

Faculty Compensation Analysis Academic Year 2019-2020



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This report explores the effects of gender, race/ethnicity, educational degree, academic rank, fellowship training, and length of hire on fixed salary and total compensation. We performed select analyses by department in order to remove specialty bias. Chairs and associate dean-level faculty were excluded.

In summary, when considering departments with at least 5 faculty members and faculty of both genders are present, the majority had no statistical difference between gender in regards to fixed salary (86%; n=12/14) or total compensation (83%; n=10/12) (when controlling for other factors). Estimates for the effect of each factor on fixed salary and total compensation is detailed on departmental briefs starting on page 4.

Data for Office of the Dean, Ophthalmology, and Urology were not analyzed as department size is less than 5.

Data included 420 faculty employed during the academic year 2019-2020 after removing chairs and associate/assistant dean-level faculty. We removed faculty with non-clinical positions and missing salary or compensation data, leaving 407 faculty in the final data set. Total compensation analyses further removed faculty hired after January 1, 2019 to allow for appropriate standardization described below, resulting in a sample size of 346 faculty.

Due to differences in pay between specialties, we stratified analyses by departments. Fixed salary with supplements and total compensation were the outcomes of interest, and were analyzed independently. We standardized both outcomes to reflect FTE 1.0 for all faculty (Adjusted Fixed Salary= fixed salary with supplements/FTE; Adjusted Total Compensation= total compensation/FTE).

Natural log transformation on the standardized outcomes was used to approximate the normal distribution, allowing model assumptions to be met. The interpretation of the estimates using the log-transformed outcome are the multiplicative differences between male vs. female faculty and presented as cents on a dollar. Multivariable models included gender, race, ethnicity, degree, academic rank (assistant/associate professor vs. full professor), fellowship training, and length of hire.

Factorial analysis of variance models were used to assess FTE adjusted-log transformed outcomes with Tukey-Kramer adjustment method for multiple comparisons, when appropriate. Interaction models were performed to assess the effects between gender and other stated factors on fixed salary outcome (data not shown). Departments where sample size is less than 20 faculty were analyzed with one-way analysis of variance models to reduce the possibility of over-parameterizing the model. Departments with sample size less than five are not included in this report.

Faculty were categorized as below AAMC* 50th percentile, in 50th- 75th percentile, or above 75th percentile according to their respective AAMC fixed salary estimate and AAMC total compensation estimate. Chi-squared test of independence or Fisher's exact test were used to assess differences in gender, race or ethnicity distributions and AAMC fixed salary percentile and AAMC total compensation percentile, as well as the presence or absence of extra duty and admin supplement. Distributions of extra duty and admin supplement are presented as proportion rounded to the nearest decile. 16 faculty did not have AAMC fixed salary data and were excluded from AAMC fixed salary analyses.

*AAMC defines total compensation to include fixed/contractual salary, administrative supplements, bonus/incentive pay, and uncontrolled outside earnings so when comparing benchmarks to your own compensation, you should consider all salary and other payments you receive through UF payroll. This may include:

- Fixed salary (include administrative supplements) paid bi-weekly
- All other payments including, but not limited to:
 - Incentive payments for clinical productivity
 - Contractual incentives
 - Payments for extra clinical work like call pay, extra duty, North consults, outside clinical work through UF contract.

Total compensation does not take into account the benefits we enjoy as University of Florida employees, such as employer-paid premiums for health, AD&D, disability, and life insurance; and a 5.14% employer contribution towards retirement. The employer-paid cost to the Fringe Benefit Pool account for 18.8% of faculty salary during FY20. The pooled rates include the following employer costs of taxes and benefits: FICA OASDI (Social Security); FICA Medical; Health Insurance (including graduate assistant and postdoctoral associates health insurance); Retirement; Life Insurance; Clinical Disability Insurance; Worker's Compensation; Unemployment Compensation; Eligible Leave Cash Outs; Paid Parental Leave payments.

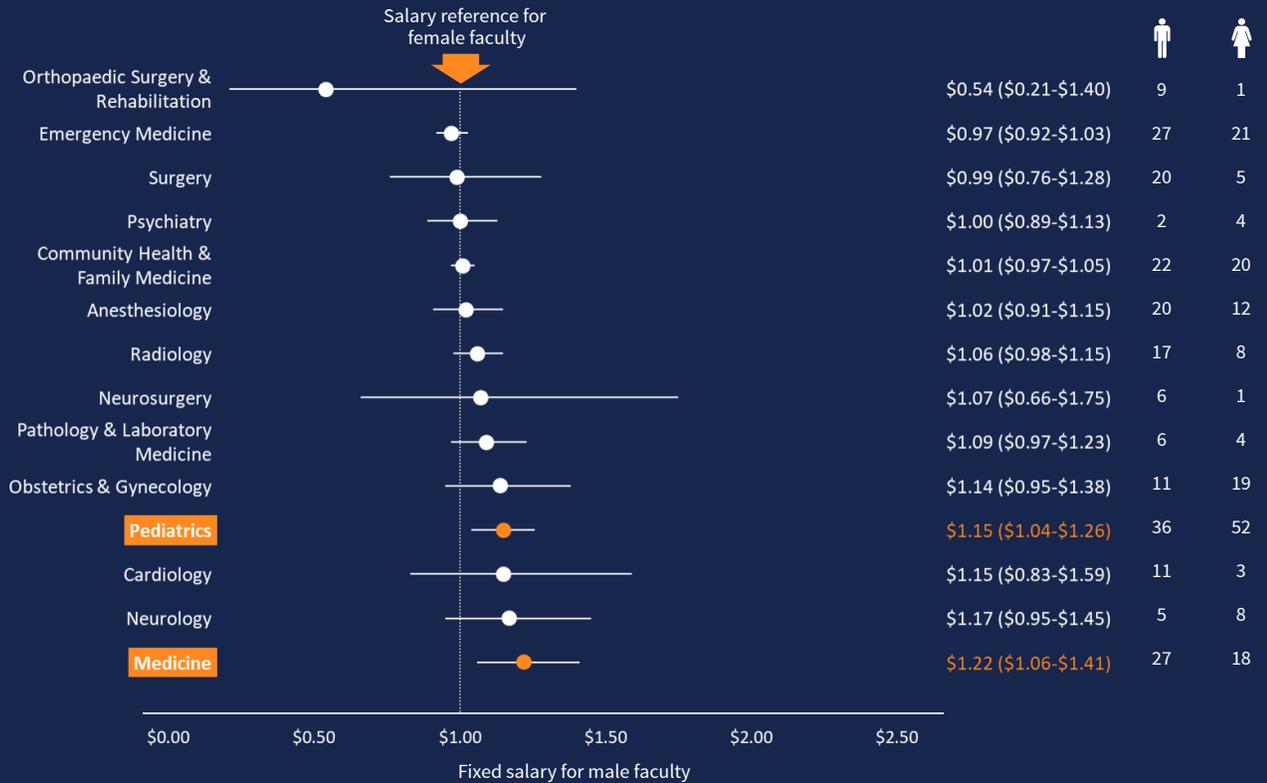
Summary

Gender equality estimates

Male estimates and their confidence intervals are graphed relative to the female reference line. The point estimate indicates how much a male earns for every dollar a female earns. To the left of the reference line, males earn less than females and to the right males earn more than females. For example, in fixed salary for Surgery, males earn \$0.99 for every dollar females earn, and it could be as low as \$0.76 or as high as \$1.28.

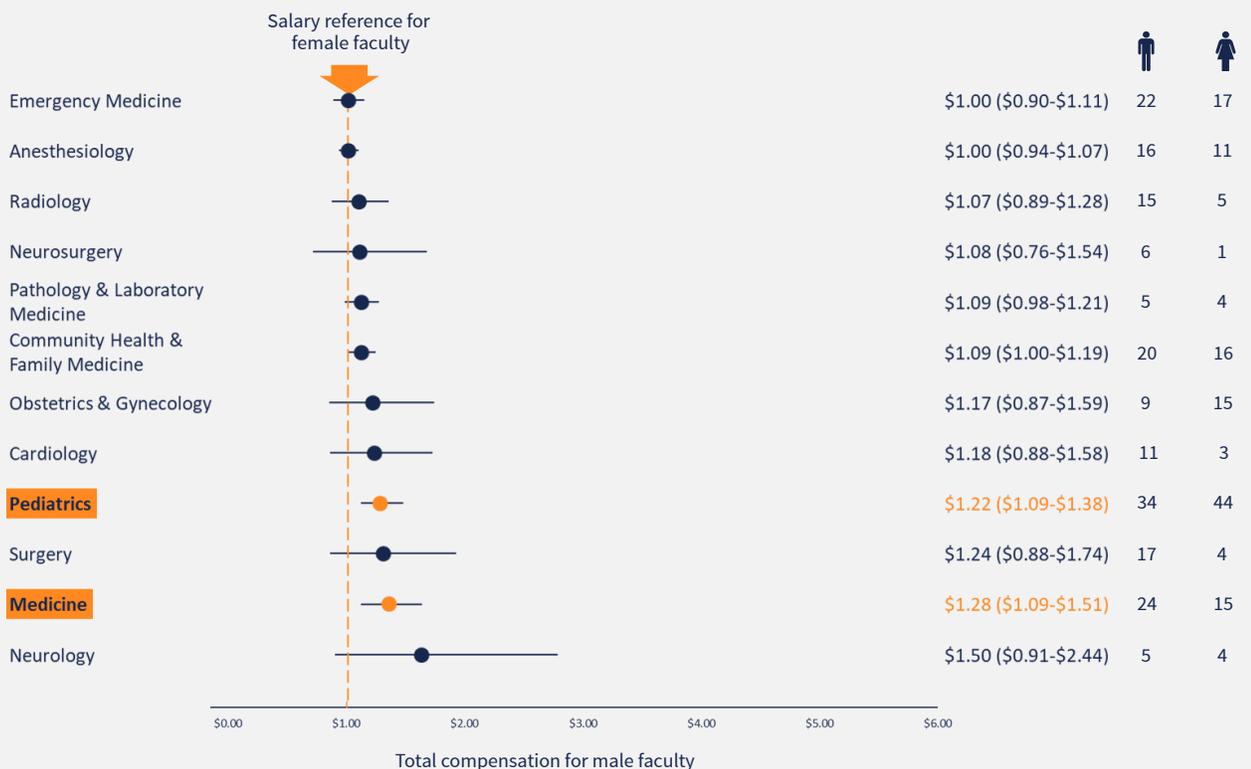
Fixed Salary

Fixed salary is defined as base salary and administrative supplements, paid bi-weekly.



Total Compensation

Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, & outside clinical work through UF contract.



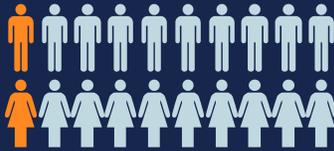
Note: After removing faculty hired after Jan 1, 2019, Psychiatry does not meet sample size requirements & Orthopaedic Surgery and Rehabilitation does not have a female comparator.

Proportions of male and female faculty receiving extra duty pay are depicted by department below. A chi-square analysis demonstrated that there are no statistical significance* between genders in receiving extra duty pay. Race, ethnicity, education degree, fellowship, academic rank, and length of hire were also examined. Statistically significant factors, if any, are depicted below. Distributions are rounded to the nearest decile.

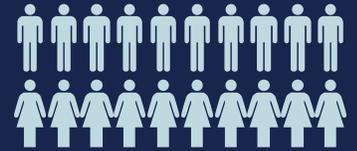
Anesthesiology



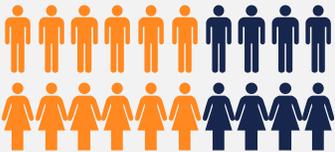
Community Health & Family Medicine



Cardiology



Emergency Medicine

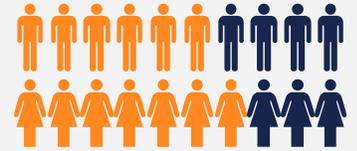


Medicine



Faculty with fellowship training are more likely to obtain extra duty pay

Obstetrics & Gynecology



Faculty without fellowship training are more likely to obtain extra duty pay

Pediatrics



Radiology

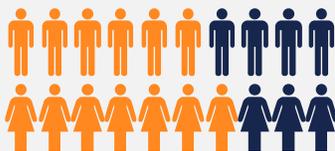


Faculty with fellowship training are more likely to obtain extra duty pay

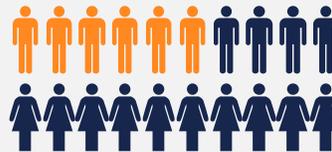
Surgery



Neurology



Neurosurgery



Faculty with 5 years or less of service are more likely to obtain extra duty pay

Oral & Maxillofacial Surgery



Orthopaedic Surgery & Rehabilitation



Pathology & Laboratory Medicine



Psychiatry



*statistical significance at <math><0.05</math>

● denotes recipient of extra duty pay

Proportions of male and female faculty receiving administrative supplements are depicted by department below. A chi-square analysis demonstrated that there is no statistical significance* between genders in receiving administrative supplement. Race, ethnicity, education degree, fellowship, academic rank, and length of hire were also examined. Statistically significant factors, if any, are depicted below. Distributions are rounded to the nearest decile.

Anesthesiology



African American faculty or faculty are more likely to receive admin supplement

Community Health & Family Medicine



Cardiology



Emergency Medicine



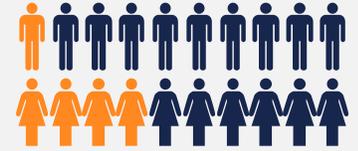
Professors are more likely to receive admin supplement

Medicine



Professors or faculty with 11-15 years of service are more likely to receive admin supplement

Obstetrics & Gynecology



Non-Caucasian/non-African American faculty are more likely to receive admin supplement

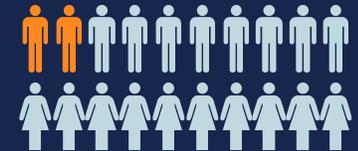
Pediatrics



Radiology



Surgery



Faculty with 6-10 years of service are more likely to receive admin supplement

Neurology



Neurosurgery



Oral & Maxillofacial Surgery



Orthopaedic Surgery & Rehabilitation



Pathology & Laboratory Medicine



Psychiatry



*statistical significance at <0.05 ● denotes recipient of extra duty pay

Fixed Salary

None of the factors have demonstrated statistical significance in influencing faculty salary.



Gender

Males (n=20) earn **\$0.02 more** on a dollar compared to females (n=12).

Caucasians (n=25) earn:

- **\$0.01 less** on a dollar compared to African Americans (n=1),
- **\$0.04 more** on a dollar compared to non-Caucasians/non-African Americans (n=6).

Non-Hispanics (n=27) earn:

- **\$0.02 less** on a dollar compared to Hispanics (n=4).
- **\$0.03 less** on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBSs (n=24) earn

- **\$0.04 less** on a dollar compared to those with additional Masters degree(s) (n=5),
- **\$0.03 less** on a dollar compared to those with additional Doctorate degree (n=3).

- Male professors (n=1) earn **\$0.08 more** on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=19) earn **\$0.01 more** on a dollar compared to female associate/assistant professors (n=11).

Those with fellowships earn (n=12) earn **\$0.04 less** on a dollar compared to those without fellowships (n=20).

Those with more than 15 years of service (n=2) earn:

- **\$0.10 more** on a dollar compared to those who have 5 years or less of service (n=19)
- **\$0.06 more** on a dollar compared to those with 6-10 years of service (n=9),
- **\$0.09 more** on a dollar compared to those with 11-15 years of service (n=2).

Total Compensation

Statistically significant associations were found between at least one level of **ethnicity, length of hire,** and faculty total compensation.

Males (n=16) earn **the same** compared to females (n=11).

Caucasians (n=21) earn:

- **\$0.02 more** on a dollar compared to African Americans (n=1),
- **\$0.09 more** on a dollar compared to non-Caucasians/non-African Americans (n=5).

Non-Hispanics (n=25) earn:

- **\$0.28 more*** on a dollar compared to Hispanics (n=2).

MDs, DOs, MBBSs (n=20) earn

- **\$0.06 less** on a dollar compared to those with additional Masters degree(s) (n=5),
- **\$0.07 less** on a dollar compared to those with additional Doctorate degree (n=2).

- Male professors (n=1) earn **\$0.02 less** on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=15) earn **the same** compared to female associate/assistant professors (n=10).

Those with fellowships earn (n=10) earn **\$0.03 less** on a dollar compared to those without fellowships (n=17).

Those with more than 15 years of service (n=2) earn:

- **\$0.43 more*** on a dollar compared to those who have 5 years or less of service (n=14)
- **\$0.41 more*** on a dollar compared to those with 6-10 years of service (n=9),
- **\$0.16 more** on a dollar compared to those with 11-15 years of service (n=2).



Race & Ethnicity



Degree



Academic Rank



Fellowship



Length of Hire

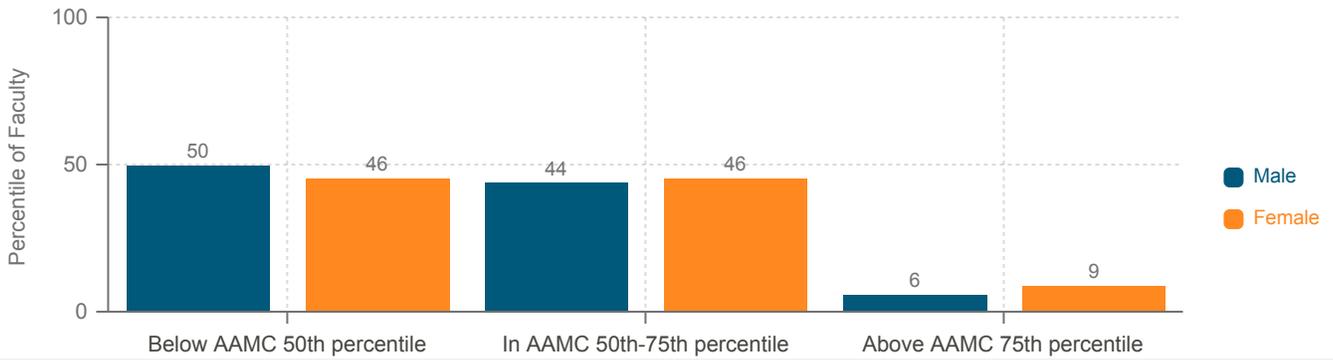
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.

*statistical significance at <0.05 (adjusted for multiple comparisons where appropriate)

>> Total Compensation



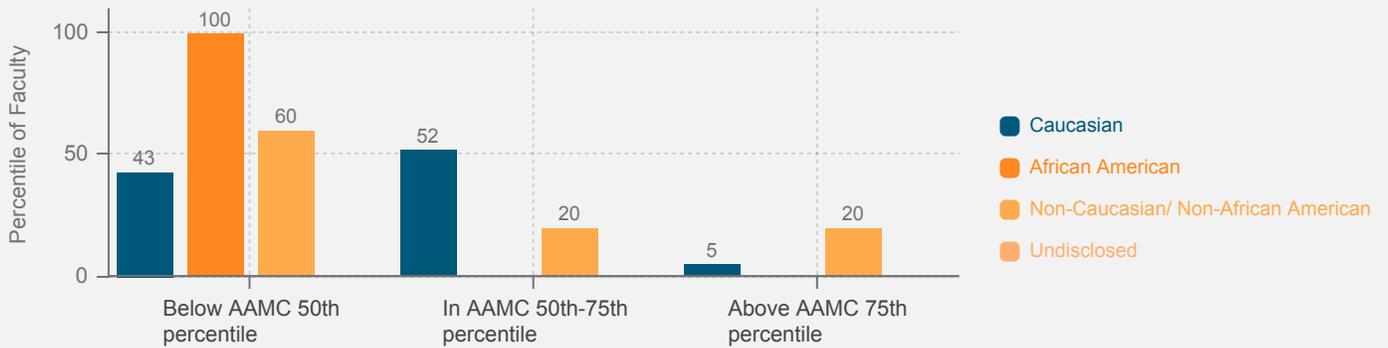
Distribution of AAMC percentile by gender



>> Total Compensation



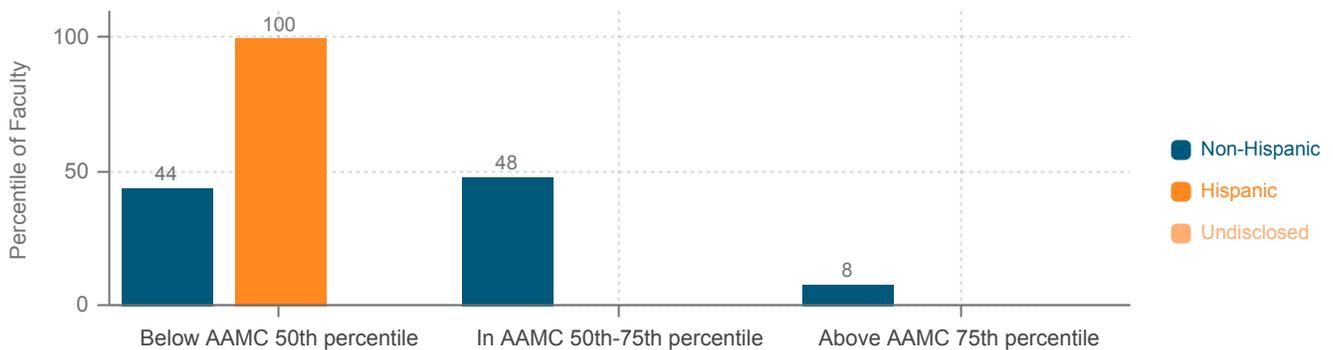
Distribution of AAMC percentile by race



>> Total Compensation



Distribution of AAMC percentile by ethnicity



Fixed Salary

Statistically significant associations were found between at least one level of **race, length of hire,** and faculty salary.

Total Compensation

Statistically significant associations were found between at least one level of **length of hire** and faculty total compensation.



Gender

Males (n=22) earn **\$0.01 more** on a dollar compared to females (n=20).

Males (n=20) earn **\$0.09 more** on a dollar compared to females (n=16).



Race & Ethnicity

Caucasians (n=25) earn:

- **\$0.09 less*** on a dollar compared to African Americans (n=7),
- **\$0.04 less** on a dollar compared to non-Caucasians/non-African Americans (n=9),
- **\$0.06 less** on a dollar compared to undisclosed race (n=1).

Caucasians (n=24) earn:

- **\$0.09 more** on a dollar compared to African Americans (n=6),
- **\$0.03 more** on a dollar compared to non-Caucasians/non-African Americans (n=6).

Non-Hispanics (n=31) earn:

- **\$0.03 less** on a dollar compared to Hispanics (n=10).
- **\$0.07 less** on a dollar compared to undisclosed ethnicity (n=1).

Non-Hispanics (n=26) earn:

- **\$0.03 more** on a dollar compared to Hispanics (n=10).



Fellowship

Those with fellowships earn (n=4) earn **\$0.02 less** on a dollar compared to those without fellowships (n=38).

Those with fellowships earn (n=3) earn **\$0.04 more** on a dollar compared to those without fellowships (n=33).



Length of Hire

Those with more than 15 years of service (n=12) earn:

- **\$0.18 more*** on a dollar compared to those who have 5 years or less of service (n=18)
- **\$0.09 more** on a dollar compared to those with 6-10 years of service (n=6),
- **\$0.04 more** on a dollar compared to those with 11-15 years of service (n=6).

Those with more than 15 years of service (n=12) earn:

- **\$0.35 more*** on a dollar compared to those who have 5 years or less of service (n=12)
- **\$0.11 more** on a dollar compared to those with 6-10 years of service (n=6),
- **\$0.10 more** on a dollar compared to those with 11-15 years of service (n=6).



Degree

All faculty have equivalent medical degrees.



Academic Rank

All faculty members included in analyses are assistant professors.

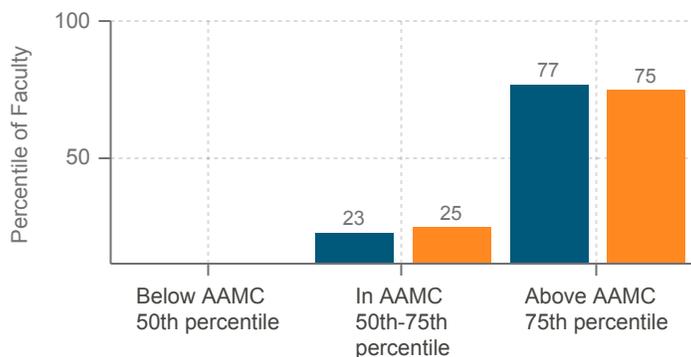
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.

*statistical significance at <0.05 (adjusted for multiple comparisons where appropriate)

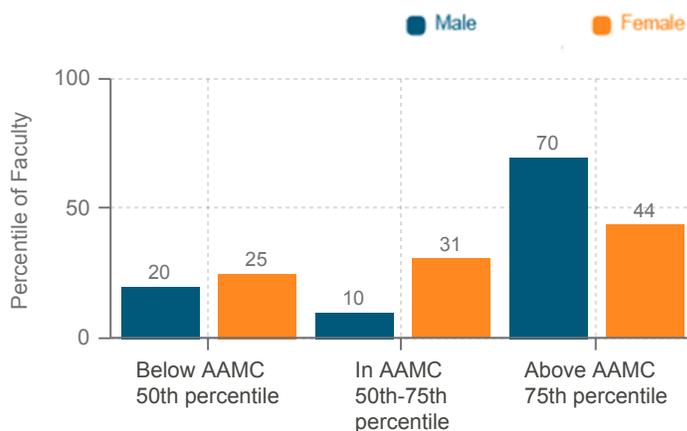


Distribution of AAMC percentile by gender

Fixed Salary

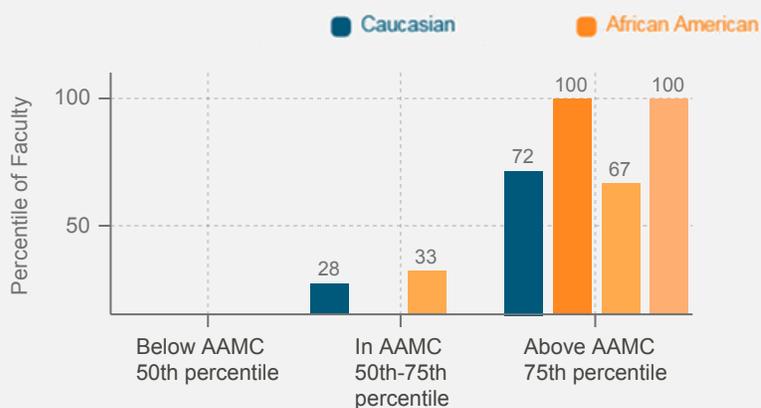


Total Compensation

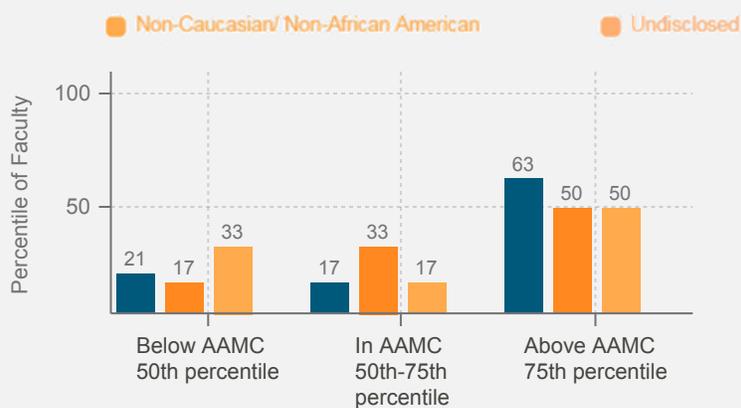


Distribution of AAMC percentile by race

Fixed Salary

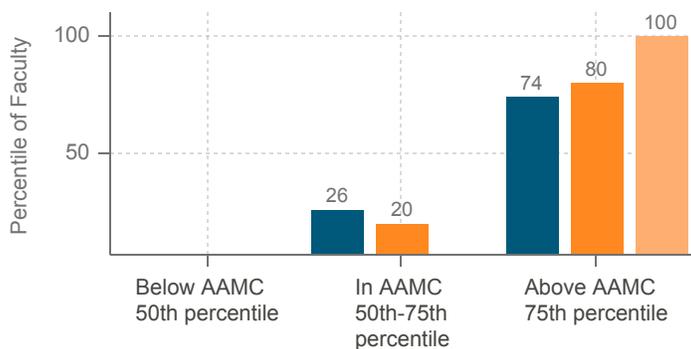


Total Compensation

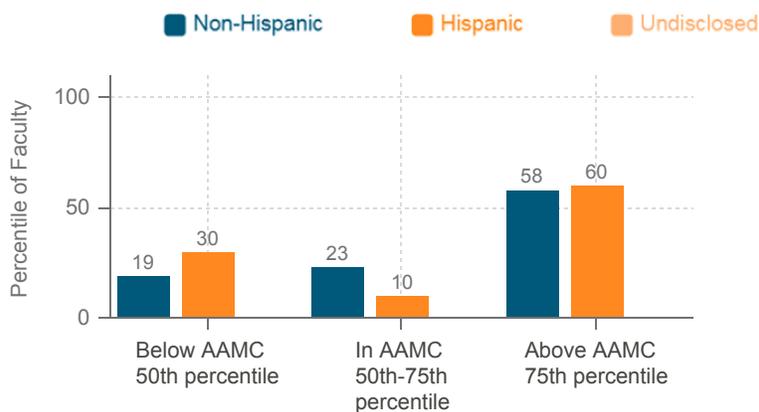


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Emergency Medicine

Multivariable model controlling for gender, race, ethnicity, educational degree, academic rank, fellowship, and length of hire

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Fixed Salary

Statistically significant associations were found between at least one level of **educational degree**, and faculty salary.



Gender

Males (n=27) earn **\$0.03 less** on a dollar compared to females (n=21).

Caucasians (n=39) earn:

- **\$0.01 more** on a dollar compared to African Americans (n=3), and
- **\$0.05 more** on a dollar compared to non-Caucasians/non-African Americans (n=6).

Non-Hispanics (n=45) earn:

- **\$0.05 more** on a dollar compared to Hispanics (n=3).

MDs (n=35) earn

- **the same** compared to those with additional Masters degree(s) (n=10),
- **\$0.01 less** on a dollar compared to those with additional Doctorate degree (n=1),
- **\$0.58 more*** on a dollar compared to those with solely a Doctorate degree (n=2).

- Male professors (n=5) earn **\$0.10 less** on a dollar compared to female professors (n=3).
- Male associate/assistant professors (n=22) earn **\$0.01 less** on a dollar compared to female associate/assistant professors (n=18).

Those with fellowships earn (n=14) earn **\$0.02 less** on a dollar compared to those without fellowships (n=34).

Those with more than 15 years of service (n=10) earn:

- **\$0.08 more** on a dollar compared to those who have 5 years or less of service (n=21)
- **\$0.10 more** on a dollar compared to those with 6-10 years of service (n=11), and
- **the same** compared to those with 11-15 years of service (n=6).

Total Compensation

None of the factors have demonstrated statistical significance in influencing faculty total compensation.

Males (n=22) earn **the same** compared to females (n=17).

Caucasians (n=31) earn:

- **the same** compared to African Americans (n=3), and
- **\$0.09 more** on a dollar compared to non-Caucasians/non-African Americans (n=5).

Non-Hispanics (n=36) earn:

- **\$0.08 more** on a dollar compared to Hispanics (n=3).

MDs (n=29) earn

- **\$0.04 more** on a dollar compared to those with additional Masters degree(s) (n=8),
- **\$0.14 more** on a dollar compared to those with additional Doctorate degree (n=1),
- **\$0.59 more** on a dollar compared to those with solely a Doctorate degree (n=1).

- Male professors (n=5) earn **\$0.02 less** on a dollar compared to female professors (n=3).
- Male associate/assistant professors (n=17) earn **\$0.01 more** on a dollar compared to female associate/assistant professors (n=14).

Those with fellowships earn (n=12) earn **\$0.03 less** on a dollar compared to those without fellowships (n=27).

Those with more than 15 years of service (n=10) earn:

- **\$0.14 more** on a dollar compared to those who have 5 years or less of service (n=12)
- **\$0.15 more** on a dollar compared to those with 6-10 years of service (n=11), and
- **\$0.14 more** on a dollar compared to those with 11-15 years of service (n=6).



Race & Ethnicity



Degree



Academic Rank



Fellowship



Length of Hire

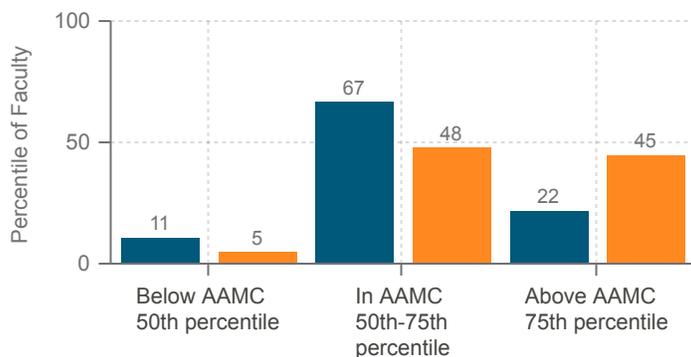
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.

*statistical significance at <0.05 (adjusted for multiple comparisons where appropriate)

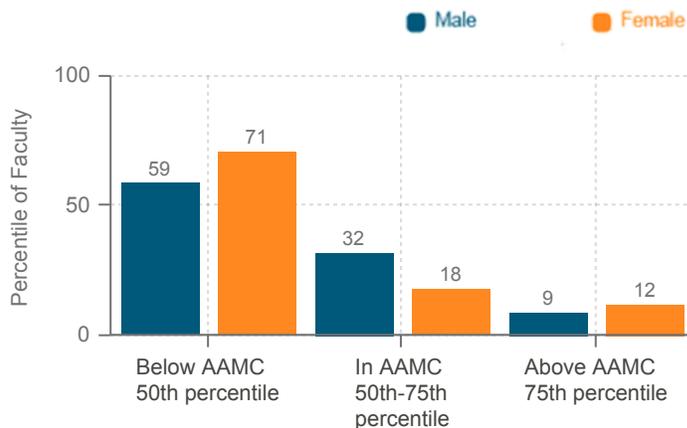


Distribution of AAMC percentile by gender

Fixed Salary

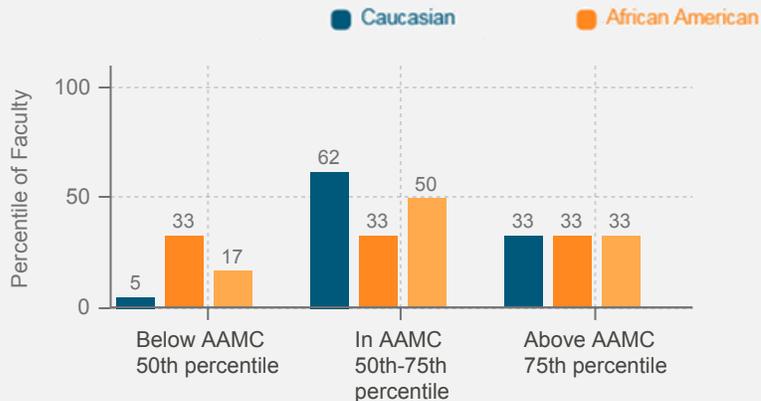


Total Compensation

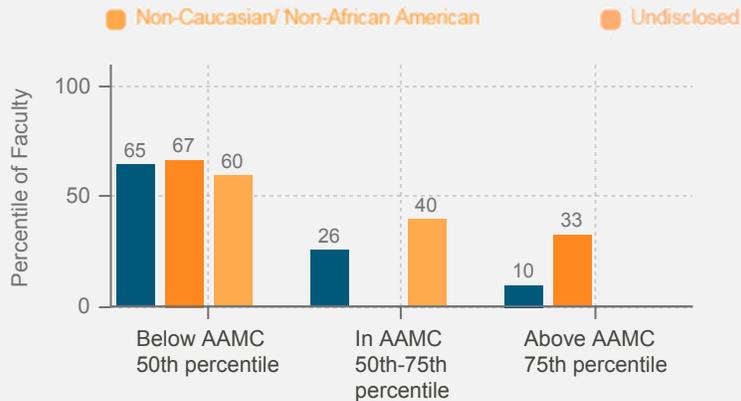


Distribution of AAMC percentile by race

Fixed Salary

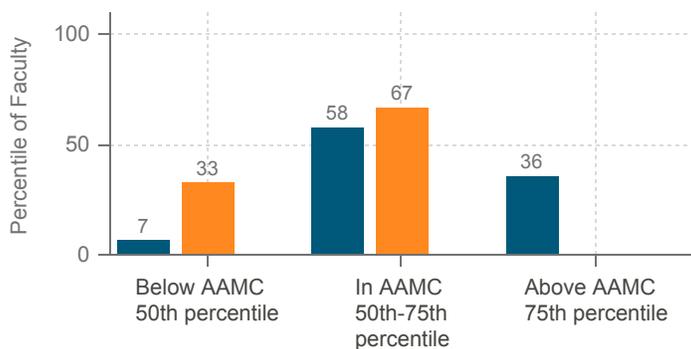


Total Compensation

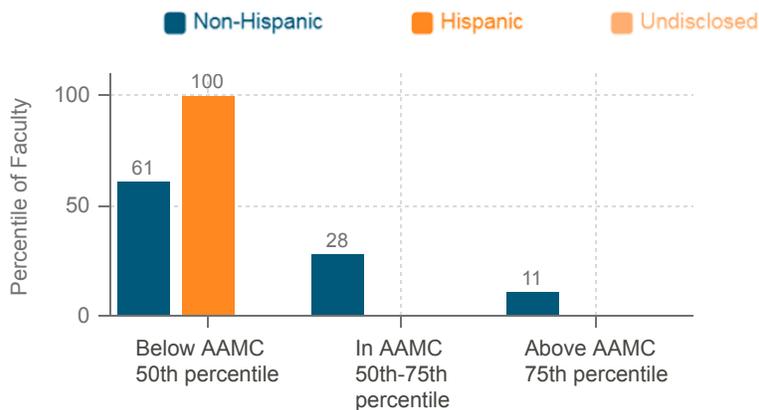


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

Statistically significant associations were found between **gender**, at least one level of **length of hire**, and faculty salary.



Gender

Males (n=27) earn **\$0.22 more*** on a dollar compared to females (n=18).

Caucasians (n=27) earn:

- **\$0.03 more** on a dollar compared to African Americans (n=2),
- **\$0.16 more** on a dollar compared to non-Caucasians/non African-Americans (n=16).

Non-Hispanics (n=40) earn:

- **\$0.08 more** on a dollar compared to Hispanics (n=4).
- **\$0.33 more** on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBs, MBChBs (n=41) earn

- **\$0.16 more** on a dollar compared to those with additional Masters degree(s) (n=4).



Degree

- All professors are male (n=12).
- Male associate/assistant professors (n=15) earn **\$0.22 more** on a dollar compared to female associate/assistant professors (n=18).



Academic Rank

Those with fellowships earn (n=35) earn **\$0.05 more** on a dollar compared to those without fellowships (n=10).



Fellowship

Those with more than 15 years of service (n=11) earn:

- **\$0.22 less*** on a dollar compared to those who have 5 years or less of service (n=24)
- **\$0.29 less*** on a dollar compared to those with 6-10 years of service (n=6),
- **\$0.09 more** on a dollar compared to those with 11-15 years of service (n=4).



Length of Hire

Total Compensation

Statistically significant associations were found between **gender**, **fellowship**, at least one level of **race**, and faculty total compensation.

Males (n=24) earn **\$0.28 more*** on a dollar compared to females (n=15).

Caucasians (n=25) earn:

- **\$0.15 more** on a dollar compared to African Americans (n=2),
- **\$0.27 more*** on a dollar compared to non-Caucasians/non African-Americans (n=12).

Non-Hispanics (n=34) earn:

- **\$0.08 more** on a dollar compared to Hispanics (n=4).
- **\$0.32 more** on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBs, MBChBs (n=35) earn

- **\$0.19 more** on a dollar compared to those with additional Masters degree(s) (n=4).

- All professors are male (n=11).
- Male associate/assistant professors (n=13) earn **\$0.28 more** on a dollar compared to female associate/assistant professors (n=15).

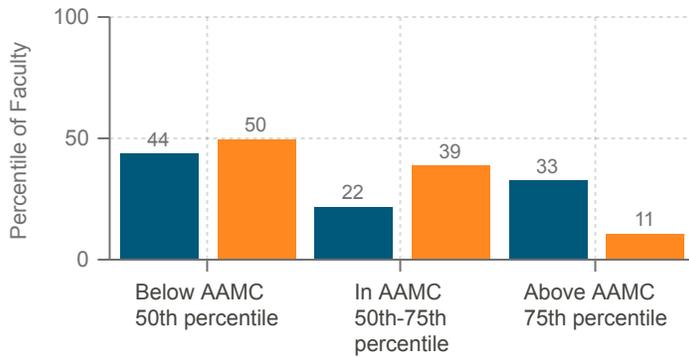
Those with fellowships earn (n=30) earn **\$0.24 more*** on a dollar compared to those without fellowships (n=9).

Those with more than 15 years of service (n=11) earn:

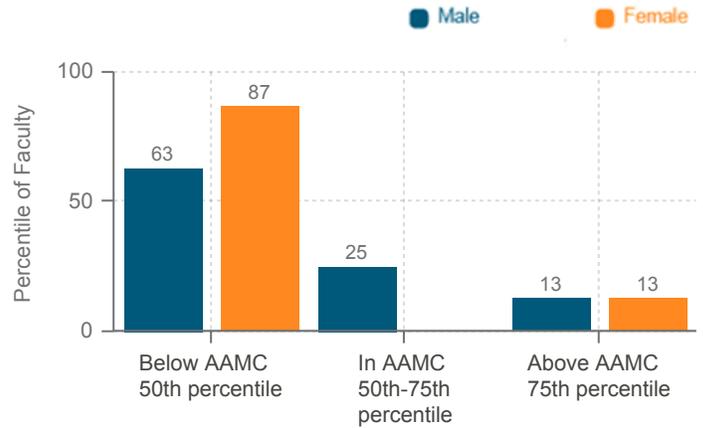
- **\$0.03 less** compared to those who have 5 years or less of service (n=18)
- **\$0.16 less** on a dollar compared to those with 6-10 years of service (n=6),
- **\$0.28 more** on a dollar compared to those with 11-15 years of service (n=4).

 Distribution of AAMC percentile by gender

Fixed Salary

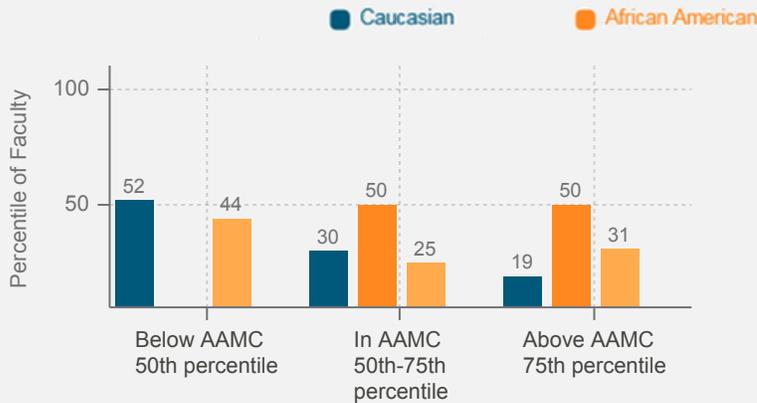


Total Compensation

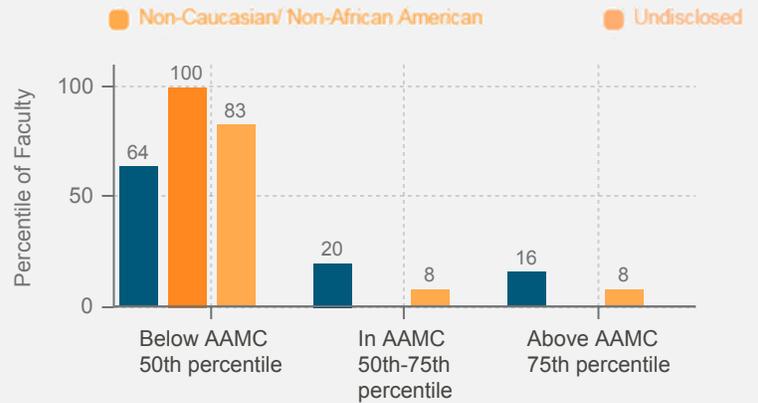


 Distribution of AAMC percentile by race

Fixed Salary

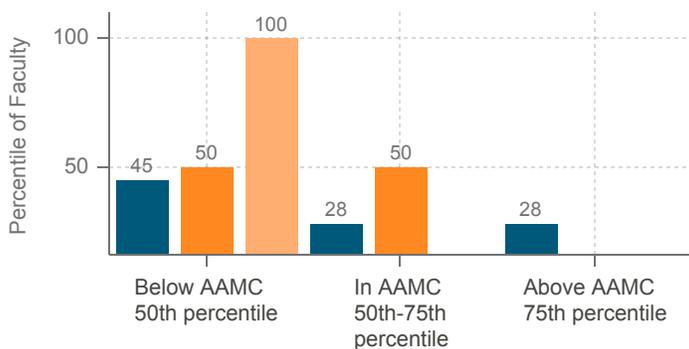


Total Compensation

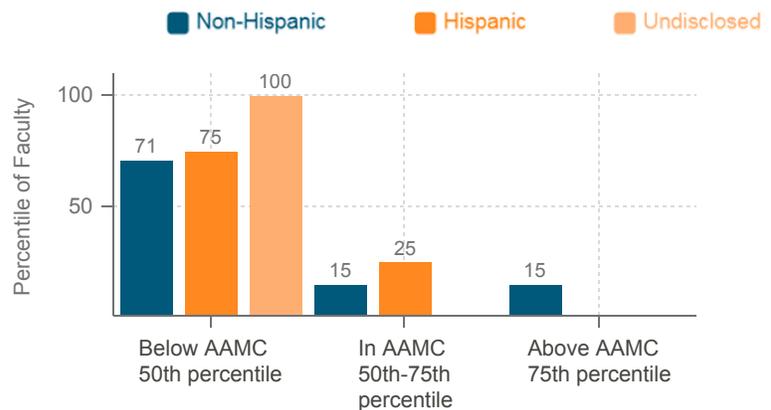


 Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

Statistically significant associations were found between **fellowship training** and faculty salary.



Gender

Males (n=11) earn **\$0.14 more** on a dollar compared to females (n=19).

Caucasians (n=19) earn:

- **\$0.01 more** on a dollar compared to African Americans (n=8),
- **\$0.17 less** on a dollar compared to non-Caucasians/non-African Americans (n=3).

Non-Hispanics (n=28) earn:

- **\$0.22 more** on a dollar compared to Hispanics (n=1).
- **\$0.19 more** on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs (n=26) earn

- **\$0.12 more** on a dollar compared to those with additional Masters degree(s) (n=3),
- **\$0.32 more** on a dollar compared to those with additional Doctorate degree (n=1).

- All professors are male (n=4).
- Male associate/assistant professors (n=7) earn **\$0.14 more** on a dollar compared to female associate/assistant professors (n=19).

Those with fellowships earn (n=11) earn **\$0.29 more*** on a dollar compared to those without fellowships (n=19).

Those with more than 15 years of service (n=6) earn:

- **\$0.14 more** on a dollar compared to those who have 5 years or less of service (n=20)
- **\$0.09 more** on a dollar compared to those with 6-10 years of service (n=1), and
- **\$0.04 more** on a dollar compared to those with 11-15 years of service (n=3).

Total Compensation

None of the factors have demonstrated statistical significance in influencing faculty total compensation.

Males (n=9) earn **\$0.17 more** on a dollar compared to females (n=15).

Caucasians (n=14) earn:

- **\$0.07 less** on a dollar compared to African Americans (n=7),
- **\$0.14 more** on a dollar compared to non-Caucasians/non-African Americans (n=3).

Non-Hispanics (n=22) earn:

- **\$0.49 more** on a dollar compared to Hispanics (n=1).
- **\$0.15 less** on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs (n=21) earn

- **\$0.10 less** on a dollar compared to those with additional Masters degree(s) (n=2),
- **\$0.56 more** on a dollar compared to those with additional Doctorate degree (n=1).

- All professors are male (n=4).
- Male associate/assistant professors (n=5) earn **\$0.17 more** on a dollar compared to female associate/assistant professors (n=15).

Those with fellowships earn (n=8) earn **\$0.24 more** on a dollar compared to those without fellowships (n=16).

Those with more than 15 years of service (n=6) earn:

- **\$0.39 more** on a dollar compared to those who have 5 years or less of service (n=14)
- **\$0.14 more** on a dollar compared to those with 6-10 years of service (n=1), and
- **\$0.14 more** on a dollar compared to those with 11-15 years of service (n=3).



Degree



Academic Rank



Fellowship

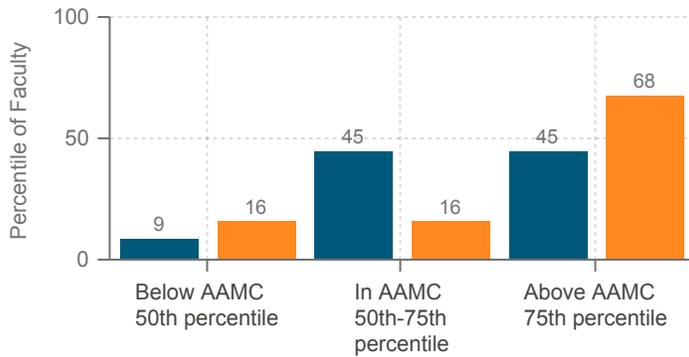


Length of Hire

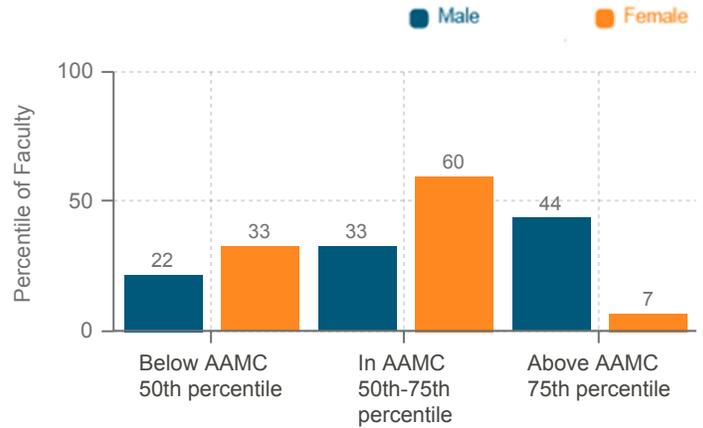


Distribution of AAMC percentile by gender

Fixed Salary

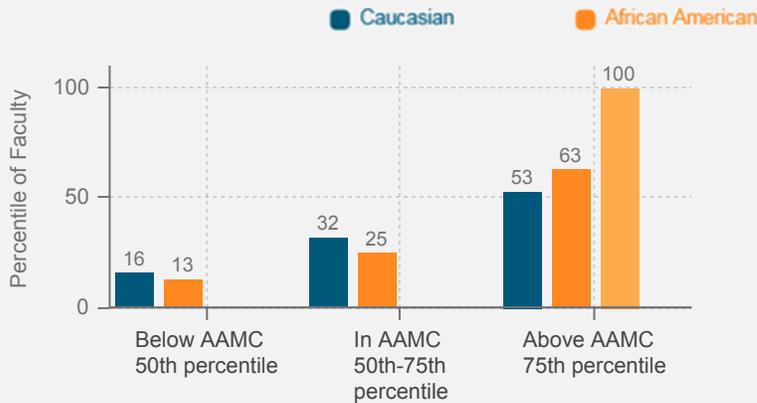


Total Compensation

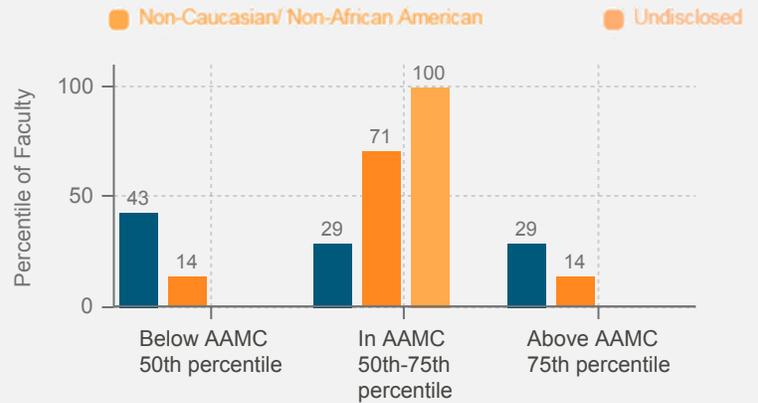


Distribution of AAMC percentile by race

Fixed Salary

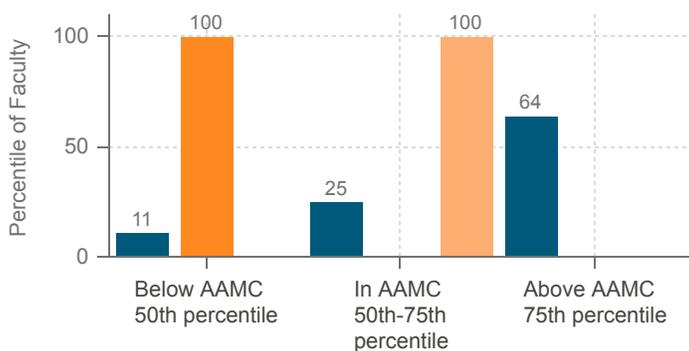


Total Compensation

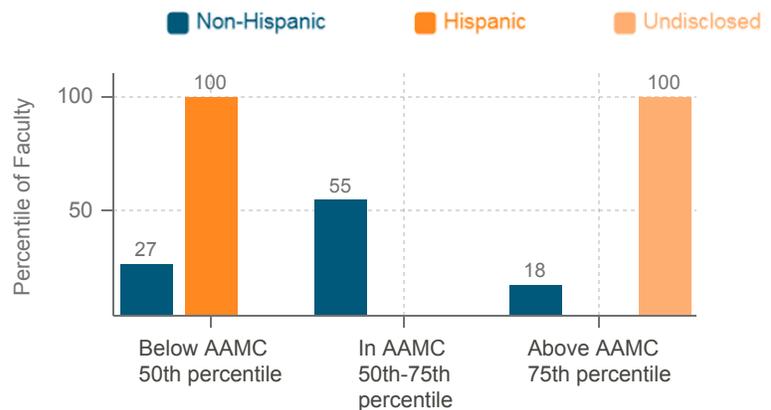


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

Statistically significant associations were found between **gender, fellowship**, at least one level of **academic rank, educational degree**, and faculty salary.



Gender

Males (n=36) earn **\$0.15 more*** on a dollar compared to females (n=52).

Caucasians (n=51) earn:

- **\$0.10 more** on a dollar compared to African Americans (n=8), and
- **\$0.04 more** on a dollar compared to non Caucasians/non African-Americans (n=6).

Non-Hispanics (n=71) earn:

- **\$0.15 more** on a dollar compared to Hispanics (n=11).
- **\$0.03 more** on a dollar compared to undisclosed ethnicity (n=6).

MDs, DOs, MBBSs (n=74) earn

- **\$0.01 less** on a dollar compared to those with additional Masters degree(s) (n=10),
- **\$0.06 less** on a dollar compared to those with additional Doctorate degree (n=3),
- **\$1.08 more*** on a dollar compared to those with solely a Doctorate degree (n=1).

- Male professors (n=9) earn **\$0.44 more*** on a dollar compared to female professors (n=5).
- Male associate/assistant professors (n=27) earn **\$0.09 more** on a dollar compared to female associate/assistant professors (n=47).

Those with fellowships earn (n=54) earn **\$0.26 more*** on a dollar compared to those without fellowships (n=34).

Those with more than 15 years of service (n=25) earn:

- **\$0.05 more** on a dollar compared to those who have 5 years or less of service (n=30)
- **\$0.14 more** on a dollar compared to those with 6-10 years of service (n=19), and
- **\$0.10 more** on a dollar compared to those with 11-15 years of service (n=14).

Total Compensation

Statistically significant associations were found between **gender, fellowship**, at least one level of **educational degree**, and faculty total compensation.

Males (n=34) earn **\$0.22 more*** on a dollar compared to females (n=44).

Caucasians (n=46) earn:

- **\$0.16 more** on a dollar compared to African Americans (n=7), and
- **\$0.01 more** on a dollar compared to non Caucasians/non African-Americans (n=25).

Non-Hispanics (n=64) earn:

- **\$0.10 more** on a dollar compared to Hispanics (n=8).
- **\$0.02 more** on a dollar compared to undisclosed ethnicity (n=6).

MDs, DOs, MBBSs (n=68) earn

- **\$0.05 less** on a dollar compared to those with additional Masters degree(s) (n=7),
- **\$0.05 less** on a dollar compared to those with additional Doctorate degree (n=2),
- **\$1.17 more*** on a dollar compared to those with solely a Doctorate degree (n=1).

- Male professors (n=8) earn **\$0.46 more** on a dollar compared to female professors (n=5).
- Male associate/assistant professors (n=26) earn **\$0.17 more** on a dollar compared to female associate/assistant professors (n=39).

Those with fellowships earn (n=48) earn **\$0.16 more*** on a dollar compared to those without fellowships (n=30).

Those with more than 15 years of service (n=25) earn:

- **\$0.01 more** on a dollar compared to those who have 5 years or less of service (n=20)
- **\$0.15 more** on a dollar compared to those with 6-10 years of service (n=19), and
- **\$0.03 more** on a dollar compared to those with 11-15 years of service (n=14).



Race & Ethnicity



Degree



Academic Rank



Fellowship

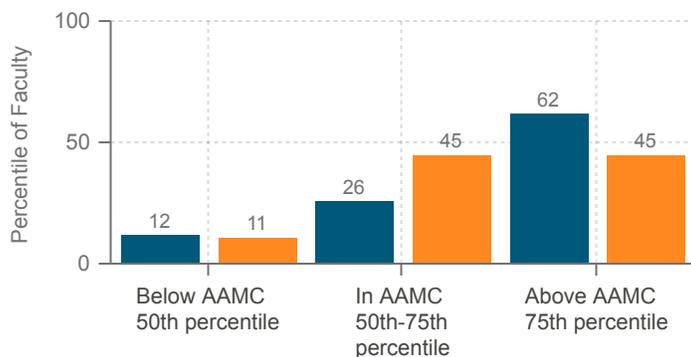


Length of Hire

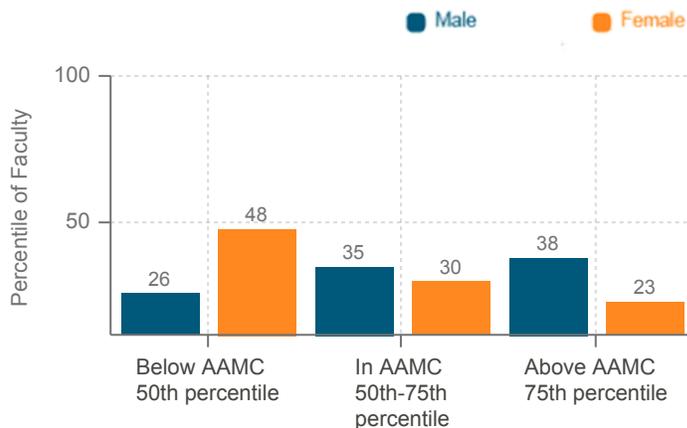


Distribution of AAMC percentile by gender

Fixed Salary

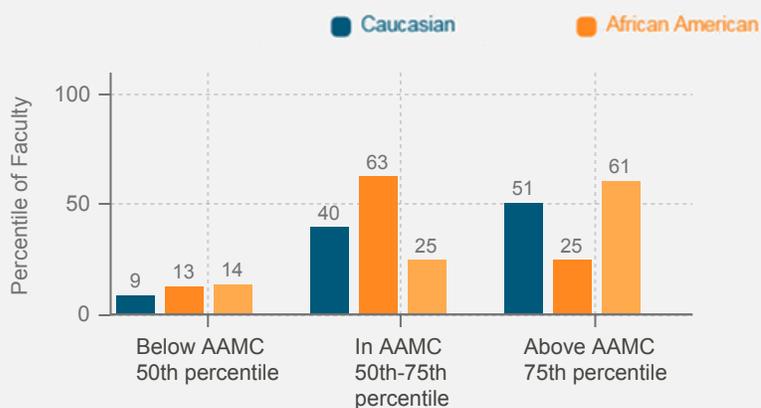


Total Compensation

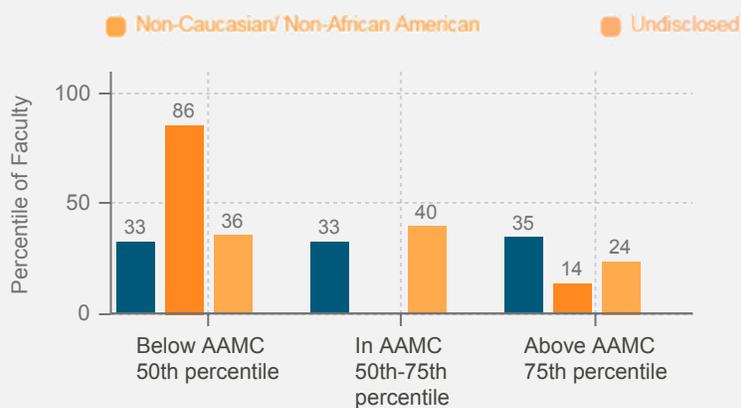


Distribution of AAMC percentile by race

Fixed Salary

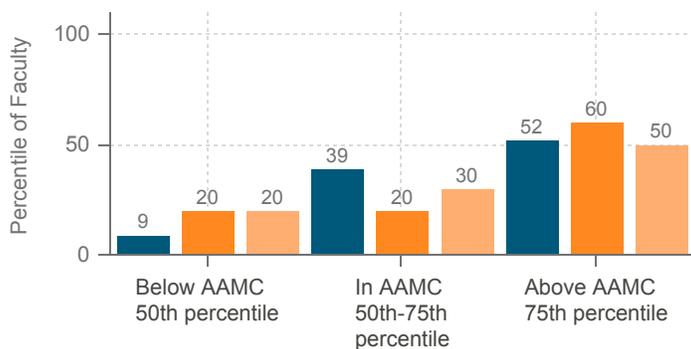


Total Compensation

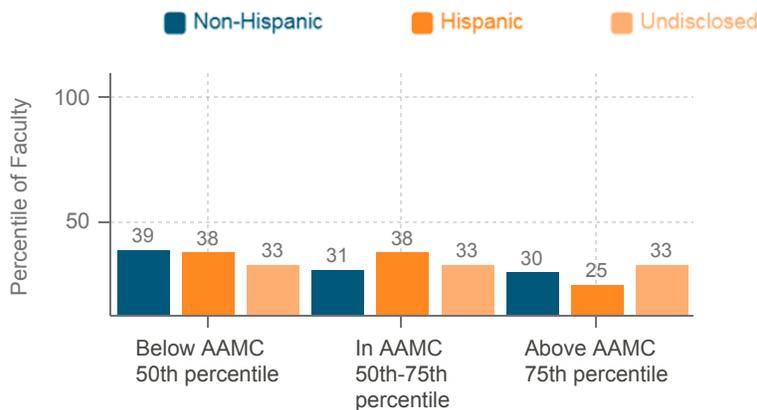


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

None of the factors have demonstrated statistical significance in influencing faculty salary.



Gender

Males (n=17) earn **\$0.06 more** on a dollar compared to females (n=8).

Caucasians (n=17) earn:

- **\$0.02 more** on a dollar compared to African Americans (n=1),
- **the same** compared to non-Caucasians/non-African Americans (n=7).

Non-Hispanics (n=23) earn:

- **\$0.08 more** on a dollar compared to Hispanics (n=1).
- **\$0.11 less** on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBSs (n=23) earn

- **\$0.10 less** on a dollar compared to those with additional Masters degree(s) (n=1),
- **\$0.03 more** on a dollar compared to those with additional Doctorate degree (n=1).

- All professors are male (n=3).
- Male associate/assistant professors (n=14) earn **\$0.06 more** on a dollar compared to female associate/assistant professors (n=8).

Those with fellowships earn (n=21) earn **\$0.04 more** on a dollar compared to those without fellowships (n=4).

Those with more than 15 years of service (n=3) earn:

- **\$0.14 more** on a dollar compared to those who have 5 years or less of service (n=13)
- **the same** compared to those with 6-10 years of service (n=5),
- **\$0.04 less** on a dollar compared to those with 11-15 years of service (n=4).

Total Compensation

None of the factors have demonstrated statistical significance in influencing faculty total compensation.

Males (n=15) earn **\$0.07 more** on a dollar compared to females (n=5).

Caucasians (n=16) earn:

- **\$0.02 more** on a dollar compared to non-Caucasians/non-African Americans (n=4).

Non-Hispanics (n=18) earn:

- **\$0.08 more** on a dollar compared to Hispanics (n=1).
- **\$0.20 less** on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBSs (n=19) earn

- **\$0.04 more** on a dollar compared to those with additional Doctorate degree (n=1).

- All professors are male (n=3).
- Male associate/assistant professors (n=12) earn **\$0.07 more** on a dollar compared to female associate/assistant professors (n=5).

Those with fellowships earn (n=17) earn **\$0.25 more** on a dollar compared to those without fellowships (n=3).

Those with more than 15 years of service (n=3) earn:

- **the same** compared to those who have 5 years or less of service (n=8)
- **\$0.02 less** on a dollar compared to those with 6-10 years of service (n=5),
- **\$0.07 less** on a dollar compared to those with 11-15 years of service (n=4).



Degree



Race & Ethnicity



Academic Rank



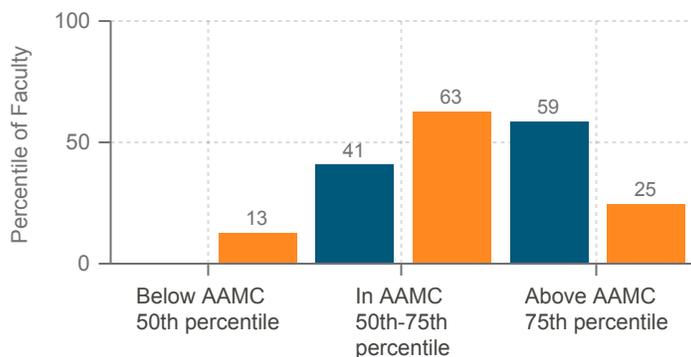
Fellowship



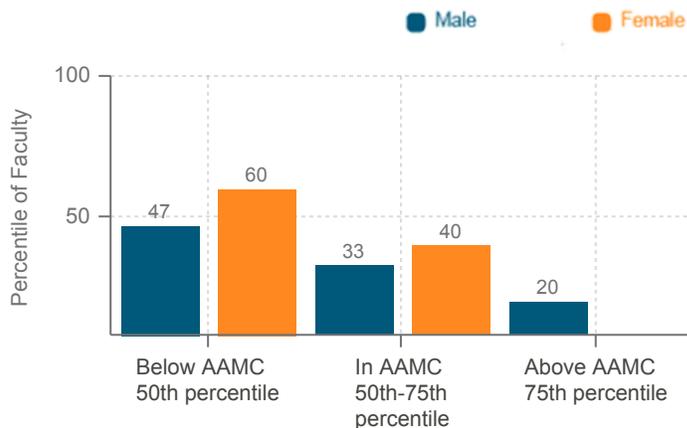
Length of Hire

 Distribution of AAMC percentile by gender

Fixed Salary

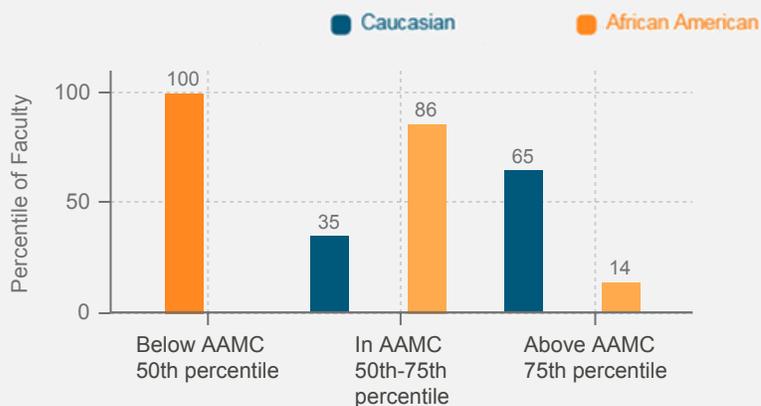


Total Compensation

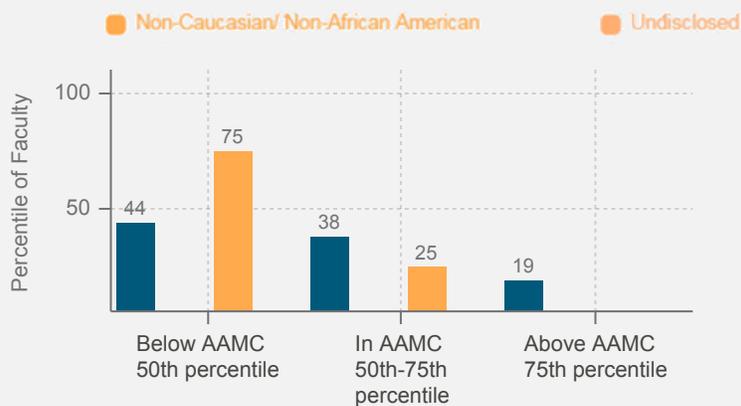


 Distribution of AAMC percentile by race

Fixed Salary

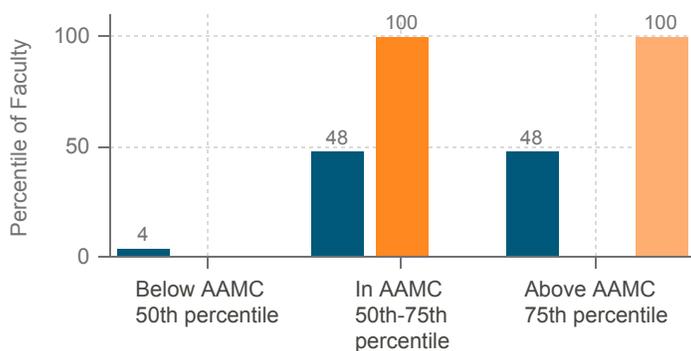


Total Compensation

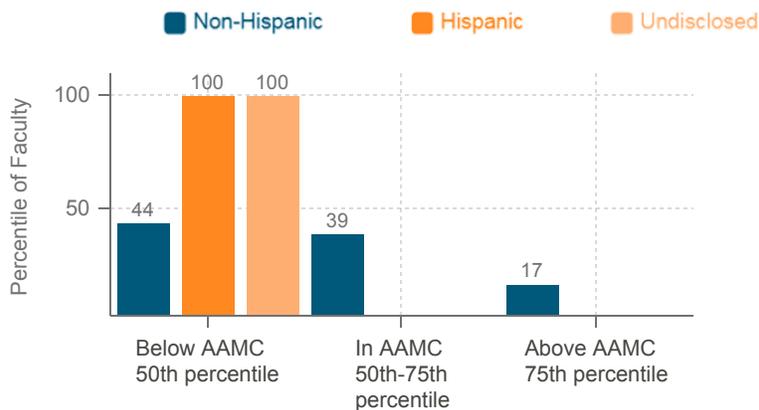


 Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

Statistically significant associations were found between at least one level of **educational degree** and faculty salary.



Gender

Males (n=20) earn **\$0.01 less** on a dollar compared to females (n=5).

Caucasians (n=20) earn:

- **\$0.05 more** on a dollar compared to non-Caucasians/non-African Americans (n=5).

Non-Hispanics (n=21) earn:

- **\$0.16 more** on a dollar compared to Hispanics (n=1).
- **\$0.15 less** on a dollar compared to undisclosed ethnicity (n=3).

MDs, DOs, MBBSs (n=20) earn

- **\$0.01 more** on a dollar compared to those with additional Masters degree(s) (n=2),
- **\$0.03 more** on a dollar compared to those with additional Doctorate degree (n=1),
- **\$1.86 more*** on a dollar compared to those with solely a Doctorate degree (n=2).

- Male professors (n=2) earn **\$0.59 more** on a dollar compared to female professors (n=2).
- Male associate/assistant professors (n=18) earn **\$0.14 more** than female associate/assistant professors (n=3).

Those with fellowships earn (n=18) earn **\$0.11 less** on a dollar compared to those without fellowships (n=7).

Those with more than 15 years of service (n=4) earn:

- **\$0.10 less** on a dollar compared to those who have 5 years or less of service (n=15)
- **\$0.37 less** compared to those with 6-10 years of service (n=5),
- **\$0.47 less** compared to those with 11-15 years of service (n=1).

Total Compensation

Statistically significant associations were found between at least one level of **ethnicity**, and faculty total compensation.

Males (n=17) earn **\$0.24 more** on a dollar compared to females (n=4).

Caucasians (n=17) earn:

- **\$0.09 less** on a dollar compared to non-Caucasians/non-African Americans (n=4).

Non-Hispanics (n=17) earn:

- **\$0.16 less** on a dollar compared to Hispanics (n=1).
- **\$0.38 less*** on a dollar compared to undisclosed ethnicity (n=3).

MDs, DOs, MBBSs (n=16) earn

- **\$0.32 more** on a dollar compared to those with additional Masters degree(s) (n=2),
- **\$0.33 more** on a dollar compared to those with additional Doctorate degree (n=1),
- **\$1.56 more** on a dollar compared to those with solely a Doctorate degree (n=2).

- Male professors (n=2) earn **\$0.77 more** on a dollar compared to female professors (n=2).
- Male associate/assistant professors (n=15) earn **\$0.24 more** than female associate/assistant professors (n=2).

Those with fellowships earn (n=14) earn **\$0.16 more** on a dollar compared to those without fellowships (n=7).

Those with more than 15 years of service (n=4) earn:

- **\$0.39 less** on a dollar compared to those who have 5 years or less of service (n=11)
- **\$0.60 less** on a dollar compared to those with 6-10 years of service (n=5),
- **\$0.57 less** compared to those with 11-15 years of service (n=1).



Race & Ethnicity



Degree



Academic Rank



Fellowship



Length of Hire

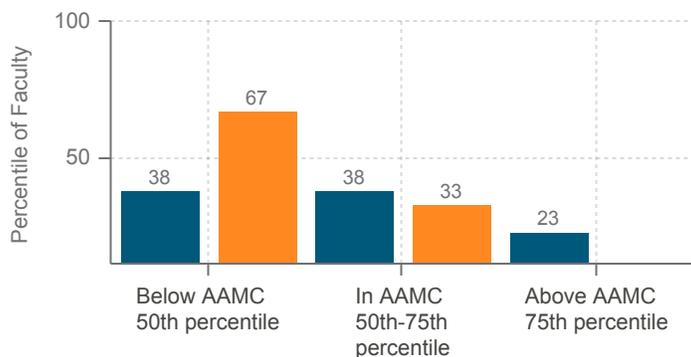
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.

*statistical significance at <0.05 (adjusted for multiple comparisons where appropriate)

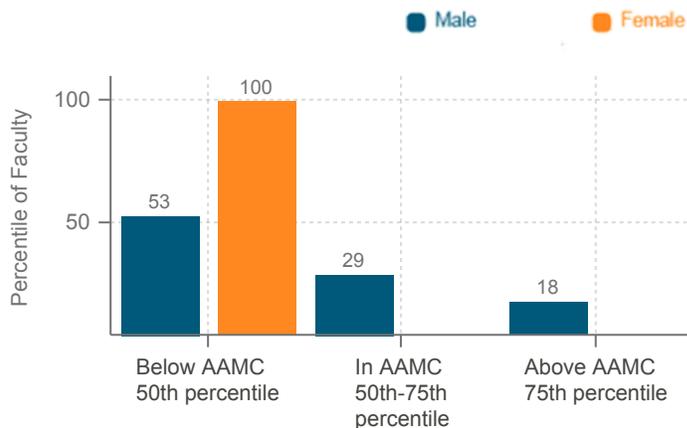


Distribution of AAMC percentile by gender

Fixed Salary

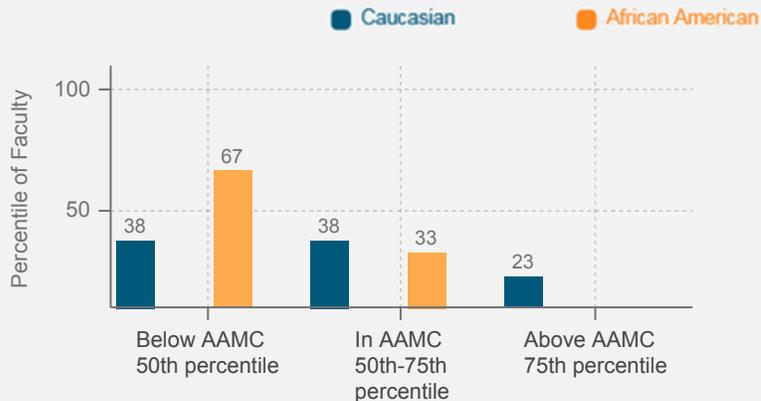


Total Compensation

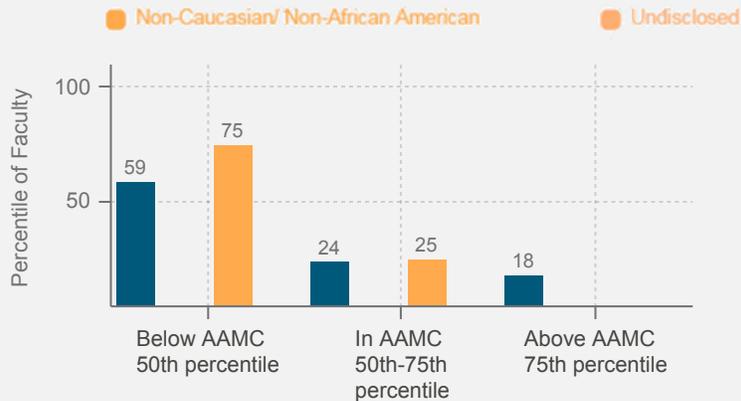


Distribution of AAMC percentile by race

Fixed Salary

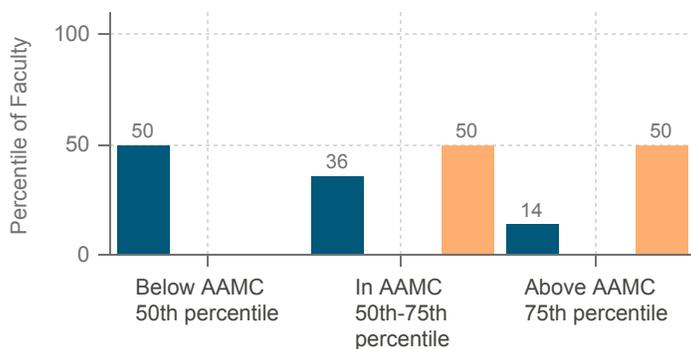


Total Compensation

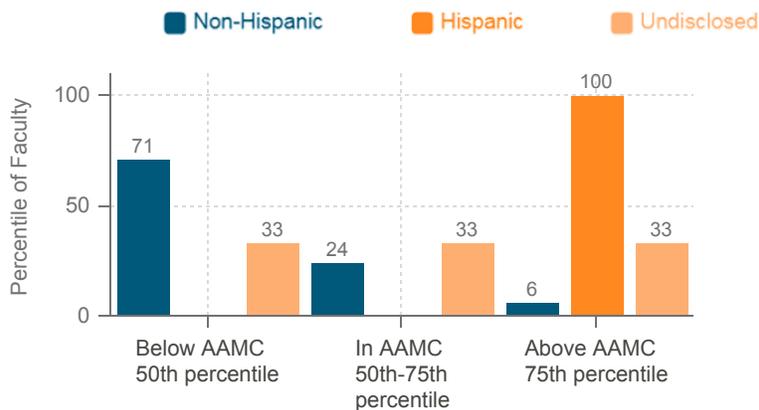


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

None of the factors have demonstrated statistical significance in influencing faculty fixed salary.



Gender

Males (n=11) earn **\$0.15 more** on a dollar compared to females (n=3).



Race & Ethnicity

Caucasians (n=10) earn:

- **\$0.15 less** on a dollar compared to non-Caucasians/non-African Americans (n=4).

Non-Hispanics (n=12) earn:

- **\$0.07 less** on a dollar compared to Hispanics (n=2).



Degree

MDs (n=11) earn

- **\$0.15 less** on a dollar compared to those with additional Doctorate degree (n=3).



Academic Rank

- All professors are male (n=2).
- Male associate/assistant professors (n=9) earn **\$0.17 more** on a dollar compared to female associate/assistant professors (n=3).



Length of Hire

Those with more than 15 years of service (n=3) earn:

- **\$0.11 less** on a dollar compared to those who have 5 years or less of service (n=8)
- **\$0.20 less** on a dollar compared to those with 6-10 years of service (n=2), and
- **\$0.34 less** on a dollar compared to those with 11-15 years of service (n=1).

Total Compensation

None of the factors have demonstrated statistical significance in influencing faculty total compensation.

Males (n=11) earn **\$0.18 more** on a dollar compared to females (n=3).

Caucasians (n=10) earn:

- **\$0.15 less** on a dollar compared to non-Caucasians/non-African Americans (n=4).

Non-Hispanics (n=12) earn:

- **\$0.01 less** on a dollar compared to Hispanics (n=2).

MDs (n=11) earn

- **\$0.12 less** on a dollar compared to those with additional Doctorate degree (n=3).

- All professors are male (n=2).
- Male associate/assistant professors (n=9) earn **\$0.19 more** on a dollar compared to female associate/assistant professors (n=3).

Those with more than 15 years of service (n=3) earn:

- **\$0.01 more** on a dollar compared to those who have 5 years or less of service (n=8)
- **\$0.07 less** on a dollar compared to those with 6-10 years of service (n=2), and
- **\$0.24 less** on a dollar compared to those with 11-15 years of service (n=1).



Fellowship

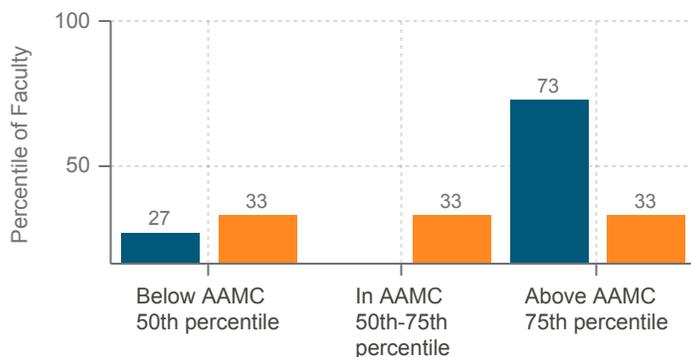
All faculty members have fellowships.

Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.

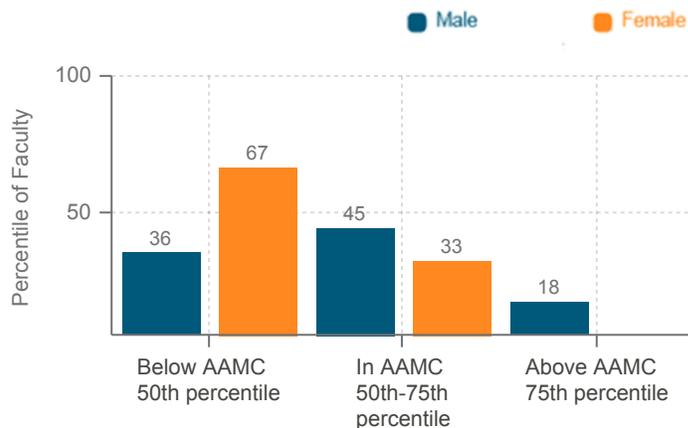
*statistical significance at <0.05 (adjusted for multiple comparisons where appropriate)

 Distribution of AAMC percentile by gender

Fixed Salary

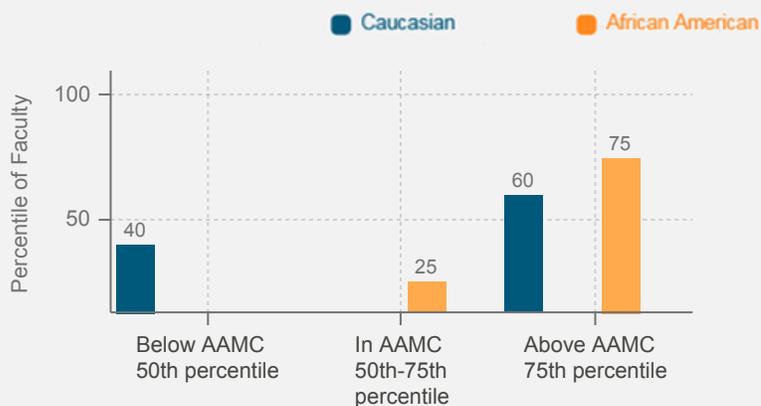


Total Compensation

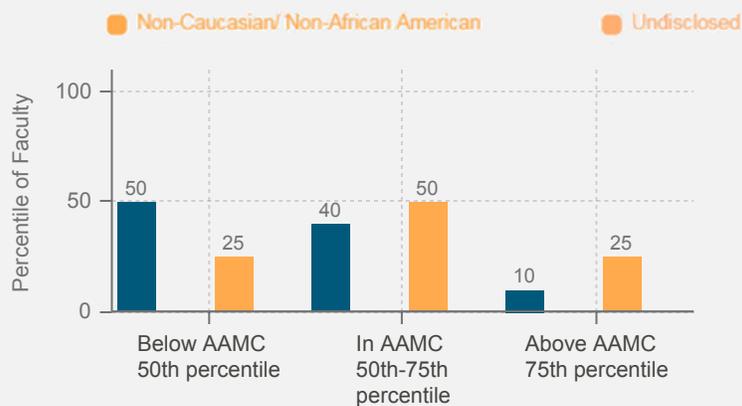


 Distribution of AAMC percentile by race

Fixed Salary

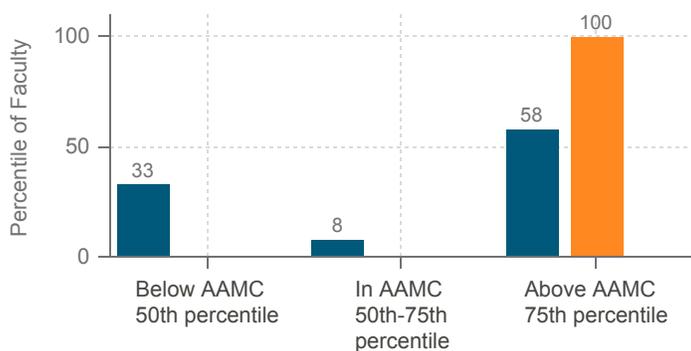


Total Compensation

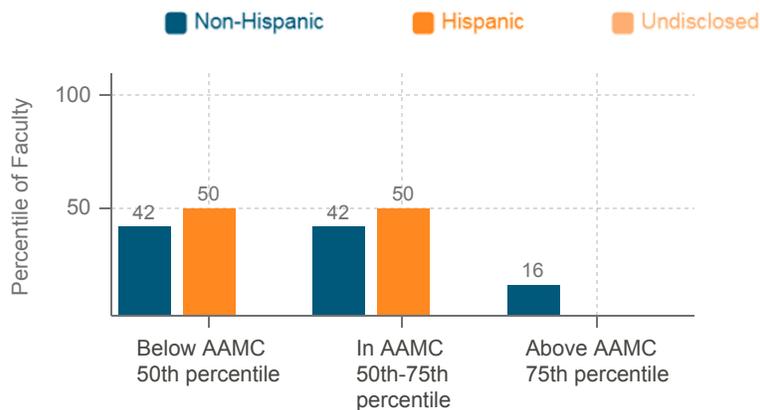


 Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

Statistically significant associations were found between **length of hire**, and faculty salary.



Gender

Males (n=5) earn **\$0.17 more** on a dollar compared to females (n=8).

Caucasians (n=10) earn:

- **\$0.11 more** on a dollar compared to non-Caucasians/non-African Americans (n=2),
 - **\$0.23 less** on a dollar compared to undisclosed race (n=1).
- Non-Hispanics (n=12) earn:
- **\$0.24 less** on a dollar compared to Hispanics (n=1).

MDs, DOs, MBBs (n=11) earn

- **\$0.07 less** on a dollar compared to those with additional Doctorate degree (n=2).

- All professors are male (n=2).
- Male associate/assistant professors (n=3) earn **\$0.01 more** on a dollar compared to female associate/assistant professors (n=8).

Those with more than 15 years of service (n=3) earn:

- **\$0.37 more*** on a dollar compared to those who have 5 years or less of service (n=8),
- **\$0.43 more** on a dollar compared to those with 6-10 years of service (n=2).

Total Compensation

None of the factors have demonstrated statistical significance in influencing faculty total compensation.

Males (n=5) earn **\$0.50 more** on a dollar compared to females (n=4).

Caucasians (n=8) earn:

- **\$0.27 more** on a dollar compared to non-Caucasians/non-African Americans (n=1).

MDs, DOs, MBBs (n=7) earn

- **the same** compared to those with additional Doctorate degree (n=2).

- All professors are male (n=2).
- Male associate/assistant professors (n=2) earn **\$0.07 more** on a dollar compared to female associate/assistant professors (n=5).

Those with more than 15 years of service (n=3) earn:

- **\$0.72 more** on a dollar compared to those who have 5 years or less of service (n=4),
- **\$0.85 more** on a dollar compared to those with 6-10 years of service (n=2).



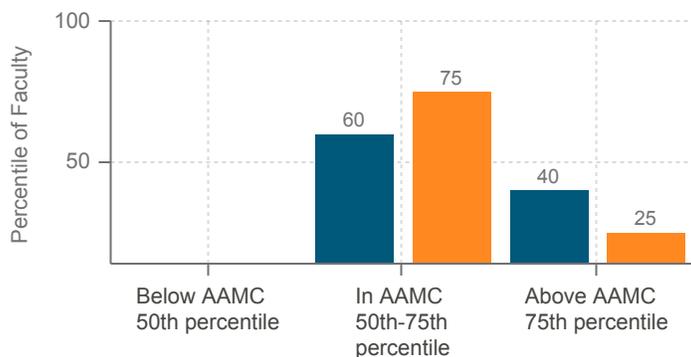
Fellowship

All faculty members have fellowships.

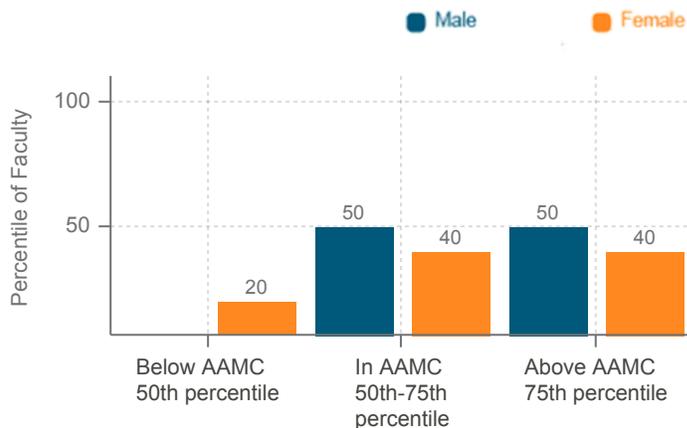


Distribution of AAMC percentile by gender

Fixed Salary

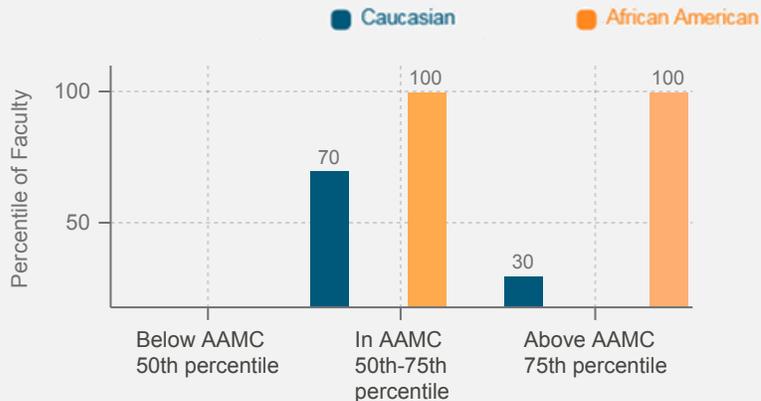


Total Compensation

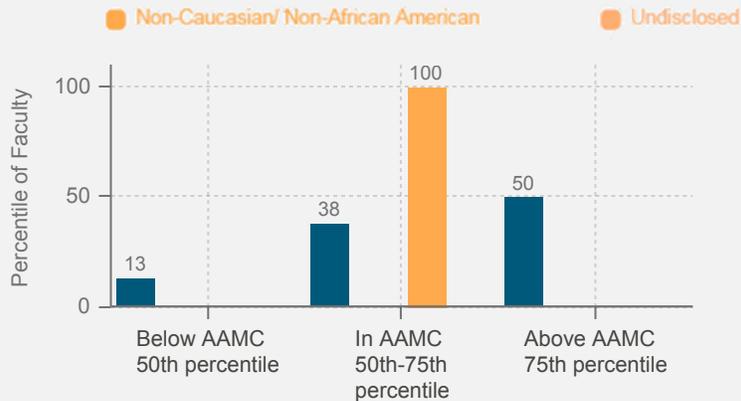


Distribution of AAMC percentile by race

Fixed Salary

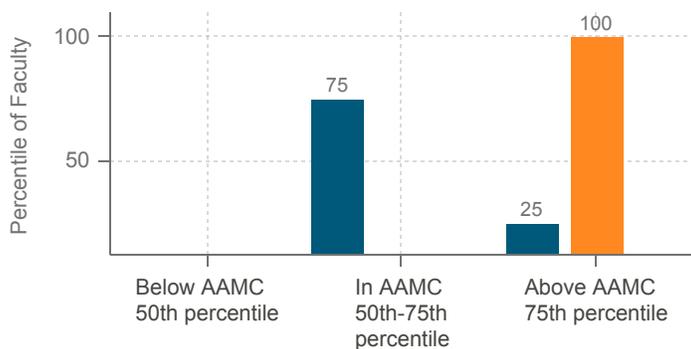


Total Compensation

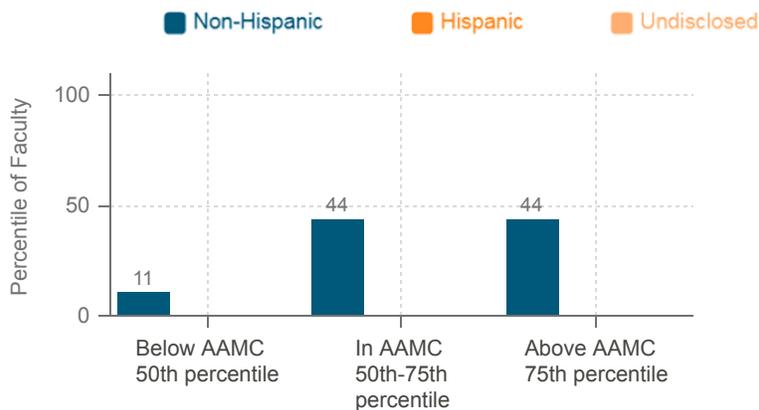


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

None of the factors have demonstrated statistical significance in influencing faculty salary.



Gender

Males (n=6) earn **\$0.07 more** on a dollar compared to females (n=1).



Race & Ethnicity

Caucasians (n=4) earn:

- **\$0.09 less** on a dollar compared to African Americans (n=1),
- **\$0.17 less** on a dollar compare to non-Caucasians/non-African Americans (n=2).



Degree

MDs, DOs, MBBSs (n=6) earn

- **\$0.37 more** on a dollar compared to those with additional Doctorate degree (n=1).



Academic Rank

- All professors are male (n=1).
- Male associate/assistant professors (n=5) earn **\$0.01 less** on a dollar compared to female associate/assistant professors (n=1).



Length of Hire

Those with 11-15 years of service (n=1) earn:

- **\$0.56 more** on a dollar compared to those who have 5 years or less of service (n=4)
- **\$0.56 more** on a dollar compared to those with 6-10 years of service (n=2).

Total Compensation

None of the factors have demonstrated statistical significance in influencing faculty total compensation.

Males (n=6) earn **\$0.08 more** on a dollar compared to females (n=1).

Caucasians (n=4) earn:

- **\$0.03 more** on a dollar compared to African Americans (n=1),
- **\$0.01 less** on a dollar compare to non-Caucasians/non-African Americans (n=2).

All faculty members are non-Hispanic.

MDs, DOs, MBBSs (n=6) earn

- **\$0.04 more** on a dollar compared to those with additional Doctorate degree (n=1).

- All professors are male (n=1).
- Male associate/assistant professors (n=5) earn **\$0.03 more** on a dollar compared to female associate/assistant professors (n=1).

Those with 11-15 years of service (n=1) earn:

- **\$0.33 more** on a dollar compared to those who have 5 years or less of service (n=4)
- **\$0.35 more** on a dollar compared to those with 6-10 years of service (n=2).



Fellowship

All faculty members have fellowships.



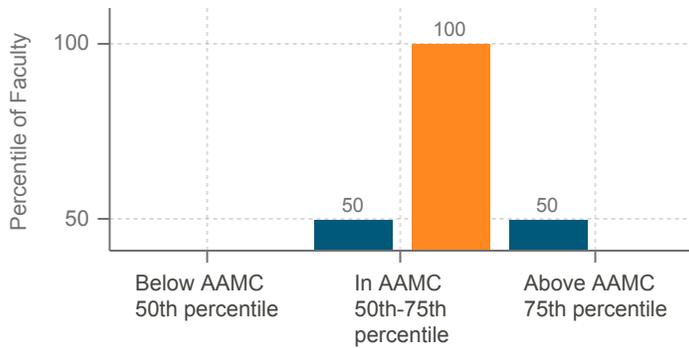
Race & Ethnicity

All faculty members are non-Hispanic.

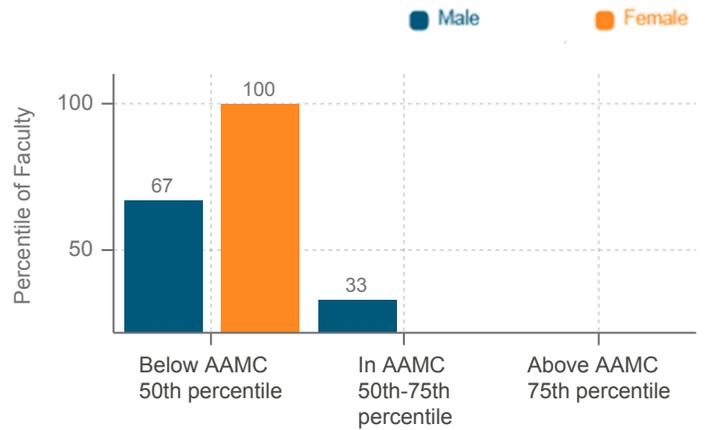


Distribution of AAMC percentile by gender

Fixed Salary

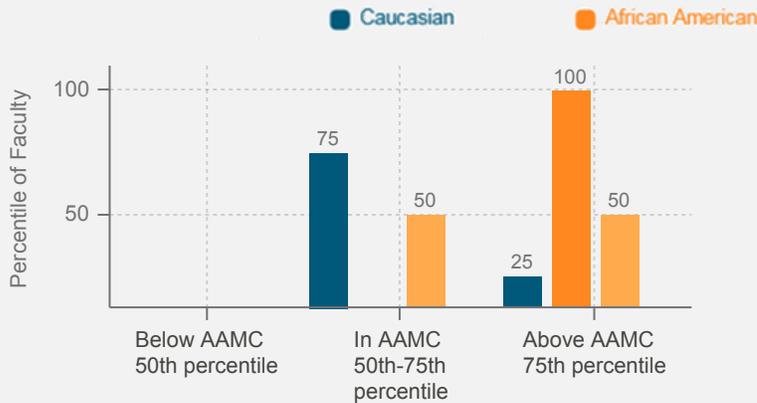


Total Compensation

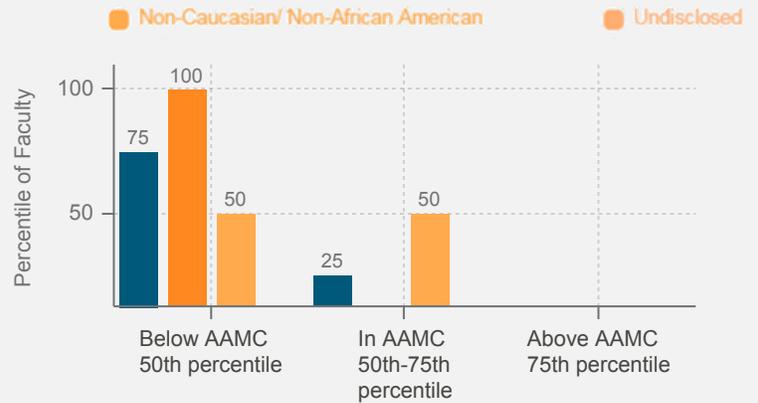


Distribution of AAMC percentile by race

Fixed Salary

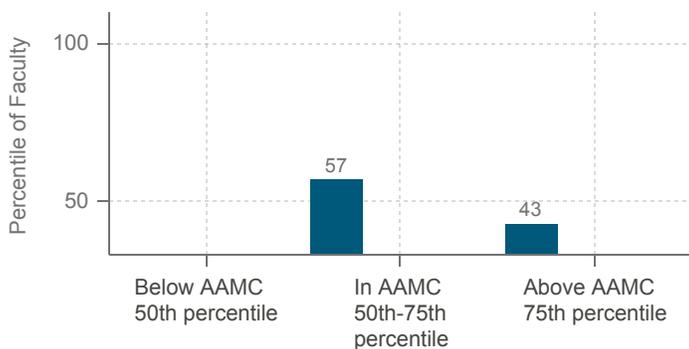


Total Compensation

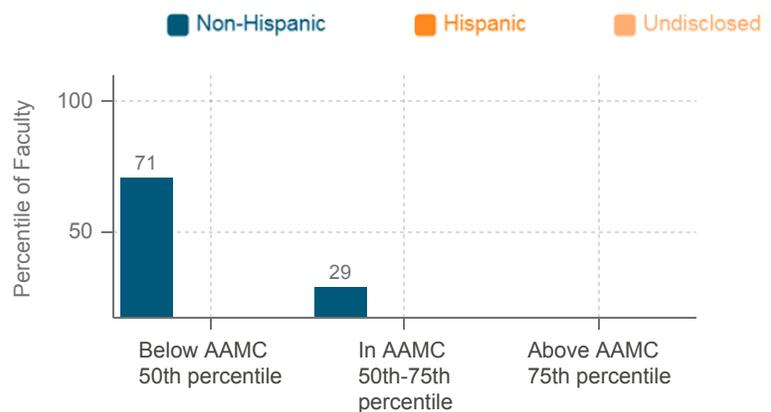


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

None of the factors have demonstrated statistical significance in influencing faculty salary.



Race & Ethnicity

Caucasians (n=4) earn **\$0.58 less** on a dollar compared to African Americans (n=1).



Degree

MDs, DMDs, DDSs (n=4) earn

- **\$0.07 less** on a dollar compared to those with additional Doctorate degree (n=1).



Academic Rank

Professors (n=2) earn **\$0.85 more** on a dollar compared to associate/assistant professors (n=3).



Fellowship

Those with fellowships earn (n=2) earn **\$0.85 more** on a dollar compared to those without fellowships (n=3).



Length of Hire

Those with more than 15 years of service (n=2) earn:

- **\$0.15 less** on a dollar compared to those who have 5 years or less of service (n=2)
- **\$0.61 less** on a dollar compared to those with 11-15 years of service (n=1).

Total Compensation

None of the factors have demonstrated statistical significance in influencing faculty total compensation.

Caucasians (n=4) earn **\$0.53 less** on a dollar compared to African Americans (n=1).

MDs, DMDs, DDSs (n=4) earn

- **\$0.22 less** on a dollar compared to those with additional Doctorate degree (n=1).

Professors (n=2) earn **\$0.96 more** on a dollar compared to associate/assistant professors (n=3).

Those with fellowships earn (n=2) earn **\$0.95 more** on a dollar compared to those without fellowships (n=3).

Those with more than 15 years of service (n=2) earn:

- **\$0.15 less** on a dollar compared to those who have 5 years or less of service (n=2)
- **\$0.56 less** on a dollar compared to those with 11-15 years of service (n=1).



Gender

All faculty members are male.



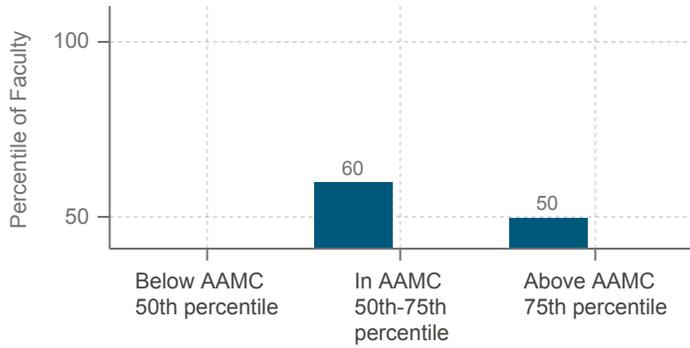
Race & Ethnicity

All faculty members are non-Hispanic.

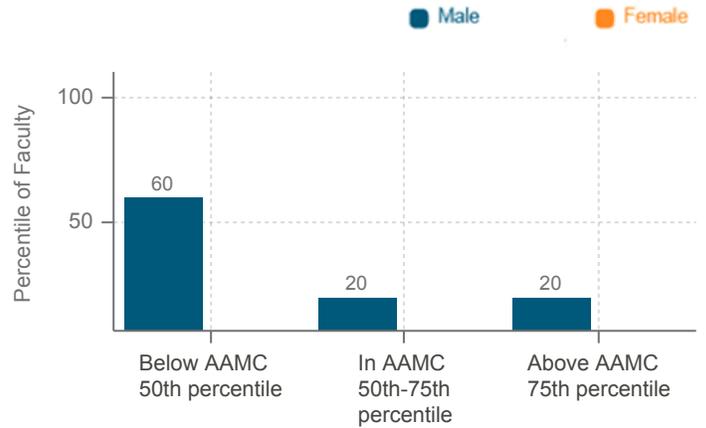


Distribution of AAMC percentile by gender

Fixed Salary

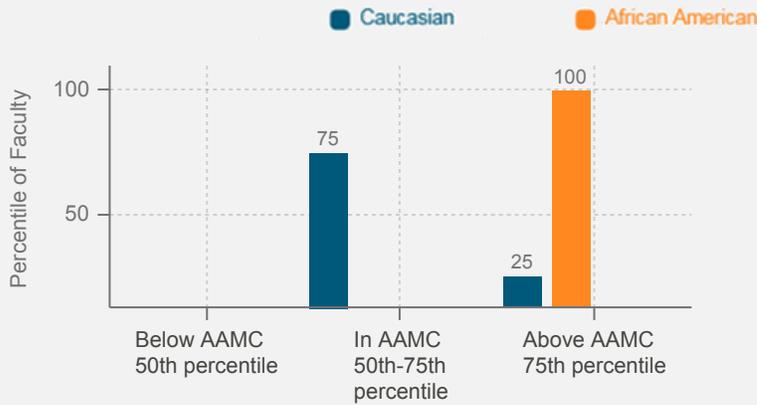


Total Compensation

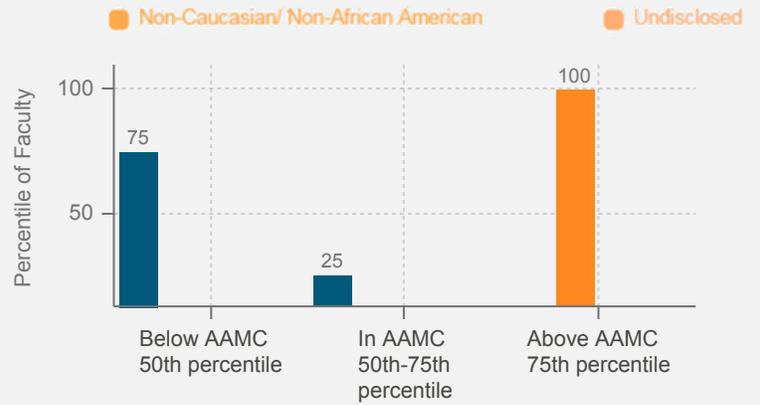


Distribution of AAMC percentile by race

Fixed Salary

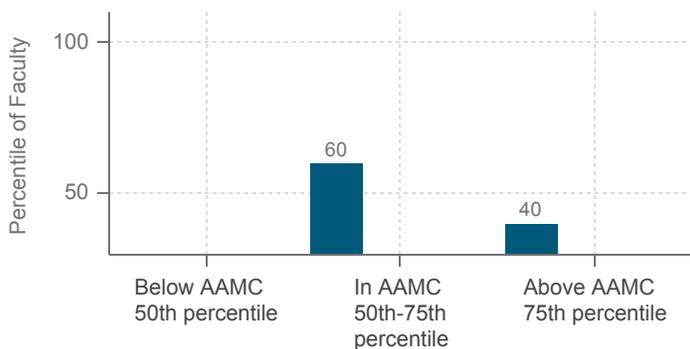


Total Compensation

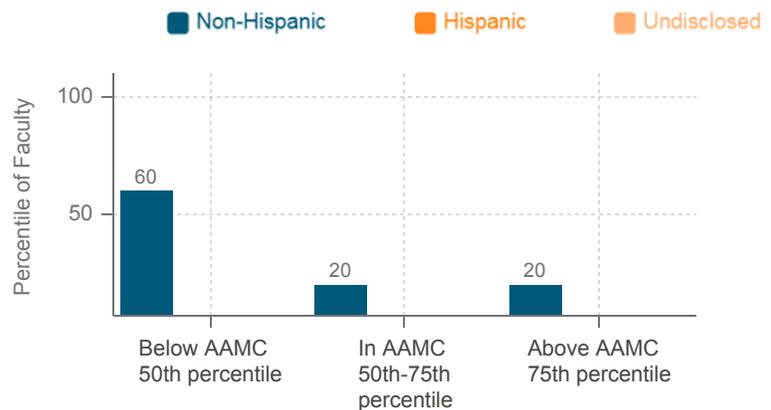


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

None of the factors have demonstrated statistical significance in influencing faculty salary.



Gender

Males (n=9) earn **\$0.46 less** on a dollar compared to females (n=1).



Race & Ethnicity

Caucasians (n=8) earn:

- **\$0.17 less** on a dollar compared to African Americans (n=1),
 - **\$0.22 less** on a dollar compared to undisclosed race (n=1).
- Non-Hispanics (n=8) earn:
- **\$0.33 more** on a dollar compared to undisclosed ethnicity (n=2).



Fellowship

Those with fellowships earn (n=9) earn **\$0.20 less** on a dollar compared to those without fellowships (n=1).



Length of Hire

Those with 6-10 years of service (n=2) earn:

- **\$0.11 more** on a dollar compared to those who have 5 years or less of service (n=8).

Total Compensation

None of the factors have demonstrated statistical significance in influencing faculty total compensation.

Caucasians (n=6) earn:

- **\$0.42 less** on a dollar compared to African Americans (n=1),
 - **\$0.26 less** on a dollar compared to undisclosed race (n=1).
- Non-Hispanics (n=6) earn:
- **\$0.22 more** on a dollar compared to undisclosed ethnicity (n=2).

Those with fellowships earn (n=7) earn **\$0.20 less** on a dollar compared to those without fellowships (n=1).

Those with 6-10 years of service (n=2) earn:

- **\$0.16 more** on a dollar compared to those who have 5 years or less of service (n=6).



Degree

None of the faculty members have master's degree, doctoral degree, or are solely PhDs.



Academic Rank

All of the faculty members are associate/assistant professors.

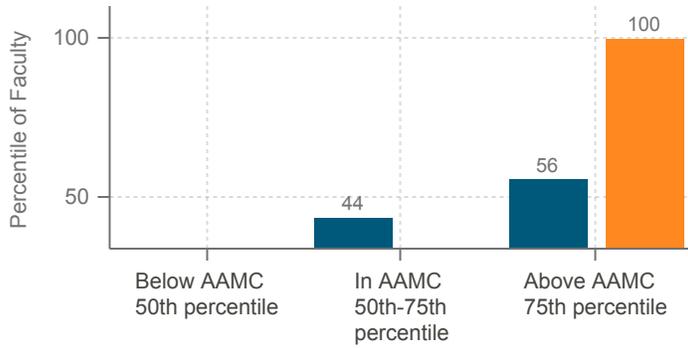
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.

*statistical significance at <0.05

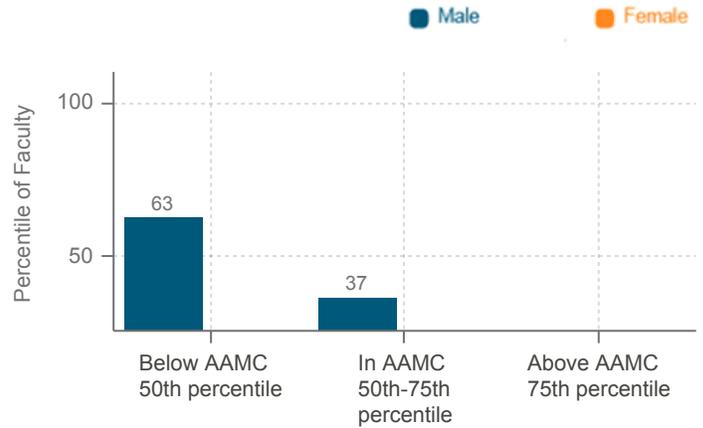


Distribution of AAMC percentile by gender

Fixed Salary

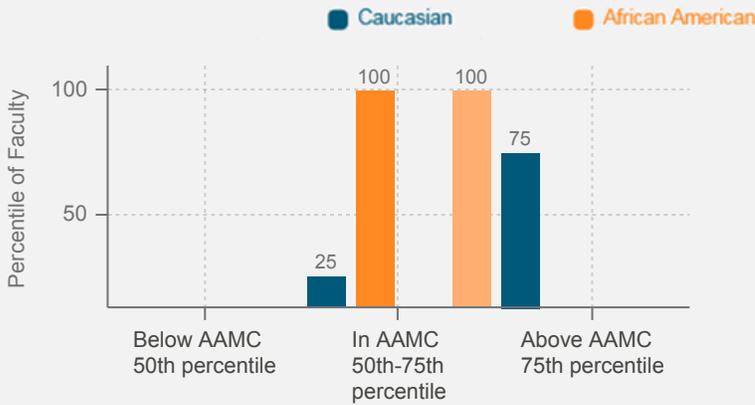


Total Compensation

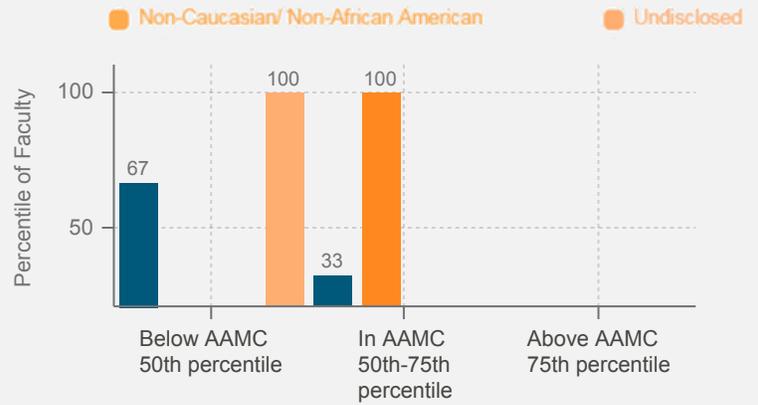


Distribution of AAMC percentile by race

Fixed Salary

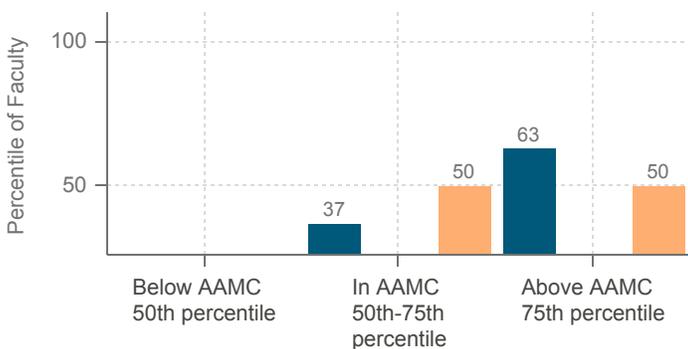


Total Compensation

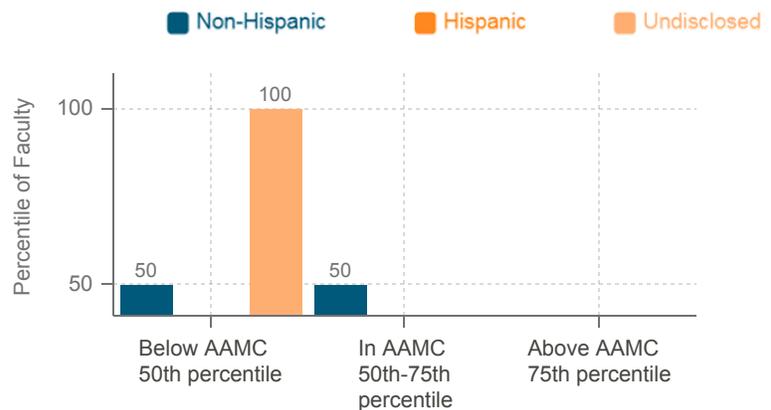


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

Statistically significant associations were found between at least one level of **educational degree** and faculty salary.



Gender

Males (n=6) earn **\$0.09 more** on a dollar compared to females (n=4).



Race & Ethnicity

Caucasians (n=6) earn:

- **\$0.02 more** on a dollar compared to non-Caucasians/non-African Americans (n=4).



Degree

MDs, MBBSs (n=6) earn

- **\$0.12 less** on a dollar compared to those with additional Masters degree (n=1),
- **\$0.07 less** on a dollar compared to those with additional Doctorate degree (n=2),
- **\$0.11 more** on a dollar compared to those with solely a Doctorate degree (n=1).



Academic Rank

- All professors are female (n=1).
- Male associate/assistant professors (n=6) earn **\$0.07 more** on a dollar compared to female associate/assistant professors (n=3).



Fellowship

Those with fellowships earn (n=9) earn **\$0.15 more** on a dollar compared to those without fellowships (n=1).



Length of Hire

Those with more than 15 years of service (n=1) earn:

- **\$0.07 less** on a dollar compared to those who have 5 years or less of service (n=4)
- **\$0.15 less** on a dollar compared to those with 6-10 years of service (n=3),
- **\$0.20 less** on a dollar compared to those with 11-15 years of service (n=2).



Race & Ethnicity

All faculty members are non-Hispanic.

Total Compensation

Statistically significant associations were found between at least one level of **educational degree**, and faculty total compensation.

Males (n=5) earn **\$0.09 more** on a dollar compared to females (n=4).

Caucasians (n=6) earn:

- **\$0.02 more** on a dollar compared to non-Caucasians/non-African Americans (n=3).

MDs, MBBSs (n=6) earn

- **\$0.09 less** on a dollar compared to those with additional Masters degree (n=1),
- **\$0.17 less*** on a dollar compared to those with additional Doctorate degree (n=1),
- **\$0.12 more** on a dollar compared to those with solely a Doctorate degree (n=1).

All professors are female (n=1).

- Male associate/assistant professors (n=5) earn **\$0.06 more** on a dollar compared to female associate/assistant professors (n=3).

Those with fellowships earn (n=8) earn **\$0.17 more** on a dollar compared to those without fellowships (n=1).

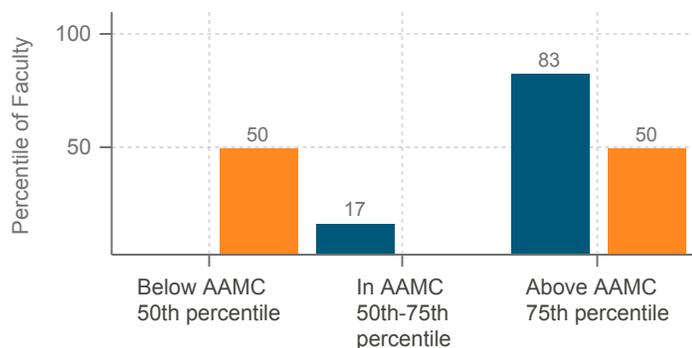
Those with more than 15 years of service (n=1) earn:

- **\$0.09 less** on a dollar compared to those who have 5 years or less of service (n=3)
- **\$0.15 less** on a dollar compared to those with 6-10 years of service (n=3),
- **\$0.20 less** on a dollar compared to those with 11-15 years of service (n=2).

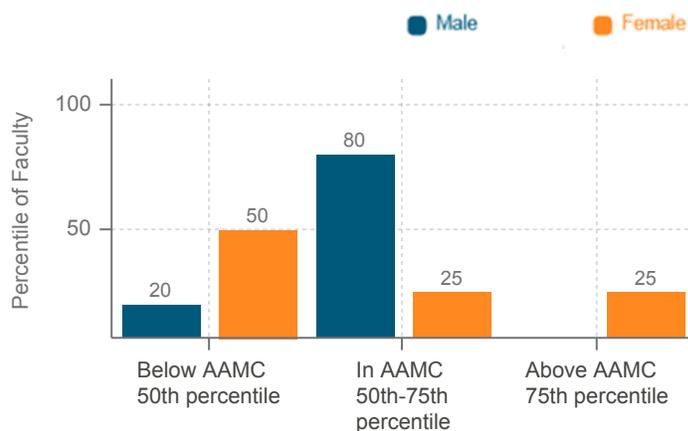


Distribution of AAMC percentile by gender

Fixed Salary

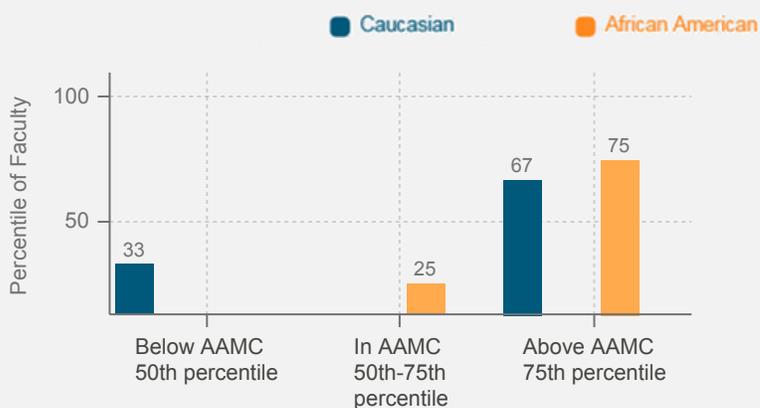


Total Compensation

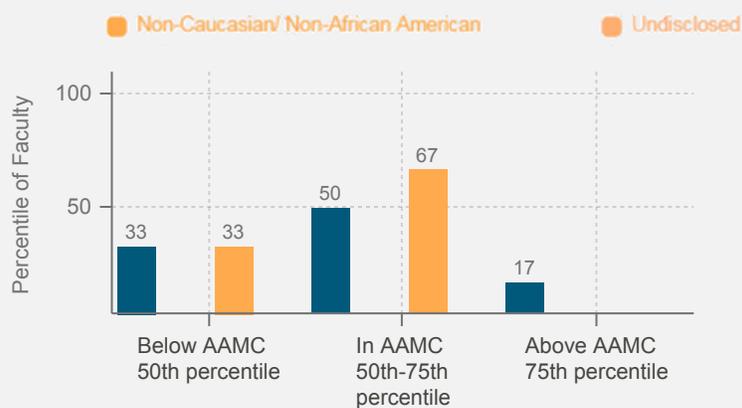


Distribution of AAMC percentile by race

Fixed Salary

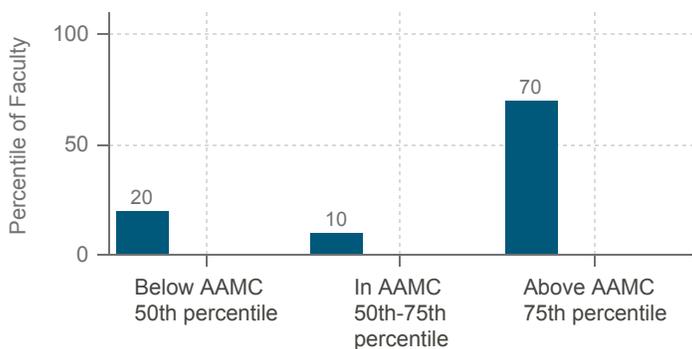


Total Compensation

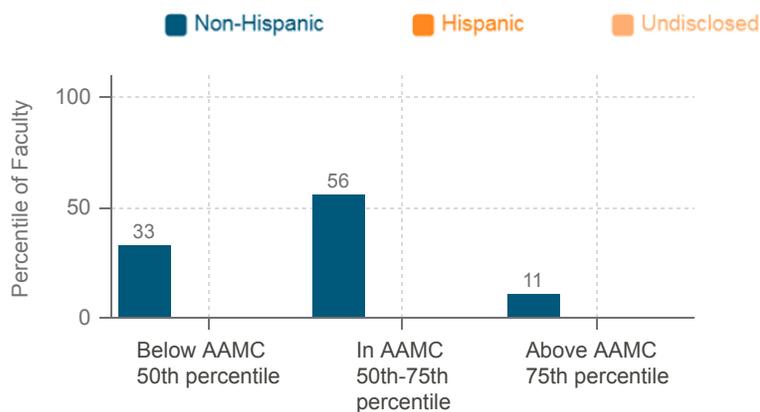


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

None of the factors have demonstrated statistical significance in influencing faculty salary.



Gender

Males (n=2) earn **the same** compared to females (n=4).



Race & Ethnicity

Caucasians (n=4) earn:

- **\$0.04 more** on a dollar compared to African Americans (n=1)
- **\$0.03 more** on a dollar compared to non-Caucasians/non-African Americans (n=1).



Fellowship

Those with fellowships earn (n=4) earn **\$0.02 less** on a dollar compared to those without fellowships (n=2).



Length of Hire

Those with 6-10 years of service (n=1) earn:

- **\$0.07 less** on a dollar compared to those who have 5 years or less of service (n=5).

Total Compensation

Does not meet sample size requirement and has not been analyzed; n=4.



Race & Ethnicity

All of the faculty members are non-Hispanic



Degree

None of the faculty members have master's degree, doctoral degree, or are solely PhDs.



Academic Rank

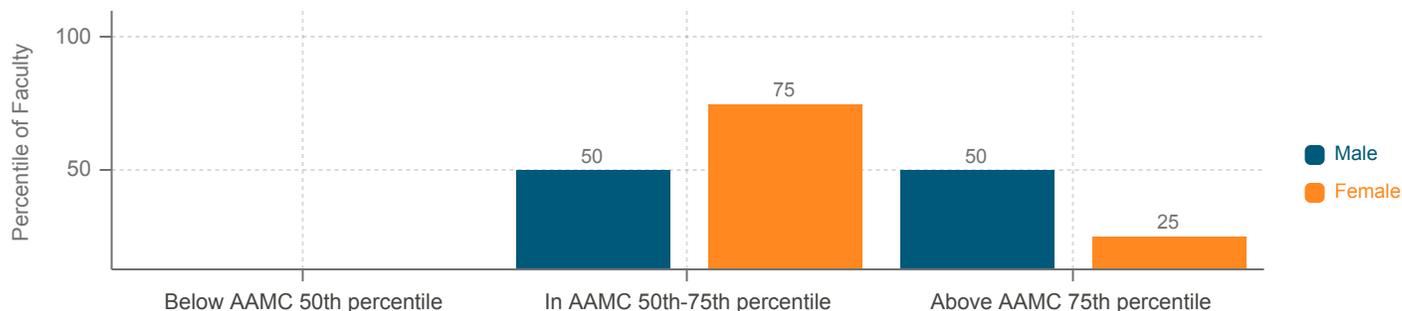
All of the faculty members are associate/assistant professors.

Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.

*statistical significance at <0.05

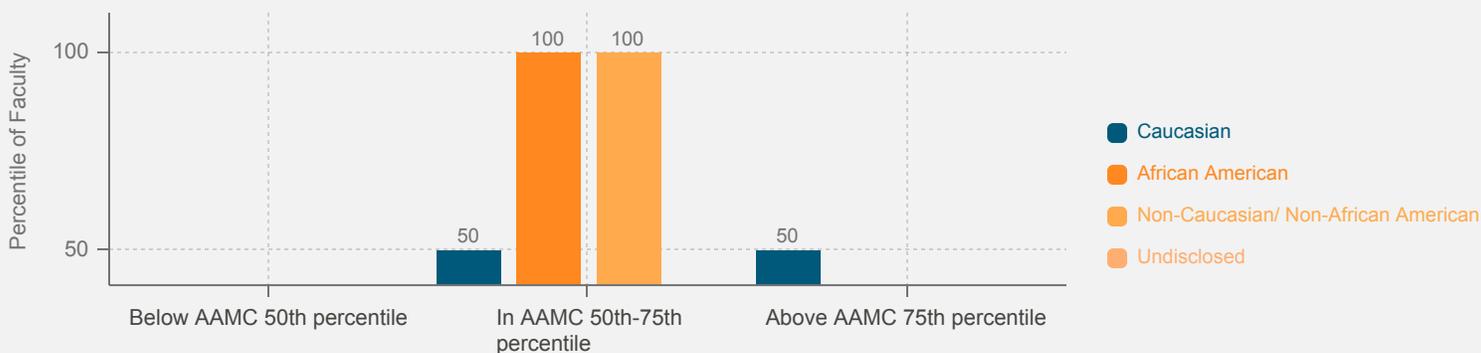
 Distribution of AAMC percentile by gender

Fixed Salary



 Distribution of AAMC percentile by race

Fixed Salary



 Distribution of AAMC percentile by ethnicity

Fixed Salary

