

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 2% lower, Asian and URM faculty earn 20% and 4% less, respectively, compared to their colleagues who are white and male. However, only 4% of salary variation is explained by this model. As control factors are added to the model, salary differences change with women earning 3% less, Asian faculty earn 1% more, and URM faculty earn 3% less, compared to white male faculty. The percentage of salary variation explained by the model increases to 95%.

Table 1.

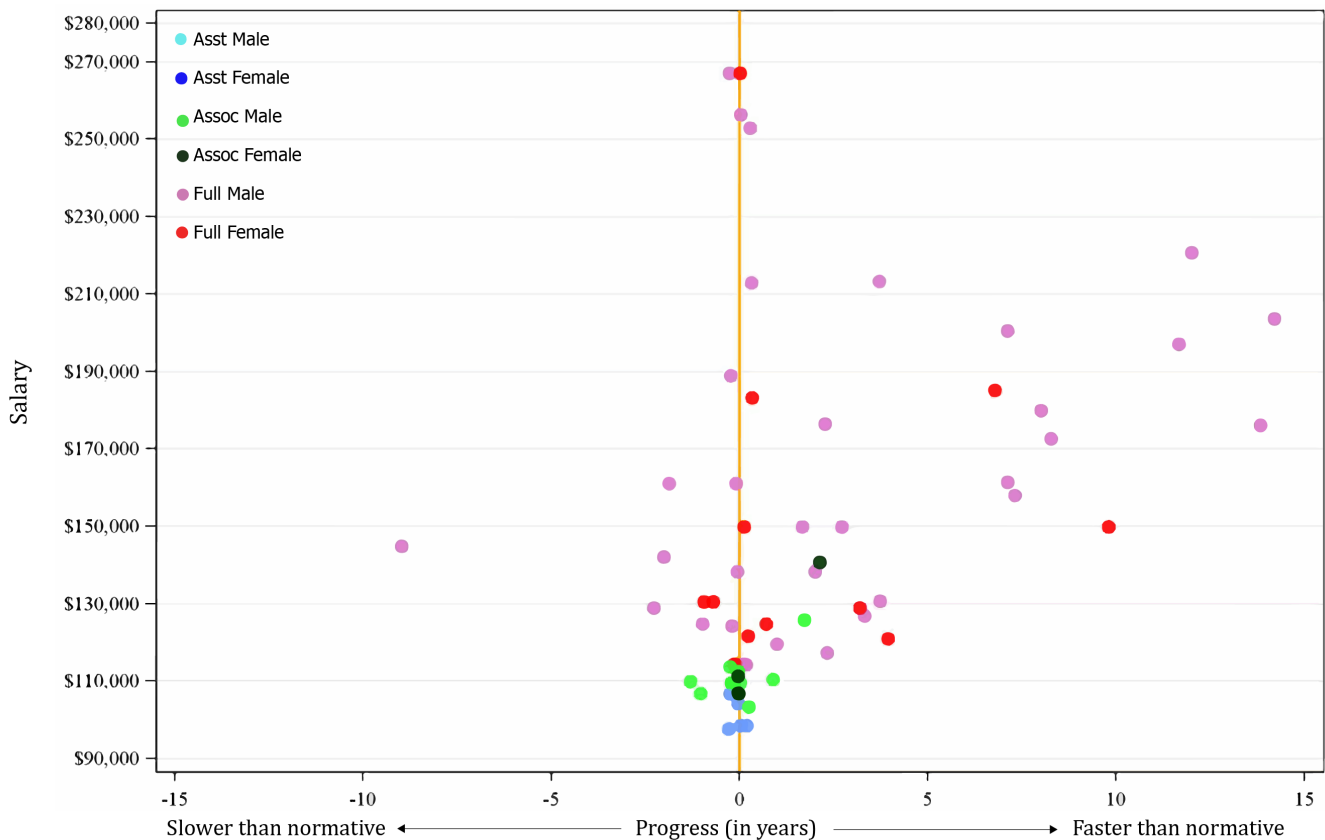
Submodel	R-sq	Significant Variables	Salary Difference		
			Women vs White Men	Asian vs White Men	URM vs White Men
1 Demography	0.04		-2.4%	-19.8%	-3.6%
2 Demography, Experience	0.76	Experience***	-12.4%	5.1%	-8.8%
3 Demog, Exper, Field	0.78	Experience**	-11.3%	4.4%	-8.5%
4 Demog, Exper, Field, Rank	0.95	Field*,Rank**	-3.3%	-0.4%	-2.1%
5 Demog, Exper, Field, Rank ¹	0.95	Exper***,Field*,Rank***	-3.4%	1.3%	-3.1%

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

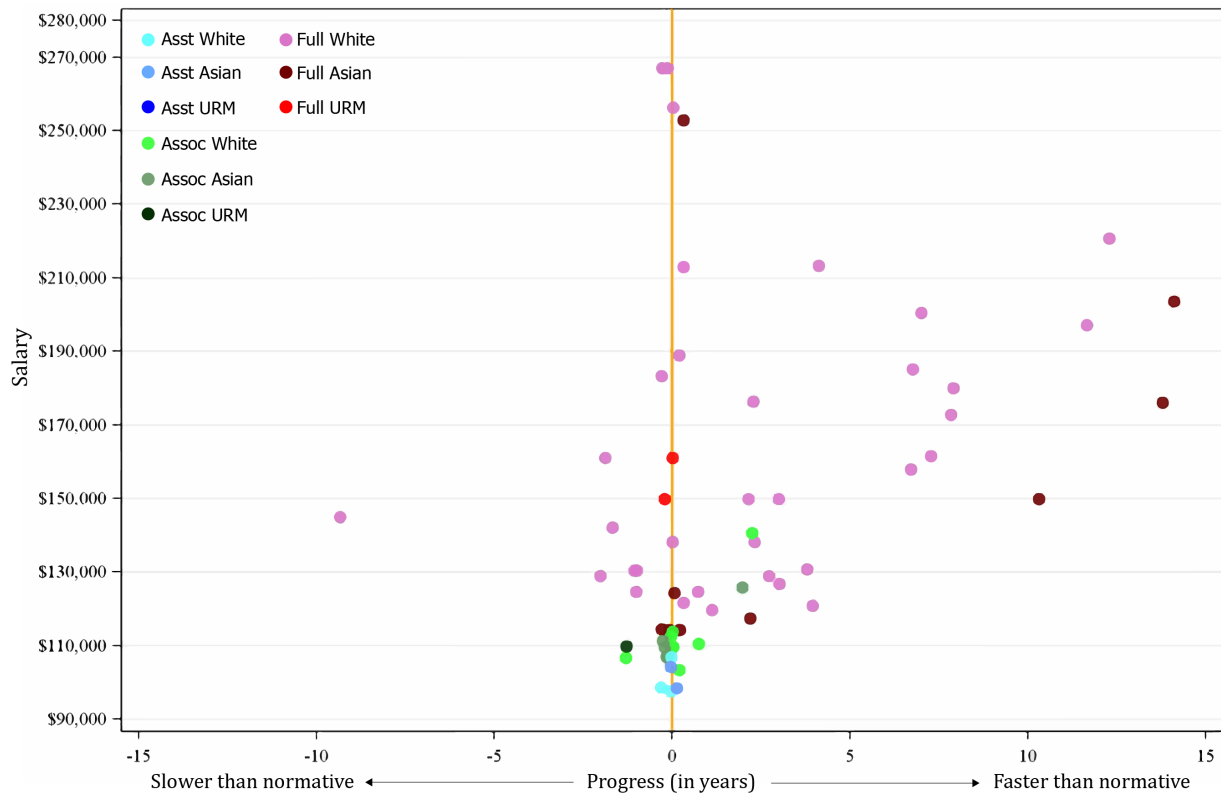
¹Final model corrected for collinearity.

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

Graph 3: Salary by Progress and Gender - ICS



Graph 4: Salary by Progress and Ethnicity - ICS



4. **Progress Rate Analysis:** The results indicate there isn't a statistically significant difference in progression rate means by either gender or ethnicity when compared to white male faculty, indicating there is no evidence of biases against promotion.

Table 2. Progress Rate (in years) Comparison

Comparison	n	Mean	t	df	p-value
White Male	57	1.78			
Women vs White Male	16	1.56	0.19	51	0.8475
URM vs White Male	3	-0.33	0.88	38	0.3823
Asian vs White Male	16	2.63	0.64	51	0.5271