## Annual Regression Model

Each year, the school partners with the Office for Institutional Research to complete a regression analysis as one data point that we can use to help us evaluate, and achieve, gender equality in compensation.

Here is the compensation model equation:

$$\text{Salary} = \text{Years since degree} + \text{Years since degree squared} + \text{Academic rank} + \text{Years in rank} + \text{Degree indicator} + \text{CE Track indicator} + \text{Named chair indicator} + \text{Female indicator} + \text{Admin indicator, tier 1} + \text{Admin indicator, tier 2} + \text{Admin indicator, tier 3} + \text{AAMC Median} + \text{Clinical income} + \text{Research expense}$$

The analysis does not include faculty with any salary paid by an affiliate institution (e.g., VA).

The school also completes a model analysis where the dependent variable is Total Compensation. The Total Compensation equation includes incentive compensation for clinical productivity. Compensation for additional work (e.g., on-call pay) is not included, as there is no independent variable (e.g., number of on-call hours or shifts worked) in the model to explain it, and it was concluded to be equally available.

The table below provides an overview of the independent variables included in the regression analysis.

| Variable | Description | Data Source |
|---|---|---|
| Years since degree | Number of years since highest degree as of model date | HR data |
| Years since degree, squared | | HR data |
| Academic rank | Rank as of model date | HR data |
| Years in rank | Number of years in rank as of model date | Computed based on date to rank |
| Degree indicator | MD, PhD, or MD/PhD | —HR data<br>—Degree indicator set to PhD for MD faculty functioning primarily as researchers |
| CE track indicator | —0 or 1 binary variable to indicate faculty currently in the CE track<br>—Suggests higher compensation | Derived from academic track |
| Named chair indicator | 0 or 1 binary variable to indicate faculty with endowed professorship | HR data |

| Variable | Description | Data Source |
|---|---|---|
| Female indicator | 0 or 1 binary variable to indicate faculty gender | HR data |
| Admin indicator, Tier 1 | 0 or 1 binary variable to indicate faculty holding a school level administrative position (e.g., deputy dean, department chair, center director) | —Data collected by surveying departments<br><br>—3 indicators are mutually exclusive: Faculty member who is a chair and holds a department level administrative position will only have Tier 1 indicator set to 1 |
| Admin indicator, Tier 2 | 0 or 1 binary variable to indicate faculty holding a significant departmental position (e.g., section chief) | |
| Admin indicator, Tier 3 | 0 or 1 binary variable to indicate faculty holding at least one department level administrative position (e.g., medical director) | |
| AAMC Median* | —Each faculty member is mapped to a AAMC median value by department group (basic science versus clinical), specialty, degree, and academic rank<br><br>—Basic science faculty are mapped to total for all basic sciences | —Most recently published AAMC median value, Northeast public and private schools |
| Clinical Income* | Fiscal year collections, grouped by billing provider *plus* hospital shared services revenue that can be allocated to an individual faculty member | Clinical collections transaction data |
| Research Expense* | Fiscal year direct and indirect research expenditures, grouped by principal investigator | Expense transactions; charges to grants and contracts |

**** Indicates log of variable is used in model***

## Annual Faculty Review Meetings

The summary below provides an overview of the data elements included in the annual review of each faculty member's career progress and salary.

Faculty are grouped as either clinical or research, and reviewed by rank in order of descending salary.

**Gender, Race and Ethnicity**

**Citizenship Assessment**

**Appointment Data, Years in Rank**

**Regression Model Residual Value**

| *Black/Af American* | Evaluations | | | Appointment Information | | | Residual |
|---|---|---|---|---|---|---|---|
| *Hispanic/Latino* | Perf/ | | | | | Yrs in | Value |
| Native American | Quality | Citizenship | Behavior | Start | End | Rank | |
| *Professor* | | | | | | | |
| | | | | | | | |
| *Associate Professor, Term* | | | | | | | |
| | | | | | | | |
| *Assistant Professor* | | | | | | | |
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**Current and Recommended Salary**

**Projected Variable Compensation**

| Current Salary | | Proposed Salary and Projected Total Compensation | | | | |
|---|---|---|---|---|---|---|
| | | Proposed Salary | | | Addtl | Proj Total |
| Yale | Total | Yale | Total | Bonus | Comp | Comp |
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**Salary Progression**

| Yale Salary Progression | | | | | | | |
|---|---|---|---|---|---|---|---|
| Change—Prior to | Annual Rvw Adjustment Amt (%) | | | Change—Current to Proposed | | | |
| Current Amt (%) | Prior Year 1 | Prior Year 2 | Prior Year 3 | Merit Amt (%) | Adj Amt (%) | Promo Amt (%) | Total Amt (%) |
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**AAMC Percentiles and Evaluation**

| AAMC Comparison | | | |
|---|---|---|---|
| | | | Evaluation—Proj Total |
| 25th | 50th | 75th | Comp to AAMC |
| | | | |
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## Clinical and Research Performance Measures

| Clinical Measures | | | | | | Research | |
|---|---|---|---|---|---|---|---|
| cFTE | | Collections | | Work RVUs | | Expenses | |
| Prior | Current | Prior | Current | Prior | Current | Prior | Current |
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## Leadership Roles

| Current Administrative Role(s) |
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