

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 22% lower, Asian and URM faculty earn 37% and 9% less, respectively, 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 significantly with women earning 1% less, Asian faculty earn the same salaries, and URM faculty earn 1% more, compared to white male faculty. The percentage of salary variation explained by the model increases to 96%.

Table 1.

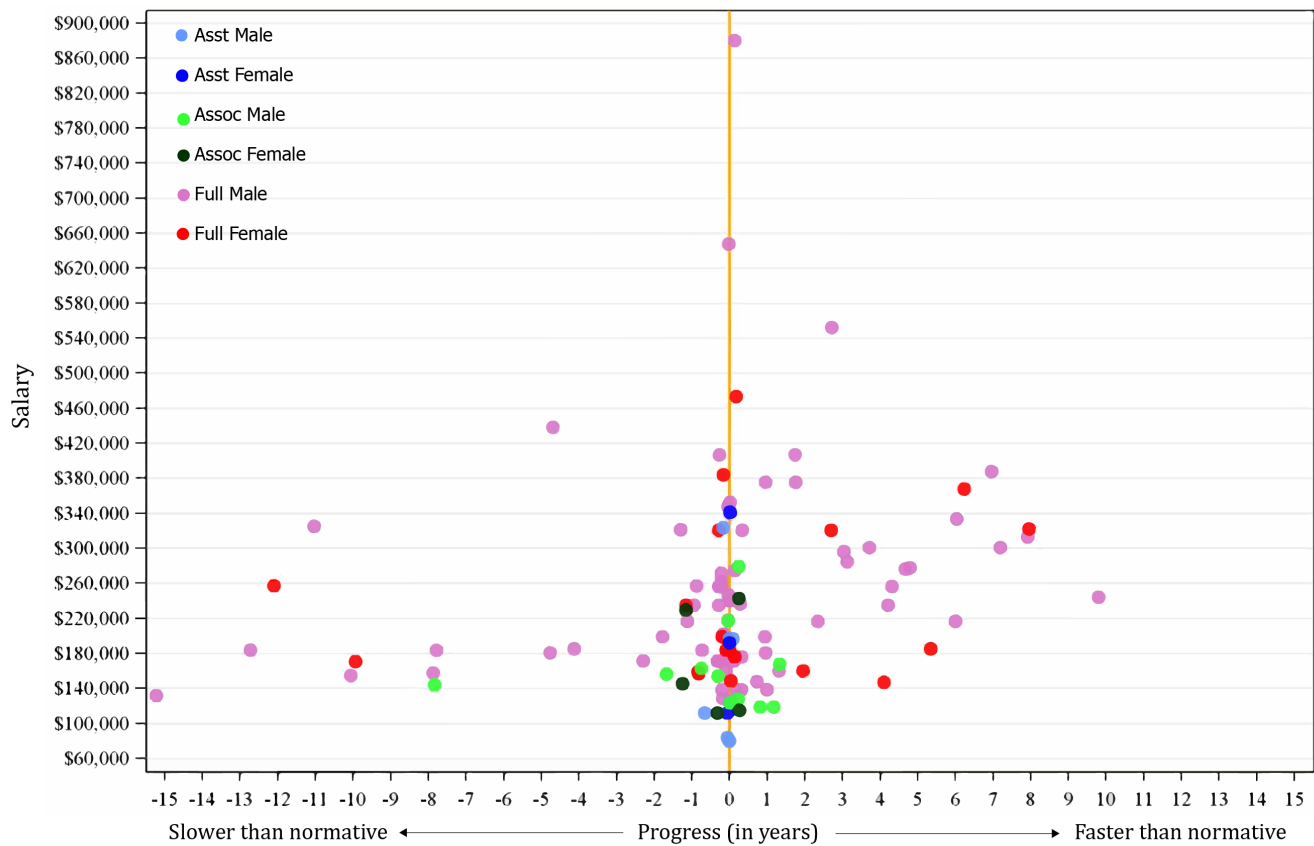
Submodel	R-sq	Significant Variables	Salary Difference		
			Women vs White Men	Asian vs White Men	URM vs White Men
1 Demography	0.18	Women*,Asian***	-21.8%	-36.5%	-9.1%
2 Demography, Experience	0.63	Experience***	-5.0%	-8.6%	-6.1%
3 Demog, Exper, Field	0.63	Experience**	-5.2%	-7.8%	-6.2%
4 Demog, Exper, Field, Rank	0.96	Exper**,Field*,Rank***	-1.8%	-0.6%	-1.9%
5 Demog, Exper, Field, Rank ¹	0.96	Exper*,Field*,Rank***	-0.8%	-0.3%	-1.4%

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

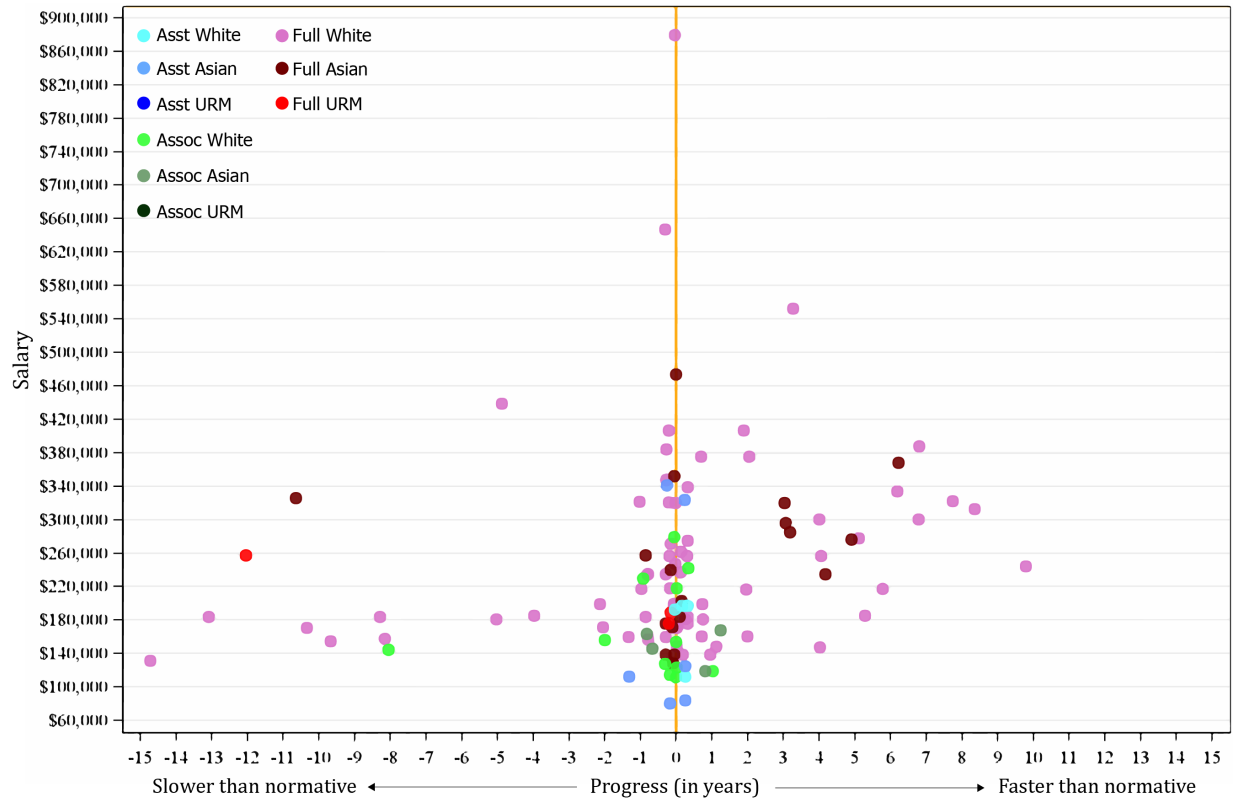
¹Final model corrected for collinearity.

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

Graph 3: Salary by Progress and Gender - Medicine (Clinical)



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



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	65	-0.20			
Women vs White Male	27	0.04	0.25	90	0.8058
URM vs White Male	3	-4.00	1.46	66	0.1488
Asian vs White Male	28	0.39	0.67	91	0.5071