



Looking at the relationships among these variables, there were some interesting effects to consider:

- Private schools are paying significantly higher salaries than Public Schools (\$69,431 (SD=11,597) vs \$64,006 (SD=\$7,691) showing a medium effect size (F(1,94)=6.569, p=0.012, partial eta square=0.065).
- Schools that form part of the Middle States Association of Colleges and Schools are showing a trend toward paying higher salaries as compared to all other regions (\$70,916 (SD=9,226) showing a medium effect size (F(5,89)=2.141 p=0.068; partial eta square=0.107). The lowest paying salaries are from schools in the North Central Association of Colleges and Schools (\$63,242 (SD=9,383) as well as the Southern Association of Colleges and Schools (\$63,228 (SD=6,421).
- Research Universities (very high research activity) are paying the most (\$71,500 (SD=\$8,265) and are significantly different from all other school categories based on the Carnegie Classification (Balanced arts and sciences, Master's Colleges and Universities, Doctoral research universities and research universities with high research activity (ranging between \$59,200 (SD=5,630) and \$62,540 (SD=7,874), showing a large effect size (F(5,90)=7.706, p=0.001, partial eta square=0.30).
- Beginning salaries show a strong correlation with University size (r=0.494, p=0.001).
- Beginning salaries show a strong correlation with cost of living (r=0.443, p=0.001).
- A multiple regression analysis shows that 60% of the variance in salaries ( $R^2=0.60$ ) can be explained by being a private school ( $\beta=0.31$ , p=0.001), having a higher cost of living ( $\beta=0.345$ , p=0.001), being a larger university ( $\beta=0.412$ , p=0.001) and being a research university (very high research activity) ( $\beta=0.30$ , p=0.001).