Residuals (predicted - actual salary) are calculated separately for each academic unit. Standard error ranges from $10,039 to $20,710.

Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel
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Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel
Residual = actual salary - predicted salary

Predicted salary = $33.37 \times 10^5 + (-$1,380 \times \text{year of hire}) + ($11,729 \times \text{degree indicator}) + (-$1,216 \times \text{degree year}) + ($961 \times \text{year of birth})

Standard error = $13,692

Residual = actual salary - predicted salary

Predicted salary = $39.15 \times 10^5 + ($1,018 \times \text{year of hire}) + (-$4,236 \times \text{degree year}) + ($1,300 \times \text{year of birth})

Standard error = $14,958

Residual = actual salary - predicted salary

Predicted salary = $34.34 \times 10^5 + ($655 \times \text{year of hire}) + (-$924 \times \text{degree year}) + (-$1,456 \times \text{year of birth}) + ($18,386 \times \text{degree indicator})

Standard error = $11,317

Residual = actual salary - predicted salary

Predicted salary = $35.90 \times 10^5 + (-$920 \times \text{year of hire}) + ($2,556 \times \text{degree indicator}) + (-$2,964 \times \text{degree year}) + ($275 \times \text{year of birth})

Standard error = $18,790

Residual = actual salary - predicted salary

Predicted salary = $29.79 \times 10^5 + (-$223 \times \text{year of hire}) + (-$136 \times \text{degree year}) + (-$1,111 \times \text{year of birth})

Standard error = $11,096

Residual = actual salary - predicted salary

Predicted salary = $14.67 \times 10^5 + (-$237 \times \text{year of hire}) + (-$1,992 \times \text{degree year}) + ($1,548 \times \text{year of birth}) + ($27,130 \times \text{degree indicator})

Standard error = $20,710

Residual = actual salary - predicted salary

Predicted salary = $32.22 \times 10^5 + ($705 \times \text{year of hire}) + ($803 \times \text{year of birth}) + (-$3,080 \times \text{degree year})

Standard error = $19,589

Residual = actual salary - predicted salary

Predicted salary = $33.22 \times 10^5 + (-$145 \times \text{(year of hire)}) + (-$1,550 \times \text{(degree year)}) + ($59 \times \text{(year of birth)})

Standard error = $10,039

Residual = actual salary - predicted salary
Predicted salary = $31.75 * 10^5 + ($1,114 * (year of hire)) + (-$3,450 * (degree year)) + ($788 * (year of birth))
Standard error = $17,147

Residual = actual salary - predicted salary; base salary only.

Predicted salary = $43.15 * 10^5 + ($481 * (year of hire)) + (-$1,882 * (degree year)) + (-$742 * (year of birth))

Standard error = $17,763

Residual = actual salary - predicted salary; base salary only.

Predicted salary = $43.15 * 10^5 + ($481 * (year of hire)) + (-$1,882 * (degree year)) + (-$742 * (year of birth))

Standard error = $17,763