

APPENDIX A - Table 4a
INDEPENDENT VARIABLES - MEANS

VARIABLE	MEAN
Sex	1.18
Asian and Pacific Islander	0.09
Black, American Indian, Alaskan Native, Hispanic	0.05
White	[0.86]
Professor	0.43
Associate Professor 1-6 yrs	0.25
Associate Professor 7 or more yrs	0.06
Assistant Professor	[0.26]
Professor * years in rank	3.74
Assoc Professor 1-6 yrs * years in rank	0.67
Assoc Professor 7 or more yrs * years in rank	0.68
Asst Professor * years in rank	[0.93]
Years at UM	13.51
Years in rank	6.01
M.D. or D.O. and Ph.D. degrees	0.10
Ph.D. only	0.26
No doctorate	0.01
M.D. or D.O. only	[0.62]
Non-Medical School Appointment	0.13
Administrative Appointment	0.23
VAMC Appointment	0.16
Sabbatical	0.99
Market Ratio	0.09
Departmental Unit Affiliation Categories	
1	0.14
2	0.16
3	0.03
4	0.08
5	0.13
6	[0.22]
7	0.07
8	0.05
9	0.14

Bracketed figures represent the means for categories omitted from the equation