

University of California, San Francisco
School of Nursing Faculty Salary Equity Review 2019 Report

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Purpose

The purpose of the Faculty Salary Equity Review (FSER) analysis was to determine the presence and size of imbalance in faculty salary and accelerated advancement by gender and underrepresented minority (URM) status within the University of California, San Francisco (UCSF), School of Nursing (SON). Data for this study were from the period of July 1, 2018 to June 30, 2019 for X+Y salaries and July 1, 2017 to June 30, 2018 for clinical incentive (Z) payments.

Methodology

Analysis of the UCSF SON data followed the guidelines and analysis plan of the UCSF FSER Committee. Data for faculty members at 75% or greater time were provided by the UCSF Office of Academic Affairs and Human Resources. The SON has four departments: Community Health Systems (CHS), Family Health Care Nursing (FHCN), Physiological Nursing (PN), and Social and Behavioral Sciences (SBS)/Institute of Health and Aging (IHA). Because of the small size of the SON faculty, only a school-level analysis was conducted.

Gender was coded as female or male. Race/ethnicity was recoded as URM or non-URM. Per the UCSF campus definition, URM status was representative of faculty members who identified as Black/African American, Hispanic/Latinx, American Indian/Alaska Native, Filipinx, Hawaiian/Pacific Islander or Vietnamese. Non-URM status was representative of faculty members who identified as non-Hispanic White, Asian other than Filipino, Vietnamese or Hawaii/Pacific Islander, or declined to state.

Annual salaries (X+Y) were adjusted to full-time status by dividing by the percent effort of appointment and were 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 as well, in order to be comparable to the overall UCSF FSER analyses. “X” represented the base salary and “Y” represented the negotiated compensation.

Clinical incentive (Z) payment data represented the total incentive or clinical compensation received between July 1, 2017 and June 30, 2018. Z-payments were analyzed by comparing the likelihood of receiving *any* Z payment (coded as *yes* or *no*) between male and female faculty

members or between URM and non-URM faculty members. The amount of the Z-payment was also noted.

Accelerated advancements were analyzed by comparing the likelihood of receiving *any* accelerated merit or promotion (coded as *yes* or *no*) between male and female faculty members or between URM and non-URM faculty members.

Stipend data represented the total administrative compensation. Stipends were analyzed by comparing the amount received between male and female faculty members or between URM and non-URM faculty members.

Analysis

The primary analyses were carried out through regression approaches. Multiple linear regression analyses were conducted to test for URM versus non-URM or female versus male imbalances in the log-transformed X+Y salary amounts. Coefficients from the regression analyses were back-transformed to obtain a ratio interpretation. The results are reported with unadjusted estimates of the relative ratio (RR) with 95% confidence intervals (CI) and adjusted relative ratios (aRR) and 95% CI. The covariates included in the adjusted models were (a) step, (b) rank (assistant, associate or professor), (c) degree type (research doctorate, clinical doctorate or other), (d) series (ladder/in-residence, clinical X/HS clinical or adjunct), and (e) department (CHS, FHCN, PN or SBS).

The presence of a Z-payment or the presence of an accelerated merit or promotion between male and female faculty members or between URM and non-URM faculty members were examined with the Chi-square test of proportions and the Fisher Exact test. Group sample sizes were too small to warrant adjusted analyses through binomial logistic regression.

Differences in mean total stipend amounts between male and female faculty members or between URM and non-URM faculty members were examined with the Independent samples *t*-test.

Statistical significance for all analyses was set at $p \leq .05$, two-tailed. Data were analyzed using the Statistical Package for Social Sciences.

Results

Following a description of the characteristics of the SON faculty, the main results are presented by gender status and URM status for X+Y salaries, Z-payments, accelerated advancements and stipends. See appendices for supplementary tables and graphs.

Only step and rank were statistically significant independent variables in the multiple linear regression analysis. As step increased, salary also increased. The salaries of assistant professors

were less than the salaries of associate professors, and the salaries of associate professors were less than the salaries of full professors.

Characteristics of the School of Nursing Faculty

The SON had 96 faculty members with appointments greater than or equal to 75% time between July 1, 2018 and June 30, 2019. Eighty-nine faculty members identified as female (92.7%) and seven faculty members identified as male (7.3%). Fifteen faculty members were categorized as URM (15.6%) and 81 faculty members were categorized as non-URM (84.4%).

A greater proportion of the female faculty members were at the Full Professor rank (35.9%, $n = 32$) compared to their male counterparts (14.2%, $n = 1$). A greater proportion of the male faculty members had research doctoral degrees (85.7%, $n = 6$) compared to their female counterparts (57.3%, $n = 51$). Refer to Appendix A.

Of the 15 URM faculty members (15.6%), six identified as Latinx (6.3%), five identified as Black/African American (5.2%), three identified as Filipinx (3.1%), and one identified as American Indian/Native American (1.0%). A greater proportion of the non-URM faculty members were at the Full Professor rank (35.9%, $n = 32$) compared to their URM counterparts (6.7%, $n = 1$). The distributions of research doctorates, clinical doctorates and other degree types were relatively proportional between URM and non-URM faculty members. Refer to Appendix A.

Gender Status

X+Y Salary. Both the unadjusted and the adjusted analyses, controlling for step, rank, degree type, series and department, did not indicate the presence of a statistically significant female versus male imbalance in X+Y salaries (see Table 1). The unadjusted female-to-male RR of X+Y salary was 0.946 (95% CI: 0.772, 1.139), $p = .50$. After controlling for step, rank, degree type, series and department, the aRR of X+Y salary was 0.943 (95% CI: 0.848, 1.048). The results indicated that the adjusted X+Y salaries of the female faculty were 94.3% (or 5.7% less) that of the adjusted X+Y salaries of the male faculty, but the difference was not statistically significant ($p = .27$).

Table 1. Female to Male X+Y Salary Ratio

| | Ratio | 95% Confidence Interval |
|------------|-------|-------------------------|
| Unadjusted | 0.946 | (0.772, 1.139) |
| Adjusted | 0.943 | (0.848, 1.048) |

There are two graphs in Appendix B. The first graph is a representation of the female-to-male wage gap for adjusted X+Y salary, indicating female faculty members made 94 cents for every dollar that male faculty members made. The second graph is a representation of the female-to-male wage gap for adjusted X+Y salary over time, from 2014 to 2019.

The unadjusted median X+Y salary was \$135,627 for the female faculty and \$164,850 for the male faculty. See Appendix C for the summary descriptive statistics of unadjusted median X+Y salaries and salary ratios by gender in rank, degree type, series and department.

The small percentage of male faculty members (7.3%, $n = 7$) does not provide sufficient power to detect a statistically significant difference in salaries between male and female faculty members unless the effect is large. Thus, a matched-pairs analysis by gender status was conducted to determine differences in unadjusted X+Y salaries between the seven male faculty members and counterpart female faculty members, matched on series, rank and step. Of the seven cases, four cases were exact matches (57.1%) and three cases were close matches (42.9%). The matched-pairs analyses indicated that every male faculty member, with one exception, earned a higher unadjusted X+Y salary, due primarily to the Y-component, compared to his female counterpart (see graph in Appendix D). The higher male unadjusted X+Y salary differences ranged from \$4,328 to \$60,059 ($Md = \$13,649$). In the one exception, the unadjusted X+Y salary of the matched female faculty member was \$1,060 higher than the male faculty member.

Z Payment. None of the seven male faculty members (0.0%) received a Z-payment. Six of the 89 female faculty members (6.7%) received a Z-payment ($Md = \$7,242$). The difference in the proportions of Z-payments between male and female faculty members was not statistically significant (two-tailed Fisher Exact $p = 1.000$). The lack of any males having a Z-payment made the calculation of an odds ratio and using binomial logistic regression to get an adjusted ratio statistically inappropriate. See Appendix E for the summary descriptive statistics of (a) unadjusted presence of Z (proportions) and ratios, and (b) unadjusted median Z-payments and ratios by gender in rank, degree type, series and department.

Accelerated Advancement. None of the seven male faculty members (0.0%) had an accelerated merit or promotion. Four of the 89 female faculty members (4.5%) had an accelerated merit or promotion. The difference in the proportions of accelerated advancements between male and female faculty members was not statistically significant (two-tailed Fisher Exact $p = 1.00$). The lack of any males having an accelerated merit or promotion made the calculation of an odds ratio and using binomial logistic regression to get an adjusted ratio statistically inappropriate. See Appendix F for the summary descriptive statistics of unadjusted presence of acceleration (proportions) by gender in rank, degree type, series and department.

Stipend. One male faculty member and 22 female faculty members received stipends that ranged in amounts from \$1,000.00 to \$40,622.43. The unadjusted stipend amount was \$18,470.04 for the one male faculty member. The mean unadjusted stipend amount was \$13,374.65 ($SD = 10631.88$) for the 22 female faculty members. The gender difference in the mean unadjusted stipend amounts was not statistically significant ($t(21) = .469$, $p = .64$).

Underrepresented Minority Status

X+Y Salary. Both the unadjusted and the adjusted analyses, controlling for step, rank, degree type, series and department, did not indicate the presence of a statistically significant URM versus non-URM imbalance in X+Y salaries (see Table 2). The unadjusted URM to non-URM RR of X+Y salary was 0.952 (95% CI: 0.829, 1.093), $p = .48$. After controlling for step, rank, degree type, series and department, the aRR of X+Y salary was 1.019 (95% CI: 0.942, 1.101). The results indicated that the X+Y salaries of the URM faculty were 101.9% (or 1.9% more) that of the salaries of the non-URM faculty, but the difference was not statistically significant ($p = .64$).

Table 2. URM to Non-URM X+Y Salary Ratio

| | Ratio | 95% Confidence Interval |
|------------|-------|-------------------------|
| Unadjusted | 0.952 | (0.829, 1.093) |
| Adjusted | 1.019 | (0.942, 1.101) |

There are two graphs in Appendix G. The first graph is a representation of the URM-to-non-URM wage gap for adjusted X+Y salary, indicating that URM faculty members made \$1.02 for every dollar that non-URM faculty members made. The second graph is a representation of the URM-to-non-URM wage gap for adjusted X+Y salary over time, from 2014 to 2019.

The unadjusted median X+Y salary was \$135,550 for the URM faculty and \$139,100 for the non-URM faculty. See Appendix H for the summary descriptive statistics of unadjusted median X+Y salaries and salary ratios by URM status in rank, degree type, series and department.

The small percentage of URM faculty members (15.6%, $n = 15$) does not provide sufficient power to detect a statistically significant difference in salaries between URM and non-URM faculty members unless the effect is large. Thus, a matched-pairs analysis by URM status was conducted to determine differences in unadjusted X+Y salaries between the 15 URM faculty members and counterpart non-URM faculty members, matched on series, rank and step. Of the 15 cases, 12 cases were exact matches (80.0%) and three were close matches (20.0%). The matched-pairs analyses indicated in a majority of the cases (60.0%, $n = 9$), non-URM faculty members earned a higher unadjusted X+Y salary, due primarily to the Y-component, compared to their URM counterparts (see graph in Appendix I). The higher non-URM unadjusted salary differences ranged from \$15.00 to \$60,059 ($Md = \$8,291$). The higher URM unadjusted salary differences ranged from \$1,106 to \$58,068 ($Md = \$11,125$).

Z Payment. One of the 15 URM faculty members (6.7%) received a Z-payment (\$3,758). Five of the 81 non-URM faculty members (6.2%) received a Z-payment ($Md = \$7,800$). The difference in the proportions of Z-payments between URM and non-URM faculty members was not statistically significant (two-tailed Fisher Exact $p = 1.000$). That only one of the non-URM faculty member had a Z-payment made the calculation of an odds ratio and using binomial logistic regression to get an adjusted odds ratio statistically inappropriate. See Appendix J for the summary descriptive statistics of (a) unadjusted presence of Z (proportions) and ratios, and

(b) unadjusted median Z-payments and ratios by URM status in rank, degree type, series and department.

Accelerated Advancement. None of the 15 URM faculty members (0.0%) had an accelerated merit or promotion. Four of the 81 non-URM faculty members (4.9%) had an accelerated merit or promotion. The difference in the proportions of accelerated advancements between URM and non-URM faculty members was not statistically significant (two-tailed Fisher Exact $p = 1.00$). The lack of any URM faculty members having an accelerated merit or promotion made the calculation of an odds ratio and using binomial logistic regression to obtain an adjusted ratio statistically inappropriate. See Appendix K for the summary descriptive statistics of unadjusted presence of acceleration (proportions) by URM status in rank, degree type, series and department.

Stipend. Three URM faculty members and 20 non-URM female faculty members received stipends. The mean unadjusted stipend amount was \$17,838.58 ($SD = 7497.12$) for the URM faculty members and \$12,959.83 ($SD = 10819.33$) for the 20 non-URM faculty members. The difference in the mean unadjusted stipend amounts between URM and non-URM faculty members was not statistically significant ($t(21) = -.747, p = .46$).

Faculty Salaries Above and Below the Statistical Model's Predicted Amount

Results of the campus residual outlier analyses indicated one faculty member's X+Y salary was above the predicted X+Y salary model (standardized residual was greater than 1.5) and one faculty member's X+Y salary was below the predicted X+Y salary model (standardized residual was less than 1.5). The faculty member with a higher than expected salary was a URM female who was not in a leadership position. The faculty member with a lower than expected salary was a non-URM female.

Limitations

A limitation of this analysis was that the relatively small total sample size of the SON faculty ($n = 96$) and the small percentage of males (7.3%, $n = 7$) or URM (15.6%, $n = 15$) does not provide much power to detect statistically significant ($p < .05$) differences between male and female 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 type and department, there was a lack of statistical evidence of an imbalance in X+Y salaries, Z-payments, accelerated advancements and stipends between female and male faculty members or between URM and non-URM faculty members.

Despite the lack of statistical significance in adjusted X+Y salaries between male and female faculty members, matched-pairs analyses indicated unadjusted X+Y salaries were higher for a

majority of male faculty members than their female counterparts in a similar series, rank and step. After a widening gap in salaries from 2014 to 2018, the linear trend in the adjusted salary gap between male and female faculty members narrowed slightly in 2019. Although research grants appear to account for some of this unadjusted salary gap by gender status, it appears that a majority of the unadjusted salary gap between male and female faculty members might be attributed to annual salary negotiations.

Adjusted X+Y salary analysis appears to align with the unadjusted X+Y salary matched-pairs analysis between URM and non-URM faculty members. Although the matched pairs analysis indicated unadjusted X+Y salaries were slightly lower for a majority of URM faculty members than their non-URM counterparts in a similar series, rank and step; the linear trend, however, in the adjusted salary gap between URM and non-URM faculty members from 2014 to 2019 continues to narrow, is essentially non-existent and is trending positively toward URM faculty members. We believe this positive trend in salary equity for URM faculty members might be attributable to the SON *Diversity Initiative* plan that was implemented in 2016.

The salary of the one faculty member (a non-URM female) whose salary was below the predicted unadjusted X+Y salary model was increased by \$4,000 so that it was in line with the salaries of faculty members in the same series, step and rank.

Action Plan

- Refine guiding principles of salary setting, provide clearer examples of salary setting, and make broadly available these principles and examples to ensure transparency, accountability, accessibility and clear communication.
- Continue to implement, evaluate and modify accordingly the salary determination quality improvement process, initiated last year, to ensure salary equity upon appointment of faculty recruits.
- Continue to review and reinforce consistent implementation of the standard procedure for annual setting of X, Y and Z salary components to maximize salary equity.
- Reinforce adherence to the policy for determining stipends to ensure fair, consistent and equitable compensation among academic appointees providing administrative service and leadership.
- Review and modify guidelines to remedy salary, acceleration and Z payment imbalances when such imbalances exist.
- Ensure that appointments to leadership positions are the result of an internal or national search and that leadership positions are advertised broadly to maximize access to leadership opportunities for all faculty members.
- Continue to review and modify as needed the *Diversity Initiative* plan to reach the SON's goal, which is based on state and national nursing and population statistics, of 30% male or URM faculty members by 2030, with focused attention on salary equity.

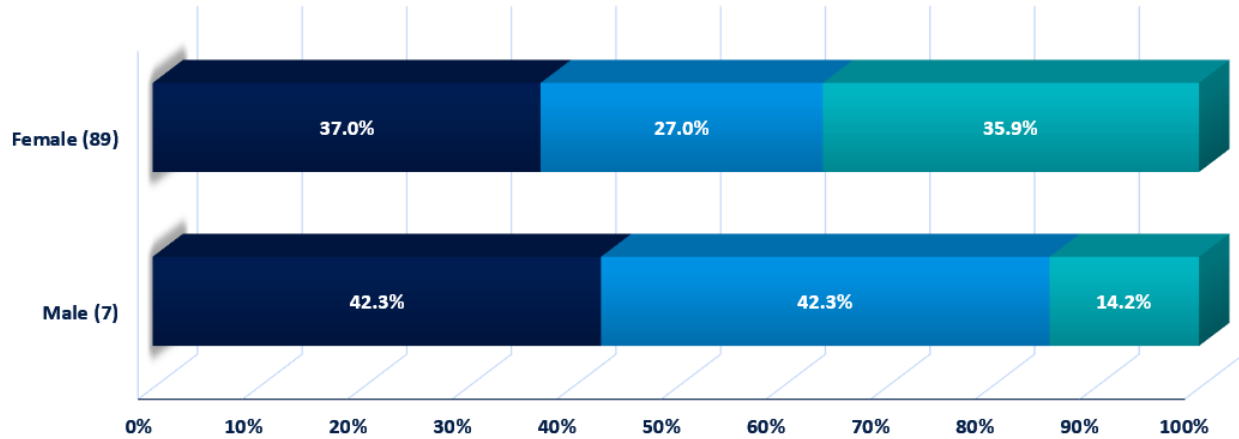
Acknowledgments

The UCSF SON Office of Academic Affairs is grateful to Dr. Steven Paul who replicated the campus-level methodology for the school-level analysis and to the SON Dean's Council who commented on this report and contributed to the action plan. The SON Dean's Council includes the Dean, Associate Deans, Department Chairs and Faculty Council Chair.

Appendix A

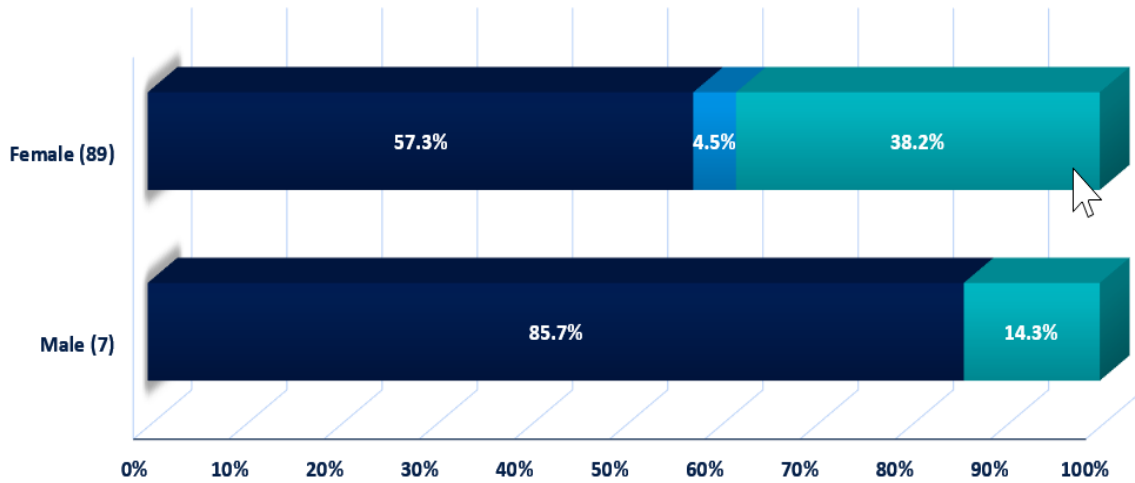
Characteristics of the UCSF School of Nursing Faculty (July 1, 2018 to June 30, 2019)

**Number & Percent of UCSF School of Nursing Faculty (≥75% Time)
in Rank by Gender as of September 1, 2018 (n = 96)**



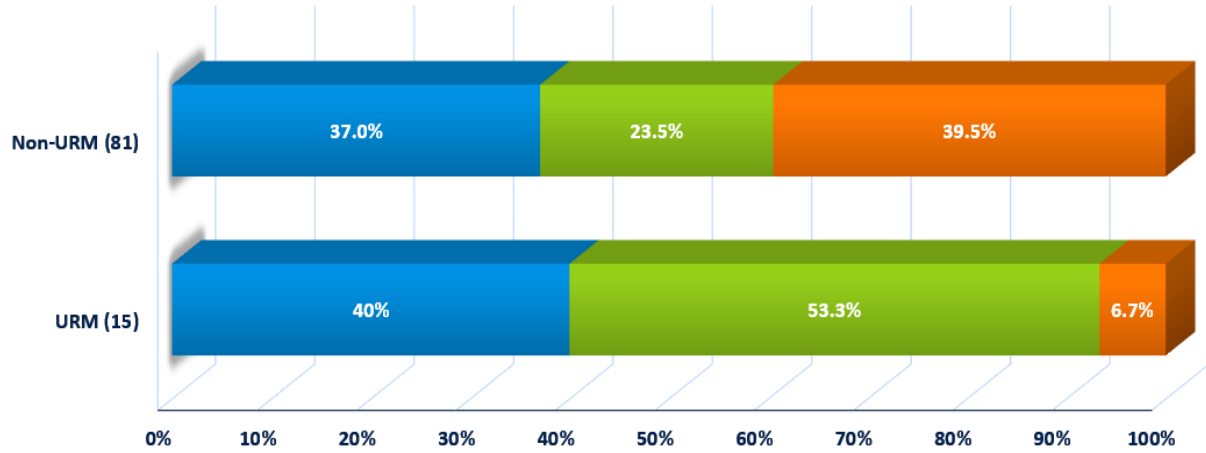
| | Male (7) | Female (89) |
|-------------|----------|-------------|
| ■ Assistant | 3 | 33 |
| ■ Associate | 3 | 24 |
| ■ Full | 1 | 32 |

**Number & Percent of UCSF School of Nursing Faculty (≥75% Time)
in Type of Degree by Gender as of September 1, 2018 (n = 96)**



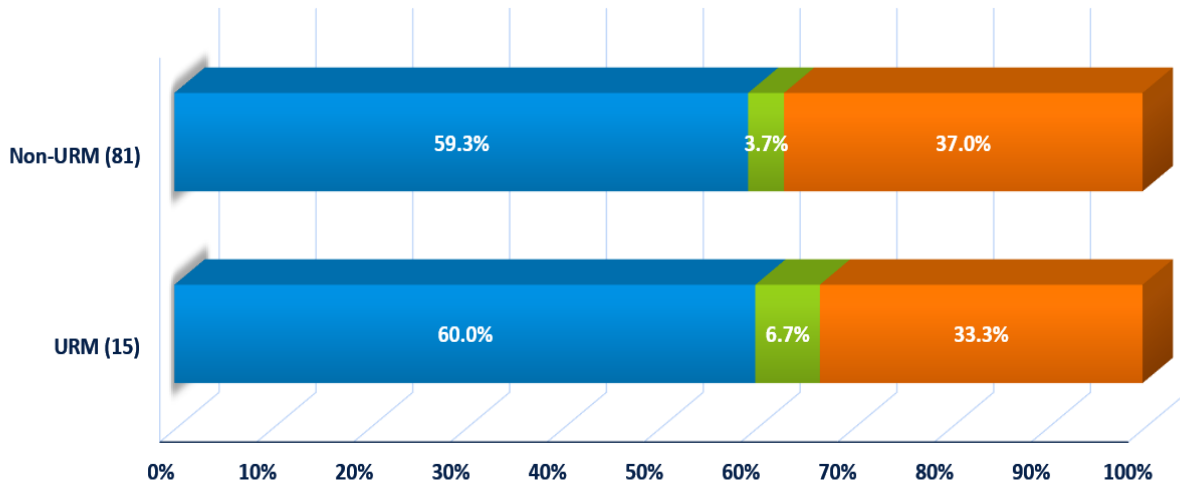
| | Male (7) | Female (89) |
|----------------------|----------|-------------|
| ■ Research Doctorate | 6 | 51 |
| ■ Clinical Doctorate | 0 | 4 |
| ■ Other | 1 | 34 |

**Number & Percent of UCSF School of Nursing Faculty (≥75% Time)
in Rank by Underrepresented Minority (URM) Status as of September 1, 2018 (n = 96)**



| | URM (15) | Non-URM (81) |
|-----------|----------|--------------|
| Assistant | 6 | 30 |
| Associate | 8 | 19 |
| Full | 1 | 32 |

**Number & Percent of UCSF School of Nursing Faculty (≥75% Time)
in Type of Degree by Underrepresented Minority (URM) Status as of September 1, 2018 (n = 96)**

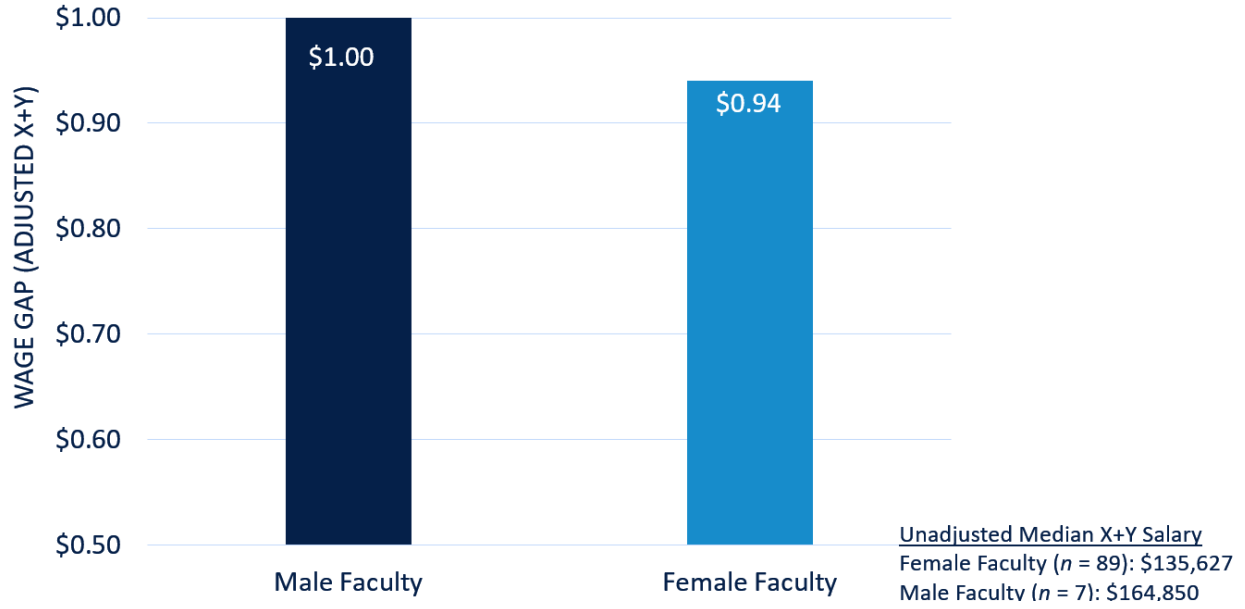


| | URM (15) | Non-URM (81) |
|--------------------|----------|--------------|
| Research Doctorate | 9 | 48 |
| Clinical Doctorate | 1 | 3 |
| Other | 5 | 30 |

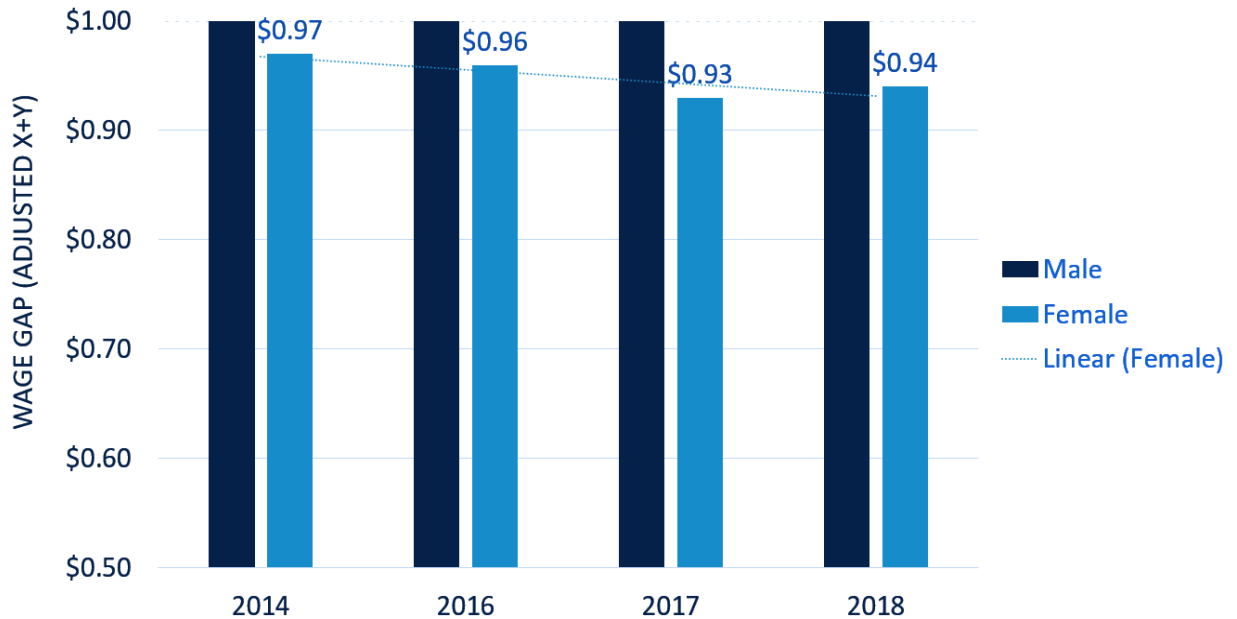
Appendix B

Female-to-Male Wage Gap for Adjusted X+Y Salary

Female to Male Wage Gap for Adjusted X+Y Salary



Female to Male Wage Gap for Adjusted X+Y Salary Across Years



Appendix C

Summary Descriptive Statistics for Unadjusted Median X+Y Salary and Ratio in Rank, Degree Type, Series and Department between Male and Female Faculty Members (*n* = 96)

| Indicator | Female (<i>n</i> = 89) | | Male (<i>n</i> = 7) | | Female-to-Male Ratio |
|----------------------------|----------------------------|-------------------|-------------------------|-------------------|-------------------------|
| | <i>n</i> | Median X+Y Salary | <i>n</i> | Median X+Y Salary | |
| Rank | | | | | |
| Assistant | 33 | \$119,400 | 3 | \$116,596 | 1.02 |
| Associate | 24 | \$130,700 | 3 | \$166,928 | 0.78 |
| Full | 32 | \$172,100 | 1 | \$168,688 | 1.02 |
| Degree | | | | | |
| Research doctorate | 51 | \$142,100 | 6 | \$152,214 | 0.93 |
| Clinical doctorate | 4 | \$165,610 | 0 | NA | NA |
| Other | 34 | \$131,900 | 1 | \$164,850 | 0.80 |
| Series | | | | | |
| Adjunct | 13 | \$124,800 | 1 | \$168,688 | 0.74 |
| Clinical X/HS Clinical | 41 | \$133,000 | 1 | \$164,850 | 0.81 |
| In-Residence/Ladder | 35 | \$151,500 | 5 | \$137,500 | 1.10 |
| Department | | | | | |
| Community Health Systems | 31 | \$133,000 | 2 | \$151,175 | 0.88 |
| Family Health Care Nursing | 18 | \$129,601 | 0 | NA | NA |
| Physiological Nursing | 15 | \$159,000 | 2 | \$170,938 | 0.93 |
| SBS/IHA | 15 | \$150,491 | 3 | \$166,928 | 0.90 |

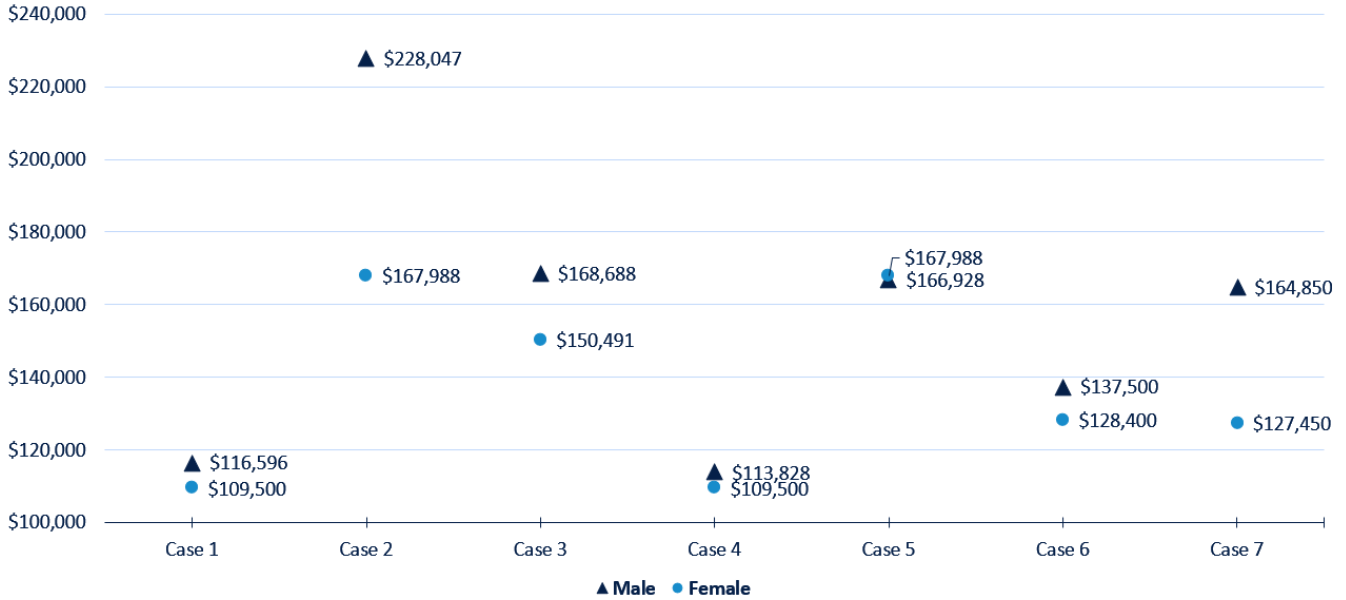
Note. IHA = Institute of Health and Aging. NA = Not applicable. SBS/IHA = Social and Behavioral Sciences.

Appendix D

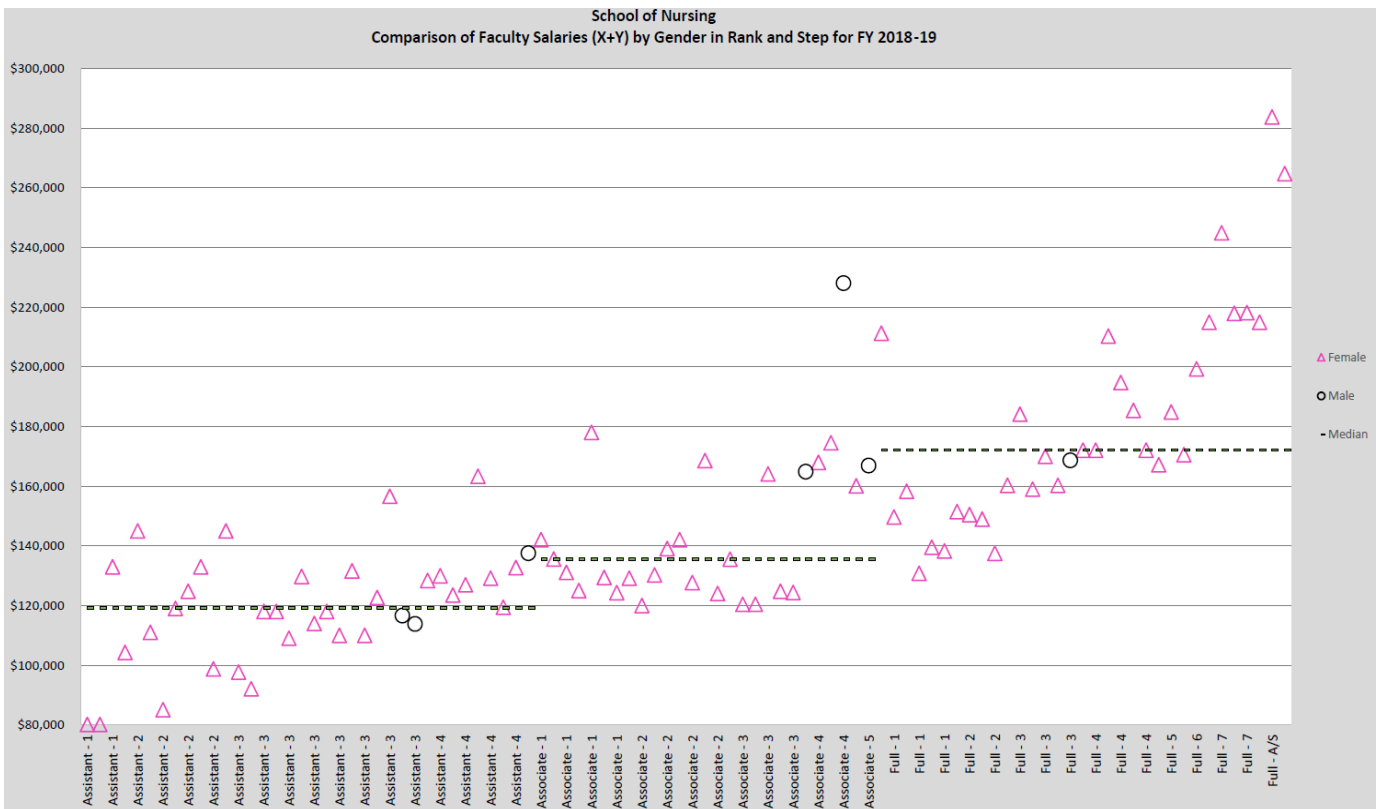
Matched Pairs Analysis by Gender in Unadjusted X+Y Salary

UCSF School of Nursing Faculty (≥75% Time) as of September 1, 2018

Matched Pairs Analysis by Gender in Unadjusted X+Y Salary Matched on Series, Rank and Step



Comparison of Faculty Unadjusted X+Y Salaries by Gender in Rank and Step



Appendix E

Summary Descriptive Statistics for Unadjusted Presence of Z (Proportion) and Ratio in Rank, Degree Type, Series and Department between Male and Female Faculty Members (n = 96)

| Indicator | Female (n = 89) | | Male (n = 7) | | Female-to-Male Ratio |
|----------------------------|--------------------|---------------|-----------------|---------------|-------------------------|
| | n | Presence of Z | n | Presence of Z | |
| Rank | | | | | |
| Assistant | 33 | 3.0% | 3 | 0.0% | NA |
| Associate | 24 | 20.8% | 3 | 0.0% | NA |
| Full | 32 | 0.0% | 1 | 0.0% | NA |
| Degree | | | | | |
| Research doctorate | 51 | 2.0% | 6 | 0.0% | NA |
| Clinical doctorate | 4 | 0.0% | 0 | 0.0% | NA |
| Other | 34 | 14.7% | 1 | 0.0% | NA |
| Series | | | | | |
| Adjunct | 13 | 0.0% | 1 | 0.0% | NA |
| Clinical X/HS Clinical | 41 | 12.2% | 1 | 0.0% | NA |
| In-Residence/Ladder | 35 | 2.9% | 5 | 0.0% | NA |
| Department | | | | | |
| Community Health Systems | 31 | 6.5% | 2 | 0.0% | NA |
| Family Health Care Nursing | 18 | 14.3% | 0 | 0.0% | NA |
| Physiological Nursing | 15 | 0.0% | 2 | 0.0% | NA |
| SBS/IHA | 15 | 0.0% | 3 | 0.0% | NA |

Note. IHA = Institute of Health and Aging. NA = Not applicable. SBS/IHA = Social and Behavioral Sciences.

| Indicator | Female (n = 89) | | Male (n = 7) | | Female-to-Male Ratio |
|----------------------------|--------------------|------------------|-----------------|------------------|-------------------------|
| | n | Median Z-Payment | n | Median Z-Payment | |
| Rank | | | | | |
| Assistant | 1 | \$3,758 | 0 | NA | NA |
| Associate | 5 | \$7,800 | 0 | NA | NA |
| Full | 0 | NA | 0 | NA | NA |
| Degree | | | | | |
| Research doctorate | 1 | \$3,758 | 0 | NA | NA |
| Clinical doctorate | 0 | NA | 0 | NA | NA |
| Other | 5 | \$7,800 | 0 | NA | NA |
| Series | | | | | |
| Adjunct | 0 | NA | 0 | NA | NA |
| Clinical X/HS Clinical | 5 | \$7,800 | 0 | NA | NA |
| In-Residence/Ladder | 1 | \$3,758 | 0 | NA | NA |
| Department | | | | | |
| Community Health Systems | 2 | \$11,323 | 0 | NA | NA |
| Family Health Care Nursing | 4 | \$6,275 | 0 | NA | NA |
| Physiological Nursing | 0 | NA | 0 | NA | NA |
| SBS/IHA | 0 | NA | 0 | NA | NA |

Note. IHA = Institute of Health and Aging. NA = Not applicable. SBS/IHA = Social and Behavioral Sciences.

Appendix F

Summary Descriptive Statistics for Unadjusted Presence of Acceleration (Proportion) and Ratio in Rank, Degree Type, Series and Department between Male and Female Faculty Members (*n* = 96)

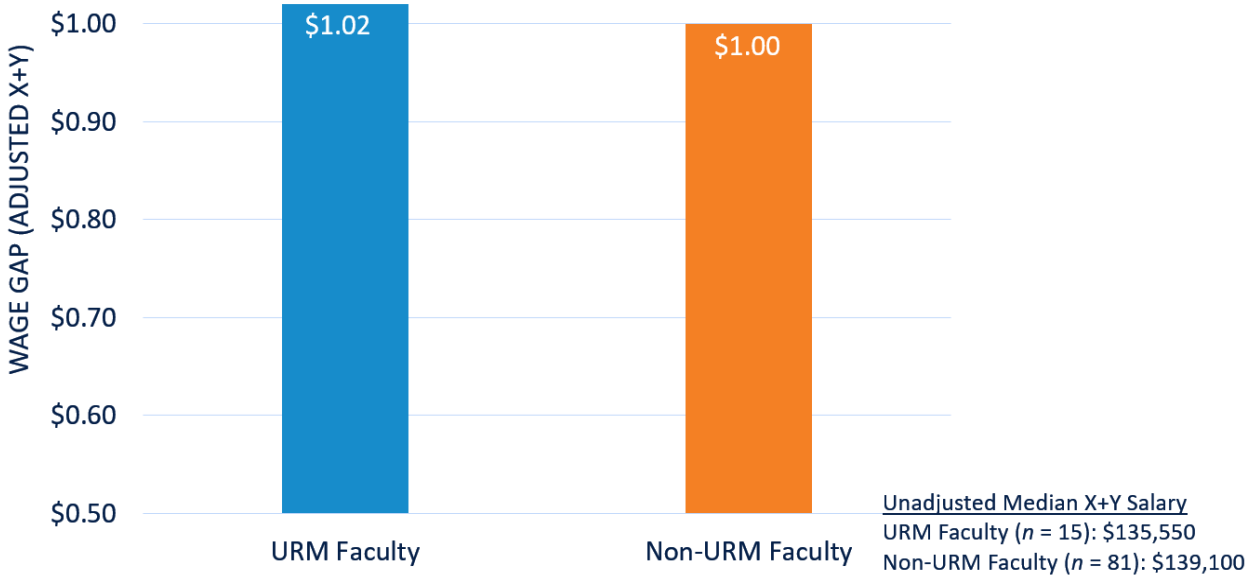
| Indicator | Female (<i>n</i> = 89) | | Male (<i>n</i> = 7) | | Female-to-Male Ratio |
|----------------------------|----------------------------|-----------------------------|-------------------------|-----------------------------|-------------------------|
| | <i>n</i> | Presence of Acceleration | <i>n</i> | Presence of Acceleration | |
| Rank | | | | | |
| Assistant | 33 | 0.0% | 3 | 0.0% | NA |
| Associate | 24 | 0.0% | 3 | 0.0% | NA |
| Full | 32 | 12.5% | 1 | 0.0% | NA |
| Degree | | | | | |
| Research doctorate | 51 | 7.8% | 6 | 0.0% | NA |
| Clinical doctorate | 4 | 0.0% | 0 | 0.0% | NA |
| Other | 34 | 0.0% | 1 | 0.0% | NA |
| Series | | | | | |
| Adjunct | 13 | 0.0% | 1 | 0.0% | NA |
| Clinical X/HS Clinical | 41 | 4.9% | 1 | 0.0% | NA |
| In-Residence/Ladder | 35 | 5.7% | 5 | 0.0% | NA |
| Department | | | | | |
| Community Health Systems | 31 | 3.2% | 2 | 0.0% | NA |
| Family Health Care Nursing | 18 | 0.0% | 0 | 0.0% | NA |
| Physiological Nursing | 15 | 13.3% | 2 | 0.0% | NA |
| SBS/IHA | 15 | 6.7% | 3 | 0.0% | NA |

Note. IHA = Institute of Health and Aging. NA = Not applicable. SBS/IHA = Social and Behavioral Sciences.

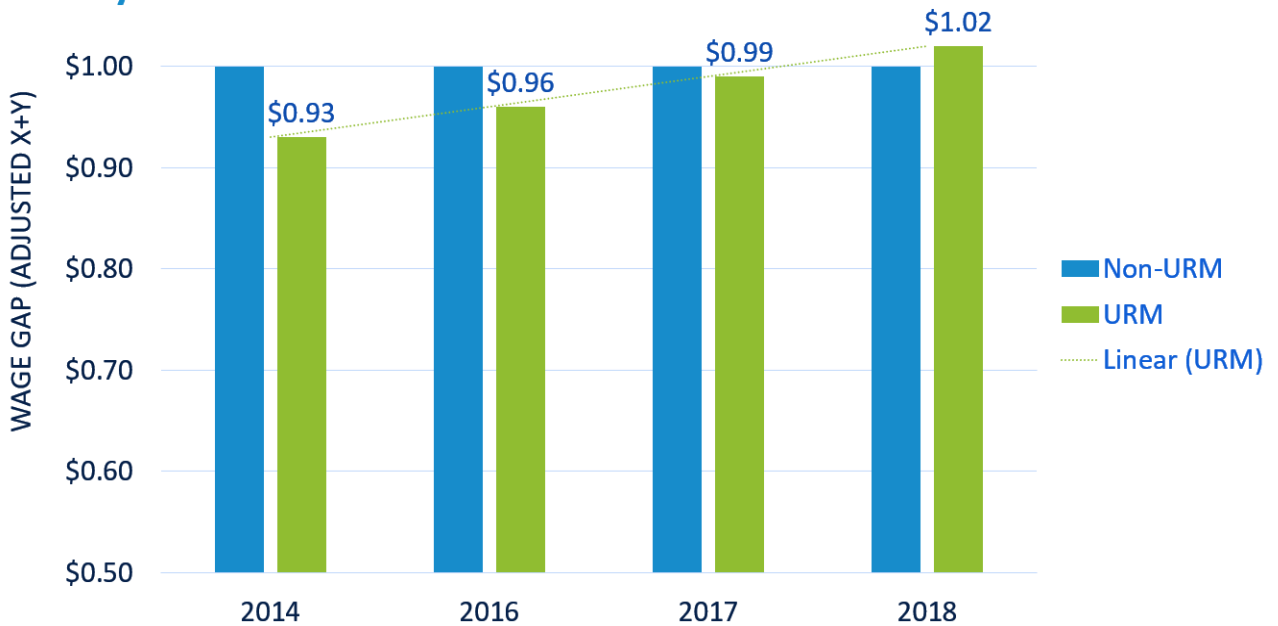
Appendix G

URM-to-Non-URM for Adjusted X+Y Salary

Underrepresented Minority (URM) to non-URM Wage Gap for Adjusted X+Y Salary



Underrepresented Minority (URM) to non-URM Wage Gap for Adjusted X+Y Salary across Years



Appendix H

Summary Descriptive Statistics for Unadjusted Median X+Y Salary and Ratio in Rank, Degree Type, Series and Department between URM and Non-URM Faculty Members (*n* = 96)

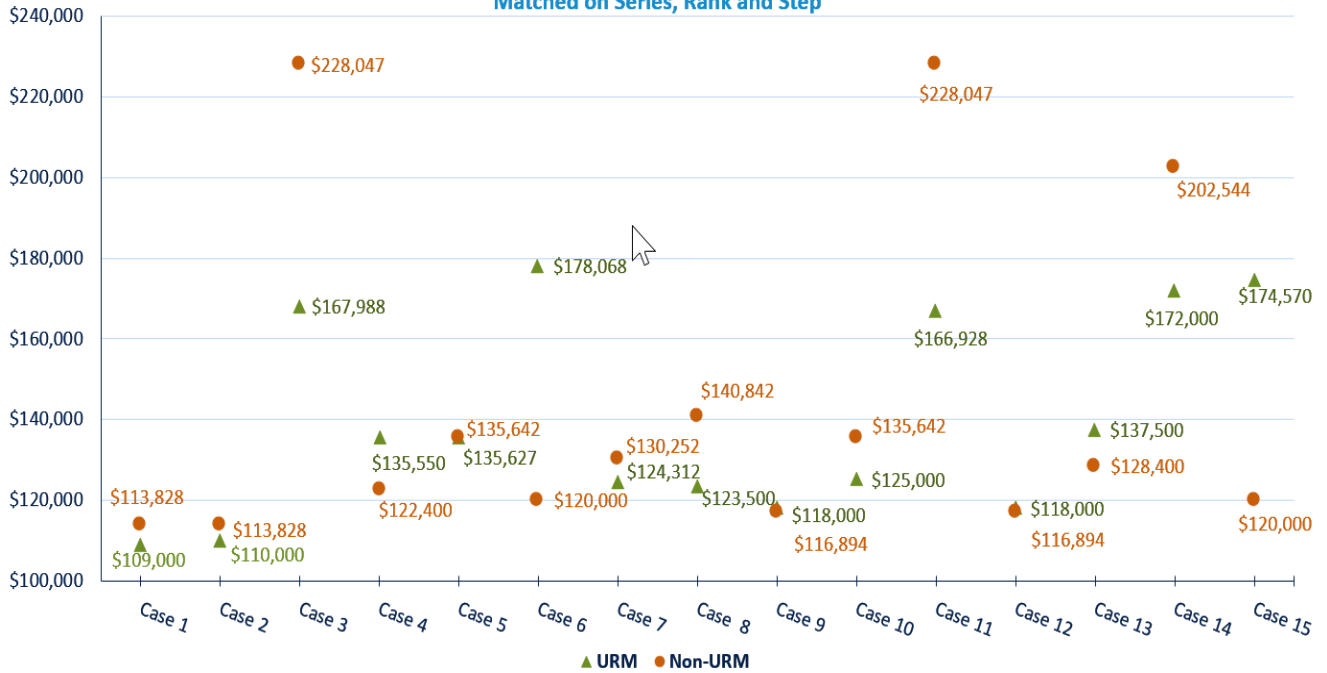
| Indicator | URM (<i>n</i> = 15) | | Non-URM (<i>n</i> = 81) | | URM-to-Non-URM Ratio |
|----------------------------|-------------------------|-------------------|-----------------------------|-------------------|----------------------|
| | <i>n</i> | Median X+Y Salary | <i>n</i> | Median X+Y Salary | |
| Rank | | | | | |
| Assistant | 6 | \$118,000 | 30 | \$121,041 | 0.98 |
| Associate | 8 | \$151,278 | 19 | \$130,300 | 1.16 |
| Full | 1 | \$172,100 | 32 | \$171,350 | 1.00 |
| Degree | | | | | |
| Research doctorate | 9 | \$137,500 | 48 | \$145,550 | 0.95 |
| Clinical doctorate | 1 | \$174,570 | 3 | \$156,649 | 1.11 |
| Other | 5 | \$125,000 | 30 | \$133,000 | 0.94 |
| Series | | | | | |
| Adjunct | 2 | \$176,319 | 12 | \$122,400 | 1.44 |
| Clinical X/HS Clinical | 5 | \$125,000 | 37 | \$138,300 | 0.90 |
| In-Residence/Ladder | 8 | \$130,906 | 32 | \$157,432 | 0.83 |
| Department | | | | | |
| Community Health Systems | 3 | \$137,500 | 30 | \$132,300 | 1.04 |
| Family Health Care Nursing | 6 | \$118,000 | 22 | \$137,900 | 0.86 |
| Physiological Nursing | 2 | \$129,931 | 15 | \$160,300 | 0.81 |
| SBS/IHA | 4 | \$171,279 | 14 | \$136,144 | 1.26s |

Note. IHA = Institute of Health and Aging. NA = Not applicable. SBS/IHA = Social and Behavioral Sciences. URM = Underrepresented minority.

Appendix I

Matched Pairs Analysis by Underrepresented Minority Status in Unadjusted X+Y Salary

UCSF School of Nursing Faculty (≥75% Time) as of September 1, 2018
 Matched Pairs Analysis by Underrepresented Minority (URM) in Unadjusted X+Y Salary
 Matched on Series, Rank and Step



Appendix J

Summary Descriptive Statistics for Unadjusted Presence of Z (Proportion) and Ratio in Rank, Degree Type, Series and Department between URM and Non-URM Faculty Members (n = 96)

| Indicator | URM (n = 15) | | Non-URM (n = 81) | | URM-to-Non-URM Ratio |
|----------------------------|-----------------|---------------|---------------------|---------------|----------------------|
| | n | Presence of Z | n | Presence of Z | |
| Rank | | | | | |
| Assistant | 6 | 16.7% | 30 | 0.0% | NA |
| Associate | 8 | 0.0% | 19 | 26.3% | NA |
| Full | 1 | 0.0% | 32 | 0.0% | NA |
| Degree | | | | | |
| Research doctorate | 9 | 11.1% | 48 | 0.0% | NA |
| Clinical doctorate | 1 | 0.0% | 3 | 0.0% | NA |
| Other | 5 | 0.0% | 30 | 16.7% | NA |
| Series | | | | | |
| Adjunct | 2 | 0.0% | 12 | 0.0% | NA |
| Clinical X/HS Clinical | 5 | 0.0% | 37 | 13.5% | NA |
| In-Residence/Ladder | 8 | 12.5% | 32 | 0.0% | NA |
| Department | | | | | |
| Community Health Systems | 3 | 0.0% | 30 | 6.7% | NA |
| Family Health Care Nursing | 6 | 16.7% | 22 | 13.6% | 1.23 |
| Physiological Nursing | 2 | 0.0% | 15 | 0.0% | NA |
| SBS/IHA | 4 | 0.0% | 14 | 0.0% | NA |

| Indicator | URM (n = 15) | | Non-URM (n = 81) | | URM-to-Non-URM Ratio |
|----------------------------|-----------------|------------------|---------------------|------------------|----------------------|
| | n | Median Z-Payment | n | Median Z-Payment | |
| Rank | | | | | |
| Assistant | 1 | \$3,758 | 0 | NA | NA |
| Associate | 0 | NA | 5 | \$7,800 | NA |
| Full | 0 | NA | 0 | NA | NA |
| Degree | | | | | |
| Research doctorate | 1 | \$3,758 | 0 | NA | NA |
| Clinical doctorate | 0 | NA | 0 | NA | NA |
| Other | 0 | NA | 5 | \$7,800 | NA |
| Series | | | | | |
| Adjunct | 0 | NA | 0 | NA | NA |
| Clinical X/HS Clinical | 0 | NA | 5 | \$7,800 | NA |
| In-Residence/Ladder | 1 | \$3,758 | 0 | NA | NA |
| Department | | | | | |
| Community Health Systems | 0 | NA | 2 | \$11,323 | NA |
| Family Health Care Nursing | 1 | \$3,758 | 3 | \$6,683 | 0.56 |
| Physiological Nursing | 0 | NA | 0 | NA | NA |
| SBS/IHA | 0 | NA | 0 | NA | NA |

Note. IHA = Institute of Health and Aging. NA = Not applicable. SBS/IHA = Social and Behavioral Sciences. URM = Underrepresented minority.

Appendix K

Summary Descriptive Statistics for Unadjusted Presence of Acceleration (Proportion) and Ratio in Rank, Degree Type, Series and Department between URM and Non-URM Faculty Members (*n* = 96)

| Indicator | URM (<i>n</i> = 15) | | Non-URM (<i>n</i> = 81) | | URM-to-Non-URM Ratio |
|----------------------------|-------------------------|--------------------------|-----------------------------|--------------------------|----------------------|
| | <i>n</i> | Presence of Acceleration | <i>n</i> | Presence of Acceleration | |
| Rank | | | | | |
| Assistant | 33 | 0.0% | 3 | 0.0% | NA |
| Associate | 24 | 0.0% | 3 | 0.0% | NA |
| Full | 32 | 12.5% | 1 | 0.0% | NA |
| Degree | | | | | |
| Research doctorate | 51 | 7.8% | 6 | 0.0% | NA |
| Clinical doctorate | 4 | 0.0% | 0 | 0.0% | NA |
| Other | 34 | 0.0% | 1 | 0.0% | NA |
| Series | | | | | |
| Adjunct | 13 | 0.0% | 1 | 0.0% | NA |
| Clinical X/HS Clinical | 41 | 4.9% | 1 | 0.0% | NA |
| In-Residence/Ladder | 35 | 5.7% | 5 | 0.0% | NA |
| Department | | | | | |
| Community Health Systems | 31 | 3.2% | 2 | 0.0% | NA |
| Family Health Care Nursing | 18 | 0.0% | 0 | 0.0% | NA |
| Physiological Nursing | 15 | 13.3% | 2 | 0.0% | NA |
| SBS/IHA | 15 | 6.7% | 3 | 0.0% | NA |

Note. IHA = Institute of Health and Aging. NA = Not applicable. SBS/IHA = Social and Behavioral Sciences. URM = Underrepresented Minority.