

TABLE 2
EFFECTS OF GENDER ON FACULTY SALARIES

		MODEL	
INDEPENDENT VARIABLES		1 <i>coefficient</i> <i>(standard err.)</i>	2 <i>coefficient</i> <i>(standard err.)</i>
	Female	-0.075 ** (0.024)	-0.047 * (0.021)
	Asian or Pacific Islander	-0.032 (0.031)	-0.023 (0.028)
	Black, American Indian, Alaskan Native, Hispanic	-0.002 (0.043)	0.034 (0.039)
	Gender and race are predictors	X	X
	Controls for years at UM and type of degree(s)	X	X
	Controls for department, market ratio, non- medical appointment, VAMC appointment, administrative appointment, and sabbatical	X	X
	Controls for rank and years in rank		X
	Adjusted R2	0.725	0.781
	(n)	595	595

* p<.05

** p<.01