2. Multiple regression analysis of salary vs rank/step. As indicated in Table 1, the simplest model with only demographic variables shows Asian faculty earn salaries that are 43% lower, Women earn 1% more, and URM faculty earn equal salaries, compared to their colleagues who are white and male. However, only 18% of salary variation is explained by this model. As control factors are added to the model, salary differences change with women earning 2% less, Asian faculty earn 3% less, and URM faculty earn 1% more, compared to white male faculty. The percentage of salary variation explained by the model increases to 99%.

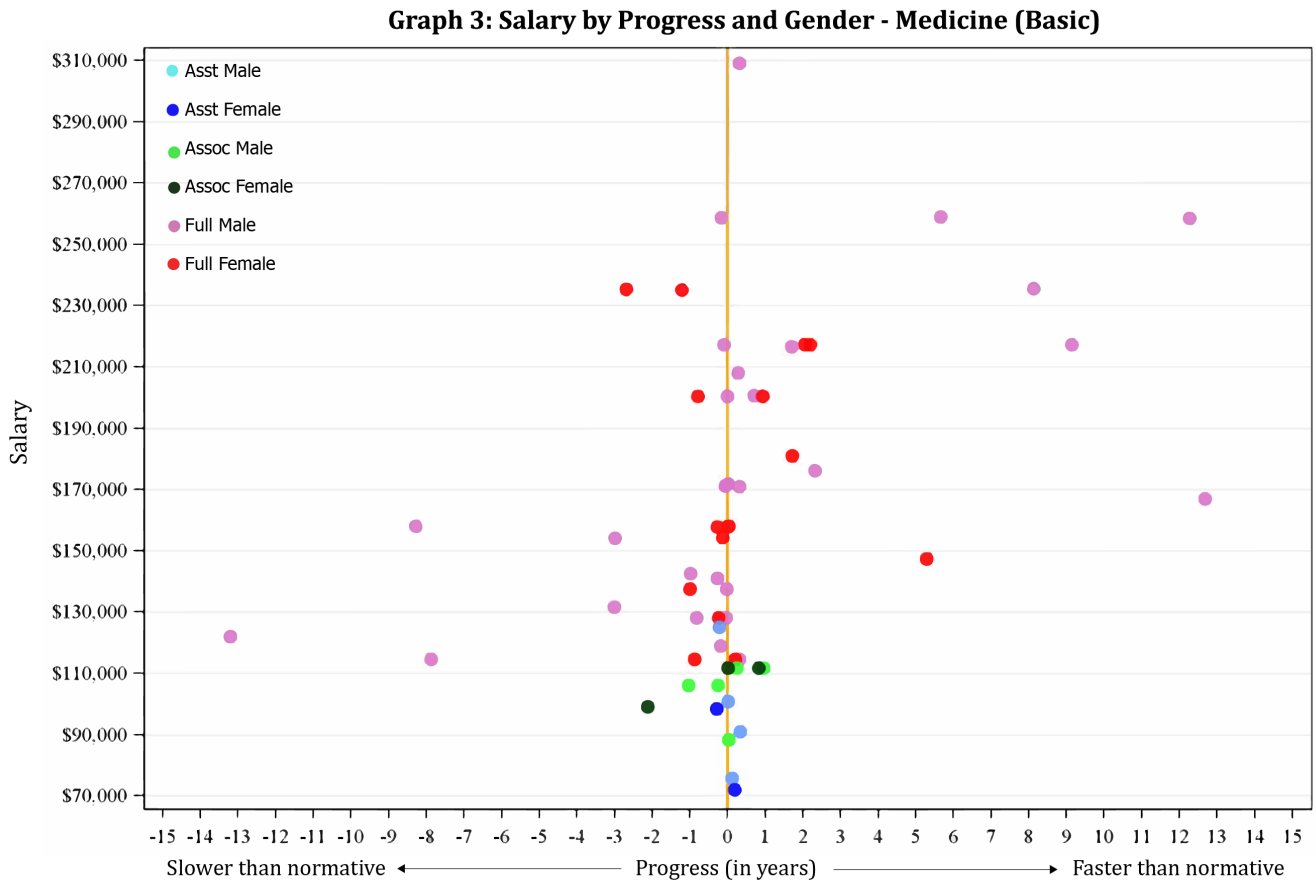
Table 1.

Submodel	R-sq	Significant Variables	Salary Difference: Women vs White Men	Salary Difference: Asian vs White Men	Salary Difference: URM vs White Men
1 Demography	0.18	Asian**	1.4%	-42.9%	-0.4%
2 Demography, Experience	0.75	Asian*	-3.1%	-17.4%	-0.8%
3 Demog, Exper, Field	0.80	Exper***,Field**	-4.1%	-14.6%	-0.9%
4 Demog, Exper, Field, Rank	0.99	Rank***	-2.0%	-3.4%	1.8%
5 Demog, Exper, Field, Rank[1]	0.99	Rank***	-1.7%	-3.0%	0.6%

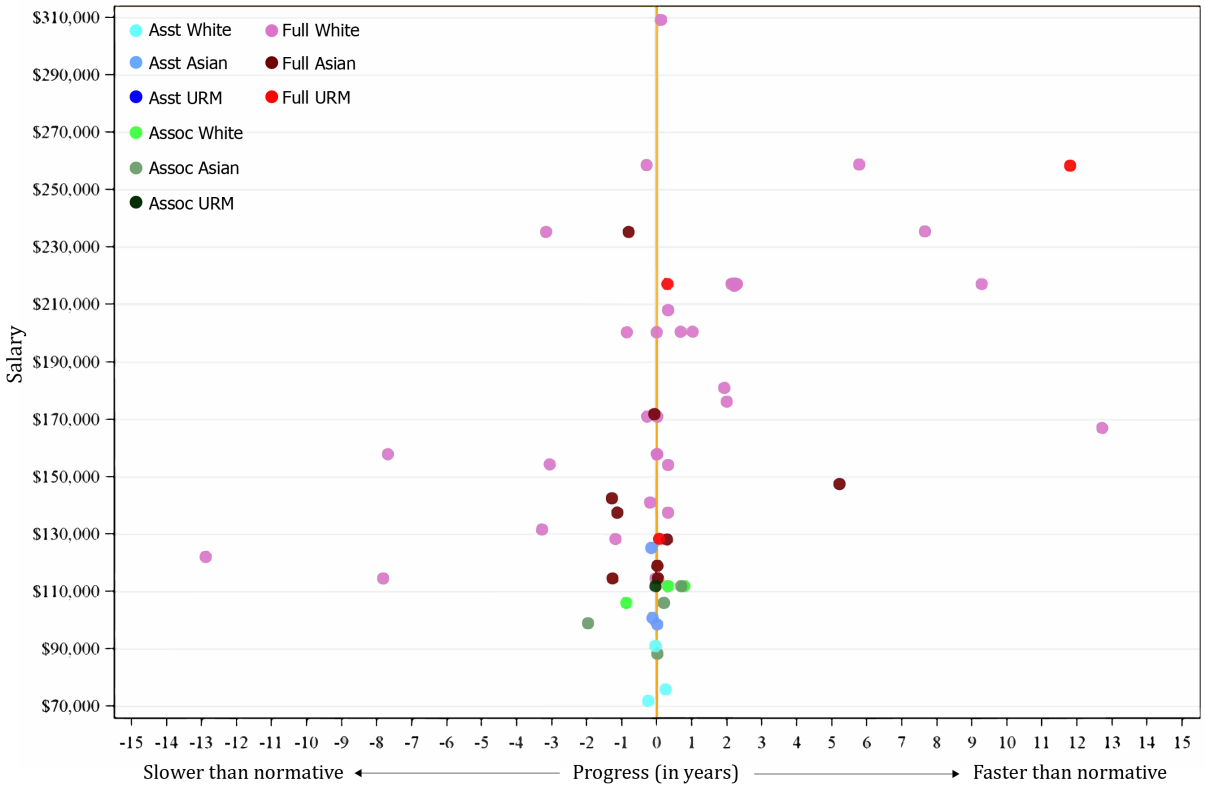
*p<0.05, **p<0.01, ***p<0.001

[1]Final model corrected for collinearity.

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



Graph 4: Salary by Progress and Ethnicity - Medicine (Basic)



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	25	0.16			
Women vs White Male	20	0.20	0.03	43	0.9743
URM vs White Male	4	3.00	0.98	27	0.3362
Asian vs White Male	16	0.00	0.12	39	0.9073