

## **Appendix**

### **The Young Physicians Survey (YPS)**

#### **I. Sample Size and Overall Response Rate**

The YPS was first conducted in 1987 using a random sample of physicians drawn from the American Medical Association (AMA) Physician Masterfile who were below the age of 40, had recently completed their graduate medical training (residency), and had been in uninterrupted practice for two to five years. The entire study sample consisted of a simple random sample of 9,000 physicians plus a minority oversample of about 2,000 African-American and Hispanic physicians.

The YPS was also conducted in 1991 and was composed of a random sample of physicians from the 1987 sample who were reinterviewed in 1991, having 6-9 years of experience, as well as a new sample of young physicians under age 40 with at most five years of experience. Unlike the 1987 sample that contains physicians under the age of 40 with 2-5 years of experience, the 1991 sample contains physicians up to age 44 with 2-9 years of experience. In order to examine how changes in family status over time influence earnings for men and women physicians, I restrict the analysis to the panel sample of observations from 1986 and 1990 for those individuals who were interviewed in both years. This facilitates the comparison of the cross-sectional and fixed effects estimates. For the cross-sectional regressions, similar results are obtained when using the full cross-sectional samples from the 1987 and 1991 surveys.<sup>1</sup>

A small follow-up survey of physicians from the 1991 survey was conducted in 1997. However, in 1997 the survey was restricted to those physicians who worked at least 20 hours per week in patient care and were located in the 75 largest metropolitan areas. This sampling

strategy yielded a rather small sample that was no longer nationally representative. As a result, the data from this follow-up survey was not included in this study. The sample sizes and response rates for each year of the survey are shown in Table A1.

## II. Comparison of Eligible Sample and Respondents

Using demographic data from the AMA Physician Masterfile for nonrespondents, the AMA conducted a multivariate logit analysis and found that age, place of medical school graduation, specialty, and AMA membership were significant determinants of response (Table A2).<sup>2</sup> Based on this analysis, the AMA designed a two-step weighting procedure to align these four characteristics of the respondent sample to that of the eligible population, and then to weight the random sample versus the minority sample so as to achieve the appropriate weighted proportion of minority respondents. These sample weights are used in all calculations.

## III. Item Response Rate for Key Variables

Overall, item response rates were very high. Response rates for six key variables – those comprising the dependent variables of interest and those identifying marital status and the presence of children – are shown in Table A3. In 1986, five of these items had response rates close to 100 percent for all subpopulations of interest in both the cross sectional and panel samples: hours worked last week, weeks worked last year, marital status, presence of children, and number of children. In 1990, the response rates were also close to 100 percent for these variables, with the exception of a slightly lower rate for number of hours worked last week (96 percent).

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*(continued)*

<sup>1</sup> These results are reported in Table B1.

<sup>2</sup> Significant differences in general internal medicine, internal medicine subspecialties, general surgery, and surgical subspecialties are eliminated when general and subspecialty categories are combined.

The response rate on the remaining dependent variable, net income last year, was somewhat lower - around 90 percent in both years. Table A4 explores this further, reporting multivariate logit results of determinants of response for annual net income. The model estimated is the following:

$$(1) \Pr(\text{Annual net income is reported}) = F(\beta_0 + \beta_1 X)$$

where  $F(z) = e^z/(1+e^z)$  is the cumulative logistic distribution and  $X$  is a vector of observable characteristics including demographic and professional characteristics, specialty field, and practice setting.

The results for the cross-sectional and panel sample for 1986 show that, not surprisingly, the probability of an individual not reporting their annual net income is highly correlated with non-reporting of other key variables such as age, race, ethnicity, marital status, and the presence of children. Aside from non-reporting of other variables, geographical region and certain specialty field and practice setting categories are positively correlated with reporting income. Performing the same analysis for the 1990 sample yields similar results. However, there is no evidence that the key explanatory variables - sex, marital status, or the presence of children - are significant determinants of response.

#### IV. Sample Restrictions for this Study

Physicians who were no longer practicing or were still in a training program were excluded from the sample. In addition, physicians who reported working less than ten hours per week or 26 weeks per year were also excluded. Such physicians are generally considered inactive under AMA guidelines and have such low levels of labor force attachment that their earnings data are likely to be unreliable. For similar reasons, physicians whose reported net incomes, weeks

worked per year and hours worked per week resulted in hourly wages below the minimum wage were also excluded from the sample.

## V. Key Variables

In each year, the survey collected information on physicians' professional and practice characteristics including specialty, practice setting, weeks and hours worked, number of patients, net incomes and fees, as well as marital status and number of children.

### A. Annual Earnings.

Annual earnings reported by physicians consisted of income from medical practice including "all income from fees, salaries, retainers, bonuses, and other forms of compensation, after expenses but before taxes." Contributions to profit sharing or other deferred compensation plans were excluded.

### B. Annual Hours

Annual hours were calculated by multiplying the number of hours worked per week by number of weeks worked per year. Hours worked per week were reported by the physician as hours worked for their most recent complete week of practice in which they worked their "normal work schedule", excluding weeks when they were sick or on leave. Total hours worked per week included all hours spent in patient care, administration, teaching, and research.

### C. Hourly Earnings

Hourly earnings were calculated by dividing annual earnings by the number of weeks worked per year and the number of hours worked per week. All earnings values were adjusted to reflect 1990 dollars using the implicit price deflator.

### D. Practice Experience.

Practice experience was calculated as the current year minus the year in which the respondent finished their graduate medical training (residency).

E. Specialty Field

Controls for specialty field included dummies for family/general practice, general internal medicine, internal medicine subspecialty, surgery, pediatrics, obstetrics/gynecology, psychiatry, anesthesiology, pathology, radiology, and other unspecified specialties. Family/general practice was the omitted category in regressions controlling for specialty.

F. Practice Setting

Controls for practice setting included dummies for solo practice, group practice (self-employed), group practice (employee), HMO, hospital, academic, government, and other unspecified settings. Group practice (self-employed) was the omitted category in regressions controlling for practice setting.

Table A1  
Sample Sizes and Response Rates for the YPS

<b>Year</b>	<b>Sample</b>	<b>Respondents</b>	<b>Response Rate</b>
1987	9263	5865	63%
1991	8674	6053	70%
Reinterview	4094	3124	76%
New	4580	2929	64%
1997	2191	1549	71%

Source: Codebook for “Practice Patterns of Young Physicians” for various years.

Table A2  
Comparison of the Eligible Population, Sample, and Respondents, 1987 YPS

Characteristic	Population		Sample		Respondents	
	Number	Percent	Number	Percent	Number	Percent
All Young Physicians	68531	100.0	9263	100.0	5865	100.0
<u>AMA Membership</u>						
Member*	24448	35.8	3645	39.4	2490	42.4
Non-member	43903	64.2	5618	60.6	3375	57.6
<u>Place of Graduation</u>						
U.S. Medical School Graduate	53831	78.8	7600	82.1	4938	84.2
Foreign Medical School Graduate	14520	21.2	1663	17.9	927	15.8
<u>Age</u>						
Under 35	33252	48.6	4452	48.1	2890	49.2
Age 35-39	33298	48.8	4571	49.3	2829	48.2
Age 40 <sup>a</sup>	1801	2.6	240	2.6	146	2.6
<u>Specialty</u>						
General/Family Practice	10134	14.8	1425	15.4	928	5.8
General Internal Medicine*	13008	19.0	1312	14.2	778	13.3
Internal Medicine Subspecialties*	3989	5.8	996	10.8	552	9.4
General Surgery*	3113	4.6	321	3.5	219	3.7
Surgical Subspecialties*	6637	9.7	1075	11.6	684	11.7
Pediatrics	5285	7.7	807	8.7	541	9.2
Obstetrics/Gynecology	3813	5.6	617	6.7	386	6.6
Radiology	2632	3.9	379	4.1	288	4.9
Psychiatry	3099	4.5	424	4.6	290	4.9
Anesthesiology	3462	5.1	488	5.3	320	5.5
Pathology	1527	2.2	199	2.1	157	2.7
Emergency Medicine	2781	4.1	366	4.0	284	4.8
Other/unspecified	8871	13.0	854	9.2	438	7.5

Source: Codebook for "Practice Patterns of Young Physicians" for various years.

a. Became 40 years old by the end of the field period.

\*ChiSquare test of homogeneity indicated that the sample and respondents were significantly different at the one percent level.

Table A3  
Response Rates for Key Variables: YPS

	Total	All Men	All Women	1986 Women Not Married No Children	Women Married No Children	Women With Children	Total	All Men	All Women	1990 Women Not Married No Children	Women Married No Children	Women With Children
<u>Cross Sectional</u>												
<u>Sample</u>												
Number of Observations	5865	4543	1322	304	243	771	6053	4484	1569	285	231	1041
<u>Response Rate</u>												
Net income last year	89.6	89.2	90.9	92.1	91.4	90.4	91.3	90.5	93.4	96.1	95.7	93.3
Hours worked last week	99.9	99.9	100.0	100.0	100.0	100.0	96.2	96.8	94.5	94.0	97.8	93.9
Weeks worked last year	99.7	99.8	99.7	99.7	99.6	99.7	98.7	98.8	98.5	99.3	100.0	99.1
Marital status	99.7	99.7	99.5	98.7	100.0	100.0	98.9	98.9	98.9	99.3	100.0	99.7
Presence of children	99.7	99.7	99.8	100.0	100.0	100.0	99.4	99.5	99.2	100.0	100.0	100.0
Number of children	99.7	99.7	99.8	100.0	100.0	100.0	99.4	99.5	99.2	100.0	100.0	100.0
<u>Panel Sample</u>												
Number of Observations	3124	2401	723	155	140	427	3124	2402	722	115	83	524
<u>Response Rate</u>												
Net income last year	91.5	91.5	91.6	94.2	90.0	91.1	90.2	89.4	92.8	96.5	94.0	91.8

Hours worked last week	99.9	99.9	100.0	100.0	100.0	100.0	95.6	95.9	94.3	93.9	97.6	93.9
Weeks worked last year	99.8	99.9	99.7	100.0	99.3	99.8	99.0	99.0	99.2	99.1	100.0	99.0
Marital status	99.7	99.7	99.6	98.7	100.0	100.0	99.0	98.9	99.4	99.1	100.0	99.4
Presence of children	99.8	99.8	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of children	99.8	99.8	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Young Physicians Survey, 1987 and 1991.

Table A4  
 Logit Estimates of Determinants of Response for Annual Net Income: YPS

	1986 Cross-Sectional Sample	1986 Panel Sample
<u>Demographic and Professional Characteristics</u>		
Age category 2 <sup>a</sup>	-0.066 (0.345)	0.005 (0.606)
Age category 3 <sup>a</sup>	-0.186 (0.362)	-0.150 (0.626)
Age missing	-2.132 (1.341)	Dropped <sup>b</sup>
Black	0.149 (0.235)	0.226 (0.368)
Race missing	-0.925 (0.903)	NA <sup>c</sup>
Hispanic	0.104 (0.236)	0.110 (0.344)
Hispanic missing	-1.076 (0.733)	NA <sup>c</sup>
Female	0.179 (0.127)	0.019 (0.180)
Midwest	-0.070 (0.131)	-0.044 (0.201)
South	0.406 *** (0.130)	0.249 (0.196)
West	0.601 *** (0.152)	0.394 * (0.222)
Experience	-0.084	-0.388

	(0.136)		(0.205)	
Experience squared/100	-0.001		0.010	
	(0.007)		(0.010)	
Board certified	0.024		-0.007	
	(0.115)		(0.186)	
<u>Family Status</u>				
Married	0.141		-0.176	
	(0.153)		(0.241)	
Marital Status missing	-0.614		-1.750	
	(0.818)		(1.132)	
Has child/children	0.145		0.133	
	(0.125)		(0.188)	
Child Information missing	-0.874		NA <sup>c</sup>	
	(0.695)			
<u>Specialty</u> (Omitted category = other)				
General/Family Practice	1.112 ***		1.462 **	
	(0.390)		(0.635)	
General Internal Medicine	0.793 **		1.027 *	
	(0.375)		(0.589)	
Specialized Internal Medicine	0.627 *		0.999 *	
	(0.371)		(0.581)	
Surgery	0.819 **		1.173 **	
	(0.379)		(0.587)	
Pediatrics	0.867 **		0.815	
	(0.403)		(0.605)	
Obstetrics/Gynecology	0.538		0.497	
	(0.405)		(0.622)	
Radiology	0.391		0.701	
	(0.399)		(0.604)	

Psychiatry	1.255 ***	1.209 *
	(0.442)	(0.661)
Anesthesiology	0.617	0.701
	(0.411)	(0.637)
Pathology	0.275	0.440
	(0.434)	(0.667)
Specialty field missing	0.887 **	0.841
	(0.436)	(0.656)
<u>Practice Setting</u> (Omitted category = other)		
Solo Practice	-0.450 *	-0.549
	(0.231)	(0.349)
Group Practice - part owner	-0.179	-0.317
	(0.230)	(0.346)
Group Practice - employee	-0.101	-0.474
	(0.252)	(0.370)
HMO	0.337	0.184
	(0.407)	(0.600)
Hospital	0.042	-0.006
	(0.271)	(0.407)
Academic Institution	0.200	0.401
	(0.271)	(0.409)
Government	0.864 ***	1.093 **
	(0.319)	(0.497)
Practice setting missing	-0.108	-0.266
	(0.794)	(1.133)
Constant	1.952 **	3.997
	(0.753)	(1.239) ***
Number of Observations	5865	3114
Pseudo R Squared	0.0548	0.0707

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Note: Standard errors in parenthesis are robust.

a. The following age categories were used (category 1 was omitted from the regression): Category 1 = less than or equal to 30, Category 2 = 31 to 35, and Category 3 = 36 to 40.

b. Dropped from the regression due to co linearity.

c. These variables perfectly predicted "income missing" for several observations, hence the variables and the corresponding observations (ten) were dropped from the regression.

\*Indicates significance at the 10 percent level, \*\* at the 5 percent level, \*\*\* at the 1 percent level respectively.

Table A5  
 OLS Estimates of the Impact of Family Status on the Relative Earnings of Male and Female Physicians:  
 Pooled Cross-Sectional Sample

	Dependent Variable		
	Log Annual Earnings	Log Hourly Earnings	Log Annual Hours
<u>Independent Variables of Interest</u>			
Married	0.046 ** (0.023)	0.004 (0.027)	0.043 *** (0.015)
One child	0.032 (0.020)	0.049 ** (0.024)	-0.016 (0.014)
Two or more children	0.066 *** (0.018)	0.069 *** (0.021)	-0.004 (0.012)
Female	-0.058 ** (0.028)	-0.024 (0.033)	-0.034 (0.023)
Married*female	-0.054 (0.036)	0.044 (0.042)	-0.098 *** (0.029)
One child*female	-0.117 *** (0.037)	-0.029 (0.042)	-0.087 *** (0.029)
More than one child*female	-0.238 *** (0.033)	-0.066 * (0.036)	-0.172 *** (0.026)
R Squared	0.391	0.2703	0.1781
Number of Observations	9742	9742	9742

Note: Each regression includes controls for age, sex, race, ethnicity, region, experience and its square, board certification, specialty and practice setting. A time dummy equal to 1 for 1990 is also included to account for time effects between 1986 and 1990. Standard errors in parenthesis are robust and clustered on the respondent's identification number. The sample is composed of all

observations from 1987 and 1991. Physicians who were still in training or reported they were not practicing were excluded.

Physicians who worked less than ten hours per week or 26 weeks per year or had hourly earnings that were less than the minimum wage were also excluded.

\*Indicates significance at the 10 percent level, \*\* at the 5 percent level, \*\*\* at the 1 percent level respectively.

Table A6  
 OLS Estimates of Earnings Equations for Male and Female Physicians: Pooled Cross-Sectional Sample

Independent Variables	Dependent Variable = Log Annual Earnings				Means	
	Male = 4.65		Female = 4.31		Male	Female
Age	0.013 *** (0.003)		0.019 *** (0.005)		35.82	35.56
Black	-0.011 (0.027)		0.074 ** (0.035)		0.03	0.05
Hispanic	0.029 (0.027)		0.118 *** (0.045)		0.04	0.03
Midwest	0.039 ** (0.019)		0.084 ** (0.032)		0.22	0.22
South	0.050 *** (0.017)		0.072 ** (0.031)		0.33	0.31
West	-0.028 (0.020)		-0.011 (0.034)		0.21	0.21
Experience	0.108 *** (0.014)		0.054 ** (0.025)		4.51	4.36
Experience squared/100	-0.703 *** (0.126)		-0.233 (0.244)		0.25	0.23
Board certified	0.066 *** (0.016)		0.041 * (0.026)		0.76	0.73
Married	0.046 ** (0.023)		0.000 (0.028)		0.87	0.78
One child	0.033 (0.020)		-0.091 *** (0.030)		0.18	0.22
Two or more children	0.066 *** (0.018)		-0.170 *** (0.029)		0.56	0.40

Specialty (Omitted category = general/family practice)

General Internal Medicine	0.164 *** (0.020)	0.114 *** (0.037)	0.21	0.21
Specialized Internal Medicine	0.423 *** (0.022)	0.320 *** (0.040)	0.21	0.16
Surgery	0.620 *** (0.028)	0.534 *** (0.103)	0.12	0.02
Pediatrics	0.048 * (0.029)	0.062 * (0.036)	0.06	0.17
Obstetrics/Gynecology	0.499 *** (0.035)	0.587 *** (0.049)	0.05	0.09
Radiology	0.558 *** (0.027)	0.547 *** (0.059)	0.05	0.04
Psychiatry	0.267 *** (0.037)	0.163 *** (0.052)	0.04	0.07
Anesthesiology	0.657 *** (0.028)	0.623 *** (0.045)	0.06	0.06
Pathology	0.316 *** (0.028)	0.292 *** (0.074)	0.02	0.02
Other Specialties	0.370 *** (0.020)	0.336 *** (0.113)	0.02	0.01
<u>Practice Setting</u> (Omitted category = part owner in group practice)				
Solo Practice	-0.076 *** (0.020)	-0.097 ** (0.044)	0.24	0.17
Group Practice - employee	-0.215 *** (0.020)	-0.266 *** (0.038)	0.12	0.14
HMO	-0.220 *** (0.028)	-0.232 *** (0.055)	0.03	0.07

Hospital	-0.303 *** (0.022)	-0.253 *** (0.041)	0.11	0.14
Academic Institution	-0.380 *** (0.021)	-0.268 *** (0.037)	0.09	0.12
Government	-0.490 *** (0.020)	-0.374 *** (0.041)	0.08	0.11
Other Setting	-0.226 *** (0.027)	-0.255 *** (0.051)	0.04	0.05
Year dummy=1 for 1990	0.151 *** (0.014)	0.081 *** (0.025)	0.49	0.53
Constant	3.494 *** (0.103)	3.384 *** (0.170)		
Number of Observations	7384	2358		
R Squared	0.370	0.303		

Note: Standard errors in parenthesis are robust and clustered on the respondent's identification number. The sample is composed of all observations from 1987 and 1991. Physicians who were still in training or reported they were not practicing were excluded. Physicians who worked less than 10 hours per week or 26 weeks per year or had hourly earnings that were less than the minimum wage were also excluded.

\*Indicates significance at the 10 percent level, \*\* at the 5 percent level, \*\*\* at the 1 percent level respectively.

Table A7  
Decomposing the Gender Gap in Log Annual Earnings for Physicians

Male log earnings	4.65			
Female log earnings	4.31			
Gender gap in log annual earnings	0.34			
Portion Attributable to				
	Characteristics	Coefficients		
	$B_m(X_m - X_f)$	$X_f(B_m - B_f)$	Differential	% of Gap
<u>Explanatory Factor</u>				
Age	0.0034	-0.2126	-0.2091	-61.75
Race and ethnicity	0.0004	-0.0077	-0.0073	-2.15
Region	0.0011	-0.0205	-0.0194	-5.74
Marital status	0.0041	0.0351	0.0392	11.57
Presence of children	0.0089	0.1227	0.1316	38.86
Labor market characteristics	0.0081	0.1439	0.1521	44.90
Specialty (10 categories)	0.0555	0.0286	0.0841	24.84
Practice setting (8 categories)	0.0474	-0.0197	0.0277	8.17
Subtotal	0.1290	0.0698	0.1988	58.69
Time Dummy	-0.0065	0.0370	0.0306	9.03
Constant ( $B_m - B_f$ )			0.1093	32.28
Total			0.34	100.00

Note: The sample is composed of all observations from 1987 and 1991. Physicians who were still in training or reported they were not practicing were excluded. Physicians who worked less than ten hours per week or 26 weeks per year or had hourly earnings that were less than the minimum wage were also excluded.

Table A8  
 OLS Estimates of the Impact of Family Status by Specialty Field and Practice Setting:  
 Low versus High Average Weekly Hours<sup>a</sup>

	By Specialty Field		By Practice Setting	
	Low Weekly Hours	High Weekly Hours	Low Weekly Hours	High Weekly Hours
<u>Dependent Variable: Log Annual Earnings</u>				
Married	0.064 (0.053)	0.086 * (0.051)	0.039 (0.050)	0.105 ** (0.051)
One child	0.054 (0.046)	0.004 (0.038)	0.031 (0.040)	0.042 (0.042)
Two or more children	0.098 ** (0.039)	0.074 ** (0.035)	0.057 (0.035)	0.107 *** (0.037)
Female	-0.030 (0.072)	-0.011 (0.067)	-0.115 (0.071)	0.066 (0.059)
Married*female	-0.147 * (0.078)	-0.070 (0.077)	-0.007 (0.079)	-0.185 *** (0.067)
One child*female	-0.069 (0.075)	-0.176 ** (0.072)	-0.102 (0.071)	-0.167 ** (0.075)
Two or more children*female	-0.096 (0.065)	-0.274 *** (0.064)	-0.177 *** (0.065)	-0.212 *** (0.061)
R Squared	0.389	0.476	0.340	0.433
<u>Dependent Variable: Log Hourly Earnings</u>				
Married	0.028 (0.071)	0.006 (0.061)	-0.008 (0.065)	0.033 (0.060)
One child	0.108 * (0.056)	0.000 (0.047)	0.009 (0.053)	0.081 * (0.046)
Two or more children	0.115 ** (0.049)	0.065 (0.042)	0.041 (0.048)	0.116 *** (0.041)
Female	0.007	0.025	-0.045	0.069

	(0.080)	(0.068)	(0.075)	(0.069)
Married*female	-0.019	-0.039	0.028	-0.079
	(0.098)	(0.087)	(0.095)	(0.083)
One child*female	-0.074	-0.024	0.038	-0.112
	(0.097)	(0.090)	(0.089)	(0.092)
Two or more children*female	-0.035	-0.072	0.017	-0.096
	(0.082)	(0.075)	(0.081)	(0.072)
R Squared	0.299	0.336	0.248	0.362
<u>Dependent Variable: Log Annual Hours</u>				
Married	0.036	0.080 **	0.048	0.072
	(0.047)	(0.037)	(0.043)	(0.039)
One child	-0.053	0.004	0.022	-0.039
	(0.039)	(0.028)	(0.038)	(0.028)
Two or more children	-0.017	0.009	0.016	-0.009
	(0.032)	(0.025)	(0.031)	(0.024)
Female	-0.037	-0.036	-0.070	-0.003
	(0.054)	(0.055)	(0.057)	(0.053)
Married*female	-0.128 *	-0.031	-0.036	-0.106 *
	(0.069)	(0.066)	(0.069)	(0.064)
One child*female	0.005	-0.151 **	-0.139 **	-0.055
	(0.069)	(0.066)	(0.069)	(0.063)
Two or more children*female	-0.061	-0.202 ***	-0.194 ***	-0.116 ***
	(0.063)	(0.055)	(0.061)	(0.052)
R Squared	0.1382	0.1596	0.1703	0.1257
Number of Observations	1937	2517	1706	2748

Note: Each regression includes controls for age, sex, race, ethnicity, region, experience and its square, board certification, specialty, and practice setting. A time dummy equal to 1 for 1990 is also included to account for time effects. Standard errors in parentheses are robust and clustered on the respondent's identification number. See sample description in Table 1.

a. Specialty fields and practice settings with low average weekly hours are defined as those with average weekly hours below the average for all physicians. These include pediatrics, specialized internal medicine, pathology, radiology, psychiatry, employees in group practices, HMOs, hospitals, government facilities, and other settings such as locum tenens physicians.

\*Indicates significance at the 10 percent level, \*\* at the 5 percent level, \*\*\* at the 1 percent level respectively.

Table A9  
 OLS Estimates of the Impact of Family Status for Employee versus Self-Employed Physicians

	Employees	Self-Employed
<u>Dependent Variable: Log Annual Earnings</u>		
Married	0.008 (0.041)	0.071 (0.051)
One child	0.043 (0.035)	0.049 (0.048)
More than one child	0.066 ** (0.033)	0.109 *** (0.041)
Female	-0.127 ** (0.063)	0.057 (0.075)
Married*female	0.020 (0.069)	-0.217 *** (0.083)
One child*female	-0.123 ** (0.060)	-0.157 * (0.092)
More than one child*female	-0.184 *** (0.056)	-0.169 ** (0.074)
R-Squared	0.3547	0.4154
<u>Dependent Variable: Log Hourly Earnings</u>		
Married	-0.063 (0.057)	0.035 (0.059)
One child	0.031 (0.050)	0.084 * (0.051)
More than one child	0.071 (0.044)	0.107 ** (0.045)
Female	-0.036 (0.069)	0.041 (0.080)

Married*female	0.067 (0.086)	-0.111 (0.097)
One child*female	-0.002 (0.083)	-0.097 (0.105)
More than one child*female	-0.051 (0.071)	-0.024 (0.085)
R-Squared	0.2415	0.3694
<u>Dependent Variable: Log Annual Hours</u>		
Married	0.071 * (0.042)	0.035 (0.036)
One child	0.012 (0.038)	-0.036 (0.029)
More than one child	-0.006 (0.030)	0.002 (0.026)
Female	-0.091 * (0.054)	0.016 (0.060)
Married*female	-0.047 (0.065)	-0.106 (0.074)
One child*female	-0.121 * (0.062)	-0.060 (0.071)
More than one child*female	-0.133 ** (0.054)	-0.145 ** (0.060)
R-Squared	0.1740	0.1353
<u>Number of Observations</u>		
Men	1964	2308
Women	1382	1908
	582	400

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Note: Each regression includes controls for age, sex, race, ethnicity, region, experience and its square, board certification, specialty and practice setting. A time dummy equal to 1 for 1990 is also included to account for time effects between 1986 and 1990. Standard errors in parenthesis are robust and clustered on the respondent's identification number. The sample is composed of observations from 1987 and 1991 for those individuals who were interviewed in both years. Physicians who were still in training or reported they were not practicing were excluded. Physicians who worked less than ten hours per week or 26 weeks per year or had hourly earnings that were less than the minimum wage were also excluded.

\*Indicates significance at the 10 percent level, \*\* at the 5 percent level, \*\*\* at the 1 percent level respectively.