

**Table 3-14: Decomposition of Differences in Monthly Faculty Salary  
for All Faculty by Gender and Minority Status<sup>1</sup>  
[DEPARTMENT QUINTILES]**

	<b>Observed Difference</b>	<b>Predicted Difference</b>	<b>Percent Difference (no dept controls)</b>	<b>Percent Difference (dept controls)</b>
<b>FEMALE (vs. White male)</b>	- \$761**	- \$747**	- 9.32**	
Productive Factors			- 12.28**	- 11.38**
Unexplained			+ 2.64*	+ 1.85**
<b>ASIAN (vs. White male)</b>	- \$67	- \$94	- 1.09	
Productive Factors			- 5.04	- 2.64
Unexplained			+ 3.76**	+ 1.51
<b>BLACK &amp; HISPANIC (vs. White male)</b>	- \$838**	- \$629**	- 7.74**	
Productive Factors			- 10.62**	- 7.75**
Unexplained			+ 2.60	+ 0.01
<sup>1</sup> 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 Status<sup>1</sup>  
[DEPARTMENT QUINTILES]**

	Percent Effects at Quantiles				
	10th	25th	50 <sup>th</sup> (median)	75th	90th
<b>FEMALE (vs. White male)</b>					
% Difference	+ 5.79**	+ 6.51**	+ 9.71**	+ 12.30**	+ 9.92
% Productive Factors	+ 8.32**	+ 11.09**	+ 13.13**	+ 13.60**	+ 10.91**
% Unexplained	- 2.53	- 4.58**	- 3.42*	- 1.30	- 0.99
<b>ASIAN (vs. White male)</b>					
% Difference	+ 1.02	+ 1.44	+ 2.35	+ 2.31	- 7.31
% Productive Factors	+ 6.30**	+ 6.48**	+ 5.95**	+ 4.14**	- 0.33
% Unexplained	- 5.28**	- 5.04**	- 3.60*	- 1.83	- 6.98**
<b>BLACK &amp; HISPANIC (vs. White male)</b>					
% Difference	- 5.43**	- 0.25	+ 7.90**	+ 16.63**	+ 21.13**
% Productive Factors	+ 6.06**	+ 8.06**	+ 9.00**	+ 11.39**	+ 13.06**
% Unexplained	- 11.49**	- 7.81**	- 1.10	+ 5.24**	+ 8.08**

<sup>1</sup> 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