

Final Project

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Abstract

Introduction

In our project, we examined the whether gender discrimination existed in setting salaries for people in the academia or higher education institutions.

Exploratory data analysis

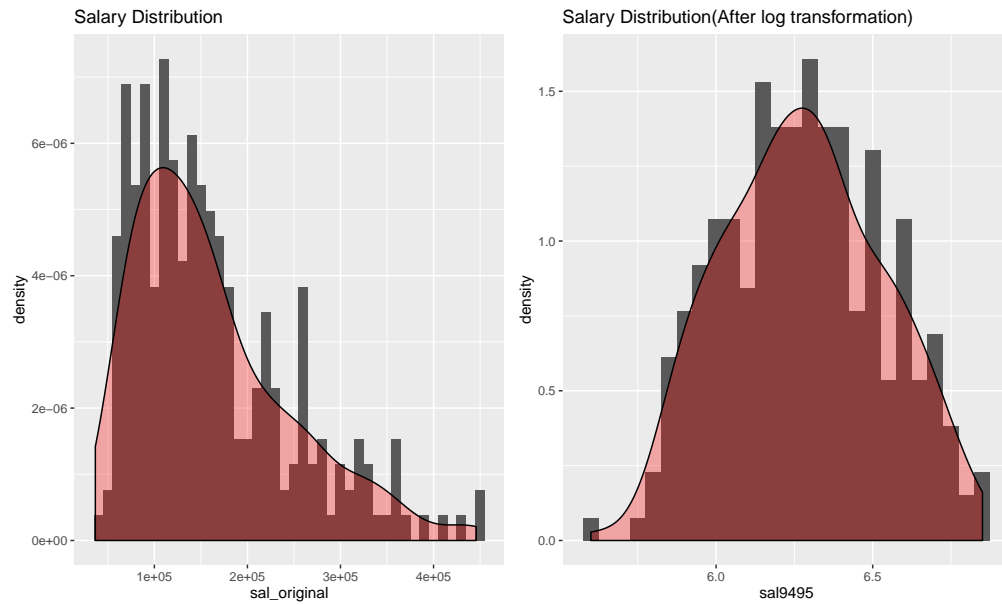
Data used in our studies were collected from 261 individuals who work in the academia or higher education institutions. The raw dataset contains following features.

- **Dept:** 1= Biochemistry/Molecular Biology 2= Physiology 3= Genetics 4= Pediatrics 5= Medicine 6= Surgery
- **Gender:** 1= Male, 0= Female
- **Clin:** 1= Primarily clinical emphasis, 0= Primarily research emphasis
- **Cert:** 1= Board certified, 0= not certified
- **Prate:** Publication rate (# publications on cv) / (# years between CV date and MD date)
- **Exper:** # years since obtaining MD
- **Rank:** 1= Assistant, 2= Associate, 3= Full professor (a proxy for productivity)
- **Sal94:** Salary in academic year 1994
- **Sal95:** Salary after increment to Sal94

Table 1 contains the summary of variables in the dataset. Fortunately, there are no missing values in our dataset.

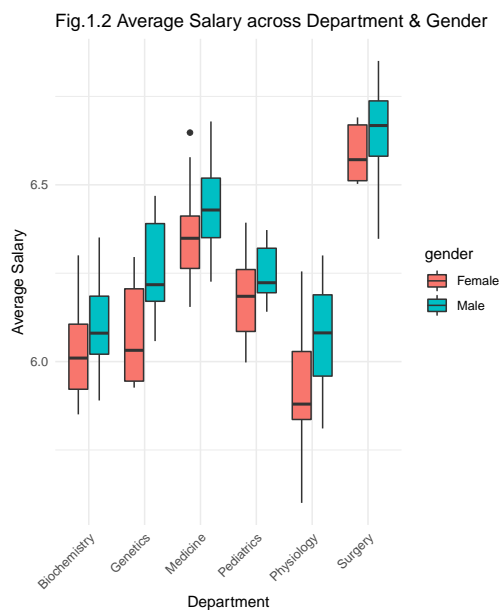
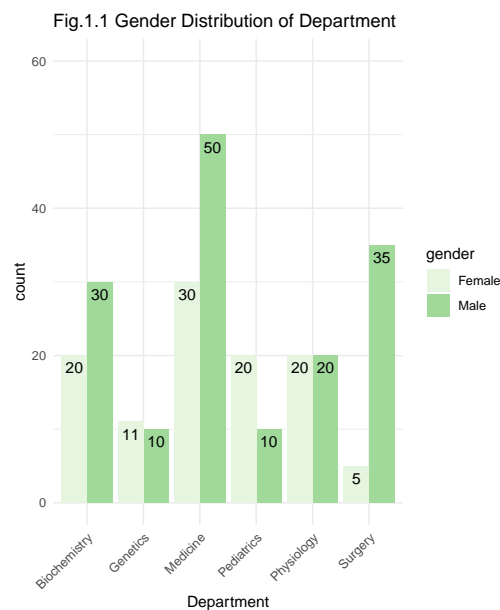
We then need to examine each interested variable against the main effect and main interest.

Salary



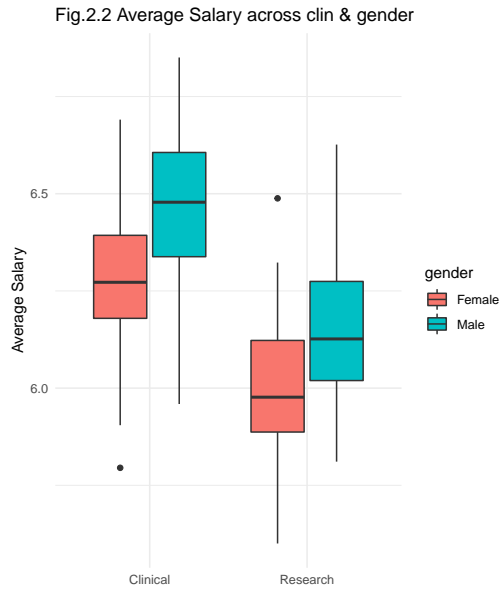
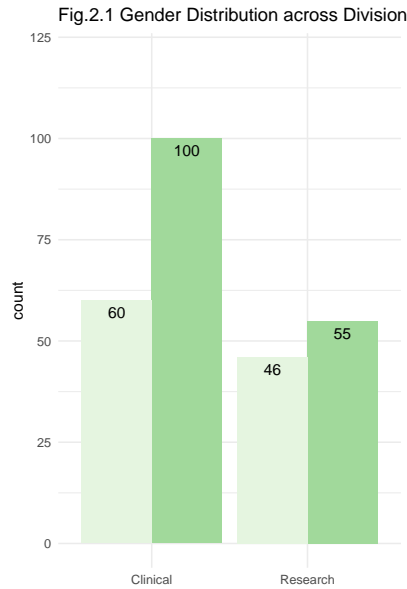
Department

Fig 1.1. shows that the gender ratios in the department of Genetics and Physiology are very balanced, compared with department of Medicine and Surgery, which are very imbalanced. The differences in department of Biochemistry and Pediatrics are moderate. Fig 1.2 includes our main interest the salary into account. It seems that across all department, male earn more than female do. However, before further analysis, we cannot tell whether those difference are significant.



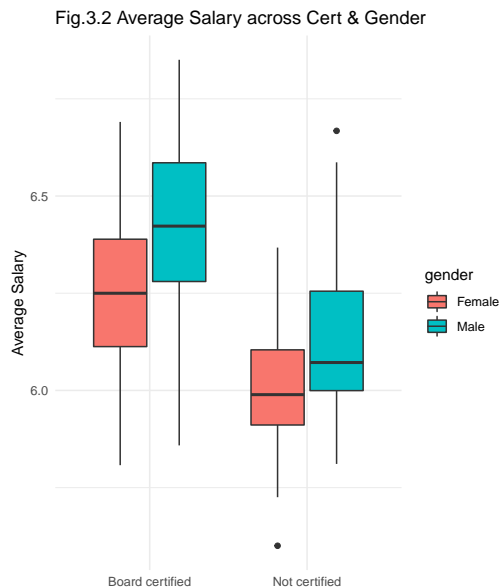
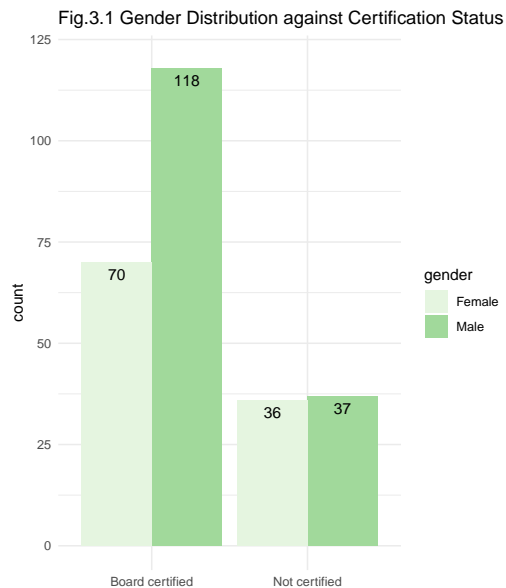
Clinical or Research Division

Fig 2.1 shows that in either division, there are more male than female, especially the clinical division. Regarding salary, again, male in either division earned more than female do.



Certification status

Fig.3. shows that the amount of certified male outnumbers surely the amount of certified female. However, for those without certification, those are just even. For the salary, male again earn more than female do regardless of his or her certification status.



Prate

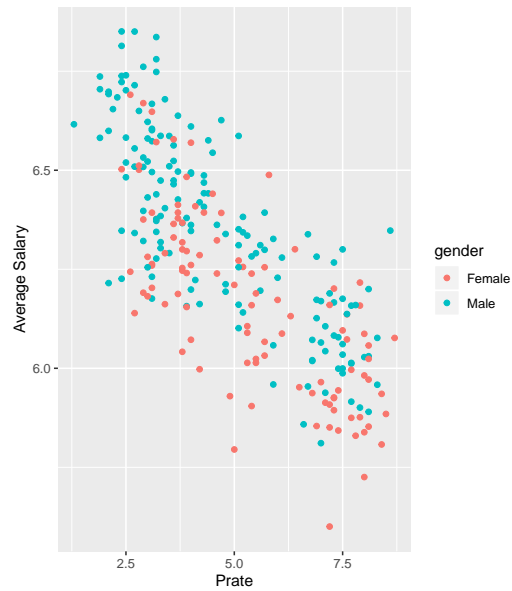
Fig 4.1 shows the density plot of publication rate for both male and female. No obvious difference was observed.

Fig 4.2 implies that there might be linear trend between average salary and publication rate. However, it's hard to tell whether there is any difference on the effect on the salary regarding the gender.

Fig.4.1 Density of Publication Rate against Gender



Fig.4.2 Average Salary against Prate across Gender



Exper

Fig.5.1 shows that the densities of experience year for both male and female are both very skewed, and seems that female have a more skewed trend. Although there are not obvious linear trend between salary and experience year, the salary for male spread more widely than those for female and individual with high salary are dominantly male.

Fig 5.1 Density of experience Year against Gender

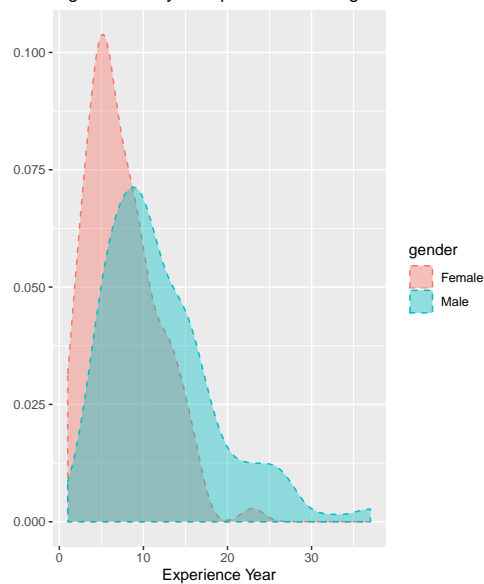
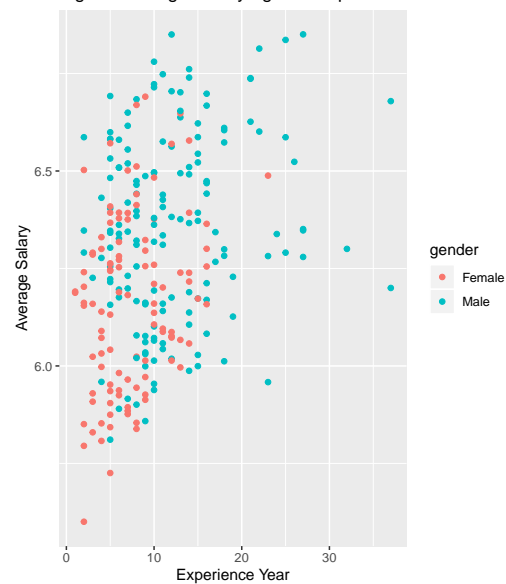


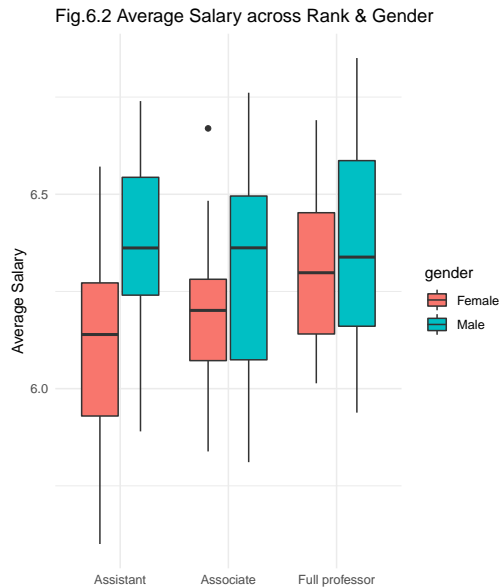
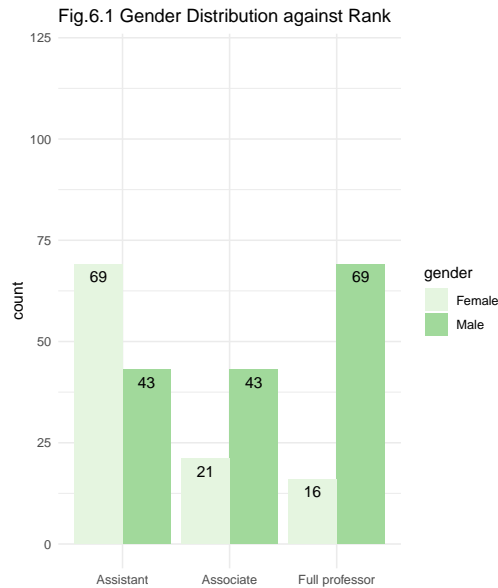
Fig 5.2 Average Salary against Experience Year across (



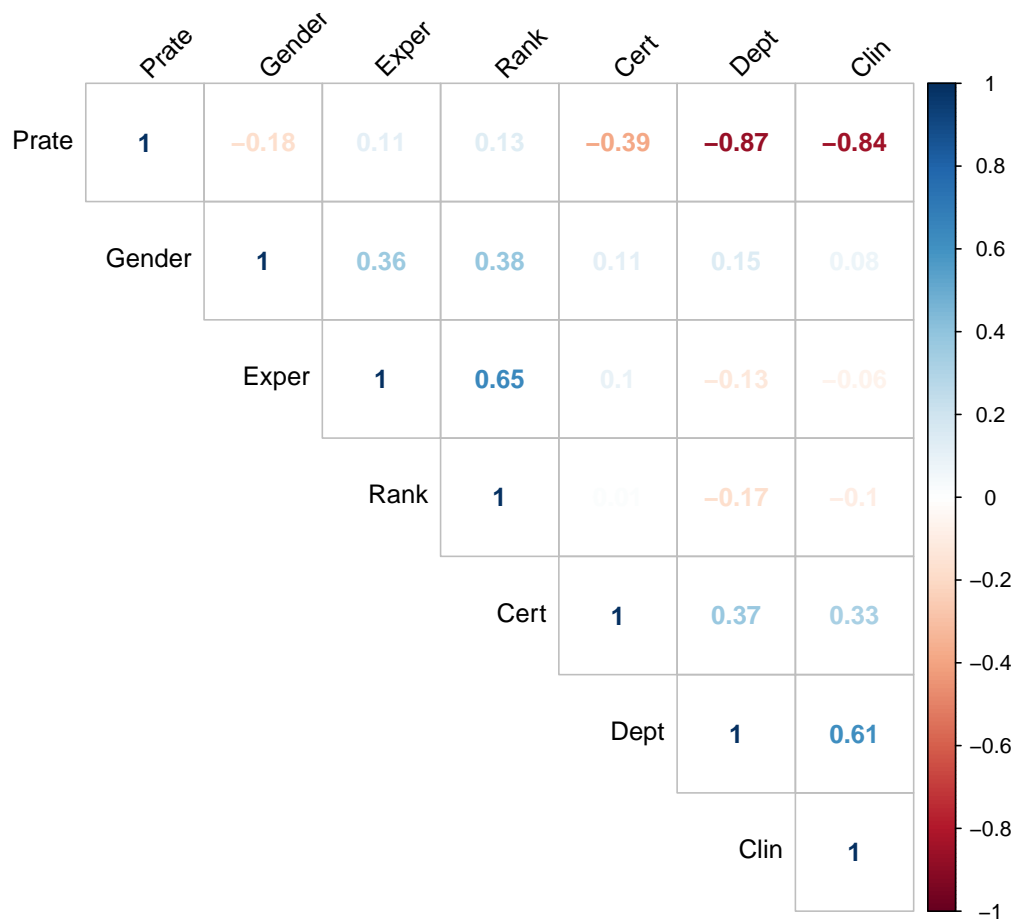
Rank

Fig 6.1 shows that there are many female assistant professor and less associate and full professor than male.

Without surprising, in either rank, male earn more than female.



Lastly, after examining the correlation matrix, we can see that there are some highly related variables ($r > 80\%$). They are 1. Department (Dept) and Publish Rate (Prate) and 2. Clin and Prate. Some have moderate correlation such as 1. Experience Year (Exper) and Cert (Certification status) and 2. Department (Dept) and Clin.



Those imply potential collinearities. As we go through those variables, there are some outliers. In later section, we will examine further about them.

Method

```
##
## Call:
## lm(formula = sal9495 ~ gender, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.5628 -0.1829 -0.0039  0.1671  0.5275
##
## Coefficients:
```

```

##               Estimate Std. Error t value Pr(>|t|)
## (Intercept)   6.16317    0.02298 268.246 < 2e-16 ***
## genderMale    0.19265    0.02981   6.462 5.1e-10 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.2366 on 259 degrees of freedom
## Multiple R-squared:  0.1388, Adjusted R-squared:  0.1355
## F-statistic: 41.75 on 1 and 259 DF,  p-value: 5.103e-10
##
## Call:
## lm(formula = sal9495 ~ gender + dept, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.35272 -0.09716 -0.01250  0.08171  0.30390
##
## Coefficients:
##               Estimate Std. Error t value Pr(>|t|)
## (Intercept)    6.01909    0.02055 292.901 < 2e-16 ***
## genderMale      0.10260    0.01678   6.116 3.60e-09 ***
## deptGenetics    0.10046    0.03301   3.044 0.00258 **
## deptMedicine    0.32471    0.02284  14.215 < 2e-16 ***
## deptPediatrics  0.15267    0.02960   5.158 5.02e-07 ***
## deptPhysiology -0.06597    0.02693  -2.450 0.01496 *
## deptSurgery     0.53834    0.02727  19.743 < 2e-16 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##

```



```

## Residual standard error: 0.1267 on 254 degrees of freedom
## Multiple R-squared:  0.7578, Adjusted R-squared:  0.752
## F-statistic: 132.4 on 6 and 254 DF,  p-value: < 2.2e-16

##
## Call:
## lm(formula = sal9495 ~ gender + clin, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.50456 -0.12512 -0.00948  0.12282  0.49713
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)   6.29514    0.02065  304.872 < 2e-16 ***
## genderMale    0.16859    0.02336   7.218 5.89e-12 ***
## clinResearch -0.30410    0.02355 -12.912 < 2e-16 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

##
## Residual standard error: 0.1847 on 258 degrees of freedom
## Multiple R-squared:  0.4769, Adjusted R-squared:  0.4728
## F-statistic: 117.6 on 2 and 258 DF,  p-value: < 2.2e-16

##
## Call:
## lm(formula = sal9495 ~ gender + cert, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.55933 -0.13835 -0.00961  0.15540  0.50971

```

```
##
## Coefficients:
##           Estimate Std. Error t value Pr(>|t|)
## (Intercept)      6.25144    0.02228 280.648 < 2e-16 ***
## genderMale       0.16642    0.02617   6.360 9.11e-10 ***
## certNot certified -0.25991    0.02863  -9.078 < 2e-16 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.2063 on 258 degrees of freedom
## Multiple R-squared:  0.3473, Adjusted R-squared:  0.3423
## F-statistic: 68.65 on 2 and 258 DF,  p-value: < 2.2e-16
##
## Call:
## lm(formula = sal9495 ~ gender + prate, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.40134 -0.09766  0.00195  0.09624  0.36769
##
## Coefficients:
##           Estimate Std. Error t value Pr(>|t|)
## (Intercept)  6.670724   0.030122 221.457 < 2e-16 ***
## genderMale   0.125907   0.019411   6.486 4.46e-10 ***
## prate       -0.094870   0.004912 -19.313 < 2e-16 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.1516 on 258 degrees of freedom
```

```

## Multiple R-squared:  0.6479, Adjusted R-squared:  0.6452
## F-statistic: 237.4 on 2 and 258 DF,  p-value: < 2.2e-16

##
## Call:
## lm(formula = sal9495 ~ gender + exper, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.51649 -0.18686  0.02018  0.16638  0.51473
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)  6.100037   0.029194  208.950  < 2e-16 ***
## genderMale   0.153775   0.031384   4.900  1.7e-06 ***
## exper        0.008428   0.002480   3.399 0.000784 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

##
## Residual standard error: 0.2319 on 258 degrees of freedom
## Multiple R-squared:  0.1757, Adjusted R-squared:  0.1693
## F-statistic:  27.5 on 2 and 258 DF,  p-value: 1.488e-11

##
## Call:
## lm(formula = sal9495 ~ gender + rank, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.55399 -0.18936  0.00746  0.17699  0.51766
##

```

```
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      6.154393   0.025482 241.520 < 2e-16 ***
## genderMale        0.174740   0.032210   5.425 1.34e-07 ***
## rankAssociate     -0.002612   0.038094  -0.069  0.9454
## rankFull professor 0.061583   0.036611   1.682  0.0938 .
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.2358 on 257 degrees of freedom
## Multiple R-squared:  0.151, Adjusted R-squared:  0.1411
## F-statistic: 15.23 on 3 and 257 DF,  p-value: 3.747e-09
##
## Call:
## lm(formula = sal9495 ~ gender + dept, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.35272 -0.09716 -0.01250  0.08171  0.30390
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      6.01909   0.02055 292.901 < 2e-16 ***
## genderMale        0.10260   0.01678   6.116 3.60e-09 ***
## deptGenetics      0.10046   0.03301   3.044  0.00258 **
## deptMedicine       0.32471   0.02284  14.215 < 2e-16 ***
## deptPediatrics    0.15267   0.02960   5.158 5.02e-07 ***
## deptPhysiology   -0.06597   0.02693  -2.450  0.01496 *
## deptSurgery       0.53834   0.02727  19.743 < 2e-16 ***
```

```
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.1267 on 254 degrees of freedom
## Multiple R-squared:  0.7578, Adjusted R-squared:  0.752
## F-statistic: 132.4 on 6 and 254 DF,  p-value: < 2.2e-16
##
## Call:
## lm(formula = sal9495 ~ gender + dept + clin, data = lawsuit)
##
## Residuals:
```

	Min	1Q	Median	3Q	Max
	-0.315740	-0.083385	-0.003147	0.075969	0.309553

```
##
## Coefficients:
```

	Estimate	Std. Error	t value	Pr(> t)
(Intercept)	6.12952	0.02539	241.453	< 2e-16 ***
genderMale	0.10156	0.01554	6.537	3.44e-10 ***
deptGenetics	0.04401	0.03175	1.386	0.166977
deptMedicine	0.23677	0.02503	9.460	< 2e-16 ***
deptPediatrics	0.07587	0.02980	2.546	0.011481 *
deptPhysiology	-0.09789	0.02540	-3.854	0.000148 ***
deptSurgery	0.43195	0.02999	14.401	< 2e-16 ***
clinResearch	-0.12477	0.01898	-6.572	2.81e-10 ***

```
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.1173 on 253 degrees of freedom
## Multiple R-squared:  0.7931, Adjusted R-squared:  0.7874
```

```
## F-statistic: 138.5 on 7 and 253 DF,  p-value: < 2.2e-16

##

## Call:
## lm(formula = sal9495 ~ gender + dept + cert, data = lawsuit)
##

## Residuals:

##      Min       1Q   Median       3Q      Max
## -0.278961 -0.084532 -0.001179  0.077452  0.274284

##

## Coefficients:

##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      6.09277    0.02079  293.077 < 2e-16 ***
## genderMale        0.09339    0.01515   6.164 2.78e-09 ***
## deptGenetics      0.11555    0.02978   3.880 0.000133 ***
## deptMedicine      0.28065    0.02133  13.156 < 2e-16 ***
## deptPediatrics    0.09115    0.02780   3.279 0.001187 **
## deptPhysiology    -0.07712    0.02428  -3.176 0.001681 **
## deptSurgery       0.47954    0.02569  18.668 < 2e-16 ***
## certNot certified -0.13629    0.01754  -7.771 1.96e-13 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

##

## Residual standard error: 0.1141 on 253 degrees of freedom
## Multiple R-squared:  0.8044, Adjusted R-squared:  0.799
## F-statistic: 148.7 on 7 and 253 DF,  p-value: < 2.2e-16

##

## Call:
## lm(formula = sal9495 ~ gender + dept + prate, data = lawsuit)
##
```

```

## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.34188 -0.08648 -0.01110  0.08322  0.30455
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)   6.343792   0.064847  97.827 < 2e-16 ***
## genderMale    0.090161   0.016136   5.587 5.94e-08 ***
## deptGenetics  0.026767   0.034399   0.778 0.437207
## deptMedicine  0.177318   0.035498   4.995 1.10e-06 ***
## deptPediatrics -0.001538  0.040685  -0.038 0.969882
## deptPhysiology -0.088537  0.025977  -3.408 0.000761 ***
## deptSurgery   0.338525   0.046052   7.351 2.72e-12 ***
## prate        -0.043468   0.008277  -5.252 3.20e-07 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.1205 on 253 degrees of freedom
## Multiple R-squared:  0.7816, Adjusted R-squared:  0.7755
## F-statistic: 129.3 on 7 and 253 DF,  p-value: < 2.2e-16
##
## Call:
## lm(formula = sal9495 ~ gender + dept + exper, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.261287 -0.066217  0.000115  0.061314  0.277094
##
## Coefficients:

```

```
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    5.877078   0.018514 317.446 < 2e-16 ***
## genderMale     0.034869   0.013529   2.577  0.0105 *
## deptGenetics   0.132781   0.024959   5.320 2.29e-07 ***
## deptMedicine   0.368417   0.017480  21.076 < 2e-16 ***
## deptPediatrics 0.209135   0.022647   9.235 < 2e-16 ***
## deptPhysiology -0.044616   0.020330  -2.195  0.0291 *
## deptSurgery    0.584001   0.020788  28.093 < 2e-16 ***
## exper          0.014613   0.001046  13.968 < 2e-16 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.09538 on 253 degrees of freedom
## Multiple R-squared:  0.8632, Adjusted R-squared:  0.8594
## F-statistic: 228.1 on 7 and 253 DF,  p-value: < 2.2e-16
##
## Call:
## lm(formula = sal9495 ~ gender + dept + rank, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.284681 -0.065757 -0.002947  0.064790  0.292831
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    5.94873   0.01773 335.554 < 2e-16 ***
## genderMale     0.03203   0.01470   2.179  0.03030 *
## deptGenetics   0.11661   0.02642   4.413 1.51e-05 ***
## deptMedicine   0.36277   0.01856  19.547 < 2e-16 ***
```



```

## deptPediatrics      0.19220    0.02390    8.043 3.43e-14 ***
## deptPhysiology      -0.06727    0.02153   -3.125 0.00199 **
## deptSurgery         0.59041    0.02225   26.531 < 2e-16 ***
## rankAssociate        0.09392    0.01662    5.650 4.33e-08 ***
## rankFull professor  0.19639    0.01628   12.061 < 2e-16 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.1013 on 252 degrees of freedom
## Multiple R-squared:  0.8464, Adjusted R-squared:  0.8415
## F-statistic: 173.6 on 8 and 252 DF,  p-value: < 2.2e-16
##
## Call:
## lm(formula = sal9495 ~ gender + dept + clin + cert + exper, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.18571 -0.05097  0.00044  0.04429  0.42863
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)   6.0314905  0.0194750 309.705 < 2e-16 ***
## genderMale     0.0339569  0.0107443   3.160 0.00177 **
## deptGenetics   0.0929245  0.0206775   4.494 1.07e-05 ***
## deptMedicine   0.2615613  0.0166801  15.681 < 2e-16 ***
## deptPediatrics 0.0986776  0.0201405   4.899 1.72e-06 ***
## deptPhysiology -0.0806445  0.0164703  -4.896 1.75e-06 ***
## deptSurgery    0.4516913  0.0200155  22.567 < 2e-16 ***
## clinResearch  -0.1039933  0.0123844  -8.397 3.40e-15 ***

```

```

## certNot certified -0.0915366  0.0119239  -7.677 3.63e-13 ***
## exper                0.0132859  0.0008423  15.774 < 2e-16 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.07574 on 251 degrees of freedom
## Multiple R-squared:  0.9144, Adjusted R-squared:  0.9114
## F-statistic: 298.1 on 9 and 251 DF,  p-value: < 2.2e-16

Add interaction

##
## Call:
## lm(formula = sal9495 ~ gender * exper + dept + clin + cert, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.17887 -0.04469  0.00158  0.04131  0.40799
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    5.974101   0.023092 258.710 < 2e-16 ***
## genderMale      0.105216   0.019578   5.374 1.76e-07 ***
## exper           0.020034   0.001770  11.319 < 2e-16 ***
## deptGenetics    0.095713   0.020005   4.784 2.93e-06 ***
## deptMedicine    0.267482   0.016188  16.524 < 2e-16 ***
## deptPediatrics  0.108945   0.019621   5.552 7.19e-08 ***
## deptPhysiology -0.073740   0.016007  -4.607 6.52e-06 ***
## deptSurgery     0.457157   0.019396  23.569 < 2e-16 ***
## clinResearch   -0.104183   0.011975  -8.700 4.53e-16 ***
## certNot certified -0.087238  0.011573  -7.538 8.78e-13 ***

```

```

## genderMale:exper -0.008377 0.001951 -4.294 2.51e-05 ***
## ---
## Signif. codes: 0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.07324 on 250 degrees of freedom
## Multiple R-squared: 0.9203, Adjusted R-squared: 0.9171
## F-statistic: 288.8 on 10 and 250 DF, p-value: < 2.2e-16
##
## Call:
## lm(formula = sal9495 ~ gender * dept + exper + clin + cert, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.18564 -0.04880  0.00124  0.04409  0.42850
##
## Coefficients:
##
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      6.0325227   0.0227388  265.297 < 2e-16 ***
## genderMale        0.0302541   0.0223541    1.353 0.177168
## deptGenetics      0.0833594   0.0290913    2.865 0.004524 **
## deptMedicine      0.2637483   0.0240299   10.976 < 2e-16 ***
## deptPediatrics    0.0976654   0.0259728    3.760 0.000212 ***
## deptPhysiology   -0.0920384   0.0244470   -3.765 0.000209 ***
## deptSurgery       0.4716680   0.0400878   11.766 < 2e-16 ***
## exper            0.0132652   0.0008508   15.591 < 2e-16 ***
## clinResearch     -0.1034518   0.0126267   -8.193 1.40e-14 ***
## certNot certified -0.0895941   0.0121654   -7.365 2.67e-12 ***
## genderMale:deptGenetics 0.0190307  0.0406550    0.468 0.640125
## genderMale:deptMedicine -0.0018252  0.0282104   -0.065 0.948465

```

```

## genderMale:deptPediatrics  0.0032796  0.0368694  0.089 0.929191
## genderMale:deptPhysiology  0.0225352  0.0328368  0.686 0.493183
## genderMale:deptSurgery    -0.0201824  0.0426198  -0.474 0.636244
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.0763 on 246 degrees of freedom
## Multiple R-squared:  0.9149, Adjusted R-squared:  0.9101
## F-statistic: 188.9 on 14 and 246 DF,  p-value: < 2.2e-16
##
## Call:
## lm(formula = sal9495 ~ gender * clin + exper + cert + dept, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.19595 -0.04838 -0.00007  0.04304  0.41441
##
## Coefficients:
##
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      6.0430697   0.0196756  307.135 < 2e-16 ***
## genderMale        0.0106440   0.0135578    0.785  0.43315
## clinResearch     -0.1324656   0.0159951  -8.282 7.40e-15 ***
## exper            0.0132387   0.0008316  15.921 < 2e-16 ***
## certNot certified -0.0949870   0.0118359  -8.025 3.95e-14 ***
## deptGenetics      0.1019910   0.0206728    4.934 1.47e-06 ***
## deptMedicine      0.2643889   0.0164962  16.027 < 2e-16 ***
## deptPediatrics    0.0975262   0.0198844    4.905 1.69e-06 ***
## deptPhysiology    -0.0787295   0.0162721  -4.838 2.29e-06 ***
## deptSurgery       0.4605185   0.0200139  23.010 < 2e-16 ***

```

```

## genderMale:clinResearch  0.0551454  0.0199793  2.760  0.00621 **
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.07476 on 250 degrees of freedom
## Multiple R-squared:  0.917, Adjusted R-squared:  0.9137
## F-statistic: 276.1 on 10 and 250 DF,  p-value: < 2.2e-16
##
## Call:
## lm(formula = sal9495 ~ gender * cert + exper + clin + dept, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.18588 -0.05139  0.00078  0.04455  0.42827
##
## Coefficients:
##
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      6.031796   0.020117  299.842 < 2e-16 ***
## genderMale        0.033539   0.012668   2.647  0.00863 **
## certNot certified -0.092297   0.017038  -5.417 1.42e-07 ***
## exper            0.013285   0.000844  15.740 < 2e-16 ***
## clinResearch     -0.104079   0.012485  -8.336 5.16e-15 ***
## deptGenetics      0.093072   0.020853   4.463 1.22e-05 ***
## deptMedicine      0.261518   0.016727  15.634 < 2e-16 ***
## deptPediatrics    0.098545   0.020291   4.856 2.11e-06 ***
## deptPhysiology    -0.080561   0.016556  -4.866 2.02e-06 ***
## deptSurgery       0.451731   0.020066  22.513 < 2e-16 ***
## genderMale:certNot certified 0.001370   0.021885   0.063 0.95013
## ---

```

```
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.07589 on 250 degrees of freedom
## Multiple R-squared:  0.9144, Adjusted R-squared:  0.911
## F-statistic: 267.2 on 10 and 250 DF,  p-value: < 2.2e-16

Interaction: gender * exper significant.

Final Model:

##
## Call:
## lm(formula = sal9495 ~ gender * exper + dept + clin + cert, data = lawsuit)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.17887 -0.04469  0.00158  0.04131  0.40799
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    5.974101   0.023092 258.710 < 2e-16 ***
## genderMale      0.105216   0.019578   5.374 1.76e-07 ***
## exper           0.020034   0.001770  11.319 < 2e-16 ***
## deptGenetics    0.095713   0.020005   4.784 2.93e-06 ***
## deptMedicine    0.267482   0.016188  16.524 < 2e-16 ***
## deptPediatrics  0.108945   0.019621   5.552 7.19e-08 ***
## deptPhysiology -0.073740   0.016007  -4.607 6.52e-06 ***
## deptSurgery     0.457157   0.019396  23.569 < 2e-16 ***
## clinResearch   -0.104183   0.011975  -8.700 4.53e-16 ***
## certNot certified -0.087238   0.011573  -7.538 8.78e-13 ***
## genderMale:exper -0.008377   0.001951  -4.294 2.51e-05 ***
## ---
```

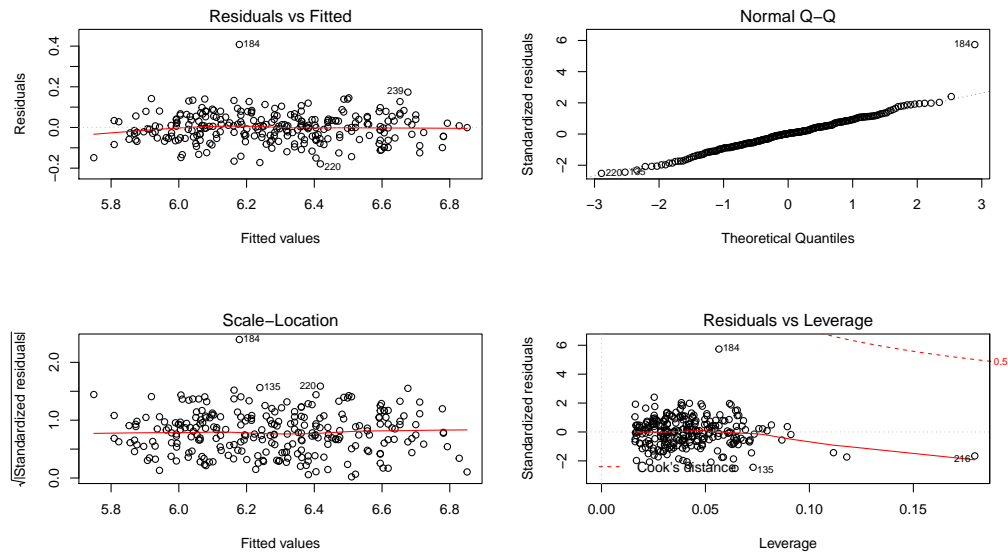
```
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

```
##
```

```
## Residual standard error: 0.07324 on 250 degrees of freedom
```

```
## Multiple R-squared:  0.9203, Adjusted R-squared:  0.9171
```

```
## F-statistic: 288.8 on 10 and 250 DF,  p-value: < 2.2e-16
```



```
## Potentially influential observations of
```

```
## lm(formula = sal9495 ~ gender * exper + dept + clin + cert, data = lawsuit) :
```

```
##
```

```
##      dfb.1_ dfb.gndM dfb.expr dfb.dptG dfb.dptM dfb.dptPd dfb.dptPh
```

```
## 19      0.00      0.25      -0.01      0.10      0.05      0.01      0.13
```

```
## 39      0.00      0.01       0.01     -0.01     -0.01     -0.01     -0.01
```

```
## 58     -0.02     -0.04       0.00      0.02      0.02      0.02      0.05
```

```
## 91      0.01      0.01       0.00     -0.04     -0.01     -0.01      0.00
```

```
## 122    -0.19      0.17      0.16      0.04      0.08     -0.21      0.05
```

```
## 135     0.36     -0.18     -0.39     -0.11     -0.21     -0.48     -0.10
```

```
## 184    -0.65      0.63      0.13      0.14      0.84      0.45      0.20
```

```
## 216     0.53     -0.37     -0.69     -0.11     -0.33     -0.19     -0.12
```

```
## 220     0.36     -0.15     -0.41     -0.12     -0.38     -0.16     -0.10
```

```
## 239    -0.01      0.01       0.01      0.00      0.00      0.00      0.00
```

```
##      dfb.dptS dfb.clnR dfb.crNc dfb.gnM: dffit cov.r cook.d hat
## 19    0.04    -0.02    -0.20    -0.25    -0.64_* 1.04    0.04    0.12
## 39   -0.01    -0.01     0.00    -0.01     0.02    1.14_* 0.00    0.08
## 58    0.02     0.03    -0.02     0.04     0.12    1.14_* 0.00    0.09
## 91   -0.01    -0.02     0.02    -0.01    -0.06    1.15_* 0.00    0.09
## 122   0.06     0.10     0.04    -0.15    -0.49    0.86_* 0.02    0.04
## 135  -0.22    -0.31     0.02     0.33    -0.69_* 0.86_* 0.04    0.07
## 184   0.46     0.73     0.66    -0.42     1.50_* 0.23_* 0.18    0.06
## 216  -0.23    -0.26    -0.01     0.61    -0.78_* 1.13    0.05    0.18_*
## 220  -0.25    -0.37     0.07     0.36    -0.67_* 0.84_* 0.04    0.06
## 239   0.22    -0.01    -0.01     0.00     0.39    0.83_* 0.01    0.03
```

	dfb.l_	dfb.gndM	dfb.expr	dfb.dptG	dfb.dptM	dfb.dptPd	dfb.dptPh	dfb.dptS	dfb.clnR	dfb.crNc	dfb.gnM:	dfbit	cov.r	cook.d	hat
19	0.0022	0.2483	-0.0053	0.1019	0.0534	0.0093	0.1347	0.0363	-0.0228	-0.2015	-0.2491	-0.6367	1.0372	0.0366	0.1180
39	0.0041	0.0073	0.0145	-0.0087	-0.0129	-0.0105	-0.0091	-0.0113	-0.0115	-0.0034	-0.0139	0.0245	1.1352	0.0001	0.0797
58	-0.0202	-0.0357	0.0018	0.0159	0.0197	0.0182	0.0523	0.0156	0.0284	-0.0172	0.0387	0.1155	1.1408	0.0012	0.0894
91	0.0080	0.0096	0.0017	-0.0408	-0.0088	-0.0070	-0.0040	-0.0068	-0.0200	0.0165	-0.0132	-0.0555	1.1483	0.0003	0.0911
122	-0.1873	0.1720	0.1610	0.0419	0.0786	-0.2098	0.0467	0.0628	0.1003	0.0399	-0.1524	-0.4872	0.8604	0.0212	0.0419
135	0.3633	-0.1842	-0.3857	-0.1101	-0.2134	-0.4827	-0.0987	-0.2173	-0.3129	0.0171	0.3297	-0.6929	0.8637	0.0428	0.0729
184	-0.6471	0.6344	0.1333	0.1445	0.8352	0.4492	0.1991	0.4609	0.7288	0.6551	-0.4150	1.5029	0.2347	0.1790	0.0565
216	0.5306	-0.3743	-0.6869	-0.1128	-0.3318	-0.1917	-0.1228	-0.2286	-0.2570	-0.0090	0.6050	-0.7786	1.1278	0.0547	0.1795
220	0.3636	-0.1548	-0.4125	-0.1235	-0.3818	-0.1584	-0.1024	-0.2476	-0.3676	0.0735	0.3592	-0.6687	0.8406	0.0398	0.0642
239	-0.0093	0.0148	0.0070	0.0028	-0.0043	0.0024	0.0016	0.2221	-0.0071	-0.0114	0.0016	0.3917	0.8291	0.0137	0.0254

Remove outlier

```
##

## Call:
## lm(formula = sal9495 ~ gender * exper + dept + clin + cert, data = newlawsuit)
##

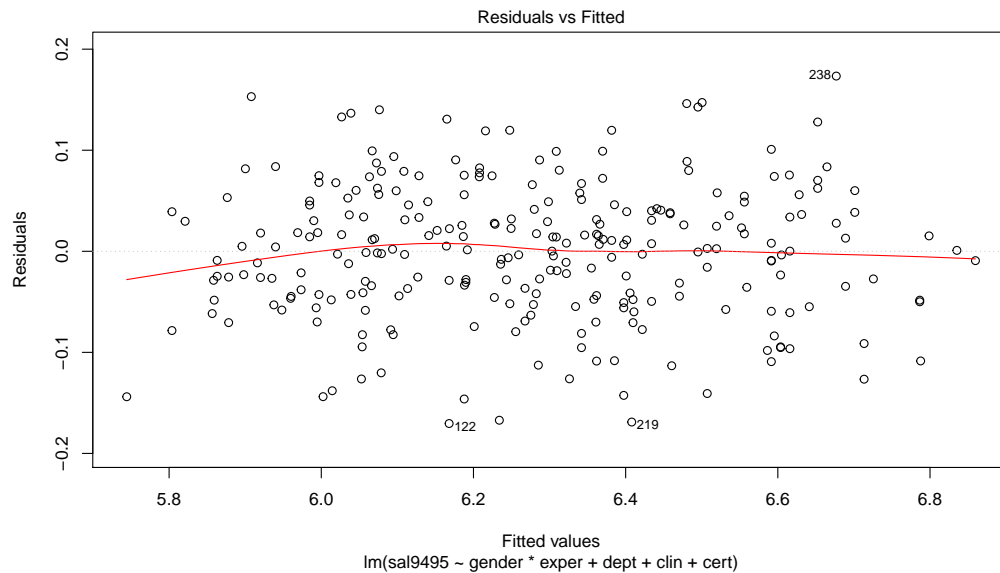
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.170419 -0.044897  0.002285  0.045782  0.173369

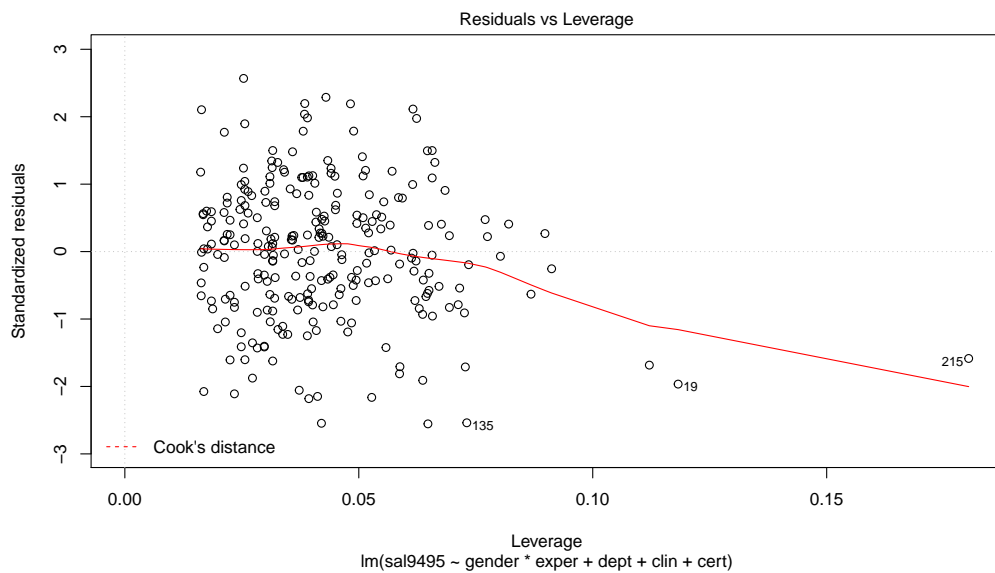
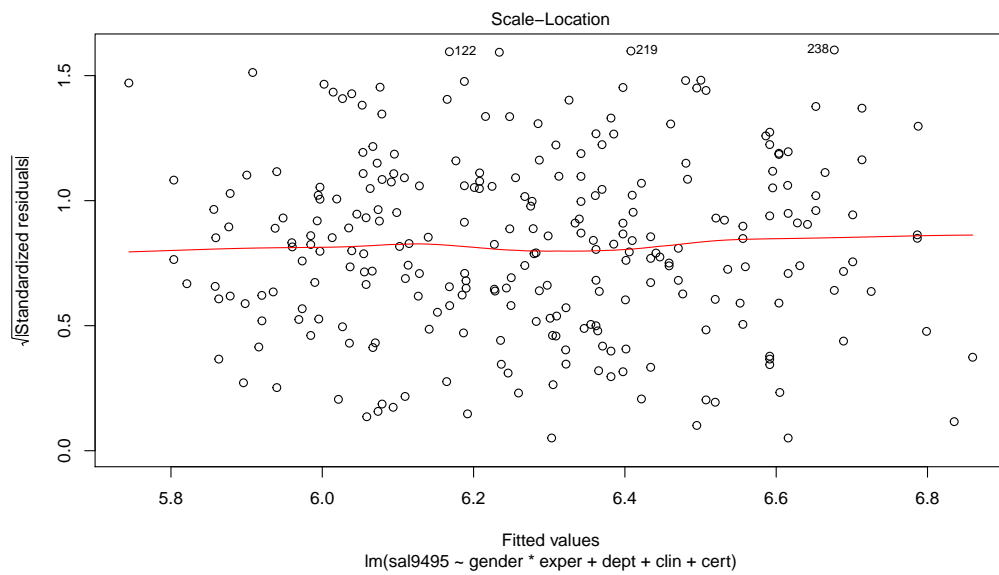
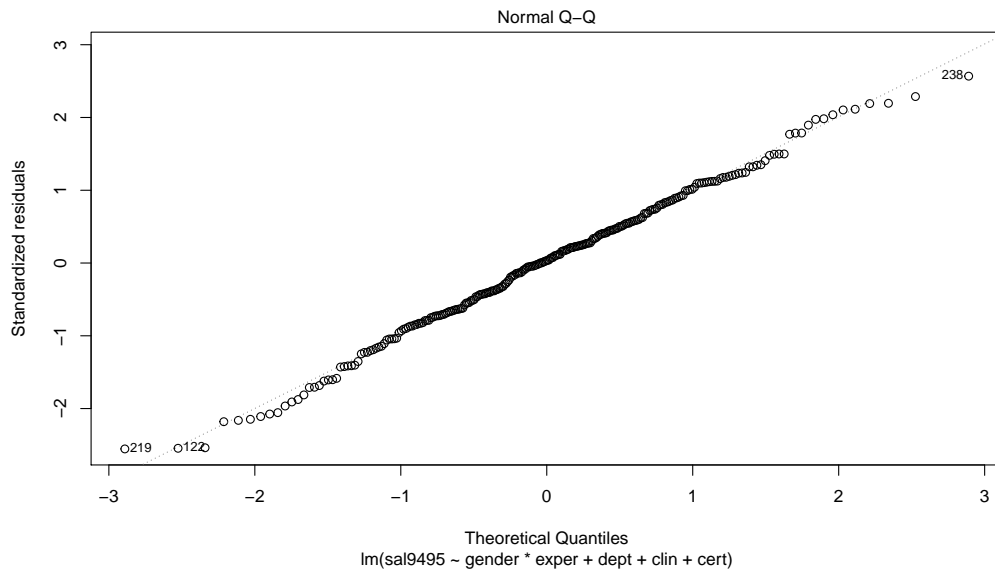
##

## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    5.988053   0.021682 276.180 < 2e-16 ***
## genderMale     0.093619   0.018378   5.094 6.93e-07 ***
```



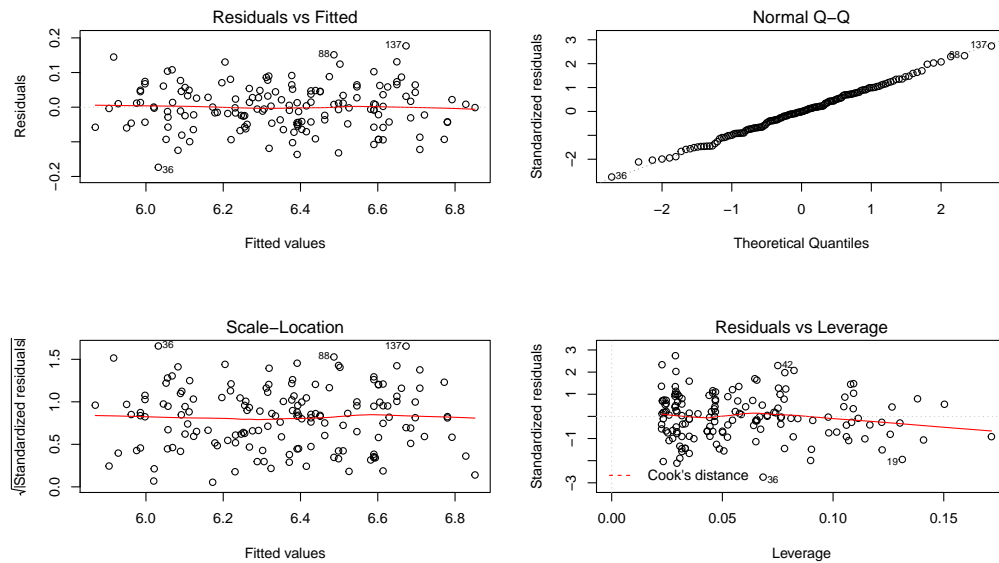
```
## exper          0.019814    0.001653   11.986   < 2e-16 ***
## deptGenetics   0.093014    0.018685    4.978  1.20e-06 ***
## deptMedicine   0.254857    0.015255   16.707   < 2e-16 ***
## deptPediatrics 0.100715    0.018371    5.482  1.03e-07 ***
## deptPhysiology -0.076716    0.014955   -5.130  5.84e-07 ***
## deptSurgery    0.448810    0.018162   24.711   < 2e-16 ***
## clinResearch   -0.112333    0.011261   -9.976   < 2e-16 ***
## certNot certified -0.094318    0.010868   -8.678  5.33e-16 ***
## genderMale:exper -0.007621    0.001826   -4.174  4.13e-05 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.06839 on 249 degrees of freedom
## Multiple R-squared:  0.9304, Adjusted R-squared:  0.9276
## F-statistic: 332.9 on 10 and 249 DF,  p-value: < 2.2e-16
```





Stratification:

```
##
## Call:
## lm(formula = sal9495 ~ exper + dept + clin + cert, data = male_data)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.173529 -0.043958 -0.000524  0.045339  0.176938
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    6.0738401   0.0222569  272.897 < 2e-16 ***
## exper          0.0118970   0.0008179   14.546 < 2e-16 ***
## deptGenetics    0.1132455   0.0262915    4.307 3.03e-05 ***
## deptMedicine    0.2580777   0.0191627   13.468 < 2e-16 ***
## deptPediatrics  0.0984634   0.0261797    3.761 0.000245 ***
## deptPhysiology -0.0692456   0.0193867   -3.572 0.000482 ***
## deptSurgery     0.4566300   0.0214087   21.329 < 2e-16 ***
## clinResearch    -0.0796016   0.0156645   -5.082 1.14e-06 ***
## certNot certified -0.1156107   0.0140047   -8.255 8.55e-14 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.06552 on 145 degrees of freedom
## Multiple R-squared:  0.9315, Adjusted R-squared:  0.9277
## F-statistic: 246.5 on 8 and 145 DF,  p-value: < 2.2e-16
```



```
##
```

```
## Call:
```

```
## lm(formula = sal9495 ~ exper + dept + clin + cert, data = female_data)
```

```
##
```

```
## Residuals:
```

```
##      Min      1Q   Median      3Q      Max
## -0.175835 -0.039097  0.005635  0.047279  0.167929
```

```
##
```

```
## Coefficients:
```

```
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    5.976891   0.030766 194.267 < 2e-16 ***
## exper          0.020835   0.001774  11.748 < 2e-16 ***
## deptGenetics    0.085369   0.027196   3.139 0.002246 **
## deptMedicine    0.268917   0.025088  10.719 < 2e-16 ***
## deptPediatrics  0.113209   0.027126   4.173 6.55e-05 ***
## deptPhysiology -0.082054   0.023029  -3.563 0.000571 ***
## deptSurgery     0.478852   0.039957  11.984 < 2e-16 ***
## clinResearch   -0.138052   0.016656  -8.289 6.51e-13 ***
## certNot certified -0.068639  0.017731  -3.871 0.000197 ***
```

```
## ---
```

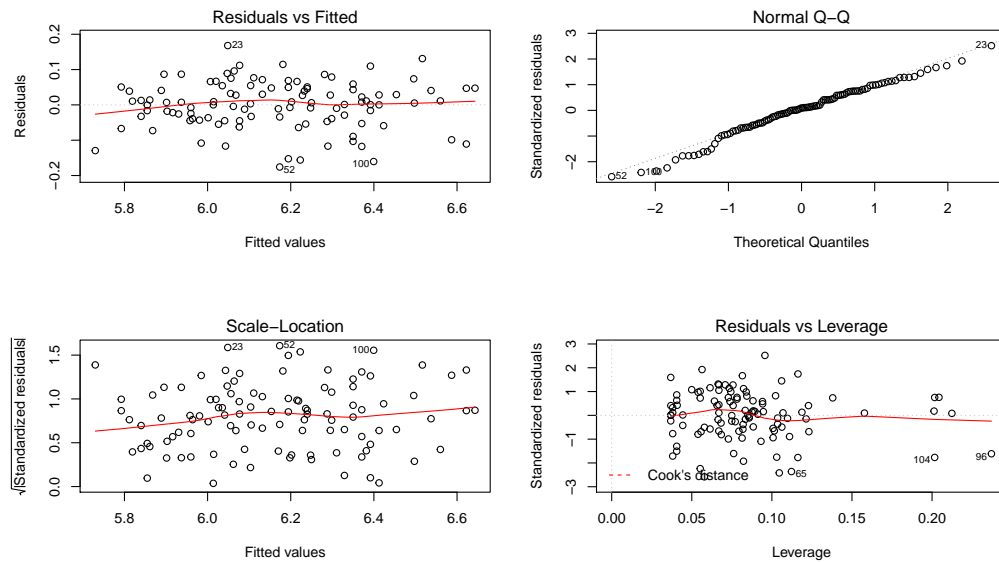
```
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

```
##
```

```
## Residual standard error: 0.07011 on 97 degrees of freedom
```

```
## Multiple R-squared:  0.9109, Adjusted R-squared:  0.9035
```

```
## F-statistic: 123.9 on 8 and 97 DF,  p-value: < 2.2e-16
```



Results

Conclusions

Discussion

Figures and tables

	Female (N=106)	Male (N=155)	Total (N=261)	p value
Department				< 0.001
- Biochemistry	20 (18.9%)	30 (19.4%)	50 (19.2%)	
- Genetics	11 (10.4%)	10 (6.5%)	21 (8.0%)	
- Medicine	30 (28.3%)	50 (32.3%)	80 (30.7%)	
- Pediatrics	20 (18.9%)	10 (6.5%)	30 (11.5%)	
- Physiology	20 (18.9%)	20 (12.9%)	40 (15.3%)	
- Surgery	5 (4.7%)	35 (22.6%)	40 (15.3%)	
- Missing	0	0	0	
Clinical				0.197
- Clinical	60 (56.6%)	100 (64.5%)	160 (61.3%)	
- Research	46 (43.4%)	55 (35.5%)	101 (38.7%)	
- Missing	0	0	0	
Certified				0.074
- Board certified	70 (66.0%)	118 (76.1%)	188 (72.0%)	
- Not certified	36 (34.0%)	37 (23.9%)	73 (28.0%)	
- Missing	0	0	0	
Publication Rate				0.004
- Mean (SD)	5.350 (1.886)	4.646 (1.938)	4.932 (1.944)	
- Median (IQR)	5.250 (3.725, 7.275)	4.000 (3.100, 6.700)	4.400 (3.200, 6.900)	
- Min - Max	2.400 - 8.700	1.300 - 8.600	1.300 - 8.700	
- Missing	0	0	0	
Years since obtaining				< 0.001
MD				
- Mean (SD)	7.491 (4.166)	12.103 (6.704)	10.230 (6.227)	
- Median (IQR)	7.000 (5.000, 10.000)	10.000 (7.000, 15.000)	9.000 (6.000, 14.000)	
- Min - Max	1.000 - 23.000	2.000 - 37.000	1.000 - 37.000	
- Missing	0	0	0	
Rank				< 0.001

(continued)

	Female (N=106)	Male (N=155)	Total (N=261)	p value
- Assistant	69 (65.1%)	43 (27.7%)	112 (42.9%)	
- Associate	21 (19.8%)	43 (27.7%)	64 (24.5%)	
- Full professor	16 (15.1%)	69 (44.5%)	85 (32.6%)	
- Missing	0	0	0	
Salary in academic year 1994				< 0.001
- Mean (SD)	118871.274 (56168.006)	177338.761 (85930.540)	153593.345 (80469.667)	
- Median (IQR)	108457.000 (75774.500, 143096.000)	155006.000 (109687.000, 231501.500)	133284.000 (90771.000, 200543.000)	
- Min - Max	34514.000 - 308081.000	52582.000 - 428876.000	34514.000 - 428876.000	
- Missing	0	0	0	
Salary after increment to Sal94				< 0.001
- Mean (SD)	130876.915 (62034.507)	194914.090 (94902.728)	168906.655 (88778.425)	
- Median (IQR)	119135.000 (82345.250, 154170.500)	170967.000 (119952.500, 257163.000)	148117.000 (99972.000, 218955.000)	
- Min - Max	38675.000 - 339664.000	58923.000 - 472589.000	38675.000 - 472589.000	
- Missing	0	0	0	

References

Appendix