0.067	0.028	0.368	0.005	0.872	0.000	0.995	0.008	0.796	-0.007	0.805	-0.040	0.261	-0.038	0.278	-0.027	0.458	-0.055	0.169
Multiple appt.	0.186	0.058	0.240	0.006	0.129	0.023	0.130	0.002	0.162	0.002	0.154	0.004	-0.028	0.595	-0.024	0.668	-0.039	0.512	-0.045	0.357	-0.055	0.222	-0.079	0.119	-0.066	0.236	-0.025	0.622	0.003	0.946	-0.115	0.077	-0.080	0.193	-0.081	0.206	-0.071	0.323
Market Ratio**	1.300	0.042	1.200	0.025	0.621	0.004	0.987	<.001	1.300	<.001	1.300	<.001	-0.318	0.135	-0.446	0.012	-0.624	0.002	-0.517	0.002	-0.433	0.004	-0.473	0.003	-0.424	0.034	-0.340	0.075	-0.120	0.541	-0.407	0.083	-0.236	0.438	-0.416	0.098	-0.353	0.185
Intercept	10.2	<.001	10.2	<.001	11.2	<.001	10.8	<.001	10.5	<.001	10.5	<.001	12.7	<.001	12.9	<.001	13.2	<.001	13.1	<.001	13.0	<.001	13.1	<.001	13.1	<.001	12.9	<.001	12.7	<.001	13.2	<.001	12.9	<.001	13.2	<.001	13.2	<.001
R-square	0.47		0.52		0.47		0.71		0.71		0.68		0.59		0.62		0.61		0.73		0.76		0.75		0.70		0.76		0.76		0.64		0.67		0.63		0.64	
Adj. R-square	0.36		0.43		0.38		0.66		0.66		0.64		0.53		0.57		0.56		0.69		0.72		0.71		0.66		0.72		0.72		0.58		0.62		0.57		0.59	

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C9d: Log Salary Model 4 (Demog., Experience, Field/Market Ratio, and Faculty Rank, w. Years at Rank), Sch. of Law, AY 2004-05--2022-23 (Spring Semester)

Tot. N=67 (2022-23); White Male N=30; Female N=22; Male Faculty of Color*=13; Unknown Male=2. Asian N=11; URG* N=11.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.066	0.119	-0.044	0.271	-0.051	0.202	-0.045	0.072	-0.040	0.164	-0.031	0.266	-0.052	0.086	-0.042	0.199	-0.053	0.115	-0.044	0.112	-0.025	0.341	-0.018	0.499	-0.002	0.929	0.015	0.540	-0.001	0.976	-0.024	0.480	-0.034	0.280	-0.035	0.302	-0.032	0.376
Asian	-0.004	0.960	0.019	0.800	-0.023	0.772	0.004	0.936	-0.014	0.811	-0.032	0.534	-0.057	0.239	-0.030	0.554	-0.003	0.956	0.002	0.954	0.011	0.775	0.005	0.881	0.022	0.560	0.002	0.954	0.010	0.782	0.039	0.372	0.006	0.875	-0.026	0.546	0.013	0.788
Underrep. Group*	0.025	0.682	0.015	0.824	0.017	0.789	0.021	0.611	-0.013	0.798	0.003	0.945	0.032	0.491	0.034	0.474	-0.016	0.744	-0.005	0.899	0.029	0.414	0.017	0.614	0.018	0.596	0.016	0.612	0.025	0.483	0.035	0.442	0.040	0.376	0.009	0.835	0.024	0.629
Yrs. since degree	0.008	0.013	0.009	0.012	0.004	0.209	0.003	0.247	0.005	0.070	0.005	0.057	0.006	0.045	0.005	0.064	0.003	0.279	0.005	0.048	0.008	<.001	0.007	0.003	0.007	0.003	0.011	<.001	0.012	<.001	0.009	0.004	0.007	0.017	0.007	0.048	0.008	0.034
Yrs. degree (sq.)	0.000	0.403	0.000	0.914	0.000	0.064	0.000	0.012	0.000	0.071	0.000	0.054	0.000	0.100	0.000	0.097	0.000	0.025	0.000	0.114	0.000	0.569	0.000	0.452	0.000	0.737	0.000	0.917	0.000	0.629	0.000	0.756	0.000	0.908	0.000	0.717	0.000	0.967
Yrs. since hired	-0.001	0.815	-0.005	0.245	-0.010	0.033	-0.013	<.001	-0.011	0.011	-0.014	<.001	-0.014	0.002	-0.016	0.002	-0.019	0.001	-0.012	0.009	-0.007	0.090	-0.009	0.038	-0.009	0.032	-0.003	0.512	-0.007	0.155	-0.013	0.041	-0.015	0.015	-0.014	0.035	-0.010	0.163
Law Degree	-0.003	0.947	0.015	0.697	-0.002	0.965	-0.004	0.880	0.017	0.579	0.025	0.390	0.012	0.718	0.053	0.154	0.051	0.194	0.076	0.019	0.038	0.187	0.022	0.427	0.015	0.603	0.013	0.629	-0.001	0.968	-0.025	0.478	-0.022	0.511	-0.010	0.785	-0.034	0.398
Multiple appt.	0.205	0.075	0.255	0.014	0.155	0.080	0.093	0.089	0.131	0.040	0.112	0.050	0.094	0.133	0.152	0.046	0.159	0.057	0.140	0.045	0.116	0.075	0.131	0.066	0.105	0.135	0.131	0.034	0.090	0.107	0.008	0.929	-0.013	0.841	0.010	0.898	0.004	0.963
Market Ratio**	1.400	0.064	1.400	0.056	0.928	0.180	0.710	0.096	1.000	0.056	0.861	0.055	0.641	0.071	1.100	0.042	1.000	0.069	0.935	0.037	0.926	0.026	0.671	0.048	0.536	0.113	0.692	0.037	0.555	0.093	0.365	0.444	0.356	0.394	0.361	0.430	0.337	0.495
Assistant	0.037	0.733	0.025	0.833	0.092	0.724	-0.122	0.277	-0.100	0.385	-0.149	0.063	-0.395	<.001	-0.651	<.001	-0.704	<.001	-0.597	<.001	-0.534	<.001	-0.438	<.001	-0.335	<.001	-0.322	<.001	-0.316	0.007	-0.362	0.028	-0.312	0.005	-0.382	0.017	-0.330	0.058
Years at Rank	0.000	0.945	0.001	0.861	0.006	0.336	0.013	0.010	0.009	0.105	0.015	0.010	0.015	0.018	0.018	0.008	0.021	0.005	0.014	0.015	0.009	0.112	0.010	0.064	0.011	0.041	0.002	0.740	0.006	0.296	0.012	0.132	0.016	0.035	0.014	0.087	0.010	0.254
Intercept	10.0	<.001	10.0	<.001	10.7	<.001	11.0	<.001	10.7	<.001	10.9	<.001	11.2	<.001	10.6	<.001	10.7	<.001	10.9	<.001	11.1	<.001	11.4	<.001	11.6	<.001	11.5	<.001	11.7	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.1	<.001
R-square	0.47		0.52		0.49		0.74		0.72		0.72		0.69		0.71		0.71		0.79		0.81		0.81		0.77		0.81		0.80		0.67		0.72		0.67		0.67	
Adj. R-square	0.34		0.40		0.37		0.69		0.67		0.67		0.64		0.65		0.65		0.75		0.77		0.77		0.72		0.78		0.75		0.61		0.67		0.61		0.61	

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C10a: Log Salary Model, Other Professional Schools, 4/30/2023

Tot. N=205: White Male N=66; Female N=105; Male Faculty of Color*=33; Unknown Male=0. Asian N=34; URG* N=48.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.120	0.005	-0.041	0.151	-0.007	0.775	0.029	0.171
Asian	-0.144	0.016	-0.013	0.747	-0.009	0.785	-0.027	0.373
Underrep. Group*	-0.081	0.122	0.002	0.959	0.048	0.127	0.052	0.056
Yrs. since degree			0.023	<.001	0.022	<.001	0.008	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.537
Yrs. since hired			-0.005	0.009	-0.003	0.130	-0.012	<.001
Bach./Mast.	-0.115	0.082	-0.250	<.001	-0.097	0.079	0.022	0.654
MD	0.214	0.027	0.064	0.319	0.123	0.042	0.099	0.058
Architecture					0.036	0.581	0.006	0.916
City & Reg. Plan.					0.099	0.203	0.082	0.219
Goldman Pub. Pol.					0.499	<.001	0.440	<.001
Journalism					0.100	0.205	0.061	0.373
Sch. of Education					0.159	0.023	0.091	0.133
Sch. of Informat.					0.261	0.002	0.233	0.002
Sch. of Optometry					0.155	0.053	0.159	0.022
Sch. Public Health					0.151	0.025	0.129	0.027
Sch. Social Welfare					0.067	0.354	0.067	0.281
Other units					-		-	
Multiple appt.					0.156	<.001	0.122	<.001
Assistant							-0.448	<.001
Associate							-0.254	<.001
Years at Rank							0.016	<.001
Intercept	12.2	<.001	12.2	<.001	11.9	<.001	11.9	<.001
R-square	0.13		0.63		0.75		0.82	
Adj. R-square	0.11		0.61		0.72		0.80	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Landscape Arch. & Envir. Plng.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C10b: White Male Salary Model, Other Professional Schools, 4/30/2023

Tot. N=205: White Male N=66; Female N=105; Male Faculty of Color*=33; Unknown Male=0. Asian N=34; URG* N=48.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		4139	<.001	3882	<.001	-476	0.680
Yrs. degree (sq.)			-6	0.856	-1	0.964	50	0.181
Yrs. since hired			-1321	0.074	-1042	0.165	-4588	<.001
Bach./Mast.			-47847	0.006	-16093	0.457	9966	0.621
Architecture					-19975	0.417	-6199	0.777
Goldman Pub. Pol.					54854	0.043	66521	0.006
Sch. of Optometry					4955	0.845	21361	0.372
Sch. Public Health					25523	0.176	23615	0.167
Other units					-		-	
Multiple appt.					26345	0.053	17622	0.144
Assistant							-137328	<.001
Associate							-74529	<.001
Years at Rank							5961	0.002
Intercept			195547	<.001	172056	<.001	142287	<.001
R-square			0.54		0.61		0.72	
Adj. R-square			0.51		0.55		0.66	
Avg. Wom. \$ diff.			7915		1587		8516	
Avg. Asian \$ diff.			9398		4440		4716	
Avg. URG* \$ diff.			5184		4659		11677	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Architecture, City & Regional Planning; Journalism; Landscape Arch. & Envir. Plng.; Sch. of Education; School of Information; and School of Social Welfare.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C10c: Log Salary Model 3 (Demog., Experience, & Departments), Other Professional Schools, AY 2004-05--2022-23 (Spring Semester)

Tot. N=205 (2022-23): White Male N=66; Female N=105; Male Faculty of Color*=33; Unknown Male=0. Asian N=34; URG* N=48.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.054	0.035	-0.046	0.130	-0.046	0.133	-0.045	0.117	-0.028	0.360	-0.031	0.294	-0.042	0.191	-0.033	0.310	-0.021	0.507	-0.025	0.401	-0.015	0.605	0.000	0.998	0.005	0.861	0.020	0.494	0.011	0.667	0.012	0.640	0.021	0.412	-0.009	0.729	-0.007	0.765		
Asian	-0.046	0.479	-0.020	0.776	0.022	0.742	-0.002	0.976	-0.019	0.737	-0.020	0.732	-0.039	0.533	-0.044	0.488	-0.041	0.481	-0.056	0.297	-0.046	0.362	-0.041	0.432	-0.008	0.871	-0.010	0.831	-0.021	0.631	-0.002	0.967	-0.022	0.555	-0.003	0.931	-0.008	0.810		
Underrep. Group*	-0.011	0.805	-0.007	0.881	0.006	0.900	0.010	0.818	-0.005	0.903	-0.018	0.667	-0.018	0.682	-0.025	0.565	-0.031	0.491	-0.016	0.697	-0.022	0.586	-0.035	0.384	0.006	0.887	0.002	0.961	0.012	0.738	0.027	0.440	0.022	0.526	0.037	0.284	0.051	0.103		
Yrs. since degree	0.019	<.001	0.020	<.001	0.021	<.001	0.018	<.001	0.019	<.001	0.021	<.001	0.020	<.001	0.020	<.001	0.020	<.001	0.022	<.001	0.023	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.024	<.001	0.024	<.001	0.023	<.001	0.022	<.001		
Yrs. degree (sq.)	0.000	0.003	0.000	0.019	0.000	0.010	0.000	0.009	0.000	0.005	0.000	<.001	0.000	0.002	0.000	0.004	0.000	0.005	0.000	0.004	0.000	0.008	0.000	0.008	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001		
Yrs. since hired	-0.002	0.229	-0.002	0.270	-0.003	0.130	-0.001	0.558	-0.003	0.170	-0.005	0.006	-0.006	0.003	-0.008	<.001	-0.008	<.001	-0.009	<.001	-0.010	<.001	-0.007	<.001	-0.008	<.001	-0.006	0.002	-0.006	0.002	-0.008	<.001	-0.007	<.001	-0.006	0.003	-0.003	0.062		
Bach./Mast.	-0.092	0.090	-0.081	0.146	-0.104	0.077	-0.076	0.189	-0.115	0.066	-0.109	0.060	-0.117	0.061	-0.149	0.016	-0.150	0.012	-0.161	0.004	-0.176	0.002	-0.197	<.001	-0.169	0.004	-0.150	0.007	-0.158	0.003	-0.115	0.031	-0.059	0.315	-0.110	0.062	-0.091	0.097		
MD	0.138	0.060	0.147	0.049	0.130	0.079	0.195	0.009	0.174	0.023	0.175	0.017	0.159	0.042	0.128	0.091	0.114	0.122	0.087	0.204	0.120	0.097	0.152	0.031	0.151	0.033	0.177	0.017	0.177	0.007	0.160	0.014	0.159	0.015	0.137	0.037	0.119	0.049		
Architecture	-0.012	0.843	-0.005	0.929	-0.013	0.837	-0.025	0.678	-0.055	0.397	0.021	0.736	0.044	0.507	0.032	0.635	-0.003	0.959	0.014	0.825	0.023	0.710	-0.006	0.919	-0.021	0.730	0.005	0.928	0.009	0.864	0.032	0.557	0.022	0.706	-0.015	0.801	-0.008	0.880		
City & Reg. Plan.	-0.049	0.525	-0.019	0.810	-0.010	0.899	-0.015	0.846	-0.041	0.633	0.107	0.187	0.091	0.279	0.012	0.890	0.010	0.908	0.092	0.250	0.081	0.306	0.007	0.931	0.024	0.770	0.040	0.599	0.033	0.647	0.035	0.642	0.087	0.248	0.024	0.751	0.058	0.413		
Goldman Pub. Pol.	0.173	0.030	0.164	0.038	0.173	0.034	0.187	0.021	0.139	0.116	0.207	0.015	0.207	0.023	0.208	0.029	0.214	0.017	0.277	<.001	0.261	0.001	0.303	<.001	0.308	<.001	0.342	<.001	0.399	<.001	0.433	<.001	0.441	<.001	0.424	<.001	0.458	<.001		
Sch. of Education	0.017	0.796	0.034	0.617	0.047	0.500	0.050	0.479	0.002	0.977	0.059	0.423	0.064	0.403	0.037	0.638	0.017	0.824	0.047	0.509	0.033	0.641	0.003	0.963	0.037	0.594	0.059	0.377	0.077	0.212	0.080	0.195	0.120	0.074	0.085	0.199	0.118	0.057		
Sch. of Informat.	0.135	0.129	0.159	0.072	0.152	0.106	0.155	0.082	0.184	0.044	0.205	0.021	0.187	0.046	0.137	0.150	0.148	0.113	0.194	0.032	0.182	0.039	0.135	0.134	0.181	0.045	0.167	0.054	0.178	0.022	0.206	0.007	0.262	0.001	0.192	0.017	0.223	0.005		
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	0.179	0.053	0.183	0.039	0.176	0.048	0.126	0.157	0.105	0.214	0.125	0.135	0.147	0.049	0.161	0.032	0.166	0.032	0.096	0.217	0.113	0.121		
Sch. Public Health	0.111	0.097	0.135	0.046	0.118	0.085	0.106	0.121	0.073	0.330	0.125	0.085	0.123	0.113	0.114	0.151	0.091	0.229	0.112	0.117	0.117	0.097	0.040	0.572	0.060	0.390	0.076	0.254	0.099	0.110	0.114	0.067	0.136	0.043	0.092	0.153	0.113	0.061		
Sch. Social Welfare	0.086	0.257	0.095	0.224	0.080	0.309	0.077	0.323	0.027	0.760	0.079	0.348	0.084	0.359	0.056	0.552	0.013	0.878	0.023	0.775	0.013	0.873	-0.053	0.510	-0.051	0.514	-0.043	0.573	-0.007	0.926	0.044	0.535	0.106	0.150	0.074	0.313	0.028	0.671		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Multiple appt.	0.201	<.001	0.193	<.001	0.196	<.001	0.191	<.001	0.171	<.001	0.185	<.001	0.195	<.001	0.190	<.001	0.169	<.001	0.152	<.001	0.135	0.001	0.118	0.006	0.136	0.002	0.108	0.009	0.090	0.020	0.098	0.012	0.139	<.001	0.133	0.001	0.135	<.001		
Intercept	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001
R-square	0.66		0.64		0.64		0.65		0.62		0.60		0.56		0.55		0.54		0.58		0.61		0.61		0.61		0.62		0.68		0.69		0.69		0.70		0.75			
Adj. R-square	0.63		0.61		0.61		0.62		0.58		0.57		0.53		0.51		0.50		0.55		0.58		0.58		0.58		0.58		0.65		0.66		0.66		0.67		0.72			

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

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

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

C10d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Other Professional Sch., AY 2004-05--2022-23 (Spring Sem.)

Tot. N=205 (2022-23): White Male N=66; Female N=105; Male Faculty of Color*=33; Unknown Male=0. Asian N=34; URG* N=48.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	-0.021	0.422	-0.004	0.894	-0.008	0.751	-0.007	0.771	0.006	0.834	0.010	0.698	0.009	0.765	0.012	0.694	0.013	0.670	-0.003	0.913	0.001	0.962	0.009	0.751	0.025	0.355	0.032	0.225	0.038	0.094	0.037	0.090	0.050	0.026	0.029	0.214	0.030	0.169		
Asian	-0.002	0.975	0.004	0.952	0.024	0.671	0.002	0.973	0.004	0.942	0.003	0.958	-0.014	0.802	-0.007	0.896	-0.030	0.575	-0.036	0.469	-0.041	0.378	-0.043	0.353	-0.012	0.795	-0.008	0.854	-0.028	0.449	-0.012	0.719	-0.036	0.271	-0.021	0.513	-0.026	0.383		
Underrep. Group*	0.021	0.604	0.019	0.631	0.004	0.917	-0.016	0.664	-0.027	0.467	-0.032	0.370	-0.030	0.449	-0.024	0.545	-0.037	0.360	-0.027	0.478	-0.020	0.582	-0.029	0.404	-0.013	0.707	-0.018	0.603	0.005	0.876	0.016	0.591	0.018	0.527	0.039	0.181	0.054	0.046		
Yrs. since degree	0.007	0.011	0.004	0.087	0.005	0.070	0.002	0.419	0.004	0.207	0.004	0.090	0.004	0.190	0.005	0.089	0.007	0.012	0.010	<.001	0.009	0.002	0.006	0.018	0.007	0.005	0.006	0.016	0.008	<.001	0.009	<.001	0.008	<.001	0.008	0.001	0.008	<.001		
Yrs. degree (sq.)	0.000	0.088	0.000	0.773	0.000	0.563	0.000	0.462	0.000	0.969	0.000	0.611	0.000	0.754	0.000	0.580	0.000	0.369	0.000	0.475	0.000	0.931	0.000	0.507	0.000	0.889	0.000	0.877	0.000	0.771	0.000	0.489	0.000	0.753	0.000	0.369	0.000	0.535		
Yrs. since hired	-0.012	<.001	-0.012	<.001	-0.010	<.001	-0.008	<.001	-0.010	<.001	-0.013	<.001	-0.014	<.001	-0.016	<.001	-0.014	<.001	-0.014	<.001	-0.015	<.001	-0.012	<.001	-0.012	<.001	-0.012	<.001	-0.013	<.001	-0.015	<.001	-0.015	<.001	-0.015	<.001	-0.014	<.001	-0.013	<.001
Bach./Mast.	-0.076	0.107	-0.044	0.354	-0.084	0.088	-0.062	0.206	-0.092	0.091	-0.069	0.167	-0.085	0.121	-0.116	0.037	-0.109	0.047	-0.128	0.016	-0.137	0.009	-0.143	0.005	-0.121	0.020	-0.093	0.065	-0.083	0.075	-0.043	0.338	0.023	0.648	-0.002	0.963	0.026	0.594		
MD	0.132	0.036	0.139	0.028	0.119	0.057	0.149	0.020	0.128	0.054	0.136	0.032	0.131	0.057	0.109	0.107	0.112	0.096	0.079	0.211	0.119	0.072	0.125	0.047	0.149	0.019	0.186	0.005	0.185	0.001	0.178	0.001	0.160	0.004	0.136	0.017	0.096	0.065		
Architecture	0.010	0.839	0.028	0.582	0.032	0.551	0.018	0.734	0.006	0.914	0.068	0.212	0.076	0.196	0.053	0.383	0.005	0.941	0.009	0.877	0.031	0.579	-0.003	0.955	-0.028	0.614	-0.003	0.958	0.008	0.874	0.017	0.717	0.013	0.781	-0.028	0.570	-0.020	0.669		
City & Reg. Plan.	-0.041	0.544	0.026	0.700	0.017	0.805	-0.012	0.858	-0.027	0.717	0.081	0.242	0.059	0.427	-0.018	0.818	0.000	0.996	0.057	0.438	0.049	0.494	0.002	0.980	-0.017	0.820	0.007	0.915	0.012	0.853	0.004	0.945	0.073	0.252	0.023	0.731	0.057	0.346		
Goldman Pub. Pol.	0.099	0.151	0.118	0.080	0.108	0.119	0.136	0.052	0.101	0.198	0.168	0.023	0.157	0.054	0.145	0.094	0.164	0.047	0.226	0.004	0.218	0.003	0.241	0.002	0.236	0.002	0.258	<.001	0.337	<.001	0.342	<.001	0.369	<.001	0.345	<.001	0.415	<.001		
Sch. of Education	-0.031	0.599	0.004	0.948	0.008	0.887	0.005	0.938	-0.026	0.707	0.026	0.690	0.004	0.956	-0.025	0.726	-0.022	0.751	-0.001	0.984	-0.001	0.986	-0.028	0.665	-0.015	0.818	0.027	0.652	0.055	0.298	0.059	0.252	0.095	0.093	0.044	0.434	0.066	0.218		
Sch. of Informat.	0.085	0.272	0.118	0.113	0.063	0.425	0.066	0.382	0.103	0.198	0.139	0.069	0.099	0.234	0.055	0.524	0.085	0.320	0.121	0.149	0.123	0.127	0.084	0.298	0.125	0.123	0.129	0.096	0.172	0.010	0.182	0.005	0.234	<.001	0.137	0.048	0.210	0.002		
Sch. of Optometry	0.208	0.006	0.209	0.005	0.187	0.013	0.204	0.005	0.180	0.024	0.212	0.007	0.176	0.034	0.131	0.129	0.122	0.150	0.116	0.161	0.096	0.239	0.040	0.622	0.032	0.669	0.062	0.407	0.115	0.073	0.117	0.065	0.141	0.032	0.084	0.211	0.134	0.035		
Sch. Public Health	0.037	0.520	0.075	0.194	0.064	0.272	0.056	0.346	0.038	0.566	0.089	0.157	0.061	0.374	0.055	0.45	0.048	0.49	0.069	0.303	0.070	0.281	0.011	0.860	-0.006	0.925	0.017	0.775	0.065	0.222	0.065	0.213	0.099	0.081	0.061	0.270	0.105	0.041		
Sch. Social Welfare	0.008	0.903	0.038	0.565	0.026	0.701	0.021	0.754	-0.021	0.781	0.025	0.735	0.007	0.927	-0.028	0.747	-0.042	0.601	-0.041	0.597	-0.046	0.528	-0.089	0.213	-0.091	0.199	-0.052	0.443	-0.017	0.778	0.024	0.686	0.104	0.092	0.066	0.293	0.044	0.439		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Multiple appt.	0.137	<.001	0.143	<.001	0.153	<.001	0.144	<.001	0.137	0.001	0.156	<.001	0.144	<.001	0.136	0.003	0.122	0.006	0.108	0.008	0.100	0.010	0.076	0.049	0.084	0.035	0.072	0.056	0.059	0.078	0.065	0.046	0.121	<.001	0.113	0.001	0.109	<.001		
Assistant	-0.373	<.001	-0.514	<.001	-0.533	<.001	-0.528	<.001	-0.496	<.001	-0.506	<.001	-0.507	<.001	-0.459	<.001	-0.391	<.001	-0.356	<.001	-0.424	<.001	-0.473	<.001	-0.456	<.001	-0.484	<.001	-0.444	<.001	-0.449	<.001	-0.462	<.001	-0.475	<.001	-0.452	<.001		
Associate	-0.313	<.001	-0.337	<.001	-0.345	<.001	-0.313	<.001	-0.327	<.001	-0.337	<.001	-0.322	<.001	-0.306	<.001	-0.271	<.001	-0.260	<.001	-0.277	<.001	-0.281	<.001	-0.250	<.001	-0.245	<.001	-0.246	<.001	-0.267	<.001	-0.288	<.001	-0.286	<.001	-0.255	<.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	0.002	0.012	<.001	0.011	0.001	0.011	0.001	0.010	0.005	0.014	<.001	0.014	<.001	0.015	<.001	0.015	<.001	0.016	<.001		
Intercept	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.8	<.001	11.9	<.001	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		0.70		0.77		0.79		0.78		0.78		0.82			
Adj. R-square	0.73		0.73		0.73		0.73		0.69		0.68		0.64		0.61		0.59		0.62		0.65		0.67		0.67		0.67		0.74		0.76		0.76		0.76		0.80			
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																								
Other units include: Landscape Arch. & Envir. Plng.																																								
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																								

C11a: Log Salary Model, Coll. of Computing, Data Science, and Society, 4/30/2023

Tot. N=130: White Male N=63; Female N=28; Male Faculty of Color*=37; Unknown Male=2. Asian N=38; URG* N=9.

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	-0.051	0.387	0.028	0.345	0.029	0.329	0.053	0.050
Faculty of Color*	-0.046	0.364	-0.010	0.698	-0.004	0.860	-0.008	0.730
Yrs. since degree			0.022	<.001	0.021	<.001	0.010	<.001
Yrs. degree (sq.)			0.000	0.034	0.000	0.043	0.000	0.456
Yrs. since hired			-0.002	0.315	-0.002	0.408	-0.011	<.001
Elect. Eng./CS					0.019	0.618	0.022	0.522
Other units					-		-	
Multiple appt.					0.063	0.071	0.074	0.020
Assistant							-0.373	<.001
Associate							-0.142	0.001
Years at Rank							0.015	0.001
Intercept	12.2	<.001	12.2	<.001	12.2	<.001	12.1	<.001
R-square	0.01		0.75		0.76		0.82	
Adj. R-square	0.00		0.74		0.75		0.80	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Computation Biology, Comp. Precision Health, Statistics.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C11b: White Male Salary Model, Coll. of Comput., Data Science, and Society, 4/30/2023

Tot. N=130: White Male N=63; Female N=28; Male Faculty of Color*=37; Unknown Male=2. Asian N=38; URG* N=9.

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>		3705	<.001	3349	<.001	894	0.391
Yrs. degree (sq.)			-44	0.114	-49	0.082	-16	0.674
Yrs. since hired			279	0.687	559	0.403	-2138	0.075
Elect. Eng./CS					-9263	0.462	-1413	0.908
Other units					-		-	
Multiple appt.					18724	0.083	20006	0.057
Assistant							-64924	0.005
Associate							-25322	0.138
Years at Rank							4210	0.015
Intercept			211027	<.001	211146	<.001	167802	<.001
R-square			0.69		0.73		0.78	
Adj. R-square			0.67		0.70		0.74	
Avg. Wom. \$ diff.			7652		10802		13312	
Avg. Asian \$ diff.			2450		110		856	
Avg. URG* \$ diff.			1697		9842		5087	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Computation Biology, Comp. Precision Health, Statistics.								
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).								

C11c: Log Salary Model 3 (Demog., Experience, & Departments), Coll. of Computing, Data Science, and Society, AY 2004-05--2022-23 (Spring Semester)

Tot. N=130 (2022-23): White Male N=63; Female N=28; Male Faculty of Color*=37; Unknown Male=2. Asian N=38; URG* N=9.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.048	0.352	-0.019	0.724	-0.032	0.542	-0.000	0.998	-0.012	0.789	-0.011	0.822	0.017	0.721	-0.010	0.818	0.003	0.949	0.008	0.851	-0.007	0.878	0.005	0.892	0.009	0.825	0.040	0.290	0.037	0.298	-0.002	0.947	0.010	0.751	0.010	0.741	0.029	0.329
Faculty of Color*	0.011	0.735	0.029	0.395	0.032	0.358	0.026	0.435	0.013	0.671	0.012	0.692	0.023	0.494	0.017	0.594	0.015	0.654	0.003	0.930	0.016	0.634	0.025	0.427	0.013	0.668	0.017	0.589	0.038	0.188	0.009	0.750	0.004	0.868	-0.006	0.814	-0.004	0.860
Yrs. since degree	0.020	<.001	0.018	<.001	0.018	<.001	0.020	<.001	0.022	<.001	0.020	<.001	0.017	<.001	0.017	<.001	0.016	<.001	0.016	<.001	0.016	<.001	0.014	<.001	0.016	<.001	0.017	<.001	0.018	<.001	0.019	<.001	0.020	<.001	0.020	<.001	0.021	<.001
Yrs. degree (sq.)	0.000	0.008	0.000	0.028	0.000	0.078	0.000	0.001	0.000	0.131	0.000	0.159	0.000	0.739	0.000	0.623	0.000	0.460	0.000	0.160	0.000	0.067	0.000	0.096	0.000	0.026	0.000	0.006	0.000	0.002	0.000	<.001	0.000	0.010	0.000	0.035	0.000	0.043
Yrs. since hired	-0.002	0.280	-0.001	0.612	-0.002	0.426	-0.005	0.050	-0.006	0.009	-0.005	0.057	-0.003	0.315	-0.002	0.435	-0.001	0.728	0.000	0.890	0.000	0.881	0.001	0.815	-0.002	0.402	-0.003	0.289	-0.003	0.240	-0.004	0.076	-0.003	0.084	-0.001	0.485	-0.002	0.408
Elect. Eng./CS	0.093	0.038	0.081	0.094	0.097	0.050	0.066	0.182	0.092	0.063	0.087	0.123	0.127	0.031	0.111	0.041	0.123	0.023	0.089	0.107	0.074	0.197	0.046	0.364	-0.013	0.795	0.007	0.887	0.022	0.619	0.041	0.345	0.051	0.208	0.030	0.471	0.019	0.618
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.095	0.024	0.123	0.007	0.131	0.004	0.104	0.015	0.119	0.006	0.143	0.003	0.207	<.001	0.185	<.001	0.184	<.001	0.170	<.001	0.179	<.001	0.152	<.001	0.111	0.014	0.101	0.024	0.115	0.006	0.107	0.006	0.111	0.003	0.068	0.068	0.063	0.071
Intercept	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.1	<.001	12.1	<.001	12.2	<.001	12.2	<.001
R-square	0.73		0.69		0.66		0.69		0.69		0.66		0.63		0.64		0.63		0.63		0.61		0.62		0.60		0.61		0.66		0.70		0.75		0.75		0.76	
Adj. R-square	0.71		0.67		0.64		0.66		0.67		0.64		0.61		0.61		0.60		0.61		0.58		0.60		0.58		0.59		0.64		0.68		0.73		0.74		0.75	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																						
Other units include: Computation Biology, Comp. Precision Health, Statistics.																																						
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																						

C11d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Coll. of Computing, Data Science, and Society, AY 2004-05--2022-23 (Spring Sem.)

Tot. N=130 (2022-23): White Male N=63; Female N=28; Male Faculty of Color*=37; Unknown Male=2. Asian N=38; URG* N=9.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23		
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.050	0.336	-0.014	0.793	-0.032	0.543	-0.011	0.826	-0.011	0.800	-0.010	0.830	0.016	0.724	0.007	0.875	0.021	0.632	0.025	0.549	0.006	0.897	0.019	0.626	0.022	0.546	0.047	0.193	0.033	0.343	0.007	0.829	0.028	0.349	0.040	0.141	0.053	0.050	
Faculty of Color*	-0.004	0.903	0.014	0.690	0.028	0.428	0.034	0.319	0.018	0.562	0.015	0.639	0.025	0.438	0.025	0.422	0.022	0.499	-0.003	0.932	0.016	0.616	0.025	0.408	0.013	0.662	0.018	0.546	0.033	0.236	0.006	0.818	0.002	0.939	-0.019	0.406	-0.008	0.730	
Yrs. since degree	0.016	<.001	0.011	0.003	0.012	0.004	0.014	<.001	0.012	0.001	0.012	0.002	0.006	0.121	0.007	0.066	0.006	0.081	0.004	0.302	0.005	0.207	0.003	0.393	0.002	0.657	0.009	0.006	0.010	0.003	0.010	0.003	0.010	<.001	0.009	0.002	0.010	<.001	
Yrs. degree (sq.)	0.000	0.120	0.000	0.785	0.000	0.886	0.000	0.827	0.000	0.102	0.000	0.311	0.000	0.013	0.000	0.039	0.000	0.080	0.000	0.631	0.000	0.941	0.000	0.892	0.000	0.605	0.000	0.345	0.000	0.171	0.000	0.022	0.000	0.765	0.000	0.595	0.000	0.456	
Yrs. since hired	-0.006	0.044	-0.005	0.115	-0.004	0.194	-0.007	0.039	-0.011	<.001	-0.010	0.003	-0.009	0.006	-0.009	0.008	-0.008	0.018	-0.010	0.008	-0.009	0.026	-0.009	0.023	-0.013	<.001	-0.010	0.008	-0.011	0.003	-0.014	<.001	-0.013	<.001	-0.012	<.001	-0.011	<.001	
Elect. Eng./CS	0.097	0.026	0.081	0.090	0.084	0.100	0.053	0.281	0.085	0.079	0.072	0.200	0.117	0.037	0.110	0.034	0.122	0.019	0.078	0.137	0.056	0.313	0.037	0.454	-0.020	0.675	-0.026	0.587	-0.003	0.947	0.022	0.597	0.027	0.480	0.015	0.678	0.022	0.522	
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Multiple appt.	0.090	0.029	0.115	0.011	0.121	0.008	0.097	0.023	0.123	0.003	0.132	0.006	0.189	<.001	0.168	<.001	0.169	<.001	0.144	0.001	0.150	0.002	0.125	0.004	0.084	0.049	0.071	0.108	0.086	0.039	0.089	0.018	0.096	0.008	0.066	0.050	0.074	0.020	
Assistant	-0.039	0.648	-0.152	0.101	-0.172	0.100	-0.229	0.018	-0.313	<.001	-0.252	0.007	-0.368	<.001	-0.310	0.002	-0.285	0.003	-0.288	0.001	-0.268	0.003	-0.296	0.001	-0.409	<.001	-0.246	0.003	-0.239	0.003	-0.234	0.003	-0.301	<.001	-0.382	<.001	-0.373	<.001	
Associate	-0.127	0.031	-0.151	0.016	-0.072	0.282	-0.109	0.070	-0.161	0.003	-0.117	0.034	-0.150	0.008	-0.171	0	-0.164	0.01	-0.159	0.006	-0.195	0.002	-0.159	0.005	-0.177	0.002	-0.201	<.001	-0.148	0.013	-0.124	0.019	-0.136	0.009	-0.146	0.002	-0.142	0.001	
Years at Rank	0.008	0.052	0.009	0.048	0.006	0.245	0.005	0.345	0.010	0.031	0.012	0.022	0.015	0.002	0.014	0.004	0.014	0.003	0.019	0.001	0.016	0.010	0.017	0.003	0.020	<.001	0.011	0.036	0.013	0.010	0.017	<.001	0.016	<.001	0.016	<.001	0.015	0.001	
Intercept	11.5	<.001	11.5	<.001	11.6	<.001	11.7	<.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	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	
R-square	0.75		0.72		0.67		0.70		0.72		0.69		0.68		0.68		0.67		0.68		0.65		0.66		0.66		0.66		0.66		0.69		0.74		0.79		0.81		0.82
Adj. R-square	0.73		0.69		0.64		0.67		0.70		0.66		0.65		0.65		0.64		0.65		0.62		0.63		0.63		0.63		0.66		0.72		0.77		0.79		0.80		
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																							
Other units include: Computation Biology, Comp. Precision Health, Statistics.																																							
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																							

E1: Log Salary Model, All Campus, Rank Submodels, 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

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	-0.012	0.194	-0.014	0.109	-0.009	0.314	0.002	0.764	-0.005	0.518	0.000	0.966	-0.002	0.743	-0.000	0.981
Asian	-0.011	0.352	-0.014	0.209	-0.011	0.288	-0.015	0.143	-0.011	0.227	-0.011	0.230	-0.008	0.355	-0.007	0.408
Underrep. Group*	0.009	0.516	0.007	0.557	0.013	0.300	0.014	0.236	0.021	0.049	0.022	0.033	0.018	0.082	0.019	0.074
Unknown Ethnicity	0.073	0.106	0.084	0.044	0.079	0.054	0.081	0.040	0.068	0.051	0.070	0.041	0.083	0.016	0.082	0.016
Yrs. since degree	0.019	<.001	0.014	<.001	0.012	<.001	0.007	<.001	0.004	<.001	0.001	0.567	0.002	0.044	0.001	0.356
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	0.371	0.000	0.764	0.000	0.020	0.000	0.016	0.000	0.565	0.000	0.129
Yrs. since hired	-0.002	<.001	-0.003	<.001	-0.003	<.001	-0.010	<.001	-0.003	<.001	-0.004	<.001	-0.004	<.001	-0.005	<.001
Bach./Mast.	-0.102	0.001	-0.077	0.008	-0.067	0.020	-0.029	0.295	-0.033	0.167	-0.010	0.672	-0.012	0.607	-0.004	0.881
Law Degree	-0.129	<.001	-0.119	<.001	-0.109	0.001	-0.091	0.006	-0.075	0.010	-0.065	0.022	0.041	0.155	0.044	0.124
MD	0.113	0.019	0.105	0.020	0.106	0.017	0.110	0.010	0.092	0.014	0.099	0.007	0.099	0.007	0.100	0.007
Afr. Am Stud.	0.095	0.108	0.095	0.082	0.079	0.141	0.113	0.030	0.135	0.003	0.136	0.002	0.128	0.005	0.134	0.003
Agr. Res. Ec. Pol.	0.379	<.001	0.356	<.001	0.342	<.001	0.340	<.001	0.311	<.001	0.319	<.001	0.355	<.001	0.363	<.001
Anc. Greek & Roman	0.041	0.483	0.003	0.953	-0.001	0.988	0.019	0.711	0.010	0.831	0.017	0.709	-0.007	0.870	0.000	0.997
Anthropology	0.041	0.301	0.005	0.902	0.013	0.732	0.017	0.621	-0.015	0.626	-0.015	0.612	-0.001	0.977	0.001	0.975
Architecture	0.034	0.459	0.013	0.756	0.002	0.959	0.010	0.801	-0.003	0.924	-0.005	0.879	0.000	0.993	0.006	0.861
Astronomy	0.157	0.008	0.145	0.009	0.138	0.011	0.107	0.041	0.083	0.070	0.072	0.112	0.100	0.028	0.098	0.031
Bioengin.	0.168	<.001	0.127	0.002	0.133	0.001	0.120	0.002	0.126	<.001	0.121	<.001	0.128	<.001	0.126	<.001
Chemical/Biom. Eng.	0.252	<.001	0.225	<.001	0.210	<.001	0.194	<.001	0.151	<.001	0.142	<.001	0.173	<.001	0.168	<.001
Chemistry	0.285	<.001	0.236	<.001	0.240	<.001	0.217	<.001	0.142	<.001	0.123	<.001	0.163	<.001	0.155	<.001
City & Reg. Plan.	0.104	0.052	0.112	0.024	0.103	0.036	0.078	0.098	0.090	0.030	0.083	0.042	0.083	0.042	0.086	0.035
Civil & Env. Eng.	0.196	<.001	0.161	<.001	0.159	<.001	0.137	<.001	0.091	0.001	0.087	0.002	0.096	<.001	0.100	<.001
Comp. Literature	0.040	0.561	0.059	0.360	0.067	0.293	0.054	0.379	0.005	0.926	-0.002	0.962	0.022	0.674	0.022	0.678
Earth & Plan. Sc.	0.203	<.001	0.156	<.001	0.153	<.001	0.121	0.004	0.086	0.020	0.074	0.041	0.088	0.016	0.088	0.015
E. Asian Lng./Clt.	-0.048	0.331	-0.043	0.345	-0.043	0.342	-0.052	0.228	-0.035	0.357	-0.036	0.344	-0.043	0.254	-0.038	0.308
Economics	0.825	<.001	0.792	<.001	0.781	<.001	0.734	<.001	0.725	<.001	0.697	<.001	0.731	<.001	0.721	<.001
Elect. Eng./CS	0.254	<.001	0.205	<.001	0.198	<.001	0.166	<.001	0.142	<.001	0.128	<.001	0.154	<.001	0.153	<.001
English	0.019	0.576	0.054	0.095	0.043	0.170	0.044	0.150	0.055	0.039	0.050	0.057	0.044	0.103	0.046	0.082
ESPM	0.073	0.036	0.048	0.135	0.047	0.136	0.041	0.176	0.012	0.659	0.007	0.790	0.017	0.523	0.019	0.461
Ethnic Studies	0.034	0.504	0.020	0.661	0.019	0.672	0.001	0.976	0.015	0.706	0.009	0.804	-0.002	0.964	0.000	0.995
Film and Media	0.086	0.209	0.103	0.107	0.079	0.207	0.084	0.165	0.027	0.607	0.019	0.714	0.065	0.218	0.057	0.275
French	0.008	0.891	-0.004	0.947	-0.006	0.909	-0.003	0.962	-0.016	0.728	-0.029	0.530	-0.046	0.324	-0.047	0.308

	M4a: 2-Rank Assist. Only		M4b: 2-Rank Ast./Assoc.		M4c: 3-Rank Ast., Asc.		M4d: 3-Rank, Yrs. in Rank		M4e: 5-Rank Incl. FP<6, 6-9		M4f: 5-Rank Yrs. in Rank		M5a: Rank & Step		M5b: Rnk./ St., Yrs. Step	
Variables	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Geography	-0.020	0.724	-0.007	0.890	-0.023	0.644	-0.029	0.552	-0.041	0.335	-0.040	0.335	-0.031	0.465	-0.029	0.494
Goldman Pub. Pol.	0.445	<.001	0.393	<.001	0.378	<.001	0.368	<.001	0.358	<.001	0.349	<.001	0.362	<.001	0.362	<.001
Haas Business	0.714	<.001	0.670	<.001	0.664	<.001	0.642	<.001	0.635	<.001	0.625	<.001	0.647	<.001	0.650	<.001
HW Neuroscience	-0.052	0.368	-0.039	0.469	-0.038	0.467	-0.007	0.883	-0.007	0.872	0.004	0.918	0.028	0.517	0.035	0.428
History	0.085	0.015	0.073	0.025	0.065	0.043	0.046	0.134	0.043	0.113	0.037	0.168	0.043	0.111	0.045	0.094
History of Art	-0.014	0.793	-0.033	0.494	-0.041	0.392	-0.044	0.333	-0.058	0.150	-0.061	0.123	-0.059	0.136	-0.055	0.162
Ind. Eng./Op. Res.	0.165	0.001	0.134	0.006	0.135	0.004	0.107	0.020	0.104	0.010	0.108	0.006	0.122	0.002	0.131	<.001
Integrat. Biology	0.087	0.027	0.056	0.123	0.060	0.092	0.049	0.154	0.014	0.656	0.014	0.634	0.034	0.251	0.040	0.183
Journalism	0.127	0.040	0.129	0.025	0.123	0.031	0.105	0.056	0.156	0.001	0.155	0.001	0.163	<.001	0.164	<.001
Landsc. Arch./Env.	-0.021	0.725	-0.017	0.753	-0.017	0.757	-0.021	0.682	-0.007	0.881	-0.012	0.783	-0.005	0.905	-0.003	0.948
Law	0.775	<.001	0.696	<.001	0.687	<.001	0.622	<.001	0.578	<.001	0.543	<.001	0.407	<.001	0.396	<.001
Linguistics	0.032	0.566	-0.008	0.884	-0.011	0.837	-0.016	0.751	-0.057	0.193	-0.058	0.179	-0.055	0.206	-0.050	0.243
Material Sc. & Eng.	0.236	<.001	0.192	<.001	0.180	<.001	0.151	<.001	0.143	<.001	0.133	<.001	0.134	<.001	0.136	<.001
Mathematics	0.217	<.001	0.175	<.001	0.171	<.001	0.129	<.001	0.109	<.001	0.090	<.001	0.128	<.001	0.124	<.001
Mechanical Eng.	0.185	<.001	0.145	<.001	0.146	<.001	0.117	<.001	0.093	0.002	0.092	0.001	0.109	<.001	0.116	<.001
Middle East. Lng./Clt.	-0.033	0.577	-0.018	0.736	-0.011	0.844	-0.026	0.616	0.002	0.968	-0.016	0.727	-0.002	0.962	-0.001	0.985
Molec. & Cell Bio.	0.189	<.001	0.164	<.001	0.170	<.001	0.151	<.001	0.122	<.001	0.113	<.001	0.129	<.001	0.125	<.001
Music	0.051	0.323	-0.006	0.907	-0.004	0.938	-0.012	0.795	-0.046	0.247	-0.049	0.216	-0.034	0.386	-0.030	0.440
Nuclear Eng.	0.064	0.301	0.075	0.194	0.073	0.201	0.068	0.211	0.074	0.123	0.070	0.135	0.089	0.061	0.093	0.048
Nutr. Sc./Tox.	-0.001	0.990	-0.033	0.528	-0.032	0.540	-0.001	0.977	0.002	0.955	0.014	0.752	0.022	0.609	0.034	0.440
Philosophy	0.252	<.001	0.228	<.001	0.217	<.001	0.181	<.001	0.133	<.001	0.117	<.001	0.144	<.001	0.145	<.001
Physics	0.197	<.001	0.160	<.001	0.161	<.001	0.132	<.001	0.091	<.001	0.082	0.002	0.108	<.001	0.108	<.001
Plant & Micr. Bio.	0.119	0.005	0.116	0.003	0.126	0.001	0.124	0.001	0.097	0.003	0.099	0.002	0.112	<.001	0.115	<.001
Political Sc.	0.315	<.001	0.295	<.001	0.292	<.001	0.264	<.001	0.250	<.001	0.239	<.001	0.261	<.001	0.260	<.001
Psychology	0.164	<.001	0.113	0.004	0.117	0.003	0.092	0.014	0.040	0.228	0.030	0.362	0.034	0.300	0.034	0.293
Rhetoric	0.022	0.707	0.053	0.329	0.050	0.342	0.027	0.598	0.005	0.912	-0.013	0.765	-0.015	0.745	-0.012	0.780
Sch. of Education	0.146	<.001	0.131	<.001	0.109	0.004	0.080	0.029	0.043	0.178	0.033	0.301	0.067	0.035	0.066	0.037
Sch. of Informat.	0.225	<.001	0.207	<.001	0.191	<.001	0.188	<.001	0.150	0.002	0.139	0.003	0.181	<.001	0.181	<.001
Sch. of Optometry	0.196	<.001	0.131	0.009	0.150	0.002	0.137	0.004	0.152	<.001	0.144	<.001	0.138	<.001	0.141	<.001
Sch. Public Health	0.151	<.001	0.109	0.002	0.109	0.002	0.095	0.004	0.080	0.006	0.073	0.011	0.094	0.001	0.095	<.001
Sch. Social Welfare	0.081	0.090	0.070	0.112	0.061	0.159	0.056	0.177	0.008	0.820	0.003	0.931	0.022	0.542	0.021	0.555
Sociology	0.243	<.001	0.202	<.001	0.193	<.001	0.180	<.001	0.154	<.001	0.150	<.001	0.163	<.001	0.169	<.001
S/SE Asian Std.	-0.075	0.207	-0.072	0.189	-0.064	0.239	-0.063	0.231	-0.054	0.242	-0.061	0.174	-0.047	0.298	-0.047	0.296
Spanish & Port.	-0.012	0.834	-0.016	0.767	-0.035	0.504	-0.031	0.548	-0.061	0.174	-0.064	0.149	-0.041	0.352	-0.039	0.377

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
Statistics	0.239	<.001	0.218	<.001	0.202	<.001	0.174	<.001	0.134	<.001	0.130	<.001	0.173	<.001	0.177	<.001
TDPS	-0.031	0.583	0.003	0.951	-0.021	0.677	-0.042	0.400	-0.027	0.529	-0.033	0.446	-0.057	0.188	-0.049	0.252
Other units	-		-		-		-		-		-		-		-	
Two Departments	0.083	<.001	0.078	<.001	0.076	<.001	0.064	<.001	0.054	<.001	0.049	<.001	0.050	<.001	0.049	<.001
Three or More Deps.	0.171	<.001	0.149	<.001	0.139	<.001	0.126	<.001	0.100	<.001	0.097	<.001	0.102	<.001	0.104	<.001
Assistant	-0.105	<.001			-0.327	<.001	-0.429	<.001	-0.720	<.001	-0.816	<.001				
Associate					-0.220	<.001	-0.273	<.001	-0.563	<.001	-0.642	<.001				
Assist./Assoc.			-0.219	<.001												
Full (<step6)									-0.372	<.001	-0.423	<.001				
Full (step6-9)									-0.182	<.001	-0.199	<.001				
Years at Rank							0.013	<.001			0.007	<.001				
Assist Step 2													-0.757	<.001	-0.762	<.001
Assist Step 3													-0.842	<.001	-0.849	<.001
Assist Step 4													-0.796	<.001	-0.803	<.001
Assist Step 5													-0.792	<.001	-0.798	<.001
Assist Step 6													-0.774	<.001	-0.779	<.001
Assoc. Step 1													-0.722	<.001	-0.729	<.001
Assoc. Step 2													-0.674	<.001	-0.679	<.001
Assoc. Step 2.5													-0.635	<.001	-0.640	<.001
Assoc. Step 3													-0.649	<.001	-0.653	<.001
Assoc. Step 3.5													-0.631	<.001	-0.633	<.001
Assoc. Step 4													-0.609	<.001	-0.617	<.001
Assoc. Step 4.5													-0.579	<.001	-0.584	<.001
Assoc. Step 5													-0.572	<.001	-0.577	<.001
Assoc. Step 5.5													-0.546	<.001	-0.551	<.001
Assoc. Step 5.9													-0.507	<.001	-0.535	<.001
Prof. Step 1													-0.526	<.001	-0.530	<.001
Prof. Step 2													-0.466	<.001	-0.470	<.001
Prof. Step 2.5													-0.490	<.001	-0.494	<.001
Prof. Step 3													-0.421	<.001	-0.422	<.001
Prof. Step 3.5													-0.402	<.001	-0.403	<.001
Prof. Step 4													-0.402	<.001	-0.400	<.001
Prof. Step 4.5													-0.401	<.001	-0.400	<.001
Prof. Step 5													-0.338	<.001	-0.335	<.001

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		
Prof. Step 5.5														-0.299	<.001	-0.292	<.001	
Prof. Step 5.9														-0.327	<.001	-0.338	<.001	
Prof. Step 6														-0.289	<.001	-0.282	<.001	
Prof. Step 6.5														-0.229	<.001	-0.217	<.001	
Prof. Step 7														-0.243	<.001	-0.228	<.001	
Prof. Step 7.5														-0.150	<.001	-0.138	<.001	
Prof. Step 8														-0.180	<.001	-0.162	<.001	
Prof. Step 8.5														-0.124	<.001	-0.105	<.001	
Prof. Step 9														-0.117	<.001	-0.102	<.001	
Years at Step																0.005	<.001	
Intercept	12.0	<.001	12.1	<.001	12.1	<.001	12.0	<.001	12.4	<.001	12.4	<.001	12.4	<.001	12.4	<.001	12.4	<.001
R-square	0.78		0.81		0.82		0.83		0.87		0.88		0.88		0.88		0.88	
Adj. R-square	0.77		0.81		0.81		0.83		0.87		0.87		0.87		0.87		0.87	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																		
Other units include: Art Practice; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.																		
p<.10=light green	p<.05=bright		p<.01=green shade			p<.001=dark green												

E2: Log Salary Model, Assistant Professors, 4/30/2023

Tot. N=271: White Male N=70; Female N=132; Male Faculty of Color*=65; Unknown Male=2. Asian N=71; URG* N=64; Unk. Ethn.=2.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3A: Departments		M3B: Deps. Market Ratio	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.019	0.559	-0.035	0.259	-0.004	0.753	0.004	0.729
Asian	0.010	0.796	0.009	0.803	-0.013	0.420	-0.011	0.431
Underrep. Group*	-0.035	0.397	-0.033	0.403	0.015	0.385	0.029	0.042
Yrs. since degree			0.038	0.029	0.012	0.124	0.012	0.058
Yrs. degree (sq.)			0.002	0.001	0.000	0.376	0.000	0.415
Yrs. since hired			0.014	0.108	0.005	0.217	0.006	0.063
Bach./Mast.			0.095	0.306	0.045	0.266	0.094	0.007
Law Degree			0.363	<.001	-0.042	0.409	-0.037	0.390
Anthropology					-0.165	<.001	-0.124	<.001
Chemistry					0.058	0.139	0.035	0.288
Civil & Env. Eng.					0.061	0.175	-0.004	0.918
Economics					0.590	<.001	0.210	<.001
Elect. Eng./CS					0.130	<.001	-0.076	0.025
ESPM					-0.089	0.020	-0.178	<.001
Haas Business					0.684	<.001	-0.015	0.839
HW Neuroscience					0.018	0.856	0.030	0.726
History					-0.112	0.022	-0.060	0.150
Integrat. Biology					-0.075	0.096	-0.103	0.007
Law					0.667	<.001	0.111	0.096
Mathematics					0.120	0.005	0.150	<.001
Mechanical Eng.					0.095	0.024	0.010	0.787
Molec. & Cell Bio.					0.004	0.917	-0.071	0.021
Physics					0.064	0.117	0.037	0.279
Plant & Micr. Bio.					-0.014	0.752	0.005	0.889
Political Sc.					0.222	<.001	0.156	<.001
Psychology					-0.064	0.142	-0.046	0.214
Sch. of Optometry					0.038	0.512	0.064	0.198
Sch. Public Health					0.023	0.489	-0.041	0.161
Sch. Social Welfare					-0.123	0.014	-0.139	0.001
Other units					-		-	
Multiple appt.					0.029	0.327	0.002	0.935
Market Ratio**							0.740	<.001
Intercept	11.800	<.001	12.100	<.001	11.900	<.001	11.200	<.001
R-square	0.01		0.13		0.87		0.91	
Adj. R-square	-0.01		0.10		0.85		0.89	

***Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.**

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

Other units include: Afr. Am Stud.; Agr. Res. Ec. Pol.; Architecture; Art Hist.; Art Pract.; Astronomy; Bioengin.; Chemical/Biom. Eng.; City & Reg. Plan.; Classics; Comput. Biology; Comp. Precision Hlth.; Comp. Literature; Demography; E. Asian Lng./Clt.; Earth & Plan. Sc.; Education; Energy & Res. Grp.; English; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; German; Ind. Eng./Op. Res.; Italian Stud.; Journalism; Landsc. Arch./Env.; Linguistics; Material Sc. & Eng.; Music; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Philosophy; Public Policy; Rhetoric; S/SE Asian Std.; Scandinav. Lng.; Sch. of Informat.; Slavic Lng./Clt.; Sociology; Spanish & Port.; Statistics; TDPS; UG/Interdis. St. Note: In this run, departments with N>=5 cases are included in the regression model.

p<.10=light green

p<.05=bright grn.

p<.01=green shade

p<.001=dark green

E3: Log Salary Model, Associate Professors, 4/30/2023

Tot. N=352: White Male N=139; Female N=141; Male Faculty of Color*=68; Unknown Male=4. Asian N=67; URG* N=56; Unk. Ethn.=4.

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	-0.094	<.001	-0.088	<.001	-0.027	0.074	-0.024	0.106	-0.012	0.414
Asian	-0.044	0.167	-0.047	0.142	0.002	0.895	0.000	0.983	-0.007	0.701
Underrep. Group*	0.034	0.327	0.040	0.252	0.075	<.001	0.073	<.001	0.062	0.002
Yrs. since degree			-0.004	0.240	0.002	0.201	-0.003	0.284	-0.003	0.210
Yrs. degree (sq.)			0.000	0.305	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired			-0.002	0.583	-0.004	0.017	-0.011	<.001	-0.011	<.001
Bach./Mast.			-0.123	0.036	-0.070	0.073	-0.041	0.296	-0.003	0.937
Afr. Am Stud.					-0.039	0.592	-0.027	0.705	-0.062	0.377
Agr. Res. Ec. Pol.					0.348	<.001	0.335	<.001	0.223	<.001
Architecture					0.000	0.996	-0.003	0.964	-0.014	0.805
Chemistry					0.010	0.881	0.019	0.785	0.005	0.936
City & Reg. Plan.					0.038	0.489	0.040	0.463	0.033	0.530
Civil & Env. Eng.					0.036	0.471	0.030	0.546	-0.033	0.508
Comp. Literature					-0.103	0.226	-0.100	0.234	-0.067	0.413
E. Asian Lng./Clt.					-0.123	0.031	-0.128	0.024	-0.065	0.246
Economics					0.836	<.001	0.823	<.001	0.470	<.001
Elect. Eng./CS					0.166	<.001	0.158	<.001	0.047	0.259
English					0.009	0.766	-0.007	0.827	0.019	0.517
ESPM					-0.034	0.385	-0.030	0.443	-0.061	0.113
Film and Media					-0.066	0.333	-0.089	0.192	0.004	0.953
Geography					-0.102	0.063	-0.103	0.058	-0.073	0.171
Goldman Pub. Pol.					0.373	<.001	0.379	<.001	0.244	0.022
Haas Business					0.573	<.001	0.566	<.001	0.108	0.304
HW Neuroscience					-0.098	0.277	-0.037	0.689	-0.117	0.196
History					0.019	0.604	0.003	0.932	0.005	0.886
History of Art					-0.160	0.018	-0.173	0.010	-0.138	0.034
Integrat. Biology					-0.073	0.188	-0.067	0.220	-0.049	0.357
Landsc. Arch./Env.					0.000	0.995	-0.008	0.906	0.015	0.823
Mathematics					0.162	0.002	0.151	0.003	0.126	0.012
Molec. & Cell Bio.					0.001	0.973	0.020	0.640	-0.006	0.888
Philosophy					0.100	0.057	0.072	0.174	0.095	0.067
Physics					0.047	0.349	0.043	0.382	-0.007	0.890
Plant & Micr. Bio.					0.025	0.653	0.060	0.295	0.065	0.237
Political Sc.					0.186	<.001	0.176	<.001	0.078	0.092
Psychology					0.009	0.901	0.006	0.939	0.064	0.391
Rhetoric					-0.046	0.423	-0.061	0.281	-0.034	0.537
Sch. of Education					-0.034	0.475	-0.044	0.347	-0.072	0.117
Sch. Public Health					0.066	0.188	0.075	0.131	-0.008	0.884
Sch. Social Welfare					0.044	0.436	0.041	0.463	0.026	0.634

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
Sociology					0.202	0.002	0.195	0.002	0.164	0.008
Spanish & Port.					-0.141	0.027	-0.157	0.013	-0.173	0.005
Statistics					0.122	0.018	0.122	0.016	0.028	0.601
TDPS					-0.051	0.331	-0.070	0.177	0.022	0.690
Other units					-		-		-	
Multiple appt.					0.069	0.005	0.060	0.015	0.057	0.016
Market Ratio**									0.520	<.001
Years at Rank							0.013	0.003	0.014	<.001
Intercept	12.0	<.001	12.0	<.001	11.9	<.001	11.8	<.001	11.3	<.001
R-square	0.05		0.08		0.76		0.77		0.78	
Adj. R-square	0.04		0.06		0.73		0.74		0.75	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.										
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).										
Other units include: Anc. Greek & Roman; Anthropology; Art Pract.; Astronomy; Bioengin.; Chemical/Biom. Eng.; Comput. Biology; Comp. Precision Hlth.; Demography; Earth & Plan. Sc.; Energy & Res. Grp.; Ethnic St.; French; Gender/Wom. St.; German; Ind. Eng./Op. Res.; Italian Stud.; Journalism; Law; Linguistics; Material Sc. & Eng.; Mechanical Eng.; Music; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Scandinav. Lng.; Sch. of Informat.; Sch. of Optometry; Slavic Lng./Clt.; Spanish & Port.; UG/Interdis. St. Note: In this run, departments with N>=5 cases are included in the regression model.										
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green				

E4: Log Salary Model, Full Professors, Steps 1-5, 4/30/2023

Tot. N=342: White Male N=148; Female N=124; Male Faculty of Color*=68; Unknown Male=2. Asian N=62; URG* N=44; Unk. Ethn.=3.

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	-0.048	0.080	-0.040	0.136	0.005	0.737	0.021	0.179	0.022	0.161
Asian	-0.050	0.155	-0.059	0.084	0.003	0.897	0.001	0.948	0.003	0.884
Underrep. Group*	0.041	0.306	0.050	0.202	0.036	0.120	0.039	0.092	0.039	0.089
Yrs. since degree			-0.005	0.131	0.005	0.007	0.001	0.614	0.001	0.552
Yrs. degree (sq.)			0.000	0.972	0.000	0.110	0.000	0.039	0.000	0.041
Yrs. since hired			-0.004	0.094	-0.004	0.002	-0.006	<.001	-0.006	<.001
Bach./Mast.			-0.086	0.299	-0.024	0.614	0.004	0.927	0.042	0.409
Law Degree			0.262	0.002	-0.030	0.612	0.012	0.832	0.013	0.817
Afr. Am Stud.					0.257	<.001	0.276	<.001	0.222	<.001
Agr. Res. Ec. Pol.					0.323	<.001	0.330	<.001	0.306	<.001
Anc. Greek & Roman					0.045	0.476	0.046	0.456	0.056	0.362
Anthropology					0.046	0.343	0.054	0.247	0.063	0.180
Architecture					0.008	0.884	0.001	0.978	0.008	0.881
Bioengin.					0.068	0.165	0.044	0.365	0.022	0.656
Chemical/Biom. Eng.					0.051	0.473	0.040	0.572	0.021	0.765
Chemistry					0.215	0.001	0.198	0.003	0.170	0.011
Civil & Env. Eng.					0.041	0.418	0.011	0.823	0.004	0.941
Earth & Plan. Sc.					0.130	0.076	0.119	0.095	0.130	0.068
E. Asian Lng./Clt.					-0.049	0.496	-0.046	0.517	0.013	0.860
Economics					0.844	<.001	0.795	<.001	0.634	<.001
Elect. Eng./CS					0.138	<.001	0.107	<.001	0.083	0.014
English					0.037	0.357	0.061	0.131	0.053	0.188
ESPM					0.043	0.278	0.042	0.272	0.027	0.492
Goldman Pub. Pol.					0.492	<.001	0.489	<.001	0.387	<.001
Haas Business					0.618	<.001	0.597	<.001	0.383	<.001
HW Neuroscience					-0.056	0.534	-0.030	0.734	-0.074	0.409
History					0.033	0.441	0.035	0.408	0.020	0.631
Integrat. Biology					0.067	0.242	0.056	0.318	0.055	0.322
Law					0.584	<.001	0.526	<.001	0.382	<.001
Material Sc. & Eng.					0.142	0.015	0.118	0.039	0.040	0.560
Mathematics					0.085	0.073	0.039	0.412	0.022	0.640
Mechanical Eng.					0.066	0.237	0.045	0.404	0.035	0.517
Molec. & Cell Bio.					0.188	<.001	0.163	<.001	0.133	0.006
Nutr. Sc./Tox.					0.035	0.559	0.048	0.412	0.056	0.330
Physics					0.145	0.009	0.143	0.008	0.135	0.012
Political Sc.					0.369	<.001	0.344	<.001	0.274	<.001

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
Psychology					0.066	0.346	0.037	0.596	0.025	0.721
Sch. of Optometry					0.174	0.008	0.148	0.020	0.185	0.005
Sch. Public Health					0.135	0.001	0.112	0.006	0.074	0.098
Sociology					0.171	0.001	0.143	0.006	0.100	0.077
Statistics					0.099	0.148	0.089	0.182	0.033	0.652
Other units					-		-		-	
Multiple appt.					0.069	<.001	0.057	0.005	0.056	0.007
Market Ratio**									0.281	0.051
Years at Rank							0.010	<.001	0.010	<.001
Intercept	12.2	<.001	12.2	<.001	12.0	<.001	11.9	<.001	11.7	<.001
R-square	0.02		0.11		0.77		0.78		0.78	
Adj. R-square	0.01		0.08		0.74		0.75		0.75	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.										
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).										
Other units include: Art Hist.; Art Pract.; Astronomy; City & Reg. Plan.; Comput. Biology; Comp. Precision Hlth.; Comp. Literature; Demography; Education; Energy & Res. Grp.; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; Germany; Ind. Eng./Op. Res.; Italian Stud.; Journalism; Landsc. Arch./Env.; Linguistics; Music; Near Eastern St.; Nuclear Eng.; Philosophy; Plant & Micr. Bio.; Rhetoric; S/SE Asian Std.; Scandinav. Lng.; Sch. of Informat.; Sch. Social Welfare; Slavic Lng./Clt.; Spanish & Port.; TDPS; UG/Interdis. St. Note: In this run, departments with N>=5 cases are included in the regression model.										
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green			

E5: Log Salary Model, Full Professors, Steps 6-9, 4/30/2023

Tot. N=322: White Male N=175; Female N=96; Male Faculty of Color*=49; Unknown Male=2. Asian N=47; URG* N=30; Unk. Ethn.=2.

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	-0.033	0.200	-0.038	0.093	-0.022	0.193	-0.010	0.521	-0.011	0.505
Asian	-0.054	0.109	-0.058	0.049	-0.035	0.102	-0.033	0.112	-0.034	0.101
Underrep. Group*	0.002	0.964	0.004	0.908	-0.006	0.843	0.004	0.893	0.001	0.967
Yrs. since degree			0.000	0.924	0.002	0.436	-0.003	0.337	-0.002	0.437
Yrs. degree (sq.)			0.000	0.783	0.000	0.590	0.000	0.748	0.000	0.655
Yrs. since hired			-0.004	0.005	-0.003	0.002	-0.004	<.001	-0.004	<.001
Bach./Mast.			-0.126	0.056	-0.055	0.317	0.007	0.897	0.031	0.574
Law Degree			0.323	<.001	0.008	0.885	0.011	0.840	0.008	0.873
Architecture					-0.083	0.259	-0.097	0.171	-0.093	0.187
Bioengin.					0.170	0.023	0.162	0.023	0.148	0.038
Chemistry					0.137	0.017	0.125	0.023	0.103	0.064
Civil & Env. Eng.					0.023	0.605	0.019	0.642	0.017	0.676
Earth & Plan. Sc.					0.016	0.822	0.011	0.865	0.032	0.639
E. Asian Lng./Clt.					-0.077	0.209	-0.059	0.320	0.021	0.765
Economics					0.573	<.001	0.553	<.001	0.383	<.001
Elect. Eng./CS					0.020	0.580	0.003	0.941	-0.017	0.633
English					-0.001	0.991	0.017	0.799	0.009	0.884
ESPM					0.015	0.787	-0.017	0.757	-0.024	0.653
Ethnic Studies					-0.071	0.298	-0.056	0.393	-0.048	0.456
Haas Business					0.477	<.001	0.484	<.001	0.257	0.023
HW Neuroscience					-0.124	0.125	-0.114	0.142	-0.147	0.061
History					0.005	0.901	-0.004	0.927	-0.010	0.804
Ind. Eng./Op. Res.					0.006	0.930	0.027	0.662	0.013	0.836
Integrat. Biology					-0.029	0.576	-0.017	0.735	-0.012	0.811
Law					0.388	<.001	0.336	<.001	0.196	0.021
Material Sc. & Eng.					0.099	0.172	0.047	0.500	-0.026	0.734
Mathematics					0.002	0.968	-0.023	0.542	-0.033	0.388
Mechanical Eng.					-0.019	0.709	-0.013	0.789	-0.017	0.725
Molec. & Cell Bio.					0.030	0.442	0.012	0.741	-0.012	0.760
Music					-0.073	0.237	-0.069	0.239	-0.027	0.662
Physics					-0.016	0.677	-0.030	0.428	-0.028	0.445
Political Sc.					0.166	0.006	0.155	0.007	0.088	0.175
Psychology					0.001	0.983	-0.003	0.948	-0.009	0.865
Sch. of Education					-0.007	0.907	-0.018	0.745	-0.002	0.978
Sch. of Optometry					0.098	0.164	0.105	0.117	0.153	0.030
Sch. Public Health					0.003	0.958	0.019	0.700	-0.016	0.761

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
Sociology					-0.038	0.516	-0.049	0.381	-0.090	0.123
Other units					-		-		-	
Multiple appt.					0.014	0.527	0.017	0.418	0.013	0.523
Market Ratio**									0.306	0.033
Years at Rank							0.011	<.001	0.010	<.001
Intercept	12.400	<.001	12.400	<.001	12.300	<.001	12.300	<.001	12.000	<.001
R-square	0.01		0.26		0.67		0.70		0.70	
Adj. R-square	0.01		0.24		0.62		0.66		0.66	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.										
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).										
Other units include: Afr. Am Stud.; Agr. Res. Ec. Pol.; Anc. Greek & Roman; Anthropology; Art Hist.; Art Pract.; Astronomy; Chemical/Biom. Eng.; City & Reg. Plan.; Comput. Biology; Comp. Precision Hlth.; Comp. Literature; Demography; Energy & Res. Grp.; Film and Media; French; Gender/Wom. St.; Geography; German; Goldm. Pub. Pol.; Italian Stud.; Journalism; Landsc. Arch./Env.; Linguistics; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Philosophy; Plant & Micr. Bio.; Rhetoric; S/SE Asian Std.; Scandinav. Lng.; Sch. of Inform.; Sch. Social Welfare; Slavic Lng./Cit.; Spanish & Port.; Statistics; TDPS; UG/Interdis. St. Note: In this run, departments with N>=5 cases are included in the regression model.										
p<.10=light green	p<.05=bright grn.		p<.01=green shade		p<.001=dark green					

E6: Log Salary Model, Full Professors, Above Scale, 4/30/2023

Tot. N=222: White Male N=142; Female N=50; Male Faculty of Color*=28; Unknown Male=2. Asian N=27; URG* N=11; Unk. Ethn.=3.

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	0.001	0.960	-0.012	0.638	0.004	0.853	0.015	0.495	0.017	0.421
Asian	-0.008	0.830	0.006	0.864	0.004	0.881	0.006	0.826	0.001	0.970
Underrep. Group*	-0.032	0.550	-0.032	0.523	-0.009	0.832	-0.024	0.551	-0.027	0.513
Yrs. since degree			0.007	0.332	-0.001	0.880	-0.006	0.356	-0.007	0.291
Yrs. degree (sq.)			0.000	0.682	0.000	0.354	0.000	0.357	0.000	0.286
Yrs. since hired			-0.003	0.003	-0.003	<.001	-0.005	<.001	-0.005	<.001
Law Degree			0.257	<.001	0.033	0.681	0.035	0.641	0.033	0.665
Anthropology					-0.019	0.738	-0.040	0.454	-0.022	0.687
Chemical/Biom. Eng.					0.109	0.076	0.067	0.254	0.060	0.304
Chemistry					0.072	0.099	0.014	0.741	-0.005	0.915
Civil & Env. Eng.					0.053	0.332	0.052	0.317	0.056	0.271
Comp. Literature					0.123	0.321	0.083	0.478	0.107	0.366
Earth & Plan. Sc.					-0.034	0.667	-0.078	0.298	-0.056	0.458
Economics					0.467	<.001	0.348	<.001	0.200	0.073
Elect. Eng./CS					0.080	0.081	0.048	0.276	0.037	0.407
ESPM					-0.081	0.137	-0.083	0.107	-0.086	0.094
Goldman Pub. Pol.					0.016	0.888	-0.005	0.963	-0.098	0.427
HW Neuroscience					0.256	0.028	0.232	0.034	0.214	0.051
Integrat. Biology					-0.075	0.248	-0.070	0.256	-0.060	0.332
Law					0.328	<.001	0.293	<.001	0.175	0.095
Material Sc. & Eng.					0.051	0.579	0.075	0.395	0.016	0.868
Mathematics					0.005	0.910	-0.040	0.325	-0.049	0.228
Mechanical Eng.					0.033	0.497	0.033	0.465	0.039	0.396
Molec. & Cell Bio.					0.116	0.006	0.083	0.038	0.065	0.109
Physics					0.010	0.810	-0.015	0.704	-0.012	0.770
Plant & Micr. Bio.					0.121	0.064	0.110	0.073	0.112	0.068
Political Sc.					0.068	0.335	0.059	0.381	0.010	0.888
Psychology					-0.024	0.748	-0.057	0.411	-0.061	0.385
Sch. of Education					0.013	0.810	-0.003	0.959	0.010	0.850
Sch. Public Health					0.018	0.807	0.014	0.843	-0.010	0.887
Statistics					0.045	0.616	0.047	0.582	0.013	0.878
Other units					-		-		-	
Multiple appt.					0.089	<.001	0.077	<.001	0.072	0.001
Market Ratio**									0.252	0.104
Years at Rank							0.008	<.001	0.009	<.001
Intercept	12.6	<.001	12.5	<.001	12.5	<.001	12.5	<.001	12.3	<.001

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
R-square	0.00		0.19		0.53		0.59		0.59	
Adj. R-square	-0.01		0.16		0.45		0.51		0.52	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.										
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).										
Other units include: Afr. Am Stud.; Agr. Res. Ec. Pol.; Anc. Greek & Roman; Architecture; Art Hist.; Art Pract.; Astronomy; Bioengin.; City & Reg. Plan.; Comput. Biology; Comp. Precision Hlth.; Demography; E. Asian Lng./Cit.; Energy & Res. Grp.; English; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; German; Haas Business; History; Ind. Eng./Op. Res.; Italian Stud.; Journalism; Landsc. Arch./Env.; Linguistics; Music; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Optometry; Philosophy; Rhetoric; Scandinav. Lng.; Slavic Lng./Cit.; Sociology; Sch. of Informat.; Sch. Social Welfare; S/SE Asian Std.; Spanish & Port.; TDPS; UG/Interdis. St. Note: In this run, departments with N>=5 cases are included in the regression model.										
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green				

F1: Log Salary Model, All Campus, with Any Outside Job Offer (since 1998), 4/30/2023

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M3B: Outside Job Offers	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.127	<.001	-0.077	<.001	-0.017	0.067	-0.021	0.020
Asian	-0.118	<.001	-0.034	0.061	-0.013	0.268	-0.009	0.444
Underrep. Group*	-0.123	<.001	-0.027	0.195	0.004	0.800	-0.005	0.690
Unknown Ethnicity	0.098	0.274	0.101	0.157	0.078	0.089	0.056	0.198
Yrs. since degree			0.018	<.001	0.021	<.001	0.021	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired			-0.001	0.174	-0.002	0.003	-0.004	<.001
Bach./Mast.			-0.249	<.001	-0.112	<.001	-0.108	<.001
Law Degree			0.360	<.001	-0.139	<.001	-0.148	<.001
MD			0.061	0.392	0.112	0.022	0.094	0.045
Afr. Am Stud.					0.110	0.065	0.112	0.050
Agr. Res. Ec. Pol.					0.392	<.001	0.374	<.001
Anc. Greek & Roman					0.045	0.449	0.045	0.430
Anthropology					0.033	0.408	0.016	0.681
Architecture					0.045	0.336	0.033	0.467
Astronomy					0.164	0.007	0.159	0.006
Bioengin.					0.162	<.001	0.163	<.001
Chemical/Biom. Eng.					0.266	<.001	0.243	<.001
Chemistry					0.281	<.001	0.252	<.001
City & Reg. Plan.					0.114	0.036	0.117	0.025
Civil & Env. Eng.					0.198	<.001	0.201	<.001
Comp. Literature					0.033	0.640	0.034	0.611
Earth & Plan. Sc.					0.206	<.001	0.190	<.001
E. Asian Lng./Clt.					-0.048	0.333	-0.037	0.436
Economics					0.836	<.001	0.789	<.001
Elect. Eng./CS					0.261	<.001	0.257	<.001
English					0.029	0.399	0.029	0.390
ESPM					0.073	0.037	0.081	0.016
Ethnic Studies					0.034	0.497	0.049	0.316
Film and Media					0.109	0.116	0.091	0.172
French					0.011	0.860	0.038	0.517
Geography					-0.004	0.948	-0.012	0.823
Goldman Pub. Pol.					0.460	<.001	0.417	<.001
Haas Business					0.720	<.001	0.703	<.001
HW Neuroscience					-0.052	0.371	-0.006	0.908
History					0.093	0.009	0.084	0.014
History of Art					-0.006	0.908	-0.016	0.744
Ind. Eng./Op. Res.					0.164	0.002	0.147	0.003
Integrat. Biology					0.083	0.038	0.064	0.093

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M3B: Outside Job Offers	
	β	p-val	β	p-val	β	p-val	β	p-val
Journalism					0.133	0.034	0.125	0.038
Landsc. Arch./Env.					-0.021	0.721	-0.033	0.567
Law					0.784	<.001	0.781	<.001
Linguistics					0.035	0.539	0.053	0.336
Material Sc. & Eng.					0.247	<.001	0.236	<.001
Mathematics					0.221	<.001	0.207	<.001
Mechanical Eng.					0.184	<.001	0.191	<.001
Middle East. Lng./Clt.					-0.041	0.497	-0.059	0.301
Molec. & Cell Bio.					0.182	<.001	0.168	<.001
Music					0.049	0.348	0.021	0.669
Nuclear Eng.					0.066	0.291	0.078	0.197
Nutr. Sc./Tox.					-0.002	0.969	-0.002	0.976
Philosophy					0.263	<.001	0.245	<.001
Physics					0.195	<.001	0.183	<.001
Plant & Micr. Bio.					0.110	0.011	0.109	0.009
Political Sc.					0.318	<.001	0.290	<.001
Psychology					0.160	<.001	0.142	<.001
Rhetoric					0.024	0.681	0.050	0.377
Sch. of Education					0.168	<.001	0.137	<.001
Sch. of Informat.					0.241	<.001	0.230	<.001
Sch. of Optometry					0.178	0.001	0.178	<.001
Sch. Public Health					0.151	<.001	0.128	<.001
Sch. Social Welfare					0.089	0.064	0.077	0.094
Sociology					0.251	<.001	0.232	<.001
S/SE Asian Std.					-0.083	0.167	-0.083	0.152
Spanish & Port.					0.007	0.907	0.023	0.682
Statistics					0.255	<.001	0.253	<.001
TDPS					-0.007	0.906	0.005	0.922
Other units					-		-	
Two Departments					0.084	<.001	0.057	<.001
Three or More Deps.					0.180	<.001	0.127	<.001
Outside Offer							0.121	<.001
Intercept	12.2	<.001	12.2	<.001	12.0	<.001	11.9	<.001
R-square	0.06		0.43		0.78		0.80	
Adj. R-square	0.06		0.42		0.77		0.79	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; 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--2022-23 (Spring Semester)

Tot. N=1509: White Male N=674; Female N=543; Male Faculty of Color*=278; Unknown Male=12. Asian N=274; URG* N=205; Unknown Ethnicity=14.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.051	<.001	-0.050	<.001	-0.051	<.001	-0.052	<.001	-0.051	<.001	-0.057	<.001	-0.060	<.001	-0.052	<.001	-0.053	<.001	-0.049	<.001	-0.038	<.001	-0.034	<.001	-0.023	0.025	-0.523	0.017	-0.025	0.009	-0.025	0.009	-0.026	0.004	-0.121	0.020
Asian	0.005	0.714	0.009	0.561	0.003	0.847	0.002	0.898	-0.010	0.474	-0.004	0.779	-0.004	0.805	-0.012	0.412	-0.009	0.539	-0.021	0.124	-0.016	0.218	-0.014	0.294	-0.012	0.341	-0.018	0.171	-0.011	0.406	-0.019	0.125	-0.020	0.101	-0.012	0.314	-0.009	0.644
Underrep. Group*	-0.004	0.848	-0.008	0.705	-0.006	0.759	-0.009	0.612	-0.012	0.492	-0.012	0.500	-0.002	0.898	-0.005	0.798	-0.008	0.662	-0.005	0.768	-0.010	0.556	-0.004	0.820	-0.003	0.864	-0.002	0.902	-0.007	0.659	-0.012	0.415	-0.005	0.709	-0.005	0.724	-0.005	0.690
Unknown ethnicity	0.109	0.104	0.073	0.258	0.005	0.935	-0.062	0.309	-0.060	0.332	-0.030	0.672	-0.071	0.427	-0.081	0.315	-0.094	0.305	-0.110	0.185	-0.015	0.820	-0.021	0.717	-0.025	0.650	0.023	0.662	0.064	0.181	0.063	0.184	0.045	0.347	0.063	0.166	0.056	0.198
Yrs. since degree	0.022	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	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	-0.004	<.001	-0.005	<.001	-0.005	<.001	-0.006	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.006	<.001	-0.007	<.001	-0.006	<.001	-0.006	<.001	-0.006	<.001	-0.004	<.001
Bach./Mast.	-0.144	<.001	-0.137	<.001	-0.127	<.001	-0.139	<.001	-0.155	<.001	-0.138	<.001	-0.134	<.001	-0.146	<.001	-0.163	<.001	-0.154	<.001	-0.164	<.001	-0.175	<.001	-0.162	<.001	-0.147	<.001	-0.147	<.001	-0.134	<.001	-0.115	<.001	-0.130	<.001	-0.108	<.001
Law Degree	0.057	0.195	0.080	0.072	0.090	0.039	0.027	0.508	0.039	0.317	0.041	0.284	0.046	0.246	0.043	0.306	0.002	0.961	-0.029	0.489	-0.035	0.382	-0.048	0.247	-0.040	0.333	-0.064	0.143	-0.074	0.091	-0.108	0.006	-0.106	0.005	-0.111	0.003	-0.148	<.001
MD	0.062	0.287	0.110	0.047	0.082	0.132	0.138	0.011	0.124	0.020	0.142	0.006	0.133	0.012	0.094	0.072	0.069	0.178	0.056	0.245	0.057	0.244	0.048	0.313	0.065	0.191	0.054	0.290	0.049	0.315	0.041	0.410	0.057	0.233	0.048	0.303	0.094	0.045
Afr. Am Stud.	-0.065	0.352	-0.040	0.564	-0.061	0.378	-0.036	0.586	-0.037	0.577	-0.082	0.198	-0.062	0.336	-0.060	0.377	-0.068	0.338	-0.050	0.457	-0.045	0.487	-0.042	0.477	-0.030	0.600	-0.050	0.400	0.003	0.961	0.048	0.425	0.051	0.413	0.120	0.047	0.112	0.050
Agr. Res. Ec. Pol.	0.199	<.001	0.236	<.001	0.230	<.001	0.252	<.001	0.276	<.001	0.286	<.001	0.277	<.001	0.273	<.001	0.281	<.001	0.348	<.001	0.348	<.001	0.364	<.001	0.365	<.001	0.388	<.001	0.452	<.001	0.387	<.001	0.410	<.001	0.379	<.001	0.374	<.001
Anc. Greek & Roman	-0.032	0.592	-0.028	0.613	-0.024	0.680	-0.003	0.952	-0.035	0.508	-0.024	0.648	-0.029	0.589	-0.005	0.922	-0.025	0.652	-0.047	0.412	-0.001	0.985	-0.028	0.615	-0.025	0.627	0.032	0.555	0.042	0.437	0.047	0.392	0.039	0.514	0.036	0.523	0.045	0.430
Anthropology	0.050	0.259	0.060	0.171	0.057	0.197	0.085	0.041	0.061	0.152	0.049	0.244	0.079	0.070	0.080	0.069	0.067	0.129	0.061	0.161	0.072	0.090	0.076	0.063	0.077	0.059	0.061	0.147	0.091	0.028	0.087	0.035	0.073	0.081	0.041	0.294	0.016	0.681
Architecture	-0.049	0.308	-0.030	0.540	-0.049	0.338	-0.024	0.617	-0.018	0.707	0.007	0.873	0.028	0.564	0.041	0.386	0.025	0.593	0.017	0.714	0.038	0.400	0.046	0.291	0.033	0.436	0.051	0.245	0.059	0.182	0.075	0.086	0.078	0.086	0.049	0.273	0.033	0.467
Astronomy	0.188	0.001	0.198	<.001	0.163	0.004	0.158	0.003	0.178	0.001	0.157	0.005	0.176	0.003	0.195	<.001	0.190	<.001	0.184	0.001	0.187	<.001	0.159	0.006	0.178	0.002	0.177	0.002	0.188	<.001	0.180	0.002	0.197	<.001	0.175	0.001	0.159	0.006
Bioengin.	0.105	0.046	0.108	0.037	0.109	0.034	0.117	0.015	0.141	0.004	0.145	0.002	0.134	0.007	0.145	0.004	0.149	0.004	0.184	<.001	0.202	<.001	0.181	<.001	0.198	<.001	0.193	<.001	0.209	<.001	0.191	<.001	0.192	<.001	0.171	<.001	0.163	<.001
Chemical/Biom. Eng.	0.270	<.001	0.258	<.001	0.313	<.001	0.324	<.001	0.269	<.001	0.265	<.001	0.266	<.001	0.250	<.001	0.264	<.001	0.262	<.001	0.269	<.001	0.271	<.001	0.271	<.001	0.277	<.001	0.295	<.001	0.288	<.001	0.288	<.001	0.247	<.001	0.243	<.001
Chemistry	0.183	<.001	0.193	<.001	0.192	<.001	0.240	<.001	0.220	<.001	0.231	<.001	0.240	<.001	0.262	<.001	0.274	<.001	0.249	<.001	0.309	<.001	0.285	<.001	0.284	<.001	0.299	<.001	0.305	<.001	0.312	<.001	0.318	<.001	0.280	<.001	0.252	<.001
City & Reg. Plan.	-0.123	0.025	-0.085	0.126	-0.079	0.162	-0.059	0.263	-0.039	0.447	0.054	0.283	0.044	0.396	0.032	0.554	0.045	0.418	0.113	0.039	0.112	0.037	0.076	0.189	0.103	0.072	0.112	0.041	0.111	0.046	0.104	0.067	0.138	0.009	0.108	0.046	0.117	0.025
Civil & Env. Eng.	0.127	<.001	0.151	<.001	0.171	<.001	0.189	<.001	0.196	<.001	0.184	<.001	0.179	<.001	0.200	<.001	0.189	<.001	0.192	<.001	0.195	<.001	0.183	<.001	0.186	<.001	0.204	<.001	0.224	<.001	0.211	<.001	0.208	<.001	0.197	<.001	0.201	<.001
Comp. Literature	0.064	0.483	0.189	0.040	0.219	0.020	0.101	0.208	0.112	0.165	0.108	0.176	0.104	0.201	0.117	0.171	0.139	0.105	0.197	0.013	0.176	0.021	0.199	0.009	0.142	0.061	0.145	0.054	0.167	0.026	0.185	0.014	0.129	0.104	0.053	0.449	0.034	0.611
Earth & Plan. Sc.	0.106	0.035	0.104	0.045	0.115	0.023	0.153	0.002	0.140	0.005	0.132	0.010	0.126	0.017	0.151	0.007	0.171	0.001	0.184	<.001	0.217	<.001	0.219	<.001	0.217	<.001	0.241	<.001	0.240	<.001	0.221	<.001	0.230	<.001	0.197	<.001	0.190	<.001
E. Asian Lng./Cit.	-0.070	0.217	-0.074	0.199	-0.040	0.478	0.000	0.998	-0.001	0.985	-0.036	0.520	-0.017	0.771	-0.002	0.974	-0.023	0.679	-0.038	0.493	-0.035	0.521	-0.047	0.382	-0.046	0.370	-0.041	0.435	-0.013	0.800	-0.026	0.610	-0.001	0.984	-0.035	0.475	-0.037	0.436
Economics	0.381	<.001	0.429	<.001	0.451	<.001	0.482	<.001	0.572	<.001	0.549	<.001	0.598	<.001	0.651	<.001	0.654	<.001	0.679	<.001	0.693	<.001	0.684	<.001	0.705	<.001	0.704	<.001	0.757	<.001	0.767	<.001	0.812	<.001	0.776	<.001	0.789	<.001
Elect. Eng./CS	0.198	<.001	0.215	<.001	0.221	<.001	0.247	<.001	0.248	<.001	0.233	<.001	0.245	<.001	0.266	<.001	0.263	<.001	0.248	<.001	0.252	<.001	0.242	<.001	0.245	<.001	0.272	<.001	0.292	<.001	0.288	<.001	0.300	<.001	0.262	<.001	0.257	<.001
English	-0.019	0.594	0.005	0.900	-0.018	0.630	0.002	0.959	0.017	0.618	0.032	0.362	0.038	0.303	0.060	0.092	0.065	0.074	0.041	0.249	0.041	0.246	0															

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Music	-0.074	0.133	-0.060	0.243	-0.056	0.288	-0.031	0.537	-0.037	0.441	-0.043	0.374	-0.036	0.460	-0.028	0.574	-0.019	0.706	-0.026	0.608	-0.019	0.707	-0.008	0.870	0.027	0.598	0.033	0.525	0.042	0.391	0.016	0.737	0.038	0.427	0.029	0.561	0.021	0.669
Nuclear Eng.	0.095	0.179	0.113	0.113	0.179	0.008	0.147	0.022	0.104	0.159	0.081	0.276	0.085	0.231	0.069	0.333	0.081	0.257	0.096	0.132	0.131	0.045	0.146	0.023	0.155	0.021	0.153	0.013	0.176	0.003	0.159	0.006	0.174	0.003	0.085	0.159	0.078	0.197
Nutr. Sc./Tox.	-0.033	0.577	0.017	0.781	0.012	0.832	0.027	0.618	0.023	0.665	0.012	0.823	-0.001	0.990	0.056	0.362	0.034	0.577	0.036	0.535	0.037	0.518	0.011	0.851	0.017	0.773	0.028	0.651	0.041	0.483	0.018	0.754	0.024	0.671	-0.008	0.881	-0.002	0.976
Philosophy	0.128	0.020	0.106	0.054	0.145	0.007	0.151	0.003	0.127	0.013	0.178	<0.001	0.205	<0.001	0.222	<0.001	0.216	<0.001	0.185	<0.001	0.211	<0.001	0.229	<0.001	0.253	<0.001	0.251	<0.001	0.283	<0.001	0.237	<0.001	0.246	<0.001	0.248	<0.001	0.245	<0.001
Physics	0.095	0.009	0.119	0.001	0.134	<0.001	0.135	<0.001	0.131	<0.001	0.130	<0.001	0.116	0.002	0.125	<0.001	0.141	<0.001	0.147	<0.001	0.162	<0.001	0.194	<0.001	0.208	<0.001	0.222	<0.001	0.242	<0.001	0.219	<0.001	0.234	<0.001	0.196	<0.001	0.183	<0.001
Plant & Micr. Bio.	0.200	<0.001	0.204	<0.001	0.187	<0.001	0.213	<0.001	0.191	<0.001	0.180	<0.001	0.209	<0.001	0.219	<0.001	0.208	<0.001	0.201	<0.001	0.205	<0.001	0.188	<0.001	0.184	<0.001	0.210	<0.001	0.212	<0.001	0.172	<0.001	0.156	<0.001	0.118	0.004	0.109	0.009
Political Sc.	0.043	0.267	0.074	0.052	0.071	0.067	0.105	0.004	0.117	0.002	0.101	0.007	0.105	0.007	0.149	<0.001	0.142	<0.001	0.153	<0.001	0.179	<0.001	0.202	<0.001	0.215	<0.001	0.240	<0.001	0.254	<0.001	0.306	<0.001	0.304	<0.001	0.287	<0.001	0.290	<0.001
Psychology	0.026	0.538	0.019	0.646	0.043	0.311	0.074	0.073	0.082	0.052	0.093	0.027	0.107	0.015	0.141	0.002	0.136	0.003	0.137	0.002	0.142	0.001	0.166	<0.001	0.161	<0.001	0.195	<0.001	0.174	<0.001	0.169	<0.001	0.172	<0.001	0.162	<0.001	0.142	<0.001
Rhetoric	0.015	0.812	0.037	0.546	0.034	0.600	0.074	0.225	0.056	0.376	0.051	0.419	0.035	0.592	0.047	0.47	0.036	0.59	0.032	0.616	0.046	0.460	0.041	0.476	0.020	0.727	0.028	0.640	0.056	0.340	0.056	0.333	0.043	0.441	0.033	0.551	0.050	0.377
Sch. of Education	-0.068	0.097	-0.044	0.284	-0.030	0.467	-0.022	0.578	-0.008	0.830	-0.005	0.899	0.005	0.898	0.027	0.500	0.024	0.556	0.031	0.451	0.035	0.400	0.047	0.245	0.082	0.043	0.095	0.024	0.135	0.001	0.112	0.005	0.134	<0.001	0.115	0.004	0.137	<0.001
Sch. of Informat.	-0.003	0.960	0.027	0.673	0.018	0.789	0.081	0.165	0.156	0.004	0.132	0.015	0.117	0.036	0.129	0.021	0.169	0.003	0.179	0.002	0.181	0.002	0.198	<0.001	0.235	<0.001	0.219	<0.001	0.235	<0.001	0.218	<0.001	0.258	<0.001	0.226	<0.001	0.230	<0.001
Sch. of Optometry	0.228	<0.001	0.224	<0.001	0.275	<0.001	0.293	<0.001	0.287	<0.001	0.275	<0.001	0.266	<0.001	0.261	<0.001	0.252	<0.001	0.236	<0.001	0.243	<0.001	0.239	<0.001	0.204	<0.001	0.211	<0.001	0.241	<0.001	0.232	<0.001	0.222	<0.001	0.185	<0.001	0.178	<0.001
Sch. Public Health	0.027	0.503	0.052	0.189	0.044	0.266	0.046	0.214	0.058	0.123	0.057	0.132	0.048	0.220	0.090	0.021	0.088	0.026	0.085	0.031	0.111	0.005	0.105	0.005	0.116	0.002	0.130	0.001	0.180	<0.001	0.167	<0.001	0.161	<0.001	0.143	<0.001	0.128	<0.001
Sch. Social Welfare	-0.004	0.934	0.018	0.732	0.018	0.720	0.030	0.530	0.042	0.416	0.043	0.404	0.047	0.394	0.058	0.309	0.037	0.495	0.045	0.401	0.055	0.285	0.041	0.406	0.048	0.331	0.017	0.745	0.059	0.274	0.080	0.134	0.136	0.007	0.125	0.012	0.077	0.094
Sociology	0.092	0.044	0.084	0.066	0.081	0.073	0.074	0.088	0.083	0.059	0.089	0.045	0.101	0.027	0.124	0.006	0.136	0.004	0.146	0.001	0.158	<0.001	0.154	<0.001	0.174	<0.001	0.180	<0.001	0.258	<0.001	0.222	<0.001	0.287	<0.001	0.243	<0.001	0.232	<0.001
S/SE Asian Std.	-0.084	0.207	-0.115	0.087	-0.086	0.180	-0.063	0.304	-0.056	0.368	-0.034	0.604	-0.036	0.589	-0.017	0.801	-0.001	0.992	0.012	0.859	0.006	0.920	0.007	0.906	0.005	0.936	0.018	0.792	0.011	0.875	0.003	0.968	0.011	0.856	-0.055	0.367	-0.083	0.152
Spanish & Port.	-0.009	0.877	-0.014	0.801	-0.026	0.625	0.000	0.994	0.019	0.724	0.005	0.930	0.009	0.880	0.054	0.400	0.040	0.511	0.016	0.788	0.019	0.751	-0.007	0.908	-0.010	0.864	-0.005	0.936	0.013	0.813	0.040	0.496	0.042	0.470	0.027	0.632	0.023	0.682
Statistics	0.092	0.084	0.131	0.019	0.110	0.043	0.176	<0.001	0.144	0.006	0.130	0.020	0.183	0.001	0.208	<0.001	0.187	<0.001	0.191	<0.001	0.219	<0.001	0.254	<0.001	0.295	<0.001	0.310	<0.001	0.306	<0.001	0.272	<0.001	0.289	<0.001	0.267	<0.001	0.253	<0.001
TDPS	-0.057	0.397	-0.034	0.619	-0.062	0.396	-0.003	0.960	-0.003	0.960	-0.012	0.845	-0.030	0.661	-0.005	0.942	0.000	0.997	-0.048	0.419	-0.026	0.658	0.024	0.690	0.001	0.984	0.021	0.731	0.050	0.403	0.030	0.607	0.036	0.547	0.007	0.899	0.005	0.922
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Two Departments	0.092	<0.001	0.090	<0.001	0.089	<0.001	0.086	<0.001	0.084	<0.001	0.088	<0.001	0.085	<0.001	0.073	<0.001	0.066	<0.001	0.063	<0.001	0.059	<0.001	0.054	<0.001	0.056	<0.001	0.041	0.005	0.054	<0.001	0.050	<0.001	0.055	<0.001	0.061	<0.001	0.057	<0.001
Three or More Deps.	0.190	<0.001	0.155	0.001	0.148	0.002	0.142	0.002	0.110	0.013	0.155	<0.001	0.154	<0.001	0.145	0.002	0.153	0.002	0.137	0.003	0.123	0.004	0.147	<0.001	0.125	0.003	0.147	<0.001	0.129	0.002	0.101	0.010	0.110	0.004	0.132	<0.001	0.127	<0.001
Outside Offer	0.163	<0.001	0.176	<0.001	0.171	<0.001	0.159	<0.001	0.181	<0.001	0.172	<0.001	0.179	<0.001	0.184	<0.001	0.191	<0.001	0.190	<0.001	0.186	<0.001	0.166	<0.001	0.163	<0.001	0.154	<0.001	0.143	<0.001	0.137	<0.001	0.139	<0.001	0.126	<0.001	0.121	<0.001
Intercept	11.5	<0.001	11.5	<0.001	11.5	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.6	<0.001	11.7	<0.001	11.7	<0.001	11.7	<0.001	11.8	<0.001	11.8	<0.001	11.9	<0.001	11.9	<0.001	11.9	<0.001	11.9	<0.001
R-square	0.73		0.73		0.73		0.75		0.76		0.76		0.74		0.74		0.75		0.76		0.77		0.77		0.77		0.76		0.77		0.78		0.78		0.79		0.80	
Adj. R-square	0.72		0.72		0.72		0.74		0.75		0.74		0.73		0.73		0.74		0.74		0.76		0.76		0.76		0.75		0.76		0.77		0.77		0.78		0.79	

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.

Other units include: Art Practice; Comput. Biology; Comp. Precision Hlth.; Demography; Energy & Res. Group; Gender and Women's Studies; German; Italian Studies; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.

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