

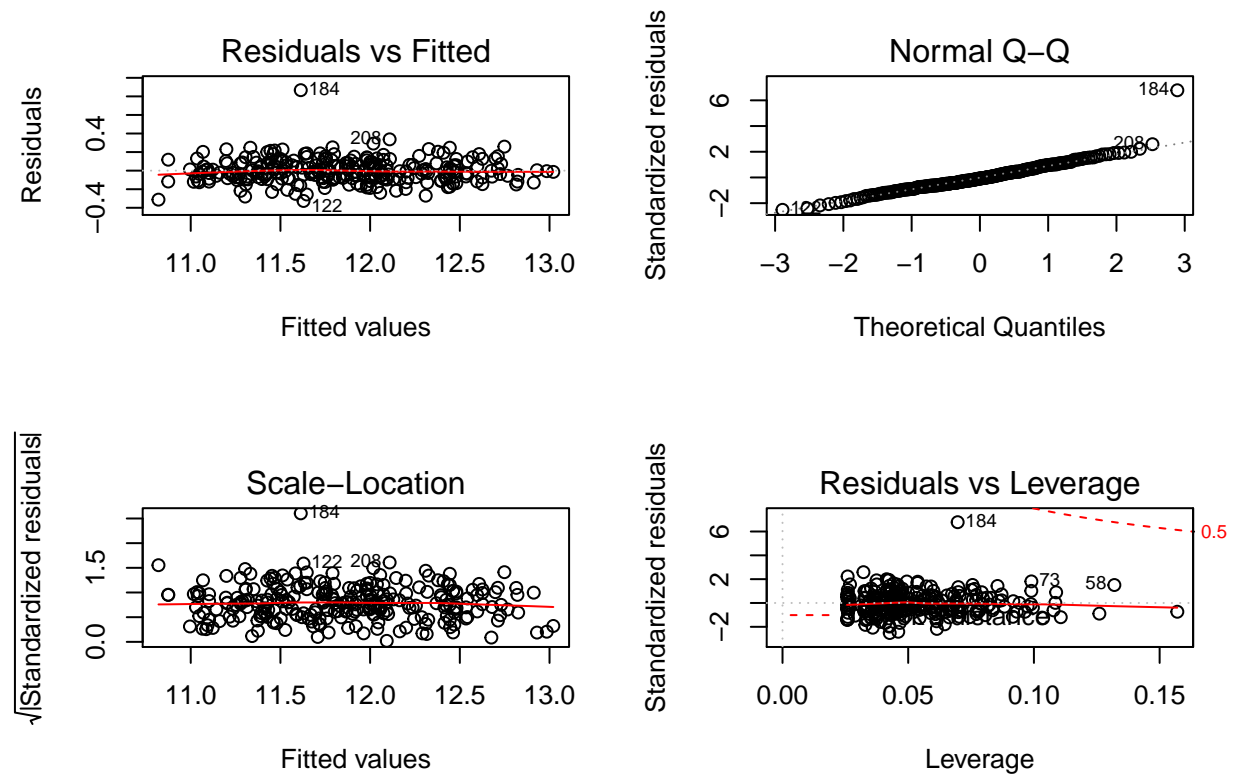
## Supplementary Figures

	Females (N=106)	Males (N=155)
<b>dept</b>		
Biochemistry/Molecular Biology	20 (18.9%)	30 (19.4%)
Physiology	20 (18.9%)	20 (12.9%)
Genetics	11 (10.4%)	10 (6.5%)
Pediatrics	20 (18.9%)	10 (6.5%)
Medicine	30 (28.3%)	50 (32.3%)
Surgery	5 (4.7%)	35 (22.6%)
<b>clin</b>		
Primarily research emphasis	46 (43.4%)	55 (35.5%)
Primarily clinical emphasis	60 (56.6%)	100 (64.5%)
<b>cert</b>		
Not Certified	36 (34.0%)	37 (23.9%)
Board Certified	70 (66.0%)	118 (76.1%)
<b>Prate</b>		
Mean (SD)	5.35 (1.89)	4.65 (1.94)
Median (IQR)	5.25 (3.73, 7.27)	4.00 (3.10, 6.70)
<b>Exper</b>		
Mean (SD)	7.49 (4.17)	12.10 (6.70)
Median (IQR)	7.00 (5.00, 10.00)	10.00 (7.00, 15.00)
<b>rank</b>		
Assistant	69 (65.1%)	43 (27.7%)
Associate	21 (19.8%)	43 (27.7%)
Full professor	16 (15.1%)	69 (44.5%)
<b>Sal94</b>		
Mean (SD)	118871.27 (56168.01)	177338.76 (85930.54)
Median (IQR)	108457.00 (75774.50, 143096.00)	155006.00 (109687.00, 231501.50)
<b>Sal95</b>		
Mean (SD)	130876.92 (62034.51)	194914.09 (94902.73)
Median (IQR)	119135.00 (82345.25, 154170.50)	170967.00 (119952.50, 257163.00)

**Table 1** - General descriptive statistics about the data set.



**Figure 1** - Average salary distribution of both academic years 1994 and 1995(a) showing is right skewedness. Log Transformation (b) shows a normal distribution.



**Figure 2** - Residuals vs. Fitted (a), quantile-quantile plot(b), scale location plot(c) and Cook's distance plot(d) all show the 184th observation is an outlier and potential influential point

term	estimate	std.error	statistic	p.value
(Intercept)	10.9593348	0.0279356	392.307104	0.0000000
deptPhysiology	-0.1755436	0.0288714	-6.080183	0.0000000
deptGenetics	0.1845717	0.0362059	5.097829	0.0000007
deptPediatrics	0.2084679	0.0355285	5.867630	0.0000000
deptMedicine	0.5432042	0.0293638	18.499128	0.0000000
deptSurgery	0.9313875	0.0352673	26.409356	0.0000000
clinPrimarily clinical emphasis	0.1970312	0.0221749	8.885320	0.0000000
certBoard Certified	0.1912134	0.0213626	8.950840	0.0000000
Exper	0.0181712	0.0018056	10.063791	0.0000000
rankAssociate	0.1731415	0.0339042	5.106786	0.0000007
rankFull professor	0.2822813	0.0395941	7.129384	0.0000000
genderMales	0.0744792	0.0275681	2.701648	0.0073777
rankAssociate:genderMales	-0.0829432	0.0447499	-1.853484	0.0650054
rankFull professor:genderMales	-0.1052708	0.0466541	-2.256413	0.0249196

**Table 2** - Final model of the data set. Coefficient estimates, standard errors and p values are included.

	Df	Sum Sq	Mean Sq	F value	Pr(>F)
dept	5	48.6084856	9.7216971	553.431530	0.0000000
clin	1	2.4268234	2.4268234	138.152892	0.0000000
cert	1	2.8316533	2.8316533	161.198832	0.0000000
Exper	1	7.4608050	7.4608050	424.724681	0.0000000
rank	2	1.5070418	0.7535209	42.896030	0.0000000
gender	1	0.0308057	0.0308057	1.753690	0.1866376
rank:gender	2	0.1117068	0.0558534	3.179591	0.0433110
Residuals	247	4.3388550	0.0175662	NA	NA

**Table 3** - Anova test of the model. The p-value for gender was 0.186. This value means that gender as the main covariate of interest is not a significant contributor to the model when adjusting for department, primary emphasis, certification, experience, and rank.