

Supplementary Online Content

Jagsi R, Griffith KA, Stewart A, Sambuco D, DeCastro R, Ubel PA. Gender differences in the salaries of physician researchers. *JAMA*. 2012;307(22):2412-2419.

eTable 1. Self-Reported Mean Salary of Men and Women in Our Sample (n=800), Grouped by Modeled Covariates

eTable 2. Weighted Multivariable Model* of Current Annual Salary of Respondents Who Received Initial K-Award Funding in 2000-2003

This supplementary material has been provided by the authors to give readers additional information about their work.

eTable 1. Self-Reported Mean Salary of Men and Women in Our Sample (n=800), Grouped by Modeled Covariates

Characteristic	Men		Women	
	Estimate	95% CI	Estimate	95% CI
Race				
White/Caucasian	200,652	192,717 – 208,586	165,429	157,966 – 172,893
Asian/Pacific Islander	197,176	180,848 – 213,503	177,400	160,755 – 194,045
Black/African-American	238,600	166,315 – 310,885	163,750	112,447 – 215,053
Other	203,573	175,436 – 213,710	172,000	146,348 – 197,652
Age (1 year increase)	3,291	1,318 – 5,263	1,135	-482 – 2,753
Children				
Yes	202,813	195,573 – 210,052	168,091	160,981 – 175,201
No	180,878	159,566 – 202,190	165,421	149,000 – 181,841
Marital status				
Married	201,021	193,818 – 208,223	165,996	159,012 – 172,981
Divorced/Widowed	197,367	155,661 – 239,073	185,315	156,911 – 213,720
Single/never married	192,521	164,819 – 220,222	171,235	146,396 – 196,074
Additional doctoral degree				
Yes	190,669	180,957 – 200,381	161,699	152,395 – 171,002
No	209,885	200,329 – 219,440	173,311	164,267 – 182,354
Academic rank				
Assistant Professor/Instructor	158,296	146,536 – 170,056	151,316	140,722 – 161,911
Associate Professor	201,996	194,019 – 209,973	165,859	158,061 – 173,656
Full Professor	281,911	265,053 – 298,769	229,708	210,609 – 248,808
Specialty nature				
Medical specialties	180,288	172,768 – 187,808	165,272	156,354 – 174,191
Clinical specialties for women, children, and families	185,949	173,662 – 198,236	159,016	148,910 – 169,122
Hospital-based specialties	197,676	186,079 – 209,272	178,489	162,903 – 194,074
Surgical specialties	374,140	354,848 – 393,431	290,833	252,130 – 329,537
Specialty				
Low-paying	161,506	150,428 – 172,584	150,011	139,983 – 160,038
Medium-paying	181,347	174,225 – 188,469	167,431	159,356 – 175,506
High-paying	229,373	214,303 – 244,443	190,284	173,320 – 207,248
Extremely high-paying	339,366	323,700 – 355,032	287,714	253,186 – 322,243
Current institution type				
Public	204,807	194,704 – 214,910	172,319	162,291 – 182,346
Private	196,854	187,476 – 206,231	164,288	155,736 – 172,839
Current institution NIH funding rank group				
1 st	184,373	170,376 – 198,370	159,593	144,958 – 174,228
2 nd	196,638	181,757 – 211,520	161,639	148,302 – 174,976
3 rd	195,792	182,353 – 209,232	172,837	160,679 – 184,995
4 th	220,036	207,612 – 232,460	173,584	161,068 – 186,099

eTable 1. Self-Reported Mean Salary of Men and Women in Our Sample (n=800), Grouped by Modeled Covariates (continued)

Characteristic	Men		Women	
	Estimate	95% CI	Estimate	95% CI
Current institution region				
West	207,557	193,994 – 221,119	160,315	146,574 – 174,057
Midwest	208,043	192,174 – 223,911	174,082	157,701 – 190,463
South	197,642	181,537 – 213,747	187,159	171,936 – 202,382
Northeast	193,212	182,073 – 204,352	161,326	151,741 – 170,910
Still at K institution				
Yes	198,001	189,611 – 206,390	164,773	157,226 – 172,321
No	205,312	193,431 – 217,192	175,950	163,187 – 188,713
K award type				
K08	201,489	192,832 – 210,147	166,524	156,962 – 176,086
K23	198,654	187,418 – 209,891	168,667	159,742 – 177,592
Years since K award				
7	191,682	178,948 – 204,415	166,870	153,947 – 179,794
8	204,209	194,315 – 214,103	170,941	161,205 – 180,677
9	203,556	189,320 – 217,792	163,384	151,379 – 175,390
Funding institute tier				
1 st	211,667	199,415 – 223,920	174,416	161,294 – 187,539
2 nd	188,946	178,403 – 199,488	165,400	155,628 – 175,172
3 rd	205,285	192,246 – 218,324	165,539	153,782 – 177,295
R01 or 1 Million in grant funding				
Yes	196,302	187,156 – 205,448	167,197	158,167 – 176,226
No	205,704	195,373 – 216,034	168,186	158,744 – 177,627
Publications (1 publication increase)	866	602 – 1,130	625	316 – 934
Leadership position				
Yes	263,653	247,665 – 279,642	226,000	206,542 – 245,458
No	188,144	181,095 – 195,193	161,391	155,008 – 167,775
Work hours (1 hour increase)	1,511	971 – 2,050	998	489 – 1,508
Research time (1 percentage increase)	-1,305	-1,550 – -1,059	-235	-475 – 6

eTable 2. Weighted Multivariable Model* of Current Annual Salary of Respondents Who Received Initial K-Award Funding in 2000-2003

Characteristic	Initial Model†		Final Model‡	
	Estimate	p value	Estimate	p value
Intercept	\$133,161	<0.001	\$169,340	<0.001
Gender		0.04		0.006
Women	Reference		Reference	
Men	\$9,300		\$11,766	
Race		0.09		
White/Caucasian	Reference			
Asian/Pacific Islander	-\$5,309			
Black/African-American	\$18,914			
Other	-\$3,843			
Age (1 year increase)	-\$269	0.57		
Children		0.50		
Yes	Reference			
No	-\$4,310			
Marital status		0.85		
Married	Reference			
Divorced/Widowed	\$640			
Single/never married	\$4,970			
Additional graduate degree		0.30		
Yes	\$4,190			
No	Reference			
Academic rank		<0.001		<0.001
Assistant Professor/Instructor	Reference		Reference	
Associate Professor	\$21,238		\$17,569	
Full Professor	\$53,978		\$50,143	
Specialty nature		0.03		0.02
Medical specialties	Reference		Reference	
Clinical specialties for women, children, and families	-\$4,060		-\$2,393	
Hospital-based specialties	-\$7,380		-\$8,438	
Surgical specialties	\$53,989		\$51,606	
Specialty pay-level		<0.001		<0.001
Low-paying	Reference		Reference	
Medium-paying	\$20,999		\$19,890	
High-paying	\$38,161		\$37,177	
Extremely high-paying	\$92,392		\$96,226	
Current institution type		0.14		
Public	Reference			
Private	\$7,682			

eTable 2. Weighted Multivariable Model* of Current Annual Salary of Respondents Who Received Initial K-Award Funding in 2000-2003 (continued)

Characteristic	Initial Model†		Final Model‡	
	Estimate	p value	Estimate	p value
Current institution NIH funding rank group		0.27		
1 st	-\$11,806			
2 nd	-\$4,847			
3 rd	-\$1,793			
4 th	Reference			
Current institution region		0.005		
West	\$8,673			
Midwest	\$1,071			
South	-\$12,938			
Northeast	Reference			
Still at K institution		0.77		
Yes	-\$1,172			
No	Reference			
K award type		0.26		
K08	\$4,995			
K23	Reference			
Years since K award		0.88		
7	-\$2,051			
8	Reference			
9	-\$1,961			
Funding institute tier		0.69		
1 st	\$4,796			
2 nd	\$558			
3 rd	Reference			
R01 or 1 Million in grant funding		0.62		
Yes	-\$2,511			
No	Reference			
Publications (effect of 1 publication increase above 30)	\$465	0.001	\$466	0.003
Leadership position		<0.001		0.004
Yes	\$29,431		\$30,724	
No	Reference		Reference	
Work hours (effect of 1 hour increase above 60)	\$302	0.07		
Research time (effect of 1 percentage point increase above 55%)	-\$408	<0.001	-\$420	<0.001

†Initial model included the main effects of all variables listed above.

‡Final model derived by both forward stepwise and backward elimination algorithms based upon improvement in Akaike's Information Criterion.