

OAXACA - QUI NTDEPT

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-----
name: <unnamed>
log: C:\Users\TAOVLW1\Documents\WORK\Faculty_Salary_Study\PROGRAMS\RegOu
> t\OAXACArob-B2fold QUI NTDEPT.log
log type: text
opened on: 10 Mar 2018, 13:36:48
```

```
. **** USE DATA SET WITH DEPT DUMMIES (created 18Sep17) *****
. use C:\Users\TAOVLW1\Documents\WORK\Faculty_Salary_Study\DATA\FSS2015-16C
```

```
. * OAXACA DECOMP - WHITE MALES VS. FEMALES
. keep if whmale==1 | female==1
(72 observations deleted)
```

```
. oaxaca l morate cupa000 full assoc yrsni u yrsni u2 yrsoth yrsoth2 ///
> qui ntDTOP qui ntD2ND qui ntDMI D profship sal adj seadj ///
> , by(female) wei ght(1) eform vce(robust) noi sil y
```

Model for group 1

```
Linear regression                               Number of obs   =          255
                                                F(13, 241)      =          68.27
                                                Prob > F        =          0.0000
                                                R-squared       =          0.7679
                                                Root MSE       =          .13118
```

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]
cupa000	.0797045	.0043802	18.20	0.000	.0710761 .0883329
full	.2861665	.0408068	7.01	0.000	.2057828 .3665501
assoc	.1080127	.0336017	3.21	0.001	.0418222 .1742031
yrsni u	-.0164934	.0040933	-4.03	0.000	-.0245565 -.0084302
yrsni u2	.0004418	.0001045	4.23	0.000	.0002359 .0006477
yrsoth	.0030911	.0038486	0.80	0.423	-.0044901 .0106723
yrsoth2	.0003382	.0001864	1.81	0.071	-.000029 .0007054
qui ntDTOP	.0010331	.026986	0.04	0.969	-.0521253 .0541916
qui ntD2ND	-.0040243	.0206794	-0.19	0.846	-.0447598 .0367111
qui ntDMI D	-.0186069	.0208283	-0.89	0.373	-.0596356 .0224218
profship	.0915259	.0248969	3.68	0.000	.0424826 .1405692
sal adj	.1003557	.0681111	1.47	0.142	-.0338134 .2345247
seadj	.0872132	.0210913	4.14	0.000	.0456665 .12876
_cons	8.20394	.0443867	184.83	0.000	8.116504 8.291375

Model for group 2

```
Linear regression                               Number of obs   =          248
                                                F(13, 234)      =          47.79
                                                Prob > F        =          0.0000
                                                R-squared       =          0.6943
                                                Root MSE       =          .15012
```

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]
cupa000	.0784524	.0040733	19.26	0.000	.0704273 .0864775
full	.2869888	.0502195	5.71	0.000	.1880486 .3859289
assoc	.1275342	.0336426	3.79	0.000	.061253 .1938153

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yr sni u	-. 0105863	. 0064633	-1. 64	0. 103	-. 0233199	. 0021473
yr sni u2	. 0003275	. 0002062	1. 59	0. 114	-. 0000788	. 0007337
yrsoth	. 0087378	. 008532	1. 02	0. 307	-. 0080716	. 0255472
yrsoth2	-. 0003988	. 0010428	-0. 38	0. 702	-. 0024532	. 0016556
qui ntDTOP	. 0568853	. 0286331	1. 99	0. 048	. 0004737	. 1132969
qui ntD2ND	. 02778	. 0253214	1. 10	0. 274	-. 0221071	. 0776671
qui ntDMI D	. 0410521	. 0219582	1. 87	0. 063	-. 0022089	. 0843132
profshi p	. 0673935	. 0422682	1. 59	0. 112	-. 0158813	. 1506684
sal adj	-. 0213499	. 0219177	-0. 97	0. 331	-. 0645312	. 0218313
seadj	-. 0146925	. 0270495	-0. 54	0. 588	-. 0679842	. 0385993
_cons	8. 171035	. 0500687	163. 20	0. 000	8. 072392	8. 269678

Blinder-Oaxaca decomposition

Number of obs = 503

- 1: female = 0
- 2: female = 1

lmorate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]	
Differential						
Prediction_1	8759. 699	146. 3943	543. 19	0. 000	8477. 42	9051. 377
Prediction_2	8012. 789	135. 5959	531. 18	0. 000	7751. 385	8283. 008
Difference	1. 093215	. 0260008	3. 75	0. 000	1. 043424	1. 145382
Decomposition						
Explained	1. 122845	. 0237211	5. 48	0. 000	1. 077302	1. 170314
Unexplained	. 9736112	. 0139998	-1. 86	0. 063	. 9465551	1. 001441

```

. oaxaca lmorate cupa000 full assoc yrsni u yrsni u2 yrsoth yrsoth2 ///
> qui ntDTOP qui ntD2ND qui ntDMI D profshi p sal adj seadj ///
> dept1 dept2 dept3 dept4 dept5 dept6 dept7 dept8 dept9 dept10 ///
> dept11 dept12 dept13 dept14 dept15 dept16 dept17 dept18 dept19 dept20
> ///
> dept21 dept22 dept23 dept24 dept25 dept26 dept27 dept28 dept29 dept30
> ///
> dept31 dept32 dept33 dept34 dept35 dept36 dept37 dept38 dept39 dept40
> ///
> dept41, ///
> by(female) weight(1) eform vce(robust) noi sily

```

Model for group 1

Linear regression

Number of obs = 255
 F(49, 201) = .
 Prob > F = .
 R-squared = 0. 9006
 Root MSE = . 09402

lmorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	. 0239739	. 0228182	1. 05	0. 295	-. 0210199	. 0689676
full	. 3081121	. 0311095	9. 90	0. 000	. 2467692	. 3694549
assoc	. 1216814	. 0239805	5. 07	0. 000	. 0743957	. 1689671
yr sni u	-. 0115739	. 0034508	-3. 35	0. 001	-. 0183783	-. 0047695
yr sni u2	. 0003468	. 0000872	3. 98	0. 000	. 000175	. 0005187
yrsoth	6. 76e-06	. 0038213	0. 00	0. 999	-. 0075283	. 0075418
yrsoth2	. 0004182	. 0002153	1. 94	0. 053	-6. 32e-06	. 0008427

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qui ntDTOP	. 0375097	. 019703	1. 90	0. 058	-. 0013415	. 0763608
qui ntD2ND	. 0239339	. 0192272	1. 24	0. 215	-. 0139791	. 0618469
qui ntDMI D	-. 010356	. 0157657	-0. 66	0. 512	-. 0414433	. 0207313
profshi p	. 0969552	. 0257185	3. 77	0. 000	. 0462426	. 1476679
sal adj	. 0858872	. 0426037	2. 02	0. 045	. 0018797	. 1698947
seadj	. 0567616	. 0225338	2. 52	0. 013	. 0123287	. 1011945
dept1	. 5384079	. 2009423	2. 68	0. 008	. 1421825	. 9346333
dept2	. 5724138	. 1989165	2. 88	0. 004	. 180183	. 9646445
dept3	. 5697407	. 1546839	3. 68	0. 000	. 2647293	. 874752
dept4	. 5182924	. 1547115	3. 35	0. 001	. 2132267	. 8233581
dept5	. 3588999	. 1710911	2. 10	0. 037	. 0215364	. 6962635
dept6	. 1306355	. 049308	2. 65	0. 009	. 0334082	. 2278629
dept7	. 1977404	. 0596014	3. 32	0. 001	. 0802161	. 3152647
dept8	. 130775	. 0500422	2. 61	0. 010	. 0321001	. 22945
dept9	. 1196851	. 047653	2. 51	0. 013	. 0257212	. 213649
dept10	. 140946	. 0552984	2. 55	0. 012	. 0319066	. 2499854
dept11	. 193822	. 0523314	3. 70	0. 000	. 0906331	. 297011
dept12	. 3066533	. 1099639	2. 79	0. 006	. 0898224	. 5234842
dept13	. 2127936	. 0736833	2. 89	0. 004	. 0675021	. 358085
dept14	. 34699	. 1013602	3. 42	0. 001	. 1471243	. 5468557
dept15	. 3008328	. 100675	2. 99	0. 003	. 1023182	. 4993474
dept16	. 2397255	. 0501743	4. 78	0. 000	. 1407901	. 3386609
dept17	. 2085134	. 0596506	3. 50	0. 001	. 0908921	. 3261346
dept18	0	(omitted)				
dept19	. 2520907	. 0554886	4. 54	0. 000	. 1426762	. 3615051
dept20	. 1187681	. 0698065	1. 70	0. 090	-. 0188789	. 2564151
dept21	. 1903029	. 0650287	2. 93	0. 004	. 062077	. 3185288
dept22	. 1492254	. 0831575	1. 79	0. 074	-. 0147476	. 3131984
dept23	. 1289641	. 0576313	2. 24	0. 026	. 0153246	. 2426035
dept24	. 4326245	. 0991617	4. 36	0. 000	. 2370939	. 6281552
dept25	. 3917215	. 1017506	3. 85	0. 000	. 191086	. 5923569
dept26	. 1220376	. 0522052	2. 34	0. 020	. 0190975	. 2249778
dept27	. 0608655	. 0665004	0. 92	0. 361	-. 0702624	. 1919934
dept28	. 1746214	. 0522113	3. 34	0. 001	. 0716692	. 2775735
dept29	. 162043	. 0759086	2. 13	0. 034	. 0123636	. 3117224
dept30	. 1478319	. 0533137	2. 77	0. 006	. 042706	. 2529577
dept31	. 1462234	. 0597376	2. 45	0. 015	. 0284306	. 2640162
dept32	. 1243515	. 0509824	2. 44	0. 016	. 0238225	. 2248805
dept33	. 1833131	. 081769	2. 24	0. 026	. 0220779	. 3445483
dept34	. 1668347	. 05732	2. 91	0. 004	. 0538091	. 2798603
dept35	. 1947208	. 0741481	2. 63	0. 009	. 0485128	. 3409288
dept36	. 3119181	. 0530435	5. 88	0. 000	. 207325	. 4165113
dept37	. 2613306	. 051627	5. 06	0. 000	. 1595305	. 3631307
dept38	. 2955643	. 0661532	4. 47	0. 000	. 1651209	. 4260077
dept39	-. 2374539	. 0684526	-3. 47	0. 001	-. 3724312	-. 1024765
dept40	. 0278097	. 0577141	0. 48	0. 630	-. 0859931	. 1416124
dept41	. 0197719	. 0522956	0. 38	0. 706	-. 0833465	. 1228903
_cons	8. 498574	. 1898633	44. 76	0. 000	8. 124194	8. 872953

Model for group 2

Linear regression

Number of obs = 248
 F(46, 194) = .
 Prob > F = .
 R-squared = 0. 9337
 Root MSE = . 07675

lmorate	Coef.	Robust Std. Err.	t	P> t	[95% Conf. Interval]
cupa000	-. 1279103	. 0451196	-2. 83	0. 005	-. 2168981 -. 0389224

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full	. 3048944	. 0281564	10. 83	0. 000	. 2493625	. 3604264
assoc	. 1250771	. 0211822	5. 90	0. 000	. 0833002	. 1668541
yrnsni u	-. 010336	. 0043798	-2. 36	0. 019	-. 0189741	-. 0016978
yrnsni u2	. 0003493	. 000143	2. 44	0. 015	. 0000672	. 0006315
yrsoth	. 0043403	. 0050745	0. 86	0. 393	-. 005668	. 0143486
yrsoth2	. 0001231	. 0006664	0. 18	0. 854	-. 0011914	. 0014375
qui ntDTOP	. 0300495	. 0171116	1. 76	0. 081	-. 0036992	. 0637982
qui ntD2ND	. 0209679	. 0121385	1. 73	0. 086	-. 0029724	. 0449082
qui ntDMI D	. 0217882	. 0148312	1. 47	0. 143	-. 007463	. 0510394
profshi p	. 0707638	. 0390265	1. 81	0. 071	-. 006207	. 1477346
sal adj	. 0262461	. 02614	1. 00	0. 317	-. 025309	. 0778011
seadj	. 0262044	. 0259783	1. 01	0. 314	-. 0250318	. 0774406
dept1	2. 017923	. 3928867	5. 14	0. 000	1. 243045	2. 7928
dept2	2. 087266	. 3804512	5. 49	0. 000	1. 336914	2. 837617
dept3	1. 603798	. 2749833	5. 83	0. 000	1. 061457	2. 146139
dept4	1. 616469	. 2956748	5. 47	0. 000	1. 033319	2. 199619
dept5	1. 483143	. 2897391	5. 12	0. 000	. 9117002	2. 054586
dept6	. 2813062	. 0509596	5. 52	0. 000	. 1808002	. 3818122
dept7	-. 0121755	. 0916688	-0. 13	0. 894	-. 1929709	. 16862
dept8	. 317047	. 0502259	6. 31	0. 000	. 2179882	. 4161059
dept9	. 1523967	. 0438484	3. 48	0. 001	. 065916	. 2388774
dept10	. 1585618	. 0482324	3. 29	0. 001	. 0634347	. 2536889
dept11	. 1433184	. 0397595	3. 60	0. 000	. 0649021	. 2217347
dept12	. 7904814	. 1854881	4. 26	0. 000	. 4246492	1. 156314
dept13	. 5711883	. 0987427	5. 78	0. 000	. 3764413	. 7659353
dept14	0	(omi tted)				
dept15	. 8143842	. 1467501	5. 55	0. 000	. 5249538	1. 103815
dept16	. 2164167	. 0401535	5. 39	0. 000	. 1372234	. 2956101
dept17	-. 0250422	. 0886304	-0. 28	0. 778	-. 1998451	. 1497608
dept18	. 39133	. 0570431	6. 86	0. 000	. 2788257	. 5038343
dept19	. 0656544	. 0694898	0. 94	0. 346	-. 0713982	. 2027069
dept20	. 4065233	. 0895693	4. 54	0. 000	. 2298686	. 583178
dept21	. 449032	. 1049037	4. 28	0. 000	. 2421339	. 6559302
dept22	. 5259523	. 113883	4. 62	0. 000	. 3013445	. 75056
dept23	. 3813478	. 0711763	5. 36	0. 000	. 2409691	. 5217265
dept24	. 9597311	. 1626349	5. 90	0. 000	. 6389716	1. 280491
dept25	1. 039384	. 1770401	5. 87	0. 000	. 6902135	1. 388554
dept26	. 2713104	. 0475864	5. 70	0. 000	. 1774573	. 3651635
dept27	-. 0055523	. 0654045	-0. 08	0. 932	-. 1345474	. 1234428
dept28	. 3747679	. 0585517	6. 40	0. 000	. 2592884	. 4902475
dept29	. 6270292	. 1000394	6. 27	0. 000	. 4297248	. 8243336
dept30	. 3281101	. 0479587	6. 84	0. 000	. 2335226	. 4226975
dept31	. 4338395	. 0781728	5. 55	0. 000	. 2796618	. 5880172
dept32	. 2324259	. 03685	6. 31	0. 000	. 1597479	. 3051039
dept33	. 6598469	. 1343377	4. 91	0. 000	. 394897	. 9247967
dept34	. 4151378	. 0601699	6. 90	0. 000	. 2964666	. 533809
dept35	. 5760118	. 1007282	5. 72	0. 000	. 3773488	. 7746748
dept36	. 3252118	. 0401091	8. 11	0. 000	. 2461059	. 4043177
dept37	. 1626684	. 0512655	3. 17	0. 002	. 0615592	. 2637776
dept38	. 6267223	. 0737644	8. 50	0. 000	. 4812392	. 7722055
dept39	-. 1615327	. 0421078	-3. 84	0. 000	-. 2445805	-. 0784848
dept40	. 1707324	. 0471869	3. 62	0. 000	. 0776672	. 2637975
dept41	. 041904	. 042545	0. 98	0. 326	-. 0420061	. 125814
_cons	9. 662682	. 3710771	26. 04	0. 000	8. 930819	10. 39455

Bl i nder-Oaxaca decomposi ti on

Number of obs = 503

1: femal e = 0

2: femal e = 1

Robust

OAXACA - QUI NTDEPT						
Imorate	exp(b)	Std. Err.	z	P>|z|	[95% Conf. Interval]	

Differenti al						
Predi cti on_1	8759. 699	147. 3813	539. 55	0. 000	8475. 548	9053. 377
Predi cti on_2	8012. 789	135. 6703	530. 89	0. 000	7751. 244	8283. 159
Di fference	1. 093215	. 0260947	3. 73	0. 000	1. 043248	1. 145575

Decomposi ti on						
Expl ai ned	1. 113809	. 0250513	4. 79	0. 000	1. 065776	1. 164007
Unexpl ai ned	. 9815101	. 009306	-1. 97	0. 049	. 9634391	. 9999201

. clear all

. * OAXACA DECOMP - WHITE MALES VS. ASIANS
. use C:\Users\TAOVLW1\Documents\WORK\Facul ty_Sal ary_Study\DATA\FSS2015-16C
>

. keep if whmale==1 | asian==1
(233 observations deleted)

. oaxaca Imorate cupa000 full assoc yrsni u yrsni u2 yrsoth yrsoth2 ///
> qui ntDTOP qui ntD2ND qui ntDMI D profshi p sal adj seadj ///
> , by(asian) weight(1) eform vce(robust) noisily

Model for group 1

Linear regression	Number of obs	=	255
	F(13, 241)	=	68.27
	Prob > F	=	0.0000
	R-squared	=	0.7679
	Root MSE	=	.13118

Imorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	

cupa000	. 0797045	. 0043802	18. 20	0. 000	. 0710761	. 0883329
full	. 2861665	. 0408068	7. 01	0. 000	. 2057828	. 3665501
assoc	. 1080127	. 0336017	3. 21	0. 001	. 0418222	. 1742031
yrsni u	-. 0164934	. 0040933	-4. 03	0. 000	-. 0245565	-. 0084302
yrsni u2	. 0004418	. 0001045	4. 23	0. 000	. 0002359	. 0006477
yrsoth	. 0030911	. 0038486	0. 80	0. 423	-. 0044901	. 0106723
yrsoth2	. 0003382	. 0001864	1. 81	0. 071	-. 000029	. 0007054
qui ntDTOP	. 0010331	. 026986	0. 04	0. 969	-. 0521253	. 0541916
qui ntD2ND	-. 0040243	. 0206794	-0. 19	0. 846	-. 0447598	. 0367111
qui ntDMI D	-. 0186069	. 0208283	-0. 89	0. 373	-. 0596356	. 0224218
profshi p	. 0915259	. 0248969	3. 68	0. 000	. 0424826	. 1405692
sal adj	. 1003557	. 0681111	1. 47	0. 142	-. 0338134	. 2345247
seadj	. 0872132	. 0210913	4. 14	0. 000	. 0456665	. 12876
_cons	8. 20394	. 0443867	184. 83	0. 000	8. 116504	8. 291375

Model for group 2

Linear regression	Number of obs	=	87
	F(13, 73)	=	46.57
	Prob > F	=	0.0000
	R-squared	=	0.7737
	Root MSE	=	.14162

OAXACA - QUI NTDEPT

Imorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	.0795249	.0059546	13.36	0.000	.0676573	.0913925
ful l	.3759886	.0853063	4.41	0.000	.2059735	.5460037
assoc	.1454377	.0561674	2.59	0.012	.0334963	.2573792
yr sni u	-.02283	.0097723	-2.34	0.022	-.0423062	-.0033538
yr sni u2	.0004358	.0002733	1.59	0.115	-.0001088	.0009805
yrsoth	-.0160087	.0111183	-1.44	0.154	-.0381674	.00615
yrsoth2	.0019004	.0004754	4.00	0.000	.0009529	.0028479
qui ntDTOP	.078972	.0469727	1.68	0.097	-.0146444	.1725884
qui ntD2ND	.0714629	.042461	1.68	0.097	-.0131617	.1560874
qui ntDMI D	.0731845	.0402674	1.82	0.073	-.0070684	.1534373
profshi p	-.0896001	.0620641	-1.44	0.153	-.2132937	.0340935
sal adj	.1329623	.083187	1.60	0.114	-.0328291	.2987537
seadj	.1316611	.0355316	3.71	0.000	.0608468	.2024755
_cons	8.244171	.0849988	96.99	0.000	8.074769	8.413573

Bl i nder-Oaxaca decomposi ti on Number of obs = 342

- 1: asi an = 0
- 2: asi an = 1

Imorate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]	
Di fferenti al						
Predi cti on_1	8759.699	146.3943	543.19	0.000	8477.42	9051.377
Predi cti on_2	8665.388	259.9007	302.31	0.000	8170.676	9190.055
Di fference	1.010884	.0347085	0.32	0.753	.9450947	1.081252
Decomposi ti on						
Expl ai ned	1.050419	.0322685	1.60	0.109	.98904	1.115606
Unexpl ai ned	.9623625	.0187354	-1.97	0.049	.9263335	.9997928

```
. oaxaca Imorate cupa000 ful l assoc yr sni u yr sni u2 yrsoth yrsoth2 ///
> qui ntDTOP qui ntD2ND qui ntDMI D profshi p sal adj seadj ///
> dept1 dept2 dept3 dept4 dept5 dept6 dept7 dept8 dept9 dept10 ///
> dept11 dept12 dept13 dept14 dept15 dept16 dept17 dept18 dept19 dept20
> ///
> dept21 dept22 dept23 dept24 dept25 dept26 dept27 dept28 dept29 dept30
> ///
> dept31 dept32 dept33 dept34 dept35 dept36 dept37 dept38 dept39 dept40
> ///
> dept41, ///
> by(asi an) wei ght(1) eform vce(robust) noi si ly
```

Model for group 1

Li near regressi on Number of obs = 255
 F(49, 201) = .
 Prob > F = .
 R-squared = 0.9006
 Root MSE = .09402

Imorate	Coef.	Robust Std. Err.	t	P> t	[95% Conf. Interval]	
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OAXACA - QUI NTDEPT

cupa000	. 0239739	. 0228182	1. 05	0. 295	-. 0210199	. 0689676
ful l	. 3081121	. 0311095	9. 90	0. 000	. 2467692	. 3694549
assoc	. 1216814	. 0239805	5. 07	0. 000	. 0743957	. 1689671
yrsni u	-. 0115739	. 0034508	-3. 35	0. 001	-. 0183783	-. 0047695
yrsni u2	. 0003468	. 0000872	3. 98	0. 000	. 000175	. 0005187
yrsoth	6. 76e-06	. 0038213	0. 00	0. 999	-. 0075283	. 0075418
yrsoth2	. 0004182	. 0002153	1. 94	0. 053	-6. 32e-06	. 0008427
qui ntDTOP	. 0375097	. 019703	1. 90	0. 058	-. 0013415	. 0763608
qui ntD2ND	. 0239339	. 0192272	1. 24	0. 215	-. 0139791	. 0618469
qui ntDMI D	-. 010356	. 0157657	-0. 66	0. 512	-. 0414433	. 0207313
profshi p	. 0969552	. 0257185	3. 77	0. 000	. 0462426	. 1476679
sal adj	. 0858872	. 0426037	2. 02	0. 045	. 0018797	. 1698947
seadj	. 0567616	. 0225338	2. 52	0. 013	. 0123287	. 1011945
dept1	. 5384079	. 2009423	2. 68	0. 008	. 1421825	. 9346333
dept2	. 5724138	. 1989165	2. 88	0. 004	. 180183	. 9646445
dept3	. 5697407	. 1546839	3. 68	0. 000	. 2647293	. 874752
dept4	. 5182924	. 1547115	3. 35	0. 001	. 2132267	. 8233581
dept5	. 3588999	. 1710911	2. 10	0. 037	. 0215364	. 6962635
dept6	. 1306355	. 049308	2. 65	0. 009	. 0334082	. 2278629
dept7	. 1977404	. 0596014	3. 32	0. 001	. 0802161	. 3152647
dept8	. 130775	. 0500422	2. 61	0. 010	. 0321001	. 22945
dept9	. 1196851	. 047653	2. 51	0. 013	. 0257212	. 213649
dept10	. 140946	. 0552984	2. 55	0. 012	. 0319066	. 2499854
dept11	. 193822	. 0523314	3. 70	0. 000	. 0906331	. 297011
dept12	. 3066533	. 1099639	2. 79	0. 006	. 0898224	. 5234842
dept13	. 2127936	. 0736833	2. 89	0. 004	. 0675021	. 358085
dept14	. 34699	. 1013602	3. 42	0. 001	. 1471243	. 5468557
dept15	. 3008328	. 100675	2. 99	0. 003	. 1023182	. 4993474
dept16	. 2397255	. 0501743	4. 78	0. 000	. 1407901	. 3386609
dept17	. 2085134	. 0596506	3. 50	0. 001	. 0908921	. 3261346
dept18	0	(omitted)				
dept19	. 2520907	. 0554886	4. 54	0. 000	. 1426762	. 3615051
dept20	. 1187681	. 0698065	1. 70	0. 090	-. 0188789	. 2564151
dept21	. 1903029	. 0650287	2. 93	0. 004	. 062077	. 3185288
dept22	. 1492254	. 0831575	1. 79	0. 074	-. 0147476	. 3131984
dept23	. 1289641	. 0576313	2. 24	0. 026	. 0153246	. 2426035
dept24	. 4326245	. 0991617	4. 36	0. 000	. 2370939	. 6281552
dept25	. 3917215	. 1017506	3. 85	0. 000	. 191086	. 5923569
dept26	. 1220376	. 0522052	2. 34	0. 020	. 0190975	. 2249778
dept27	. 0608655	. 0665004	0. 92	0. 361	-. 0702624	. 1919934
dept28	. 1746214	. 0522113	3. 34	0. 001	. 0716692	. 2775735
dept29	. 162043	. 0759086	2. 13	0. 034	. 0123636	. 3117224
dept30	. 1478319	. 0533137	2. 77	0. 006	. 042706	. 2529577
dept31	. 1462234	. 0597376	2. 45	0. 015	. 0284306	. 2640162
dept32	. 1243515	. 0509824	2. 44	0. 016	. 0238225	. 2248805
dept33	. 1833131	. 081769	2. 24	0. 026	. 0220779	. 3445483
dept34	. 1668347	. 05732	2. 91	0. 004	. 0538091	. 2798603
dept35	. 1947208	. 0741481	2. 63	0. 009	. 0485128	. 3409288
dept36	. 3119181	. 0530435	5. 88	0. 000	. 207325	. 4165113
dept37	. 2613306	. 051627	5. 06	0. 000	. 1595305	. 3631307
dept38	. 2955643	. 0661532	4. 47	0. 000	. 1651209	. 4260077
dept39	-. 2374539	. 0684526	-3. 47	0. 001	-. 3724312	-. 1024765
dept40	. 0278097	. 0577141	0. 48	0. 630	-. 0859931	. 1416124
dept41	. 0197719	. 0522956	0. 38	0. 706	-. 0833465	. 1228903
_cons	8. 498574	. 1898633	44. 76	0. 000	8. 124194	8. 872953

Model for group 2

Linear regression

Number of obs = 87
 F(38, 42) = .
 Prob > F = .
 R-squared = 0. 9577

OAXACA - QUI NTDEPT
 Root MSE = .08077

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]
cupa000	.0233912	.0103617	2.26	0.029	.0024805 .044302
full	.4001532	.0691326	5.79	0.000	.2606379 .5396685
assoc	.1675243	.0465698	3.60	0.001	.0735427 .261506
yrsni u	-.0189205	.0077456	-2.44	0.019	-.0345517 -.0032894
yrsni u2	.0004394	.0002171	2.02	0.049	1.32e-06 .0008774
yrsoth	-.0184163	.0072598	-2.54	0.015	-.0330672 -.0037654
yrsoth2	.002165	.0004326	5.00	0.000	.001292 .003038
qui ntDTOP	-.0180555	.0330466	-0.55	0.588	-.0847463 .0486353
qui ntD2ND	.0311744	.0248854	1.25	0.217	-.0190464 .0813953
qui ntDMI D	-.0323901	.0324331	-1.00	0.324	-.0978426 .0330625
profshi p	.0327004	.0534109	0.61	0.544	-.0750872 .1404879
sal adj	-.0243515	.0655471	-0.37	0.712	-.1566308 .1079278
seadj	.1636794	.0406792	4.02	0.000	.0815856 .2457733
dept1	0	(omi tted)			
dept2	.1890327	.076467	2.47	0.018	.0347161 .3433494
dept3	-.0238151	.0722936	-0.33	0.743	-.1697094 .1220792
dept4	-.0235643	.0766312	-0.31	0.760	-.1782123 .1310837
dept5	.0304118	.0862786	0.35	0.726	-.1437053 .204529
dept6	0	(omi tted)			
dept7	-.4534334	.1310164	-3.46	0.001	-.7178351 -.1890317
dept8	-.3396245	.1047821	-3.24	0.002	-.5510834 -.1281656
dept9	-.3884891	.1141507	-3.40	0.001	-.6188545 -.1581237
dept10	-.4949522	.1234539	-4.01	0.000	-.7440923 -.2458121
dept11	-.4432708	.1075051	-4.12	0.000	-.6602248 -.2263169
dept12	-.4601361	.0976564	-4.71	0.000	-.6572148 -.2630575
dept13	-.4538313	.090317	-5.02	0.000	-.6360984 -.2715642
dept14	-.2913294	.1371874	-2.12	0.040	-.5681848 -.014474
dept15	-.3172576	.1265983	-2.51	0.016	-.5727434 -.0617718
dept16	-.3413507	.1172118	-2.91	0.006	-.5778938 -.1048077
dept17	-.4133212	.1221368	-3.38	0.002	-.6598033 -.166839
dept18	-.2802549	.1147095	-2.44	0.019	-.5117481 -.0487618
dept19	-.411684	.0975109	-4.22	0.000	-.608469 -.214899
dept20	0	(omi tted)			
dept21	-.3639629	.0945774	-3.85	0.000	-.5548278 -.173098
dept22	-.468168	.113389	-4.13	0.000	-.6969962 -.2393397
dept23	0	(omi tted)			
dept24	-.2236893	.0887673	-2.52	0.016	-.402829 -.0445497
dept25	-.1938935	.0797241	-2.43	0.019	-.3547834 -.0330037
dept26	0	(omi tted)			
dept27	-.5436891	.1161023	-4.68	0.000	-.777993 -.3093852
dept28	-.4436847	.1001095	-4.43	0.000	-.6457139 -.2416555
dept29	0	(omi tted)			
dept30	0	(omi tted)			
dept31	-.5330893	.1052964	-5.06	0.000	-.7455861 -.3205925
dept32	0	(omi tted)			
dept33	-.424487	.0832805	-5.10	0.000	-.5925539 -.2564201
dept34	-.3895211	.1044433	-3.73	0.001	-.6002963 -.1787459
dept35	-.4495461	.1076242	-4.18	0.000	-.6667407 -.2323516
dept36	0	(omi tted)			
dept37	0	(omi tted)			
dept38	-.258965	.0930547	-2.78	0.008	-.4467571 -.071173
dept39	-.836912	.1266998	-6.61	0.000	-1.092603 -.5812213
dept40	-.4834226	.1358289	-3.56	0.001	-.7575364 -.2093088
dept41	-.5756839	.1115003	-5.16	0.000	-.8007006 -.3506672
_cons	9.149573	.1780651	51.38	0.000	8.790224 9.508923

OAXACA - QUI NTDEPT

Blinder-Oaxaca decomposition Number of obs = 342

1: asian = 0
2: asian = 1

Imorate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]	
Differenti al						
Predicti on_1	8759.699	147.3813	539.55	0.000	8475.548	9053.377
Predicti on_2	8665.388	260.408	301.72	0.000	8169.738	9191.109
Difference	1.010884	.0348157	0.31	0.753	.9448983	1.081477
Decomposi ti on						
Expl ai ned	1.026384	.0310311	0.86	0.389	.9673307	1.089041
Unexpl ai ned	.9848984	.0149817	-1.00	0.317	.9559682	1.014704

```
. clear all
. * OAXACA DECOMP - WHITE MALES VS. BLACKS
. use C:\Users\TAOVLW1\Documents\WORK\Facul ty_Sal ary_Study\DATA\FSS2015-16C
. keep if whmale==1 | black==1
(296 observations deleted)
. oaxaca Imorate cupa000 full assoc yrsni u yrsni u2 yrsoth yrsoth2 ///
> qui ntDTOP qui ntD2ND qui ntDMI D profshi p sal adj seadj ///
> , by(black) wei ght(1) eform vce(robust) noi si ly
```

Model for group 1

Linear regression Number of obs = 255
F(13, 241) = 68.27
Prob > F = 0.000
R-squared = 0.7679
Root MSE = .13118

Imorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	.0797045	.0043802	18.20	0.000	.0710761	.0883329
full	.2861665	.0408068	7.01	0.000	.2057828	.3665501
assoc	.1080127	.0336017	3.21	0.001	.0418222	.1742031
yrsni u	-.0164934	.0040933	-4.03	0.000	-.0245565	-.0084302
yrsni u2	.0004418	.0001045	4.23	0.000	.0002359	.0006477
yrsoth	.0030911	.0038486	0.80	0.423	-.0044901	.0106723
yrsoth2	.0003382	.0001864	1.81	0.071	-.000029	.0007054
qui ntDTOP	.0010331	.026986	0.04	0.969	-.0521253	.0541916
qui ntD2ND	-.0040243	.0206794	-0.19	0.846	-.0447598	.0367111
qui ntDMI D	-.0186069	.0208283	-0.89	0.373	-.0596356	.0224218
profshi p	.0915259	.0248969	3.68	0.000	.0424826	.1405692
sal adj	.1003557	.0681111	1.47	0.142	-.0338134	.2345247
seadj	.0872132	.0210913	4.14	0.000	.0456665	.12876
_cons	8.20394	.0443867	184.83	0.000	8.116504	8.291375

Model for group 2

OAXACA - QUI NTDEPT

Linear regression
 Number of obs = 24
 F(9, 10) = .
 Prob > F = .
 R-squared = 0.8416
 Root MSE = .08175

lmorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	.0214553	.0140793	1.52	0.159	-.0099153	.0528258
full	.1516475	.0936746	1.62	0.137	-.0570726	.3603676
assoc	.0501836	.0741905	0.68	0.514	-.1151233	.2154904
yrnsni u	-.0075377	.0167398	-0.45	0.662	-.0448362	.0297608
yrnsni u2	.0002697	.0004701	0.57	0.579	-.0007778	.0013172
yrsoth	.0125999	.011924	1.06	0.316	-.0139684	.0391683
yrsoth2	-.0000267	.000616	-0.04	0.966	-.0013993	.0013459
qui ntDTOP	-.0982869	.0621513	-1.58	0.145	-.2367686	.0401948
qui ntD2ND	.0071074	.0364941	0.19	0.849	-.0742065	.0884213
qui ntDMI D	.0121195	.0711444	0.17	0.868	-.1464001	.1706391
profship	.3338931	.0313196	10.66	0.000	.2641088	.4036775
saladj	-.0532301	.0771548	-0.69	0.506	-.2251417	.1186814
seadj	-.0938739	.023992	-3.91	0.003	-.1473313	-.0404164
_cons	8.718642	.1564101	55.74	0.000	8.370138	9.067145

Blinder-Oaxaca decomposition
 Number of obs = 279

1: black = 0
 2: black = 1

lmorate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]	
Differential						
Prediction_1	8759.699	146.3943	543.19	0.000	8477.42	9051.377
Prediction_2	8038.243	244.059	296.16	0.000	7573.851	8531.11
Difference	1.089753	.0377685	2.48	0.013	1.018186	1.16635
Decomposition						
Explained	1.148324	.0465424	3.41	0.001	1.060632	1.243267
Unexplained	.948994	.0259368	-1.92	0.055	.8994963	1.001215

```
. oaxaca lmorate cupa000 full assoc yrnsni u yrnsni u2 yrsoth yrsoth2 ///
> qui ntDTOP qui ntD2ND qui ntDMI D profship saladj seadj ///
> dept1 dept2 dept3 dept4 dept5 dept6 dept7 dept8 dept9 dept10 ///
> dept11 dept12 dept13 dept14 dept15 dept16 dept17 dept18 dept19 dept20
> ///
> dept21 dept22 dept23 dept24 dept25 dept26 dept27 dept28 dept29 dept30
> ///
> dept31 dept32 dept33 dept34 dept35 dept36 dept37 dept38 dept39 dept40
> ///
> dept41, ///
> by(black) weight(1) eform vce(robust) noisily
```

Model for group 1

Linear regression
 Number of obs = 255
 F(49, 201) = .
 Prob > F = .
 R-squared = 0.9006

OAXACA - QUI NTDEPT
 Root MSE = .09402

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]
cupa000	.0239739	.0228182	1.05	0.295	-.0210199 .0689676
full	.3081121	.0311095	9.90	0.000	.2467692 .3694549
assoc	.1216814	.0239805	5.07	0.000	.0743957 .1689671
yrsni u	-.0115739	.0034508	-3.35	0.001	-.0183783 -.0047695
yrsni u2	.0003468	.0000872	3.98	0.000	.000175 .0005187
yrsoth	6.76e-06	.0038213	0.00	0.999	-.0075283 .0075418
yrsoth2	.0004182	.0002153	1.94	0.053	-6.32e-06 .0008427
qui ntDTOP	.0375097	.019703	1.90	0.058	-.0013415 .0763608
qui ntD2ND	.0239339	.0192272	1.24	0.215	-.0139791 .0618469
qui ntDMI D	-.010356	.0157657	-0.66	0.512	-.0414433 .0207313
profshi p	.0969552	.0257185	3.77	0.000	.0462426 .1476679
sal adj	.0858872	.0426037	2.02	0.045	.0018797 .1698947
seadj	.0567616	.0225338	2.52	0.013	.0123287 .1011945
dept1	.5384079	.2009423	2.68	0.008	.1421825 .9346333
dept2	.5724138	.1989165	2.88	0.004	.180183 .9646445
dept3	.5697407	.1546839	3.68	0.000	.2647293 .874752
dept4	.5182924	.1547115	3.35	0.001	.2132267 .8233581
dept5	.3588999	.1710911	2.10	0.037	.0215364 .6962635
dept6	.1306355	.049308	2.65	0.009	.0334082 .2278629
dept7	.1977404	.0596014	3.32	0.001	.0802161 .3152647
dept8	.130775	.0500422	2.61	0.010	.0321001 .22945
dept9	.1196851	.047653	2.51	0.013	.0257212 .213649
dept10	.140946	.0552984	2.55	0.012	.0319066 .2499854
dept11	.193822	.0523314	3.70	0.000	.0906331 .297011
dept12	.3066533	.1099639	2.79	0.006	.0898224 .5234842
dept13	.2127936	.0736833	2.89	0.004	.0675021 .358085
dept14	.34699	.1013602	3.42	0.001	.1471243 .5468557
dept15	.3008328	.100675	2.99	0.003	.1023182 .4993474
dept16	.2397255	.0501743	4.78	0.000	.1407901 .3386609
dept17	.2085134	.0596506	3.50	0.001	.0908921 .3261346
dept18	0	(omitted)			
dept19	.2520907	.0554886	4.54	0.000	.1426762 .3615051
dept20	.1187681	.0698065	1.70	0.090	-.0188789 .2564151
dept21	.1903029	.0650287	2.93	0.004	.062077 .3185288
dept22	.1492254	.0831575	1.79	0.074	-.0147476 .3131984
dept23	.1289641	.0576313	2.24	0.026	.0153246 .2426035
dept24	.4326245	.0991617	4.36	0.000	.2370939 .6281552
dept25	.3917215	.1017506	3.85	0.000	.191086 .5923569
dept26	.1220376	.0522052	2.34	0.020	.0190975 .2249778
dept27	.0608655	.0665004	0.92	0.361	-.0702624 .1919934
dept28	.1746214	.0522113	3.34	0.001	.0716692 .2775735
dept29	.162043	.0759086	2.13	0.034	.0123636 .3117224
dept30	.1478319	.0533137	2.77	0.006	.042706 .2529577
dept31	.1462234	.0597376	2.45	0.015	.0284306 .2640162
dept32	.1243515	.0509824	2.44	0.016	.0238225 .2248805
dept33	.1833131	.081769	2.24	0.026	.0220779 .3445483
dept34	.1668347	.05732	2.91	0.004	.0538091 .2798603
dept35	.1947208	.0741481	2.63	0.009	.0485128 .3409288
dept36	.3119181	.0530435	5.88	0.000	.207325 .4165113
dept37	.2613306	.051627	5.06	0.000	.1595305 .3631307
dept38	.2955643	.0661532	4.47	0.000	.1651209 .4260077
dept39	-.2374539	.0684526	-3.47	0.001	-.3724312 -.1024765
dept40	.0278097	.0577141	0.48	0.630	-.0859931 .1416124
dept41	.0197719	.0522956	0.38	0.706	-.0833465 .1228903
_cons	8.498574	.1898633	44.76	0.000	8.124194 8.872953

OAXACA - QUI NTDEPT

Model for group 2

Linear regression

Number of obs = 24
 F(0, 0) = .
 Prob > F = .
 R-squared = 1.0000
 Root MSE = 0

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]
cupa000	.353469	.	.	.	.
ful l	-.1420894	.	.	.	.
assoc	.1331854	.	.	.	.
yrsni u	-.0710518	.	.	.	.
yrsni u2	.0036199	.	.	.	.
yrsoth	.0398134	.	.	.	.
yrsoth2	-.0003673	.	.	.	.
qui ntDTOP	.3911181	.	.	.	.
qui ntD2ND	-.1807207	.	.	.	.
qui ntDMI D	-.0680903	.	.	.	.
profshi p	0	(omitted)	.	.	.
sal adj	-.3271779	.	.	.	.
seadj	1.131558	.	.	.	.
dept1	0	(omitted)	.	.	.
dept2	0	(omitted)	.	.	.
dept3	0	(omitted)	.	.	.
dept4	0	(omitted)	.	.	.
dept5	0	(omitted)	.	.	.
dept6	1.035171	.	.	.	.
dept7	0	(omitted)	.	.	.
dept8	0	(omitted)	.	.	.
dept9	1.535588	.	.	.	.
dept10	0	(omitted)	.	.	.
dept11	1.19078	.	.	.	.
dept12	0	(omitted)	.	.	.
dept13	.7542166	.	.	.	.
dept14	0	(omitted)	.	.	.
dept15	0	(omitted)	.	.	.
dept16	1.623443	.	.	.	.
dept17	1.935433	.	.	.	.
dept18	0	(omitted)	.	.	.
dept19	.2110781	.	.	.	.
dept20	0	(omitted)	.	.	.
dept21	0	(omitted)	.	.	.
dept22	0	(omitted)	.	.	.
dept23	.7826287	.	.	.	.
dept24	0	(omitted)	.	.	.
dept25	0	(omitted)	.	.	.
dept26	0	(omitted)	.	.	.
dept27	0	(omitted)	.	.	.
dept28	0	(omitted)	.	.	.
dept29	0	(omitted)	.	.	.
dept30	1.192067	.	.	.	.
dept31	0	(omitted)	.	.	.
dept32	0	(omitted)	.	.	.
dept33	0	(omitted)	.	.	.
dept34	0	(omitted)	.	.	.
dept35	0	(omitted)	.	.	.
dept36	0	(omitted)	.	.	.
dept37	1.656417	.	.	.	.
dept38	0	(omitted)	.	.	.

```

                                OAXACA - QUI NTDEPT
dept39      0 (omitted)
dept40      0 (omitted)
dept41      1.187203
_cons       4.885082

```

```
Blinder-Oaxaca decomposition                                Number of obs = 279
```

```
1: black = 0
2: black = 1
```

Imorate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]	
Differential						
Prediction_1	8759.699	147.3813	539.55	0.000	8475.548	9053.377
Prediction_2	8038.243	222.252	325.21	0.000	7614.23	8485.868
Difference	1.089753	.035271	2.66	0.008	1.02277	1.161123
Decomposition						
Explained	1.105798	.0360759	3.08	0.002	1.037304	1.178816
Unexplained	.9854896	.0181082	-0.80	0.426	.9506297	1.021628

```

. clear all

. * OAXACA DECOMP - WHITE MALES VS. HISPANICS
. use C:\Users\TAOVLW1\Documents\WORK\Faculty_Salary_Study\DATA\FSS2015-16C

. keep if whmale==1 | hisp==1
(301 observations deleted)

. oaxaca Imorate cupa000 full assoc yrsni u yrsni u2 yrsoth yrsoth2 ///
>      qui ntDTOP qui ntD2ND qui ntDMI D profshp sal adj seadj ///
>      , by(hisp) weight(1) eform vce(robust) noisily

```

Model for group 1

```

Linear regression                                Number of obs = 255
                                                F(13, 241) = 68.27
                                                Prob > F = 0.0000
                                                R-squared = 0.7679
                                                Root MSE = .13118

```

Imorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	.0797045	.0043802	18.20	0.000	.0710761	.0883329
full	.2861665	.0408068	7.01	0.000	.2057828	.3665501
assoc	.1080127	.0336017	3.21	0.001	.0418222	.1742031
yrsni u	-.0164934	.0040933	-4.03	0.000	-.0245565	-.0084302
yrsni u2	.0004418	.0001045	4.23	0.000	.0002359	.0006477
yrsoth	.0030911	.0038486	0.80	0.423	-.0044901	.0106723
yrsoth2	.0003382	.0001864	1.81	0.071	-.000029	.0007054
qui ntDTOP	.0010331	.026986	0.04	0.969	-.0521253	.0541916
qui ntD2ND	-.0040243	.0206794	-0.19	0.846	-.0447598	.0367111
qui ntDMI D	-.0186069	.0208283	-0.89	0.373	-.0596356	.0224218
profshp	.0915259	.0248969	3.68	0.000	.0424826	.1405692
sal adj	.1003557	.0681111	1.47	0.142	-.0338134	.2345247

OAXACA - QUI NTDEPT						
seadj	.0872132	.0210913	4.14	0.000	.0456665	.12876
_cons	8.20394	.0443867	184.83	0.000	8.116504	8.291375

Model for group 2

Linear regression

Number of obs = 19
 F(12, 6) = 13.75
 Prob > F = 0.0021
 R-squared = 0.8859
 Root MSE = .11495

lmorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	.0385968	.0245446	1.57	0.167	-.0214616	.0986552
full	.0980435	.1357331	0.72	0.497	-.2340834	.4301703
assoc	.1729067	.1797651	0.96	0.373	-.2669626	.612776
yrnsni u	.0253671	.0249578	1.02	0.349	-.0357024	.0864367
yrnsni u2	-.0006785	.0007135	-0.95	0.378	-.0024244	.0010673
yrsoth	-.0037364	.0780686	-0.05	0.963	-.1947635	.1872907
yrsoth2	.0036529	.0081519	0.45	0.670	-.016294	.0235999
qui ntDTOP	-.1101944	.0867344	-1.27	0.251	-.3224258	.1020371
qui ntD2ND	.0773503	.0953753	0.81	0.448	-.1560245	.3107252
qui ntDMI D	-.2000873	.1284872	-1.56	0.170	-.5144841	.1143096
profshi p	.1004339	.1199518	0.84	0.435	-.1930775	.3939454
sal adj	0	(omitted)				
seadj	-.1662528	.1405966	-1.18	0.282	-.5102802	.1777746
_cons	8.424877	.3021522	27.88	0.000	7.685537	9.164216

Blinder-Oaxaca decomposition

Number of obs = 274

- 1: hi sp = 0
- 2: hi sp = 1

lmorate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]	
Differential						
Prediction_1	8759.699	146.3943	543.19	0.000	8477.42	9051.377
Prediction_2	8247.512	411.9338	180.55	0.000	7478.396	9095.728
Difference	1.062102	.0559391	1.14	0.253	.9579325	1.177599
Decomposition						
Explained	1.055137	.0508553	1.11	0.265	.9600252	1.159671
Unexplained	1.006601	.0365184	0.18	0.856	.937512	1.080782

```
. oaxaca lmorate cupa000 full assoc yrnsni u yrnsni u2 yrsoth yrsoth2 ///
> qui ntDTOP qui ntD2ND qui ntDMI D profshi p sal adj seadj ///
> dept1 dept2 dept3 dept4 dept5 dept6 dept7 dept8 dept9 dept10 ///
> dept11 dept12 dept13 dept14 dept15 dept16 dept17 dept18 dept19 dept20
> ///
> dept21 dept22 dept23 dept24 dept25 dept26 dept27 dept28 dept29 dept30
> ///
> dept31 dept32 dept33 dept34 dept35 dept36 dept37 dept38 dept39 dept40
> ///
> dept41, ///
> by(hi sp) wei ght(1) eform vce(robust) noi si ly
```

OAXACA - QUI NTDEPT

Model for group 1

Linear regression

Number of obs = 255
 F(49, 201) = .
 Prob > F = .
 R-squared = 0.9006
 Root MSE = .09402

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	.0239739	.0228182	1.05	0.295	-.0210199	.0689676
full	.3081121	.0311095	9.90	0.000	.2467692	.3694549
assoc	.1216814	.0239805	5.07	0.000	.0743957	.1689671
yrsni u	-.0115739	.0034508	-3.35	0.001	-.0183783	-.0047695
yrsni u2	.0003468	.0000872	3.98	0.000	.000175	.0005187
yrsoth	6.76e-06	.0038213	0.00	0.999	-.0075283	.0075418
yrsoth2	.0004182	.0002153	1.94	0.053	-6.32e-06	.0008427
qui ntDTOP	.0375097	.019703	1.90	0.058	-.0013415	.0763608
qui ntD2ND	.0239339	.0192272	1.24	0.215	-.0139791	.0618469
qui ntDMI D	-.010356	.0157657	-0.66	0.512	-.0414433	.0207313
profshi p	.0969552	.0257185	3.77	0.000	.0462426	.1476679
sal adj	.0858872	.0426037	2.02	0.045	.0018797	.1698947
seadj	.0567616	.0225338	2.52	0.013	.0123287	.1011945
dept1	.5384079	.2009423	2.68	0.008	.1421825	.9346333
dept2	.5724138	.1989165	2.88	0.004	.180183	.9646445
dept3	.5697407	.1546839	3.68	0.000	.2647293	.874752
dept4	.5182924	.1547115	3.35	0.001	.2132267	.8233581
dept5	.3588999	.1710911	2.10	0.037	.0215364	.6962635
dept6	.1306355	.049308	2.65	0.009	.0334082	.2278629
dept7	.1977404	.0596014	3.32	0.001	.0802161	.3152647
dept8	.130775	.0500422	2.61	0.010	.0321001	.22945
dept9	.1196851	.047653	2.51	0.013	.0257212	.213649
dept10	.140946	.0552984	2.55	0.012	.0319066	.2499854
dept11	.193822	.0523314	3.70	0.000	.0906331	.297011
dept12	.3066533	.1099639	2.79	0.006	.0898224	.5234842
dept13	.2127936	.0736833	2.89	0.004	.0675021	.358085
dept14	.34699	.1013602	3.42	0.001	.1471243	.5468557
dept15	.3008328	.100675	2.99	0.003	.1023182	.4993474
dept16	.2397255	.0501743	4.78	0.000	.1407901	.3386609
dept17	.2085134	.0596506	3.50	0.001	.0908921	.3261346
dept18	0	(omitted)				
dept19	.2520907	.0554886	4.54	0.000	.1426762	.3615051
dept20	.1187681	.0698065	1.70	0.090	-.0188789	.2564151
dept21	.1903029	.0650287	2.93	0.004	.062077	.3185288
dept22	.1492254	.0831575	1.79	0.074	-.0147476	.3131984
dept23	.1289641	.0576313	2.24	0.026	.0153246	.2426035
dept24	.4326245	.0991617	4.36	0.000	.2370939	.6281552
dept25	.3917215	.1017506	3.85	0.000	.191086	.5923569
dept26	.1220376	.0522052	2.34	0.020	.0190975	.2249778
dept27	.0608655	.0665004	0.92	0.361	-.0702624	.1919934
dept28	.1746214	.0522113	3.34	0.001	.0716692	.2775735
dept29	.162043	.0759086	2.13	0.034	.0123636	.3117224
dept30	.1478319	.0533137	2.77	0.006	.042706	.2529577
dept31	.1462234	.0597376	2.45	0.015	.0284306	.2640162
dept32	.1243515	.0509824	2.44	0.016	.0238225	.2248805
dept33	.1833131	.081769	2.24	0.026	.0220779	.3445483
dept34	.1668347	.05732	2.91	0.004	.0538091	.2798603
dept35	.1947208	.0741481	2.63	0.009	.0485128	.3409288
dept36	.3119181	.0530435	5.88	0.000	.207325	.4165113
dept37	.2613306	.051627	5.06	0.000	.1595305	.3631307
dept38	.2955643	.0661532	4.47	0.000	.1651209	.4260077

OAXACA - QUI NTDEPT						
dept39	-. 2374539	. 0684526	-3. 47	0. 001	-. 3724312	-. 1024765
dept40	. 0278097	. 0577141	0. 48	0. 630	-. 0859931	. 1416124
dept41	. 0197719	. 0522956	0. 38	0. 706	-. 0833465	. 1228903
_cons	8. 498574	. 1898633	44. 76	0. 000	8. 124194	8. 872953

Model for group 2

Linear regression

Number of obs = 19
 F(0, 0) = .
 Prob > F = .
 R-squared = 1. 0000
 Root MSE = 0

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]
cupa000	. 0472657	.	.	.	.
full	0	(omitted)	.	.	.
assoc	. 1782395	.	.	.	.
yrsniu	. 0268947	.	.	.	.
yrsniu2	-. 0006309	.	.	.	.
yrsoth	-. 0099267	.	.	.	.
yrsoth2	. 0019419	.	.	.	.
qui ntDTOP	. 0152074	.	.	.	.
qui ntD2ND	. 1438798	.	.	.	.
qui ntDMI D	0	(omitted)	.	.	.
profship	. 0838896	.	.	.	.
sal adj	0	(omitted)	.	.	.
seadj	-. 2312472	.	.	.	.
dept1	0	(omitted)	.	.	.
dept2	0	(omitted)	.	.	.
dept3	0	(omitted)	.	.	.
dept4	0	(omitted)	.	.	.
dept5	0	(omitted)	.	.	.
dept6	0	(omitted)	.	.	.
dept7	0	(omitted)	.	.	.
dept8	0	(omitted)	.	.	.
dept9	. 09769	.	.	.	.
dept10	0	(omitted)	.	.	.
dept11	0	(omitted)	.	.	.
dept12	0	(omitted)	.	.	.
dept13	0	(omitted)	.	.	.
dept14	-. 2904734	.	.	.	.
dept15	-. 102315	.	.	.	.
dept16	0	(omitted)	.	.	.
dept17	0	(omitted)	.	.	.
dept18	0	(omitted)	.	.	.
dept19	0	(omitted)	.	.	.
dept20	0	(omitted)	.	.	.
dept21	0	(omitted)	.	.	.
dept22	0	(omitted)	.	.	.
dept23	0	(omitted)	.	.	.
dept24	0	(omitted)	.	.	.
dept25	0	(omitted)	.	.	.
dept26	-. 2817969	.	.	.	.
dept27	0	(omitted)	.	.	.
dept28	0	(omitted)	.	.	.
dept29	0	(omitted)	.	.	.
dept30	-. 0936716	.	.	.	.
dept31	0	(omitted)	.	.	.
dept32	0	(omitted)	.	.	.

OAXACA - QUINTDEPT

dept33	|	0	(omi tted)				
dept34	|	0	(omi tted)				
dept35	|	0	(omi tted)				
dept36	|	0	(omi tted)				
dept37	|	-.0168454	.	.	.	.	.
dept38	|	0	(omi tted)				
dept39	|	0	(omi tted)				
dept40	|	-.2875291	.	.	.	.	.
dept41	|	-.0662444	.	.	.	.	.
_cons	|	8.355672	.	.	.	.	.

Blinder-Oaxaca decomposition Number of obs = 274

- 1: hi sp = 0
- 2: hi sp = 1

Imorate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]	
Differential						
Prediction_1	8759.699	147.3813	539.55	0.000	8475.548	9053.377
Prediction_2	8247.512	371.6865	200.10	0.000	7550.267	9009.146
Difference	1.062102	.0510922	1.25	0.210	.966539	1.167113
Decomposition						
Explained	1.042846	.0547514	0.80	0.424	.9408714	1.155872
Unexplained	1.018465	.0230269	0.81	0.418	.9743187	1.064612

```

. clear all

. * OAXACA DECOMP - WHITE MALES VS. BLACK OR HISPANIC
. use C:\Users\TAOVLW1\Documents\WORK\Faculty_Salary_Study\DATA\FSS2015-16C

. gen blkhi sp=0

. replace blkhi sp=1 if black==1 | hi sp==1
(43 real changes made)

. keep if whmale==1 | hi sp==1 | black==1
(277 observations deleted)

. oaxaca Imorate cupa000 full assoc yrsni u yrsni u2 yrsoth yrsoth2 ///
>      qui ntDTOP qui ntD2ND qui ntDMI D profshi p sal adj seadj ///
>      , by(blckhi sp) weight(1) eform vce(robust) noi sil y

```

Model for group 1

Linear regression Number of obs = 255
F(13, 241) = 68.27
Prob > F = 0.0000
R-squared = 0.7679
Root MSE = .13118

Imorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	.0797045	.0043802	18.20	0.000	.0710761	.0883329

OAXACA - QUI NTDEPT

full	.2861665	.0408068	7.01	0.000	.2057828	.3665501
assoc	.1080127	.0336017	3.21	0.001	.0418222	.1742031
yrnsni u	-.0164934	.0040933	-4.03	0.000	-.0245565	-.0084302
yrnsni u2	.0004418	.0001045	4.23	0.000	.0002359	.0006477
yrsoth	.0030911	.0038486	0.80	0.423	-.0044901	.0106723
yrsoth2	.0003382	.0001864	1.81	0.071	-.000029	.0007054
qui ntDTOP	.0010331	.026986	0.04	0.969	-.0521253	.0541916
qui ntD2ND	-.0040243	.0206794	-0.19	0.846	-.0447598	.0367111
qui ntDMI D	-.0186069	.0208283	-0.89	0.373	-.0596356	.0224218
profshi p	.0915259	.0248969	3.68	0.000	.0424826	.1405692
sal adj	.1003557	.0681111	1.47	0.142	-.0338134	.2345247
seadj	.0872132	.0210913	4.14	0.000	.0456665	.12876
_cons	8.20394	.0443867	184.83	0.000	8.116504	8.291375

Model for group 2

Linear regression

Number of obs	=	43
F(12, 29)	=	.
Prob > F	=	.
R-squared	=	0.7676
Root MSE	=	.09488

lmorate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]
cupa000	.0562025	.0115233	4.88	0.000	.0326348 .0797702
full	.1006402	.0690803	1.46	0.156	-.0406448 .2419253
assoc	.0537776	.0592089	0.91	0.371	-.0673181 .1748733
yrnsni u	.009159	.0101706	0.90	0.375	-.0116422 .0299603
yrnsni u2	-.0002061	.0002957	-0.70	0.491	-.0008108 .0003987
yrsoth	.0115925	.0100029	1.16	0.256	-.0088657 .0320506
yrsoth2	.0002639	.0004615	0.57	0.572	-.0006801 .0012079
qui ntDTOP	-.0351021	.0486865	-0.72	0.477	-.1346771 .064473
qui ntD2ND	-.0088812	.0414574	-0.21	0.832	-.093671 .0759087
qui ntDMI D	-.0200945	.045997	-0.44	0.665	-.114169 .07398
profshi p	.1370178	.0521345	2.63	0.014	.0303908 .2436448
sal adj	-.180636	.0670222	-2.70	0.012	-.3177118 -.0435603
seadj	-.0308851	.0539766	-0.57	0.572	-.1412796 .0795094
_cons	8.344207	.1233105	67.67	0.000	8.092009 8.596406

Blinder-Oaxaca decomposition

Number of obs	=	298
---------------	---	-----

- 1: blackhispan = 0
- 2: blackhispan = 1

lmorate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]
Differential Prediction_1	8759.699	146.3943	543.19	0.000	8477.42 9051.377
Differential Prediction_2	8130.048	213.0868	343.51	0.000	7722.951 8558.604
Difference	1.077447	.033492	2.40	0.016	1.013764 1.145131
Decomposition Explained	1.106174	.0364741	3.06	0.002	1.036947 1.180023
Decomposition Unexplained	.9740303	.0209411	-1.22	0.221	.9338392 1.015951

. oaxaca lmorate cupa000 full assoc yrnsni u yrnsni u2 yrsoth yrsoth2 ///

OAXACA - QUI NTDEPT

```
> qui ntDTOP qui ntD2ND qui ntDMI D profshi p sal adj seadj ///
> dept1 dept2 dept3 dept4 dept5 dept6 dept7 dept8 dept9 dept10 ///
> dept11 dept12 dept13 dept14 dept15 dept16 dept17 dept18 dept19 dept20
> ///
> dept21 dept22 dept23 dept24 dept25 dept26 dept27 dept28 dept29 dept30
> ///
> dept31 dept32 dept33 dept34 dept35 dept36 dept37 dept38 dept39 dept40
> ///
> dept41, ///
> by(bl ckhi sp) wei ght(1) eform vce(robust) noi si ly
```

Model for group 1

Linear regression

```
Number of obs      =      255
F(49, 201)         =          .
Prob > F            =          .
R-squared           =      0.9006
Root MSE           =      .09402
```

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]
cupa000	.0239739	.0228182	1.05	0.295	-.0210199 .0689676
full	.3081121	.0311095	9.90	0.000	.2467692 .3694549
assoc	.1216814	.0239805	5.07	0.000	.0743957 .1689671
yrsni u	-.0115739	.0034508	-3.35	0.001	-.0183783 -.0047695
yrsni u2	.0003468	.0000872	3.98	0.000	.000175 .0005187
yrsoth	6.76e-06	.0038213	0.00	0.999	-.0075283 .0075418
yrsoth2	.0004182	.0002153	1.94	0.053	-6.32e-06 .0008427
qui ntDTOP	.0375097	.019703	1.90	0.058	-.0013415 .0763608
qui ntD2ND	.0239339	.0192272	1.24	0.215	-.0139791 .0618469
qui ntDMI D	-.010356	.0157657	-0.66	0.512	-.0414433 .0207313
profshi p	.0969552	.0257185	3.77	0.000	.0462426 .1476679
sal adj	.0858872	.0426037	2.02	0.045	.0018797 .1698947
seadj	.0567616	.0225338	2.52	0.013	.0123287 .1011945
dept1	.5384079	.2009423	2.68	0.008	.1421825 .9346333
dept2	.5724138	.1989165	2.88	0.004	.180183 .9646445
dept3	.5697407	.1546839	3.68	0.000	.2647293 .874752
dept4	.5182924	.1547115	3.35	0.001	.2132267 .8233581
dept5	.3588999	.1710911	2.10	0.037	.0215364 .6962635
dept6	.1306355	.049308	2.65	0.009	.0334082 .2278629
dept7	.1977404	.0596014	3.32	0.001	.0802161 .3152647
dept8	.130775	.0500422	2.61	0.010	.0321001 .22945
dept9	.1196851	.047653	2.51	0.013	.0257212 .213649
dept10	.140946	.0552984	2.55	0.012	.0319066 .2499854
dept11	.193822	.0523314	3.70	0.000	.0906331 .297011
dept12	.3066533	.1099639	2.79	0.006	.0898224 .5234842
dept13	.2127936	.0736833	2.89	0.004	.0675021 .358085
dept14	.34699	.1013602	3.42	0.001	.1471243 .5468557
dept15	.3008328	.100675	2.99	0.003	.1023182 .4993474
dept16	.2397255	.0501743	4.78	0.000	.1407901 .3386609
dept17	.2085134	.0596506	3.50	0.001	.0908921 .3261346
dept18	0	(omitted)			
dept19	.2520907	.0554886	4.54	0.000	.1426762 .3615051
dept20	.1187681	.0698065	1.70	0.090	-.0188789 .2564151
dept21	.1903029	.0650287	2.93	0.004	.062077 .3185288
dept22	.1492254	.0831575	1.79	0.074	-.0147476 .3131984
dept23	.1289641	.0576313	2.24	0.026	.0153246 .2426035
dept24	.4326245	.0991617	4.36	0.000	.2370939 .6281552
dept25	.3917215	.1017506	3.85	0.000	.191086 .5923569
dept26	.1220376	.0522052	2.34	0.020	.0190975 .2249778
dept27	.0608655	.0665004	0.92	0.361	-.0702624 .1919934

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dept28	. 1746214	. 0522113	3. 34	0. 001	. 0716692	. 2775735
dept29	. 162043	. 0759086	2. 13	0. 034	. 0123636	. 3117224
dept30	. 1478319	. 0533137	2. 77	0. 006	. 042706	. 2529577
dept31	. 1462234	. 0597376	2. 45	0. 015	. 0284306	. 2640162
dept32	. 1243515	. 0509824	2. 44	0. 016	. 0238225	. 2248805
dept33	. 1833131	. 081769	2. 24	0. 026	. 0220779	. 3445483
dept34	. 1668347	. 05732	2. 91	0. 004	. 0538091	. 2798603
dept35	. 1947208	. 0741481	2. 63	0. 009	. 0485128	. 3409288
dept36	. 3119181	. 0530435	5. 88	0. 000	. 207325	. 4165113
dept37	. 2613306	. 051627	5. 06	0. 000	. 1595305	. 3631307
dept38	. 2955643	. 0661532	4. 47	0. 000	. 1651209	. 4260077
dept39	-. 2374539	. 0684526	-3. 47	0. 001	-. 3724312	-. 1024765
dept40	. 0278097	. 0577141	0. 48	0. 630	-. 0859931	. 1416124
dept41	. 0197719	. 0522956	0. 38	0. 706	-. 0833465	. 1228903
_cons	8. 498574	. 1898633	44. 76	0. 000	8. 124194	8. 872953

Model for group 2

Linear regression

Number of obs = 43
 F(18, 9) = .
 Prob > F = .
 R-squared = 0. 9594
 Root MSE = . 07119

l morate	Coef.	Robust Std. Err.	t	P>|t|	[95% Conf. Interval]	
cupa000	-. 1831803	. 0700452	-2. 62	0. 028	-. 3416334	-. 0247272
full	. 1534744	. 0655154	2. 34	0. 044	. 0052682	. 3016805
assoc	. 0673467	. 0581407	1. 16	0. 277	-. 0641767	. 19887
yr sni u	. 0062769	. 0110312	0. 57	0. 583	-. 0186775	. 0312312
yr sni u2	-. 0000548	. 000448	-0. 12	0. 905	-. 0010681	. 0009586
yrsoth	. 0058213	. 0144009	0. 40	0. 695	-. 0267557	. 0383984
yrsoth2	. 000486	. 0006251	0. 78	0. 457	-. 0009281	. 0019
qui ntDTOP	-. 0850182	. 1609409	-0. 53	0. 610	-. 4490919	. 2790555
qui ntD2ND	-. 0315217	. 040341	-0. 78	0. 455	-. 1227793	. 0597359
qui ntDMI D	. 0078355	. 0691168	0. 11	0. 912	-. 1485176	. 1641885
profshi p	. 4228277	. 0743149	5. 69	0. 000	. 2547157	. 5909396
sal adj	-. 142293	. 0618234	-2. 30	0. 047	-. 2821472	-. 0024389
seadj	-. 4295909	. 1263733	-3. 40	0. 008	-. 7154673	-. 1437146
dept1	0	(omitted)				
dept2	0	(omitted)				
dept3	0	(omitted)				
dept4	1. 408194	. 3595634	3. 92	0. 004	. 5948056	2. 221583
dept5	0	(omitted)				
dept6	-. 1451689	. 1711674	-0. 85	0. 418	-. 5323764	. 2420386
dept7	0	(omitted)				
dept8	. 1131115	. 0526487	2. 15	0. 060	-. 0059882	. 2322112
dept9	-. 3593211	. 2475393	-1. 45	0. 181	-. 9192938	. 2006516
dept10	0	(omitted)				
dept11	-. 4099216	. 2162472	-1. 90	0. 091	-. 8991067	. 0792634
dept12	. 6344491	. 2206388	2. 88	0. 018	. 1353295	1. 133569
dept13	0	(omitted)				
dept14	. 4971915	. 1374879	3. 62	0. 006	. 1861722	. 8082109
dept15	. 5341672	. 1812071	2. 95	0. 016	. 1242484	. 944086
dept16	-. 2604067	. 2529028	-1. 03	0. 330	-. 8325126	. 3116992
dept17	-. 6674194	. 3210115	-2. 08	0. 067	-1. 393598	. 0587591
dept18	-. 1728456	. 1546812	-1. 12	0. 293	-. 5227588	. 1770676
dept19	-. 5820967	. 2141869	-2. 72	0. 024	-1. 066621	-. 0975723
dept20	0	(omitted)				
dept21	-. 1050949	. 0148395	-7. 08	0. 000	-. 1386642	-. 0715256

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dept22	0	(omi tted)				
dept23	. 0469424	. 1525204	0. 31	0. 765	-. 2980827	. 3919676
dept24	0	(omi tted)				
dept25	0	(omi tted)				
dept26	-. 1711343	. 2049608	-0. 83	0. 425	-. 6347877	. 2925192
dept27	0	(omi tted)				
dept28	0	(omi tted)				
dept29	0	(omi tted)				
dept30	-. 1647274	. 201605	-0. 82	0. 435	-. 6207896	. 2913347
dept31	0	(omi tted)				
dept32	0	(omi tted)				
dept33	. 275885	. 1669357	1. 65	0. 133	-. 1017499	. 6535199
dept34	0	(omi tted)				
dept35	0	(omi tted)				
dept36	0	(omi tted)				
dept37	-. 3896613	. 2543098	-1. 53	0. 160	-. 9649501	. 1856275
dept38	0	(omi tted)				
dept39	0	(omi tted)				
dept40	-. 3139655	. 2475851	-1. 27	0. 237	-. 8740418	. 2461109
dept41	-. 3439745	. 1298628	-2. 65	0. 027	-. 6377446	-. 0502043
_cons	10. 5546	. 7260705	14. 54	0. 000	8. 912118	12. 19709

Bl i nder-Oaxaca decomposi ti on Number of obs = 298

- 1: bl ckhi sp = 0
- 2: bl ckhi sp = 1

l morate	exp(b)	Robust Std. Err.	z	P>|z|	[95% Conf. Interval]	
Di fferenti al						
Predi cti on_1	8759. 699	147. 3813	539. 55	0. 000	8475. 548	9053. 377
Predi cti on_2	8130. 048	217. 3568	336. 76	0. 000	7715. 005	8567. 419
Di fference	1. 077447	. 034035	2. 36	0. 018	1. 012763	1. 146263
Decomposi ti on						
Expl ai ned	1. 077527	. 0339892	2. 37	0. 018	1. 012926	1. 146247
Unexpl ai ned	. 9999265	. 0173018	-0. 00	0. 997	. 9665842	1. 034419

. clear all

. ***** CLOSE OUTPUT

. log close

name: <unnamed>

log: C:\Users\TA0VLW1\Documents\WORK\Facul ty_Sal ary_Study\PROGRAMS\RegOu

> t\OAXACarob-B2fol d QUI NTDEPT. log

log type: text

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