

Biostatistics Center
Johns Hopkins University
Bloomberg School of Public Health

Report on Johns Hopkins University
School of Medicine Faculty Salary Analysis, Fiscal Year 2007

August 28, 2008

1 Overview

The results in this report are part of the on-going efforts at the School of Medicine to achieve gender equity in salary, and constitute the third year in which salary differences have been analyzed. In terms of Full-Time Equivalent (FTE) salary, women earned 4.0% less than men in FY 2007.

2 Methods

Statistics were gathered for 1513 faculty on gender and rank distributions school-wide and within departments, and mean years in rank by degree and gender were tabulated. FTE and Total Salary (including bonuses) were tabulated by degree, rank and gender. These results are shown in Tables 1-7.

There were 9 large departments¹ analysed. In addition, Basic Science consisted of Art as Applied to Medicine, Biological Chemistry, Biomedical Engineering, Biophysics, Cell Biology, Comparative Medicine, Functional Anatomy, History of Medicine, Molecular & Comparative Pathobiology, Molecular Biology and Genetics, Neuroscience, Pharmacology, and Physiology. Surgery, Otolaryngology (including Dentistry and Oral Surgery), Orthopaedic surgery, Neurosurgery and Urology were combined to form the Surgery group. Dermatology, Emergency Medicine, Genetic Medicine,

¹We calculated differences for Medicine and Surgery after excluding their higher earning specialties. For Pediatrics, we included an adjustment for the rank-specific effect of the percentile for AAAP survey of Pediatric Salaries. This year, the Department of Anesthesiology provided details about their compensation program, for which an analysis is included in the Appendix.

OB/GYN, and Physical Medicine/Rehabilitation were collected into an “Other” category because they had fewer than 20 male or female faculty.

This year’s analysis of salary differences between genders used the same models that were developed in the FY 2004 - 2007 analyses (see Appendix: Model Specifications). We calculated the percent difference for women relative to men (with negative differences indicating that women earned less) for the School of Medicine overall, as well as within ranks, within degrees (MD and non-MD²), within rank by years-in-rank³, and within departments. Our models adjusted for the administrative data available: 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 salaries having high influence on the regression results.

3 Results

The distribution of gender school-wide is about 1035 men and 478 women. Pediatrics and OB/GYN have a faculty consisting of more than 51% women. Women in Genetic Medicine and Psychiatry comprise 47% to 48% of those faculties. Of the larger departments with 75 or more faculty, Basic Science, Neurology, Medicine, Ophthalmology, Pathology, Radiology, Oncology and Anesthesiology have faculties consisting of 22%-33% women faculty. Surgery has the smallest female to male ratio, with 13% of the faculty who are women. After adjustment for the available administrative descriptors, women’s FTE salaries on average were found to be 4.0% less than men’s FTE salaries school-wide in FY 2007.

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

³New: 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)

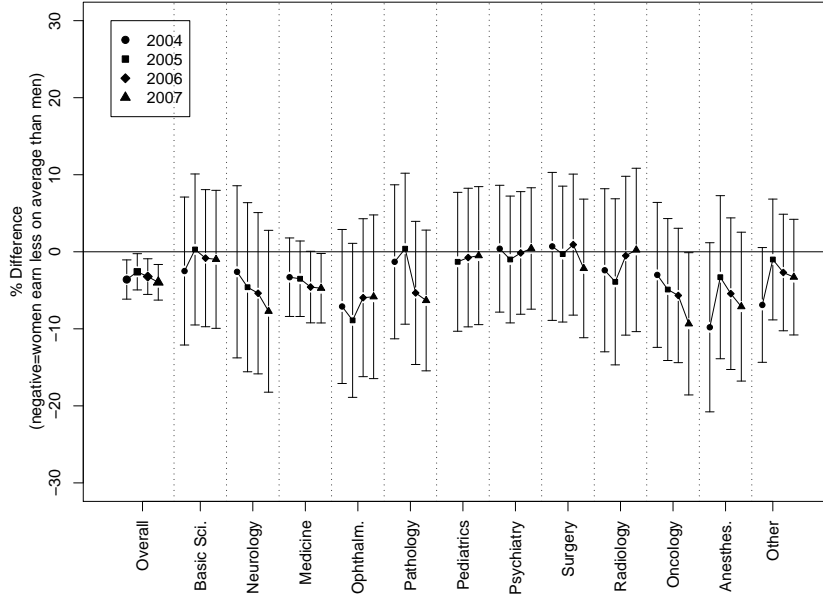


Figure 1: % Differences in FTE Salary 2004-2007 (n=1513)

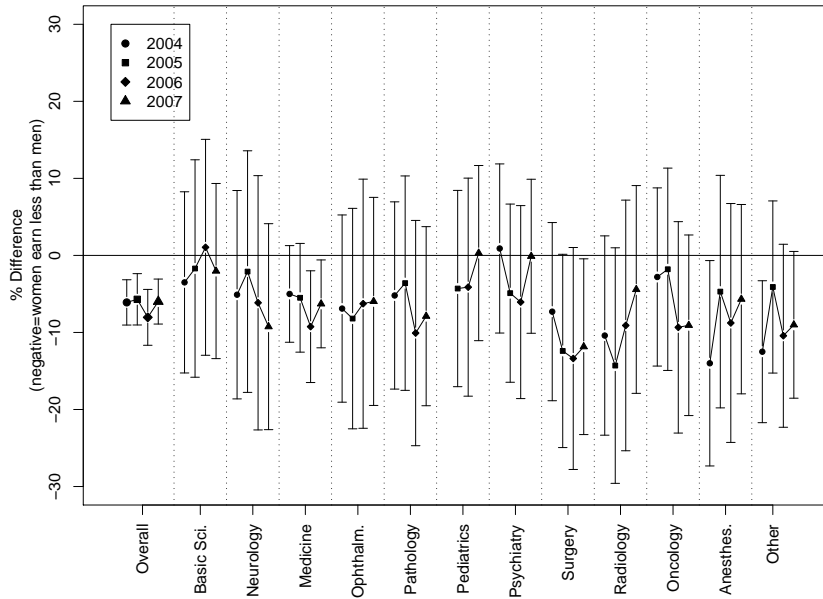


Figure 2: % Differences in Total Salary 2004-2007 (n=1513)

4 Tables of Descriptive Statistics

Table 1: Department By Gender, Counts (%)

Department	Male	Female	Total
Basic Science	76 (72)	30 (28)	106
OB/GYN	13 (30)	30 (70)	43
Neurology	54 (73)	20 (27)	74
Medicine	245 (67)	120 (33)	365
Ophthalmology	49 (68)	23 (32)	72
Pathology	61 (68)	29 (32)	90
Pediatrics	54 (49)	57 (51)	111
Psychiatry	59 (52)	55 (48)	114
Surgery	157 (87)	23 (13)	180
Radiology	66 (78)	19 (22)	85
Oncology	78 (76)	25 (24)	103
Anesthesiology	73 (74)	25 (26)	98
Art Applied to Medicine	3 (75)	1 (25)	4
History of Medicine	4 (67)	2 (33)	6
Dermatology	6 (67)	3 (33)	9
Physical Medicine/Rehab	7 (64)	4 (36)	11
Emergency Medicine	20 (87)	3 (13)	23
Genetic Medicine	10 (53)	9 (47)	19
Total	1035 (68)	478 (32)	1513

Table 2: Department By Rank, Counts (%)

Department	Prof	Assoc Prof	Assist Prof	Total
Basic Science	57 (54)	20 (19)	29 (27)	106
OB/GYN	6 (14)	9 (21)	28 (65)	43
Neurology	21 (28)	26 (35)	27 (36)	74
Medicine	94 (26)	92 (25)	179 (49)	365
Ophthalmology	22 (31)	13 (18)	37 (51)	72
Pathology	32 (36)	31 (34)	27 (30)	90
Pediatrics	24 (22)	28 (25)	59 (53)	111
Psychiatry	19 (17)	28 (25)	67 (59)	114
Surgery	40 (22)	47 (26)	93 (52)	180
Radiology	21 (25)	26 (31)	38 (45)	85
Oncology	34 (33)	26 (25)	43 (42)	103
Anesthesiology	8 (8)	22 (22)	68 (69)	98
Art Applied to Medicine	0 (0)	3 (75)	1 (25)	4
History of Medicine	2 (33)	2 (33)	2 (33)	6
Dermatology	2 (22)	4 (44)	3 (33)	9
Physical Medicine/Rehab	1 (9)	3 (27)	7 (64)	11
Emergency Medicine	1 (4)	4 (17)	18 (78)	23
Genetic Medicine	4 (21)	6 (32)	9 (47)	19
Total	388 (26)	390 (26)	735 (49)	1513

Table 3: Gender By Rank, Counts (Row %) (Col %)

Gender	Prof	Assoc Prof	Assist Prof	Total
Male	305 (29) (79)	286 (28) (73)	444 (43) (60)	1035 (68)
Female	83 (17) (21)	104 (22) (27)	291 (61) (40)	478 (32)
Total	388 (26)	390 (26)	735 (49)	1513

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

Degree	Rank	Male	Female
Non-MD	Prof	9.3 (7.1) [0.1, 32.0]	6.8 (5.9) [0.1, 22.3]
	Assoc Prof	6.3 (5.3) [0.2, 24.7]	6.6 (4.8) [0.3, 21.6]
	Assist Prof	3.7 (3.0) [0.2, 22.8]	4.2 (3.2) [0.1, 15.1]
MD	Prof	9.7 (7.4) [0.2, 38.0]	5.7 (5.1) [0.1, 28.5]
	Assoc Prof	6.4 (5.8) [0.1, 33.0]	5.6 (5.0) [0.2, 31.0]
	Assist Prof	4.8 (4.1) [0.1, 30.0]	5.4 (4.0) [0.2, 27.5]

Table 5: FTE Salary in \$1000s, Degree by Rank by Gender

Degree	Rank	Male		Female	
Non-MD	Prof	156.1 (36.3)	[97.9, 316.0]	143.7 (22.2)	[90.0, 186.9]
	Assoc Prof	110.5 (21.8)	[70.7, 217.5]	102.1 (21.9)	[61.8, 185.7]
	Assist Prof	86.2 (24.2)	[57.9, 245.4]	80.0 (12.5)	[56.6, 140.0]
MD	Prof	214.6 (44.9)	[52.9, 350.0]	189.9 (35.6)	[59.5, 261.0]
	Assoc Prof	182.7 (45.2)	[68.7, 315.0]	160.9 (36.6)	[100.0, 285.5]
	Assist Prof	149.6 (45.5)	[58.7, 255.3]	136.6 (37.1)	[63.7, 250.0]

Table 6: Total Salary in \$1000s, Degree by Rank by Gender

Degree	Rank	Male		Female	
Non-MD	Prof	159.1 (37.5)	[97.9, 316.0]	145.8 (24.1)	[90.0, 193.2]
	Assoc Prof	114.1 (25.8)	[70.7, 247.5]	104.0 (23.0)	[61.8, 185.7]
	Assist Prof	88.4 (26.8)	[57.9, 271.9]	81.0 (13.2)	[56.6, 140.0]
MD	Prof	250.2 (109.4)	[52.9, 936.7]	204.2 (47.4)	[59.5, 305.6]
	Assoc Prof	215.6 (87.1)	[68.7, 704.1]	178.6 (60.8)	[101.8, 452.8]
	Assist Prof	171.2 (74.1)	[59.0, 497.7]	146.5 (50.0)	[63.7, 355.0]

Table 7: Faculty Receiving Bonuses, Gender By Rank, Counts (Row %) (Col %)

Group	Prof	Assoc Prof	Assist Prof	Total
Male	168 (28) (81)	181 (30) (76)	247 (41) (65)	596 (72)
Female	39 (17) (19)	57 (25) (24)	134 (58) (35)	230 (28)
All	207 (25)	238 (29)	381 (46)	826

5 Tables of Analysis Results

Table 8: Overall Percent Differences (95% CI) in FTE Salary (FY2007), negative=women earn less than men. *Estimated gender differences after removing the Cardiology and GI specialties from Medicine, and removing Neurosurgery specialty from Surgery.

	FTE Salary	FTE Salary*
Overall	-4.0 (-6.3, -1.6)	-3.3 (-5.6, -1.1)
Professor	-3.4 (-8.4, 1.7)	-2.8 (-7.7, 2.1)
Associate Professor	-5.1 (-9.8, -0.5)	-4.2 (-8.7, 0.3)
Assistant Professor	-3.8 (-6.8, -0.7)	-3.3 (-6.3, -0.3)
MD degree	-3.9 (-6.7, -1.0)	-3.3 (-6.1, -0.5)
Non-MD degree	-0.2 (-4.5, 4.2)	0.9 (-3.3, 5.1)
Professor (New)	-4.8 (-13.6, 3.9)	-3.2 (-11.8, 5.5)
Professor (Mid)	-3.0 (-10.9, 4.8)	-2.1 (-9.6, 5.4)
Professor (Long)	-12.3 (-23.7, -0.8)	-14.6 (-25.8, -3.4)
Assoc Prof (New)	-4.7 (-12.8, 3.4)	-3.3 (-11.1, 4.5)
Assoc Prof (Mid)	-4.8 (-13.0, 3.4)	-5.0 (-13.1, 3.0)
Assoc Prof (Long)	-6.3 (-14.6, 2.0)	-4.4 (-12.6, 3.8)
Assist Prof (New)	-5.4 (-11.5, 0.7)	-2.5 (-8.5, 3.5)
Assist Prof (Mid)	-2.1 (-7.3, 3.0)	-2.7 (-7.7, 2.3)
Assist Prof (Long)	-4.6 (-9.8, 0.6)	-4.8 (-9.9, 0.4)

Table 9: Overall Percent Differences (95% CI) in TOTAL Salary (FY2007), negative=women earn less than men. *Estimated gender differences after removing the Cardiology and GI specialties from Medicine, and removing Neurosurgery specialty from Surgery.

	TOTAL Salary	TOTAL Salary*
Overall	-6.0 (-8.9, -3.1)	-5.2 (-8.0, -2.3)
Professor	-5.3 (-11.7, 1.0)	-4.2 (-10.3, 2.0)
Associate Professor	-7.8 (-13.7, -2.0)	-6.4 (-12.1, -0.7)
Assistant Professor	-5.2 (-9.1, -1.3)	-4.7 (-8.5, -0.9)
MD degree	-6.9 (-10.5, -3.3)	-6.1 (-9.6, -2.5)
Non-MD degree	1.6 (-3.9, 7.2)	2.7 (-2.6, 8.0)
Professor (New)	-6.3 (-17.4, 4.7)	-4.0 (-14.9, 6.8)
Professor (Mid)	-5.8 (-15.7, 4.1)	-3.9 (-13.4, 5.5)
Professor (Long)	-14.9 (-29.4, -0.4)	-17.3 (-31.5, -3.1)
Assoc Prof (New)	-7.4 (-17.6, 2.8)	-5.8 (-15.6, 4.0)
Assoc Prof (Mid)	-5.5 (-15.9, 4.8)	-5.1 (-15.2, 5.1)
Assoc Prof (Long)	-9.8 (-20.3, 0.7)	-7.2 (-17.5, 3.1)
Assist Prof (New)	-5.4 (-13.1, 2.3)	-1.4 (-8.9, 6.2)
Assist Prof (Mid)	-3.9 (-10.4, 2.6)	-4.7 (-11.0, 1.6)
Assist Prof (Long)	-6.9 (-13.5, -0.3)	-7.5 (-14.0, -1.1)

Table 10: Overall Percent Differences (95% CI) in FTE Salary (FY2007), negative=women earn less than men. *Estimated gender differences after removing the Cardiology and GI specialties from Medicine, and removing Neurosurgery specialty from Surgery.

Department	FTE Salary	TOTAL Salary
Overall	-4.0 (-6.3, -1.6)	-6.0 (-8.9, -3.1)
Overall*	-3.3 (-5.6, -1.1)	-5.2 (-8.0, -2.3)
Basic Science	-1.0 (-9.9, 8.0)	-2.0 (-13.4, 9.3)
Neurology	-7.7 (-18.2, 2.8)	-9.2 (-22.6, 4.1)
Medicine	-4.7 (-9.2, -0.2)	-6.3 (-12.0, -0.6)
Medicine*	-1.6 (-6.5, 3.2)	-2.1 (-8.2, 4.0)
Ophthalmology	-5.8 (-16.5, 4.8)	-6.0 (-19.5, 7.5)
Pathology	-6.3 (-15.5, 2.8)	-7.9 (-19.5, 3.7)
Pediatrics	-0.5 (-9.5, 8.5)	0.3 (-11.1, 11.7)
Psychiatry	0.4 (-7.4, 8.3)	-0.1 (-10.1, 9.9)
Surgery	-2.2 (-11.2, 6.8)	-11.8 (-23.3, -0.4)
Surgery*	-3.5 (-12.3, 5.4)	-13.5 (-24.7, -2.3)
Radiology	0.2 (-10.4, 10.8)	-4.4 (-17.9, 9.1)
Oncology	-9.3 (-18.6, -0.1)	-9.1 (-20.8, 2.7)
Anesthesiology	-7.1 (-16.8, 2.5)	-5.7 (-18.0, 6.6)
Other	-3.3 (-10.8, 4.2)	-9.0 (-18.5, 0.5)

Table 11: Overall Percent Differences (95% CI) in FTE Salary (FY2007), negative=women earn less than men. *Estimated gender differences after removing the Cardiology and GI specialties from Medicine, and removing Neurosurgery specialty from Surgery.

Department	FTE Salary	TOTAL Salary
Overall	-7.6 (-10.6, -4.6)	-13.4 (-18.2, -8.7)
Overall*	-6.5 (-9.5, -3.6)	-11.8 (-16.5, -7.0)
Basic Science	-1.2 (-10.6, 8.1)	-2.4 (-12.2, 7.4)
Neurology	-11.6 (-18.9, -4.4)	-14.6 (-24.3, -4.9)
Medicine	-9.6 (-15.3, -3.9)	-13.6 (-20.7, -6.5)
Medicine*	-4.3 (-9.4, 0.9)	-5.5 (-12.1, 1.1)
Ophthalmology	-10.1 (-24.0, 3.9)	-10.7 (-42.2, 20.8)
Pathology	-7.9 (-17.8, 1.9)	-10.4 (-27.3, 6.6)
Pediatrics	-1.5 (-9.1, 6.1)	-0.2 (-10.5, 10.2)
Psychiatry	-1.2 (-7.0, 4.6)	-1.9 (-7.8, 4.0)
Surgery	-8.4 (-22.6, 5.7)	-44.7 (-74.2, -15.2)
Surgery*	-11.6 (-25.7, 2.5)	-49.1 (-75.2, -23.1)
Radiology	-3.6 (-14.0, 6.9)	-21.8 (-42.9, -0.7)
Oncology	-13.6 (-29.5, 2.3)	-11.0 (-40.4, 18.4)
Anesthesiology	-14.5 (-29.2, 0.2)	-13.8 (-34.7, 7.1)
Other	-6.5 (-18.7, 5.7)	-18.8 (-34.3, -3.3)

Table 12: Percent Differences (95% CI) FTE Salary for FY 2004, 2005, 2006, 2007. *Estimated gender differences after removing the Cardiology and GI specialties from Medicine.

Department	2004	2005	2006	2007
Overall	-3.6 (-6.2, -1.0)	-2.6 (-5.0, -0.2)	-3.2 (-5.5, -0.9)	-4.0 (-6.3, -1.6)
Basic Science	-2.5 (-12.3, 7.3)	0.3 (-9.7, 10.3)	-0.8 (-9.7, 8.1)	-1.0 (-9.9, 8.0)
Neurology	-2.6 (-14.0, 8.8)	-4.6 (-15.8, 6.6)	-5.4 (-15.8, 5.1)	-7.7 (-18.2, 2.8)
Medicine	-3.3 (-8.5, 1.9)	-3.5 (-8.5, 1.5)	-4.6 (-9.2, 0.1)	-4.7 (-9.2, -0.2)
Medicine*	-1.6 (-7.4, 4.2)	-1.1 (-6.7, 4.5)	-1.5 (-6.5, 3.4)	-1.6 (-6.5, 3.2)
Ophthalmology	-7.1 (-17.3, 3.1)	-8.9 (-19.1, 1.3)	-6.0 (-16.2, 4.3)	-5.8 (-16.5, 4.8)
Pathology	-1.3 (-11.5, 8.9)	0.4 (-9.6, 10.4)	-5.3 (-14.6, 4.0)	-6.3 (-15.5, 2.8)
Pediatrics	-	-1.3 (-10.5, 7.9)	-0.8 (-9.7, 8.2)	-0.5 (-9.5, 8.5)
Psychiatry	0.4 (-8.0, 8.8)	-1.0 (-9.4, 7.4)	-0.2 (-8.1, 7.8)	0.4 (-7.4, 8.3)
Surgery	0.7 (-9.1, 10.5)	-0.3 (-9.3, 8.7)	0.9 (-8.2, 10.1)	-2.2 (-11.2, 6.8)
Radiology	-2.4 (-13.2, 8.4)	-3.9 (-14.9, 7.1)	-0.5 (-10.8, 9.8)	0.2 (-10.4, 10.8)
Oncology	-3.0 (-12.6, 6.6)	-4.9 (-14.3, 4.5)	-5.7 (-14.4, 3.1)	-9.3 (-18.6, -0.1)
Anesthesiology	-9.8 (-21.0, 1.4)	-3.3 (-14.1, 7.5)	-5.4 (-15.3, 4.4)	-7.1 (-16.8, 2.5)
Other	-6.9 (-14.5, 0.7)	-1.0 (-9.0, 7.0)	-2.7 (-10.3, 4.9)	-3.3 (-10.8, 4.2)

Table 13: Percent Differences (95% CI) TOTAL Salary for FY 2004, 2005, 2006, 2007. *Estimated gender differences after removing the Cardiology and GI specialties from Medicine.

Department	2004	2005	2006	2007
Overall	-6.1 (-9.1, -3.1)	-5.7 (-9.1, -2.3)	-8.0 (-11.7, -4.4)	-6.0 (-8.9, -3.1)
Basic Science	-3.5 (-15.5, 8.5)	-1.7 (-16.1, 12.7)	1.1 (-13.0, 15.1)	-2.0 (-13.4, 9.3)
Neurology	-5.1 (-18.9, 8.7)	-2.1 (-18.1, 13.9)	-6.2 (-22.7, 10.4)	-9.2 (-22.6, 4.1)
Medicine	-5.0 (-11.4, 1.4)	-5.5 (-12.7, 1.7)	-9.2 (-16.5, -2.0)	-6.3 (-12.0, -0.6)
Medicine*	-2.8 (-10.0, 4.4)	-2.7 (-10.7, 5.3)	-6.7 (-14.6, 1.3)	-2.1 (-8.2, 4.0)
Ophthalmology	-6.9 (-19.3, 5.5)	-8.2 (-22.8, 6.4)	-6.3 (-22.4, 9.9)	-6.0 (-19.5, 7.5)
Pathology	-5.2 (-17.6, 7.2)	-3.6 (-17.8, 10.6)	-10.1 (-24.7, 4.5)	-7.9 (-19.5, 3.7)
Pediatrics	-	-4.3 (-17.3, 8.7)	-4.1 (-18.3, 10.0)	0.3 (-11.1, 11.7)
Psychiatry	0.9 (-10.3, 12.1)	-4.9 (-16.7, 6.9)	-6.1 (-18.6, 6.5)	-0.1 (-10.1, 9.9)
Surgery	-7.3 (-19.1, 4.5)	-12.4 (-25.2, 0.4)	-13.4 (-27.8, 1.0)	-11.8 (-23.3, -0.4)
Radiology	-10.4 (-23.6, 2.8)	-14.3 (-29.9, 1.3)	-9.1 (-25.4, 7.2)	-4.4 (-17.9, 9.1)
Oncology	-2.8 (-14.6, 9.0)	-1.8 (-15.2, 11.6)	-9.3 (-23.1, 4.4)	-9.1 (-20.8, 2.7)
Anesthesiology	-14.0 (-27.6, -0.4)	-4.7 (-20.1, 10.7)	-8.8 (-24.3, 6.7)	-5.7 (-18.0, 6.6)
Other	-12.5 (-21.9, -3.1)	-4.1 (-15.5, 7.3)	-10.4 (-22.3, 1.4)	-9.0 (-18.5, 0.5)

6 Appendix

Model Specifications

For Tables 8, 9, 10, 12 and 13 log salary was modeled. For Table 11 and appendix Table E and F, actual salary was modeled with robust variance estimates.

The models for Table 8 and 9, and appendix Table E and F estimated:

- 1) an overall gender difference with adjustments for department group and department group-specific rank, degree and year-in-rank,
- 2) rank specific gender differences with adjustments for department group and department group-specific degree and year-in-rank,
- 3) degree specific gender differences with adjustments for department group and department group-specific rank and year-in-rank
- 4) year-in-rank by rank specific gender differences with adjustments for department group and department group-specific degree effects.

The models for Table 10, 11, 12 and 13 estimated a separate gender difference for each department group adjusting for department group-specific rank, degree and years-in-rank.

Other Results

Figure 3 shows results when all the available data has been included.

Table 14: Department By Degree, Counts (%)

Department	Non-MD	MD	Total
Basic Science	95 (90)	11 (10)	106
OB/GYN	7 (16)	36 (84)	43
Neurology	17 (23)	57 (77)	74
Medicine	58 (16)	307 (84)	365
Ophthalmology	23 (32)	49 (68)	72
Pathology	24 (27)	66 (73)	90
Pediatrics	13 (12)	98 (88)	111
Psychiatry	44 (39)	70 (61)	114
Surgery	31 (17)	149 (83)	180
Radiology	33 (39)	52 (61)	85
Oncology	27 (26)	76 (74)	103
Anesthesiology	6 (6)	92 (94)	98
Art Applied to Medicine	3 (75)	1 (25)	4
History of Medicine	6 (100)	0 (0)	6
Dermatology	2 (22)	7 (78)	9
Physical Medicine/Rehab	7 (64)	4 (36)	11
Emergency Medicine	3 (13)	20 (87)	23
Genetic Medicine	7 (37)	12 (63)	19
Total	406 (27)	1107 (73)	1513

Table 15: Degree By Rank, Counts (Row %) (Col %)

Gender	Prof	Assoc Prof	Assist Prof	Total
Non-MD	123 (30) (32)	104 (26) (27)	179 (44) (24)	406 (27)
MD	265 (24) (68)	286 (26) (73)	556 (50) (76)	1107 (73)
Total	388 (26)	390 (26)	735 (49)	1513

Table 16: Faculty Receiving Bonuses By Department and Rank showing counts of men and women receiving bonuses, and counts of women and percentage within rank receiving bonuses.

Department	Prof-All	Prof-F	Assoc-All	Assoc-F	Assist-All	Assist-F
Basic Science	4	0 (0%)	2	0 (0%)	1	0 (0%)
OB/GYN	4	2 (50%)	4	1 (25%)	8	6 (75%)
Neurology	20	5 (25%)	25	7 (28%)	19	5 (26%)
Medicine	51	12 (24%)	52	11 (21%)	88	39 (44%)
Ophthalmology	14	2 (14%)	10	5 (50%)	18	5 (28%)
Pathology	32	6 (19%)	31	12 (39%)	25	9 (36%)
Pediatrics	11	6 (55%)	7	6 (86%)	20	12 (60%)
Psychiatry	3	0 (0%)	5	0 (0%)	19	10 (53%)
Surgery	33	1 (3%)	41	3 (7%)	62	12 (19%)
Radiology	21	4 (19%)	25	6 (24%)	24	9 (38%)
Oncology	2	0 (0%)	7	1 (14%)	6	1 (17%)
Anesthesiology	8	0 (0%)	22	4 (18%)	66	20 (30%)
Art Applied to Medicine	0	0	0	0	1	0 (0%)
History of Medicine	0	0	0	0	0	0
Dermatology	1	0 (0%)	1	0 (0%)	2	2 (100%)
Physical Medicine/Rehab	1	1 (100%)	2	0 (0%)	4	2 (50%)
Emergency Medicine	1	0 (0%)	4	1 (25%)	18	2 (11%)
Genetic Medicine	1	0 (0%)	0	0	0	0
Total	208	39 (19%)	238	57 (24%)	381	134 (35%)

Table 17: Value of Bonuses in \$1000s, Degree by Rank by Gender

Degree	Rank	Male	Female
Non-MD	Prof	10.6 (8.3) [0.1, 25.0]	8.2 (7.4) [0.5, 20.0]
	Assoc Prof	10.2 (11.1) [0.3, 45.0]	5.3 (4.2) [0.7, 12.0]
	Assist Prof	6.8 (8.6) [0.5, 40.0]	5.9 (7.4) [1.0, 28.0]
MD	Prof	54.6 (95.1) [0.1, 620.0]	21.8 (27.7) [0.3, 126.0]
	Assoc Prof	45.6 (63.8) [0.3, 469.1]	27.4 (39.1) [0.0, 173.6]
	Assist Prof	34.2 (43.1) [0.2, 277.7]	17.6 (21.7) [0.0, 135.0]

Table 18: Overall \$1000s Differences (95% CI) in FTE Salary (FY2007), negative=women earn less than men. *Estimated gender differences after removing the Cardiology and GI specialties from Medicine, and removing Neurosurgery specialty from Surgery.

	FTE Salary	FTE Salary*
Overall	-7.6 (-10.6, -4.6)	-6.5 (-9.5, -3.6)
Professor	-12.8 (-19.6, -6.1)	-11.2 (-18.1, -4.3)
Associate Professor	-9.4 (-15.4, -3.3)	-7.8 (-13.9, -1.8)
Assistant Professor	-5.3 (-9.2, -1.5)	-4.6 (-8.3, -0.9)
MD degree	-9.3 (-13.1, -5.5)	-8.1 (-11.9, -4.3)
Non-MD degree	3.3 (-2.2, 8.8)	4.6 (-1.0, 10.2)
Professor (New)	-12.4 (-22.3, -2.6)	-8.6 (-18.7, 1.4)
Professor (Mid)	-13.8 (-23.4, -4.1)	-11.3 (-21.4, -1.3)
Professor (Long)	-25.7 (-51.1, -0.2)	-29.9 (-55.9, -3.8)
Assoc Prof (New)	-7.5 (-16.7, 1.7)	-5.2 (-14.3, 3.8)
Assoc Prof (Mid)	-7.0 (-18.8, 4.8)	-7.5 (-19.5, 4.5)
Assoc Prof (Long)	-13.5 (-23.5, -3.6)	-10.0 (-20.2, 0.2)
Assist Prof (New)	-4.8 (-12.1, 2.6)	-1.3 (-8.3, 5.8)
Assist Prof (Mid)	-2.5 (-8.8, 3.9)	-2.9 (-9.1, 3.3)
Assist Prof (Long)	-8.1 (-14.6, -1.6)	-7.7 (-13.7, -1.7)

Table 19: Overall \$1000s Differences (95% CI) in Total Salary (FY2007), negative=women earn less than men. *Estimated gender differences after removing the Cardiology and GI specialties from Medicine, and removing Neurosurgery specialty from Surgery.

	Total Salary	Total Salary*
Overall	-13.4 (-18.2, -8.7)	-11.8 (-16.5, -7.0)
Professor	-22.0 (-33.6, -10.5)	-18.0 (-29.6, -6.5)
Associate Professor	-17.8 (-28.6, -6.9)	-14.5 (-25.3, -3.6)
Assistant Professor	-8.2 (-14.0, -2.4)	-7.8 (-13.5, -2.2)
MD degree	-18.8 (-25.0, -12.6)	-16.8 (-23.0, -10.6)
Non-MD degree	11.0 (3.3, 18.7)	11.9 (4.1, 19.6)
Professor (New)	-18.1 (-34.4, -1.7)	-12.1 (-28.7, 4.5)
Professor (Mid)	-30.2 (-50.2, -10.1)	-23.3 (-42.7, -4.0)
Professor (Long)	-37.9 (-69.2, -6.7)	-43.6 (-75.6, -11.5)
Assoc Prof (New)	-15.4 (-31.2, 0.4)	-12.9 (-28.6, 2.9)
Assoc Prof (Mid)	-10.5 (-33.3, 12.4)	-7.5 (-30.3, 15.4)
Assoc Prof (Long)	-24.1 (-41.7, -6.6)	-18.4 (-36.3, -0.5)
Assist Prof (New)	-1.7 (-12.3, 8.9)	4.0 (-5.7, 13.7)
Assist Prof (Mid)	-5.1 (-14.4, 4.2)	-6.5 (-15.4, 2.3)
Assist Prof (Long)	-15.7 (-26.4, -5.1)	-16.8 (-27.6, -6.1)

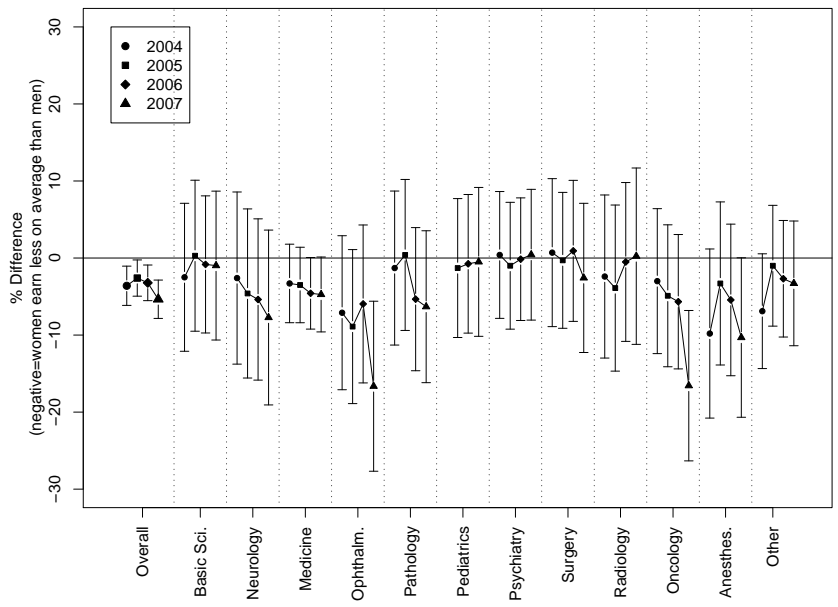


Figure 3: % Differences in FTE Salary 2004-2007 with no data removed (n=1520)