

ONLINE DATA APPENDIX FOR "USING LONGITUDINAL DATA TO EXPLORE THE GENDER GAP FOR ACADEMIC ECONOMISTS" BY BEDARD, LEE, & ROYER 2021

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This appendix describes the salary data and the cleaning process used to construct the analytic sample.

We collected the data on faculty salaries via two means. First, for institutions in the University of California system, we collected the salaries online starting in the calendar year 2010. For non-University of California institutions, we submitted separate Freedom of Information Act requests for all public institutions listed in the top 50 economics programs in the US ranked by the 2017 US News and World Report listings. We requested salaries from 2005 through the most recent available year.

We observe salaries from at least one institution in every year between 1997 and 2019, from 15 institutions between 2005 and 2018, and for all 27 institutions between 2012 and 2017.

Data Appendix Table 1 lists all schools that sent us the salaries data. We report the number of years covered, the pay period, the types of compensation reported, and whether the department is in the business or management school for each university.

We define the year as the academic year that starts in the fall and ends in the spring. We look for inconsistencies in the reported year using the CVs. If the individual's first salary observation does not match the year specified by the CV, we adjust the years reported by the school.

Each school's salary measure falls into one of the three categories based on the pay period that it covers. The three categories are academic/fiscal year, calendar year, and monthly. Academic year and fiscal year salaries capture the compensation from the fall to the spring of the next year, calendar year salaries cover compensation from January to December, and monthly salaries are measured once a year in the fall. We use the academic and fiscal year salaries as they are, but we adjust calendar year and monthly salaries to make all observations comparable. We take the average between two consecutive

years for calendar year salaries to approximate the academic year salaries. If the observation is from the individual's first year at the institution, we add the fall salary in the first year and half of the second year's salary to construct the salary for that academic year. We make similar adjustments for an individual's last year at the institution and unpaid leaves that last at least one semester. Lastly, we multiply monthly salaries by nine to convert them to academic year salaries.

We clean the yearly salaries to identify and eliminate salary changes unrelated to promotion or a raise. We first pick out all observations with year-to-year salary changes that are greater than 15 percent. Most of these changes are permanent increases in salaries due to promotion. For large decreases or temporary fluctuations, we check the CVs and other public information and treat any observations with lower salaries as missing if they coincide with visiting appointments documented in the CVs. Similarly, we treat any observations with a higher salary due to administrative supplements as missing if it is impossible to separate the base salary from the supplements. or observations with less than full-time appointments, we used full-time equivalent salaries.

We define base salary as the measure of all salaries except summer compensation and supplements and total salary as the sum of all salaries received during the year. Only the University of California campuses report both base and total salaries. For other schools, we look for salary observations that show large and temporary increases in salaries followed by decreases that revert the salary to the previous levels. Five schools in our sample, Indiana University – Bloomington, Purdue University – West Lafayette, Rutgers University - New Brunswick, the University of North Carolina – Chapel Hill, and the University of Wisconsin - Madison, report salaries that exhibit this pattern frequently for more than one individual. We label the salaries reported by these schools as total salaries. We label salaries reported by the remaining schools as base salaries in Data Appendix Table 1. In our analyses, we use base salaries when they are available and total salary when not as documented.

Some schools report the full-time equivalent salaries or the full-time equivalent appointment identifier (FTE) that ranges from 0 to 1. We convert all observations to full-time salaries for institutions that make the FTE available. Some individuals have multiple less-than-full-time appointments reported in the same year. In those cases, we separately sum the salaries and FTEs and divide the salary by the FTE to construct the full-time equivalent salary.

The salary data include 1,406 individuals and 9,810 non-missing salary observations. For each economist, we collected their gender, Ph.D. year, Ph.D. institution, their employer in 2020, and field of specialization using their CVs and other publicly available information such as the ProQuest dissertation database. In addition, we collected job histories for faculty starting their careers during our sampling frame. The final sample includes 254 women and 1,102 men, for whom we observe gender, Ph.D. Year, Ph.D. institution, and field of specialization. Some summary statistics pertaining to the data are displayed in Data Appendix Table 2.

Data Appendix Table 1

School	Years	Salary format	Base salary	Total salary	Business school
University of Arizona	2010-2018	Academic Year	Yes	No	Yes
Arizona State University	2005-2019	Academic Year	Yes	No	Yes
University of Colorado at Boulder	2004-2018	Academic Year	Yes	No	No
University of Illinois–Urbana-Champaign	2004-2018	Academic Year	Yes	Yes	No
Indiana University–Bloomington	2012-2017	Calendar Year	No	Yes	No
University of Iowa	2004-2018	Academic Year	Yes	No	Yes
University of Maryland–College Park	2005-2018	Academic Year	Yes	No	No
University of Michigan–Ann Arbor	2002-2018	Academic Year	Yes	No	No
Michigan State University	2004-2018	Academic Year	Yes	No	No
University of Minnesota–Twin Cities	2004-2018	Academic Year	Yes	No	No
Ohio State University	1997-2018	Academic Year	Yes	No	No
Purdue University–West Lafayette	2011-2017	Calendar Year	No	Yes	Yes
Rutgers University–New Brunswick	2003-2018	Academic Year	No	Yes	Partially
Texas A&M University–College Station	2004-2018	Academic Year	Yes	No	No
University of California–Berkeley	2010-2018	Calendar Year	Yes	Yes	No
University of California–Davis	2010-2018	Calendar Year	Yes	Yes	No
University of California–Irvine	2010-2018	Calendar Year	Yes	Yes	No
University of California–Los Angeles	2010-2018	Calendar Year	Yes	Yes	No
University of California–Riverside	2010-2018	Calendar Year	Yes	Yes	No
University of California–San Diego	2010-2018	Calendar Year	Yes	Yes	No
University of California–Santa Barbara	2010-2018	Calendar Year	Yes	Yes	No
University of California–Santa Cruz	2010-2018	Calendar Year	Yes	Yes	No
University of North Carolina–Chapel Hill	2005-2017	Calendar Year	No	Yes	No
University of Washington	2005-2018	Monthly	Yes	No	No
University of Texas–Austin	2005-2018	Academic Year	Yes	No	No
University of Virginia	2005-2019	Academic Year	Yes	No	No
University of Wisconsin–Madison	2004-2018	Academic Year	No	Yes	No

Data Appendix Table 2: Summary Statistics

Variable	Female	Male
Fraction	0.17	0.83
Mean Years Since PhD	13	21
Fraction 0-9 Years Since PhD	0.47	0.28
Fraction 10-19 Years Since PhD	0.25	0.20
Fraction 20+ Years Since PhD	0.28	0.52
Mean Real Salary (2019 Dollars)	165061	192226
Standard Deviation Real Salary (2019 Dollars)	59256	71276
Number of Unique Faculty	254	1102
Number of Observations	1633	7768