

Faculty Compensation Analysis Academic Year 2020-2021



Table of Contents



Summary

Summary & Methodology 03

Administrative Supplement 06

Departmental Analysis

Anesthesiology 07

Community Health & Family Medicine 09

Emergency Medicine 11

Medicine 13

Cardiology 15

Neurology 17

Obstetrics & Gynecology 19

Orthopaedic Surgery & Rehabilitation 21

Pathology & Laboratory Medicine 23

Pediatrics 25

Neonatology 27

Psychiatry 29

Radiology 31

Surgery 33

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, non-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 (100%; n=14/14) or total compensation (92%; n=11/12) (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, Gastroenterology, Neurosurgery, Ophthalmology, Oral & Maxillofacial Surgery, and Urology were not analyzed as department size is less than 5.

Data included 382 faculty employed during the academic year 2020-2021 after removing chairs, associate/assistant dean-level faculty, and faculty with non-clinical positions. We removed faculty with non-clinical positions and missing salary or compensation data. Faculty from Neurosurgery were also removed as pediatric neurosurgeons are compensated with a different pay structure set forth by Wolfson Children's Hospital and the department size is less than 5 with adult neurosurgeons. The final data set comprised of 371 faculty members. Total compensation analyses further removed faculty hired after January 1, 2020 to allow for appropriate standardization described below, resulting in a sample size of 332 faculty.

Due to differences in pay between specialties, we stratified analyses by departments. Larger departments (i.e. Medicine and Pediatrics) have been further stratified - Cardiology and Gastroenterology are separated from Medicine and Neonatology is separated from Pediatrics. 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 was 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 academic rank on fixed salary and total compensation outcomes. Departments where the 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 a sample size of 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 to provide national context for these results. Chi-squared test of independence or Fisher's exact test was used to assess differences in gender, race or ethnicity distributions and AAMC fixed salary percentile and AAMC total compensation percentile, and 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.

*When comparing AAMC benchmarks to your compensation, you should consider the following:

- **FIXED SALARY** is the fixed portion of your annual compensation paid by University of Florida (UF) on a bi-weekly basis. It should also include any portion of compensation that is tied to assigned administrative positions/duties.
 - AAMC Benchmark: Fixed Salary (which includes Medical Practice Supplement)
- **TOTAL COMPENSATION** includes fixed salary and all other payments you receive through UF payroll. All other payments include, but not limited to: Incentive payments for clinical productivity; any contractual incentives; payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.
 - AAMC Benchmark: Total Compensation

Total compensation does not take into account the benefits we have 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. In FY21, the employer-paid cost to the Fringe Benefit Pool accounts for 18.8% of the faculty salary. 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; and Paid Parental Leave payments.

Summary

Gender equality estimates (all faculty regardless of academic rank)

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. The 95% confidence interval line indicates the range that a male earns for every dollar a female earns. For example, in fixed salary for Anesthesiology, males earn \$0.99 for every dollar females earn, and it could be as low as \$0.94 or as high as \$1.05. Once the confidence interval line crosses the reference line, there is no statistical difference between male and female faculty members.

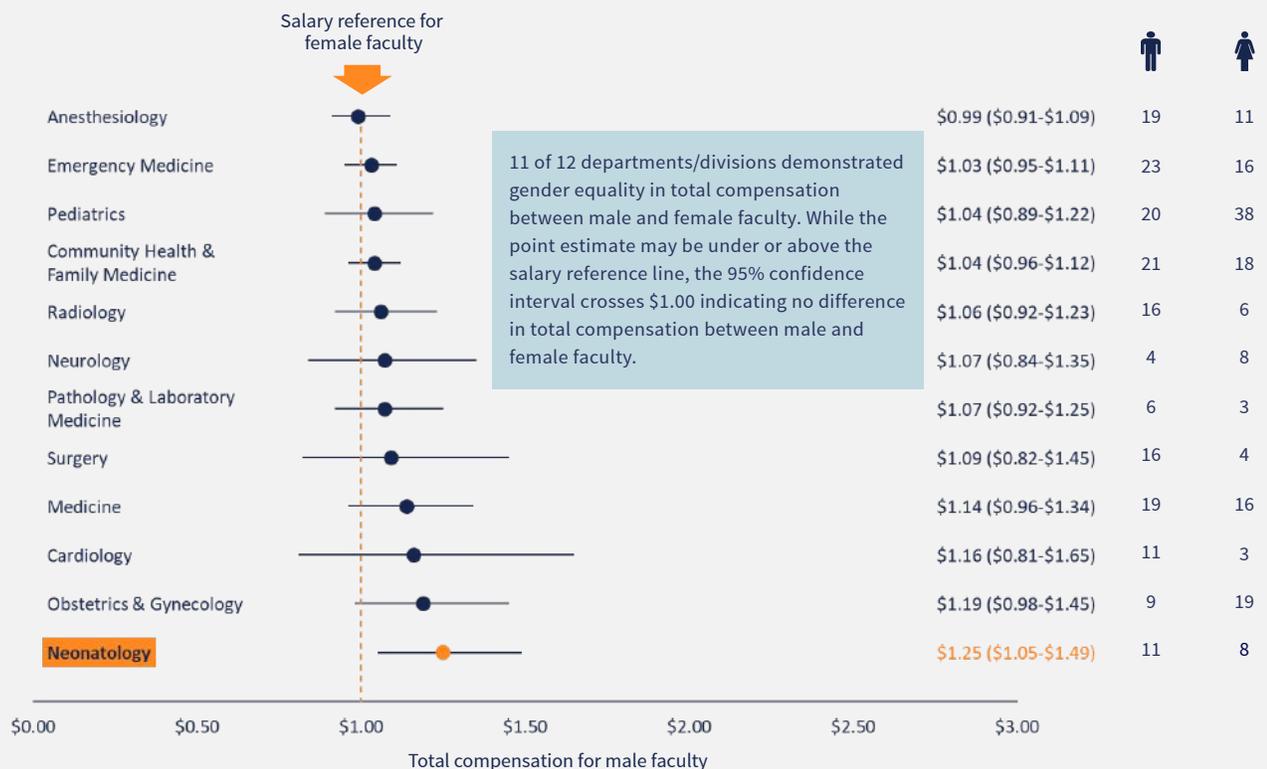
Fixed Salary

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, 2020, Psychiatry and Orthopaedic Surgery & Rehabilitation do not meet sample size requirements.

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. The 95% confidence interval line indicates the range that a male earns for every dollar a female earns. For example, in fixed salary for Anesthesiology, males earn \$0.99 for every dollar females earn, and it could be as low as \$0.93 or as high as \$1.05. Once the confidence interval line crosses the reference line, there is no statistical difference between male and female faculty members.

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, 2020, Psychiatry and Orthopaedic Surgery & Rehabilitation do not meet sample size requirements.

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 are more likely to receive admin supplement

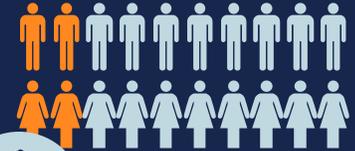
Community Health & Family Medicine



Length of Hire

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

Emergency Medicine



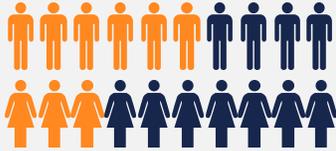
Academic Rank



Length of Hire

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

Medicine



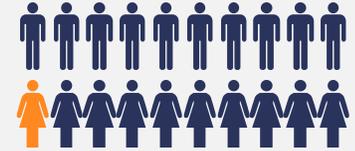
Academic Rank

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

Cardiology



Neurology



Obstetrics & Gynecology



Race & Ethnicity

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

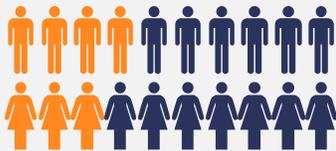
Orthopaedic Surgery & Rehabilitation



Pathology & Laboratory Medicine



Pediatrics



Neonatology



Length of Hire

Faculty with 11-15 years of service are more likely to receive admin supplement

Psychiatry



Radiology



Surgery



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

👤 denotes recipient of admin supplement

Fixed Salary

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



Gender

Males (n=20) earn \$0.01 less on a dollar compared to females (n=13).

Caucasians (n=26) earn:

- \$0.03 more on a dollar compared to African Americans (n=1),
- \$0.07 more on a dollar compared to non-Caucasians/non-African Americans (n=6).

Non-Hispanics (n=28) earn:

- \$0.01 less on a dollar compared to Hispanics (n=4).
- \$0.02 less on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBSs (n=26) earn

- \$0.03 more on a dollar compared to those with additional Masters degree(s) (n=4),
- \$0.04 less on a dollar compared to those with additional Doctorate degree (n=3).

- Male professors (n=2) earn \$0.04 more on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=18) earn \$0.01 less on a dollar compared to female associate/assistant professors (n=12).

Those with fellowships earn (n=14) earn \$0.01 less on a dollar compared to those without fellowships (n=19).

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

- \$0.03 more on a dollar compared to those who have 5 years or less of service (n=17)
- \$0.04 more on a dollar compared to those with 6-10 years of service (n=12),
- \$0.07 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=19) earn \$0.01 less on a dollar compared to females (n=11).

Caucasians (n=24) earn:

- \$0.06 more on a dollar compared to African Americans (n=1),
- \$0.10 more on a dollar compared to non-Caucasians/non-African Americans (n=5).

Non-Hispanics (n=26) earn:

- \$0.11 less on a dollar compared to Hispanics (n=4).

MDs, DOs, MBBSs (n=24) earn

- the same compared to those with additional Masters degree(s) (n=4),
- \$0.05 less on a dollar compared to those with additional Doctorate degree (n=2).

- Male professors (n=2) earn \$0.13 mre on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=17) earn \$0.01 less on a dollar compared to female associate/assistant professors (n=10).

Those with fellowships earn (n=12) earn \$0.06 less on a dollar compared to those without fellowships (n=18).

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

- \$0.05 less on a dollar compared to those who have 5 years or less of service (n=14)
- \$0.04 less on a dollar compared to those with 6-10 years of service (n=12),
- \$0.19 less on a dollar compared to those with 11-15 years of service (n=1).



Race & Ethnicity



Degree



Academic Rank



Fellowship



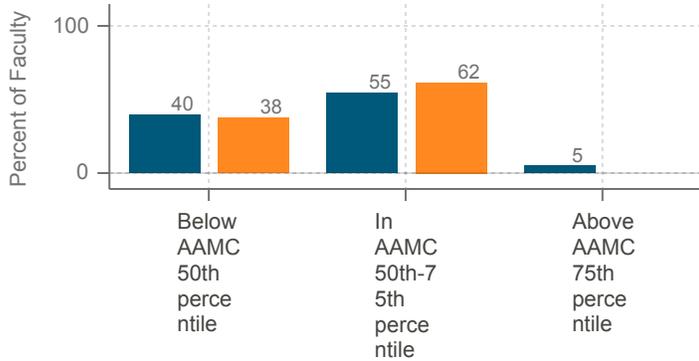
Length of Hire

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.

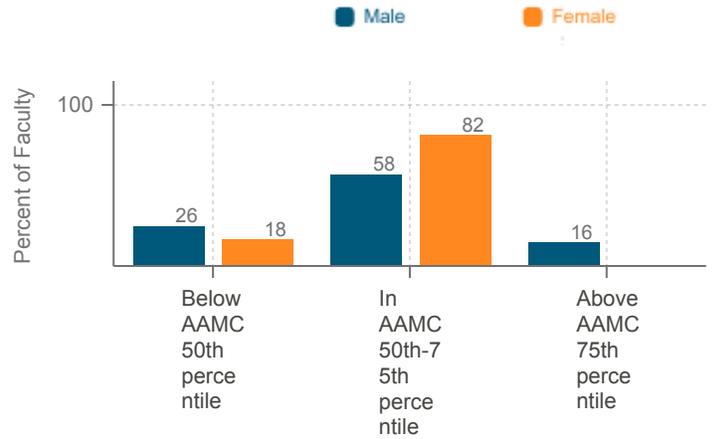
***statistical significance at <0.05 (adjusted for multiple comparisons where appropriate)**

 Distribution of AAMC percentile by gender

Fixed Salary

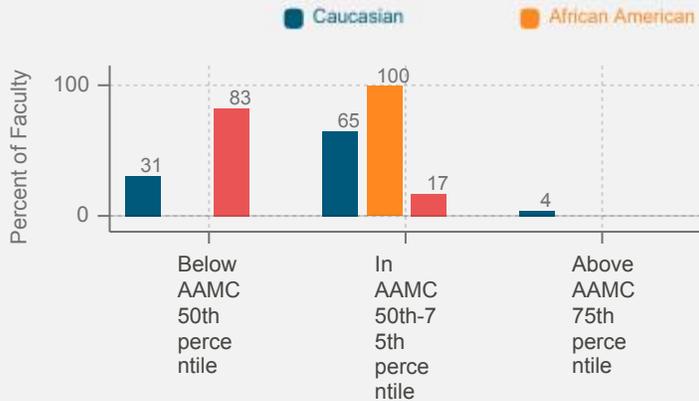


Total Compensation

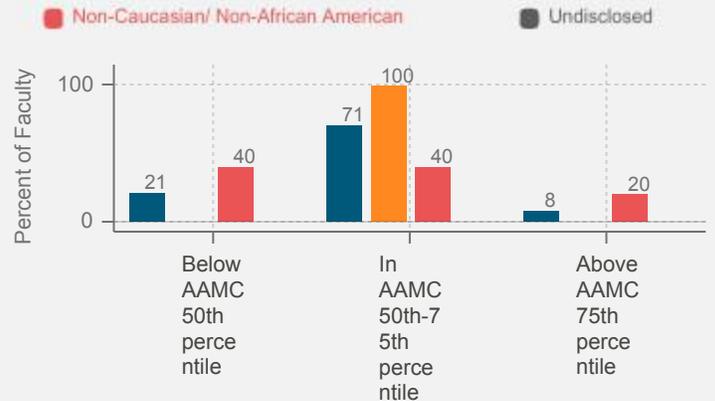


 Distribution of AAMC percentile by race

Fixed Salary

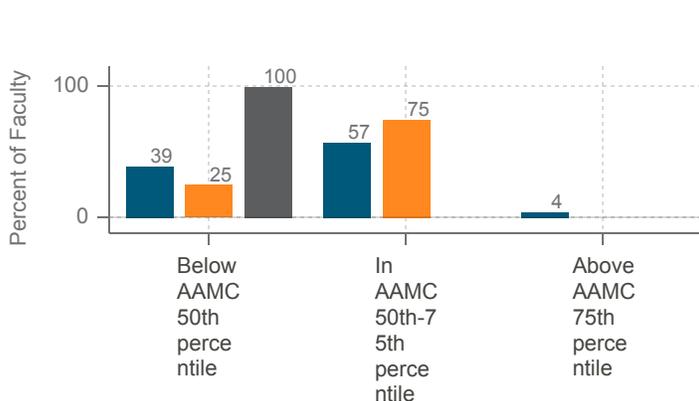


Total Compensation

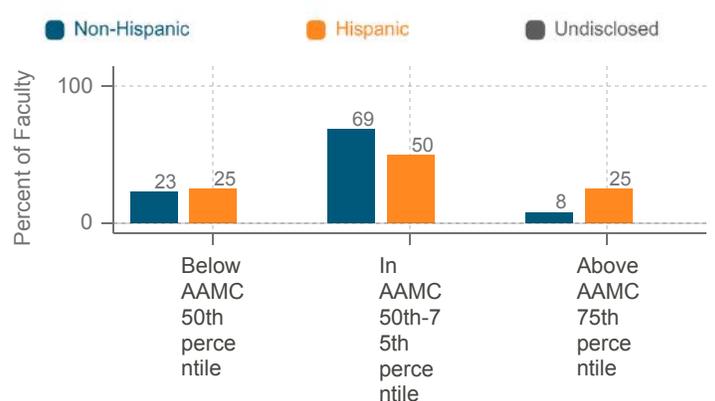


 Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

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



Gender

Males (n=23) earn \$0.01 more on a dollar compared to females (n=21).

Caucasians (n=26) earn:

- **\$0.08 less*** on a dollar compared to African Americans (n=8),
- \$0.04 less on a dollar compared to non-Caucasians/non-African Americans (n=7),
- \$0.01 more on a dollar compared to undisclosed race (n=3).

Non-Hispanics (n=32) earn:

- \$0.03 less on a dollar compared to Hispanics (n=12).



Race & Ethnicity



Degree

MDs, DOs, MBBSs (n=43) earn

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



Fellowship

Those with fellowships earn (n=3) earn \$0.01 less on a dollar compared to those without fellowships (n=41).



Length of Hire

Those with more than 15 years of service (n=13) earn:

- **\$0.15 more*** on a dollar compared to those who have 5 years or less of service (n=19)
- **\$0.10 more*** on a dollar compared to those with 6-10 years of service (n=7),
- \$0.03 more on a dollar compared to those with 11-15 years of service (n=5).

Total Compensation

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

Males (n=21) earn \$0.04 more on a dollar compared to females (n=18).

Caucasians (n=24) earn:

- \$0.06 less on a dollar compared to African Americans (n=8),
- \$0.01 more on a dollar compared to non-Caucasians/non-African Americans (n=7).

Non-Hispanics (n=28) earn:

- \$0.03 less on a dollar compared to Hispanics (n=11).

As of January 1, 2020, none of the faculty members have master's or doctoral degrees.

Those with fellowships earn (n=3) earn \$0.01 more on a dollar compared to those without fellowships (n=36).

Those with more than 15 years of service (n=13) earn:

- **\$0.31 more*** on a dollar compared to those who have 5 years or less of service (n=14)
- **\$0.17 more*** on a dollar compared to those with 6-10 years of service (n=7),
- \$0.07 more on a dollar compared to those with 11-15 years of service (n=5).



Academic Rank

All faculty members included in analyses are associate/assistant professors.

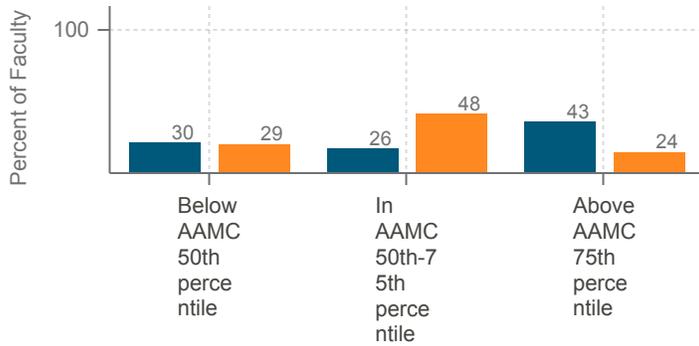
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work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

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

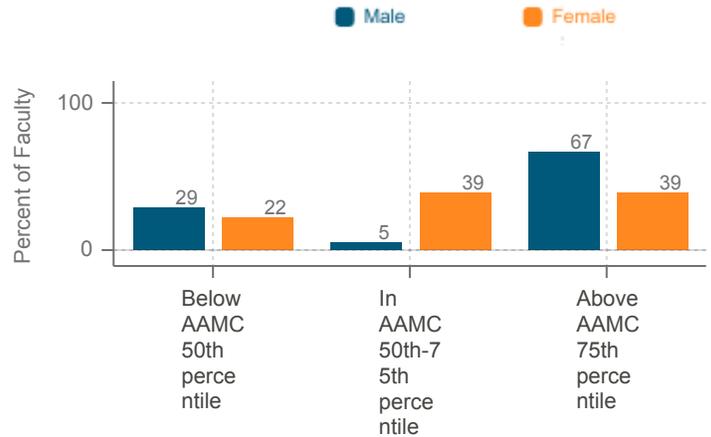


Distribution of AAMC percentile by gender

Fixed Salary

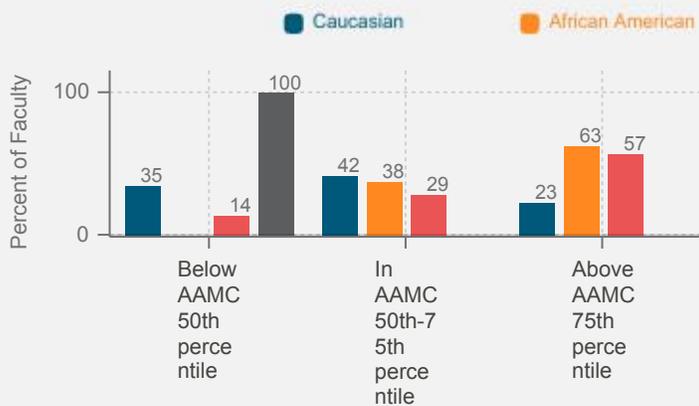


Total Compensation*

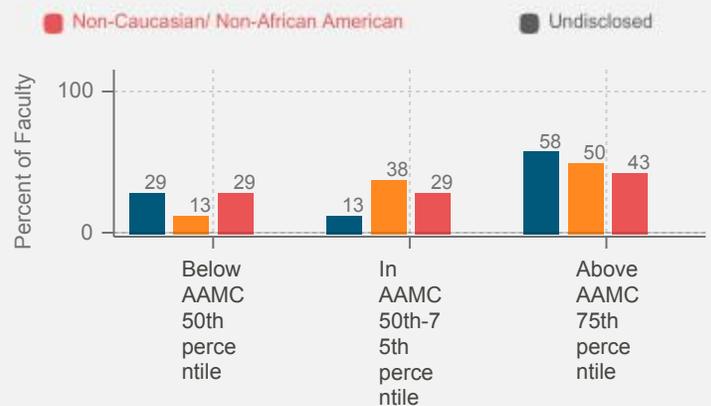


Distribution of AAMC percentile by race

Fixed Salary*

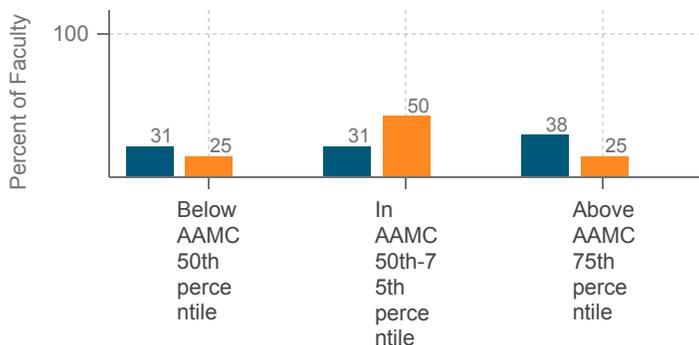


Total Compensation

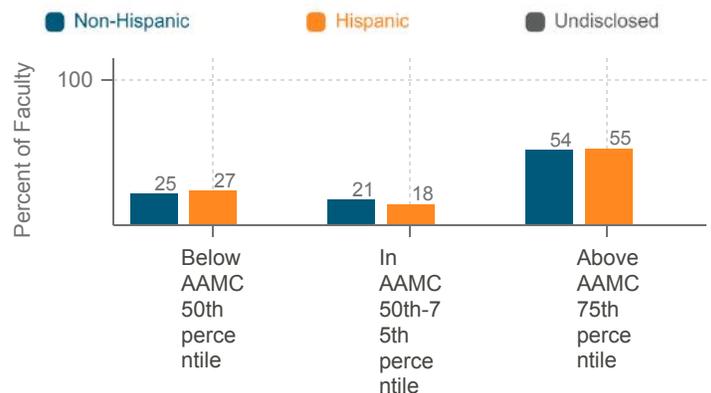


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



*statistical significance at <0.05

Emergency Medicine

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

11

Fixed Salary

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



Gender

Males (n=26) earn \$0.02 more on a dollar compared to females (n=17).

Caucasians (n=35) earn:

- \$0.04 less on a dollar compared to African Americans (n=2), and
- \$0.05 more on a dollar compared to non-Caucasians/non-African Americans (n=6).

Non-Hispanics (n=40) earn:

- \$0.01 less on a dollar compared to Hispanics (n=3).

MDs (n=32) earn

- the same compared to those with additional Masters degree(s) (n=10), and
- \$0.03 more on a dollar compared to those with additional Doctorate degree (n=1).

- Male professors (n=3) earn \$0.08 more on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=23) earn \$0.01 more on a dollar compared to female associate/assistant professors (n=16).

Those with fellowships earn (n=11) earn \$0.04 less on a dollar compared to those without fellowships (n=32).

Those with more than 15 years of service (n=7) earn:

- \$0.06 more on a dollar compared to those who have 5 years or less of service (n=21)
- **\$0.12 more*** on a dollar compared to those with 6-10 years of service (n=11), and
- \$0.08 more 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=23) earn \$0.03 more on a dollar compared to females (n=16).

Caucasians (n=32) earn:

- \$0.06 more compared to African Americans (n=2), and
- \$0.08 more on a dollar compared to non-Caucasians/non-African Americans (n=5).

Non-Hispanics (n=36) earn:

- the same compared to Hispanics (n=3).

MDs (n=30) earn

- \$0.04 more on a dollar compared to those with additional Masters degree(s) (n=8), and
- \$0.05 more on a dollar compared to those with additional Doctorate degree (n=1).

- Male professors (n=3) earn \$0.24 more on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=20) earn \$0.01 more on a dollar compared to female associate/assistant professors (n=15).

Those with fellowships earn (n=11) earn \$0.01 more on a dollar compared to those without fellowships (n=28).

Those with more than 15 years of service (n=7) earn:

- \$0.07 more on a dollar compared to those who have 5 years or less of service (n=17)
- \$0.10 more on a dollar compared to those with 6-10 years of service (n=11), and
- \$0.08 more on a dollar compared to those with 11-15 years of service (n=4).



Race & Ethnicity



Degree



Academic Rank



Fellowship



Length of Hire

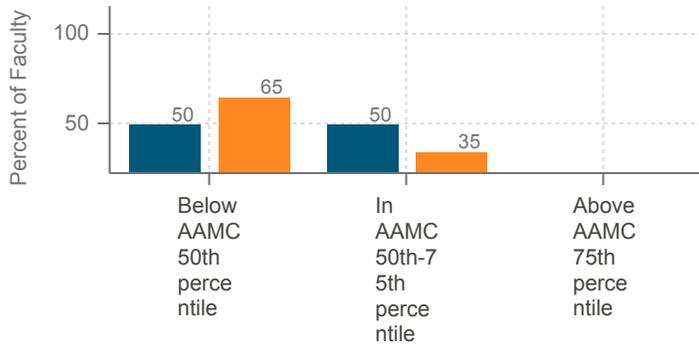
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work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

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

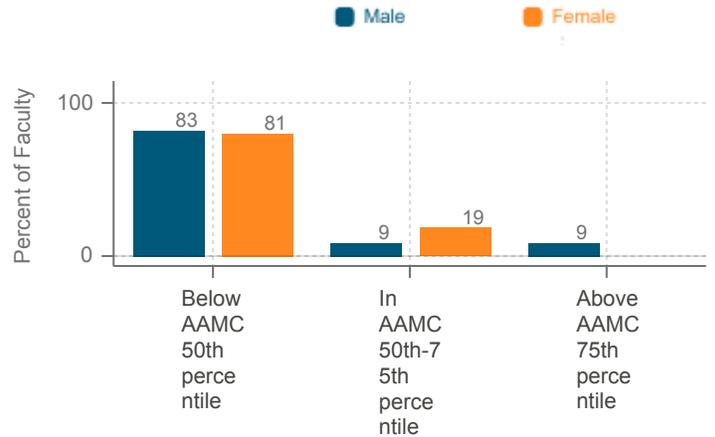


Distribution of AAMC percentile by gender

Fixed Salary

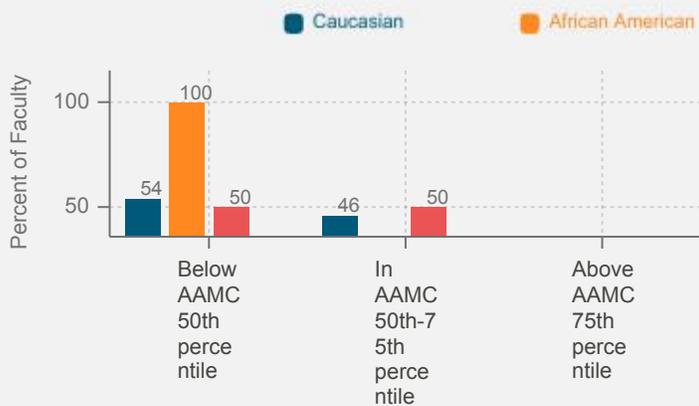


Total Compensation

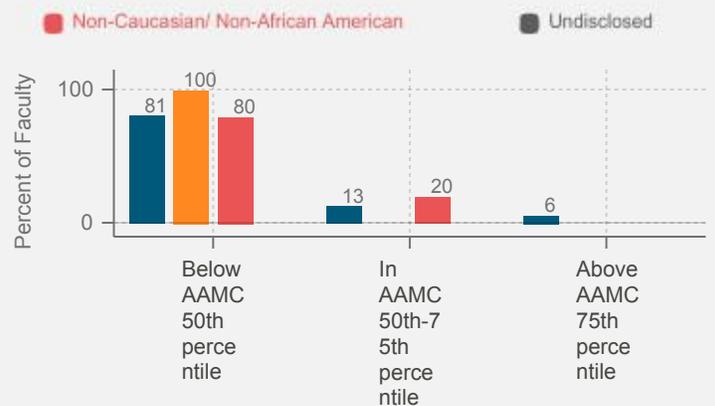


Distribution of AAMC percentile by race

Fixed Salary

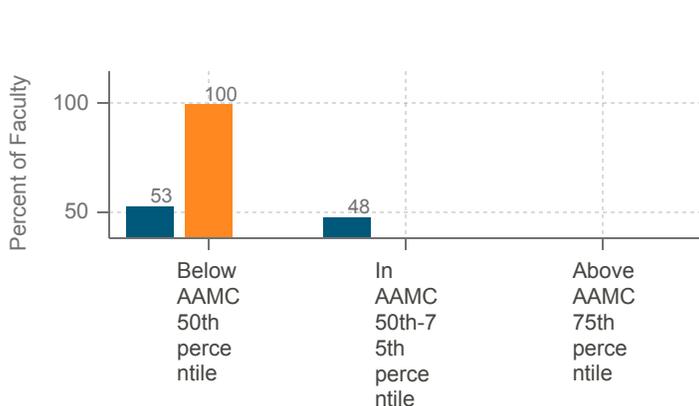


Total Compensation

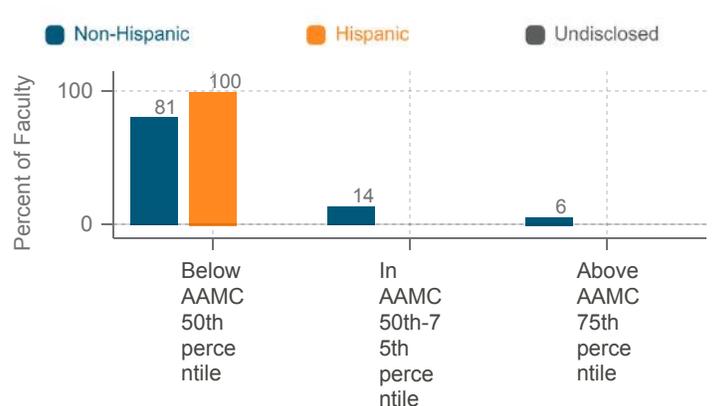


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

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



Gender

Males (n=20) earn \$0.16 more on a dollar compared to females (n=16).

Caucasians (n=18) earn:

- \$0.19 more on a dollar compared to African Americans (n=1),
- \$0.11 more on a dollar compared to non-Caucasians/non-African-Americans (n=17).

Non-Hispanics (n=31) earn:

- \$0.16 more on a dollar compared to Hispanics (n=3).
- \$0.11 more on a dollar compared to undisclosed ethnicity (n=2).



Race & Ethnicity



Degree

MDs, DOs, MBBSs, MBChBs (n=32) earn

- \$0.20 more on a dollar compared to those with additional Masters degree(s) (n=4).



Academic Rank

- All professors are male (n=8).
- Male associate/assistant professors (n=12) earn \$0.16 more on a dollar compared to female associate/assistant professors (n=16).



Fellowship

Those with fellowships earn (n=27) earn \$0.02 more on a dollar compared to those without fellowships (n=9).

Those with more than 15 years of service (n=8) earn:

- \$0.13 less on a dollar compared to those who have 5 years or less of service (n=18)
- \$0.11 less on a dollar compared to those with 6-10 years of service (n=6),
- \$0.12 more on a dollar compared to those with 11-15 years of service (n=4).



Length of Hire

Total Compensation

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

Males (n=19) earn \$0.13 more on a dollar compared to females (n=16).

Caucasians (n=18) earn:

- \$0.21 more on a dollar compared to African Americans (n=1),
- \$0.10 more on a dollar compared to non-Caucasians/non-African-Americans (n=16).

Non-Hispanics (n=31) earn:

- \$0.20 more on a dollar compared to Hispanics (n=3).
- \$0.23 more on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBSs, MBChBs (n=31) earn

- \$0.18 more on a dollar compared to those with additional Masters degree(s) (n=4).

- All professors are male (n=8).
- Male associate/assistant professors (n=11) earn \$0.13 more on a dollar compared to female associate/assistant professors (n=16).

Those with fellowships earn (n=26) earn \$0.06 more on a dollar compared to those without fellowships (n=9).

Those with more than 15 years of service (n=8) earn:

- \$0.13 less compared to those who have 5 years or less of service (n=17)
- \$0.10 less on a dollar compared to those with 6-10 years of service (n=6),
- \$0.18 more on a dollar compared to those with 11-15 years of service (n=4).

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.

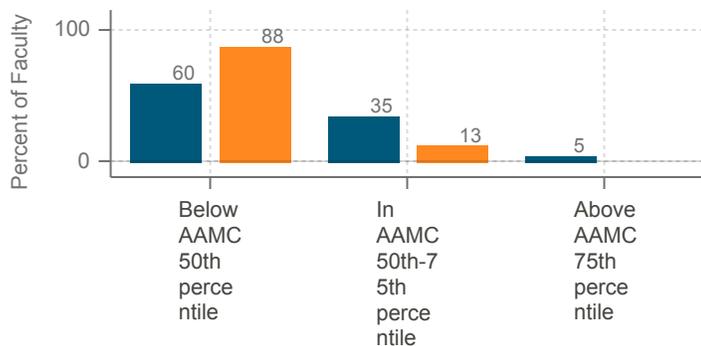
¹ Excludes Cardiology and Gastroenterology

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

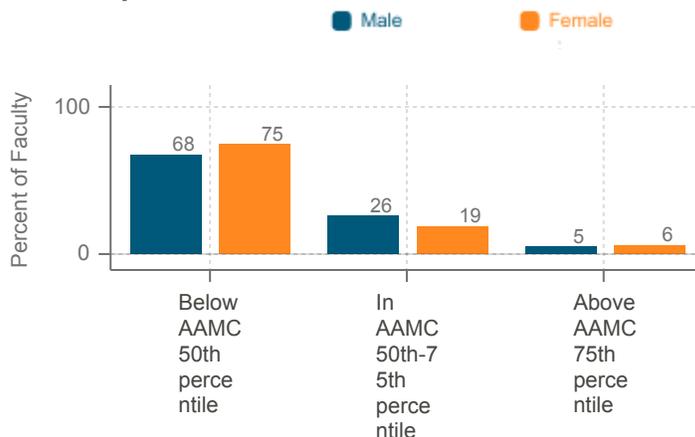


Distribution of AAMC percentile by gender

Fixed Salary

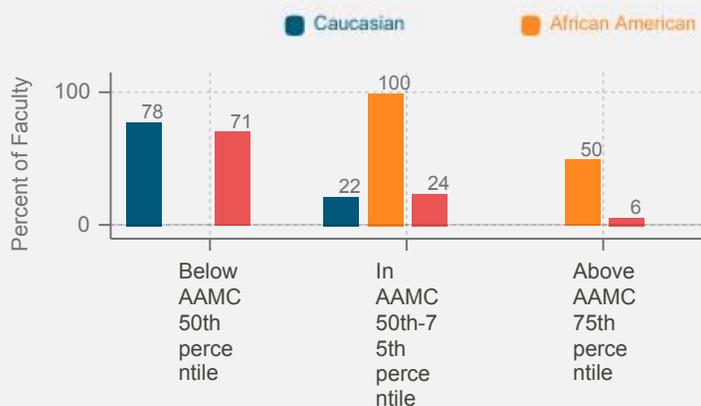


Total Compensation

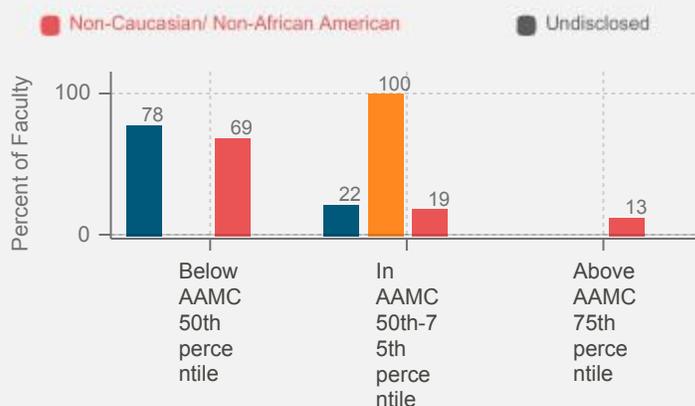


Distribution of AAMC percentile by race

Fixed Salary

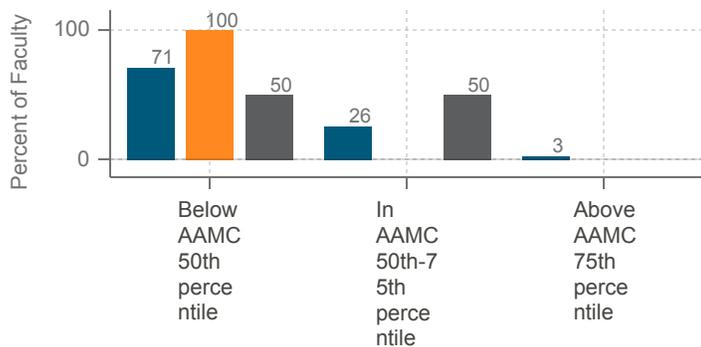


Total Compensation

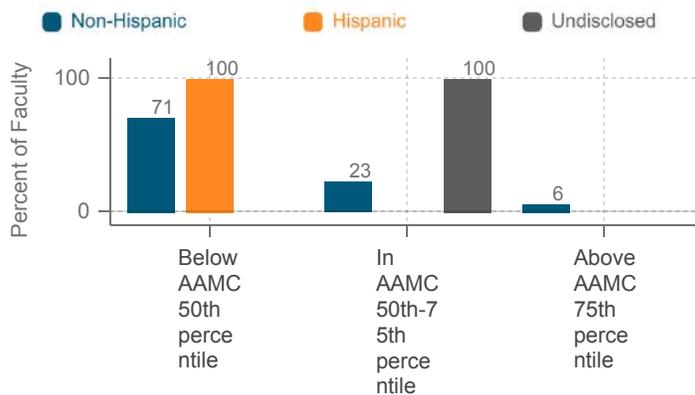


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

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



Gender

Males (n=12) earn \$0.11 more on a dollar compared to females (n=5).



Race & Ethnicity

Caucasians (n=11) earn:

- \$0.06 less on a dollar compared to non-Caucasians/non-African Americans (n=5), and
 - \$0.05 more on a dollar compared to undisclosed race (n=1).
- Non-Hispanics (n=15) earn:
- \$0.03 less on a dollar compared to Hispanics (n=2).



Degree

MDs (n=13) earn

- \$0.09 less on a dollar compared to those with additional Masters degree (n=1), and
- \$0.11 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=10) earn \$0.07 more on a dollar compared to female associate/assistant professors (n=5).



Fellowship

Those with fellowships earn (n=16) earn \$0.07 more on a dollar compared to those without fellowships (n=1).



Length of Hire

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

- \$0.16 less on a dollar compared to those who have 5 years or less of service (n=10)
- \$0.20 less on a dollar compared to those with 6-10 years of service (n=3), 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 \$0.16 more on a dollar compared to females (n=3).

Caucasians (n=10) earn:

- \$0.14 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).

MDs (n=10) earn

- \$0.17 less on a dollar compared to those with additional Masters degree (n=1), and
- \$0.15 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 \$0.18 more on a dollar compared to female associate/assistant professors (n=3).

All faculty members meeting inclusion criteria have fellowships.

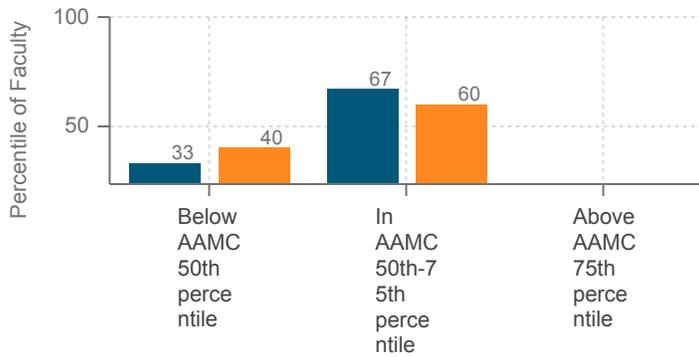
Those with more than 15 years of service (n=3) earn:

- \$0.08 less on a dollar compared to those who have 5 years or less of service (n=7)
- \$0.20 less on a dollar compared to those with 6-10 years of service (n=3), and
- \$0.33 less on a dollar compared to those with 11-15 years of service (n=1).

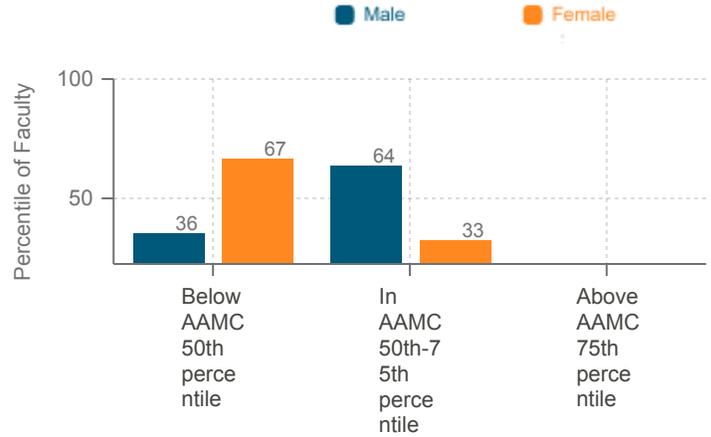


Distribution of AAMC percentile by gender

Fixed Salary

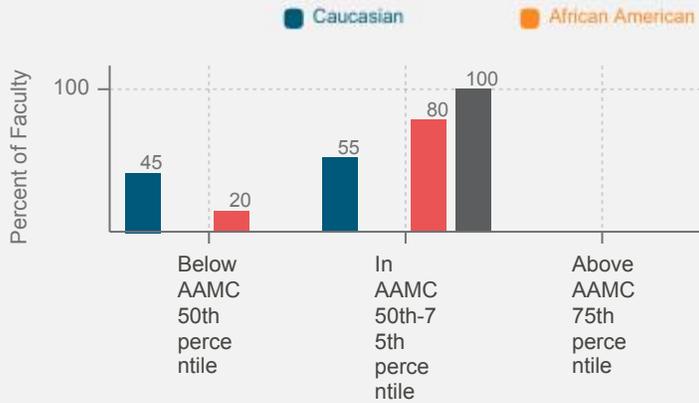


Total Compensation

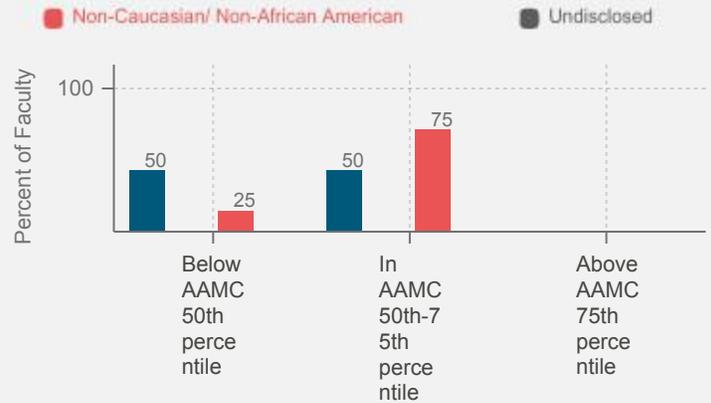


Distribution of AAMC percentile by race

Fixed Salary

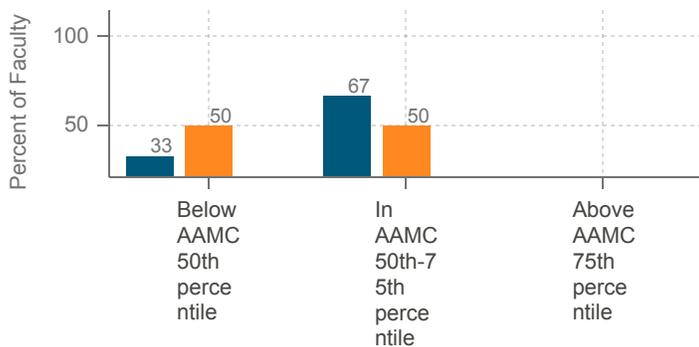


Total Compensation

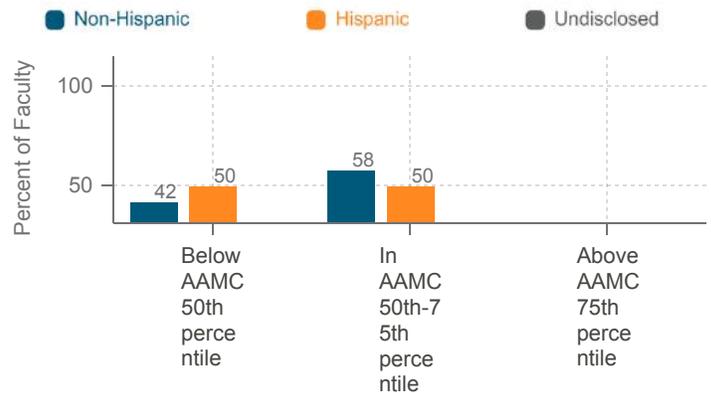


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

Statistically significant associations were found between **ethnicity** and faculty salary.



Gender

- Males (n=5) earn \$0.05 more on a dollar compared to females (n=8).



Race & Ethnicity

Caucasians (n=10) earn:

- \$0.05 more on a dollar compared to non-Caucasians/non-African Americans (n=2),
 - \$0.27 less on a dollar compare to undisclosed race (n=1).
- Non-Hispanics (n=12) earn:
- **\$0.28 less*** on a dollar compared to Hispanics (n=1).



Degree

MDs, DOs, MBBSs (n=11) earn

- \$0.11 less on a dollar compared to those with additional Doctorate degree (n=2).



Academic Rank

- All professors are male (n=1).
- Male associate/assistant professors (n=4) earn \$0.01 more on a dollar compared to female associate/assistant professors (n=8).



Length of Hire

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

- \$0.23 more on a dollar compared to those who have 5 years or less of service (n=9),
- \$0.28 more on a dollar compared to those with 6-10 years of service (n=2).

Total Compensation

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

Males (n=4) earn \$0.07 more on a dollar compared to females (n=8).

Caucasians (n=9) earn:

- \$0.03 more on a dollar compared to non-Caucasians/non-African Americans (n=2),
 - **\$0.34 less*** on a dollar compare to undisclosed race (n=1)
- Non-Hispanics (n=11) earn:
- **\$0.35 less*** on a dollar compared to Hispanics (n=1).

MDs, DOs, MBBSs (n=10) earn

- \$0.11 less on a dollar compared to those with additional Doctorate degree (n=2).

All professors are male (n=1).

- 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=2) earn:

- \$0.21 more on a dollar compared to those who have 5 years or less of service (n=8),
- \$0.27 more on a dollar compared to those with 6-10 years of service (n=2).



Fellowship

All faculty members have fellowships.

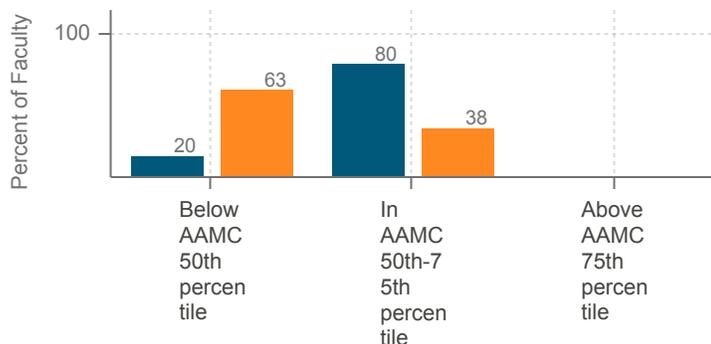
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work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

***statistical significance at <0.05**

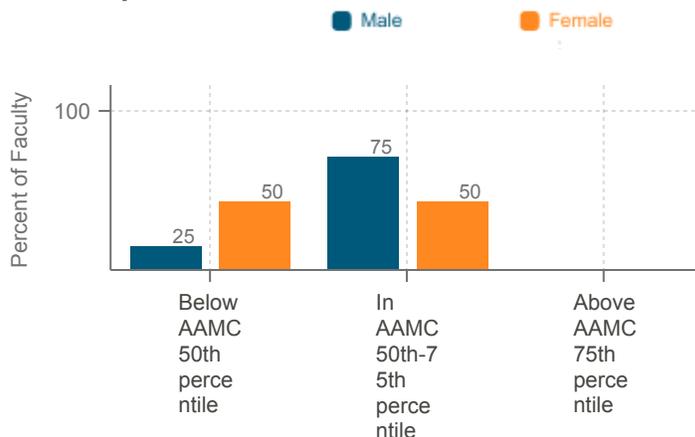


Distribution of AAMC percentile by gender

Fixed Salary

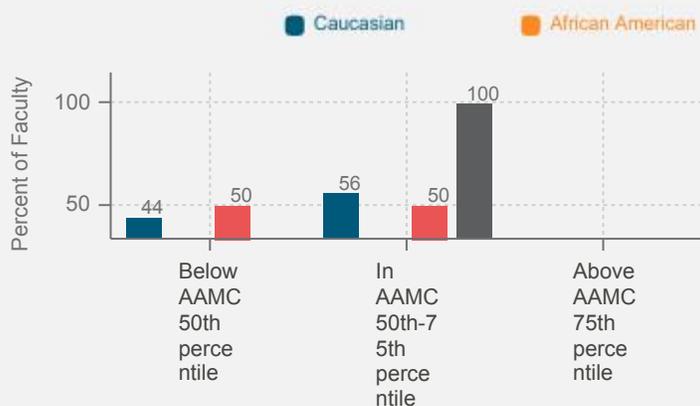


Total Compensation

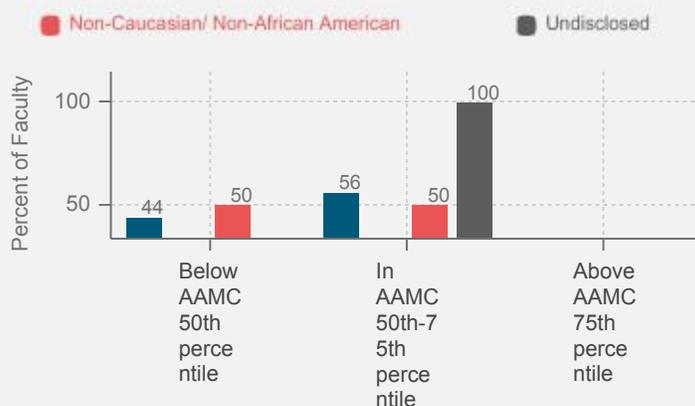


Distribution of AAMC percentile by race

Fixed Salary

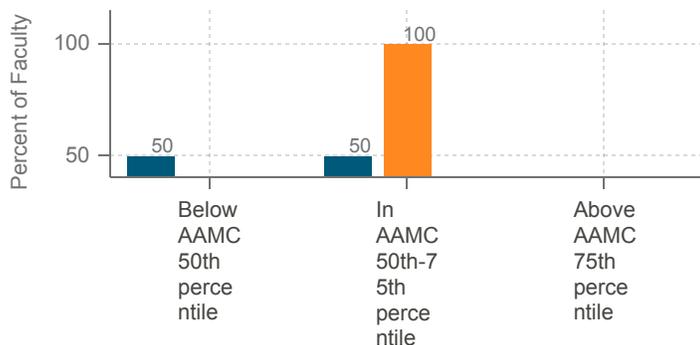


Total Compensation

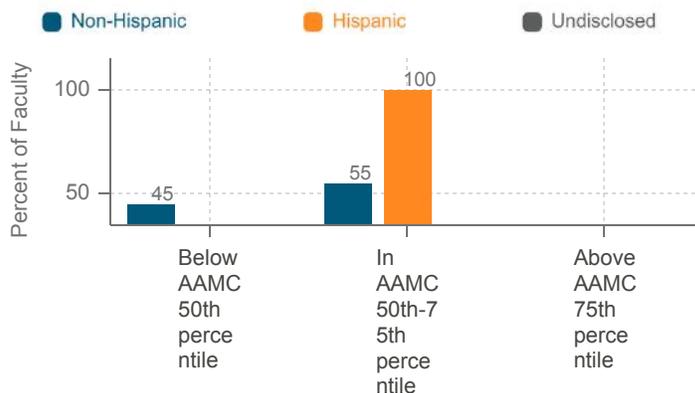


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

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



Gender

Males (n=9) earn \$0.14 more on a dollar compared to females (n=20).



Race & Ethnicity

Caucasians (n=18) earn:

- \$0.05 less on a dollar compared to African Americans (n=8),
- \$0.10 less on a dollar compared to non-Caucasians/non-African Americans (n=3).

Non-Hispanics (n=28) earn:

- \$0.11 more on a dollar compared to Hispanics (n=1).



Degree

MDs, DOs (n=25) earn

- \$0.02 less on a dollar compared to those with additional Masters degree(s) (n=3),
- \$0.39 more on a dollar compared to those with additional Doctorate degree (n=1).



Academic Rank

- All professors are male (n=3).
- Male associate/assistant professors (n=6) earn \$0.14 more on a dollar compared to female associate/assistant professors (n=20).



Fellowship

Those with fellowships earn (n=9) earn **\$0.28 more*** on a dollar compared to those without fellowships (n=20).



Length of Hire

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

- \$0.25 more on a dollar compared to those who have 5 years or less of service (n=21)
- \$0.05 more on a dollar compared to those with 6-10 years of service (n=1), and
- \$0.33 more 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=9) earn \$0.19 more on a dollar compared to females (n=19).

Caucasians (n=17) earn:

- \$0.07 less on a dollar compared to African Americans (n=8),
- \$0.15 less on a dollar compared to non-Caucasians/non-African Americans (n=3).

Non-Hispanics (n=27) earn:

- the same compared to Hispanics (n=1).

MDs, DOs (n=24) earn

- \$0.15 more on a dollar compared to those with additional Masters degree(s) (n=3),
- \$0.49 more on a dollar compared to those with additional Doctorate degree (n=1).

- All professors are male (n=3).
- Male associate/assistant professors (n=6) earn \$0.19 more on a dollar compared to female associate/assistant professors (n=19).

Those with fellowships earn (n=9) earn \$0.11 more on a dollar compared to those without fellowships (n=19).

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

- \$0.13 more on a dollar compared to those who have 5 years or less of service (n=20)
- \$0.01 more on a dollar compared to those with 6-10 years of service (n=1), and
- \$0.02 less on a dollar compared to those with 11-15 years of service (n=1).

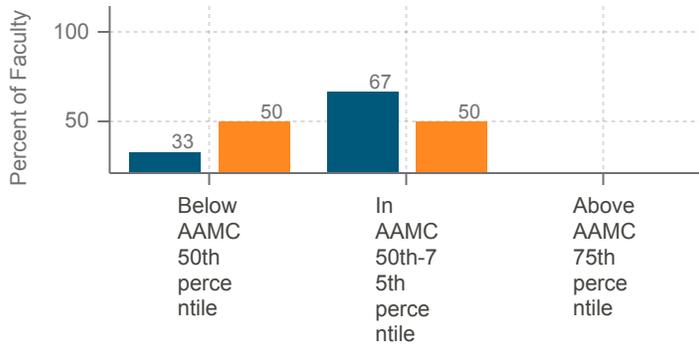
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work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

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

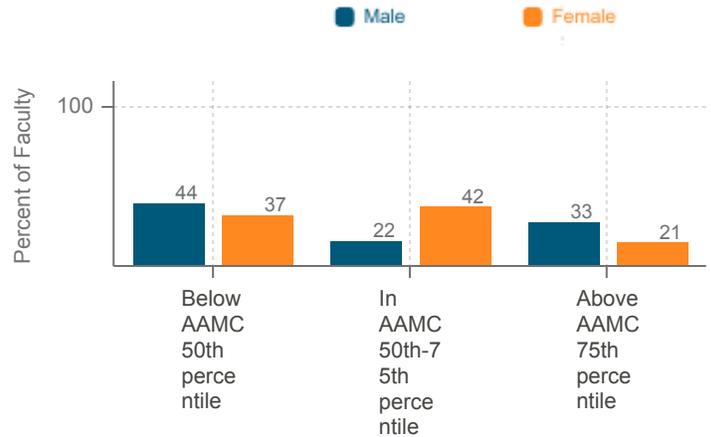


Distribution of AAMC percentile by gender

Fixed Salary

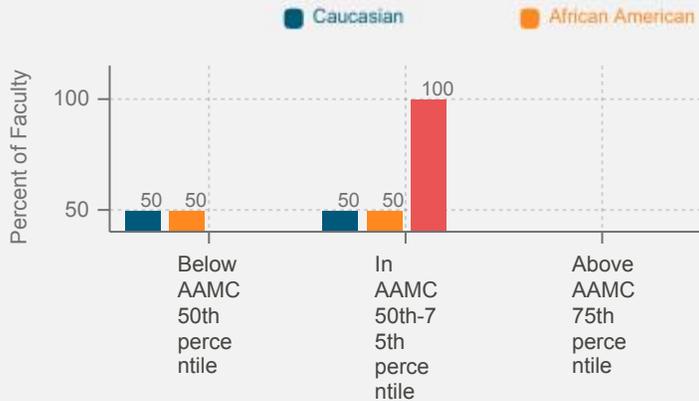


Total Compensation

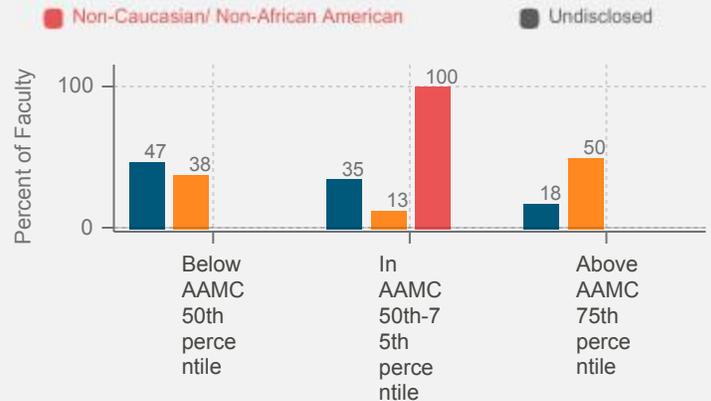


Distribution of AAMC percentile by race

Fixed Salary

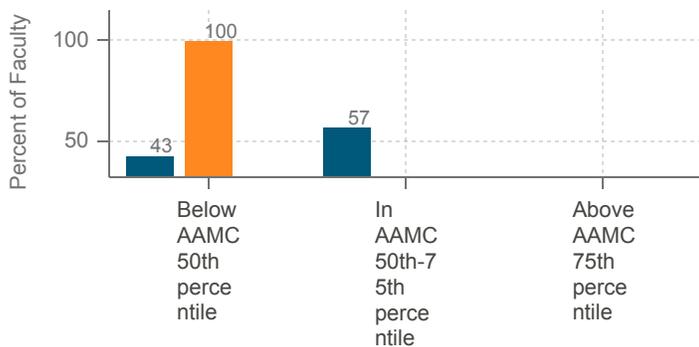


Total Compensation

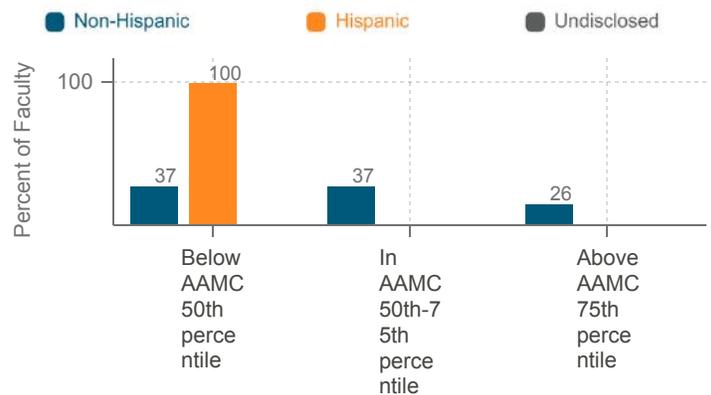


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

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



Gender

Males (n=5) earn \$0.24 less on a dollar compared to females (n=1).



Race & Ethnicity

Caucasians (n=4) earn:

- \$0.31 more on a dollar compared to African Americans (n=1),
- \$0.24 more on a dollar compared to undisclosed race (n=1).

Non-Hispanics (n=5) earn:

- \$0.18 more on a dollar compared to undisclosed ethnicity (n=2).



Fellowship

Those with fellowships earn (n=5) earn \$0.18 more on a dollar compared to those without fellowships (n=1).



Length of Hire

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

- \$0.09 less on a dollar compared to those who have 5 years or less of service (n=4).

Total Compensation

Does not meet sample size requirement (n=4)



Degree

None of the faculty members have master's or doctoral degree



Academic Rank

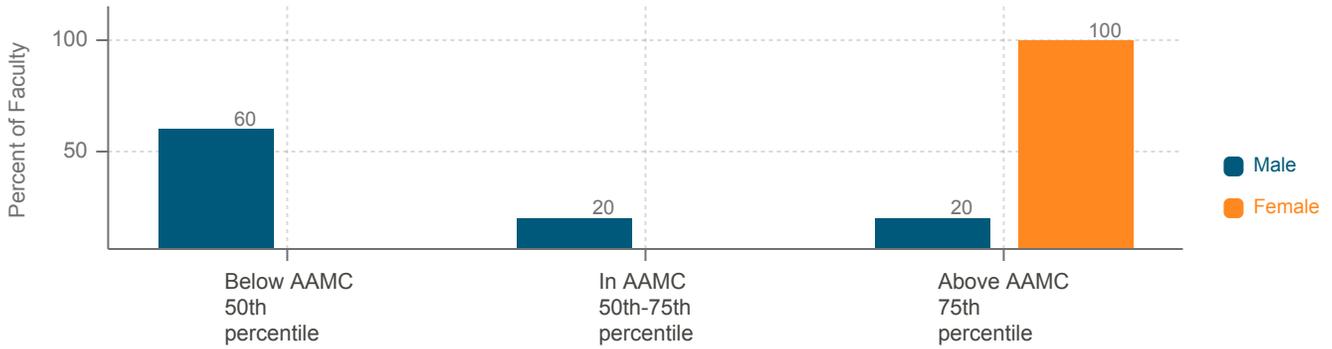
All of the faculty members are associate/assistant professors.

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

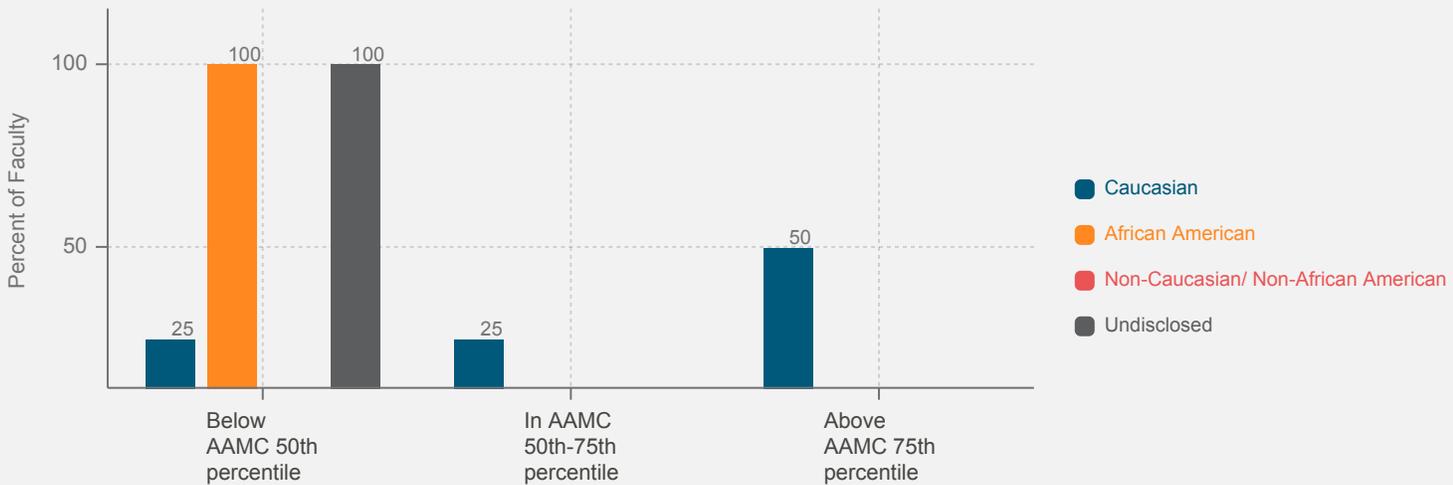
>> Fixed Salary

 Distribution of AAMC percentile by gender



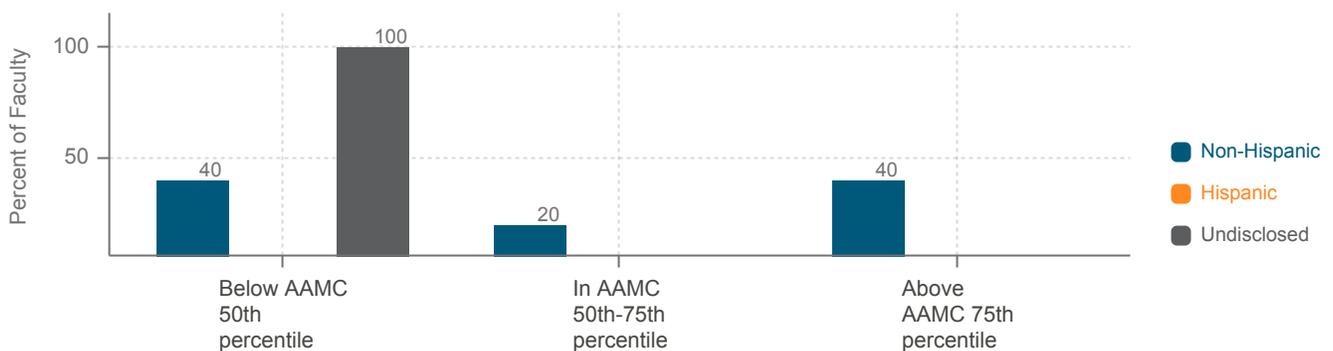
>> Fixed Salary

 Distribution of AAMC percentile by race



>> Fixed Salary

 Distribution of AAMC percentile by ethnicity



Fixed Salary

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



Gender

Males (n=7) earn \$0.05 more on a dollar compared to females (n=3).



Race & Ethnicity

Caucasians (n=5) earn:

- \$0.06 more on a dollar compared to non-Caucasians/non-African Americans (n=5).



Degree

MDs, MBBSs (n=7) earn

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



Length of Hire

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

- **\$0.29 more*** on a dollar compared to those who have 5 years or less of service (n=5)
- **\$0.17 more*** on a dollar compared to those with 6-10 years of service (n=3),
- **\$0.23 more*** on a dollar compared to those with 11-15 years of service (n=1).

Total Compensation

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

Males (n=6) earn \$0.07 more on a dollar compared to females (n=3).

Caucasians (n=5) earn:

- \$0.05 more on a dollar compared to non-Caucasians/non-African Americans (n=4).

MDs, MBBSs (n=6) earn

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

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

- **\$0.30 more*** on a dollar compared to those who have 5 years or less of service (n=4)
- \$0.17 more on a dollar compared to those with 6-10 years of service (n=3),
- \$0.23 more on a dollar compared to those with 11-15 years of service (n=1).



Race & Ethnicity

All faculty members are non-Hispanic.



Academic Rank

All faculty members are associate/assistant professors.



Fellowship

All faculty members have fellowships.

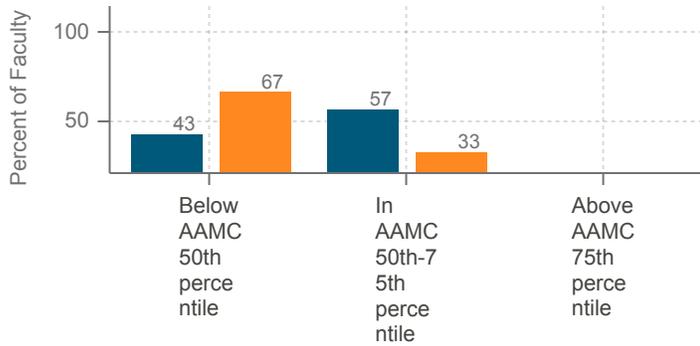
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work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

***statistical significance at <0.05**

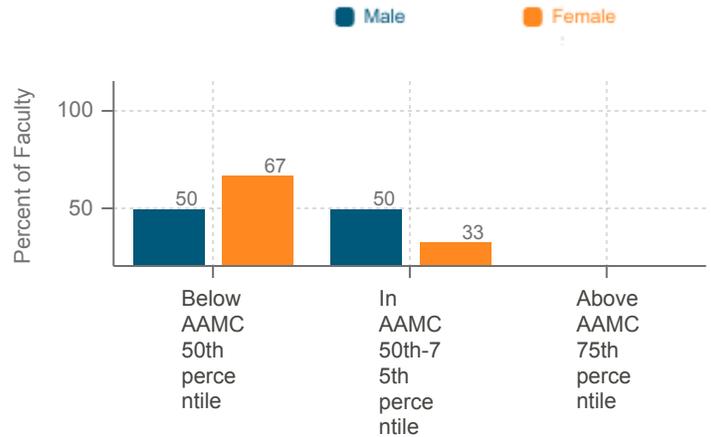


Distribution of AAMC percentile by gender

Fixed Salary

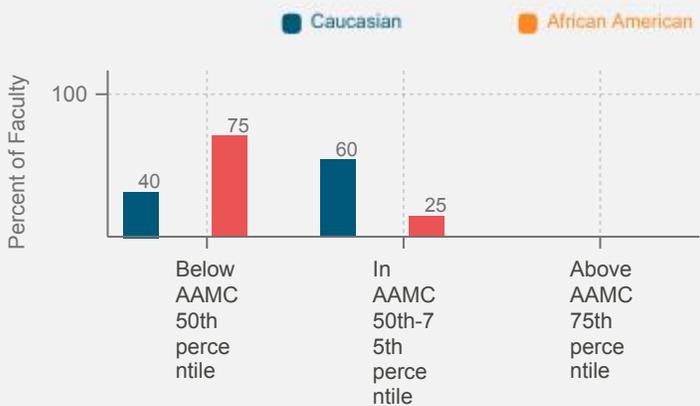


Total Compensation

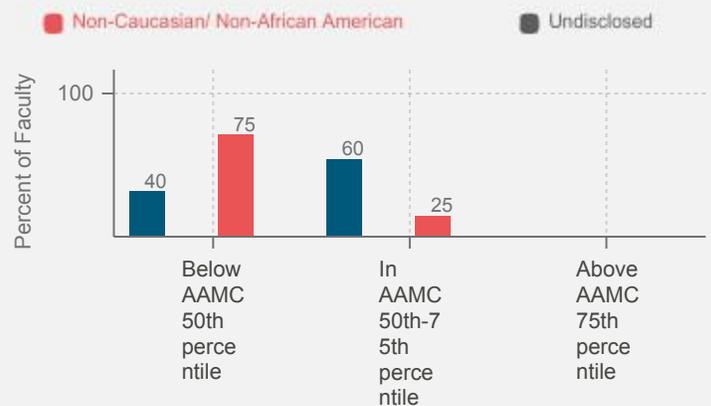


Distribution of AAMC percentile by race

Fixed Salary

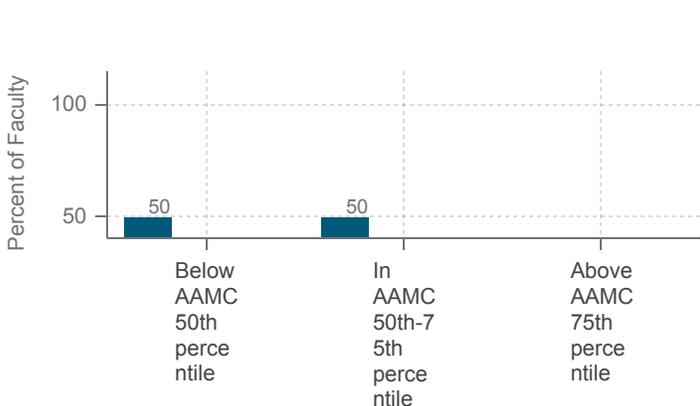


Total Compensation

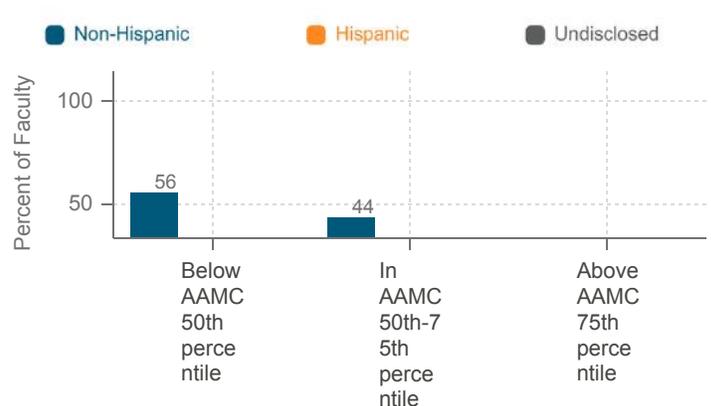


Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

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



Gender

Males (n=23) earn \$0.11 more on a dollar compared to females (n=38).

Caucasians (n=38) earn:

- \$0.05 more on a dollar compared to African Americans (n=8),
- \$0.05 more on a dollar compared to non Caucasians/non African-Americans (n=14), and
- \$0.25 more on a dollar compared to undisclosed race (n=1).

Non-Hispanics (n=46) earn:

- \$0.11 more on a dollar compared to Hispanics (n=12), and
- \$0.02 more on a dollar compared to undisclosed ethnicity (n=3).

MDs, DOs, MBBSs (n=52) earn

- the same compared to those with additional Masters degree(s) (n=7), and
- \$0.05 more on a dollar compared to those with additional Doctorate degree (n=2).

- Male professors (n=7) earn **\$0.59 more*** on a dollar compared to female professors (n=2).
- Male associate/assistant professors (n=16) earn \$0.02 more on a dollar compared to female associate/assistant professors (n=36).

Those with fellowships earn (n=29) earn **\$0.25 more*** on a dollar compared to those without fellowships (n=32).

Those with more than 15 years of service (n=17) earn:

- \$0.05 more on a dollar compared to those who have 5 years or less of service (n=22)
- \$0.10 more on a dollar compared to those with 6-10 years of service (n=16), and
- \$0.05 more on a dollar compared to those with 11-15 years of service (n=6).

Total Compensation

Statistically significant associations were found between **fellowship** and faculty total compensation.

Males (n=20) earn \$0.04 more on a dollar compared to females (n=38).

Caucasians (n=37) earn:

- \$0.02 more on a dollar compared to African Americans (n=8), and
- \$0.08 more on a dollar compared to non Caucasians/non African-Americans (n=13).

Non-Hispanics (n=45) earn:

- \$0.18 more on a dollar compared to Hispanics (n=11), and
- \$0.01 less on a dollar compared to undisclosed ethnicity (n=2).

MDs, DOs, MBBSs (n=49) earn

- \$0.04 less on a dollar compared to those with additional Masters degree(s) (n=7), and
- \$0.05 more on a dollar compared to those with additional Doctorate degree (n=2).

- Male professors (n=6) earn \$0.48 more on a dollar compared to female professors (n=2).
- Male associate/assistant professors (n=14) earn \$0.03 less on a dollar compared to female associate/assistant professors (n=36).

Those with fellowships earn (n=27) earn **\$0.17 more*** on a dollar compared to those without fellowships (n=31).

Those with more than 15 years of service (n=17) earn:

- \$0.17 more on a dollar compared to those who have 5 years or less of service (n=19)
- \$0.14 more on a dollar compared to those with 6-10 years of service (n=16), and
- \$0.05 more on a dollar compared to those with 11-15 years of service (n=6).



Race & Ethnicity



Degree



Academic Rank



Fellowship



Length of Hire

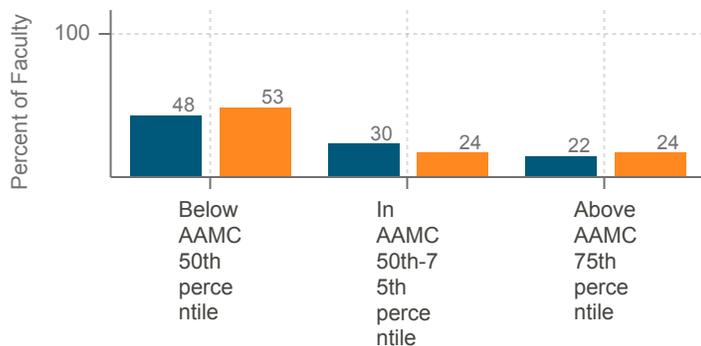
Fixed salary is defined as base salary and administrative supplements, paid bi-weekly. Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work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

¹ Excludes Neonatology

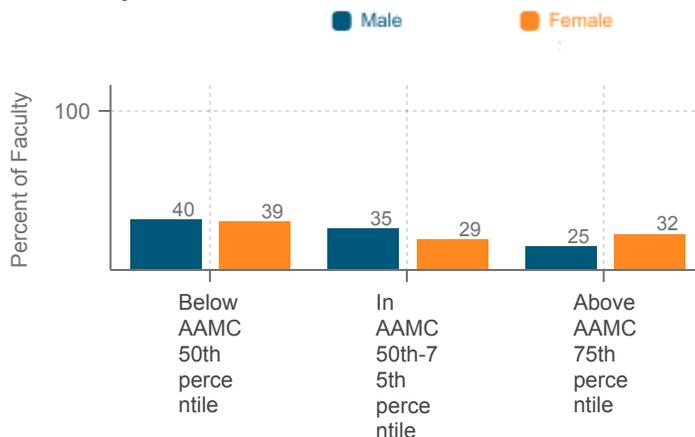
***statistical significance at <0.05 (adjusted for multiple comparisons where appropriate)**

 Distribution of AAMC percentile by gender

Fixed Salary

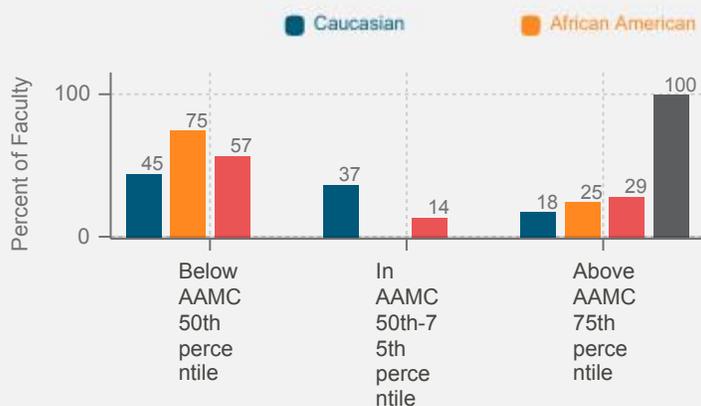


Total Compensation

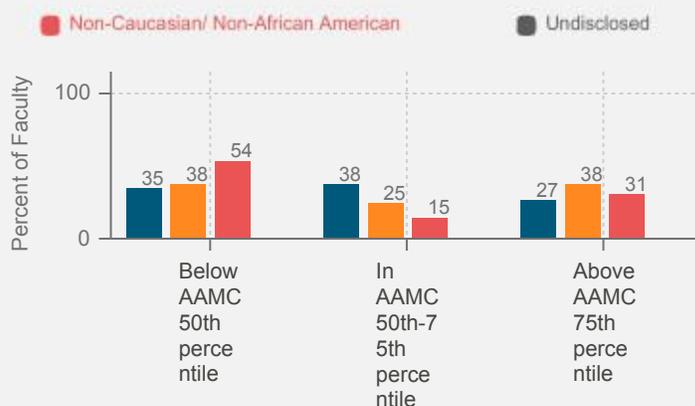


 Distribution of AAMC percentile by race

Fixed Salary

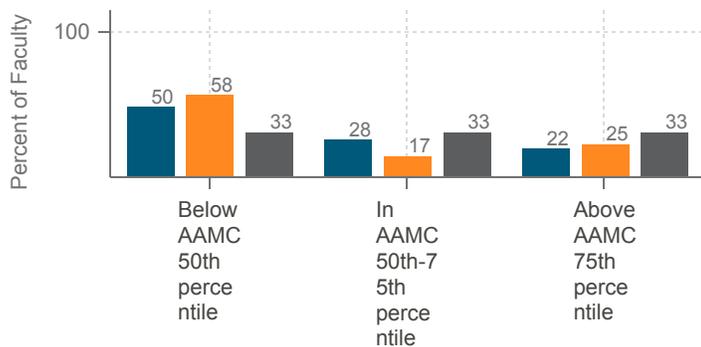


Total Compensation

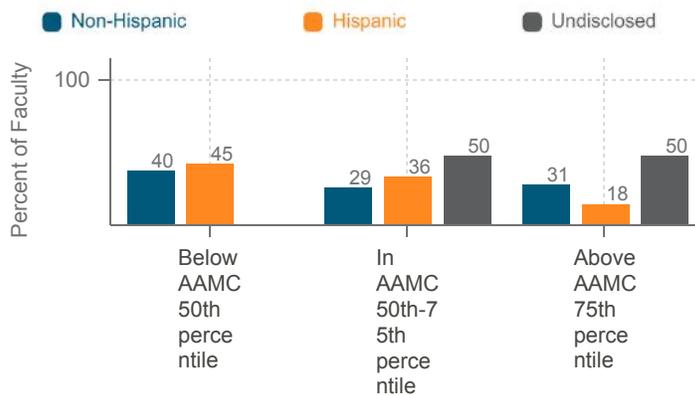


 Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

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



Gender

- Males (n=11) earn \$0.15 more on a dollar compared to females (n=8).

Caucasians (n=6) earn:

- \$0.06 more on a dollar compared to non-Caucasians/non-African Americans (n=13).

Non-Hispanics (n=16) earn:

- \$0.02 less on a dollar compared to undisclosed ethnicity (n=3).



Race & Ethnicity



Degree

MDs, DOs, MBBSs (n=17) earn

- \$0.13 less on a dollar compared to those with additional Master's degree (n=2).



Academic Rank

- Male professors (n=1) earn \$0.11 more on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=10) earn \$0.17 more on a dollar compared to female associate/assistant professors (n=7).



Length of Hire

Those with more than 15 years of service (n=8) earn:

- \$0.23 more on a dollar compared to those who have 5 years or less of service (n=6),
- \$0.28 more on a dollar compared to those with 6-10 years of service (n=3),
- \$0.11 more on a dollar compared to those with 11-15 years of service (n=2).

Total Compensation

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

Males (n=11) earn **\$0.25 more*** on a dollar compared to females (n=8).

Caucasians (n=6) earn:

- \$0.11 more on a dollar compared to non-Caucasians/non-African Americans (n=13).

Non-Hispanics (n=16) earn:

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

MDs, DOs, MBBSs (n=17) earn

- \$0.06 less on a dollar compared to those with additional Master's degree (n=2).

- Male professors (n=1) earn \$0.11 more on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=10) earn **\$0.28 more*** on a dollar compared to female associate/assistant professors (n=7).

- Those with more than 15 years of service (n=8) earn:
- \$0.17 more on a dollar compared to those who have 5 years or less of service (n=6),
- \$0.10 more on a dollar compared to those with 6-10 years of service (n=3),
- \$0.05 less on a dollar compared to those with 11-15 years of service (n=2).



Fellowship

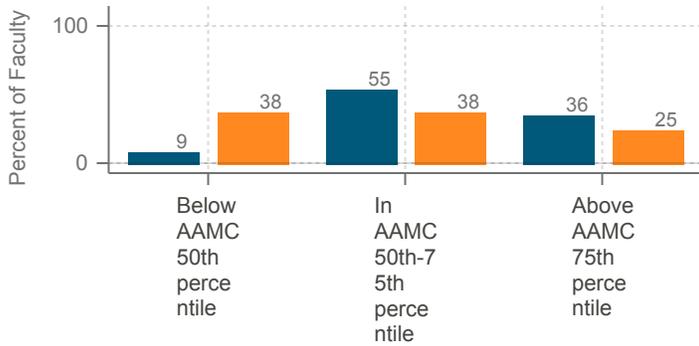
All faculty members have fellowships.

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.

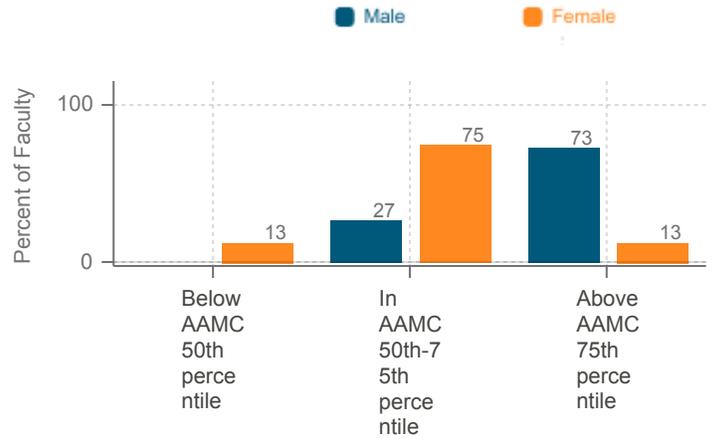
***statistical significance at <0.05**

 Distribution of AAMC percentile by gender

Fixed Salary

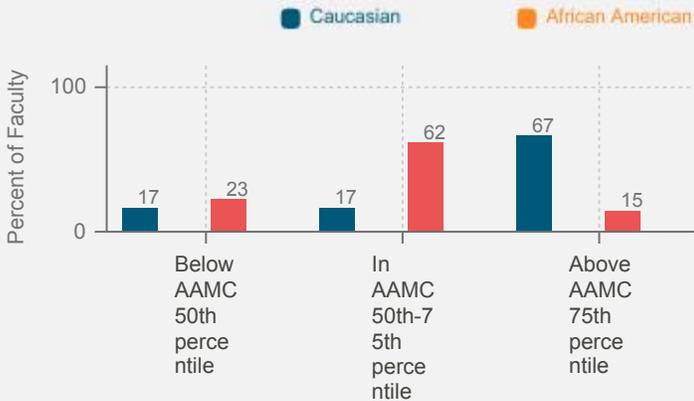


Total Compensation*

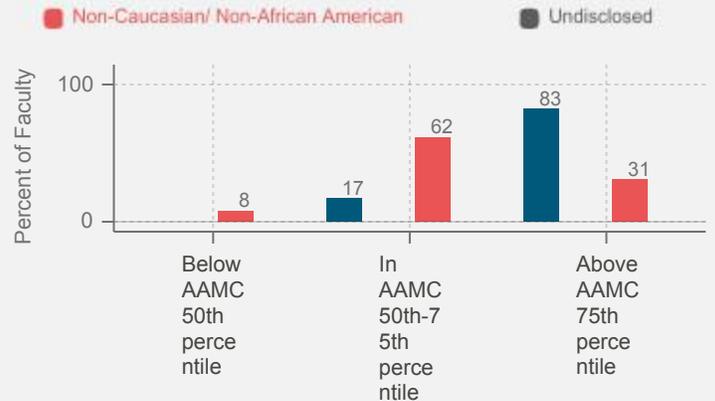


 Distribution of AAMC percentile by race

Fixed Salary

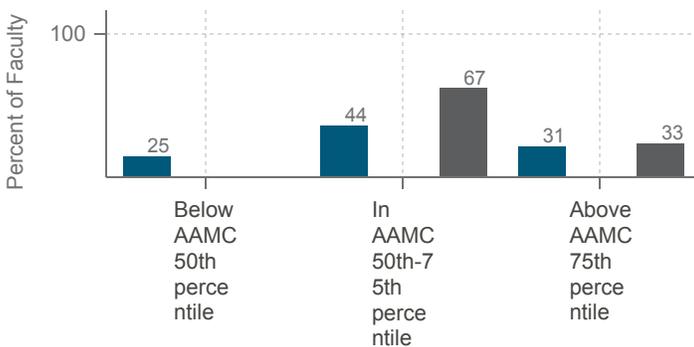


Total Compensation

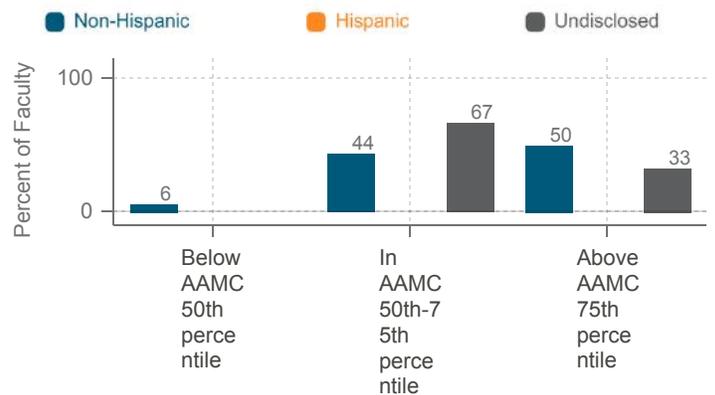


 Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



*statistical significance at <0.05

Fixed Salary

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



Gender

Males (n=2) earn \$0.07 more on a dollar compared to females (n=4).



Race & Ethnicity

Caucasians (n=4) earn:

- \$0.06 more on a dollar compared to African Americans (n=1)
- \$0.11 more on a dollar compared to non-Caucasians/non-African Americans (n=1).



Fellowship

Those with fellowships earn (n=3) earn \$0.01 less on a dollar compared to those without fellowships (n=3).



Length of Hire

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

- \$0.09 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 (n=4).



Race & Ethnicity

All of the faculty members are non-Hispanic



Degree

None of the faculty members have master's or doctoral degrees.



Academic Rank

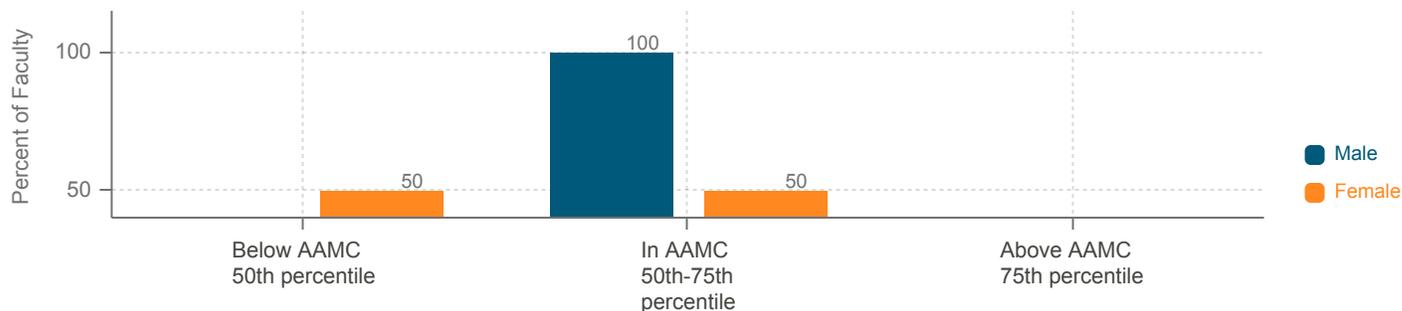
All of the faculty members are associate/assistant professors.

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**

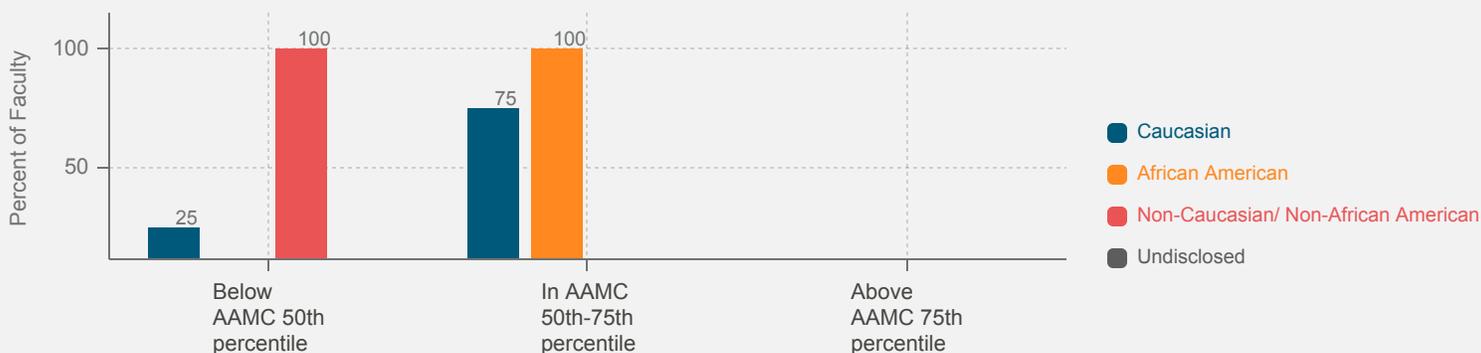
 Distribution of AAMC percentile by gender

Fixed Salary



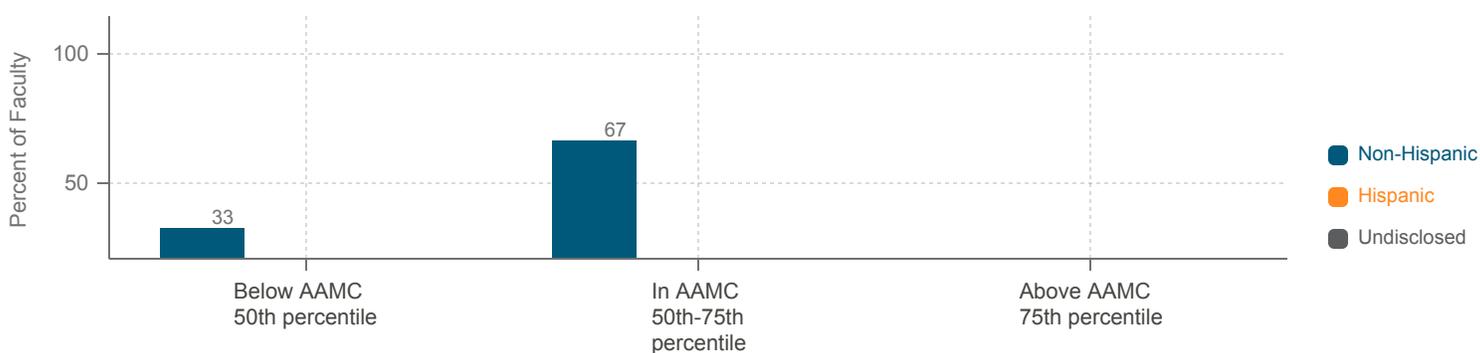
 Distribution of AAMC percentile by race

Fixed Salary



 Distribution of AAMC percentile by ethnicity

Fixed Salary



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:

- \$0.06 more on a dollar compared to African Americans (n=1), and
- \$0.04 less on a dollar compared to non-Caucasians/non-African Americans (n=7).

Non-Hispanics (n=23) earn:

- \$0.07 more on a dollar compared to Hispanics (n=1), and
- \$0.11 less on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBSs (n=23) earn

- \$0.12 less on a dollar compared to those with additional Masters degree(s) (n=1), and
- \$0.02 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:

- \$0.10 more on a dollar compared to those who have 5 years or less of service (n=13)
- \$0.03 more on a dollar compared to those with 6-10 years of service (n=5),
- \$0.02 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=16) earn \$0.06 more on a dollar compared to females (n=6).

Caucasians (n=16) earn:

- \$0.11 more on a dollar compared to African Americans (n=1), and
- \$0.01 less on a dollar compared to non-Caucasians/non-African Americans (n=5).

Non-Hispanics (n=20) earn:

- \$0.08 more on a dollar compared to Hispanics (n=1).
- \$0.13 less on a dollar compared to undisclosed ethnicity (n=1).

MDs, DOs, MBBSs (n=20) earn

- \$0.14 less on a dollar compared to those with additional Masters degree(s) (n=1), and
- \$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=13) earn \$0.06 more on a dollar compared to female associate/assistant professors (n=6).

Those with fellowships earn (n=18) earn \$0.14 more on a dollar compared to those without fellowships (n=4).

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

- \$0.05 more on a dollar compared to those who have 5 years or less of service (n=10)
- \$0.01 more on a dollar 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).



Race & Ethnicity



Degree



Academic Rank



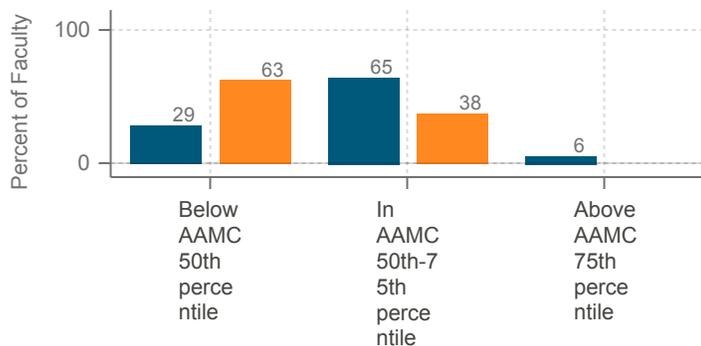
Fellowship



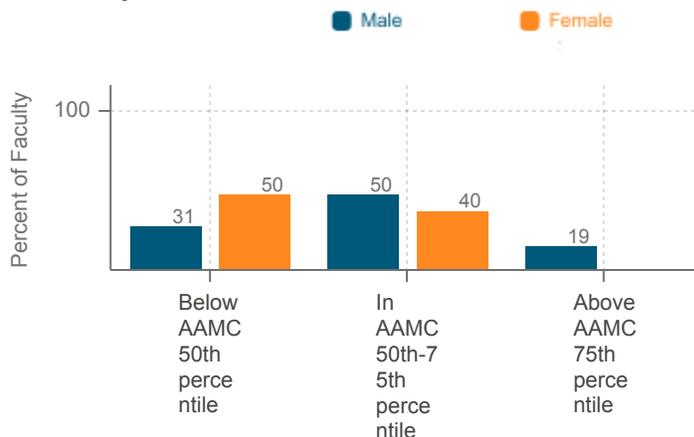
Length of Hire

 Distribution of AAMC percentile by gender

Fixed Salary

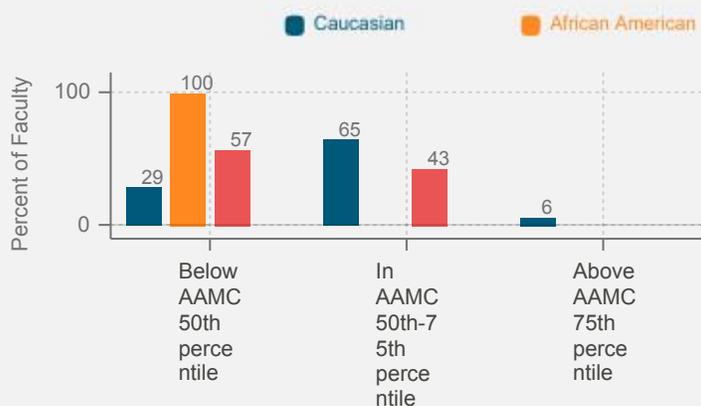


Total Compensation

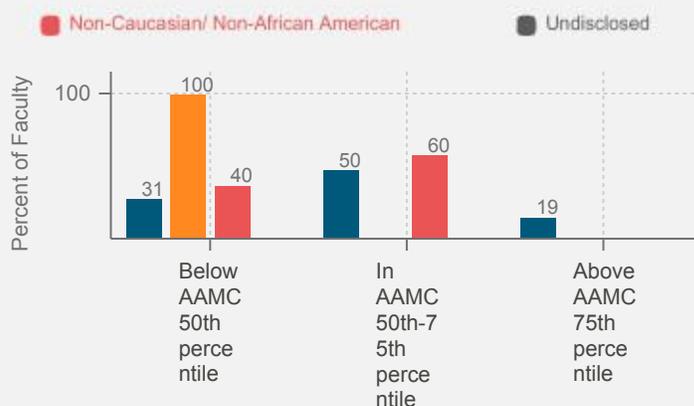


 Distribution of AAMC percentile by race

Fixed Salary

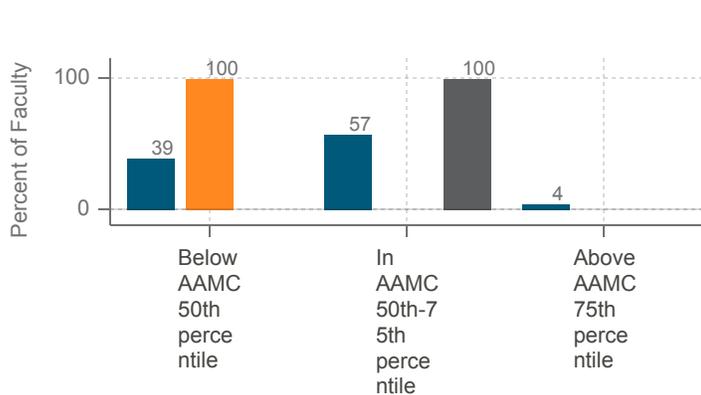


Total Compensation

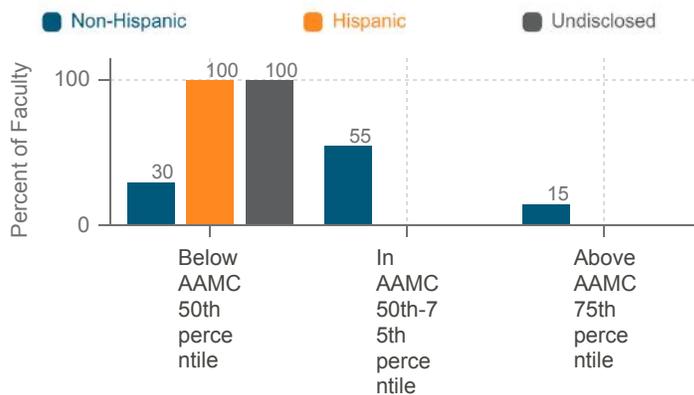


 Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation



Fixed Salary

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



Gender

Males (n=17) earn \$0.02 more on a dollar compared to females (n=5).



Race & Ethnicity

Caucasians (n=16) earn:

- \$0.07 more on a dollar compared to non-Caucasians/non-African Americans (n=6).

Non-Hispanics (n=20) earn:

- \$0.18 less on a dollar compared to undisclosed ethnicity (n=2).



Degree

MDs, DOs, MBBSs (n=18) earn

- \$0.04 more on a dollar compared to those with additional Masters degree(s) (n=3), and
- the same compared to those with additional Doctorate degree (n=1)



Academic Rank

- Male professors (n=1) earn \$0.11 less on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=16) earn \$0.23 more than female associate/assistant professors (n=4).



Fellowship

Those with fellowships earn (n=16) earn \$0.13 less on a dollar compared to those without fellowships (n=6).



Length of Hire

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

- \$0.27 less on a dollar compared to those who have 5 years or less of service (n=16)
- \$0.47 less compared to those with 6-10 years of service (n=4),
- \$0.57 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=16) earn \$0.09 more on a dollar compared to females (n=4).

Caucasians (n=15) earn:

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

Non-Hispanics (n=18) earn:

- **\$0.36 less*** on a dollar compared to undisclosed ethnicity (n=2).

MDs, DOs, MBBSs (n=17) earn

- \$0.12 more on a dollar compared to those with additional Masters degree(s) (n=2), and
- \$0.28 more on a dollar compared to those with additional Doctorate degree (n=1).

- Male professors (n=1) earn \$0.15 less on a dollar compared to female professors (n=1).
- Male associate/assistant professors (n=15) earn \$0.23 more than female associate/assistant professors (n=3).

Those with fellowships earn (n=15) earn \$0.07 more on a dollar compared to those without fellowships (n=5).

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

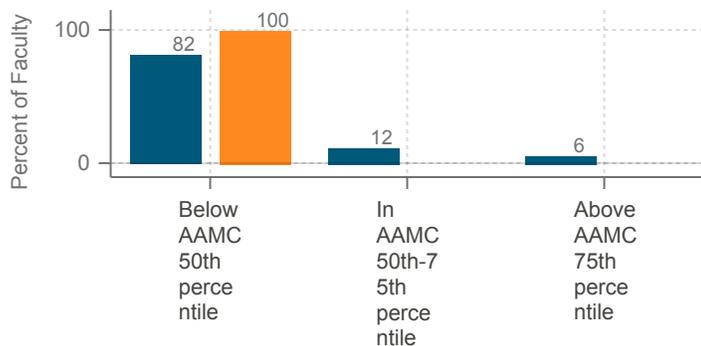
- \$0.26 less on a dollar compared to those who have 5 years or less of service (n=14)
- \$0.51 less on a dollar compared to those with 6-10 years of service (n=4),
- \$0.49 less compared to those with 11-15 years of service (n=1).

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.

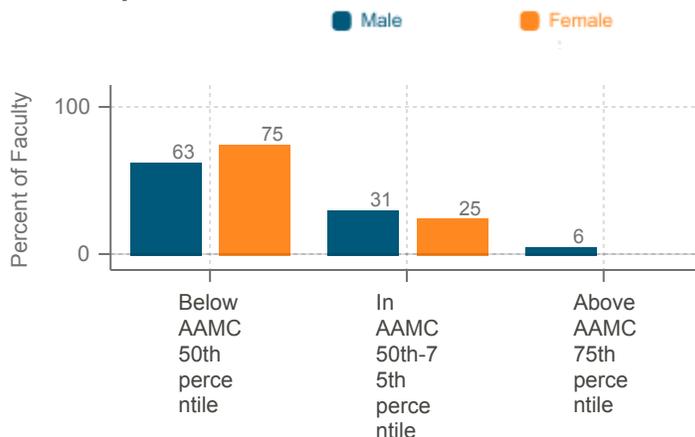
*statistical significance at <0.05 (adjusted for multiple comparisons where appropriate)

 Distribution of AAMC percentile by gender

Fixed Salary

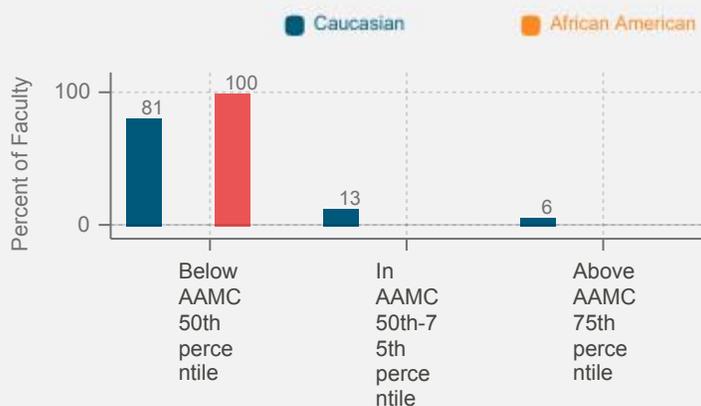


Total Compensation

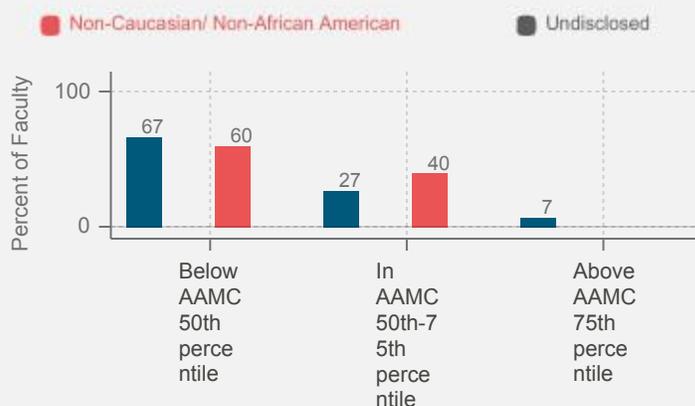


 Distribution of AAMC percentile by race

Fixed Salary

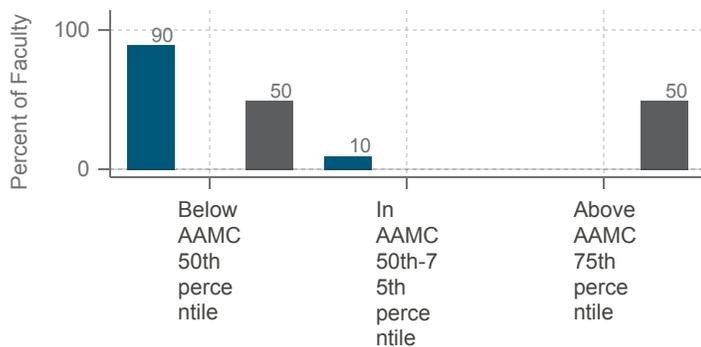


Total Compensation

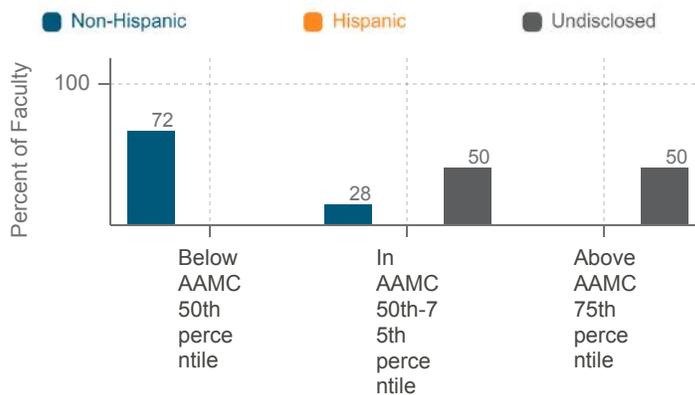


 Distribution of AAMC percentile by ethnicity

Fixed Salary



Total Compensation*



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