

Table 6a. Salary of Science Faculty, 2007-2008 (Controlling for Sex, Year since Degree, Time in Current Rank, Rank and Department)

Descriptive Statistics

| | Mean | Std Dev | N |
|--|-------------|-------------|-----|
| Salary as of 6/30/2008 | \$91,351.51 | \$16,681.33 | 194 |
| Sex (Female =1; Male =0) | 0.39 | 0.49 | 194 |
| Years since Degree (centered) | 0.00 | 12.49 | 194 |
| Time in Current rank (centered) | 0.00 | 9.84 | 189 |
| Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1) | 0.82 | 0.38 | 194 |
| Division (Natural Sci = 1; Soc Sci=0) | 0.43 | 0.49 | 194 |

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------|----------|-------------------|----------------------------|
| 1 | 0.792 | 0.628 | 0.618 | 9913.269 |

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 | 30,322,315,738.716 | 5 | 6,064,463,147.743 | 61.7104 | .000(a) |
| | Residual | 17,983,941,862.311 | 183 | 98,272,906.351 | | |
| | Total | 48,306,257,601.027 | 188 | | | |

Predictors: (Constant), Numeric Coding for Science Sections: NAT =1, SOC =0, Time in Current Rank (rank as of 6/30/2008) 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) | 81,171.39 | 2,449.99 | | 33.131 | 0.000 |
| | Sex (Female =1; Male =0) | 1,290.64 | 1,539.19 | 0.039 | 0.839 | 0.403 |
| | Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1) | 11,647.41 | 2,445.25 | 0.280 | 4.763 | 0.000 |
| | Division (Natural Sci = 1; Soc Sci=0) | -856.93 | 1,487.19 | -0.027 | -0.576 | 0.565 |
| | Years since Degree (centered) | 896.38 | 115.60 | 0.700 | 7.754 | 0.000 |
| | Time in Current rank (centered) | -219.22 | 125.74 | -0.135 | -1.743 | 0.083 |

Dependent Variable: SALARY as of 6/30/2008

Note: These tables were created using data retrieved from the City University Personnel System (CUPS) database for FALL 2007 and SPRING 2008.

