

A1: Log Salary Model, All Campus**A2: White Male Salary Model, All Campus****A3: Total Population Salary Model, All Campus****B1: Log Salary Model 1 (Demography: Gender & Race Ethnicity), All Campus****B2: Log Salary Model 2 (Demography, Years Since Degree (quad), Hired, & Degree Type), All Campus****B3: Log Salary Model 3 (Demography, Experience, & Departments), All Campus****B4: Log Salary Model 4 (Demography, Experience, Departments, & Faculty Rank/Years at Rank), All Campus****C1a: Log Salary Model, L&S Arts & Humanities****C1b: White Male Salary Model, L&S Arts & Humanities****C1c: Log Salary Model 3 (Demography, Experience, & Departments), L&S Arts & Humanities****C1d: Log Salary Model 4 (Demography, Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Arts & Humanities****C2a: Log Salary Model, L&S Biological Sciences****C2b: White Male Salary Model, L&S Biological Sciences****C2c: Log Salary Model 3 (Demography, Experience, & Departments), L&S Biological Sciences****C2d: Log Salary Model 4 (Demography, Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences****C3a: Log Salary Model, L&S Math & Physical Sciences****C3b: White Male Salary Model, L&S Math & Physical Sciences****C3c: Log Salary Model 3 (Demography, Experience, & Departments), L&S Math & Physical Sciences****C3d: Log Salary Model 4 (Demography, Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Math & Physical Sciences****C4a: Log Salary Model, L&S Social Sciences****C4b: White Male Salary Model, L&S Social Sciences****C4c: Log Salary Model 3 (Demography, Experience, & Departments), L&S Social Sciences****C4d: Log Salary Model 4 (Demography, Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Social Sciences****C5a: Log Salary Model, College of Engineering****C5b: White Male Salary Model, College of Engineering****C5c: Log Salary Model 3 (Demography, Experience, & Departments), College of Engineering****C5d: Log Salary Model 4 (Demography, Experience, Departments, and Faculty Rank, w. Years at Rank), College of Engineering****C6a: Log Salary Model, College of Chemistry****C6b: White Male Salary Model, College of Chemistry****C6c: Log Salary Model 3 (Demography, Experience, & Departments), College of Chemistry**

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

C7a: Log Salary Model, College of Natural Resources

C7b: White Male Salary Model, College of Natural Resources

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

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

C8a: Log Salary Model, Haas School of Business

C8b: White Male Salary Model, Haas School of Business

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

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

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

C9a: Log Salary Model, Boalt School of Law

C9b: White Male Salary Model, Boalt School of Law

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

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

C10a: Log Salary Model, Other Professional Schools

C10b: White Male Salary Model, Other Professional School

C10c: Log Salary Model 3 (Demography, Experience, & Departments)

C10d: Log Salary Model 4 (Demography, Experience, Departments, and Faculty Rank, w. Years at Rank)

E1: Log Salary Model, All Campus, Rank Sub-models

E2: Log Salary Model, Assistant Professors

E3: Log Salary Model, Associate Professors

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

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

E6: Log Salary Model, Full Professors, Above Scale

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

F2: Log Salary Model 3B (Demography, Experience, & Departments, Outside Job Offers), All Campus, AY 2004-05-- 2020-21 (Spring Semester)

A1: Log Salary Model, All Campus, 4/30/2021

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257;
 Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.131	<.001	-0.081	<.001	-0.019	0.056	0.005	0.533
Asian	-0.126	<.001	-0.041	0.029	-0.024	0.065	-0.026	0.017
Underrep. Group*	-0.111	<.001	-0.031	0.163	0.004	0.773	0.008	0.535
Unknown Ethnicity	0.032	0.662	0.047	0.414	0.024	0.526	0.029	0.381
Yrs. since degree			0.019	<.001	0.022	<.001	0.006	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.318
Yrs. since hired			-0.003	0.007	-0.004	<.001	-0.012	<.001
Bach./Mast.			-0.278	<.001	-0.105	0.002	-0.050	0.085
Law Degree			0.386	<.001	-0.097	0.015	-0.063	0.067
MD			0.016	0.814	0.059	0.241	0.102	0.019
Afr. Am Stud.					0.037	0.580	0.094	0.098
Agr. Res. Ec. Pol.					0.415	<.001	0.370	<.001
Anthropology					0.075	0.094	0.057	0.136
Architecture					0.069	0.134	0.040	0.312
Art Hist.					0.012	0.836	-0.046	0.355
Astronomy					0.206	<.001	0.124	0.020
Bioengin.					0.171	<.001	0.105	0.016
Chemical/Biom. Eng.					0.311	<.001	0.244	<.001
Chemistry					0.327	<.001	0.254	<.001
City & Reg. Plan.					0.129	0.022	0.073	0.128
Civil & Env. Eng.					0.193	<.001	0.129	<.001
Classics					0.030	0.636	-0.017	0.758
Comp. Literature					0.108	0.196	0.130	0.069
Earth & Plan. Sc.					0.223	<.001	0.121	0.007
E. Asian Lng./Clt.					-0.027	0.629	-0.038	0.413
Economics					0.846	<.001	0.719	<.001
Elect. Eng./CS					0.292	<.001	0.186	<.001
English					0.027	0.462	0.048	0.130
ESPM					0.051	0.181	0.027	0.407
Ethnic Studies					0.041	0.448	0.037	0.418
Film and Media					0.132	0.067	0.129	0.037
French					0.028	0.664	0.011	0.847
Geography					0.011	0.858	-0.007	0.890
German					-0.010	0.881	-0.090	0.099
Goldman Pub. Pol.					0.412	<.001	0.297	<.001
Haas Business					0.752	<.001	0.670	<.001
HW Neuroscience					-0.036	0.565	0.030	0.573
History					0.112	0.004	0.068	0.039
Ind. Eng./Op. Res.					0.202	<.001	0.124	0.008
Integrat. Biology					0.089	0.030	0.043	0.221

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
Landsc. Arch./Env.					-0.004	0.950	0.010	0.853
Law					0.764	<.001	0.585	<.001
Linguistics					0.049	0.367	-0.008	0.864
Material Sc. & Eng.					0.242	<.001	0.125	0.007
Mathematics					0.225	<.001	0.105	0.002
Mechanical Eng.					0.211	<.001	0.142	<.001
Molec. & Cell Bio.					0.200	<.001	0.152	<.001
Music					0.050	0.332	-0.007	0.883
Near Eastern St.					0.024	0.673	0.001	0.982
Nuclear Eng.					0.143	0.020	0.095	0.073
Nutr. Sc./Tox.					0.019	0.759	-0.001	0.991
Philosophy					0.257	<.001	0.170	<.001
Physics					0.213	<.001	0.141	<.001
Plant & Micr. Bio.					0.145	0.002	0.153	<.001
Political Sc.					0.329	<.001	0.256	<.001
Psychology					0.178	<.001	0.094	0.018
Rhetoric					0.012	0.843	0.002	0.965
Sch. of Education					0.143	<.001	0.075	0.042
Sch. of Informat.					0.250	<.001	0.186	<.001
Sch. of Optometry					0.197	<.001	0.120	0.013
Sch. Public Health					0.172	<.001	0.089	0.014
Sch. Social Welfare					0.142	0.009	0.094	0.042
Sociology					0.284	<.001	0.196	<.001
S/SE Asian Std.					-0.006	0.919	0.006	0.918
Spanish & Port.					0.015	0.808	-0.033	0.536
Statistics					0.285	<.001	0.210	<.001
TDPS					0.004	0.947	-0.031	0.562
Other units					-		-	
Two Departments					0.088	<.001	0.060	<.001
Three or More Deps.					0.154	<.001	0.111	0.001
Assistant							-0.469	<.001
Associate							-0.296	<.001
Years at Rank							0.014	<.001
Intercept	12.2	<.001	12.2	<.001	11.9	<.001	11.9	<.001
R-square	0.06		0.42		0.76		0.82	
Adj. R-square	0.06		0.42		0.75		0.82	
*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; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

A2: White Male Salary Model, All Campus, 4/30/2021

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257;
Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	M1: Gender & Race/Ethnic.		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 Model Approach</i>		3423	<.001	3903	<.001	787	0.014
Yrs. degree (sq.)			-43	<.001	-42	<.001	9	0.404
Yrs. since hired			-593	0.060	-792	<.001	-2747	<.001
Bach./Mast.			-49712	<.001	-15701	0.173	-6117	0.555
Law Degree			93487	<.001	-1022	0.942	-828	0.947
MD			13927	0.525	34780	0.053	29035	0.074
Agr. Res. Ec. Pol.					50076	<.001	52099	<.001
Architecture					-7903	0.592	1049	0.937
Astronomy					20473	0.186	9265	0.507
Bioengin.					12109	0.358	9921	0.402
Chemistry					47385	<.001	41479	<.001
Civil & Env. Eng.					19832	0.050	15143	0.096
Earth & Plan. Sc.					16810	0.151	4486	0.671
Economics					176957	<.001	157145	<.001
Elect. Eng./CS					31445	<.001	20264	<.001
English					-3054	0.738	3030	0.713
ESPM					-1230	0.891	4998	0.536
Goldman Pub. Pol.					21401	0.224	19740	0.213
Haas Business					133006	<.001	123389	<.001
HW Neuroscience					-14756	0.432	-1211	0.943
History					5887	0.577	5151	0.587
Integrat. Biology					4051	0.659	2082	0.801
Law					127466	<.001	110088	<.001
Material Sc. & Eng.					28735	0.053	10103	0.451
Mathematics					18837	0.015	830	0.908
Mechanical Eng.					10834	0.224	6351	0.428
Molec. & Cell Bio.					19586	0.008	20168	0.002
Philosophy					36775	0.004	28144	0.014
Physics					19906	0.013	13664	0.060
Plant & Micr. Bio.					25182	0.035	24130	0.025
Political Sc.					46165	<.001	39981	<.001
Psychology					26833	0.066	23578	0.073
Sch. of Optometry					9542	0.582	1285	0.934
Sch. Public Health					10757	0.419	8588	0.476
Statistics					35210	0.017	18933	0.156
Other units					-		-	
Two Departments					16701	<.001	13206	<.001
Three or More Deps.					12092	0.425	12220	0.370
Assistant							-88281	<.001

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Associate							-55840	<.001
Years at Rank							3529	<.001
Intercept			199606	<.001	165752	<.001	149243	<.001
R-square			0.32		0.71		0.77	
Adj. R-square			0.32		0.70		0.75	
Avg. Wom. \$ diff.			18179		5516		128	
Avg. Asian \$ diff.			14539		6062		4497	
Avg. URG* \$ diff.			13475		1367		1928	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: African Am. Studies; Anthropology; Art Hist.; Art Practice; Chemical Eng.; City & Regional Planning; Classics; Comparative Literature; Demography; East Asian Languages & Cult.; Energy & Resources Group; Ethnic Studies; Film and Media; French; Gender and Women's Studies; Geography; German; Ind. Eng./Op. Res.; Italian Studies; Journalism; Landscape Arch. & Envir. Plng.; Linguistics; Music; Near Eastern Studies; Nuclear Engineering; Nutritional Sci. & Tox. Dept.; Rhetoric; Scandinavian Languages; Sch. of Education; School of Information; School of Social Welfare; Slavic Languages & Culture; 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, 4/30/2021

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257;
Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

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	-23899	<.001	-15333	<.001	-3733	0.063	802	0.656
Asian	-23247	<.001	-8637	0.022	-4583	0.073	-5119	0.024
Underrep. Group*	-20574	<.001	-7072	0.112	-250	0.936	378	0.891
Unknown Ethnicity	10907	0.440	9566	0.412	5307	0.490	6074	0.374
Yrs. since degree			3388	<.001	4061	<.001	1291	<.001
Yrs. degree (sq.)			-32	<.001	-46	<.001	-1	0.831
Yrs. since hired			-794	<.001	-1056	<.001	-2659	<.001
Bach./Mast.			-50604	<.001	-19252	0.004	-8744	0.145
Law Degree			86137	<.001	-13209	0.098	-6719	0.344
MD			819	0.953	11794	0.245	18685	0.038
Afr. Am Stud.					6750	0.612	17917	0.130
Agr. Res. Ec. Pol.					68225	<.001	61522	<.001
Anthropology					12311	0.171	9425	0.238
Architecture					9645	0.298	5955	0.470
Art Hist.					4729	0.682	-4342	0.673
Astronomy					33216	0.007	18796	0.088
Bioengin.					25712	0.011	13888	0.123
Chemical/Biom. Eng.					56664	<.001	44741	<.001
Chemistry					60384	<.001	46763	<.001
City & Reg. Plan.					17184	0.125	7762	0.436
Civil & Env. Eng.					29241	<.001	17770	0.014
Classics					-809	0.949	-6982	0.534
Comp. Literature					16018	0.338	19418	0.191
Earth & Plan. Sc.					33480	0.001	15427	0.099
E. Asian Lng./Clt.					-7754	0.480	-9548	0.327
Economics					179251	<.001	156348	<.001
Elect. Eng./CS					46415	<.001	27528	<.001
English					2751	0.708	7641	0.243
ESPM					10076	0.187	5956	0.380
Ethnic Studies					4783	0.655	3402	0.721
Film and Media					22874	0.112	22582	0.078
French					5168	0.690	2831	0.805
Geography					1875	0.874	-1328	0.899
German					-6805	0.593	-18823	0.097
Goldman Pub. Pol.					65961	<.001	46928	<.001
Haas Business					146392	<.001	131971	<.001
HW Neuroscience					-17503	0.161	-5975	0.591
History					17319	0.024	9565	0.162
Ind. Eng./Op. Res.					30516	0.005	16465	0.088

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
Integrat. Biology					13224	0.109	5190	0.479
Landsc. Arch./Env.					-2052	0.875	998	0.931
Law					150581	<.001	118064	<.001
Linguistics					9555	0.378	-427	0.965
Material Sc. & Eng.					38529	<.001	18088	0.061
Mathematics					35844	<.001	13791	0.044
Mechanical Eng.					34324	<.001	21461	0.003
Molec. & Cell Bio.					34244	<.001	25808	<.001
Music					10346	0.314	813	0.929
Near Eastern St.					4562	0.693	89	0.993
Nuclear Eng.					18401	0.136	10001	0.361
Nutr. Sc./Tox.					-4347	0.722	-6105	0.574
Philosophy					46102	<.001	30862	<.001
Physics					33564	<.001	20011	0.003
Plant & Micr. Bio.					27170	0.003	28166	<.001
Political Sc.					57705	<.001	44791	<.001
Psychology					30049	0.001	15084	0.066
Rhetoric					3872	0.746	2261	0.832
Sch. of Education					24151	0.005	12277	0.108
Sch. of Informat.					41710	<.001	31135	0.003
Sch. of Optometry					29803	0.008	15992	0.111
Sch. Public Health					25078	0.003	11059	0.144
Sch. Social Welfare					23596	0.028	16270	0.089
Sociology					45463	<.001	30527	<.001
S/SE Asian Std.					839	0.948	2078	0.855
Spanish & Port.					7053	0.570	166	0.988
Statistics					48536	<.001	34967	<.001
TDPS					-1312	0.916	-6809	0.541
Other units					-		-	
Two Departments					19147	<.001	13984	<.001
Three or More Deps.					32276	<.001	24851	<.001
Assistant							-78696	<.001
Associate							-52436	<.001
Years at Rank							3047	<.001
Intercept	201393	<.001	197769	<.001	152493	<.001	146994	<.001

R-square	0.06		0.37		0.74		0.80	
Adj. R-square	0.05		0.37		0.73		0.79	

*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; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.

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

B1: Log Salary Model 1 (Demography: Gender & Race Ethnicity), All Campus, AY 2004-05—2020-21 (Spring Semester)

Tot. N=1513 (2020-21): White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.170	<.001	-0.174	<.001	-0.168	<.001	-0.173	<.001	-0.168	<.001	-0.159	<.001	-0.159	<.001	-0.156	<.001	-0.144	<.001	-0.141	<.001	-0.124	<.001	-0.125	<.001	-0.125	<.001	-0.131	<.001
Asian	-0.094	<.001	-0.087	<.001	-0.093	<.001	-0.092	<.001	-0.096	<.001	-0.087	<.001	-0.077	0.002	-0.084	0.001	-0.097	<.001	-0.108	<.001	-0.116	<.001	-0.102	<.001	-0.095	<.001	-0.102	<.001	-0.091	<.001	-0.116	<.001	-0.126	<.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	-0.132	<.001	-0.113	<.001	-0.097	<.001	-0.102	<.001	-0.104	<.001	-0.113	<.001	-0.111	<.001
Unknown ethnicity	-0.036	0.714	-0.129	0.179	-0.154	0.108	-0.143	0.133	-0.118	0.232	-0.089	0.413	-0.139	0.256	-0.143	0.244	-0.239	0.058	-0.230	0.006	-0.128	0.186	-0.119	0.180	-0.107	0.225	0.027	0.754	0.019	0.800	0.065	0.388	0.032	0.662
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

R-square	0.09		0.07		0.07		0.08		0.08		0.07		0.07		0.07		0.06		0.07		0.07		0.06		0.06		0.05		0.05		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		0.05		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

B2: Log Salary Model 2 (Demography, Years Since Degree (quad), Hired, & Degree Type) All Campus, AY 2004-05—2020-21 (Spring Semester)

Tot. N=1513 (2020-21): White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.107	<.001	-0.106	<.001	-0.093	<.001	-0.090	<.001	-0.084	<.001	-0.081	<.001
Asian	0.028	0.144	0.028	0.150	0.025	0.207	0.021	0.268	0.009	0.666	0.012	0.563	0.014	0.490	-0.004	0.853	-0.017	0.421	-0.037	0.076	-0.040	0.053	-0.036	0.069	-0.024	0.233	-0.033	0.088	-0.025	0.184	-0.040	0.029	-0.041	0.029
Underrep. Group*	-0.053	0.024	-0.061	0.013	-0.043	0.049	-0.053	0.033	-0.053	0.029	-0.054	0.026	-0.046	0.062	-0.043	0.080	-0.046	0.067	-0.053	0.018	-0.070	0.004	-0.061	0.010	-0.046	0.049	-0.046	0.044	-0.043	0.058	-0.041	0.065	-0.031	0.163
Unknown ethnicity	0.159	0.032	0.101	0.165	0.058	0.427	0.048	0.508	0.051	0.505	0.041	0.631	-0.018	0.853	-0.015	0.882	-0.076	0.462	-0.113	0.192	-0.060	0.443	-0.020	0.783	0.016	0.824	0.081	0.232	0.047	0.428	0.050	0.393	0.047	0.414
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
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
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	-0.004	<.001	-0.005	<.001	-0.004	<.001	-0.004	<.001	-0.003	0.009	-0.003	0.002	-0.003	0.005	-0.003	0.007
Bach./Mast.	-0.277	<.001	-0.277	<.001	-0.283	<.001	-0.283	<.001	-0.295	<.001	-0.284	<.001	-0.281	<.001	-0.292	<.001	-0.304	<.001	-0.304	<.001	-0.323	<.001	-0.315	<.001	-0.312	<.001	-0.295	<.001	-0.303	<.001	-0.292	<.001	-0.278	<.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	0.438	<.001	0.435	<.001	0.417	<.001	0.416	<.001	0.403	<.001	0.406	<.001	0.386	<.001
MD	0.024	0.734	0.065	0.353	0.035	0.614	0.056	0.439	0.046	0.528	0.059	0.408	0.039	0.591	0.021	0.768	0.010	0.889	-0.006	0.934	0.011	0.877	-0.001	0.989	0.031	0.661	0.031	0.672	0.034	0.624	0.021	0.759	0.016	0.814
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
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		0.44		0.42	
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	

*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

B3: Log Salary Model 3 (Demography, Experience, & Departments), All Campus, AY 2004-05--2020-21 (Spring Semester)

Tot. N=1513 (2020-21); White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.046	<.001	-0.047	<.001	-0.047	<.001	-0.049	<.001	-0.047	<.001	-0.055	<.001	-0.056	<.001	-0.050	<.001	-0.048	<.001	-0.043	<.001	-0.033	0.002	-0.029	0.007	-0.016	0.128	-0.016	0.117	-0.019	0.058	-0.019	0.056
Asian	0.011	0.471	0.014	0.367	0.009	0.559	0.009	0.533	-0.001	0.935	0.004	0.797	0.007	0.668	-0.004	0.816	-0.003	0.848	-0.017	0.267	-0.015	0.307	-0.015	0.281	-0.014	0.315	-0.020	0.156	-0.011	0.433	-0.021	0.101	-0.024	0.065
Underrep. Group*	0.008	0.706	0.011	0.603	0.017	0.404	0.015	0.429	0.013	0.491	0.009	0.642	0.015	0.446	0.008	0.674	0.004	0.843	0.001	0.944	-0.005	0.781	0.000	0.978	0.008	0.641	0.012	0.481	0.008	0.654	0.003	0.840	0.004	0.773
Unknown ethnicity	0.099	0.093	0.045	0.436	-0.002	0.969	-0.016	0.772	-0.026	0.646	-0.004	0.954	-0.036	0.624	-0.077	0.297	-0.051	0.494	-0.062	0.321	-0.027	0.636	-0.020	0.697	0.000	0.995	0.036	0.450	0.036	0.378	0.025	0.529	0.024	0.526
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
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
Yrs. since hired	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.003	<.001	-0.003	<.001	-0.004	<.001	-0.004	<.001	-0.004	<.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
Bach./Mast.	-0.155	<.001	-0.147	<.001	-0.137	<.001	-0.148	<.001	-0.156	<.001	-0.139	<.001	-0.139	<.001	-0.153	<.001	-0.171	<.001	-0.167	<.001	-0.179	<.001	-0.183	<.001	-0.160	<.001	-0.146	<.001	-0.146	<.001	-0.134	<.001	-0.105	0.002
Law Degree	0.054	0.243	0.084	0.074	0.084	0.069	0.030	0.483	0.047	0.262	0.039	0.345	0.039	0.363	0.049	0.279	0.011	0.812	-0.011	0.806	-0.008	0.849	-0.020	0.658	-0.017	0.705	-0.038	0.414	-0.056	0.232	-0.092	0.031	-0.097	0.015
MD	0.085	0.156	0.136	0.020	0.120	0.038	0.151	0.008	0.134	0.019	0.145	0.009	0.128	0.025	0.104	0.066	0.085	0.128	0.052	0.320	0.063	0.241	0.068	0.185	0.091	0.091	0.075	0.166	0.070	0.182	0.064	0.218	0.059	0.241
Afr. Am Stud.	-0.047	0.520	-0.036	0.618	-0.061	0.398	-0.055	0.433	-0.080	0.260	-0.117	0.084	-0.094	0.177	-0.095	0.195	-0.118	0.126	-0.090	0.218	-0.088	0.220	-0.085	0.182	-0.079	0.210	-0.077	0.225	-0.016	0.803	0.028	0.663	0.037	0.580
Agr. Res. Ec. Pol.	0.234	<.001	0.267	<.001	0.257	<.001	0.259	<.001	0.270	<.001	0.294	<.001	0.292	<.001	0.272	<.001	0.293	<.001	0.365	<.001	0.369	<.001	0.362	<.001	0.367	<.001	0.395	<.001	0.465	<.001	0.395	<.001	0.415	<.001
Anthropology	0.089	0.057	0.112	0.016	0.114	0.013	0.120	0.007	0.090	0.050	0.082	0.074	0.115	0.016	0.109	0.024	0.088	0.069	0.084	0.076	0.089	0.059	0.072	0.110	0.071	0.111	0.060	0.188	0.094	0.036	0.081	0.070	0.075	0.094
Architecture	-0.021	0.665	-0.011	0.821	-0.028	0.584	-0.016	0.736	-0.034	0.493	-0.004	0.938	0.021	0.672	0.034	0.487	0.025	0.611	0.025	0.598	0.044	0.347	0.037	0.419	0.021	0.638	0.045	0.322	0.063	0.171	0.052	0.258	0.069	0.134
Art Hist.	0.041	0.511	0.084	0.183	0.110	0.080	0.080	0.186	0.049	0.436	0.041	0.497	-0.041	0.542	-0.007	0.912	-0.011	0.866	-0.007	0.905	-0.003	0.952	-0.026	0.639	-0.013	0.819	-0.002	0.972	0.023	0.694	-0.006	0.916	0.012	0.836
Astronomy	0.200	<.001	0.201	0.001	0.167	0.005	0.156	0.006	0.155	0.009	0.154	0.010	0.173	0.007	0.183	0.002	0.168	0.006	0.193	0.002	0.193	0.001	0.167	0.009	0.190	0.002	0.198	0.001	0.208	<.001	0.182	0.003	0.206	<.001
Bioengin.	0.141	0.011	0.137	0.012	0.138	0.011	0.136	0.008	0.143	0.007	0.148	0.004	0.145	0.008	0.135	0.015	0.125	0.027	0.163	0.005	0.176	0.002	0.152	0.008	0.172	0.001	0.174	0.001	0.194	<.001	0.170	0.001	0.171	<.001
Chemical/Biom. Eng.	0.331	<.001	0.322	<.001	0.377	<.001	0.373	<.001	0.313	<.001	0.316	<.001	0.329	<.001	0.312	<.001	0.316	<.001	0.325	<.001	0.316	<.001	0.294	<.001	0.293	<.001	0.299	<.001	0.318	<.001	0.285	<.001	0.311	<.001
Chemistry	0.224	<.001	0.234	<.001	0.244	<.001	0.275	<.001	0.248	<.001	0.270	<.001	0.279	<.001	0.289	<.001	0.290	<.001	0.281	<.001	0.340	<.001	0.300	<.001	0.298	<.001	0.318	<.001	0.329	<.001	0.321	<.001	0.327	<.001
City & Reg. Plan.	-0.095	0.101	-0.064	0.276	-0.042	0.487	-0.045	0.429	-0.041	0.461	0.068	0.211	0.065	0.253	0.037	0.540	0.046	0.445	0.121	0.043	0.116	0.047	0.071	0.261	0.104	0.097	0.107	0.071	0.110	0.063	0.091	0.129	0.129	0.022
Civil & Env. Eng.	0.140	<.001	0.162	<.001	0.180	<.001	0.184	<.001	0.175	<.001	0.169	<.001	0.173	<.001	0.182	<.001	0.156	<.001	0.168	<.001	0.172	<.001	0.145	<.001	0.149	<.001	0.175	<.001	0.204	<.001	0.191	<.001	0.193	<.001
Classics	-0.012	0.846	-0.005	0.937	0.001	0.990	-0.005	0.934	-0.054	0.346	-0.037	0.511	-0.030	0.610	-0.014	0.813	-0.025	0.688	-0.045	0.470	-0.006	0.926	-0.050	0.411	-0.051	0.375	0.015	0.805	0.029	0.621	0.035	0.549	0.030	0.636
Comp. Literature	0.096	0.315	0.240	0.014	0.260	0.009	0.131	0.127	0.130	0.137	0.135	0.115	0.123	0.163	0.131	0.155	0.136	0.143	0.211	0.015	0.186	0.026	0.196	0.017	0.141	0.085	0.140	0.083	0.162	0.042	0.181	0.024	0.108	0.196
Earth & Plan. Sc.	0.131	0.014	0.128	0.020	0.137	0.010	0.153	0.004	0.135	0.013	0.130	0.020	0.115	0.047	0.132	0.030	0.156	0.007	0.178	0.002	0.208	<.001	0.195	<.001	0.206	<.001	0.231	<.001	0.237	<.001	0.216	<.001	0.223	<.001
E. Asian Lng./Clt.	-0.049	0.409	-0.047	0.438	-0.016	0.797	0.008	0.898	-0.012	0.841	-0.029	0.626	-0.016	0.805	-0.015	0.824	-0.050	0.417	-0.060	0.329	-0.059	0.327	-0.085	0.146	-0.082	0.145	-0.071	0.213	-0.037	0.504	-0.053	0.340	-0.027	0.629
Economics	0.424	<.001	0.482	<.001	0.506	<.001	0.546	<.001	0.634	<.001	0.599	<.001	0.661	<.001	0.713	<.001	0.714	<.001	0.751	<.001	0.754	<.001	0.712	<.001	0.738	<.001	0.738	<.001	0.801	<.001	0.805	<.001	0.846	<.001
Elect. Eng./CS	0.225	<.001	0.236	<.001	0.245	<.001	0.253	<.001	0.234	<.001	0.231	<.001	0.242	<.001	0.254	<.001	0.247	<.001	0.239	<.001	0.251	<.001	0.228	<.001	0.231	<.001	0.265	<.001	0.288	<.001	0.281	<.001	0.292	<.001
English	0.011	0.779	0.027	0.482	0.015	0.693	0.024	0.520	0.019	0.615	0.037	0.334	0.050	0.213	0.064	0.104	0.062	0.121	0.047	0.233	0.043	0.274	0.018	0.630	0.022	0.553	0.037	0.328	0.054	0.150	0.023	0.537	0.027	0.462
ESPM	0.042	0.285	0.054	0.171	0.067	0.093	0.061	0.105	0.030	0.446	0.025	0.519	0.020	0.619	0.030	0.455	0.034	0.408	0.020	0.626	0.031	0.439	0.012	0.757	0.036	0.346	0.035	0.366	0.041	0.292	0.036	0.350	0.051	0.181
Ethnic Studies	-0.080	0.146	-0.093	0.096	-0.084	0.163	-0.045	0.421	-0.048	0.423	-0.087	0.138	-0.087	0.158	-0.060	0.316	-0.037	0.547	-0.005	0.927	-0.003	0.963	-0.024	0.671	0.034	0.539	0.05							

Tot. N=1513 (2020-21): White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Molec. & Cell Bio.	0.156	<.001	0.162	<.001	0.193	<.001	0.173	<.001	0.174	<.001	0.175	<.001	0.171	<.001	0.181	<.001	0.184	<.001	0.184	<.001	0.191	<.001	0.152	<.001	0.167	<.001	0.176	<.001	0.204	<.001	0.193	<.001	0.200	<.001
Music	-0.035	0.494	-0.014	0.798	0.017	0.759	0.034	0.525	0.008	0.878	0.004	0.941	0.014	0.798	0.014	0.791	0.016	0.772	0.008	0.885	0.013	0.815	0.013	0.807	0.037	0.508	0.045	0.418	0.054	0.304	0.028	0.585	0.050	0.332
Near Eastern St.	-0.107	0.084	-0.091	0.145	-0.078	0.214	-0.015	0.797	-0.024	0.705	-0.038	0.542	-0.031	0.639	0.005	0.943	-0.026	0.700	0.010	0.889	-0.012	0.862	-0.043	0.495	-0.001	0.990	0.014	0.815	0.027	0.659	0.022	0.714	0.024	0.673
Nuclear Eng.	0.119	0.111	0.131	0.082	0.196	0.006	0.145	0.034	0.073	0.363	0.084	0.293	0.089	0.249	0.042	0.592	0.043	0.583	0.072	0.302	0.101	0.159	0.101	0.150	0.115	0.116	0.121	0.068	0.152	0.016	0.131	0.034	0.143	0.020
Nutr. Sc./Tox.	-0.015	0.805	0.025	0.694	0.021	0.726	0.019	0.740	-0.004	0.950	-0.008	0.894	-0.021	0.732	0.045	0.501	0.016	0.815	0.025	0.701	0.023	0.712	-0.010	0.880	-0.004	0.950	0.012	0.859	0.032	0.613	0.014	0.822	0.019	0.759
Philosophy	0.156	0.007	0.147	0.011	0.188	<.001	0.172	0.002	0.154	0.006	0.214	<.001	0.237	<.001	0.243	<.001	0.238	<.001	0.243	<.001	0.262	<.001	0.263	<.001	0.280	<.001	0.273	<.001	0.306	<.001	0.253	<.001	0.257	<.001
Physics	0.122	0.001	0.137	<.001	0.154	<.001	0.139	<.001	0.125	0.001	0.132	<.001	0.118	0.005	0.122	0.003	0.131	0.001	0.140	<.001	0.161	<.001	0.174	<.001	0.190	<.001	0.214	<.001	0.243	<.001	0.201	<.001	0.213	<.001
Plant & Micr. Bio.	0.215	<.001	0.211	<.001	0.203	<.001	0.217	<.001	0.186	<.001	0.185	<.001	0.220	<.001	0.228	<.001	0.213	<.001	0.210	<.001	0.210	<.001	0.181	<.001	0.180	<.001	0.202	<.001	0.208	<.001	0.164	<.001	0.145	0.002
Political Sc.	0.086	0.035	0.118	0.004	0.121	0.003	0.136	<.001	0.140	<.001	0.123	0.003	0.140	0.001	0.177	<.001	0.166	<.001	0.180	<.001	0.205	<.001	0.210	<.001	0.226	<.001	0.253	<.001	0.279	<.001	0.331	<.001	0.329	<.001
Psychology	0.051	0.243	0.039	0.386	0.061	0.170	0.081	0.068	0.071	0.123	0.086	0.060	0.103	0.032	0.127	0.011	0.121	0.015	0.128	0.010	0.151	0.002	0.158	<.001	0.160	<.001	0.198	<.001	0.178	<.001	0.172	<.001	0.178	<.001
Rhetoric	0.039	0.569	0.055	0.402	0.054	0.428	0.074	0.256	0.045	0.512	0.041	0.549	0.028	0.695	0.028	0.691	0.010	0.892	0.008	0.906	0.019	0.786	-0.004	0.951	-0.024	0.706	-0.011	0.865	0.023	0.711	0.021	0.741	0.012	0.843
Sch. of Education	-0.044	0.312	-0.023	0.595	-0.003	0.952	0.000	0.996	-0.004	0.933	0.016	0.710	0.029	0.522	0.044	0.326	0.035	0.436	0.062	0.173	0.062	0.175	0.059	0.190	0.094	0.034	0.106	0.020	0.149	<.001	0.116	0.007	0.143	<.001
Sch. of Informat.	0.031	0.654	0.054	0.420	0.046	0.512	0.089	0.156	0.144	0.015	0.123	0.037	0.114	0.060	0.113	0.063	0.143	0.024	0.174	0.007	0.168	0.008	0.166	0.008	0.213	<.001	0.201	0.002	0.222	<.001	0.206	<.001	0.250	<.001
Sch. of Optometry	0.262	<.001	0.253	<.001	0.303	<.001	0.296	<.001	0.271	<.001	0.261	<.001	0.256	<.001	0.242	<.001	0.225	<.001	0.209	0.001	0.211	<.001	0.195	0.002	0.177	0.002	0.185	0.002	0.220	<.001	0.210	<.001	0.197	<.001
Sch. Public Health	0.063	0.136	0.078	0.063	0.070	0.088	0.063	0.111	0.068	0.096	0.076	0.065	0.079	0.067	0.113	0.009	0.106	0.014	0.124	0.004	0.141	0.001	0.107	0.010	0.118	0.004	0.140	0.001	0.187	<.001	0.163	<.001	0.172	<.001
Sch. Social Welfare	0.020	0.708	0.034	0.538	0.035	0.516	0.030	0.564	0.015	0.790	0.023	0.682	0.031	0.610	0.039	0.528	0.014	0.814	0.026	0.655	0.033	0.563	0.003	0.958	0.011	0.834	0.013	0.812	0.072	0.215	0.085	0.135	0.142	0.009
Sociology	0.144	0.003	0.127	0.008	0.124	0.010	0.102	0.027	0.111	0.020	0.121	0.012	0.151	0.002	0.157	0.001	0.149	0.004	0.161	0.001	0.168	<.001	0.147	0.003	0.172	<.001	0.187	<.001	0.277	<.001	0.242	<.001	0.284	<.001
S/SE Asian Std.	-0.056	0.423	-0.073	0.304	-0.055	0.421	-0.051	0.439	-0.061	0.365	-0.035	0.617	-0.035	0.631	-0.026	0.724	-0.016	0.827	-0.007	0.918	-0.004	0.954	-0.024	0.726	-0.025	0.722	-0.005	0.944	-0.004	0.956	-0.024	0.715	-0.006	0.919
Spanish & Port.	0.010	0.862	-0.002	0.967	0.010	0.862	0.018	0.738	0.032	0.581	0.005	0.933	0.016	0.809	0.048	0.489	0.026	0.699	0.009	0.890	0.008	0.899	-0.031	0.624	-0.043	0.500	-0.037	0.568	-0.011	0.859	0.008	0.904	0.015	0.808
Statistics	0.123	0.029	0.149	0.012	0.143	0.013	0.188	<.001	0.163	0.004	0.174	0.004	0.226	<.001	0.237	<.001	0.208	<.001	0.225	<.001	0.247	<.001	0.265	<.001	0.306	<.001	0.312	<.001	0.313	<.001	0.266	<.001	0.285	<.001
TDPS	-0.017	0.812	0.002	0.973	-0.047	0.540	-0.004	0.961	-0.020	0.765	-0.026	0.701	-0.020	0.784	-0.008	0.914	-0.011	0.867	-0.055	0.394	-0.036	0.575	-0.002	0.978	-0.036	0.567	-0.014	0.832	0.020	0.752	-0.001	0.982	0.004	0.947
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Two Departments	0.116	<.001	0.115	<.001	0.118	<.001	0.110	<.001	0.111	<.001	0.116	<.001	0.116	<.001	0.106	<.001	0.101	<.001	0.096	<.001	0.089	<.001	0.082	<.001	0.082	<.001	0.071	<.001	0.086	<.001	0.080	<.001	0.088	<.001
Three or More Deps.	0.249	<.001	0.199	<.001	0.183	<.001	0.163	<.001	0.170	<.001	0.203	<.001	0.211	<.001	0.212	<.001	0.242	<.001	0.224	<.001	0.209	<.001	0.213	<.001	0.211	<.001	0.219	<.001	0.196	<.001	0.162	<.001	0.154	<.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

R-square	0.70	0.70	0.70	0.72	0.72	0.72	0.70	0.69	0.70	0.71	0.72	0.73	0.73	0.73	0.73	0.74	0.75	0.76
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	0.74	0.75

*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; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.

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

B4: Log Salary Model 4 (Demography, Experience, Departments, & Faculty Rank/Years at Rank), All Campus, AY 2004-05--2020-21 (Spring Semester)

Tot. N=1513 (2020-21): White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.030	0.003	-0.020	0.054	-0.022	0.030	-0.024	0.010	-0.026	0.006	-0.023	0.014	-0.027	0.005	-0.025	0.013	-0.021	0.037	-0.022	0.025	-0.019	0.044	-0.011	0.219	-0.007	0.466	0.005	0.583	0.008	0.365	0.003	0.737	0.005	0.533
Asian	0.007	0.614	0.004	0.798	-0.001	0.915	-0.001	0.912	-0.017	0.178	-0.011	0.408	-0.003	0.820	-0.007	0.617	-0.007	0.626	-0.019	0.140	-0.018	0.140	-0.015	0.195	-0.009	0.424	-0.016	0.158	-0.016	0.146	-0.023	0.038	-0.026	0.017
Underrep. Group*	0.018	0.325	0.019	0.286	0.023	0.201	0.013	0.438	0.004	0.811	0.004	0.826	0.019	0.244	0.012	0.450	0.001	0.958	-0.002	0.920	-0.008	0.585	0.003	0.853	0.001	0.932	0.004	0.768	0.008	0.582	0.002	0.860	0.008	0.535
Unknown ethnicity	0.129	0.011	0.083	0.095	0.053	0.283	0.043	0.365	0.049	0.311	0.051	0.353	-0.013	0.833	-0.037	0.563	-0.037	0.571	-0.077	0.155	-0.061	0.198	-0.045	0.286	-0.023	0.592	0.041	0.311	0.025	0.467	0.022	0.513	0.029	0.381
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
Yrs. degree (sq.)	0.000	0.783	0.000	0.088	0.000	0.004	0.000	0.073	0.000	0.003	0.000	0.004	0.000	<.001	0.000	0.005	0.000	<.001	0.000	0.006	0.000	0.014	0.000	0.132	0.000	0.248	0.000	0.951	0.000	0.561	0.000	0.355	0.000	0.318
Yrs. since hired	-0.010	<.001	-0.010	<.001	-0.009	<.001	-0.009	<.001	-0.009	<.001	-0.011	<.001	-0.012	<.001	-0.013	<.001	-0.013	<.001	-0.013	<.001	-0.013	<.001	-0.012	<.001	-0.012	<.001	-0.011	<.001	-0.012	<.001	-0.012	<.001	-0.012	<.001
Bach./Mast.	-0.073	0.017	-0.060	0.054	-0.055	0.088	-0.062	0.041	-0.071	0.020	-0.060	0.044	-0.060	0.055	-0.074	0.022	-0.091	0.004	-0.081	0.009	-0.098	0.001	-0.104	<.001	-0.087	0.003	-0.072	0.013	-0.078	0.007	-0.076	0.006	-0.050	0.085
Law Degree	0.072	0.071	0.096	0.018	0.096	0.016	0.032	0.400	0.088	0.015	0.079	0.028	0.095	0.009	0.115	0.003	0.086	0.031	0.074	0.058	0.066	0.077	0.047	0.206	0.029	0.443	-0.001	0.988	-0.011	0.775	-0.047	0.190	-0.063	0.067
MD	0.094	0.071	0.144	0.004	0.118	0.018	0.132	0.008	0.107	0.028	0.125	0.010	0.114	0.019	0.097	0.046	0.100	0.039	0.083	0.063	0.109	0.016	0.102	0.020	0.126	0.005	0.125	0.006	0.122	0.006	0.123	0.005	0.102	0.019
Afr. Am Stud.	-0.021	0.739	0.005	0.932	-0.003	0.961	0.020	0.736	0.013	0.827	-0.012	0.840	-0.015	0.800	-0.023	0.722	-0.039	0.559	-0.018	0.779	-0.003	0.966	-0.047	0.379	-0.039	0.465	-0.032	0.546	0.023	0.668	0.062	0.250	0.094	0.098
Agr. Res. Ec. Pol.	0.153	0.001	0.188	<.001	0.190	<.001	0.201	<.001	0.213	<.001	0.233	<.001	0.236	<.001	0.222	<.001	0.246	<.001	0.311	<.001	0.302	<.001	0.310	<.001	0.306	<.001	0.346	<.001	0.413	<.001	0.344	<.001	0.370	<.001
Anthropology	0.044	0.272	0.083	0.039	0.092	0.021	0.100	0.009	0.072	0.068	0.052	0.189	0.079	0.050	0.069	0.098	0.052	0.214	0.061	0.132	0.068	0.087	0.041	0.283	0.029	0.440	0.032	0.405	0.060	0.114	0.044	0.244	0.057	0.136
Architecture	-0.014	0.726	-0.004	0.914	0.001	0.983	0.007	0.872	0.008	0.858	0.027	0.508	0.054	0.198	0.048	0.249	0.029	0.493	0.028	0.495	0.044	0.273	0.028	0.463	0.013	0.739	0.018	0.638	0.029	0.448	0.017	0.657	0.040	0.312
Art Hist.	0.021	0.702	0.071	0.191	0.110	0.042	0.084	0.110	0.060	0.260	0.040	0.448	-0.009	0.879	-0.010	0.852	-0.018	0.738	-0.028	0.586	-0.039	0.421	-0.061	0.190	-0.065	0.164	-0.075	0.119	-0.045	0.357	-0.065	0.188	-0.046	0.355
Astronomy	0.102	0.052	0.109	0.041	0.105	0.040	0.112	0.022	0.092	0.073	0.089	0.084	0.109	0.045	0.108	0.037	0.105	0.048	0.096	0.073	0.095	0.062	0.077	0.151	0.106	0.040	0.121	0.019	0.143	0.005	0.113	0.032	0.124	0.020
Bioengin.	0.146	0.002	0.137	0.004	0.144	0.002	0.133	0.003	0.127	0.005	0.140	0.002	0.118	0.010	0.077	0.107	0.059	0.231	0.098	0.048	0.097	0.044	0.057	0.241	0.084	0.064	0.089	0.052	0.121	0.006	0.094	0.033	0.105	0.016
Chemical/Biom. Eng.	0.217	<.001	0.223	<.001	0.289	<.001	0.292	<.001	0.240	<.001	0.239	<.001	0.250	<.001	0.220	<.001	0.231	<.001	0.228	<.001	0.240	<.001	0.215	<.001	0.217	<.001	0.221	<.001	0.243	<.001	0.207	<.001	0.244	<.001
Chemistry	0.165	<.001	0.187	<.001	0.206	<.001	0.236	<.001	0.211	<.001	0.213	<.001	0.217	<.001	0.216	<.001	0.212	<.001	0.203	<.001	0.251	<.001	0.222	<.001	0.224	<.001	0.226	<.001	0.234	<.001	0.231	<.001	0.254	<.001
City & Reg. Plan.	-0.067	0.181	-0.022	0.660	0.007	0.891	-0.010	0.834	-0.016	0.743	0.058	0.218	0.060	0.209	0.022	0.672	0.042	0.424	0.102	0.048	0.082	0.099	0.048	0.368	0.050	0.344	0.046	0.351	0.040	0.421	0.023	0.652	0.073	0.128
Civil & Env. Eng.	0.073	0.035	0.100	0.004	0.121	<.001	0.119	<.001	0.112	0.001	0.102	0.003	0.095	0.008	0.097	0.008	0.075	0.046	0.085	0.021	0.085	0.017	0.067	0.053	0.064	0.064	0.087	0.015	0.127	<.001	0.113	0.001	0.129	<.001
Classics	-0.048	0.376	-0.035	0.490	-0.017	0.746	-0.022	0.664	-0.048	0.329	-0.056	0.253	-0.037	0.455	-0.033	0.517	-0.057	0.283	-0.054	0.316	-0.005	0.924	-0.033	0.515	-0.069	0.152	-0.027	0.588	-0.002	0.970	-0.038	0.449	-0.017	0.758
Comp. Literature	0.037	0.656	0.179	0.033	0.220	0.010	0.148	0.046	0.163	0.029	0.167	0.025	0.169	0.024	0.165	0.039	0.174	0.031	0.224	0.002	0.194	0.006	0.205	0.003	0.150	0.030	0.160	0.019	0.191	0.005	0.190	0.005	0.130	0.069
Earth & Plan. Sc.	0.058	0.202	0.062	0.193	0.055	0.234	0.076	0.097	0.039	0.408	0.036	0.462	0.017	0.735	0.021	0.687	0.034	0.499	0.060	0.224	0.093	0.054	0.093	0.047	0.092	0.053	0.117	0.013	0.119	0.010	0.097	0.031	0.121	0.007
E. Asian Lng./Clt.	-0.094	0.070	-0.081	0.123	-0.047	0.366	-0.020	0.706	-0.041	0.423	-0.055	0.287	-0.059	0.285	-0.064	0.260	-0.091	0.089	-0.089	0.090	-0.083	0.105	-0.100	0.043	-0.098	0.039	-0.102	0.032	-0.066	0.160	-0.074	0.115	-0.038	0.413
Economics	0.314	<.001	0.377	<.001	0.416	<.001	0.455	<.001	0.519	<.001	0.490	<.001	0.529	<.001	0.576	<.001	0.573	<.001	0.608	<.001	0.618	<.001	0.590	<.001	0.625	<.001	0.613	<.001	0.652	<.001	0.661	<.001	0.719	<.001
Elect. Eng./CS	0.127	<.001	0.148	<.001	0.158	<.001	0.183	<.001	0.161	<.001	0.145	<.001	0.153	<.001	0.145	<.001	0.134	<.001	0.132	<.001	0.132	<.001	0.118	<.001	0.115	<.001	0.128	<.001	0.163	<.001	0.158	<.001	0.186	<.001
English	-0.001	0.972	0.026	0.429	0.026	0.438	0.039	0.222	0.035	0.273	0.042	0.203	0.063	0.064	0.060	0.075	0.061	0.075	0.056	0.097	0.051	0.125	0.025	0.442	0.026	0.413	0.034	0.282	0.048	0.128	0.023	0.466	0.048	0.130
ESPM	0.013	0.700	0.044	0.192	0.056	0.105	0.057	0.084	0.036	0.284	0.024	0.478	0.024	0.494	0.022	0.522	0.017	0.619	0.009	0.786	0.012	0.731	0.000	0.997	0.000	0.994	-0.006	0.860	0.018	0.586	0.005	0.888	0.027	0.407
Ethnic Studies	-0.059	0.218	-0.058	0.226	-0.030	0.562	-0.011	0.828	-0.002	0.972	-0.050	0.317	-0.060	0.252	-0.059	0.260	-0.023	0.656	-0.006	0.911	0.001	0.985	-0.011	0.819	0.012									

Tot. N=1513 (2020-21): White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.033	0.463	-0.017	0.720	0.005	0.909	-0.013	0.777	-0.037	0.408	-0.044	0.330	-0.025	0.581	-0.040	0.385	-0.033	0.487	-0.034	0.463	-0.027	0.577	-0.035	0.445	-0.019	0.688	-0.009	0.854	0.008	0.862	-0.023	0.601	-0.007	0.883	
Near Eastern St.	-0.070	0.186	-0.047	0.384	-0.034	0.526	0.010	0.843	-0.018	0.743	-0.032	0.553	-0.013	0.816	0.013	0.828	-0.014	0.819	-0.021	0.733	-0.026	0.646	-0.061	0.248	-0.026	0.620	-0.014	0.787	-0.005	0.925	0.000	0.993	0.001	0.982	
Nuclear Eng.	0.078	0.227	0.100	0.126	0.157	0.011	0.098	0.098	0.038	0.576	0.052	0.447	0.057	0.381	0.011	0.871	0.014	0.832	0.042	0.484	0.053	0.382	0.062	0.291	0.074	0.233	0.086	0.125	0.088	0.098	0.073	0.162	0.095	0.072	
Nutr. Sc./Tox.	0.031	0.555	0.064	0.245	0.081	0.117	0.077	0.123	0.065	0.194	0.045	0.369	0.047	0.373	0.066	0.252	0.033	0.567	0.038	0.489	0.039	0.468	0.014	0.788	-0.004	0.945	0.028	0.617	0.045	0.396	0.013	0.802	-0.001	0.991	
Philosophy	0.135	0.007	0.128	0.011	0.135	0.006	0.116	0.015	0.098	0.039	0.146	0.002	0.162	<.001	0.161	<.001	0.154	<.001	0.142	0.002	0.165	<.001	0.171	<.001	0.171	<.001	0.158	<.001	0.207	<.001	0.157	<.001	0.170	<.001	
Physics	0.065	0.048	0.085	0.011	0.101	0.002	0.088	0.007	0.083	0.014	0.071	0.035	0.056	0.115	0.034	0.340	0.043	0.231	0.054	0.123	0.073	0.034	0.084	0.011	0.093	0.004	0.110	0.001	0.150	<.001	0.115	<.001	0.141	<.001	
Plant & Micr. Bio.	0.171	<.001	0.174	<.001	0.171	<.001	0.190	<.001	0.165	<.001	0.167	<.001	0.197	<.001	0.190	<.001	0.171	<.001	0.174	<.001	0.180	<.001	0.148	<.001	0.141	<.001	0.163	<.001	0.167	<.001	0.133	<.001	0.153	<.001	
Political Sc.	0.064	0.068	0.097	0.005	0.101	0.004	0.120	<.001	0.126	<.001	0.118	<.001	0.129	<.001	0.141	<.001	0.130	<.001	0.136	<.001	0.162	<.001	0.164	<.001	0.168	<.001	0.186	<.001	0.212	<.001	0.240	<.001	0.256	<.001	
Psychology	0.000	0.995	0.001	0.972	0.025	0.520	0.053	0.166	0.038	0.335	0.033	0.403	0.035	0.385	0.052	0.225	0.046	0.284	0.039	0.355	0.057	0.172	0.065	0.103	0.069	0.074	0.078	0.057	0.091	0.022	0.064	0.097	0.094	0.018	
Rhetoric	0.052	0.377	0.045	0.431	0.030	0.609	0.038	0.503	0.017	0.773	0.015	0.796	0.013	0.825	-0.011	0.857	-0.031	0.628	-0.028	0.642	-0.010	0.858	-0.019	0.720	-0.038	0.472	-0.038	0.484	-0.002	0.977	-0.008	0.880	0.002	0.965	
Sch. of Education	-0.062	0.097	-0.032	0.396	-0.008	0.824	-0.007	0.843	-0.009	0.800	-0.006	0.882	0.004	0.911	0.002	0.966	0.001	0.979	0.023	0.550	0.026	0.493	0.014	0.704	0.035	0.353	0.044	0.249	0.076	0.043	0.057	0.121	0.075	0.042	
Sch. of Informat.	0.022	0.717	0.041	0.476	0.014	0.814	0.046	0.394	0.092	0.070	0.078	0.127	0.063	0.222	0.047	0.369	0.081	0.141	0.107	0.053	0.101	0.060	0.102	0.055	0.147	0.007	0.144	0.009	0.171	0.001	0.149	0.003	0.186	<.001	
Sch. of Optometry	0.198	<.001	0.202	<.001	0.224	<.001	0.244	<.001	0.232	<.001	0.218	<.001	0.197	<.001	0.173	0.001	0.154	0.005	0.141	0.010	0.126	0.019	0.091	0.079	0.099	0.040	0.083	0.105	0.123	0.012	0.107	0.030	0.120	0.013	
Sch. Public Health	0.018	0.631	0.035	0.329	0.047	0.185	0.044	0.202	0.050	0.151	0.048	0.171	0.049	0.179	0.067	0.069	0.063	0.095	0.083	0.026	0.083	0.024	0.055	0.120	0.044	0.214	0.049	0.184	0.095	0.009	0.067	0.060	0.089	0.014	
Sch. Social Welfare	-0.028	0.554	-0.003	0.954	0.010	0.826	0.007	0.879	-0.012	0.807	-0.017	0.724	-0.012	0.822	-0.035	0.513	-0.051	0.321	-0.038	0.455	-0.035	0.459	-0.055	0.233	-0.048	0.294	-0.041	0.391	0.005	0.922	0.018	0.704	0.094	0.042	
Sociology	0.094	0.024	0.090	0.030	0.088	0.032	0.078	0.050	0.087	0.035	0.089	0.032	0.112	0.008	0.112	0.009	0.111	0.012	0.123	0.004	0.132	0.001	0.094	0.023	0.107	0.007	0.106	0.009	0.167	<.001	0.142	<.001	0.196	<.001	
S/SE Asian Std.	-0.120	0.046	-0.121	0.048	-0.080	0.171	-0.066	0.246	-0.072	0.210	-0.050	0.407	-0.045	0.467	-0.042	0.504	-0.049	0.454	-0.026	0.664	-0.008	0.897	-0.018	0.755	-0.033	0.576	-0.027	0.663	-0.010	0.871	-0.032	0.567	0.006	0.918	
Spanish & Port.	-0.030	0.551	-0.029	0.553	-0.009	0.849	0.011	0.814	0.019	0.701	0.015	0.793	0.024	0.676	0.057	0.341	0.008	0.894	-0.010	0.849	-0.001	0.990	-0.065	0.223	-0.071	0.181	-0.065	0.227	-0.042	0.415	-0.053	0.313	-0.033	0.536	
Statistics	0.035	0.471	0.072	0.157	0.084	0.092	0.138	0.005	0.120	0.014	0.126	0.016	0.156	0.003	0.140	0.006	0.116	0.025	0.150	0.004	0.181	<.001	0.178	<.001	0.200	<.001	0.229	<.001	0.218	<.001	0.171	<.001	0.210	<.001	
TDPS	-0.093	0.123	-0.071	0.252	-0.096	0.143	-0.100	0.115	-0.102	0.079	-0.120	0.041	-0.122	0.051	-0.101	0.097	-0.100	0.090	-0.140	0.012	-0.111	0.040	-0.064	0.237	-0.077	0.151	-0.048	0.374	-0.030	0.571	-0.056	0.289	-0.031	0.562	
Other units																																			
Two Departments	0.078	<.001	0.079	<.001	0.086	<.001	0.087	<.001	0.089	<.001	0.090	<.001	0.089	<.001	0.076	<.001	0.067	<.001	0.061	<.001	0.057	<.001	0.052	<.001	0.052	<.001	0.038	0.004	0.052	<.001	0.054	<.001	0.060	<.001	
Three or More Deps.	0.222	<.001	0.169	<.001	0.159	<.001	0.123	0.004	0.124	0.002	0.157	<.001	0.159	<.001	0.164	<.001	0.202	<.001	0.160	<.001	0.144	<.001	0.137	<.001	0.134	<.001	0.153	<.001	0.157	<.001	0.112	0.001	0.111	0.001	
Assistant	-0.405	<.001	-0.434	<.001	-0.468	<.001	-0.451	<.001	-0.482	<.001	-0.475	<.001	-0.510	<.001	-0.488	<.001	-0.491	<.001	-0.495	<.001	-0.492	<.001	-0.493	<.001	-0.505	<.001	-0.507	<.001	-0.494	<.001	-0.476	<.001	-0.469	<.001	
Associate	-0.309	<.001	-0.307	<.001	-0.293	<.001	-0.272	<.001	-0.296	<.001	-0.289	<.001	-0.304	<.001	-0.306	<.001	-0.301	<.001	-0.307	<.001	-0.316	<.001	-0.309	<.001	-0.292	<.001	-0.301	<.001	-0.300	<.001	-0.302	<.001	-0.296	<.001	
Years at Rank	0.016	<.001	0.016	<.001	0.015	<.001	0.014	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.017	<.001	0.016	<.001	0.017	<.001	0.016	<.001	0.015	<.001	0.014	<.001	0.014	<.001	0.015	<.001	0.014	<.001	0.014	<.001	
Intercept	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	
R-square	0.78		0.78		0.78		0.79		0.80		0.79		0.79		0.77		0.78		0.79		0.80		0.81		0.81		0.81		0.82		0.82		0.82		0.82
Adj. R-square	0.77		0.77		0.77		0.78		0.79		0.78		0.78		0.76		0.77		0.78		0.79		0.80		0.80		0.80		0.81		0.81		0.81		0.82
*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; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.																																			
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																			

C1a: Log Salary Model, L&S Arts & Humanities, 4/30/2021

Tot. N=245: White Male N=99; Female N=114; Male Faculty of Color*=32; Unknown Male=0. Asian N=38; 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
Women	-0.082	0.025	-0.058	0.012	-0.049	0.027	0.015	0.386
Asian	-0.194	<.001	-0.054	0.099	-0.031	0.339	0.003	0.902
Underrep. Group*	-0.067	0.272	0.032	0.407	0.043	0.254	0.052	0.076
Yrs. since degree			0.022	<.001	0.023	<.001	0.005	0.007
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.005
Yrs. since hired			-0.002	0.310	-0.003	0.121	-0.009	<.001
Bach./Mast.			-0.172	<.001	-0.165	<.001	-0.122	0.002
Art Hist.					0.006	0.929	-0.096	0.052
Classics					0.004	0.956	-0.087	0.097
Comp. Literature					0.003	0.976	0.032	0.669
E. Asian Lng./Clt.					-0.051	0.407	-0.117	0.015
English					0.008	0.866	-0.007	0.837
Film and Media					0.105	0.165	0.088	0.129
French					0.019	0.784	-0.069	0.191
German					-0.055	0.438	-0.184	<.001
Music					0.048	0.405	-0.067	0.135
Near Eastern St.					0.010	0.876	-0.045	0.345
Philosophy					0.248	<.001	0.122	0.008
Rhetoric					-0.010	0.881	-0.065	0.186
S/SE Asian Std.					-0.018	0.796	-0.056	0.305
Spanish & Port.					-0.005	0.946	-0.079	0.131
TDPS					0.002	0.974	-0.054	0.289
Other units					-	-	-	-
Multiple appt.					0.138	<.001	0.047	0.102
Assistant							-0.503	<.001
Associate							-0.371	<.001
Years at Rank							0.017	<.001
Intercept	12.0	<.001	12.0	<.001	11.9	<.001	12.0	<.001
R-square	0.08		0.64		0.72		0.84	
Adj. R-square	0.07		0.63		0.69		0.82	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Art Practice, Italian Studies, Scandinavian Languages, and Slavic Languages & Culture.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C1b: White Male Salary Model, L&S Arts & Humanities, 4/30/2021

Tot. N=245: White Male N=99; Female N=114; Male Faculty of Color*=32; Unknown Male=0. Asian N=38; 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>		3921	<.001	3863	<.001	1385	0.044
Yrs. degree (sq.)			-45	0.014	-41	0.013	-38	0.037
Yrs. since hired			-625	0.262	-675	0.170	-1466	0.003
English					7278	0.357	12583	0.072
Philosophy					48914	<.001	42272	<.001
Other units					-		-	
Multiple appt.					30720	<.001	23113	0.002
Assistant							-49318	0.005
Associate							-51271	<.001
Years at Rank							2684	<.001
Intercept			165796	<.001	153267	<.001	146547	<.001
R-square			0.58		0.69		0.78	
Adj. R-square			0.57		0.67		0.75	
Avg. Wom. \$ diff.			13674		10412		528	
Avg. Asian \$ diff.			14589		11314		1986	
Avg. URG* \$ diff.			7424		4275		4203	
*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; Music; Near Eastern Studies; Rhetoric; Scandinavian Languages; Slavic Languages & Culture; South & Southeast Asian Std; Spanish & Portuguese; and Theater, Dance and Performance Studies.								
p<.10=light green	p<.05=bright grn.		p<.01=green shade			p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C1c: Log Salary Model 3 (Demography, Experience, & Departments), L&S Arts & Humanities, AY 2004-05--2020-21 (Spring Semester)

Tot. N=245 (2020-21): White Male N=99; Female N=114; Male Faculty of Color*=32; Unknown Male=0. Asian N=38; 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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	-0.041	0.103	-0.040	0.120	-0.045	0.076	-0.035	0.148	-0.032	0.183	-0.038	0.108	-0.046	0.069	-0.049	0.060	-0.038	0.134	-0.039	0.121	-0.031	0.208	-0.030	0.204	-0.046	0.055	-0.038	0.102	-0.046	0.045	-0.056	0.013	-0.049	0.027
Asian	0.003	0.957	-0.010	0.844	-0.040	0.417	-0.028	0.556	-0.032	0.471	-0.053	0.218	-0.050	0.272	-0.061	0.191	-0.029	0.507	-0.055	0.189	-0.060	0.132	-0.059	0.118	-0.029	0.427	-0.041	0.249	-0.040	0.242	-0.050	0.129	-0.031	0.339
Underrep. Group*	0.053	0.286	0.050	0.324	0.028	0.584	0.075	0.129	0.090	0.064	0.033	0.475	0.042	0.390	0.021	0.679	0.029	0.549	0.020	0.680	0.019	0.680	0.007	0.879	0.033	0.447	0.030	0.485	0.048	0.246	0.031	0.438	0.043	0.254
Yrs. since degree	0.025	<.001	0.025	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.026	<.001	0.025	<.001	0.026	<.001	0.026	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.022	<.001	0.023	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	0.006	0.000	0.015	0.000	0.016	0.000	0.031	0.000	0.029	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.004	0.028	-0.004	0.047	-0.006	0.005	-0.006	0.003	-0.006	0.001	-0.006	<.001	-0.006	0.002	-0.007	<.001	-0.008	<.001	-0.006	0.004	-0.006	0.002	-0.004	0.025	-0.004	0.023	-0.005	0.008	-0.005	0.012	-0.002	0.330	-0.003	0.121
Bach./Mast.	-0.268	<.001	-0.261	<.001	-0.276	<.001	-0.287	<.001	-0.307	<.001	-0.280	<.001	-0.299	<.001	-0.270	<.001	-0.272	<.001	-0.227	<.001	-0.231	<.001	-0.207	<.001	-0.189	<.001	-0.180	<.001	-0.174	<.001	-0.147	0.003	-0.165	<.001
Art Hist.	0.019	0.787	0.058	0.420	0.066	0.353	0.026	0.699	0.013	0.843	0.020	0.764	-0.077	0.300	-0.024	0.740	-0.004	0.950	-0.025	0.721	-0.010	0.876	0.000	0.999	0.011	0.866	0.021	0.743	0.027	0.678	0.023	0.728	0.006	0.929
Classics	-0.033	0.635	-0.014	0.842	-0.016	0.822	-0.014	0.824	-0.049	0.446	-0.058	0.360	-0.081	0.233	-0.052	0.436	-0.040	0.565	-0.081	0.267	-0.016	0.820	-0.037	0.579	-0.039	0.550	0.020	0.759	0.017	0.802	0.044	0.506	0.004	0.956
Comp. Literature	0.087	0.460	0.199	0.096	0.240	0.052	0.097	0.337	0.098	0.346	0.077	0.447	0.024	0.817	0.071	0.523	0.081	0.458	0.181	0.071	0.159	0.100	0.151	0.110	0.101	0.276	0.116	0.208	0.144	0.111	0.167	0.062	0.003	0.976
E. Asian Lng./Clt.	-0.030	0.668	-0.031	0.658	0.008	0.914	0.025	0.726	0.018	0.792	0.004	0.953	-0.019	0.801	0.000	0.999	-0.029	0.687	-0.058	0.421	-0.041	0.550	-0.044	0.514	-0.058	0.368	-0.050	0.436	-0.039	0.545	-0.037	0.555	-0.051	0.407
English	-0.001	0.991	0.017	0.735	0.004	0.934	0.009	0.843	0.025	0.596	0.038	0.425	0.026	0.621	0.054	0.285	0.066	0.202	0.019	0.723	0.032	0.528	0.032	0.513	0.029	0.546	0.043	0.370	0.035	0.470	0.024	0.608	0.008	0.866
Film and Media	-0.045	0.704	-0.023	0.832	-0.109	0.315	-0.049	0.632	-0.025	0.814	-0.022	0.835	-0.028	0.804	0.078	0.452	0.084	0.408	0.099	0.335	0.108	0.278	0.117	0.228	0.143	0.137	0.133	0.126	0.120	0.164	0.117	0.134	0.105	0.165
French	-0.031	0.674	-0.001	0.992	0.003	0.966	0.006	0.934	0.017	0.811	0.005	0.940	-0.021	0.777	0.016	0.829	0.042	0.578	-0.002	0.975	0.038	0.587	0.018	0.789	0.029	0.668	0.054	0.421	0.054	0.417	0.041	0.544	0.019	0.784
German	0.039	0.598	0.035	0.660	0.041	0.598	-0.004	0.959	-0.021	0.770	-0.059	0.427	-0.074	0.343	-0.072	0.362	-0.057	0.476	-0.079	0.330	-0.068	0.385	-0.092	0.205	-0.090	0.215	-0.077	0.309	-0.080	0.275	-0.045	0.530	-0.055	0.438
Music	-0.054	0.363	-0.034	0.595	-0.019	0.772	0.015	0.798	0.022	0.706	0.005	0.932	-0.010	0.868	0.001	0.982	0.019	0.756	-0.022	0.729	0.009	0.892	0.029	0.633	0.065	0.300	0.070	0.262	0.057	0.341	0.048	0.410	0.048	0.405
Near Eastern St.	-0.125	0.071	-0.112	0.120	-0.110	0.121	-0.054	0.404	-0.033	0.631	-0.071	0.292	-0.085	0.251	-0.023	0.768	-0.027	0.714	-0.011	0.887	-0.012	0.876	-0.015	0.832	0.021	0.757	0.029	0.674	0.024	0.724	0.036	0.586	0.010	0.876
Philosophy	0.168	0.012	0.160	0.020	0.194	0.004	0.181	0.004	0.180	0.005	0.219	<.001	0.215	0.001	0.235	<.001	0.256	<.001	0.214	0.001	0.251	<.001	0.275	<.001	0.301	<.001	0.286	<.001	0.294	<.001	0.256	<.001	0.248	<.001
Rhetoric	0.049	0.506	0.057	0.442	0.044	0.559	0.058	0.418	0.045	0.545	0.032	0.657	-0.008	0.915	0.009	0.909	0.008	0.921	-0.003	0.972	0.022	0.768	0.023	0.735	-0.007	0.919	0.007	0.915	0.022	0.746	0.031	0.646	-0.010	0.881
S/SE Asian Std.	-0.045	0.565	-0.056	0.494	-0.039	0.618	-0.043	0.567	-0.036	0.629	-0.015	0.850	-0.036	0.660	-0.010	0.908	0.008	0.920	-0.017	0.830	0.010	0.901	0.010	0.897	0.001	0.987	0.029	0.717	0.019	0.809	0.009	0.901	-0.018	0.796
Spanish & Port.	0.000	0.995	-0.019	0.780	-0.010	0.877	-0.026	0.691	0.006	0.933	-0.024	0.732	-0.044	0.559	0.014	0.858	0.025	0.744	-0.033	0.658	-0.017	0.817	-0.015	0.836	-0.030	0.677	-0.028	0.700	-0.031	0.657	0.009	0.893	-0.005	0.946
TDPS	0.037	0.630	0.046	0.569	0.004	0.965	0.027	0.735	0.036	0.629	0.011	0.876	-0.001	0.990	0.018	0.813	0.017	0.816	-0.064	0.376	-0.034	0.630	0.028	0.689	-0.013	0.849	0.001	0.985	0.020	0.772	0.017	0.795	0.002	0.974
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.117	0.006	0.126	0.003	0.123	0.005	0.121	0.003	0.139	<.001	0.159	<.001	0.162	<.001	0.149	<.001	0.151	<.001	0.106	0.011	0.116	0.005	0.133	<.001	0.128	<.001	0.114	0.002	0.100	0.005	0.098	0.005	0.138	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.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		0.72	
Adj. R-square	0.69		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	

*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.
 Other units include: Art Practice, Film and Media, Italian Studies, Scandinavian Languages, and Slavic Languages & Culture.
 p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green

C1d: Log Salary Model 4 (Demography, Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Arts & Humanities, AY 2004-05--2020-21 (Spring Semester)

Tot. N=245 (2020-21): White Male N=99; Female N=114; Male Faculty of Color*=32; Unknown Male=0. Asian N=38; 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			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.788	0.003	0.892	0.006	0.751	0.002	0.898	-0.012	0.498	-0.014	0.448	-0.010	0.610	0.008	0.665	0.003	0.884	0.015	0.410	0.018	0.322	0.004	0.819	0.014	0.419	0.014	0.419	0.006	0.728	0.015	0.386		
Asian	0.015	0.693	0.016	0.662	-0.009	0.807	-0.020	0.574	-0.023	0.485	-0.044	0.172	-0.028	0.370	-0.036	0.298	0.009	0.783	-0.001	0.979	-0.020	0.509	-0.017	0.545	-0.011	0.680	-0.017	0.525	-0.016	0.527	-0.008	0.748	0.003	0.902		
Underrep. Group*	0.026	0.507	0.034	0.377	0.020	0.611	0.074	0.044	0.055	0.129	0.017	0.626	0.003	0.919	-0.012	0.740	-0.005	0.886	-0.004	0.905	-0.013	0.708	-0.012	0.715	0.010	0.757	0.022	0.487	0.044	0.150	0.051	0.089	0.052	0.076		
Yrs. since degree	0.003	0.186	0.002	0.498	0.003	0.297	0.004	0.089	0.005	0.024	0.004	0.039	0.002	0.354	0.003	0.262	0.004	0.124	0.003	0.202	0.003	0.214	0.002	0.400	0.002	0.323	0.002	0.386	0.003	0.112	0.003	0.144	0.005	0.007		
Yrs. degree (sq.)	0.000	0.126	0.000	0.137	0.000	0.192	0.000	0.082	0.000	0.350	0.000	0.407	0.000	0.325	0.000	0.544	0.000	0.602	0.000	0.973	0.000	0.875	0.000	0.224	0.000	0.274	0.000	0.606	0.000	0.238	0.000	0.070	0.000	0.005		
Yrs. since hired	-0.007	<.001	-0.006	0.001	-0.007	<.001	-0.009	<.001	-0.009	<.001	-0.010	<.001	-0.011	<.001	-0.012	<.001	-0.013	<.001	-0.012	<.001	-0.013	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.011	<.001	-0.008	<.001	-0.009	<.001
Bach./Mast.	-0.087	0.108	-0.069	0.205	-0.065	0.260	-0.072	0.136	-0.105	0.027	-0.081	0.081	-0.068	0.146	-0.082	0.088	-0.104	0.021	-0.078	0.087	-0.081	0.055	-0.069	0.093	-0.061	0.131	-0.055	0.176	-0.080	0.042	-0.087	0.022	-0.122	0.002		
Art Hist.	0.044	0.433	0.086	0.120	0.102	0.067	0.062	0.217	0.055	0.281	0.036	0.454	-0.016	0.756	-0.019	0.723	-0.013	0.799	-0.024	0.660	-0.040	0.410	-0.033	0.485	-0.062	0.191	-0.082	0.090	-0.076	0.129	-0.084	0.093	-0.096	0.052		
Classics	-0.044	0.431	-0.023	0.664	-0.016	0.763	-0.019	0.695	-0.024	0.623	-0.057	0.229	-0.066	0.168	-0.058	0.243	-0.063	0.234	-0.076	0.182	-0.013	0.804	-0.022	0.668	-0.060	0.222	-0.034	0.496	-0.028	0.578	-0.077	0.128	-0.087	0.097		
Comp. Literature	0.012	0.896	0.099	0.281	0.140	0.148	0.114	0.135	0.105	0.180	0.140	0.066	0.112	0.134	0.122	0.142	0.136	0.097	0.179	0.022	0.148	0.040	0.154	0.027	0.094	0.172	0.122	0.073	0.140	0.041	0.135	0.049	0.032	0.669		
E. Asian Lng./Clt.	-0.039	0.483	-0.047	0.383	-0.017	0.758	0.003	0.956	-0.005	0.922	-0.016	0.744	-0.062	0.237	-0.070	0.216	-0.097	0.070	-0.102	0.070	-0.089	0.086	-0.090	0.071	-0.099	0.040	-0.115	0.018	-0.102	0.037	-0.112	0.021	-0.117	0.015		
English	0.028	0.472	0.053	0.180	0.040	0.309	0.038	0.286	0.057	0.111	0.058	0.099	0.059	0.104	0.063	0.095	0.072	0.070	0.052	0.215	0.052	0.173	0.048	0.193	0.039	0.286	0.033	0.356	0.017	0.641	-0.008	0.832	-0.007	0.837		
Film and Media	0.031	0.742	0.092	0.277	0.020	0.816	0.013	0.865	0.040	0.619	0.049	0.530	0.083	0.299	0.143	0.067	0.158	0.039	0.121	0.130	0.118	0.110	0.113	0.116	0.110	0.124	0.106	0.101	0.097	0.133	0.097	0.100	0.088	0.129		
French	0.018	0.762	0.040	0.492	0.040	0.498	0.045	0.389	0.044	0.394	0.030	0.558	-0.001	0.984	-0.001	0.983	0.021	0.702	-0.020	0.721	-0.018	0.734	-0.030	0.548	-0.027	0.594	-0.006	0.897	-0.022	0.669	-0.033	0.521	-0.069	0.191		
German	-0.003	0.954	-0.015	0.800	-0.009	0.881	-0.010	0.849	-0.019	0.724	-0.033	0.554	-0.074	0.178	-0.084	0.151	-0.075	0.213	-0.079	0.219	-0.073	0.219	-0.091	0.095	-0.127	0.020	-0.138	0.015	-0.140	0.012	-0.185	<.001	-0.184	<.001		
Music	-0.021	0.664	-0.016	0.740	-0.027	0.597	-0.056	0.228	-0.039	0.390	-0.050	0.251	-0.059	0.179	-0.071	0.123	-0.057	0.226	-0.066	0.193	-0.052	0.280	-0.049	0.295	-0.016	0.735	-0.015	0.742	-0.016	0.728	-0.045	0.316	-0.067	0.135		
Near Eastern St.	-0.040	0.471	-0.020	0.712	-0.041	0.465	-0.009	0.855	-0.016	0.760	-0.046	0.363	-0.043	0.412	-0.006	0.913	-0.014	0.799	-0.039	0.532	-0.035	0.529	-0.039	0.448	-0.015	0.765	-0.009	0.858	-0.021	0.675	-0.013	0.795	-0.045	0.345		
Philosophy	0.167	0.002	0.156	0.003	0.132	0.013	0.113	0.018	0.117	0.015	0.152	0.001	0.135	0.004	0.142	0.004	0.162	0.001	0.127	0.014	0.157	0.001	0.181	<.001	0.178	<.001	0.148	0.002	0.173	<.001	0.129	0.005	0.122	0.008		
Rhetoric	0.091	0.125	0.064	0.255	0.029	0.625	0.022	0.677	0.010	0.855	0.015	0.777	-0.009	0.872	-0.038	0.517	-0.046	0.433	-0.051	0.403	-0.032	0.572	-0.011	0.829	-0.043	0.403	-0.047	0.361	-0.040	0.444	-0.049	0.341	-0.065	0.186		
S/SE Asian Std.	-0.104	0.095	-0.113	0.073	-0.069	0.264	-0.064	0.248	-0.050	0.381	-0.024	0.673	-0.047	0.410	-0.038	0.538	-0.033	0.594	-0.031	0.622	-0.007	0.897	0.001	0.988	-0.025	0.660	-0.028	0.639	-0.036	0.552	-0.053	0.350	-0.056	0.305		
Spanish & Port.	-0.001	0.984	-0.018	0.735	-0.007	0.893	-0.026	0.594	-0.001	0.992	0.009	0.869	0.001	0.978	0.039	0.501	0.008	0.893	-0.026	0.660	-0.010	0.858	-0.040	0.460	-0.064	0.235	-0.063	0.245	-0.064	0.224	-0.079	0.142	-0.079	0.131		
TDPS	-0.020	0.749	-0.028	0.644	-0.068	0.308	-0.113	0.060	-0.071	0.210	-0.093	0.086	-0.131	0.020	-0.099	0.089	-0.091	0.104	-0.139	0.016	-0.114	0.030	-0.041	0.441	-0.047	0.359	-0.038	0.457	-0.039	0.457	-0.066	0.200	-0.054	0.289		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Multiple appt.	0.087	0.010	0.091	0.006	0.095	0.006	0.080	0.008	0.113	<.001	0.099	0.001	0.096	0.001	0.079	0.016	0.065	0.045	0.047	0.152	0.055	0.070	0.055	0.064	0.057	0.047	0.041	0.135	0.039	0.150	0.031	0.244	0.047	0.102		
Assistant	-0.501	<.001	-0.554	<.001	-0.563	<.001	-0.541	<.001	-0.547	<.001	-0.575	<.001	-0.632	<.001	-0.603	<.001	-0.608	<.001	-0.581	<.001	-0.610	<.001	-0.619	<.001	-0.622	<.001	-0.638	<.001	-0.598	<.001	-0.565	<.001	-0.503	<.001		
Associate	-0.378	<.001	-0.413	<.001	-0.386	<.001	-0.380	<.001	-0.384	<.001	-0.378	<.001	-0.421	<.001	-0.423	<.001	-0.428	<.001	-0.398	<.001	-0.414	<.001	-0.416	<.001	-0.406	<.001	-0.403	<.001	-0.387	<.001	-0.388	<.001	-0.371	<.001		
Years at Rank	0.017	<.001	0.016	<.001	0.015	<.001	0.016	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.018	<.001	0.019	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.017	<.001	0.017	<.001		
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.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		0.85		0.84		0.83		0.84		0.84		0.84			
Adj. R-square	0.81		0.81		0.80		0.83		0.82		0.83		0.83		0.80		0.81		0.79		0.81		0.83		0.82		0.81		0.82		0.82		0.82			
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																				
Other units include: Art Practice, Film and Media, Italian Studies, Scandinavian Languages, and Slavic Languages & Culture.																																				
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																				

C2a: Log Salary Model, L&S Biological Sciences, 4/30/2021

Tot. N=132: White Male N=72; Female N=42; Male Faculty of Color*=17; Unknown Male=1. Asian N=22; URG* N=10.

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	-0.059	0.345	-0.007	0.845	-0.001	0.980	0.018	0.537
Asian	-0.098	0.210	0.008	0.858	-0.042	0.348	-0.054	0.152
Underrep. Group*	-0.097	0.373	0.055	0.389	0.038	0.522	-0.022	0.672
Yrs. since degree			0.030	<.001	0.028	<.001	0.007	0.043
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.074
Yrs. since hired			-0.004	0.151	-0.003	0.272	-0.018	<.001
HW Neuroscience					-0.328	0.004	-0.260	0.008
Molec. & Cell Bio.					0.097	0.015	0.106	0.002
Other units								
Multiple appt.					0.188	<.001	0.171	<.001
Assistant							-0.499	<.001
Associate							-0.330	<.001
Years at Rank							0.024	<.001
Intercept	12.1	<.001	12.1	<.001	12.0	<.001	11.9	<.001
R-square	0.03		0.68		0.73		0.82	
Adj. R-square	0.00		0.67		0.71		0.80	
*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, 4/30/2021

Tot. N=132: White Male N=72; Female N=42; Male Faculty of Color*=17; Unknown Male=1. Asian N=22; URG* N=10.

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>		4650	<.001	4410	<.001	-826	0.481
Yrs. degree (sq.)			-120	<.001	-111	<.001	-83	0.029
Yrs. since hired			280	0.692	277	0.691	-4033	<.001
HW Neuroscience					-57992	0.093	-40619	0.154
Molec. & Cell Bio.					15469	0.143	22999	0.009
Other units					-		-	
Multiple appt.					23744	0.073	23651	0.028
Assistant							-96426	<.001
Associate							-55769	<.001
Years at Rank							8448	<.001
Intercept			188875	<.001	177051	<.001	110572	<.001
R-square			0.60		0.63		0.77	
Adj. R-square			0.58		0.59		0.74	
Avg. Wom. \$ diff.			2495		1741		7148	
Avg. Asian \$ diff.			6316		334		4755	
Avg. URG* \$ diff.			11431		10548		5352	
*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 (Demography, Experience, & Departments), L&S Biological Sciences, AY 2004-05--2020-21 (Spring Semester)

Tot. N=132 (2020-21): White Male N=72; Female N=42; Male Faculty of Color*=17; Unknown Male=1. Asian N=22; 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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.884	0.007	0.871	-0.001	0.973	-0.001	0.977	-0.002	0.950	0.007	0.863	-0.037	0.380	-0.049	0.242	-0.047	0.275	-0.053	0.200	-0.067	0.095	-0.042	0.256	-0.050	0.160	-0.059	0.102	-0.032	0.398	-0.011	0.744	-0.001	0.980
Asian	0.039	0.455	0.082	0.158	0.053	0.298	0.045	0.349	0.045	0.371	0.016	0.760	0.016	0.760	0.012	0.823	-0.001	0.989	0.015	0.778	0.010	0.836	-0.017	0.722	-0.035	0.432	-0.028	0.516	-0.014	0.759	-0.020	0.657	-0.042	0.348
Underrep. Group*	0.053	0.631	0.147	0.214	0.140	0.192	0.079	0.383	0.083	0.369	0.050	0.606	0.033	0.738	0.023	0.815	0.002	0.986	0.009	0.928	0.082	0.317	0.057	0.455	0.030	0.686	0.057	0.419	0.059	0.410	0.047	0.435	0.038	0.522
Yrs. since degree	0.029	<.001	0.024	<.001	0.022	<.001	0.021	<.001	0.022	<.001	0.024	<.001	0.025	<.001	0.022	<.001	0.026	<.001	0.024	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.020	<.001	0.026	<.001	0.027	<.001	0.028	<.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
Yrs. since hired	-0.005	0.097	-0.001	0.740	0.000	0.907	0.002	0.500	0.001	0.641	0.000	0.930	-0.001	0.799	0.001	0.772	-0.003	0.362	-0.003	0.393	0.000	0.940	0.002	0.554	0.002	0.454	0.004	0.176	-0.001	0.589	-0.003	0.174	-0.003	0.272
HW Neuroscience	-0.439	0.001	-0.406	0.007	-0.447	<.001	-0.517	<.001	-0.462	<.001	-0.442	<.001	-0.444	<.001	-0.326	0.013	-0.310	0.022	-0.321	0.017	-0.254	0.051	-0.266	0.023	-0.326	0.004	-0.237	0.040	-0.294	0.017	-0.300	0.010	-0.328	0.004
Molec. & Cell Bio.	0.117	0.008	0.083	0.068	0.101	0.013	0.080	0.044	0.114	0.005	0.122	0.005	0.105	0.018	0.114	0.011	0.110	0.018	0.108	0.016	0.103	0.022	0.076	0.068	0.075	0.069	0.085	0.041	0.080	0.057	0.092	0.021	0.097	0.015
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.198	<.001	0.163	0.005	0.168	0.001	0.196	<.001	0.202	<.001	0.201	<.001	0.197	<.001	0.198	<.001	0.163	0.001	0.184	<.001	0.166	0.001	0.166	<.001	0.164	<.001	0.157	<.001	0.178	<.001	0.180	<.001	0.188	<.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	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001
R-square	0.69		0.65		0.70		0.70		0.70		0.67		0.67		0.65		0.62		0.62		0.62		0.67		0.69		0.70		0.70		0.72		0.73	
Adj. R-square	0.67		0.62		0.67		0.67		0.67		0.64		0.64		0.62		0.59		0.59		0.59		0.64		0.66		0.68		0.67		0.70		0.71	

*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 (Demography, Experience, Departments, and Faculty Rank, w. Years at Rank), L&S Biological Sciences, AY 2004-05--2020-21 (Spring Semester)

Tot. N=132 (2020-21): White Male N=72; Female N=42; Male Faculty of Color*=17; Unknown Male=1. Asian N=22; 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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.793	0.004	0.914	-0.003	0.925	0.002	0.957	0.004	0.901	0.014	0.682	-0.023	0.472	-0.032	0.335	-0.030	0.376	-0.024	0.464	-0.034	0.291	-0.007	0.828	-0.022	0.457	-0.023	0.435	0.002	0.951	0.004	0.883	0.018	0.537
Asian	0.046	0.273	0.071	0.136	0.060	0.162	0.049	0.242	0.027	0.531	-0.007	0.873	-0.014	0.734	0.000	0.996	-0.010	0.823	0.014	0.745	0.031	0.443	-0.004	0.919	-0.040	0.293	-0.040	0.279	-0.030	0.469	-0.039	0.309	-0.054	0.152
Underrep. Group*	-0.076	0.397	0.018	0.851	0.049	0.589	0.035	0.657	0.010	0.903	-0.030	0.720	-0.057	0.458	-0.055	0.482	-0.065	0.429	-0.039	0.629	0.012	0.851	0.004	0.951	-0.020	0.744	0.006	0.919	0.024	0.702	-0.012	0.811	-0.022	0.672
Yrs. since degree	0.004	0.415	0.001	0.893	0.001	0.787	-0.001	0.750	-0.002	0.630	0.000	0.988	-0.003	0.420	-0.005	0.248	-0.004	0.404	-0.001	0.792	-0.004	0.388	-0.003	0.471	-0.001	0.783	-0.004	0.305	0.006	0.148	0.008	0.019	0.007	0.043
Yrs. degree (sq.)	0.000	0.027	0.000	0.084	0.000	0.032	0.000	0.040	0.000	0.078	0.000	0.023	0.000	0.488	0.000	0.218	0.000	0.235	0.000	0.397	0.000	0.507	0.000	0.075	0.000	0.011	0.000	0.015	0.000	0.129	0.000	0.098	0.000	0.074
Yrs. since hired	-0.017	<.001	-0.013	<.001	-0.010	0.003	-0.009	0.006	-0.009	0.005	-0.013	<.001	-0.015	<.001	-0.014	<.001	-0.019	<.001	-0.017	<.001	-0.016	<.001	-0.013	<.001	-0.014	<.001	-0.012	<.001	-0.016	<.001	-0.016	<.001	-0.018	<.001
HW Neuroscience	-0.228	0.037	-0.201	0.102	-0.259	0.022	-0.321	0.003	-0.264	0.016	-0.184	0.109	-0.107	0.327	-0.042	0.708	-0.039	0.723	-0.108	0.331	-0.082	0.447	-0.128	0.195	-0.154	0.107	-0.107	0.263	-0.196	0.073	-0.223	0.027	-0.260	0.008
Molec. & Cell Bio.	0.099	0.005	0.078	0.033	0.091	0.008	0.061	0.076	0.097	0.006	0.109	0.004	0.098	0.005	0.094	0.009	0.089	0.014	0.086	0.018	0.071	0.055	0.057	0.095	0.075	0.028	0.083	0.015	0.083	0.025	0.103	0.002	0.106	0.002
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.137	0.002	0.098	0.037	0.126	0.004	0.157	<.001	0.156	<.001	0.140	0.001	0.118	0.003	0.114	0.005	0.076	0.056	0.098	0.018	0.089	0.031	0.116	0.002	0.114	0.002	0.112	0.003	0.142	<.001	0.157	<.001	0.171	<.001
Assistant	-0.475	<.001	-0.497	<.001	-0.434	<.001	-0.454	<.001	-0.500	<.001	-0.481	<.001	-0.620	<.001	-0.585	<.001	-0.609	<.001	-0.547	<.001	-0.571	<.001	-0.521	<.001	-0.478	<.001	-0.520	<.001	-0.509	<.001	-0.475	<.001	-0.499	<.001
Associate	-0.355	<.001	-0.389	<.001	-0.318	<.001	-0.205	<.001	-0.279	<.001	-0.290	<.001	-0.378	<.001	-0.357	<.001	-0.352	<.001	-0.324	<.001	-0.332	<.001	-0.304	<.001	-0.216	<.001	-0.229	<.001	-0.271	<.001	-0.337	<.001	-0.330	<.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	0.031	<.001	0.036	<.001	0.030	<.001	0.031	<.001	0.030	<.001	0.032	<.001	0.032	<.001	0.024	<.001	0.021	<.001	0.024	<.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
R-square	0.82		0.78		0.80		0.78		0.78		0.76		0.81		0.79		0.77		0.76		0.76		0.79		0.79		0.81		0.78		0.81		0.82	
Adj. R-square	0.79		0.76		0.77		0.76		0.76		0.74		0.78		0.76		0.75		0.74		0.74		0.76		0.77		0.79		0.75		0.79		0.80	

*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, 4/30/2021

Tot. N=170: White Male N=103; Female N=32; Male Faculty of Color*=32; Unknown Male=3. Asian N=33; URG* N=5.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.023	0.685	0.001	0.979	-0.014	0.712	0.021	0.526
Faculty of Color*	-0.112	0.038	0.030	0.408	0.022	0.548	0.022	0.486
Yrs. since degree			0.024	<.001	0.024	<.001	0.007	0.047
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.786
Yrs. since hired			-0.006	0.007	-0.006	0.006	-0.018	<.001
Astronomy					-0.021	0.764	-0.031	0.622
Mathematics					0.006	0.909	-0.033	0.483
Physics					-0.022	0.679	-0.004	0.933
Statistics					0.061	0.350	0.058	0.310
Other units					-	-	-	-
Multiple appt.					0.099	0.013	0.093	0.008
Assistant							-0.505	<.001
Associate							-0.309	<.001
Years at Rank							0.018	<.001
Intercept	12.2	<.001	12.2	<.001	12.1	<.001	12.0	<.001
R-square	0.03		0.60		0.63		0.72	
Adj. R-square	0.01		0.58		0.60		0.69	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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, 4/30/2021

Tot. N=170: White Male N=103; Female N=32; Male Faculty of Color*=32; Unknown Male=3. Asian N=33; URG* N=5.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Departments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Yrs. since degree	<i>Submodel Is Not Possible with White Male Approach</i>		3908	<.001	3927	<.001	938	0.394
Yrs. degree (sq.)			-49	0.037	-47	0.054	17	0.620
Yrs. since hired			-978	0.118	-1097	0.088	-3105	0.002
Astronomy					-78	0.997	-2554	0.889
Mathematics					1660	0.907	-6425	0.636
Physics					-234	0.987	3182	0.808
Statistics					15765	0.434	3697	0.849
Other units					-		-	
Multiple appt.					17855	0.109	18814	0.071
Assistant							-78443	0.016
Associate							-56760	<.001
Years at Rank							3390	0.012
Intercept			193350	<.001	186498	<.001	159266	<.001
R-square			0.42		0.45		0.54	
Adj. R-square			0.40		0.40		0.49	
Avg. Wom. \$ diff.			3973		1278		8504	
Avg. Faculty of Color* \$ diff.			4360		2685		4360	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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--2020-21 (Spring Semester)

Tot. N=170 (2020-21): White Male N=103; Female N=32; Male Faculty of Color*=32; Unknown Male=3. Asian N=33; 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		
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val			
Women	-0.032	0.512	-0.038	0.431	-0.041	0.358	-0.046	0.271	-0.036	0.391	-0.044	0.296	-0.063	0.133	-0.069	0.100	-0.061	0.154	-0.065	0.108	-0.069	0.083	-0.034	0.385	-0.029	0.467	-0.001	0.985	-0.011	0.764	-0.019	0.607	-0.014	0.712	
Faculty of Color*	-0.045	0.273	-0.042	0.312	-0.048	0.234	-0.024	0.536	-0.017	0.686	0.013	0.767	0.017	0.696	0.000	0.998	0.030	0.494	0.006	0.883	0.020	0.621	0.042	0.277	0.024	0.539	0.040	0.284	0.037	0.300	0.017	0.632	0.022	0.548	
Yrs. since degree	0.023	<.001	0.022	<.001	0.022	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.020	<.001	0.019	<.001	0.020	<.001	0.020	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.024	<.001	0.024	<.001	0.024	<.001	
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.005	0.000	0.004	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	-0.001	<.001	0.000	<.001
Yrs. since hired	-0.005	0.014	-0.004	0.046	-0.004	0.034	-0.003	0.127	-0.003	0.140	-0.004	0.064	-0.004	0.045	-0.003	0.150	-0.004	0.083	-0.005	0.043	-0.006	0.005	-0.006	0.006	-0.006	0.009	-0.005	0.039	-0.007	0.003	-0.006	0.004	-0.006	0.006	
Astronomy	0.049	0.485	0.043	0.540	0.003	0.964	-0.028	0.662	-0.005	0.940	0.001	0.983	0.011	0.870	0.010	0.882	-0.022	0.750	-0.004	0.955	-0.038	0.581	-0.047	0.510	-0.040	0.580	-0.045	0.521	-0.043	0.537	-0.044	0.539	-0.021	0.764	
Mathematics	0.005	0.923	0.027	0.605	0.012	0.808	-0.010	0.833	0.013	0.794	0.036	0.486	0.043	0.399	0.029	0.603	0.013	0.812	0.010	0.848	-0.025	0.639	-0.043	0.413	-0.044	0.420	-0.054	0.307	-0.037	0.481	-0.007	0.898	0.006	0.909	
Physics	-0.021	0.686	-0.014	0.785	-0.009	0.857	-0.045	0.354	-0.031	0.533	-0.016	0.751	-0.035	0.506	-0.044	0.432	-0.059	0.283	-0.065	0.218	-0.080	0.134	-0.055	0.291	-0.050	0.366	-0.049	0.352	-0.025	0.634	-0.040	0.453	-0.022	0.679	
Statistics	-0.015	0.815	0.006	0.930	0.003	0.967	0.025	0.700	0.017	0.793	0.036	0.613	0.069	0.328	0.065	0.377	0.014	0.850	0.032	0.657	0.030	0.670	0.074	0.284	0.089	0.206	0.065	0.334	0.068	0.299	0.053	0.427	0.061	0.350	
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Multiple appt.	0.086	0.029	0.092	0.020	0.087	0.019	0.079	0.027	0.104	0.005	0.115	0.002	0.146	<.001	0.135	<.001	0.110	0.006	0.103	0.009	0.090	0.021	0.056	0.135	0.068	0.087	0.060	0.119	0.068	0.080	0.074	0.063	0.099	0.013	
Intercept	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.1	<.001	12.2	<.001	12.1	<.001	
R-square	0.59		0.59		0.60		0.60		0.58		0.57		0.56		0.57		0.54		0.53		0.57		0.56		0.55		0.58		0.61		0.61		0.63		
Adj. R-square	0.57		0.56		0.58		0.58		0.56		0.54		0.54		0.54		0.51		0.50		0.54		0.54		0.53		0.56		0.58		0.59		0.60		
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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--2020-21 (Spring Sem.)

Tot. N=170 (2020-21): White Male N=103; Female N=32; Male Faculty of Color*=32; Unknown Male=3. Asian N=33; 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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	-0.038	0.403	-0.025	0.586	-0.036	0.375	-0.044	0.255	-0.032	0.421	-0.023	0.546	-0.046	0.203	-0.038	0.297	-0.027	0.475	-0.034	0.335	-0.039	0.259	-0.005	0.891	0.003	0.933	0.027	0.433	0.013	0.692	0.002	0.948	0.021	0.526
Faculty of Color*	-0.042	0.277	-0.053	0.174	-0.052	0.167	-0.021	0.558	-0.020	0.590	0.017	0.657	0.015	0.682	0.011	0.770	0.020	0.597	-0.003	0.933	0.017	0.617	0.039	0.237	0.022	0.515	0.041	0.212	0.031	0.320	0.022	0.480	0.022	0.486
Yrs. since degree	0.011	<.001	0.009	0.005	0.009	0.004	0.008	0.009	0.007	0.032	0.006	0.043	0.006	0.041	0.004	0.133	0.004	0.125	0.001	0.654	0.004	0.174	0.003	0.257	0.003	0.279	0.006	0.041	0.008	0.007	0.007	0.044	0.007	0.047
Yrs. degree (sq.)	0.000	0.896	0.000	0.596	0.000	0.545	0.000	0.795	0.000	0.477	0.000	0.093	0.000	0.041	0.000	0.029	0.000	0.040	0.000	0.288	0.000	0.383	0.000	0.411	0.000	0.447	0.000	0.708	0.000	0.521	0.000	0.549	0.000	0.786
Yrs. since hired	-0.011	<.001	-0.012	<.001	-0.012	<.001	-0.012	<.001	-0.013	<.001	-0.017	<.001	-0.018	<.001	-0.017	<.001	-0.018	<.001	-0.021	<.001	-0.022	<.001	-0.019	<.001	-0.019	<.001	-0.016	<.001	-0.018	<.001	-0.018	<.001	-0.018	<.001
Astronomy	0.027	0.687	0.035	0.596	0.018	0.767	-0.007	0.911	0.000	0.996	-0.006	0.916	0.017	0.772	0.003	0.963	-0.001	0.993	-0.008	0.887	-0.040	0.505	-0.047	0.443	-0.030	0.632	-0.030	0.625	-0.007	0.904	-0.022	0.730	-0.031	0.622
Mathematics	-0.023	0.639	0.006	0.897	0.003	0.953	-0.024	0.599	-0.001	0.986	0.005	0.907	0.011	0.803	-0.020	0.688	-0.020	0.676	-0.030	0.517	-0.054	0.242	-0.057	0.203	-0.055	0.256	-0.068	0.139	-0.039	0.395	-0.033	0.468	-0.033	0.483
Physics	-0.012	0.807	0.009	0.863	0.012	0.794	-0.035	0.441	-0.006	0.895	-0.009	0.853	-0.018	0.693	-0.040	0.400	-0.030	0.531	-0.033	0.462	-0.051	0.272	-0.035	0.437	-0.033	0.495	-0.039	0.403	0.004	0.922	-0.013	0.777	-0.004	0.933
Statistics	-0.043	0.492	0.006	0.925	0.007	0.911	0.032	0.592	0.030	0.634	0.035	0.587	0.065	0.292	0.035	0.583	0.011	0.869	0.041	0.512	0.039	0.521	0.050	0.395	0.062	0.309	0.068	0.248	0.074	0.196	0.047	0.421	0.058	0.310
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.068	0.069	0.080	0.032	0.085	0.013	0.077	0.019	0.105	0.002	0.102	0.002	0.132	<.001	0.116	<.001	0.104	0.003	0.093	0.005	0.082	0.015	0.069	0.032	0.080	0.021	0.066	0.050	0.088	0.012	0.080	0.022	0.093	0.008
Assistant	-0.343	<.001	-0.386	<.001	-0.398	<.001	-0.404	<.001	-0.411	<.001	-0.447	<.001	-0.450	<.001	-0.468	<.001	-0.467	<.001	-0.510	<.001	-0.492	<.001	-0.574	<.001	-0.558	<.001	-0.468	<.001	-0.456	<.001	-0.499	<.001	-0.505	<.001
Associate	-0.288	<.001	-0.223	<.001	-0.233	<.001	-0.181	0.002	-0.223	<.001	-0.241	<.001	-0.198	<.001	-0.274	<.001	-0.255	<.001	-0.246	<.001	-0.300	<.001	-0.336	<.001	-0.308	<.001	-0.313	<.001	-0.321	<.001	-0.313	<.001	-0.309	<.001
Years at Rank	0.012	0.004	0.015	<.001	0.014	<.001	0.016	<.001	0.016	<.001	0.022	<.001	0.023	<.001	0.024	<.001	0.023	<.001	0.028	<.001	0.026	<.001	0.021	<.001	0.020	<.001	0.016	<.001	0.017	<.001	0.019	<.001	0.018	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001
R-square	0.65		0.65		0.67		0.68		0.65		0.67		0.68		0.69		0.65		0.66		0.68		0.69		0.67		0.69		0.71		0.71		0.72	
Adj. R-square	0.62		0.62		0.64		0.65		0.63		0.64		0.65		0.66		0.63		0.64		0.66		0.67		0.65		0.66		0.68		0.69		0.69	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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, 4/30/2021

Tot. N=301: White Male N=126; Female N=124; Male Faculty of Color*=43; Unknown Male=8. Asian N=40; URG* N=51.

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	-0.188	<.001	-0.147	<.001	-0.013	0.616	-0.006	0.772
Asian	-0.108	0.089	-0.102	0.077	-0.032	0.383	-0.020	0.487
Underrep. Group*	-0.146	0.011	-0.109	0.036	-0.033	0.382	-0.008	0.783
Yrs. since degree			0.015	<.001	0.021	<.001	-0.003	0.273
Yrs. degree (sq.)			0.000	0.154	0.000	<.001	0.000	0.002
Yrs. since hired			-0.002	0.558	-0.006	0.007	-0.013	<.001
Afr. Am Stud.					0.045	0.643	0.098	0.206
Anthropology					0.070	0.339	0.056	0.337
Economics					0.840	<.001	0.646	<.001
Ethnic Studies					0.023	0.776	0.019	0.774
Geography					-0.010	0.906	-0.023	0.739
HW Neuroscience					-0.187	0.166	0.025	0.817
History					0.095	0.163	0.035	0.527
Linguistics					0.032	0.699	-0.057	0.385
Political Sc.					0.324	<.001	0.213	<.001
Psychology					0.162	0.032	0.057	0.345
Sociology					0.279	<.001	0.162	0.007
Other units					-		-	
Haas/Boalt appt.					0.450	<.001	0.364	<.001
Oth. mult. appt.					0.185	<.001	0.112	0.002
Assistant							-0.718	<.001
Associate							-0.343	<.001
Years at Rank							0.019	<.001
Intercept	12.2	<.001	12.2	<.001	11.9	<.001	11.9	<.001
R-square	0.10		0.27		0.74		0.84	
Adj. R-square	0.09		0.25		0.72		0.82	
*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, 4/30/2021

Tot. N=301: White Male N=126; Female N=124; Male Faculty of Color*=43; Unknown Male=8. Asian N=40; URG* N=51.

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>		2204	0.100	4058	<.001	-1806	0.103
Yrs. degree (sq.)			-12	0.826	-25	0.453	109	0.004
Yrs. since hired			-88	0.954	-1695	0.072	-3315	<.001
Economics					171016	<.001	138437	<.001
History					-839	0.958	4783	0.723
Political Sc.					39958	0.005	38262	0.001
Psychology					11949	0.559	24942	0.152
Other units					-		-	
Haas/Boalt appt.					75581	<.001	76165	<.001
Oth. mult. appt.					22191	0.074	18725	0.072
Assistant							-169762	<.001
Associate							-75771	<.001
Years at Rank							4782	<.001
Intercept			222949	<.001	170650	<.001	140171	<.001
R-square			0.09		0.68		0.78	
Adj. R-square			0.06		0.66		0.76	
Avg. Wom. \$ diff.			46828		10963		2072	
Avg. Asian \$ diff.			46333		17074		6617	
Avg. URG* \$ diff.			43786		11969		4728	
*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--2020-21 (Spring Semester)

Tot. N=301 (2020-21): White Male N=126; Female N=124; Male Faculty of Color*=43; Unknown Male=8. Asian N=40; URG* N=51.

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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.003	-0.064	0.015	-0.036	0.150	-0.041	0.129	-0.040	0.157	-0.040	0.156	-0.045	0.117	-0.036	0.203	-0.042	0.117	-0.021	0.428	-0.008	0.767	0.006	0.830	0.002	0.945	-0.013	0.616
Asian	-0.034	0.394	-0.024	0.520	0.014	0.714	0.003	0.926	-0.012	0.758	-0.007	0.847	0.001	0.975	-0.021	0.607	-0.010	0.796	-0.022	0.607	-0.029	0.471	-0.007	0.856	-0.034	0.365	-0.042	0.280	-0.013	0.724	-0.035	0.338	-0.032	0.383
Underrep. Group*	-0.065	0.196	-0.037	0.430	-0.026	0.568	-0.013	0.750	-0.013	0.768	0.007	0.875	-0.000	0.998	-0.013	0.766	-0.034	0.432	-0.033	0.463	-0.033	0.463	-0.005	0.907	-0.009	0.834	-0.003	0.944	-0.047	0.292	-0.055	0.164	-0.033	0.382
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	0.021	<.001
Yrs. degree (sq.)	0.000	<.001	0.000	0.001	0.000	0.004	0.000	<.001	0.000	0.011	0.000	0.003	0.000	0.028	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
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	0.015	-0.007	0.001	-0.005	0.016	-0.006	0.007
Afr. Am Stud.	-0.050	0.685	-0.020	0.859	-0.023	0.842	-0.018	0.863	-0.044	0.691	-0.091	0.375	-0.056	0.605	-0.059	0.589	-0.121	0.271	-0.070	0.525	-0.114	0.307	-0.116	0.238	-0.113	0.241	-0.153	0.152	0.031	0.761	0.060	0.522	0.045	0.643
Anthropology	0.030	0.754	0.092	0.280	0.114	0.182	0.142	0.078	0.120	0.154	0.113	0.161	0.138	0.099	0.132	0.107	0.060	0.444	0.087	0.280	0.055	0.511	0.060	0.434	0.046	0.543	-0.007	0.934	0.106	0.171	0.075	0.302	0.070	0.339
Economics	0.352	<.001	0.447	<.001	0.492	<.001	0.552	<.001	0.644	<.001	0.626	<.001	0.689	<.001	0.738	<.001	0.690	<.001	0.748	<.001	0.710	<.001	0.682	<.001	0.701	<.001	0.658	<.001	0.812	<.001	0.803	<.001	0.840	<.001
Ethnic Studies	-0.116	0.276	-0.098	0.299	-0.077	0.428	-0.021	0.816	-0.016	0.864	-0.065	0.460	-0.069	0.463	-0.041	0.650	-0.068	0.439	-0.011	0.906	-0.043	0.643	-0.063	0.464	-0.005	0.952	-0.019	0.840	0.066	0.457	0.043	0.602	0.023	0.776
Geography	-0.104	0.323	-0.066	0.491	-0.074	0.446	-0.040	0.664	-0.026	0.789	-0.015	0.872	0.002	0.980	0.000	0.996	-0.043	0.642	-0.027	0.770	-0.060	0.528	-0.049	0.578	-0.012	0.895	-0.059	0.548	0.015	0.880	-0.027	0.760	-0.010	0.906
HW Neuroscience	-0.365	0.012	-0.225	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	-0.217	0.134	-0.181	0.224	-0.098	0.507	-0.120	0.406	-0.151	0.281	-0.137	0.338	-0.176	0.191	-0.161	0.238	-0.187	0.166
History	-0.062	0.501	0.019	0.819	0.051	0.530	0.076	0.325	0.073	0.360	0.068	0.373	0.082	0.308	0.118	0.134	0.070	0.354	0.090	0.242	0.066	0.409	0.067	0.354	0.048	0.504	0.041	0.597	0.130	0.078	0.090	0.190	0.095	0.163
Linguistics	-0.075	0.473	-0.043	0.646	-0.031	0.739	-0.024	0.788	-0.062	0.504	-0.048	0.594	-0.059	0.528	-0.034	0.722	-0.084	0.361	-0.073	0.435	-0.080	0.408	-0.053	0.539	-0.075	0.389	-0.062	0.514	0.035	0.701	0.013	0.881	0.032	0.699
Political Sc.	0.013	0.885	0.082	0.314	0.109	0.185	0.143	0.065	0.154	0.055	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	0.201	0.007	0.187	0.020	0.295	<.001	0.333	<.001	0.324	<.001
Psychology	0.002	0.984	0.020	0.814	0.064	0.457	0.103	0.206	0.097	0.256	0.113	0.162	0.112	0.184	0.147	0.080	0.092	0.257	0.118	0.158	0.105	0.225	0.127	0.106	0.119	0.126	0.125	0.144	0.188	0.020	0.164	0.029	0.162	0.032
Sociology	0.091	0.352	0.110	0.202	0.124	0.152	0.122	0.135	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	0.142	0.066	0.117	0.167	0.293	<.001	0.242	0.001	0.279	<.001
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Haas/Boalt appt.	0.385	<.001	0.439	<.001	0.450	<.001	0.466	<.001	0.480	<.001	0.504	<.001	0.499	<.001	0.498	<.001	0.496	<.001	0.510	<.001	0.489	<.001	0.479	<.001	0.478	<.001	0.463	<.001	0.531	<.001	0.453	<.001	0.450	<.001
Oth. mult. appt.	0.150	0.008	0.148	0.004	0.165	0.002	0.168	<.001	0.136	0.007	0.126	0.008	0.132	0.007	0.135	0.006	0.112	0.018	0.118	0.016	0.106	0.036	0.126	0.008	0.136	0.006	0.119	0.019	0.166	<.001	0.153	<.001	0.185	<.001
Intercept	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.8	<.001	11.9	<.001	11.9	<.001
R-square	0.68		0.69		0.69		0.72		0.70		0.73		0.71		0.70		0.70		0.68		0.69		0.71		0.71		0.67		0.71		0.72		0.74	
Adj. R-square	0.66		0.67		0.67		0.71		0.68		0.71		0.69		0.68		0.68		0.65		0.66		0.69		0.69		0.65		0.69		0.70		0.72	

*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--2020-21 (Spring Semester)

Tot. N=301 (2020-21): White Male N=126; Female N=124; Male Faculty of Color*=43; Unknown Male=8. Asian N=40; URG* N=51.

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			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val				
Women	-0.056	0.010	-0.053	0.014	-0.043	0.052	-0.045	0.025	-0.039	0.055	-0.022	0.267	-0.020	0.352	-0.024	0.318	-0.024	0.292	-0.019	0.387	-0.010	0.659	-0.020	0.320	-0.006	0.753	-0.008	0.719	0.007	0.734	0.005	0.815	-0.006	0.772		
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	0.161	-0.058	0.078	-0.059	0.064	-0.022	0.467	-0.018	0.523	-0.004	0.901	-0.000	0.987	-0.018	0.527	-0.020	0.487		
Underrep. Group*	0.008	0.839	0.020	0.584	0.026	0.484	0.026	0.429	0.022	0.513	0.024	0.480	0.043	0.220	0.027	0.458	0.011	0.759	-0.001	0.979	-0.023	0.521	0.005	0.870	-0.002	0.959	-0.014	0.693	-0.040	0.257	-0.029	0.353	-0.008	0.783		
Yrs. since degree	-0.001	0.824	0.000	0.926	0.000	0.948	0.001	0.667	-0.003	0.152	-0.001	0.578	-0.001	0.652	-0.001	0.782	-0.002	0.562	-0.004	0.150	-0.002	0.374	0.000	0.958	-0.002	0.516	-0.003	0.176	-0.001	0.835	-0.002	0.467	-0.003	0.273		
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	<.001	0.000	0.006	0.000	0.003	0.000	0.002
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		
Afr. Am Stud.	-0.066	0.504	0.033	0.714	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	0.567	0.016	0.836	0.016	0.835	0.009	0.913	0.111	0.166	0.116	0.120	0.098	0.206		
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	0.154	0.053	0.392	0.097	0.107	0.070	0.219	0.056	0.337		
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	0.592	<.001	0.657	<.001	0.645	<.001	0.646	<.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	0.955	0.032	0.667	0.071	0.315	0.063	0.385	0.054	0.409	0.068	0.300	0.037	0.598	0.079	0.250	0.051	0.430	0.019	0.774		
Geography	-0.131	0.114	-0.040	0.598	-0.017	0.833	0.023	0.759	0.039	0.603	0.024	0.742	0.066	0.387	0.045	0.579	0.050	0.519	0.085	0.242	0.051	0.498	0.045	0.505	0.047	0.505	-0.004	0.957	-0.023	0.763	-0.036	0.601	-0.023	0.739		
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	0.430	0.040	0.735	-0.012	0.915	-0.080	0.460	-0.005	0.961	-0.060	0.565	0.032	0.764	0.025	0.817		
History	-0.108	0.137	0.019	0.772	0.061	0.366	0.090	0.152	0.063	0.307	0.050	0.421	0.091	0.159	0.086	0.193	0.067	0.279	0.088	0.142	0.090	0.159	0.093	0.096	0.081	0.144	0.062	0.295	0.104	0.070	0.063	0.246	0.035	0.527		
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	0.009	0.899	-0.006	0.939	-0.025	0.743	0.000	0.996	-0.020	0.787	0.014	0.830	0.010	0.887	-0.024	0.736	0.011	0.879	-0.014	0.839	-0.057	0.385		
Political Sc.	-0.004	0.952	0.104	0.111	0.133	0.050	0.171	0.007	0.174	0.005	0.165	0.009	0.203	0.002	0.206	0.002	0.173	0.006	0.198	0.001	0.206	0.001	0.227	<.001	0.215	<.001	0.184	0.003	0.241	<.001	0.244	<.001	0.213	<.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	0.241	0.108	0.071	0.094	0.117	0.073	0.266	0.132	0.036	0.068	0.250	0.057	0.345		
Sociology	0.027	0.727	0.106	0.125	0.126	0.078	0.135	0.043	0.133	0.043	0.134	0.044	0.184	0.007	0.174	0.013	0.154	0.022	0.185	0.004	0.171	0.011	0.151	0.014	0.152	0.012	0.106	0.100	0.195	0.002	0.157	0.007	0.162	0.007		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Haas/Boalt 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	0.380	<.001	0.419	<.001	0.360	<.001	0.364	<.001		
Oth. mult. appt.	0.047	0.293	0.083	0.041	0.105	0.014	0.122	0.002	0.084	0.032	0.068	0.077	0.093	0.018	0.090	0.028	0.061	0.117	0.077	0.042	0.081	0.040	0.087	0.018	0.100	0.008	0.086	0.025	0.119	0.001	0.101	0.005	0.112	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	-0.787	<.001	-0.741	<.001	-0.707	<.001	-0.757	<.001	-0.781	<.001	-0.715	<.001	-0.695	<.001	-0.718	<.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	-0.355	<.001	-0.343	<.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	0.017	<.001	0.016	<.001	0.016	<.001	0.018	<.001	0.019	<.001		
Intercept	11.5	<.001	11.4	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.4	<.001	11.5	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.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		0.83		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		0.82	

*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, 4/30/2021

Tot. N=254: White Male N=130; Female N=60; Male Faculty of Color*=63; Unknown Male=1. Asian N=60; URG* N=22.

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	-0.109	0.005	-0.016	0.491	-0.010	0.660	-0.000	0.985
Asian	-0.053	0.174	-0.002	0.927	-0.014	0.519	-0.020	0.331
Underrep. Group*	-0.097	0.103	0.029	0.407	0.029	0.380	0.024	0.429
Yrs. since degree			0.020	<.001	0.020	<.001	0.009	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	0.083
Yrs. since hired			-0.002	0.105	-0.002	0.223	-0.011	<.001
Bioengin.					-0.072	0.137	-0.056	0.220
Civil & Env. Eng.					-0.060	0.169	-0.041	0.316
Elect. Eng./CS					0.044	0.258	0.026	0.465
Material Sc. & Eng.					0.008	0.882	-0.020	0.684
Mechanical Eng.					-0.037	0.367	-0.032	0.401
Nuclear Eng.					-0.093	0.111	-0.072	0.181
Other units					-		-	
Multiple appt.					0.101	<.001	0.085	<.001
Assistant							-0.280	<.001
Associate							-0.185	<.001
Years at Rank							0.015	<.001
Intercept	12.1	<.001	12.1	<.001	12.1	<.001	12.0	<.001
R-square	0.05		0.67		0.73		0.77	
Adj. R-square	0.03		0.67		0.71		0.75	
*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, 4/30/2021

Tot. N=254: White Male N=130; Female N=60; Male Faculty of Color*=63; Unknown Male=1. Asian N=60; URG* N=22.

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>		4200	<.001	3865	<.001	2262	0.002
Yrs. degree (sq.)			-60	0.004	-52	0.011	-21	0.437
Yrs. since hired			-970	0.021	-740	0.075	-2218	0.001
Bioengin.					-11490	0.388	-6233	0.632
Civil & Env. Eng.					-960	0.935	1728	0.880
Elect. Eng./CS					12087	0.217	9693	0.309
Material Sc. & Eng.					10369	0.478	2441	0.865
Mechanical Eng.					-7839	0.456	-7272	0.478
Other units					-		-	
Multiple appt.					23320	0.002	18958	0.011
Assistant							-42385	0.024
Associate							-30996	0.012
Years at Rank							2423	0.011
Intercept			194151	<.001	185344	<.001	166610	<.001
R-square			0.55		0.61		0.64	
Adj. R-square			0.54		0.58		0.60	
Avg. Wom. \$ diff.			990		1183		411	
Avg. Asian \$ diff.			477		725		1726	
Avg. URG* \$ diff.			4775		3615		3165	
*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--2020-21 (Spring Semester)

Tot. N=254 (2020-21): White Male N=130; Female N=60; Male Faculty of Color*=63; Unknown Male=1. Asian N=60; URG* N=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.711	0.034	0.263	0.016	0.607	0.014	0.601	-0.007	0.802	-0.011	0.729	-0.017	0.588	-0.024	0.445	-0.010	0.757	0.011	0.704	-0.000	0.987	-0.004	0.899	0.002	0.941	0.018	0.477	0.008	0.737	-0.017	0.455	-0.010	0.660
Asian	0.043	0.074	0.052	0.031	0.054	0.032	0.050	0.029	0.035	0.131	0.036	0.164	0.038	0.154	0.032	0.223	0.028	0.302	0.021	0.396	0.026	0.305	0.019	0.451	0.015	0.551	-0.004	0.872	0.011	0.639	-0.007	0.754	-0.014	0.519
Underrep. Group*	0.078	0.083	0.054	0.217	0.079	0.086	0.061	0.133	0.043	0.307	0.074	0.104	0.048	0.284	0.034	0.454	0.040	0.402	0.010	0.822	-0.013	0.765	0.011	0.791	0.008	0.839	0.034	0.407	0.033	0.389	0.030	0.404	0.029	0.380
Yrs. since degree	0.018	<.001	0.017	<.001	0.016	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.015	<.001	0.015	<.001	0.014	<.001	0.015	<.001	0.016	<.001	0.016	<.001	0.017	<.001	0.017	<.001	0.018	<.001	0.018	<.001	0.020	<.001
Yrs. degree (sq.)	0.000	0.131	0.000	0.190	0.000	0.124	0.000	0.002	0.000	0.018	0.000	0.017	0.000	0.295	0.000	0.254	0.000	0.136	0.000	0.204	0.000	0.135	0.000	0.020	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	0.000	0.974	0.001	0.559	0.000	0.862	-0.001	0.473	-0.002	0.320	-0.002	0.346	0.001	0.693	0.001	0.624	0.001	0.509	0.001	0.427	0.001	0.631	0.000	0.986	-0.001	0.533	-0.002	0.330	-0.001	0.397	-0.001	0.493	-0.002	0.223
Bioengin.	-0.040	0.432	-0.063	0.223	-0.075	0.163	-0.037	0.443	-0.027	0.598	-0.040	0.468	-0.081	0.150	-0.101	0.078	-0.123	0.039	-0.095	0.094	-0.092	0.125	-0.094	0.114	-0.082	0.138	-0.092	0.089	-0.084	0.117	-0.069	0.178	-0.072	0.137
Civil & Env. Eng.	-0.050	0.264	-0.046	0.320	-0.034	0.482	0.010	0.810	0.004	0.938	-0.026	0.602	-0.063	0.216	-0.062	0.223	-0.102	0.052	-0.100	0.037	-0.106	0.042	-0.102	0.043	-0.101	0.034	-0.086	0.070	-0.077	0.107	-0.053	0.244	-0.060	0.169
Elect. Eng./CS	0.044	0.289	0.036	0.418	0.030	0.504	0.083	0.040	0.065	0.126	0.040	0.398	0.012	0.797	0.015	0.755	-0.006	0.900	-0.019	0.674	-0.019	0.704	-0.020	0.665	-0.021	0.636	0.003	0.939	0.009	0.833	0.040	0.331	0.044	0.258
Material Sc. & Eng.	0.057	0.292	0.036	0.514	0.028	0.609	0.057	0.276	0.038	0.487	0.006	0.923	-0.027	0.666	-0.051	0.428	-0.038	0.574	-0.059	0.345	-0.053	0.429	-0.003	0.967	-0.017	0.769	-0.034	0.550	-0.021	0.714	0.009	0.869	0.008	0.882
Mechanical Eng.	-0.018	0.687	-0.031	0.490	-0.017	0.715	0.021	0.624	-0.003	0.939	-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	0.146	-0.064	0.162	-0.039	0.371	-0.037	0.367
Nuclear Eng.	-0.058	0.374	-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	-0.160	0.018	-0.157	0.032	-0.131	0.067	-0.120	0.091	-0.123	0.057	-0.107	0.091	-0.087	0.151	-0.093	0.111
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.099	<.001	0.087	0.003	0.102	0.001	0.098	<.001	0.110	<.001	0.124	<.001	0.153	<.001	0.141	<.001	0.149	<.001	0.150	<.001	0.144	<.001	0.125	<.001	0.111	<.001	0.104	<.001	0.111	<.001	0.101	<.001	0.101	<.001
Intercept	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.1	<.001
R-square	0.71		0.68		0.62		0.68		0.64		0.59		0.57		0.55		0.53		0.60		0.60		0.60		0.62		0.63		0.68		0.70		0.73	
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		0.71	
*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--2020-21 (Spring Semester)

Tot. N=254 (2020-21): White Male N=130; Female N=60; Male Faculty of Color*=63; Unknown Male=1. Asian N=60; URG* N=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.460	0.038	0.153	0.025	0.381	0.018	0.476	-0.004	0.867	-0.007	0.817	-0.000	0.989	0.003	0.916	0.008	0.799	0.022	0.423	0.012	0.663	0.013	0.625	0.016	0.513	0.023	0.320	0.011	0.612	-0.010	0.639	-0.000	0.985		
Asian	0.030	0.181	0.033	0.122	0.038	0.098	0.037	0.082	0.019	0.359	0.027	0.256	0.033	0.173	0.028	0.247	0.025	0.325	0.012	0.621	0.011	0.645	0.010	0.661	0.004	0.842	-0.012	0.610	-0.004	0.862	-0.015	0.473	-0.020	0.331		
Underrep. Group*	0.070	0.093	0.050	0.196	0.076	0.070	0.062	0.098	0.039	0.305	0.078	0.063	0.046	0.265	0.038	0.367	0.038	0.406	0.002	0.970	-0.014	0.740	0.007	0.866	0.003	0.934	0.028	0.472	0.023	0.510	0.017	0.603	0.024	0.429		
Yrs. since degree	0.008	<.001	0.005	0.014	0.004	0.124	0.007	0.002	0.006	0.007	0.005	0.022	0.003	0.193	0.003	0.136	0.003	0.179	0.003	0.216	0.004	0.095	0.004	0.066	0.003	0.138	0.006	0.011	0.007	0.002	0.008	<.001	0.009	<.001		
Yrs. degree (sq.)	0.000	0.262	0.000	0.045	0.000	0.009	0.000	0.279	0.000	0.014	0.000	0.038	0.000	0.003	0.000	0.017	0.000	0.118	0.000	0.165	0.000	0.451	0.000	0.843	0.000	0.926	0.000	0.499	0.000	0.278	0.000	0.052	0.000	0.083		
Yrs. since hired	-0.008	<.001	-0.007	<.001	-0.007	0.001	-0.008	<.001	-0.010	<.001	-0.010	<.001	-0.007	0.002	-0.007	0.002	-0.007	0.003	-0.009	<.001	-0.009	<.001	-0.010	<.001	-0.011	<.001	-0.010	<.001	-0.011	<.001	-0.010	<.001	-0.011	<.001	-0.011	<.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	0.258	-0.077	0.161	-0.058	0.248	-0.062	0.220	-0.050	0.316	-0.048	0.322	-0.056	0.220		
Civil & Env. Eng.	-0.049	0.241	-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	0.182	-0.046	0.300	-0.030	0.486	-0.041	0.316		
Elect. Eng./CS	0.013	0.736	-0.001	0.978	-0.017	0.695	0.059	0.114	0.043	0.270	0.020	0.639	0.009	0.828	0.015	0.727	-0.007	0.878	-0.029	0.479	-0.029	0.529	-0.031	0.475	-0.032	0.417	-0.010	0.806	-0.003	0.946	0.024	0.523	0.026	0.465		
Material Sc. & Eng.	0.032	0.533	0.004	0.940	-0.006	0.912	0.040	0.408	0.027	0.588	0.001	0.986	-0.012	0.835	-0.021	0.729	-0.017	0.788	-0.044	0.440	-0.044	0.475	0.013	0.816	0.003	0.957	-0.031	0.552	-0.027	0.606	-0.015	0.768	-0.020	0.684		
Mechanical Eng.	-0.028	0.492	-0.055	0.180	-0.048	0.273	0.007	0.861	-0.013	0.748	-0.015	0.742	-0.035	0.448	-0.053	0.244	-0.065	0.176	-0.082	0.058	-0.074	0.119	-0.073	0.108	-0.058	0.166	-0.050	0.228	-0.054	0.195	-0.034	0.406	-0.032	0.401		
Nuclear Eng.	-0.046	0.447	-0.056	0.352	-0.009	0.888	-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	0.174	-0.081	0.207	-0.078	0.194	-0.082	0.162	-0.067	0.236	-0.072	0.181		
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Multiple appt.	0.082	0.003	0.058	0.031	0.064	0.029	0.071	0.006	0.084	0.002	0.099	<.001	0.139	<.001	0.115	<.001	0.129	<.001	0.118	<.001	0.114	<.001	0.094	0.001	0.081	0.004	0.077	0.006	0.081	0.003	0.084	0.001	0.085	<.001		
Assistant	-0.237	<.001	-0.297	<.001	-0.362	<.001	-0.308	<.001	-0.362	<.001	-0.370	<.001	-0.399	<.001	-0.352	<.001	-0.322	<.001	-0.344	<.001	-0.323	<.001	-0.324	<.001	-0.384	<.001	-0.342	<.001	-0.322	<.001	-0.283	<.001	-0.280	<.001		
Associate	-0.141	<.001	-0.196	<.001	-0.181	<.001	-0.165	<.001	-0.209	<.001	-0.213	<.001	-0.194	<.001	-0.210	<.001	-0.184	<.001	-0.175	<.001	-0.174	<.001	-0.166	<.001	-0.177	<.001	-0.185	<.001	-0.175	<.001	-0.178	<.001	-0.185	<.001		
Years at Rank	0.017	<.001	0.018	<.001	0.017	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.015	<.001	0.016	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.018	<.001	0.015	<.001	0.017	<.001	0.016	<.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		
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			
Adj. R-square	0.73		0.73		0.67		0.71		0.69		0.64		0.62		0.59		0.57		0.64		0.64		0.64		0.67		0.67		0.71		0.72		0.75			
*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, 4/30/2021

Tot. N=66: White Male N=34; Female N=14; Male Faculty of Color*=16; Unknown Male=2. Asian N=13; URG* N=7.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	0.018	0.863	-0.051	0.245	-0.051	0.278	-0.023	0.603
Faculty of Color*	-0.169	0.072	0.014	0.712	0.015	0.737	-0.050	0.263
Yrs. since degree			0.032	<.001	0.031	<.001	0.016	0.003
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.018
Yrs. since hired			-0.005	0.061	-0.004	0.091	-0.012	0.006
Chemical/Biom. Eng.					-0.011	0.828	0.029	0.534
Other units					-		-	
Multiple appt.					0.004	0.933	0.014	0.714
Assist./Assoc.							-0.366	<.001
Years at Rank							0.012	0.075
Intercept	12.3	<.001	12.3	<.001	12.3	<.001	12.2	<.001
R-square	0.05		0.85		0.85		0.88	
Adj. R-square	0.02		0.84		0.83		0.86	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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, 4/30/2021

Tot. N=66: White Male N=34; Female N=14; Male Faculty of Color*=16; Unknown Male=2. Asian N=13; URG* N=7.

Variables	M1: Gender &		M2: Yrs Degr./		M3: Depart-		M4: Faculty	
	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>		5893	<.001	5870	<.001	1157	0.560
Yrs. degree (sq.)			-99	0.005	-98	0.011	-8	0.895
Yrs. since hired			-884	0.303	-855	0.388	-3489	0.050
Chemical/Biom. Eng.					-1270	0.942	16535	0.375
Other units					-		-	
Multiple appt.					-164	0.991	5233	0.707
Assist./Assoc.							-106675	0.013
Years at Rank							4264	0.106
Intercept			216897	<.001	217032	<.001	190428	<.001
R-square			0.78		0.78		0.83	
Adj. R-square			0.76		0.74		0.78	
Avg. Wom. \$ diff.			7816		7522		7312	
Avg. Fac. of Color* \$ diff.			1393		1655		19668	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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--2020-21 (Spring Semester)

Tot. N=66 (2020-21): White Male N=34; Female N=14; Male Faculty of Color*=16; Unknown Male=2. Asian N=13; URG* N=7.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	0.021	0.726	0.019	0.756	-0.008	0.882	-0.045	0.505	-0.060	0.355	-0.083	0.196	-0.113	0.084	-0.123	0.068	-0.106	0.101	-0.089	0.140	-0.117	0.065	-0.115	0.049	-0.089	0.099	-0.102	0.043	-0.089	0.073	-0.083	0.068	-0.051	0.278
Faculty of Color*	0.034	0.504	0.017	0.750	-0.017	0.717	-0.051	0.424	-0.042	0.489	-0.016	0.786	0.039	0.539	0.068	0.299	0.080	0.221	0.082	0.176	0.061	0.332	0.037	0.515	0.024	0.651	0.013	0.784	0.021	0.645	0.015	0.727	0.015	0.737
Yrs. since degree	0.024	<.001	0.026	<.001	0.028	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.025	<.001	0.025	<.001	0.025	<.001	0.029	<.001	0.030	<.001	0.030	<.001	0.029	<.001	0.029	<.001	0.031	<.001	0.031	<.001
Yrs. degree (sq.)	-0.001	<.001	-0.001	0.002	-0.001	<.001	0.000	0.023	0.000	0.022	0.000	0.007	0.000	0.008	0.000	0.005	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired	-0.002	0.518	-0.003	0.300	-0.006	0.037	-0.004	0.304	-0.004	0.383	-0.004	0.273	-0.005	0.244	-0.005	0.237	-0.004	0.376	-0.003	0.457	-0.008	0.063	-0.007	0.066	-0.007	0.065	-0.005	0.115	-0.005	0.118	-0.005	0.049	-0.004	0.091
Chemical/Biom. Eng.	0.088	0.079	0.079	0.122	0.141	0.002	0.103	0.085	0.078	0.179	0.059	0.304	0.062	0.312	0.030	0.652	0.018	0.778	0.047	0.460	-0.001	0.984	0.021	0.726	0.030	0.593	0.010	0.850	0.003	0.954	-0.016	0.734	-0.011	0.828
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.098	0.072	0.077	0.169	0.061	0.227	0.071	0.279	0.113	0.065	0.073	0.233	0.055	0.377	0.025	0.689	0.042	0.504	0.078	0.184	0.028	0.646	0.035	0.521	0.027	0.594	0.013	0.792	0.023	0.618	0.019	0.653	0.004	0.933
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
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		0.85	
Adj. R-square	0.75		0.75		0.80		0.59		0.61		0.61		0.65		0.62		0.63		0.66		0.66		0.70		0.73		0.77		0.80		0.83		0.83	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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--2020-21 (Spring Semester)

Tot. N=66 (2020-21): White Male N=34; Female N=14; Male Faculty of Color*=16; Unknown Male=2. Asian N=13; URG* N=7.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	-0.025	0.646	-0.018	0.738	-0.063	0.184	-0.057	0.395	-0.079	0.194	-0.084	0.145	-0.106	0.064	-0.100	0.109	-0.051	0.391	-0.056	0.328	-0.029	0.611	-0.013	0.818	-0.000	0.997	-0.050	0.300	-0.052	0.264	-0.051	0.248	-0.023	0.603
Faculty of Color*	-0.019	0.679	-0.031	0.517	-0.071	0.104	-0.124	0.084	-0.126	0.052	-0.065	0.271	0.034	0.545	0.076	0.225	0.081	0.171	0.073	0.199	0.045	0.413	0.018	0.723	-0.004	0.934	-0.024	0.608	-0.036	0.422	-0.049	0.286	-0.050	0.263
Yrs. since degree	0.008	0.067	0.008	0.068	0.011	0.007	0.011	0.110	0.007	0.304	0.010	0.073	0.011	0.028	0.011	0.071	0.012	0.044	0.011	0.090	0.009	0.168	0.007	0.243	0.009	0.171	0.013	0.032	0.012	0.036	0.016	0.003	0.016	0.003
Yrs. degree (sq.)	0.000	0.732	0.000	0.491	0.000	0.788	0.000	0.406	0.000	0.973	0.000	0.717	0.000	0.741	0.000	0.699	0.000	0.304	0.000	0.197	0.000	0.905	0.000	0.354	0.000	0.156	0.000	0.011	0.000	0.005	0.000	0.026	0.000	0.018
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	0.005	-0.012	0.006
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	0.679	0.037	0.535	0.034	0.547	0.009	0.865	0.013	0.799	0.008	0.861	0.020	0.661	0.012	0.782	0.029	0.534
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.128	0.009	0.154	0.003	0.132	0.004	0.078	0.263	0.103	0.093	0.042	0.449	0.045	0.410	0.001	0.988	0.029	0.611	0.079	0.152	0.042	0.433	0.055	0.266	0.061	0.197	0.030	0.507	0.039	0.356	0.026	0.518	0.014	0.714
Assist./Assoc.	-0.385	<.001	-0.341	<.001	-0.372	<.001	-0.178	0.137	-0.313	0.005	-0.384	<.001	-0.417	<.001	-0.373	<.001	-0.402	<.001	-0.374	0.002	-0.585	<.001	-0.582	<.001	-0.517	<.001	-0.390	0.001	-0.396	<.001	-0.370	<.001	-0.366	<.001
Years at Rank	0.019	0.006	0.022	0.001	0.015	0.013	0.018	0.079	0.020	0.040	0.008	0.318	0.005	0.494	0.010	0.263	0.010	0.270	0.015	0.085	0.014	0.100	0.022	0.010	0.020	0.013	0.014	0.072	0.017	0.019	0.012	0.094	0.012	0.075
Intercept	11.5	<.001	11.5	<.001	11.7	<.001	11.7	<.001	11.7	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.0	<.001	12.1	<.001	12.1	<.001	12.2	<.001
R-square	0.84		0.84		0.88		0.66		0.71		0.73		0.77		0.72		0.74		0.75		0.78		0.80		0.81		0.83		0.86		0.87		0.88	
Adj. R-square	0.81		0.81		0.86		0.61		0.66		0.69		0.74		0.67		0.70		0.71		0.74		0.77		0.79		0.80		0.83		0.85		0.86	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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, 4/30/2021

Tot. N=112: White Male N=54; Female N=38; Male Faculty of Color*=19; Unknown Male=1. Asian N=20; 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	-0.098	0.145	-0.070	0.144	-0.050	0.218	-0.026	0.455
Asian	-0.126	0.134	-0.076	0.214	-0.071	0.182	-0.083	0.074
Underrep. Group*	-0.235	0.031	-0.117	0.134	-0.109	0.096	-0.076	0.180
Yrs. since degree			0.026	<.001	0.029	<.001	0.010	0.024
Yrs. degree (sq.)			0.000	0.003	-0.001	<.001	0.000	0.209
Yrs. since hired			-0.005	0.144	-0.009	0.006	-0.018	<.001
Agr. Res. Ec. Pol.					0.440	<.001	0.354	<.001
ESPM					0.068	0.287	0.020	0.725
Plant & Micr. Bio.					0.152	0.027	0.148	0.016
Other units					-		-	
Multiple appt.					0.206	<.001	0.100	0.060
Assistant							-0.569	<.001
Associate							-0.301	<.001
Years at Rank							0.017	0.002
Intercept	12.1	<.001	12.1	<.001	11.9	<.001	12.0	<.001
R-square	0.07		0.55		0.70		0.78	
Adj. R-square	0.05		0.53		0.67		0.75	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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, 4/30/2021

Tot. N=112: White Male N=54; Female N=38; Male Faculty of Color*=19; Unknown Male=1. Asian N=20; URG* N=11.

Variables	M1: Gender &		M2: Yrs Degr./		M3: Depart-		M4: Faculty	
	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>		2248	0.021	2626	0.003	-1651	0.170
Yrs. degree (sq.)			2	0.960	-14	0.712	70	0.133
Yrs. since hired			743	0.377	452	0.552	-1911	0.054
Agr. Res. Ec. Pol.					33580	0.033	22621	0.107
ESPM					-11592	0.350	-12305	0.240
Other units					-		-	
Multiple appt.					45912	0.005	26977	0.056
Assistant							-123379	<.001
Associate							-53387	0.004
Years at Rank							4230	0.002
Intercept			176481	<.001	171689	<.001	157897	<.001
R-square			0.45		0.62		0.75	
Adj. R-square			0.42		0.57		0.70	
Avg. Wom. \$ diff.			13119		12529		8625	
Avg. Asian \$ diff.			9734		16965		18157	
Avg. URG* \$ diff.			25784		23589		19002	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & Asian.								
Other units include: Energy & Resources Group, Nutritional Sci & Tox Dept, and Plant & Microbial Biology.								
p<.10=light green		p<.05=bright gm.		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 (Demography, Experience, & Departments), College of Natural Resources, AY 2004-05--2020-21 (Spring Semester)

Tot. N=112 (2020-21): White Male N=54; Female N=38; Male Faculty of Color*=19; Unknown Male=1. Asian N=20; 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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.182	-0.051	0.187	-0.073	0.053	-0.082	0.013	-0.079	0.021	-0.071	0.046	-0.073	0.038	-0.067	0.073	-0.069	0.063	-0.082	0.029	-0.088	0.017	-0.062	0.078	-0.058	0.106	-0.048	0.198	-0.051	0.219	-0.047	0.240	-0.050	0.218
Asian	-0.122	0.041	-0.099	0.123	-0.117	0.056	-0.054	0.320	-0.034	0.518	-0.048	0.381	-0.033	0.538	-0.043	0.435	-0.044	0.420	-0.066	0.233	-0.044	0.386	-0.056	0.261	-0.049	0.358	-0.055	0.296	-0.048	0.384	-0.050	0.333	-0.071	0.182
Underrep. Group*	-0.025	0.764	-0.003	0.971	-0.044	0.557	-0.040	0.514	-0.009	0.880	-0.043	0.505	-0.045	0.486	-0.070	0.292	-0.068	0.302	-0.088	0.189	-0.170	0.019	-0.153	0.029	-0.150	0.035	-0.156	0.019	-0.154	0.032	-0.157	0.027	-0.109	0.096
Yrs. since degree	0.025	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.024	<.001	0.022	<.001	0.022	<.001	0.022	<.001	0.024	<.001	0.023	<.001	0.023	<.001	0.023	<.001	0.025	<.001	0.025	<.001	0.028	<.001	0.027	<.001	0.029	<.001
Yrs. degree (sq.)	0.000	0.041	0.000	0.072	0.000	0.212	0.000	0.039	0.000	0.041	0.000	0.034	0.000	0.011	0.000	0.100	0.000	0.084	0.000	0.115	0.000	0.053	0.000	0.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	-0.001	<.001
Yrs. since hired	-0.005	0.084	-0.004	0.185	-0.004	0.171	-0.004	0.129	-0.003	0.213	-0.003	0.218	-0.004	0.145	-0.004	0.175	-0.005	0.069	-0.006	0.055	-0.005	0.112	-0.005	0.078	-0.007	0.026	-0.007	0.039	-0.010	0.002	-0.009	0.005	-0.009	0.006
Agr. Res. Ec. Pol.	0.241	<.001	0.242	<.001	0.217	<.001	0.224	<.001	0.254	<.001	0.259	<.001	0.274	<.001	0.192	0.006	0.245	<.001	0.298	<.001	0.303	<.001	0.309	<.001	0.316	<.001	0.350	<.001	0.425	<.001	0.394	<.001	0.440	<.001
ESPM	0.049	0.334	0.039	0.475	0.050	0.323	0.050	0.297	0.036	0.458	0.011	0.829	0.020	0.702	-0.022	0.689	0.007	0.894	-0.023	0.692	0.002	0.972	-0.020	0.711	0.005	0.923	-0.001	0.982	0.000	0.993	0.027	0.643	0.068	0.287
Plant & Micr. Bio.	0.219	<.001	0.188	0.002	0.169	0.002	0.184	<.001	0.172	0.001	0.159	0.003	0.207	<.001	0.153	0.011	0.162	0.008	0.148	0.017	0.150	0.013	0.129	0.027	0.125	0.032	0.142	0.024	0.153	0.022	0.139	0.033	0.152	0.027
Other units	-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-		-	
Multiple appt.	0.182	<.001	0.160	0.001	0.124	0.011	0.106	0.015	0.102	0.022	0.141	0.003	0.123	0.009	0.080	0.104	0.119	0.017	0.126	0.013	0.117	0.027	0.097	0.058	0.124	0.021	0.143	0.012	0.165	0.004	0.204	<.001	0.206	<.001
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	11.9	<.001
R-square	0.72		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		0.70		0.70	
Adj. R-square	0.70		0.68		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	

*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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--2020-21 (Spring Sem.)

Tot. N=112 (2020-21): White Male N=54; Female N=38; Male Faculty of Color*=19; Unknown Male=1. Asian N=20; 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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.425	-0.021	0.515	-0.049	0.137	-0.053	0.029	-0.058	0.019	-0.057	0.057	-0.049	0.083	-0.042	0.182	-0.061	0.058	-0.069	0.031	-0.075	0.015	-0.053	0.073	-0.029	0.319	-0.019	0.526	-0.009	0.805	-0.022	0.517	-0.026	0.455
Asian	-0.097	0.047	-0.109	0.041	-0.113	0.035	-0.035	0.450	-0.017	0.714	-0.040	0.394	-0.025	0.562	-0.035	0.455	-0.018	0.697	-0.021	0.656	-0.022	0.605	-0.030	0.480	-0.010	0.830	-0.025	0.575	-0.010	0.842	-0.050	0.251	-0.083	0.074
Underrep. Group*	0.107	0.124	0.090	0.172	0.041	0.536	-0.009	0.867	0.007	0.892	-0.001	0.986	0.004	0.941	-0.024	0.665	-0.030	0.604	-0.029	0.621	-0.103	0.101	-0.102	0.115	-0.115	0.076	-0.112	0.054	-0.120	0.068	-0.142	0.026	-0.076	0.180
Yrs. since degree	0.004	0.354	0.006	0.126	0.007	0.091	0.008	0.021	0.006	0.077	0.002	0.645	0.001	0.748	0.001	0.743	0.001	0.782	-0.001	0.820	0.003	0.555	0.002	0.671	0.003	0.431	0.000	0.943	0.006	0.222	0.008	0.087	0.010	0.024
Yrs. degree (sq.)	0.000	0.175	0.000	0.314	0.000	0.211	0.000	0.150	0.000	0.221	0.000	0.065	0.000	0.069	0.000	0.029	0.000	0.071	0.000	0.088	0.000	0.839	0.000	0.833	0.000	0.445	0.000	0.185	0.000	0.719	0.000	0.530	0.000	0.209
Yrs. since hired	-0.006	0.019	-0.006	0.026	-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	-0.016	<.001	-0.018	<.001
Agr. Res. Ec. Pol.	0.122	0.026	0.131	0.025	0.109	0.056	0.138	0.009	0.159	0.003	0.164	0.003	0.168	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	0.347	<.001	0.304	<.001	0.354	<.001
ESPM	-0.013	0.759	-0.002	0.971	-0.008	0.855	0.007	0.868	-0.003	0.944	-0.027	0.534	-0.034	0.417	-0.049	0.295	-0.023	0.634	-0.025	0.600	-0.021	0.661	-0.055	0.226	-0.043	0.338	-0.079	0.093	-0.051	0.319	-0.023	0.639	0.020	0.725
Plant & Micr. Bio.	0.147	0.002	0.127	0.010	0.099	0.043	0.129	0.004	0.114	0.012	0.120	0.010	0.137	0.003	0.105	0.038	0.115	0.028	0.130	0.015	0.133	0.011	0.083	0.089	0.089	0.064	0.083	0.108	0.102	0.073	0.112	0.041	0.148	0.016
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.091	0.021	0.085	0.042	0.069	0.107	0.056	0.140	0.046	0.230	0.073	0.071	0.058	0.133	0.028	0.500	0.029	0.527	0.049	0.284	0.030	0.524	-0.007	0.872	0.002	0.959	0.008	0.876	0.062	0.226	0.106	0.026	0.100	0.060
Assistant	-0.506	<.001	-0.461	<.001	-0.423	<.001	-0.458	<.001	-0.483	<.001	-0.575	<.001	-0.598	<.001	-0.600	<.001	-0.575	<.001	-0.599	<.001	-0.490	<.001	-0.543	<.001	-0.548	<.001	-0.571	<.001	-0.572	<.001	-0.581	<.001	-0.569	<.001
Associate	-0.388	<.001	-0.378	<.001	-0.306	<.001	-0.278	<.001	-0.304	<.001	-0.305	<.001	-0.365	<.001	-0.390	<.001	-0.384	<.001	-0.408	<.001	-0.354	<.001	-0.351	<.001	-0.335	<.001	-0.350	<.001	-0.323	<.001	-0.294	<.001	-0.301	<.001
Years at Rank	0.015	<.001	0.013	0.004	0.014	0.002	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	0.030	0.013	0.023	0.017	0.002
Intercept	11.4	<.001	11.5	<.001	11.5	<.001	11.6	<.001	11.6	<.001	11.6	<.001	11.7	<.001	11.8	<.001	11.7	<.001	11.7	<.001	11.8	<.001	11.9	<.001	11.9	<.001	11.9	<.001	12.0	<.001	12.0	<.001	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		0.79		0.80		0.78	
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		0.77		0.75	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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, 4/30/2021

Tot. N=85: White Male N=46; Female N=22; Male Faculty of Color*=16; Unknown Male=1. Asian N=12; URG N=7.

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	-0.067	0.221	-0.029	0.534	-0.029	0.532	0.010	0.799
Faculty of Color*	-0.153	0.008	-0.067	0.174	-0.074	0.153	-0.038	0.343
Yrs. since degree			0.011	0.009	0.010	0.040	0.004	0.475
Yrs. degree (sq.)			-0.001	<.001	-0.001	0.001	0.000	0.854
Yrs. since hired			-0.008	0.084	-0.007	0.104	-0.010	0.013
Multiple appt.					0.003	0.960	0.246	<.001
Market Ratio**					-0.132	0.627	1.500	<.001
Assistant							-0.687	<.001
Associate							-0.592	<.001
Years at Rank							0.001	0.870
Intercept	12.6	<.001	12.6	<.001	12.9	<.001	10.3	<.001
R-square	0.09		0.40		0.40		0.65	
Adj. R-square	0.07		0.36		0.35		0.61	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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, 4/30/2021

Tot. N=85: White Male N=46; Female N=22; Male Faculty of Color*=16; Unknown Male=1. Asian N=12; URG N=7.

Variables	M1: Gender &		M2: Yrs Degr./		M3: Field/ Market		M4: Faculty 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>		4987	<.001	6287	<.001	3243	0.116
Yrs. degree (sq.)			-125	0.016	-141	0.010	-64	0.361
Yrs. since hired			-3498	0.009	-3911	0.004	-4334	0.001
Multiple appt.					34340	0.070	78002	<.001
Market Ratio**					133282	0.129	498111	<.001
Assistant							-151432	0.002
Associate							-141798	<.001
Years at Rank							1727	0.440
Intercept			316235	<.001	95878	0.495	-491167	0.010
R-square			0.45		0.50		0.67	
Adj. R-square			0.42		0.44		0.60	
Avg. Wom. \$ diff.			9559		8099		1804	
Avg. Fac. of Color* \$ diff.			16665		10949		4233	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & Asian.								
**NOTE: data on peer priv. 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--2020-21 (Spring Semester)

Tot. N=85 (2020-21): White Male N=46; Female N=22; Male Faculty of Color*=16; Unknown Male=1. Asian N=12; 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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	0.014	0.796	0.055	0.338	0.024	0.654	0.003	0.950	-0.083	0.099	-0.069	0.216	-0.079	0.152	-0.103	0.053	-0.126	0.015	-0.104	0.054	-0.112	0.027	-0.105	0.027	-0.067	0.162	-0.036	0.489	0.006	0.898	-0.045	0.379	-0.029	0.532
Faculty of Color*	-0.034	0.604	-0.076	0.258	-0.089	0.163	-0.085	0.189	-0.054	0.345	-0.077	0.200	-0.035	0.534	-0.030	0.572	-0.049	0.359	-0.067	0.265	-0.068	0.207	-0.058	0.262	-0.040	0.406	-0.059	0.266	-0.057	0.278	-0.073	0.188	-0.074	0.153
Yrs. since degree	0.011	0.009	0.012	0.010	0.008	0.075	0.007	0.138	0.008	0.057	0.005	0.250	0.010	0.056	0.012	0.011	0.014	0.002	0.017	<.001	0.018	<.001	0.019	<.001	0.018	<.001	0.013	0.018	0.012	0.022	0.013	0.015	0.010	0.040
Yrs. degree (sq.)	0.000	0.693	0.000	0.692	0.000	0.705	0.000	0.497	0.000	0.271	0.000	0.173	0.000	0.036	0.000	<.001	-0.001	0.002	0.000	0.020	0.000	0.013	-0.001	0.003	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	<.001	-0.001	0.001
Yrs. since hired	-0.011	0.012	-0.013	0.008	-0.007	0.107	-0.009	0.060	-0.009	0.014	-0.007	0.089	-0.011	0.012	-0.010	0.019	-0.014	<.001	-0.016	<.001	-0.016	<.001	-0.016	<.001	-0.016	<.001	-0.011	0.019	-0.011	0.022	-0.010	0.040	-0.007	0.104
Multiple appt.	0.038	0.715	-0.001	0.991	-0.031	0.750	-0.057	0.503	-0.027	0.719	0.022	0.766	0.032	0.687	-0.025	0.734	-0.039	0.603	-0.078	0.341	-0.031	0.648	-0.020	0.784	-0.032	0.632	-0.053	0.436	0.000	0.998	-0.004	0.956	0.003	0.960
Market Ratio**	-0.601	0.202	-0.449	0.214	-0.484	0.197	-0.612	0.066	-0.573	0.083	-0.488	0.159	-0.390	0.266	-0.163	0.569	-0.127	0.662	-0.338	0.291	-0.196	0.487	-0.103	0.732	-0.135	0.631	-0.122	0.661	-0.357	0.206	-0.077	0.822	-0.132	0.627
Intercept	12.7	<.001	12.6	<.001	12.8	<.001	13.1	<.001	13.1	<.001	12.9	<.001	12.8	<.001	12.6	<.001	12.6	<.001	13.0	<.001	12.8	<.001	12.7	<.001	12.8	<.001	12.8	<.001	13.1	<.001	12.8	<.001	12.9	<.001
R-square	0.30		0.26		0.27		0.26		0.31		0.28		0.34		0.38		0.47		0.47		0.47		0.50		0.48		0.47		0.48		0.41		0.40	
Adj. R-square	0.23		0.19		0.19		0.19		0.25		0.21		0.27		0.32		0.41		0.42		0.42		0.45		0.44		0.42		0.43		0.35		0.35	

*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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--2020-21 (Spring Sem.)

Tot. N=85 (2020-21): White Male N=46; Female N=22; Male Faculty of Color*=16; Unknown Male=1. Asian N=12; 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					
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.033	0.528	0.065	0.233	0.034	0.492	0.014	0.782	-0.042	0.388	-0.017	0.749	-0.032	0.523	-0.049	0.311	-0.125	0.009	-0.103	0.028	-0.111	0.010	-0.103	0.007	-0.056	0.151	-0.023	0.571	0.019	0.664	-0.008	0.847	0.010	0.799				
Faculty of Color*	-0.034	0.590	-0.058	0.383	-0.069	0.243	-0.058	0.335	-0.042	0.444	-0.024	0.676	-0.009	0.861	-0.004	0.934	-0.003	0.944	0.005	0.928	0.000	0.996	0.014	0.742	0.023	0.564	0.006	0.885	-0.031	0.503	-0.031	0.488	-0.038	0.343				
Yrs. since degree	0.003	0.625	0.003	0.621	-0.004	0.511	-0.006	0.352	-0.002	0.764	-0.005	0.415	-0.008	0.217	-0.004	0.529	0.007	0.251	0.005	0.439	0.011	0.055	0.012	0.025	0.007	0.209	-0.003	0.676	0.006	0.343	0.008	0.192	0.004	0.475				
Yrs. degree (sq.)	0.000	0.097	0.000	0.088	0.000	0.115	0.000	0.178	0.000	0.332	0.000	0.457	0.000	0.389	0.000	0.844	0.000	0.475	0.000	0.684	0.000	0.775	0.000	0.438	0.000	0.992	0.000	0.430	0.000	0.457	0.000	0.801	0.000	0.854				
Yrs. since hired	-0.016	<.001	-0.017	<.001	-0.012	0.009	-0.010	0.025	-0.011	0.007	-0.008	0.046	-0.018	<.001	-0.015	0.001	-0.013	0.006	-0.018	<.001	-0.019	<.001	-0.020	<.001	-0.020	<.001	-0.016	<.001	-0.014	0.003	-0.013	0.003	-0.010	0.013				
Multiple appt.	0.164	0.132	0.185	0.115	0.160	0.138	0.138	0.170	0.138	0.150	0.199	0.032	0.154	0.099	0.111	0.195	0.105	0.194	0.079	0.325	0.123	0.065	0.185	0.008	0.153	0.029	0.124	0.078	0.140	0.050	0.182	0.005	0.246	<.001				
Market Ratio**	0.421	0.437	0.648	0.212	0.651	0.181	0.511	0.277	0.595	0.237	1.000	0.072	0.755	0.127	0.957	0.025	0.834	0.021	0.823	0.023	1.100	0.002	1.300	<.001	1.200	<.001	1.200	<.001	0.890	0.015	1.700	<.001	1.500	<.001				
Assistant	-0.459	<.001	-0.539	<.001	-0.586	<.001	-0.615	<.001	-0.552	<.001	-0.692	<.001	-0.784	<.001	-0.741	<.001	-0.551	<.001	-0.720	<.001	-0.609	<.001	-0.600	<.001	-0.701	<.001	-0.744	<.001	-0.499	<.001	-0.576	<.001	-0.687	<.001				
Associate	-0.313	<.001	-0.334	0.004	-0.340	0.001	-0.347	0.003	-0.349	0.004	-0.456	0.002	-0.453	<.001	-0.481	<.001	-0.383	<.001	-0.477	<.001	-0.478	<.001	-0.512	<.001	-0.555	<.001	-0.612	<.001	-0.476	<.001	-0.580	<.001	-0.592	<.001				
Years at Rank	0.007	0.261	0.009	0.193	0.012	0.079	0.010	0.157	0.005	0.396	0.004	0.485	0.017	0.022	0.013	0.064	-0.001	0.922	0.006	0.415	0.005	0.511	0.004	0.518	0.009	0.177	0.015	0.045	0.004	0.513	0.000	0.965	0.001	0.870				
Intercept	11.3	<.001	10.9	<.001	11.0	<.001	11.3	<.001	11.3	<.001	10.8	<.001	11.1	<.001	10.9	<.001	11.3	<.001	11.3	<.001	11.0	<.001	10.7	<.001	10.7	<.001	10.7	<.001	10.2	<.001	10.3	<.001	10.3	<.001				
R-square	0.45		0.38		0.43		0.41		0.43		0.41		0.51		0.53		0.59		0.65		0.65		0.69		0.67		0.68		0.63		0.65		0.65					
Adj. R-square	0.36		0.29		0.35		0.32		0.34		0.32		0.43		0.46		0.53		0.60		0.61		0.65		0.63		0.64		0.57		0.60		0.61					
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & 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, 4/30/2021

Tot. N=85: White Male N=46; Female N=22; Male Faculty of Color*=16; Unknown Male=1. Asian N=12; URG N=7.

Variables	M1: Gender &		M2: Yrs Degr./		M3: Depart-		M4: Faculty Rank,	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.067	0.221	-0.029	0.534	-0.017	0.724	0.004	0.925
Faculty of Color*	-0.153	0.008	-0.067	0.174	-0.047	0.374	-0.076	0.113
Yrs. since degree			0.011	0.009	0.012	0.011	-0.002	0.754
Yrs. degree (sq.)			-0.001	<.001	-0.001	<.001	0.000	0.563
Yrs. since hired			-0.008	0.084	-0.009	0.056	-0.010	0.031
Accounting					0.092	0.320	0.096	0.248
Business & Public Policy					-0.021	0.765	0.000	0.997
Economic Analysis & Policy					0.065	0.297	0.062	0.265
Equity & Gender					-0.029	0.658	0.027	0.659
Finance					0.110	0.152	0.088	0.203
Marketing					-0.058	0.524	-0.021	0.799
Management of Organizations					-0.048	0.538	-0.059	0.398
Sustainability					0.003	0.960	0.007	0.888
Other units					-		-	
Multiple appt.					0.041	0.439	0.010	0.846
Assistant							-0.424	0.001
Associate							-0.312	<.001
Years at Rank							0.006	0.427
Intercept	12.6	<.001	12.6	<.001	12.6	<.001	12.6	<.001
R-square	0.09		0.40		0.49		0.62	
Adj. R-square	0.07		0.36		0.39		0.52	
*Faculty of Color=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask, & Asian.								
Note: Haas Business subfields are noted for individual faculty on the following web page: https://haas.berkeley.edu/faculty/ . Other units include: Energy Institute; Entrepreneurship & Innovation; Fisher Center for Real Estate & Urban Economics; Graduate Program in Health Management; Operations & IT Management.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade			p<.001=dark green	

C9a: Log Salary Model, Boalt School of Law, 4/30/2021

Tot. N=70: White Male N=31; Female N=23; Male Faculty of Color*=13; Unknown Male=3. Asian N=12; URG* N=10.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.108	0.032	-0.028	0.401	-0.031	0.360	-0.036	0.254
Asian	-0.124	0.051	0.004	0.927	0.004	0.921	0.009	0.825
Underrep. Group*	-0.033	0.619	0.026	0.557	0.027	0.556	0.042	0.350
Yrs. since degree			0.014	<.001	0.014	<.001	0.007	0.015
Yrs. degree (sq.)			0.000	0.018	0.000	0.083	0.000	0.918
Yrs. since hired			-0.002	0.341	-0.002	0.394	-0.014	0.019
Law Degree			-0.032	0.341	-0.042	0.228	-0.026	0.425
Multiple appt.					-0.095	0.121	-0.030	0.636
Market Ratio**					-0.265	0.383	0.307	0.464
Assistant							-0.301	0.007
Years at Rank							0.015	0.044
Intercept	12.6	<.001	12.6	<.001	13.0	<.001	12.0	<.001
R-square	0.14		0.65		0.67		0.72	
Adj. R-square	0.10		0.61		0.62		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).								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C9b: White Male Salary Model, Boalt School of Law, 4/30/2021

Tot. N=70: White Male N=31; Female N=23; Male Faculty of Color*=13; Unknown Male=3. Asian N=12; URG* N=10.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Field/ Market Ratio		M4: Faculty Rank, Yrs. Rank	
	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>		3272	0.002	3576	<.001	2843	0.022
Yrs. degree (sq.)			16	0.706				
Yrs. since hired			-827	0.251	-809	0.269	-2724	0.338
Law Degree			-364	0.980	-1440	0.925	-1213	0.938
Multiple appt.					-2499	0.919	-6035	0.812
Market Ratio**					108508	0.582	245118	0.436
Assistant							-55694	0.430
Years at Rank							2521	0.490
Intercept			286386	<.001	142724	0.588	-68268	0.869
R-square			0.53		0.53		0.55	
Adj. R-square			0.46		0.44		0.42	
Avg. Wom. \$ diff.			12311		12290		10725	
Avg. Asian \$ diff.			9380		8614		5385	
Avg. URG* \$ diff.			1391		3600		11809	
*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), Boalt School of Law, AY 2004-05--2020-21 (Spring Semester)

Tot. N=70 (2020-21): White Male N=31; Female N=23; Male Faculty of Color*=13; Unknown Male=3. Asian N=12; URG* N=10.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.111	-0.044	0.248	-0.056	0.150	-0.048	0.066	-0.040	0.172	-0.031	0.289	-0.057	0.101	-0.058	0.109	-0.058	0.113	-0.049	0.112	-0.027	0.361	-0.012	0.695	-0.001	0.962	0.003	0.922	-0.006	0.840	-0.024	0.504	-0.031	0.360
Asian	-0.004	0.955	0.017	0.817	-0.027	0.730	0.001	0.989	-0.011	0.842	-0.017	0.729	-0.050	0.364	-0.048	0.398	-0.031	0.601	-0.014	0.764	-0.013	0.765	-0.006	0.887	0.003	0.941	-0.011	0.770	-0.010	0.785	0.038	0.398	0.004	0.921
Underrep. Group*	0.025	0.671	0.010	0.876	0.012	0.852	0.017	0.700	-0.016	0.756	-0.002	0.964	0.020	0.702	-0.007	0.892	-0.044	0.422	-0.030	0.487	0.003	0.938	-0.003	0.947	0.004	0.912	0.002	0.963	-0.001	0.987	0.013	0.784	0.027	0.556
Yrs. since degree	0.008	0.002	0.009	<.001	0.006	0.049	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
Yrs. degree (sq.)	0.000	0.389	0.000	0.792	0.000	0.067	0.000	0.163	0.000	0.271	0.000	0.794	0.000	0.649	0.000	0.846	0.000	0.890	0.000	0.521	0.000	0.232	0.000	0.153	0.000	0.056	0.000	0.098	0.000	0.024	0.000	0.398	0.000	0.083
Yrs. since hired	-0.001	0.567	-0.005	0.040	-0.007	0.010	-0.005	0.008	-0.005	0.015	-0.005	0.019	-0.004	0.120	-0.002	0.465	-0.002	0.533	0.000	0.899	0.000	0.822	0.000	0.954	0.000	0.887	0.000	0.789	-0.001	0.432	-0.002	0.200	-0.002	0.394
Law Degree	-0.003	0.945	0.013	0.737	-0.007	0.866	-0.014	0.611	0.009	0.758	0.021	0.500	0.008	0.834	0.031	0.452	0.033	0.444	0.066	0.068	0.028	0.369	0.005	0.873	0.000	0.996	0.007	0.800	-0.007	0.807	-0.048	0.198	-0.042	0.228
Multiple appt.	0.186	0.058	0.240	0.006	0.129	0.024	0.130	0.002	0.161	0.002	0.154	0.005	-0.028	0.596	-0.024	0.668	-0.039	0.513	-0.045	0.359	-0.055	0.223	-0.079	0.121	-0.065	0.238	-0.024	0.627	0.003	0.945	-0.130	0.046	-0.098	0.121
Market Ratio**	1.300	0.042	1.200	0.025	0.622	0.004	0.985	<.001	1.300	<.001	1.300	<.001	-0.315	0.140	-0.445	0.012	-0.621	0.002	-0.515	0.002	-0.432	0.004	-0.471	0.003	-0.423	0.035	-0.337	0.078	-0.120	0.543	-0.425	0.075	-0.265	0.383
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	13.0	<.001
R-square	0.47		0.52		0.47		0.70		0.71		0.68		0.59		0.62		0.61		0.73		0.76		0.75		0.70		0.76		0.76		0.65		0.67	
Adj. R-square	0.36		0.43		0.38		0.65		0.66		0.64		0.53		0.57		0.56		0.69		0.72		0.71		0.66		0.72		0.72		0.60		0.62	

*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), Boalt Sch. of Law, AY 2004-05--2020-21 (Spring Semester)

Tot. N=70 (2020-21): White Male N=31; Female N=23; Male Faculty of Color*=13; Unknown Male=3. Asian N=12; URG* N=10.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.117	-0.044	0.270	-0.051	0.203	-0.045	0.073	-0.040	0.164	-0.031	0.266	-0.053	0.085	-0.042	0.198	-0.053	0.115	-0.044	0.112	-0.025	0.337	-0.018	0.495	-0.003	0.922	0.015	0.555	-0.001	0.970	-0.022	0.528	-0.036	0.25
Asian	-0.003	0.970	0.019	0.797	-0.024	0.768	0.004	0.938	-0.014	0.814	-0.031	0.538	-0.057	0.239	-0.030	0.555	-0.003	0.957	0.003	0.950	0.011	0.765	0.006	0.875	0.022	0.554	0.002	0.944	0.010	0.779	0.043	0.327	0.009	0.82
Underrep. Group*	0.026	0.676	0.014	0.829	0.016	0.795	0.021	0.618	-0.013	0.794	0.003	0.950	0.032	0.493	0.034	0.476	-0.016	0.741	-0.005	0.897	0.029	0.415	0.017	0.615	0.018	0.595	0.016	0.611	0.025	0.486	0.029	0.537	0.042	0.35
Yrs. since degree	0.008	0.013	0.009	0.012	0.004	0.216	0.003	0.248	0.005	0.065	0.005	0.056	0.006	0.047	0.005	0.066	0.003	0.274	0.005	0.046	0.006	<.001	0.007	0.003	0.007	0.003	0.011	<.001	0.012	<.001	0.009	0.003	0.007	0.01
Yrs. degree (sq.)	0.000	0.391	0.000	0.916	0.000	0.065	0.000	0.013	0.000	0.074	0.000	0.057	0.000	0.101	0.000	0.098	0.000	0.026	0.000	0.118	0.000	0.576	0.000	0.462	0.000	0.747	0.000	0.932	0.000	0.626	0.000	0.697	0.000	0.91
Yrs. since hired	-0.001	0.825	-0.005	0.246	-0.010	0.032	-0.013	<.001	-0.011	0.011	-0.014	<.001	-0.014	0.002	-0.016	0.002	-0.019	0.001	-0.012	0.008	-0.007	0.085	-0.005	0.038	-0.009	0.032	-0.003	0.501	-0.007	0.154	-0.012	0.063	-0.014	0.01
Law Degree	-0.002	0.950	0.015	0.697	-0.002	0.966	-0.004	0.884	0.017	0.575	0.023	0.390	0.012	0.718	0.053	0.154	0.051	0.195	0.076	0.015	0.038	0.187	0.022	0.427	0.015	0.603	0.013	0.629	-0.001	0.971	-0.030	0.410	-0.026	0.42
Multiple appt.	0.205	0.076	0.255	0.015	0.155	0.081	0.092	0.090	0.131	0.044	0.112	0.050	0.094	0.133	0.151	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	0.108	-0.002	0.983	-0.030	0.63
Market Ratio**	1.400	0.064	1.400	0.056	0.928	0.180	0.710	0.097	1.000	0.055	0.863	0.055	0.642	0.071	1.100	0.042	1.000	0.068	0.935	0.037	0.927	0.026	0.672	0.047	0.537	0.113	0.692	0.037	0.555	0.094	0.349	0.471	0.307	0.46
Assistant	0.038	0.730	0.024	0.840	0.091	0.725	-0.121	0.282	-0.099	0.385	-0.148	0.064	-0.396	<.001	-0.651	<.001	-0.704	<.001	-0.596	<.001	-0.534	<.001	-0.437	<.001	-0.334	<.001	-0.322	<.001	-0.316	0.007	-0.355	0.035	-0.301	0.00
Years at Rank	-0.001	0.935	0.001	0.860	0.006	0.333	0.013	0.010	0.009	0.106	0.015	0.010	0.015	0.018	0.018	0.008	0.021	0.005	0.014	0.015	0.009	0.111	0.010	0.065	0.011	0.041	0.002	0.728	0.006	0.293	0.011	0.162	0.015	0.04
Intercept	10.0	<.001	10.0	<.001	10.7	<.001	11.1	<.001	10.7	<.001	10.5	<.001	11.2	<.001	10.4	<.001	10.7	<.001	10.4	<.001	11.4	<.001	11.4	<.001	11.6	<.001	11.5	<.001	11.7	<.001	11.1	<.001	12.0	<.00
R-square	0.47		0.52		0.49		0.74		0.72		0.72		0.69		0.71		0.71		0.75		0.81		0.81		0.77		0.81		0.79		0.68		0.72	
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		0.77		0.75		0.62		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).

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

C10a: Log Salary Model, Other Professional Schools, 4/30/2021

Tot. N=208: White Male N=79; Female N=98; Male Faculty of Color*=29; Unknown Male=1. Asian N=29; URG* N=40.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M4: Faculty Rank, Yrs. Rank	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.063	0.131	0.005	0.868	0.022	0.395	0.050	0.022
Asian	-0.160	0.009	-0.054	0.196	-0.042	0.278	-0.046	0.162
Underrep. Group*	-0.078	0.141	-0.020	0.583	0.017	0.605	0.020	0.471
Yrs. since degree			0.023	<.001	0.023	<.001	0.008	<.001
Yrs. degree (sq.)			0.000	0.007	0.000	<.001	0.000	0.859
Yrs. since hired			-0.008	<.001	-0.007	<.001	-0.015	<.001
Bach./Mast.	-0.106	0.079	-0.212	<.001	-0.054	0.351	0.026	0.606
MD	0.231	0.012	0.110	0.081	0.151	0.020	0.148	0.007
Architecture					0.023	0.688	0.014	0.768
City & Reg. Plan.					0.090	0.228	0.075	0.235
Goldman Pub. Pol.					0.438	<.001	0.366	<.001
Sch. of Education					0.123	0.063	0.097	0.082
Sch. of Informat.					0.267	<.001	0.237	<.001
Sch. of Optometry					0.165	0.031	0.140	0.031
Sch. Public Health					0.132	0.047	0.101	0.072
Sch. Social Welfare					0.112	0.125	0.107	0.081
Other units								
Multiple appt.					0.136	<.001	0.119	<.001
Assistant							-0.462	<.001
Associate							-0.288	<.001
Years at Rank							0.015	<.001
Intercept	12.1	<.001	12.1	<.001	11.9	<.001	11.8	<.001
R-square	0.11		0.60		0.69		0.79	
Adj. R-square	0.09		0.58		0.66		0.76	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: Journalism; Landscape Arch. & Envir. Plng.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		

C10b: White Male Salary Model, Other Professional Schools, 4/30/2021

Tot. N=208: White Male N=79; Female N=98; Male Faculty of Color*=29; Unknown Male=1. Asian N=29; URG* N=40.

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>		3927	<.001	3859	<.001	406	0.602
Yrs. degree (sq.)			-8	0.738	-5	0.842	38	0.176
Yrs. since hired			-1734	0.004	-1680	0.005	-4057	<.001
Bach./Mast.			-32846	0.012	-9720	0.546	4130	0.770
Architecture					-10132	0.566	-3663	0.809
Goldman Pub. Pol.					33495	0.109	30787	0.083
Sch. of Optometry					214	0.992	-5040	0.770
Sch. Public Health					27671	0.057	21909	0.088
Other units					-		-	
Multiple appt.					26109	0.017	22007	0.018
Assistant							-107801	<.001
Associate							-66457	<.001
Years at Rank							4128	0.001
Intercept			175075	<.001	155808	<.001	140302	<.001
R-square			0.52		0.59		0.72	
Adj. R-square			0.50		0.54		0.67	
Avg. Wom. \$ diff.			276		3823		7171	
Avg. Asian \$ diff.			10151		3300		2934	
Avg. URG* \$ diff.			2835		4235		4818	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.								
Other units include: City & Regional Planning; Journalism; Landscape Arch. & Envir. Plng.; Sch. of Education; School of Information; and School of Social Welfare.								
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green		
Red dollar amounts=Salary Residuals (making less than regression model predicts based on white male salaries).								

C10c: Log Salary Model 3 (Demog, Experience, & Departments), Other Professional Schools, AY 2004-05--2020-21 (Spring Semester)

Tot. N=208 (2020-21): White Male N=79; Female N=98; Male Faculty of Color*=29; Unknown Male=1. Asian N=29; URG* N=40.

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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Women	-0.064	0.035	-0.046	0.130	-0.046	0.133	-0.045	0.116	-0.028	0.359	-0.031	0.292	-0.042	0.191	-0.033	0.310	-0.021	0.517	-0.024	0.428	-0.014	0.634	0.001	0.961	0.006	0.839	0.021	0.479	0.013	0.633	0.018	0.477	0.022	0.395
Asian	-0.046	0.480	-0.020	0.777	0.022	0.741	-0.002	0.979	-0.019	0.739	-0.020	0.734	-0.039	0.534	-0.044	0.490	-0.062	0.296	-0.068	0.223	-0.056	0.284	-0.071	0.191	-0.027	0.613	-0.030	0.549	-0.038	0.406	-0.039	0.342	-0.042	0.278
Underrep. Group*	-0.011	0.808	-0.007	0.884	0.006	0.900	0.009	0.825	-0.006	0.895	-0.018	0.660	-0.019	0.675	-0.026	0.559	-0.033	0.462	-0.017	0.680	-0.023	0.568	-0.037	0.345	0.003	0.934	-0.001	0.983	0.009	0.790	0.022	0.521	0.017	0.605
Yrs. since degree	0.019	<.001	0.020	<.001	0.021	<.001	0.018	<.001	0.019	<.001	0.021	<.001	0.021	<.001	0.020	<.001	0.020	<.001	0.022	<.001	0.023	<.001	0.021	<.001	0.021	<.001	0.021	<.001	0.022	<.001	0.023	<.001	0.023	<.001
Yrs. degree (sq.)	0.000	0.003	0.000	0.019	0.000	0.011	0.000	0.009	0.000	0.005	0.000	<.001	0.000	0.002	0.000	0.004	0.000	0.004	0.000	0.003	0.000	0.007	0.000	0.006	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.002	0.227	-0.002	0.267	-0.003	0.129	-0.001	0.554	-0.003	0.169	-0.005	0.006	-0.006	0.003	-0.008	<.001	-0.008	<.001	-0.009	<.001	-0.010	<.001	-0.007	<.001	-0.008	<.001	-0.006	0.002	-0.006	0.002	-0.007	<.001	-0.007	<.001
Bach./Mast.	-0.093	0.089	-0.081	0.145	-0.104	0.076	-0.077	0.186	-0.115	0.065	-0.109	0.059	-0.117	0.060	-0.150	0.016	-0.150	0.012	-0.162	0.004	-0.177	0.002	-0.196	<.001	-0.167	0.004	-0.148	0.008	-0.156	0.004	-0.127	0.015	-0.054	0.351
MD	0.137	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	0.113	0.124	0.086	0.205	0.120	0.098	0.150	0.033	0.150	0.034	0.175	0.018	0.175	0.007	0.166	0.009	0.151	0.020
Architecture	-0.011	0.845	-0.005	0.932	-0.013	0.839	-0.026	0.674	-0.055	0.394	0.021	0.741	0.044	0.510	0.032	0.638	-0.002	0.974	0.014	0.825	0.023	0.714	-0.005	0.936	-0.021	0.731	0.006	0.923	0.008	0.889	0.001	0.985	0.023	0.688
City & Reg. Plan.	-0.049	0.527	-0.019	0.813	-0.010	0.900	-0.016	0.845	-0.041	0.632	0.107	0.188	0.091	0.279	0.012	0.891	0.012	0.888	0.092	0.249	0.080	0.307	0.008	0.924	0.025	0.767	0.041	0.593	0.031	0.667	0.017	0.813	0.090	0.228
Goldman Pub. Pol.	0.172	0.030	0.164	0.038	0.172	0.034	0.187	0.021	0.139	0.117	0.207	0.015	0.207	0.023	0.207	0.029	0.211	0.018	0.273	0.001	0.257	0.002	0.300	<.001	0.307	<.001	0.341	<.001	0.396	<.001	0.425	<.001	0.438	<.001
Sch. of Education	0.017	0.797	0.034	0.617	0.047	0.501	0.049	0.481	0.002	0.979	0.059	0.424	0.064	0.403	0.037	0.640	0.019	0.801	0.045	0.522	0.031	0.653	0.004	0.951	0.038	0.586	0.060	0.367	0.077	0.212	0.059	0.327	0.123	0.063
Sch. of Informat.	0.135	0.130	0.159	0.072	0.152	0.106	0.155	0.082	0.183	0.045	0.205	0.021	0.187	0.047	0.137	0.151	0.153	0.102	0.193	0.032	0.181	0.039	0.141	0.116	0.185	0.039	0.171	0.047	0.179	0.020	0.185	0.012	0.267	<.001
Sch. of Optometry	0.257	0.003	0.238	0.007	0.263	0.003	0.268	0.002	0.219	0.015	0.245	0.007	0.253	0.007	0.202	0.035	0.183	0.047	0.184	0.037	0.176	0.047	0.133	0.135	0.110	0.192	0.131	0.118	0.149	0.045	0.150	0.043	0.165	0.031
Sch. Public Health	0.111	0.096	0.135	0.046	0.118	0.084	0.106	0.120	0.073	0.330	0.125	0.085	0.123	0.113	0.114	0.152	0.092	0.221	0.111	0.119	0.116	0.098	0.042	0.555	0.061	0.379	0.079	0.239	0.099	0.110	0.087	0.150	0.132	0.047
Sch. Social Welfare	0.086	0.257	0.094	0.224	0.080	0.310	0.076	0.324	0.026	0.762	0.079	0.349	0.084	0.360	0.056	0.554	0.016	0.859	0.023	0.778	0.013	0.870	-0.049	0.540	-0.049	0.536	-0.040	0.602	-0.004	0.954	0.028	0.693	0.112	0.125
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Multiple appt.	0.201	<.001	0.193	<.001	0.196	<.001	0.190	<.001	0.170	<.001	0.185	<.001	0.195	<.001	0.190	<.001	0.169	<.001	0.150	<.001	0.133	0.002	0.116	0.006	0.135	0.002	0.108	0.009	0.088	0.023	0.096	0.011	0.136	<.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	11.9	<.001	11.9	<.001	11.9	<.001	11.9	<.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		0.70		0.69	
Adj. R-square	0.63		0.61		0.61		0.62		0.58		0.57		0.53		0.51		0.51		0.55		0.58		0.58		0.58		0.58		0.65		0.67		0.66	
*Underrep. Group=Black/Afr.Am., Hisp./Latinx, Am.Ind./Alask. Faculty of Color also includes Asian.																																		
Other units include: Journalism; Landscape Arch. & Envir. Plng.																																		
p<.10=light green p<.05=bright green p<.01=green shade p<.001=dark green																																		

C10d: Log Salary Model 4 (Demog., Experience, Departments, and Faculty Rank, w. Years at Rank), Other Professional Sch., AY 2004-05--2020-21 (Spring Sem.)

Tot. N=208 (2020-21): White Male N=79; Female N=98; Male Faculty of Color*=29; Unknown Male=1. Asian N=29; URG* N=40.

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	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	0.893	-0.008	0.750	-0.007	0.771	0.006	0.835	0.010	0.698	0.009	0.765	0.012	0.694	0.013	0.661	-0.002	0.939	0.002	0.930	0.010	0.715	0.026	0.339	0.033	0.218	0.039	0.087	0.042	0.056	0.050	0.022
Asian	-0.002	0.976	0.004	0.951	0.024	0.671	0.002	0.973	0.004	0.941	0.003	0.958	-0.014	0.802	-0.007	0.897	-0.049	0.372	-0.043	0.399	-0.051	0.288	-0.070	0.149	-0.031	0.510	-0.028	0.526	-0.037	0.349	-0.034	0.324	-0.046	0.162
Underrep. Group*	0.021	0.603	0.019	0.629	0.004	0.916	-0.016	0.666	-0.027	0.467	-0.032	0.369	-0.030	0.448	-0.024	0.544	-0.039	0.339	-0.028	0.470	-0.021	0.566	-0.032	0.370	-0.015	0.662	-0.020	0.555	0.004	0.899	0.018	0.531	0.020	0.471
Yrs. since degree	0.007	0.010	0.004	0.084	0.005	0.068	0.002	0.410	0.004	0.204	0.004	0.088	0.004	0.188	0.005	0.087	0.007	0.012	0.010	<.001	0.009	0.002	0.006	0.016	0.007	0.005	0.006	0.016	0.008	<.001	0.009	<.001	0.008	<.001
Yrs. degree (sq.)	0.000	0.089	0.000	0.767	0.000	0.554	0.000	0.457	0.000	0.963	0.000	0.616	0.000	0.761	0.000	0.586	0.000	0.349	0.000	0.448	0.000	0.963	0.000	0.560	0.000	0.882	0.000	0.886	0.000	0.744	0.000	0.619	0.000	0.859
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	-0.014	<.001	-0.012	<.001	-0.012	<.001	-0.012	<.001	-0.013	<.001	-0.014	<.001	-0.015	<.001
Bach./Mast.	-0.076	0.107	-0.044	0.353	-0.084	0.088	-0.063	0.205	-0.092	0.091	-0.069	0.166	-0.085	0.121	-0.116	0.037	-0.109	0.048	-0.128	0.015	-0.138	0.009	-0.142	0.005	-0.119	0.021	-0.090	0.070	-0.083	0.074	-0.053	0.232	0.026	0.606
MD	0.132	0.036	0.139	0.028	0.119	0.058	0.149	0.020	0.128	0.054	0.135	0.032	0.130	0.057	0.109	0.108	0.111	0.098	0.079	0.211	0.119	0.073	0.123	0.049	0.148	0.019	0.185	0.005	0.184	0.001	0.185	<.001	0.148	0.007
Architecture	0.010	0.838	0.028	0.581	0.032	0.549	0.018	0.731	0.006	0.914	0.068	0.212	0.076	0.196	0.053	0.383	0.006	0.924	0.009	0.877	0.031	0.579	-0.002	0.977	-0.027	0.620	-0.002	0.972	0.006	0.894	-0.007	0.875	0.014	0.768
City & Reg. Plan.	-0.041	0.546	0.026	0.698	0.017	0.803	-0.012	0.860	-0.027	0.718	0.082	0.242	0.059	0.426	-0.018	0.818	0.001	0.985	0.058	0.436	0.049	0.491	0.002	0.973	-0.016	0.826	0.008	0.900	0.010	0.872	-0.007	0.910	0.075	0.235
Goldman Pub. Pol.	0.099	0.150	0.118	0.079	0.108	0.118	0.136	0.052	0.101	0.197	0.168	0.023	0.157	0.054	0.145	0.093	0.162	0.049	0.224	0.004	0.214	0.004	0.238	0.002	0.234	0.002	0.258	<.001	0.333	<.001	0.335	<.001	0.366	<.001
Sch. of Education	-0.030	0.600	0.004	0.946	0.009	0.885	0.005	0.935	-0.026	0.708	0.026	0.689	0.004	0.954	-0.025	0.727	-0.020	0.774	-0.002	0.972	-0.002	0.976	-0.027	0.673	-0.014	0.827	0.029	0.627	0.054	0.307	0.046	0.364	0.097	0.082
Sch. of Informat.	0.085	0.272	0.119	0.112	0.063	0.423	0.067	0.380	0.103	0.197	0.139	0.069	0.099	0.233	0.055	0.523	0.089	0.297	0.121	0.147	0.123	0.126	0.089	0.265	0.129	0.108	0.134	0.080	0.172	0.010	0.170	0.006	0.237	<.001
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	0.177	0.034	0.131	0.129	0.126	0.136	0.117	0.157	0.097	0.232	0.045	0.571	0.038	0.620	0.068	0.360	0.115	0.071	0.109	0.079	0.140	0.031
Sch. Public Health	0.037	0.517	0.075	0.192	0.064	0.270	0.056	0.343	0.038	0.564	0.089	0.156	0.061	0.373	0.055	0.446	0.049	0.478	0.068	0.307	0.069	0.283	0.013	0.840	-0.005	0.942	0.020	0.737	0.065	0.225	0.047	0.357	0.101	0.072
Sch. Social Welfare	0.008	0.902	0.038	0.563	0.026	0.699	0.021	0.752	-0.021	0.782	0.025	0.734	0.008	0.925	-0.028	0.748	-0.040	0.618	-0.041	0.596	-0.045	0.535	-0.086	0.230	-0.088	0.213	-0.048	0.477	-0.017	0.787	0.009	0.876	0.107	0.081
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	0.005	0.106	0.009	0.099	0.011	0.075	0.052	0.084	0.035	0.072	0.055	0.057	0.086	0.072	0.024	0.119	<.001
Assistant	-0.373	<.001	-0.513	<.001	-0.532	<.001	-0.527	<.001	-0.496	<.001	-0.506	<.001	-0.507	<.001	-0.459	<.001	-0.389	<.001	-0.355	<.001	-0.425	<.001	-0.472	<.001	-0.456	<.001	-0.483	<.001	-0.443	<.001	-0.445	<.001	-0.462	<.001
Associate	-0.313	<.001	-0.336	<.001	-0.344	<.001	-0.313	<.001	-0.326	<.001	-0.337	<.001	-0.322	<.001	-0.306	<.001	-0.270	<.001	-0.259	<.001	-0.276	<.001	-0.281	<.001	-0.251	<.001	-0.247	<.001	-0.246	<.001	-0.265	<.001	-0.288	<.001
Years at Rank	0.016	<.001	0.016	<.001	0.012	<.001	0.013	<.001	0.013	<.001	0.015	<.001	0.017	<.001	0.016	<.001	0.014	<.001	0.011	0.001	0.012	<.001	0.011	0.001	0.011	0.001	0.010	0.005	0.013	<.001	0.013	<.001	0.015	<.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
R-square	0.75		0.75		0.75		0.75		0.72		0.71		0.67		0.64		0.63		0.65		0.68		0.70		0.70		0.71		0.77		0.79		0.79	
Adj. R-square	0.73		0.73		0.73		0.73		0.69		0.68		0.64		0.61		0.59		0.62		0.65		0.67		0.67		0.67		0.74		0.77		0.76	

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

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

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

E1: Log Salary Model, All Campus, Rank Submodels, 4/30/2021

Tot. N=1513; White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

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	-0.016	0.110	-0.010	0.282	-0.007	0.450	0.005	0.533	-0.002	0.842	0.003	0.647	-0.004	0.609	-0.001	0.936
Asian	-0.022	0.075	-0.026	0.028	-0.024	0.033	-0.026	0.017	-0.019	0.048	-0.018	0.058	-0.014	0.139	-0.014	0.149
Underrep. Group*	0.006	0.685	0.005	0.717	0.007	0.630	0.008	0.535	0.018	0.141	0.019	0.107	0.022	0.061	0.023	0.054
Unknown Ethnicity	0.031	0.415	0.016	0.646	0.022	0.520	0.029	0.381	0.012	0.672	0.013	0.647	0.023	0.430	0.028	0.335
Yrs. since degree	0.019	<.001	0.015	<.001	0.013	<.001	0.006	<.001	0.004	<.001	0.001	0.276	0.003	0.002	0.002	0.073
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	0.840	0.000	0.318	0.000	0.095	0.000	0.065	0.000	0.854	0.000	0.413
Yrs. since hired	-0.004	<.001	-0.005	<.001	-0.005	<.001	-0.012	<.001	-0.005	<.001	-0.006	<.001	-0.006	<.001	-0.006	<.001
Bach./Mast.	-0.096	0.004	-0.094	0.002	-0.087	0.004	-0.050	0.085	-0.045	0.078	-0.020	0.433	-0.020	0.425	-0.013	0.623
Law Degree	-0.091	0.021	-0.090	0.013	-0.085	0.018	-0.063	0.067	-0.055	0.072	-0.044	0.144	0.035	0.256	0.040	0.184
MD	0.063	0.206	0.101	0.030	0.104	0.023	0.102	0.019	0.080	0.039	0.088	0.021	0.088	0.023	0.088	0.022
Afr. Am Stud.	0.030	0.642	0.073	0.232	0.066	0.268	0.094	0.098	0.107	0.036	0.104	0.038	0.101	0.045	0.107	0.032
Agr. Res. Ec. Pol.	0.389	<.001	0.398	<.001	0.373	<.001	0.370	<.001	0.332	<.001	0.336	<.001	0.367	<.001	0.371	<.001
Anthropology	0.078	0.081	0.050	0.225	0.052	0.197	0.057	0.136	0.001	0.969	0.004	0.898	0.015	0.658	0.020	0.563
Architecture	0.055	0.231	0.039	0.356	0.026	0.535	0.040	0.312	0.023	0.520	0.019	0.579	0.028	0.427	0.025	0.464
Art Hist.	-0.002	0.968	-0.034	0.517	-0.047	0.368	-0.046	0.355	-0.086	0.053	-0.085	0.051	-0.063	0.150	-0.064	0.144
Astronomy	0.187	0.002	0.173	0.002	0.156	0.005	0.124	0.020	0.105	0.028	0.095	0.042	0.120	0.012	0.113	0.016
Bioengin.	0.174	<.001	0.111	0.016	0.115	0.012	0.105	0.016	0.102	0.008	0.098	0.010	0.133	<.001	0.130	<.001
Chemical/Biom. Eng.	0.305	<.001	0.273	<.001	0.267	<.001	0.244	<.001	0.163	<.001	0.160	<.001	0.184	<.001	0.182	<.001
Chemistry	0.332	<.001	0.275	<.001	0.280	<.001	0.254	<.001	0.186	<.001	0.163	<.001	0.199	<.001	0.188	<.001
City & Reg. Plan.	0.116	0.036	0.099	0.053	0.087	0.083	0.073	0.128	0.048	0.262	0.046	0.275	0.067	0.114	0.069	0.105
Civil & Env. Eng.	0.191	<.001	0.148	<.001	0.147	<.001	0.129	<.001	0.088	0.005	0.088	0.004	0.105	<.001	0.106	<.001
Classics	0.020	0.748	-0.037	0.523	-0.045	0.426	-0.017	0.758	-0.033	0.491	-0.023	0.634	-0.008	0.869	-0.008	0.864
Comp. Literature	0.103	0.210	0.147	0.053	0.142	0.058	0.130	0.069	0.049	0.444	0.050	0.427	0.059	0.353	0.065	0.300
Earth & Plan. Sc.	0.218	<.001	0.153	0.001	0.149	0.002	0.121	0.007	0.090	0.025	0.081	0.042	0.106	0.008	0.105	0.008
E. Asian Lng./Clt.	-0.033	0.539	-0.031	0.538	-0.037	0.453	-0.038	0.413	-0.044	0.297	-0.037	0.377	-0.043	0.300	-0.043	0.302
Economics	0.830	<.001	0.784	<.001	0.770	<.001	0.719	<.001	0.707	<.001	0.681	<.001	0.732	<.001	0.718	<.001
Elect. Eng./CS	0.286	<.001	0.224	<.001	0.219	<.001	0.186	<.001	0.157	<.001	0.143	<.001	0.168	<.001	0.165	<.001
English	0.013	0.730	0.043	0.198	0.029	0.373	0.048	0.130	0.037	0.194	0.035	0.203	0.035	0.208	0.038	0.169
ESPM	0.048	0.199	0.034	0.331	0.032	0.358	0.027	0.407	-0.009	0.768	-0.013	0.650	0.003	0.904	0.006	0.828

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

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
Ethnic Studies	0.036	0.496	0.065	0.186	0.060	0.213	0.037	0.418	0.060	0.142	0.047	0.239	0.041	0.315	0.038	0.349
Film and Media	0.137	0.053	0.112	0.087	0.118	0.069	0.129	0.037	0.055	0.318	0.051	0.347	0.076	0.162	0.070	0.191
French	0.025	0.695	0.003	0.966	0.000	1.000	0.011	0.847	-0.061	0.222	-0.076	0.119	-0.064	0.192	-0.067	0.170
Geography	0.017	0.767	-0.014	0.793	-0.008	0.885	-0.007	0.890	-0.016	0.730	-0.014	0.754	0.001	0.974	0.000	0.994
German	-0.026	0.681	-0.096	0.099	-0.110	0.055	-0.090	0.099	-0.025	0.613	-0.043	0.371	-0.024	0.622	-0.022	0.653
Goldman Pub. Pol.	0.394	<.001	0.320	<.001	0.305	<.001	0.297	<.001	0.285	<.001	0.272	<.001	0.284	<.001	0.278	<.001
Haas Business	0.743	<.001	0.700	<.001	0.692	<.001	0.670	<.001	0.672	<.001	0.662	<.001	0.689	<.001	0.691	<.001
HW Neuroscience	-0.012	0.846	-0.024	0.672	-0.002	0.971	0.030	0.573	0.045	0.343	0.057	0.227	0.070	0.144	0.076	0.110
History	0.103	0.007	0.092	0.008	0.084	0.016	0.068	0.039	0.049	0.094	0.047	0.102	0.048	0.101	0.049	0.089
Ind. Eng./Op. Res.	0.199	<.001	0.149	0.003	0.146	0.003	0.124	0.008	0.125	0.003	0.128	0.002	0.140	<.001	0.149	<.001
Integrat. Biology	0.089	0.029	0.051	0.177	0.051	0.173	0.043	0.221	0.022	0.479	0.025	0.414	0.036	0.246	0.038	0.224
Landsc. Arch./Env.	-0.010	0.878	0.007	0.907	0.001	0.980	0.010	0.853	-0.009	0.855	-0.008	0.872	-0.004	0.935	-0.001	0.991
Law	0.751	<.001	0.664	<.001	0.653	<.001	0.585	<.001	0.551	<.001	0.518	<.001	0.403	<.001	0.388	<.001
Linguistics	0.042	0.437	0.015	0.758	0.009	0.858	-0.008	0.864	-0.027	0.520	-0.041	0.312	-0.028	0.496	-0.032	0.426
Material Sc. & Eng.	0.233	<.001	0.161	0.001	0.154	0.002	0.125	0.007	0.111	0.008	0.103	0.012	0.117	0.005	0.117	0.004
Mathematics	0.214	<.001	0.165	<.001	0.156	<.001	0.105	0.002	0.086	0.004	0.069	0.017	0.112	<.001	0.105	<.001
Mechanical Eng.	0.214	<.001	0.162	<.001	0.165	<.001	0.142	<.001	0.117	<.001	0.117	<.001	0.131	<.001	0.136	<.001
Molec. & Cell Bio.	0.196	<.001	0.167	<.001	0.164	<.001	0.152	<.001	0.118	<.001	0.110	<.001	0.127	<.001	0.123	<.001
Music	0.055	0.282	-0.015	0.747	-0.010	0.828	-0.007	0.883	-0.051	0.194	-0.047	0.226	-0.042	0.288	-0.037	0.335
Near Eastern St.	0.024	0.674	0.015	0.781	0.014	0.782	0.001	0.982	-0.017	0.702	-0.028	0.519	0.005	0.914	0.002	0.966
Nuclear Eng.	0.141	0.020	0.104	0.064	0.103	0.063	0.095	0.073	0.075	0.113	0.070	0.134	0.108	0.022	0.112	0.016
Nutr. Sc./Tox.	0.019	0.750	-0.036	0.512	-0.035	0.519	-0.001	0.991	-0.027	0.559	-0.013	0.773	-0.001	0.987	0.012	0.791
Philosophy	0.239	<.001	0.218	<.001	0.201	<.001	0.170	<.001	0.123	0.002	0.109	0.005	0.137	<.001	0.137	<.001
Physics	0.214	<.001	0.172	<.001	0.174	<.001	0.141	<.001	0.109	<.001	0.100	<.001	0.117	<.001	0.113	<.001
Plant & Micr. Bio.	0.154	<.001	0.144	<.001	0.152	<.001	0.153	<.001	0.097	0.006	0.105	0.002	0.125	<.001	0.128	<.001
Political Sc.	0.319	<.001	0.290	<.001	0.282	<.001	0.256	<.001	0.221	<.001	0.215	<.001	0.258	<.001	0.256	<.001
Psychology	0.175	<.001	0.115	0.006	0.113	0.007	0.094	0.018	0.042	0.235	0.036	0.308	0.061	0.083	0.057	0.101
Rhetoric	0.004	0.944	0.017	0.758	0.010	0.859	0.002	0.965	-0.020	0.670	-0.029	0.515	-0.025	0.580	-0.032	0.484
Sch. of Education	0.139	0.001	0.090	0.021	0.087	0.024	0.075	0.042	0.041	0.210	0.036	0.260	0.060	0.063	0.058	0.071
Sch. of Informat.	0.240	<.001	0.202	<.001	0.194	<.001	0.186	<.001	0.153	<.001	0.145	0.001	0.184	<.001	0.180	<.001

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

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
Sch. of Optometry	0.201	<.001	0.129	0.013	0.134	0.009	0.120	0.013	0.135	0.002	0.128	0.003	0.142	<.001	0.140	<.001
Sch. Public Health	0.163	<.001	0.108	0.006	0.100	0.009	0.089	0.014	0.081	0.013	0.077	0.016	0.086	0.007	0.089	0.005
Sch. Social Welfare	0.127	0.017	0.103	0.035	0.090	0.062	0.094	0.042	0.016	0.694	0.014	0.728	0.043	0.297	0.044	0.281
Sociology	0.278	<.001	0.209	<.001	0.204	<.001	0.196	<.001	0.179	<.001	0.176	<.001	0.184	<.001	0.185	<.001
S/SE Asian Std.	0.001	0.984	0.010	0.870	0.017	0.774	0.006	0.918	0.010	0.831	0.002	0.965	0.013	0.784	0.015	0.756
Spanish & Port.	-0.002	0.978	-0.029	0.606	-0.044	0.428	-0.033	0.536	-0.066	0.168	-0.066	0.162	-0.045	0.334	-0.047	0.317
Statistics	0.284	<.001	0.231	<.001	0.231	<.001	0.210	<.001	0.171	<.001	0.168	<.001	0.191	<.001	0.195	<.001
TDPS	-0.028	0.653	0.019	0.733	-0.010	0.855	-0.031	0.562	-0.025	0.601	-0.037	0.437	-0.058	0.220	-0.050	0.291
Other units	-		-		-		-		-		-		-		-	
Two Departments	0.085	<.001	0.075	<.001	0.073	<.001	0.060	<.001	0.047	<.001	0.045	<.001	0.049	<.001	0.048	<.001
Three or More Deps.	0.148	<.001	0.126	<.001	0.121	<.001	0.111	0.001	0.086	0.005	0.082	0.006	0.090	0.003	0.090	0.003
Assistant	-0.125	<.001			-0.352	<.001	-0.469	<.001	-0.733	<.001	-0.832	<.001				
Associate					-0.236	<.001	-0.296	<.001	-0.560	<.001	-0.641	<.001				
Assist./Assoc.			-0.239	<.001												
Full (<step6)									-0.355	<.001	-0.406	<.001				
Full (step6-9)									-0.171	<.001	-0.189	<.001				
Years at Rank							0.014	<.001			0.007	<.001				
Assist Step 2													-0.790	<.001	-0.793	<.001
Assist Step 3													-0.855	<.001	-0.860	<.001
Assist Step 4													-0.810	<.001	-0.814	<.001
Assist Step 5													-0.777	<.001	-0.781	<.001
Assist Step 6													-0.721	<.001	-0.720	<.001
Assoc. Step 1													-0.672	<.001	-0.674	<.001
Assoc. Step 2													-0.680	<.001	-0.683	<.001
Assoc. Step 2.5													-0.680	<.001	-0.679	<.001
Assoc. Step 3													-0.623	<.001	-0.627	<.001
Assoc. Step 3.5													-0.576	<.001	-0.580	<.001
Assoc. Step 4													-0.586	<.001	-0.588	<.001
Assoc. Step 4.5													-0.567	<.001	-0.572	<.001
Assoc. Step 5													-0.566	<.001	-0.562	<.001

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

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	
Assoc. Step 5.5														-0.559	<.001	-0.563	<.001
Assoc. Step 5.9														-0.497	<.001	-0.525	<.001
Prof. Step 1														-0.478	<.001	-0.482	<.001
Prof. Step 2														-0.453	<.001	-0.453	<.001
Prof. Step 2.5														-0.427	<.001	-0.426	<.001
Prof. Step 3														-0.393	<.001	-0.392	<.001
Prof. Step 3.5														-0.426	<.001	-0.420	<.001
Prof. Step 4														-0.362	<.001	-0.355	<.001
Prof. Step 4.5														-0.361	<.001	-0.355	<.001
Prof. Step 5														-0.342	<.001	-0.332	<.001
Prof. Step 5.5														-0.281	<.001	-0.271	<.001
Prof. Step 5.9														-0.320	<.001	-0.329	<.001
Prof. Step 6														-0.270	<.001	-0.255	<.001
Prof. Step 6.5														-0.161	<.001	-0.150	<.001
Prof. Step 7														-0.242	<.001	-0.222	<.001
Prof. Step 7.5														-0.160	<.001	-0.145	<.001
Prof. Step 8														-0.158	<.001	-0.139	<.001
Prof. Step 8.5														-0.125	<.001	-0.101	<.001
Prof. Step 9														-0.105	<.001	-0.086	<.001
Years at Step																0.006	<.001
Intercept	11.9	<.001	12.0	<.001	12.0	<.001	11.9	<.001	12.3	<.001	12.3	<.001	12.3	<.001	12.3	<.001	
R-square	0.77		0.80		0.81		0.82		0.86		0.87		0.87		0.87		
Adj. R-square	0.76		0.79		0.80		0.82		0.85		0.86		0.86		0.86		
*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; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.																	
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green											

E2: Log Salary Model, Assistant Professors, 4/30/2021

Tot. N=247: White Male N=74; Female N=112; Male Faculty of Color*=55; Unknown Male=6. Asian N=64; URG* N=42; Unk. Ethn.=6.

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	-0.028	0.412	-0.025	0.437	-0.015	0.330	-0.016	0.229
Asian	0.006	0.876	0.014	0.715	-0.026	0.132	-0.025	0.112
Underrep. Group*	-0.012	0.798	-0.007	0.866	0.010	0.605	0.012	0.491
Unknown Ethnicity	0.021	0.851	0.026	0.807	-0.030	0.529	-0.041	0.348
Yrs. since degree			0.045	0.052	0.002	0.872	0.000	1.000
Yrs. degree (sq.)			0.002	0.005	0.000	0.532	0.000	0.474
Yrs. since hired			0.029	0.003	0.000	0.923	0.002	0.628
Bach./Mast.			-0.132	0.184	-0.117	0.011	-0.028	0.517
Law Degree			0.403	<.001	-0.062	0.316	-0.047	0.401
Chemistry					0.074	0.108	0.051	0.224
Economics					0.650	<.001	0.248	<.001
Elect. Eng./CS					0.221	<.001	-0.004	0.920
ESPM					-0.125	0.001	-0.204	<.001
Goldman Pub. Pol.					0.263	<.001	0.002	0.974
Haas Business					0.743	<.001	0.062	0.536
HW Neuroscience					0.171	0.076	0.165	0.059
History					-0.070	0.133	-0.008	0.858
Integrat. Biology					-0.081	0.083	-0.086	0.042
Law					0.708	<.001	0.235	0.004
Mechanical Eng.					0.111	0.007	0.033	0.383
Molec. & Cell Bio.					0.029	0.525	-0.042	0.326
Music					-0.120	0.018	0.005	0.912
Physics					0.110	0.010	0.083	0.032
Plant & Micr. Bio.					-0.006	0.892	0.015	0.729
Political Sc.					0.169	<.001	0.119	0.003
Psychology					0.000	0.999	0.020	0.658
Sch. of Education					-0.018	0.698	-0.005	0.903
Sch. Public Health					0.064	0.210	0.013	0.782
Sociology					0.185	<.001	0.192	<.001
Statistics					0.172	<.001	0.062	0.179
Other units					-		-	
Multiple appt.					-0.018	0.578	-0.037	0.224
Market Ratio**							0.737	<.001
Intercept	11.700	<.001	12.200	<.001	11.700	<.001	11.000	<.001
R-square	0.00		0.14		0.85		0.88	
Adj. R-square	-0.01		0.11		0.83		0.86	

*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.; Anthropology; Architecture; Art Hist.; Art Pract.; Astronomy; Bioengin.; Chemical Eng.; City & Reg. Plan.; Civil & Env. Eng.; Classics; Comp. Literature; Demography; E. Asian Lng./Clt.; Earth & Plan. Sc.; 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.; Mathematics; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Philosophy; Rhetoric; S/SE Asian Std.; Scandinav. Lng.; Sch. of Informat.; Sch. of Optometry; Sch. Social Welfare; Slavic Lng./Clt.; Spanish & Port.; TDPS; UG/Interdis. St. Note: In this run, departments with $N \geq 5$ cases are included in the regression model.

$p < .10$ = light green

$p < .05$ = bright grn.

$p < .01$ = green shade

$p < .001$ = dark green

E3: Log Salary Model, Associate Professors, 4/30/2021

Tot. N=325: White Male N=125; Female N=141; Male Faculty of Color*=57; Unknown Male=1. Asian N=60; URG* N=47.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.089	0.001	-0.084	0.002	-0.018	0.297	-0.016	0.333	-0.014	0.393
Asian	-0.057	0.108	-0.060	0.083	-0.018	0.415	-0.019	0.368	-0.024	0.256
Underrep. Group*	0.029	0.454	0.040	0.297	0.043	0.085	0.044	0.077	0.044	0.076
Yrs. since degree			-0.004	0.248	0.002	0.329	-0.005	0.060	-0.006	0.035
Yrs. degree (sq.)			0.000	0.521	-0.001	<.001	-0.001	<.001	-0.001	<.001
Yrs. since hired			-0.003	0.332	-0.005	0.008	-0.014	<.001	-0.017	<.001
Bach./Mast.			-0.162	0.010	-0.103	0.029	-0.060	0.205	-0.037	0.437
Afr. Am Stud.					0.068	0.354	0.071	0.327	0.041	0.568
Agr. Res. Ec. Pol.					0.370	<.001	0.350	<.001	0.289	<.001
Anthropology					-0.044	0.497	-0.051	0.423	-0.036	0.570
Architecture					-0.041	0.535	-0.044	0.491	-0.034	0.591
Art Hist.					-0.214	0.006	-0.230	0.003	-0.208	0.006
City & Reg. Plan.					-0.025	0.721	-0.012	0.859	0.002	0.975
Civil & Env. Eng.					-0.029	0.636	-0.032	0.596	-0.083	0.174
Comp. Literature					-0.153	0.112	-0.150	0.111	-0.118	0.209
E. Asian Lng./Clt.					-0.147	0.024	-0.151	0.018	-0.115	0.074
Economics					0.796	<.001	0.775	<.001	0.490	<.001
Elect. Eng./CS					0.170	<.001	0.145	0.002	-0.001	0.991
English					-0.012	0.724	-0.031	0.338	-0.003	0.924
ESPM					-0.025	0.542	-0.026	0.517	-0.045	0.252
Ethnic Studies					0.090	0.110	0.056	0.315	0.045	0.415
Haas Business					0.617	<.001	0.609	<.001	0.261	0.024
HW Neuroscience					-0.078	0.507	-0.035	0.763	-0.095	0.412
History					0.031	0.434	0.007	0.869	0.020	0.623
Integrat. Biology					-0.069	0.244	-0.054	0.346	-0.044	0.437
Landsc. Arch./Env.					-0.042	0.603	-0.048	0.545	-0.045	0.565
Mathematics					0.073	0.230	0.051	0.389	0.035	0.547
Molec. & Cell Bio.					-0.026	0.545	0.008	0.857	-0.013	0.766
Philosophy					0.007	0.911	-0.025	0.669	-0.001	0.984
Physics					0.032	0.598	0.052	0.378	0.013	0.820
Plant & Micr. Bio.					0.010	0.869	0.059	0.324	0.000	
Political Sc.					0.187	<.001	0.176	<.001	0.102	0.049
Psychology					-0.052	0.565	-0.050	0.574	-0.047	0.587
Rhetoric					-0.093	0.153	-0.109	0.088	-0.111	0.076
Sch. Public Health					0.102	0.063	0.104	0.053	0.053	0.338
Sch. Social Welfare					0.027	0.703	0.023	0.740	0.010	0.880
TDPS					-0.074	0.209	-0.102	0.080	-0.017	0.797
Other units					-		-		-	
Multiple appt.					0.100	<.001	0.093	<.001	0.090	<.001
Market Ratio**									0.401	0.002
Years at Rank							0.018	<.001	0.021	<.001

Tot. N=325: White Male N=125; Female N=141; Male Faculty of Color*=57; Unknown Male=1. Asian N=60; URG* N=47.

	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
Intercept	11.9	<.001	11.9	<.001	11.8	<.001	11.6	<.001	11.2	<.001
R-square	0.04		0.10		0.71		0.73		0.74	
Adj. R-square	0.03		0.08		0.68		0.69		0.71	
*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 Pract.; Astronomy; Bioengin.; Chemical Eng.; Chemistry; Classics; Demography; Earth & Plan. Sc.; Energy & Res. Grp.; Film and Media; French; Gender/Wom. St.; Geography; German; Goldman Pub. Pol.; Ind. Eng./Op. Res.; Italian Stud.; Journalism; Law; Linguistics; Material Sc. & Eng.; Mechanical Eng.; Music; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; S/SE Asian Std.; Scandinav. Lng.; Sch. of Education; Sch. of Informat.; Sch. of Optometry; Slavic Lng./Clt.; Sociology; Spanish & Port.; Statistics; 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, 4/30/2021

Tot. N=371: White Male N=166; Female N=129; Male Faculty of Color*=70; Unknown Male=6. Asian N=68; URG* N=46.

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	0.087	-0.036	0.200	0.005	0.752	0.017	0.315	0.016	0.321
Asian	-0.024	0.488	-0.032	0.351	-0.011	0.611	-0.011	0.577	-0.011	0.602
Underrep. Group*	0.006	0.880	0.010	0.803	0.044	0.064	0.046	0.047	0.042	0.072
Yrs. since degree			-0.002	0.399	0.004	0.016	0.001	0.582	0.001	0.497
Yrs. degree (sq.)			0.000	0.755	0.000	0.079	0.000	0.035	0.000	0.045
Yrs. since hired			-0.006	0.006	-0.005	<.001	-0.006	<.001	-0.006	<.001
Bach./Mast.			-0.115	0.102	-0.027	0.555	0.001	0.979	0.028	0.551
Anthropology					-0.013	0.824	-0.012	0.837	0.015	0.808
Architecture					0.010	0.855	0.001	0.989	0.023	0.654
Bioengin.					0.003	0.950	-0.015	0.782	-0.035	0.515
Chemistry					0.372	<.001	0.338	<.001	0.315	<.001
Civil & Env. Eng.					0.010	0.854	-0.020	0.715	-0.010	0.858
Classics					-0.076	0.272	-0.071	0.295	-0.044	0.521
Earth & Plan. Sc.					0.114	0.108	0.101	0.147	0.123	0.080
E. Asian Lng./Clt.					-0.103	0.195	-0.100	0.203	-0.105	0.179
Economics					0.788	<.001	0.750	<.001	0.514	<.001
Elect. Eng./CS					0.095	0.006	0.067	0.054	-0.054	0.364
English					-0.030	0.507	-0.003	0.947	-0.001	0.982
ESPM					-0.032	0.548	-0.034	0.504	-0.065	0.220
German					-0.074	0.230	-0.086	0.156	-0.048	0.435
Goldman Pub. Pol.					0.350	<.001	0.361	<.001	0.230	0.008
Haas Business					0.646	<.001	0.620	<.001	0.334	0.006
HW Neuroscience					0.009	0.919	0.015	0.859	-0.021	0.807
History					-0.008	0.878	-0.012	0.830	-0.017	0.749
Ind. Eng./Op. Res.					0.190	0.015	0.149	0.055	0.126	0.105
Integrat. Biology					0.013	0.794	0.004	0.933	0.018	0.713
Law					0.492	<.001	0.469	<.001	0.282	0.001
Material Sc. & Eng.					0.012	0.858	-0.002	0.974	-0.040	0.542
Mathematics					0.094	0.050	0.056	0.241	0.051	0.291
Mechanical Eng.					0.047	0.389	0.036	0.507	0.037	0.481
Molec. & Cell Bio.					0.124	0.008	0.107	0.020	0.060	0.226
Nutr. Sc./Tox.					-0.056	0.393	-0.041	0.526	-0.024	0.705
Physics					0.187	<.001	0.154	0.002	0.161	0.001
Political Sc.					0.330	<.001	0.318	<.001	0.238	<.001
Psychology					0.008	0.904	-0.015	0.813	-0.027	0.664
Sch. of Education					-0.042	0.476	-0.036	0.544	-0.026	0.657
Sch. of Optometry					0.089	0.209	0.069	0.319	0.124	0.087
Sch. Public Health					0.050	0.238	0.036	0.386	0.015	0.726
Sociology					0.062	0.216	0.047	0.344	0.016	0.751
Statistics					0.121	0.141	0.108	0.182	0.026	0.764
Other units					-		-		-	
Multiple appt.					0.039	0.089	0.030	0.178	0.031	0.164
Market Ratio**									0.409	0.014
Years at Rank							0.009	<.001	0.008	0.001

Tot. N=371: White Male N=166; Female N=129; Male Faculty of Color*=70; Unknown Male=6. Asian N=68; URG* N=46.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Intercept	12.1	<.001	12.1	<.001	12.0	<.001	11.9	<.001	11.6	<.001
R-square	0.01		0.07		0.73		0.74		0.75	
Adj. R-square	0.00		0.05		0.70		0.71		0.72	
*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.; Art Hist.; Art Pract.; Astronomy; Chemical Eng.; City & Reg. Plan.; Comp. Literature; Demography; Energy & Res. Grp.; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; 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, 4/30/2021

Tot. N=330: White Male N=192; Female N=88; Male Faculty of Color*=47; Unknown Male=3. Asian N=38; URG* N=26.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.015	0.571	-0.019	0.392	-0.003	0.872	0.004	0.808	0.003	0.843
Asian	-0.070	0.054	-0.061	0.055	-0.041	0.078	-0.039	0.082	-0.038	0.089
Underrep. Group*	0.019	0.658	-0.013	0.724	-0.021	0.461	-0.011	0.699	-0.011	0.694
Yrs. since degree			0.001	0.756	0.003	0.166	0.002	0.481	0.001	0.518
Yrs. degree (sq.)			0.000	0.738	0.000	0.184	0.000	0.013	0.000	0.015
Yrs. since hired			-0.005	<.001	-0.004	<.001	-0.006	<.001	-0.005	<.001
Bach./Mast.			-0.106	0.088	-0.076	0.140	-0.038	0.458	-0.027	0.607
Law Degree			0.308	<.001	0.007	0.898	0.003	0.951	0.004	0.944
Architecture					0.046	0.483	0.019	0.767	0.025	0.701
Astronomy					0.185	0.042	0.183	0.037	0.187	0.034
Bioengin.					0.103	0.162	0.098	0.169	0.092	0.201
Chemistry					0.133	0.031	0.116	0.052	0.106	0.079
Civil & Env. Eng.					0.043	0.265	0.044	0.236	0.044	0.231
Classics					-0.031	0.703	-0.025	0.750	-0.017	0.830
Earth & Plan. Sc.					-0.037	0.592	-0.051	0.444	-0.046	0.490
E. Asian Lng./Clt.					-0.056	0.352	-0.040	0.498	-0.042	0.471
Economics					0.569	<.001	0.554	<.001	0.481	<.001
Elect. Eng./CS					0.025	0.483	0.012	0.729	-0.029	0.649
English					0.027	0.605	0.048	0.335	0.046	0.352
ESPM					-0.019	0.709	-0.040	0.402	-0.052	0.307
Goldman Pub. Pol.					0.196	0.017	0.144	0.074	0.102	0.292
Haas Business					0.523	<.001	0.515	<.001	0.425	<.001
HW Neuroscience					0.007	0.944	0.023	0.806	0.014	0.880
History					0.026	0.530	0.027	0.498	0.023	0.567
Integrat. Biology					0.056	0.317	0.041	0.445	0.043	0.425
Journalism					0.098	0.166	0.088	0.197	0.087	0.205
Law					0.391	<.001	0.357	<.001	0.299	0.001
Material Sc. & Eng.					0.123	0.052	0.093	0.128	0.080	0.205
Mathematics					-0.010	0.796	-0.028	0.483	-0.031	0.428
Mechanical Eng.					0.069	0.113	0.066	0.120	0.064	0.131
Molec. & Cell Bio.					0.030	0.406	0.011	0.759	-0.006	0.892
Music					-0.066	0.266	-0.058	0.313	-0.038	0.551
Physics					-0.033	0.424	-0.053	0.191	-0.053	0.189
Political Sc.					0.146	0.008	0.145	0.006	0.118	0.061
Psychology					-0.051	0.369	-0.059	0.281	-0.065	0.243
Sch. of Education					0.014	0.790	-0.003	0.957	0.000	0.997
Sch. of Informat.					0.023	0.772	0.017	0.826	-0.006	0.946
Sch. of Optometry					0.084	0.147	0.067	0.233	0.082	0.167
Sch. Public Health					0.031	0.596	0.026	0.652	0.017	0.771
Sociology					0.096	0.087	0.093	0.085	0.083	0.136
Other units					-		-		-	

Tot. N=330: White Male N=192; Female N=88; Male Faculty of Color*=47; Unknown Male=3. Asian N=38; URG* N=26.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Multiple appt.					0.000	0.984	0.007	0.762	0.004	0.843
Market Ratio**									0.125	0.443
Years at Rank							0.009	<.001	0.009	<.001
Intercept	12.3	<.001	12.3	<.001	12.2	<.001	12.2	<.001	12.1	<.001
R-square	0.01		0.26		0.68		0.70		0.70	
Adj. R-square	0.00		0.24		0.64		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.; Anthropology; Art Hist.; Art Pract.; Chemical Eng.; City & Reg. Plan.; Comp. Literature; Demography; Energy & Res. Grp.; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; German; Ind. Eng./Op. Res.; Italian Stud.; Landsc. Arch./Env.; Linguistics; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Philosophy; Plant & Micr. Bio.; Rhetoric; S/SE Asian Std.; Scandinav. Lng.; 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, 4/30/2021

Tot. N=240: White Male N=155; Female N=53; Male Faculty of Color*=28; Unknown Male=4. Asian N=27; URG* N=11.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.018	0.505	-0.022	0.373	-0.003	0.881	0.010	0.602	0.017	0.367
Asian	-0.014	0.695	0.008	0.812	0.008	0.770	0.019	0.464	0.012	0.628
Underrep. Group*	-0.083	0.125	-0.060	0.213	-0.037	0.376	-0.045	0.259	-0.045	0.241
Yrs. since degree			0.015	0.003	0.012	0.004	0.009	0.018	0.006	0.097
Yrs. degree (sq.)			0.000	0.049	0.000	0.199	0.000	0.048	0.000	0.161
Yrs. since hired			-0.003	0.002	-0.004	<.001	-0.005	<.001	-0.005	<.001
Law Degree			0.288	<.001	0.029	0.656	0.046	0.460	-0.001	0.985
Anthropology					-0.012	0.818	-0.007	0.883	0.046	0.338
Chemical/Biom. Eng.					0.138	0.006	0.127	0.007	0.128	0.005
Chemistry					0.115	0.007	0.073	0.074	0.054	0.166
Civil & Env. Eng.					0.053	0.439	0.059	0.358	0.084	0.176
Comp. Literature					0.044	0.706	0.066	0.547	0.116	0.273
Earth & Plan. Sc.					-0.018	0.842	-0.044	0.607	0.007	0.933
Economics					0.426	<.001	0.330	<.001	0.039	0.657
Elect. Eng./CS					0.086	0.037	0.065	0.095	-0.074	0.135
English					0.081	0.212	0.055	0.364	0.077	0.192
ESPM					-0.050	0.387	-0.025	0.640	-0.045	0.391
HW Neuroscience					0.060	0.590	0.108	0.301	0.121	0.224
Integrat. Biology					-0.059	0.311	-0.035	0.521	0.001	0.979
Law					0.376	<.001	0.348	<.001	0.162	0.026
Material Sc. & Eng.					-0.021	0.857	0.056	0.611	0.023	0.825
Mathematics					0.003	0.942	-0.017	0.649	-0.012	0.739
Mechanical Eng.					0.075	0.131	0.081	0.082	0.103	0.022
Molec. & Cell Bio.					0.149	<.001	0.129	<.001	0.085	0.024
Physics					0.007	0.873	-0.003	0.943	0.023	0.550
Plant & Micr. Bio.					0.103	0.075	0.111	0.042	0.213	<.001
Political Sc.					0.093	0.084	0.088	0.081	-0.001	0.991
Psychology					0.040	0.576	0.028	0.677	0.021	0.740
Sch. of Education					0.049	0.382	0.053	0.319	0.079	0.124
Sch. Public Health					0.033	0.581	0.063	0.258	0.057	0.287
Statistics					0.047	0.600	0.085	0.308	0.006	0.943
Other units					-		-		-	
Multiple appt.					0.101	<.001	0.085	<.001	0.078	<.001
Market Ratio**									0.522	<.001
Years at Rank							0.009	<.001	0.010	<.001
Intercept	12.5	<.001	12.3	<.001	12.2	<.001	12.2	<.001	11.8	<.001
R-square	0.01		0.23		0.55		0.61		0.64	
Adj. R-square	0.00		0.21		0.48		0.54		0.58	

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

Tot. N=240: White Male N=155; Female N=53; Male Faculty of Color*=28; Unknown Male=4. Asian N=27; URG* N=11.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M4A: Years in Rank		M4B: Yrs. Rank, Market Factor	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val
**AAUDE data on peer private salaries used to create market ratios based on departmental affiliation (e.g. Physics/All Fields).										
Other units include: Afr. Am Stud.; Agr. Res. Ec. Pol.; Architecture; Art Hist.; Art Pract.; Astronomy; Bioengin.; City & Reg. Plan.; Civil & Env. Eng.; Classics; Demography; E. Asian Lng./Clt.; Energy & Res. Grp.; Ethnic Studies; Film and Media; French; Gender/Wom. St.; Geography; German; Goldman Pub. Pol.; Haas Business; History; Ind. Eng./Op. Res.; Sch. of Informat.; Italian Stud.; Journalism; Landsc. Arch./Env.; Linguistics; Music; Near Eastern St.; Nuclear Eng.; Nutr. Sc./Tox.; Sch. of Optometry; Philosophy; Rhetoric; Scandinavian Lng.; Slavic Lng./Clt.; Sociology; Sch. Social Welfare; S/SE Asian Std.; Spanish & Port.; TDPS; UG/Interdis. St. Note: In this run, departments with N>=5 cases are included in the regression model.										
p<.10=light green		p<.05=bright grn.		p<.01=green shade		p<.001=dark green				

F1: Log Salary Model, All Campus, with Any Outside Job Offer (since 1998), 4/30/2021

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257;
Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Department-ments		M3B: Outside Job Offers	
	β	p-val	β	p-val	β	p-val	β	p-val
Women	-0.131	<.001	-0.081	<.001	-0.019	0.056	-0.024	0.013
Asian	-0.126	<.001	-0.041	0.029	-0.024	0.065	-0.022	0.066
Underrep. Group*	-0.111	<.001	-0.031	0.163	0.004	0.773	-0.007	0.624
Unknown Ethnicity	0.032	0.662	0.047	0.414	0.024	0.526	0.027	0.455
Yrs. since degree			0.019	<.001	0.022	<.001	0.022	<.001
Yrs. degree (sq.)			0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired			-0.003	0.007	-0.004	<.001	-0.006	<.001
Bach./Mast.			-0.278	<.001	-0.105	0.002	-0.106	<.001
Law Degree			0.386	<.001	-0.097	0.015	-0.111	0.003
MD			0.016	0.814	0.059	0.241	0.040	0.403
Afr. Am Stud.					0.037	0.580	0.042	0.508
Agr. Res. Ec. Pol.					0.415	<.001	0.399	<.001
Anthropology					0.075	0.094	0.067	0.116
Architecture					0.069	0.134	0.057	0.191
Art Hist.					0.012	0.836	-0.001	0.980
Astronomy					0.206	<.001	0.180	0.002
Bioengin.					0.171	<.001	0.173	<.001
Chemical/Biom. Eng.					0.311	<.001	0.276	<.001
Chemistry					0.327	<.001	0.301	<.001
City & Reg. Plan.					0.129	0.022	0.125	0.019
Civil & Env. Eng.					0.193	<.001	0.197	<.001
Classics					0.030	0.636	0.028	0.642
Comp. Literature					0.108	0.196	0.116	0.143
Earth & Plan. Sc.					0.223	<.001	0.214	<.001
E. Asian Lng./Clt.					-0.027	0.629	-0.012	0.819
Economics					0.846	<.001	0.799	<.001
Elect. Eng./CS					0.292	<.001	0.286	<.001
English					0.027	0.462	0.022	0.533
ESPM					0.051	0.181	0.057	0.113
Ethnic Studies					0.041	0.448	0.048	0.341
Film and Media					0.132	0.067	0.126	0.065
French					0.028	0.664	0.066	0.284
Geography					0.011	0.858	0.003	0.959
German					-0.010	0.881	-0.014	0.815
Goldman Pub. Pol.					0.412	<.001	0.365	<.001
Haas Business					0.752	<.001	0.735	<.001
HW Neuroscience					-0.036	0.565	-0.003	0.959
History					0.112	0.004	0.098	0.007
Ind. Eng./Op. Res.					0.202	<.001	0.173	<.001

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257;
 Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M3B: Outside Job Offers	
	β	p-val	β	p-val	β	p-val	β	p-val
Integrat. Biology					0.089	0.030	0.071	0.068
Landsc. Arch./Env.					-0.004	0.950	-0.017	0.781
Law					0.764	<.001	0.759	<.001
Linguistics					0.049	0.367	0.051	0.316
Material Sc. & Eng.					0.242	<.001	0.247	<.001
Mathematics					0.225	<.001	0.213	<.001
Mechanical Eng.					0.211	<.001	0.213	<.001
Molec. & Cell Bio.					0.200	<.001	0.188	<.001
Music					0.050	0.332	0.027	0.583
Near Eastern St.					0.024	0.673	0.005	0.929
Nuclear Eng.					0.143	0.020	0.159	0.007
Nutr. Sc./Tox.					0.019	0.759	0.014	0.807
Philosophy					0.257	<.001	0.234	<.001
Physics					0.213	<.001	0.208	<.001
Plant & Micr. Bio.					0.145	0.002	0.140	0.001
Political Sc.					0.329	<.001	0.295	<.001
Psychology					0.178	<.001	0.162	<.001
Rhetoric					0.012	0.843	0.032	0.569
Sch. of Education					0.143	<.001	0.119	0.003
Sch. of Informat.					0.250	<.001	0.246	<.001
Sch. of Optometry					0.197	<.001	0.204	<.001
Sch. Public Health					0.172	<.001	0.144	<.001
Sch. Social Welfare					0.142	0.009	0.123	0.016
Sociology					0.284	<.001	0.250	<.001
S/SE Asian Std.					-0.006	0.919	-0.003	0.966
Spanish & Port.					0.015	0.808	0.029	0.620
Statistics					0.285	<.001	0.278	<.001
TDPS					0.004	0.947	0.021	0.727
Other units					-		-	
Two Departments					0.088	<.001	0.054	<.001
Three or More Deps.					0.154	<.001	0.093	0.015
Outside Offer							0.139	<.001
Intercept	12.2	<.001	12.2	<.001	11.9	<.001	11.9	<.001
R-square	0.06		0.42		0.76		0.79	
Adj. R-square	0.06		0.42		0.75		0.77	
*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; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.								

Tot. N=1513: White Male N=712; Female N=523; Male Faculty of Color*=257;
 Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	M1: Gender & Race/Ethnicity		M2: Yrs Degr./ Hire, Degrees		M3: Depart-ments		M3B: Outside Job Offers	
	β	p-val	β	p-val	β	p-val	β	p-val
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--2020-21 (Spring Semester)

Tot. N=1513 (2020-21): White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21			
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	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	-0.059	<.001	-0.051	<.001	-0.050	<.001	-0.051	<.001	-0.053	<.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	-0.022	0.028	-0.023	0.019	-0.025	0.009	-0.024	0.013		
Asian	0.006	0.700	0.009	0.544	0.003	0.839	0.002	0.892	-0.010	0.462	-0.004	0.771	-0.004	0.792	-0.012	0.401	-0.011	0.434	-0.023	0.093	-0.018	0.189	-0.016	0.208	-0.014	0.276	-0.019	0.136	-0.012	0.331	-0.021	0.083	-0.022	0.066		
Underrep. Group*	-0.005	0.810	-0.008	0.693	-0.007	0.723	-0.010	0.593	-0.012	0.510	-0.012	0.516	-0.002	0.901	-0.004	0.811	-0.007	0.689	-0.005	0.750	-0.011	0.524	-0.004	0.806	-0.003	0.859	-0.001	0.956	-0.005	0.743	-0.009	0.559	-0.007	0.624		
Unknown ethnicity	0.081	0.153	0.052	0.344	-0.003	0.960	-0.042	0.422	-0.055	0.299	-0.030	0.604	-0.061	0.370	-0.088	0.195	-0.044	0.526	-0.071	0.217	-0.037	0.472	-0.023	0.628	-0.002	0.960	0.038	0.391	0.044	0.250	0.035	0.359	0.027	0.455		
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
Yrs. degree (sq.)	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.002	0.002	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001	0.000	<.001
Yrs. since hired	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.004	<.001	-0.005	<.001	-0.005	<.001	-0.006	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.007	<.001	-0.006	<.001	-0.007	<.001	-0.006	<.001	-0.006	<.001
Bach./Mast.	-0.148	<.001	-0.138	<.001	-0.130	<.001	-0.140	<.001	-0.148	<.001	-0.135	<.001	-0.132	<.001	-0.145	<.001	-0.159	<.001	-0.155	<.001	-0.167	<.001	-0.177	<.001	-0.165	<.001	-0.150	<.001	-0.149	<.001	-0.134	<.001	-0.106	<.001	0.027	0.455
Law Degree	0.059	0.184	0.081	0.069	0.090	0.040	0.027	0.511	0.040	0.310	0.042	0.281	0.046	0.245	0.043	0.306	0.002	0.963	-0.029	0.481	-0.035	0.380	-0.048	0.244	-0.040	0.322	-0.063	0.144	-0.073	0.095	-0.113	0.005	-0.111	0.003		
MD	0.062	0.287	0.112	0.043	0.083	0.128	0.136	0.012	0.123	0.020	0.142	0.006	0.132	0.013	0.095	0.069	0.065	0.203	0.053	0.266	0.059	0.226	0.049	0.307	0.065	0.189	0.054	0.285	0.050	0.311	0.045	0.361	0.040	0.403		
Afr. Am Stud.	-0.042	0.544	-0.026	0.707	-0.046	0.508	-0.035	0.596	-0.053	0.418	-0.094	0.137	-0.071	0.272	-0.074	0.278	-0.086	0.220	-0.059	0.378	-0.051	0.429	-0.063	0.284	-0.047	0.425	-0.061	0.309	-0.009	0.883	0.032	0.597	0.042	0.508		
Agr. Res. Ec. Pol.	0.221	<.001	0.250	<.001	0.245	<.001	0.252	<.001	0.260	<.001	0.274	<.001	0.268	<.001	0.259	<.001	0.262	<.001	0.338	<.001	0.340	<.001	0.341	<.001	0.348	<.001	0.378	<.001	0.442	<.001	0.374	<.001	0.399	<.001	0.027	0.455
Anthropology	0.071	0.112	0.074	0.094	0.071	0.106	0.085	0.042	0.045	0.297	0.038	0.381	0.071	0.111	0.066	0.135	0.050	0.263	0.051	0.238	0.065	0.131	0.055	0.190	0.061	0.141	0.051	0.229	0.082	0.055	0.073	0.084	0.067	0.116		
Architecture	-0.024	0.593	-0.015	0.743	-0.032	0.502	-0.024	0.608	-0.040	0.385	-0.007	0.871	0.017	0.701	0.027	0.548	0.004	0.921	0.008	0.860	0.032	0.451	0.025	0.552	0.019	0.656	0.043	0.311	0.049	0.254	0.037	0.397	0.057	0.191		
Art Hist.	-0.023	0.708	0.017	0.779	0.045	0.450	0.022	0.699	-0.023	0.691	-0.019	0.737	-0.081	0.194	-0.038	0.528	-0.052	0.372	-0.051	0.348	-0.038	0.462	-0.064	0.215	-0.046	0.367	-0.035	0.508	-0.008	0.888	-0.020	0.715	-0.001	0.980		
Astronomy	0.210	<.001	0.212	<.001	0.178	0.001	0.158	0.003	0.162	0.004	0.145	0.009	0.167	0.005	0.181	0.001	0.172	0.002	0.174	0.002	0.179	0.001	0.137	0.021	0.161	0.005	0.167	0.004	0.176	0.002	0.155	0.009	0.180	0.002		
Bioengin.	0.126	0.018	0.121	0.019	0.123	0.017	0.117	0.015	0.125	0.011	0.133	0.006	0.125	0.013	0.133	0.009	0.132	0.011	0.176	<.001	0.196	<.001	0.160	0.002	0.182	<.001	0.185	<.001	0.200	<.001	0.172	<.001	0.173	<.001		
Chemical/Biom. Eng.	0.292	<.001	0.272	<.001	0.327	<.001	0.324	<.001	0.254	<.001	0.253	<.001	0.257	<.001	0.237	<.001	0.247	<.001	0.252	<.001	0.261	<.001	0.250	<.001	0.255	<.001	0.267	<.001	0.285	<.001	0.255	<.001	0.276	<.001		
Chemistry	0.204	<.001	0.207	<.001	0.207	<.001	0.241	<.001	0.204	<.001	0.219	<.001	0.232	<.001	0.249	<.001	0.255	<.001	0.239	<.001	0.303	<.001	0.264	<.001	0.267	<.001	0.289	<.001	0.295	<.001	0.291	<.001	0.301	<.001		
City & Reg. Plan.	-0.102	0.066	-0.071	0.203	-0.065	0.253	-0.058	0.273	-0.054	0.295	0.042	0.404	0.036	0.497	0.019	0.724	0.027	0.623	0.104	0.058	0.105	0.050	0.054	0.350	0.087	0.131	0.102	0.064	0.100	0.074	0.091	0.110	0.125	0.019		
Civil & Env. Eng.	0.149	<.001	0.165	<.001	0.185	<.001	0.190	<.001	0.180	<.001	0.172	<.001	0.170	<.001	0.187	<.001	0.171	<.001	0.183	<.001	0.188	<.001	0.162	<.001	0.170	<.001	0.195	<.001	0.214	<.001	0.199	<.001	0.197	<.001		
Classics	-0.011	0.861	-0.013	0.820	-0.009	0.877	-0.004	0.936	-0.051	0.339	-0.036	0.501	-0.038	0.480	-0.018	0.742	-0.043	0.444	-0.056	0.327	-0.008	0.889	-0.049	0.380	-0.041	0.434	0.023	0.673	0.033	0.556	0.036	0.520	0.028	0.642		
Comp. Literature	0.087	0.346	0.203	0.028	0.234	0.013	0.102	0.207	0.095	0.241	0.096	0.228	0.096	0.242	0.104	0.220	0.121	0.155	0.187	0.018	0.169	0.026	0.178	0.019	0.126	0.096	0.136	0.071	0.158	0.036	0.171	0.024	0.116	0.143		
Earth & Plan. Sc.	0.128	0.012	0.118	0.024	0.129	0.011	0.153	0.002	0.124	0.015	0.120	0.021	0.117	0.029	0.137	0.014	0.153	0.004	0.173	0.001	0.209	<.001	0.197	<.001	0.201	<.001	0.232	<.001	0.230	<.001	0.206	<.001	0.214	<.001		
E. Asian Lng./Clt.	-0.049	0.389	-0.060	0.294	-0.026	0.645	0.001	0.989	-0.017	0.763	-0.047	0.395	-0.026	0.669	-0.015	0.806	-0.040	0.482	-0.047	0.407	-0.041	0.451	-0.067	0.216	-0.061	0.238	-0.049	0.350	-0.023	0.669	-0.037	0.482	-0.012	0.819		
Economics	0.404	<.001	0.443	<.001	0.465	<.001	0.483	<.001	0.556	<.001	0.537	<.001	0.588	<.001	0.638	<.001	0.636	<.001	0.669	<.001	0.686	<.001	0.662	<.001	0.688	<.001	0.694	<.001	0.748	<.001	0.754	<.001	0.799	<.001		
Elect. Eng./CS	0.219	<.001	0.230	<.001	0.235	<.001	0.248	<.001	0.232	<.001	0.221	<.001	0.237	<.001	0.253	<.001	0.246	<.001	0.239	<.001	0.246	<.001	0.221	<.001	0.229	<.001	0.262	<.001	0.283	<.001	0.276	<.001	0.286	<.001		
English	0.003	0.943	0.018	0.617	-0.003	0.930	0.002	0.947	0.001	0.980	0.020	0.578	0.029	0.438	0.047	0.196	0.047	0.200	0.032	0.379	0.034	0.344	0.012	0.731	0.017	0.618	0.033	0.357	0.047	0.182	0.015	0.658	0.022	0.533		
ESPM	0.049	0.195	0.060	0.105	0.070	0.062	0.066	0.064	0.039	0.287	0.033	0.371	0.026	0.487	0.042	0.258	0.047	0.207	0.036	0.327	0.045	0.219	0.021	0.567	0.047	0.182	0.050	0.173	0.048	0.194	0.045	0.213	0.057	0.113		
Ethnic Studies	-0.065	0.220	-0.073	0.169	-0.060	0.291	-0.035	0.514	-0.040	0.472	-0.092																									

Tot. N=1513 (2020-21): White Male N=712; Female N=523; Male Faculty of Color*=257; Unknown Male=20. Asian N=257; URG* N=172; Unknown Ethnicity=22.

Variables	2004-05		2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val	β	p-val		
Near Eastern St.	-0.123	0.037	-0.107	0.070	-0.095	0.107	-0.035	0.528	-0.041	0.481	-0.072	0.218	-0.066	0.289	-0.027	0.685	-0.050	0.426	-0.011	0.870	-0.024	0.691	-0.068	0.237	-0.023	0.686	-0.004	0.942	0.005	0.929	0.003	0.965	0.005	0.929
Nuclear Eng.	0.117	0.100	0.128	0.075	0.193	0.004	0.147	0.022	0.088	0.236	0.069	0.355	0.076	0.285	0.056	0.435	0.064	0.375	0.087	0.174	0.125	0.058	0.124	0.055	0.139	0.041	0.144	0.021	0.166	0.005	0.146	0.013	0.159	0.007
Nutr. Sc./Tox.	-0.009	0.877	0.032	0.594	0.028	0.622	0.028	0.600	0.008	0.877	0.001	0.982	-0.008	0.888	0.044	0.474	0.019	0.759	0.029	0.621	0.032	0.580	-0.008	0.889	0.003	0.964	0.021	0.739	0.035	0.554	0.005	0.932	0.014	0.807
Philosophy	0.150	0.007	0.120	0.029	0.159	0.003	0.151	0.003	0.110	0.033	0.166	<.001	0.196	<.001	0.208	<.001	0.197	<.001	0.175	<.001	0.203	<.001	0.206	<.001	0.237	<.001	0.241	<.001	0.272	<.001	0.224	<.001	0.234	<.001
Physics	0.117	0.001	0.134	<.001	0.148	<.001	0.135	<.001	0.115	0.001	0.119	0.001	0.108	0.005	0.113	0.003	0.123	0.001	0.137	<.001	0.155	<.001	0.172	<.001	0.192	<.001	0.213	<.001	0.233	<.001	0.196	<.001	0.208	<.001
Plant & Micr. Bio.	0.222	<.001	0.217	<.001	0.202	<.001	0.214	<.001	0.175	<.001	0.169	<.001	0.200	<.001	0.205	<.001	0.190	<.001	0.191	<.001	0.198	<.001	0.166	<.001	0.167	<.001	0.200	<.001	0.201	<.001	0.157	<.001	0.140	0.001
Political Sc.	0.065	0.095	0.089	0.021	0.085	0.026	0.106	0.004	0.100	0.007	0.089	0.019	0.097	0.015	0.135	<.001	0.124	0.002	0.143	<.001	0.172	<.001	0.181	<.001	0.199	<.001	0.231	<.001	0.244	<.001	0.298	<.001	0.295	<.001
Psychology	0.047	0.262	0.033	0.433	0.057	0.174	0.074	0.074	0.067	0.122	0.081	0.056	0.098	0.027	0.127	0.005	0.118	0.010	0.128	0.005	0.135	0.002	0.144	<.001	0.143	<.001	0.185	<.001	0.165	<.001	0.158	<.001	0.162	<.001
Rhetoric	0.038	0.558	0.052	0.405	0.049	0.448	0.075	0.225	0.040	0.531	0.039	0.541	0.026	0.690	0.034	0.609	0.018	0.787	0.023	0.720	0.039	0.532	0.020	0.733	0.005	0.937	0.019	0.752	0.047	0.431	0.045	0.443	0.032	0.569
Sch. of Education	-0.047	0.257	-0.031	0.457	-0.016	0.698	-0.022	0.590	-0.024	0.543	-0.017	0.675	-0.003	0.935	0.014	0.726	0.007	0.870	0.023	0.580	0.029	0.486	0.026	0.527	0.066	0.108	0.084	0.047	0.124	0.003	0.092	0.024	0.119	0.003
Sch. of Informat.	0.018	0.792	0.040	0.528	0.032	0.633	0.082	0.165	0.140	0.011	0.120	0.028	0.108	0.054	0.116	0.039	0.152	0.009	0.172	0.004	0.175	0.002	0.177	0.002	0.219	<.001	0.207	<.001	0.222	<.001	0.202	<.001	0.246	<.001
Sch. of Optometry	0.250	<.001	0.238	<.001	0.290	<.001	0.293	<.001	0.271	<.001	0.263	<.001	0.257	<.001	0.247	<.001	0.234	<.001	0.227	<.001	0.236	<.001	0.218	<.001	0.189	<.001	0.202	<.001	0.231	<.001	0.221	<.001	0.204	<.001
Sch. Public Health	0.049	0.226	0.066	0.096	0.058	0.135	0.047	0.207	0.042	0.269	0.045	0.238	0.040	0.321	0.076	0.054	0.071	0.075	0.076	0.056	0.104	0.009	0.084	0.030	0.099	0.010	0.121	0.003	0.170	<.001	0.146	<.001	0.144	<.001
Sch. Social Welfare	0.018	0.734	0.032	0.540	0.033	0.519	0.031	0.526	0.026	0.619	0.031	0.551	0.039	0.490	0.045	0.437	0.019	0.727	0.035	0.512	0.047	0.356	0.020	0.698	0.032	0.523	0.007	0.891	0.049	0.376	0.063	0.240	0.123	0.016
Sociology	0.114	0.014	0.098	0.032	0.096	0.034	0.074	0.088	0.067	0.135	0.077	0.087	0.092	0.047	0.110	0.016	0.118	0.012	0.140	0.002	0.152	<.001	0.133	0.003	0.157	<.001	0.168	<.001	0.245	<.001	0.207	<.001	0.250	<.001
S/SE Asian Std.	-0.063	0.345	-0.101	0.132	-0.072	0.263	-0.062	0.311	-0.071	0.253	-0.045	0.489	-0.045	0.510	-0.030	0.661	-0.024	0.729	-0.006	0.930	0.004	0.946	-0.013	0.832	-0.016	0.805	0.007	0.915	0.005	0.947	-0.016	0.798	-0.003	0.966
Spanish & Port.	0.007	0.898	-0.004	0.949	-0.011	0.835	0.004	0.941	0.007	0.896	-0.004	0.948	0.006	0.920	0.040	0.531	0.022	0.724	0.006	0.917	0.012	0.840	-0.028	0.630	-0.026	0.657	-0.015	0.808	0.003	0.964	0.021	0.719	0.029	0.620
Statistics	0.114	0.035	0.144	0.010	0.125	0.022	0.177	<.001	0.128	0.017	0.118	0.036	0.174	0.003	0.194	<.001	0.170	0.002	0.181	0.001	0.212	<.001	0.233	<.001	0.279	<.001	0.301	<.001	0.296	<.001	0.259	<.001	0.278	<.001
TDPS	-0.035	0.603	-0.020	0.767	-0.046	0.519	-0.002	0.975	-0.020	0.746	-0.025	0.694	-0.039	0.567	-0.018	0.781	-0.018	0.772	-0.056	0.340	-0.031	0.588	0.004	0.950	-0.013	0.820	0.013	0.834	0.040	0.499	0.019	0.748	0.021	0.727
Other units	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Two Departments	0.093	<.001	0.091	<.001	0.090	<.001	0.086	<.001	0.083	<.001	0.088	<.001	0.084	<.001	0.072	<.001	0.066	<.001	0.063	<.001	0.059	<.001	0.053	<.001	0.056	<.001	0.041	0.006	0.053	<.001	0.051	<.001	0.054	<.001
Three or More Deps.	0.193	<.001	0.157	0.001	0.149	0.001	0.142	0.002	0.108	0.014	0.154	<.001	0.153	<.001	0.143	0.002	0.152	0.002	0.136	0.003	0.123	0.004	0.146	<.001	0.124	0.003	0.147	<.001	0.130	0.002	0.100	0.010	0.093	0.014
Outside Offer	0.163	<.001	0.176	<.001	0.171	<.001	0.159	<.001	0.181	<.001	0.172	<.001	0.180	<.001	0.185	<.001	0.191	<.001	0.191	<.001	0.187	<.001	0.166	<.001	0.164	<.001	0.154	<.001	0.143	<.001	0.139	<.001	0.139	<.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
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		0.79	
Adj. R-square	0.72		0.72		0.72		0.74		0.75		0.74		0.73		0.73		0.74		0.75		0.76		0.76		0.76		0.75		0.76		0.77		0.77	

*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; Italian Studies; Journalism; Scandinavian; Slavic Languages; Undergrad. & Interdiscp.

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