

Table 6b Salary of Science Faculty, 2005-2006 (Controlling for Sex, Years since Degree, Time at Hunter College, Rank, and Department)

Descriptive Statistics

	Mean	Std Dev	N
Salary as of 6/30/2006	\$80,876.86	\$15,269.00	186
Sex (Female =0; Male =1)	0.36	0.48	186
Years since Degree (centered)	0.00	12.17	186
Sum TIR (Total length of employment at HC) (center	0.00	12.31	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	0.837	0.7	0.692	8476.547

Predictors: (Constant), ,Numeric Coding for Science Sections: NAT =1, SOC =0, TIR (Total Length of employment at HC as of 6/30/2006) 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 6/30/2006)

ANOVA (b)

		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29,853,198,729.718	5	6,039,931,022.483	84.061	.000(a)
	Residual	13,279,789,030.648	180	71,851,848.044		
	Total	43,132,987,760.366	185			

Predictors: (Constant), ,Numeric Coding for Science Sections: NAT =1, SOC =0, TIR (Total Length of employment at HC as of 6/30/2006) 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)	70,832.73	1,879.98		37.677	0.000
	Sex (Female =0; Male =1)	1,393.57	1,323.30	0.044	1.053	0.294
	Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	12,826.30	2,027.89	0.355	6.325	0.000
	Division (Natural Sci = 1; Soc Sci=0)	-770.65	1,285.10	-0.025	-0.600	0.549
	Years since Degree (centered)	930.55	116.44	0.742	7.992	0.000
	Time at Hunter (centered)	-267.46	102.59	-0.216	-2.607	0.010

Dependent Variable: SALARY as of 6/30/2006

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