

Table 6b Salary of Science Faculty, 2006-2007 (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	\$89,110.73	\$15,905.96	190
Sex (Female =0; Male =1)	0.36	0.48	190
Years since Degree (centered)	0.00	12.52	190
Sum TIR (Total length of employment at HC) (centered)	0.00	12.64	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	0.822	0.675	0.667	9183.370

Predictors: (Constant), ,Numeric Coding for Science Sections: NAT =1, SOC =0, TIR (Total Length of employment at HC as of 6/30/2007) 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 6/30/2007)

ANOVA (b)

		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32,299,417,271.550	5	6,459,883,454.300	76.599	.000(a)
	Residual	15,517,507,223.770	184	84,334,278.390		
	Total	47,816,924,495.310	189			

Predictors: (Constant), ,Numeric Coding for Science Sections: NAT =1, SOC =0, TIR (Total Length of employment at HC as of 6/30/2007) 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		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	78,755.02	2,125.41		37.054	0.000
	Sex (Female =0; Male =1)	1,178.22	1,435.28	0.036	0.821	0.413
	Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	12,707.57	2,125.93	0.317	5.977	0.000
	Division (Natural Sci = 1; Soc Sci=0)	-746.60	1,383.15	-0.023	-0.540	0.590
	Years since Degree (centered)	1,043.35	117.37	0.821	8.890	0.000
	Time at Hunter (centered)	-339.25	105.82	-0.270	-3.206	0.002

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.