Notes on Regression of Science Faculty Salary, 2004-2005

Salary	Actually Salary (in Dollars) used; Data retrieved from the City University Personnel System (database - FALL 2004 and SPRING 2005 miniflat files. RRI and supplemental salaries were included in these analyses.
Sex	Female =1; Male = 0
Years Since Degree	2005-Year of final degree reported on CUPS database; Data retrieved from the City Univers Personnel System (CUPS) database for FALL 2004 and SPRING 2005 semesters.
Years Since Degree (centered)	To reduce redundancy, this variable was centered by subtracting the mean of the variable fr of the measure of the variable (YsD - meanYsD)
Time in current Rank	Number of years in current appointment
Sum TIR (Total length of employment at HC)	Time at Hunter College takes into account all tenure-line years worked at Hunter College fo professor as of 30 June 2005; Data retrieved from the City University Personnel System (CU
Sum TIR (Total length of employment at HC) - Centered	To reduce redundancy, this variable was centered by subtracting the mean of the variable fr of the measure of the variable (Sum - mean Sum)
Rank	Distinguished Professor =1; Professor = 1; Associate Professor =1;
Department	Department were grouped into broader discipline categories (natural and social sciences) in using individual departments to ensure than at sufficient number of faculty fell into each cate (discipline and rank); Natural Science =1; Social Science =0.

Example 1: To predict the salary of a male assistant professor in the social sciences who has had his degree for 5 years and has been in that rank for 2 year, lo constant term, $71241.3, listed in the first row in the Coefficients table on the fist sheet "Salary a". Since the dummy variables were chosen as they were, the cons represents the salary for a male assistant professor in the social sciences. Multiply 5 (Years since degree) by 796 and 2 (Time in current rank by - 155.6). Add thes the constant to get a more accurate estimate of salary. The outcome using these unstandardized regression coefficients is $74910.1

Example 2: To predict the salary of a male assistant professor in the social sciences who has had his degree for 5 years and has been at Hunter for 2 year, lool constant term, $ 70860.4, listed in the first row in the Coefficients table on the fist sheet "Salary a". Since the dummy variables were chosen as they were, the cons represents the salary for a male assistant professor in the social sciences. Multiply 5 (Years since degree) by 921.8 and 2 (Time at Hunter by - 260.86). Add these constant to get a more accurate estimate of salary. The outcome using these unstandardized regression coefficients is $743947.7

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