

2. Multiple regression analysis of salary vs rank/step. As indicated in Table 1, the simplest model with only demographic variables shows women earn salaries that are 24% lower and Asian faculty earn 11% less, while salaries for URM faculty are equivalent to salaries of their colleagues who are white and male. However, only 7% of salary variation is explained by this model. As control factors are added to the model, salary differences change significantly with women earning 1% more, Asian faculty earn 1% less, and URM faculty earn 3% less, compared to white male faculty. The percentage of salary variation explained by the model increases to 93%.

Table 1.

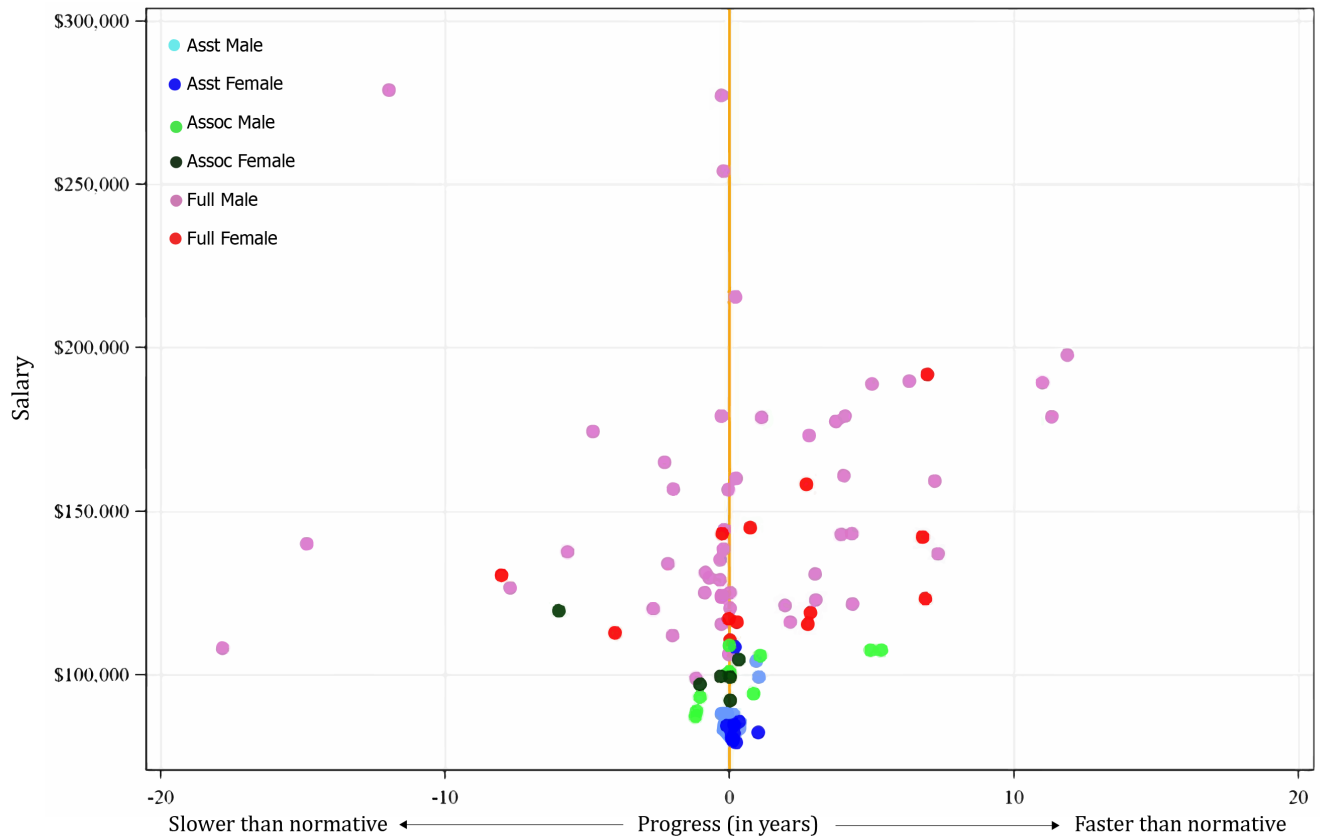
Submodel	R-sq	Significant Variables	Salary Difference		
			Women vs White Men	Asian vs White Men	URM vs White Men
1 Demography	0.07	Women*	-23.6%	-11.0%	0.0%
2 Demography, Experience	0.67	Experience***,Asian*	-11.9%	-17.3%	0.4%
3 Demog, Exper, Field	0.71	Experience***,Asian*	-10.6%	-13.3%	1.1%
4 Demog, Exper, Field, Rank	0.93	Exper*,Rank***	0.2%	-0.6%	-4.1%
5 Demog, Exper, Field, Rank ¹	0.93	Field*,Rank***	0.8%	-0.7%	-3.3%

*p<0.05, **p<0.01, ***p<0.001

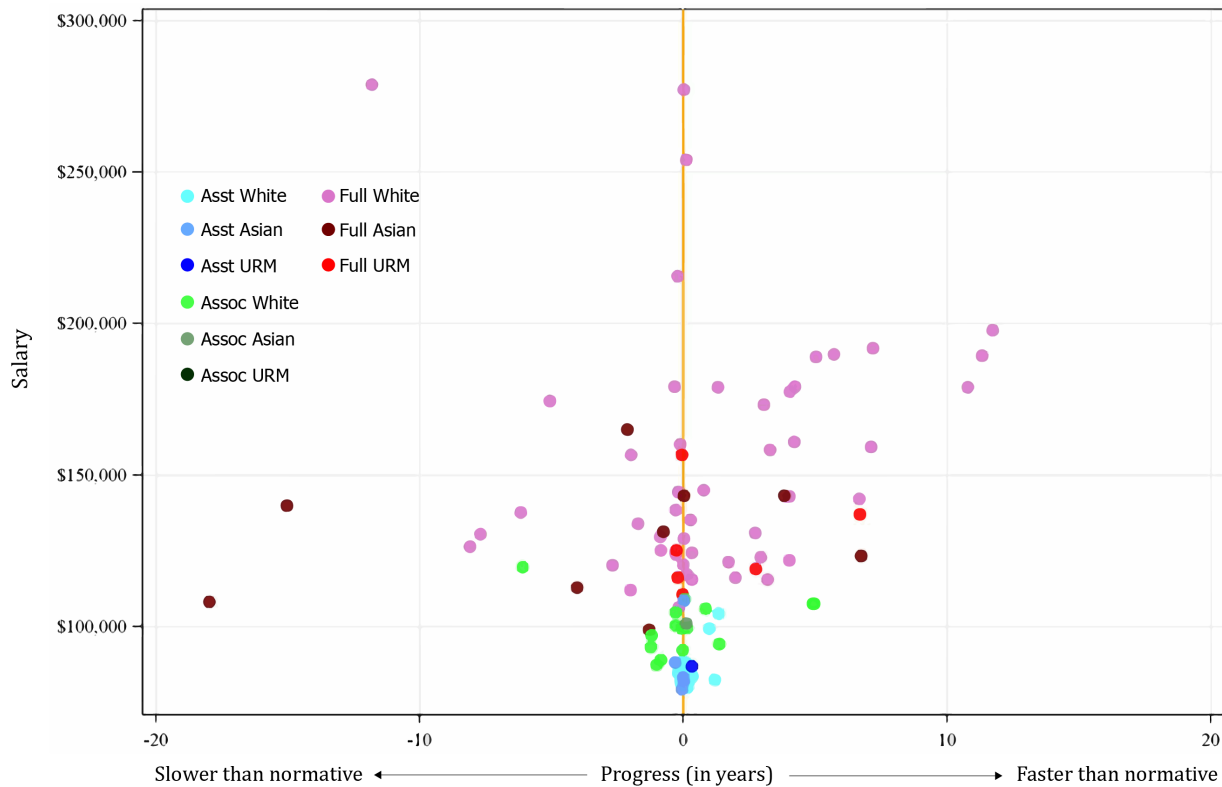
¹Final model corrected for collinearity.

3. Progress Rate plotted as a function of gender and ethnicity

Graph 3: Salary by Progress and Gender - Biological Sciences



Graph 4: Salary by Progress and Ethnicity - Biological Sciences



4. **Progress Rate Analysis:** The results indicate there isn't a statistically significant difference in progression rate means by gender when compared to white male faculty. Asian faculty, however, progress at a rate that is two years slower ($p=0.03$).

Table 2. Progress Rate (in years) Comparison

Comparison	n	Mean	t	df	p-value
White Male	61	0.90			
Women vs White Male	28	0.46	0.52	87	0.6070
URM vs White Male	7	1.43	0.35	66	0.7296
Asian vs White Male	15	-2.00	2.25	74	0.0277