

# Faculty Salary Review for the School of Pharmacy 2022

## Background:

Since 2014 UCSF has undertaken a campus wide analysis of faculty salaries, noted as the Faculty Salary Equity Review (FSER), to determine evidence of inequities in faculty salaries for underrepresented minorities (URMs) or by gender (male vs female).

In response, the School of Pharmacy has performed and conducted a gender equity analysis of School of Pharmacy faculty salaries to determine if any imbalances existed at the School or department levels in 4 annual report cycles, 2015 -2019.

The 4 previous SOP reports were reviewed and approved by the Campus-level Faculty Salary Equity Committee with the conclusion that no gender inequities existed (all imbalances were explained by non-discriminatory and legitimate business practices).

The following recommendations which have been adopted as the School's guiding principles subsequent to the faculty salary equity reviews and noted as the Action Items from the FY19 FSER Report:

- The School of Pharmacy should continue to engage in future faculty salary analyses to highlight trends and gender comparisons based on new faculty recruits, turnover and retention pressures for existing faculty, and impact on constraints and ability to acquire extramural grant funding.
- Each Department should continue to employ transparent and well-reasoned processes for determining the negotiable Y component of faculty salaries.
- The Departments should strive for effective and fair criteria for accelerations in academic advancement, considering the impact on UCSF's competitiveness and our ability to recruit and retain our outstanding faculty.
- The School should continue to strive for consistency in salary negotiations between Departments for faculty in similar series and emphasis (clinical or research). In addition, it is recommended that all faculty be apprised of leadership opportunities at the School and Department level to optimize their academic advancement and have equitable access to augmented funding via Z payments.
- The Departments must also ensure equity is maintained among similar faculty when adjustments are made to Y salaries.

## Methods:

- The dataset of faculty salary data for the School of Pharmacy was provided by the campus Office of Academic Affairs. Inclusion criteria for the analysis was consistent with previous

reports to involve all paid faculty in any of the 5 series at 75% effort or greater. It included the following data elements.

1. Annualized X + Y scheduled pay rates for 2021-2022 after the new HSCP faculty salary scale went into effect on 10/1/2021
  2. Degree classification – Clinical Doctorate, Research Doctorate, Combination Doctorate, other Degree
  3. Series, Rank, Step
  4. Gender and ethnicity
  5. Z payments 7/1/20 to 6/30/21
  6. Advancement history with merits, promotions, and accelerations
  7. Academic Department
- The dataset was further segregated by department to provide an unadjusted analysis of salary and acceleration variables by gender. The data was tabulated by rank, series, gender, median X + Y pay , median y pay, average years since doctorate, calculated female/male ratios for pay with a comparison of 2015, 2016, 2017, and 2018 pay ratios. A statistical analysis on adjusted variables was performed by the campus and the school. This included a fully adjusted regression (with steps, degree type, department, gender, URM status, rank and series) for log X+Y & Y pay at the school and department level. The campus also provided a residuals analysis and flagged individual faculty salaries (X + Y pay) that were either less than 75% or more than 140% of predicted. In addition a contingency table analysis of gender, URM status, degree classification, series, rank and step was performed by Department.
  - If an imbalance of 4% or greater was detected by median Y pay ratios, then a matched pair/set analysis was conducted on the basis of rank, series, step, and department.
  - The Department-level datasets with salary data were provided to each Department Chair and an explanatory response for any potential imbalances was requested. Department Chairs were also surveyed regarding their faculty salary setting processes.
  - The URM faculty identified were profiled by series, rank, step, department, and doctorate type. An imbalance was assessed based on a comparison of co-variants. If an imbalance was identified, a clarification and justification for the negotiated salary was requested of the Department.

- The Dean's Office of Academic Affairs analyzed and compared the trends between the datasets since 2015.
- Z payments were itemized by individual faculty and included amounts and reasons for payment.
- Abbreviations for Departments and School-wide are as follows: Bioengineering and Therapeutic Sciences (BTS); Clinical Pharmacy (CP); Pharmaceutical Chemistry (PC); School of Pharmacy (SOP)

### **Department Faculty Salary Setting Processes**

The Department Chairs were surveyed about their outreach efforts or meetings with individual faculty to discuss Y salary levels for FY 2021-2022. The responses varied to include the following by Department: BTS: The Department Chair met with every faculty member to discuss salaries. In reality these (faculty salaries) are set before the meeting, but could be altered based on the discussion; PC: The Department Chair met with and/or exchanged multiple emails with every faculty member at Ladder rank and In Residence; CP: At the Department's annual Peer Review Committee meeting, where all paid faculty are present, the Chair provides guidance to faculty regarding the opportunity to negotiate their Y salary, and, if so, that they could reach out to the Chair. Typically, there are a few faculty that meet with the Chair one-on-one.

The other variable was the decision by each Department to either reduce the Y salary (reduce Y) to cover the increased X + X' when the new HSCP salary scale was implemented in October, 2021 or maintain the Y salary (Y firm) throughout the FY. Two Departments, BTS and PC, opted for reduce the Y, and CP opted for a Y firm approach. BTS chose their reduce Y option to cover unfunded X + X' salary increases; while PC based the decision to provide a consistent salary throughout the year.

During CP Department meetings, the Chair was transparent with the Department finances, sharing the impact of the non-funded HSCP Faculty Salary Program, in which CP has implemented the program without a reduction in the Y salary levels to cover the X + X' salary component. This was possible with contributions from the Department's reserve funds.

It should be noted that 2 Departments, BTS and PC, have new Department Chairs and that the current BTS Department Chair assumed the position after the faculty salary negotiations for FY 2021-2022, and this was the first faculty salary setting cycle for the PC Department Chair.

## Demographics of Faculty

### Number of Faculty by Department and Gender

Department	Female	Male	Total
BTS	8	10	18
CP	27	5	32
PC	5	19	24
Total	40 (54%)	34 (46%)	74

### Series of Faculty by Department

Department	Ladder rank	Clinical X	In Residence	HS Clinical	Adjunct	Total
BTS	17		1			18
CP	1	19	2	7	3	32
PC	20		4			24
Total	38 (51%)	19 (25.6%)	7 (9.4%)	7 (9.4%)	3 (4%)	74

## Rank of Faculty by Department

Department	Full	Associate	Assistant	Total
BTS	17	1		18
CP	19	5	8	32
PC	21	3		24
<b>Total</b>	<b>57 (77%)</b>	<b>9 (12%)</b>	<b>8 (11%)</b>	<b>74</b>

## **Executive Summary:**

### **Conclusion:**

There were no statistically significant differences in X + Y pay between female and male and URM faculty when adjusted for degree type, rank, step, and series. Residual and matched pair analysis supported a finding of no inequities. All gender imbalances (female- and male-preferences) at the Department-level were explained by non-discriminatory legitimate business practices.

Consistent with previous years, the salary trajectories with rising ranks are distinct between clinical and research based faculty. Early career clinical pharmacy faculty receive augmented Y salaries to meet marketplace professional salary levels for practicing pharmacists in which the Y salary component diminishes with rising ranks as the X and X' salary components reach parity with the market place. Research-based faculty Y salary tends to peak at the associate professor rank commensurate with their grantsmanship and tends to decline at the full professor rank.

In 2021 there was an increase in the Y salary as a percent of the total salary for 2 of the Departments, PC and CP, while there was a slight decline in the other Department, BTS. Noteworthy is that this marked a reversal in the trend where there had been a decline in the Y salary component since 2012 in which the School and Departments provided funding to offset the shifting Y salary components to meet X and X' requirements of the increased HSCP scale levels. The School of Pharmacy and Departments have not implemented a faculty salary freeze over the past 2 FYs thereby allowing an increase in net total salaries for faculty with merits and promotions effective over this time period.

The determinants for Y negotiated salaries are varied for each Department and by the emphasis either on a clinical or research based series. For clinical-based series, Clinical X or HS Clinical, a new hire may command a higher Y salary commensurate with a lower step in rank as a recruitment incentive. As these faculty progress in step and rank, the proportion of the Y salary tends to diminish in part to accommodate the requirements in HSCP scale increases, whereas research-based faculty, in the Ladder rank, and In Residence series, have Y salaries linked to their extramural grantsmanship. However, in all series, other external variables may contribute to the determination of a Y salary. These have been identified by the Departments as follows: teaching, administrative and service contributions to the Department, School, and Campus; sources of funding (e.g. grants, service contracts); retention incentives; size and scope of laboratory and research program; dual clinical and research activities; participation in a non-SOP Compensation Plan; and generation of extramural support. The Department must also ensure equity is maintained among similar faculty when adjustments are made to Y salaries. Other external factors may dictate the Y salary levels, including faculty being based in an ORU or in a school leadership position (Vice Dean, Department Chair), in which the Department Chair is not involved nor responsible for the salary negotiation, or having transferred from another school on campus.

## Main findings at the School level:

**Median X & Y:** The Median X + Y pay was higher for males than females on a School-wide level. However, the Median X + Y pay was higher for females in 2 Departments, CP and BTS. There were gender imbalances in faculty salaries for the School of Pharmacy based on a School-wide unadjusted analysis on Median X + Y pay which demonstrated a **male preference** at the full professor rank for the HS Clinical and In Residence series. The imbalance in the HS Clinical series was attributed to a comparator of 1 senior male faculty with a Y salary component augmenting their total X & Y salary levels based on a long-standing leadership position and operational administrative responsibilities in the HS Clinical series. At the full professor rank for In Residence series there was a comparator of 2 males and 3 females representing all 3 Departments and 1 male faculty whose Y salary was negotiated outside of the Department within an ORU.

There were gender imbalances in faculty salaries for the School of Pharmacy based on a School-wide unadjusted analysis on Median X + Y pay which demonstrated a **female preference** at the full professor ranks for the Clinical X and Ladder rank series, and associate professor rank for the Ladder rank series. The imbalance for full professors in the Clinical X series is attributed to higher proportion and number of females (10) at higher steps (steps 1-8) compared to 2 males at steps 2 and 3. At the associate professor rank for the Ladder rank series there was a comparator of 1 female and 1 male and each were from different Departments. At the full professor rank for the Ladder rank series the imbalances varied by Department whereas PC had a male preference, BTS had a female preference and CP had 1 female faculty in this series.

All other series and ranks were closely balanced by gender with ratios at 1.00 to 1.01. The trends were consistent with the previous year analysis. There were 2 CP faculty identified in the residual analysis as 140% above the predicted salary values. Both were female faculty, one at assistant professor rank in the Adjunct series, and the other at full professor rank in the Clinical X series. There were no male comparators for the faculty member in the Adjunct series and her Y salary was comparable to other faculty at the same rank and the X + X' salary level for scale 3 exceeded the predicted salary in the residual analysis. The other high residual for a Z payment was justified based on her administrative role as Director of the Medication Outcomes Center. There was 1 male faculty identified in the residual analysis as less than 75% of the predicted salary values. This faculty member is an associate professor in the Ladder rank series with a combination degree, MD plus PhD, which impacted the predicted salary as per the predictive model. However, this faculty does not engage in a clinical service, is a basic researcher, and his salary level is equitable with 2 other research faculty members at the same rank.

**Median Y:** There were gender imbalances in faculty salaries for the School of Pharmacy based on a School-wide unadjusted analysis on Median Y pay which demonstrated a **male preference** at the associate and full professor ranks in the Clinical X series, and full professor rank in the HS Clinical series, Ladder rank and in the In Residence series. At the associate professor rank in the Clinical X series there was 1 male comparator with 2 female faculty. One female (URM) faculty and the one *Faculty Salary Equity Review for the UCSF School of Pharmacy 2022*

male faculty, both at step 1, received an equivalent Y negotiated salary in the matched pair set. The other female faculty was at step 2 and received a reduced Y negotiated salary but higher total salary. At the full professor rank in the Clinical X series, it is a varied mix with a male (non-URM) and female (URM) faculty who have identical Y negotiated salaries, while a female (URM) faculty has the highest Y negotiated salary. A matched pair analysis of faculty within similar steps revealed that all imbalances were explained by either recruitment incentives, teaching awards, operational administrative responsibilities, providing salary offset with extramural funding, and by achieving equity in total pay,  $X + X' + Y$ . In the HS Clinical series, the imbalance was attributed to a comparator of 1 senior male faculty with a leadership position and operational administrative responsibilities. At the full professor rank in the In Residence series, there was a comparator of 2 males with 3 females representing all 3 Departments and 1 male faculty whose Y salary was negotiated outside of the Department within an ORU. In one Department the female faculty member had a higher Y salary based on successful grantsmanship. At the full professor rank in the Ladder rank series, the imbalance was at the threshold of 4% and there was the highest number of comparators based on gender (11 female vs 24 males) representing all 3 Departments but with the predominance between 2 Departments (PC and BTS), in which both had a female preference. All Y salaries were predominately based on successful grantsmanship and a matched pair analysis by step at the Department level did not reveal any inequities.

There was a **female preference** at the associate professor rank in the Ladder rank series. There was 1 comparator female and male faculty from 2 different Departments (BTS & PC), therefore unable to assess an inequity.

**Z payments:** On a School-wide level, there was a greater probability of women to receive a Z payment, which was provided predominately for administrative stipends (Chair, Vice Dean, Associate Dean, Vice Chair, ORU stipend, Director of the Medication Outcome Center, Director of research centers (CRSI, HIVE, Genes, Environmental & Health) and Directors of Graduate Student and PharmD Experiential Programs), as well as for a few clinical services (Infectious Disease Pager). Note that all Z payments were adherent to the SOP Z stipend policy.

**Accelerations:** There was a female preference for accelerations for the Clinical X, HS Clinical, and In Residence series. However, there was a school-wide male preference for Ladder rank series with a female preference in one Department, BTS.

### **Main findings at the Department level:**

- The Department of Bioengineering and Therapeutic Sciences (BTS) had a female preference in both unadjusted Median  $X + Y$  pay and Y pay at the full professor rank in the Ladder rank series. The imbalance was explained in part by 2 senior male faculty who had no Y salaries due to a lack of grant income. Excluding those 2 faculty members from the analysis would have switched the imbalance to a male preference. The 3 matched pair sets revealed that the female comparators had higher Y salaries which were based on grantsmanship. Note that



there were expectations that faculty cover a large percentage of their salaries with generally 70-80% coverage by grants.

- The Department of Clinical Pharmacy (CP) had male-preference imbalances for unadjusted Median Y pay and Median X + Y pay for the full professor rank in the HS Clinical Series which was attributed to 1 male senior faculty in a long-standing leadership position associated with substantial administrative responsibilities. One female (URM) faculty and the one male faculty, both at step 1, received an equivalent Y negotiated salary in the matched pair set. The other female faculty was at step 2 and received a reduced Y negotiated salary but higher total salary. At the full professor rank in the Clinical X series, it is a varied mix with a male (non-URM) and female (URM) faculty who have identical Y negotiated salaries, while a female (URM) faculty has the highest Y negotiated salary. A matched pair analysis of faculty within similar steps revealed that all imbalances were explained by either outstanding teaching awards, operational administrative responsibilities, clinical services, and by achieving equity in total pay,  $X + X' + Y$ .
- The Department of Pharmaceutical Chemistry (PC) had male-preference imbalances for unadjusted Median X + Y pay and Y pay for full professor rank in the Ladder rank series. There was a female preference for Median Y pay at the full professor rank in the Ladder rank series. The differences were attributed to the ability to meet the Department's compensation goal for acquiring extramural grant-based revenue support as well as the requirement to fund Y salaries from their grants. It was noted that the one female faculty who didn't receive a Y salary was due to a lack of grant income and focus on teaching and curriculum. The Department supported her  $X + X'$  pay and it was supplemented by a Z stipend. It was noted that 2 faculty, full professors, step 6 in the Ladder ranks series, the male and female faculty received the same Y salary. The faculty member, an associate professor in the Ladder rank series, identified as a Low residual received a Y salary consistent the Department's compensation plan and comparable to 2 other faculty at the associate professor rank. Note that the Department has continued to use the same Department compensation formula as previous years and was included as an appendix in the 2017 School of Pharmacy Faculty Salary Equity Review report.

### **Strategies for Action Plan**

We have an agreement between the Department Chairs to standardize the salary setting for the basic science faculty. The goal will be to strive for consistency between Departments and, therefore, among similar research focused faculty throughout the SOP. The Dean's office has implemented a pre-approval process for accelerations (an Accelerated Advancement Guidelines and Form) that provides all SOP faculty a list of qualifying criteria, examples of activities that would warrant an acceleration, campus-level guidelines, and an opportunity to prepare a statement summarizing their

accomplishments to justify an acceleration. The completed form is routed to the Department Chair and ultimately to the Associate Dean of Academic Affairs for approval. The goal of this process is to enhance awareness among faculty about accelerations, as well as provide consistency in approach among all Departments.

**Results:**

**ADJUSTED SCHOOL-LEVEL ANALYSIS**

Note: Fully adjusted gender analysis specific for the School of Pharmacy generated by the statistician for the UCSF campus Faculty Salary Equity Committee.

Female/Male log <b>X + Y Pay Ratio-SOP</b>		
	Ratio	Confidence Interval
Fully Adjusted	0.97	(0.86, 1.09)

Note: Fully adjusted URM analysis specific for the School of Pharmacy generated by the statistician for the UCSF campus Faculty Salary Equity Committee.

URM/non-URM log <b>X + Y Pay Ratio-SOP</b>		
	Ratio	Confidence Interval
Fully Adjusted	1.00	(0.87, 1.15)

**Conclusions:** There were no statically significant findings for fully adjusted regression models concerning gender and URM X plus Y pay at the School-level for 2021. Note that Z payments in the School of Pharmacy do not include clinical revenues and there was insufficient data for an analysis.

**URM faculty:** Seven of the URM faculty are in the Department of Clinical Pharmacy, while 6 are female; 6 are in the Clinical X series, with 3 at the rank of full Professor, one at the associate and 2 at the assistant rank. Of these, 5 are clinical doctors (of Pharmacy) and 1 has a research doctorate. The 1 male is an assistant professor in the Clinical X series and has a combination doctorate. One other is a new hire and in the HS Clinical series and at the assistant rank. One URM faculty member serves a significant and distinctive role as the Vice Dean for the School and operates out of the Dean’s Office. Another URM faculty has a higher Y salary in a matched pair which was based on a recruitment incentive, extramural grants to offset her salary, and assuming an operational administrative role. Two URM faculty had a lower Y salary in a matched pair set due to a non-URM comparator who was the recipient of several significant teaching awards (which was the basis for an augmented Y salary). The other URM faculty had equivalent Y negotiated salaries as other non-URM hires at the assistant and associate professor ranks.

One URM faculty is in the Department of Bioengineering and Therapeutic Sciences and is identified as a high outlier based on rank and step with all other faculty in the School. This is a full professor, step 6 in the Ladder ranks series and unique as the only physician and combination doctorate and a participant in a non-SOP Compensation Plan at a higher scale 4. The other URM faculty member in the BTS Depart is also a male at the full professor rank in the Ladder rank series who had a lower Y negotiated salary in a matched pair set based on grantsmanship.

The final URM is in the Department of Pharmaceutical Chemistry and is a full professor, step 2 in Ladder rank series. His Y salary was higher than 2 non-URM comparators in the matched pair set.

**Department of Clinical Pharmacy (N=32) [URM = 7]**

**Female/Male log X + Y Pay Ratio-CP**

	Ratio	Confidence Interval
Fully Adjusted	1.04	(0.93, 1.17)

**URM/non-URM log X + Y Pay Ratio-CP**

	Ratio	Confidence Interval
Fully Adjusted	0.95	(0.85, 1.06)

**Department of Bioengineering & Therapeutic Sciences (N=18) [URM = 2]**

**Female/Male log X + Y Pay Ratio-BTS**

	Ratio	Confidence Interval
Fully Adjusted	1.08	(0.81, 1.44)

**URM/non-URM log X + Y Pay Ratio-BTS**

	Ratio	Confidence Interval
Fully Adjusted	1.06	(0.70, 1.62)

**Department of Pharmaceutical Chemistry (N=24) [URM = 1]**

**Female/Male log X + Y Pay Ratio-PC**

	Ratio	Confidence Interval
Fully Adjusted	0.86	(0.67, 1.10)

**URM/non-URM log X + Y Pay Ratio-PC**

	Ratio	Confidence Interval
Fully Adjusted	0.81	(0.52, 1.27)

**Conclusions:** There were no statically significant findings for fully adjusted regression models concerning gender and URM X plus Y pay at the Department-level for 2021.

**Comparison of X plus Y pay by Gender and Department School-wide**

**FY 2022 scheduled X+Y Pay**

	Female		Male	
	X+Y	N	X+Y	N
Mean	\$ 205,158	40	\$ 237,033	34
Median	\$ 197,075		\$ 212,255	
Std Dev	\$ 47,805		\$ 66,346	
Range	\$ 139,200 – 357,000		\$ 151,700 – 375,000	

**Results for BTS**

**FY 2022 scheduled X+Y Pay**

	Female		Male	
	X+Y	N	X+Y	N
Mean	\$ 255,875	8	\$ 263,340	10
Median	\$ 242,500		\$ 231,500	
Std Dev	\$ 54,262		\$ 75,016	
Range	\$ 188,000-357,000		\$ 187,100-375,000	

## Results for Clinical Pharmacy

### FY 2022 scheduled X+Y Pay

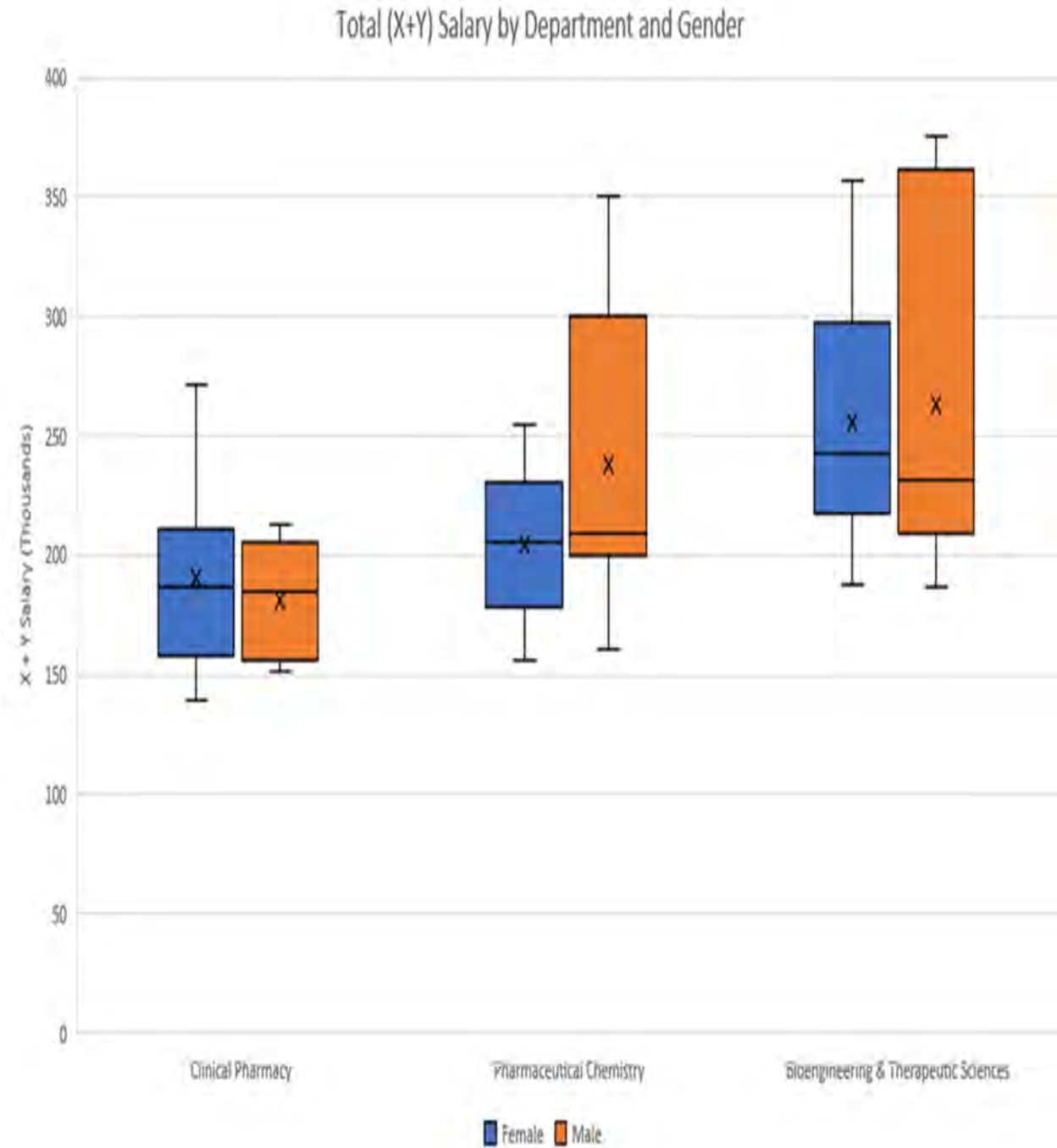
	Female		Male	
	X+Y	N	X+Y	N
Mean	\$ 190,261	27	\$ 181,300	5
Median	\$ 186,800		\$ 184,800	
Std Dev	\$ 38,150		\$ 22,812	
Range	\$ 139,200-271,400		\$ 151,700-212,800	

## Results for Pharmaceutical Chemistry

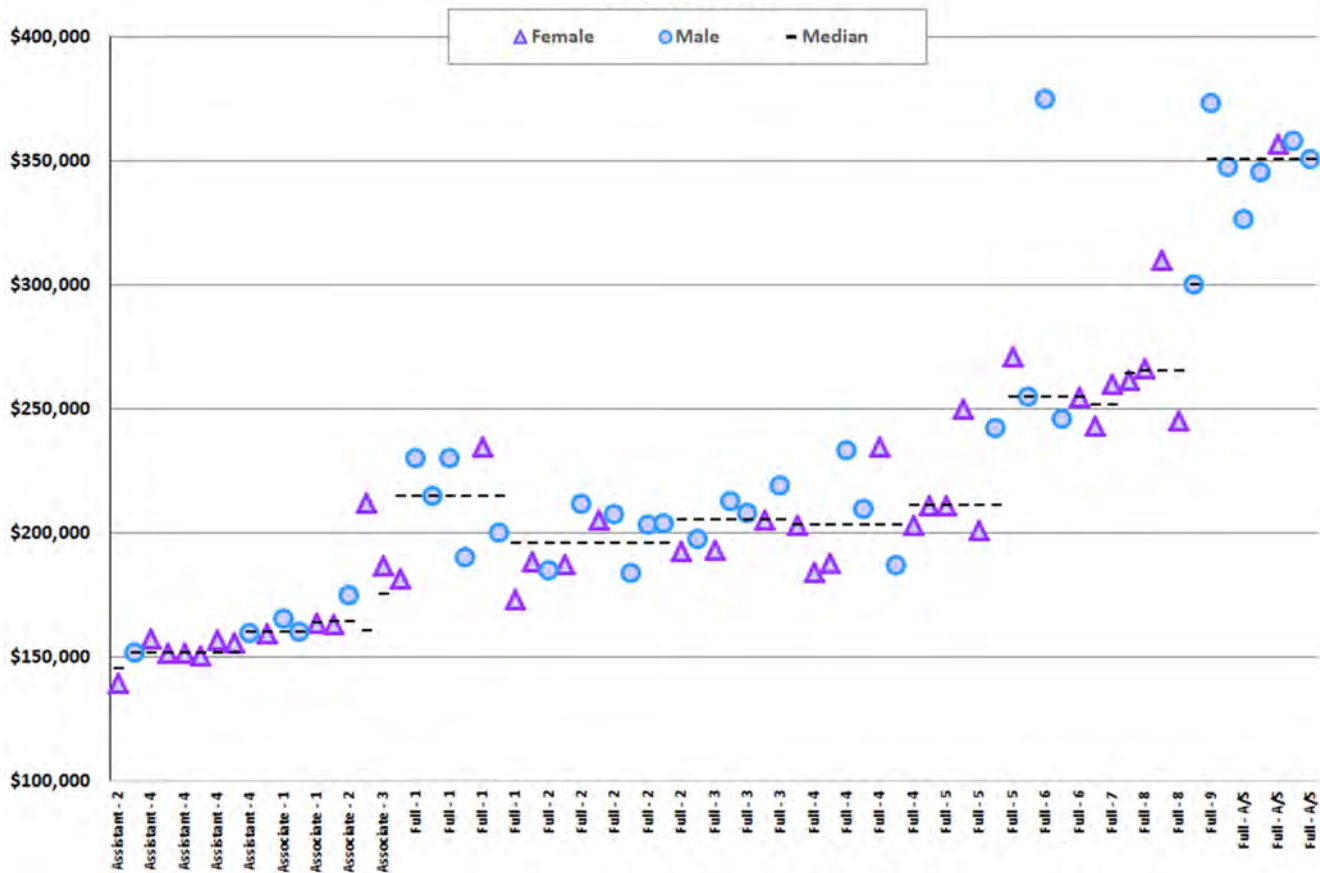
### FY 2022 scheduled X+Y Pay

	Female		Male	
	X+Y	N	X+Y	N
Mean	\$ 204,456	5	\$ 237,856	19
Median	\$ 205,210		\$ 209,400	
Std Dev	\$ 35,128		\$ 64,099	
Range	\$ 155,800-255,000		\$ 160,300-350,500	

**Box-Whisker plot for comparison of Departments for distribution of X plus Y pay by gender.**



**School of Pharmacy**  
**Comparison of 2021 Faculty Salaries (X+Y) by Gender, Rank, and Step**  
*(eff 10/01/2021)*

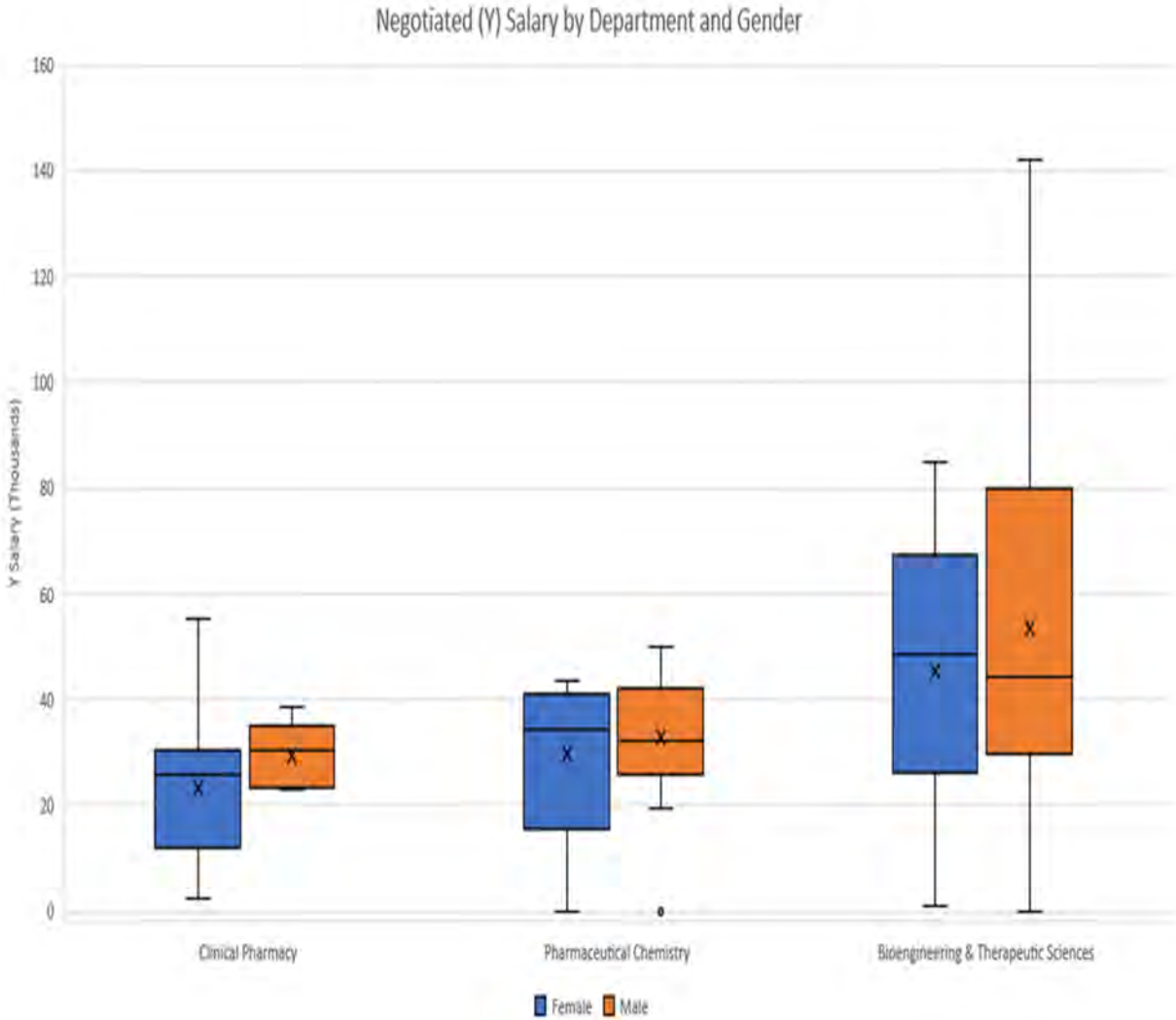


**Outliers:** One is a full professor, step 6 and unique as the only physician and combination doctorate and participated in a non-SOP Compensation Plan at a higher scale 4. The other is a full professor, A/S, with over 50 years as a faculty member.

**Comparisons and trends in negotiated Y pay**

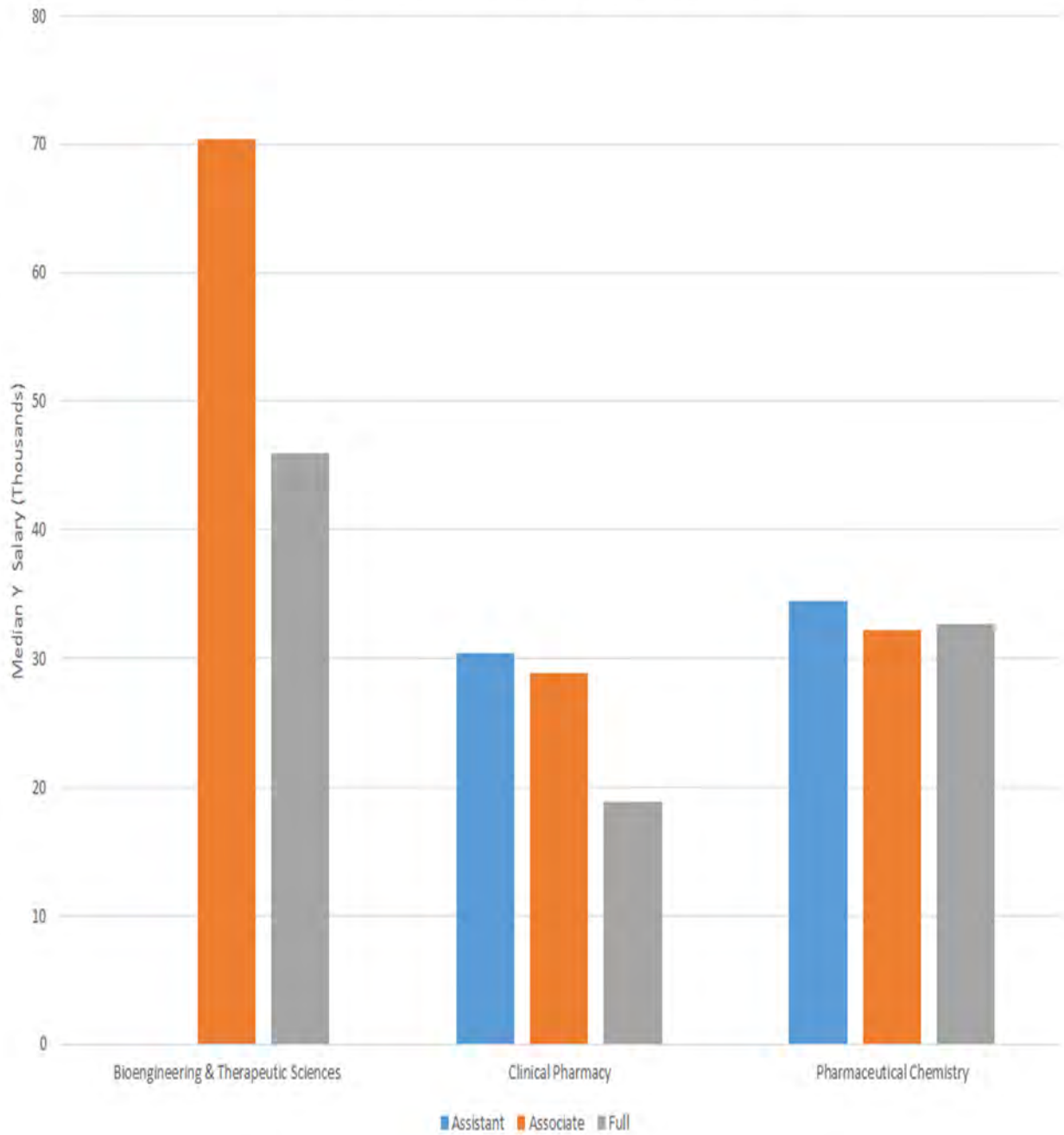
Negotiated Y Salary by Gender , school and Department								
	FEMALE				MALE			
	Median	Average	Minimum	Maximum	Median	Average	Minimum	Maximum
<b>SOP</b>	28,760	28,598	0	84,800	35,692	38,434	0	142,200
<b>BTS</b>	48,500	45,512	900	84,800	44,200	53,590	0	142,200
<b>CP</b>	25,700	23,398	2,500	55,200	30,400	29,440	23,100	38,700
<b>PC</b>	34,500	29,616	0	43,510	32,200	32,825	0	50,010

**Box-Whisker plot for comparison of Departments for distribution of Y pay by gender.**

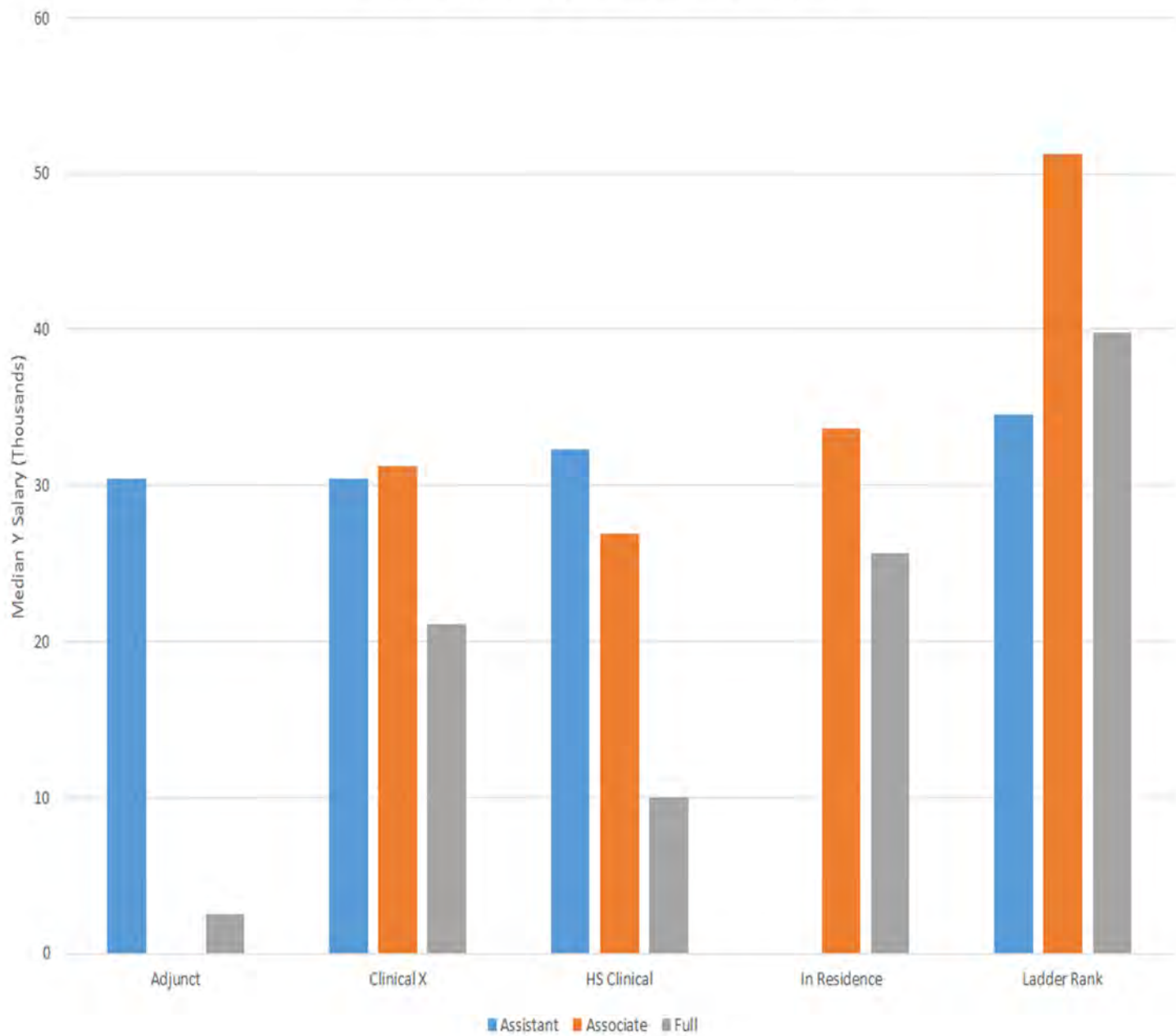




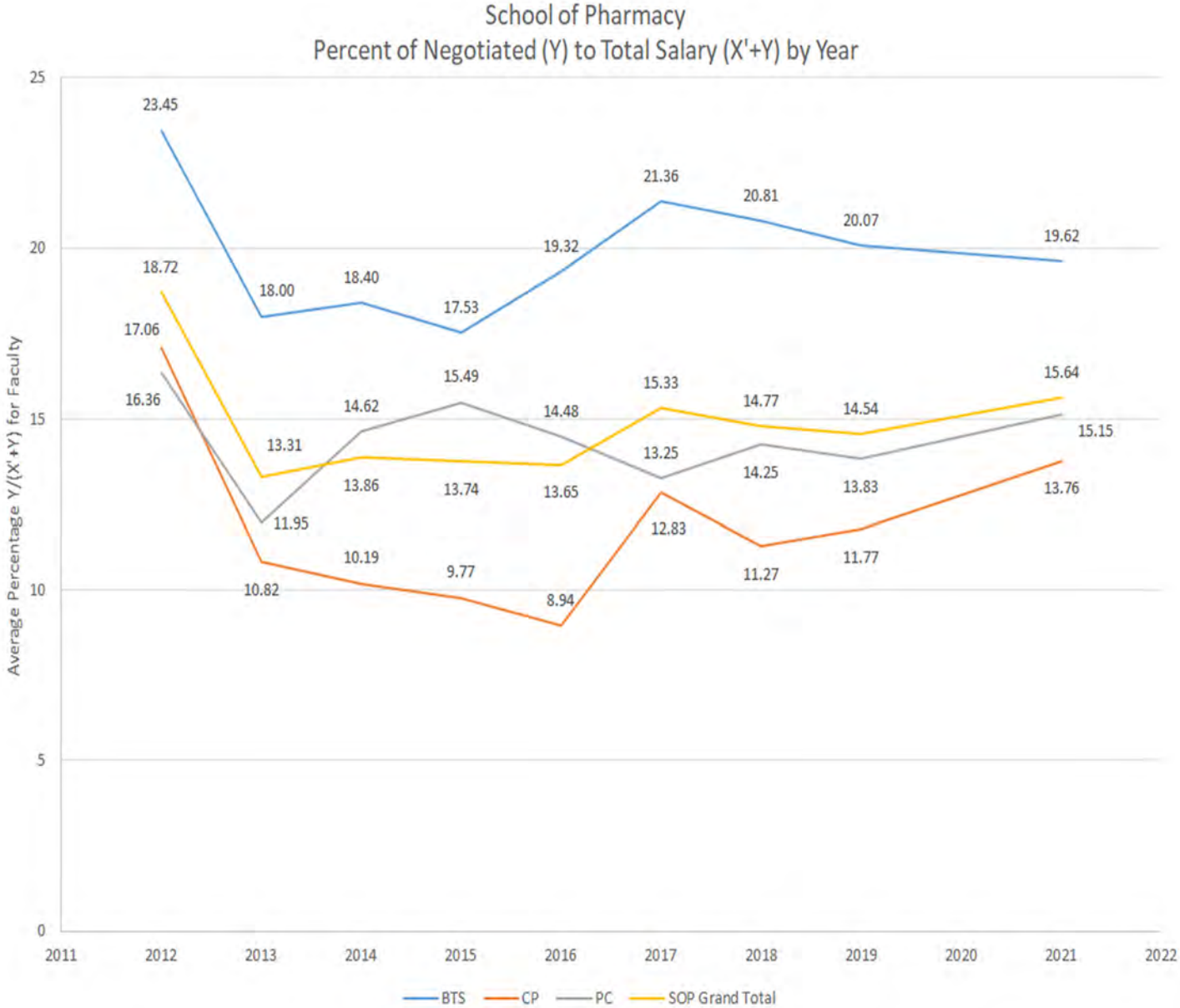
Median Negotiated (Y) Salary by Department and Rank



Median Negotiated (Y) Salary by Series and Rank



**Trends of the proportion of negotiated Y salaries**



## UNADJUSTED SCHOOL-LEVEL ANALYSIS

Note: the left sided columns include data from October, 2021 and the right sided column includes comparative data from July 2015.

**Table 1. Unadjusted Median Pay and Pay Ratios by Gender by Series and Rank**

School of Pharmacy's FSER Report 2021																		
Table 1 Unadjusted Median Pay and Pay Ratios by Gender by Series and Rank (eff 10/01/2021)																		
Series Rank	Female				Male				2021 Female/Male Ratio (X+Y)	2021 Female/Male Ratio (Y)	2018 Female/Male Ratio (X+Y)	2018 Female/Male Ratio (Y)	2017 Female/Male Ratio (X+Y)	2017 Female/Male Ratio (Y)	2016 Female/Male Ratio (X+Y)	2016 Female/Male Ratio (Y)	2015 Female/Male Ratio (X+Y)	2015 Female/Male Ratio (Y)
	Median X+Y	Median Y	N	Average Years Since Doctorate	Median X+Y	Median Y	N	Average Years Since Doctorate										
<b>Adjunct</b>																		
Assistant	139	30	2	6.50			0				0.00	0.00			0.00		0.00	0.00
Associate			0		0	0	0	0	#DIV/0!	#DIV/0!	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Full	203	3	1	32.00			0						1.09		1.00		1.00	0.00
<b>Clinical X</b>																		
Assistant	152	30	3	10.00	152	30	1	6.00	1.00	1.00	0.93	0.96	0.99	0.95	1.01	0.91	1.07	0.92
Associate	161	30	2	9.00	160	32	1	10.00	1.01	0.95	1.01	1.19	0.99	1.18	1.01	1.29	0.97	0.76
Full	198	19	10	25.30	191	23	2	18.50	1.04	0.82	1.01	1.13	0.99	2.61	0.98	0.38	0.92	1.01
<b>HS Clinical</b>																		
Assistant	154	32	2	7.50			0										0.00	0.00
Associate	175	27	2	29.50			0								1.14	1.93	1.08	1.81
Full	198	10	2	25.50	213	39	1	49.00	0.93	0.26	0.85	0.38	0.87	0.52	0.81	0.06	0.79	0.14
<b>In Residence</b>																		
Assistant			0				0				0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Associate			0		170	34	2	11.00	0.00	0.00			1.11	2.07	0.99	1.05	0.97	0.88
Full	188	15	3	26.33	210	42	2	21.00	0.90	0.34	0.95	0.47	0.95	0.17	1.21	0.81	1.21	1.69
<b>Ladder Rank</b>																		
Assistant	156	35	1	7.00			0				0.00	0.00	0.00	0.00	1.08	1.31	1.00	0.98
Associate	212	70	1	16.00	160	32	1	5.00	1.32	2.19	1.02	0.91	0.88	0.58	0.85	0.00	0.85	0.89
Full	245	39	11	27.91	232	40	24	26.54	1.06	0.96	0.87	1.17	0.81	1.23	0.79	1.17	0.75	0.73

**Tables 2-11:** Gender status analyses: unadjusted school-level median salary (X +Y), presence of Z (proportion), median Z payemnt, if present, and presence of acceleration (proportion)by gender and tehse valuses and their ratios by rank, doctorate type and series.

**Table 2. Unadjusted Presence of Z (Proportion) by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Presence of Z	N	Presence of Z	N	Presence of Z	N	Presence of Z	N	Presence of Z	N
Female	0.53	40	0.46	37	0.35	34	0.33	39	0.38	39
Male	0.38	37	0.32	41	0.33	42	0.22	46	0.29	48

**Table 3. Unadjusted Median Z Pay, if Present by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Median Z	N	Median Z	N	Median Z	N	Median Z	N	Median Z	N
Female	5	21	5	17	8	12	4	13	5	15
Male	8	14	4	13	6	14	4	10	5	14

**Table 4. Unadjusted Presence of Acceleration (Proportion) by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Accel	N	Accel	N	Accel	N	Accel	N*	Accel	N*
Female	0.16	105	0.14	50	0.15	46	0.08	78	0.08	78
Male	0.12	98	0.15	59	0.13	61	0.08	92	0.10	96

\*Note: 2015 and 2016 N represents two year's data for each faculty, thus is double the N of faculty for each analysis

**Table 5. Unadjusted Presence of Z (Proportion) and Ratios by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/Male Ratio
	Z	N	Z	N					
Assistant	0.38	8	0.00	1		1.67	1.00		0.00
Associate	0.40	5	0.14	7		4.20	3.43	2.67	2.27
Full	0.59	27	0.45	29	1.31	1.22	0.85	1.27	1.20

**Table 6. Unadjusted Median Z and Pay Ratios, if Present, by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/Male Ratio
	Median	N	Median	N					
Assistant	3	3		0		0.09	0.12		0.00
Associate	3	2		1		10.00	1.80	2.89	3.75
Full	7	16	8	13	0.81	1.50	2.01	1.00	0.80

**Table 7. Unadjusted Presence of Acceleration and Ratios by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	2015 Female/Male Ratio*
	Accel	N	Accel	N					
Assistant	0.17	12	0.00	5		0.00	0.00	0.00	0.00
Associate	0.10	10	0.08	13	1.30	0.00	0.00	0.00	0.00
Full	0.31	42	0.31	36	1.01	1.06	1.35	1.36	0.93

\*Note: 2015 and 2016 Ratio represents two year's data for each faculty, thus is double the N of faculty for each analysis

**Table 8. Unadjusted Presence of Z (Proportion) and Ratios by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/Male Ratio
	Z	N	Z	N					
None		0		0				0.00	0.00
Research	0.39	18	0.24	29	1.61	1.59	1.03	1.83	1.68
Clinical	0.55	20	0.50	4	1.10	0.84	0.93	1.01	0.96
Combinaton		2	0.25	4	0.00			0.00	0.00

**Table 9. Unadjusted Median Z Pay and Pay Ratios, if present, by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/Male Ratio
	Median	N	Median	N					
None		0		0				0.00	0.00
Research	10	7	5	7	2.00	0.45	0.60	2.00	0.45
Clinical	3	11	3	2	1.00	1.00	1.25	0.75	0.75
Combinaton		0	20	1	0.00			0.00	0.00

**Table 10. Unadjusted Presence of Acceleration (Proportion) and Ratios by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	2015 Female/Male Ratio*
	Accel	N	Accel	N					
None		0		0				0.00	0.00
Research	0.26	47	0.20	79	1.30	1.46	1.64	1.83	1.57
Clinical	0.19	52	0.33	9	0.58			0.58	0.23
Combinaton	0.17	6	0.30	10	0.57	0.00	0.00	0.00	0.00

\*Note: 2015 and 2016 Ratio represents two year's data for each faculty, thus is double the N of faculty for each analysis

**Table 11. Unadjusted Presence of Acceleration (Proportion) and Ratios by Gender by Series**

Series	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	2015 Female/Male Ratio*
	Accel	N	Accel	N					
Adjunct		6	0.00	2				0.00	0.00
Clinical X	0.24	41	0.18	11	1.33			0.69	0.26
HS Clinical	0.14	14	0.50	2				0.00	0.00
In Residence	0.17	12	0.07	15		0.00	0.00	0.00	0.00
Ladder Rank	0.28	32	0.26	68	1.08	1.88	2.20	1.89	1.62

\*Note: 2015 and 2016 Ratio represents two year's data for each faculty, thus is double the N of faculty for each analysis

## UNADJUSTED DEPARTMENT-LEVEL ANALYSIS

Note that ratios less than 1 indicate a male preference and greater than indicate a female preference. Note that “0” indicates lack of a gender comparator.

### BIOENGINEERING & THERAPEUTIC SCIENCES

**Table 1 (BTS). Unadjusted Median Pay (\$1,000s) and Pay Ratios by Gender by Series and Rank**

Department of Bioengineering & Therapeutic Sciences FSER Report Oct 2021

Table 1 Unadjusted Median Pay and Pay Ratios by Gender by Series and Rank

Series Rank	Female					Male					Median X+Y Male & Female	Median Y Male & Female	2021 Female/Male Ratio		2018 Female/Male Ratio (X+Y)	2018 Female/Male Ratio Y	2017 Female/Male Ratio (X+Y)	2017 Female/Male Ratio (Y)	2016 Female/Male Ratio (X+Y)	2016 Female/Male Ratio (Y)	2015 Female/Male Ratio (X+Y)	2015 Female/Male Ratio (Y)	
	Median X+Y	Median Y	N	Average Years Since Doctorate	URM	Median X+Y	Median Y	N	Average Years Since Doctorate	URM			X+Y	Y									
<b>Adjunct</b>																							
Assistant			0					0											0	0	0	0	
Associate			0					0											0	0	0	0	
Full			0					0											0	0	0	0	
<b>Clinical X</b>																							
Assistant			0					0											0	0	0	0	
Associate			0					0											0	0	0	0	
Full			0					0											0	0	0	0	
<b>HS Clinical</b>																							
Assistant			0					0											0	0	0	0	
Associate			0					0											0	0	0	0	
Full			0					0											0	0	0	0	
<b>In Residence</b>																							
Assistant			0					0											0	0	0	0	
Associate			0					0											0	0	0	0	
Full	188	1	1	24.00	0			0			188	1	#VALUE!	#VALUE!	0.81	0.24	0.79	0.19	0	0	0	0	
<b>Ladder Rank</b>																							
Assistant			0					0										0	0	1.14	1.44	1.00	0.91
Associate	212	70	1	16.00	0			0			212	70	#VALUE!	#VALUE!	1.05	1.15	0.96	0.89	0.84	0	0	0	
Full	255	49	6	24.50	0	232	44	10	20.00	2	239	47	1.10	1.10	0.84	1.22	0.81	1.41	0.82	2.14	0.72	1.22	



**Table 1 A: BTS Matched Pairs on X + Y salaries, and URM status**

URM Status	Gender	Academic Department	App	Series	Rank/Step	Female	Male	X Pay (based on 100% app)	Y Pay (based on 100% app)
<b>Matched Pair set 1</b>									
Non URM	M	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full-1		230,000.00	150,200.00	79,800.00
Non URM	M	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full-1		215,000.00	150,200.00	64,800.00
Non URM	M	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full-1		230,000.00	150,200.00	79,800.00
URM	M	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full-1		190,000.00	150,200.00	39,800.00
Non URM	F	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full-1	235,000.00		150,200.00	84,800.00
<b>Matched Pair set 2</b>									
Non URM	M	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full - 4		233,000.00	187,100.00	45,900.00
Non URM	F	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full - 4	235,000.00		187,100.00	47,900.00
Non URM	M	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full - 4		187,100.00	187,100.00	0.00
<b>Matched Pairs set 3</b>									
Non URM	F	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full - 5	250,000.00		200,900.00	49,100.00
Non URM	M	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full - 5		242,000.00	200,900.00	41,100.00
<b>Outlier</b>									
URM	M	Bioengineering & Therapeutic Sciences	1.0000	Ladder Rank	Full - 6		375,000.00	232,800.00	142,200.00

**Tables 2-11:** Gender status analyses: unadjusted department-level median salary (X+Y), presence of Z (proportion), median Z payment, if present, and presence of acceleration (proportion) by gender and these values and their ratios by rank, doctorate type, and series.

**Table 2. Unadjusted Presence of Z (Proportion) by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Presence of Z	N	Presence of Z	N	Presence of Z	N	Presence of Z	N	Presence of Z	N
Female	0.38	8	0.71	8	0.57	7	0.50	8	0.63	8
Male	0.50	10	0.18	10	0.25	12	0.14	14	0.13	15

**Table 3. Unadjusted Median Z Pay, if Present by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Median Z	N	Median Z	N	Median Z	N	Median Z	N	Median Z	N
Female	15	3	15	3	16	4	13	4	15	5
Male	11	5	11	5	19	3	11	2	19	2

**Table 4. Unadjusted Presence of Acceleration (Proportion) by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Accel	N	Accel	N	Accel	N	Accel	N*	Accel	N*
Female	0.38	21.00	0.56	9	0.56	9	0.31	16	0.31	16
Male	0.37	27.00	0.29	17	0.21	19	0.14	28	0.17	30

**Table 5. Unadjusted Presence of Z (Proportion) and Ratios by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	Female/ Male Ratio
	Z	N	Z	N					
Assistant		0		0				0.00	0.00
Associate			0.00				0.00	0.00	0.00
Full	0.43	7	0.50	10	0.86	0.86	2.67	4.57	2.86

**Table 6. Unadjusted Median Z and Pay Ratios, if Present, by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Median	N	Median	N					
Assistant		0		0				0.00	0.00
Associate				0			0.00	0.00	0.00
Full	15	3	11	5	1.36	1.36	0.83	0.66	0.79

**Table 7. Unadjusted Presence of Acceleration and Ratios by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	2015 Female/ Male Ratio*
	Accel	N	Accel	N					
Assistant	0.00	2	0.25	4	0	0.00	0.00	0.00	0.00
Associate	0.00	4	0.20	10	0	0.00	0.00	0.00	0.00
Full	0.53	15	0.58	12	1	0.00	2.86	2.68	2.86

**Table 8. Unadjusted Presence of Z (Proportion) and Ratios by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Z	N	Z	N					
None		0		0				0.00	0.00
Research	0.38	8.00	0.44	9.00	0.84	3.57	2.10	3.25	4.38
Clinical		0		0				0.00	0.00
Both		0	1.00	1.00				0.00	0.00

**Table 9. Unadjusted Median Z Pay and Pay Ratios, if present, by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Median	N	Median	N					
None		0		0				0.00	0.00
Research	15	3	11	4	1.32	0.79	0.83	1.16	0.79
Clinical		0		0				0.00	0.00
Both		0		1				0.00	0.00

**Table 10. Unadjusted Presence of Acceleration (Proportion) and Pay Ratios by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	Female/ Male Ratio*
	Accel	N	Accel	N					
None		0		0				0.00	0.00
Research	0.38	21	0.29	24	1.31	2.78	3.33	2.71	2.19
Clinical		0		0				0.00	0.00
Both		0	1.00	3				0.00	0.00

\*Note: 2015 and 2016 Ratio represents two year's data for each faculty, thus is double the N of faculty for each analysis

**Table 11. Unadjusted Presence of Acceleration (Proportion) and Ratios by Gender by Series**

Series	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	2015 Female/ Male Ratio*
	Accel	N	Accel	N					
Adjunct		1		0				0.00	0.00
Clinical X		0		0				0.00	0.00
HS Clinical		0		0				0.00	0.00
In Residence		1	0.00	0				0.00	0.00
Ladder Rank	0.43	21.00	0.41	27.00	1.05	1.78	2.81	2.14	1.71

## DEPARTMENT OF CLINICAL PHARMACY (CP)

Table 1 (CP). Unadjusted Median Pay (\$1,000s) and Pay Ratios by Gender by Series and Rank

Department of Clinical Pharmacy's FSER Report Oct 2021

Table 1 Unadjusted Median Pay and Pay Ratios by Gender by Series and Rank

Series Rank	Female					Male					Median X+Y Male & Female	Median Y Male & Female	2021 Female/Male Ratio		2018 Female/Male Ratio (X+Y)	2018 Female/Male Ratio (Y)	2017 Female/Male Ratio (X+Y)	2017 Female/Male Ratio (Y)	2016 Female/Male Ratio (X+Y)	2016 Female/Male Ratio (Y)	2015 Female/Male Ratio (X+Y)	2015 Female/Male Ratio (Y)
	Median X+Y	Median Y	N	Average Years Since Doctorate	URM	Median X+Y	Median Y	N	Average Years Since Doctorate	URM			X+Y	Y								
<b>Adjunct</b>																						
Assistant	139	30	2	6.50	0			0			139	30			0	0			0	0	0	0
Associate			0		0	#REF!	#REF!	0							0	0	0	0	0	0	0	0
Full	203	3	1	32.00	0			0			180	3							0	0	0	0
<b>Clinical X</b>																						
Assistant	152	30	3	6	1	152	30	1	6	1	152	30	1.00	1.00	1.00	1.00	0.99	0.95	1.01	0.91	1.07	0.92
Associate	161	30	2	9	1	160	32	1	10	0	160	31	1.01	0.95	1.01	0.95	0.99	1.18	1.01	1.29	0.97	0.76
Full	198	19	10	25.5	3	191	23	2	18.5	0	195	21	1.04	0.82	1.04	0.82	0.99	2.61	0.98	0.38	0.92	1.01
<b>HS Clinical</b>																						
Assistant	154	32	2	7.50	1			0	0.00		154	32	#DIV/0!	#DIV/0!					0	0	0	0
Associate	175	27	2	29.50	0			0	0.00		175	27	#DIV/0!	#DIV/0!					1.14	1.93	1.08	1.81
Full	198	10	2	25.50	0	213	39	1	49.00	0	211	10	0.93	0.26	0.93	0.26	0.87	0.52	0.81	0.06	0.79	0.14
<b>In Residence</b>																						
Assistant			0					0											0	0	0	0
Associate			0					0											0	0	0	0
Full	227	15	2	27.50	0			0			227	15							0	0	0	0
<b>Ladder Rank</b>																						
Assistant			0					0											0	0	0	0
Associate			0					0											0	0	0	0
Full	245	12	1	30.00	0			0			245	12							0	0	0	0

**Table 1 A: CP Matched Pairs on X + Y salaries, URM status, and high residuals**

URM Status	Gender	Academic Department	App	Series	Rank/Step	Female	Male	X Pay (based on 100% app)	Y Pay (based on 100% app)	
Matched Pairs 1										
URM	M	Clinical Pharmacy	1.0000	Clinical X	Assistant-4		151,700.00	121,300.00	30,400.00	
URM	F	Clinical Pharmacy	1.0000	Clinical X	Assistant-4	157,500.00		121,300.00	36,200.00	
URM	F	Clinical Pharmacy	1.0000	HS Clinical	Assistant-4	150,500.00		121,300.00	29,200.00	
Non URM	F	Clinical Pharmacy	1.0000	Clinical X	Assistant-4	151,700.00		121,300.00	30,400.00	
NonURM	F	Clinical Pharmacy	1.0000	Clinical X	Assistant-4	151,700.00		121,300.00	30,400.00	
Matched Pairs set 2										
URM	F	Clinical Pharmacy	1.0000	Clinical X	Associate - 1	159,300.00		128,100.00	31,200.00	
Non URM	F	Clinical Pharmacy	1.0000	Clinical X	Associate - 2	163,620.00		134,700.00	28,920.00	
Non URM	M	Clinical Pharmacy	1.0000	Clinical X	Associate - 1		159,800.00	128,100.00	31,700.00	
Matched Pairs set 3										
Non URM	F	Clinical Pharmacy	1.0000	Clinical X	Full - 2	184,800.00		161,700.00	23,100.00	
Non URM	M	Clinical Pharmacy	1.0000	Clinical X	Full - 2		184,800.00	161,700.00	23,100.00	
URM	F	Clinical Pharmacy	1.0000	Clinical X	Full - 2	188,700.00		161,700.00	27,000.00	
Matched Pairs set 4										
URM	F	Clinical Pharmacy	1.0000	Clinical X	Full - 3	192,950.00		174,100.00	18,850.00	
Non URM	M	Clinical Pharmacy	1.0000	Clinical X	Full - 3		197,400.00	174,100.00	23,300.00	
URM	F	Clinical Pharmacy	1.0000	Clinical X	Full - 3	193,250.00		174,100.00	19,150.00	
Matched Pairs set 5										
Non URM	M	Clinical Pharmacy	1.0000	HS Clinical	Full - 3		212,800.00	174,100.00	38,700.00	
Non URM	F	Clinical Pharmacy	1.0000	HS Clinical	Full - 3	184,100.00		174,100.00	10,000.00	
High residuals										
URM	F	Clinical Pharmacy	1.0000	Clinical X	Full - 2	188,700.00		161,700.00	27,000.00	Clinical Z 30,000.00
Non URM	F	Clinical Pharmacy	1.0000	Adjunct	Assistant-2	139,200.00		108,800.00	30,400.00	

**Tables 2-11:** Gender status analyses: unadjusted department-level median salary (X+Y), presence of Z (proportion), median Z payment, if present, and presence of acceleration (proportion) by gender and these values and their ratios by rank, doctorate type, and series.

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Presence of Z	N	Presence of Z	N	Presence of Z	N	Presence of Z	N	Presence of Z	N
Female	0.62	26	0.62	26	0.32	22	0.31	26	0.31	26
Male	0.40	5	0.40	5	0.18	11	0.31	13	0.36	14

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Median Z	N	Median Z	N	Median Z	N	Median Z	N	Median Z	N
Female	3	16	3	16	5	7	3	8	4	8
Male	3	2	3	5	2	4	4	4	4	5

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Accel	N	Accel	N	Accel	N	Accel	N*	Accel	N*
Female	0.14	56.00	0.00	0	0.06	32	0.02	52	0.02	52
Male	0.17	12.00	0.00	0	0.00	15	0.04	26	0.11	28

\*Note: 2015 and 2016 N represents two year's data for each faculty, thus is double the N of faculty for each analysis

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Z	N	Z	N					
Assistant	0.50	6	0.00	1				0.00	0.00
Associate	0.50	4	#REF!	1		1.00		1.25	1.67
Full	0.69	16	0.67	3	1.04	0.66	0.54	0.96	0.82

**Table 6. Unadjusted Median Z and Pay Ratios, if Present, by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Median	N	Median	N					
Assistant	3	3		0				0.00	0.00
Associate	2	2	0	0		10.00		1.50	1.50
Full	5	11	3	2	1.67	1.67	1.64	1.00	1.00

**Table 7. Unadjusted Presence of Acceleration and Ratios by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	2015 Female/ Male Ratio*
	Accel	N	Accel	N					
Assistant	0.22	9.00	0.00	3.00				0.00	0.00
Associate	0.09	11.00	0.00	3.00				0.00	0.00
Full	0.15	33.00	0.33	6.00	0.45			0.41	0.16

**Table 8. Unadjusted Presence of Z (Proportion) and Ratios by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Z	N	Z	N					
None	#DIV/0!	0		0				0.00	0.00
Research	0.40	5	#DIV/0!	0				0.00	0.00
Clinical	0.67	21	0.67	3	1.00	0.84	0.93	1.01	0.96
Both	0.00	1	0.00	2				0.00	0.00



**Table 9. Unadjusted Median Z Pay and Pay Ratios, if present, by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	Female/ Male Ratio
	Median	N	Median	N					
None		0		0				0.00	0.00
Research	16	5		0				0.00	0.00
Clinical	3	21	3	3	1.00	0.75	1.25	0.75	0.75
Both		1		2				0.00	0.00

**Table 10. Unadjusted Presence of Acceleration (Proportion) and Pay Ratios by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	Female/ Male Ratio*
	Accel	N	Accel	N					
None	0.00	0		0				0.00	0.00
Research	0.00	10	0.00	0			1.64	1.83	0.00
Clinical	0.16	43	0.25	8	0.65			0.58	0.23
Both	0.25	4	0.00	4				0.00	0.00

**Table 11. Unadjusted Presence of Acceleration (Proportion) and Ratios by Gender by Series**

Series	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	Female/ Male Ratio*
	Accel	N	Accel	N					
Adjunct	0.00	5	0.00	1				0.00	0.00
Clinical X	0.21	34	0.22	9	0.93			0.69	0.26
HS Clinical	0.09	11	0.00	2				0.00	0.00
In Residence	0.00	5		0				0.00	0.00
Ladder Rank	0.00	2		0				0.00	0.00

## DEPARTMENT OF PHARMACEUTICAL CHEMISTRY (PC)

**Table 1 (PC). Unadjusted Median Pay (\$1,000s) and Pay Ratios by Gender by Series and Rank**

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Table 1 Unadjusted Median Pay and Pay Ratios by Gender by Series and Rank

Series	Female					Male					Median X+Y Male & Female	Median Y Male & Female	2021 Female/Male Ratio		2018 Female/Male Ratio (X+Y)	2018 Female/Male Ratio (Y)	2017 Female/Male Ratio (X+Y)	2017 Female/Male Ratio (Y)	2016 Female/Male Ratio (X+Y)	2016 Female/Male Ratio (Y)	2015 Female/Male Ratio (X+Y)	2015 Female/Male Ratio (Y)
	Median X+Y	Median Y	N	Average Years Since Doctorate	URM	Median X+Y	Median Y	N	Average Years Since Doctorate	URM			X+Y	Y								
<b>Adjunct</b>																						
Assistant			0					0											0	0	0	0
Associate			0					0											0	0	0	0
Full								0								1.00			1.00	0	1.00	0
<b>Clinical X</b>																						
Assistant			0					0											0	0	0	0
Associate			0					0											0	0	0	0
Full			0					0											0	0	0	0
<b>HS Clinical</b>																						
Assistant			0					0											0	0	0	0
Associate			0					0											0	0	0	0
Full			0					0											0	0	0	0
<b>In Residence</b>																						
Assistant			0										0	0					0	0	0	0
Associate			0			170	34	2	11.00		170	34					1.18	2.72	1.08	1.44	1.08	1.20
Full			0			210	42	3	21.00		210	42	0.00	0.00	1.01	1.29	0	0	0	0	0	0
<b>Ladder Rank</b>																						
Assistant	156	35	1	7.00							156	35	0	0					0	0	0	0
Associate						160	32	1	5.00		160	32	0.00	0.00	0.99	0.56	0.83	0	0.85	0	0.85	0
Full	205	35	4	28.50		233	30	14	22.50	1	214	31	0.88	1.17	0.86	0.70	0.70	0.60	0.68	0.57	0.70	0.61

**Table 1 A: PC Matched Pairs on X + Y salaries, and low residual**

URM Status	Gender	Academic Department	App	Series	Rank/Step	Female	Male	X Pay (based on 100% app)	Y Pay (based on 100% app)
<b>Matched Pairs set 1</b>									
Non URM	M	Pharmaceutical Chemistry	1.0000	Ladder Rank	Full - 2		184,000.00	161,700.00	22,300.00
URM	M	Pharmaceutical Chemistry	1.0000	Ladder Rank	Full - 2		204,000.00	161,700.00	42,300.00
Non URM	M	Pharmaceutical Chemistry	1.0000	Ladder Rank	Full - 2		207,710.00	161,700.00	46,010.00
Non URM	M	Pharmaceutical Chemistry	1.0000	Ladder Rank	Full - 2		203,210.00	161,700.00	41,510.00
<b>Matched Pairs set 2</b>									
Non URM	F	Pharmaceutical Chemistry	1.0000	Ladder Rank	Full - 3	205,370.00		174,100.00	31,270.00
Non URM	M	Pharmaceutical Chemistry	1.0000	Ladder Rank	Full - 3		219,000.00	174,100.00	44,900.00
<b>Matched Pairs set 3</b>									
Non URM	M	Pharmaceutical Chemistry	1.0000	Ladder Rank	Full - 4		209,400.00	187,100.00	22,300.00
Non URM	F	Pharmaceutical Chemistry	1.0000	Ladder Rank	Full - 5	200,900.00		200,900.00	0.00
<b>Low Residual</b>									
Non URM	M	Pharmaceutical Chemistry	1.0000	Ladder Rank	Associate-1		160,300.00	128,100.00	32,200.00
Non URM	M	Pharmaceutical Chemistry	1.0000	In Residence	Associate-1		165,393.00	128,100.00	37,293.00
Non URM	M	Pharmaceutical Chemistry	1.0000	In Residence	Associate-2		175,000.00	145,000.00	30,000.00

**Tables 2-11:** Gender status analyses: unadjusted department-level median salary (X+Y), presence of Z (proportion), median Z payment, if present, and presence of acceleration (proportion) by gender and these values and their ratios by rank, doctorate type, and series.

**Table 2. Unadjusted Presence of Z (Proportion) by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Presence of Z	N	Presence of Z	N	Presence of Z	N	Presence of Z	N	Presence of Z	N
Female	0.40	5	0.40	5	0.20	5	0.20	5	0.40	5
Male	0.37	19	0.37	19	0.37	19	0.21	19	0.37	19

**Table 3. Unadjusted Median Z Pay, if Present by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Median Z	N	Median Z	N	Median Z	N	Median Z	N	Median Z	N
Female	5	2	8	2	10	1	10	1	7	2
Male	6	7	28	6	25	7	4	4	25	7

**Table 4. Unadjusted Presence of Acceleration (Proportion) by Gender Status**

Gender	July 2021		July 2018		July 2017		July 2016		July 2015	
	Accel	N	Accel	N	Accel	N	Accel	N*	Accel	N*
Female	0.22	9	0.00	6	0.00	5	0.00	10	0.00	10
Male	0.18	44	0.14	28	0.15	27	0.05	38	0.05	38

**Table 5. Unadjusted Presence of Z (Proportion) and Ratios by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Z	N	Z	N					
Assistant		1		0		0.00	0.00	0.00	0.00
Associate	0.00	0	0.33	3			0.00	0.00	1.75
Full	0.25	4	0.31	16	0.80	0.80	0.00	0.00	0.75

**Table 6. Unadjusted Median Z and Pay Ratios, if Present, by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Median	N	Median	N					
Assistant		0		0		0.00	0.00	0.00	0.00
Associate		0	38	1				0.00	0.57
Full	5	2	5	6	0.85	5277.50	0.00	0.00	0.11

**Table 7. Unadjusted Presence of Acceleration and Ratios by Gender by Rank**

Rank	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	2015 Female/ Male Ratio*
	Accel	N	Accel	N					
Assistant	0.00	1	0.00	7				0.00	0.00
Associate	0.00	1	0.09	11		0.00	0.00	0.00	0.00
Full	0.29	7	0.27	26	1.06	0.00	0.00	0.00	0.00

\*Note: 2015 and 2016 Ratio represents two year's data for each faculty, thus is double the N of faculty for each analysis

**Table 8. Unadjusted Presence of Z (Proportion) and Ratios by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	2015 Female/ Male Ratio
	Z	N	Z	N					
None		0		0				0.00	0.00
Research	0.40	5	0.39	18	1.03	1.20	0.54	0.95	1.09
Clinical		0		1				0.00	0.00
Both		0	0.00	1				0.00	0.00

**Table 9. Unadjusted Median Z Pay and Pay Ratios, if present, by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio	Female/ Male Ratio
	Median	N	Median	N					
None		2		7		0.81		0.00	0.00
Research	5	2	6	7	0.81	0.27	0.40	2.86	0.28
Clinical		0		0				0.00	0.00
Both		0		0				0.00	0.00

**Table 10. Unadjusted Presence of Acceleration (Proportion) and Pay Ratios by Gender by Doctorate Type**

Doctorate Type	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	Female/ Male Ratio*
	Accel	N	Accel	N					
None		0		0				0.00	0.00
Research	0.22	9	0.20	44	1.09	0.00	0.00	0.00	0.00
Clinical		0		0				0.00	0.00
Both		0	0.00	1				0.00	0.00

Series	Female		Male		2021 Female/Male Ratio	2018 Female/Male Ratio	2017 Female/Male Ratio	2016 Female/Male Ratio*	2015 Female/ Male Ratio*
	Accel	N	Accel	N					
Adjunct	0.00	0		0				0.00	0.00
Clinical X	#DIV/0!	0		0				0.00	0.00
HS Clinical	#DIV/0!	0		0				0.00	0.00
In Residence	0.33	3	0.08	13	4.33	0.00	0.00	0.00	0.00
Ladder Rank	0.17	6	0.25	32	0.67	0.00	0.00	0.00	0.00