

Are Females Underpaid At This Institution?

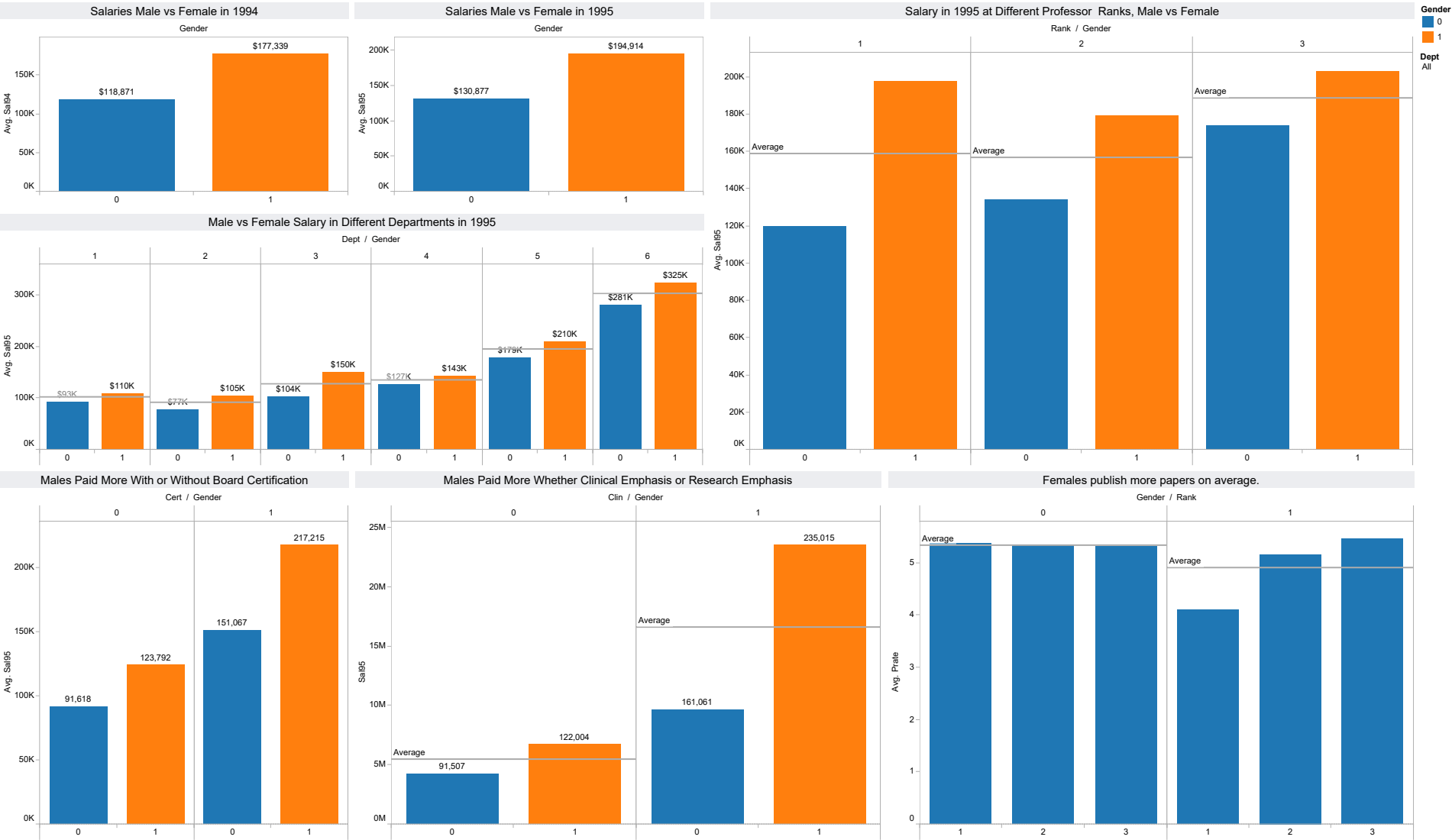
Data showing that females are underpaid

Data showing that females are underpaid continued

Data showing that females are not underpaid

Data showing that females are not underpaid continued

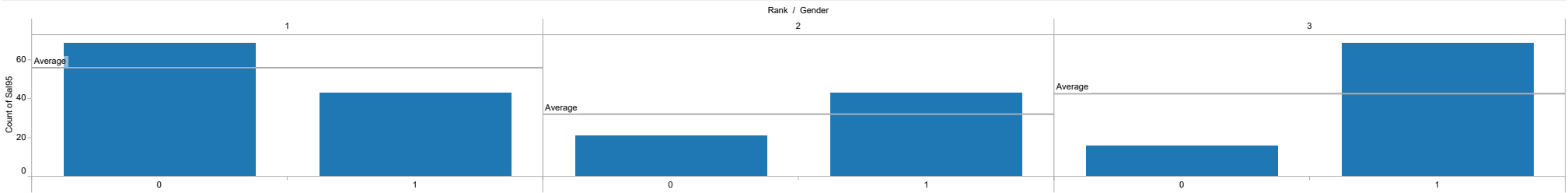
Summary Of All Points



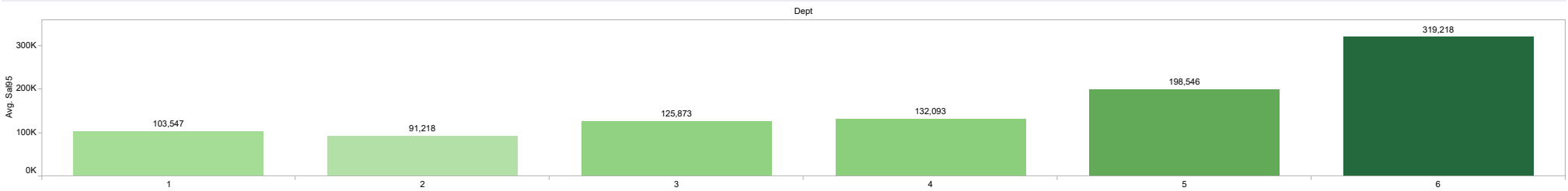
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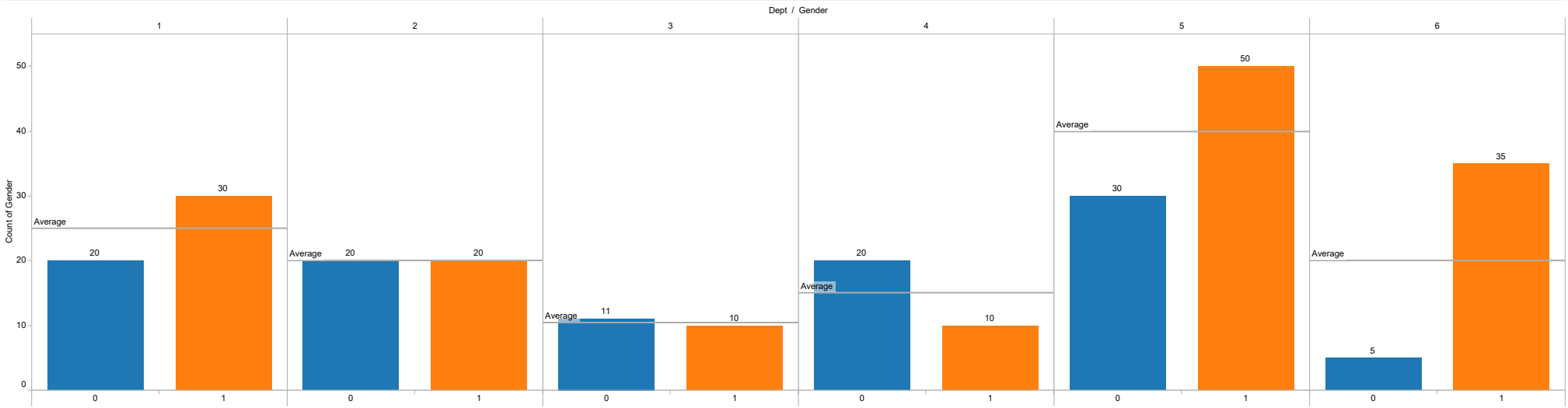
Number of Female Professors At Assistant Prof Rank Is Much Greater Than Average While Number Of Male Professors At Full Professor Rank Is Much Greater Than Average



Average Salary By Department, Medicine And Surgery Are Highest Paying.



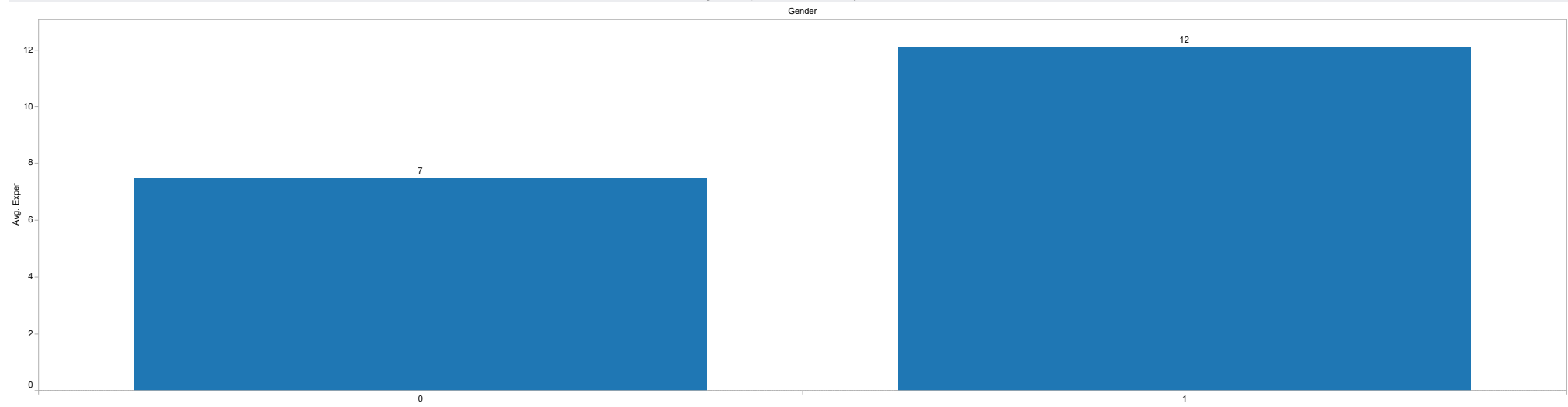
Number Of Female Professors Is Significantly Below Average In Medicine And Surgical Departments.



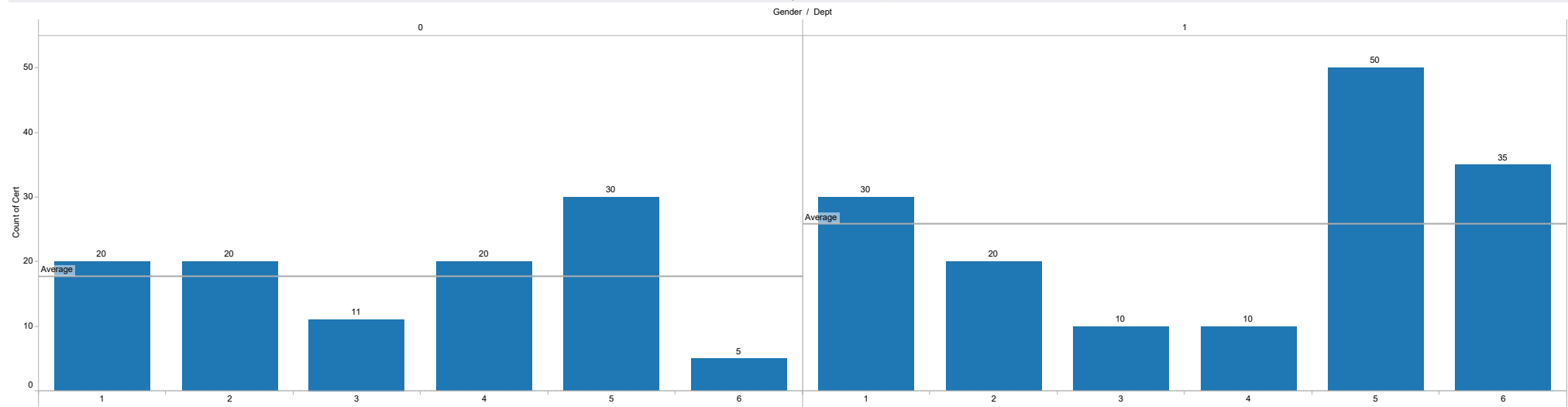
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Average Of Experience in Years By Gender



Board Certification by Gender and Dept



Are Females Underpaid At This Institution?

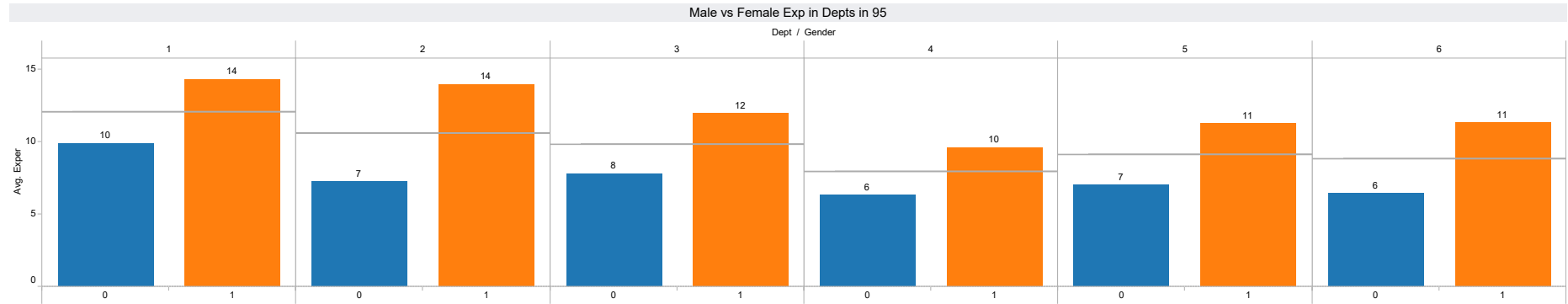
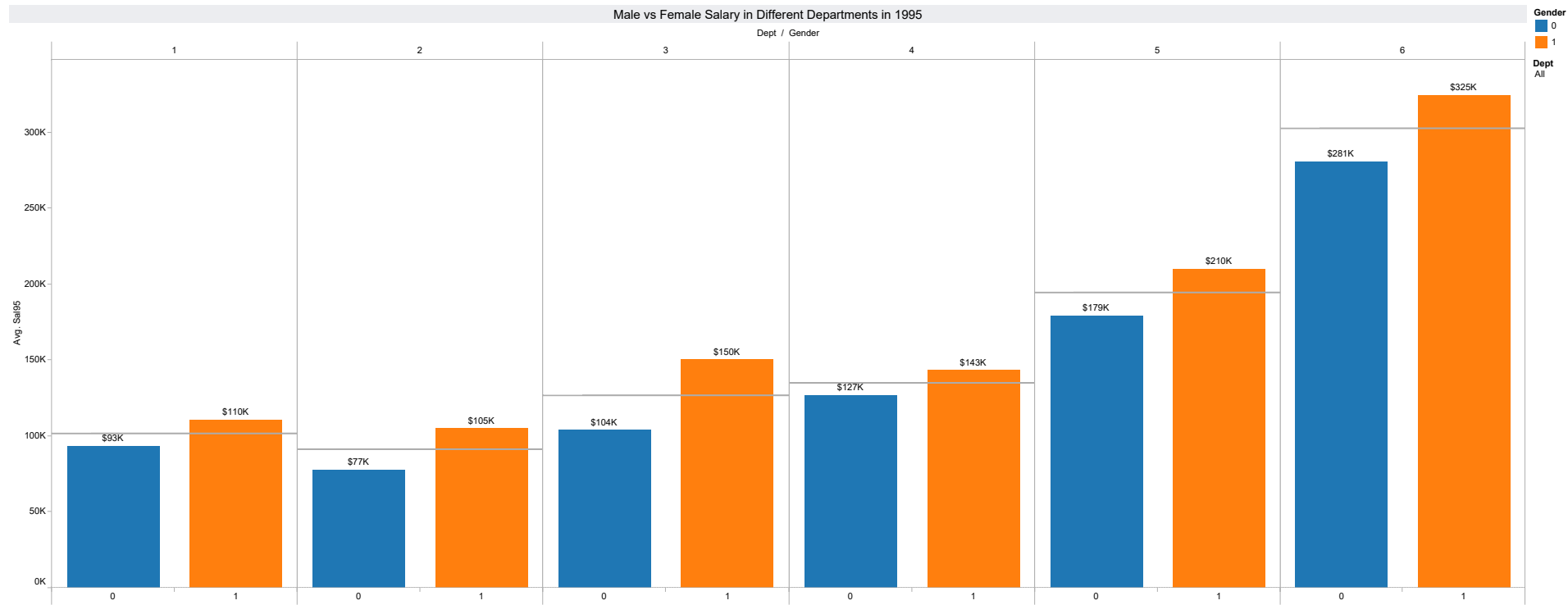
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Summary Of All Points



Are Females Underpaid At This Institution?

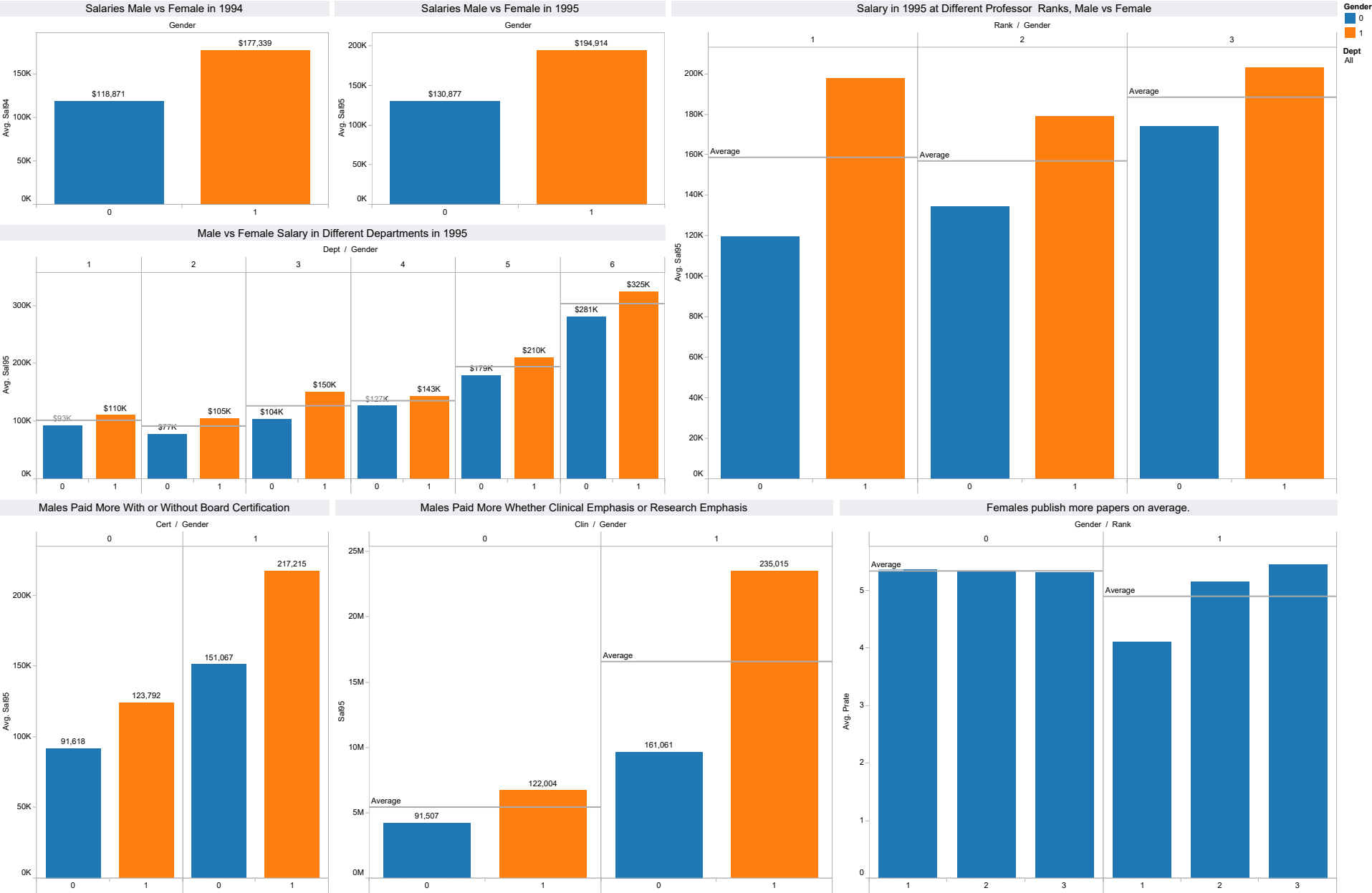
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All points that support the conclusion that female professors are underpaid

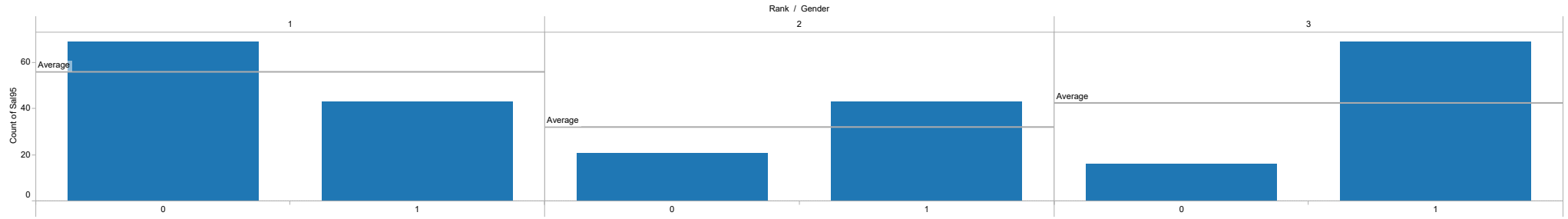
Females earned less on average in both 1994 and 1995.
Females have lower average salaries across all departments.
Females have lower average salaries regardless of board certification status.
Females earn less on average whether their focus is clinical or research-based.
Females have lower average salaries across all professor ranks, despite publishing more papers on average.
The number of female professors at the Assistant Professor rank is significantly higher than average, while the number of male professors at the Full Professor rank is much higher than average.
The number of female professors is significantly below average in the Medicine and Surgery departments, which are the highest-paying departments.

All points that support the conclusion that female professors are not underpaid

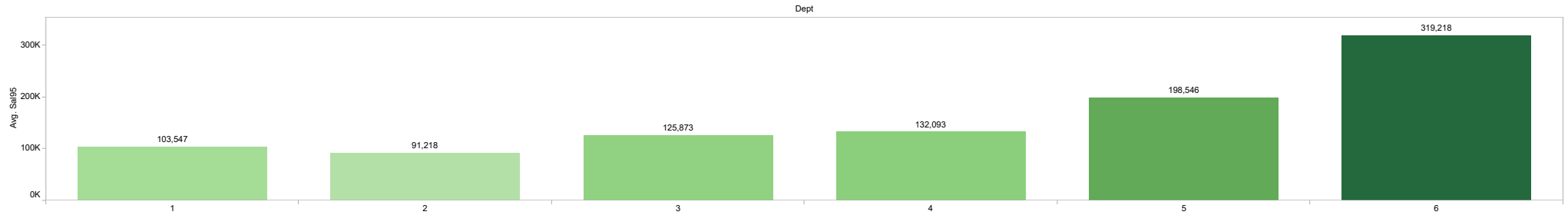
Male Professors have significantly greater average experience, the average years of experience for females is 7 while the average years of experience for males is 12.
Board Certification rates are greater for males as compared to females.
Males having greater average salary across all departments can be explained by the fact that males have greater average years of experience across all departments.



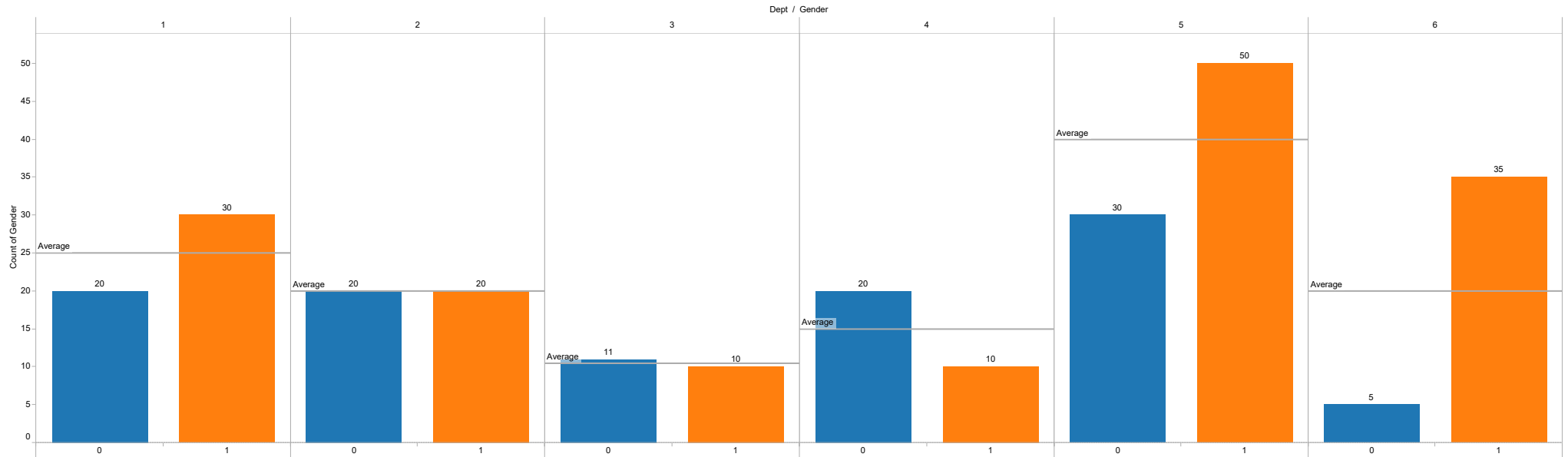
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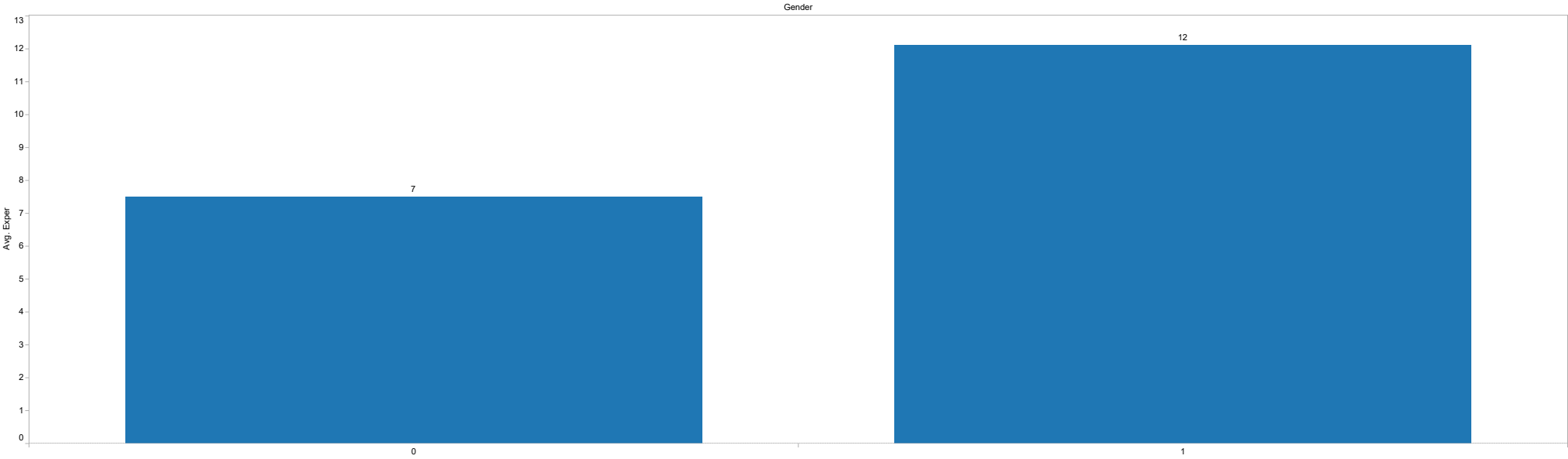
Average Salary By Department, Medicine And Surgery Are Highest Paying.



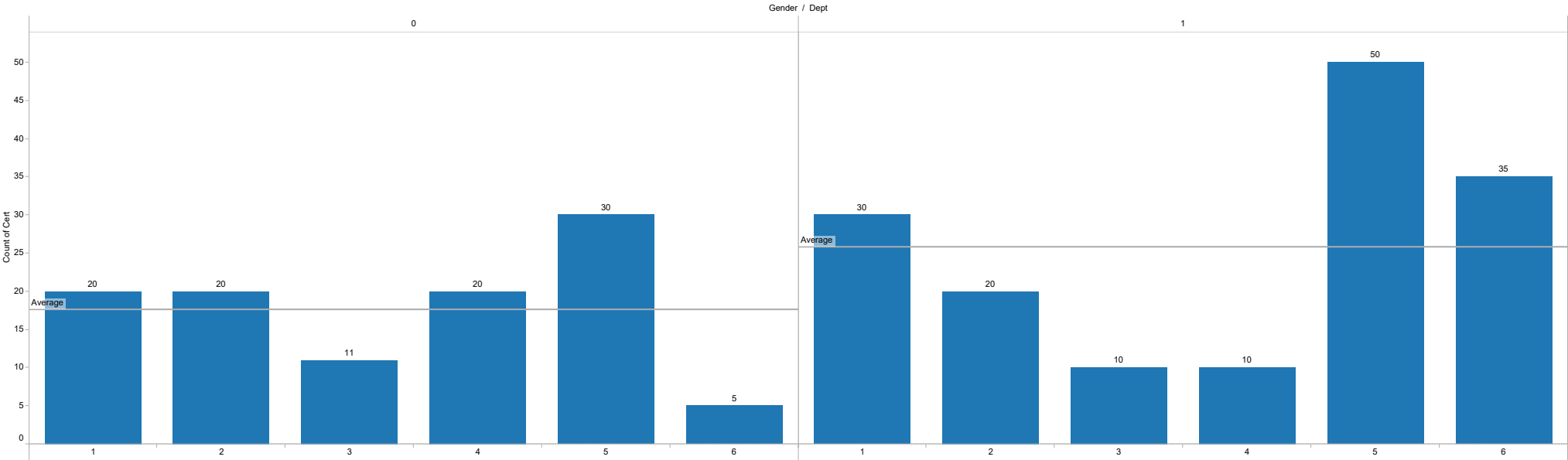
Number Of Female Professors Is Significantly Below Average In Medicine And Surgical Departments.

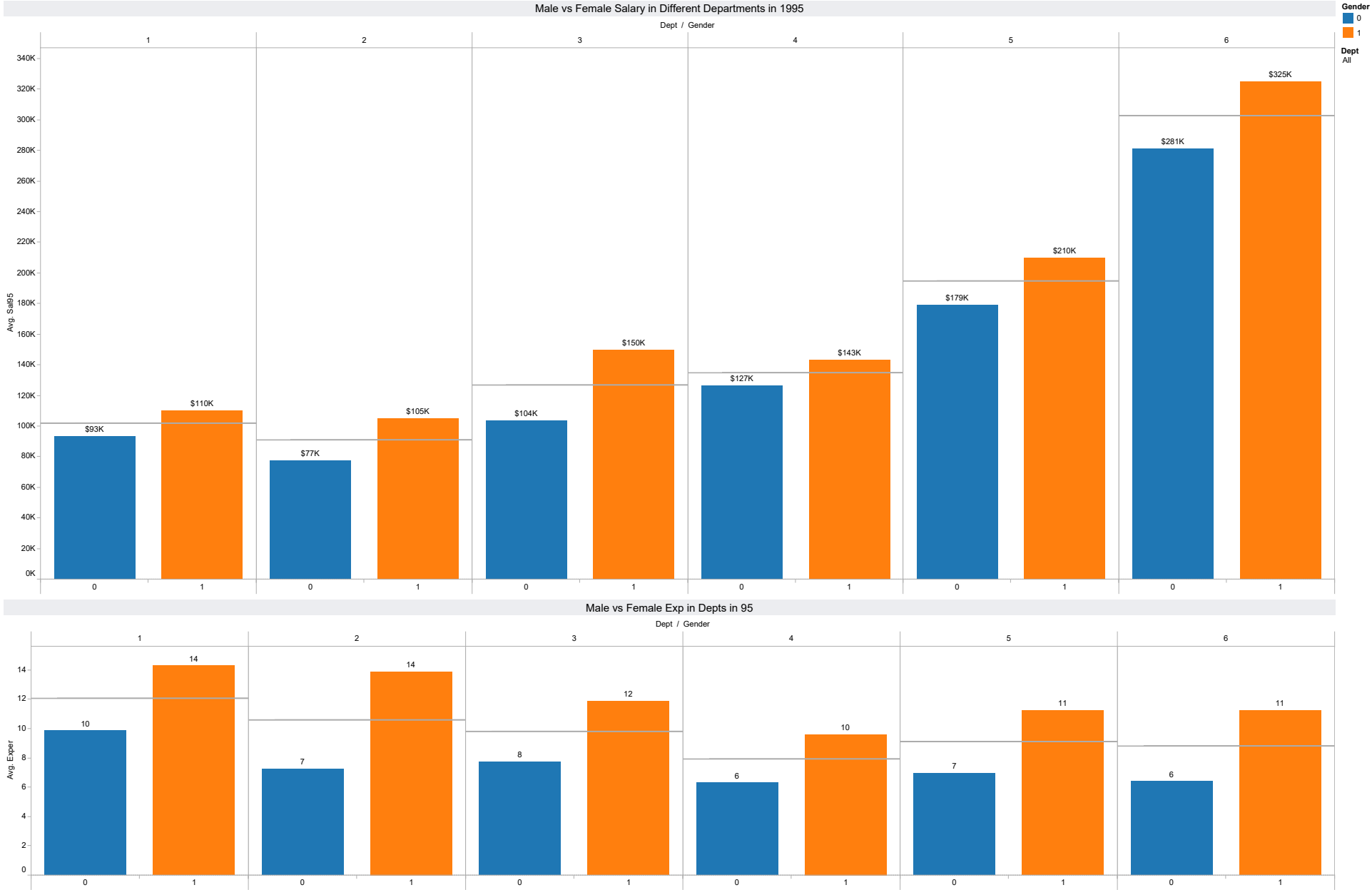


Average Of Experience in Years By Gender

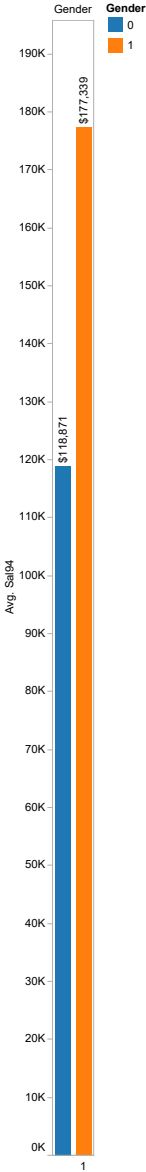


Board Certification by Gender and Dept



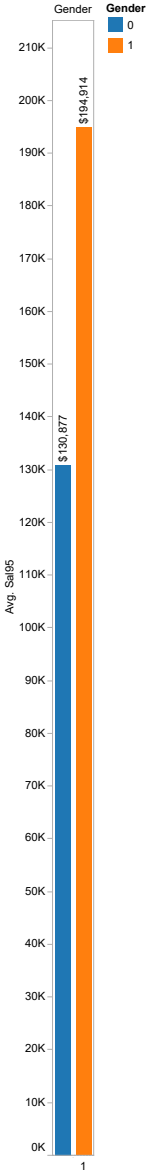


Salaries Male
vs Female in
1994



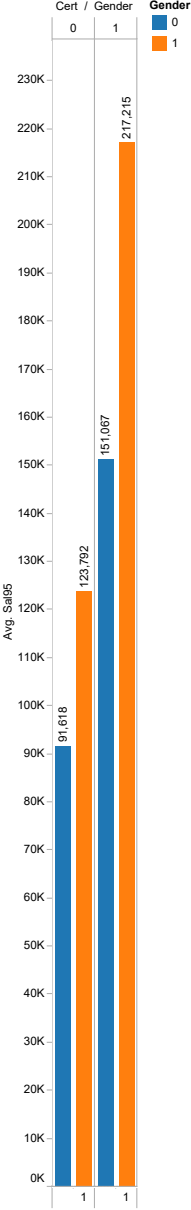
Average of Sal94
for each Gender.
Colour shows
details about
Gender. The
marks are labelled
by average of
Sal94. The data is
filtered on Dept,
which keeps 6 of 6
members.

Salaries Male
vs Female in
1995



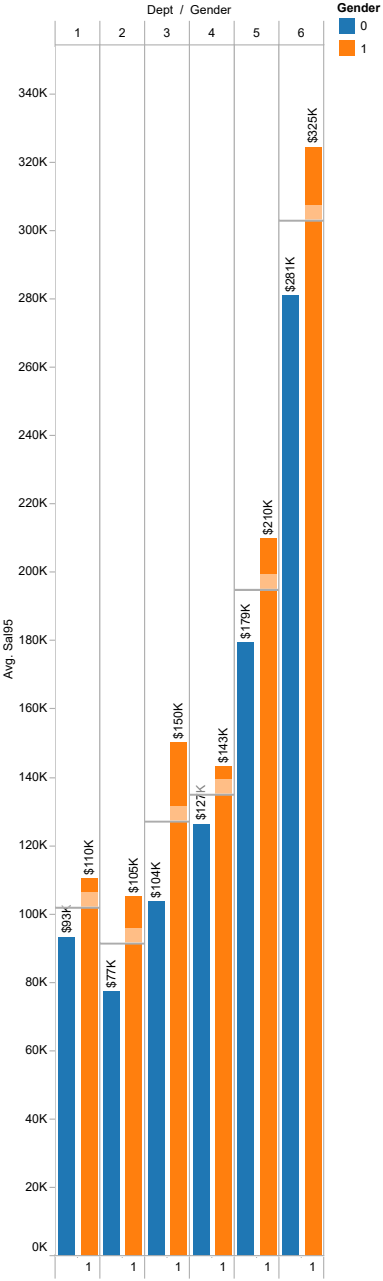
Average of Sal95
for each Gender.
Colour shows
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Sal95. The data is
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members.

Males Paid More
With or Without
Board Certification



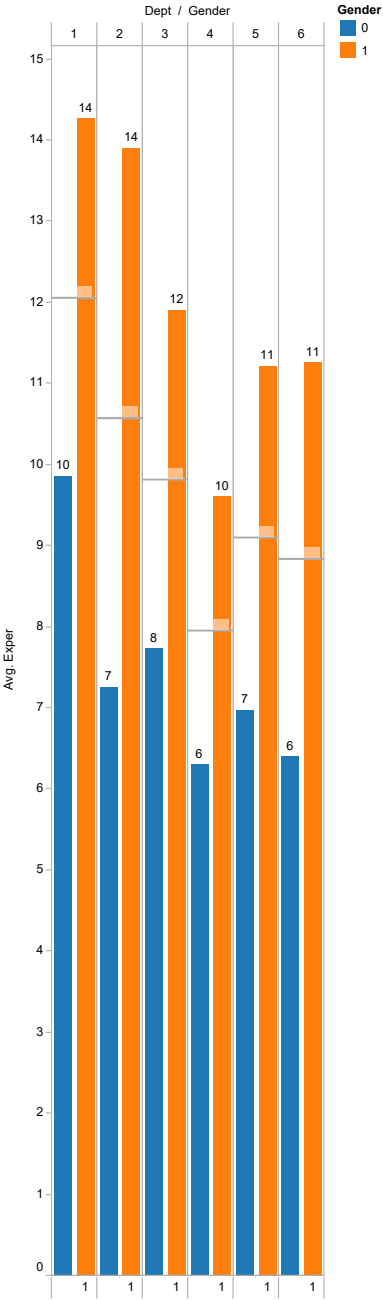
Average of Sal95 for each Gender broken down by Cert. Colour shows details about Gender. The marks are labelled by average of Sal95. The data is filtered on Dept, which keeps 6 of 6 members.

Male vs Female Salary in Different
Departments in 1995



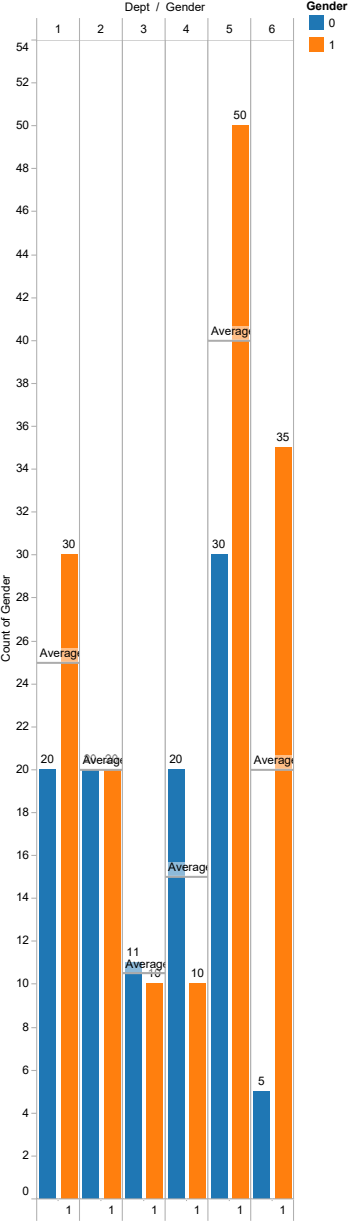
Average of Sal95 for each Gender broken down by Dept.
Colour shows details about Gender. The marks are labelled
by average of Sal95. The view is filtered on Dept, which
keeps 6 of 6 members.

Male vs Female Exp in Depts in 95



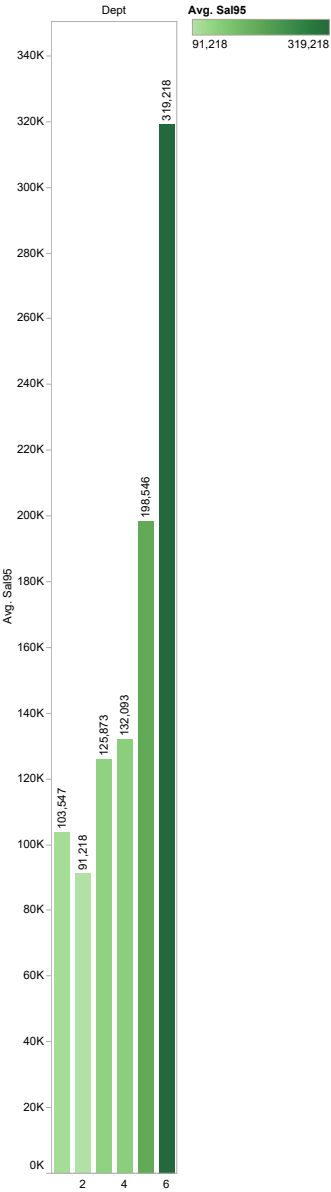
Average of Exper for each Gender broken down by Dept. Colour shows details about Gender. The marks are labelled by average of Exper. The view is filtered on Dept, which keeps 6 of 6 members.

Number Of Female Professors Is
Significantly Below Average In Medicine
And Surgical Departments.



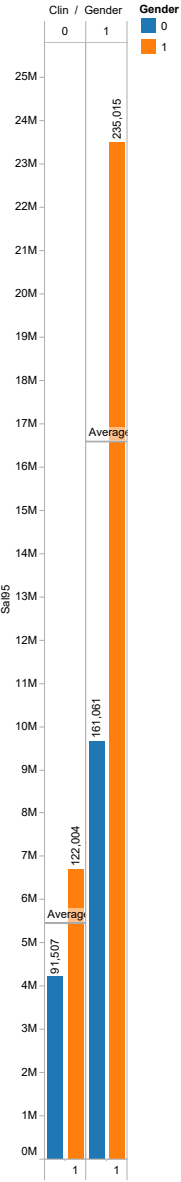
Count of Gender for each Gender broken down by Dept. Colour shows details about Gender. The marks are labelled by count of Gender. The data is filtered on Action (Gender, Rank) and Action (Dept). The Action (Gender, Rank) filter keeps 6 members. The Action (Dept) filter keeps 6 members. The view is filtered on Dept, which keeps 6 of 6 members.

Average Salary By
Department, Medicine
And Surgery Are Highest
Paying.



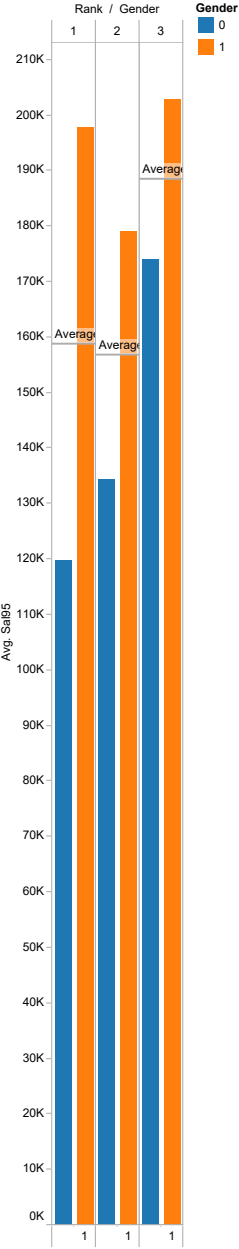
Average of Sal95 for each Dept.
Colour shows average of Sal95.
The marks are labelled by average
of Sal95. The data is filtered on
Action (Gender, Rank), which
keeps 6 members. The view is
filtered on Dept, which keeps 6 of 6
members.

Males Paid More
Whether Clinical
Emphasis or
Research
Emphasis



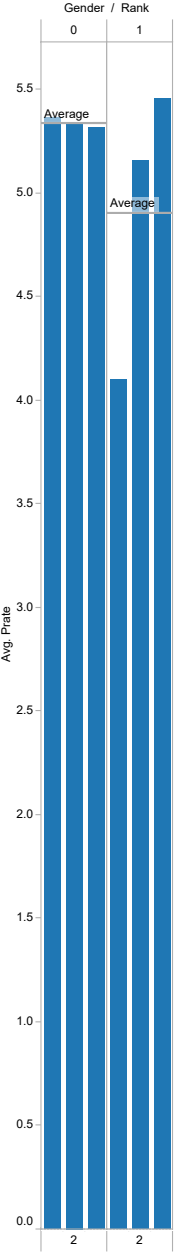
Sum of Sal95 for each
Gender broken down by
Clin. Colour shows details
about Gender. The marks
are labelled by average of
Sal95. The data is filtered
on Dept, which keeps 6 of
6 members.

Salary in 1995 at
Different Professor
Ranks, Male vs Female



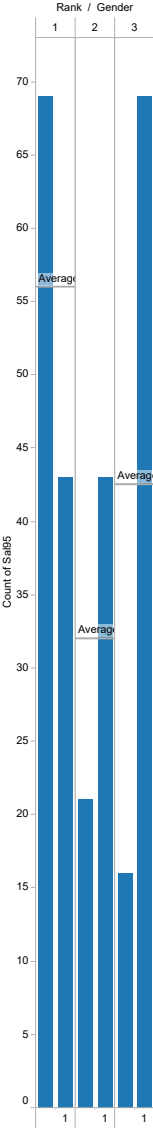
Average of Sal95 for each Gender broken down by Rank. Colour shows details about Gender. The data is filtered on Dept, which keeps 6 of 6 members.

Females publish more papers on average.



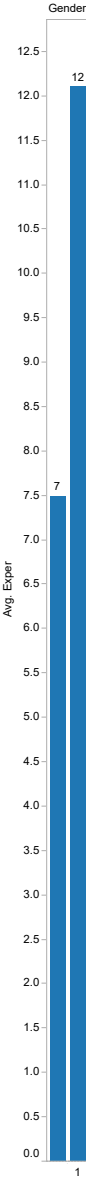
Average of Prate for each Rank broken down by Gender. The data is filtered on Prate and Dept. The Prate filter keeps 50 of 67 members. The Dept filter keeps 6 of 6 members.

Number of Female Professors At Assistant Prof Rank Is Much Greater Than Average While Number Of Male Professors At Full Professor Rank Is Much Greater Than Average



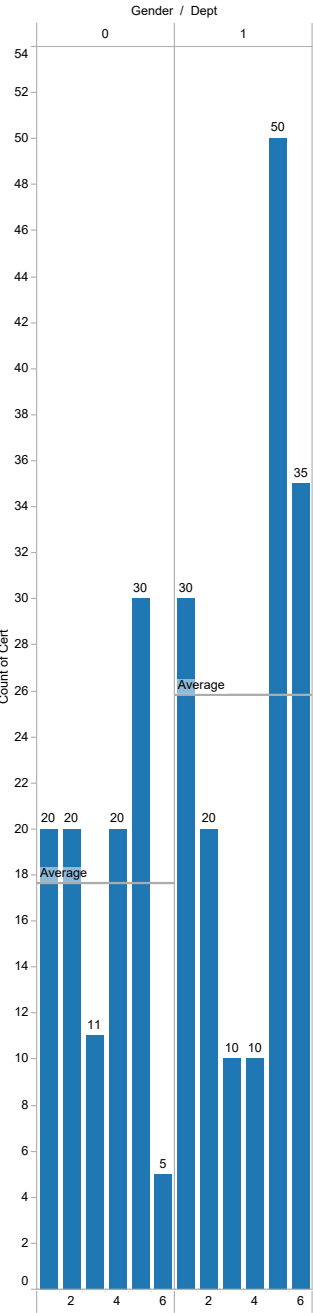
Count of Sal95 for each Gender broken down by Rank. The data is filtered on Action (Dept)andDept. The Action (Dept) filter keeps 6 members. The Dept filter keeps 6 of 6 members.

Average Of Experience in Years By Gender



Average of Exper for each Gender. The marks are labelled by average of Exper. The data is filtered on Dept, which keeps 6 of 6 members.

Board Certification by Gender and Dept



Count of Cert for each Dept broken down by Gender.
The marks are labelled by count of Cert.The view is
filtered on Dept, which keeps 6 of 6 members.