

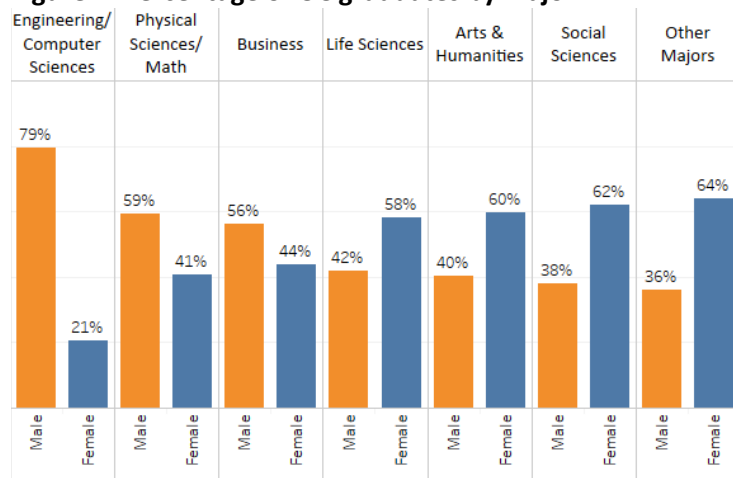
## Is there a gender pay gap among UC graduates?

The disparity in pay between men and women in the U.S. economy has been substantial, widespread, and consistent for several decades. While the average pay gap has narrowed from 43 percent (57 cents on the dollar) in 1975 to about 19 percent (81 cents on the dollar) in 2016,<sup>1</sup> considerable disparities persist, even among men and women with comparable postsecondary degree attainment employed in similar industries. Recent evidence suggests that University of California (UC) graduates are not immune from the gender pay gap, beginning with their initial salaries as recent graduates and worsening through their tenth year after graduation. This brief summarizes the evidence of a gender pay gap among recent UC graduates at multiple stages of their careers. We assess the magnitude of the disparity through comparing male and female graduates both within and across major fields of study and industries of employment. We also explore the relationship between gender and its intersection with race, college GPA, and earnings.

### Field of Study

The major field of study that a student pursues can have a significant impact on both initial salary<sup>2</sup> and the long-term earnings trajectory. Many STEM fields such as engineering and computer science can garner earnings significantly above average, whereas graduates from other fields might achieve more modest earnings (setting aside subsequent graduate degree obtainment that can significantly enhance one’s earning potential). The extent to which male and female students are differentially likely to pursue various majors can contribute to a gender pay gap. As the chart below shows, women are less likely to graduate from UC with a bachelor’s degree in “high earning majors” such as engineering/computer science, physical sciences, or business.

**Figure 1. Percentage of UC graduates by major**



#### Key points on Major and Industry

- UC female alumni earn about \$18K less than males at 10 years after graduation.
- UC female alumni are less likely to pursue high earning majors.
- High paying jobs also depend on industry of work. Internet & Computer systems and Finance workers typical earn about \$60K-\$70K compared to K-12 education and healthcare workers who earn about \$30K-\$40K at two years after graduation.

<sup>1</sup> *Women Can't Win*. Georgetown University Center on Education and the Workforce. Carnevale, Smith, and Gulish. 2018

<sup>2</sup> Data on alumni earnings are from CA Employment Development Department, employer reported earnings for UC graduates working within the state of California. Note: does not include self-employed, federal employees or alumni working out of state.

## Is there a gender pay gap among UC graduates?

Women are more likely to graduate with a humanities, social sciences, and life sciences degree. These patterns alone can result in an overall gender pay gap across all graduates. Early research shows that women are less likely to declare in engineering/computer science and business, while a higher proportion start but do not finish in physical science/math programs which highlights opportunities to increase early preparation, awareness and access along with improving retention in these programs.

### Industry of Employment

A graduate's eventual industry of employment can also have a significant impact on their earnings level, regardless of the field of study of their degree. People working in the hi-tech industry often earn significantly more than those working in industries such as K-12 education and social assistance. Table 1 shows early career earnings for UC graduates working in the internet, public administration, manufacturing, finance, business and engineering sectors are significantly higher than for those working in education and social assistance. Compounding the effects major field of study mentioned above, the extent to which students from different majors differentially choose to work in these industries will contribute to a gender pay gap.

**Table 1. UC graduates average earnings by industry, 1999 to 2014 cohorts**

Industry	Years Post Degree		Difference
	2	5	
Internet & Computer Systems	\$72,800	\$97,900	\$25,100
Public Administration	\$57,200	\$82,300	\$25,100
Manufacturing	\$61,800	\$78,000	\$16,200
Finance & Insurance	\$59,800	\$75,600	\$15,800
Engineering Services	\$54,500	\$71,400	\$16,900
Business Services	\$53,500	\$71,300	\$17,800
Performing Arts, Entertainment & Media	\$46,200	\$63,800	\$17,600
Health Care	\$36,200	\$60,600	\$24,400
Retail & Wholesale Trade	\$38,900	\$59,300	\$20,400
Higher Education	\$38,600	\$50,900	\$12,300
K-12 Education	\$26,400	\$42,900	\$16,500
Social Assistance	\$30,200	\$38,300	\$8,100

### The Overall Gap

Available evidence clearly suggests that a gender pay gap exists for UC alumni. For the graduating cohorts of 1999 to 2014 the median, 25<sup>th</sup> and 75<sup>th</sup> percentile earnings of male alumni at 2, 5 and 10 years after graduation are higher than female alumni at each point of the career trajectory, and the earnings gap widens over time. At two years post-graduation the median salaries of male and female students differs by about \$6,400, but widens to almost \$18,000 at ten years after graduation (see figure 2). While this overall pay gap likely stems in part from differing choice of major and industry of employment among men and women, the gap persists even when controlling for these factors.

## Is there a gender pay gap among UC graduates?

**Figure 2. UC Alumni earnings by gender, at 2, 5 and 10 years after graduation, 1999 to 2014 cohorts**

Earnings	2 years after graduation			5 years after graduation			10 years after graduation		
	Female	Male	Gap	Female	Male	Gap	Female	Male	Gap
75th Percentile	\$52,332	\$64,263	\$11,931	\$73,392	\$88,761	\$15,369	\$103,146	\$126,888	\$23,741
Median Annual Earnings	\$37,940	\$44,380	\$6,440	\$52,232	\$62,852	\$10,620	\$70,107	\$88,329	\$18,222
25th Percentile	\$22,963	\$26,356	\$3,393	\$34,562	\$40,456	\$5,895	\$45,003	\$57,174	\$12,171

### Combining Major and Industry – Career Trajectories

Gender pay gaps persist among UC graduates even after comparing students working in the same industry and with a degree in the same field of study. The starting salary gender pay gap is perhaps the most telling and useful to analyze as it is free from the effects of experience and job performance that could affect pay levels later in people’s career. Figure 3 shows the gender pay gap (male earnings – female earnings) in each graduating cohorts’ average starting salary along with the number of male and female workers entering each industry.

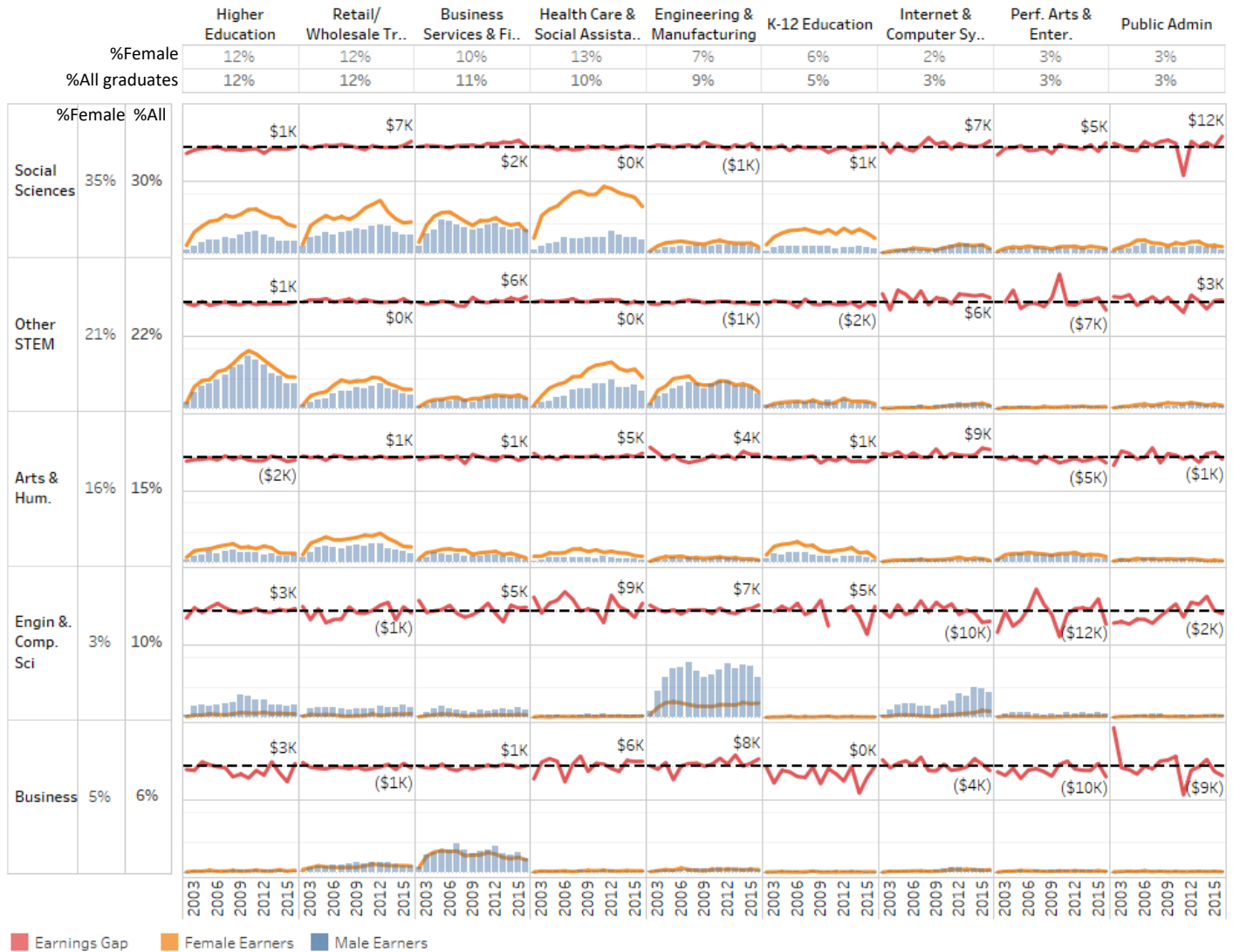
Figure 3 shows that positive and significant starting pay gaps are the norm in many major/industry combinations. In particular, male graduates entering the business services, engineering, and manufacturing industries earn \$5,000 to \$7,000 more than the female graduates. Notable exceptions are among engineering/computer science majors working in the internet sector, where the pay gap is actually in favor of women in recent years, perhaps due to efforts in that industry to correct pre-existing pay gaps. Women also appear to earn more than men in the performing arts and entertainment industry regardless of major. Starting salaries in the K-12 sector appear to be the most equal regardless of the graduates’ major fields of study.

#### Key points on starting salaries

- For most industries, female UC alumni tend to have lower starting salaries than males graduating within similar majors.
- UC male alumni in business engineering and manufacturing industries start their careers with starting salaries \$5K to \$7K higher than UC females with degrees in similar disciplines.
- K-12 education is the only sector in which starting salaries appear to be relatively equal for male and female UC graduates.
- UC alumni females working in performing arts & entertainment tend to start with higher salaries than men regardless of major.

## Is there a gender pay gap among UC graduates?

Figure 3. Starting salary of employed graduates by gender, major and selected industry – 2002 to 2016 Graduation Years



As UC alumni progress in their careers, however, the earning differential becomes clearer. By ten years after graduation for alumni working within the same industry who graduated with undergraduate degrees in similar majors, females tend to earn less than male UC alumni. Figure 4 shows the difference in median earnings between gender for each industry of work and undergraduate degree major for UC alumni who did not earn a graduate degree. In the vast majority of industries that UC alumni work, UC female alumni typically earn less, even when they have an undergraduate degree within the same discipline as their male counterparts.

## Is there a gender pay gap among UC graduates?

UC male alumni with degrees in business or engineering/computer science who are working in the business & finance industries are earning \$11K to \$14K more than UC female alumni with degrees in business or engineering/computer science working within the same industry. In the Internet & computer systems industry, UC females with degrees in the same fields as their UC male alumni counterparts are earning between about \$4.6K and \$20K less (with the exception of 'other majors'). Conversely, UC female alumni working in K-12 education may expect less disparity in pay, unless she is an engineering/computer science major, then she may earn almost \$24K less than UC male alumni with the same degree. Healthcare, legal services and social assistance are the only industries in which female UC alumni earn noticeably more than their male UC counterparts, but only for certain majors.

**Figure 4. Difference in male and female median earnings by selected industries and UG major at 10 years after graduation and did not complete a graduate degree**

Industry of Work, 10 years after graduation	UC Undergraduate Degree Discipline							
	Social Sciences (25%)	Arts & Humanities (16%)	Engineering & Comp Sci (16%)	Life Sciences (14%)	Business (10%)	Other Majors (9%)	Interdiscip. (5%)	Physical Sciences (4%)
Retail & Wholesale Trade (12%)	\$ 4,827	\$ 4,438	\$ 7,494	\$ 5,127	\$ 6,647	\$ 3,881	\$ 7,485	\$ 13,385
Business & Finance (11%)	\$ 10,400	\$ 4,122	\$ 11,727	\$ 7,528	\$ 14,864	\$ 5,603	\$ 9,130	\$ 7,931
Manufacturing (10%)	\$ 4,755	\$ 4,172	\$ 3,515	\$ 2,963	\$ 5,112	\$ 9,302	\$ 6,051	\$ 8,841
Health Care (9%)	\$ 4,825	\$ 393	\$ 4,975	\$ 6,181	\$ 6,499	\$ (8,565)	\$ 6,223	\$ 6,253
Internet & Computer Systems (8%)	\$ 8,201	\$ 9,262	\$ 10,459	\$ 12,110	\$ 4,642	\$ (3,605)	\$ 10,440	\$ 20,061
Public Administration (8%)	\$ 17,046	\$ 21,206	\$ 5,265	\$ 7,714	\$ 16,979	\$ 19,299	\$ 8,927	\$ 4,518
K-12 Education (7%)	\$ 2,782	\$ 154	\$ 23,726	\$ 1,336	\$ (613)	\$ (5,355)	\$ 540	\$ 5,369
Perf Arts, Ent & Media (7%)	\$ 8,919	\$ 7,852	\$ 19,622	\$ 17,093	\$ 869	\$ 9,737	\$ 4,191	\$ 31,498
Higher Education (6%)	\$ 2,931	\$ 5,043	\$ 11,809	\$ 2,679	\$ 7,268	\$ 6,682	\$ 7,682	\$ 1,874
Engineering Services (5%)	\$ 4,555	\$ 11,529	\$ 10,227	\$ 3,529	\$ 9,209	\$ 8,600	\$ 4,134	\$ 7,389
Legal Services (3%)	\$ 15,483	\$ 8,767			\$ (3,947)	\$ 4,661	\$ (8,920)	
Social Assistance (2%)	\$ 458	\$ (731)		\$ (1,156)				

Note: Positive differences (in red), indicate the UC male median earnings are greater than the UC female median earnings, within the same industry and undergraduate discipline. Negative differences (in green) indicate that the UC female median earnings are greater than the male median earnings. Blanks indicate industries and discipline where there were insufficient data to compare earnings.

### Intersection of Race and Gender on Earnings

An [AAUW](#) study found evidence of a racial inequities in pay within gender. Preliminary analysis exploring the relationship between race and gender with earnings show that there are inequities within gender, differentiated by race for UC alumni as well. Figure 5 shows median earnings ten years after graduating for UC alumni by race and gender. Within each race/ethnic group the gender gap is present, that is, UC female alumni tend to earn less than their male counterparts. Furthermore, within each gender UC African-American and Hispanic/Latino alumni tend to earn less than their Asian American or White counterparts. Taken together these two patterns predicate a relationship in which UC African-American or Latino female alumni are observed to earn the lowest median salaries and UC White or Asian American male alumni earn the highest salaries, regardless of earning graduate degree or not.

## Is there a gender pay gap among UC graduates?

This gender-race hierarchy of pay exists even when comparing alumni with degree in the same undergraduate discipline who are working in the same industries (see Appendix for tables by discipline and industry)

**Figure 5. Median Earnings 10 years after graduation for UC Alumni by Race and Gender**

Ethnicity	Undergraduate Degree Only		Graduate Degree	
	Female	Male	Female	Male
African American	\$58K	\$69K	\$70K	\$87K
Hispanic /Latino(a)	\$59K	\$72K	\$66K	\$79K
White	\$64K	\$86K	\$70K	\$95K
Asian/Pac Isl	\$75K	\$88K	\$86K	\$104K

For alumni who do not earn a graduate degrees this gender-race hierarchical structure of pay exists in 66% of the industry/major combinations explored (see Appendix). Further research is needed to understand other contributing factors to the gender-race hierarchy of pay for UC alumni.

### Academic Achievement (GPA) and Earnings

In addition to major and industry of work, one's academic achievement in college might be related to employment outcomes. In an experimental setting, one recent study<sup>3</sup> found that, in general, students with higher GPAs had better labor market outcomes. This pattern, however, diverged for alumni with high GPAs (A-/A averages); males benefited from having high GPAs while women experienced diminished labor market outcomes.

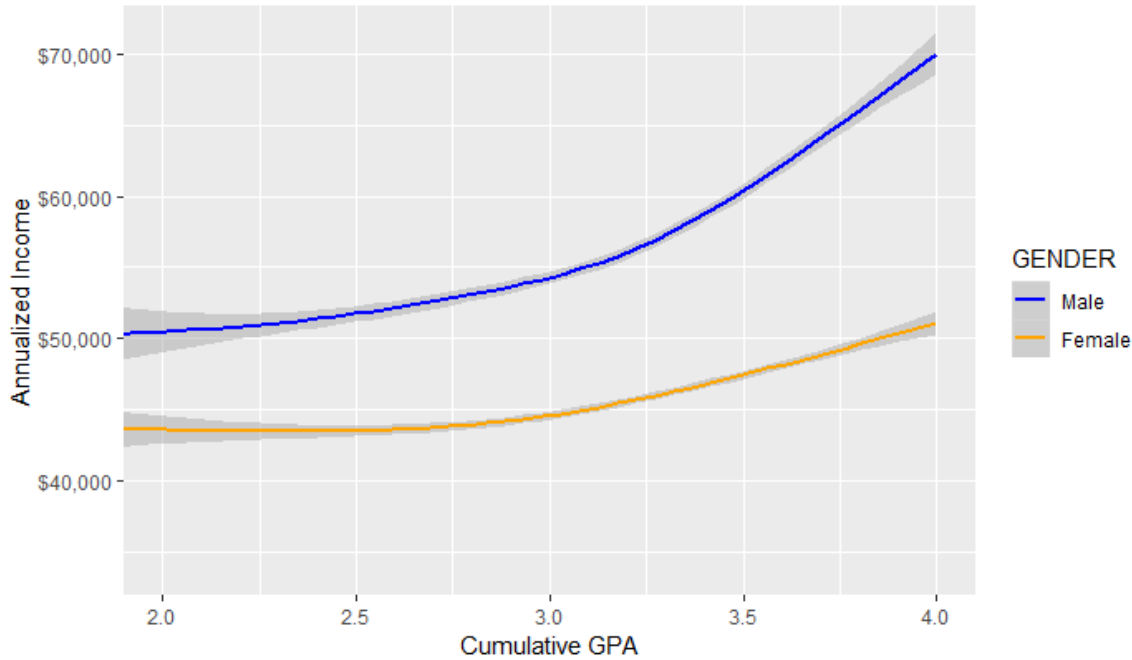
In figure 6, we see similarly discouraging relationship between GPA and earnings of UC graduates<sup>4</sup>. Using unconditional earnings data from two years after graduation, men earn more on average at all levels of academic achievement. Males who have a GPA above 3.25 have much greater returns to GPA than females with GPA greater than 3.25. The inequities take place two years after graduation, an early point in a graduate's career when employers are more likely to consider GPA as a signal of applicant quality. While academically high-achieving men receive a substantial wage premium, high-achieving women see a much smaller boost in their wages.

<sup>3</sup> Quadlin Natasha (2018). *The Mark of a Woman's Record: Gender and Academic Performance in Hiring*. American Sociological Review. Vol. 18(2) 331-360.

<sup>4</sup> We restrict earnings to those students who are employed full time, and thus restrict graduates who have annualized earnings that would put them below the inflation-adjusted CA minimum wage in a given year and are not enrolled in a university.

## Is there a gender pay gap among UC graduates?

Figure 6. Average annualized earnings 2 years after graduation across GPA, by gender



Furthermore as Table 2 shows the average benefit having a GPA of 3.5 GPA or above is about \$7.5K for males and less than \$3K for females.

Table 2. Average annualized earnings 2 years after graduation by GPA group.

Gender	Average GPA Below A-/A	Average GPA: A-/A	Difference
Male	\$54,760	\$65,146	\$10,386
Female	\$45,117	\$49,386	\$4,269
<i>Difference</i>	<i>\$9,643</i>	<i>\$15,760</i>	

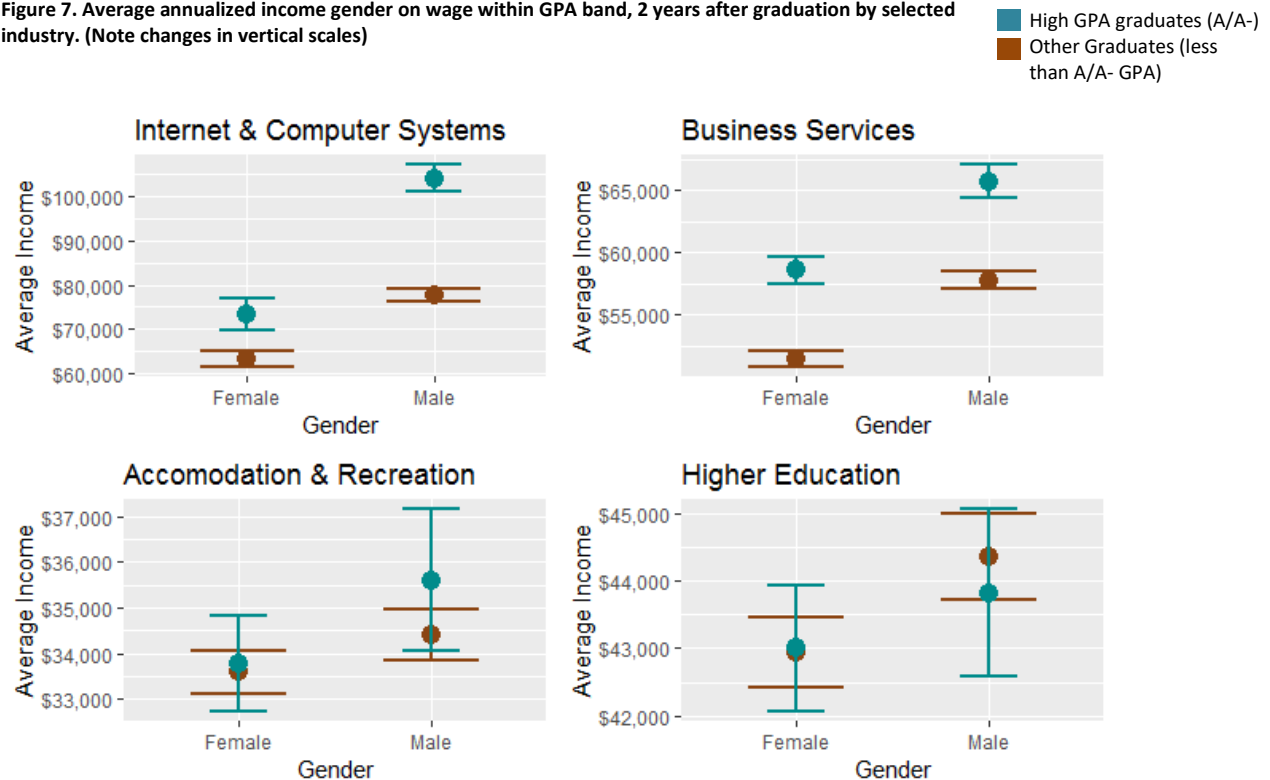
As mentioned, some or both the overall wage gap and the differential returns to GPA is driven by industry of work. Women and men enter industries at different rates and industries show great variation in both average wage and wage premiums for high academic achievement. Figure 7 shows earnings differentials by gender and selected industries of work, for high and low academic achievers.

### Key points on GPA

- UC female alumni with high GPA (3.25 or above) can expect a smaller return to earnings than males.

## Is there a gender pay gap among UC graduates?

Figure 7. Average annualized income gender on wage within GPA band, 2 years after graduation by selected industry. (Note changes in vertical scales)



Notes: Points show average effect of gender and GPA band with bands indicating a .95 confidence interval. Panels show industry of employment two years after graduation. The estimated wage premium for high GPA graduates is the vertical distance between brown and teal points.

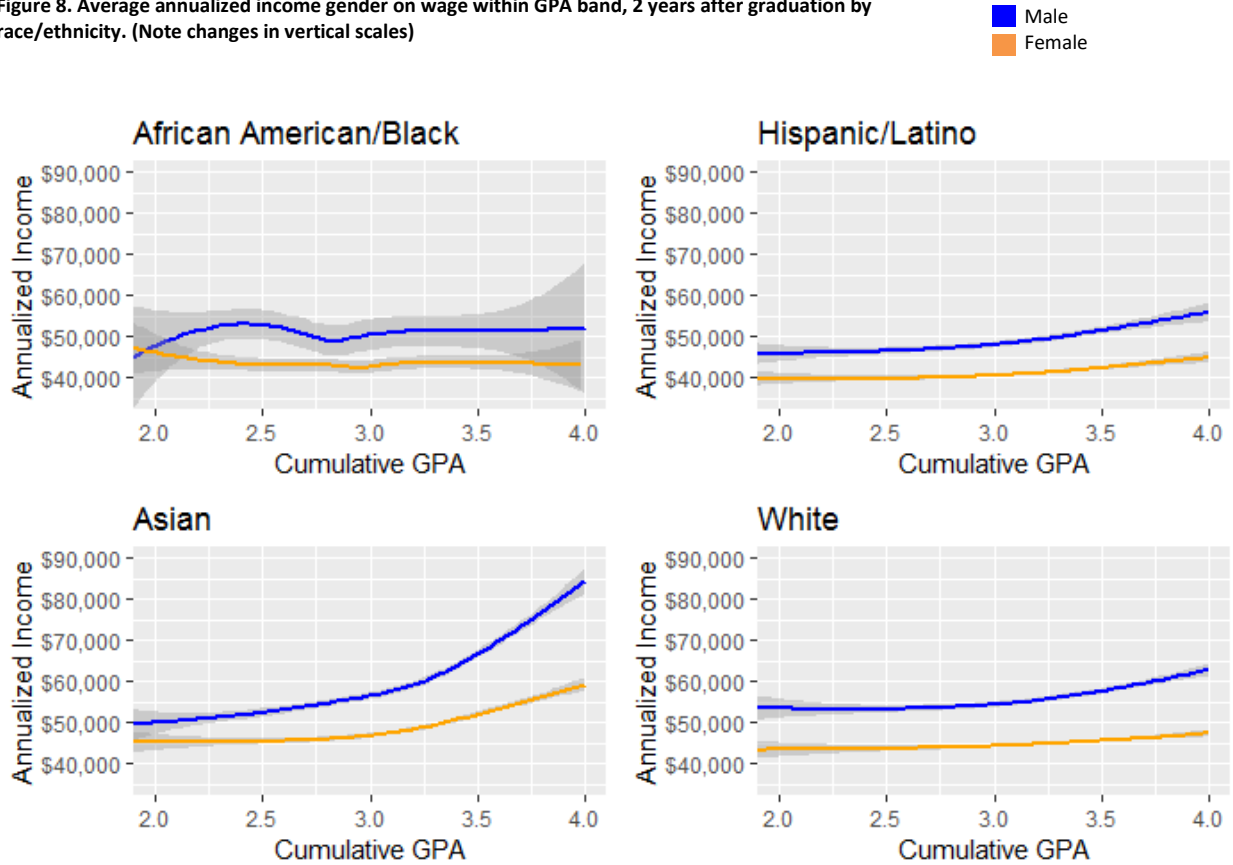
For those working in the Internet and Computer Services industry (top left panel of figure 7), there is a large difference in income by gender and a differential academic achievement premium that benefits men. However, for those working in the Business Services industry (top right panel of figure 7), there is a gender wage gap but men and women benefit similarly from higher GPAs. Alternatively, for those working in the Higher Education and Accommodation & Recreation industries (bottom panels of figure 7) there is a statistically indistinguishable marginal effect of gender on wages and no wage premium for high academic achievement.

The relationship between GPA and gender is different among different racial/ethnic groups (see figure 8). For Asian students, there is a strong return to GPA in terms of early-career incomes, especially among male students. For African American students, there is less of a relationship between GPA and earnings. White and Hispanic students both see moderate relationships between the two outcomes, though, on average, white students uniformly make more than similarly achieving Hispanic students.



## Is there a gender pay gap among UC graduates?

Figure 8. Average annualized income gender on wage within GPA band, 2 years after graduation by race/ethnicity. (Note changes in vertical scales)



Some of the differences in returns to GPA by race and gender, as well as overall level of pay, may be explained by students' major discipline. Table 3 shows the distribution of graduates who major in different disciplines within racial and gender categories. Notably, African American male graduates are much less likely to major in an Engineering and Computer Science discipline than their Asian or Latino peers, while women overall are much less likely to major in an Engineering and Computer Science discipline than their male peers.

## Is there a gender pay gap among UC graduates?

Table 3. Percent of UC graduates by major, race and gender

	Black		Asian		Hispanic/Latino		White		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Arts & Humanities	16.8%	19.2%	6.9%	11.1%	17.7%	19.6%	17.5%	22.7%	13.0%	17.3%
Business	10.4%	6.3%	13.7%	11.8%	8.9%	5.1%	9.4%	4.7%	11.2%	7.7%
Engineering & Comp	12.7%	2.2%	27.9%	6.8%	16.1%	2.5%	20.1%	3.3%	22.6%	4.5%
Life Sciences	9.7%	10.1%	13.9%	17.2%	10.2%	10.2%	12.3%	14.9%	12.6%	14.8%
Other Majors	9.5%	12.5%	7.0%	14.5%	7.8%	11.5%	8.4%	15.5%	7.8%	14.2%
Physical Sciences	3.7%	1.8%	5.1%	3.9%	4.8%	1.9%	5.7%	2.7%	5.2%	3.0%
Social Sciences	37.2%	47.9%	25.5%	34.6%	34.5%	49.3%	26.7%	36.2%	27.7%	38.5%

The effects of gender, race and academic achievement on employment outcomes is nuanced. Future analysis will include using different measures of annualized income, different sub-populations of graduates (e.g. traditional freshmen, four-year graduates, transfers, etc.), an analysis of student major selection, campus attended, as well as more granular definitions of industries.

### Advanced Degrees and the Pay Gap

The gender pay gap appears to persist even among women who complete graduate degrees. Graduate degree attainment rates do not account for the differences in earning potential for males and females. Females are more likely than males to earn a graduate degree after graduating from UC, with 43 percent of female undergraduate alumni going on to earn a graduate degree by 15 years after graduation, compared to 37 percent of male alumni.

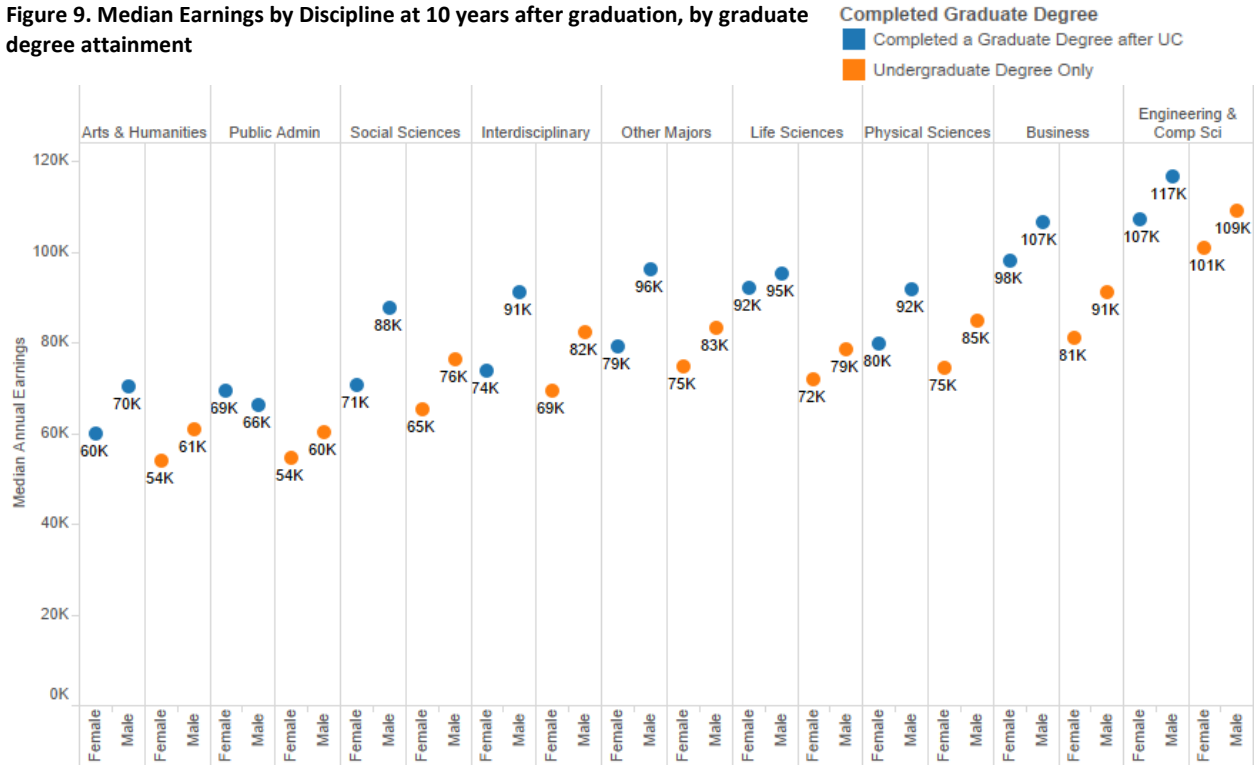
Figure 9 shows female UC alumni earn less than male alumni graduating with a degree within the same discipline, whether they go on to earn a graduate degree or not. In fact for most undergraduate degrees, female UC alumni must earn a graduate degree to achieve parity of earnings in the workforce with male undergraduate alumni who did not earn a graduate degree.

#### Key points on advanced degrees

- UC female alumni are more likely to pursue graduate degrees than males.
- In most industries, UC female alumni with graduate degrees earn about the same or less than UC alumni males without graduate degrees.
- Depending on graduate degree type, UC female alumni can earn up to \$50K less than their UC male counterparts with the same graduate degree, fifteen years after graduation.

## Is there a gender pay gap among UC graduates?

Figure 9. Median Earnings by Discipline at 10 years after graduation, by graduate degree attainment

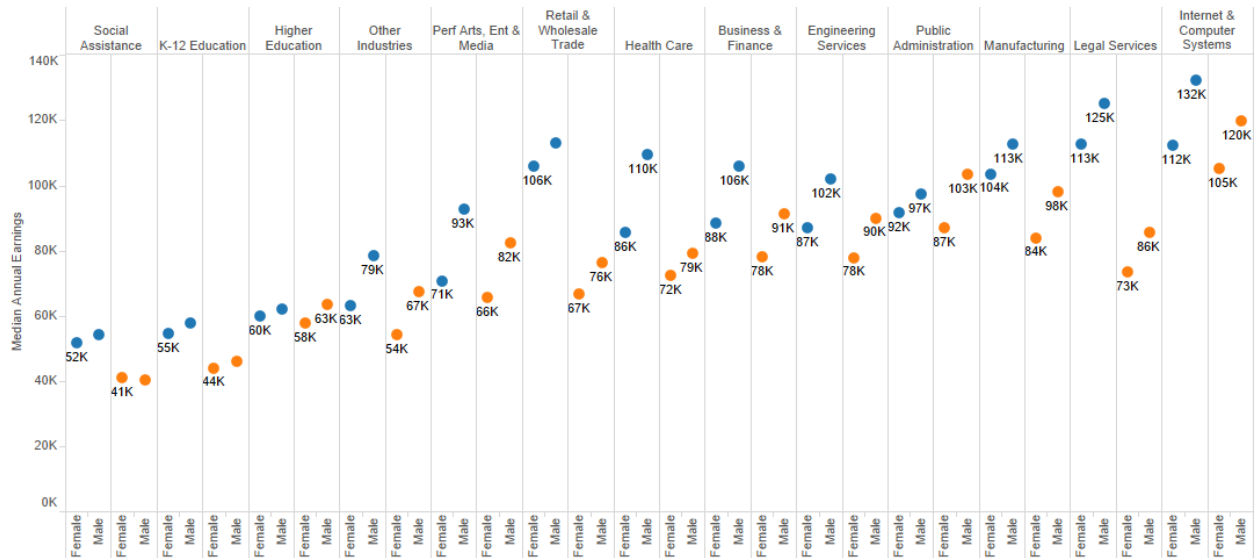


For example, females with graduate degrees that graduated with a bachelor's in engineering and computer science degree are typically earning about \$107K, slightly less than the typical salary of \$109K for males who graduated with a bachelor's degree in engineering and computer science and did not earn a graduate degree. The two disciplines with an exception to this paradox are business and life science undergraduate majors who earn more if they complete a graduate degree, regardless of gender. However, males with graduate degrees still earn more than females with graduate degrees.

A similar phenomenon exists across industries of work. UC female alumni tend to earn less than men, if they earn a graduate degree or not. Figure 10 shows male alumni without graduate degrees working in internet & computer systems, business & finance, and engineering services, earn noticeably more than women with or without graduate degrees. There are some industries in which women with graduate degrees tend to achieve parity or surpass the earnings of men without graduate degrees, such as K-12 Education, Higher Education and Social Assistance industries. Notably these industries tend to be predominantly female and also offer some of the lowest wages to UC alumni workers (median earnings of \$48K-\$63K); whereas the former tend to be majority male and offer some of the highest wages (median earnings of \$78K - \$132K).

## Is there a gender pay gap among UC graduates?

Figure 10. Median Earnings by Industry of work at 10 years after graduation



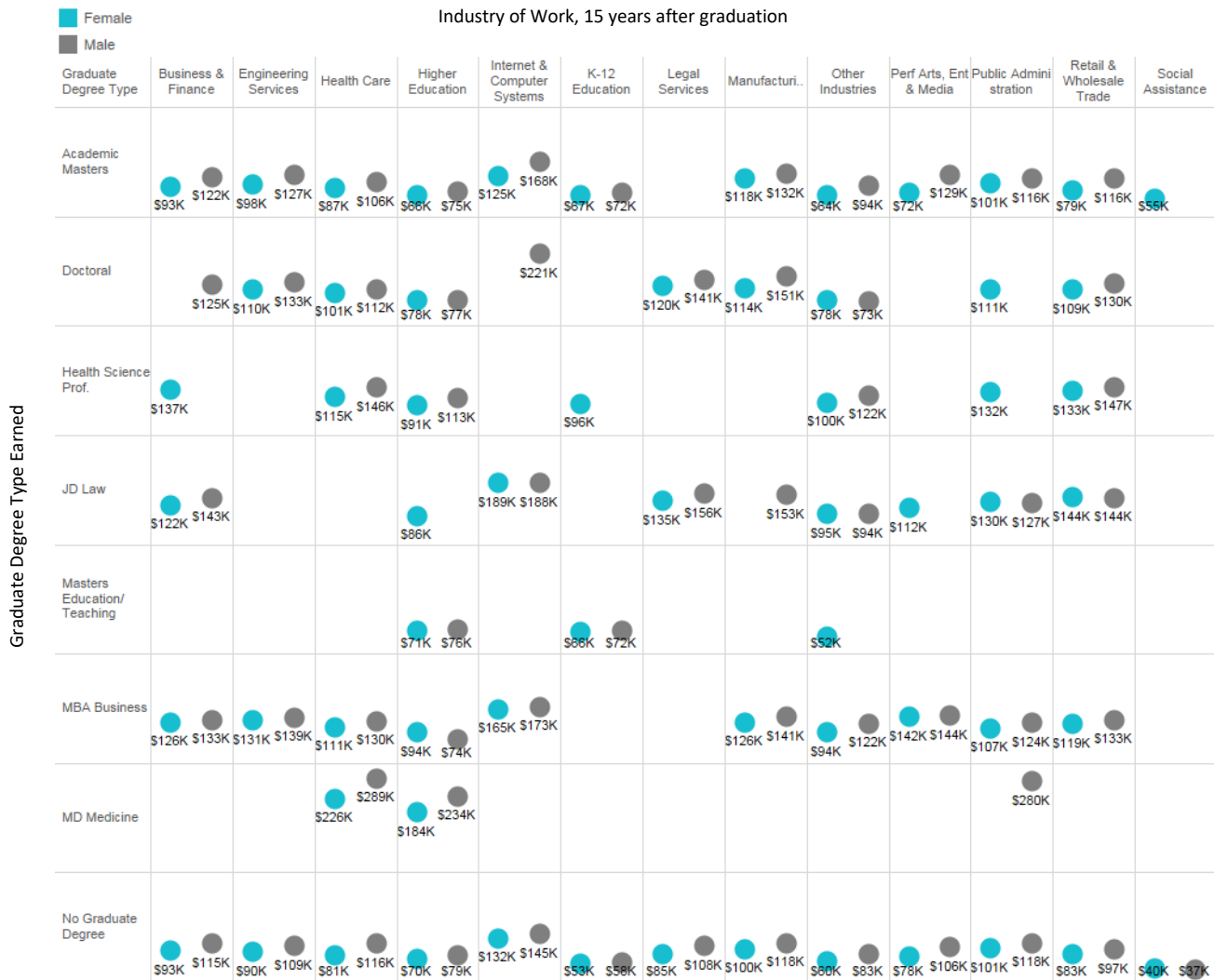
### Completed Graduate Degree

- Completed a Graduate Degree after UC
- Undergraduate Degree Only

For UC alumni who go on to earn the same type of graduate degree, the earning differentials by gender still apply. There are few instances in which UC female alumni typically earn more than UC alumni males, even when they graduate with the same type of graduate degree (see figure 11 – next page). In some industries the earnings gap is lessened (such as in higher education for Doctoral recipients), or switched (MBA recipients in higher education). In all other industries female UC alumni with graduate degrees, such as MBAs, JDs, or MDs may expect to earn less than their male counterparts, up to \$50K less.

## Is there a gender pay gap among UC graduates?

Figure 11. Male and female median earnings by Industry of work, and graduate degree type, 15 years after graduation



### Conclusion

There is sufficient evidence to suggest the UC alumni experience some of the same gender pay disparity that has been documented in the general population. While these findings for UC graduates may be disappointing, others within higher education are finding similar gaps in pay for college graduates by gender. For example, the Center on Education and the Workforce at Georgetown University has published a full report entitled [Women Can't Win](#) with similar findings. Some recommendations from this report include urging women to choose high paying majors, earn graduate degrees, and to focus on negotiating higher salaries for their first job after college.

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Bertrand, Goldin & Katz<sup>5</sup> (2009) found that female graduates of an MBA program were less likely to take finance classes, work longer hours, and more likely to have interruptions in their careers (such as childbearing duties) that may impact earning potential and opportunities for promotions. These findings focus on what women can do to help close the pay gap.

Outside of higher education, within the corporate world, major companies such as Salesforce and Paradigm for Parity have gained attention<sup>6</sup> for setting an example for what companies can do to close the wage gap. Salesforce CEO Marc Benioff invested \$3 million to close the wage gap between males and females at his company. After being convinced by his Head of Human Resources, Cindy Robbins, to conduct an audit of salaries for men and women in the same positions, they found women's salaries needed to be increased by 10% to achieve parity with men. After the initial investment succeeded in closing the wage gap, it largely returned within a short period of time due to advancement practices that favor men, and their acquisition of companies that brought their own longstanding pay gaps into Salesforce. This highlighted the importance of ongoing vigilance and proactive compensation and advancement policies to mitigate gender pay gaps rather than one-time financial corrections.

Nike also recently joined the list of major companies seeking to correct a longstanding gender pay gap. After a number of complaints from employees about a workplace culture and compensation practices that are hostile to women, the company dismissed several top executives and conducted an in-depth audit that revealed a significant gender pay imbalance. They announced that ten percent of their workforce (over 7,000 employees) would receive pay rises to begin to correct the imbalance. Company leaders also pledged to alter compensation and management training programs to reflect the company's goals for equal pay and work force diversity.

Additionally, former CEO of DuPont, Ellen Kullman, now co-chair of Paradigm for Parity (a group of CEOs that are advocating for gender equity at the top of organizations) is pushing for company leaders to commit to making 50% of Senior Leadership female. She cites unconscious bias in promotion as a factor in the gender pay gap. That is, that women need longer to prove themselves in a job than men, "We were promoting women every 30 to 36 months into same kind of jobs as we were promoting men every 18 to 24 months. So if you go out ten years, they're being paid vastly differently" Her group recommends bias training for employers as a way to remedy inequalities in promotion opportunities.

Goldin<sup>7</sup> (2014) suggests that the labor market "disproportionately rewards individuals who labored long hours "at particular times" and that the gender wage gap might be ameliorated by enhancing flexible working hour opportunities. She mentioned that the technology, science and health field have adopted this change, but the "corporate, financial and legal worlds" have not.

California is also leading in what states can do to close the gender wage gap. In 2017, Governor Jerry Brown enacted AB168, a bill that "prohibits an employer from relying on the salary history information

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<sup>5</sup> A Grand Gender Convergence: Its Last Chapter <http://www.nber.org/papers/w14681.pdf>

<sup>6</sup> <https://www.cbsnews.com/news/salesforce-ceo-marc-benioff-leading-by-example-to-close-the-gender-pay-gap/>

<sup>7</sup> Dynamics of the Gender Gap for Young Professionals in the Corporate and Financial Sectors [https://scholar.harvard.edu/files/goldin/files/goldin\\_aeapress\\_2014\\_1.pdf](https://scholar.harvard.edu/files/goldin/files/goldin_aeapress_2014_1.pdf)

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of an applicant for employment as a factor in determining whether to offer an applicant employment or what salary to offer an applicant.” The primary goal of this bill is to narrow the gender wage gap.

Higher education leaders, corporate employers, and state policy makers all need to work together to develop strategies to equalize pay in California.

UC can help by bringing greater awareness of this issue to policy makers, and additionally by making information about the gender-race earnings gaps available to campus career centers and recruiters visiting campuses. UC may also offer programming that prepare female, African-American and Latino graduates entering the workforce to negotiate higher salaries, consider different industries of work and acknowledge potential bias.

IRAP’s unique access to data on students’ educational pathways and post-UC employment outcomes allows for a deeper exploration of the reasons behind disparities in alumni earnings. It will also help reframe the problem from global phenomenon with unclear solutions to a more localized one among UC graduates within specific sectors of the California workforce. This could help support actions on the part of UC leadership and California policymakers. IRAP will continue to research equity of pay of UC graduates in the following ways:

- 1) Investigate the pipeline of UC females in high earning majors, that is are female students not choosing these majors to begin with or are they switching out to other majors?
- 2) Examining in greater detail, the differential impact of gender and GPA on earnings across industry and major to understand the strength of this phenomenon in within particular industries.
- 3) Undertake a more in-depth analysis of earning differentials by race/ethnicity.

Documenting and communicating disparities pay for UC graduates by gender (or race) campuses and UC leadership will foster greater awareness which in turn may lead to focused efforts on what can be done with UC resources to help ameliorate the gap. UC’s research on equity of pay of will be useful for UC leadership to contribute to the greater conversation with employers and policy makers about equalization of pay and more equivalent outcomes our UC alumni, regardless of gender.

# Appendix

## UC Undergraduate Alumni - Bachelors Degree Only

### Business & Finance - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American															176	149
Hispanic /Latino(a)	\$64K	\$66K	\$80K	\$89K		\$112K	\$79K		\$62K	\$74K		\$81K	\$66K	\$78K	875	802
Asian/Pac Isl	\$68K	\$71K	\$87K	\$93K	\$99K	\$110K	\$82K	\$88K	\$76K	\$78K	\$95K	\$99K	\$80K	\$87K	3526	3220
White	\$70K	\$77K	\$96K	\$118K	\$101K	\$115K	\$83K	\$99K	\$62K	\$76K	\$89K	\$98K	\$76K	\$96K	2459	2885
Race-gender hierarchy exists	Y		Y		N		Y		Y		N		Y			
Total Number	1071	847	1098	1420	200	787	369	259	383	325	262	306	2896	2597		

### Engineering Services- Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)						\$101K			\$67K	\$72K			\$64K		178	255
Asian/Pac Isl	\$79K	\$86K	\$93K		\$91K	\$100K	\$74K		\$76K	\$81K	\$75K	\$79K	\$79K	\$80K	945	981
White	\$68K	\$73K		\$104K	\$92K	\$102K			\$75K	\$78K	\$73K	\$82K	\$74K	\$83K	618	929
Race-gender hierarchy exists	*		*		*		*		Y		*		Y			
Total Number	117	94	68	69	316	1045	56		638	481	132	191	344	201		

### Health Care- Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American									\$79K				\$66K		141	55
Hispanic /Latino(a)	\$58K	\$42K					\$69K		\$76K	\$77K			\$54K	\$56K	739	268
Asian/Pac Isl	\$62K	\$67K	\$77K	\$73K	\$87K	\$87K	\$79K	\$75K	\$86K	\$92K	\$87K	\$99K	\$73K	\$73K	2361	1069
White	\$56K	\$62K	\$82K	\$104K			\$71K		\$87K	\$96K			\$67K	\$69K	1749	686
Race-gender hierarchy exists	N		*		*		N		Y		*		Y			
Total Number	479	195	126	126	62	126	213	76	1703	776	89	79	1993	620		

### Higher Education- Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American													\$58K		110	55
Hispanic /Latino(a)	\$52K	\$54K							\$59K	\$67K			\$55K	\$61K	539	270
Asian/Pac Isl	\$55K	\$60K	\$66K		\$68K	\$70K	\$61K	\$60K	\$64K	\$65K	\$64K		\$62K	\$63K	1072	659
White	\$54K	\$56K		\$83K		\$83K	\$61K		\$57K	\$60K		\$73K	\$59K	\$59K	1199	727
Race-gender hierarchy exists	Y		*		*		*		N		*		Y			
Total Number	601	300	83	76	45	231	132	83	647	334	83	88	1161	509		

### Internet and Computer Systems - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)	\$93K	\$87K				\$107K							\$86K	\$94K	155	271
Asian/Pac Isl	\$89K	\$93K	\$113K	\$121K	\$119K	\$130K	\$126K	\$122K	\$99K	\$105K	\$115K	\$134K	\$106K	\$105K	1287	2060
White	\$91K	\$105K	\$127K	\$118K	\$124K	\$131K	\$116K	\$127K	\$93K	\$119K		\$128K	\$100K	\$119K	910	1744
Race-gender hierarchy exists	N		*		*		*		*		*		Y			
Total Number	439	520	232	291	290	1779	129	188	116	132	63	174	820	840		

Y= Race-gender hierarchy of pay exists

\*= Existence of race-gender hierarchy of pay could not be assessed because of small sample size

N= Race-gender hierarchy of pay does not exist, but gender or race inequities may still exist

Green box: Highest median salary  
Red box: Lowest median salary



# Appendix

## UC Undergraduate Alumni - Bachelors Degree Only

### K-12 Education - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American	\$33K												\$39K	\$28K	143	79
Hispanic /Latino(a)	\$44K	\$45K							\$42K	\$50K	\$49K	\$61K	\$46K	\$49K	1080	528
Asian/Pac Isl	\$49K	\$49K				\$60K			\$54K	\$57K	\$43K	\$47K	\$50K	\$46K	938	341
White	\$44K	\$43K				\$68K	\$46K		\$45K	\$42K	\$47K	\$50K	\$40K	\$47K	1976	842
Race-gender hierarchy exists	Y		*		*		*		N		N		N			
Total Number	1426	601				83	120		294	146	159	143	1839	633		

### Legal Services - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)	\$62K	\$64K											\$58K	\$70K	287	141
Asian/Pac Isl	\$73K	\$72K											\$75K	\$88K	523	258
White	\$68K	\$84K											\$78K	\$90K	662	490
Race-gender hierarchy exists	Y		*		*		*		*		*		Y			
Total Number	333	231											871	452		

### Manufacturing - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)	\$54K	\$57K		\$79K	\$97K	\$102K			\$77K	\$82K			\$66K	\$79K	337	518
Asian/Pac Isl	\$71K	\$80K	\$89K	\$92K	\$104K	\$106K	\$82K	\$85K	\$80K	\$82K	\$76K	\$85K	\$81K	\$87K	1851	2386
White	\$59K	\$68K	\$97K	\$109K	\$106K	\$111K	\$76K	\$91K	\$80K	\$87K	\$79K	\$86K	\$81K	\$82K	1091	1900
Race-gender hierarchy exists	Y		N		Y		*		Y		*		Y			
Total Number	350	328	259	283	637	2473	100	115	770	622	183	252	791	602		

### Perf Arts, Ent & Media - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American	\$25K												\$46K		97	76
Hispanic /Latino(a)	\$57K	\$58K				\$101K							\$59K	\$74K	291	272
Asian/Pac Isl	\$56K	\$63K	\$87K	\$94K	\$106K	\$118K	\$76K	\$95K	\$53K	\$78K		\$89K	\$74K	\$80K	941	948
White	\$53K	\$63K	\$107K	\$91K		\$133K	\$81K	\$77K		\$60K		\$113K	\$66K	\$74K	1167	1347
Race-gender hierarchy exists	Y		*		*		*		*		*		Y			
Total Number	944	909	187	221	86	493	132	109	64	79	38	82	770	598		

### Public Administration - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American													\$60K	\$57K	176	110
Hispanic /Latino(a)	\$48K	\$50K	\$64K	\$74K		\$95K			\$72K	\$73K			\$56K	\$65K	945	647
Asian/Pac Isl	\$60K	\$56K	\$73K	\$70K	\$89K	\$99K	\$68K	\$74K	\$79K	\$80K	\$77K	\$84K	\$69K	\$69K	1193	1085
White	\$52K	\$62K	\$70K	\$91K	\$102K	\$114K	\$69K	\$80K	\$69K	\$80K		\$84K	\$69K	\$78K	1001	1080
Race-gender hierarchy exists	Y		Y		*		*		N		*		Y			
Total Number	465	342	154	176	171	446	97	79	443	414	74	90	1628	1147		

Y= Race-gender hierarchy of pay exists

\*= Existence of race-gender hierarchy of pay could not be assessed because of small sample size

N= Race-gender hierarchy of pay does not exist, but gender or race inequities may still exist

Highest median salary  
Lowest median salary

# Appendix

## UC Undergraduate Alumni - Bachelors Degree Only

Retail and Wholesale Trade - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American													\$60K	\$57K	122	94
Hispanic /Latino(a)	\$48K	\$50K	\$64K	\$74K		\$95K			\$72K	\$73K			\$56K	\$65K	594	549
Asian/Pac Isl	\$60K	\$56K	\$73K	\$70K	\$89K	\$99K	\$68K	\$74K	\$79K	\$80K	\$77K	\$84K	\$69K	\$69K	2321	2156
White	\$52K	\$62K	\$70K	\$91K	\$102K	\$114K	\$69K	\$80K	\$69K	\$80K		\$84K	\$69K	\$78K	1935	1891
Race-gender hierarchy exists	Y		Y		*		*		N		*		Y			
Total Number	1052	793	453	594	206	788	253	163	583	408	108	163	1827	1472		

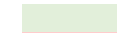

Social Assistance - Median Earnings 10 Years after Graduation

Ethnicity	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American													\$43K		68	23
Hispanic /Latino(a)	\$38K												\$44K	\$48K	366	120
Asian/Pac Isl	\$38K								\$40K				\$45K	\$44K	344	122
White	\$28K	\$29K											\$42K	\$35K	452	153
Race-gender hierarchy exists	N		*		*		*		*		*		N			
Total Number	218	91											737	196		

Y= Race-gender hierarchy of pay exists

N= Race-gender hierarchy of pay does not exist, but gender or race inequities may still exist

\*= Existence of race-gender hierarchy of pay could not be assessed because of small sample size

 Highest median salary  
 Lowest median salary

# Appendix

## UC Undergraduate Alumni - Earned Graduate Degrees

### Business & Finance - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)													\$78K	\$88K	185	172
Asian/Pac Isl	\$83K	\$96K	\$100K	\$107K	\$106K	\$129K	\$81K		\$124K	\$107K	\$96K	\$105K	\$96K	\$95K	838	844
White	\$67K	\$80K	\$106K	\$120K		\$118K	\$100K		\$77K	\$99K		\$107K	\$83K	\$105K	728	817
Race-gender hierarchy exists	*		*		*		*		*		*		Y			
Total Number	236	198	212	271	70	295	83	61	210	157	71	103	767	660		

### Engineering Services - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)						\$103K									59	100
Asian/Pac Isl					\$99K	\$110K			\$85K	\$84K		\$91K	\$83K		372	456
White					\$103K	\$110K			\$75K	\$85K	\$100K	\$97K	\$81K	\$84K	302	634
Race-gender hierarchy exists	*		*		*		*		*		*		*			
Total Number	38	30	22	18	189	674	18	15	235	209	77	160	144	80		

### Health Care - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American									\$113K	\$132K			\$65K		190	63
Hispanic /Latino(a)	\$62K								\$108K	\$118K			\$64K	\$61K	770	251
Asian/Pac Isl	\$85K		\$95K		\$118K	\$107K	\$85K		\$124K	\$136K	\$144K	\$149K	\$78K	\$94K	2838	1246
White	\$67K	\$65K					\$87K	\$80K	\$99K	\$123K			\$66K	\$82K	1996	855
Race-gender hierarchy exists	N		*		*		*		N		*		N			
Total Number	371	106	59	46	63	92	199	70	2480	1394	88	87	2237	552		

### Higher Education- Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American													\$61K		139	57
Hispanic /Latino(a)	\$56K	\$45K							\$56K	\$60K	\$71K	\$74K	\$57K	\$62K	570	322
Asian/Pac Isl	\$54K	\$51K			\$64K	\$66K	\$68K		\$66K	\$62K	\$62K	\$73K	\$64K	\$67K	1150	662
White	\$51K	\$52K				\$79K	\$57K	\$66K	\$60K	\$62K	\$55K	\$64K	\$62K	\$62K	1445	1005
Race-gender hierarchy exists	Y		*		*		*		N		N		Y			
Total Number	642	349	36	39	70	199	149	71	833	589	168	244	1222	479		



### Internet & Computer Systems - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Asian/Pac Isl	\$90K		\$138K	\$132K	\$135K	\$143K						\$126K	\$116K	\$115K	373	586
White	\$86K	\$84K		\$139K		\$150K						\$162K	\$94K	\$137K	274	515
Race-gender hierarchy exists	*		*		*		*		*		*		*			
Total Number	134	104	47	84	109	584	36	43	48	42	33	86	252	187		

Y= Race-gender hierarchy exists

N= Race-gender hierarchy exists does not exist, but gender or race inequities may still exist

\*= Existence of Race-gender hierarchy exists could not be assessed because of small sample size

 Highest median salary  
 Lowest median salary

# Appendix

## UC Undergraduate Alumni - Earned Graduate Degrees

### K-12 Education - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American	\$57K												\$72K		255	59
Hispanic /Latino(a)	\$56K	\$61K					\$58K		\$48K		\$62K	\$65K	\$62K	\$61K	1665	525
Asian/Pac Isl	\$59K	\$58K	\$37K				\$58K		\$54K	\$57K	\$54K	\$57K	\$56K	\$57K	1505	374
White	\$50K	\$54K	\$56K				\$46K		\$50K	\$55K	\$54K	\$61K	\$52K	\$55K	2748	793
Race-gender hierarchy exists	N		*		*		*		Y		N		N			
Total Number	1994	588	82	48	25	48	187	49	381	161	240	170	2972	604		

### Legal Services - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American													\$87K		69	42
Hispanic /Latino(a)	\$78K	\$104K											\$85K	\$106K	290	235
Asian/Pac Isl	\$99K	\$105K	\$163K	\$148K		\$178K	\$109K		\$118K	\$142K			\$112K	\$106K	911	632
White	\$116K	\$115K	\$175K	\$168K		\$176K	\$115K	\$114K	\$144K	\$128K			\$116K	\$129K	1328	1381
Race-gender hierarchy exists	N		N		*		*		*		*		Y			
Total Number	540	474	98	120	29	156	134	70	110	88	20	40	1412	1192		

### Manufacturing - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)															108	155
Asian/Pac Isl			\$109K	\$109K		\$117K	\$116K		\$87K	\$93K	\$85K	\$96K	\$104K	\$106K	701	1103
White	\$81K	\$102K		\$119K	\$111K	\$118K			\$94K	\$93K		\$105K	\$104K	\$113K	367	842
Race-gender hierarchy exists	*		*		*		*		*		*		*			
Total Number	76	58	83	98	371	1406	46	27	208	197	78	135	272	170		

### Perf Arts, Ent & Media - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)	\$45K														76	55
Asian/Pac Isl	\$62K			\$84K		\$124K							\$94K	\$83K	194	230
White	\$51K	\$55K				\$120K							\$81K	\$81K	273	254
Race-gender hierarchy exists	N		*		*		*		*		*		*			
Total Number	214	142	32	57	21	130	28	25	18	19	10	20	186	125		

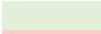

### Public Administration - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American													\$84K	\$113K	175	49
Hispanic /Latino(a)	\$91K	\$89K							\$76K				\$84K	\$94K	666	258
Asian/Pac Isl	\$85K	\$97K			\$107K	\$109K			\$99K	\$89K			\$100K	\$98K	920	545
White	\$87K	\$97K					\$82K		\$85K	\$82K			\$99K	\$100K	984	612
Race-gender hierarchy exists	N		*		*		*		N		*		N			
Total Number	362	207	47	38	54	111	101	46	424	291	42	34	1488	640		

Y= Race-gender hierarchy exists exists

N= Race-gender hierarchy exists does not exist, but gender or race inequities may still exist

\*= Existence of Race-gender hierarchy exists could not be assessed because of small sample size

 Highest median salary  
 Lowest median salary

# Appendix

## UC Undergraduate Alumni - Earned Graduate Degrees

Retail and Wholesale Trade - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Hispanic /Latino(a)													\$76K		104	80
Asian/Pac Isl	\$67K		\$104K	\$95K	\$102K	\$114K	\$91K		\$136K	\$147K	\$141K	\$130K	\$100K	\$95K	1001	670
White	\$52K	\$77K		\$122K		\$127K			\$117K	\$114K			\$88K	\$86K	503	469
Race-gender hierarchy exists	*		*		*		*		*		*		N			
Total Number	181	119	86	111	88	256	65	26	573	312	105	74	462	293		

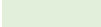

Social Assistance Trade - Median Earnings 10 Years after Graduation

Ethnicity (group)	Arts & Humanities		Business		Engineering & Comp Sci		Interdisciplinary		Life Sciences		Physical Sciences		Social Sciences		Total Number	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
African American													\$56K		61	
Hispanic /Latino(a)	\$47K												\$56K	\$56K	348	72
Asian/Pac Isl													\$52K	\$60K	240	50
White	\$42K												\$51K	\$57K	400	73
Race-gender hierarchy exists	*		*		*		*		*		*		N			
Total Number	142	38	13	2	2	6	39	5	39	11	5		763	133		

Y= Race-gender hierarchy exists exists

N= Race-gender hierarchy exists does not exist, but gender or race inequities may still exist

\*= Existence of Race-gender hierarchy exists could not be assessed because of small sample size

 Highest median salary  
 Lowest median salary