Appendix

Table 1: Descriptive Statistics

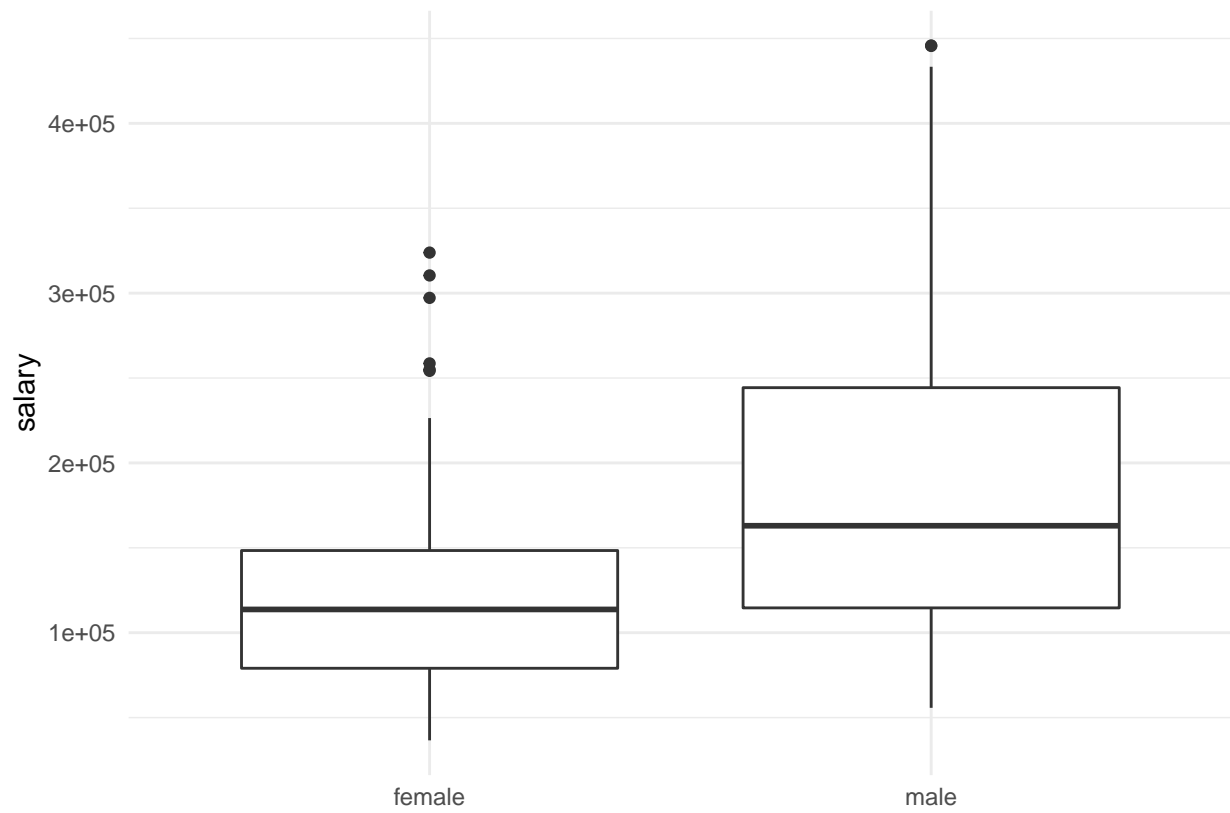|	Female (N=106)	Male (N=155)
Dept (n%)		
- Bio/Molecular Biology	20 (18.87%)	30 (19.35%)
- Physiology	20 (18.87%)	20 (12.90%)
- Genetics	11 (10.38%)	10 (6.45%)
- Pediatrics	20 (18.87%)	10 (6.45%)
- Medicine	30 (28.30%)	50 (32.26%)
- Surgery	5 (4.72%)	35 (22.58%)
Clin, Clinical Emphasis (n%)	60 (56.60%)	100 (64.52%)
Certified, Yes (n%)	70 (66.04%)	118 (76.13%)
Publication rate		
- Mean ($\pm$SD)	5.35 (1.89)	4.65 (1.94)
- Median (Q1, Q3)	5.25 (3.73, 7.27)	4.00 (3.10, 6.70)
Experience (years)		
- Mean ($\pm$SD)	7.49 (4.17)	12.10 (6.70)
- Median (Q1, Q3)	7.00 (5.00, 10.00)	10.00 (7.00, 15.00)
Rank (n%)		
- Assistant	69 (65.09%)	43 (27.74%)
- Associate	21 (19.81%)	43 (27.74%)
- Full professor	16 (15.09%)	69 (44.52%)
Salary 1994		
- Mean ($\pm$SD)	118871.27 (56168.01)	177338.76 (85930.54)
- Median (Q1, Q3)	108457.00 (75774.50, 143096.00)	155006.00 (109687.00, 231501.50)
Salary 1995		
- Mean ($\pm$SD)	130876.92 (62034.51)	194914.09 (94902.73)
- Median (Q1, Q3)	119135.00 (82345.25, 154170.50)	170967.00 (119952.50, 257163.00)
Avg Salary		
- Mean ($\pm$SD)	124874.09 (59089.62)	186126.43 (90397.11)
- Median (Q1, Q3)	113706.00 (79059.88, 148401.12)	162987.00 (114612.50, 244332.25)

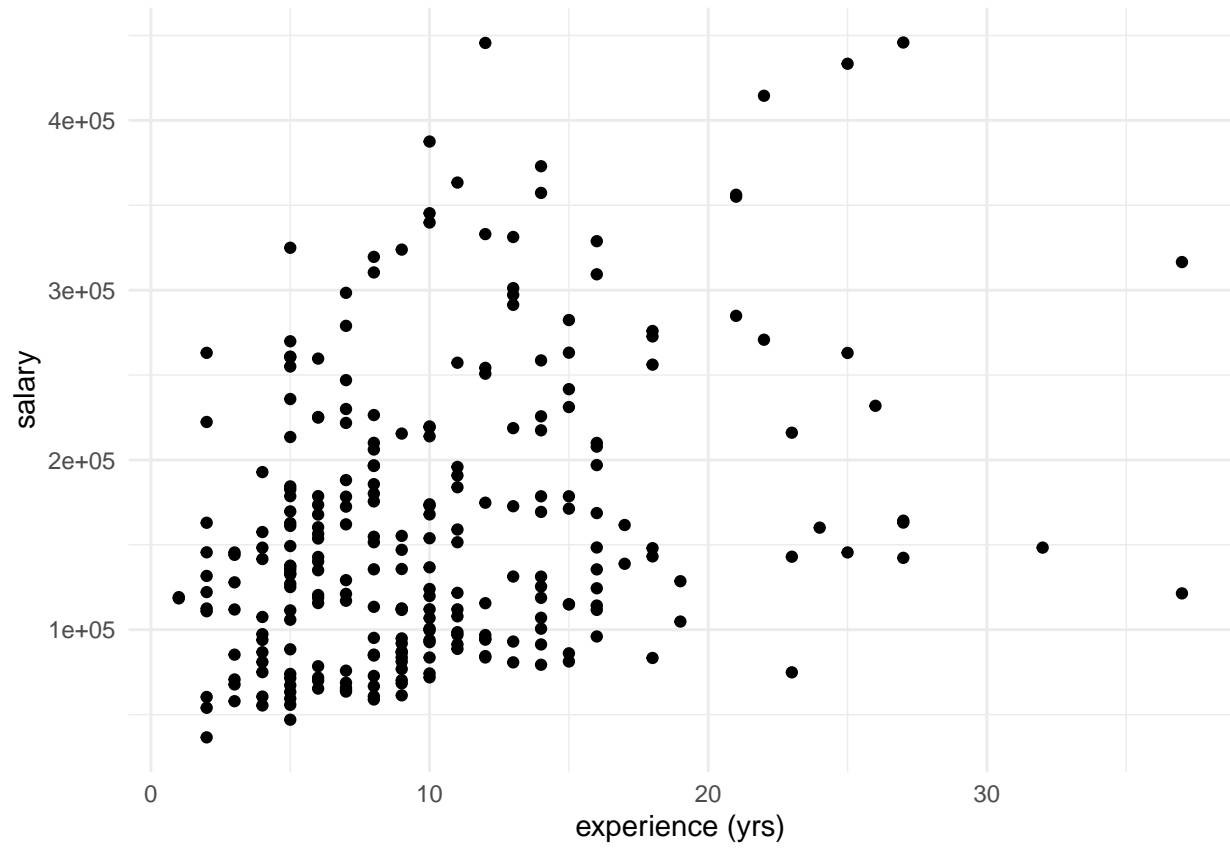**Figure 1: Salary by Gender**

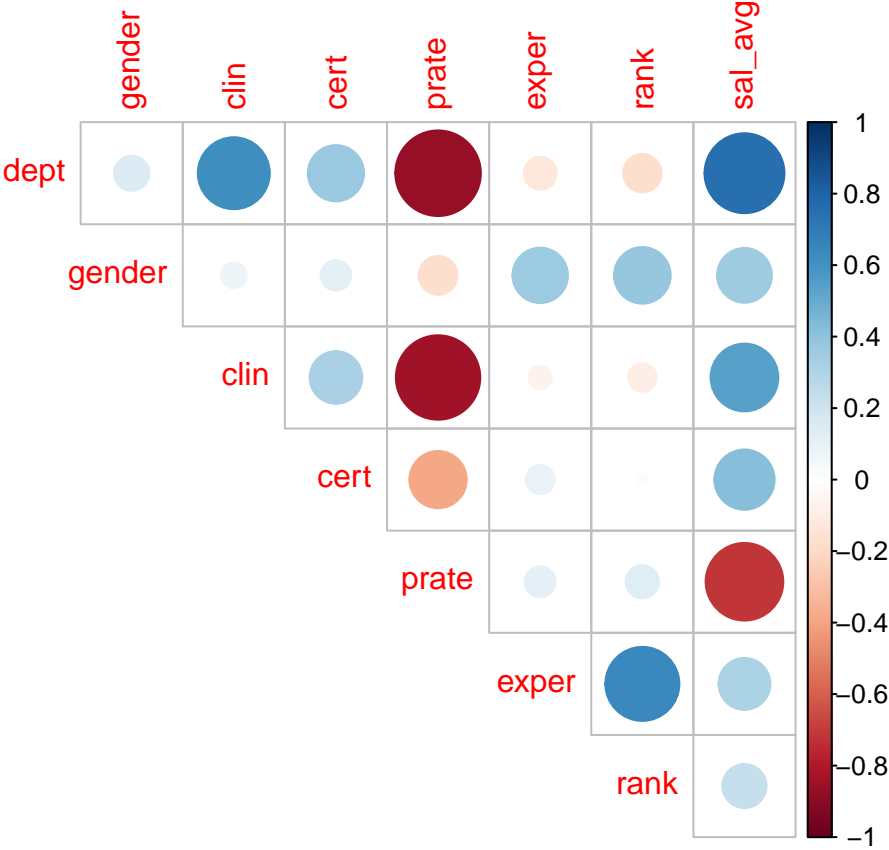**Figure 2: Salary by Gender**

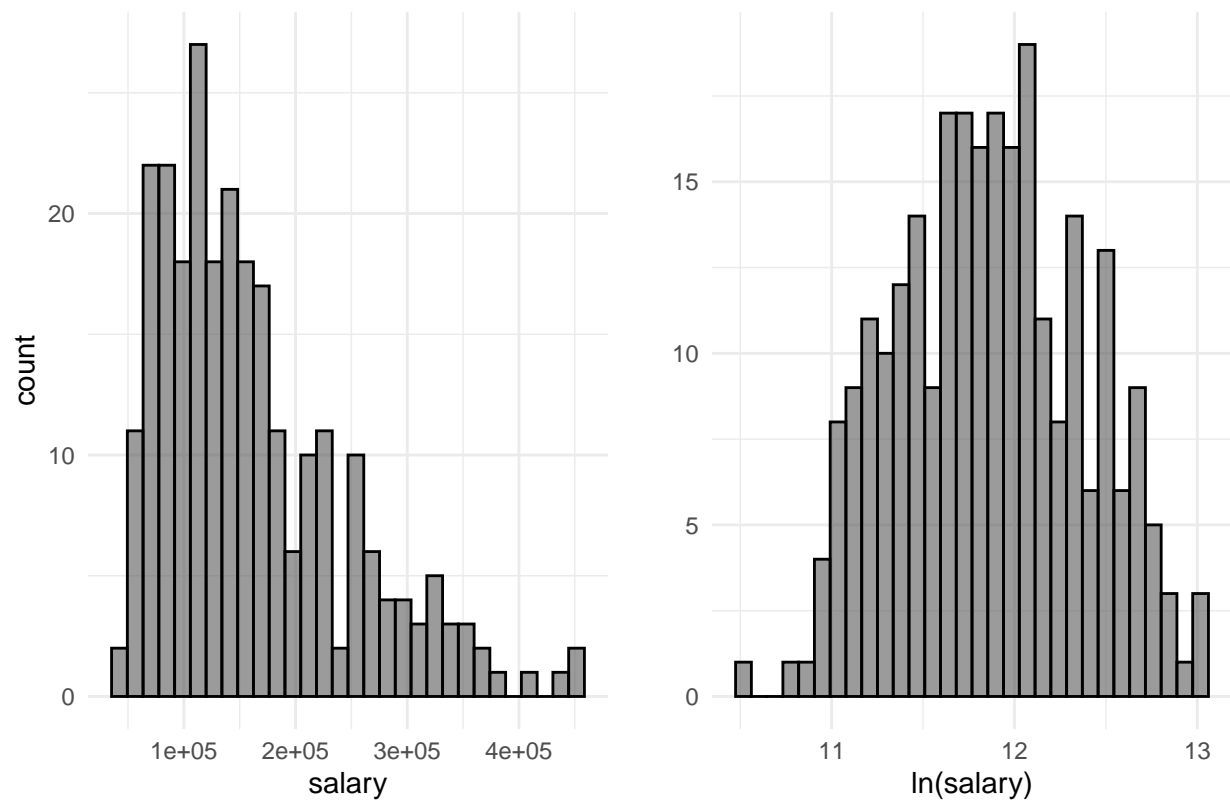**Figure 3: Correlation Plot**

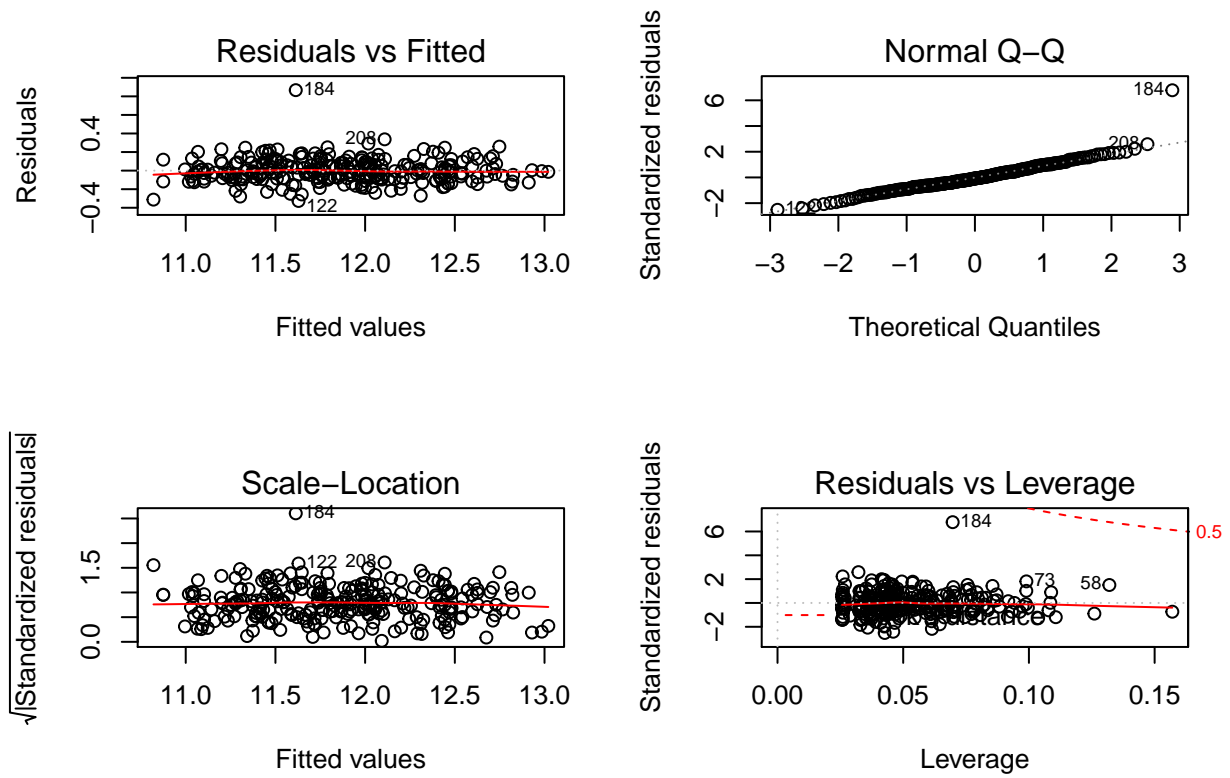**Figure 4: Salary Histogram**

Figure 6: Diagnostic Plots

Table 2: Main Models

Predictors	Ln salary with interaction no prate			Ln salary without interaction and no rank		
	Estimates	*CI*	*p*	*Estimates*	*CI*	*p*
(Intercept)	11.38	11.31 – 11.44	**<0.001**	11.39	11.32 – 11.46	**<0.001**
gender [male]	0.05	-0.00 – 0.10	0.070	0.06	0.02 – 0.10	**0.005**
rank [associate]	0.17	0.11 – 0.23	**<0.001**			
rank [full professor]	0.27	0.20 – 0.34	**<0.001**			
dept [genetics]	0.18	0.12 – 0.24	**<0.001**	0.18	0.10 – 0.26	**<0.001**
dept [medicine]	0.52	0.46 – 0.57	**<0.001**	0.50	0.44 – 0.56	**<0.001**
dept [pediatrics]	0.19	0.13 – 0.25	**<0.001**	0.18	0.11 – 0.26	**<0.001**
dept [physiology]	-0.18	-0.23 – -0.13	**<0.001**	-0.17	-0.23 – -0.11	**<0.001**
dept [surgery]	0.92	0.85 – 0.98	**<0.001**	0.89	0.81 – 0.96	**<0.001**
clin [research]	-0.22	-0.26 – -0.18	**<0.001**	-0.23	-0.27 – -0.18	**<0.001**
cert [not ified]	-0.21	-0.25 – -0.17	**<0.001**	-0.20	-0.24 – -0.15	**<0.001**
exper	0.02	0.02 – 0.02	**<0.001**	0.03	0.02 – 0.03	**<0.001**
gender [male] * rank [associate]	-0.05	-0.13 – 0.03	0.217			
gender [male] * rank [full professor]	-0.08	-0.16 – 0.01	0.068			
Observations	260			260		
R^2 / R^2 adjusted	0.947 / 0.944			0.926 / 0.923		

Table 3: Stratified Models

Predictors	Ln salary for Full Professor			Ln salary for Associate Professor			Ln salary for Assistant Professor		
	Estimates	CI	p	Estimates	CI	p	Estimates	CI	p
(Intercept)	11.69	11.57 – 11.80	**<0.001**	11.51	11.40 – 11.63	**<0.001**	11.33	11.20 – 11.46	**<0.001**
dept [genetics]	0.25	0.14 – 0.36	**<0.001**	0.17	0.06 – 0.28	**0.003**	0.14	0.03 – 0.26	**0.015**
dept [medicine]	0.53	0.45 – 0.61	**<0.001**	0.51	0.41 – 0.61	**<0.001**	0.53	0.43 – 0.63	**<0.001**
dept [pediatrics]	0.17	0.03 – 0.30	**0.014**	0.21	0.10 – 0.32	**<0.001**	0.20	0.09 – 0.31	**0.001**
dept [physiology]	-0.13	-0.21 – -0.05	**0.002**	-0.19	-0.28 – -0.10	**<0.001**	-0.22	-0.32 – -0.11	**<0.001**
dept [surgery]	0.95	0.85 – 1.05	**<0.001**	0.93	0.82 – 1.05	**<0.001**	0.89	0.78 – 1.01	**<0.001**
gender [male]	-0.04	-0.11 – 0.03	0.268	-0.01	-0.08 – 0.05	0.670	0.04	-0.02 – 0.10	0.201
clin [research]	-0.18	-0.25 – -0.11	**<0.001**	-0.22	-0.30 – -0.14	**<0.001**	-0.25	-0.32 – -0.17	**<0.001**
cert [not ified]	-0.26	-0.33 – -0.19	**<0.001**	-0.20	-0.26 – -0.14	**<0.001**	-0.16	-0.23 – -0.09	**<0.001**
exper	0.01	0.01 – 0.02	**<0.001**	0.02	0.02 – 0.03	**<0.001**	0.03	0.02 – 0.04	**<0.001**
Observations	85			64			111		
R^2 / R^2 adjusted	0.951 / 0.945			0.962 / 0.956			0.938 / 0.933		