

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 32% lower, Asian and URM faculty earn 13% AND 2% less, respectively, compared to their colleagues who are white and male. However, only 13% of salary variation is explained by this model. As control factors are added to the model, salary differences change with women earning 8% less, Asian faculty earn 5% more, and URM faculty earn 14% less, compared to white male faculty. The percentage of salary variation explained by the model increases to 66%.

Table 1.

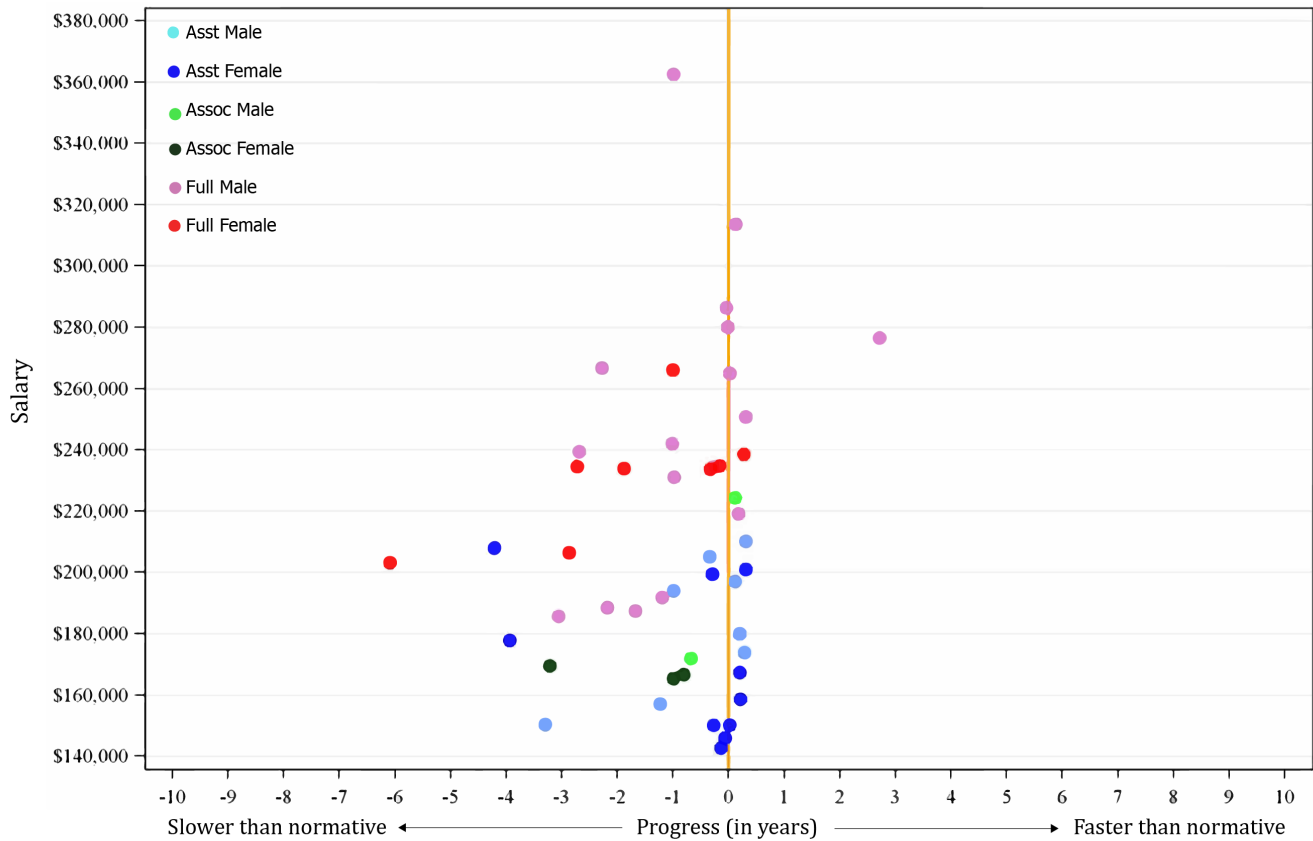
Submodel	R-sq	Significant Variables	Salary Difference		
			Women vs White Men	Asian vs White Men	URM vs White Men
1 Demography	0.13	Women*	-32.2%	-12.7%	-1.7%
2 Demography, Experience	0.56	Experience***	-16.4%	4.7%	-1.3%
3 Demog, Exper, Field	0.66	Field**	-14.0%	1.3%	13.1%
4 Demog, Exper, Field, Rank	0.76	Field*	-17.4%	2.1%	-13.9%
5 Demog, Exper, Field, Rank ¹	0.66	Field**	-8.2%	5.0%	-13.8%

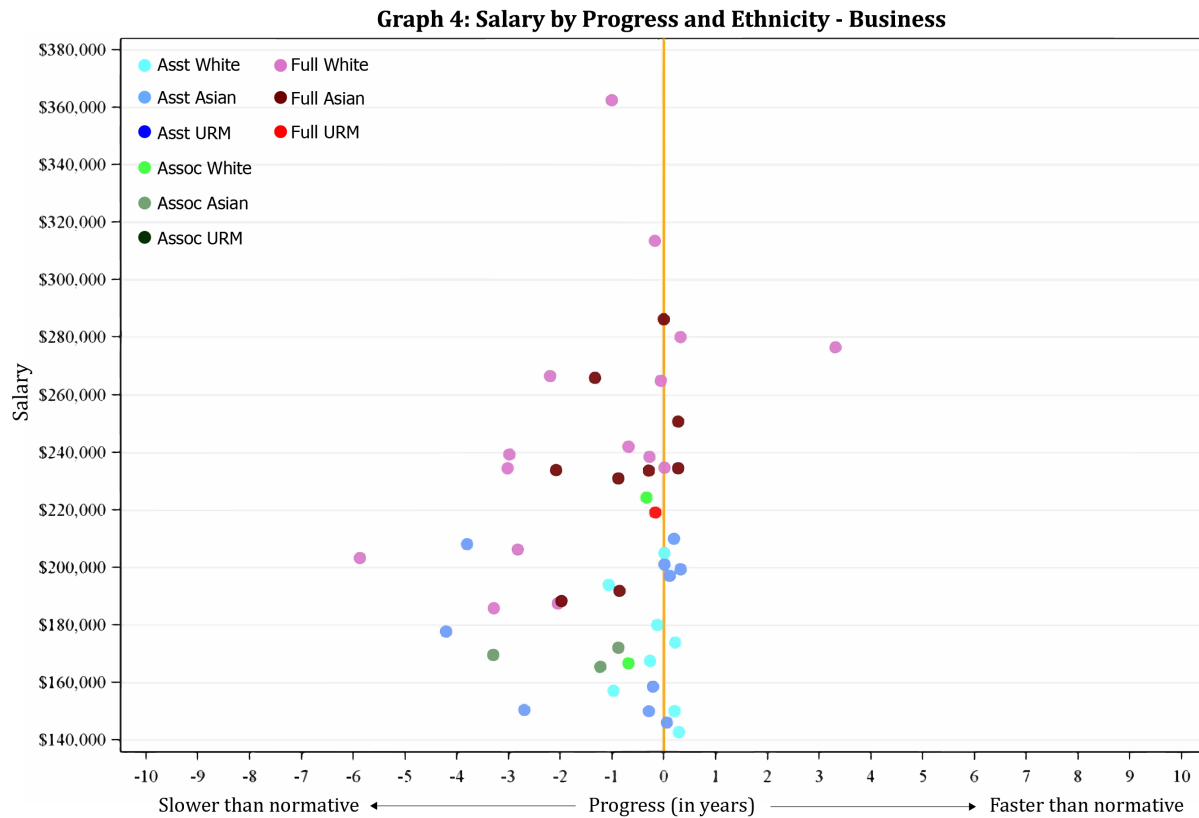
*p<0.05, **p<0.01, ***p<0.001

¹Final model corrected for collinearity.

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

Graph 3: Salary by Progress and Gender - Business





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	16	-0.69			
Women vs White Male	21	-1.33	1.17	35	0.2481
URM vs White Male	1	0.00	0.46	15	0.6516
Asian vs White Male	22	-1.05	0.78	36	0.4410