
ANALYSIS OF GENDER EQUITY IN 1997 FACULTY SALARIES AT UW-MADISON

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Distributed to the Academic Deans for the [Fall 1999 Gender Pay Equity Review](#)

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INTRODUCTION

The June 1992 Gender Equity Study of Faculty Pay at the University of Wisconsin - Madison found a significant gap in salaries between men and women. As a result of the study, the Faculty Senate adopted a plan to provide salary adjustments to women faculty. Salary increases were provided to about 370 women (86% of all women faculty) in June 1993. In addition, the Senate called for a follow-up study that would make further recommendations to ensure gender pay equity on a continuing basis.

In December 1995 the Faculty Senate adopted as guidelines the recommendations included in the March 1995 Report of the Follow-up Committee to the Faculty Gender Pay Equity Exercise. As part of these recommendations, three committees are asked to monitor faculty salaries on a routine basis: The Advisory Committee to the Equity and Diversity Resource Center, the Committee on Women in the University, and the Faculty Commission on Compensation and Economic Benefits. The report advocates that statistical analyses such as those contained in the follow-up report and the original study should be repeated on a periodic basis.

This document represents an update of the pay equity study, using faculty salary information from November 1997. UW Madison contracted with an outside consultant,

Delores Conway (Associate Professor of Business and Statistics at the University of Southern California), to advise us with this analysis. We adopted Dr. Conway's recommendations and incorporated them in the analysis described below. The regression results for the university as a whole, and for each of the university's schools and colleges, find no statistically significant gap in salaries between men and women faculty in 1997.

METHODOLOGY

With multiple regression analysis, we attempt to explain differences in salaries by taking into account factors known to affect salary, such as education and experience. Gender and race/ethnicity are also included as variables in the regression equation, so that we can measure differences in salaries between men and women and between minorities and non-minorities after compensable factors have been taken into account. Compensable factors used in these regression analyses include years on the faculty at UW, highest degree earned, rank, outside market value of the person's discipline, years since highest degree, hiring cohort, and department within the university. However, no measure of merit other than rank is included in the regression equation. Although the number of publications authored, awards received, etc. are not included and are important factors in the determination of salaries, this omission should not have an impact on the results of this analysis unless there is a significant difference between women and men in the quality of their work.

As in the earlier reports, the UW- Madison faculty is divided into two groups for this analysis: faculty outside of the Medical School and faculty within the Medical School. Medical School faculty are treated separately because they have a considerably different structure for their pay.

Rank as an Explanatory Variable

While it is accepted that rank should be a compensable factor, it has been argued that the assignment of rank may be biased against women. This could result, for example, if women were hired at a lower rank or promoted more slowly than were comparable men. If this were the case, including rank as a predictor in the regression equation would cause us to understate the true salary gap. Because of these concerns about rank, the 1992 faculty pay equity study reported two sets of analyses: one that included rank as a predictor and one that excluded rank.

Delores Conway, our consultant for this report, argues that rank is an important predictor of salaries and must be included in any faculty salary analysis. This university competes in the academic marketplace for faculty and rank is an important factor in determining salaries at all universities. If women faculty are promoted more slowly or hired at a lower rank than men are, this should be analyzed and addressed independently of a salary equity study. Therefore, this report focuses on the results of regression analysis that includes rank as an explanatory variable.

RESULTS

Table 1 shows the results of the regression analysis for the campus as a whole (excluding the Medical School) and for each school and college separately. The estimated coefficient on gender, the percentage by which salaries of men exceed salaries of women (calculated from the gender coefficient), and the standard error of the estimate are reported. Detailed results of the regression analyses are provided in Appendix C.

As indicated in the table, the gap in 1997 salaries between men and women is -0.5 percent for UW faculty as a whole (95 percent confidence interval is -2.3% to 1.3%). That is, women in 1997 are paid approximately one-half percent more than men are, on average,

after controlling for differences in rank, experience, field, and other factors in the equation. This difference is not statistically significant from zero at the 95 percent confidence level.

In order to draw accurate conclusions from the data, it is important that the individuals whose salaries are being analyzed are fairly homogeneous (for example, the employees should have similar job responsibilities, performance criteria, market, etc.). Therefore, rather than look at the university as a whole, each school or college should be examined independently. In addition, analyses by cohort of hire or by separate discipline areas (such as by divisional committee affiliation) may be illuminating. However, in small subgroups (such as schools with less than 40 faculty), or where there are few men or few women in a subgroup, the data for one or two individuals may strongly influence the results of the regression. Thus results of these regressions must be interpreted with caution. Table 1 includes results by school or college other than the Medical School; Medical School results are contained in Table 2. The analysis by divisional committee is reported in Table 3. Table 4 presents the analysis by cohort of hire.

Results by College

The gender gap in salaries varies somewhat by college, although for none of the schools or colleges are the differences statistically significant at the 95 percent confidence level. Two units show a negative salary gap (women are paid more than men): Pharmacy and Letters and Science. The other schools and colleges show a salary gap favoring men, ranging from less than one percent in the Business School to about five percent in the School of Law.

Table 1. Analysis of Faculty Salaries by School/College

UW-Madison School/College	Total Faculty	Women Faculty	Gender Coefficient	Standard Error	% Gender Pay Gap
University Wide (excludes Medicine)	1718	406	-0.005	0.009	-0.5%
Agricultural and Life Sciences	291	31	0.021	0.027	2.2%
Business	80	13	0.007	0.055	0.7%
Education	140	52	0.013	0.024	1.3%
Engineering	172	12	0.032	0.041	3.3%
Human Ecology	39	28	0.017	0.029	1.7%
Law	37	10	0.053	0.059	5.5%
Letters & Science	836	210	-0.021	0.013	-2.1%
Nursing and Pharmacy	51	27	0.021	0.076	2.2%
Pharmacy alone	29	5	-0.067	0.110	-6.5%
Veterinary Medicine	50	10	0.024	0.038	2.4%
Continuing Studies	22	13	0.028	0.130	2.8%

Notes: Percent gender pay gap is the amount by which the men's salaries exceed women's salaries, after controlling for compensable factors in the regression equation. Faculty are reported in the school or college of their primary tenure department. Nursing is included in Pharmacy because there are currently no male faculty in Nursing. Five faculty with a tenure home in the Institute for Environmental Studies are reported

in the college of their secondary tenure department or in Agricultural and Life Sciences, if they have no secondary tenure department.

Source: UW-Madison Office of Budget Planning and Analysis November 1997 payroll and tenure file information.

Medical School Results

Table 2 includes the results of the examination of the Medical School faculty. As mentioned above, the Medical School is not included in the analysis of the university as a whole. A substantial number of Medical School faculty are in clinical departments and earn clinical practice income through the UW Medical Foundation as well as a salary paid by the university. Because of the clinical pay, Medical School faculty salaries are analyzed separately from other UW faculty. In this study, faculty are divided into two groups: those who receive clinical practice pay (CPP) and those who do not. Two definitions of income are analyzed: base salary paid through the university and total income (including base salary and clinical practice income paid through the UW Medical Foundation). Note that only tenured and tenure-track faculty are included in this analysis - CHS faculty are not examined here.

Table 2. Analysis of Faculty Salaries in the Medical School

Medial School Faculty	Total Faculty	Women Faculty	Gender Coefficient	Standard Error	% Gender Pay Gap
All Medical School Faculty					
Base Salary only	367	57	-0.009	0.026	-0.9%
Total Compensation (including clinical pay)	367	57	0.016	0.039	1.6%
Medical School Faculty not receiving clinical practice pay					
Base Salary Only	192	45	-0.016	0.027	-1.6%
Medical School Faculty receiving clinical practice pay					
Base Salary Only	175	12	-0.007	0.058	-0.7%
Total Compensation (including clinical pay)	175	12	0.090	0.079	9.4%

Notes: Percent gender pay gap is the amount by which the men's salaries exceed women's salaries, after controlling for compensable factors in the regression equation.

Source: UW-Madison Office of Budget Planning and Analysis November 1997 payroll and tenure file information and UW Medical Foundation.

As shown in the table, there is no statistically significant difference between the salaries of men and women in the Medical School, after controlling for compensable factors such as rank and experience. Compared to men in the Medical School, women receive slightly more base salary and slightly less total income, on average. Since women are more likely to be in basic science departments and less likely to earn CPP than men are, it is important to divide the faculty by whether or not they earn CPP. Of those faculty who receive a base salary only, women on average earn 1.6 percent more than men. Only twelve women

faculty currently receive CPP at the university. Compared to men who earn CPP, these women receive about 1 percent more in base salary and 9 percent less in total income. None of these differences are statistically significant at the 95 percent confidence level.

Results by Divisional Committee

At UW-Madison, each faculty member chooses one divisional committee (Humanities, Social Studies, Physical Sciences, or Biological Sciences) for purposes of tenure review. Generally, faculty members in a given tenure department are associated with only one divisional committee, although some departments are affiliated with two or more divisions (for example History with Humanities and Social Studies, Biochemistry with Biological Sciences and Physical Sciences). For this analysis, current faculty members who have not yet chosen a divisional committee are assigned to a divisional committee based on their tenure department.

In Table 3 the results of separate regression analyses are reported for faculty in each divisional committee. Men are paid slightly more than women, on average, in two divisions: Biological Sciences and Social Studies. In Humanities and Physical Sciences, women earn slightly more than men, after controlling for differences in rank, experience, and other compensable factors. None of the differences in salaries between men and women are statistically significant for any of the four divisions.

Table 3. Analysis of Faculty Salaries by Divisional Committee

UW-Madison Divisional Committees	Total Faculty	Women Faculty	Gender Coefficient	Standard Error	% Gender Pay Gap
Biological Sciences	310	54	0.013	0.022	1.3%
Humanities	375	140	-0.026	0.014	-2.6%
Physical Sciences	478	37	-0.002	0.029	0.2%
Social Studies	555	175	0.003	0.014	0.3%

Notes: Excludes Medical School faculty. Percent gender pay gap is the amount by which the men's salaries exceed women's salaries, after controlling for compensable factors in the regression equation. Faculty who have not yet chosen a divisional committee affiliation are assigned to one based on their tenure home. In a few cases, individuals who are the only person in a department with a particular affiliation are reassigned to the division used by other members of the department.

Source: UW-Madison Office of Budget Planning and Analysis November 1997 payroll and tenure file information.

Results by Cohort of Hire

In addition to examining salary differences by college, analyses were also undertaken to compare the gender gap for different hiring cohorts. This allows a comparison of the gender differences in salaries between those hired recently and those who have been on the faculty for many years. Faculty were divided into four hiring cohorts: those hired prior to July 1979, hired between July 1979 and June 1988, hired between July 1988 and June 1993, and hired since June 1993. The last cohort corresponds to faculty members who were hired after the 1993 faculty pay equity exercise was completed. A gap in salaries for the last cohort could signal a problem with starting salaries. Again, separate equations were used to analyze the salary differences by cohort. Results of these regressions are presented in Table 4. For two of the hiring cohorts analyzed, women are paid more than men, on average, after controlling for factors such as rank and discipline. The opposite is true for those hired since 1993 and hired between 1979 and 1988. None of these

differences are statistically significant at the 95 percent confidence level.

Table 4. Analysis of Faculty Salaries by Cohort of Hire

Cohort of Hire	Total Faculty	Women Faculty	Gender Coefficient	Standard Error	% Gender Pay Gap
All Cohorts Combined	1718	406	-0.005	0.009	-0.5%
Hired before July 1979	578	63	-0.054	0.028	-5.3%
July 1979 - June 1988	459	109	0.010	0.017	1.1%
July 1988 - June 1993	428	140	-0.008	0.013	-0.8%
Hired since July 1993	253	94	0.009	0.014	0.9%

Notes: Analysis is based on faculty positions and salaries as of November 1997. Percent gender pay gap is the amount by which the men's salaries exceed women's salaries, after controlling for compensable factors in the regression equation. Excludes faculty in the Medical School.

Source: UW-Madison Office of Budget Planning and Analysis November 1997 payroll and tenure file information.

LIMITATIONS OF THE ANALYSIS

It is important to note the limitations of regression analysis. First, the accuracy and reliability of the multiple regression approach depends on whether the model includes all the relevant factors. Quantitative measures of merit in teaching, research, and service are not included in these regression models. Thus, this analysis assumes that men and women are on average equally meritorious, given the other variables in the analysis. If this assumption is untrue, the results of the regressions are suspect. Second, statistical analyses are useful for providing data about faculty salaries in the aggregate. Although the results of these analyses show no significant gender gap in salaries for the university as a whole or for any of the schools or colleges, it is possible that a pay gap exists for an individual faculty member. Third, an analysis with only a small number of observations may be unduly influenced by the characteristics of one or two individuals. The number of individuals in the school or college or other grouping should be considered when interpreting the regression results. However, an analysis of large groups --such as a large college-- may obscure some gender differences within the group, such as at the department level.

CONCLUSIONS

This study contains many multiple regression analyses designed to measure the difference in salaries between men and women faculty after controlling for legitimate compensable factors such as rank and experience. Analyses were performed for the university as a whole, for each school and college, by divisional committee, and by cohort of hire. In none of the regression equations were statistically significant gender salary gaps observed.

We hired a statistical consultant, Delores Conway, to advise us on our methodology. In following her recommendations, we simplified the analysis. For the 1992 and 1995 studies, we included analyses both with rank and without rank as a predictor. Conway contends that rank is an important determinant of salaries and that if we exclude rank we throw away valuable information. If there is concern about gender bias in assigning

faculty rank, it should be the subject of a separate study. Therefore, this report includes rank as a predictor of faculty salaries.

Our consultant also stated that graphs could be useful in gaining a better understanding of salary distributions. In particular, they may be helpful in identifying "outliers" paid substantially less (or more) than others in a unit with the same rank and similar years since degree. Although not included in this report, graphs showing men and women faculty, their salaries, rank, and years since highest degree were prepared for each tenure-granting department. These graphs were distributed to the deans of each school and college to assist them in their on-going efforts to maintain equity in faculty pay.

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APPENDIX A. SUMMARY STATISTICS FOR WOMEN AND MEN FACULTY

	All Faculty (except Medical School)		Medical School Faculty Only	
	Women	Men	Women	Men
Number of Faculty in Analysis	406	1,312	57	310
Minority Faculty	49	136	5	27
Experience since Terminal Degree:				
Less than 5 years	11.1%	4.4%	0.0%	0.6%
5-10 years	26.8%	14.9%	7.0%	6.1%
11-20 years	38.9%	30.3%	56.1%	31.0%
More than 20 years	23.2%	50.4%	36.8%	62.3%
Mean years since terminal degree	14.2	20.6	18.4	23.1
Mean years as Faculty at UW	10.1	16.3	10.4	14.2
Mean salary (9 months)	\$57,449	\$69,826	\$64,454	\$69,322
Mean Salary including Clinical Pay (Medical School only, 12 months)			\$91,695	\$144,512
Percent with terminal degree	96.1%	97.2%	100.0%	100.0%
Rank:				
Assistant Professor	25.6%	11.4%	26.3%	16.4%
Associate Professor	34.0%	17.3%	31.6%	25.2%
Professor	40.4%	71.3%	42.1%	58.4%
Mean Market Ratio	0.949	1.006	0.864	0.994
Mean salary, Assistant Professors	\$48,298	\$52,272	\$50,367	\$47,146
Mean salary, Associate Professors	\$52,964	\$57,755	\$60,803	\$61,734
Mean salary, Professors	\$67,027	\$75,548	\$75,998	\$78,840

SOURCE: UW-Madison November 1997 payroll and December 1997 Tenure File

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APPENDIX B. Technical Details About the Analyses and the Key to Variables Used in the Regression Analyses

Criteria for Inclusion/Exclusion:

Main Analysis:

All legal faculty who had active appointments in November 1997 were included with the following exceptions: those with more than 50% administrative appointment; instructors; faculty with zero-dollar appointments (such as USDA appointees); and librarians with tenure. Faculty whose principal tenure home is in the Medical School are analyzed in a separate regression analysis.

Medical School Analysis:

All legal faculty whose primary tenure home was in the Medical School and had active appointments in November 1997 were included with the following exceptions: those with more than 50% administrative appointment; faculty with zero-dollar appointments (such as VA Hospital appointees), and instructors.

KEY TO VARIABLES USED IN THE REGRESSION

SALARY

LNSAL natural logarithm of annual salary as of November 1997, (adjusted by 9/11 for 12-month appointments)

LNTOT Medical School only: natural logarithm of total annual salary (base salary paid by the university and clinical practice income paid by the UW Medical Foundation) adjusted by 11/9 for 9-month appointments

DEMOGRAPHICS

GENDER Male=1 Female=0

RACE Race/ethnicity: white=1, minority=0 (missing is coded as white)

CURRENT RANK

FULL Rank of Professor=1

ASST Rank of Assistant Professor=1

(**ASSO**) (Rank of Associate Professor is excluded category.)

EDUCATION

ANYDOC 1=Holds doctorate or other appropriate terminal degree (PhD, MD, JD, SJD, LLM, LLB, EdD, DBA, DMA, DVM, or MFA), 0=does not hold terminal degree. Not used in Medical School analysis.

MD 1=Holds MD degree, 0= does not hold MD degree. Used only in Medical School analysis.

COHORT OF HIRE

(**COH1**) (Hired before July 1980 is excluded category)

COH2 Hired between July 1980 and June 1988 = 1

COH3 Hired between July 1988 and June 1993 = 1

COH4 Hired since June 1993 (hired since pay equity exercise)

DIVISIONAL COMMITTEE AFFILIATION

BIOLOGIC 1=affiliated with Biological Sciences division; 0=affiliated with other division

PHYSICAL 1=affiliated with Physical Sciences division; 0=affiliated with other division

SOCIAL 1=affiliated with Social Studies division; 0=affiliated with other division

(**HUMAN**) (1=affiliated with Humanities division; 0=affiliated with other division --excluded category)

EXPERIENCE

FULLYRS Years in rank as a full Professor at UW

ASSOYRS Years in rank as an Associate Professor at UW

INASTYRS Years as Instructor or Assistant Professor at UW

DIFYRS Years since terminal degree before being hired at UW

MARKET FACTORS

LNRATIO Natural logarithm of the market ratio. The market ratio is defined

as the ratio of the average salary at peer institutions for a given field and rank over the average peer salary for all fields for a given rank. This ratio ranges from .7 to 1.7. The peer institutions are: UCLA, UC-Berkeley, Indiana University, Purdue University, Michigan State University, Ohio State University, and the Universities of Illinois, Michigan, Minnesota, Washington, Iowa, Texas at Austin, and North Carolina at Chapel Hill. For the School of Veterinary Medicine and Law School, additional public research universities are included as peer institutions. Salaries from 1996 are used to construct the measure.

DEPT Dummy variables were constructed for all university departments (1=member of that department, 0=not a member). Each faculty member was assigned to one department based on principal tenure home. Faculty with split appointments are assigned to the department that is designated as principal department within the personnel system (generally the department with the higher percentage tenure appointment).

LMRATIO For Medical School faculty who receive clinical practice income, natural logarithm of the market ratio for total income. (See LNRATIO above.) This ratio ranges from .5 to 2.7. The peer data comprises 73 public and 49 private medical schools included in the Association of American Medical Colleges 1997-98 Report on Medical School Faculty Salaries. Salaries include university salaries as well as income from clinical practice plan, where applicable.

LNNRATIO For Medical School faculty who in basic science departments, natural logarithm of the market ratio for faculty at peer institutions in basic science departments, calculated on base salary only. For Medical School faculty in clinical science departments, natural logarithm of the market ratio for faculty in clinical science departments, including base salary and CPP. (See LNRATIO above.) The ratio ranges from .6 to 2.0. The peer data comprises 73 public and 49 private medical schools included in the Association of American Medical Colleges 1997-98 Report on Medical School Faculty Salaries.

BASIC For the Medical School only: 1=department is a basic science department; 0=department is a clinical science department

GETSCPP For Medical School only: 1=Gets clinical practice plan income paid by the UW Medical Foundation; 0=earns only base salary paid by the university

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APPENDIX C

**DETAILED REGRESSION RESULTS OF THE 1997 ANALYSIS
OF GENDER EQUITY IN FACULTY PAY**

Tables included in Appendix C:

- C-1 All University Analysis
- C-2 College of Agricultural and Life Sciences
- C-3 School of Business
- C-4 School of Education
- C-5 College of Engineering
- C-6 School of Human Ecology
- C-7 School of Law
- C-8 College of Letters and Science
- C-9 Schools of Nursing and Pharmacy
- C-10 School of Pharmacy without Nursing
- C-11 School of Veterinary Medicine
- C-12 Division of Continuing Studies
- C-13 Medical School – Base Salary
- C-14 Medical School – Total Compensation including Clinical Pay
- C-15 Medical School – Faculty Earning Base Salary Only
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- C-18 Humanities Division
- C-19 Social Studies Division
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- C-22 Cohort of Hire: Hired Prior to 1979
- C-23 Cohort of Hire: Hired July 1979 to June 1988
- C-24 Cohort of Hire: Hired July 1988 to June 1993
- C-25 Cohort of Hire: Hired since June 1993

TABLE C-1: All University Analysis

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	102	98.74066	0.96805	53.435	0.0001
Error	1615	29.25809	0.01812		
C Total	1717	127.99875			
Root MSE	0.13460	R-square	0.7714		
Dep Mean	11.07260	Adj R-sq	0.7570		
C.V.	1.21559				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.081809	0.05618296	197.245	0.0001	Intercept
GENDER	1	-0.005044	0.00903798	-0.558	0.5769	Male
WHITE	1	-0.012526	0.01128241	-1.110	0.2671	White/Unknown
PROF	1	0.181353	0.01196841	15.153	0.0001	Full Professor
ASST	1	-0.196347	0.01466903	-13.385	0.0001	Assistant Prof
ANYDOC	1	0.005966	0.02408688	0.248	0.8044	Any Terminal Degree
COH2	1	-0.059018	0.01645370	-3.587	0.0003	Hired 1980-88
COH3	1	-0.096039	0.02322989	-4.134	0.0001	Hired 1989-93
COH4	1	-0.095052	0.03027245	-3.140	0.0017	Hired 1994-98
INASTYRS	1	-0.011470	0.00234024	-4.901	0.0001	Yrs as Instr/Asst
ASSOYRS	1	-0.017219	0.00173326	-9.934	0.0001	Yrs as UW Assoc
FULLYRS	1	0.004612	0.00102491	4.500	0.0001	Yrs as UW Full Prof
DIFYRS	1	0.003957	0.00093446	4.235	0.0001	Yrs Since Deg before UW
LNRRATIO	1	0.479200	0.09848403	4.866	0.0001	ln(mkt ratio)
AGECON	1	0.083389	0.04698368	1.775	0.0761	
AGENGR	1	-0.023199	0.05134991	-0.452	0.6515	
AGJOUR	1	0.013247	0.06076911	0.218	0.8275	
AGRON	1	-0.067876	0.04913631	-1.381	0.1674	
BACT	1	-0.009570	0.05270032	-0.182	0.8559	
BIOCHEM	1	0.056022	0.04403175	1.272	0.2034	
DAIRYSC	1	-0.005194	0.05966731	-0.087	0.9306	
ANIMAL	1	-0.017567	0.04884388	-0.360	0.7191	
ENTOM	1	-0.055597	0.05305222	-1.048	0.2948	
FOODTOX	1	0.066712	0.06685102	0.998	0.3185	
FOODSC	1	-0.011274	0.05338968	-0.211	0.8328	
AGGENET	1	0.001126	0.05386136	0.021	0.9833	
HORTIC	1	0.040847	0.05148936	0.793	0.4277	
PLTPATH	1	0.046852	0.05114832	0.916	0.3598	
NUTRIT	1	0.013672	0.06246352	0.219	0.8268	
RURLSOC	1	-0.045632	0.05252041	-0.869	0.3851	
SOILSC	1	-0.031357	0.04845919	-0.647	0.5177	
AGVETSC	1	0.095092	0.05692276	1.671	0.0950	
FORESTRY	1	0.005948	0.05050116	0.118	0.9063	
LANDSCP	1	-0.009632	0.06006164	-0.160	0.8726	
WILDLIFE	1	-0.014445	0.06139613	-0.235	0.8140	
BUSINESS	1	0.274062	0.04824179	5.681	0.0001	
ART	1	-0.055423	0.05377436	-1.031	0.3029	
COUNSEL	1	0.009974	0.05869807	0.170	0.8651	
CURRIC	1	0.001800	0.04599950	0.039	0.9688	
EDADMIN	1	0.042513	0.05290484	0.804	0.4218	
EDPOLICY	1	0.005336	0.05690733	0.094	0.9253	
EDPSYCH	1	0.078449	0.05064440	1.549	0.1216	
KINESIOL	1	-0.071880	0.04976377	-1.444	0.1488	
REHABSP	1	-0.141947	0.05537378	-2.563	0.0105	
CHEMENGR	1	0.178053	0.05057467	3.521	0.0004	

TABLE C-1: All University Analysis (continued)

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
CIVLENGR	1	0.065130	0.04349640	1.497	0.1345	
ELECENGR	1	0.130770	0.04296262	3.044	0.0024	
INDUSEGR	1	0.192977	0.05128395	3.763	0.0002	
MECHENGR	1	0.141083	0.04393214	3.211	0.0013	
MATRLEGR	1	0.103992	0.05124907	2.029	0.0426	
NUCLENGR	1	0.190057	0.05453263	3.485	0.0005	
EGRPRFDV	1	0.128688	0.05687354	2.263	0.0238	
SOHE	1	-0.008341	0.04484579	-0.186	0.8525	
LAW	1	0.108027	0.05293030	2.041	0.0414	
AFRLANG	1	-0.038417	0.06198851	-0.620	0.5355	
ANTHRO	1	-0.049914	0.04859797	-1.027	0.3045	
AFRAMER	1	0.061634	0.05590346	1.103	0.2704	
ARTHIST	1	-0.015589	0.05703515	-0.273	0.7846	
ASTRON	1	0.025689	0.05302686	0.484	0.6281	
BOTANY	1	-0.019950	0.05188618	-0.384	0.7007	
COMMUN	1	-0.042815	0.05124545	-0.835	0.4036	
CHEM	1	0.004066	0.04122963	0.099	0.9215	
CLASSICS	1	-0.011368	0.06219977	-0.183	0.8550	
COMMDIS	1	0.039704	0.05189666	0.765	0.4444	
COMPLIT	1	-0.033274	0.06820161	-0.488	0.6257	
COMPUT	1	0.192749	0.04370889	4.410	0.0001	
EASIALG	1	-0.066892	0.05710303	-1.171	0.2416	
ECON	1	0.170263	0.04511092	3.774	0.0002	
ENGLISH	1	-0.050334	0.04375380	-1.150	0.2502	
FRENITAL	1	-0.075121	0.04728207	-1.589	0.1123	
GEOG	1	-0.008423	0.04969796	-0.169	0.8654	
GEOLOGY	1	0.004889	0.04732070	0.103	0.9177	
GERMAN	1	-0.085856	0.05226238	-1.643	0.1006	
HEBREW	1	0.028137	0.07989039	0.352	0.7247	
HISTORY	1	-0.024883	0.04223500	-0.589	0.5558	
HISTSC	1	0.030281	0.06360444	0.476	0.6341	
JOURNAL	1	-0.053858	0.05107787	-1.054	0.2918	
LIBRYSC	1	-0.078567	0.05995508	-1.310	0.1902	
LINGUIS	1	-0.111651	0.06686203	-1.670	0.0951	
MATH	1	-0.027124	0.04016820	-0.675	0.4996	
METEOR	1	-0.019452	0.04857044	-0.400	0.6888	
MUSIC	1	-0.095461	0.04786119	-1.995	0.0463	
PHILOS	1	-0.065504	0.04758290	-1.377	0.1688	
PHYSICS	1	0.039982	0.04020544	0.994	0.3202	
POLISC	1	-0.000181	0.04217846	-0.004	0.9966	
PSYCH	1	0.048982	0.04375129	1.120	0.2631	
SCAND	1	-0.067706	0.08757218	-0.773	0.4395	
SLAVIC	1	0.062413	0.05721608	1.091	0.2755	
SOCWORK	1	0.038676	0.05061426	0.764	0.4449	
SOCIOL	1	0.038781	0.04160709	0.932	0.3514	
SASIAN	1	-0.151702	0.06250269	-2.427	0.0153	
SPANPORT	1	-0.105888	0.05027792	-2.106	0.0354	
THEATRE	1	-0.083849	0.05696806	-1.472	0.1413	
URBPLAN	1	-0.015320	0.05543828	-0.276	0.7823	
ZOOL	1	-0.054438	0.04605423	-1.182	0.2374	
NURSING	1	0.081030	0.04703402	1.723	0.0851	
PHARM	1	0.047471	0.04312747	1.101	0.2712	
VTMDSC	1	0.054291	0.04989674	1.088	0.2767	
VTPATHB	1	0.020645	0.05154925	0.400	0.6889	
VTCOMBIO	1	0.042485	0.05173148	0.821	0.4116	
VTSURG	1	0.093565	0.05786011	1.617	0.1061	
OUTLARTS	1	-0.142329	0.06053769	-2.351	0.0188	
OUTPRF	1	-0.207678	0.05734389	-3.622	0.0003	

TABLE C-2: College of Agricultural and Life Sciences

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	33	8.27738	0.25083	16.764	0.0001
Error	257	3.84529	0.01496		
C Total	290	12.12267			
Root MSE	0.12232	R-square	0.6828		
Dep Mean	11.03786	Adj R-sq	0.6421		
C.V.	1.10819				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.760822	0.12031210	89.441	0.0001	Intercept
GENDER	1	0.021446	0.02686402	0.798	0.4254	Male
WHITE	1	-0.004468	0.03220756	-0.139	0.8898	White/Unknown
PROF	1	0.188434	0.03053185	6.172	0.0001	Full Professor
ASST	1	-0.169894	0.04045175	-4.200	0.0001	Assistant Prof
ANYDOC	1	0.054813	0.05286565	1.037	0.3008	Any Terminal Degree
COH2	1	0.063162	0.03237606	1.951	0.0522	Hired 1980-88
COH3	1	0.094920	0.04917076	1.930	0.0547	Hired 1989-93
COH4	1	0.075785	0.06492404	1.167	0.2442	Hired 1994-98
DIFYRS	1	0.000885	0.00227665	0.389	0.6977	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.007029	0.00571496	-1.230	0.2199	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.014870	0.00537414	-2.767	0.0061	YRS AS UW ASSOC
FULLYRS	1	0.011428	0.00224581	5.089	0.0001	YRS AS UW FULL PROF
LNRRATIO	1	-0.051155	0.37749742	-0.136	0.8923	ln(mkt ratio)
AGECON	1	0.102829	0.05791733	1.775	0.0770	
AGENGR	1	0.054742	0.08386819	0.653	0.5145	
AGJOUR	1	0.025421	0.06553212	0.388	0.6984	
AGRON	1	-0.057215	0.05315853	-1.076	0.2828	
BACT	1	0.062850	0.07191286	0.874	0.3830	
BIOCHEM	1	0.107745	0.07141591	1.509	0.1326	
DAIRYSC	1	-0.013037	0.06137978	-0.212	0.8320	
ANIMAL	1	-0.026890	0.05212004	-0.516	0.6063	
ENTOM	1	-0.039176	0.05858663	-0.669	0.5043	
FOODTOX	1	0.067727	0.06838319	0.990	0.3229	
FOODSC	1	-0.013366	0.05630377	-0.237	0.8125	
AGGENET	1	0.069849	0.07612044	0.918	0.3597	
HORTIC	1	0.039189	0.05472410	0.716	0.4746	
PLTPATH	1	0.061489	0.05431901	1.132	0.2587	
NUTRIT	1	0.089956	0.07684326	1.171	0.2428	
RURLSOC	1	0.025339	0.07800043	0.325	0.7456	
SOILSC	1	-0.021873	0.05252775	-0.416	0.6775	
AGVETSC	1	0.088509	0.05823261	1.520	0.1298	
FORESTRY	1	0.016501	0.05226018	0.316	0.7525	
LANDSCP	1	0.035235	0.06613091	0.533	0.5946	

TABLE C-3: School of Business

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	12	2.12890	0.17741	7.385	0.0001
Error	67	1.60961	0.02402		
C Total	79	3.73851			
Root MSE	0.15500	R-square	0.5695		
Dep Mean	11.42179	Adj R-sq	0.4923		
C.V.	1.35703				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.827890	0.30765551	38.445	0.0001	Intercept
GENDER	1	0.006971	0.05480388	0.127	0.8992	Male
WHITE	1	-0.001159	0.06976584	-0.017	0.9868	White/Unknown
PROF	1	0.186467	0.08067190	2.311	0.0239	Full Professor
ASST	1	-0.398188	0.08450289	-4.712	0.0001	Assistant Prof
COH2	1	-0.192151	0.12504733	-1.537	0.1291	Hired 1980-88
COH3	1	-0.286504	0.17797537	-1.610	0.1121	Hired 1989-93
COH4	1	-0.291588	0.22284488	-1.308	0.1952	Hired 1994-98
DIFYRS	1	-0.011400	0.00527606	-2.161	0.0343	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.029862	0.01286778	-2.321	0.0234	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.040004	0.01309092	-3.056	0.0032	YRS AS UW ASSOC
FULLYRS	1	-0.012020	0.00665019	-1.808	0.0752	YRS AS UW FULL PROF
LNRRATIO	1	0.413851	0.38029404	1.088	0.2804	ln(mkt ratio)

TABLE C-4: School of Education

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	19	6.03002	0.31737	24.943	0.0001
Error	120	1.52686	0.01272		
C Total	139	7.55688			
Root MSE	0.11280	R-square	0.7980		
Dep Mean	10.96916	Adj R-sq	0.7660		
C.V.	1.02834				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.129748	0.18014973	61.781	0.0001	Intercept
GENDER	1	0.013135	0.02389387	0.550	0.5835	Male
WHITE	1	-0.077374	0.03445462	-2.246	0.0266	White/Unknown
PROF	1	0.221404	0.04497012	4.923	0.0001	Full Professor
ASST	1	-0.188128	0.05733456	-3.281	0.0014	Assistant Prof
COH2	1	-0.103710	0.05044913	-2.056	0.0420	Hired 1980-88
COH3	1	-0.102647	0.07093917	-1.447	0.1505	Hired 1989-93
COH4	1	-0.098303	0.09066748	-1.084	0.2804	Hired 1994-98
DIFYRS	1	0.007670	0.00256803	2.987	0.0034	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.007769	0.00695475	-1.117	0.2662	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.026374	0.00743699	-3.546	0.0006	YRS AS UW ASSOC
FULLYRS	1	0.003452	0.00325550	1.060	0.2911	YRS AS UW FULL PROF
LNRRATIO	1	0.704452	0.53688955	1.312	0.1920	ln(mkt ratio)
COUNSEL	1	0.011660	0.10333126	0.113	0.9103	
CURRIC	1	0.033660	0.08608040	0.391	0.6965	
EDADMIN	1	0.048926	0.10704969	0.457	0.6485	
EDPOLICY	1	0.020129	0.10372116	0.194	0.8464	
EDPSYCH	1	0.113209	0.07977448	1.419	0.1585	
KINESIOL	1	-0.039208	0.07507692	-0.522	0.6025	
REHABSP	1	-0.131637	0.10529632	-1.250	0.2137	

TABLE C-5: College of Engineering

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	20	7.37246	0.36862	23.053	0.0001
Error	151	2.41449	0.01599		
C Total	171	9.78696			
Root MSE	0.12645	R-square	0.7533		
Dep Mean	11.25698	Adj R-sq	0.7206		
C.V.	1.12332				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.188265	0.18744396	59.689	0.0001	Intercept
GENDER	1	0.032242	0.04138363	0.779	0.4371	Male
WHITE	1	0.038801	0.03105234	1.250	0.2134	White/Unknown
PROF	1	0.221429	0.03934485	5.628	0.0001	Full Professor
ASST	1	-0.150392	0.04982532	-3.018	0.0030	Assistant Prof
ANYDOC	1	-0.143607	0.10987353	-1.307	0.1932	Any Terminal Degree
COH2	1	-0.224973	0.05437420	-4.137	0.0001	Hired 1980-88
COH3	1	-0.302285	0.07727321	-3.912	0.0001	Hired 1989-93
COH4	1	-0.361517	0.09629176	-3.754	0.0002	Hired 1994-98
DIFYRS	1	0.009143	0.00350714	2.607	0.0100	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.010022	0.00795285	-1.260	0.2096	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.025798	0.00498119	-5.179	0.0001	YRS AS UW ASSOC PROF
FULLYRS	1	-0.005581	0.00335533	-1.663	0.0983	YRS AS UW FULL PROF
LNRRATIO	1	1.875516	0.60995060	3.075	0.0025	ln(mkt ratio)
CHEMENGR	1	0.069943	0.06107249	1.145	0.2539	
CIVLENGR	1	0.059686	0.06045176	0.987	0.3251	
ELECENGR	1	0.040052	0.05582890	0.717	0.4742	
INDUSEGR	1	0.099807	0.06309242	1.582	0.1158	
MECHENGR	1	0.078617	0.05475770	1.436	0.1531	
MATRLEGR	1	-0.002187	0.06222478	-0.035	0.9720	
NUCLENGR	1	-0.009564	0.08609301	-0.111	0.9117	

TABLE C-6: School of Human Ecology

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	13	0.89978	0.06921	12.260	0.0001
Error	25	0.14114	0.00565		
C Total	38	1.04091			

Root MSE	0.07514	R-square	0.8644
Dep Mean	10.87306	Adj R-sq	0.7939
C.V.	0.69103		

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.747101	0.21451870	50.099	0.0001	Intercept
GENDER	1	0.016688	0.02900268	0.575	0.5702	Male
WHITE	1	0.018610	0.03616537	0.515	0.6114	White/Unknown
PROF	1	0.087030	0.07254860	1.200	0.2415	Full Professor
ASST	1	-0.092834	0.07948024	-1.168	0.2538	Assistant Prof
ANYDOC	1	-0.010877	0.06161926	-0.177	0.8613	Any Terminal Degree
COH2	1	0.119515	0.10781888	1.108	0.2782	Hired 1980-88
COH3	1	0.157738	0.14701580	1.073	0.2935	Hired 1989-93
COH4	1	0.078649	0.17282382	0.455	0.6530	Hired 1994-98
DIFYRS	1	-0.001241	0.00306634	-0.405	0.6890	YRS SINCE DEG BEFORE UW
INASTYRS	1	0.007804	0.00845027	0.923	0.3646	YRS AS INSTR/ASST PROF
ASSOYRS	1	0.006164	0.02122744	0.290	0.7739	YRS AS UW ASSOC
FULLYRS	1	0.021454	0.01089910	1.968	0.0602	YRS AS UW FULL PROF
LNRRATIO	1	0.549440	0.76686701	0.716	0.4803	ln(mkt ratio)

TABLE C-7: School of Law

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	11	0.99790	0.09072	9.253	0.0001
Error	25	0.24510	0.00980		
C Total	36	1.24300			
Root MSE	0.09902	R-square	0.8028		
Dep Mean	11.41416	Adj R-sq	0.7161		
C.V.	0.86748				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.345582	0.18354775	61.813	0.0001	Intercept
GENDER	1	0.053308	0.05866625	0.909	0.3722	Male
WHITE	1	-0.036971	0.08774994	-0.421	0.6771	White/Unknown
PROF	1	0.020139	0.10007769	0.201	0.8421	Full Professor
ASST	1	-0.212880	0.11022314	-1.931	0.0649	Assistant Prof
COH2	1	-0.043061	0.07552139	-0.570	0.5736	Hired 1980-88
COH3	1	-0.035550	0.12255590	-0.290	0.7742	Hired 1989-93
COH4	1	-0.045365	0.14182693	-0.320	0.7517	Hired 1994-98
DIFYRS	1	0.008959	0.00362318	2.473	0.0206	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.013252	0.01440395	-0.920	0.3664	YRS AS INSTR/ASST PROF
ASSOYRS	1	0.015484	0.01594687	0.971	0.3409	YRS AS UW ASSOC
FULLYRS	1	0.004311	0.00466653	0.924	0.3644	YRS AS UW FULL PROF

TABLE C-8: College of Letters and Science

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	54	45.42831	0.84127	43.187	0.0001
Error	781	15.21362	0.01948		
C Total	835	60.64193			
Root MSE	0.13957	R-square	0.7491		
Dep Mean	11.03245	Adj R-sq	0.7318		
C.V.	1.26508				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.163387	0.07575212	147.367	0.0001	Intercept
GENDER	1	-0.021302	0.01263912	-1.685	0.0923	Male
WHITE	1	-0.010214	0.01651535	-0.618	0.5364	White/Unknown
PROF	1	0.175458	0.01853981	9.464	0.0001	Full Professor
ASST	1	-0.193622	0.02286049	-8.470	0.0001	Assistant Prof
ANYDOC	1	0.017376	0.03510405	0.495	0.6208	Any Terminal Degree
COH2	1	-0.085045	0.02458236	-3.460	0.0006	Hired 1980-88
COH3	1	-0.153097	0.03408703	-4.491	0.0001	Hired 1989-93
COH4	1	-0.168758	0.04543305	-3.714	0.0002	Hired 1994-98
DIFYRS	1	0.003513	0.00156769	2.241	0.0253	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.018596	0.00380222	-4.891	0.0001	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.020570	0.00244673	-8.407	0.0001	YRS AS UW ASSOC
FULLYRS	1	0.003528	0.00146692	2.405	0.0164	YRS AS UW FULL PROF
LNRRATIO	1	0.481871	0.21528902	2.238	0.0255	ln(mkt ratio)
AFRLANG	1	-0.037307	0.07287210	-0.512	0.6088	
ANTHRO	1	-0.042490	0.05677832	-0.748	0.4545	
AFRAMER	1	0.067777	0.06028682	1.124	0.2613	
ARTHIST	1	-0.009346	0.06446204	-0.145	0.8848	
ASTRON	1	0.025805	0.05767292	0.447	0.6547	
BOTANY	1	-0.023055	0.06263077	-0.368	0.7129	
COMMUN	1	-0.043242	0.06234593	-0.694	0.4882	
CHEM	1	0.007705	0.04325153	0.178	0.8587	
CLASSICS	1	-0.013697	0.07344295	-0.186	0.8521	
COMMDIS	1	0.035164	0.05853836	0.601	0.5482	
COMPLIT	1	-0.027078	0.07883924	-0.343	0.7313	
COMPUT	1	0.198201	0.04934743	4.016	0.0001	
EASIALG	1	-0.053194	0.06957342	-0.765	0.4448	
ECON	1	0.169280	0.05319197	3.182	0.0015	
ENGLISH	1	-0.053755	0.05584121	-0.963	0.3360	
FRENITAL	1	-0.073378	0.05724591	-1.282	0.2003	
GEOG	1	-0.014052	0.05781558	-0.243	0.8080	
GEOLOGY	1	0.007804	0.05502894	0.142	0.8873	
GERMAN	1	-0.079744	0.06744970	-1.182	0.2375	
HEBREW	1	0.016752	0.09408135	0.178	0.8587	
HISTORY	1	-0.031301	0.05059288	-0.619	0.5363	
HISTSC	1	0.047905	0.07102221	0.675	0.5002	
JOURNAL	1	-0.045840	0.05939580	-0.772	0.4405	
LIBRYSC	1	-0.079658	0.06446705	-1.236	0.2170	
LINGUIS	1	-0.105136	0.07404040	-1.420	0.1560	
MATH	1	-0.034484	0.04433476	-0.778	0.4369	
METEOR	1	-0.020649	0.05059822	-0.408	0.6833	
MUSIC	1	-0.084759	0.06710503	-1.263	0.2069	
PHILOS	1	-0.060066	0.05534808	-1.085	0.2782	
PHYSICS	1	0.035945	0.04208888	0.854	0.3934	
POLISC	1	0.001526	0.04407509	0.035	0.9724	

TABLE C-8: College of Letters and Science (continued)

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
PSYCH	1	0.043498	0.04718937	0.922	0.3569	
SCAND	1	-0.068544	0.09877777	-0.694	0.4879	
SLAVIC	1	0.081673	0.06944784	1.176	0.2399	
SOCWORK	1	0.038894	0.05518913	0.705	0.4812	
SOCIOL	1	0.034492	0.04455797	0.774	0.4391	
SASIAN	1	-0.146444	0.07595848	-1.928	0.0542	
SPANPORT	1	-0.102875	0.06176804	-1.666	0.0962	
THEATRE	1	-0.076231	0.06933522	-1.099	0.2719	
URBPLAN	1	-0.013524	0.05830072	-0.232	0.8166	
ZOOL	1	-0.055001	0.05418789	-1.015	0.3104	

TABLE C-9: Schools of Nursing and Pharmacy

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	12	2.57927	0.21494	10.323	0.0001
Error	38	0.79121	0.02082		
C Total	50	3.37048			
Root MSE	0.14430	R-square	0.7653		
Dep Mean	11.08221	Adj R-sq	0.6911		
C.V.	1.30205				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.886585	0.24496817	44.441	0.0001	Intercept
GENDER	1	0.021330	0.07598589	0.281	0.7805	Male
WHITE	1	-0.121664	0.09298247	-1.308	0.1986	White/Unknown
PROF	1	0.205037	0.08633401	2.375	0.0227	Full Professor
ASST	1	-0.235914	0.10868381	-2.171	0.0363	Assistant Prof
COH2	1	-0.047645	0.10423677	-0.457	0.6502	Hired 1980-88
COH3	1	-0.034820	0.15231029	-0.229	0.8204	Hired 1989-93
COH4	1	0.175745	0.19622857	0.896	0.3761	Hired 1994-98
DIFYRS	1	0.009880	0.00492430	2.006	0.0520	YRS SINCE DEG BEFORE UW
INASTYRS	1	0.016943	0.01305378	1.298	0.2021	YRS AS INSTR/ASST PROF
ASSOYRS	1	0.010899	0.01024252	1.064	0.2940	YRS AS UW ASSOC PROF
FULLYRS	1	0.012307	0.00770736	1.597	0.1186	YRS AS UW FULL PROF
LNRRATIO	1	-0.602542	0.67332117	-0.895	0.3765	ln(mkt ratio)

TABLE C-10: School of Pharmacy (without Nursing)

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	11	1.82629	0.16603	6.367	0.0004
Error	17	0.44329	0.02608		
C Total	28	2.26958			
Root MSE	0.16148	R-square	0.8047		
Dep Mean	11.12212	Adj R-sq	0.6783		
C.V.	1.45188				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.236368	0.36122846	31.106	0.0001	Intercept
GENDER	1	-0.067389	0.11035169	-0.611	0.5495	Male
WHITE	1	-0.176872	0.13049611	-1.355	0.1930	White/Unknown
PROF	1	0.115087	0.13652369	0.843	0.4109	Full Professor
ASST	1	-0.472123	0.29224643	-1.615	0.1246	Assistant Prof
COH2	1	-0.227689	0.16797393	-1.356	0.1930	Hired 1980-88
COH3	1	-0.145731	0.27216825	-0.535	0.5993	Hired 1989-93
COH4	1	0.268968	0.38377283	0.701	0.4929	Hired 1994-98
DIFYRS	1	0.009895	0.00952873	1.038	0.3136	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.033126	0.02884471	-1.148	0.2667	YRS AS INSTR/ASST PROF
ASSOYRS	1	0.038074	0.02464506	1.545	0.1408	YRS AS UW ASSOC
FULLYRS	1	0.008131	0.01056961	0.769	0.4523	YRS AS UW FULL PROF

TABLE C-11: School of Veterinary Medicine

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	13	1.19367	0.09182	10.537	0.0001
Error	36	0.31370	0.00871		
C Total	49	1.50737			
Root MSE	0.09335	R-square	0.7919		
Dep Mean	11.06002	Adj R-sq	0.7167		
C.V.	0.84402				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.065843	0.14973504	73.903	0.0001	Intercept
GENDER	1	0.023841	0.03758922	0.634	0.5299	Male
WHITE	1	-0.008263	0.05971351	-0.138	0.8907	White/Unknown
PROF	1	0.186874	0.04256174	4.391	0.0001	Full Professor
ASST	1	-0.168043	0.05346710	-3.143	0.0033	Assistant Prof
COH3	1	0.054304	0.06846817	0.793	0.4329	Hired 1989-93
COH4	1	0.108814	0.13109286	0.830	0.4120	Hired 1994-98
DIFYRS	1	-0.006269	0.00364569	-1.720	0.0941	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.006808	0.01156042	-0.589	0.5596	YRS AS INSTR/ASST PROF
ASSOYRS	1	0.000549	0.00988308	0.056	0.9560	YRS AS UW ASSOC
FULLYRS	1	0.014180	0.00732065	1.937	0.0606	YRS AS UW FULL PROF
VTMDSC	1	-0.043838	0.04194782	-1.045	0.3030	
VTPATHB	1	-0.112871	0.04755966	-2.373	0.0231	
VTCOMBIO	1	-0.141954	0.05325555	-2.666	0.0114	

TABLE C-12: Division of Continuing Studies

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	12	0.42381	0.03532	2.356	0.1025
Error	9	0.13493	0.01499		
C Total	21	0.55874			
Root MSE	0.12244	R-square	0.7585		
Dep Mean	10.79053	Adj R-sq	0.4365		
C.V.	1.13473				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.876072	0.69916816	15.556	0.0001	Intercept
GENDER	1	0.027678	0.12964261	0.213	0.8357	Male
PROF	1	0.090744	0.19407743	0.468	0.6512	Full Professor
ASST	1	0.128525	0.19869714	0.647	0.5339	Assistant Prof
ANYDOC	1	0.005707	0.11529246	0.050	0.9616	Any Terminal Degree
COH3	1	-0.088109	0.23847437	-0.369	0.7203	Hired 1989-93
COH4	1	-0.418274	0.60145179	-0.695	0.5043	Hired 1994-98
DIFYRS	1	0.004848	0.00679822	0.713	0.4938	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.023142	0.06359898	-0.364	0.7244	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.011746	0.04729595	-0.248	0.8094	YRS AS UW ASSOC
FULLYRS	1	-0.012938	0.04985296	-0.260	0.8011	YRS AS UW FULL PROF
LNRRATIO	1	-0.005314	1.22563369	-0.004	0.9966	ln(mkt ratio)
OUTPRF	1	0.027386	0.20062986	0.137	0.8944	

TABLE C-13: Medical School - Base Salary

Model: MODEL2

Dependent Variable: LNSAL ln(Base Salary - 9 month)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	38	16.73915	0.44050	15.686	0.0001
Error	328	9.21118	0.02808		
C Total	366	25.95032			
Root MSE	0.16758	R-square	0.6450		
Dep Mean	11.10045	Adj R-sq	0.6039		
C.V.	1.50966				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.099926	0.08941069	124.145	0.0001	Intercept
GENDER	1	-0.008586	0.02625719	-0.327	0.7439	Male
WHITE	1	0.046642	0.03357991	1.389	0.1658	White/Unknown
PROF	1	0.135124	0.03078495	4.389	0.0001	Full Professor
ASST	1	-0.276926	0.03631655	-7.625	0.0001	Assistant Prof
MD	1	-0.037620	0.03904427	-0.964	0.3360	MD Degree
COH2	1	-0.083036	0.04080436	-2.035	0.0427	Hired 80-88
COH3	1	-0.148049	0.05982445	-2.475	0.0138	Hired 89-93
COH4	1	-0.127187	0.07378459	-1.724	0.0857	Hired 94-98
INASTYRS	1	-0.016268	0.00403657	-4.030	0.0001	Yrs as Instr/Asst Prof
ASSOYRS	1	-0.007868	0.00374872	-2.099	0.0366	Yrs as UW Assoc Prof
FULLYRS	1	0.002646	0.00269008	0.983	0.3261	Yrs as UW Prof
DIFYRS	1	0.003086	0.00214492	1.439	0.1512	Yrs > Deg before UW
GETSCPP	1	0.125174	0.04440970	2.819	0.0051	Gets CPP income
BASIC	1	0.102489	0.06083053	1.685	0.0930	Basic science dept
LNNRATIO	1	-0.097785	0.16250747	-0.602	0.5478	ln(mkt ratio)
ANESTH	1	0.054077	0.10878297	0.497	0.6194	
FAMPRAC	1	0.014020	0.06717162	0.209	0.8348	
OBYGN	1	0.101137	0.07544920	1.340	0.1810	
HONCOL	1	-0.005100	0.05185443	-0.098	0.9217	
NEUROL	1	-0.032929	0.05259527	-0.626	0.5317	
BIOSTAT	1	0.098660	0.09977257	0.989	0.3235	
ANATOMY	1	-0.035606	0.06424744	-0.554	0.5798	
MDGENET	1	0.013314	0.09634528	0.138	0.8902	
HISTMED	1	0.085002	0.08584207	0.990	0.3228	
MMICROB	1	-0.021534	0.07345923	-0.293	0.7696	
MPHYSIC	1	-0.083286	0.07144531	-1.166	0.2446	
NEUROPH	1	-0.034474	0.07496651	-0.460	0.6459	
ONCOL	1	-0.000789	0.06473969	-0.012	0.9903	
PHARMCOL	1	-0.004017	0.07401792	-0.054	0.9568	
PHYSOLCH	1	0.049225	0.07340444	0.671	0.5029	
PREVMED	1	0.069726	0.09001587	0.775	0.4391	
NEURSURG	1	-0.062698	0.11827587	-0.530	0.5964	
OPHTHAL	1	0.145241	0.06565988	2.212	0.0277	
PATHLAB	1	0.093993	0.04509993	2.084	0.0379	
PEDIAT	1	-0.013490	0.04190452	-0.322	0.7477	
PSYCHIA	1	-0.031052	0.06057623	-0.513	0.6086	
RADIOL	1	-0.055043	0.07051869	-0.781	0.4356	
SURGERY	1	-0.173215	0.07780496	-2.226	0.0267	

TABLE C-14: Medical School - Total Compensation including Clinical Pay

Dependent Variable: LNTOT ln(total compensation)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	38	86.39592	2.27358	37.334	0.0001
Error	328	19.97482	0.06090		
C Total	366	106.37073			
Root MSE	0.24678	R-square	0.8122		
Dep Mean	11.65347	Adj R-sq	0.7905		
C.V.	2.11763				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.840801	0.13166590	82.336	0.0001	Intercept
GENDER	1	0.016338	0.03866625	0.423	0.6729	Male
WHITE	1	0.183606	0.04944968	3.713	0.0002	White/Unknown
PROF	1	0.189567	0.04533382	4.182	0.0001	Full Professor
ASST	1	-0.340838	0.05347964	-6.373	0.0001	ASSISTANT PROF
MD	1	0.115009	0.05749647	2.000	0.0463	MD DEGREE
COH2	1	-0.054825	0.06008837	-0.912	0.3622	Hired 80-88
COH3	1	-0.021650	0.08809730	-0.246	0.8060	Hired 89-93
COH4	1	0.029946	0.10865496	0.276	0.7830	Hired 94-98
INASTYRS	1	-0.011695	0.00594425	-1.968	0.0500	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.007260	0.00552036	-1.315	0.1894	YRS AS UW ASSOC PROF
FULLYRS	1	-0.003225	0.00396140	-0.814	0.4162	YRS AS UW FULL PROF
DIFYRS	1	-0.000022793	0.00315861	-0.007	0.9942	Yrs > Deg before UW
GETSCPP	1	0.810889	0.06539758	12.399	0.0001	
BASIC	1	0.345172	0.08957885	3.853	0.0001	
LNNRATIO	1	0.806649	0.23930798	3.371	0.0008	ln(mkt ratio)
ANESTH	1	0.347078	0.16019346	2.167	0.0310	
FAMPRACT	1	0.195379	0.09891672	1.975	0.0491	
OBYGYN	1	0.088283	0.11110626	0.795	0.4274	
HONCOL	1	0.506479	0.07636067	6.633	0.0001	
NEUROL	1	0.135819	0.07745162	1.754	0.0804	
BIOSTAT	1	-0.004227	0.14692478	-0.029	0.9771	
ANATOMY	1	0.000248	0.09461058	0.003	0.9979	
MDGENET	1	-0.044094	0.14187776	-0.311	0.7562	
HISTMED	1	0.108160	0.12641076	0.856	0.3928	
MMICROB	1	-0.057179	0.10817583	-0.529	0.5975	
MPHYSIC	1	-0.033727	0.10521013	-0.321	0.7487	
NEUROPH	1	0.014726	0.11039545	0.133	0.8940	
ONCOL	1	0.025613	0.09533547	0.269	0.7884	
PHARMCOL	1	0.003360	0.10899856	0.031	0.9754	
PHYSOLCH	1	0.052914	0.10809514	0.490	0.6248	
PREVMED	1	0.761488	0.13255709	5.745	0.0001	
NEURSURG	1	0.080840	0.17417267	0.464	0.6429	
OPHTHAL	1	0.076431	0.09669053	0.790	0.4298	
PATHLAB	1	0.394140	0.06641402	5.935	0.0001	
PEDIAT	1	0.012155	0.06170847	0.197	0.8440	
PSYCHIA	1	0.189755	0.08920436	2.127	0.0341	
RADIOL	1	0.420635	0.10384560	4.051	0.0001	
SURGERY	1	0.415266	0.11457534	3.624	0.0003	

TABLE C-15: Medical School - Faculty Earning Base Salary only

Model: MODEL1

Dependent Variable: LNSAL ln(Base Salary - 9 month)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	34	9.31990	0.27411	13.555	0.0001
Error	157	3.17482	0.02022		
C Total	191	12.49472			
Root MSE	0.14220	R-square	0.7459		
Dep Mean	11.08633	Adj R-sq	0.6909		
C.V.	1.28269				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.200813	0.11985587	93.452	0.0001	Intercept
GENDER	1	-0.016126	0.02659310	-0.606	0.5451	Male
WHITE	1	0.086399	0.03826222	2.258	0.0253	White/Unknown
PROF	1	0.154984	0.03926277	3.947	0.0001	Full Professor
ASST	1	-0.283995	0.04356452	-6.519	0.0001	ASSISTANT PROF
MD	1	-0.045066	0.03866280	-1.166	0.2455	MD DEGREE
COH2	1	-0.172362	0.05289789	-3.258	0.0014	Hired 80-88
COH3	1	-0.238483	0.07656245	-3.115	0.0022	Hired 89-93
COH4	1	-0.233599	0.09863665	-2.368	0.0191	Hired 94-98
INASTYRS	1	-0.020359	0.00419457	-4.854	0.0001	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.018583	0.00511177	-3.635	0.0004	YRS AS UW ASSOC PROF
FULLYRS	1	-0.001266	0.00318190	-0.398	0.6912	YRS AS UW FULL PROF
DIFYRS	1	0.001640	0.00259243	0.632	0.5280	Yrs > Deg before UW
LNMRATIO	1	0.413047	0.38542428	1.072	0.2855	ln(mkt ratio)
FAMPRAC	1	0.134969	0.12094706	1.116	0.2662	
OBYGN	1	0.004951	0.13554782	0.037	0.9709	
HONCOL	1	0.094137	0.06792292	1.386	0.1677	
NEUROL	1	0.008133	0.08985936	0.091	0.9280	
BIOSTAT	1	0.183160	0.08768701	2.089	0.0383	
ANATOMY	1	0.098662	0.06399661	1.542	0.1252	
MDGENET	1	0.050863	0.12464716	0.408	0.6838	
HISTMED	1	0.196328	0.08202511	2.394	0.0179	
MMICROB	1	0.098759	0.07608352	1.298	0.1962	
MPHYSIC	1	0.031652	0.07315701	0.433	0.6659	
NEUROPH	1	0.094438	0.07451677	1.267	0.2069	
ONCOL	1	0.119087	0.06647276	1.792	0.0751	
PHARMCOL	1	0.097552	0.07579583	1.287	0.2000	
PHYSOLCH	1	0.144958	0.07746563	1.871	0.0632	
PHYSIOL	1	0.122555	0.07200165	1.702	0.0907	
PREVMED	1	0.368061	0.17957719	2.050	0.0421	
NEURSURG	1	-0.289653	0.23694515	-1.222	0.2234	
OPHTHAL	1	0.012813	0.12646739	0.101	0.9194	
PATHLAB	1	0.146066	0.07176995	2.035	0.0435	
PSYCHIA	1	-0.012082	0.12497710	-0.097	0.9231	
SURGERY	1	-0.124894	0.19078332	-0.655	0.5137	

TABLE C-16: Medical School - Base Salary of Faculty Earning Clinical Practice Income

Model: MODEL1

Dependent Variable: LNSAL ln(Base Salary - 9 month)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	24	8.35544	0.34814	10.403	0.0001
Error	150	5.01991	0.03347		
C Total	174	13.37534			
Root MSE	0.18294	R-square	0.6247		
Dep Mean	11.11594	Adj R-sq	0.5646		
C.V.	1.64572				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.886568	0.18126838	60.058	0.0001	Intercept
GENDER	1	-0.007317	0.05754479	-0.127	0.8990	Male
WHITE	1	0.030127	0.06059398	0.497	0.6198	White/Unknown
PROF	1	0.116290	0.04851463	2.397	0.0178	Full Professor
ASST	1	-0.292464	0.06009027	-4.867	0.0001	ASSISTANT PROF
MD	1	0.158195	0.10887277	1.453	0.1483	MD DEGREE
COH2	1	-0.005318	0.06177148	-0.086	0.9315	Hired 80-88
COH3	1	-0.044281	0.09269610	-0.478	0.6336	Hired 89-93
COH4	1	0.012958	0.11112685	0.117	0.9073	Hired 94-98
INASTYRS	1	-0.006461	0.00936597	-0.690	0.4914	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.001015	0.00547243	-0.185	0.8531	YRS AS UW ASSOC PROF
FULLYRS	1	0.007032	0.00443854	1.584	0.1152	YRS AS UW FULL PROF
DIFYRS	1	0.006042	0.00375196	1.610	0.1094	Yrs > Deg before UW
LMRATIO	1	-0.154254	0.12014624	-1.284	0.2012	ln(mkt ratio)
ANESTH	1	0.059752	0.11528275	0.518	0.6050	
FAMPRAC	1	-0.045762	0.08818605	-0.519	0.6046	
OBYGN	1	0.115720	0.11553866	1.002	0.3182	
HONCOL	1	-0.188192	0.09766226	-1.927	0.0559	
NEURO	1	-0.005518	0.06386084	-0.086	0.9313	
OPHTHAL	1	0.203508	0.07934102	2.565	0.0113	
PATHLAB	1	0.135120	0.07127931	1.896	0.0599	
PEDIAT	1	-0.023301	0.04789003	-0.487	0.6273	
PSYCHIA	1	0.040252	0.07962680	0.506	0.6139	
RADIOL	1	-0.049027	0.06768218	-0.724	0.4700	
SURGERY	1	-0.210904	0.07021502	-3.004	0.0031	

TABLE C-17: Medical School - Total Income of Faculty Earning Clinical Practice Income

Dependent Variable: LNTOT ln(total compensation)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	24	30.47926	1.26997	20.129	0.0001
Error	150	9.46381	0.06309		
C Total	174	39.94307			
Root MSE	0.25118	R-square	0.7631		
Dep Mean	12.05364	Adj R-sq	0.7252		
C.V.	2.08386				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.176461	0.24888987	44.905	0.0001	Intercept
GENDER	1	0.089668	0.07901165	1.135	0.2582	Male
WHITE	1	0.184586	0.08319834	2.219	0.0280	White/Unknown
PROF	1	0.137914	0.06661283	2.070	0.0401	Full Professor
ASST	1	-0.262078	0.08250672	-3.176	0.0018	ASSISTANT PROF
MD	1	0.420737	0.14948735	2.815	0.0055	MD DEGREE
COH2	1	-0.045707	0.08481510	-0.539	0.5908	Hired 80-88
COH3	1	-0.037537	0.12727604	-0.295	0.7685	Hired 89-93
COH4	1	0.001846	0.15258230	0.012	0.9904	Hired 94-98
INASTYRS	1	-0.014367	0.01285991	-1.117	0.2657	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.008635	0.00751390	-1.149	0.2523	YRS AS UW ASSOC PROF
FULLYRS	1	-0.010145	0.00609432	-1.665	0.0981	YRS AS UW FULL PROF
DIFYRS	1	-0.000348	0.00515161	-0.068	0.9463	Yrs > Deg before UW
LMRATIO	1	1.170708	0.16496635	7.097	0.0001	ln(mkt ratio)
ANESTH	1	0.231348	0.15828855	1.462	0.1460	
FAMPRAC	1	0.264416	0.12108353	2.184	0.0305	
OBYGN	1	0.033793	0.15863992	0.213	0.8316	
HONCOL	1	1.057373	0.13409480	7.885	0.0001	
NEURO	1	0.204074	0.08768389	2.327	0.0213	
OPHTHAL	1	-0.000403	0.10893888	-0.004	0.9971	
PATHLAB	1	0.596985	0.09786979	6.100	0.0001	
PEDIAT	1	0.156065	0.06575523	2.373	0.0189	
PSYCHIA	1	0.455760	0.10933128	4.169	0.0001	
RADIOL	1	0.402572	0.09293077	4.332	0.0001	
SURGERY	1	0.391104	0.09640847	4.057	0.0001	

TABLE C-18: Humanities Division

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	38	13.35283	0.35139	24.645	0.0001
Error	336	4.79074	0.01426		
C Total	374	18.14358			

Root MSE	0.11941	R-square	0.7360
Dep Mean	10.90248	Adj R-sq	0.7061
C.V.	1.09523		

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.895615	0.10186368	106.963	0.0001	Intercept
GENDER	1	-0.026069	0.01433494	-1.819	0.0699	Male
WHITE	1	-0.003727	0.02063620	-0.181	0.8568	White/Unknown
PROF	1	0.154482	0.02356033	6.557	0.0001	Full Professor
ASST	1	-0.132193	0.02696381	-4.903	0.0001	Assistant Prof
ANYDOC	1	0.001096	0.02981271	0.037	0.9707	Any Terminal Degree
COH2	1	-0.066652	0.03265724	-2.041	0.0420	Hired 1980-88
COH3	1	-0.124032	0.04701118	-2.638	0.0087	Hired 1989-93
COH4	1	-0.162855	0.06322199	-2.576	0.0104	Hired 1994-98
INASTYRS	1	-0.013553	0.00462354	-2.931	0.0036	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.013027	0.00297561	-4.378	0.0001	YRS AS UW ASSOC PROF
FULLYRS	1	0.006329	0.00211568	2.991	0.0030	YRS AS UW FULL PROF
DIFYRS	1	0.005184	0.00170383	3.043	0.0025	YRS SINCE DEG BEFORE UW
LNRRATIO	1	0.487480	0.23822846	2.046	0.0415	ln(mkt ratio)
FORESTRY	1	0.157639	0.07308698	2.157	0.0317	
ART	1	0.142335	0.04602027	3.093	0.0021	
KINESIOL	1	0.060421	0.05869855	1.029	0.3041	
SOHE	1	0.131266	0.05718006	2.296	0.0223	
AFRLANG	1	0.139556	0.06095539	2.289	0.0227	
AFRAMER	1	0.253336	0.07373913	3.436	0.0007	
ARTHIST	1	0.174429	0.06200074	2.813	0.0052	
COMMUN	1	0.126254	0.05473396	2.307	0.0217	
CLASSICS	1	0.191246	0.05942578	3.218	0.0014	
COMPLIT	1	0.160236	0.06474179	2.475	0.0138	
EASIALG	1	0.131759	0.05803085	2.270	0.0238	
ENGLISH	1	0.138862	0.04731974	2.935	0.0036	
FRENITAL	1	0.125759	0.05218006	2.410	0.0165	
GERMAN	1	0.115280	0.04916375	2.345	0.0196	
HEBREW	1	0.224039	0.07122116	3.146	0.0018	
HISTORY	1	0.181882	0.05342818	3.404	0.0007	
HISTSC	1	0.222671	0.06783710	3.282	0.0011	
LINGUIS	1	0.111021	0.06966767	1.594	0.1120	
MUSIC	1	0.095087	0.04176018	2.277	0.0234	
PHILOS	1	0.137888	0.05679951	2.428	0.0157	
SCAND	1	0.115090	0.08027842	1.434	0.1526	
SLAVIC	1	0.267585	0.05690166	4.703	0.0001	
SASIAN	1	0.037963	0.05928764	0.640	0.5224	
SPANPORT	1	0.096280	0.05087810	1.892	0.0593	
THEATRE	1	0.118780	0.05517228	2.153	0.0320	

TABLE C-19: Social Studies Division

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	44	38.92557	0.88467	55.346	0.0001
Error	510	8.15203	0.01598		
C Total	554	47.07760			
Root MSE	0.12643	R-square	0.8268		
Dep Mean	11.11736	Adj R-sq	0.8119		
C.V.	1.13722				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.062444	0.09173582	120.590	0.0001	Intercept
GENDER	1	0.003269	0.01405310	0.233	0.8161	Male
WHITE	1	-0.047366	0.01923450	-2.463	0.0141	White/Unknown
PROF	1	0.179170	0.02028571	8.832	0.0001	Full Professor
ASST	1	-0.241393	0.02337420	-10.327	0.0001	Assistant Prof
ANYDOC	1	-0.007158	0.06026331	-0.119	0.9055	Any Terminal Degree
COH2	1	-0.077330	0.02835478	-2.727	0.0066	Hired 1980-88
COH3	1	-0.154350	0.04021091	-3.839	0.0001	Hired 1989-93
COH4	1	-0.156730	0.05155754	-3.040	0.0025	Hired 1994-98
INASTYRS	1	-0.017000	0.00373916	-4.547	0.0001	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.026136	0.00357089	-7.319	0.0001	YRS AS UW ASSOC PROF
FULLYRS	1	0.001510	0.00183570	0.823	0.4110	YRS AS UW FULL PROF
DIFYRS	1	0.002488	0.00154104	1.615	0.1070	YRS SINCE DEG BEFORE UW
LNRRATIO	1	0.327554	0.12465887	2.628	0.0089	ln(mkt ratio)
AGECON	1	0.240633	0.05234551	4.597	0.0001	
AGJOUR	1	0.190957	0.06271150	3.045	0.0024	
RURLSOC	1	0.118637	0.05870854	2.021	0.0438	
FORESTRY	1	0.163926	0.06156390	2.663	0.0080	
BUSINESS	1	0.501266	0.07303539	6.863	0.0001	
COUNSEL	1	0.157815	0.06111121	2.582	0.0101	
CURRIC	1	0.150969	0.04996287	3.022	0.0026	
EDADMIN	1	0.200777	0.05600014	3.585	0.0004	
EDPOLICY	1	0.158399	0.05939084	2.667	0.0079	
EDPSYCH	1	0.221012	0.05340854	4.138	0.0001	
KINESIOL	1	0.115791	0.06451844	1.795	0.0733	
REHABSP	1	0.012043	0.05864094	0.205	0.8374	
SOHE	1	0.167311	0.04999392	3.347	0.0009	
LAW	1	0.338047	0.07727647	4.375	0.0001	
ANTHRO	1	0.108114	0.05247000	2.060	0.0399	
AFRAMER	1	0.264688	0.08777532	3.016	0.0027	
COMMUN	1	0.181280	0.07297798	2.484	0.0133	
COMMDIS	1	0.198910	0.09973223	1.994	0.0466	
ECON	1	0.360256	0.06195420	5.815	0.0001	
GEOG	1	0.164302	0.05831094	2.818	0.0050	
HISTORY	1	0.127323	0.05401150	2.357	0.0188	
JOURNAL	1	0.100726	0.05473982	1.840	0.0663	
LIBRYSC	1	0.080410	0.06300285	1.276	0.2024	
PHILOS	1	0.064466	0.10049309	0.641	0.5215	
POLISC	1	0.180481	0.05187117	3.479	0.0005	
PSYCH	1	0.219452	0.05222567	4.202	0.0001	
SOCWORK	1	0.208478	0.05469576	3.812	0.0002	
SOCIOL	1	0.207499	0.05022278	4.132	0.0001	
URBPLAN	1	0.164047	0.06089079	2.694	0.0073	
NURSING	1	0.226755	0.05508251	4.117	0.0001	
PHARM	1	0.191123	0.06555947	2.915	0.0037	

TABLE C-20: Biological Sciences Division

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	39	8.88868	0.22791	15.532	0.0001
Error	270	3.96205	0.01467		
C Total	309	12.85074			
Root MSE	0.12114	R-square	0.6917		
Dep Mean	11.01965	Adj R-sq	0.6472		
C.V.	1.09929				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.907409	0.15266808	71.445	0.0001	Intercept
GENDER	1	0.013235	0.02216873	0.597	0.5510	Male
WHITE	1	0.014018	0.03266267	0.429	0.6681	White/Unknown
PROF	1	0.205145	0.02962746	6.924	0.0001	Full Professor
ASST	1	-0.199369	0.03254720	-6.126	0.0001	Assistant Prof
ANYDOC	1	0.012773	0.10377936	0.123	0.9021	Any Terminal Degree
COH2	1	0.044805	0.03285947	1.364	0.1739	Hired 1980-88
COH3	1	0.064462	0.05008241	1.287	0.1992	Hired 1989-93
COH4	1	0.070841	0.06513610	1.088	0.2777	Hired 1994-98
INASTYRS	1	-0.012373	0.00562612	-2.199	0.0287	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.009902	0.00411155	-2.408	0.0167	YRS AS UW ASSOC PROF
FULLYRS	1	0.008391	0.00228341	3.675	0.0003	YRS AS UW FULL PROF
DIFYRS	1	-0.000021812	0.00228748	-0.010	0.9924	YRS SINCE DEG BEFORE UW
LNRATIO	1	0.411001	0.30146427	1.363	0.1739	ln(mkt ratio)
AGRON	1	-0.091607	0.09462518	-0.968	0.3339	
BACT	1	-0.017946	0.09530995	-0.188	0.8508	
BIOCHEM	1	0.056476	0.09709975	0.582	0.5613	
DAIRYSC	1	-0.036662	0.10116227	-0.362	0.7173	
ANIMAL	1	-0.038909	0.09663200	-0.403	0.6875	
ENTOM	1	-0.076535	0.09516091	-0.804	0.4220	
FOODTOX	1	0.054142	0.10302012	0.526	0.5996	
FOODSC	1	-0.036755	0.09763410	-0.376	0.7069	
AGGENET	1	-0.003168	0.09578646	-0.033	0.9736	
HORTIC	1	0.012725	0.09523919	0.134	0.8938	
PLTPATH	1	0.032428	0.09554608	0.339	0.7346	
NUTRIT	1	0.026572	0.10000765	0.266	0.7907	
AGVETSC	1	0.073497	0.10034433	0.732	0.4645	
FORESTRY	1	-0.027889	0.10091273	-0.276	0.7825	
WILDLIFE	1	-0.018396	0.10094582	-0.182	0.8555	
KINESIOL	1	-0.069096	0.10548647	-0.655	0.5130	
BOTANY	1	-0.037592	0.09644315	-0.390	0.6970	
COMMDIS	1	0.040367	0.09649034	0.418	0.6760	
PSYCH	1	0.014785	0.10307546	0.143	0.8860	
ZOOL	1	-0.062681	0.09257431	-0.677	0.4989	
NURSING	1	0.124663	0.10299616	1.210	0.2272	
PHARM	1	0.055687	0.10128881	0.550	0.5829	
VTMDSC	1	0.052904	0.09559953	0.553	0.5805	
VTPATHB	1	0.009735	0.09621821	0.101	0.9195	
VTCOMBIO	1	0.017801	0.09684829	0.184	0.8543	
VTSURG	1	0.095056	0.10028656	0.948	0.3441	

TABLE C-21: Physical Sciences Division

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	35	19.54119	0.55832	22.153	0.0001
Error	442	11.13974	0.02520		
C Total	477	30.68093			
Root MSE	0.15875	R-square	0.6369		
Dep Mean	11.18842	Adj R-sq	0.6082		
C.V.	1.41892				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.108013	0.12331683	90.077	0.0001	Intercept
GENDER	1	-0.001953	0.02884984	-0.068	0.9461	Male
WHITE	1	-0.002635	0.02369892	-0.111	0.9115	White/Unknown
PROF	1	0.184900	0.02769159	6.677	0.0001	Full Professor
ASST	1	-0.202373	0.03968629	-5.099	0.0001	Assistant Prof
ANYDOC	1	-0.012404	0.07234710	-0.171	0.8640	Any Terminal Degree
COH2	1	-0.114549	0.03791911	-3.021	0.0027	Hired 1980-88
COH3	1	-0.150138	0.05130014	-2.927	0.0036	Hired 1989-93
COH4	1	-0.125194	0.06801260	-1.841	0.0663	Hired 1994-98
INASTYRS	1	-0.006271	0.00557567	-1.125	0.2613	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.021684	0.00375562	-5.774	0.0001	YRS AS UW ASSOC PROF
FULLYRS	1	0.003037	0.00213847	1.420	0.1563	YRS AS UW FULL PROF
DIFYRS	1	0.005763	0.00228488	2.522	0.0120	YRS SINCE DEG BEFORE UW
LNRRATIO	1	0.816110	0.30724062	2.656	0.0082	ln(mkt ratio)
AGENGR	1	-0.014098	0.06468991	-0.218	0.8276	
BIOCHEM	1	0.064445	0.06179196	1.043	0.2975	
FOODSC	1	0.001345	0.13254322	0.010	0.9919	
SOILSC	1	0.017178	0.07807119	0.220	0.8260	
FORESTRY	1	0.161405	0.11028281	1.464	0.1440	
CHEMENGR	1	0.123594	0.07281167	1.697	0.0903	
CIVLENGR	1	0.039545	0.05709012	0.693	0.4889	
ELECENGR	1	0.089002	0.06550021	1.359	0.1749	
INDUSEGR	1	0.147709	0.07351159	2.009	0.0451	
MECHENGR	1	0.102969	0.06202738	1.660	0.0976	
MATRLEGR	1	0.058071	0.07338100	0.791	0.4292	
NUCLENGR	1	0.123982	0.08822453	1.405	0.1606	
EGRPRFDV	1	0.084635	0.07814395	1.083	0.2794	
ASTRON	1	0.044357	0.07067365	0.628	0.5306	
CHEM	1	-0.011488	0.05243217	-0.219	0.8267	
COMPUT	1	0.164756	0.06043327	2.726	0.0067	
GEOG	1	0.009867	0.09093735	0.109	0.9136	
GEOLOGY	1	0.047009	0.07095051	0.663	0.5080	
MATH	1	0.001033	0.05586924	0.018	0.9853	
METEOR	1	-0.008515	0.06132816	-0.139	0.8896	
PHYSICS	1	0.042961	0.05143768	0.835	0.4041	
PHARM	1	0.058180	0.06371047	0.913	0.3616	

TABLE C-22: Faculty Hired before 1980

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	89	21.58157	0.24249	8.658	0.0001
Error	488	13.66694	0.02801		
C Total	577	35.24851			
Root MSE	0.16735	R-square	0.6123		
Dep Mean	11.20924	Adj R-sq	0.5416		
C.V.	1.49296				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.565645	0.15785202	73.269	0.0001	Intercept
GENDER	1	-0.054202	0.02753115	-1.969	0.0495	Male
WHITE	1	-0.026243	0.03377837	-0.777	0.4376	White/Unknown
PROF	1	0.038288	0.07610904	0.503	0.6151	Full Professor
ANYDOC	1	-0.098550	0.06465155	-1.524	0.1281	Any Terminal Degree
DIFYRS	1	-0.011280	0.00353992	-3.187	0.0015	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.025250	0.00632398	-3.993	0.0001	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.031532	0.00350574	-8.994	0.0001	YRS AS UW ASSOC
FULLYRS	1	0.001208	0.00166540	0.725	0.4687	YRS AS UW FULL PROF
LNRRATIO	1	0.928124	0.71234954	1.303	0.1932	ln(mkt ratio)
AGECON	1	0.153003	0.13675476	1.119	0.2638	
AGENGR	1	0.064272	0.14047142	0.458	0.6475	
AGJOUR	1	0.103877	0.17937209	0.579	0.5628	
AGRON	1	0.050233	0.16085177	0.312	0.7549	
BACT	1	0.056935	0.12839084	0.443	0.6576	
BIOCHEM	1	0.116193	0.09676468	1.201	0.2304	
DAIRYSC	1	0.034132	0.19312759	0.177	0.8598	
ANIMAL	1	0.078117	0.17588910	0.444	0.6571	
ENTOM	1	-0.068606	0.15378135	-0.446	0.6557	
FOODTOX	1	0.221845	0.19803333	1.120	0.2632	
FOODSC	1	0.064224	0.17916844	0.358	0.7202	
AGGENET	1	0.040911	0.11379473	0.360	0.7194	
HORTIC	1	0.219125	0.20563513	1.066	0.2871	
PLTPATH	1	0.111260	0.17546877	0.634	0.5263	
NUTRIT	1	-0.077008	0.14127840	-0.545	0.5859	
RURLSOC	1	0.035335	0.12244370	0.289	0.7730	
SOILSC	1	0.104580	0.17097113	0.612	0.5410	
AGVETSC	1	0.115730	0.16762928	0.690	0.4903	
FORESTRY	1	0.096820	0.18810545	0.515	0.6070	
LANDSCP	1	0.053988	0.16347323	0.330	0.7413	
WILDLIFE	1	0.016033	0.18226242	0.088	0.9299	
BUSINESS	1	0.156507	0.17300708	0.905	0.3661	
ART	1	0.151504	0.26684253	0.568	0.5705	
COUNSEL	1	-0.003396	0.16241556	-0.021	0.9833	
CURRIC	1	0.067669	0.16168784	0.419	0.6758	
EDADMIN	1	0.047318	0.16726847	0.283	0.7774	
EDPOLICY	1	0.058279	0.15506766	0.376	0.7072	
EDPSYCH	1	0.137990	0.18280903	0.755	0.4507	
KINESIOL	1	0.045267	0.19277052	0.235	0.8144	
REHABSP	1	-0.105588	0.15022975	-0.703	0.4825	
CHEMENGR	1	0.207990	0.13789914	1.508	0.1321	
CIVLENGR	1	-0.022090	0.08382412	-0.264	0.7923	
ELECENGR	1	0.120457	0.11774682	1.023	0.3068	
INDUSEGR	1	0.164581	0.15111970	1.089	0.2767	

TABLE C-22: Faculty Hired before 1980 (continued)

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
MECHENGR	1	0.115797	0.09797374	1.182	0.2378	
MATRLEGR	1	0.077822	0.13243766	0.588	0.5571	
NUCLENGR	1	0.201517	0.19138685	1.053	0.2929	
SOHE	1	0.024534	0.19295345	0.127	0.8989	
LAW	1	0.005716	0.22529681	0.025	0.9798	
AFRLANG	1	0.069591	0.16362053	0.425	0.6708	
ANTHRO	1	0.107876	0.14649708	0.736	0.4619	
AFRAMER	1	0.206585	0.12939729	1.597	0.1110	
ARTHIST	1	0.039356	0.14812361	0.266	0.7906	
ASTRON	1	0.127986	0.12154042	1.053	0.2928	
BOTANY	1	0.036198	0.16847892	0.215	0.8300	
COMMUN	1	0.067314	0.17172884	0.392	0.6952	
CHEM	1	0.081262	0.07462284	1.089	0.2767	
CLASSICS	1	0.242587	0.17598490	1.378	0.1687	
COMMDIS	1	0.121265	0.12799377	0.947	0.3439	
COMPLIT	1	0.204231	0.19509201	1.047	0.2957	
COMPUT	1	0.094266	0.09644891	0.977	0.3289	
EASIALG	1	0.065216	0.16661930	0.391	0.6957	
ECON	1	-0.001146	0.12219058	-0.009	0.9925	
ENGLISH	1	0.096412	0.14900310	0.647	0.5179	
FRENITAL	1	0.052936	0.13761276	0.385	0.7006	
GEOG	1	0.095168	0.13987737	0.680	0.4966	
GEOLOGY	1	0.094103	0.13815329	0.681	0.4961	
GERMAN	1	0.174683	0.17952630	0.973	0.3310	
HEBREW	1	0.274825	0.25838307	1.064	0.2880	
HISTORY	1	0.013542	0.12553406	0.108	0.9141	
HISTSC	1	0.251778	0.15310666	1.644	0.1007	
JOURNAL	1	0.088103	0.15886749	0.555	0.5794	
MATH	1	0.013055	0.09316427	0.140	0.8886	
METEOR	1	0.028346	0.09821492	0.289	0.7730	
MUSIC	1	0.021511	0.20354869	0.106	0.9159	
LINGPHIL	1	0.030871	0.12485257	0.247	0.8048	
PHYSICS	1	0.075211	0.07870330	0.956	0.3397	
POLISC	1	0.036854	0.08028451	0.459	0.6464	
PSYCH	1	0.063613	0.10776754	0.590	0.5553	
SCAND	1	0.036555	0.19160659	0.191	0.8488	
SLAVIC	1	0.426921	0.20307236	2.102	0.0360	
SOCWORK	1	0.099554	0.14495364	0.687	0.4925	
SOCIOL	1	0.050130	0.08755694	0.573	0.5672	
SASIAN	1	-0.044547	0.17732569	-0.251	0.8018	
SPANPORT	1	0.004719	0.16857355	0.028	0.9777	
THEATRE	1	0.130244	0.18116833	0.719	0.4725	
URBPLAN	1	-0.046151	0.10480793	-0.440	0.6599	
ZOOL	1	0.072139	0.14452707	0.499	0.6179	
NURSING	1	0.192211	0.16646472	1.155	0.2488	
PHARM	1	0.109072	0.08141120	1.340	0.1809	

TABLE C-23: Faculty Hired between July 1979 and June 1988

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	82	19.25611	0.23483	18.128	0.0001
Error	376	4.87072	0.01295		
C Total	458	24.12683			
Root MSE	0.11382	R-square	0.7981		
Dep Mean	11.08398	Adj R-sq	0.7541		
C.V.	1.02685				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.041111	0.09249835	119.365	0.0001	Intercept
GENDER	1	0.010483	0.01658275	0.632	0.5277	Male
WHITE	1	-0.023772	0.02445866	-0.972	0.3317	White/Unknown
PROF	1	0.112395	0.02013113	5.583	0.0001	Full Professor
ANYDOC	1	-0.040892	0.03359358	-1.217	0.2243	Any Terminal Degree
DIFYRS	1	0.000473	0.00169597	0.279	0.7804	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.005912	0.00406602	-1.454	0.1468	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.012123	0.00336230	-3.606	0.0004	YRS AS UW ASSOC
FULLYRS	1	0.012941	0.00271229	4.771	0.0001	YRS AS UW FULL PROF
LNRRATIO	1	0.572527	0.24843377	2.305	0.0217	ln(mkt ratio)
AGECON	1	0.149634	0.08738327	1.712	0.0876	
AGENGR	1	-0.057129	0.08204527	-0.696	0.4867	
AGJOUR	1	0.013407	0.10511177	0.128	0.8986	
AGRON	1	-0.026745	0.09293026	-0.288	0.7737	
BACT	1	-0.043955	0.08894930	-0.494	0.6215	
BIOCHEM	1	0.094473	0.07972889	1.185	0.2368	
DAIRYSC	1	0.051846	0.10322895	0.502	0.6158	
ANIMAL	1	-0.051297	0.10072520	-0.509	0.6109	
ENTOM	1	0.013124	0.09109927	0.144	0.8855	
FOOD	1	0.011546	0.10235913	0.113	0.9103	
AGGENET	1	0.029282	0.08725607	0.336	0.7374	
HORTIC	1	0.039675	0.09538940	0.416	0.6777	
PLTPATH	1	0.067977	0.09425636	0.721	0.4712	
NUTRIT	1	0.081909	0.11210441	0.731	0.4654	
RURLSOC	1	-0.049120	0.09125688	-0.538	0.5907	
SOILSC	1	0.012155	0.09602670	0.127	0.8993	
AGVETSC	1	0.182719	0.09691738	1.885	0.0602	
FORESTRY	1	0.027113	0.10691572	0.254	0.8000	
NATR	1	-0.020224	0.11860524	-0.171	0.8647	
BUSINESS	1	0.243345	0.09642848	2.524	0.0120	
ART	1	-0.062234	0.11989623	-0.519	0.6040	
CURRIC	1	0.010829	0.09264034	0.117	0.9070	
OTHEd	1	-0.116153	0.10113976	-1.148	0.2515	
OTHEd2	1	0.023026	0.09316674	0.247	0.8049	
EDPSYCH	1	0.164429	0.09454665	1.739	0.0828	
CHEMENGR	1	0.193408	0.09209901	2.100	0.0364	
CIVLENGR	1	0.037844	0.08367601	0.452	0.6513	
ELECENGR	1	0.112735	0.07862198	1.434	0.1524	
INDUSEGR	1	0.181942	0.09153713	1.988	0.0476	
MECHENGR	1	0.165985	0.08318288	1.995	0.0467	
MATRLEGR	1	0.080206	0.08741639	0.918	0.3595	
NUCLENGR	1	0.124596	0.09734157	1.280	0.2013	
EGRPRFDV	1	0.124648	0.08566343	1.455	0.1465	
SOHE	1	0.061006	0.09371169	0.651	0.5154	
LAW	1	0.110788	0.11215758	0.988	0.3239	

TABLE C-23: Faculty Hired between July 1979 and June 1988 (continued)

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
ANTHRO	1	-0.055885	0.09472613	-0.590	0.5556	
ASTRON	1	0.035708	0.10927051	0.327	0.7440	
BOTANY	1	0.109135	0.10189489	1.071	0.2848	
COMMUN	1	-0.022043	0.10740977	-0.205	0.8375	
CHEM	1	-0.073391	0.07950997	-0.923	0.3566	
CLASLIT	1	0.024378	0.11036516	0.221	0.8253	
COMMSOC	1	-0.003739	0.09452832	-0.040	0.9685	
COMPUT	1	0.184435	0.07709958	2.392	0.0172	
OLANG	1	-0.064137	0.10485948	-0.612	0.5411	
ECON	1	0.207780	0.09418370	2.206	0.0280	
ENGLISH	1	-0.058729	0.08912898	-0.659	0.5104	
FRENITAL	1	-0.056630	0.09056340	-0.625	0.5321	
GEOLOGY	1	-0.009085	0.09429062	-0.096	0.9233	
GERSCAN	1	-0.118467	0.10206346	-1.161	0.2465	
HISTORY	1	0.121364	0.09168613	1.324	0.1864	
JOURNAL	1	-0.018444	0.09781660	-0.189	0.8505	
LIBRYSC	1	-0.053824	0.09232356	-0.583	0.5602	
MATH	1	-0.002717	0.08842260	-0.031	0.9755	
METEOR	1	-0.018149	0.08495066	-0.214	0.8309	
MUSIC	1	-0.058901	0.09946433	-0.592	0.5541	
PHILOS	1	-0.134454	0.11062980	-1.215	0.2250	
PHYSICS	1	0.017643	0.08165638	0.216	0.8291	
POLISC	1	-0.067263	0.08949322	-0.752	0.4528	
PSYCH	1	0.129728	0.08032568	1.615	0.1071	
SLAVIC	1	0.218669	0.11808031	1.852	0.0648	
URBPG	1	0.017347	0.09095536	0.191	0.8489	
SOCIOL	1	0.090242	0.07856549	1.149	0.2514	
SPANPORT	1	-0.131068	0.09722038	-1.348	0.1784	
THEATRE	1	-0.081988	0.11573333	-0.708	0.4791	
ZOOL	1	-0.081403	0.10364107	-0.785	0.4327	
NURSING	1	0.132923	0.08568213	1.551	0.1217	
PHARM	1	-0.038727	0.07880028	-0.491	0.6234	
VTMDS	1	0.093764	0.08676808	1.081	0.2806	
VTPATHB	1	0.062198	0.08515312	0.730	0.4656	
VTCOMBIO	1	0.068288	0.07904454	0.864	0.3882	
VTSURG	1	0.088278	0.08808784	1.002	0.3169	
OUTLARTS	1	-0.106204	0.11300970	-0.940	0.3479	
OUTPRF	1	-0.219039	0.09856529	-2.222	0.0269	

TABLE C-24: Faculty Hired between July 1988 and June 1993

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	86	23.46117	0.27280	27.447	0.0001
Error	341	3.38925	0.00994		
C Total	427	26.85042			
Root MSE	0.09970	R-square	0.8738		
Dep Mean	10.97108	Adj R-sq	0.8419		
C.V.	0.90871				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	11.040992	0.08304659	132.949	0.0001	Intercept
GENDER	1	-0.008457	0.01305560	-0.648	0.5176	Male
WHITE	1	-0.032006	0.01524996	-2.099	0.0366	White/Unknown
PROF	1	0.059251	0.02286418	2.591	0.0100	Full Professor
ASST	1	-0.138246	0.01796770	-7.694	0.0001	Assistant Prof
ANYDOC	1	0.057178	0.04185757	1.366	0.1728	Any Terminal Degree
DIFYRS	1	-0.000032215	0.00141822	-0.023	0.9819	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.025716	0.00538205	-4.778	0.0001	YRS AS INSTR/ASST PROF
ASSOYRS	1	-0.005669	0.00483290	-1.173	0.2416	YRS AS UW ASSOC
FULLYRS	1	0.027468	0.00550442	4.990	0.0001	YRS AS UW FULL PROF
LNRRATIO	1	0.069224	0.16517554	0.419	0.6754	ln(mkt ratio)
AGECON	1	-0.024577	0.06954769	-0.353	0.7240	
AGENGR	1	-0.005697	0.08230906	-0.069	0.9449	
AGJOUR	1	-0.026299	0.08357244	-0.315	0.7532	
AGRON	1	-0.183790	0.09304462	-1.975	0.0490	
BACCHEM	1	0.045450	0.07165804	0.634	0.5263	
DAIRYSC	1	-0.012756	0.09292779	-0.137	0.8909	
ANIMAL	1	-0.026425	0.07374324	-0.358	0.7203	
ENTOM	1	-0.047048	0.08361273	-0.563	0.5740	
FOODTOX	1	-0.033533	0.08266017	-0.406	0.6852	
FOODSC	1	0.023523	0.07784161	0.302	0.7627	
AGGENET	1	-0.034619	0.09146699	-0.378	0.7053	
HORTIC	1	0.080216	0.08279202	0.969	0.3333	
PLTPATH	1	0.041252	0.07857066	0.525	0.5999	
NUTRIT	1	-0.016077	0.09175649	-0.175	0.8610	
RURLSOC	1	-0.058340	0.08281414	-0.704	0.4816	
SOILSC	1	-0.091289	0.07078294	-1.290	0.1980	
FORESTRY	1	0.009887	0.08479054	0.117	0.9072	
NATR	1	0.029179	0.09185284	0.318	0.7509	
BUSINESS	1	0.390905	0.08475691	4.612	0.0001	
ART	1	-0.058564	0.08310003	-0.705	0.4815	
COUNSEL	1	-0.020340	0.08317839	-0.245	0.8070	
CURRIC	1	-0.044045	0.07162917	-0.615	0.5390	
EDADMIN	1	-0.046937	0.07750749	-0.606	0.5452	
EDPOLICY	1	-0.086252	0.09350272	-0.922	0.3569	
EDPSYCH	1	-0.112570	0.07964285	-1.413	0.1584	
KINESIOL	1	-0.137858	0.08367580	-1.648	0.1004	
REHABSP	1	-0.186467	0.07885144	-2.365	0.0186	
CHEMENGR	1	0.212006	0.08032449	2.639	0.0087	
CIVLENGR	1	0.189795	0.07767263	2.444	0.0151	
INDUSEGR	1	0.257390	0.07916423	3.251	0.0013	
MECHENGR	1	0.174014	0.07679125	2.266	0.0241	
MATRLEGR	1	0.137766	0.08698491	1.584	0.1142	
NUCLENGR	1	0.264386	0.08730316	3.028	0.0026	
ELECDVL	1	0.143527	0.07511275	1.911	0.0569	

TABLE C-24: Faculty Hired between July 1988 and June 1993 (continued)

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
SOHE	1	-0.070861	0.06991843	-1.013	0.3115	
LAW	1	0.259292	0.09645088	2.688	0.0075	
ANTHRO	1	-0.124107	0.06888028	-1.802	0.0725	
AFRAMER	1	-0.062280	0.07790947	-0.799	0.4246	
ARTHIST	1	-0.074746	0.07768783	-0.962	0.3367	
BOTANY	1	-0.125453	0.08379769	-1.497	0.1353	
COMMUN	1	-0.129057	0.07763873	-1.662	0.0974	
CHEM	1	0.020804	0.06968875	0.299	0.7655	
CLASLIT	1	-0.248552	0.08077075	-3.077	0.0023	
COMMDIS	1	-0.042620	0.09421595	-0.452	0.6513	
COMPUT	1	0.342079	0.07447067	4.593	0.0001	
OLANG	1	-0.189772	0.08170865	-2.323	0.0208	
ECON	1	0.275922	0.07753868	3.559	0.0004	
ENGLISH	1	-0.185642	0.06886846	-2.696	0.0074	
FRENITAL	1	-0.209644	0.07089429	-2.957	0.0033	
GERMAN	1	-0.220480	0.07703961	-2.862	0.0045	
GEOLOGY	1	-0.100131	0.07432920	-1.347	0.1788	
HISTORY	1	-0.099208	0.06426620	-1.544	0.1236	
HISTSC	1	-0.118992	0.07889210	-1.508	0.1324	
JOURNAL	1	-0.173002	0.07410048	-2.335	0.0201	
LIBRYSC	1	-0.158692	0.08240716	-1.926	0.0550	
LINGUIS	1	-0.151191	0.09324964	-1.621	0.1059	
MATH	1	-0.089262	0.06530999	-1.367	0.1726	
ASTROMET	1	0.031735	0.08268002	0.384	0.7013	
MUSIC	1	-0.161034	0.07260269	-2.218	0.0272	
PHILOS	1	-0.169878	0.06932297	-2.451	0.0148	
PHYSICS	1	0.022683	0.06849909	0.331	0.7407	
POLISC	1	-0.052316	0.06379578	-0.820	0.4128	
PSYCH	1	-0.019849	0.06957775	-0.285	0.7756	
SLAVIC	1	-0.094530	0.07435596	-1.271	0.2045	
SOCWORK	1	-0.068141	0.07182650	-0.949	0.3435	
SOCIOL	1	-0.034336	0.06820222	-0.503	0.6150	
SPANPORT	1	-0.198686	0.07362943	-2.698	0.0073	
THEATRE	1	-0.149633	0.07752022	-1.930	0.0544	
URBPG	1	-0.043758	0.07688803	-0.569	0.5697	
ZOOL	1	-0.087022	0.07389527	-1.178	0.2398	
NURSING	1	-0.055164	0.07077268	-0.779	0.4363	
PHARM	1	-0.073810	0.08358344	-0.883	0.3778	
VTMDSC	1	0.059752	0.06881000	0.868	0.3858	
VTPATHB	1	-0.026501	0.07729798	-0.343	0.7319	
OTHVET	1	0.068511	0.07487159	0.915	0.3608	
OUTR	1	-0.175435	0.07947647	-2.207	0.0280	

TABLE C-25: Faculty Hired between July 1993 and October 1997

Model: MODEL1

Dependent Variable: LNSAL ln(Salary)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	62	18.54365	0.29909	40.534	0.0001
Error	190	1.40197	0.00738		
C Total	252	19.94562			
Root MSE	0.08590	R-square	0.9297		
Dep Mean	10.91153	Adj R-sq	0.9068		
C.V.	0.78724				

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
INTERCEP	1	10.935118	0.07215134	151.558	0.0001	Intercept
GENDER	1	0.008609	0.01395502	0.617	0.5380	Male
WHITE	1	0.002671	0.01596712	0.167	0.8673	White/Unknown
PROF	1	0.238176	0.03504293	6.797	0.0001	Full Professor
ASST	1	-0.114909	0.02258244	-5.088	0.0001	Assistant Prof
ANYDOC	1	-0.021163	0.04625339	-0.458	0.6478	Any Terminal Degree
DIFYRS	1	0.011262	0.00149102	7.553	0.0001	YRS SINCE DEG BEFORE UW
INASTYRS	1	-0.009537	0.00468356	-2.036	0.0431	YRS AS INSTR/ASST PROF
ASSOYRS	1	0.008200	0.01069131	0.767	0.4441	YRS AS UW ASSOC
FULLYRS	1	0.013213	0.01318412	1.002	0.3175	YRS AS UW FULL PROF
LNRRATIO	1	0.168363	0.14008723	1.202	0.2309	ln(mkt ratio)
ANAGRON	1	-0.162433	0.07131346	-2.278	0.0239	
BACT	1	-0.011282	0.07347909	-0.154	0.8781	
BIOCHEM	1	-0.061373	0.06992384	-0.878	0.3812	
FOODNUT	1	-0.095735	0.07664156	-1.249	0.2132	
HORTPATH	1	-0.071662	0.06912842	-1.037	0.3012	
RURLSOC	1	-0.265303	0.08179293	-3.244	0.0014	
OTHAG2	1	-0.087142	0.08223641	-1.060	0.2906	
NATRES	1	-0.056156	0.06891368	-0.815	0.4162	
BUSINESS	1	0.377079	0.07285330	5.176	0.0001	
ART	1	-0.236646	0.08346678	-2.835	0.0051	
COUNSEL	1	-0.057658	0.07695132	-0.749	0.4546	
CURRIC	1	-0.105717	0.07857489	-1.345	0.1801	
EDADMIN	1	0.064917	0.07846067	0.827	0.4091	
EDPOLICY	1	-0.035365	0.07755453	-0.456	0.6489	
EDPSYCH	1	-0.060955	0.08677760	-0.702	0.4833	
OTHED	1	-0.183655	0.06707478	-2.738	0.0068	
CHEMNUCL	1	0.077366	0.07119160	1.087	0.2785	
CIVLIND	1	0.119247	0.06009354	1.984	0.0487	
ELECENGR	1	0.139572	0.06435810	2.169	0.0313	
MECHENGR	1	0.141373	0.06560212	2.155	0.0324	
EGRPRFDV	1	0.246327	0.08208086	3.001	0.0031	
SOHE	1	-0.130231	0.06277101	-2.075	0.0394	
LAW	1	0.177489	0.07708537	2.303	0.0224	
THEARTH	1	-0.190627	0.08706067	-2.190	0.0298	
MATH	1	0.008730	0.06870585	0.127	0.8990	
OLANGS	1	-0.184817	0.08024962	-2.303	0.0224	
RLANG	1	-0.180906	0.08133478	-2.224	0.0273	
ASTRON	1	-0.166939	0.07468596	-2.235	0.0266	
BOTANY	1	-0.112787	0.08538484	-1.321	0.1881	
COMMUN	1	-0.173810	0.07540518	-2.305	0.0222	
OTHLS	1	-0.117450	0.07875213	-1.491	0.1375	
CLASLIT	1	-0.157137	0.08198072	-1.917	0.0568	
COMMDIS	1	-0.082544	0.07336234	-1.125	0.2619	
ECON	1	0.186374	0.05916225	3.150	0.0019	

TABLE C-25: Faculty Hired between July 1993 and October 1997 (continued)

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T	Variable Label
ENGLISH	1	-0.135402	0.08683539	-1.559	0.1206	
GEOLOGY	1	-0.039840	0.08476555	-0.470	0.6389	
GERMAN	1	-0.285949	0.08808890	-3.246	0.0014	
HISTORY	1	-0.115581	0.07338203	-1.575	0.1169	
METEOR	1	-0.095338	0.06680745	-1.427	0.1552	
MUSIC	1	-0.208383	0.08283379	-2.516	0.0127	
LINGPHIL	1	-0.160772	0.07382772	-2.178	0.0307	
CHEMPHY	1	0.078943	0.06422041	1.229	0.2205	
POLISC	1	-0.072736	0.07499762	-0.970	0.3334	
ANTHPSY	1	-0.078052	0.06418488	-1.216	0.2255	
SOCWORK	1	-0.021976	0.07649669	-0.287	0.7742	
SOCIOL	1	-0.050388	0.06684441	-0.754	0.4519	
URBPG	1	-0.107567	0.06983935	-1.540	0.1252	
ZOOL	1	-0.136015	0.07494303	-1.815	0.0711	
NURSING	1	-0.091312	0.07571432	-1.206	0.2293	
PHARM	1	0.030211	0.06533149	0.462	0.6443	
OUTR	1	-0.319655	0.07606935	-4.202	0.0001	
VETMED	1	-0.089202	0.06862696	-1.300	0.1952	