

Table 6b Salary of Science Faculty, 2004-2005 (Controlling for Sex, Years since Degree, Time at Hunter College, Rank, and Department)

Descriptive Statistics

	Mean	Std Dev	N
Salary as of 6/30/2004	\$80,323.30	\$15,136.01	184
Sex (Female =0; Male =1)	0.64	0.48	184
Years since Degree (centered)	0.00	12.05	184
Sum TIR (Total length of employment at HC) (center	0.00	12.28	184
Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	0.77	0.42	
Division (Natural Sci = 1; Soc Sci=0)	0.43	0.50	

Model Summary

	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.836789688	0.700216983	0.691935684	8460.782833

Predictors: (Constant), ,Numeric Coding for Science Sections: NAT =1, SOC =0, TIR (Total Length of employment at HC as of 6/30/2005) Centered - - (Sum - Mean Sum), 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 (as of 6/30/2005)

ANOVA (b)

		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	30263927233	5	6052785447	84.5540051	1.75E-45
	Residual	12956857154	178	71584846.15		
	Total	43220784387	183			

Predictors: (Constant), ,Numeric Coding for Science Sections: NAT =1, SOC =0, TIR (Total Length of employment at HC as of 6/30/2005) Centered - - (Sum - Mean Sum), 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		B	Std. Error	Beta	t	Sig.
1	(Constant)	70860.39	1878.57		37.720	0.000
	Sex (Female =0; Male =1)	1315.83	1313.86	0.042	1.002	0.318
	Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	12835.69	2024.06	0.355	6.342	0.000
	Division (Natural Sci = 1; Soc Sci=0)	-721.87	1279.88	-0.023	-0.564	0.573
	Years since Degree (centered)	921.79	115.21	0.736	8.001	0.000
	Time at Hunter (centered)	-260.86	101.75	-0.210	-2.564	0.011

Dependent Variable: SALARY as of 6/30/2005

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