2021 Report on Johns Hopkins University
School of Medicine Faculty Salary Analysis, Fiscal Year 2020

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1   Executive Summary

These faculty salary analyses have been done every year since 2005. This report used the salaries as of June 30, 2020 for the full time faculty ranks of Assistant Professor through Professor. However, all deans, department and institute directors and faculty who were previously in these leadership positions are excluded from the study. The salary and other data are obtained from the SOM Office of Faculty Information that uses the data in the JHU SAP system (for 2005-2017 reports). Since the SAP system does not contain the part A salary, the salary data for 2017 and beyond is obtained from the SOM Finance Office who has faculty salary data that includes part A, A+B and A+B+C.The rank, years at rank, and gender were validated by Office of Faculty Information.

In 2017 the SOM developed departmental faculty compensation plans and the Compensation Committee developed the common nomenclature for all departments to use: base salary (Part A), supplemental salary (Part B) and incentive salary (Part C). The base salary (A) reflects faculty rank and is subject to the Gold Book guarantees; supplemental salary (B) is for administrative, educational or clinical roles in the department; and incentive salary (C) for achieving goals set by the department. The base (A) salary is guaranteed in the Gold Book and can only be reduced 20% per year with the agreement of the faculty member or in the absence of faculty approval, by approval of the Advisory Board of the Medical Faculty.The supplemental salary (A+B) is used as the basis for determining faculty benefits. All SOM clinical department compensation plans utilize the base, supplemental and incentive component (A+B+C). However, the Basic Science departments utilize only the base and supplemental components (A+B). The department compensation plans use the salary nomenclature as base, supplemental and incentive components, however, since historically these faculty salary analyses have used A+B+C salary nomenclature it will be continued to be used in these analyses. Thus, it is important that faculty be aware of the individual department compensation plans and how they are individually compensated for their work. The 2021 Report on the Johns Hopkins School of Medicine Faculty Salary Analysis found that base salary (A) of women faculty were 0.4% less than the salaries of otherwise similar male faculty in FY 2020,and 1.3% less for base + supplemental salary (A+B) and 1.8% less for total salary (A+B+C).

Two points should be noted about the report and the faculty salary data. First, potential for salary differences due to individual faculty choice is high. Faculty may choose to and be given the opportunity to engage in activities that have the potential to impact their supplemental (B) and incentive (C) salary. For example, faculty may choose to take incremental call, see additional patients, or take on administrative duties to increase their salary. Depending on the individual departmental compensation plan this could translate into additional supplemental (B) or incentive (C) salary.Thus, some component of the differences in salary (A+B) and salary (A+B+C) by gender may represent differences due to choice. It is the expectation that base salary (A) would not reflect individual choice but be uniformly determined by the department compensation plans.

Department directors receive their faculty data from this study to review. The expectation of the Dean is that any significant salary inequities identified in a department will be addressed with strategies to correct the disparities. Department directors are expected to discuss inequities with the Vice Dean for Faculty and the Chief Financial Officer of the School of Medicine. It is anticipated that the information obtained from the annual salary analysis will help to inform and refine the individual departmental compensation plans. Further, it is strongly recommended that department directors review this report and their departmental compensation plan annually with their faculty.

2 Background

The results in this report represent the annual faculty salary analyses at the School of Medicine since 2005 as part of efforts to assess gender equity in salary, and constitutes the 17th year in which salary data have been analyzed. As directed by the Dean, department directors' efforts are focused on achieving faculty salary equity for all faculty.

3 Methods

For 2082 faculty members, statistics were gathered on gender and rank distributions, both school-wide and within departments, and mean years in rank by degree and gender were tabulated. Base, supplement, and incentive salary(A+B+C) were tabulated by degree, rank and gender. These results are shown in Tables 1-8.

There were 9 large groups of departments analyzed.[1] In addition, Basic Science was considered a group consisting of Art as Applied to Medicine, History of Medicine, Biological Chemistry, Biomedical Engineering, Biophysics, Cell Biology, Functional Anatomy, Molecular & Comparative Pathobiology, Molecular Biology and Genetics, Neuroscience, Pharmacology, and Physiology. The de-

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[1]We separately calculated differences after excluding a. the higher earning specialties that historically included fewer women in Neurosurgery (35 excluded); b. Anesthesiology faculty (160 excluded);c. Art as Applied to Medicine, History of Medicine, Biomedical Engineering, Functional Anatomy from Basic Science (39 excluded). For Pediatrics, we included an adjustment for the rank-specific effect of the percentile for AAAP survey of Pediatric Salaries. There are 14 Pediatric faculty members were dropped due to missing AAAP information.

partments of Surgery, Otolaryngology (including Dentistry and Oral Surgery), Orthopedic Surgery, Plastic Surgery, and Urology were combined to form the Surgery group. Neurosurgery is historically a high-pay specialty and has fewer female faculty members. Due to the small number,it was classified as Surgery before 2019. As of 2019, Neurosurgery was treated as a separate deparment. Genetic Medicine was previously classified based on the primary appointment of the faculty member, but is treated as a separate department as of 2019. Lastly Dermatology, Emergency Medicine,OB/GYN, Radiation Oncology, and Physical Medicine and Rehabilitation were collected into an "Other" category. This resulted in the formation of 14 groups for the analysis. In the results reported for years prior to 2009, note that Art as Applied to Medicine and History of Medicine were included in the "Other" category, however, since then these departments have been included within the Basic Science group. Also note that in the results reported for years prior to 2011 Radiation Oncology was included in the "Oncology" category, however, since then it has been included in the "Other" group. Several additional figures have been added for clarity (Figures 1, 2 and 5) as well as Table 2.

This year's analysis of salary differences between genders used the same models that were developed in the FY 2004 - 2019 analyses (see Appendix: Model Specifications). We calculated the percent difference for women relative to men (with negative differences indicating that the salaries of women were lower) for the School of Medicine overall, as well as within ranks, within degrees (MD and non-MD[2]), within rank by years-in-rank[3], and within departments. Our models adjusted for the available administrative data: department, department-specific rank, degree, and years-in-rank. Modeling the log salary allowed us to calculate the percentage difference between genders, and also protects against a few large or a few small salaries having inordinate influence on the regression results. Of the 2082 faculty members, none of the faculty was removed as a potentially influential outlier.

The confidence intervals given in this report represent the influence of the inherent uncertainty on our estimates of the parameters of the systematic part of the models. From a frequentist perspective, they are a range of plausible estimates of gender differences in salary that might be expected in many hypothetical repetitions of this year's experience. Equivalently, from a Bayesian perspective, they represent our uncertainty about the systematic parts of the underlying salary process after we have quantified the systematic patterns in the data in any given year.

The SOM faculty fluctuates from year to year as individual members enter and leave Johns Hopkins. In addition, salaries are set partly by systematic assessments, consistently applied over people and time, and partly by accomplishments, skills, and attitudes that cannot be captured by measurements and therefore introduce uncertainty to our understanding of the systematic parts. The variations due to changing membership and unmeasured influences are represented by the stochastic part of the regression model.

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[2]An MD is defined to be someone who has at least one of the following degrees: MD, DMD, MBBCH, MBBS, MBChB

[3]New: Professors (≤4 years), Assoc. Prof. (≤3), Assist. Prof. (≤2); Mid: Professors (4-10), Assoc. Prof. (3-7), Assist. Prof. (2-5); Long: Professors (>10), Assoc. Prof. (>7), Assist. Prof. (>5)

The confidence intervals should not be interpreted as a measure of the statistical significance in salary differences by gender as would be the case for an analysis based on a representative sample of SOM faculty. The estimated differences in SOM faculty salary by gender reported here represent this year's faculty experience given our understanding of the systematic assessments (our model for salary).

4   Results

The distribution of faculty gender, school-wide, was 1206 men (58%) and 876 women (42%). Of the 20 departments(see Methods & Table 1 for grouped departments), there are 7 in which women made up more than half the faculty, these being OB/Gyn (80%), Pediatrics (65%), Psychiatry (52%), History of Medicine (71%), Dermatology (62%), Physical Medicine and Rehabilitation (66%), and Genetic Medicine (57%); there was also a relatively high percentage representation of women in Pathology (44%).

Of the remaining large departments (the 8 having more than 70 faculty), women comprised 26 - 44% of the faculty: in descending order of representation, Anesthesiology (44%), Neurology (42%), Medicine (42%), Radiology (42%), Ophthalmology (39%), Oncology (30%), and Basic Science (29%). The lowest representation of women was in the Surgery Group (26%).

After adjustment for the available administrative descriptors (such as rank, and years at rank), women's salary A on average were 0.4% less than men's salary A school-wide in FY 2020.

A further analysis, which excluded faculty in Neurosurgery, showed that women's salary A were 0.4% less than men's salary A school-wide in FY 2020. After excluding faculty in Anesthesiology, women's salary A were 0.2%more than men's salary A. This further analysis was done because there are few women in these relatively highly paid specialties.

In terms of salary (A+B), this new report revealed that the salaries of women faculty were 1.3% less than men in FY 2020. After excluding faculty in Neurosurgery, women faculty were compensated 1.3% less than men in FY 2020. After excluding faculty in Anesthesiology, women faculty were compensated 0.8% less than men in FY 2020. In FY 2019, the salaries of women faculty were 1.9% less than men, and the salary difference between genders has varied from -4.6% to -1.9% over the last five years.

The JHSOM has been analyzing faculty salary data since 2004 as part of an effort to assess gender equity in salary. When the report was initiated in 2005, the salaries of women faculty were 3.6% less than men. While this number has been fluctuating over time, the salaries of women faculty have been consistently less than men. Between FY 2015 to FY 2020 the gap between the salaries of women and men faculty ranged from 1.3% to 2.6%. FY 2010 experienced a drop in the gap, but it expanded in 2011 to 4.6%. Since then the gap has been decreasing gradually, and FY 2015 has witnessed a large improvement. This report demonstrates that the salaries of women faculty were 1.3% less than men in FY 2020.

5 Summary

There are several limitations identified which could explain the findings noted in this salary survey. First, although we control for department, there may exist sub-specialties within departments that are compensated differently and are comprised of men and women in different proportions. For example, if women are more highly represented in lower-paying sub-specialties within departments, this could result in a downward bias in the estimate of gender difference in compensation. The department of Neurosurgery is procedurally oriented, has higher financial incomes and has a higher percentage of male representation. Therefore, additional analysis without this department was performed; however, there are other subspecialties that could be excluded or otherwise controlled for as well.

In addition, although all deans, department and institute directors and faculty who were previously in these leadership positions were excluded from the data provided for analysis, the data may still include faculty with other levels or forms of leadership that are not recorded in the data. Differences between genders in representation in such positions could also account for some of the estimated difference in compensation between men and women.

Another limitation of this report is that the data on years at current rank, which is controlled for in this analysis, encompass only time at Hopkins, and not time from previous employment at other universities. If time at current rank including time spent with previous employers is the relevant consideration in salary determinations rather than time at current rank at Hopkins, this could lead to some inaccuracies in the analysis results, depending on how well time at current rank at Hopkins serves as a surrogate for time at current rank anywhere.

Despite the limitations of the data available for this study and the diversity of faculty throughout the SOM, women faculty across the entire SOM receive lower salaries (0.4%) than their male counterparts in FY2020. Note that this figure represents an overall average across the SOM. Department-specific reports accompany this executive summary with department-specific results.

In conclusion, it is critical that the SOM continues to analyze these faculty salary data in a transparent fashion which is readily made available to the faculty. Faculty awareness of how they are compensated is critical to salary equity and fairness. We would encourage all faculty members to familiarize themselves with their departmental compensation plans and to discuss their individual compensation at their mandatory annual faculty review (for assistant and associate professors). As noted above, these data will continue to be shared with individual departmental directors for review on an annual basis. Department directors are expected to address any significant salary disparities identified in their department, and are expected to explain them to provide a justification for the difference or a plan to remedy salary inequities to the Vice Dean for Faculty and the School of Medicine Chief Financial Officer.

6   Future Directions

The SOM will continue to analyze the faculty salary data on an annual basis. We used to exclude the Cardiology and GI from tables 9-13 because historically this higher paying specialty groups were predominantly male. However, over the years there has been an increasing number of women faculty in these areas. Thus we stopped to exclude Cardiology and GI faculty starting from FY19.Neurosurgery continues to be male dominated, and are treated as seperate department as of 2019. In the future we will continue to monitor gender imbalance in these specialties.

The School of Medicine Compensation Committee is working with all the departments to develop transparent and equitable salary compensation plans. Once the plans are approved by the Compensation Committee they will be made available to all faculty in their departments. In addition, all the Departmental Compensation Plans will be posted on the Office of Faculty secure website with the Annual Faculty Salary Analyses. It is strongly recommended that the faculty understand their department compensation plans and use them to discuss their individual salary compensation at their annual review.
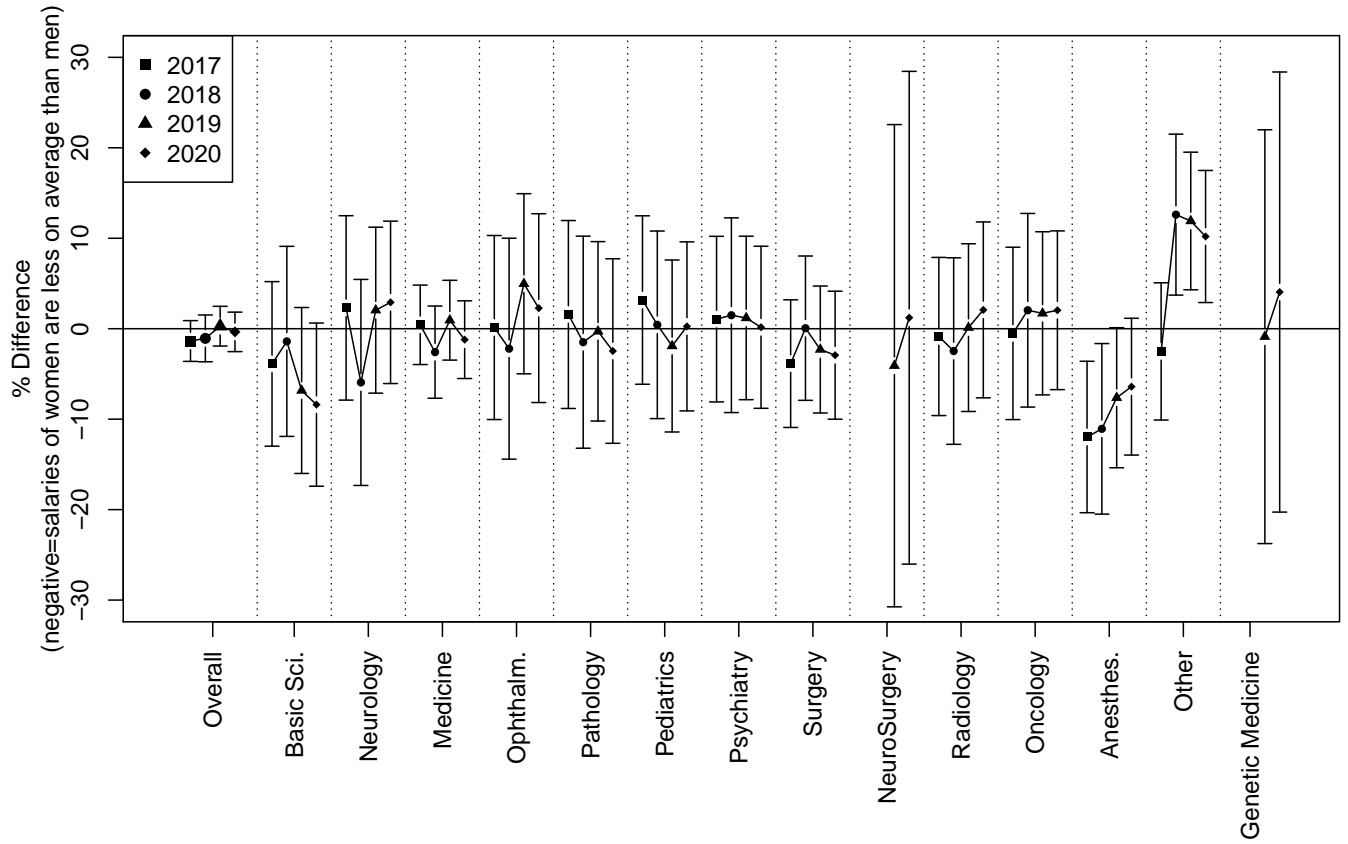
Figure 1: % Differences* in Salary A (+/- 95% CI) for 2020 (n=2082)

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*"% Difference" is calculated as 100%×(Female Average Salary - Male Average Salary)/Male Average Salary
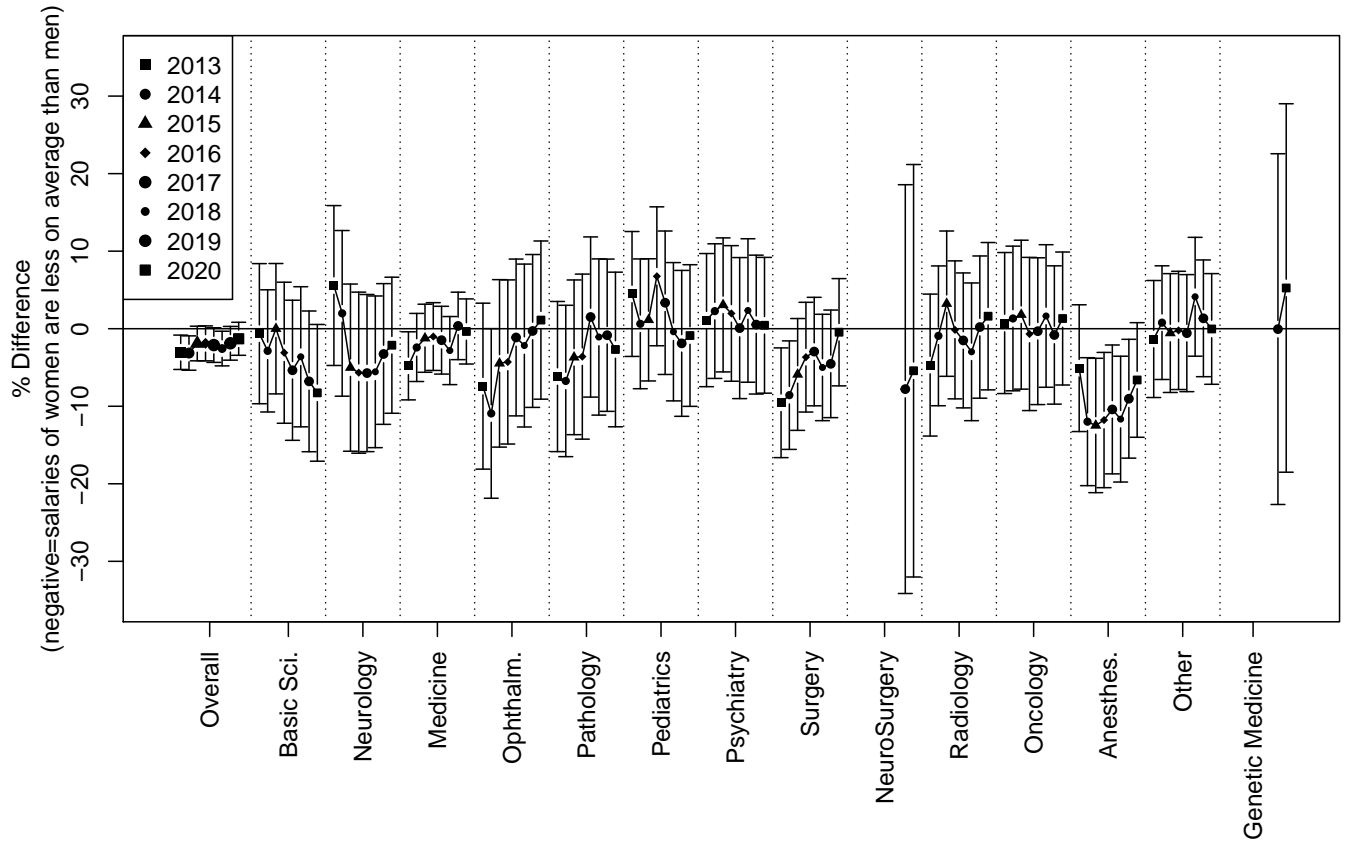
Figure 2: % Differences* in Salary (A+B) (+/- 95% CI) 2013-2020 (n=2082)
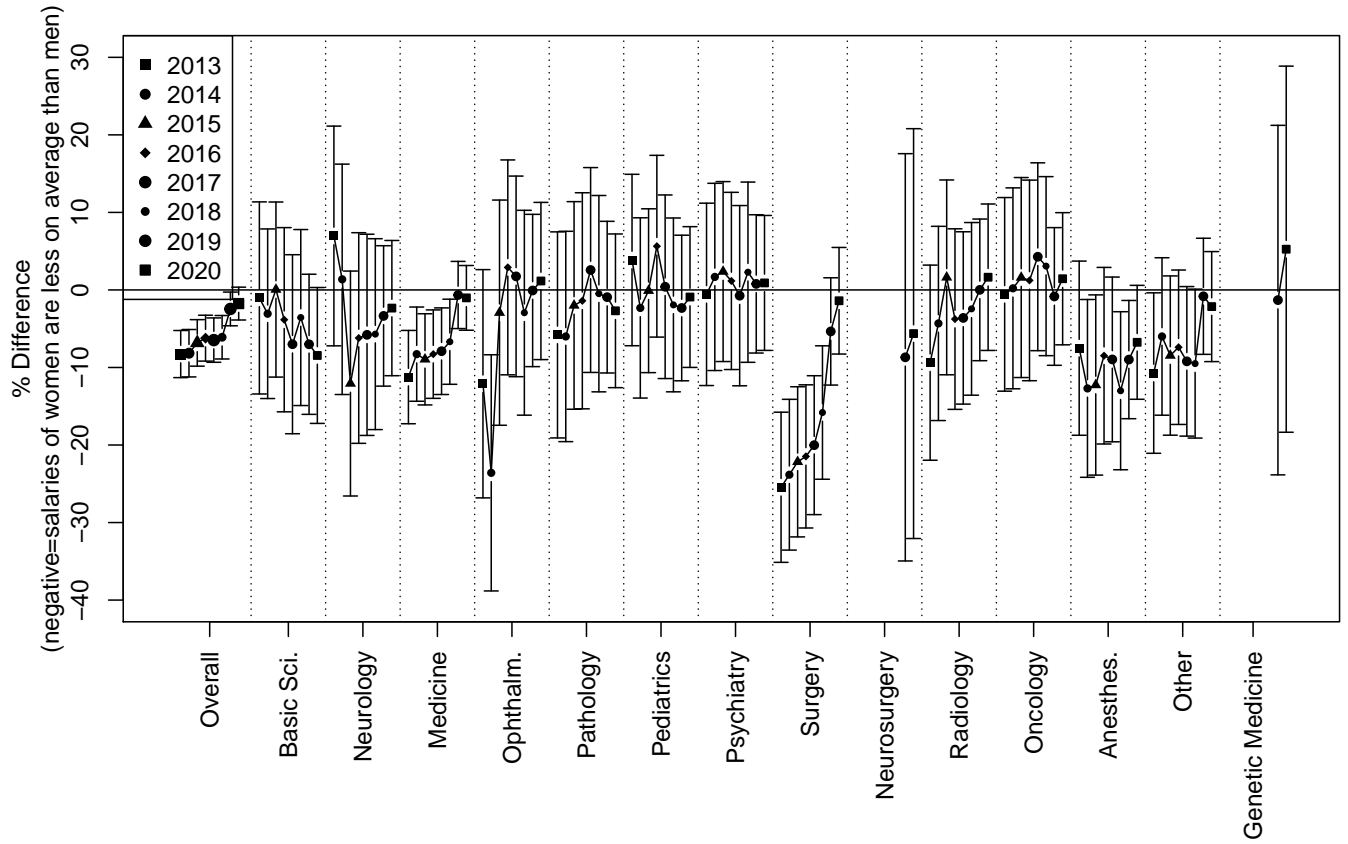
Figure 3: % Differences* in Salary (A+B+C) (+/- 95% CI) 2013-2020 (n=2082)

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*"% Difference" is calculated as 100%×(Female Average Salary - Male Average Salary)/Male Average Salary

Figure 4: Differences* (in $1000s) in Salary A (+/- 95% CI) for 2020 (n=2082)

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*"Difference" is calculated as (Female Average Salary - Male Average Salary)

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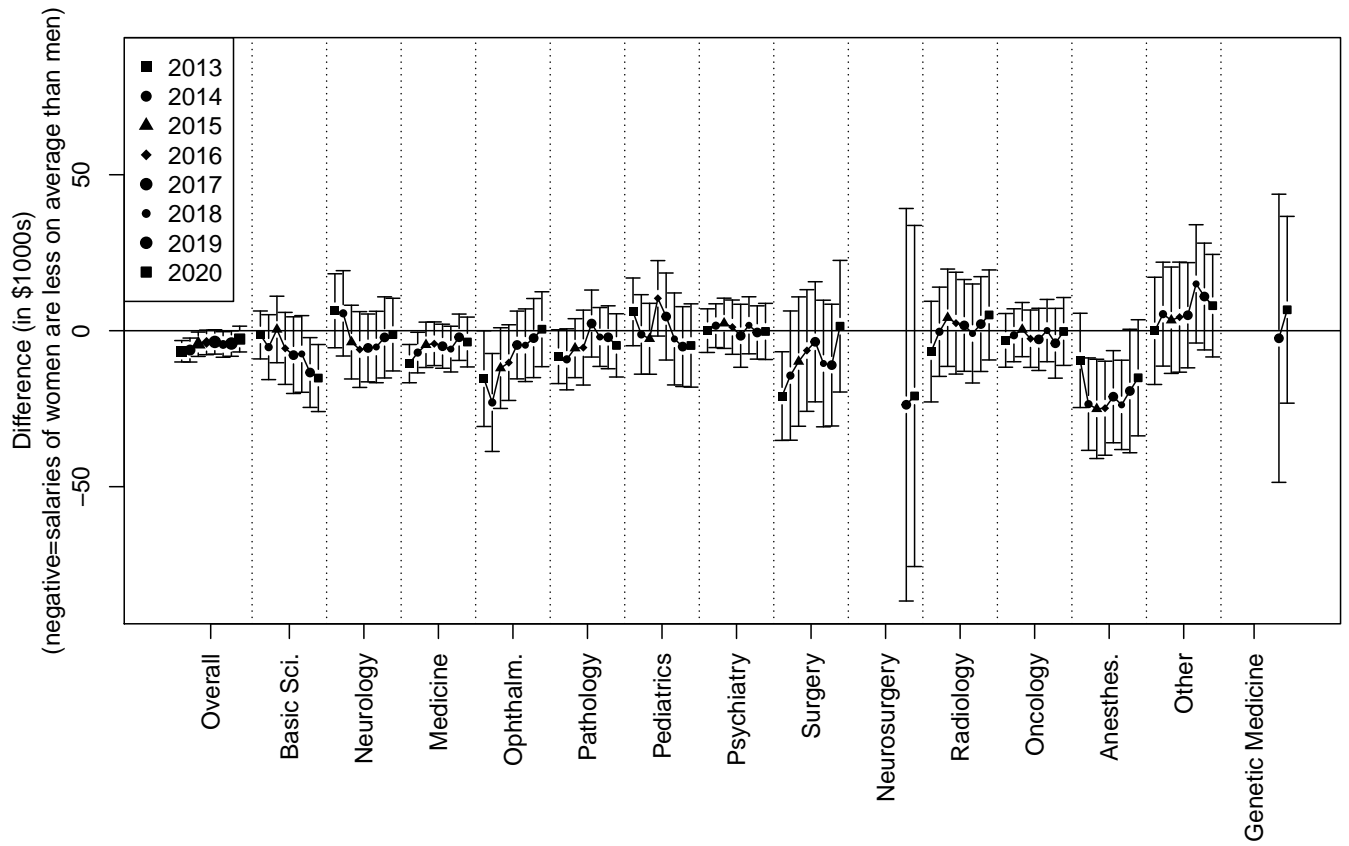
Figure 5: Differences* (in $1000s) in Salary (A+B) (+/- 95% CI) 2013-2020 (n=2082)

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*"Difference" is calculated as (Female Average Salary - Male Average Salary)
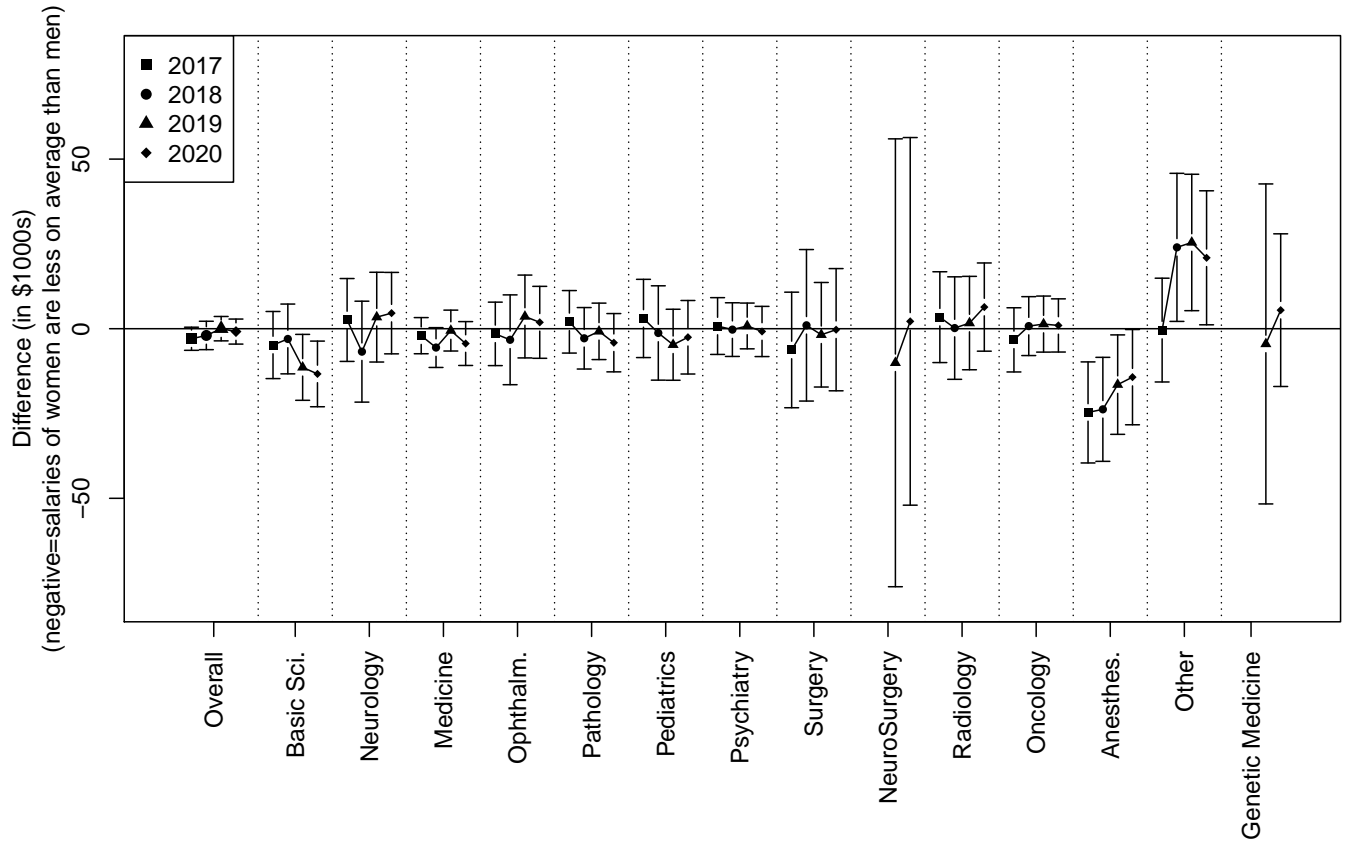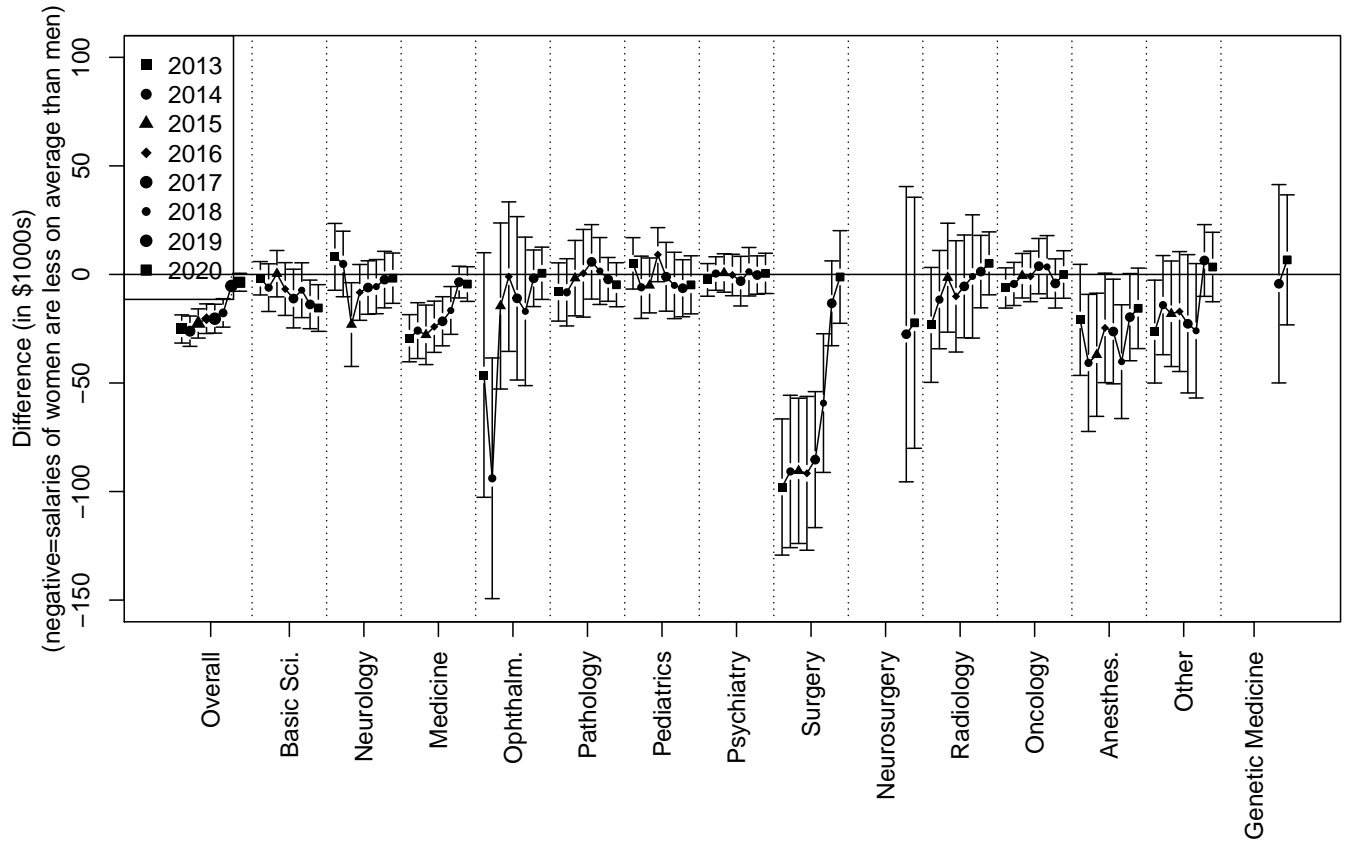
Figure 6: Differences* (in $1000s) in Salary (A+B+C) (+/- 95% CI) 2013-2020 (n=2082)

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*'"Difference" is calculated as (Female Average Salary - Male Average Salary)

7 Tables of Descriptive Statistics

Table 1: Department By Gender, Counts (%)

Department	Male	Female	Total
Basic Science	87 (71)	35 (29)	122
OB/GYN	12 (20)	48 (80)	60
Neurology	74 (58)	53 (42)	127
Medicine	289 (58)	213 (42)	502
Ophthalmology	59 (61)	37 (39)	96
Pathology	53 (56)	42 (44)	95
Pediatrics	45 (35)	82 (65)	127
Psychiatry	59 (48)	64 (52)	123
Surgery	176 (74)	61 (26)	237
Radiology	64 (58)	46 (42)	110
Oncology	78 (70)	34 (30)	112
Anesthesiology	89 (56)	71 (44)	160
Art Applied to Medicine	11 (73)	4 (27)	15
History of Medicine	5 (29)	12 (71)	17
Dermatology	9 (38)	15 (62)	24
Physical Medicine/Rehab	10 (34)	19 (66)	29
Emergency Medicine	28 (68)	13 (32)	41
Radiation Oncology	17 (63)	10 (37)	27
Genetic Medicine	10 (43)	13 (57)	23
Neurosurgery	31 (89)	4 (11)	35
Total	1206 (58)	876 (42)	2082

Figure 7: Number of faculty members by Department and Gender

Table 2: Department By Rank and Gender, Counts (%)

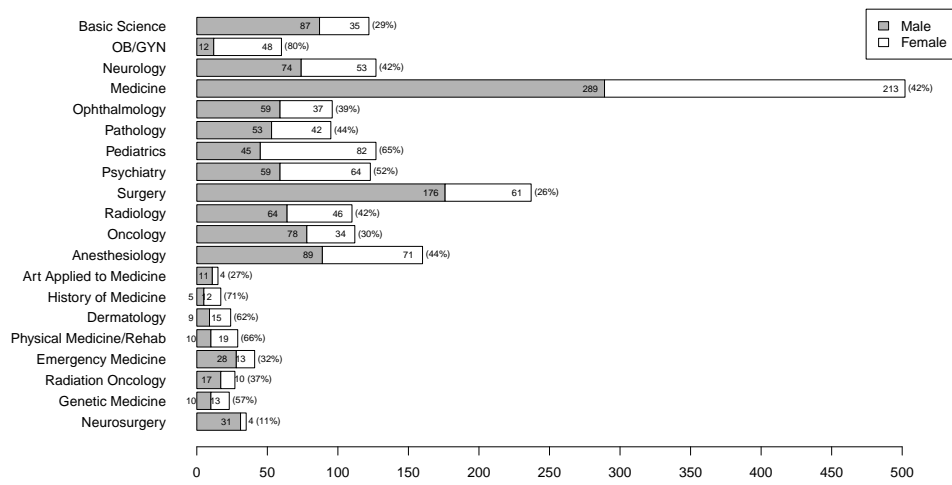| Department	Prof M	Prof F	Assoc Prof M	Assoc Prof F	Assist Prof M	Assist Prof F	Total
Basic Science	35 (29)	14 (11)	28 (23)	10 (8)	24 (20)	11 (9)	122
OB/GYN	5 (8)	5 (8)	2 (3)	7 (12)	5 (8)	36 (60)	60
Neurology	33 (26)	8 (6)	14 (11)	13 (10)	27 (21)	32 (25)	127
Medicine	92 (18)	34 (7)	81 (16)	53 (11)	116 (23)	126 (25)	502
Ophthalmology	22 (23)	6 (6)	13 (14)	7 (7)	24 (25)	24 (25)	96
Pathology	27 (28)	10 (11)	14 (15)	18 (19)	12 (13)	14 (15)	95
Pediatrics	12 (9)	9 (7)	16 (13)	19 (15)	17 (13)	54 (43)	127
Psychiatry	19 (15)	7 (6)	17 (14)	23 (19)	23 (19)	34 (28)	123
Surgery	54 (23)	11 (5)	42 (18)	11 (5)	80 (34)	39 (16)	237
Radiology	24 (22)	9 (8)	21 (19)	12 (11)	19 (17)	25 (23)	110
Oncology	30 (27)	4 (4)	26 (23)	16 (14)	22 (20)	14 (12)	112
Anesthesiology	13 (8)	3 (2)	23 (14)	15 (9)	53 (33)	53 (33)	160
Art Applied to Medicine	4 (27)	0 (0)	3 (20)	3 (20)	4 (27)	1 (7)	15
History of Medicine	2 (12)	5 (29)	2 (12)	1 (6)	1 (6)	6 (35)	17
Dermatology	1 (4)	1 (4)	1 (4)	2 (8)	7 (29)	12 (50)	24
Physical Medicine/Rehab	1 (3)	0 (0)	4 (14)	1 (3)	5 (17)	18 (62)	29
Emergency Medicine	3 (7)	0 (0)	9 (22)	3 (7)	16 (39)	10 (24)	41
Radiation Oncology	2 (7)	1 (4)	9 (33)	3 (11)	6 (22)	6 (22)	27
Genetic Medicine	6 (26)	4 (17)	3 (13)	3 (13)	1 (4)	6 (26)	23
Neurosurgery	16 (46)	1 (3)	5 (14)	2 (6)	10 (29)	1 (3)	35
Total	401 (19)	132 (6)	333 (16)	222 (11)	472 (23)	522 (25)	2082

Table 3: Rank by Gender, Counts (Col %)

	Male	Female	Total
Prof	401 (33)	132 (15)	533 (26)
Assoc Prof	333 (28)	222 (25)	555 (27)
Assist Prof	472 (39)	522 (60)	994 (48)
Total	1206	876	2082

Table 4: Years in Rank, Degree by Rank by Gender

	Non-MD			MD		
	Mean ± SD	Median ± MAD	n	Mean ± SD	Median ± MAD	n
Prof M	10.4 ± 8.94	8 ± 8.65	109	11.29 ± 8.88	9.08 ± 9.2	292
Prof F	7.97 ± 6.77	5.42 ± 5.07	43	6.93 ± 6.03	5.08 ± 5.56	89
Asso Prof M	5.43 ± 5.47	3.71 ± 3.15	90	6.81 ± 6.57	4.58 ± 4.2	243
Asso Prof F	4.96 ± 4.65	3.42 ± 3.09	65	5.02 ± 4.12	4.25 ± 3.46	157
Asst Prof M	4.23 ± 3.59	3 ± 2.84	109	5.45 ± 5.41	3.92 ± 3.09	363
Asst Prof F	4.85 ± 3.51	4 ± 3.09	107	4.89 ± 4.31	3.92 ± 2.97	415

Table 5: Salary A in $1000s (unadjusted), Degree by Rank by Gender

	Non-MD			MD		
	Mean ± SD	Median ± MAD	n	Mean ± SD	Median ± MAD	n
Prof M	184 ± 36.8	180 ± 30.2	109	230.2 ± 61.1	236.3 ± 47.9	292
Prof F	177 ± 36	178.6 ± 27.7	43	223.8 ± 52.4	225 ± 48.2	89
Asso Prof M	133.1 ± 31.2	131.5 ± 19.9	90	191 ± 52.2	192.1 ± 49.6	243
Asso Prof F	130.1 ± 20.8	129.4 ± 18.4	65	188.7 ± 50.8	185.8 ± 36.3	157
Asst Prof M	108.2 ± 29.8	102.5 ± 17.5	109	161 ± 53.8	160.6 ± 51	363
Asst Prof F	98.4 ± 15.3	94 ± 9.7	107	165.5 ± 51	160 ± 43.7	415

Table 6: Salary(A+B) in $1000s (unadjusted), Degree by Rank by Gender

	Non-MD			MD		
	Mean ± SD	Median ± MAD	n	Mean ± SD	Median ± MAD	n
Prof M	198.8 ± 45.8	192.6 ± 44.5	109	269.5 ± 72.7	256 ± 51.7	292
Prof F	188.6 ± 36.7	180.4 ± 31.1	43	261.6 ± 68.6	247.6 ± 51.2	89
Asso Prof M	142.1 ± 33.8	136.3 ± 20.9	90	223.4 ± 65.1	213.8 ± 52.9	243
Asso Prof F	136 ± 24.5	132.2 ± 23.5	65	215.8 ± 58	205.9 ± 45	157
Asst Prof M	111.8 ± 32.7	103.9 ± 18.3	109	195.2 ± 63.3	187 ± 51.7	363
Asst Prof F	101.9 ± 19.3	96.4 ± 11.4	107	185.1 ± 53.7	176 ± 47.5	415

Table 7: Salary+Bonus(A+B+C) in $1000s (unadjusted), Degree by Rank by Gender

	Non-MD			MD		
	Mean ± SD	Median ± MAD	n	Mean ± SD	Median ± MAD	n
Prof M	198.8 ± 45.8	192.6 ± 44.5	109	271.8 ± 73.8	260.4 ± 52.8	292
Prof F	188.6 ± 36.7	180.4 ± 31.1	43	262.7 ± 68.9	247.6 ± 50.9	89
Asso Prof M	142.6 ± 33.9	136.6 ± 21.6	90	226.7 ± 67.5	217 ± 55.4	243
Asso Prof F	136.4 ± 24.6	134.3 ± 22.8	65	217.5 ± 58.4	209 ± 47.2	157
Asst Prof M	111.8 ± 32.7	103.9 ± 18.3	109	198.8 ± 63.9	188.6 ± 53.1	363
Asst Prof F	102 ± 19.3	96.4 ± 11.9	107	187.1 ± 54.2	178.7 ± 48.5	415

Table 8: Faculty Receving Bonuses, by Gender and Rank

	Count (%)	Total
Prof M	61 (15.2)	401
Prof F	16 (12.1)	132
Assoc Prof M	92 (27.6)	333
Assoc Prof F	49 (22.1)	222
Assist Prof M	177 (37.5)	472
Assist Prof F	151 (28.9)	522

8 Tables of Analysis Results

Table 9: Overall Percent Differences (95% CI) in Salary A (FY 2020), negative=women earn less than men.

	N	Salary A	Salary A [a]	Salary A [b]
Overall	2082	-0.4 (-2.5, 1.8)	-0.4 (-2.5, 1.8)	0.2 (-2.0, 2.5)
Professor	533	-1.7 (-6.2, 3.1)	-1.7 (-6.3, 3.0)	-1.8 (-6.4, 3.0)
Associate Professor	555	-0.5 (-4.5, 3.6)	-0.3 (-4.3, 3.8)	-0.4 (-4.5, 3.9)
Assistant Professor	994	0.3 (-2.6, 3.4)	0.3 (-2.6, 3.4)	1.6 (-1.6, 4.8)
MD degree	1559	1.6 (-1.1, 4.3)	1.7 (-0.9, 4.4)	2.5 (-0.3, 5.4)
Non-MD degree	523	-3.6 (-7.8, 0.8)	-4.0 (-8.2, 0.4)	-3.6 (-7.9, 0.9)
Professor (New) [c]	158	-2.6 (-10.0, 5.5)	-2.3 (-9.8, 5.9)	-3.2 (-10.8, 5.0)
Professor (Mid) [c]	156	4.2 (-4.0, 13.0)	4.0 (-4.2, 13.0)	3.9 (-4.3, 12.9)
Professor (Long) [c]	219	-7.2 (-14.8, 1.0)	-7.6 (-15.1, 0.5)	-7.3 (-14.8, 1.0)
Assoc Prof (New) [c]	202	-0.1 (-6.6, 6.8)	-0.3 (-6.7, 6.6)	-0.4 (-7.1, 6.7)
Assoc Prof (Mid) [c]	198	1.4 (-5.2, 8.4)	2.6 (-4.1, 9.7)	1.2 (-5.5, 8.3)
Assoc Prof (Long) [c]	155	-3.9 (-11.2, 4.0)	-4.4 (-11.6, 3.4)	-3.0 (-10.8, 5.4)
Assist Prof (New) [c]	301	-2.5 (-7.6, 2.9)	-2.2 (-7.3, 3.2)	-1.7 (-7.1, 4.1)
Assist Prof (Mid) [c]	362	-1.3 (-6.1, 3.7)	-1.6 (-6.4, 3.4)	0.4 (-4.7, 5.8)
Assist Prof (Long) [c]	331	3.8 (-1.4, 9.2)	4.0 (-1.2, 9.4)	5.1 (-0.5, 11.0)

[a]Estimated gender differences after removing Neurosurgery specialty.

[b]Estimated gender differences after removing the faculty from Anesthesiology department

[c]New:Professors ($\leq$4 years), Assoc. Prof. ($\leq$3), Assist. Prof. ($\leq$2); Mid: Professors (4-10), Assoc. Prof. (3-7), Assist. Prof. (2-5); Long: Professors ($>$10), Assoc. Prof. ($>$7), Assist. Prof. ($>$5)

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Table 10: Overall Percent Differences (95% CI) in Salary(A+B) (FY 2020), negative=women earn less than men.

	N	Salary(A+B)	Salary(A+B) [a]	Salary(A+B) [b]
Overall	2082	-1.3 (-3.4, 0.8)	-1.3 (-3.3, 0.8)	-0.8 (-2.9, 1.4)
Professor	533	-0.9 (-5.4, 3.8)	-0.6 (-5.1, 4.0)	-1.0 (-5.5, 3.6)
Associate Professor	555	0.4 (-3.5, 4.5)	0.5 (-3.4, 4.6)	-0.1 (-4.0, 4.1)
Assistant Professor	994	-2.5 (-5.3, 0.4)	-2.5 (-5.3, 0.4)	-1.3 (-4.3, 1.7)
MD degree	1559	0.0 (-2.5, 2.5)	0.2 (-2.3, 2.7)	0.6 (-2.0, 3.3)
Non-MD degree	523	-5.5 (-9.5, -1.4)	-5.9 (-9.8, -1.8)	-5.4 (-9.4, -1.2)
Professor (New) [c]	158	-4.1 (-11.3, 3.7)	-3.5 (-10.7, 4.4)	-4.2 (-11.5, 3.7)
Professor (Mid) [c]	156	7.3 (-0.9, 16.3)	7.8 (-0.6, 16.8)	6.7 (-1.4, 15.6)
Professor (Long) [c]	219	-3.7 (-11.4, 4.7)	-4.0 (-11.6, 4.3)	-3.9 (-11.5, 4.4)
Assoc Prof (New) [c]	202	-1.8 (-8.0, 4.9)	-2.1 (-8.3, 4.4)	-2.4 (-8.7, 4.4)
Assoc Prof (Mid) [c]	198	0.2 (-6.2, 7.0)	1.3 (-5.1, 8.2)	-0.8 (-7.1, 6.0)
Assoc Prof (Long) [c]	155	2.6 (-5.0, 10.8)	2.1 (-5.4, 10.2)	3.6 (-4.4, 12.3)
Assist Prof (New) [c]	301	-1.6 (-6.6, 3.8)	-1.2 (-6.3, 4.1)	0.0 (-5.3, 5.6)
Assist Prof (Mid) [c]	362	-4.4 (-8.9, 0.4)	-4.9 (-9.4, -0.2)	-2.6 (-7.4, 2.5)
Assist Prof (Long) [c]	331	-2.6 (-7.4, 2.4)	-2.3 (-7.1, 2.7)	-2.4 (-7.4, 2.9)

[a]Estimated gender differences after removing Neurosurgery specialty.

[b]Estimated gender differences after removing the faculty from Anesthesiology department

[c]New:Professors (≤4 years), Assoc. Prof. (≤3), Assist. Prof. (≤2); Mid: Professors (4-10), Assoc. Prof. (3-7), Assist. Prof. (2-5); Long: Professors (>10), Assoc. Prof. (>7), Assist. Prof. (>5)

Table 11: Overall Percent Differences (95% CI) in Salary(A+B+C) (FY 2020), negative=women earn less than men.

	N	Salary(A+B+C)	Salary(A+B+C) [a]	Salary(A+B+C) [b]
Overall	2082	-1.8 (-3.8, 0.3)	-1.7 (-3.8, 0.3)	-1.3 (-3.4, 0.9)
Professor	533	-1.2 (-5.6, 3.5)	-0.9 (-5.3, 3.7)	-1.3 (-5.8, 3.3)
Associate Professor	555	0.1 (-3.8, 4.1)	0.2 (-3.7, 4.2)	-0.4 (-4.3, 3.7)
Assistant Professor	994	-3.1 (-5.8, -0.2)	-3.1 (-5.8, -0.3)	-2.0 (-4.9, 1.0)
MD degree	1559	-0.7 (-3.1, 1.9)	-0.4 (-2.9, 2.1)	0.0 (-2.6, 2.6)
Non-MD degree	523	-5.5 (-9.4, -1.3)	-5.9 (-9.8, -1.8)	-5.4 (-9.3, -1.2)
Professor (New) [c]	158	-4.0 (-11.2, 3.7)	-3.3 (-10.5, 4.4)	-4.1 (-11.4, 3.7)
Professor (Mid) [c]	156	6.8 (-1.4, 15.6)	7.2 (-1.1, 16.1)	6.2 (-1.9, 14.9)
Professor (Long) [c]	219	-3.9 (-11.6, 4.3)	-4.2 (-11.7, 4.0)	-4.1 (-11.7, 4.0)
Assoc Prof (New) [c]	202	-2.2 (-8.3, 4.4)	-2.5 (-8.6, 3.9)	-2.7 (-9.0, 4.0)
Assoc Prof (Mid) [c]	198	-0.4 (-6.7, 6.3)	0.7 (-5.6, 7.5)	-1.3 (-7.6, 5.4)
Assoc Prof (Long) [c]	155	2.8 (-4.8, 11.0)	2.2 (-5.2, 10.3)	3.8 (-4.2, 12.5)
Assist Prof (New) [c]	301	-2.2 (-7.2, 3.0)	-1.9 (-6.9, 3.3)	-0.6 (-5.9, 4.9)
Assist Prof (Mid) [c]	362	-4.9 (-9.3, -0.2)	-5.4 (-9.8, -0.8)	-3.2 (-8.0, 1.8)
Assist Prof (Long) [c]	331	-3.2 (-7.9, 1.8)	-2.9 (-7.6, 2.0)	-3.1 (-8.0, 2.2)

[a]Estimated gender differences after removing Neurosurgery specialty.

[b]Estimated gender differences after removing the faculty from Anesthesiology department

[c]New:Professors ($\leq$4 years), Assoc. Prof. ($\leq$3), Assist. Prof. ($\leq$2); Mid: Professors (4-10), Assoc. Prof. (3-7), Assist. Prof. (2-5); Long: Professors ($>$10), Assoc. Prof. ($>$7), Assist. Prof. ($>$5)

Table 12: Overall Departmental Percent Differences (95% CI) in Salary A, Salary(A+B) & Salary(A+B+C) (FY 2020), negative=women earn less than men.

Department	N	Salary A	Salary(A+B)	Salary+Bonus(A+B+C)
Overall	2082	-0.4 (-2.5, 1.8)	-1.3 (-3.4, 0.8)	-1.8 (-3.8, 0.3)
Overall [a]	2047	-0.4 (-2.5, 1.8)	-1.3 (-3.3, 0.8)	-1.7 (-3.8, 0.3)
Overall [b]	1922	0.2 (-2.0, 2.5)	-0.8 (-2.9, 1.4)	-1.3 (-3.4, 0.9)
Overall [c]	2021	-0.2 (-2.4, 2.0)	-1.0 (-3.1, 1.2)	-1.5 (-3.6, 0.7)
Basic Science	132	-8.4 (-16.1, 0.1)	-8.3 (-15.9, 0.0)	-8.5 (-16.0, -0.3)
Basic Science [c]	93	-6.7 (-15.8, 3.4)	-2.9 (-12.2, 7.3)	-3.2 (-12.4, 7.0)
Neurology	127	2.9 (-5.7, 12.4)	-2.1 (-10.2, 6.6)	-2.3 (-10.3, 6.4)
Medicine	502	-1.2 (-5.3, 3.1)	-0.4 (-4.4, 3.9)	-1.0 (-5.0, 3.2)
Ophthalmology	96	2.3 (-7.6, 13.2)	1.1 (-8.5, 11.7)	1.2 (-8.4, 11.7)
Pathology	95	-2.5 (-11.7, 7.7)	-2.7 (-11.7, 7.3)	-2.7 (-11.7, 7.2)
Pediatrics	127	0.3 (-8.5, 9.8)	-0.9 (-9.3, 8.4)	-0.9 (-9.3, 8.3)
Psychiatry	123	0.2 (-8.2, 9.3)	0.4 (-7.8, 9.4)	0.9 (-7.3, 9.9)
Surgery	237	-2.9 (-9.4, 4.1)	-0.5 (-7.0, 6.5)	-1.4 (-7.8, 5.5)
Neurosurgery	35	1.2 (-21.6, 30.6)	-5.4 (-26.3, 21.4)	-5.6 (-26.4, 20.9)
Radiology	110	2.1 (-7.2, 12.2)	1.6 (-7.4, 11.5)	1.6 (-7.3, 11.5)
Oncology	134	2.0 (-6.4, 11.2)	1.3 (-6.8, 10.2)	1.4 (-6.7, 10.3)
Anesthesiology	160	-6.4 (-13.1, 0.8)	-6.6 (-13.1, 0.4)	-6.8 (-13.2, 0.2)
Other	181	10.2 (2.6, 18.4)	0.0 (-6.8, 7.2)	-2.1 (-8.7, 4.9)
Genetic Medicine	23	4.1 (-17.3, 30.9)	5.3 (-15.9, 31.7)	5.3 (-15.8, 31.5)

[a]Estimated gender differences after removing Neurosurgery specialty.

[b]Estimated gender differences after removing the faculty from Anesthesiology department

[c]Estimated gender differences after removing the Art as applied to medicine, History of Medicine, Biomedical Engineering, Functional Anatomy from Basic Science.

Table 13: Overall Departmental Differences($) in Salary A, Salary(A+B) & Salary(A+B+C) (FY 2020), negative=women earn less than men.

Department	N	Salary A	Salary(A+B)	Salary+Bonus(A+B+C)
Overall	2082	-844 (-4534, 2846)	-2681 (-6814, 1452)	-3612 (-7742, 518)
Overall [a]	2047	-866 (-4561, 2829)	-2548 (-6691, 1595)	-3476 (-7613, 661)
Overall [b]	1922	412 (-3397, 4221)	-1521 (-5687, 2646)	-2490 (-6655, 1676)
Overall [c]	2021	-581 (-4357, 3195)	-2116 (-6339, 2107)	-3095 (-7315, 1125)
Basic Science	132	-13330 (-23007, -3654)	-15178 (-25923, -4433)	-15465 (-26218, -4712)
Basic Science [c]	93	-11509 (-22009, -1009)	-7042 (-17498, 3413)	-7395 (-17866, 3076)
Neurology	127	4592 (-7411, 16594)	-1248 (-12899, 10403)	-1729 (-13309, 9851)
Medicine	502	-4372 (-10837, 2094)	-3623 (-11613, 4366)	-4433 (-12417, 3551)
Ophthalmology	96	1879 (-8725, 12484)	476 (-11532, 12484)	531 (-11511, 12573)
Pathology	95	-4129 (-12721, 4463)	-4709 (-14844, 5427)	-4738 (-14874, 5398)
Pediatrics	127	-2518 (-13354, 8318)	-4739 (-18090, 8613)	-4797 (-18164, 8569)
Psychiatry	123	-815 (-8211, 6581)	-233 (-9237, 8771)	486 (-8790, 9761)
Surgery	237	-292 (-18307, 17723)	1442 (-19651, 22534)	-1175 (-22506, 20155)
Neurosurgery	35	2168 (-52019, 56355)	-20927 (-75603, 33749)	-22274 (-80089, 35541)
Radiology	110	6377 (-6623, 19378)	5051 (-9380, 19482)	5101 (-9393, 19595)
Oncology	134	964 (-6875, 8802)	-246 (-11126, 10633)	-25 (-10974, 10924)
Anesthesiology	160	-14277 (-28318, -237)	-15093 (-33706, 3520)	-15619 (-34157, 2919)
Other	181	20903 (1150, 40656)	8028 (-8409, 24465)	3420 (-12567, 19408)
Genetic Medicine	23	5470 (-17035, 27975)	6713 (-23229, 36654)	6713 (-23229, 36654)

[a]Estimated gender differences after removing Neurosurgery specialty.

[b]Estimated gender differences after removing the faculty from Anesthesiology department

[c]Estimated gender differences after removing the Art as applied to medicine, History of Medicine, Biomedical Engineering, Functional Anatomy from Basic Science.

Table 14: Percent Differences (95% CI) Salary A for FY 2017-2020. *Surgery before FY19 includes both Surgery and Neurosurgery.

Department	2017	2018	2019	2020
Overall	-1.4 (-3.5, 0.9)	-1.1 (-3.6, 1.5)	0.3 (-1.9, 2.5)	-0.4 (-2.5, 1.8)
Basic Science	-3.9 (-12.1, 5.0)	-1.4 (-11.0, 9.2)	-6.8 (-14.8, 1.9)	-8.4 (-16.1, 0.1)
Neurology	2.3 (-7.4, 13.0)	-5.9 (-15.8, 5.1)	2.0 (-6.7, 11.6)	2.9 (-5.7, 12.4)
Medicine	0.4 (-3.8, 4.9)	-2.6 (-7.4, 2.4)	0.9 (-3.4, 5.4)	-1.2 (-5.3, 3.1)
Ophthalmology	0.1 (-9.3, 10.6)	-2.2 (-13.1, 10.1)	5.0 (-4.7, 15.7)	2.3 (-7.6, 13.2)
Pathology	1.6 (-8.2, 12.4)	-1.5 (-12.1, 10.4)	-0.3 (-9.5, 9.8)	-2.5 (-11.7, 7.7)
Pediatrics	3.2 (-5.8, 13.0)	0.4 (-9.2, 11.1)	-1.9 (-10.6, 7.6)	0.3 (-8.5, 9.8)
Psychiatry	1.1 (-7.6, 10.5)	1.5 (-8.6, 12.7)	1.2 (-7.4, 10.5)	0.2 (-8.2, 9.3)
Surgery	-3.9 (-10.3, 3.0)	0.1 (-7.5, 8.2)	-2.3 (-8.8, 4.7)	-2.9 (-9.4, 4.1)
Neurosurgery	—	—	-4.1 (-25.3, 23.1)	1.2 (-21.6, 30.6)
Radiology	-0.9 (-9.0, 8.0)	-2.5 (-11.8, 7.8)	0.1 (-8.6, 9.6)	2.1 (-7.2, 12.2)
Oncology	-0.5 (-9.4, 9.2)	2.0 (-8.1, 13.2)	1.7 (-6.9, 11.1)	2.0 (-6.4, 11.2)
Anesthesiology	-12.0 (-18.9, -4.5)	-11.1 (-18.9, -2.5)	-7.6 (-14.4, -0.3)	-6.4 (-13.1, 0.8)
Other	-2.5 (-9.5, 5.0)	12.6 (3.2, 22.8)	11.9 (3.9, 20.6)	10.2 (2.6, 18.4)
Genetic Medicine	—	—	-0.9 (-20.2, 23.1)	4.1 (-17.3, 30.9)

Table 15: Percent Differences (95% CI) Salary(A+B) for FY 2015-2020. *Surgery before FY19 includes both Surgery and Neurosurgery.

Department	2005	2015	2016	2017	2018	2019	2020
Overall	-2.6 (-5.0, -0.2)	-1.9 (-4.1, 0.3)	-1.9 (-4.1, 0.3)	-2.1 (-4.3, 0.1)	-2.6 (-4.7, -0.4)	-1.9 (-4.0, 0.3)	-1.3 (-3.4, 0.8)
Basic Science	0.3 (-9.7, 10.3)	0.0 (-7.9, 8.6)	-3.1 (-11.3, 5.9)	-5.4 (-13.4, 3.4)	-3.6 (-11.8, 5.3)	-6.8 (-14.7, 1.9)	-8.3 (-15.9, 0.0)
Neurology	-4.6 (-15.8, 6.6)	-5.0 (-14.5, 5.5)	-5.7 (-14.8, 4.4)	-5.7 (-14.6, 4.1)	-5.6 (-14.2, 3.9)	-3.3 (-11.5, 5.7)	-2.1 (-10.2, 6.6)
Medicine	-3.5 (-8.5, 1.5)	-1.2 (-5.4, 3.2)	-1.0 (-5.2, 3.4)	-1.5 (-5.6, 2.9)	-2.8 (-6.9, 1.5)	0.4 (-3.9, 4.8)	-0.4 (-4.4, 3.9)
Ophthalmology	-8.9 (-19.1, 1.3)	-4.5 (-14.0, 6.1)	-4.3 (-13.7, 6.1)	-1.1 (-10.4, 9.1)	-2.2 (-11.7, 8.4)	-0.3 (-9.4, 9.8)	1.1 (-8.5, 11.7)
Pathology	0.4 (-9.6, 10.4)	-3.7 (-12.6, 6.2)	-3.6 (-13.1, 6.9)	1.5 (-8.2, 12.3)	-1.1 (-10.3, 9.1)	-0.8 (-9.9, 9.1)	-2.7 (-11.7, 7.3)
Pediatrics	-1.3 (-10.5, 7.9)	1.1 (-6.4, 9.3)	6.8 (-2.2, 16.5)	3.4 (-5.6, 13.1)	-0.4 (-8.7, 8.7)	-1.9 (-10.5, 7.6)	-0.9 (-9.3, 8.4)
Psychiatry	-1.0 (-9.4, 7.4)	3.1 (-5.3, 12.2)	2.0 (-6.4, 11.1)	0.1 (-8.4, 9.4)	2.4 (-6.5, 12.0)	0.5 (-7.9, 9.7)	0.4 (-7.8, 9.4)
Surgery	-0.3 (-9.3, 8.7)	-5.9 (-12.3, 1.0)	-3.7 (-10.1, 3.3)	-2.9 (-9.4, 4.0)	-5.0 (-11.2, 1.6)	-4.5 (-10.8, 2.2)	-0.5 (-7.0, 6.5)
Neurosurgery	—	—	—	—	—	-7.8 (-28.0, 18.1)	-5.4 (-26.3, 21.4)
Radiology	-3.9 (-14.9, 7.1)	3.2 (-5.8, 13.1)	-0.1 (-8.5, 8.9)	-1.5 (-9.5, 7.2)	-3.0 (-11.0, 5.8)	0.2 (-8.4, 9.6)	1.6 (-7.4, 11.5)
Oncology	-4.9 (-14.3, 4.5)	1.8 (-7.3, 11.8)	-0.7 (-9.8, 9.4)	-0.3 (-9.1, 9.3)	1.6 (-7.1, 11.2)	-0.8 (-9.1, 8.2)	1.3 (-6.8, 10.2)
Anesthesiology	-3.3 (-14.1, 7.5)	-12.5 (-19.6, -4.7)	-11.8 (-19.0, -3.9)	-10.4 (-17.4, -2.8)	-11.7 (-18.4, -4.3)	-9.0 (-15.6, -1.9)	-6.6 (-13.1, 0.4)
Other	-1.0 (-9.0, 7.0)	-0.6 (-7.8, 7.2)	-0.2 (-7.4, 7.5)	-0.6 (-7.7, 7.1)	4.1 (-3.4, 12.2)	1.3 (-5.9, 9.1)	0.0 (-6.8, 7.2)
Genetic Medicine	—	—	—	—	—	0.0 (-19.3, 23.8)	5.3 (-15.9, 31.7)

Table 16: Percent Differences (95% CI) Salary(A+B+C) for FY 2015-2020. *Surgery before FY19 includes both Surgery and Neurosurgery.

Department	2005	2015	2016	2017	2018	2019	2020
Overall	-5.7 (-9.1, -2.3)	-6.8 (-9.6, -4.0)	-6.2 (-8.9, -3.4)	-6.5 (-9.1, -3.8)	-6.1 (-8.7, -3.5)	-2.4 (-4.5, -0.3)	-1.8 (-3.8, 0.3)
Basic Science	-1.7 (-16.1, 12.7)	0.0 (-10.4, 11.7)	-3.8 (-14.3, 7.9)	-7.0 (-16.9, 4.0)	-3.6 (-13.6, 7.7)	-7.0 (-14.9, 1.6)	-8.5 (-16.0, -0.3)
Neurology	-2.1 (-18.1, 13.9)	-12.1 (-23.6, 1.1)	-6.2 (-17.7, 7.0)	-5.8 (-16.9, 6.8)	-5.7 (-16.3, 6.3)	-3.3 (-11.5, 5.6)	-2.3 (-10.3, 6.4)
Medicine	-5.5 (-12.7, 1.7)	-9.0 (-14.1, -3.5)	-8.3 (-13.3, -3.0)	-7.9 (-12.8, -2.7)	-6.7 (-11.6, -1.5)	-0.6 (-4.8, 3.7)	-1.0 (-5.0, 3.2)
Ophthalmology	-8.2 (-22.8, 6.4)	-2.9 (-15.6, 11.7)	2.9 (-10.0, 17.7)	1.8 (-10.2, 15.3)	-2.9 (-14.6, 10.3)	-0.1 (-9.2, 10.0)	1.2 (-8.4, 11.7)
Pathology	-3.6 (-17.8, 10.6)	-2.0 (-13.9, 11.5)	-1.4 (-13.8, 12.8)	2.6 (-9.7, 16.6)	-0.5 (-12.0, 12.5)	-0.9 (-9.9, 9.0)	-2.7 (-11.7, 7.2)
Pediatrics	-4.3 (-17.3, 8.7)	-0.1 (-9.9, 10.7)	5.6 (-5.7, 18.4)	0.4 (-10.5, 12.6)	-1.9 (-12.1, 9.4)	-2.3 (-10.9, 7.1)	-0.9 (-9.3, 8.3)
Psychiatry	-4.9 (-16.7, 6.9)	2.4 (-8.5, 14.6)	1.2 (-9.5, 13.0)	-0.7 (-11.3, 11.1)	2.3 (-8.6, 14.5)	0.8 (-7.6, 10.0)	0.9 (-7.3, 9.9)
Surgery	-12.4 (-25.2, 0.4)	-22.2 (-29.2, -14.5)	-21.5 (-28.2, -14.1)	-20.0 (-26.7, -12.7)	-15.8 (-22.6, -8.4)	-5.3 (-11.6, 1.3)	-1.4 (-7.8, 5.5)
Neurosurgery	–	–	–	–	–	-8.7 (-28.6, 16.8)	-5.6 (-26.4, 20.9)
Radiology	-14.3 (-29.9, 1.3)	1.6 (-10.0, 14.8)	-3.8 (-14.1, 7.8)	-3.6 (-13.5, 7.4)	-2.4 (-12.5, 8.7)	0.0 (-8.5, 9.3)	1.6 (-7.3, 11.5)
Oncology	-1.8 (-15.2, 11.6)	1.6 (-10.3, 15.1)	1.2 (-10.7, 14.7)	4.3 (-7.3, 17.3)	3.1 (-7.9, 15.3)	-0.8 (-9.1, 8.2)	1.4 (-6.7, 10.3)
Anesthesiology	-4.7 (-20.1, 10.7)	-12.3 (-21.6, -1.8)	-8.5 (-18.1, 2.2)	-9.0 (-17.9, 1.0)	-13.0 (-21.2, -3.9)	-9.0 (-15.5, -1.9)	-6.8 (-13.2, 0.2)
Other	-4.1 (-15.5, 7.3)	-8.5 (-17.2, 1.2)	-7.4 (-16.0, 2.1)	-9.2 (-17.4, -0.2)	-9.5 (-17.6, -0.6)	-0.8 (-7.8, 6.7)	-2.1 (-8.7, 4.9)
Genetic Medicine	–	–	–	–	–	-1.3 (-20.3, 22.2)	5.3 (-15.8, 31.5)

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9 Appendix

Model Specifications

For Tables 9, 10, 11,12, 14, 15 and 16 log salary was modeled, as detailed below. For Table 13 and appendix Table 21, 22 and 23, actual salary was modeled with robust variance estimates.

The models for Tables 9-11 and appendix Tables 21-23 adjust for department, rank separately within each department, degree, and year-in-rank, and estimate:

1) an overall gender difference,

2) gender differences separately for each rank,

3) gender differences separately for each degree type,

4) gender differences separately for each rank/year-in-rank combination.

The models for Table 12, 13, 14, 15 and 16 estimate a separate gender difference for each department, adjusting for department-specific rank, degree, and years-in-rank.

Table 17: Department By Degree, Counts (%)

Department	Non-MD	MD	Total
Basic Science	116 (95)	6 (5)	122
OB/GYN	3 (5)	57 (95)	60
Neurology	29 (23)	98 (77)	127
Medicine	63 (13)	439 (87)	502
Ophthalmology	29 (30)	67 (70)	96
Pathology	26 (27)	69 (73)	95
Pediatrics	15 (12)	112 (88)	127
Psychiatry	51 (41)	72 (59)	123
Surgery	43 (18)	194 (82)	237
Radiology	43 (39)	67 (61)	110
Oncology	31 (28)	81 (72)	112
Anesthesiology	17 (11)	143 (89)	160
Art Applied to Medicine	7 (47)	8 (53)	15
History of Medicine	8 (47)	9 (53)	17
Dermatology	1 (4)	23 (96)	24
Physical Medicine/Rehab	13 (45)	16 (55)	29
Emergency Medicine	4 (10)	37 (90)	41
Radiation Oncology	9 (33)	18 (67)	27
Genetic Medicine	9 (39)	14 (61)	23
Neurosurgery	6 (17)	29 (83)	35
Total	523 (25)	1559 (75)	2082

Table 18: Degree By Rank, Counts (Row %) (Col %)

Degree	Prof	Assoc Prof	Assist Prof	Total
Non-MD	152 (29) (29)	155 (30) (28)	216 (41) (22)	523 (25)
MD	381 (24) (71)	400 (26) (72)	778 (50) (78)	1559 (75)
Total	533 (26)	555 (27)	994 (48)	2082

Table 19: Faculty Receiving Bonuses By Department and Rank, showing numbers [%] of faculty members receiving bonuses, and of those the number (%) who are women.

Department	Prof-All	Prof-F	Assoc-All	Assoc-F	Assist-All	Assist-F
Basic Science	1 [2]	0	3 [8]	0	1 [3]	0
OB/GYN	2 [20]	1 [20] (50)	5 [56]	4 [57] (80)	9 [22]	6 [17] (67)
Neurology	5 [12]	1 [12] (20)	7 [26]	5 [38] (71)	9 [15]	5 [16] (56)
Medicine	14 [11]	3 [9] (21)	25 [19]	9 [17] (36)	77 [32]	33 [26] (43)
Ophthalmology	0	0	2 [10]	1 [14] (50)	4 [8]	2 [8] (50)
Pathology	0	0	1 [3]	0	3 [12]	1 [7] (33)
Pediatrics	1 [5]	1 [11] (100)	2 [6]	1 [5] (50)	5 [7]	2 [4] (40)
Psychiatry	1 [4]	1 [14] (100)	4 [10]	2 [9] (50)	13 [23]	10 [29] (77)
Surgery	11 [17]	1 [9] (9)	22 [42]	3 [27] (14)	44 [37]	13 [33] (30)
Radiology	3 [9]	1 [11] (33)	2 [6]	0	7 [16]	4 [16] (57)
Oncology	8 [24]	1 [25] (12)	22 [52]	10 [62] (45)	26 [72]	11 [79] (42)
Anesthesiology	11 [69]	2 [67] (18)	29 [76]	9 [60] (31)	91 [86]	48 [91] (53)
Art Applied to Medicine	1 [25]	0	2 [33]	1 [33] (50)	2 [40]	1 [100] (50)
History of Medicine	2 [29]	2 [40] (100)	1 [33]	0	6 [86]	5 [83] (83)
Dermatology	1 [50]	1 [100] (100)	1 [33]	1 [50] (100)	0	0
Physical Medicine/Rehab	0	0	0	0	1 [4]	0
Emergency Medicine	3 [100]	0	9 [75]	3 [100] (33)	25 [96]	9 [90] (36)
Radiation Oncology	0	0	0	0	0	0
Genetic Medicine	0	0	0	0	0	0
Neurosurgery	13 [76]	1 [100] (8)	4 [57]	0	5 [45]	1 [100] (20)
Total	77 [14]	16 [12] (21)	141 [25]	49 [22] (35)	328 [33]	151 [29] (46)

Table 20: Value of Bonuses($), Degree by Rank by Gender–25,50,75th percentiles

Male	Rank	25th	50th	75th
Non-MD	Prof	417	908	1400
	Assoc Prof	668	5334	20500
	Assist Prof	209	250	1476
MD	Prof	2917	8861	14432
	Assoc Prof	2008	4567	11182
	Assist Prof	2008	4567	11182
Female	Rank	25th	50th	75th
Non-MD	Prof			
	Assoc Prof	4942	9050	14525
	Assist Prof	463	666	3716
MD	Prof	750	3114	7039
	Assoc Prof	1667	2238	4508
	Assist Prof	1667	2238	4508

Table 21: Overall Differences $ (95% CI) in Salary A (FY 2020), negative=women earn less than men.

	N	Salary A	Salary A [a]	Salary A [b]
Overall	2082	-844 (-4534, 2846)	-866 (-4561, 2829)	412 (-3397, 4221)
Professor	533	-4253 (-12113, 3606)	-4343 (-12277, 3592)	-4430 (-12440, 3579)
Associate Professor	555	-536 (-7382, 6311)	-214 (-6997, 6569)	-471 (-7521, 6579)
Assistant Professor	994	207 (-4937, 5350)	230 (-4891, 5352)	2848 (-2498, 8193)
MD degree	1559	940 (-3722, 5602)	1263 (-3397, 5924)	2648 (-2224, 7519)
Non-MD degree	523	-2406 (-8800, 3988)	-3278 (-9628, 3072)	-2327 (-8857, 4203)
Professor (New) [c]	158	-7401 (-21865, 7063)	-6503 (-21183, 8177)	-8857 (-23870, 6157)
Professor (Mid) [c]	156	7148 (-6774, 21070)	6743 (-7506, 20993)	7387 (-6651, 21425)
Professor (Long) [c]	219	-13629 (-26702, -555)	-14486 (-27556, -1416)	-13817 (-26953, -681)
Assoc Prof (New) [c]	202	145 (-10121, 10412)	-217 (-10391, 9957)	-437 (-11052, 10178)
Assoc Prof (Mid) [c]	198	3621 (-7815, 15057)	5958 (-5380, 17296)	3033 (-8501, 14567)
Assoc Prof (Long) [c]	155	-9686 (-23240, 3868)	-10719 (-24184, 2746)	-8095 (-22273, 6083)
Assist Prof (New) [c]	301	-5998 (-15363, 3366)	-5462 (-14839, 3916)	-4028 (-13828, 5772)
Assist Prof (Mid) [c]	362	-3093 (-11353, 5167)	-3732 (-11873, 4409)	586 (-7932, 9104)
Assist Prof (Long) [c]	331	7155 (-1464, 15774)	7591 (-1030, 16212)	9390 (712, 18067)

[a]Estimated gender differences after removing Neurosurgery specialty.

[b]Estimated gender differences after removing the faculty from Anesthesiology department

[c]New:Professors (≤4 years), Assoc. Prof. (≤3), Assist. Prof. (≤2); Mid: Professors (4-10), Assoc. Prof. (3-7), Assist. Prof. (2-5); Long: Professors (>10), Assoc. Prof. (>7), Assist. Prof. (>5)

Table 22: Overall Differences $ (95% CI) in Salary(A+B) (FY 2020), negative=women earn less than men.

	N	Salary (A+B)	Salary (A+B) [a]	Salary (A+B) [b]
Overall	2082	-2681 (-6814, 1452)	-2548 (-6691, 1595)	-1521 (-5687, 2646)
Professor	533	-4523 (-15412, 6366)	-3639 (-14587, 7309)	-4453 (-15459, 6553)
Associate Professor	555	653 (-7161, 8467)	792 (-6912, 8496)	-975 (-8630, 6681)
Assistant Professor	994	-4379 (-9790, 1033)	-4238 (-9606, 1129)	-1391 (-6895, 4113)
MD degree	1559	-2342 (-7607, 2924)	-1799 (-7068, 3469)	-1056 (-6422, 4309)
Non-MD degree	523	-4536 (-11608, 2535)	-5484 (-12509, 1540)	-4116 (-11351, 3119)
Professor (New) [c]	158	-9286 (-31548, 12977)	-6841 (-28969, 15288)	-8315 (-31167, 14536)
Professor (Mid) [c]	156	10135 (-7692, 27961)	10805 (-7494, 29104)	9277 (-8730, 27284)
Professor (Long) [c]	219	-11686 (-26422, 3050)	-12199 (-26887, 2488)	-12398 (-27198, 2402)
Assoc Prof (New) [c]	202	-3656 (-16859, 9546)	-4638 (-17755, 8478)	-6226 (-18136, 5685)
Assoc Prof (Mid) [c]	198	-42 (-12972, 12888)	2074 (-10725, 14874)	-2674 (-15612, 10264)
Assoc Prof (Long) [c]	155	3956 (-11173, 19086)	2796 (-12224, 17816)	5997 (-9674, 21667)
Assist Prof (New) [c]	301	-2240 (-12096, 7616)	-1700 (-11581, 8181)	2217 (-7533, 11967)
Assist Prof (Mid) [c]	362	-8943 (-17550, -337)	-10102 (-18587, -1618)	-5166 (-14141, 3809)
Assist Prof (Long) [c]	331	-4248 (-14008, 5512)	-3305 (-12944, 6335)	-3456 (-13468, 6555)

[a]Estimated gender differences after removing Neurosurgery specialty.

[b]Estimated gender differences after removing the faculty from Anesthesiology department

[c]New:Professors ($\leq$4 years), Assoc. Prof. ($\leq$3), Assist. Prof. ($\leq$2); Mid: Professors (4-10), Assoc. Prof. (3-7), Assist. Prof. (2-5); Long: Professors (>10), Assoc. Prof. (>7), Assist. Prof. (>5)

Table 23: Overall Differences $ (95% CI) in Salary(A+B+C) (FY 2020), negative=women earn less than men.

	N	Salary (A+B+C)	Salary (A+B+C) [a]	Salary (A+B+C) [b]
Overall	2082	-3612 (-7742, 518)	-3476 (-7613, 661)	-2490 (-6655, 1676)
Professor	533	-5250 (-16080, 5580)	-4271 (-15155, 6613)	-5233 (-16181, 5716)
Associate Professor	555	-276 (-8196, 7644)	-130 (-7917, 7658)	-1897 (-9685, 5892)
Assistant Professor	994	-5360 (-10766, 45)	-5267 (-10626, 92)	-2437 (-7937, 3063)
MD degree	1559	-3645 (-8913, 1623)	-3086 (-8353, 2182)	-2439 (-7813, 2934)
Non-MD degree	523	-4407 (-11582, 2768)	-5389 (-12507, 1729)	-3993 (-11333, 3346)
Professor (New) [c]	158	-9384 (-31498, 12730)	-6794 (-28759, 15171)	-8495 (-31193, 14204)
Professor (Mid) [c]	156	9138 (-8595, 26871)	9707 (-8487, 27901)	8224 (-9678, 26125)
Professor (Long) [c]	219	-12369 (-27275, 2538)	-12589 (-27409, 2231)	-13088 (-28060, 1884)
Assoc Prof (New) [c]	202	-5077 (-18525, 8371)	-6163 (-19507, 7181)	-7726 (-20000, 4547)
Assoc Prof (Mid) [c]	198	-1440 (-14498, 11618)	787 (-12094, 13668)	-3996 (-17065, 9072)
Assoc Prof (Long) [c]	155	4463 (-10927, 19853)	3213 (-12044, 18470)	6616 (-9351, 22584)
Assist Prof (New) [c]	301	-3213 (-13158, 6732)	-2697 (-12670, 7276)	1380 (-8497, 11257)
Assist Prof (Mid) [c]	362	-9907 (-18484, -1331)	-11247 (-19664, -2830)	-6347 (-15309, 2614)
Assist Prof (Long) [c]	331	-5245 (-14905, 4415)	-4327 (-13872, 5219)	-4556 (-14421, 5309)

[a]Estimated gender differences after removing Neurosurgery specialty.

[b]Estimated gender differences after removing the faculty from Anesthesiology department

[c]New:Professors (≤ 4 years), Assoc. Prof. (≤ 3), Assist. Prof. (≤ 2); Mid: Professors (4-10), Assoc. Prof. (3-7), Assist. Prof. (2-5); Long: Professors (>10), Assoc. Prof. (>7), Assist. Prof. (>5)