Table 1: Summary statistics for fiscal year 2013-2014

	Gender		Total ($n = 1345$)	p-value	Missing
	M ($n = 827$)	F ($n = 518$)			
Degree				0.006**	1
DO	8 (1.0%)	8 (1.5%)	16 (1.2%)		
DO/PhD	0 (0.0%)	0 (0.0%)	0 (0.0%)		
DPM	0 (0.0%)	0 (0.0%)	0 (0.0%)		
MD	515 (62.3%)	320 (61.9%)	835 (62.1%)		
MD/PhD	86 (10.4%)	27 (5.2%)	113 (8.4%)		
NonDoc	1 (0.1%)	0 (0.0%)	1 (0.1%)		
OtherDoc	0 (0.0%)	2 (0.4%)	2 (0.1%)		
PharmD	11 (1.3%)	11 (2.1%)	22 (1.6%)		
PhD	206 (24.9%)	149 (28.8%)	355 (26.4%)		
Years since degree	24.48 (11.31)	19.40 (8.64)	22.56 (10.66)	<.001***	112
Rank				<.001***	0
Asst Prof	200 (24.2%)	194 (37.5%)	394 (29.3%)		
Assoc Prof	175 (21.2%)	152 (29.3%)	327 (24.3%)		
Professor	452 (54.7%)	172 (33.2%)	624 (46.4%)		
Years since employment at UCSD	14.90 (10.07)	12.39 (8.14)	13.94 (9.45)	<.001***	0
Series				<.001***	0
FTE	204 (24.7%)	58 (11.2%)	262 (19.5%)		
ADJ	87 (10.5%)	92 (17.8%)	179 (13.3%)		
CLIN	342 (41.4%)	290 (56.0%)	632 (47.0%)		
CLINx	93 (11.2%)	38 (7.3%)	131 (9.7%)		
IR	101 (12.2%)	40 (7.7%)	141 (10.5%)		
HomeDept				<.001***	0
ANESTHESIOLOGY	46 (5.6%)	17 (3.3%)	63 (4.7%)		
BIOENGINEERING	1 (0.1%)	0 (0.0%)	1 (0.1%)		
CELL & MOL MED PROG	10 (1.2%)	1 (0.2%)	11 (0.8%)		
CHEMISTRY & BIOCHEMISTRY	3 (0.4%)	0 (0.0%)	3 (0.2%)		
DEP. OF REPRODUCTIVE MEDICINE	20 (2.4%)	19 (3.7%)	39 (2.9%)		
DIVISION OF BIOLOGICAL SCI.	1 (0.1%)	0 (0.0%)	1 (0.1%)		
FAMILY & PREVENTIVE MEDICINE	42 (5.1%)	43 (8.3%)	85 (6.3%)		
MEDICINE	251 (30.4%)	150 (29.0%)	401 (29.8%)		
MEDSCH/EMERG MED SVC	18 (2.2%)	4 (0.8%)	22 (1.6%)		
NEUROSCIENCES	47 (5.7%)	21 (4.1%)	68 (5.1%)		
OPHTHALMOLOGY	19 (2.3%)	4 (0.8%)	23 (1.7%)		
ORTHOPAEDIC SURGERY	24 (2.9%)	6 (1.2%)	30 (2.2%)		
PATHOLOGY	34 (4.1%)	22 (4.2%)	56 (4.2%)		
PEDIATRICS	74 (8.9%)	91 (17.6%)	165 (12.3%)		
PHARMACOLOGY	10 (1.2%)	9 (1.7%)	19 (1.4%)		
PSYCHIATRY	72 (8.7%)	60 (11.6%)	132 (9.8%)		
RADIATION MED & APPLIED SCI	16 (1.9%)	5 (1.0%)	21 (1.6%)		
RADIOLOGY	48 (5.8%)	20 (3.9%)	68 (5.1%)		
SCH OF PHARMACY AND PHARM. SCI	20 (2.4%)	20 (3.9%)	40 (3.0%)		
SURGERY	71 (8.6%)	26 (5.0%)	97 (7.2%)		
URM				0.678	7
Not URM	768 (93.2%)	476 (92.6%)	1244 (93.0%)		
URM	56 (6.8%)	38 (7.4%)	94 (7.0%)		

1. Significance codes: ***0.001, **0.01, *0.05.

Table 2: Median of total salary by gender from year 2009 to 2014

	Total	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
M	235,525	232,661	230,135	228,977	240,513	242,949
F	186,982	179,425	184,131	184,508	192,580	195,000

Table 3: Median of total salary by URM from year 2009 to 2014

	Total	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Not URM	216,073	211,812	212,061	213,698	220,443	221,381
URM	196,842	197,782	178,121	196,531	195,138	212,442

Table 4: Median of total salary by appointment percent from year 2009 to 2014

	Total	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Full-time (90%, 100%)	219,000	212,303	213,499	217,073	222,067	225,353
Semi Full-time (75%, 89%)	199,914	212,506	188,964	198,860	193,384	192,975
Part-time (50%, 74%)	180,770	186,965	171,519	173,666	181,788	176,344

Table 5: The effect of gender, URM and the interaction of them from the full random intercept model on total salary

	Coefficient	Std Error	Z-Value	Z-Test
Gender(Female)	−0.1324	0.0177	−7.48	<.001***
URM(URM)	−0.0979	0.0402	−2.44	0.015*
Female × URM	0.1220	0.0607	2.01	0.045*

1. $R^2_M = 0.515$ ($R^2_p = 0.174$)
2. Significance codes: ***0.001, **0.01, *0.05.

Table 6: The number of faculty members (percentage) who work for full-time, semi full-time and part-time(broken down by appointment percentage) grouped by gender and URM in fiscal year 2013-2014, respectively

	Full-time (90%, 100%)	Semi Full-time (75%, 89%)	Part-time (50%, 74%)	Total	p value
Gender					<.001***
Male	763 (92%)	34 (4%)	30 (4%)	827	
Female	417 (81%)	50 (10%)	51 (10%)	518	
URM					0.074
Not URM	1101 (89%)	73 (6%)	70 (6%)	1244	
URM	76 (81%)	10 (11%)	8 (9%)	94	

1. There are 7 faculty members whose URM information is Unknown in fiscal year 2013-2014
2. Significance codes: ***0.001, **0.01, *0.05.

Table 7: The median salary in fiscal year 2013-2014 by appointment percent, gender and URM.

	Full-time (90%, 100%)	Semi Full-time (75%, 89%)	Part-time (50%, 74%)
Male			
Not URM	253,352	185,270	150,687
URM	234,819	147,843	124,349
Female			
Not URM	195,313	196,632	178,262
URM	171,635	224,180	214,556

Table 8: The number of faculty members (percentage) that falls in each quantile category grouped by URM, gender and the combination of URM and gender, respectively

	Below the 5th % ($\leq \$98,126$)	5 to 95 % ($\$98,126, \$534,921$)	Above the 95th % ($> \$534,921$)	Total
URM				
URM	10 (11%)	78 (83%)	6 (6%)	94
Not URM	58 (5%)	1124 (90%)	62 (5%)	1244
Gender				
Female	41 (8%)	463 (89%)	14 (3%)	518
Male	27 (3%)	746 (90%)	54 (7%)	827
URM $\times$ Gender				
URM + Female	6 (16%)	30 (79%)	2 (5%)	38
URM + Male	4 (7%)	48 (86%)	4 (7%)	56
Not URM + Female	35 (7%)	429 (90%)	12 (3%)	476
Not URM + Male	23 (3%)	695 (90%)	50 (7%)	768

Table 9: The number of outliers and Non-outliers in each category

	Below -2 SD's ($n = 25$)	Between $\pm 2SD's$(n=1257)	Above +2 SD's ($n = 55$)	Total
Degree				
DO	2 (12.5%)	13 (81.2%)	1 (6.2%)	16
MD	15 (1.8%)	773 (93.4%)	40 (4.8%)	828
MD/PhD	4 (3.5%)	102 (90.3%)	7 (6.2%)	113
NonDoc	0 (0.0%)	1 (100.0%)	0 (0.0%)	1
OtherDoc	0 (0.0%)	2 (100.0%)	0 (0.0%)	2
PharmD	0 (0.0%)	22 (100.0%)	0 (0.0%)	22
PhD	4 (1.1%)	344 (96.9%)	7 (2.0%)	355
Rank				
Asst Prof	11 (2.8%)	370 (95.9%)	5 (1.3%)	386
Assoc Prof	7 (2.1%)	311 (95.1%)	9 (2.8%)	327
Professor	7 (1.1%)	576 (92.3%)	41 (6.6%)	624
Gender				
Male	18 (2.2%)	767 (93.1%)	39 (4.7%)	824
Female	7 (1.4%)	490 (95.5%)	16 (3.1%)	513
URM				
Not URM	22 (1.8%)	1171 (94.2%)	50 (4.0%)	1243
URM	3 (3.2%)	86 (91.5%)	5 (5.3%)	94
URM $\times$ Gender				
URM + Female	0 (0.0%)	36 (94.7%)	2 (5.3%)	38
URM + Male	3 (5.4%)	50 (89.3%)	3 (5.4%)	56
Not URM + Female	7 (1.5%)	454 (95.6%)	14 (2.9%)	475
Not URM + Male	15 (2.0%)	717 (93.4%)	36 (4.7%)	768
Series				
FTE	8 (3.1%)	230 (87.8%)	24 (9.2%)	262
ADJ	13 (7.3%)	165 (92.7%)	0 (0.0%)	178
CLIN	2 (0.3%)	598 (95.7%)	25 (4.0%)	625
CLINx	0 (0.0%)	125 (95.4%)	6 (4.6%)	131
IR	2 (1.4%)	139 (98.6%)	0 (0.0%)	141

Table 10: The number(percentage) of 100 faculty members with the lowest residuals and the number(percentage) of all faculty members in original dataset by degree, rank, gender, URM status, the combination between gender and URM and series in fiscal year 2013 - 2014.

	100 faculty members with the lowest residuals	Whole dataset in 2013-2014
Degree		
DO	2 (2.0%)	16 (1.2%)
MD	58 (58.0%)	828 (61.9%)
MD/PhD	13 (13.0%)	113 (8.5%)
NonDoc	0 (0.0%)	1 (0.1%)
OtherDoc	0 (0.0%)	2 (0.1%)
PharmD	0 (0.0%)	22 (1.6%)
PhD	27 (27.0%)	355 (26.6%)
Rank		
Asst Prof	39 (39.0%)	386 (28.9%)
Assoc Prof	23 (23.0%)	327 (24.5%)
Professor	38 (38.0%)	624 (46.7%)
Gender		
M	73 (73.0%)	824 (61.6%)
F	27 (27.0%)	513 (38.4%)
URM		
Not URM	96 (96.0%)	1243 (93.0%)
URM	4 (4.0%)	94 (7.0%)
Gender $\times$ URM		
Female + Not URM	27 (27.0%)	475 (35.5%)
Female + URM	0 (0.0%)	38 (2.8%)
Male + Not URM	69 (69.0%)	768 (57.4%)
Male + URM	4 (4.0%)	56 (4.2%)
Series		
FTE	25 (25.0%)	262 (19.6%)
ADJ	29 (29.0%)	178 (13.3%)
CLIN	26 (26.0%)	625 (46.7%)
CLINx	5 (5.0%)	131 (9.8%)
IR	15 (15.0%)	141 (10.5%)

Table 11: Summary statistics for fiscal year 2009-2010

| | Gender | | | | |
	M ($n = 747$)	F ($n = 396$)	Total ($n = 1143$)	p-value	Missing
Degree				0.026*	2
DO	3 (0.4%)	4 (1.0%)	7 (0.6%)		
DO/PhD	1 (0.1%)	0 (0.0%)	1 (0.1%)		
DPM	2 (0.3%)	0 (0.0%)	2 (0.2%)		
MD	478 (64.0%)	238 (60.4%)	716 (62.8%)		
MD/PhD	73 (9.8%)	24 (6.1%)	97 (8.5%)		
NonDoc	0 (0.0%)	0 (0.0%)	0 (0.0%)		
OtherDoc	0 (0.0%)	0 (0.0%)	0 (0.0%)		
PharmD	7 (0.9%)	9 (2.3%)	16 (1.4%)		
PhD	183 (24.5%)	119 (30.2%)	302 (26.5%)		
Years since degree	27.14 (11.02)	21.78 (8.43)	25.27 (10.50)	<.001***	34
Rank				<.001***	0
Asst Prof	201 (26.9%)	168 (42.4%)	369 (32.3%)		
Assoc Prof	145 (19.4%)	106 (26.8%)	251 (22.0%)		
Professor	401 (53.7%)	122 (30.8%)	523 (45.8%)		
Years since employment at UCSD	14.10 (10.04)	11.63 (8.20)	13.24 (9.51)	<.001***	0
Series				<.001***	0
FTE	186 (24.9%)	47 (11.9%)	233 (20.4%)		
ADJ	96 (12.9%)	77 (19.4%)	173 (15.1%)		
CLIN	283 (37.9%)	201 (50.8%)	484 (42.3%)		
CLINx	77 (10.3%)	31 (7.8%)	108 (9.4%)		
IR	105 (14.1%)	40 (10.1%)	145 (12.7%)		
HomeDept				<.001***	0
ANESTHESIOLOGY	43 (5.8%)	8 (2.0%)	51 (4.5%)		
BIOENGINEERING	1 (0.1%)	0 (0.0%)	1 (0.1%)		
CELL & MOL MED PROG	8 (1.1%)	2 (0.5%)	10 (0.9%)		
CHEMISTRY & BIOCHEMISTRY	2 (0.3%)	0 (0.0%)	2 (0.2%)		
DEP. OF REPRODUCTIVE MEDICINE	18 (2.4%)	14 (3.5%)	32 (2.8%)		
DIVISION OF BIOLOGICAL SCI.	1 (0.1%)	0 (0.0%)	1 (0.1%)		
FAMILY & PREVENTIVE MEDICINE	33 (4.4%)	35 (8.8%)	68 (5.9%)		
MEDICINE	223 (29.9%)	96 (24.2%)	319 (27.9%)		
MEDSCH/EMERG MED SVC	20 (2.7%)	6 (1.5%)	26 (2.3%)		
NEUROSCIENCES	44 (5.9%)	10 (2.5%)	54 (4.7%)		
OPHTHALMOLOGY	16 (2.1%)	5 (1.3%)	21 (1.8%)		
ORTHOPAEDIC SURGERY	20 (2.7%)	5 (1.3%)	25 (2.2%)		
PATHOLOGY	33 (4.4%)	18 (4.5%)	51 (4.5%)		
PEDIATRICS	72 (9.6%)	82 (20.7%)	154 (13.5%)		
PHARMACOLOGY	9 (1.2%)	5 (1.3%)	14 (1.2%)		
PSYCHIATRY	70 (9.4%)	45 (11.4%)	115 (10.1%)		
RADIATION MED & APPLIED SCI	10 (1.3%)	3 (0.8%)	13 (1.1%)		
RADIOLOGY	41 (5.5%)	21 (5.3%)	62 (5.4%)		
SCH OF PHARMACY AND PHARM. SCI	14 (1.9%)	18 (4.5%)	32 (2.8%)		
SURGERY	69 (9.2%)	23 (5.8%)	92 (8.0%)		
URM				0.535	4
Not URM	694 (93.4%)	366 (92.4%)	1060 (93.1%)		
URM	49 (6.6%)	30 (7.6%)	79 (6.9%)		

1. Significance codes: ***0.001, **0.01, *0.05.

Table 12: Summary statistics for fiscal year 2010-2011

	Gender				
	M ($n = 773$)	F ($n = 436$)	Total ($n = 1209$)	p-value	Missing
Degree				0.020*	0
DO	5 (0.6%)	4 (0.9%)	9 (0.7%)		
DO/PhD	1 (0.1%)	0 (0.0%)	1 (0.1%)		
DPM	2 (0.3%)	0 (0.0%)	2 (0.2%)		
MD	489 (63.3%)	268 (61.5%)	757 (62.6%)		
MD/PhD	74 (9.6%)	22 (5.0%)	96 (7.9%)		
NonDoc	0 (0.0%)	0 (0.0%)	0 (0.0%)		
OtherDoc	0 (0.0%)	1 (0.2%)	1 (0.1%)		
PharmD	8 (1.0%)	10 (2.3%)	18 (1.5%)		
PhD	194 (25.1%)	131 (30.0%)	325 (26.9%)		
Years since degree	26.39 (11.13)	21.05 (8.49)	24.45 (10.56)	<.001***	14
Rank				<.001***	0
Asst Prof	206 (26.6%)	182 (41.7%)	388 (32.1%)		
Assoc Prof	158 (20.4%)	122 (28.0%)	280 (23.2%)		
Professor	409 (52.9%)	132 (30.3%)	541 (44.7%)		
Years since employment at UCSD	14.26 (10.09)	11.86 (8.12)	13.40 (9.49)	<.001***	0
Series				<.001***	0
FTE	188 (24.3%)	46 (10.6%)	234 (19.4%)		
ADJ	99 (12.8%)	85 (19.5%)	184 (15.2%)		
CLIN	300 (38.8%)	229 (52.5%)	529 (43.8%)		
CLINx	85 (11.0%)	37 (8.5%)	122 (10.1%)		
IR	101 (13.1%)	39 (8.9%)	140 (11.6%)		
HomeDept				<.001***	0
ANESTHESIOLOGY	45 (5.8%)	10 (2.3%)	55 (4.5%)		
BIOENGINEERING	1 (0.1%)	0 (0.0%)	1 (0.1%)		
CELL & MOL MED PROG	8 (1.0%)	2 (0.5%)	10 (0.8%)		
CHEMISTRY & BIOCHEMISTRY	2 (0.3%)	0 (0.0%)	2 (0.2%)		
DEP. OF REPRODUCTIVE MEDICINE	19 (2.5%)	14 (3.2%)	33 (2.7%)		
DIVISION OF BIOLOGICAL SCI.	1 (0.1%)	0 (0.0%)	1 (0.1%)		
FAMILY & PREVENTIVE MEDICINE	33 (4.3%)	37 (8.5%)	70 (5.8%)		
MEDICINE	232 (30.0%)	114 (26.1%)	346 (28.6%)		
MEDSCH/EMERG MED SVC	18 (2.3%)	6 (1.4%)	24 (2.0%)		
NEUROSCIENCES	47 (6.1%)	13 (3.0%)	60 (5.0%)		
OPHTHALMOLOGY	17 (2.2%)	4 (0.9%)	21 (1.7%)		
ORTHOPAEDIC SURGERY	21 (2.7%)	5 (1.1%)	26 (2.2%)		
PATHOLOGY	33 (4.3%)	17 (3.9%)	50 (4.1%)		
PEDIATRICS	75 (9.7%)	89 (20.4%)	164 (13.6%)		
PHARMACOLOGY	10 (1.3%)	6 (1.4%)	16 (1.3%)		
PSYCHIATRY	69 (8.9%)	51 (11.7%)	120 (9.9%)		
RADIATION MED & APPLIED SCI	11 (1.4%)	4 (0.9%)	15 (1.2%)		
RADIOLOGY	43 (5.6%)	21 (4.8%)	64 (5.3%)		
SCH OF PHARMACY AND PHARM. SCI	19 (2.5%)	19 (4.4%)	38 (3.1%)		
SURGERY	69 (8.9%)	24 (5.5%)	93 (7.7%)		
URM				0.811	5
Not URM	717 (93.2%)	404 (92.9%)	1121 (93.1%)		
URM	52 (6.8%)	31 (7.1%)	83 (6.9%)		

1. Significance codes: ***0.001, **0.01, *0.05.

Table 13: Summary statistics for fiscal year 2011-2012

	Gender				
	M ($n = 802$)	F ($n = 453$)	Total ($n = 1255$)	p-value	Missing
Degree				0.013*	0
DO	5 (0.6%)	4 (0.9%)	9 (0.7%)		
DO/PhD	0 (0.0%)	0 (0.0%)	0 (0.0%)		
DPM	1 (0.1%)	0 (0.0%)	1 (0.1%)		
MD	503 (62.7%)	279 (61.6%)	782 (62.3%)		
MD/PhD	79 (9.9%)	22 (4.9%)	101 (8.0%)		
NonDoc	0 (0.0%)	0 (0.0%)	0 (0.0%)		
OtherDoc	0 (0.0%)	1 (0.2%)	1 (0.1%)		
PharmD	9 (1.1%)	10 (2.2%)	19 (1.5%)		
PhD	205 (25.6%)	137 (30.2%)	342 (27.3%)		
Years since degree	25.73 (11.28)	20.67 (8.51)	23.90 (10.64)	<.001***	33
Rank				<.001***	0
Asst Prof	202 (25.2%)	176 (38.9%)	378 (30.1%)		
Assoc Prof	174 (21.7%)	128 (28.3%)	302 (24.1%)		
Professor	426 (53.1%)	149 (32.9%)	575 (45.8%)		
Years since employment at UCSD	14.65 (10.16)	12.18 (8.13)	13.76 (9.55)	<.001***	0
Series				<.001***	0
FTE	190 (23.7%)	50 (11.0%)	240 (19.1%)		
ADJ	100 (12.5%)	84 (18.5%)	184 (14.7%)		
CLIN	318 (39.7%)	242 (53.4%)	560 (44.6%)		
CLINx	88 (11.0%)	36 (7.9%)	124 (9.9%)		
IR	106 (13.2%)	41 (9.1%)	147 (11.7%)		
HomeDept				<.001***	0
ANESTHESIOLOGY	48 (6.0%)	11 (2.4%)	59 (4.7%)		
BIOENGINEERING	1 (0.1%)	0 (0.0%)	1 (0.1%)		
CELL & MOL MED PROG	9 (1.1%)	2 (0.4%)	11 (0.9%)		
CHEMISTRY & BIOCHEMISTRY	2 (0.2%)	0 (0.0%)	2 (0.2%)		
DEP. OF REPRODUCTIVE MEDICINE	19 (2.4%)	15 (3.3%)	34 (2.7%)		
DIVISION OF BIOLOGICAL SCI.	1 (0.1%)	0 (0.0%)	1 (0.1%)		
FAMILY & PREVENTIVE MEDICINE	36 (4.5%)	40 (8.8%)	76 (6.1%)		
MEDICINE	243 (30.3%)	125 (27.6%)	368 (29.3%)		
MEDSCH/EMERG MED SVC	19 (2.4%)	6 (1.3%)	25 (2.0%)		
NEUROSCIENCES	50 (6.2%)	14 (3.1%)	64 (5.1%)		
OPHTHALMOLOGY	20 (2.5%)	4 (0.9%)	24 (1.9%)		
ORTHOPAEDIC SURGERY	21 (2.6%)	5 (1.1%)	26 (2.1%)		
PATHOLOGY	34 (4.2%)	19 (4.2%)	53 (4.2%)		
PEDIATRICS	71 (8.9%)	85 (18.8%)	156 (12.4%)		
PHARMACOLOGY	9 (1.1%)	7 (1.5%)	16 (1.3%)		
PSYCHIATRY	70 (8.7%)	57 (12.6%)	127 (10.1%)		
RADIATION MED & APPLIED SCI	12 (1.5%)	4 (0.9%)	16 (1.3%)		
RADIOLOGY	45 (5.6%)	19 (4.2%)	64 (5.1%)		
SCH OF PHARMACY AND PHARM. SCI	19 (2.4%)	19 (4.2%)	38 (3.0%)		
SURGERY	73 (9.1%)	21 (4.6%)	94 (7.5%)		
URM				0.634	2
Not URM	744 (93.0%)	418 (92.3%)	1162 (92.7%)		
URM	56 (7.0%)	35 (7.7%)	91 (7.3%)		

1. Significance codes: ***0.001, **0.01, *0.05.

Table 14: Summary statistics for fiscal year 2012-2013

	Gender		Total ($n = 1309$)	p-value	Missing
	M ($n = 822$)	F ($n = 487$)			
Degree				0.006**	1
DO	4 (0.5%)	7 (1.4%)	11 (0.8%)		
DO/PhD	0 (0.0%)	0 (0.0%)	0 (0.0%)		
DPM	1 (0.1%)	0 (0.0%)	1 (0.1%)		
MD	523 (63.6%)	303 (62.3%)	826 (63.1%)		
MD/PhD	78 (9.5%)	24 (4.9%)	102 (7.8%)		
NonDoc	0 (0.0%)	0 (0.0%)	0 (0.0%)		
OtherDoc	0 (0.0%)	1 (0.2%)	1 (0.1%)		
PharmD	9 (1.1%)	11 (2.3%)	20 (1.5%)		
PhD	207 (25.2%)	140 (28.8%)	347 (26.5%)		
Years since degree	24.90 (11.21)	20.19 (8.60)	23.16 (10.56)	<.001***	71
Rank				<.001***	0
Asst Prof	209 (25.4%)	186 (38.2%)	395 (30.2%)		
Assoc Prof	170 (20.7%)	141 (29.0%)	311 (23.8%)		
Professor	443 (53.9%)	160 (32.9%)	603 (46.1%)		
Years since employment at UCSD	14.67 (10.01)	12.19 (8.20)	13.75 (9.45)	<.001***	0
Series				<.001***	0
FTE	194 (23.6%)	52 (10.7%)	246 (18.8%)		
ADJ	90 (10.9%)	81 (16.6%)	171 (13.1%)		
CLIN	339 (41.2%)	271 (55.6%)	610 (46.6%)		
CLINx	91 (11.1%)	37 (7.6%)	128 (9.8%)		
IR	108 (13.1%)	46 (9.4%)	154 (11.8%)		
HomeDept				<.001***	0
ANESTHESIOLOGY	47 (5.7%)	11 (2.3%)	58 (4.4%)		
BIOENGINEERING	1 (0.1%)	0 (0.0%)	1 (0.1%)		
CELL & MOL MED PROG	10 (1.2%)	2 (0.4%)	12 (0.9%)		
CHEMISTRY & BIOCHEMISTRY	3 (0.4%)	0 (0.0%)	3 (0.2%)		
DEP. OF REPRODUCTIVE MEDICINE	19 (2.3%)	17 (3.5%)	36 (2.8%)		
DIVISION OF BIOLOGICAL SCI.	1 (0.1%)	0 (0.0%)	1 (0.1%)		
FAMILY & PREVENTIVE MEDICINE	39 (4.7%)	42 (8.6%)	81 (6.2%)		
MEDICINE	248 (30.2%)	138 (28.3%)	386 (29.5%)		
MEDSCH/EMERG MED SVC	19 (2.3%)	5 (1.0%)	24 (1.8%)		
NEUROSCIENCES	49 (6.0%)	18 (3.7%)	67 (5.1%)		
OPHTHALMOLOGY	19 (2.3%)	5 (1.0%)	24 (1.8%)		
ORTHOPAEDIC SURGERY	23 (2.8%)	5 (1.0%)	28 (2.1%)		
PATHOLOGY	33 (4.0%)	21 (4.3%)	54 (4.1%)		
PEDIATRICS	72 (8.8%)	91 (18.7%)	163 (12.5%)		
PHARMACOLOGY	9 (1.1%)	7 (1.4%)	16 (1.2%)		
PSYCHIATRY	71 (8.6%)	55 (11.3%)	126 (9.6%)		
RADIATION MED & APPLIED SCI	18 (2.2%)	5 (1.0%)	23 (1.8%)		
RADIOLOGY	46 (5.6%)	22 (4.5%)	68 (5.2%)		
SCH OF PHARMACY AND PHARM. SCI	19 (2.3%)	20 (4.1%)	39 (3.0%)		
SURGERY	76 (9.2%)	23 (4.7%)	99 (7.6%)		
URM				0.347	0
Not URM	766 (93.2%)	447 (91.8%)	1213 (92.7%)		
URM	56 (6.8%)	40 (8.2%)	96 (7.3%)		

1. Significance codes: ***0.001, **0.01, *0.05.

Table 15: The rank of the total salary by degree.

	2010 Median	2010 Rank	2011 Median	2011 Rank	2012 Median	2012 Rank	2013 Median	2013 Rank	2014 Median	2014 Rank
MD	245,735	1	244,575	1	244,469	1	251,767	2	259,233	1
DPM	223,955	2	180,348	3	228,955	2	285,000	1		
DO	209,636	3	170,274	4	185,601	4	181,788	4	187,801	3
MD/PhD	195,690	4	221,613	2	219,999	3	225,746	3	220,002	2
DO/PhD	150,377	5	147,665	5						
PhD	139,521	6	137,550	6	142,481	6	145,000	5	145,823	5
PharmD	136,955	7	134,440	7	143,700	5	144,000	6	148,050	4
NonDoc									139,600	6
OtherDoc			129,353	8	136,500	7	136,500	7	134,231	7

Table 16: The rank of the total salary by home department.

	2010 Median	2010 Rank	2011 Median	2011 Rank	2012 Median	2012 Rank	2013 Median	2013 Rank	2014 Median	2014 Rank
ORTHOPAEDIC SURGERY	348,414	1	326,895	3	372,648	1	422,664	1	434,158	1
BIOENGINEERING	334,800	2	339,853	2	362,513	2	387,100	2	394,800	2
SURGERY	316,778	3	340,139	1	345,228	3	334,562	4	344,000	4
DEP. OF REPRODUCTIVE MEDICINE	302,409	4	260,780	9	276,014	8	277,580	8	286,012	9
ANESTHESIOLOGY	294,906	5	281,265	6	286,465	5	293,452	5	296,011	8
CHEMISTRY & BIOCHEMISTRY	285,931	6	269,693	7	282,562	7	222,000	13	221,998	12
OPHTHALMOLOGY	279,748	7	304,951	4	292,655	4	340,715	3	376,266	3
RADIATION MED & APPLIED SCI	262,968	8	263,794	8	247,250	9	292,872	6	300,000	5
RADIOLOGY	257,586	9	286,427	5	285,443	6	287,580	7	296,619	7
MEDSCH/EMERG MED SVC	253,914	10	243,140	10	242,635	10	263,180	9	263,561	10
DIVISION OF BIOLOGICAL SCI.	247,397	11	232,212	11	230,199	11	231,905	11	298,100	6
CELL & MOL MED PROG	223,687	12	220,103	13	215,000	12	243,807	10	234,440	11
NEUROSCIENCES	219,346	13	205,687	14	206,347	14	203,048	16	195,347	16
PATHOLOGY	209,572	14	202,255	15	206,269	15	207,400	14	211,376	14
PHARMACOLOGY	206,971	15	196,355	16	162,000	18	162,436	18	180,000	18
PEDIATRICS	203,879	16	222,542	12	211,480	13	225,175	12	221,895	13
MEDICINE	197,782	17	195,417	17	202,881	16	207,149	15	208,599	15
FAMILY & PREVENTIVE MEDICINE	173,995	18	174,209	18	182,674	17	187,535	17	195,000	17
PSYCHIATRY	154,625	19	155,773	19	155,000	19	153,860	20	153,360	20
SCH OF PHARMACY AND PHARM. SCI	146,450	20	143,472	20	148,500	20	160,000	19	154,800	19

Table 17: The rank of the total salary by series.

	2010		2011		2012		2013		2014	
	Median	Rank	Median	Rank	Median	Rank	Median	Rank	Median	Rank
CLINx	300,206	1	305,539	1	299,466	1	308,205	1	302,840	1
FTE	260,372	2	253,301	2	253,193	2	269,820	2	265,675	2
CLIN	222,187	3	223,021	3	218,878	3	225,260	3	227,567	3
IR	188,300	4	193,265	4	192,472	4	190,771	4	190,000	4
ADJ	108,750	5	113,250	5	113,825	5	116,658	5	115,800	5

Table 18: The rank of the total salary by rank.

	2010		2011		2012		2013		2014	
	Median	Rank	Median	Rank	Median	Rank	Median	Rank	Median	Rank
Professor	259,557	1	259,404	1	256,357	1	267,025	1	264,417	1
Assoc Prof	193,344	2	194,575	2	190,321	2	199,914	2	206,589	2
Asst Prof	157,061	3	162,682	3	161,646	3	180,953	3	180,790	3

Table 19: The effect of gender and URM from the two seperate models on total salary

	Coefficient	Std Error	Z-Value	Z-Test	LRT
Gender(female)	-0.1231	0.0171	-7.21	<.001***	<.001***
URM(URM)	-0.0477	0.0306	-1.56	0.119	0.119

1. For Model 1, $R^2_M = 0.513$ ($R^2_p = 0.174$)
2. For Model 2, $R^2_M = 0.499$ ($R^2_p = 0.172$)
3. Significance codes: ***0.001, **0.01, *0.05.

Table 20: Summary of the random intercept model with gender and all other variables as predictors. (Model 1)

	Coefficient	Std Error	Z-Value	Z-Test	LRT
(Intercept)	−24.8169	2.6371	−9.41	<.001***	
Rank					<.001***
Assoc Prof	0.0630	0.0074	8.47	<.001***	
Professor	0.1281	0.0111	11.55	<.001***	
Gender					<.001***
Female	−0.1231	0.0171	−7.21	<.001***	
Series					<.001***
ADJ	−0.2698	0.0195	−13.81	<.001***	
CLIN	−0.1617	0.0201	−8.05	<.001***	
CLINx	−0.1294	0.0221	−5.85	<.001***	
IR	−0.1334	0.0183	−7.29	<.001***	
Home Department					<.001***
BIOENGINEERING	0.0737	0.3163	0.23	0.816	
CELL & MOL MED PROG	−0.0501	0.0968	−0.52	0.605	
CHEMISTRY & BIOCHEMISTRY	0.1490	0.1865	0.80	0.424	
DEP. OF REPRODUCTIVE MEDICINE	−0.0469	0.0611	−0.77	0.442	
DIVISION OF BIOLOGICAL SCI.	0.0551	0.3158	0.17	0.862	
FAMILY & PREVENTIVE MEDICINE	−0.2444	0.0490	−4.99	<.001***	
MEDICINE	−0.2662	0.0393	−6.78	<.001***	
MEDSCH/EMERG MED SVC	−0.1139	0.0699	−1.63	0.103	
NEUROSCIENCES	−0.2160	0.0512	−4.22	<.001***	
OPHTHALMOLOGY	0.0018	0.0701	0.03	0.979	
ORTHOPAEDIC SURGERY	0.2471	0.0655	3.77	<.001***	
PATHOLOGY	−0.1465	0.0534	−2.74	0.006**	
PEDIATRICS	−0.1557	0.0432	−3.60	<.001***	
PHARMACOLOGY	−0.1633	0.0801	−2.04	0.041*	
PSYCHIATRY	−0.2559	0.0464	−5.51	<.001***	
RADIATION MED & APPLIED SCI	0.2195	0.0758	2.90	0.004**	
RADIOLOGY	−0.0448	0.0518	−0.87	0.387	
SCH OF PHARMACY AND PHARM. SCI	−0.1316	0.0778	−1.69	0.091	
SURGERY	0.1693	0.0465	3.64	<.001***	
Years of experience at UCSD	0.0064	0.0010	6.74	<.001***	<.001***
Fiscal Year	0.0186	0.0013	14.21	<.001***	<.001***
Degree					<.001***
DO/PhD	−0.2183	0.3268	−0.67	0.504	
DPM	−0.4153	0.2357	−1.76	0.078	
MD	0.1197	0.0698	1.72	0.086	
MD/PhD	−0.0389	0.0748	−0.52	0.603	
NonDoc	−0.4138	0.3338	−1.24	0.215	
OtherDoc	−0.1191	0.2367	−0.50	0.615	
PharmD	−0.3580	0.1160	−3.09	0.002**	
PhD	−0.4094	0.0713	−5.74	<.001***	
Years of experience at UCSD[2]	−0.0002	0.0000	−4.74	<.001***	<.001***

1. The variance of random intercept is 0.1132 and the variance of residual is 0.0204.
2. Significance codes: ***0.001, **0.01, *0.05.

Table 21: Summary of the random intercept model with URM and all other variables as predictors. (Model 2)

	Coefficient	Std Error	Z-Value	Z-Test	LRT
(Intercept)	-23.5648	2.6466	-8.90	<.001***	
Rank					<.001***
Assoc Prof	0.0650	0.0074	8.73	<.001***	
Professor	0.1324	0.0111	11.93	<.001***	
URM					0.119
URM	-0.0477	0.0306	-1.56	0.119	
Series					<.001***
ADJ	-0.2789	0.0196	-14.24	<.001***	
CLIN	-0.1784	0.0201	-8.88	<.001***	
CLINx	-0.1411	0.0222	-6.36	<.001***	
IR	-0.1374	0.0184	-7.48	<.001***	
Home Department					<.001***
BIOENGINEERING	0.0665	0.3204	0.21	0.835	
CELL & MOL MED PROG	-0.0507	0.0980	-0.52	0.605	
CHEMISTRY & BIOCHEMISTRY	0.1660	0.1889	0.88	0.380	
DEP. OF REPRODUCTIVE MEDICINE	-0.0778	0.0617	-1.26	0.207	
DIVISION OF BIOLOGICAL SCI.	0.0668	0.3199	0.21	0.834	
FAMILY & PREVENTIVE MEDICINE	-0.2757	0.0494	-5.58	<.001***	
MEDICINE	-0.2827	0.0397	-7.12	<.001***	
MEDSCH/EMERG MED SVC	-0.1069	0.0708	-1.51	0.131	
NEUROSCIENCES	-0.2251	0.0518	-4.34	<.001***	
OPHTHALMOLOGY	-0.0021	0.0710	-0.03	0.976	
ORTHOPAEDIC SURGERY	0.2525	0.0664	3.80	<.001***	
PATHOLOGY	-0.1720	0.0540	-3.19	0.001**	
PEDIATRICS	-0.1926	0.0434	-4.43	<.001***	
PHARMACOLOGY	-0.1895	0.0810	-2.34	0.019*	
PSYCHIATRY	-0.2834	0.0469	-6.05	<.001***	
RADIATION MED & APPLIED SCI	0.2294	0.0767	2.99	0.003**	
RADIOLOGY	-0.0586	0.0525	-1.12	0.264	
SCH OF PHARMACY AND PHARM. SCI	-0.1574	0.0787	-2.00	0.045*	
SURGERY	0.1653	0.0470	3.51	<.001***	
Years of experience at UCSD	0.0068	0.0010	7.09	<.001***	<.001***
Fiscal Year	0.0180	0.0013	13.67	<.001***	<.001***
Degree					<.001***
DO/PhD	-0.1638	0.3308	-0.50	0.620	
DPM	-0.3499	0.2391	-1.46	0.143	
MD	0.1316	0.0707	1.86	0.063	
MD/PhD	-0.0143	0.0757	-0.19	0.850	
NonDoc	-0.3676	0.3377	-1.09	0.276	
OtherDoc	-0.1780	0.2395	-0.74	0.457	
PharmD	-0.3479	0.1174	-2.96	0.003**	
PhD	-0.4067	0.0722	-5.63	<.001***	
Years of experience at UCSD[2]	-0.0002	0.0000	-4.56	<.001***	<.001***

1. The variance of random intercept is 0.1177 and the variance of residual is 0.0202.
2. Significance codes: ***0.001, **0.01, *0.05.

Table 22: Summary of the random intercept model with gender, URM, the interaction of gender and URM and all other variables as predictors. (Model 3)

	Coefficient	Std Error	Z-Value	Z-Test	LRT
(Intercept)	−24.8827	2.6359	−9.44	<.001***	
Rank					<.001***
Assoc Prof	0.0627	0.0074	8.44	<.001***	
Professor	0.1278	0.0111	11.53	<.001***	
Gender					<.001***
Female	−0.1324	0.0177	−7.48	<.001***	
URM					0.045*
URM	−0.0979	0.0402	−2.44	0.015*	
Series					<.001***
ADJ	−0.2692	0.0195	−13.79	<.001***	
CLIN	−0.1608	0.0201	−8.01	<.001***	
CLINx	−0.1281	0.0221	−5.80	<.001***	
IR	−0.1329	0.0183	−7.26	<.001***	
Home Department					<.001***
BIOENGINEERING	0.0672	0.3158	0.21	0.831	
CELL & MOL MED PROG	−0.0551	0.0967	−0.57	0.568	
CHEMISTRY & BIOCHEMISTRY	0.1433	0.1862	0.77	0.442	
DEP. OF REPRODUCTIVE MEDICINE	−0.0463	0.0610	−0.76	0.447	
DIVISION OF BIOLOGICAL SCI.	0.0496	0.3153	0.16	0.875	
FAMILY & PREVENTIVE MEDICINE	−0.2421	0.0489	−4.95	<.001***	
MEDICINE	−0.2674	0.0392	−6.82	<.001***	
MEDSCH/EMERG MED SVC	−0.1110	0.0698	−1.59	0.112	
NEUROSCIENCES	−0.2179	0.0511	−4.26	<.001***	
OPHTHALMOLOGY	−0.0006	0.0700	−0.01	0.993	
ORTHOPAEDIC SURGERY	0.2418	0.0654	3.70	<.001***	
PATHOLOGY	−0.1479	0.0533	−2.77	0.006**	
PEDIATRICS	−0.1556	0.0431	−3.61	<.001***	
PHARMACOLOGY	−0.1621	0.0800	−2.03	0.043*	
PSYCHIATRY	−0.2588	0.0464	−5.58	<.001***	
RADIATION MED & APPLIED SCI	0.2122	0.0757	2.80	0.005**	
RADIOLOGY	−0.0505	0.0518	−0.98	0.329	
SCH OF PHARMACY AND PHARM. SCI	−0.1306	0.0777	−1.68	0.093	
SURGERY	0.1673	0.0464	3.61	<.001***	
Years of experience at UCSD	0.0064	0.0010	6.72	<.001***	<.001***
Fiscal Year	0.0186	0.0013	14.24	<.001***	<.001***
Degree					<.001***
DO/PhD	−0.2207	0.3262	−0.68	0.499	
DPM	−0.3676	0.2361	−1.56	0.120	
MD	0.1245	0.0697	1.79	0.074	
MD/PhD	−0.0351	0.0747	−0.47	0.639	
NonDoc	−0.4161	0.3332	−1.25	0.212	
OtherDoc	−0.1141	0.2364	−0.48	0.629	
PharmD	−0.3495	0.1158	−3.02	0.003**	
PhD	−0.4060	0.0712	−5.70	<.001***	
Years of experience at UCSD^2	−0.0002	0.0000	−4.81	<.001***	<.001***
Gender $\times$ URM					0.045*
Female $\times URM$	0.1220	0.0607	2.01	0.045*	

1. The variance of random intercept is 0.09648 and the variance of residual is 0.01038.
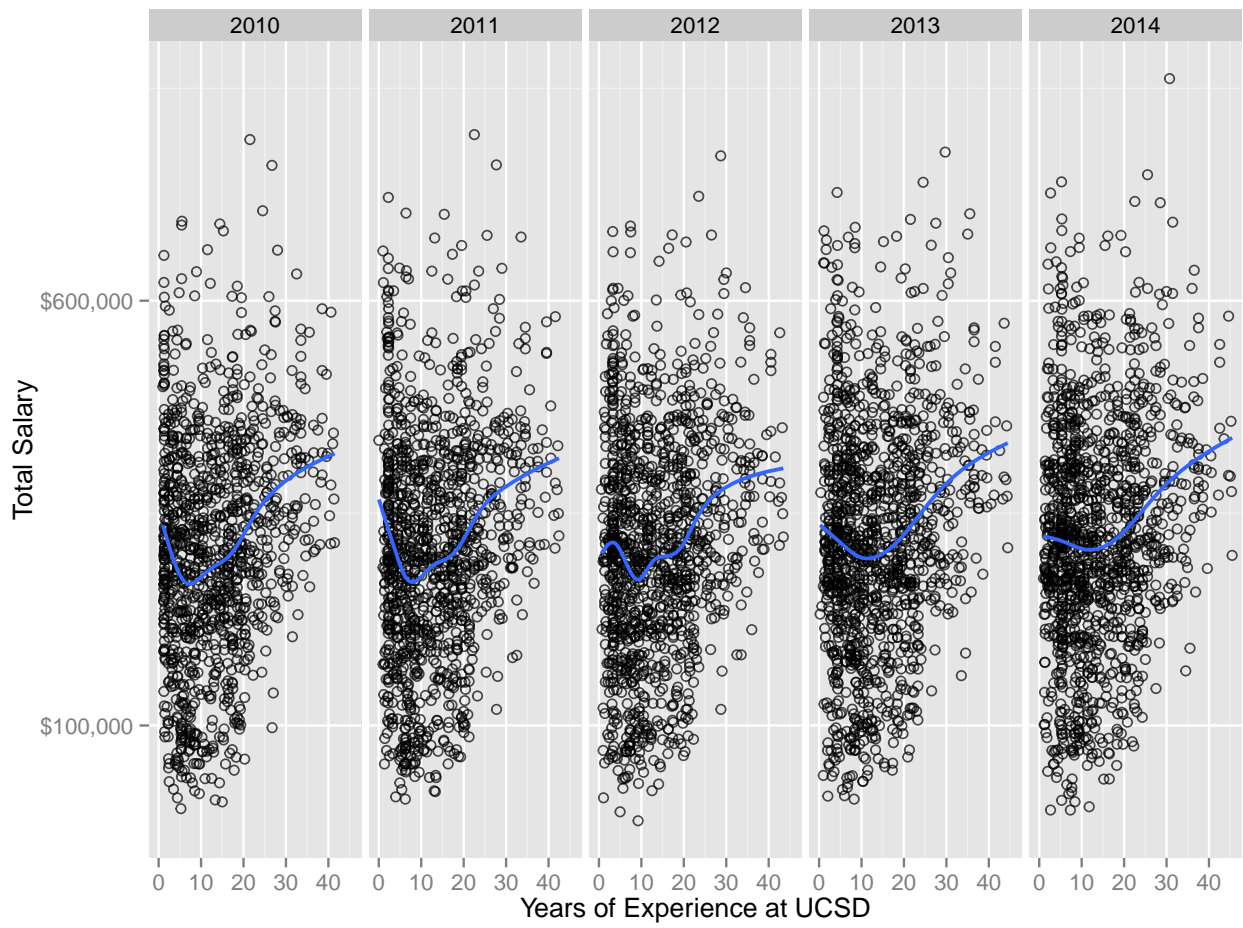2. Significance codes: ***0.001, **0.01, *0.05.

Figure 7: The scatter plot for total salary trend over years of experience at UCSD.
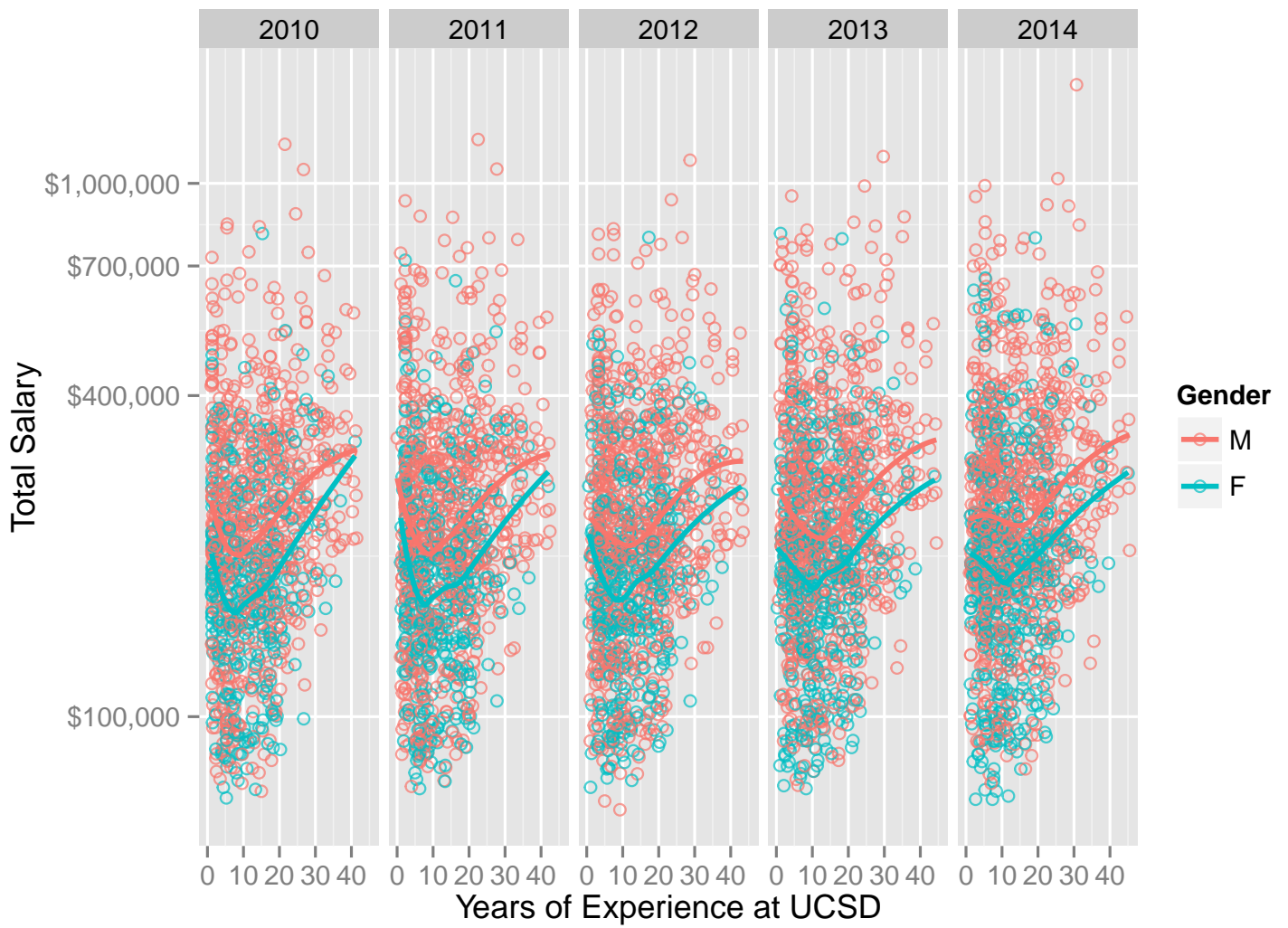
Figure 8: The scatter plot for total salary trend over years of experience at UCSD grouped by gender.
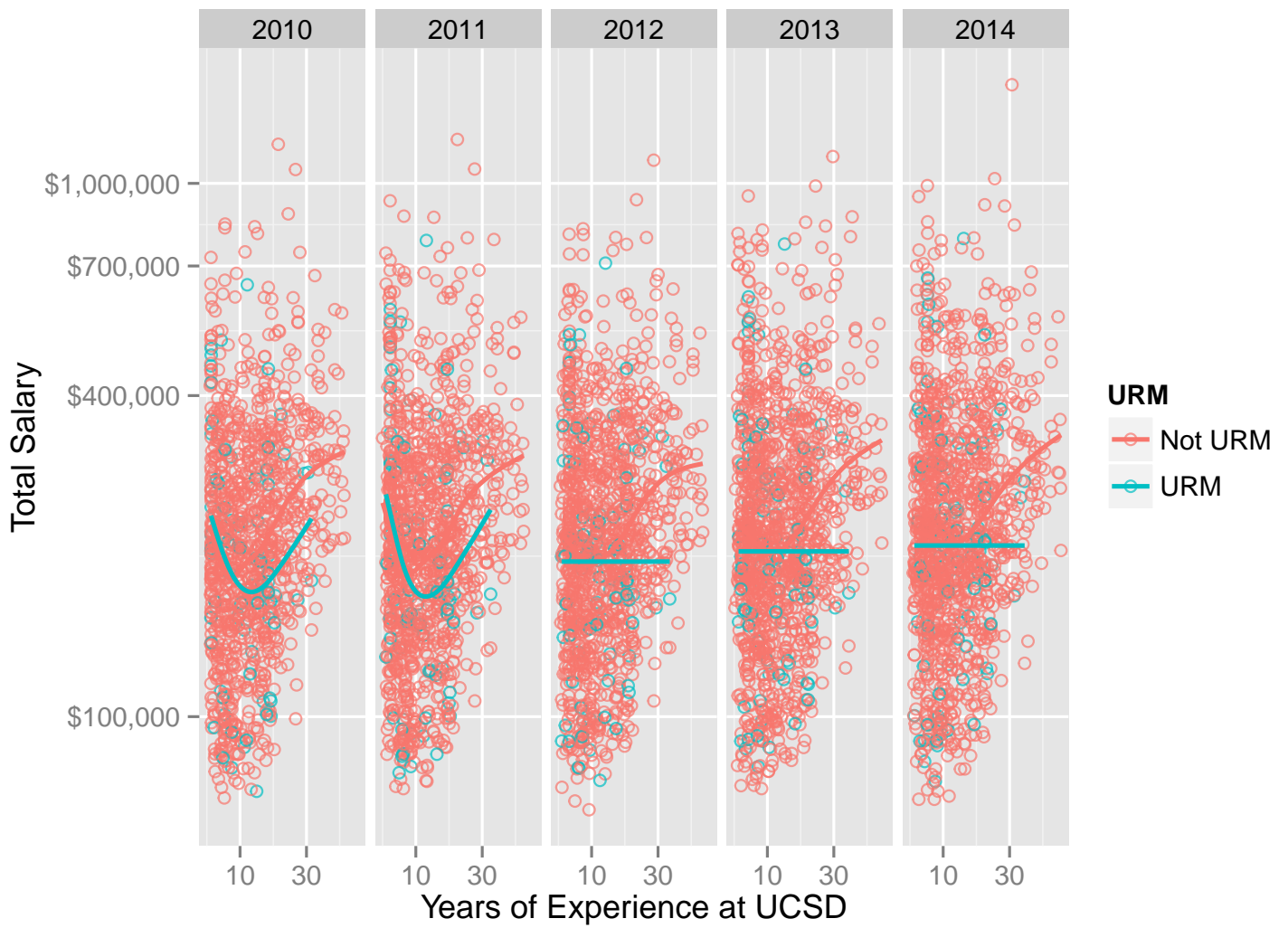
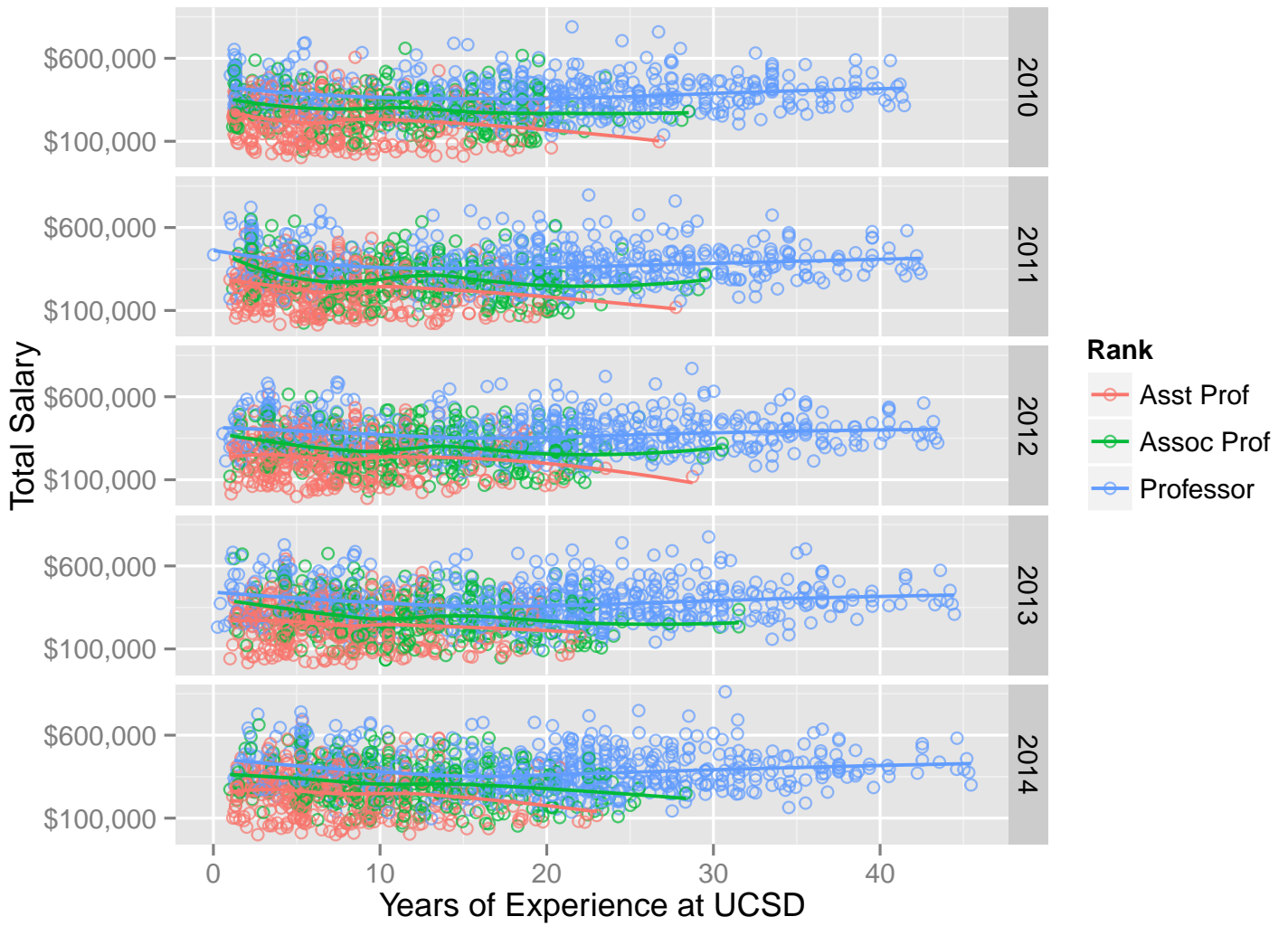Figure 9: The scatter plot for total salary trend over years of experience at UCSD grouped by URM status.

Figure 10: The scatter plot for total salary trend over years of experience at UCSD grouped by rank.
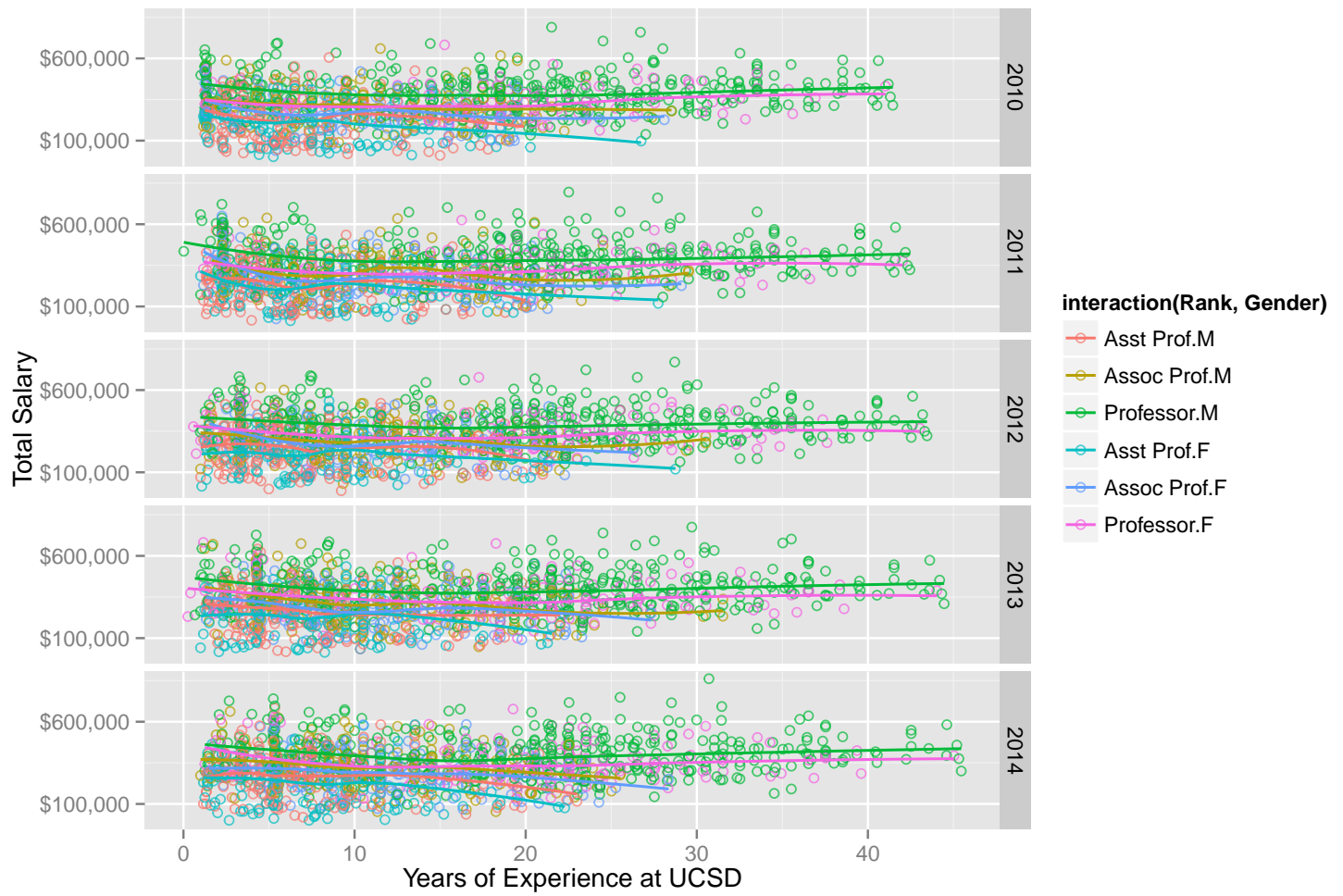
Figure 11: The scatter plot for total salary trend over years of experience at UCSD grouped by the interaction of rank and gender.
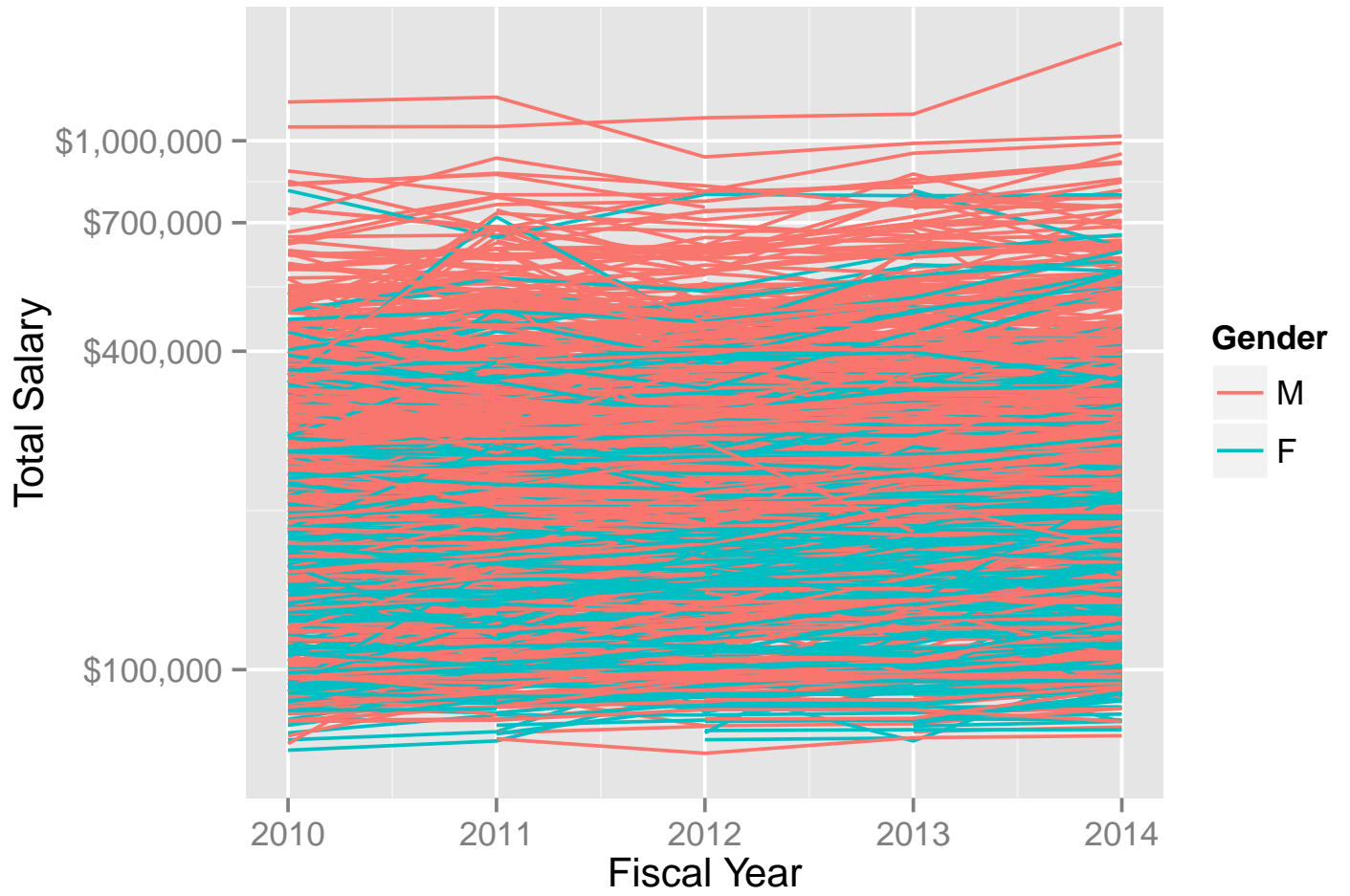
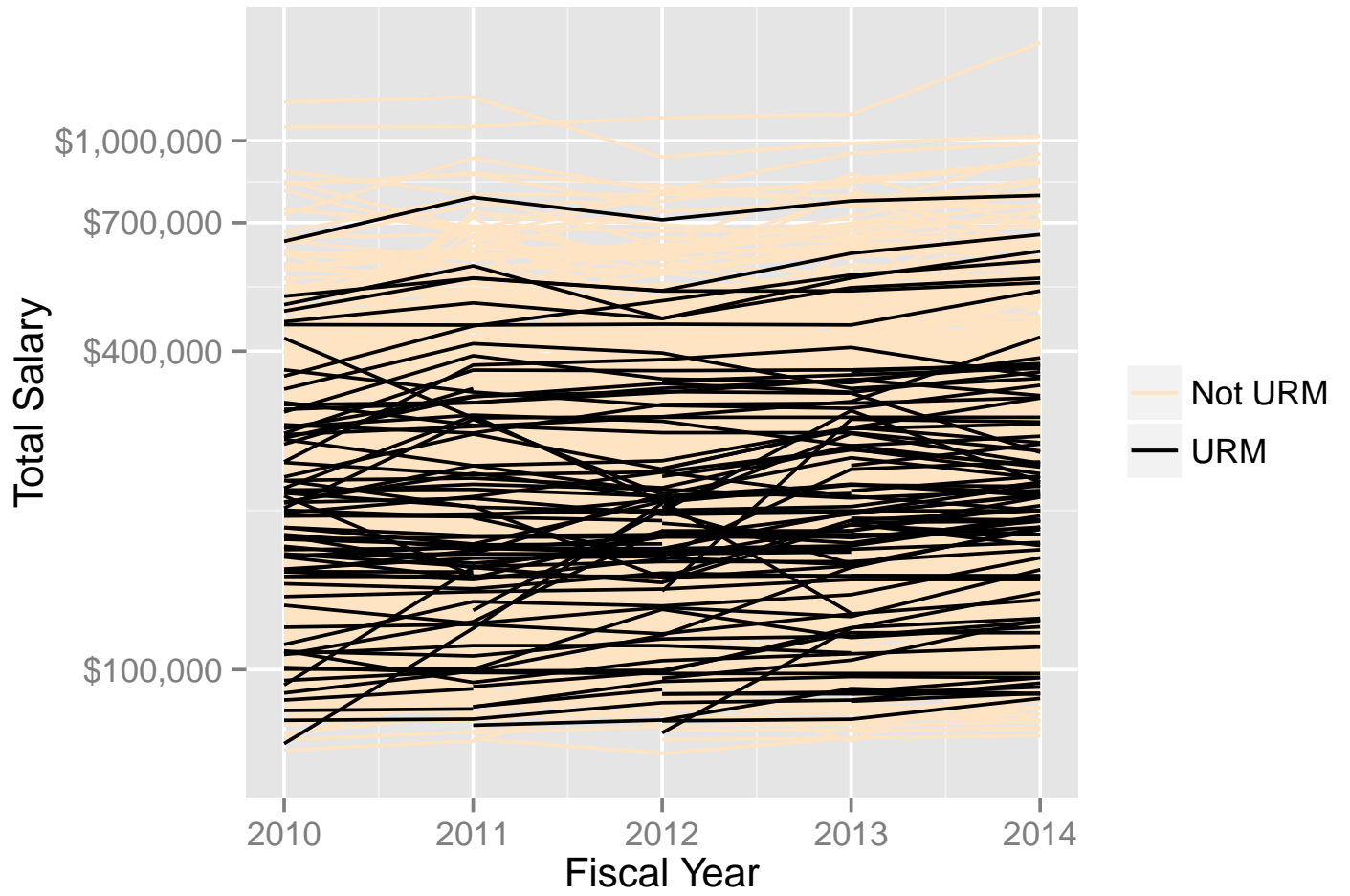Figure 12: The spaghetti plot for total salary trend grouped by gender.

Figure 13: The spaghetti plot for total salary trend grouped by URM.