|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Table 8: Summary Statistics of lawsuit Data** | | | | |
|  | **Male (N=155)** | **Female (N=106)** | **Total (N=261)** | **p value** |
| **Department** |  |  |  | < 0.0011 |
| Biochemistry/Molecular Biology | 30 (19.4%) | 20 (18.9%) | 50 (19.2%) |  |
| Physiology | 20 (12.9%) | 20 (18.9%) | 40 (15.3%) |  |
| Genetics | 10 (6.5%) | 11 (10.4%) | 21 (8.0%) |  |
| Pediatrics | 10 (6.5%) | 20 (18.9%) | 30 (11.5%) |  |
| Medicine | 50 (32.3%) | 30 (28.3%) | 80 (30.7%) |  |
| Surgery | 35 (22.6%) | 5 (4.7%) | 40 (15.3%) |  |
| Missing | 0 | 0 | 0 |  |
| **Clinical Emphasis** |  |  |  | 0.1971 |
| Primarily clinical emphasis | 100 (64.5%) | 60 (56.6%) | 160 (61.3%) |  |
| Primarily research emphasis | 55 (35.5%) | 46 (43.4%) | 101 (38.7%) |  |
| Missing | 0 | 0 | 0 |  |
| **Certification** |  |  |  | 0.0741 |
| Board certified | 118 (76.1%) | 70 (66.0%) | 188 (72.0%) |  |
| not certified | 37 (23.9%) | 36 (34.0%) | 73 (28.0%) |  |
| Missing | 0 | 0 | 0 |  |
| **Publication Rate** |  |  |  | 0.0022 |
| Mean (SD) | 4.646 (1.938) | 5.350 (1.886) | 4.932 (1.944) |  |
| Median (Q1, Q3) | 4.000 (3.100, 6.700) | 5.250 (3.725, 7.275) | 4.400 (3.200, 6.900) |  |
| Min - Max | 1.300 - 8.600 | 2.400 - 8.700 | 1.300 - 8.700 |  |
| Missing | 0 | 0 | 0 |  |
| **Experience** |  |  |  | < 0.0012 |
| Mean (SD) | 12.103 (6.704) | 7.491 (4.166) | 10.230 (6.227) |  |
| Median (Q1, Q3) | 10.000 (7.000, 15.000) | 7.000 (5.000, 10.000) | 9.000 (6.000, 14.000) |  |
| Min - Max | 2.000 - 37.000 | 1.000 - 23.000 | 1.000 - 37.000 |  |
| Missing | 0 | 0 | 0 |  |
| **Rank** |  |  |  | < 0.0011 |
| Assistant | 43 (27.7%) | 69 (65.1%) | 112 (42.9%) |  |
| Associate | 43 (27.7%) | 21 (19.8%) | 64 (24.5%) |  |
| Full professor | 69 (44.5%) | 16 (15.1%) | 85 (32.6%) |  |
| Missing | 0 | 0 | 0 |  |
| **Salary in 1994** |  |  |  | < 0.0012 |
| Mean (SD) | 177338.761 (85930.540) | 118871.274 (56168.006) | 153593.345 (80469.667) |  |
| Median (Q1, Q3) | 155006.000 (109687.000, 231501.500) | 108457.000 (75774.500, 143096.000) | 133284.000 (90771.000, 200543.000) |  |
| Min - Max | 52582.000 - 428876.000 | 34514.000 - 308081.000 | 34514.000 - 428876.000 |  |
| Missing | 0 | 0 | 0 |  |
| **Salary after Increment in 1995** |  |  |  | < 0.0012 |
| Mean (SD) | 194914.090 (94902.728) | 130876.915 (62034.507) | 168906.655 (88778.425) |  |
| Median (Q1, Q3) | 170967.000 (119952.500, 257163.000) | 119135.000 (82345.250, 154170.500) | 148117.000 (99972.000, 218955.000) |  |
| Min - Max | 58923.000 - 472589.000 | 38675.000 - 339664.000 | 38675.000 - 472589.000 |  |
| Missing | 0 | 0 | 0 |  |
| 1. Pearson’s Chi-squared test. 2. Kruskal-Wallis rank sum test | | | |  |

*\*Values are mean(sd), median, range for continuous variables or count(proportion) for categorical variables. P.value was tested by Pearson’s Chi-squared test for categorical variables and by Kruskal-Wallis rank sum test for continuous variables.*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **VIF** |  | **VIF** |  |
| genderMale | 1.444 | genderMale | 1.356 |  |
| deptPhysiology | 1.607 | deptPhysiology | 1.607 |  |
| deptGenetics | 1.629 | deptGenetics | 1.439 |  |
| deptPediatrics | 4.283 | deptPediatrics | 1.895 |  |
| deptMedicine | 6.380 | deptMedicine | 2.704 |  |
| deptSurgery | 7.216 | deptSurgery | 2.392 |  |
| clinPrimarily clinical emphasis | 5.878 | clinPrimarily clinical emphasis | 1.659 |  |
| prate | 16.626 | certBoard certified | 1.328 |  |
| certBoard certified | 1.330 | exper | 1.852 |  |
| exper | 1.885 | rankAssociate | 1.500 |  |
| rankAssociate | 1.508 | rankFull | 2.210 |  |
| rankFull | 2.226 |  |  |  |

**Table 1 : VIF of all Stratifications of all Variables**

\* VIF > 10 was the criteria for deciding multicollinearity in the model; dept stands for department,

clin stands for primarily emphasis, cert stands for certified status; exper stands for experience;

prate stands for publication rate

Table 2: Correlation Table

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | dept | clin | cert | prate | exper | rank |
| dept | 1.000 | 0.613 | 0.374 | -0.867 | -0.128 | -0.174 |
| clin | 0.613 | 1.000 | 0.329 | -0.843 | -0.064 | -0.095 |
| cert | 0.374 | 0.329 | 1.000 | -0.388 | 0.100 | 0.014 |
| prate | -0.867 | -0.843 | -0.388 | 1.000 | 0.112 | 0.131 |
| exper | -0.128 | -0.064 | 0.100 | 0.112 | 1.000 | 0.648 |
| rank | -0.174 | -0.095 | 0.014 | 0.131 | 0.648 | 1.000 |

\*values are correlation coefficient; dept stands for department,

clin stands for primarily emphasis, cert stands for certified status;

exper stands for experience; prate stands for publication rate

**Table 6: ANOVA for Nested Models**

|  |  |  |
| --- | --- | --- |
| **Model** | **Fstatistics** | **P.value** |
|  |  |  |
| model 1 VS model 3 | 0.354 | 0.702 | |
| model 1 VS model 3 | 4.923 | 0.027 |

\*model 1: ln(salary9495)~ gender\*experience + department + primarily

emphasis +certified status + rank; model 2: ln(salary9495)~ gender\*rank

+ department + primarily emphasis + certified status + experience;

model 3: ln(salary9495) ~ gender\*experience +gender\*rank + department

+ primarily emphasis + certified status;

**Table 7: Criteria for Two Models**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | Adjusted.R2 | Fstatistics | F.test |
|  |  |  |  |
| Model 1 | 0.934 | 305.448 | 1.790 |
| Model 2 | 0.932 | 275.780 | 1.760 |

\* model 1: ln(salary9495)~ gender\*experience + department + primarily

emphasis + certified status + rank; model 2: ln(salary9495)~ gender\*rank

+ department + primarily emphasis + certified status + experience;