

Table A
Gender Coefficient Summary of Base Salary Regression Results

Campus Unit	Gender Coefficient	Standard Error (n)	95% Confidence Interval	
			Lower	Upper
Entire campus	-.057 *	.014 (3595)	-.086	-.029
General Campus and Scripps Institution of Oceanography (excludes School of Medicine)	-.057 *	.016 (2825)	-.091	-.028
Division of Arts and Humanities	-.057 *	.028 (612)	-.112	-.001
Division of Biology	-.132 *	.052 (213)	-.234	-.030
Jacobs School of Engineering	-.075	.045 (469)	-.164	.014
Graduate School of International Relations and Pacific Studies	-.083	.091 (85)	-.261	.094
Division of Physical Sciences	.003	.053 (487)	-.102	.107
Scripps Institution of Oceanography	-.005	.045 (302)	-.094	.083
School of Medicine	-.051	.033 (770)	-.116	.014
Division of Social Sciences (excludes Economics)	-.043	.032 (568)	-.106	.019
Department of Economics	-.168	.103 (89)	-.369	.033
<u>Individual departments with significant gender coefficients</u>				
Department of Bioengineering	-.372 *	.032 (26)	-.434	-.309
Department of Physics	-.178 *	.081 (167)	-.337	-.019
Departments of History, Literature and Music	-.076 *	.037 (403)	-.149	-.004

* Significant at the 95% or greater confidence level.

Table B
Gender Coefficient Summary of Total Annual Compensation Regression Results

Campus Unit	Gender Coefficient	Standard Error (n)	95% Confidence Interval	
			Lower	Upper
Entire campus	-.134 *	.027 (2520)	-.186	-.083
General Campus and Scripps Institution of Oceanography (excludes School of Medicine)	-.117 *	.027 (1976)	-.169	-.065
Division of Arts and Humanities	-.157 *	.048 (416)	-.252	-.062
Division of Biology	-.265 *	.091 (152)	-.444	-.087
Jacobs School of Engineering	-.065	.074 (339)	-.209	.080
Graduate School of International Relations and Pacific Studies	.057	.224 (56)	-.382	.497
Division of Physical Sciences	-.068	.079 (339)	-.223	.088
Scripps Institution of Oceanography	-.031	.097 (221)	-.221	.159
School of Medicine	-.217 *	.077 (544)	-.368	-.067
Division of Social Sciences (excludes Economics)	-.086	.054 (393)	-.193	.020
Department of Economics	-.151	.168 (60)	-.480	.178
<u>Individual departments with significant gender coefficients</u>				
Department of Bioengineering	-.341 *	.073 (19)	-.484	-.199
Department of Physics	-.396 *	.129 (123)	-.648	-.143
Departments of History, Literature and Music	-.131 *	.059 (283)	-.246	-.064

* Significant at the 95% or greater confidence level.

Table C
Gender Coefficient Summary of Starting Salary Regression Results

Campus Unit	Gender Coefficient	Standard Error (n)	95% Confidence Interval	
			Lower	Upper
<u>Entire campus faculty appointed in years</u>				
1956-2000	-.073 *	.021 (968)	-.115	-.031
1956-1996	-.084 *	.025 (805)	-.133	-.034
1997-2000	-.020	.029 (163)	-.077	.038
<u>Faculty appointed in years 1956-2000</u>				
Division of Arts and Humanities	-.071 *	.027 (165)	-.124	-.017
Departments of History, Literature and Music	-.090 *	.040 (107)	-.169	-.010
Division of Biology	-.041	.066 (60)	-.174	.091
Jacobs School of Engineering	-.047	.031 (131)	-.109	.015
Graduate School of International Relations and Pacific Studies	-.105	.108 (22)	-.334	.125
Division of Physical Sciences	-.056	.048 (130)	-.150	.038
Scripps Institution of Oceanography	-.025	.039 (81)	-.102	.052
School of Medicine	-.177	.100 (204)	-.373	.020
Division of Social Sciences (excludes Economics)	-.031	.025 (150)	-.081	.019
Department of Economics	-.107	.076 (25)	-.265	.051

* Significant at the 95% or greater confidence level.