



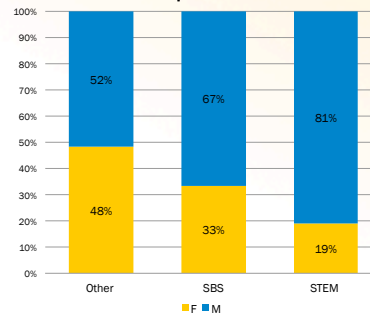
Institutional Data: Salaries and Start-Up

Regression Analysis for 2012-2013 AY Faculty Salaries

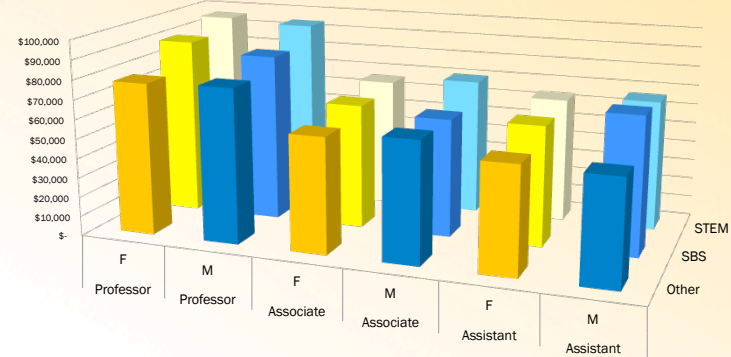
METHODS

- Salaries are transformed to reflect a 9-month, 1.0 FTE contract.
- Explanatory variables (Gender, Rank, Type of Department) were transformed to binary variables
- Regression Analyses comparing 5 different full models were compared to a single-mean reduced model

TT Faculty 2012-13 Proportion by Type of Department



TT Faculty 2012-13 AY Salary (includes DHs)



	Professor F	Professor M	Associate F	Associate M	Assistant F	Assistant M
Other	\$77,788	\$79,063	\$58,981	\$61,729	\$54,635	\$53,442
SBS	\$90,464	\$85,705	\$63,804	\$60,512	\$61,309	\$70,412
STEM	\$96,300	\$94,372	\$66,420	\$70,039	\$63,887	\$66,619

RESULTS

- On average, male faculty have higher salaries than female faculty at MSU, even after taking rank into account
- Once the rank and type of department are both taken into account, gender explains less of the variance in the data
- With 2- and 3- way interaction terms included in the models, the analysis shows that for faculty in SBS, salary depends on gender and rank with different patterns at each rank.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	65144.339	1460.417		44.607	.000
	Gender_Quant	10371.197	1799.645	.243	5.763	.000
	Professor	28216.172	1711.493	.677	16.486	.000
2	(Constant)	56892.999	1517.634		37.488	.000
	Gender_Quant	4242.191	1440.937	.099	2.944	.003
	Professor	28216.172	1711.493	.677	16.486	.000
3	(Constant)	54020.092	1483.378		36.417	.000
	Gender_Quant	1596.369	1407.561	.037	1.134	.257
	Professor	25907.714	1647.147	.622	15.729	.000
4	(Constant)	54546.114	2018.701		27.020	.000
	Gender_Quant	1284.034	2743.914	.030	.468	.640
	Professor	24851.801	3153.518	.596	7.881	.000
5	(Constant)	54742.176	2108.990		25.957	.000
	Gender_Quant	-1528.192	3133.492	-.036	-.488	.626
	Professor	23045.942	3581.409	.553	6.435	.000
	Associate	4224.511	2821.848	.099	1.497	.135
	STEM	8885.362	4290.951	.218	2.071	.039
	SBS	6756.409	4636.045	.093	1.457	.146
	gen_stem_int	4048.223	5489.140	.096	.737	.461
	gen_sbs_int	19089.177	7535.755	.217	2.533	.012
	gen_prof_int	3877.973	4840.876	.088	.801	.423
	gen_assoc_int	4290.499	4157.638	.085	1.032	.303
	stem_prof_int	7645.928	6550.092	.158	1.167	.244
	sbs_prof_int	10896.627	9068.525	.097	1.202	.230
	stem_assoc_int	-2599.660	5852.247	-.042	-.444	.657
	gen_stem_prof	-8002.455	7860.055	-.159	-1.018	.309
	gen_sbs_prof	-25823.624	11735.901	-.204	-2.200	.028
gen_stem_assoc	-2023.767	7374.016	-.031	-.274	.784	
gen_sbs_assoc	-25038.940	9912.154	-.159	-2.526	.012	

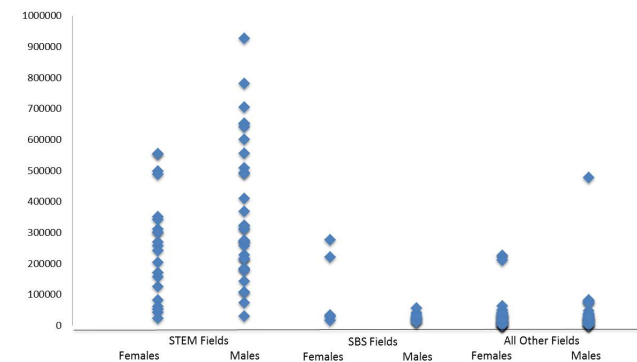
a. Dependent Variable: AYTSESAL

To Consider: How to weigh the benefit of new faculty having the highest salary possible with the drawback of creating rank inversion?

To Consider: How can we ensure faculty research needs are being equitably met with start-up funding?

2010-2014 Start-Up Packages

Start-Up Funding* for New Assistant Professors, AY 2010-2014



*includes funding for moving, start-up, summer salary, grad/staff, equipment, travel, library, and course buyouts

