

**Table 3-14: Decomposition of Differences in Monthly Faculty Salary
for All Faculty by Gender and Minority Status¹
EXTENDED MODEL**

	Observed Difference	Predicted Difference	Percent Difference (no dept controls)	Percent Difference (dept controls)
FEMALE (vs. White male)	- \$761**	- \$764**	- 9.55**	
Productive Factors			- 12.57**	- 11.77**
Unexplained			+ 2.69*	+ 1.99**
ASIAN (vs. White male)	- \$67	- \$99	- 1.45	
Productive Factors			- 5.25*	- 3.28
Unexplained			+ 3.90**	+ 2.07
BLACK & HISPANIC (vs. White male)	- \$838**	- \$634**	- 7.81**	
Productive Factors			- 11.20**	- 7.69**
Unexplained			+ 3.05	+ 0.10
¹ The "White Male" category includes all non-Asian, non-Black, and non-Hispanic male faculty members and is predominantly individuals identified as White. Specification (d) of Table 1 is used. ** P-value ≤ 0.05 * P-value > 0.05 and ≤ 0.10				

**Table 3-15: Quantile Oaxaca Decompositions of Monthly Faculty Salary
by Gender and Minority Status¹
EXTENDED MODEL**

	Percent Effects at Quantiles				
	10th	25th	50 th (median)	75th	90th
FEMALE (vs. White male)					
% Difference	+ 5.56**	+ 6.40**	+ 10.68**	+ 13.22**	+ 11.08*
% Productive Factors	+ 8.58**	+ 10.45**	+ 13.47**	+ 14.18**	+ 11.94**
% Unexplained	- 3.01	- 4.05**	- 2.79	- 0.96	- 0.04
ASIAN (vs. White male)					
% Difference	- 0.63	+ 1.53	+ 3.93	+ 2.80	- 6.75
% Productive Factors	+ 6.39**	+ 5.45**	+ 6.47**	+ 3.26	- 0.78
% Unexplained	- 5.76**	- 3.92**	- 2.54	- 0.45	- 7.53**
BLACK & HISPANIC (vs. White male)					
% Difference	- 5.69**	- 3.39	+ 7.52**	+ 16.52**	+ 23.34**
% Productive Factors	+ 6.52**	+ 8.60**	+ 9.69**	+ 11.66**	+ 14.30**
% Unexplained	- 12.21**	- 8.26**	- 2.17	+ 4.87**	+ 9.04

¹ Specification (d) of Table 1 is used for estimating the quantile effects. Standard errors are bootstrapped with reps=100. Percentage is white male minus the indicated group. The "White Male" category Includes all non-Asian, non-Black, and non-Hispanic male faculty members and is predominantly individuals identified as White.

** P-value ≤ 0.05

* P-value > 0.05 and ≤ 0.10