

**TABLE 1****SUMMARY STATISTICS FOR FACULTY BY GENDER**

	<b>WOMEN</b>	<b>MEN</b>	<b>ALL</b>
Number	106	489	595
Mean Years at UM	11	14	14
Mean Salary (*)	\$ 138,994	\$ 179,296	\$ 172,116
<i>Rank</i>			
Assistant Professor	34%	24%	26%
Associate Professor	40%	29%	31%
Professor	26%	46%	43%
<i>Mean Salary by Rank</i>			
Assistant Professor	\$ 120,737	\$ 141,490	\$ 136,670
Associate Professor	\$ 148,037	\$ 173,571	\$ 167,781
Professor	\$ 148,904	\$ 202,747	\$ 196,830

(\*)Includes Base, Academic Supplement, Clinical A and Clinical B actual income