

To: Michael R. Halleran, Provost

cc: Lynda L. Butler, Chair of COPAR; Jack Martin, President of the Faculty Assembly

From: Faculty Compensation Board: Eddie Cole, Caroline Hanley (Chair), Courtney Harris, Alan Meese, Kostas Orginos, Marc Picconi, Suzanne Rait, and Leah Shaw

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Executive Summary

This committee was asked to investigate faculty salary differences by race, ethnicity, and gender at William & Mary. The small number of nonwhite faculty makes it difficult to assess racial and ethnic wage equity with confidence, and the absence of important information limits our ability to conclusively assess the presence or absence of discrimination. Within Arts & Sciences there is no systematic evidence of salary differences by race or ethnicity. Observed gender salary differences are partially explained by experience and rank, and completely explained by controlling for department. This indicates that women are more highly concentrated in lower-paying departments, including departments within *divisions* (broad fields of study such as fine arts, humanities, social science, and math and science). Among TTE professional school faculty there is no evidence of racial, ethnic, or gender salary differences detectable from the available data. Although salary variation among NTE faculty at the professional schools is less easy to explain, our results show no evidence of racial, ethnic, or gender inequity in compensation. The report includes a discussion of competing disciplinary perspectives on the sources of racial, ethnic, and gender pay differences, and concludes with suggestions for further data collection and analysis in service of promoting inclusive excellence.

Data & Methods

The data were provided to the committee by Jessica Pierce (Office of Institutional Research), in collaboration with Mary Lueker (Human Resources). The econometric analysis, ordinary least squares (OLS) regression, was performed by Caroline Hanley, a professor of work and labor market sociology, and Marc Picconi, a professor of accounting. We received de-identified information on all faculty as of November 2017; postdocs and professional faculty are not included. We have three *classes of faculty* (n=899): tenured and tenure eligible faculty (TTE, n=541); non-tenure eligible faculty (NTE, n=173); and adjunct faculty (n=185).

The major purpose of the analysis is to assess whether or not there are systematic differences in compensation of faculty across gender and racial/ethnic lines, while controlling for other important faculty characteristics (years since degree, years at W&M, rank, and department, school, or division). We have insufficient data on adjunct faculty characteristics to include them in the regression analysis, so *multivariate results are restricted to TTE and NTE faculty only*.

The multivariate analysis is limited by the likelihood of omitted variable bias. The most serious omission of a potentially important variable is a measure of productivity/merit (other than rank). A second concern is that we have no information about prior administrative service, named professorships, or retention raises, each of which is an important means of increasing salary among TTE faculty. We also lack information on which departments instruct M.A. and/or Ph.D. students. Even without those variables, the regression models explain roughly 80% of the variation in faculty salary. Additionally, the small number of faculty of color at William & Mary limits the analysis.

We present results for *base salary*, which is annualized 9- or 12-month budgeted salary, exclusive of any stipends (such as summer, administrative, or professorships). Salary numbers do not reflect sabbatical salary (i.e., reported numbers are adjusted to reflect 100% salaries). We repeated all analyses using *total salary* (base salary plus any administrative or professorship stipends) and found no meaningful differences from the analysis presented here.

Race and ethnicity is measured with the following mutually exclusive self-identified categories: white (reference category), Asian, Hispanic, Black/African American, American Indian or Alaskan Native (A.I./A.N.), two or more races, race/ethnicity unknown, and nonresident alien residency status; we do not present salary information for the single A.I./A.N. member of faculty. *Gender* is measured with two categories, male (reference category) and female. Years since completion of terminal degree (and its square) are included in all regression models to account for *experience* gained on the job (and any non-linearity in how this experience is compensated); we also include years of service at W&M as a measure of institutionally specific experience.

Exploratory analyses indicated that compensation in the professional schools -- School of Business, School of Law, School of Education, and School of Marine Science (SMS) / Virginia Institute of Marine Science (VIMS) -- differs from Arts & Sciences, meriting separate analyses for A&S and professional school faculty. Within A&S we found no reason to perform separate regressions for TTE and NTE faculty, so they are included in one model. For professional school faculty, by contrast, TTE and NTE faculty salaries are examined separately. Smaller sample sizes outside of A&S limit the power of the tests run and therefore the conclusiveness of the results.

For Arts & Science analyses, *rank* includes one category for all NTE faculty (reference category), and the following TTE rank categories: Assistant, Associate, and Full professor. We do not distinguish between NTE ranks here due to evidence of the inconsistent meaning and use of NTE titles across departments. *Department* includes twenty-three departments plus one residual category for faculty associated with interdisciplinary programs, centers, or administrative offices. *Division* groups A&S departments into broad fields of study-- fine arts (reference category), humanities, social science, and math and science-- for the purpose of providing additional information on how departmental pay differences shape compensation.

For professional school analyses *schools* are the School of Business (reference category), School of Law, School of Education, and VIMS. TTE *rank* categories are Assistant (reference category),

Associate, and Full. NTE *rank* categories are Full (reference category), Associate, Assistant, Instructor, Lecturer, Senior Lecturer.

The results of each analysis are presented in tabular form. Tables 4 – 6 contain the regressions used to estimate the determinants of faculty salary. The left-most column of each table lists predictors of salary (independent variables), followed by the number of observations in each group for categorical measures (n=). Subsequent columns summarize separate models that introduce additional or alternative predictors of salary. For each model, the constant represents the estimated mean value of the dependent variable when all of the included predictors are valued at zero (i.e., it is the y-intercept for the fitted line). Each predictor’s coefficient estimates the change in the dependent variable associated with a one-unit change in the predictor, controlling for the other variables included in the model. For categorical predictors (e.g., race) a one-unit change reflects the effect of each category in relation to the reference category for the predictor (e.g., the effect of being Asian in relation the reference category, white). Since the dependent variable in these models is the log of base salary, coefficients multiplied by 100 approximate the percent change in base salary associated with a one-unit change in the variable named in the left-most column, conditional on (“controlling for”) the other variables included in the model.* Each coefficient’s standard error is in parentheses beneath the coefficient. Only coefficients that are statistically significant, as indicated by their p-values, can be interpreted with confidence as being different from zero; lower p-values indicate a higher degree of significance, and significant coefficients are indicated by the presence of stars (see table notation).

Results

A. Descriptive Statistics

Table 1 shows the number of TTE, NTE, and Adjunct faculty by race, ethnicity, residency status, and gender as of fall 2017. NTE faculty account for about 13.9% of all faculty and 17% of full-time faculty; adjunct faculty make up about 20.6% of all faculty. Across the university, women make up about 37% of TTE faculty, 77% of NTE faculty, and 43% of adjunct faculty. Almost 14% of TTE faculty members are not white, compared with 18.5% of NTE faculty, and 7% of adjunct faculty. **Table 2** describes salary for each class of faculty—TTE, NTE, and Adjunct—by race, ethnicity, residency status, and gender. White faculty salaries tend to be higher than non-white salaries within each class of faculty, as do male faculty salaries. Small numbers of non-white faculty limit the ability of this analysis to systematically investigate the influence of race and ethnicity on salary. **Table 3** provides descriptive statistics for each department, school, and division, providing a more contextualized description of faculty salary differences on campus. Multivariate regression analysis is necessary to identify the sources of observed salary differences by race, ethnicity, and gender.

* In log-linear models such as these, the approximation that 100*coefficient equals the percentage change in the outcome of interest holds for small coefficients, but it is less precise for larger coefficients.

B. Regression Analysis of Arts & Sciences Faculty

Table 4 presents the results of our multivariate analysis of A&S TTE and NTE salaries. All models control for the faculty member's years of experience since completing their terminal degree, its square, and years at William & Mary. The dependent variable is the log of base salary. Looking first at model 1, there is no evidence that faculty of color, whose race/ethnicity is unknown, or with nonresident alien residency status, earn less than white faculty, conditional on experience and gender. But women faculty members earn about 13.6% less per year (-0.136×100) than male faculty with the same experience and of the same race/ethnicity/residency. Model 2 tells us that controlling for rank explains much of the gender pay gap estimated in model 1; women earn roughly 6% less per year than men of the same rank, experience, and race/ethnicity/residency. When we introduce controls for department in model 3, the effect of being female on salary becomes non-significant, indicating that men and women in a given department earn roughly the same amount after controlling for rank and experience. The fact that the "Female" variable is significant in model 2 and not in model 3 indicates that women tend to more heavily populate departments with lower mean salaries.

Per economic theory we accept departmental salary differences, all things equal, as legitimate because they reflect differences in disciplinary skills that would be compensated differently outside of academia. Faculty members with scarce disciplinary skills and/or highly valued credentials are compensated at higher levels in order to attract and retain their labor.

Instead of controlling for department, model 4 controls for *division*, in which A&S departments are grouped into four categories: fine arts (omitted), humanities, social science, and math and science. The purpose of model 4 is to supplement model 3 and aid in the understanding of how departmental pay differentials affect women's salaries on campus; model 3 is superior to model 4 for assessing pay inequity due to its more fine-grained measurement of faculty disciplinary skills. Here we see that the "Female" variable is again significant: women earn about 4% less per year than men, conditional on experience, rank, division, and race/ethnicity/residency. This suggests that the departmental pay differences that explain women's lower salaries are not only those across divisions, but also operate within divisions. Supplemental analysis suggests this intra-divisional gender gap is particularly evident in the social sciences.

Are differences in compensation across departments and within divisions explained by market forces, i.e., the relative demand for and scarcity of those disciplinary skills? The fact that intra-divisional, inter-departmental pay differences are likely not unique to William & Mary supports a market-based interpretation of the finding. Similarly, many disciplinary skills are particular, such that Ph.D.'s in different fields compete in different nonacademic labor markets. There are, however, also areas of disciplinary skill overlap, such that some Ph.D.'s from different fields compete for the same or similar nonacademic jobs. Non-market factors may, therefore, contribute to the salary differences observed within divisions but across departments. For example, sociological research on the process known as *devaluation* shows that some categories of work are systematically paid less because the people who perform that work are valued less within society (e.g., Levanon, England, and Allison 2009; Mandel 2013). We lack sufficient

evidence to test whether devaluation contributes to the significant gender coefficient in model 4, and caution that model 4 does not constitute evidence of pay inequity.

C. Regression Analysis of Professional School Faculty

Preliminary analysis indicated that TTE and NTE pay practices in the professional schools merit separate analysis. **Table 5** examines salaries of TTE faculty at the professional schools. All models control for the faculty member's years of experience since completing their terminal degree, its square, and years at William & Mary. The dependent variable is the log of base salary. There is no statistically significant evidence of racial, ethnic, residency status, or gender salary differences conditional on experience and rank (models 1-2). When we control for school (model 3), we see a borderline-significant negative effect of being Black (some disciplines consider p-values less than 0.1 to be significant). Results from model 3 also show that faculty salaries at the Schools of Law, Education, and Marine Science (VIMS) are significantly lower than at the School of Business, all things equal, which likely reflects market differences in the demand for those disciplinary skills and credentials. Compensation practices vary across the four professional schools: supplemental analysis shows that all of the predictors differ significantly in their relationship to salary across schools except race/ethnicity/residency. When school-specific effects of experience are taken into account (by using an interaction term for school*years since terminal degree) we see no evidence of racial, ethnic, or gender pay disparity (model 4). Our results show that the relationship between experience (the "Years since degree" variable) and salary differs significantly between the School of Business and the other professional schools, and that it is important to control for this difference.

Table 6 examines salaries of NTE faculty at the professional schools; the low sample size (52) limits confidence in the analysis. There is no evidence of inequity on the basis of race, ethnicity, or residency status. There is a negative salary effect for women, conditional on experience (model 1), but it appears to be explained by controls for rank (model 2): NTE women and men are paid equitably when controlling for experience and rank. Yet model 2 also shows that NTE ranks are not highly predictive of salaries, since only the Instructor rank is associated with salary differences that are significantly different from the omitted Full Professor rank, controlling for gender, race/ethnicity/residency, and experience. Model 3 shows that NTE faculty in the schools of Law, Education, and VIMS are paid significantly less than in Business, conditional on gender, race/ethnicity/residency, experience, and rank. Controlling for school does not yield statistically significant rank coefficients. Given the small sample size, we lack the statistical power to systematically consider how salary predictors may vary across professional schools for NTE faculty in the manner we used for TTE faculty (i.e., interaction terms for salary predictors x schools).

The relatively small number of professional school faculty and evident importance of school-specific compensation dynamics merit a closer look at the descriptive statistics. **Table 7** presents the mean and standard deviation of base salary, years since degree, and years at W&M by school, rank, and gender, for TTE and NTE professional school faculty. We group all NTE

faculty into a single rank. These results show no evidence of racial, ethnic, or gender inequity in compensation.

Considerations for Future Analysis

This report has provided descriptive statistics on TTE, NTE, and adjunct faculty salaries at William & Mary, and used OLS regression to assess whether or not there are systematic differences in compensation of TTE and NTE faculty across gender and racial/ethnic lines, while controlling for other important faculty characteristics (years since degree, years at W&M, rank, and department/school). The multivariate analysis is limited by the small number of faculty of color and the omission of indicators of productivity/merit (other than rank), prior administrative service, named professorships, and retention raises, all potential factors in determining TTE faculty salaries. Absent indicators for these important omitted variables, and in light of the way small sample sizes limit the statistical analysis, additional strategies for assessing pay inequity may be warranted. One approach would be merging multiple years of faculty data to construct a longitudinal data set, which would enable us to more systematically rule out omitted variable bias by accounting for unmeasured characteristics particular to individuals. Comparing W&M to other institutions is an alternative approach that could also shed light on whether market or non-market explanations are responsible for the divisional pay differences that we report here (e.g., Momani, Dreher, and Williams 2019). The determinants of NTE and adjunct compensation are not well understood; more information from the departments and schools on NTE and adjunct work tasks and pay practices would be required to perform a more comprehensive analysis of these types of faculty labor. Existing research shows that organizations with transparent merit evaluation and pay determination practices have lower rates of pay inequity across racial, ethnic, and gender lines (Castilla 2012, 2015; Dobbin and Kalev 2016; Elvira and Graham 2003; Tomaskovic-Devey and Stainback 2007; but see Castilla 2008). Continuing to encourage departments and schools on campus to embrace transparency in salary determination and the distribution of merit pay is an important mechanism for guarding against the development of such inequities.

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Table 1: W&M Faculty by Race, Ethnicity, Residency Status, and Gender by Class of Faculty

	TTE	NTE	Adjunct	Total
<i><u>Panel A: Men and women</u></i>				
All	541	124	185	899
White	408	124	143	675
Asian	29	11	2	42
Hispanic	16	5	0	21
Black	23	4	10	37
Multiple races	6	3	1	10
American Indian or Alaskan Native	1	0	0	1
Nonresident alien	21	15	7	43
Unknown	37	11	22	70
<i><u>Panel B: Men only</u></i>				
All	339	77	105	521
White	255	58	86	399
Asian	23	5	0	28
Hispanic	6	2	0	8
Black	10	0	3	13
Multiple races	4	2	0	6
American Indian or Alaskan Native	1	0	0	1
Nonresident alien	13	5	1	19
Unknown	27	5	15	47
<i><u>Panel C: Women only</u></i>				
All	202	96	80	378
White	153	66	57	276
Asian	6	6	2	14
Hispanic	10	3	0	13
Black	13	4	7	24
Multiple races	2	1	1	4
American Indian or Alaskan Native	0	0	0	0
Nonresident alien	8	10	6	24
Unknown	10	6	7	23

Table 2: Annual salary for TTE, NTE, and Adjunct Faculty by Race, Ethnicity, Residency Status, and Gender

	TTE faculty					NTE faculty					Adjunct faculty				
	N	Mean	S.D.	Min.	Max.	N	Mean	S.D.	Min.	Max.	N	Mean	S.D.	Min.	Max.
<i>Panel A: Men and women</i>															
All	541	112688	40106.08	57000	274400	173	66066.2	29354.24	30000	159000	185	7915.4	7956.076	378	50000
White	408	116762	40680.67	60000	274400	124	68245.6	30333.73	40000	150300	143	8056.02	8395.193	756	50000
Asian	29	106467	35703.11	61851	217326	11	64545.1	21656.85	42000	117166	2	3915	1294.005	3000	4830
Hispanic	16	97177	36725.47	62000	175000	5	65476.2	15386.29	48801	85000	0	n.a.	n.a.	n.a.	n.a.
Black	23	108381	47102.04	61840	221178	4	67224.3	36276.36	42000	120000	10	6550	5678.664	1000	20000
Multiple races	6	93737.9	17394.88	75630	122422	3	68554.1	32144.64	40832	103790	1	35000	n.a.	35000	35000
Nonresident alien	21	89296.2	19255.08	60000	131900	15	52114	30652.43	30000	159000	7	10370	0	10370	10370
Unknown	37	98710.1	36582.04	57000	221000	11	61214.7	25310.6	41616	131000	22	5973.61	4550.803	378	18000
<i>Panel B: Men only</i>															
All	339	116306	41626.25	57000	274400	77	71304.7	33822.86	40000	159000	105	8537.34	8779.494	378	50000
White	255	120590	41948.95	60000	274400	58	73748.1	34710.9	40000	150300	86	8793.17	9436.263	756	50000
Asian	23	106945	38752.41	61851	217326	5	71086.4	32337.74	42000	117166	0	n.a.	n.a.	n.a.	n.a.
Hispanic	6	78062.5	6728.342	72500	90854	2	74300.5	15131.38	63601	85000	0	n.a.	n.a.	n.a.	n.a.
Black	10	119249	57765.14	61840	221178	0	n.a.	n.a.	n.a.	n.a.	3	8666.67	2309.401	6000	10000
Multiple races	4	99045.8	18819.83	76439	122422	2	50936	14289.21	40832	61040	0	n.a.	n.a.	n.a.	n.a.
Nonresident alien	13	92568.1	20692	60000	131900	5	69311.1	50468.03	42000	159000	1	10370	n.a.	10370	10370
Unknown	27	105814	40143.23	57000	221000	5	52123.2	10108.8	41616	65000	15	6922.49	5269.781	378	18000
<i>Panel C: Women only</i>															
All	202	106616	36721.1	62000	245300	96	61864.5	24592.83	30000	146000	80	7099.12	6691.061	810	40000
White	153	110383	37750.99	62000	245300	66	63410	25176.61	40000	146000	57	6943.81	6439.492	810	40000
Asian	6	104637	22926.51	70370	135978	6	59094.1	4796.858	54372	66950	2	3915	1294.005	3000	4830
Hispanic	10	108646	42814.25	62000	175000	3	59593.3	15139.88	48801	76900	0	n.a.	n.a.	n.a.	n.a.
Black	13	100020	37291.67	70000	173368	4	67224.3	36276.36	42000	120000	7	5642.86	6587.325	1000	20000
Multiple races	2	83122	10595.29	75630	90614	1	103790	n.a.	103790	103790	1	35000	n.a.	35000	35000
Nonresident alien	8	83979.5	16526.81	62000	104709	10	43515.4	9115.595	30000	64155	6	10370	0	10370	10370
Unknown	10	79530.4	11725.1	67735	106627	6	68791	32372.32	45000	131000	7	3940.29	782.2365	2982	5000

Table 3: Characteristics of Faculty across W&M Schools, Divisions, and Departments

School/Division	Department	n=	% TTE	% NTE	% adj.	% male	% white	TTE only				mean salary	NTE only		
								% male	% white	% full assoc	%		% male	% white	mean salary
Arts & Sciences		602	64.95	19.77	15.28	57.31	73.75	44.74	75.45	31.58	47.37	82657	71.43	68.07	44866
Fine Arts	Art and Art History	19	63.16	36.84	0	57.89	89.47	41.67	83.33	33.33	50	84836.5	85.71	100	43005
	Music	47	29.79	4.26	65.96	57.45	78.72	57.14	71.43	28.57	35.71	80031.4	100	100	45082
	Theatre, Speech & Dance	23	52.17	21.74	26.09	34.78	69.57	33.33	58.33	33.33	58.33	83540.6	40	80	47387
Humanities	American Studies	4	100	0	0	50	75	50	75	25	75	102420	n.a.	n.a.	n.a.
	Classical Studies	11	63.64	36.36	0	45.45	90.91	28.57	100	42.86	42.86	101079	75	75	41306
	English	53	66.04	18.87	15.09	37.74	71.7	40	80	51.43	31.43	97833.7	20	60	49766
	History	36	83.33	11.11	5.56	61.11	72.22	60	73.33	36.67	46.67	95266.7	75	75	46349
	Modern Languages	59	50.85	37.29	11.86	38.98	47.46	60	63.33	20	66.67	85400.6	18.18	40.91	45577
	Philosophy	14	85.71	14.29	0	78.57	85.71	75	83.33	50	33.33	90035.4	100	100	44208
	Religion	12	83.33	16.67	0	66.67	75	70	70	10	50	85916	50	100	45341
Math & Science	Applied Science	9	100	0	0	77.78	88.89	77.78	88.89	55.56	22.22	111884	n.a.	n.a.	n.a.
	Biology	29	86.21	10.34	3.45	55.17	86.21	56	88	40	36	97277	66.67	66.67	49925
	Chemistry	19	78.95	10.53	10.53	68.42	89.47	66.67	93.33	53.33	20	93162.7	50	50	54770
	Computer Science	22	77.27	18.18	4.55	77.27	50	82.35	41.18	23.53	35.29	124404	50	75	76017
	Geology	10	70	30	0	50	100	71.43	100	71.43	14.29	99068.6	0	100	44639
	Mathematics	31	64.52	22.58	12.9	70.97	70.97	80	65	35	30	104243	28.57	85.71	49404
	Physics	28	100	0	0	82.14	82.14	82.14	82.14	60.71	21.43	115564	n.a.	n.a.	n.a.
Social Sciences	Anthropology	15	93.33	6.67	0	46.67	66.67	50	64.29	42.86	28.57	96965.1	0	100	56000
	Economics	30	76.67	20	3.33	76.67	63.33	78.26	65.22	47.83	13.04	132564	66.67	50	75693
	Government	37	64.86	21.62	13.51	70.27	75.68	70.83	87.5	41.67	33.33	108285	62.5	50	57590
	Kinesiology	24	41.67	25	33.33	50	87.5	60	90	30	50	96595.2	33.33	83.33	52383
	Psychology	28	67.86	17.86	14.29	53.57	85.71	57.89	78.95	31.58	47.37	87245	20	100	50878
	Sociology	16	75	18.75	6.25	37.5	68.75	50	75	41.67	41.67	93467	0	66.67	45373
Residual	Charles Center, Institutes, Programs, Provost's Office	26	6.9	51.72	41.38	62.07	75.86	100	0	50	0	109488	60	66.67	60544
School of Business		74	58.11	24.32	17.57	67.57	77.03	62.79	76.74	51.16	37.21	188182	66.67	83.33	130265
School of Education		61	62.3	13.11	24.59	36.07	73.77	50	68.42	57.89	5.26	103481	12.5	75	78238
School of Law		110	27.27	14.55	58.18	60.91	80.91	70	83.33	83.33	13.33	184067	31.25	75	72236
VIMS		49	79.59	20.41	0	71.43	75.51	74.36	74.36	64.1	10.26	113879	60	80	101784
ALL W&M FACULTY		899	60.18	19.24	20.58	57.95	75.08	62.66	75.42	46.21	31.61	112688	44.51	71.68	66066

Table 4: Influence of Race, Ethnicity, Residency Status, and Gender on Salaries of Arts & Sciences Faculty

		(Model 1) Baseline regression	(Model 2) Rank controls	(Model 3) Department controls	(Model 4) Division controls
Female	n=216	-0.136 *** (0.024)	-.061 *** (0.016)	-.012 (0.022)	-.042 ** (0.014)
Asian	n=30	0.044 (0.050)	.040 (0.032)	-.002 (0.022)	.046 (0.028)
Hispanic	n=13	0.021 (0.075)	.001 (0.048)	.009 (0.032)	.013 (0.042)
Black	n=17	0.061 (0.066)	-0.002 (0.042)	.034 (0.028)	.039 (0.037)
Multi-racial	n=7	-0.171 (0.101)	-.033 (0.066)	-.081 † (0.043)	-.067 (0.057)
Non-resident alien	n=32	0.108 (0.053)	.034 (0.034)	.037 (0.024)	.043 (0.030)
Race unknown	n=34	0.074 (0.050)	.010 (0.032)	.002 (0.022)	.011 (0.029)
Constant		10.970 *** (0.033)	10.79 *** (0.025)	10.618 *** (0.030)	10.674 *** (0.042)
r-squared		0.4807	0.786	0.9143	0.8387
N		511	511	511	511

* $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; † $p \leq 0.1$

Dependent variable is log of base salary; each coefficient's standard error is in parentheses

All models control for years at W&M as well as years since highest degree and its square

Rank controls (not shown): NTE (reference category), Assistant, Associate, and Full Professors

Division controls (not shown): Fine Arts (reference category), Humanities, Math & Sciences, Social Science, Residual

Table 5: Influence of Race, Ethnicity, Residency Status, and Gender on Salaries of TTE Professional School Faculty

		(Model 1)	(Model 2)	(Model 3)	(Model 4)
		Baseline	Rank controls	School controls	Yrs since degree by school
Female	n=54	-.006 (0.059)	0.023 (0.056)	0.028 (0.029)	-0.003 (0.025)
Asian	n=7	-.180 (0.126)	-0.122 (0.120)	-0.051 (0.061)	-0.036 (0.052)
Hispanic	n=7	-.067 (0.132)	-0.035 (0.125)	-0.062 (0.063)	-0.066 (0.051)
Black	n=9	-.114 (0.115)	-0.105 (0.109)	-0.11 † (0.056)	-0.013 (0.051)
Multi-racial	n=1	-.253 (0.322)	0.066 (0.313)	0.086 (0.160)	0.12 (0.136)
Non-resident alien	n=1	.152 (0.324)	0.353 (0.310)	-0.021 (0.161)	0.062 (0.146)
Race unknown	n=12	-.075 (0.102)	0.005 (0.98)	-0.015 (0.050)	-0.003 (0.043)
Constant		11.455 *** (0.097)	11.437 *** (0.096)	11.88 *** (0.056)	12.15 *** (0.061)
r-squared		0.2626	0.3499	0.8364	0.8848
N		150	150	150	150

* p ≤ 0.05, ** p ≤ 0.01, *** p ≤ 0.001; † p ≤ 0.1

Dependent variable is log of base salary; each coefficient's standard error is in parentheses
 All models control for years at W&M as well as years since highest degree and its square
 Rank controls (not shown): Assistant (reference category), Associate, Full
 School controls (not shown): Business (reference category), Law, Education, and VIMS

Table 6: Influence of Race, Ethnicity, Residency Status, and Gender on Salaries of NTE Professional School Faculty

		(Model 1)	(Model 2)	(Model 3)
		Baseline	Rank controls	School controls
Female	n=28	-0.242 * (0.220)	-0.068 (0.102)	0.006 (0.085)
Asian	n=3	-0.124 (0.220)	-0.183 (0.188)	-0.026 (0.158)
Hispanic	n=1	-0.052 (0.372)	0.104 (0.312)	0.067 (0.251)
Black	n=1	0.386 (0.367)	0.055 (0.315)	-0.203 (0.259)
Multi-racial	n=1	0.193 (0.364)	-0.104 (0.310)	0.186 -0.27
Non-resident alien	n=3	-0.295 (0.114)	-0.202 (0.181)	-0.207 (0.154)
Race unknown	n=2	0.184 (0.263)	0.085 (0.228)	0.032 (0.184)
Constant		11.58 *** (0.177)	11.61 *** (0.023)	11.9 *** (0.201)
r-squared		0.169	0.4867	0.6962
N		52	52	52

* p ≤ 0.05, ** p ≤ 0.01, *** p ≤ 0.001; † p ≤ 0.1

Dependent variable is log of base salary

All models control for years at W&M as well as years since highest degree and its square

Rank controls (not shown): Full (reference category), Associate, Assistant, Instructor, Lecturer

School controls (not shown): Business (reference category), Law, Education, and VIMS

Table 7: Professional School Salaries, Years Since Terminal Degree, and Years at W&M, by Rank and Gender

	Rank	Gender		Base salary		Years since degree		Years at W&M	
				Mean	Std Dev	Mean	Std Dev	Mean	Std Dev
School of Business	Professor	Men	n=18	193897.10	25165.46	29.61	10.18	22.27	11.94
		Women	n=4	212232.50	7118.44	22.25	6.65	22.70	6.95
	Associate Professor	Men	n=8	180081.80	19616.23	13.88	7.79	12.45	7.81
		Women	n=8	177684.30	22142.15	13.75	4.20	11.46	6.52
	Assistant Professor	Men	n=1	188600.00	n.a.	8.00	n.a.	2.20	n.a.
		Women	n=4	175504.00	18165.35	5.75	3.30	5.50	2.41
	NTE	Men	n=12	130202.80	24264.19	24.33	18.05	8.22	7.15
		Women	n=6	130390.00	8553.32	15.67	11.98	5.37	6.08
School of Law	Professor	Men	n=17	200069.90	34851.28	26.35	11.17	16.42	11.52
		Women	n=8	182611.30	30820.30	24.38	9.91	17.16	11.29
	Associate Professor	Men	n=3	131841.40	17450.75	8.67	3.06	3.07	2.31
		Women	n=1	132500.00	n.a.	13.00	n.a.	3.50	n.a.
	Assistant Professor	Men	n=1	131900.00	n.a.	6.00	n.a.	1.30	n.a.
		Women	n=0	--	--	--	--	--	--
	NTE	Men	n=5	64793.83	20105.07	25.40	14.88	8.72	12.82
		Women	n=11	75618.96	20938.80	13.64	7.23	4.95	4.62
School of Education	Professor	Men	n=12	124215.90	37289.08	29.17	11.22	19.63	6.87
		Women	n=10	119926.80	29534.66	26.20	9.72	20.30	9.24
	Associate Professor	Men	n=2	87069.05	3288.63	10.00	2.83	7.30	0.14
		Women	n=0	--	--	--	--	--	--
	Assistant Professor	Men	n=5	75739.98	4863.45	4.00	1.73	2.40	2.17
		Women	n=9	76621.17	4651.97	3.44	1.88	1.98	1.20
	NTE	Men	n=1	87363.57	n.a.	21.00	n.a.	12.20	n.a.
		Women	n=7	76934.56	17279.86	13.14	6.23	10.26	7.40
VIMS	Professor	Men	n=18	131466.60	19080.91	32.28	6.86	26.14	10.01
		Women	n=7	121771.50	15304.99	27.00	5.89	19.19	4.75
	Associate Professor	Men	n=4	94665.74	7589.73	19.00	6.73	13.93	9.69
		Women	n=0	--	--	--	--	--	--
	Assistant Professor	Men	n=7	85314.88	6165.47	7.71	2.81	3.99	0.97
		Women	n=3	82201.83	5296.44	6.33	3.06	2.67	1.27
	NTE	Men	n=6	108138.80	19240.73	20.67	2.66	16.43	9.60
		Women	n=4	92252.05	6848.97	17.75	2.50	17.38	8.51