

Table 6a. Salary of Science Faculty, 2005-2006 (Controlling for Sex, Year since Degree, Time in Current Rank, Rank and Department)

Descriptive Statistics

	Mean	Std Dev	N
Salary as of 6/30/2006	\$80,876.86	\$15,269.00	186
Sex (Female =1; Male =0)	0.36	0.48	186
Years since Degree (centered)	0.00	12.17	186
Time in Current rank (centered)	0.00	9.15	186
Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	0.77	0.42	186
Division (Natural Sci = 1; Soc Sci=0)	0.42	0.50	186

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.832	0.692	0.684	8589.331

Predictors: (Constant) ,Numeric Coding for Science Sections: NAT =1, SOC =0, Time in Current Rank (rank as of 6/30/2006) 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	29,853,198,729.718	5	5,970,639,745.944	80.929	.000(a)
	Residual	13,279,789,030.648	180	73,776,605.726		
	Total	43,132,987,760.366	185			

Predictors: (Constant), Numeric Coding for Science Sections: NAT =1, SOC =0, Time in Current Rank (rank as of 6/30/2006) 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)	71,213.54	1,945.42		36.606	0.000
	Sex (Female =1; Male =0)	1,305.45	1,340.45	0.041	0.947	0.331
	Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	12,293.82	2,112.53	0.340	5.819	0.000
	Division (Natural Sci = 1; Soc Sci=0)	-624.95	1,300.47	-0.020	-0.481	0.631
	Years since Degree (centered)	798.52	106.32	0.636	7.511	0.000
	Time in Current rank (centered)	-156.93	113.14	-0.094	-1.387	0.167

Dependent Variable: SALARY as of 6/30/2006

Note: These tables were created using data retrieved from the City University Personnel System (CUPS) database - FALL 2005 and SPRING 2006 miniflat files.