

University of California, San Francisco – School of Nursing Faculty Salary Equity Review 2024 Report

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Purpose

The purpose of the University of California, San Francisco (UCSF) School of Nursing (SON) Faculty Salary Equity Review (FSER) analysis was to determine the presence and size of imbalance in faculty salary (X+Y), clinical Z-payment, administrative stipend, and accelerated advancement by gender identification and underrepresented minority (URM) classification. Data for this review were from the period of July 1, 2023 to June 30, 2024 for X+Y salary, July 1, 2022 to June 30, 2023 for clinical Z-payment, July 1, 2022 to June 30, 2023 for administrative stipend, and July 1, 2014 to June 30, 2023 for accelerated advancement.

Methodology

Analysis of the UCSF SON data followed the UCSF FSER Committee's guidelines. The UCSF Office of Faculty and Academic Affairs provided data for SON faculty members appointed at 75% or greater full-time equivalent. The SON has four departments: Community Health Systems, Family Health Care Nursing, Physiological Nursing, and Social and Behavioral Sciences, which includes the Institute for Health and Aging. Because of the small size of the SON faculty, only a school-level analysis was conducted.

Gender identification was coded as female, male, or non-binary. Race/ethnicity was recoded as URM or non-URM. Per the UCSF campus definition, URM refers to the following racial/ethnic groups: Black/African American, Hispanic/Latino/Latinx, American Indian/Alaska Native, Filipino/Filipinx, Hawaiian/Pacific Islander, or Vietnamese. All other racial/ethnic groups were classified as non-URM.

X+Y salaries were annualized to full-time status by dividing by the percent effort of appointment and then log transformed to reduce the possible influence of a very few high salaries, and to interpret results in terms of percent differences in median salaries. Although there were no extreme salaries in the SON data, log-transformed data were used in the SON analyses to be comparable to the UCSF FSER campus analysis.

Multiple linear regression analyses were conducted to test for imbalance in the log-transformed X+Y salaries between female, male, and non-binary identified faculty members, as well as between URM and non-URM identified faculty members. Coefficients from the regression analyses were back-transformed to obtain a ratio interpretation. The results are reported with unadjusted and adjusted estimates of the relative ratio with 95% confidence intervals (CI). Covariables included in the adjusted models were step, rank (assistant, associate, or full), degree (research doctorate, clinical doctorate, or other), series (ladder/in residence, clinical X/HS clinical, or adjunct), and department (Community Health Systems, Family Health Care Nursing, Physiological Nursing, or Social and Behavioral Sciences).

A matched pairs analysis in X+Y salary was conducted for all 10 male faculty members, as well as the one non-binary identified faculty member. Each of these faculty members was matched to female faculty members on series, rank, step, and academic programmatic unit (APU). A matched pairs analysis in X+Y salary was conducted also for each of the 17 URM faculty members, who were matched to non-URM faculty members on series, rank, step, and APU.

Presence of clinical Z-payments, administrative stipends, and accelerated advancements, coded as *yes* or *no*, were compared between male and female faculty members, as well as between URM and non-URM faculty members, using Chi-square test of proportions and Fisher's exact test. Group sample sizes were too small to warrant adjusted analyses through logistic regression. In addition, the amounts clinical Z-payments and administrative stipends are reported by gender identification and URM classification.

Residual analyses were conducted to determine the difference between actual X+Y salary and X+Y salary predicted by the statistical model, and between actual clinical Z-payment and clinical Z-payment predicted by the statistical model. Low outliers were defined as amounts lower than 75% of the predicted statistical model (standardized residual < 1.5). High outliers were defined as amounts higher than 140% of the predicted statistical model (standardized residual > 1.5). Matched pairs analyses were conducted for above and below outliers for X+Y salaries and clinical Z-payments.

Statistical significance for all analyses was set at $p \leq .05$, two-tailed. Data were analyzed using R v4.1.0.

Findings

Following a description of the SON faculty profile, results are presented for X+Y salary, clinical Z-payment, administrative stipend, and accelerated advancement by gender identification and URM classification. Finally, results are presented for residual analyses of X+Y salaries and clinical Z-payments.

Overall, step and rank were highly significant, with X+Y salaries increasing as step and rank increased. The only other significant variable was being a faculty member in the Community Health Systems department, which had a higher median X+Y salary than the reference department, Family Health Care Nursing (ratio 1.143, 95% CI: 1.066, 1.224; $p = 0.00026$).

I. School of Nursing Faculty Profile

The SON had 91 faculty members in 2023-2024 (Appendix A). Eighty (87.9%) faculty members were listed as female, 10 (11.0%) as male, and 1 (1.1%) as nonbinary. Seventeen (18.7%) faculty members were classified as URM, and 74 (81.3%) faculty members as non-URM.

An equal proportion (80%) of male ($n = 8$) and female ($n = 64$) faculty members had a research or clinical doctorate. The one (100%) nonbinary-identified faculty member had a research doctorate. An equal proportion (20%) of male ($n = 2$) and female ($n = 16$) were master's prepared. Five (50%) male faculty members were at the full professor rank compared to 35

(43.8%) female faculty members. The one (100%) nonbinary-identified faculty member was at the associate professor rank.

A higher proportion of URM faculty members (82.4%, $n = 15$) had doctoral degrees compared to non-URM faculty members (78.4%, $n = 58$). More non-URM faculty members (21.6%, $n = 16$) were master’s prepared than were URM faculty members (11.8%, $n = 2$). Seven (41.2%) URM faculty members were at the full professor rank compared to 33 (44.6%) non-URM faculty members.

II. Compensation and Accelerated Advancement by Gender Identification

X+Y Salary. The unadjusted and adjusted analyses did not indicate a statistically significant imbalance in X+Y salary between female and male faculty members (Table 1). The results indicate that the adjusted X+Y salary of female faculty was 98.1% (or 1.9% less) that of the adjusted X+Y salary of male faculty, but the difference was not statistically significant after controlling for step, rank, degree, series, and department. We note, however, the small sample sizes (total and percentage of male faculty members). The 2023-24 results were similar to previous years (Table 2).

Table 1. *Female-to-Male X+Y Salary Ratio*

	Ratio	95% CI	<i>p</i>
Female-to-Male			
Unadjusted	0.944	(0.782, 1.139)	0.54
Adjusted	0.981	(0.899, 1.070)	0.66

Table 2. *Adjusted Female-to-Male X+Y Salary Ratio (2015-2024)*

	Report Year					
	2015 ($n = 75$)	2017 ($n = 86$)	2018 ($n = 92$)	2019 ($n = 96$)	2022 ($n = 92$)	2024 ($n = 91$)
Ratio	0.97	0.96	0.93	0.94	0.98	0.98
95% CI	(0.89, 1.05)	(0.88, 1.04)	(0.84, 1.03)	(0.85, 1.05)	(0.87, 1.08)	(0.90, 1.07)

The median X+Y salary was \$160,100 for female faculty members, and \$164,753 for male faculty members. The one individual who identified as nonbinary was not included in the calculations. The median X+Y salaries and salary ratios in rank, degree, series, and department by gender identification are presented in Appendix B.

Matched pairs analyses indicated that four male faculty members earned a lower X+Y salary compared to matched female counterparts by a lesser amount of \$9,249; \$16,119; \$34,000; and \$76,350 (Appendix C). The other six male faculty members earned a higher X+Y salary compared to matched female counterparts by a greater amount of \$10,600; \$11,105; \$15,057; \$25,600; \$20,600; \$37,600; and \$39,965. The differences in salaries were primarily in the Y-component and attributed to clinical income, research funding, or startup package.

Clinical Z-Payment. Two (20%) of the 10 male faculty members received a clinical Z-payment ($Md = \$22,042$) as compared to 35% or 28 of the 80 female faculty members for a median amount of \$14,448. The difference in the proportion of clinical Z-payments received between male and female faculty members was not statistically significant (two-tailed, Fisher’s exact $p = 0.49$). The one nonbinary faculty member did not receive a clinical Z-payment. See Appendix D for the proportion of clinical Z-payments received and median clinical Z-payment amounts in rank, degree type, series, and department by gender identification.

Administrative Stipend. Neither male faculty members nor the one nonbinary faculty member received an administrative stipend. Seven female faculty members received administrative stipends; five of whom received \$10,000, one received \$20,000, and one received \$9,167. The difference in the proportion of administrative stipend received between male and female faculty members was not statistically significant, although very likely to be underpowered (two-tailed, Fisher’s exact $p > 0.99$).

Accelerated Advancement. Four of the 10 male faculty members (40.0%), 26 of the 80 female faculty members (33.3%), and the one nonbinary faculty member (100%) was accelerated for advancement. The difference in the proportion of accelerated advancements between male and female faculty members was not statistically significant (two-tailed, Fisher’s exact $p = 0.73$). See Appendix E for the proportion of accelerated advancements in rank, degree, series, and department by gender identification.

III. Compensation and Accelerated Advancement by Underrepresented Minority Classification

X+Y Salary. The unadjusted and adjusted analyses did not indicate a statistically significant imbalance in X+Y salary between URM and male faculty members (Table 3). The results indicate that the adjusted X+Y salary of URM faculty was 107.3% (or 7.3% more) that of the adjusted X+Y salary of non-URM faculty, but the difference was not statistically significant after controlling for step, rank, degree, series, and department. We note, however, the small sample sizes (total and percentage of URM faculty members). The 2023-24 results were similar to previous years (Table 4).

Table 3. *URM-to-Non-URM X+Y Salary Ratio*

URM-to-Non-URM	Ratio	95% CI	<i>p</i>
Unadjusted	0.989	(0.851, 1.150)	0.89
Adjusted	1.073	(0.996, 1.155)	0.06

Table 4. *Adjusted URM-to-Non-URM X+Y Salary Ratio (2015-2024)*

	Report Year					
	2015 (<i>n</i> = 75)	2017 (<i>n</i> = 86)	2018 (<i>n</i> = 92)	2019 (<i>n</i> = 96)	2022 (<i>n</i> = 92)	2024 (<i>n</i> = 91)
Ratio	0.93	0.96	0.99	1.02	1.02	1.073
95% CI	(0.86, 1.01)	(0.86, 1.03)	(0.92, 1.07)	(0.94, 1.10)	(0.95, 1.10)	(1.00, 1.15)

The median X+Y salary was \$165,281 for URM faculty members, and \$157,645 for non-URM faculty members. The median X+Y salaries and salary ratios in rank, degree, series, and department by URM classification are presented in Appendix F.

Matched pairs analyses indicated that three URM faculty members earned a lower X+Y salary compared to matched non-URM counterparts by a lesser amount of \$5,500; \$10,150; and \$25,000. The other 14 URM faculty members earned a higher X+Y salary compared to matched female counterparts by a greater amount that ranged from \$2,500 to \$98,660 (Appendix G). The differences in salaries were primarily in the Y-component and attributed to clinical income, research funding, startup package, departmental support, and/or institutional initiatives.

Clinical Z-Payment. Four (23.5%) of the 17 URM faculty members received a clinical Z-payment ($Md = \$8,250$) as compared to 35.1% or 26 of the 74 non-URM faculty members for a median amount of \$17,643. The difference in the proportion of clinical Z-payments received between URM and non-URM faculty members was not statistically significant (two-tailed, Fisher's exact $p = 0.41$). See Appendix H for the proportion of clinical Z-payments received and median clinical Z-payment amounts in rank, degree type, series, and department by URM classification.

Administrative Stipend. Two (11.8%) of URM faculty members received \$10,000 each in administrative stipends. Five (6.8%) non-URM faculty members received administrative stipends, one of whom received \$20,000, three received \$10,000, and one received \$9,167. The difference in the proportion of administrative stipend received between URM and non-URM faculty members was not statistically significant, although very likely to be underpowered (two-tailed, Fisher's exact $p = .61$).

Accelerated Advancement. Four of the 17 URM faculty members (23.5%) and 27 of the 74 non-URM faculty members (36.5%) were accelerated for advancement. The difference in the proportion of accelerated advancements between URM and non-URM faculty members was not statistically significant (two-tailed, Fisher's exact $p = 0.40$). See Appendix I for the proportion of accelerated advancements in rank, degree, series, and department by URM classification.

IV. Residual Analyses of Outliers

X+Y Salary Outliers. Based on step, rank, degree, series, and department, results of the campus residual analyses indicated the X+Y salary of five faculty members was below the predicted statistical model, and the X+Y salary of three faculty member was above the predicted statistical model.

The five faculty members with X+Y salaries below the predicted statistical model were non-URM, female faculty members, two of whom were in leadership roles (Appendix J). To examine the differences between actual X+Y salaries and X+Y salaries predicted by the statistical model, matched pairs analyses, matched on series, rank, step, and APU, were conducted (Appendix K). Two of the five faculty members with lower than predicted X+Y salaries had salaries that were \$8,700 and \$2,853 higher than their matched counterparts. The remaining three faculty members had salaries that were lower than their matched counterparts by \$8,700, \$10,600, and \$38,300.

The differences in salaries were primarily in the Y-component and attributed primarily to clinical income, with one case also attributed to departmental support/startup package.

The three faculty members with X+Y salaries above the predicted statistical model were non-URM, female faculty members, one of whom was in a leadership role (Appendix L). To examine the differences between actual X+Y salaries and X+Y salaries predicted by the statistical model, matched pairs analyses, matched on series, rank, step, and APU, were conducted (Appendix M). Two of the three faculty members with higher than predicted X+Y salaries had salaries that were \$40,400 and \$79,200 higher than their matched counterparts. The remaining one faculty member had a salary that was lower by \$2,850 than their matched counterparts. The differences in salaries were primarily in the Y-component and attributed primarily to research funding.

Clinical Z-Payment Outliers. Based on step, rank, degree, series, and department, results of the campus residual analyses indicated the clinical Z-payments of seven faculty members were below the predicted statistical model, and the clinical Z-payments of 11 faculty members were above the predicted statistical model.

The seven faculty members with clinical Z-payments below the predicted statistical model were non-URM faculty members. One of the seven faculty members was a male. All seven faculty members were in the HS Clinical series. Five faculty members were at the associate rank; the remaining two faculty members were at the full rank. The actual clinical Z-payments for the seven faculty members were zero. All these faculty members' clinical teaching assignments were apportioned to their Y-component.

The 11 faculty members with clinical Z-payments above the predicted statistical model were comprised of two males, nine females, two URMs, and nine non-URMs. Five faculty members were in the HS Clinical series, four were in the Ladder Rank series, and two were in the Adjunct series. Five were at the assistant rank, three at the associate rank, and three at the full rank. The six larger clinical Z-payments were clinical income for clinical faculty; these payments ranged from \$16,896 to \$39,584. This contrasts with the seven faculty members who received no clinical Z-payments (lower than the predicted model) because their clinical activity was teaching related and was apportioned to their Y-component. The remaining five higher than predicted clinical Z-payments were paid to ladder rank faculty members who provided clinical consultation to UCSF Health; these payments ranged from \$500 to \$3,271.

Limitations

A limitation of this analysis was the relatively small total sample size of the SON faculty ($n = 91$). The small percentage of male faculty members ($n = 10$, 11%), nonbinary faculty members ($n = 1$, 1.1%), and URM faculty members ($n = 17$, 18.7%) did not provide much power to detect statistically significant ($p \leq .05$) differences between female and male and nonbinary faculty members, or between URM and non-URM faculty members, unless the effects were relatively large.

Summary and Conclusions

After adjusting for series, rank, step, degree, and department, there was a lack of statistical evidence of an imbalance in X+Y salary, clinical Z-payment, administrative stipend, and

accelerated advancement between female and male faculty members, or between URM and non-URM faculty members. Matched pairs analyses indicated when there were X+Y salary differences between female and male faculty members or between URM and non-URM faculty members, the differences in salaries were primarily in the Y-component and attributed to clinical income, research funding, startup package, departmental support, and/or institutional initiatives. This was the case also for lower- and higher-than-predicted X+Y salaries and clinical Z-payments.

Action Plan

- Continue to refine the annual salary setting guidelines with input from the Nursing Faculty Council, and broadly disseminate the guidelines to the faculty in a timely manner for the annual renewal process to ensure equity, transparency, accountability, accessibility, and clear communication.
- Initiated five years ago, continue the quality improvement process for salary determination of new faculty hires by fortifying the schoolwide standard procedure.
- Initiated four years ago, continue to negotiate the standard market rate clinical fee schedule for faculty members practicing across various healthcare delivery systems; however, there is a need to confirm this strategy by hiring a vendor to provide a fair market value assessment for nurse practitioners in the San Francisco Bay Area.
- Initiated two years ago, continue to offer the annual schoolwide Faculty Development Series that includes information about salary structure, salary setting and negotiation, annual APU review process, Health Sciences Compensation Plan, advancement pathways, and academic review.
- Developed four years ago, update and evaluate SID, a SON's intranet that contains self-paced, faculty development education modules about faculty compensation and advancement policies and procedures, using eLearning technology.
- Continue to reinforce adherence to the schoolwide administrative stipend guidelines to ensure consistent and equitable compensation among academic appointees providing administrative service and leadership.
- Continue to regularly review and modify guidelines to remedy salary, Z-payment, acceleration, and administrative stipend imbalances when such imbalances exist.
- Continue to ensure appointments to leadership positions are the result of an internal or national search, and leadership positions are advertised broadly to maximize access to leadership opportunities for all faculty members.
- Explore with University Development & Alumni Relations how we can continue the Health Equity Scholars initiative to hire faculty who address issues of health equity.

Acknowledgments

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Appendices

- Appendix A: UCSF School of Nursing Faculty Profile
- Appendix B: Median X+Y Salaries and Salary Ratios in Rank, Degree, Series, and Department by Gender Identification
- Appendix C: Matched Pairs Analyses in X+Y Salaries for Male and Nonbinary Faculty
- Appendix D: Proportion of Clinical Z-Payments Received and Median Amounts in Rank, Degree, Series, and Department by Gender Identification
- Appendix E: Proportion of Accelerated Advancements in Rank, Degree, Series, and Department by Gender Identification
- Appendix F: Median X+Y Salaries and Salary Ratios in Rank, Degree, Series, and Department by Underrepresented Minority Classification
- Appendix G: Matched Pairs Analyses in X+Y Salaries for Underrepresented Minority Faculty
- Appendix H: Proportion of Clinical Z-Payments Received and Median Amounts in Rank, Degree, Series, and Department by Underrepresented Minority Classification
- Appendix I: Proportion of Accelerated Advancements in Rank, Degree, Series, and Department by Underrepresented Minority Classification
- Appendix J: X+Y Salaries Below the Predicted Statistical Model
- Appendix K: Matched Pairs Analyses for X+Y Salaries Below the Predicted Statistical Model
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- Appendix M: Matched Pairs Analyses for X+Y Salaries above the Predicted Statistical Model

Appendix A
UCSF School of Nursing Faculty Profile (n = 91)

Rank by Gender Identification

		Gender Identification		
		Female (n = 80)	Male (n = 10)	Nonbinary (n = 1)
Rank	Assistant	16 (20.0%)	3 (30.0%)	0 (0.0%)
	Associate	29 (36.3%)	2 (20.0%)	1 (100.0%)
	Full	35 (43.8%)	5 (50.0%)	0 (0.0%)

Degree by Gender Identification

		Gender Identification		
		Female (n = 80)	Male (n = 10)	Nonbinary (n = 1)
Degree	Clinical Doctorate	8 (10.0%)	0 (0%)	0 (0%)
	Other Degree	16 (20.0%)	2 (20.0%)	0 (0%)
	Research & Clinical Doctorates	1 (1.3%)	0 (0%)	0 (0%)
	Research Doctorate	55 (68.8%)	8 (80.0%)	1 (100.0%)

Rank by Underrepresented Minority (URM) Classification

		URM Classification	
		Non-URM (n = 74)	URM (n = 17)
Rank	Assistant	13 (17.6%)	6 (35.3%)
	Associate	28 (37.8%)	4 (23.5%)
	Full	33 (44.6%)	7 (41.2%)

Degree by Underrepresented Minority (URM) Classification

		URM Classification	
		Non-URM (n = 74)	URM (n = 17)
Degree	Clinical Doctorate	7 (9.5%)	1 (5.9%)
	Other Degree	16 (21.6%)	2 (11.8%)
	Research & Clinical Doctorates	1 (1.4%)	0 (0%)
	Research Doctorate	50 (67.6%)	14 (82.4%)

**Appendix B
Median X+Y Salaries and Female-to-Male Salary Ratios
in Rank, Degree, Series, and Department by Gender Identification (n = 91)**

		Gender						Female-to-Male Salary Ratio
		Female (n = 80)		Male (n = 10)		Nonbinary (n = 1)		
		n	Median X+Y (\$)	n	Median X+Y (\$)	n	Median X+Y (\$)	
Rank	Assistant	16	120,150	3	120,000	0	---	1
	Full	35	212,100	5	201,700	0	---	1.05
	Associate	29	146,800	2	164,753	1	144,400	0.891
Degree	Other Degree	16	134,300	2	207,300	0	---	0.648
	Research Doctorate	55	167,200	8	148,353	1	144,400	1.13
	Clinical Doctorate	8	182,675	0	---	0	---	---
	Research and Clinical Doctorates	1	149,000	0	---	0	---	---
Series	Clinical	29	154,600	3	201,700	0	---	0.766
	Ladder/In Residence	31	191,500	6	164,753	0	---	1.16
	Adjunct	20	135,350	1	138,300	1	144,400	0.979
Department	Community Health Systems	24	171,500	5	201,700	0	---	0.85
	Family Health Care Nursing	27	154,600	2	122,500	0	---	1.26
	Physiological Nursing	8	173,641	1	158,405	0	---	1.1
	Social & Behavioral Sciences	21	150,640	2	157,200	1	144,400	0.958

Appendix C

Matched Pairs Analyses in X+Y Salaries for Male (*n* = 10) and Nonbinary (*n* = 1) Faculty

Case	Gender	Series	Rank	Step	X (\$)	Y (\$)	X+Y (\$)	Difference (\$)
1	Male	HS Clinical	Assistant	3	115,700	---	115,700	-34,000
	Female	HS Clinical	Assistant	3	106,100	98,900	205,000	
	Female	HS Clinical	Assistant	3	115,700	6,800	122,500	
	Female	HS Clinical	Assistant	3	115,700	5,900	121,600	
	Female Mean						149,700	
2	Male	Ladder Rank	Associate	1	128,800	42,300	171,100	37,600
	Female	Ladder Rank	Associate	1	128,800	9,400	138,200	
	Female	Ladder Rank	Associate	1	128,800	---	128,800	
	Female Mean						133,500	
3	Male	HS Clinical	Full	1	150,900	62,000	212,900	39,965
	Female	HS Clinical	Full	1	163,500	52,830	216,330	
	Female	HS Clinical	Full	1	138,975	---	138,975	
	Female	HS Clinical	Full	1	163,500	---	163,500	
	Female Mean						172,935	
4	Male	In Residence	Full	1	163,500	48,600	212,100	20,600
	Female	In Residence	Full	1	163,500	28,000	191,500	
	Female Mean						191,500	
5	Male	HS Clinical	Full	2	176,100	25,600	201,700	25,600
	Female	HS Clinical	Full	2	176,100	---	176,100	
	Female Mean						176,100	
6	Male	Ladder Rank	Assistant	2	100,500	19,500	120,000	10600
	Female	Ladder Rank	Assistant	2	100,500	8,900	109,400	
	Female Mean						109,400	
7	Male	Ladder Rank	Assistant	4	122,100	2,900	125,000	-9249
	Female	Ladder Rank	Assistant	4	111,900	22,349	134,249	
	Female Mean						134,249	
8	Male	Ladder Rank	Associate	2	146,800	11,605	158,405	11,105
	Female	Ladder Rank	Associate	2	135,500	4,400	139,900	
	Female	Ladder Rank	Associate	2	146,800	8,400	155,200	
	Female	Ladder Rank	Associate	2	135,500	11,300	146,800	
	Female Mean						147,300	
9	Male	Adjunct	Full	1	138,300	---	138,300	-76,350
	Female	Adjunct	Full	1	163,500	23,800	187,300	
	Female	Adjunct	Full	1	163,500	78,500	242,000	
	Female Mean						214,650	
10	Male	Ladder Rank	Full	2	176,100	---	176,100	-16,119
	Female	Ladder Rank	Full	2	162,500	---	162,500	
	Female	Ladder Rank	Full	2	176,100	28,058	204,158	

Case	Gender	Series	Rank	Step	X (\$)	Y (\$)	X+Y (\$)	Difference (\$)
	Female	Ladder Rank	Full	2	176,100	33,900	210,000	
	Female Mean						192,219	
11	Nonbinary	Adjunct	Associate	1	128,800	15,600	144,400	15,057
	Female	Adjunct	Associate	1	128,800	21,200	150,000	
	Female	Adjunct	Associate	1	106,260	2,970	109,230	
	Female	Adjunct	Associate	1	123,000	5,800	128,800	
	Female Mean						129,343	

Appendix D
Proportion of Clinical Z-Payments Received and Median Amounts
in Rank, Degree, Series, and Department by Gender Identification (n = 90)

Proportion of Clinical Z-Payments Received

		Gender Identification			
		Female (n = 80)		Male (n = 10)	
		n	Z-Presence %	n	Z-Presence %
Rank	Assistant	16	31.2	3	33.3
	Full	35	28.6	5	0.0
	Associate	29	44.8	2	50.0
Degree	Other Degree	16	68.8	2	0.0
	Research Doctorate	55	20.0	8	25.0
	Clinical Doctorate	8	62.5	0	---
	Research & Clinical Doctorates	1	100.0	0	---
Series	Clinical	29	65.5	3	33.3
	Ladder/In Residence	31	19.4	6	16.7
	Adjunct	20	15.0	1	0.0
Department	Community Health Systems	24	54.2	5	40.0
	Family Health Care Nursing	27	48.1	2	0.0
	Physiological Nursing	8	12.5	1	0.0
	Social & Behavioral Sciences	21	4.8	2	0.0

Median Clinical Z-Payments

		Gender Identification			
		Female (n = 80)		Male (n = 10)	
		n	Median Z (\$)	n	Median Z (\$)
Rank	Assistant	5	16,896	1	39,584
	Full	10	11,000	0	---
	Associate	13	18,470	1	4,500
Degree	Other Degree	11	18,391	0	---
	Research Doctorate	11	8,508	2	22,042
	Clinical Doctorate	5	21,011	0	---
	Research & Clinical Doctorates	1	1,000	0	---
Series	Clinical	19	16,896	1	39,584
	Ladder/In Residence	6	13,489	1	4,500
	Adjunct	3	12,000	0	---
Department	Community Health Systems	13	20,266	2	22,042
	Family Health Care Nursing	13	8,508	0	---
	Physiological Nursing	1	500	0	---
	Social & Behavioral Sciences	1	12,000	0	---

Appendix E
Proportion of Accelerated Advancements
in Rank, Degree, Series, and Department by Gender Identification (*n* = 90)

		Gender Identification			
		Female		Male	
		<i>n</i>	Presence of Acceleration %	<i>n</i>	Presence of Acceleration %
Rank	Assistant	16	0.0	3	0.0
	Full	35	48.6	5	60.0
	Associate	29	31.0	2	50.0
Degree	Other Degree	16	18.8	2	100.0
	Research Doctorate	55	41.8	8	25.0
	Clinical Doctorate	8	0.0	0	---
	Research & Clinical Doctorates	1	0.0	0	---
Series	Clinical	29	17.2	3	66.7
	Ladder/In Residence	31	45.2	6	33.3
	Adjunct	20	35.0	1	0.0
Department	Community Health Systems	24	41.7	5	80.0
	Family Health Care Nursing	27	29.6	2	0.0
	Physiological Nursing	8	12.5	1	0.0
	Social & Behavioral Sciences	21	33.3	2	0.0

Note. The one nonbinary faculty member was accelerated.

Appendix F

Median X+Y Salaries and URM-to-non-URM Salary Ratios in Rank, Degree, Series, and Department by Underrepresented Minority Classification (n = 91)

		URM (n = 17)		Non-URM (n = 74)		URM-to- non-URM Salary Ratio
		n	Median X+Y (\$)	n	Median X+Y (\$)	
Rank	Assistant	6	123,550	13	115,700	1.07
	Full	7	204,158	33	212,100	0.963
	Associate	4	160,241	28	145,600	1.1
Degree	Other Degree	2	163,300	16	137,238	1.19
	Research Doctorate	14	164,391	50	164,850	0.997
	Clinical Doctorate	1	249,300	7	172,200	1.45
	Research & Clinical Doctorates	0	---	1	149,000	---
Series	Clinical	3	163,500	29	154,600	1.06
	Ladder/In Residence	12	168,191	25	210,000	0.801
	Adjunct	2	185,700	20	137,950	1.35
Department	Community Health Systems	5	205,000	24	171,500	1.2
	Family Health Care Nursing	5	125,000	24	151,800	0.823
	Physiological Nursing	1	165,281	8	170,203	0.971
	Social & Behavioral Sciences	6	183,800	18	148,400	1.24

Note. URM = Underrepresented minority.

Appendix G

Matched Pairs Analyses in X+Y Salaries for Underrepresented Minority Faculty (n = 17)

Case	URM	Series	Rank	Step	X (\$)	Y (\$)	X+Y (\$)	Difference (\$)
1	URM	HS Clinical	Assistant	3	106,100	98,900	205,000	85,900
	Non-URM	HS Clinical	Assistant	3	115,700	---	115,700	
	Non-URM	HS Clinical	Assistant	3	115,700	6,800	122,500	
	Non-URM Mean						119,100	
2	URM	Ladder Rank	Associate	1	128,800	42,300	171,100	37,600
	Non-URM	Ladder Rank	Associate	1	128,800	9,400	138,200	
	Non-URM	Ladder Rank	Associate	1	128,800	---	128,800	
	Non-URM Mean						133,500	
3*	URM	In Residence	Full	1	163,500	48,600	212,100	15,050
	Non-URM	Ladder Rank	Full	1	163,500	48,600	212,100	
	Non-URM	Ladder Rank	Full	1	163,500	18,500	182,000	
	Non-URM Mean						197,050	
4*	URM	Ladder Rank	Full	6	235,600	---	235,600	0
	Non-URM	HS Clinical	Full	6	235,600	---	235,600	
	Non-URM	HS Clinical	Full	6	235,600	---	235,600	
	Non-URM Mean						235,600	
5	URM	Adjunct	Assistant	4	122,100	---	122,100	16,059
	Non-URM	Adjunct	Assistant	4	100,525	5,516	106,041	
	Non-URM Mean						106,041	
6	URM	Ladder Rank	Associate	2	146,800	8,400	155,200	6,832
	Non-URM	Ladder Rank	Associate	2	135,500	4,400	139,900	
	Non-URM	Ladder Rank	Associate	2	146,800	11,605	158,405	
	Non-URM	Ladder Rank	Associate	2	135,500	11,300	146,800	
	Non-URM Mean						148,368	
7	URM	Ladder Rank	Assistant	2	100,500	19,500	120,000	10,600
	Non-URM	Ladder Rank	Assistant	2	100,500	8,900	109,400	
	Non-URM Mean						109,400	
8	URM	HS Clinical	Assistant	3	115,700	5,900	121,600	2,500
	Non-URM	HS Clinical	Assistant	3	115,700	---	115,700	
	Non-URM	HS Clinical	Assistant	3	115,700	6,800	122,500	
	Non-URM Mean						119,100	
9	URM	HS Clinical	Full	1	163,500	---	163,500	-25902
	Non-URM	HS Clinical	Full	1	163,500	52,830	216330	
	Non-URM	HS Clinical	Full	1	150,900	62,000	212900	
	Non-URM	HS Clinical	Full	1	138,975	---	138975	
	Non-URM Mean						189402	
10*	URM	Ladder Rank	Assistant	4	122,100	2,900	125000	18,959
	Non-URM	Adjunct	Assistant	4	100,525	5,516	106041	

Case	URM	Series	Rank	Step	X (\$)	Y (\$)	X+Y (\$)	Difference (\$)
	Non-URM Mean						106041	
11	URM	Ladder Rank	Associate	3	142,700	22,581	165281	22,581
	Non-URM	Ladder Rank	Associate	3	142,700	---	142700	
	Non-URM	Ladder Rank	Associate	3	142,700	---	142700	
	Non-URM Mean						142700	
12	URM	Ladder Rank	Full	2	176,100	28,058	204158	17,908
	Non-URM	Ladder Rank	Full	2	162,500	---	162500	
	Non-URM	Ladder Rank	Full	2	176,100	33,900	210000	
	Non-URM Mean						186250	
13*	URM	In Residence	Full	1	163,500	28,000	191500	-5,550
	Non-URM	Ladder Rank	Full	1	163,500	48,600	212100	
	Non-URM	Ladder Rank	Full	1	163,500	18,500	182000	
	Non-URM Mean						197050	
14*	URM	In Residence	Associate	1	128,800	15,200	144000	7,675
	Non-URM	HS Clinical	Associate	1	128,800	19,200	148000	
	Non-URM	HS Clinical	Associate	1	128,800	---	128800	
	Non-URM	Ladder Rank	Associate	1	128,800	9,400	138200	
	Non-URM	HS Clinical	Associate	1	139,500	31,300	170800	
	Non-URM	HS Clinical	Associate	1	139,500	9,500	149000	
	Non-URM	HS Clinical	Associate	1	139,500	---	139500	
	Non-URM	HS Clinical	Associate	1	128,800	---	128800	
	Non-URM	Ladder Rank	Associate	1	128,800	---	128800	
	Non-URM	HS Clinical	Associate	1	94,480	---	94480	
	Non-URM	Adjunct	Associate	1	123,000	5,800	128800	
	Non-URM	Adjunct	Associate	1	128,800	15,600	144400	
	Non-URM Mean						136326	
15	URM	Ladder Rank	Full	2	176,100	---	176100	-10,150
	Non-URM	Ladder Rank	Full	2	162,500	---	162500	
	Non-URM	Ladder Rank	Full	2	176,100	33,900	210000	
	Non-URM Mean						186250	
16*	URM	Ladder Rank	Assistant	4	111,900	22,349	134249	28,208
	Non-URM	Adjunct	Assistant	4	100,525	5,516	106041	
	Non-URM Mean						106041	
17	URM	Adjunct	Full	3	189,700	59,600	249300	98,660
	Non-URM	Adjunct	Full	3	140,080	10,560	150640	
	Non-URM Mean						150640	

*Not an exact match.

Appendix H

Proportion of Clinical Z-Payments Received and Median Amounts in Rank, Degree, Series, and Department by Underrepresented Minority Classification (n = 91)

Proportion of Clinical Z-Payments Received

		URM (n = 17)		Non-URM (n = 74)	
		n	Z-Presence %	n	Z-Presence %
Rank	Assistant	6	16.7	13	38.5
	Full	7	28.6	33	24.2
	Associate	4	25.0	28	46.4
Degree	Other Degree	2	0.0	16	68.8
	Research Doctorate	14	21.4	50	20.0
	Clinical Doctorate	1	100.0	7	57.1
	Research & Clinical Doctorates	0	---	1	100.0
Series	Clinical	3	33.3	29	65.5
	Ladder/In Residence	12	8.3	25	24.0
	Adjunct	2	100.0	20	5.0
Department	Community Health Systems	5	40.0	24	54.2
	Family Health Care Nursing	5	20.0	24	50.0
	Physiological Nursing	1	0.0	8	12.5
	Social & Behavioral Sciences	6	16.7	18	0.0

Note. URM = Underrepresented minority.

Median Clinical Z-Payments

		URM (n = 17)		Non-URM (n = 74)	
		n	Median Z (\$)	n	Median Z (\$)
Rank	Assistant	6	0	13	0
	Full	7	0	33	0
	Associate	4	0	28	0
Degree	Other Degree	2	0	16	6,473
	Research Doctorate	14	0	50	0
	Clinical Doctorate	1	12,000	7	667
	Research & Clinical Doctorates	0	---	1	1,000
Series	Clinical	3	0	29	3,561
	Ladder/In Residence	12	0	25	0
	Adjunct	2	6,598	20	0
Department	Community Health Systems	5	0	24	2,822
	Family Health Care Nursing	5	0	24	333
	Physiological Nursing	1	0	8	0
	Social & Behavioral Sciences	6	0	18	0

Note. URM = Underrepresented minority.

Appendix I
Proportion of Accelerated Advancements in Rank, Degree, Series, and Department by
Underrepresented Minority Classification (*n* = 91)

		URM		Non-URM	
		<i>n</i>	Presence of Acceleration %	<i>n</i>	Presence of Acceleration %
Rank	Assistant	6	0.0	13	0.0
	Full	7	28.6	33	54.5
	Associate	4	50.0	28	32.1
Degree	Other Degree	2	0.0	16	31.2
	Research Doctorate	14	28.6	50	44.0
	Clinical Doctorate	1	0.0	7	0.0
	Research & Clinical Doctorates	0	---	1	0.0
Series	Clinical	3	0.0	29	24.1
	Ladder/In Residence	12	33.3	25	48.0
	Adjunct	2	0.0	20	40.0
Department	Community Health Systems	5	60.0	24	45.8
	Family Health Care Nursing	5	20.0	24	29.2
	Physiological Nursing	1	0.0	8	12.5
	Social & Behavioral Sciences	6	0.0	18	44.4

Note. URM = Underrepresented minority.

Appendix J
X+Y Salaries Below the Predicted Statistical Model (n = 5)

Outlier	Gender	URM	Actual X+Y (\$)	Predicted X+Y (\$)	Difference (\$)
1	Female	Non-URM	80,400	143,653	-63,253
2^	Female	Non-URM	172,200	269,191	-96,991
3^	Female	Non-URM	163,500	231,606	-68,106
4	Female	Non-URM	139,500	191,513	-52,013
5	Female	Non-URM	109,400	154,765	-45,365

Note. URM = Underrepresented minority.

^Leadership role.

**Appendix K
Matched Pairs Analyses for X+Y Salaries Below the Predicted Statistical Model (n = 5)**

Outlier	Gender	URM	Series	Rank	Step	X (\$)	Y (\$)	X+Y (\$)	Difference (\$)
1	Female	Non-URM	HS Clinical	Assistant	2	80,400	---	80,400	-38,300
	Female	Non-URM	HS Clinical	Assistant	2	109,600	9,100	118,700	
	Female Mean							118,700	
2 [^]	Female	Non-URM	Clinical X	Full	1	163,500	8,700	172,200	8,700
	Female	Non-URM	Clinical X	Full	1	163,500	---	163,500	
	Female Mean							163,500	
3 [^]	Female	Non-URM	Clinical X	Full	1	163,500	---	163,500	-8,700
	Female	Non-URM	Clinical X	Full	1	163,500	8,700	172,200	
	Female Mean							172,200	
4	Female	Non-URM	HS Clinical	Associate	1	139,500	---	139,500	2,853
	Female	Non-URM	HS Clinical	Associate	1	128,800	19,200	148,000	
	Female	Non-URM	HS Clinical	Associate	1	128,800	---	128,800	
	Female	Non-URM	HS Clinical	Associate	1	139,500	31,300	170,800	
	Female	Non-URM	HS Clinical	Associate	1	139,500	9,500	149,000	
	Female	Non-URM	HS Clinical	Associate	1	128,800	---	128,800	
	Female	Non-URM	HS Clinical	Associate	1	94,480	---	94,480	
	Female Mean							136,647	
5	Female	Non-URM	Ladder Rank	Assistant	2	100,500	8,900	109,400	-10,600
	Male	URM	Ladder Rank	Assistant	2	100,500	19,500	120,000	
	Female Mean							120,000	

Note. URM = Underrepresented minority.

[^]Leadership role.

Appendix L
X+Y Salaries Above the Predicted Statistical Model (n = 3)

Outlier	Gender	URM	Actual X+Y (\$)	Predicted X+Y (\$)	Difference (\$)
1	Female	Non-URM	187,300	128,896	58,404
2	Female	Non-URM	314,100	221,524	92,576
3^	Female	Non-URM	242,000	152,210	89,790

Note. URM = Underrepresented minority.

^Leadership role.

Appendix M
Matched Pairs Analyses for X+Y Salaries Above the Predicted Statistical Model (n = 3)

Outlier	Gender	URM	Series	Rank	Step	X (\$)	Y (\$)	X+Y (\$)	Difference (\$)
1	Female	Non-URM	Adjunct	Full	1	163,500	23,800	187,300	-2,850
	Female	Non-URM	Adjunct	Full	1	163,500	78,500	242,000	
	Male	Non-URM	Adjunct	Full	1	138,300	---	138,300	
	Female Mean								190,150
2*	Female	Non-URM	Ladder Rank	Full	9	297,200	16,900	314,100	40,400
	Female	Non-URM	Ladder Rank	Full	7	273,200	---	273,200	
	Female	Non-URM	Ladder Rank	Full	8	274,200	---	274,200	
	Female Mean								273,700
3^	Female	Non-URM	Adjunct	Full	1	163,500	78,500	242,000	79,200
	Female	Non-URM	Adjunct	Full	1	163,500	23,800	187,300	
	Male	Non-URM	Adjunct	Full	1	138,300	---	138,300	
	Female Mean								162,800

*Not an exact match.

^Leadership role.