

**APPENDIX A - Table 2a**  
**DEFINITIONS OF VARIABLES USED IN THE REGRESSIONS <sup>a</sup>**

<b>Sum4</b>	The natural logarithm of the sum of four components of salary: base salary, academic supplement, clinical A supplement, and clinical B supplement. The base and the academic supplement were calculated full-time rates. Salary was as of November 1, 2001 <sup>b</sup> .
<b>Gender</b>	Male = 1 Female = 2
<b>Race</b>	Asian, Pacific Islander = 1 Under-represented minority = 1 Black, American Indian, Alaskan Native, Hispanic [White is the excluded category]
<b>Non-Medical Appointment = 1</b>	
<b>Administrative Appointment = 1</b>	
<b>VAAppointment = 1</b>	
<b>Market Ratio</b>	The natural logarithm of the ratio of mean salary by subspecialty and rank to mean salary of all fields by rank. The means were based on AAMC data.
<b>Rank</b>	Professor = 1 Associate Professor 1-6 Years = 1 Associate Professor 7 or more years = 1 [Assistant Professor is the excluded category]
<b>Rank by Years in Rank Interactions</b>	Professor by Years in Rank = 1 Associate Professor 1-6 Years by Years in Rank = 1 Associate Professor 7 or more years by Years in Rank = 1 [Assistant Professor by Years in Rank is the excluded category]
<b>Departmental Units</b>	Dummy variables were constructed for nine Departmental Unit Affiliation Categories. Appendix Table 3A shows affiliation categories. Members of that department = 1 [Category 6 is the excluded category]
<b>Sabbatical</b>	Fraction of year not on sabbatical
<b>Highest Degrees</b>	M.D. or D.O and Ph.D. = 1 Ph.D. only = 1 No doctorate = 1 [M.D. or D.O. only was the excluded category]
<b>Years at UM</b>	Based on Employee Hire Date
<b>Years in Rank</b>	Based on Job Entry Date

(a) Dummy variables are used to capture the information in categorical variables. A categorical variable with j categories requires j-1 dummy variables in order to capture the information in the original variable. Each dummy variable corresponds to one category of the original variable; if a respondent was a member of that category, he or she is a "1" on that dummy variable. Otherwise, he or she is a "0"

(b) For faculty members with more than one eligible Medical School appointment, each appointment was entered separately into the dataset. Each appointment in the dataset was weighted by its appointment fraction.