

Table 6b Salary of Science Faculty, 2007-2008 (Controlling for Sex, Years since Degree, Time at Hunter College, Rank, and Department)

Descriptive Statistics

	Mean	Std Dev	N
Salary as of 6/30/2008	\$91,351.51	\$16,681.33	194
Sex (Female =0; Male =1)	0.39	0.49	194
Years since Degree (centered)	0.00	12.49	194
Sum TIR (Total length of employment at HC) (centered)	0.00	12.94	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	0.765	0.585	0.574	10884.147

Predictors: (Constant), ,Numeric Coding for Science Sections: NAT =1, SOC =0, TIR (Total Length of employment at HC as of 6/30/2008) 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	31,434,148,999.183	5	6,286,829,799.837	53.0692	.000(a)
	Residual	22,271,354,147.297	188	118,464,649.720		
	Total	53,705,503,146.479	193			

Predictors: (Constant), ,Numeric Coding for Science Sections: NAT =1, SOC =0, TIR (Total Length of employment at HC as of 6/30/2008) 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		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	81,174.54	2,590.88			31.330	0.000
	Sex (Female =0; Male =1)	-56.12	1,659.22	-0.002		-0.034	0.973
	Rank (Asst Prof =0; Assoc Prof, Prof, Dist Prof=1)	13,206.50	2,539.54	0.302		5.200	0.000
	Division (Natural Sci = 1; Soc Sci=0)	-1,619.96	1,622.29	-0.048		-0.999	0.319
	Years since Degree (centered)	1,055.62	125.89	0.302		5.200	0.000
	Time at Hunter (centered)	-404.94	111.17	-0.314		-3.642	0.000

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 2007 and SPRING 2008.