

Table 6a. Salary of Science Faculty, 2006-2007 (Controlling for Sex, Year since Degree, Time in Current Rank, Rank and Department

Descriptive Statistics

	Mean	Std Dev	N
Salary as of 6/30/2007	\$89,110.73	\$15,905.96	190
Sex (Female =1; Male =0)	0.36	0.48	190
Years since Degree (centered)	0.00	12.52	190
Time in Current rank (centered)	0.00	9.72	190
Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	0.81	0.40	190
Division (Natural Sci = 1; Soc Sci=0)	0.42	0.49	190

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.819	0.671	0.662	9269.868

Predictors: (Constant) ,Numeric Coding for Science Sections: NAT =1, SOC =0, Time in Current Rank (rank as of 6/30/2007) 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	31,699,370,678.980	5	6,339,874,135.800	73.779	.000(a)
	Residual	15,553,411,112.490	181	85,930,448.135		
	Total	47,252,781,791.470	186			

Predictors: (Constant), Numeric Coding for Science Sections: NAT =1, SOC =0, Time in Current Rank (rank as of 6/30/2007) 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		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	79,020.29	2,231.95		35.404	0.000
	Sex (Female =1; Male =0)	1,610.14	1,462.34	0.049	1.101	0.272
	Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	11,889.83	2,283.26	0.298	5.207	0.000
	Division (Natural Sci = 1; Soc Sci=0)	-474.74	1,400.97	-0.015	-0.339	0.735
	Years since Degree (centered)	886.49	111.60	0.695	7.941	0.000
	Time in Current rank (centered)	-187.60	119.83	-0.114	-1.566	0.119

Dependent Variable: SALARY as of 6/30/2007

Note: These tables were created using data retrieved from the City University Personnel System (CUPS) database for FALL 2006 and SPRING 2007.

