

**APPENDIX A - Table 1a**  
**SALARY MEASURES**

We constructed five alternative salary measures: (1)base salary, (2)base salary plus academic salary, (3)base salary plus academic salary plus clinical A supplement, (4)base salary plus academic salary plus clinical B supplement, and (5)base salary plus academic salary plus clinical A supplement plus clinical B limit. Table 1A reports the coefficients on the sex dummy and the  $R^2$  s from regression equations predicting each of these five salary measures as a function of the predictor variables. The first table below is based on the variables in Model 2 (rank variables are included); the second table is based on variables in Model 1 (rank variables are not included).

Results in Table 1A show that estimates of the magnitude of gender-based earnings differentials and  $R^2$  s rise sharply when clinical pay supplements are included in the earnings measure. Estimates of gender-based earning differentials and  $R^2$  s are relatively similar in regressions predicting earnings measures 3,4, and 5, each of which contains information on clinical supplements.

**TABLE 1A**

<b>DEPENDENT VARIABLE</b>
SUM5 = ln(base + academic supplement + clinical A supplement + clinical supplement B limit)
SUM4 = ln(base + academic supplement + clinical A supplement + clinical supplement B)
SUM3 = ln(base + academic supplement + clinical A supplement)
SUM2 = ln(base + academic supplement)
SUM1 = ln(base)

<b>Model 2</b>		
<b>Including rank variables as predictors:</b>		
<i>Adjusted R<sup>2</sup></i>	<i>Coefficient for Sex</i>	<i>Sig. Of Coefficient</i>
0.795	-0.047	0.040
0.781	-0.047	0.029
0.776	-0.041	0.043
0.580	0.004	0.828
0.514	-0.022	0.379

<b>DEPENDENT VARIABLE</b>
SUM5 = ln(base + academic supplement + clinical A supplement + clinical supplement B limit)
SUM4 = ln(base + academic supplement + clinical A supplement + clinical supplement B)
SUM3 = ln(base + academic supplement + clinical A supplement)
SUM2 = ln(base + academic supplement)
SUM1 = ln(base)

<b>Model 1</b>		
<b>Not including rank variables as predictors:</b>		
<i>Adjusted R<sup>2</sup></i>	<i>Coefficient for Sex</i>	<i>Sig. Of Coefficient</i>
0.752	-0.076	0.003
0.725	-0.075	0.002
0.708	-0.072	0.002
0.491	-0.020	0.394
0.425	-0.055	0.042