

Table 6a. Salary of Science Faculty, 2004-2005 (Controlling for Sex, Year since Degree, Time in Current Rank, Rank and Department)

Descriptive Statistics

	Mean	Std Dev	N
Salary as of 6/30/2004	\$80,927.10	\$15,243.68	186
Sex (Female =1; Male =0)	0.36	0.48	186
Years since Degree (centered)	0.00	12.16	186
Time in Current rank (centered)	0.00	9.13	186
Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	0.77	0.42	
Division (Natural Sci = 1; Soc Sci=0)	0.42	0.49	

Model Summary

	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.83220305	0.692561923	0.684069158	8568.12635

Predictors: (Constant) ,Numeric Coding for Science Sections: NAT =1, SOC =0, Time in Current Rank (rank as of 6/30/2005) Centered - - (TIR - Mean of TIR), Numeric Coding for Sex: F=1, M=0, Coding for Rank: Assistant Prof=0, Associate Prof=1, Full Prof = 1, Dist Prof = 1, Years since Degree Centered - -(YsD - Mean of YsD)

Dependent Variable: SALARY

ANOVA (b)

		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29933069550	5	5986613910	81.54729	1.68E-44
	Residual	13287714837	181	73412789.15		
	Total	43220784387	186			

Predictors: (Constant), Numeric Coding for Science Sections: NAT =1, SOC =0, Time in Current Rank (rank as of 6/30/2005) Centered - - (TIR - Mean of TIR), Numeric Coding for Sex: F=1, M=0, Coding for Rank: Assistant Prof=0, Associate Prof=1, Full Prof = 1, Dist Prof = 1, Years since Degree Centered - -(YsD - Mean of YsD)

Dependent Variable: SALARY

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	71241.26	1942.86		36.668	0.000
	Sex (Female =1; Male =0)	1261.35	1330.39	0.040	0.948	0.344
	Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	12303.05	2107.13	0.341	5.839	0.000
	Division (Natural Sci = 1; Soc Sci=0)	-598.98	1294.85	-0.019	-0.463	0.644
	Years since Degree (centered)	795.93	105.76	0.635	7.526	0.000
	Time in Current rank (centered)	-155.57	112.78	-0.093	-1.379	0.169

Dependent Variable: SALARY as of 6/30/2005

Note: These tables were created using data retrieved from the City University Personnel System (CUPS) database - FALL 2004 and SPRING 2005 miniflat files.