**Committee Name:**
**Joint Committee on Finance – Budget Hearings (JCF_BH)**

**Appointments**
99hr_JCF_BH_Appoint_pt00

**Clearinghouse Rules**
99hr_JCF_BH_CRule_99–

**Committee Hearings**
99hr_JCF_BH_CH_pt00

**Committee Reports**
99hr_JCF_BH_CR_pt00

**Executive Sessions**
99hr_JCF_BH_ES_pt00

**Hearing Records**
99hr_ab0000
99hr_sb0000

# Misc.

# 99hr_JCF_BH__Misc_Education_pt04c

**Record of Committee Proceedings**
99hr_JCF_BH_RCP_pt00

# Higher Ed.

**EXPERT'S REPORT**

*Duello v. University of Wisconsin*

I was asked to examine the salaries of Ph.D. faculty in the University of Wisconsin medical school. The material I used in my study was

1) c.v.'s of the faculty
2) a spreadsheet of faculty salaries prepared by the plaintiff
3) information supplied by the university's attorney regarding what portions of faculty salaries of administrators were designated as administrative stipends.

**Data**

There were substantial problems with items 1) and 3). Many of the c.v.'s were obviously not up-to-date. Moreover, in one department no publications were listed on the c.v.'s. Supplemental c.v.'s corrected this problem for most, but not all, of the faculty in that unit. In other cases, no grants were listed although it would appear that at least at some time the faculty involved must have had grants.

The university attorney indicated that for some of the faculty with administrative positions they were unable to determine what portion of their salary was an administrative stipend. It is not clear in any case whether these stipends would disappear if the faculty ceased performing the administrative duties. Apparently in the past this was not always the case, and obviously it would be difficult to withdraw a stipend if no one knew how much it was.

**Methodology**

As it is clear that in a complex employment situation such as university faculty present, many factors, some quantifiable and others not, affect salaries. Thus I chose to model the faculty salaries with a multiple regression model. The predictor, or independent, variables I included were

1) sex (0 for women, 1 for men);

2) service, i.e., years on the University of Wisconsin faculty, as indicated on plaintiff's spreadsheet and the c.v.'s;

3) experience, .i.e., year of post Ph.D. professional experience before joining the Wisconsin faculty, as determined from the c.v.'s;

4) department, where departments were grouped into nine clusters;
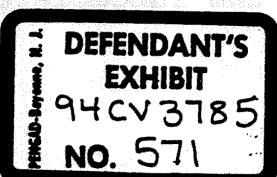
5) whether or not the faculty member currently had a grant, as determined from the c.v.'s;

6) whether the faculty had grants in the past, as determined from the c.v.s'

7) publications in research journals, as determined from the c.v.'s.

Salary for the current year, less administrative stipend where relevant, was the response, or dependent, variable.

I feel fairly confident about the accuracy of the first four variables, less so about the others, for the reasons cited above. Nonetheless, I feel the overall procedure has given me a reasonably accurate picture of the salary situation because I got fairly consistent results whether or not I used the variables for which the data was questionable in some cases.

One would expect that experience, service, and productivity would be the indicators of faculty salary. Indeed, experience and service were measured quite accurately and proved very influential in all models. Productivity cannot be measured directly, nor with great accuracy. However, in this situation, grants and publications are at least an indicator. The incompleteness of the information causes some problems, as does the incomparability of the publication data. The typical publication patterns in the fields in the medical school are quite varied; in some disciplines typically there are many jointly authored papers, often relatively short, representing the production of a large lab whereas in others there are far fewer papers, with few authors, but generally longer. This problem is alleviated by using many regression models whose results are quite consistent.

Clearly there are also omitted variables that might affect salary--teaching performance and service to the university and the profession to name just two. There is also the question of the quality of the publications as well as their number. However, in any regression model there are so-called error terms, which absorb the effect of omitted variables. The validity of the model (as an indication of sex differences) is not undercut so long as the effect of the omitted terms is random with respect to men and women. Thus, omission of teaching is a problem only if one sex is decidedly better at teaching, and similarly not being able to account for the quality of publications causes difficulty only if the quality of the papers of one sex is decidedly better than the quality of the papers of the other.

Even the inclusion of all of the variables left considerable variation in salary unexplained; the variability of the salaries of this group of faculty is quite remarkable. Some of this may be due to the incomplete information on administrative stipends.

2 o 4

Sixteen different models were used, with service, experience and sex included in every model and various combinations of the other variables used in the various models.

**Influence of sex on salaries**

In every model, no matter which of the variables were used, the regression coefficient of the sex variable was positive, indicating that for men and women similarly qualified on the other variables, men were paid more. The amounts ranged from $1220.94 to $3577.78, with a median of $2598.53.
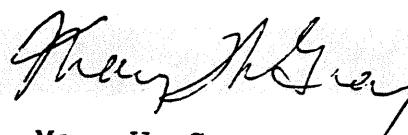
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# ADDENDUM TO EXPERT'S REPORT

## *Duello v. University of Wisconsin*

## Data

I updated the data base according to supplemental material supplied to me. There are still some faculty c.v.'s that do not appear to be up-to-date. I have no new information on what portion of the salaries of some faculty may be administrative stipends, so there may still be missing information on this topic.

## Methodology

The same basic method and variables were used with the updated data base except that I only used nine different models for the entire set of faculty. Sex, service, and experience were in all of the models. In addition, I ran nine models based on male faculty alone, using the same variables otherwise.

## Influence of sex on salaries

The results were not substantially different based on the new information. In every model including all of the faculty, the regression coefficient of the sex variable was positive, indicating that for men and women similarly qualified on the other variables, men were paid more. The amounts ranged from $773.21 to $2957.48.

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DEPT67    DEPT72    DEPT77    DEPT81    DEPT85
DEPT8570   DEPT9742   DEPT976   VAR1    VAR2
VAR3     VAR4     VAR5     VAR6     VAR7
VAR8     PUB     GRANT    EXP     OLDGRANT
ADMIN

WED 3/26/97 4:36:47 PM    G:\SYSTAT\2MARCH97.SYS

>SAVE 'G:\SYSTAT\RD1.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SEX+SERVICE+EXP
>ESTIMATE

8 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96    N: 182   MULTIPLE R: 0.630   SQUARED MULTIPLE R: 0.397
ADJUSTED SQUARED MULTIPLE R: .387    STANDARD ERROR OF ESTIMATE: 13912.396

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 51169.295 | 3182.050 | 0.000 | . | 16.081 | 0.000 |
| SEX | 1787.197 | 2532.683 | 0.042 | 0.967 | 0.706 | 0.481 |
| SERVICE | 1269.727 | 121.133 | 0.695 | 0.770 | 10.482 | 0.000 |
| EXP | 1209.985 | 227.983 | 0.347 | 0.793 | 5.307 | 0.000 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .226879E+11 | 3 | .756263E+10 | 39.072 | 0.000 |
| RESIDUAL | .344527E+11 | 178 | .193555E+09 | | |

WARNING: CASE   3 IS AN OUTLIER (STUDENTIZED RESIDUAL =   -2.898)
WARNING: CASE   16 HAS LARGE LEVERAGE   (LEVERAGE =   .075)
WARNING: CASE   70 HAS LARGE LEVERAGE   (LEVERAGE =   .126)
WARNING: CASE   135 HAS LARGE LEVERAGE   (LEVERAGE =   .072)
WARNING: CASE   151 IS AN OUTLIER (STUDENTIZED RESIDUAL =   3.619)
WARNING: CASE   184 HAS LARGE LEVERAGE   (LEVERAGE =   .082)

DURBIN-WATSON D STATISTIC    1.970
FIRST ORDER AUTOCORRELATION    .011

RESIDUALS HAVE BEEN SAVED

1 of 11
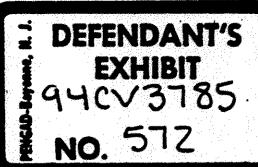
```
> 7 'G:\SYSTAT\RD2.SYS'/DOUBLE RESID
> L SALARY96 = CONSTANT+SEX+SERVICE+EXP+PUB
>ESTIMATE
```

```
WED 3/26/97 4:37:30 PM    G:\SYSTAT\2MARCH97.SYS
8 CASES DELETED DUE TO MISSING DATA.
```

DEP VAR:SALARY96    N:  182   MULTIPLE R: 0.652   SQUARED MULTIPLE R: 0.425
ADJUSTED SQUARED MULTIPLE R:  .412   STANDARD ERROR OF ESTIMATE:   13628.454

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 52132.912 | 3134.593 | 0.000 | . | 16.631 | 0.000 |
| SEX | 773.205 | 2505.268 | 0.018 | 0.948 | 0.309 | 0.758 |
| SERVICE | 1040.051 | 142.445 | 0.569 | 0.535 | 7.301 | 0.000 |
| EXP | 919.800 | 244.519 | 0.264 | 0.661 | 3.762 | 0.000 |
| PUB | 105.519 | 36.205 | 0.206 | 0.651 | 2.915 | 0.004 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .242656E+11 | 4 | .606639E+10 | 32.662 | 0.000 |
| RESIDUAL | .328751E+11 | 177 | .185735E+09 | | |

```
WARNING: CASE   16 HAS LARGE LEVERAGE                         (LEVERAGE =  .087)
WARNING: CASE   70 HAS LARGE LEVERAGE                         (LEVERAGE =  .140)
WARNING: CASE   89 IS AN OUTLIER (STUDENTIZED RESIDUAL =  2.765)
WARNING: CASE  111 HAS LARGE LEVERAGE                         (LEVERAGE =  .224)
WARNING: CASE  111 IS AN OUTLIER (STUDENTIZED RESIDUAL = -3.304)
WARNING: CASE  135 HAS LARGE LEVERAGE                         (LEVERAGE =  .080)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL =  3.475)
WARNING: CASE  161 HAS LARGE LEVERAGE                         (LEVERAGE =  .102)
WARNING: CASE  184 HAS LARGE LEVERAGE                         (LEVERAGE =  .160)
```

DURBIN-WATSON D STATISTIC        1.917
FIRST ORDER AUTOCORRELATION       .038

RESIDUALS HAVE BEEN SAVED

```
>SAVE 'G:\SYSTAT\RD3.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SEX+SERVICE+EXP+PUB+GRANT
```

>ESTIMATE

WED 3/26/97 4:38:05 PM    G:\SYSTAT\2MARCH97.SYS
8 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96    N:   182   MULTIPLE R: 0.676   SQUARED MULTIPLE R: 0.457
ADJUSTED SQUARED MULTIPLE R: .442   STANDARD ERROR OF ESTIMATE: 13275.217

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 46529.179 | 3507.259 | 0.000 | . | 13.267 | 0.000 |
| SEX | 1984.443 | 2468.675 | 0.046 | 0.927 | 0.804 | 0.423 |
| SERVICE | 1126.466 | 141.282 | 0.617 | 0.516 | 7.973 | 0.000 |
| EXP | 899.124 | 238.266 | 0.258 | 0.661 | 3.774 | 0.000 |
| PUB | 89.425 | 35.613 | 0.175 | 0.638 | 2.511 | 0.013 |
| GRANT | 6935.073 | 2135.656 | 0.189 | 0.913 | 3.247 | 0.001 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .261239E+11 | 5 | .522478E+10 | 29.647 | 0.000 |
| RESIDUAL | .310167E+11 | 176 | .176231E+09 | | |

WARNING: CASE    16 HAS LARGE LEVERAGE                              (LEVERAGE =    .088)
WARNING: CASE    70 HAS LARGE LEVERAGE                              (LEVERAGE =    .142)
WARNING: CASE   111 HAS LARGE LEVERAGE                              (LEVERAGE =    .242)
WARNING: CASE   111 IS AN OUTLIER (STUDENTIZED RESIDUAL =  -2.906)
WARNING: CASE   151 IS AN OUTLIER (STUDENTIZED RESIDUAL =   3.490)
WARNING: CASE   161 HAS LARGE LEVERAGE                              (LEVERAGE =    .104)
WARNING: CASE   184 HAS LARGE LEVERAGE                              (LEVERAGE =    .161)

DURBIN-WATSON D STATISTIC        1.862
FIRST ORDER AUTOCORRELATION       .065

RESIDUALS HAVE BEEN SAVED

>SAVE 'G:\SYSTAT\RD4.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SEX+SERVICE+EXP+PUB+GRANT+OLDGRANT
>ESTIMATE

DEP VAR:SALARY96     N:     182  MULTIPLE R: 0.677  SQUARED MULTIPLE R: 0.459
ADJUSTED SQUARED MULTIPLE R: .440     STANDARD ERROR OF ESTIMATE:  13290.989

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 46228.900 | 3533.397 | 0.000 | . | 13.083 | 0.000 |
| SEX | 1917.168 | 2473.179 | 0.045 | 0.925 | 0.775 | 0.439 |
| SERVICE | 1106.624 | 143.819 | 0.606 | 0.499 | 7.695 | 0.000 |
| EXP | 890.542 | 238.814 | 0.255 | 0.659 | 3.729 | 0.000 |
| PUB | 90.514 | 35.684 | 0.177 | 0.637 | 2.537 | 0.012 |
| GRANT | 5437.736 | 2901.824 | 0.148 | 0.496 | 1.874 | 0.063 |
| OLDGRANT | 2239.685 | 2934.436 | 0.058 | 0.535 | 0.763 | 0.446 |

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .262268E+11 | 6 | .437113E+10 | 24.745 | 0.000 |
| RESIDUAL | .309138E+11 | 175 | .176650E+09 | | |

WARNING: CASE      70 HAS LARGE LEVERAGE     (LEVERAGE =     .142).
WARNING: CASE     111 HAS LARGE LEVERAGE     (LEVERAGE =     .249)
WARNING: CASE     111 IS AN OUTLIER (STUDENTIZED RESIDUAL =    7.695)
WARNING: CASE     151 IS AN OUTLIER (STUDENTIZED RESIDUAL =   -2.835)
WARNING: CASE     161 HAS LARGE LEVERAGE     (LEVERAGE =     .104)
WARNING: CASE     184 HAS LARGE LEVERAGE     (LEVERAGE =     .162)

DURBIN-WATSON D STATISTIC     1.854
FIRST ORDER AUTOCORRELATION    .069

RESIDUALS HAVE BEEN SAVED

>SAVE 'G:\SYSTAT\RD5.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SEX+SERVICE+EXP+PUB+GRANT+OLDGRANT+VAR1+,
>VAR2+VAR3+VAR4+VAR5+VAR6+VAR7+VAR8
>ESTIMATE

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 41788.281 | 4432.397 | 0.000 | . | 9.428 | 0.000 |
| SEX | 1922.562 | 2503.720 | 0.045 | 0.898 | 0.768 | 0.444 |
| SERVICE | 1117.474 | 150.045 | 0.612 | 0.455 | 7.448 | 0.000 |
| EXP | 967.549 | 252.325 | 0.277 | 0.587 | 3.835 | 0.000 |
| PUB | 77.363 | 36.825 | 0.151 | 0.595 | 2.101 | 0.037 |
| GRANT | 6001.360 | 2982.899 | 0.163 | 0.466 | 2.012 | 0.046 |
| OLDGRANT | 3370.095 | 3105.684 | 0.087 | 0.474 | 1.085 | 0.279 |
| VAR1 | 2009.478 | 6099.035 | 0.022 | 0.701 | 0.329 | 0.742 |
| VAR2 | 1456.667 | 4176.445 | 0.024 | 0.653 | 0.349 | 0.728 |
| VAR3 | 6414.810 | 4260.541 | 0.103 | 0.663 | 1.506 | 0.134 |
| VAR4 | 2037.541 | 3884.947 | 0.038 | 0.579 | 0.524 | 0.601 |
| VAR5 | 6885.938 | 3783.131 | 0.142 | 0.503 | 1.820 | 0.071 |
| VAR6 | -91.479 | 3902.366 | -0.002 | 0.621 | -0.023 | 0.981 |
| VAR7 | 9573.477 | 4441.826 | 0.144 | 0.689 | 2.155 | 0.033 |
| VAR8 | 2391.759 | 3639.808 | 0.049 | 0.544 | 0.657 | 0.512 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .278170E+11 | 14 | .198693E+10 | 11.316 | 0.000 |
| RESIDUAL | .293237E+11 | 167 | .175591E+09 | | |

WARNING: CASE 18 HAS LARGE LEVERAGE (LEVERAGE = .164)
WARNING: CASE 19 HAS LARGE LEVERAGE (LEVERAGE = .202)
WARNING: CASE 20 HAS LARGE LEVERAGE (LEVERAGE = .172)
WARNING: CASE 21 HAS LARGE LEVERAGE (LEVERAGE = .166)
WARNING: CASE 22 HAS LARGE LEVERAGE (LEVERAGE = .188)
WARNING: CASE 23 HAS LARGE LEVERAGE (LEVERAGE = .166)
WARNING: CASE 24 HAS LARGE LEVERAGE (LEVERAGE = .172)
WARNING: CASE 70 HAS LARGE LEVERAGE (LEVERAGE = .202)
WARNING: CASE 111 HAS LARGE LEVERAGE (LEVERAGE = .164)
WARNING: CASE 111 HAS LARGE LEVERAGE (LEVERAGE = .162)
WARNING: CASE 111 HAS LARGE LEVERAGE (LEVERAGE = .190)
WARNING: CASE 111 IS AN OUTLIER (STUDENTIZED RESIDUAL = -2.920)
WARNING: CASE 135 HAS LARGE LEVERAGE (LEVERAGE = .273)
WARNING: CASE 151 HAS LARGE LEVERAGE (LEVERAGE = .169)
WARNING: CASE 151 IS AN OUTLIER (STUDENTIZED RESIDUAL = 3.524)
WARNING: CASE 184 HAS LARGE LEVERAGE (LEVERAGE = .179)

DURBIN-WATSON D STATISTIC   1.985
FIRST ORDER AUTOCORRELATION   .004

5 of 11

VAR8

5

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .278170E+11 | 14 | .198693E+10 | 11.316 | 0.000 |
| RESIDUAL | .293237E+11 | 167 | .175591E+09 | | |

WARNING: CASE   18 HAS LARGE LEVERAGE   (LEVERAGE =   .164)
WARNING: CASE   19 HAS LARGE LEVERAGE   (LEVERAGE =   .202)
WARNING: CASE   20 HAS LARGE LEVERAGE   (LEVERAGE =   .172)
WARNING: CASE   21 HAS LARGE LEVERAGE   (LEVERAGE =   .166)
WARNING: CASE   22 HAS LARGE LEVERAGE   (LEVERAGE =   .166)
WARNING: CASE   23 HAS LARGE LEVERAGE   (LEVERAGE =   .188)
WARNING: CASE   24 HAS LARGE LEVERAGE   (LEVERAGE =   .162)
WARNING: CASE   70 HAS LARGE LEVERAGE   (LEVERAGE =   .164)
WARNING: CASE  111 IS AN OUTLIER (STUDENTIZED RESIDUAL =   .190)
WARNING: CASE  111 HAS LARGE LEVERAGE   (LEVERAGE =   .273)
WARNING: CASE  135 HAS LARGE LEVERAGE   (LEVERAGE = -2.920)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL =   .169)
WARNING: CASE  184 HAS LARGE LEVERAGE   (STUDENTIZED RESIDUAL =  3.524)
WARNING: CASE  184 HAS LARGE LEVERAGE   (LEVERAGE =   .179)

DURBIN-WATSON D STATISTIC               1.985
FIRST ORDER AUTOCORRELATION              .004

RESIDUALS HAVE BEEN SAVED

WED 3/26/97 4:21:21 PM   G:\SYSTAT\2MARCH97.SYS
8 CASES DELETED DUE TO MISSING DATA.

>MODEL SALARY96 = CONSTANT+SERVICE+SEX+EXP+GRANT+OLDGRANT+VAR1+VAR2+,
>VAR3+VAR4+VAR5+VAR6+VAR7+VAR8
>ESTIMATE

DEP VAR:SALARY96   N: 182   MULTIPLE R: 0.688   SQUARED MULTIPLE R: 0.473
ADJUSTED SQUARED MULTIPLE R: .432   STANDARD ERROR OF ESTIMATE: 13385.014

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|

VAR8   -91.479   9573.477   2391.759
       3902.366   4441.826   3639.808
       -0.002   0.144   0.049
       .21?   .89?   0.544
       -0.023   2.155   0.033
       0.981   0.033   0.512

```
>SAVE 'G:\SYSTAT\RD6.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+SEX+EXP+GRANT+OLDGRANT+VAR1+VAR2+,
>VAR3+VAR4+VAR5+VAR6+VAR7+VAR8
>ESTIMATE
```

WED 3/26/97 4:21:54 PM   G:\SYSTAT\2MARCH97.SYS
8 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96   N: 182   MULTIPLE R: 0.688   SQUARED MULTIPLE R: 0.473
ADJUSTED SQUARED MULTIPLE R: .432   STANDARD ERROR OF ESTIMATE: 13385.014

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 39999.620 | 4393.826 | 0.000 | . | 9.104 | 0.000 |
| SERVICE | 1294.167 | 125.513 | 0.708 | 0.664 | 10.311 | 0.000 |
| SEX | 2620.596 | 2506.659 | 0.061 | 0.914 | 1.045 | 0.297 |
| EXP | 1188.451 | 231.690 | 0.341 | 0.710 | 5.129 | 0.000 |
| GRANT | 6587.539 | 2999.840 | 0.179 | 0.470 | 2.196 | 0.029 |
| OLDGRANT | 3379.234 | 3137.074 | 0.088 | 0.474 | 1.077 | 0.283 |
| VAR1 | 3922.913 | 6091.604 | 0.043 | 0.717 | 0.644 | 0.520 |

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P |
|---|---|---|---|---|---|---|
| VAR3 | 1215.205 | | 0.020 | | 0.288 | 0.774 |
| VAR4 | 7460.970 | 4274.110 | 0.119 | 0.672 | 1.746 | 0.083 |
| VAR5 | 3165.063 | 3886.590 | 0.059 | 0.590 | 0.814 | 0.417 |
| VAR6 | 7610.047 | 3805.479 | 0.157 | 0.507 | 2.000 | 0.047 |
| VAR6 | -249.614 | 3941.078 | -0.005 | 0.621 | -0.063 | 0.047 |
| VAR7 | 10359.369 | 4470.786 | 0.156 | 0.694 | 2.317 | 0.022 |
| VAR8 | 3257.608 | 3652.954 | 0.067 | 0.892 | 0.551 | 0.374 |

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .270420E+11 | 13 | .208015E+10 | 11.611 | 0.000 |
| RESIDUAL | .300986E+11 | 168 | .179159E+09 | | |

```
WARNING: CASE   18 HAS LARGE LEVERAGE        (LEVERAGE =  .163)
WARNING: CASE   19 HAS LARGE LEVERAGE        (LEVERAGE =  .195)
WARNING: CASE   20 HAS LARGE LEVERAGE        (LEVERAGE =  .170)
WARNING: CASE   21 HAS LARGE LEVERAGE        (LEVERAGE =  .162)
WARNING: CASE   22 HAS LARGE LEVERAGE        (LEVERAGE =  .188)
WARNING: CASE   23 HAS LARGE LEVERAGE        (LEVERAGE =  .161)
WARNING: CASE   24 HAS LARGE LEVERAGE        (LEVERAGE =  .161)
WARNING: CASE   70 HAS LARGE LEVERAGE        (LEVERAGE =  .159)
WARNING: CASE  135 HAS LARGE LEVERAGE        (LEVERAGE =  .166)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL =  3.612)
```

```
DURBIN-WATSON D STATISTIC          2.055
FIRST ORDER AUTOCORRELATION        -.031

RESIDUALS HAVE BEEN SAVED

WED 3/26/97 4:24:02 PM   G:\SYSTAT\2MARCH97.SYS
8 CASES DELETED DUE TO MISSING DATA.

>SAVE 'G:\SYSTAT\RD7.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+SEX+EXP+GRANT+VAR1+VAR2+VAR3+VAR4+,
>VAR5+VAR6+VAR7+VAR8
>ESTIMATE

DEP VAR:SALARY96    N:   182   MULTIPLE R: 0.685   SQUARED MULTIPLE R: 0.470
ADJUSTED SQUARED MULTIPLE R:  .432   STANDARD ERROR OF ESTIMATE:  13391.362
```

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 40949.344 | 4306.501 | 0.000 | . | 9.509 | 0.000 |
| SERVICE | 1316.894 | 123.786 | 0.721 | .683 | 10.638 | 0.000 |
| SEX | 2799.301 | 2502.349 | 0.065 | .918 | 1.119 | 0.265 |
| EXP | 1186.335 | 231.792 | 0.340 | .711 | 5.118 | 0.000 |
| GRANT | 8756.407 | 2224.809 | 0.238 | .856 | 3.936 | 0.000 |
| VAR1 | 2302.242 | 5905.682 | 0.025 | .764 | 0.390 | 0.697 |
| VAR2 | 781.386 | 4199.780 | 0.013 | .186 | 0.186 | 0.853 |
| VAR3 | 7451.742 | 4276.129 | 0.119 | .672 | 1.743 | 0.083 |
| VAR4 | 2784.235 | 3872.313 | 0.052 | .595 | 0.719 | 0.473 |
| VAR5 | 6684.613 | 3708.993 | 0.138 | .535 | 1.802 | 0.073 |
| VAR6 | -363.330 | 3941.533 | -0.007 | .621 | -0.092 | 0.927 |
| VAR7 | 9895.968 | 4452.151 | 0.149 | .700 | 2.223 | 0.028 |
| VAR8 | 3040.658 | 3649.128 | 0.063 | .552 | 0.833 | 0.406 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .268341E+11 | 12 | .223617E+10 | 12.470 | 0.000 |
| RESIDUAL | .303065E+11 | 169 | .179329E+09 | | |

```
WARNING: CASE   18 HAS LARGE LEVERAGE      (LEVERAGE =   .147)
WARNING: CASE   19 HAS LARGE LEVERAGE      (LEVERAGE =   .185)
WARNING: CASE   20 HAS LARGE LEVERAGE      (LEVERAGE =   .169)
WARNING: CASE   21 HAS LARGE LEVERAGE      (LEVERAGE =   .147)
WARNING: CASE   22 HAS LARGE LEVERAGE      (LEVERAGE =   .147)
WARNING: CASE   23 HAS LARGE LEVERAGE      (LEVERAGE =   .172)
WARNING: CASE   24 HAS LARGE LEVERAGE      (LEVERAGE =   .147)
WARNING: CASE   70 HAS LARGE LEVERAGE      (LEVERAGE =   .147)
WARNING: CASE  135 HAS LARGE LEVERAGE      (LEVERAGE =   .165)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL =   3.630)
```

DURBIN-WATSON D STATISTIC      2.059
FIRST ORDER AUTOCORRELATION    -.033

RESIDUALS HAVE BEEN SAVED

WED 3/26/97 4:25:25 PM   G:\SYSTAT\2MARCH97.SYS

```
>SAVE 'G:\SYSTAT\RD8.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+SEX+EXP+GRANT
>ESTIMATE
```

8 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96   N: 182   MULTIPLE R: 0.662   SQUARED MULTIPLE R: 0.438
ADJUSTED SQUARED MULTIPLE R: .425   STANDARD ERROR OF ESTIMATE: 13472.697

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 45125.308 | 3513.917 | 0.000 | . | 12.842 | 0.000 |
| SERVICE | 1326.640 | 118.378 | 0.726 | 0.756 | 11.207 | 0.000 |
| SEX | 2957.480 | 2474.341 | 0.069 | 0.950 | 1.195 | 0.234 |
| EXP | 1138.060 | 221.690 | 0.326 | 0.786 | 5.134 | 0.000 |
| GRANT | 7681.392 | 2146.334 | 0.209 | 0.931 | 3.579 | 0.000 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .250127E+11 | 4 | .625318E+10 | 34.450 | 0.000 |
| RESIDUAL | .321279E+11 | 177 | .181514E+09 | | |

WARNING: CASE     3 IS AN OUTLIER (STUDENTIZED RESIDUAL = -2.716)
WARNING: CASE    70 HAS LARGE LEVERAGE (LEVERAGE = .127)
WARNING: CASE   151 IS AN OUTLIER (STUDENTIZED RESIDUAL = 3.614)
WARNING: CASE   184 HAS LARGE LEVERAGE (LEVERAGE = .082).

DURBIN-WATSON D STATISTIC       1.918
FIRST ORDER AUTOCORRELATION      .037

RESIDUALS HAVE BEEN SAVED

```
>SAVE 'G:\SYSTAT\RD9.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+SEX+EXP+GRANT+OLDGRANT
>ESTIMATE
```

WED 3/26/97 4:25:56 PM   G:\SYSTAT\2MARCH97.SYS
8 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96   N: 182   MULTIPLE R: 0.663   SQUARED MULTIPLE R: 0.439
ADJUSTED SQUARED MULTIPLE R: .423   STANDARD ERROR OF ESTIMATE: 13494.615

10 06 11

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 44850.120 | 3544.826 | 0.000 | . | 12.652 | 0.000 |
| SERVICE | 1311.551 | 120.806 | 0.718 | 0.729 | 10.857 | 0.000 |
| SEX | 2909.428 | 2479.460 | 0.068 | 0.949 | 1.173 | 0.242 |
| EXP | 1133.143 | 222.179 | 0.325 | 0.785 | 5.100 | 0.000 |
| GRANT | 6391.009 | 2921.468 | 0.174 | 0.504 | 2.168 | 0.030 |
| OLDGRANT | 1941.919 | 2977.008 | 0.050 | 0.535 | 0.652 | 0.515 |

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .250902E+11 | 5 | .501804E+10 | 27.556 | 0.000 |
| RESIDUAL | .320504E+11 | 176 | .182105E+09 | | |

WARNING: CASE    3 IS AN OUTLIER (STUDENTIZED RESIDUAL =    -2.662)
WARNING: CASE   70 HAS LARGE LEVERAGE    (LEVERAGE =   .127)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL =    3.595)

DURBIN-WATSON D STATISTIC    1.911
FIRST ORDER AUTOCORRELATION   .041

RESIDUALS HAVE BEEN SAVED

>use men.sys

48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96    N:    142    MULTIPLE R: 0.612    SQUARED MULTIPLE R: 0.374
ADJUSTED SQUARED MULTIPLE R: .365    STANDARD ERROR OF ESTIMATE:    14528.805

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 52741.390 | 3263.692 | 0.000 | . | 16.160 | 0.000 |
| SERVICE | 1247.068 | 137.393 | 0.690 | 0.778 | 9.077 | 0.000 |
| EXP | 1293.094 | 255.729 | 0.385 | 0.778 | 5.056 | 0.000 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .175570E+11 | 2 | .877851E+10 | 41.587 | 0.000 |
| RESIDUAL | .293410E+11 | 139 | .211086E+09 | | |

WARNING: CASE      3 IS AN OUTLIER (STUDENTIZED RESIDUAL =    -2.750)
WARNING: CASE     16 HAS LARGE LEVERAGE        (LEVERAGE =       .084)
WARNING: CASE     70 HAS LARGE LEVERAGE        (LEVERAGE =       .144)
WARNING: CASE    111 HAS LARGE LEVERAGE        (LEVERAGE =       .074)
WARNING: CASE    151 IS AN OUTLIER (STUDENTIZED RESIDUAL =     3.388)
WARNING: CASE    184 HAS LARGE LEVERAGE        (LEVERAGE =       .092)

DURBIN-WATSON D STATISTIC           1.945
FIRST ORDER AUTOCORRELATION          .022

RESIDUALS HAVE BEEN SAVED

>SAVE 'G:\SYSTAT\MRD2.SYS' /DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+PUB
>ESTIMATE

WED 3/26/97 4:27:58 PM    G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96    N:    142    MULTIPLE R: 0.630    SQUARED MULTIPLE R: 0.397
ADJUSTED SQUARED MULTIPLE R: .384    STANDARD ERROR OF ESTIMATE:    14317.301

1069

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 52930.279 | 3217.260 | 0.000 | . | 16.452 | 0.000 |
| SERVICE | 1044.497 | 162.232 | 0.578 | 0.542 | 6.438 | 0.000 |
| EXP | 1025.529 | 278.286 | 0.305 | 0.638 | 3.685 | 0.000 |
| PUB | 89.751 | 39.598 | 0.182 | 0.681 | 2.267 | 0.025 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .186101E+11 | 3 | .620335E+10 | 30.262 | 0.000 |
| RESIDUAL | .282879E+11 | 138 | .204985E+09 | | |

WARNING: CASE 16 HAS LARGE LEVERAGE (LEVERAGE = .099)
WARNING: CASE 70 HAS LARGE LEVERAGE (LEVERAGE = .162)
WARNING: CASE 111 HAS LARGE LEVERAGE (LEVERAGE = .241)
WARNING: CASE 111 IS AN OUTLIER (STUDENTIZED RESIDUAL = -2.954)
WARNING: CASE 151 IS AN OUTLIER (STUDENTIZED RESIDUAL = 3.275)
WARNING: CASE 161 HAS LARGE LEVERAGE (LEVERAGE = .110)
WARNING: CASE 184 HAS LARGE LEVERAGE (LEVERAGE = .172)

DURBIN-WATSON D STATISTIC        1.907
FIRST ORDER AUTOCORRELATION       .040

RESIDUALS HAVE BEEN SAVED

WED 3/26/97 4:28:48 PM    G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

>SAVE 'G:\SYSTAT\MRD3.SYS' /DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+PUB+GRANT
>ESTIMATE

DEP VAR:SALARY96    N: 142    MULTIPLE R: 0.654    SQUARED MULTIPLE R: 0.427
ADJUSTED SQUARED MULTIPLE R: .410    STANDARD ERROR OF ESTIMATE: 14003.912

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 48342.725 | 3578.713 | 0.000 | . | 13.508 | 0.000 |
| SERVICE | 1142.519 | 162.805 | 0.632 | 0.515 | 7.018 | 0.000 |
| EXP | 1006.308 | 272.289 | 0.299 | 0.638 | 3.696 | 0.000 |

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ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .200310E+11 | 4 | .500775E+10 | 25.535 | 0.000 |
| RESIDUAL | .268670E+11 | 137 | .196110E+09 | | |

| | | | | | |
|---|---|---|---|---|---|
| 76.713 | 39.033 | | 0.155 | 71 | 1.965 | 0.051 |
| 6729.370 | 2499.978 | | 0.182 | 15 | 2.692 | 0.008 |

WARNING: CASE   16 HAS LARGE LEVERAGE                               (LEVERAGE = .101)
WARNING: CASE   70 HAS LARGE LEVERAGE                               (LEVERAGE = .163)
WARNING: CASE  111 HAS LARGE LEVERAGE                               (LEVERAGE = .257)
WARNING: CASE  111 IS AN OUTLIER (STUDENTIZED RESIDUAL = -2.639)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL = 3.277)
WARNING: CASE  161 HAS LARGE LEVERAGE                               (LEVERAGE = .115)
WARNING: CASE  184 HAS LARGE LEVERAGE                               (LEVERAGE = .172)

DURBIN-WATSON D STATISTIC          1.855
FIRST ORDER AUTOCORRELATION         .063

RESIDUALS HAVE BEEN SAVED

>SAVE 'G:\SYSTAT\MRD4.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+PUB+GRANT+OLDGRANT
>ESTIMATE

WED 3/26/97 4:29:15 PM     G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96     N:    142     MULTIPLE R: 0.654     SQUARED MULTIPLE R: 0.428
ADJUSTED SQUARED MULTIPLE R:  .407     STANDARD ERROR OF ESTIMATE:   14043.526

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 48050.308 | 3640.669 | 0.000 | . | 13.198 | 0.000 |
| SERVICE | 1128.202 | 165.994 | 0.624 | 0.498 | 6.797 | 0.000 |
| EXP | 996.426 | 273.841 | 0.296 | 0.634 | 3.639 | 0.000 |
| PUB | 77.812 | 39.211 | 0.157 | 0.669 | 1.984 | 0.049 |
| GRANT | 5789.630 | 3186.754 | 0.157 | 0.566 | 1.817 | 0.071 |
| OLDGRANT | 1546.434 | 3237.311 | 0.040 | 0.612 | 0.478 | 0.634 |

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .200760E+11 | 5 | .401520E+10 | 20.359 | 0.000 |
| RESIDUAL | .268220E+11 | 136 | .197221E+09 | | |

WARNING: CASE   70 HAS LARGE LEVERAGE                          (LEVERAGE =   .163)
WARNING: CASE  111 HAS LARGE LEVERAGE                          (LEVERAGE =   .266)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL =  3.256)
WARNING: CASE  161 HAS LARGE LEVERAGE                          (LEVERAGE =   .115)
WARNING: CASE  184 HAS LARGE LEVERAGE                          (LEVERAGE =   .174)

RESIDUALS HAVE BEEN SAVED

DURBIN-WATSON D STATISTIC          1.841
FIRST ORDER AUTOCORRELATION         .070

```
WED 3/26/97 4:30:00 PM    G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

>ESTIMATE
>VAR3+VAR4+VAR5+VAR6+VAR7+VAR8
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+PUB+GRANT+OLDGRANT+VAR1+VAR2+,
>SAVE 'G:\SYSTAT\MRD5.SYS'/DOUBLE RESID
```

DEP VAR:SALARY96   N: 142   MULTIPLE R: 0.679   SQUARED MULTIPLE R: 0.461
ADJUSTED SQUARED MULTIPLE R:  .407   STANDARD ERROR OF ESTIMATE: 14046.559

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 41277.371 | 5108.367 | 0.000 | . | 8.080 | 0.000 |
| SERVICE | 1174.329 | 177.302 | 0.650 | 0.437 | 6.623 | 0.000 |
| EXP | 1105.354 | 296.689 | 0.329 | 0.541 | 3.726 | 0.000 |
| PUB | 63.134 | 40.823 | 0.128 | 0.617 | 1.547 | 0.124 |
| GRANT | 6555.043 | 3322.672 | 0.177 | 0.521 | 1.973 | 0.051 |
| OLDGRANT | 3029.630 | 3529.798 | 0.078 | 0.515 | 0.858 | 0.392 |
| VAR1 | 4651.501 | 7231.448 | 0.051 | 0.515 | 0.643 | 0.521 |
| VAR2 | 3905.794 | 5002.621 | 0.064 | 0.657 | 0.781 | 0.436 |
| VAR3 | 7714.200 | 5282.601 | 0.118 | 0.625 | 1.460 | 0.147 |
| VAR4 | 3453.676 | 4554.932 | 0.067 | 0.644 | 0.758 | 0.450 |
| VAR5 | 8404.954 | 4561.234 | 0.173 | 0.476 | 1.843 | 0.068 |

858.041    4955.926    0.014    37    0.173    0.863
12077.399    5445.086    0.178    56    2.218    0.028
3360.008    4550.183    0.066    0.533    0.738    0.462

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .216429E+11 | 13 | .166484E+10 | 8.438 | 0.000 |
| RESIDUAL | .252551E+11 | 128 | .197306E+09 | | |

WARNING: CASE    19 HAS LARGE LEVERAGE                              (LEVERAGE =    .247)
WARNING: CASE    20 HAS LARGE LEVERAGE                              (LEVERAGE =    .201)
WARNING: CASE    24 HAS LARGE LEVERAGE                              (LEVERAGE =    .197)
WARNING: CASE    70 HAS LARGE LEVERAGE                              (LEVERAGE =    .222)
WARNING: CASE   111 HAS LARGE LEVERAGE                              (LEVERAGE =    .294)
WARNING: CASE   111 IS AN OUTLIER (STUDENTIZED RESIDUAL =   -2.710)
WARNING: CASE   151 IS AN OUTLIER (STUDENTIZED RESIDUAL =    3.327)
WARNING: CASE   184 HAS LARGE LEVERAGE                              (LEVERAGE =    .196)

DURBIN-WATSON D STATISTIC        1.992
FIRST ORDER AUTOCORRELATION      -.005

RESIDUALS HAVE BEEN SAVED

```
>SAVE 'G:\SYSTAT\MRD6.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+GRANT+OLDGRANT+VAR1+VAR2+VAR3+,
>VAR4+VAR5+VAR6+VAR7+VAR8
>ESTIMATE
```

WED 3/26/97   4:30:27 PM   G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96    N:  142    MULTIPLE R: 0.672    SQUARED MULTIPLE R: 0.451
ADJUSTED SQUARED MULTIPLE R:  .400    STANDARD ERROR OF ESTIMATE:   14122.128

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 40004.060 | 5068.703 | 0.000 | . | 7.892 | 0.000 |
| SERVICE | 1328.862 | 147.251 | 0.735 | 0.640 | 9.024 | 0.000 |
| EXP | 1302.805 | 269.253 | 0.387 | 0.663 | 4.839 | 0.000 |
| GRANT | 7087.815 | 3322.544 | 0.192 | 0.527 | 2.133 | 0.035 |

```
OLDGRANT              2931.505                                    0.075
VAR1                  6463.839                                    0.072
VAR2                  3847.099                                    0.063
VAR3                  8885.128                                    0.136
VAR4                  4606.877                                    0.090
VAR5                  9080.470                                    0.187
VAR6                   839.114                                    0.014
VAR7                 13039.101                                    0.192
VAR8                  4306.567                                    0.084
```

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .211710E+11 | 12 | .176425E+10 | 8.846 | 0.000 |
| RESIDUAL | .257270E+11 | 129 | .199434E+09 | | |

DURBIN-WATSON D STATISTIC    2.045
FIRST ORDER AUTOCORRELATION   -.031

RESIDUALS HAVE BEEN SAVED

```
WARNING: CASE    19 HAS LARGE LEVERAGE                    (LEVERAGE =    .240)
WARNING: CASE    20 HAS LARGE LEVERAGE                    (LEVERAGE =    .200)
WARNING: CASE    24 HAS LARGE LEVERAGE                    (LEVERAGE =    .190)
WARNING: CASE    70 HAS LARGE LEVERAGE                    (LEVERAGE =    .190)
WARNING: CASE   151 IS AN OUTLIER (STUDENTIZED RESIDUAL =        3.391)
```

WED 3/26/97 4:30:54 PM    G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

```
>SAVE 'G:\SYSTAT\MRD7.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+GRANT+VAR1+VAR2+VAR3+VAR4+VAR5+,
>VAR6+VAR7+VAR8
>ESTIMATE
```

DEP VAR:SALARY96    N:  142    MULTIPLE R:  0.670    SQUARED MULTIPLE R:  0.449
ADJUSTED SQUARED MULTIPLE R:  .402    STANDARD ERROR OF ESTIMATE:  14104.877

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 41104.021 | 4884.753 | 0.000 | . | 8.415 | 0.000 |

```
                              1348.128      145.215       0.746             9.284      0.000
SERVICE                       1305.721      268.901       0.388             4.856      0.000
GROWT                         8791.469     2602.047       0.238             3.379      0.001
VAR1                          4808.085     6880.240       0.053             0.699      0.486
VAR2                          3414.113     4995.900       0.056             0.683      0.496
VAR3                          9141.005     5240.646       0.140             1.744      0.083
VAR4                          4217.546     4487.523       0.082             0.940      0.349
VAR5                          8151.117     4418.524       0.168             1.845      0.067
VAR6                           751.393     4975.356       0.012             0.151      0.880
VAR7                         12494.633     5391.894       0.184             2.317      0.022
VAR8                          4078.354     4519.136       0.080             0.902      0.368
```

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .210348E+11 | 11 | .191226E+10 | 9.612 | 0.000 |
| RESIDUAL | .258632E+11 | 130 | .198948E+09 | | |

```
DURBIN-WATSON D STATISTIC          2.064
FIRST ORDER AUTOCORRELATION        -.040

RESIDUALS HAVE BEEN SAVED

WARNING: CASE    19 HAS LARGE LEVERAGE            (LEVERAGE =    .224)
WARNING: CASE    20 HAS LARGE LEVERAGE            (LEVERAGE =    .198)
WARNING: CASE    70 HAS LARGE LEVERAGE            (LEVERAGE =    .190)
WARNING: CASE   151 IS AN OUTLIER (STUDENTIZED RESIDUAL =    3.412)
```

```
WED 3/26/97  4:31:41 PM   G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

>SAVE 'G:\SYSTAT\MRD8.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+GRANT
>ESTIMATE
```

```
DEP VAR:SALARY96    N:  142  MULTIPLE R: 0.641  SQUARED MULTIPLE R: 0.411
ADJUSTED SQUARED MULTIPLE R:  .398  STANDARD ERROR OF ESTIMATE:   14148.407

VARIABLE      COEFFICIENT    STD ERROR    STD COEF  TOLERANCE     T   P(2 TAIL)

CONSTANT      47768.142      3603.554       0.000        .      13.256   0.000
```

| | | | | | | |
|---|---|---|---|---|---|---|
| SERVICE | 1321.878 | 136.213 | 0.732 | 0.751 | 9.705 | 0.000 |
| EXP | 1229.744 | 249.972 | 0.366 | 0.773 | 4.920 | 0.000 |
| GRANT | 7339.030 | 2506.254 | 0.199 | 0.929 | 2.928 | 0.004 |

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .192735E+11 | 3 | .642451E+10 | 32.094 | 0.000 |
| RESIDUAL | .276245E+11 | 138 | .200177E+09 | | |

WARNING: CASE   70 HAS LARGE LEVERAGE                                   (LEVERAGE =   .144)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL =   3.376)
WARNING: CASE  184 HAS LARGE LEVERAGE                                   (LEVERAGE =   .092)

DURBIN-WATSON D STATISTIC        1.891
FIRST ORDER AUTOCORRELATION       .046

RESIDUALS HAVE BEEN SAVED

```
>SAVE 'G:\SYSTAT\MRD9.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+GRANT+OLDGRANT
>ESTIMATE
```

WED 3/26/97 4:32:13 PM   G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96   N: 142   MULTIPLE R: 0.641   SQUARED MULTIPLE R: 0.412
ADJUSTED SQUARED MULTIPLE R: .394   STANDARD ERROR OF ESTIMATE: 14193.309

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 47540.751 | 3670.336 | 0.000 | . | 12.953 | 0.000 |
| SERVICE | 1312.993 | 138.880 | 0.727 | 0.727 | 9.454 | 0.000 |
| EXP | 1224.690 | 251.162 | 0.364 | 0.770 | 4.876 | 0.000 |
| GRANT | 6634.872 | 3191.844 | 0.179 | 0.576 | 2.079 | 0.040 |
| OLDGRANT | 1169.627 | 3266.206 | 0.030 | 0.614 | 0.358 | 0.721 |

## ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|

ESSION

| RESIDUAL | .192994E+11 | 4 | .482484E+10 | 23.9? | 0.000 |
| | .275987E+11 | 137 | .201450E+09 | | |

WARNING: CASE    70 HAS LARGE LEVERAGE              (LEVERAGE = .144)
WARNING: CASE    151 IS AN OUTLIER (STUDENTIZED RESIDUAL = 3.358)

DURBIN-WATSON D STATISTIC          1.881
FIRST ORDER AUTOCORRELATION         .051

RESIDUALS HAVE BEEN SAVED

DEP VAR:SALARY96     N: 142     MULTIPLE R: 0.612     SQUARED MULTIPLE R: 0.374
ADJUSTED SQUARED MULTIPLE R: .365     STANDARD ERROR OF ESTIMATE: 14528.805

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 52741.390 | 3263.692 | 0.000 | . | 16.160 | 0.000 |
| SERVICE | 1247.068 | 137.393 | 0.690 | .778 | 9.077 | 0.000 |
| EXP | 1293.094 | 255.729 | 0.385 | .778 | 5.056 | 0.000 |

### ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .175570E+11 | 2 | .877851E+10 | 41.587 | 0.000 |
| RESIDUAL | .293410E+11 | 139 | .211086E+09 | | |

WARNING: CASE     3 IS AN OUTLIER (STUDENTIZED RESIDUAL =    -2.750)
WARNING: CASE    16 HAS LARGE LEVERAGE (LEVERAGE =    .084)
WARNING: CASE    70 HAS LARGE LEVERAGE (LEVERAGE =    .144)
WARNING: CASE   111 HAS LARGE LEVERAGE (LEVERAGE =    .074)
WARNING: CASE   151 IS AN OUTLIER (STUDENTIZED RESIDUAL =     3.388)
WARNING: CASE   184 HAS LARGE LEVERAGE (LEVERAGE =    .092)

DURBIN-WATSON D STATISTIC          1.945
FIRST ORDER AUTOCORRELATION         .022

RESIDUALS HAVE BEEN SAVED

```
>SAVE 'G:\SYSTAT\MRD2.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+PUB
>ESTIMATE
```

WED 3/26/97 4:27:58 PM     G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96     N: 142     MULTIPLE R: 0.630     SQUARED MULTIPLE R: 0.397
ADJUSTED SQUARED MULTIPLE R: .384     STANDARD ERROR OF ESTIMATE: 14317.301

1 of 9

WED 3/26/97 4:28:48 PM   G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96   N: 142   MULTIPLE R: 0.654   SQUARED MULTIPLE R: 0.427
ADJUSTED SQUARED MULTIPLE R: .410   STANDARD ERROR OF ESTIMATE: 14003.912

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 48342.725 | 3578.713 | 0.000 | . | 13.508 | 0.000 |
| SERVICE | 1142.519 | 162.805 | 0.632 | 0.515 | 7.018 | 0.000 |
| EXP | 1006.308 | 272.289 | 0.299 | 0.638 | 3.696 | 0.000 |

>SAVE 'G:\SYSTAT\MRD3.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+PUB+GRANT
>ESTIMATE

RESIDUALS HAVE BEEN SAVED

DURBIN-WATSON D STATISTIC      1.907
FIRST ORDER AUTOCORRELATION     .040

WARNING: CASE   16 HAS LARGE LEVERAGE      (LEVERAGE =   .099)
WARNING: CASE   70 HAS LARGE LEVERAGE      (LEVERAGE =   .162)
WARNING: CASE  111 HAS LARGE LEVERAGE      (LEVERAGE =   .241)
WARNING: CASE  111 IS AN OUTLIER (STUDENTIZED RESIDUAL = -2.954)
WARNING: CASE  151 IS AN OUTLIER (STUDENTIZED RESIDUAL =  3.275)
WARNING: CASE  161 HAS LARGE LEVERAGE      (LEVERAGE =   .110)
WARNING: CASE  184 HAS LARGE LEVERAGE      (LEVERAGE =   .172)

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .186101E+11 | 3 | .620335E+10 | 30.262 | 0.000 |
| RESIDUAL | .282879E+11 | 138 | .204985E+09 | | |

| TABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 52930.279 | 3217.260 | 0.000 | . | 16.452 | 0.000 |
| SERVICE | 1044.497 | 162.232 | 0.578 | 0.542 | 6.438 | 0.000 |
| EXP | 1025.529 | 278.286 | 0.305 | 0.638 | 3.685 | 0.000 |
| PUB | 89.751 | 39.598 | 0.182 | 0.681 | 2.267 | 0.025 |

PUB      76.713    39.033    0.155   0.671   1.965   0.051
GRANT    6729.370  2499.978  0.182   0.915   2.692   0.008

>SAVE 'G:\SYSTAT\MRD4.SYS' /DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+PUB+GRANT+OLDGRANT
>ESTIMATE

WED 3/26/97 4:29:15 PM   G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96   N: 142   MULTIPLE R: 0.654   SQUARED MULTIPLE R: 0.428
ADJUSTED SQUARED MULTIPLE R: .407   STANDARD ERROR OF ESTIMATE: 14043.526

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 48050.308 | 3640.669 | 0.000 | . | 13.198 | 0.000 |
| SERVICE | 1128.202 | 165.994 | 0.624 | 0.498 | 6.797 | 0.000 |
| EXP | 996.426 | 273.841 | 0.296 | 0.634 | 3.639 | 0.000 |
| PUB | 77.812 | 39.211 | 0.157 | 0.669 | 1.984 | 0.049 |
| GRANT | 5789.630 | 3186.754 | 0.157 | 0.566 | 1.817 | 0.071 |
| OLDGRANT | 1546.434 | 3237.311 | 0.040 | 0.612 | 0.478 | 0.634 |

RESIDUALS HAVE BEEN SAVED

DURBIN-WATSON D STATISTIC    1.855
FIRST ORDER AUTOCORRELATION   .063

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .200310E+11 | 4 | .500775E+10 | 25.535 | 0.000 |
| RESIDUAL | .268670E+11 | 137 | .196110E+09 | | |

WARNING: CASE     16 HAS LARGE LEVERAGE                          (LEVERAGE =    .101)
WARNING: CASE     70 HAS LARGE LEVERAGE                          (LEVERAGE =    .163)
WARNING: CASE    111 HAS LARGE LEVERAGE                          (LEVERAGE =    .257)
WARNING: CASE    111 IS AN OUTLIER (STUDENTIZED RESIDUAL =   -2.639)
WARNING: CASE    151 IS AN OUTLIER (STUDENTIZED RESIDUAL =    3.277)
WARNING: CASE    161 HAS LARGE LEVERAGE                          (LEVERAGE =    .115)
WARNING: CASE    184 HAS LARGE LEVERAGE                          (LEVERAGE =    .172)

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .200760E+11 | 5 | .401520E+10 | 20.359 | 0.000 |
| RESIDUAL | .268220E+11 | 136 | .197221E+09 | | |

RESIDUALS HAVE BEEN SAVED

DURBIN-WATSON D STATISTIC          1.841
FIRST ORDER AUTOCORRELATION         .070

WARNING: CASE      70 HAS LARGE LEVERAGE                          (LEVERAGE =      .163)
WARNING: CASE     111 HAS LARGE LEVERAGE                          (LEVERAGE =      .266)
WARNING: CASE     151 IS AN OUTLIER (STUDENTIZED RESIDUAL =    3.256)
WARNING: CASE     161 HAS LARGE LEVERAGE                          (LEVERAGE =      .115)
WARNING: CASE     184 HAS LARGE LEVERAGE                          (LEVERAGE =      .174)

WED 3/26/97 4:30:00 PM     G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

>SAVE 'G:\SYSTAT\MRD5.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+PUB+GRANT+OLDGRANT+VAR1+VAR2+,
>VAR3+VAR4+VAR5+VAR6+VAR7+VAR8
>ESTIMATE

DEP VAR:SALARY96     N:   142   MULTIPLE R: 0.679   SQUARED MULTIPLE R: 0.461
ADJUSTED SQUARED MULTIPLE R:  .407   STANDARD ERROR OF ESTIMATE:   14046.559

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 41277.371 | 5108.367 | 0.000 | . | 8.080 | 0.000 |
| SERVICE | 1174.329 | 177.302 | 0.650 | 0.437 | 6.623 | 0.000 |
| EXP | 1105.354 | 296.689 | 0.329 | 0.541 | 3.726 | 0.000 |
| PUB | 63.134 | 40.823 | 0.128 | 0.617 | 1.547 | 0.124 |
| GRANT | 6555.043 | 3322.672 | 0.177 | 0.521 | 1.973 | 0.051 |
| OLDGRANT | 3029.630 | 3529.798 | 0.078 | 0.515 | 0.858 | 0.392 |
| VAR1 | 4651.501 | 7231.448 | 0.051 | 0.657 | 0.643 | 0.521 |
| VAR2 | 3905.794 | 5002.621 | 0.064 | 0.625 | 0.781 | 0.436 |
| VAR3 | 7714.200 | 5282.601 | 0.118 | 0.644 | 1.460 | 0.147 |
| VAR4 | 3453.676 | 4554.932 | 0.067 | 0.531 | 0.758 | 0.450 |
| VAR5 | 8404.954 | 4561.234 | 0.173 | 0.476 | 1.843 | 0.068 |

```
>SAVE 'G:\SYSTAT\MRD6.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+GRANT+OLDGRANT+VAR1+VAR2+VAR3+,
>VAR4+VAR5+VAR6+VAR7+VAR8
>ESTIMATE
```

WED 3/26/97 4:30:27 PM    G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96    N:    142    MULTIPLE R: 0.672    SQUARED MULTIPLE R: 0.451
ADJUSTED SQUARED MULTIPLE R:  .400    STANDARD ERROR OF ESTIMATE:    14122.128

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 40004.060 | 5068.703 | 0.000 | . | 7.892 | 0.000 |
| SERVICE | 1328.862 | 147.251 | 0.735 | 0.640 | 9.024 | 0.000 |
| EXP | 1302.805 | 269.253 | 0.387 | 0.663 | 4.839 | 0.000 |
| GRANT | 7087.815 | 3322.544 | 0.192 | 0.527 | 2.133 | 0.035 |

WARNING: CASE    19 HAS LARGE LEVERAGE    (LEVERAGE =     .247)
WARNING: CASE    20 HAS LARGE LEVERAGE    (LEVERAGE =     .201)
WARNING: CASE    24 HAS LARGE LEVERAGE    (LEVERAGE =     .197)
WARNING: CASE    70 HAS LARGE LEVERAGE    (LEVERAGE =     .222)
WARNING: CASE   111 HAS LARGE LEVERAGE    (LEVERAGE =     .294)
WARNING: CASE   111 IS AN OUTLIER (STUDENTIZED RESIDUAL =    -2.710)
WARNING: CASE   151 IS AN OUTLIER (STUDENTIZED RESIDUAL =     3.327)
WARNING: CASE   184 HAS LARGE LEVERAGE    (LEVERAGE =     .196)

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .216429E+11 | 13 | .166484E+10 | 8.438 | 0.000 |
| RESIDUAL | .252551E+11 | 128 | .197306E+09 | | |

RESIDUALS HAVE BEEN SAVED

DURBIN-WATSON D STATISTIC    1.992
FIRST ORDER AUTOCORRELATION    -.005

| | | | | | | |
|---|---|---|---|---|---|---|
| VAR6 | 858.041 | 4955.926 | 0.014 | 0.637 | 0.173 | 0.863 |
| VAR7 | 12077.399 | 5445.086 | 0.178 | 0.656 | 2.218 | 0.028 |
| VAR8 | 3360.008 | 4550.183 | 0.066 | 0.533 | 0.738 | 0.462 |

5 of 9

```
GRANT    2931.505    3548.215             0.075           515      0.826    0.410
VAR2     6463.839    7174.253             0.072           674      0.901    0.369
VAR3     3847.099    5029.389             0.063           0.625    0.765    0.446
VAR4     8885.128    5256.187             0.136           0.657    1.690    0.093
VAR5     4606.877    4517.656             0.090           0.546    1.020    0.310
VAR6     9080.470    4564.697             0.187           0.480    1.989    0.049
VAR7      839.114    4982.573             0.014           0.637    0.168    0.867
VAR8    13039.101    5438.563             0.192           0.664    2.398    0.018
         4306.567    4533.087             0.084           0.542    0.950    0.344
```

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .211710E+11 | 12 | .176425E+10 | 8.846 | 0.000 |
| RESIDUAL | .257270E+11 | 129 | .199434E+09 | | |

```
WARNING:  CASE     19  HAS LARGE LEVERAGE   (LEVERAGE =    .240)
WARNING:  CASE     20  HAS LARGE LEVERAGE   (LEVERAGE =    .200)
WARNING:  CASE     24  HAS LARGE LEVERAGE   (LEVERAGE =    .190)
WARNING:  CASE     70  HAS LARGE LEVERAGE   (LEVERAGE =    .190)
WARNING:  CASE    151  IS AN OUTLIER (STUDENTIZED RESIDUAL =    3.391)
```

DURBIN-WATSON D STATISTIC          2.045
FIRST ORDER AUTOCORRELATION        -.031

RESIDUALS HAVE BEEN SAVED

```
>SAVE 'G:\SYSTAT\MRD7.SYS'/DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+GRANT+VAR1+VAR2+VAR3+VAR4+VAR5+,
>VAR6+VAR7+VAR8
>ESTIMATE
```

WED 3/26/97 4:30:54 PM   G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96   N:   142  MULTIPLE R: 0.670  SQUARED MULTIPLE R: 0.449
ADJUSTED SQUARED MULTIPLE R:  .402  STANDARD ERROR OF ESTIMATE:   14104.877

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 41104.021 | 4884.753 | 0.000 | . | 8.415 | 0.000 |

```
WED  3/26/97  4:31:41 PM      G:\SYSTAT\MEN.SYS

48 CASES DELETED DUE TO MISSING DATA.

>ESTIMATE
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+GRANT
>SAVE 'G:\SYSTAT\MRD8.SYS'/DOUBLE RESID
```

DEP VAR:SALARY96    N:  142    MULTIPLE R: 0.641    SQUARED MULTIPLE R: 0.411
ADJUSTED SQUARED MULTIPLE R: .398    STANDARD ERROR OF ESTIMATE:    14148.407

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 47768.142 | 3603.554 | 0.000 | . | 13.256 | 0.000 |
| SERVICE | 1348.128 | 145.215 | 0.746 | 0.657 | 9.284 | 0.000 |
| EXP | 1305.721 | 268.901 | 0.388 | 0.664 | 4.856 | 0.000 |
| GRANT | 8791.469 | 2602.047 | 0.238 | 0.856 | 3.379 | 0.001 |
| VAR1 | 4808.085 | 6880.240 | 0.053 | 0.731 | 0.699 | 0.486 |
| VAR2 | 3414.113 | 4995.900 | 0.056 | 0.632 | 0.683 | 0.496 |
| VAR3 | 9141.005 | 5240.646 | 0.140 | 0.659 | 1.744 | 0.083 |
| VAR4 | 4217.546 | 4487.523 | 0.082 | 0.552 | 0.940 | 0.349 |
| VAR5 | 8151.117 | 4418.524 | 0.168 | 0.511 | 1.845 | 0.067 |
| VAR6 | 751.393 | 4975.356 | 0.012 | 0.637 | 0.151 | 0.880 |
| VAR7 | 12494.633 | 5391.894 | 0.184 | 0.674 | 2.317 | 0.022 |
| VAR8 | 4078.354 | 4519.136 | 0.080 | 0.544 | 0.902 | 0.368 |

WARNING:  CASE  19  HAS LARGE LEVERAGE        (LEVERAGE =        .224)
WARNING:  CASE  20  HAS LARGE LEVERAGE        (LEVERAGE =        .198)
WARNING:  CASE  70  HAS LARGE LEVERAGE        (LEVERAGE =        .190)
WARNING:  CASE 151  IS AN OUTLIER (STUDENTIZED RESIDUAL =      3.412)

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .210348E+11 | 11 | .191226E+10 | 9.612 | 0.000 |
| RESIDUAL | .258632E+11 | 130 | .198948E+09 | | |

DURBIN-WATSON D STATISTIC           2.064
FIRST ORDER AUTOCORRELATION         -.040

RESIDUALS HAVE BEEN SAVED

```
>SAVE 'G:\SYSTAT\MRD9.SYS' /DOUBLE RESID
>MODEL SALARY96 = CONSTANT+SERVICE+EXP+GRANT+OLDGRANT
>ESTIMATE

WED 3/26/97 4:32:13 PM    G:\SYSTAT\MEN.SYS
48 CASES DELETED DUE TO MISSING DATA.

DEP VAR:SALARY96    N:  142   MULTIPLE R: 0.641   SQUARED MULTIPLE R: 0.412
ADJUSTED SQUARED MULTIPLE R:  .394    STANDARD ERROR OF ESTIMATE:    14193.309
```

| VARIABLE | COEFFICIENT | STD ERROR | STD COEF | TOLERANCE | T | P(2 TAIL) |
|---|---|---|---|---|---|---|
| CONSTANT | 47540.751 | 3670.336 | 0.000 | . | 12.953 | 0.000 |
| SERVICE | 1312.993 | 138.880 | 0.727 | 0.727 | 9.454 | 0.000 |
| EXP | 1224.690 | 251.162 | 0.364 | 0.770 | 4.876 | 0.000 |
| GRANT | 6634.872 | 3191.844 | 0.179 | 0.576 | 2.079 | 0.040 |
| OLDGRANT | 1169.627 | 3266.206 | 0.030 | 0.614 | 0.358 | 0.721 |

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| REGRESSION | .192735E+11 | 3 | .642451E+10 | 32.094 | 0.000 |
| RESIDUAL | .276245E+11 | 138 | .200177E+09 | | |

WARNING:  CASE     70 HAS LARGE LEVERAGE              (LEVERAGE =    .144)
WARNING:  CASE    151 IS AN OUTLIER (STUDENTIZED RESIDUAL =  3.376)
WARNING:  CASE    184 HAS LARGE LEVERAGE              (LEVERAGE =    .092)

DURBIN-WATSON D STATISTIC        1.891
FIRST ORDER AUTOCORRELATION       .046

RESIDUALS HAVE BEEN SAVED

ANALYSIS OF VARIANCE

| SOURCE | SUM-OF-SQUARES | DF | MEAN-SQUARE | F-RATIO | P |
|---|---|---|---|---|---|
| GRANT | 1321.878 | | 136.213 | 0.732 | .751 | 9.705 | 0.000 |
| | 1229.744 | | 249.972 | 0.366 | .773 | 4.920 | 0.000 |
| | 7339.030 | | 2506.254 | 0.199 | 0.929 | 2.928 | 0.004 |

VICE

| REGRESSION | .192994E+11 | 4 | .482484E+10 | 23.951 | 0.000 |
|---|---|---|---|---|---|
| RESIDUAL | .275987E+11 | 137 | .201450E+09 | | |

WARNING: CASE 70 HAS LARGE LEVERAGE (LEVERAGE = .144)
WARNING: CASE 151 IS AN OUTLIER (STUDENTIZED RESIDUAL = 3.358)

DURBIN-WATSON D STATISTIC     1.881
FIRST ORDER AUTOCORRELATION    .051

RESIDUALS HAVE BEEN SAVED

| | ESTIMATE<br>SEPRED | RESIDUAL | LEVERAGE | K | STUDENT |
|---|---|---|---|---|---|
| CASE 1 | 64145.067 | -4108.067 | 0.017 | 0.000 | -0.297 |
| CASE 1 | 1822.175 | | | | |
| CASE 2 | 83190.971 | -15413.971 | 0.010 | 0.003 | -1.114 |
| CASE 2 | 1358.288 | | | | |
| CASE 3 | 92079.060 | -39154.060 | 0.018 | 0.036 | -2.898 |
| CASE 3 | 1848.277 | | | | |
| CASE 4 | 61028.401 | -4032.401 | 0.031 | 0.001 | -0.294 |
| CASE 4 | 2434.160 | | | | |
| CASE 5 | 83131.229 | -7982.229 | 0.009 | 0.001 | -0.575 |
| CASE 5 | 1294.040 | | | | |
| CASE 6 | 88449.105 | 14098.895 | 0.019 | 0.005 | 1.023 |
| CASE 6 | 1904.365 | | | | |
| CASE 7 | 64777.839 | -5449.839 | 0.027 | 0.001 | -0.396 |
| CASE 7 | 2295.802 | | | | |
| CASE 8 | 81861.502 | 13174.498 | 0.008 | 0.002 | 0.951 |
| CASE 8 | 1253.668 | | | | |
| CASE 9 | 87000.152 | 24775.848 | 0.012 | 0.010 | 1.803 |
| CASE 9 | 1530.435 | | | | |
| CASE 10 | 66286.535 | 24618.465 | 0.030 | 0.025 | 1.809 |
| CASE 10 | 2429.164 | | | | |
| CASE 11 | 64145.067 | -4189.067 | 0.017 | 0.000 | -0.303 |
| CASE 11 | 1822.175 | | | | |
| CASE 12 | 88150.395 | -16519.395 | 0.012 | 0.004 | -1.196 |
| CASE 12 | 1508.381 | | | | |
| CASE 13 | 83250.713 | 904.287 | 0.011 | 0.000 | 0.065 |
| CASE 13 | 1448.579 | | | | |
| CASE 14 | 72495.477 | -11471.477 | 0.018 | 0.003 | -0.832 |
| CASE 14 | 1889.092 | | | | |
| CASE 15 | 69044.748 | -3862.748 | 0.011 | 0.000 | -0.278 |
| CASE 15 | 1469.047 | | | | |
| CASE 16 | 85805.311 | -9931.311 | 0.075 | 0.011 | -0.741 |
| CASE 16 | 3802.204 | | | | |
| CASE 17 | 65355.051 | -6643.051 | 0.015 | 0.001 | -0.480 |
| CASE 17 | 1704.432 | | | | |
| CASE 18 | 61844.581 | -10844.581 | 0.027 | 0.004 | -0.789 |
| CASE 18 | 2289.426 | | | | |
| CASE 19 | 85252.488 | 32208.512 | 0.016 | 0.022 | 2.363 |
| CASE 19 | 1743.926 | | | | |
| CASE 20 | 54226.219 | 557.781 | 0.041 | 0.000 | 0.041 |
| CASE 20 | 2816.301 | | | | |
| CASE 21 | 57975.658 | -10878.658 | 0.031 | 0.005 | -0.794 |
| CASE 21 | 2456.860 | | | | |
| CASE 22 | 62178.643 | -1396.643 | 0.029 | 0.000 | -0.102 |
| CASE 22 | 2381.238 | | | | |
| CASE 23 | 56646.189 | -4641.189 | 0.032 | 0.001 | -0.338 |
| CASE 23 | 2484.419 | | | | |

1
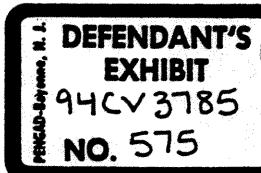
| | | | | | |
|---|---|---|---|---|---|
| CASE 24 | 61844.581 | -687.581 | 0.027 | 0.000 | -0.050 |
| CASE 24 | 2289.426 | | | | |
| CASE 25 | 82772.777 | -17383.777 | 0.012 | 0.005 | -1.259 |
| CASE 25 | 1547.802 | | | | |
| CASE 26 | 675595.795 | 14863.205 | 0.016 | 0.005 | 1.077 |
| CASE 26 | 1738.735 | | | | |
| CASE 27 | 80074.305 | -1588.305 | 0.029 | 0.000 | -0.116 |
| CASE 27 | 2369.781 | | | | |
| CASE 28 | 67138.067 | -14109.067 | 0.027 | 0.007 | -1.028 |
| CASE 28 | 2301.200 | | | | |
| CASE 29 | 69104.490 | 6575.510 | 0.011 | 0.001 | 0.474 |
| CASE 29 | 1454.691 | | | | |
| CASE 30 | 107196.299 | -7869.299 | 0.047 | 0.004 | -0.578 |
| CASE 30 | 3006.209 | | | | |
| CASE 31 | 85969.393 | 110.607 | 0.019 | 0.000 | 0.008 |
| CASE 31 | 1921.644 | | | | |
| CASE 32 | 75512.867 | -7351.867 | 0.008 | 0.001 | -0.529 |
| CASE 32 | 1223.764 | | | | |
| CASE 33 | 82414.324 | -20890.324 | 0.032 | 0.019 | -1.532 |
| CASE 33 | 2471.002 | | | | |
| CASE 34 | 69223.974 | -9298.974 | 0.012 | 0.001 | -0.671 |
| CASE 34 | 1510.385 | | | | |
| CASE 35 | 62755.855 | -4870.855 | 0.018 | 0.001 | -0.352 |
| CASE 35 | 1878.943 | | | | |
| CASE 36 | 96127.209 | 17015.791 | 0.032 | 0.013 | 1.245 |
| CASE 36 | 2491.996 | | | | |
| CASE 37 | 76304.658 | -6535.658 | 0.017 | 0.001 | -0.473 |
| CASE 37 | 1802.201 | | | | |
| CASE 38 | 63965.840 | -12251.840 | 0.017 | 0.003 | -0.888 |
| CASE 38 | 1802.136 | | | | |
| CASE 39 | 73785.412 | -11869.412 | 0.027 | 0.005 | -0.864 |
| CASE 39 | 2272.031 | | | | |
| CASE 40 | 67536.053 | -7560.053 | 0.018 | 0.001 | -0.547 |
| CASE 40 | 1844.314 | | | | |
| CASE 41 | 70015.765 | 30604.235 | 0.018 | 0.022 | 2.244 |
| CASE 41 | 1842.090 | | | | |
| CASE 42 | 71703.686 | -832.686 | 0.009 | 0.000 | -0.060 |
| CASE 42 | 1343.617 | | | | |
| CASE 43 | 77833.561 | 19555.439 | 0.036 | 0.019 | 1.436 |
| CASE 43 | 2655.793 | | | | |
| CASE 44 | 86940.410 | 3130.590 | 0.011 | 0.000 | 0.226 |
| CASE 44 | 1469.419 | | | | |
| CASE 45 | 79620.758 | 11257.242 | 0.016 | 0.003 | 0.815 |
| CASE 45 | 1753.040 | | | | |
| CASE 46 | 66385.810 | -17735.810 | 0.015 | 0.006 | -1.287 |
| CASE 46 | 1730.340 | | | | |
| CASE 47 | 65235.567 | -550.567 | 0.015 | 0.000 | -0.040 |
| CASE 47 | 1712.096 | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| CASE | 48 | 66744.263 | -10949.263 | 0.015 | 0.002 | -0.792 |
| CASE | 48 | 1714.872 | | | | |
| CASE | 49 | 78231.547 | 33603.453 | 0.011 | 0.017 | 2.463 |
| CASE | 49 | 1465.933 | | | | |
| CASE | 50 | 60276.144 | -9776.144 | 0.022 | 0.003 | -0.710 |
| CASE | 50 | 2076.813 | | | | |
| CASE | 51 | 66958.841 | -16281.841 | 0.033 | 0.012 | -1.191 |
| CASE | 51 | 2514.493 | | | | |
| CASE | 52 | 74183.398 | 26155.602 | 0.008 | 0.007 | 1.901 |
| CASE | 52 | 1230.009 | | | | |
| CASE | 53 | 82160.212 | -9347.212 | 0.017 | 0.002 | -0.677 |
| CASE | 53 | 1798.037 | | | | |
| CASE | 54 | 74756.429 | 10980.571 | 0.027 | 0.004 | 0.799 |
| CASE | 54 | 2271.295 | | | | |
| CASE | 55 | 77873.095 | 5766.905 | 0.008 | 0.000 | 0.415 |
| CASE | 55 | 1215.186 | | | | |
| CASE | 56 | 64957.066 | 1714.934 | 0.030 | 0.000 | 0.125 |
| CASE | 56 | 2390.145 | | | | |
| CASE | 57 | 64204.809 | 14106.191 | 0.018 | 0.005 | 1.023 |
| CASE | 57 | 1873.656 | | | | |
| CASE | 58 | 76304.658 | 6261.342 | 0.017 | 0.001 | 0.453 |
| CASE | 58 | 1802.201 | | | | |
| CASE | 59 | 83429.939 | -17485.939 | 0.017 | 0.007 | -1.270 |
| CASE | 59 | 1832.171 | | | | |
| CASE | 60 | 82772.777 | 8746.223 | 0.012 | 0.001 | 0.632 |
| CASE | 60 | 1547.802 | | | | |
| CASE | 61 | 69164.232 | -7674.232 | 0.011 | 0.001 | -0.554 |
| CASE | 61 | 1468.734 | | | | |
| CASE | 62 | 95768.756 | -2267.756 | 0.022 | 0.000 | -0.164 |
| CASE | 62 | 2046.384 | | | | |
| CASE | 63 | 65235.567 | -8428.567 | 0.015 | 0.001 | -0.609 |
| CASE | 63 | 1712.096 | | | | |
| CASE | 64 | 76782.594 | 5419.406 | 0.008 | 0.000 | 0.390 |
| CASE | 64 | 1205.704 | | | | |
| CASE | 65 | 65928.082 | -8008.082 | 0.027 | 0.002 | -0.582 |
| CASE | 65 | 2289.211 | | | | |
| CASE | 66 | 83250.713 | -19377.713 | 0.011 | 0.005 | -1.404 |
| CASE | 66 | 1448.579 | | | | |
| CASE | 67 | 70095.715 | 8624.285 | 0.029 | 0.003 | 0.628 |
| CASE | 67 | 2387.636 | | | | |
| CASE | 68 | 82653.292 | 2760.708 | 0.017 | 0.000 | 0.200 |
| CASE | 68 | 1816.673 | | | | |
| CASE | 69 | 85252.488 | 17667.512 | 0.016 | 0.007 | 1.282 |
| CASE | 69 | 1743.926 | | | | |
| CASE | 70 | 95664.416 | 23384.584 | 0.126 | 0.117 | 1.810 |
| CASE | 70 | 4944.667 | | | | |
| CASE | 71 | 71942.655 | 16099.345 | 0.015 | 0.005 | 1.167 |
| CASE | 71 | 1683.299 | | | | |

| CASE | No. | | | | |
|---|---|---|---|---|---|
| CASE 72 | 72 | 72853.929 | -6122.929 | 0.009 | 0.000 | -0.441 |
| CASE 72 | 72 | 1284.150 | | | | |
| CASE 73 | 73 | 84460.698 | 21639.302 | 0.010 | 0.006 | 1.570 |
| CASE 73 | 73 | 1407.608 | | | | |
| CASE 74 | 74 | 84520.440 | -8684.440 | 0.012 | 0.001 | -0.627 |
| CASE 74 | 74 | 1496.331 | | | | |
| CASE 75 | 75 | 67894.505 | 3710.495 | 0.012 | 0.000 | 0.268 |
| CASE 75 | 75 | 1541.796 | | | | |
| CASE 76 | 76 | 77932.837 | -7108.837 | 0.007 | 0.000 | -0.512 |
| CASE 76 | 76 | 1175.225 | | | | |
| CASE 77 | 77 | 88329.621 | 2584.379 | 0.015 | 0.000 | 0.187 |
| CASE 77 | 77 | 1684.329 | | | | |
| CASE 78 | 78 | 88269.879 | -8901.879 | 0.013 | 0.001 | -0.643 |
| CASE 78 | 78 | 1602.088 | | | | |
| CASE 79 | 79 | 83624.309 | -2226.309 | 0.037 | 0.000 | -0.163 |
| CASE 79 | 79 | 2663.131 | | | | |
| CASE 80 | 80 | 64324.293 | -4274.293 | 0.021 | 0.001 | -0.310 |
| CASE 80 | 80 | 2034.749 | | | | |
| CASE 81 | 81 | 83131.229 | 726.771 | 0.009 | 0.000 | 0.052 |
| CASE 81 | 81 | 1294.040 | | | | |
| CASE 82 | 82 | 90988.559 | -25007.559 | 0.022 | 0.018 | -1.829 |
| CASE 82 | 82 | 2046.661 | | | | |
| CASE 83 | 83 | 76005.947 | -9705.947 | 0.037 | 0.005 | -0.710 |
| CASE 83 | 83 | 2658.518 | | | | |
| CASE 84 | 84 | 97217.710 | -13260.710 | 0.027 | 0.007 | -0.966 |
| CASE 84 | 84 | 2293.323 | | | | |
| CASE 85 | 85 | 84400.956 | 8534.044 | 0.009 | 0.001 | 0.615 |
| CASE 85 | 85 | 1344.152 | | | | |
| CASE 86 | 86 | 94678.256 | 8341.744 | 0.023 | 0.002 | 0.605 |
| CASE 86 | 86 | 2102.497 | | | | |
| CASE 87 | 87 | 76603.368 | -3316.368 | 0.008 | 0.000 | -0.239 |
| CASE 87 | 87 | 1226.312 | | | | |
| CASE 88 | 88 | 62178.643 | -5112.643 | 0.029 | 0.001 | -0.372 |
| CASE 88 | 88 | 2381.238 | | | | |
| CASE 89 | 89 | 90092.428 | 30907.572 | 0.032 | 0.042 | 2.285 |
| CASE 89 | 89 | 2497.079 | | | | |
| CASE 90 | 90 | 79815.128 | 10295.872 | 0.036 | 0.005 | 0.753 |
| CASE 90 | 90 | 2635.893 | | | | |
| CASE 91 | 91 | 97337.194 | . | 0.032 | . | . |
| CASE 91 | 91 | 2471.423 | | | | |
| CASE 92 | 92 | 77475.109 | 661.891 | 0.027 | 0.000 | 0.048 |
| CASE 92 | 92 | 2273.575 | | | | |
| CASE 93 | 93 | 85849.909 | 4994.091 | 0.014 | 0.000 | 0.361 |
| CASE 93 | 93 | 1659.477 | | | | |
| CASE 94 | 94 | 67834.763 | -1393.763 | 0.012 | 0.000 | -0.101 |
| CASE 94 | 94 | 1529.801 | | | | |
| CASE 95 | 95 | 81921.244 | 3201.756 | 0.009 | 0.000 | 0.231 |
| CASE 95 | 95 | 1318.286 | | | | |

| Case | | | | | |
|---|---|---|---|---|---|
| CASE 96 | 101026.890 | -18163.890 | 0.035 | 0.016 | -1.332 |
| CASE 96 | 2595.706 | | | | |
| CASE 97 | 65056.341 | 4943.659 | 0.019 | 0.001 | 0.358 |
| CASE 97 | 1895.590 | | | | |
| CASE 98 | 88329.621 | 14436.379 | 0.015 | 0.004 | 1.046 |
| CASE 98 | 1684.329 | | | | |
| CASE 99 | 96007.725 | 10880.275 | 0.027 | 0.004 | 0.792 |
| CASE 99 | 2281.187 | | | | |
| CASE 100 | 73152.639 | 16667.361 | 0.012 | 0.004 | 1.207 |
| CASE 100 | 1527.293 | | | | |
| CASE 101 | 75393.383 | -3231.383 | 0.008 | 0.000 | -0.233 |
| CASE 101 | 1206.816 | | | | |
| CASE 102 | 68706.504 | -806.504 | 0.027 | 0.000 | -0.059 |
| CASE 102 | 2273.557 | | | | |
| CASE 103 | 73033.155 | 16966.845 | 0.009 | 0.004 | 1.227 |
| CASE 103 | 1345.402 | | | | |
| CASE 104 | 95947.983 | -25135.983 | 0.025 | 0.021 | -1.842 |
| CASE 104 | 2196.643 | | | | |
| CASE 105 | 66624.778 | -2674.778 | 0.014 | 0.000 | -0.193 |
| CASE 105 | 1620.629 | | | | |
| CASE 106 | 62875.340 | -4915.340 | 0.019 | 0.001 | -0.356 |
| CASE 106 | 1911.401 | | | | |
| CASE 107 | 77773.819 | 8037.181 | 0.034 | 0.003 | 0.587 |
| CASE 107 | 2555.710 | | | | |
| CASE 108 | 69343.459 | 9484.541 | 0.014 | 0.002 | 0.686 |
| CASE 108 | 1666.887 | | | | |
| CASE 109 | 60968.659 | -3526.659 | 0.030 | 0.001 | -0.257 |
| CASE 109 | 2423.517 | | | | |
| CASE 110 | 82040.728 | 18474.272 | 0.012 | 0.005 | 1.339 |
| CASE 110 | 1522.942 | | | | |
| CASE 111 | 111976.497 | -22673.497 | 0.063 | 0.048 | -1.693 |
| CASE 111 | 3504.273 | | | | |
| CASE 112 | 68073.732 | 2497.268 | 0.015 | 0.000 | 0.180 |
| CASE 112 | 1727.957 | | | | |
| CASE 113 | 67018.583 | -10339.583 | 0.030 | 0.004 | -0.754 |
| CASE 113 | 2428.428 | | | | |
| CASE 114 | 87000.152 | 18231.848 | 0.012 | 0.005 | 1.321 |
| CASE 114 | 1530.435 | | | | |
| CASE 115 | 62298.128 | -5430.128 | 0.029 | 0.001 | -0.395 |
| CASE 115 | 2387.277 | | | | |
| CASE 116 | 63965.840 | -12439.840 | 0.017 | 0.003 | -0.901 |
| CASE 116 | 1802.136 | | | | |
| CASE 117 | 72375.993 | -5796.993 | 0.025 | 0.001 | -0.421 |
| CASE 117 | 2207.434 | | | | |
| CASE 118 | 69797.005 | -1482.005 | 0.025 | 0.000 | -0.108 |
| CASE 118 | 2209.021 | | | | |
| CASE 119 | 85909.651 | -18710.651 | 0.016 | 0.008 | -1.359 |
| CASE 119 | 1793.753 | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| CASE | 120 | 70588.796 | -10408.796 | 0.040 | 0.006 | -0.763 |
| CASE | 120 | 2796.577 | | | | |
| CASE | 121 | 71703.686 | -3198.686 | 0.009 | 0.000 | -0.230 |
| CASE | 121 | 1343.617 | | | | |
| CASE | 122 | 71464.718 | -621.718 | 0.011 | 0.000 | -0.045 |
| CASE | 122 | 1451.057 | | | | |
| CASE | 123 | 69916.489 | -1999.489 | 0.026 | 0.000 | -0.145 |
| CASE | 123 | 2226.904 | | | | |
| CASE | 124 | 75393.383 | -2314.383 | 0.008 | 0.000 | -0.167 |
| CASE | 124 | 1206.816 | | | | |
| CASE | 125 | 74517.461 | -9028.461 | 0.034 | 0.004 | -0.659 |
| CASE | 125 | 2567.743 | | | | |
| CASE | 126 | 73585.977 | -8305.977 | 0.028 | 0.003 | -0.605 |
| CASE | 126 | 2345.307 | | | | |
| CASE | 127 | 66505.294 | 6735.706 | 0.014 | 0.001 | 0.486 |
| CASE | 127 | 1626.100 | | | | |
| CASE | 128 | 88389.363 | 10612.637 | 0.016 | 0.002 | 0.768 |
| CASE | 128 | 1786.133 | | | | |
| CASE | 129 | 81443.307 | -13256.307 | 0.014 | 0.003 | -0.959 |
| CASE | 129 | 1653.210 | | | | |
| CASE | 130 | 93528.013 | -12197.013 | 0.025 | 0.005 | -0.887 |
| CASE | 130 | 2206.451 | | | | |
| CASE | 131 | 63567.854 | 12611.146 | 0.028 | 0.006 | 0.919 |
| CASE | 131 | 2345.718 | | | | |
| CASE | 132 | 98367.952 | -4779.952 | 0.027 | 0.001 | -0.347 |
| CASE | 132 | 2279.882 | | | | |
| CASE | 133 | 70493.701 | 7906.299 | 0.011 | 0.001 | 0.570 |
| CASE | 133 | 1447.365 | | | | |
| CASE | 134 | 61545.871 | -1208.871 | 0.020 | 0.000 | -0.088 |
| CASE | 134 | 1979.171 | | | | |
| CASE | 135 | 99852.258 | -8183.258 | 0.072 | 0.007 | -0.609 |
| CASE | 135 | 3729.976 | | | | |
| CASE | 136 | 60276.144 | -1116.144 | 0.022 | 0.000 | -0.081 |
| CASE | 136 | 2076.813 | | | | |
| CASE | 137 | 90630.107 | -7798.107 | 0.014 | 0.001 | -0.563 |
| CASE | 137 | 1663.039 | | | | |
| CASE | 138 | 85730.425 | 9074.575 | 0.011 | 0.001 | 0.655 |
| CASE | 138 | 1465.306 | | | | |
| CASE | 139 | 68073.732 | 9402.268 | 0.015 | 0.002 | 0.680 |
| CASE | 139 | 1727.957 | | | | |
| CASE | 140 | 65474.536 | 3134.464 | 0.017 | 0.000 | 0.227 |
| CASE | 140 | 1791.930 | | | | |
| CASE | 141 | 81224.548 | 21206.452 | 0.029 | 0.018 | 1.553 |
| CASE | 141 | 2382.202 | | | | |
| CASE | 142 | 90869.075 | 21332.925 | 0.017 | 0.011 | 1.553 |
| CASE | 142 | 1839.113 | | | | |
| CASE | 143 | 82040.728 | 17636.272 | 0.012 | 0.005 | 1.278 |
| CASE | 143 | 1522.942 | | | | |

| CASE | Predicted | Std Err Predict | Residual | Leverage | Cook's D | Student Resid |
|---|---|---|---|---|---|---|
| CASE 144 | 84580.182 | 1606.138 | 14709.818 | 0.013 | 0.004 | 1.065 |
| CASE 145 | 93289.045 | 1885.172 | . | 0.018 | . | . |
| CASE 146 | 62417.612 | 2461.706 | 4456.388 | 0.031 | 0.001 | 0.325 |
| CASE 147 | 62696.113 | 1895.642 | -6315.113 | 0.019 | 0.001 | -0.457 |
| CASE 148 | 72734.445 | 1398.859 | 23805.555 | 0.010 | 0.008 | 1.729 |
| CASE 149 | 61665.355 | 2048.847 | -2659.355 | 0.022 | 0.000 | -0.193 |
| CASE 150 | 69104.490 | 1454.691 | -17570.490 | 0.011 | 0.004 | -1.272 |
| CASE 151 | 82235.098 | 3013.604 | 47564.902 | 0.047 | 0.151 | 3.619 |
| CASE 152 | 77514.642 | 1947.665 | 12433.358 | 0.020 | 0.004 | 0.902 |
| CASE 153 | 83190.971 | 1358.288 | -16546.971 | 0.010 | 0.003 | -1.197 |
| CASE 154 | 87059.894 | 1615.023 | -1819.894 | 0.013 | 0.000 | -0.131 |
| CASE 155 | 79381.790 | 1269.560 | 28012.210 | 0.008 | 0.009 | 2.040 |
| CASE 156 | 62298.128 | 2387.277 | -3834.128 | 0.029 | 0.001 | -0.279 |
| CASE 157 | . | . | . | . | . | . |
| CASE 158 | 70135.249 | 1603.284 | -9832.249 | 0.013 | 0.002 | -0.710 |
| CASE 159 | 75966.414 | 2338.500 | -4868.414 | 0.028 | 0.001 | -0.354 |
| CASE 160 | 71225.750 | 1932.427 | 25304.250 | 0.019 | 0.017 | 1.849 |
| CASE 161 | 90928.817 | 1934.959 | 20641.183 | 0.019 | 0.011 | 1.504 |
| CASE 162 | 104656.845 | 2784.632 | -15921.845 | 0.040 | 0.014 | -1.169 |
| CASE 163 | 80830.743 | 1626.123 | 19944.257 | 0.014 | 0.007 | 1.448 |
| CASE 164 | 94080.835 | 2289.848 | . | 0.027 | . | . |
| CASE 165 | 75811.577 | 1747.447 | -5926.577 | 0.016 | 0.001 | -0.428 |
| CASE 166 | 86661.908 | 2890.342 | -29911.908 | 0.043 | 0.054 | -2.222 |
| CASE 167 | 92258.286 | 2124.606 | -4008.286 | 0.023 | 0.001 | -0.291 |

| CASE | | | | | |
|---|---|---|---|---|---|
| CASE 168 | 89022.136 | -250.136 | 0.041 | 0.000 | -0.018 |
| CASE 168 | 2821.099 | | | | |
| CASE 169 | 86761.184 | -21831.184 | 0.011 | 0.007 | -1.584 |
| CASE 169 | 1451.978 | | | | |
| CASE 170 | 74696.687 | 4703.313 | 0.028 | 0.001 | 0.342 |
| CASE 170 | 2322.256 | | | | |
| CASE 171 | 83684.051 | -19784.051 | 0.032 | 0.017 | -1.450 |
| CASE 171 | 2487.472 | | | | |
| CASE 172 | 81742.018 | -17442.018 | 0.008 | 0.003 | -1.261 |
| CASE 172 | 1219.991 | | | | |
| CASE 173 | 67496.519 | 6758.481 | 0.028 | 0.002 | 0.492 |
| CASE 173 | 2341.575 | | | | |
| CASE 174 | 83764.002 | 23002.998 | 0.032 | 0.023 | 1.689 |
| CASE 174 | 2484.832 | | | | |
| CASE 175 | 67197.809 | -5217.809 | 0.026 | 0.001 | -0.379 |
| CASE 175 | 2262.563 | | | | |
| CASE 176 | 70135.249 | -18898.249 | 0.013 | 0.006 | -1.371 |
| CASE 176 | 1603.284 | | | | |
| CASE 177 | 84580.182 | -454.182 | 0.013 | 0.000 | -0.033 |
| CASE 177 | 1606.138 | | | | |
| CASE 178 | 71918.265 | 1255.735 | 0.037 | 0.000 | 0.092 |
| CASE 178 | 2670.170 | | | | |
| CASE 179 | 91322.621 | 10707.379 | 0.043 | 0.007 | 0.786 |
| CASE 179 | 2896.638 | | | | |
| CASE 180 | 93528.013 | -14002.013 | 0.025 | 0.007 | -1.019 |
| CASE 180 | 2206.451 | | | | |
| CASE 181 | 64085.325 | -2273.325 | 0.017 | 0.000 | -0.164 |
| CASE 181 | 1792.508 | | | | |
| CASE 182 | 67496.519 | -10941.519 | 0.028 | 0.005 | -0.797 |
| CASE 182 | 2341.575 | | | | |
| CASE 183 | 73585.977 | -15741.977 | 0.028 | 0.010 | -1.149 |
| CASE 183 | 2345.307 | | | | |
| CASE 184 | 84475.842 | -3250.842 | 0.082 | 0.001 | -0.243 |
| CASE 184 | 3978.391 | | | | |
| CASE 185 | 79023.338 | -17430.338 | 0.010 | 0.004 | -1.261 |
| CASE 185 | 1382.233 | | | | |
| CASE 186 | 63388.628 | 15182.372 | 0.029 | 0.009 | 1.108 |
| CASE 186 | 2360.320 | | | | |
| CASE 187 | | | | | |
| CASE 187 | | | | | |
| CASE 188 | | | | | |
| CASE 188 | | | | | |
| CASE 189 | | | | | |
| CASE 189 | | | | | |
| CASE 190 | | | | | |
| CASE 190 | | | | | |

| CASE | ESTIMATE | SEPRED | RESIDUAL | LEVERAGE | COOK | STUDENT |
|---|---|---|---|---|---|---|
| CASE 1 | -65162.186 | 1818.781 | -5125.186 | 0.018 | 0.001 | -0.379 |
| CASE 2 | 79391.201 | 1862.835 | -11614.201 | 0.019 | 0.003 | -0.860 |
| CASE 3 | 87199.154 | 2466.082 | -34274.154 | 0.033 | 0.044 | -2.598 |
| CASE 4 | 60801.737 | 2385.749 | -3805.737 | 0.031 | 0.001 | -0.283 |
| CASE 5 | 81170.295 | 1435.120 | -6021.295 | 0.011 | 0.000 | -0.443 |
| CASE 6 | 90243.309 | 1964.449 | 12304.691 | 0.021 | 0.004 | 0.912 |
| CASE 7 | 64645.793 | 2249.403 | -5317.793 | 0.027 | 0.001 | -0.395 |
| CASE 8 | 80868.878 | 1274.433 | 14167.122 | 0.009 | 0.002 | 1.044 |
| CASE 9 | 86310.044 | 1517.783 | 25465.956 | 0.012 | 0.009 | 1.894 |
| CASE 10 | 67222.040 | 2401.138 | 23682.960 | 0.031 | 0.020 | 1.776 |
| CASE 11 | 65689.781 | 1862.011 | -5733.781 | 0.019 | 0.001 | -0.424 |
| CASE 12 | 83521.941 | 2169.164 | -11890.941 | 0.025 | 0.004 | -0.883 |
| CASE 13 | 81516.317 | 1538.745 | 2638.683 | 0.013 | 0.000 | 0.194 |
| CASE 14 | 69988.533 | 2040.677 | -8964.533 | 0.022 | 0.002 | -0.664 |
| CASE 15 | 67378.849 | 1548.425 | -2196.849 | 0.013 | 0.000 | -0.162 |
| CASE 16 | 81478.081 | 4009.622 | -5604.081 | 0.087 | 0.004 | -0.429 |
| CASE 17 | 63971.602 | 1735.810 | -5259.602 | 0.016 | 0.000 | -0.388 |
| CASE 18 | 62718.935 | 2262.677 | -11718.935 | 0.028 | 0.004 | -0.871 |
| CASE 19 | 90639.135 | 2516.808 | 26821.865 | 0.034 | 0.028 | 2.020 |
| CASE 20 | 53946.169 | 2760.496 | 837.831 | 0.041 | 0.000 | 0.063 |
| CASE 21 | 57473.666 | 2412.872 | -10376.666 | 0.031 | 0.004 | -0.773 |
| CASE 22 | 64450.304 | 2459.414 | -3668.304 | 0.033 | 0.001 | -0.273 |
| CASE 23 | 57051.999 | 2437.693 | -5046.999 | 0.032 | 0.001 | -0.375 |

| CASE | | Value | Residual | | | |
|---|---|---|---|---|---|---|
| CASE | 24 | 66728.663 | -5571.663 | 0.042 | 0.002 | -0.417 |
| CASE | 24 | 2799.636 | | | | |
| CASE | 25 | 79182.559 | -13793.559 | 0.021 | 0.004 | -1.023 |
| CASE | 25 | 1953.546 | | | | |
| CASE | 26 | 67982.909 | 14476.091 | 0.016 | 0.004 | 1.071 |
| CASE | 26 | 1708.419 | | | | |
| CASE | 27 | 80412.231 | -1926.231 | 0.029 | 0.000 | -0.143 |
| CASE | 27 | 1563.738 | | | | |
| CASE | 28 | 108302.874 | -8975.874 | 0.047 | 0.005 | -0.674 |
| CASE | 28 | 2324.309 | | | | |
| CASE | 29 | 65098.911 | -12069.911 | 0.030 | 0.005 | -0.899 |
| CASE | 29 | 2360.316 | | | | |
| CASE | 30 | 70981.232 | 4698.768 | 0.013 | 0.000 | 0.346 |
| CASE | 30 | 1563.738 | | | | |
| CASE | 31 | 2969.230 | | | | |
| CASE | 31 | 83007.499 | 3072.501 | 0.025 | 0.000 | 0.228 |
| CASE | 32 | 2139.230 | | | | |
| CASE | 32 | 74929.989 | -6768.989 | 0.008 | 0.000 | -0.498 |
| CASE | 33 | 1215.356 | | | | |
| CASE | 33 | 77089.303 | -15565.303 | 0.050 | 0.014 | -1.173 |
| CASE | 34 | 3032.716 | | | | |
| CASE | 34 | 68056.160 | -8131.160 | 0.013 | 0.001 | -0.599 |
| CASE | 35 | 1532.856 | | | | |
| CASE | 35 | 61665.730 | -3780.730 | 0.019 | 0.000 | -0.279 |
| CASE | 36 | 1878.216 | | | | |
| CASE | 36 | 89428.562 | 23714.438 | 0.061 | 0.042 | 1.807 |
| CASE | 37 | 3352.865 | | | | |
| CASE | 37 | 75113.551 | -5344.551 | 0.018 | 0.001 | -0.395 |
| CASE | 38 | 1812.106 | | | | |
| CASE | 38 | 64590.394 | -12876.394 | 0.017 | 0.003 | -0.953 |
| CASE | 39 | 1778.314 | | | | |
| CASE | 39 | 73010.805 | -11094.805 | 0.027 | 0.004 | -0.825 |
| CASE | 40 | 2241.473 | | | | |
| CASE | 40 | 66596.428 | -6620.428 | 0.018 | 0.001 | -0.489 |
| CASE | 41 | 1835.213 | | | | |
| CASE | 41 | 72249.449 | 28370.551 | 0.021 | 0.019 | 2.124 |
| CASE | 42 | 1960.503 | | | | |
| CASE | 42 | 69277.376 | 1593.624 | 0.013 | 0.000 | 0.117 |
| CASE | 43 | 1557.375 | | | | |
| CASE | 43 | 75451.252 | 21937.748 | 0.040 | 0.023 | 1.651 |
| CASE | 44 | 2726.979 | | | | |
| CASE | 44 | 80808.316 | 9262.684 | 0.035 | 0.003 | 0.691 |
| CASE | 45 | 2549.262 | | | | |
| CASE | 45 | 78756.917 | 12121.083 | 0.016 | 0.003 | 0.896 |
| CASE | 45 | 1742.653 | | | | |
| CASE | 46 | 66324.475 | -17674.475 | 0.015 | 0.005 | -1.310 |
| CASE | 46 | 1695.156 | | | | |
| CASE | 47 | 65208.368 | -523.368 | 0.015 | 0.000 | -0.039 |
| CASE | 47 | 1677.180 | | | | |

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|---|---|---|---|---|---|---|
| CASE | 48 | 66834.943 | -11039.943 | 0.015 | 0.002 | -0.816 |
| CASE | 48 | 1680.161 | | | | |
| CASE | 49 | 86762.051 | 25072.949 | 0.057 | 0.044 | 1.909 |
| CASE | 49 | 3260.208 | | | | |
| CASE | 50 | 59811.398 | -9311.398 | 0.022 | 0.002 | -0.690 |
| CASE | 50 | 2040.667 | | | | |
| CASE | 51 | 65898.869 | -15221.869 | 0.033 | 0.009 | -1.137 |
| CASE | 51 | 2489.878 | | | | |
| CASE | 52 | 76513.186 | 23825.814 | 0.011 | 0.007 | 1.769 |
| CASE | 52 | 1445.960 | | | | |
| CASE | 53 | 87168.169 | -14355.169 | 0.033 | 0.008 | -1.071 |
| CASE | 53 | 2460.656 | | | | |
| CASE | 54 | 76931.733 | 8805.267 | 0.030 | 0.003 | 0.655 |
| CASE | 54 | 2346.791 | | | | |
| CASE | 55 | 79920.432 | 3719.568 | 0.010 | 0.000 | 0.274 |
| CASE | 55 | 1382.199 | | | | |
| CASE | 56 | 67539.006 | -867.006 | 0.034 | 0.000 | -0.065 |
| CASE | 56 | 2503.356 | | | | |
| CASE | 57 | 68659.050 | 9651.950 | 0.031 | 0.003 | 0.718 |
| CASE | 57 | 2388.400 | | | | |
| CASE | 58 | 75746.666 | 6819.334 | 0.017 | 0.001 | 0.504 |
| CASE | 58 | 1775.771 | | | | |
| CASE | 59 | 86414.394 | -20470.394 | 0.023 | 0.011 | -1.525 |
| CASE | 59 | 2066.350 | | | | |
| CASE | 60 | 84775.074 | 6743.926 | 0.015 | 0.001 | 0.498 |
| CASE | 60 | 1664.598 | | | | |
| CASE | 61 | 68146.947 | -6656.947 | 0.012 | 0.001 | -0.490 |
| CASE | 61 | 1480.492 | | | | |
| CASE | 62 | 103374.220 | -9873.220 | 0.058 | 0.007 | -0.746 |
| CASE | 62 | 3290.607 | | | | |
| CASE | 63 | 63942.138 | -7135.138 | 0.016 | 0.001 | -0.527 |
| CASE | 63 | 1734.876 | | | | |
| CASE | 64 | 77130.751 | 5071.249 | 0.008 | 0.000 | 0.373 |
| CASE | 64 | 1187.122 | | | | |
| CASE | 65 | 65234.303 | -7314.303 | 0.027 | 0.002 | -0.543 |
| CASE | 65 | 2255.088 | | | | |
| CASE | 66 | 82465.989 | -18592.989 | 0.011 | 0.004 | -1.375 |
| CASE | 66 | 1444.332 | | | | |
| CASE | 67 | 69920.116 | 8799.884 | 0.029 | 0.003 | 0.654 |
| CASE | 67 | 2339.682 | | | | |
| CASE | 68 | 89599.492 | -4185.492 | 0.048 | 0.001 | -0.314 |
| CASE | 68 | 2974.420 | | | | |
| CASE | 69 | 82830.716 | 20089.284 | 0.019 | 0.009 | 1.494 |
| CASE | 69 | 1899.701 | | | | |
| CASE | 70 | 90991.060 | 28057.940 | 0.140 | 0.161 | 2.245 |
| CASE | 70 | 5102.261 | | | | |
| CASE | 71 | 73029.475 | 15012.525 | 0.015 | 0.004 | 1.111 |
| CASE | 71 | 1600.583 | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| CASE | 72 | 72081.789 | -5350.789 | 0.009 | 0.000 | -0.393 |
| CASE | 72 | 1285.537 | | | | |
| CASE | 73 | 83596.827 | 22503.173 | 0.011 | 0.006 | 1.668 |
| CASE | 73 | 1410.378 | | | | |
| CASE | 74 | 83083.963 | -7247.963 | 0.013 | 0.001 | -0.534 |
| CASE | 74 | 1546.437 | | | | |
| CASE | 75 | 68373.126 | 3231.874 | 0.012 | 0.000 | 0.238 |
| CASE | 75 | 1519.231 | | | | |
| CASE | 76 | 79513.087 | -8689.087 | 0.009 | 0.001 | -0.639 |
| CASE | 76 | 1272.531 | | | | |
| CASE | 77 | 92851.824 | -1937.824 | 0.028 | 0.000 | -0.144 |
| CASE | 77 | 2264.921 | | | | |
| CASE | 78 | 93786.765 | -14418.765 | 0.033 | 0.008 | -1.076 |
| CASE | 78 | 2458.878 | | | | |
| CASE | 79 | 82862.984 | -1464.984 | 0.037 | 0.000 | -0.109 |
| CASE | 79 | 2621.824 | | | | |
| CASE | 80 | 64045.671 | -3995.671 | 0.021 | 0.000 | -0.296 |
| CASE | 80 | 1995.513 | | | | |
| CASE | 81 | 84652.428 | -794.428 | 0.010 | 0.000 | -0.058 |
| CASE | 81 | 1370.878 | | | | |
| CASE | 82 | 90001.989 | -24020.989 | 0.022 | 0.014 | -1.794 |
| CASE | 82 | 2033.266 | | | | |
| CASE | 83 | 79893.773 | -13593.773 | 0.046 | 0.010 | -1.021 |
| CASE | 83 | 2926.023 | | | | |
| CASE | 84 | 98443.874 | -14486.874 | 0.028 | 0.007 | -1.079 |
| CASE | 84 | 2285.573 | | | | |
| CASE | 85 | 84004.172 | 8930.828 | 0.009 | 0.001 | 0.657 |
| CASE | 85 | 1323.738 | | | | |
| CASE | 86 | 90665.737 | 12354.263 | 0.033 | 0.006 | 0.921 |
| CASE | 86 | 2477.360 | | | | |
| CASE | 87 | 74976.172 | -1689.172 | 0.009 | 0.000 | -0.124 |
| CASE | 87 | 1324.686 | | | | |
| CASE | 88 | 61917.844 | -4851.844 | 0.029 | 0.001 | -0.360 |
| CASE | 88 | 2334.355 | | | | |
| CASE | 89 | 84927.128 | 36072.872 | 0.049 | 0.076 | 2.765 |
| CASE | 89 | 3020.667 | | | | |
| CASE | 90 | 77632.448 | 12478.552 | 0.039 | 0.007 | 0.934 |
| CASE | 90 | 2688.508 | | | | |
| CASE | 91 | 95729.840 | . | 0.033 | . | . |
| CASE | 91 | 2483.004 | | | | |
| CASE | 92 | 76312.533 | 1824.467 | 0.028 | 0.000 | 0.135 |
| CASE | 92 | 2262.613 | | | | |
| CASE | 93 | 83400.112 | 7443.888 | 0.018 | 0.001 | 0.550 |
| CASE | 93 | 1830.063 | | | | |
| CASE | 94 | 66353.530 | 87.470 | 0.013 | 0.000 | 0.006 |
| CASE | 94 | 1582.415 | | | | |
| CASE | 95 | 80567.053 | 4555.947 | 0.010 | 0.000 | 0.335 |
| CASE | 95 | 1372.426 | | | | |

| | Case | | | | | |
|---|---|---|---|---|---|---|
| CASE | 96 | 98081.895 | -15218.895 | 0.040 | 0.011 | -1.141 |
| | 96 | 2736.148 | | | | |
| CASE | 97 | 64214.500 | 5785.500 | 0.019 | 0.001 | 0.428 |
| | 97 | 1879.234 | | | | |
| CASE | 98 | 90108.326 | 12657.674 | 0.017 | 0.003 | 0.936 |
| | 98 | 1759.205 | | | | |
| CASE | 99 | 95097.133 | 11790.867 | 0.027 | 0.004 | 0.877 |
| | 99 | 2256.365 | | | | |
| CASE | 100 | 69306.431 | 20513.569 | 0.021 | 0.010 | 1.527 |
| | 100 | 1994.976 | | | | |
| CASE | 101 | 76799.870 | -4637.870 | 0.009 | 0.000 | -0.341 |
| | 101 | 1276.890 | | | | |
| CASE | 102 | 70749.946 | -2849.946 | 0.029 | 0.000 | -0.212 |
| | 102 | 2334.909 | | | | |
| CASE | 103 | 73814.292 | 16185.708 | 0.010 | 0.003 | 1.195 |
| | 103 | 1344.920 | | | | |
| CASE | 104 | 95609.997 | -24797.997 | 0.025 | 0.017 | -1.855 |
| | 104 | 2154.933 | | | | |
| CASE | 105 | 66488.921 | -2538.921 | 0.014 | 0.000 | -0.187 |
| | 105 | 1588.237 | | | | |
| CASE | 106 | 63383.500 | -5423.500 | 0.019 | 0.001 | -0.401 |
| | 106 | 1880.491 | | | | |
| CASE | 107 | 78918.652 | 6892.348 | 0.035 | 0.002 | 0.514 |
| | 107 | 2534.178 | | | | |
| CASE | 108 | 69668.411 | 9159.589 | 0.014 | 0.001 | 0.676 |
| | 108 | 1636.669 | | | | |
| CASE | 109 | 60575.967 | -3133.967 | 0.030 | 0.000 | -0.233 |
| | 109 | 2377.875 | | | | |
| CASE | 110 | 83234.496 | 17280.504 | 0.013 | 0.004 | 1.279 |
| | 110 | 1547.066 | | | | |
| CASE | 111 | 127900.736 | -38597.736 | 0.224 | 0.597 | -3.304 |
| | 111 | 6452.656 | | | | |
| CASE | 112 | 68417.322 | 2153.678 | 0.016 | 0.000 | 0.159 |
| | 112 | 1696.791 | | | | |
| CASE | 113 | 65913.601 | -9234.601 | 0.031 | 0.003 | -0.687 |
| | 113 | 2408.888 | | | | |
| CASE | 114 | 84516.218 | 20715.782 | 0.016 | 0.008 | 1.538 |
| | 114 | 1724.516 | | | | |
| CASE | 115 | 60892.116 | -4024.116 | 0.031 | 0.001 | -0.299 |
| | 115 | 2387.795 | | | | |
| CASE | 116 | 62480.011 | -10954.011 | 0.018 | 0.002 | -0.810 |
| | 116 | 1837.493 | | | | |
| CASE | 117 | 69959.070 | -3380.070 | 0.029 | 0.000 | -0.251 |
| | 117 | 2315.943 | | | | |
| CASE | 118 | 68474.707 | -159.707 | 0.026 | 0.000 | -0.012 |
| | 118 | 2210.986 | | | | |
| CASE | 119 | 83098.287 | -15899.287 | 0.021 | 0.006 | -1.181 |
| | 119 | 1995.921 | | | | |

| CASE | | | | | | |
|---|---|---|---|---|---|---|
| CASE | 120 | 69291.384 | -9111.384 | 0.041 | 0.004 | -0.682 |
| CASE | 120 | 2775.434 | | | | |
| CASE | 121 | 71493.279 | -2988.279 | 0.009 | 0.000 | -0.220 |
| CASE | 121 | 1318.173 | | | | |
| CASE | 122 | 71012.274 | -169.274 | 0.011 | 0.000 | -0.012 |
| CASE | 122 | 1429.894 | | | | |
| CASE | 123 | 69137.286 | -1220.286 | 0.026 | 0.000 | -0.090 |
| CASE | 123 | 2197.776 | | | | |
| CASE | 124 | 73212.219 | -133.219 | 0.011 | 0.000 | -0.010 |
| CASE | 124 | 1399.157 | | | | |
| CASE | 125 | 72546.520 | -7057.520 | 0.037 | 0.002 | -0.526 |
| CASE | 125 | 2604.657 | | | | |
| CASE | 126 | 74888.598 | -9608.598 | 0.029 | 0.003 | -0.715 |
| CASE | 126 | 2340.511 | | | | |
| CASE | 127 | 67514.649 | 5726.351 | 0.014 | 0.001 | 0.422 |
| CASE | 127 | 1630.126 | | | | |
| CASE | 128 | 88645.789 | 10356.211 | 0.017 | 0.002 | 0.765 |
| CASE | 128 | 1751.890 | | | | |
| CASE | 129 | 80027.121 | -11840.121 | 0.015 | 0.002 | -0.875 |
| CASE | 129 | 1690.795 | | | | |
| CASE | 130 | 91237.937 | -9906.937 | 0.028 | 0.003 | -0.737 |
| CASE | 130 | 2299.812 | | | | |
| CASE | 131 | 66363.972 | 9815.028 | 0.033 | 0.004 | 0.732 |
| CASE | 131 | 2490.079 | | | | |
| CASE | 132 | 96394.405 | -2806.405 | 0.029 | 0.000 | -0.208 |
| CASE | 132 | 2333.749 | | | | |
| CASE | 133 | 69412.768 | 8987.232 | 0.012 | 0.001 | 0.662 |
| CASE | 133 | 1465.531 | | | | |
| CASE | 134 | 61484.564 | -1147.564 | 0.020 | 0.000 | -0.085 |
| CASE | 134 | 1938.891 | | | | |
| CASE | 135 | 96287.344 | -4618.344 | 0.080 | 0.002 | -0.352 |
| CASE | 135 | 3853.147 | | | | |
| CASE | 136 | 60761.071 | -1601.071 | 0.022 | 0.000 | -0.118 |
| CASE | 136 | 2041.219 | | | | |
| CASE | 137 | 95189.556 | -12357.556 | 0.027 | 0.005 | -0.919 |
| CASE | 137 | 2258.607 | | | | |
| CASE | 138 | 85269.993 | 9535.007 | 0.011 | 0.001 | 0.703 |
| CASE | 138 | 1444.068 | | | | |
| CASE | 139 | 68839.398 | 8636.602 | 0.016 | 0.001 | 0.638 |
| CASE | 139 | 1712.956 | | | | |
| CASE | 140 | 64423.143 | 4185.857 | 0.017 | 0.000 | 0.309 |
| CASE | 140 | 1792.043 | | | | |
| CASE | 141 | 84271.835 | 18159.165 | 0.035 | 0.013 | 1.360 |
| CASE | 141 | 2557.108 | | | | |
| CASE | 142 | 94087.773 | 18114.227 | 0.024 | 0.009 | 1.349 |
| CASE | 142 | 2113.130 | | | | |
| CASE | 143 | 80596.517 | 19080.483 | 0.013 | 0.005 | 1.413 |
| CASE | 143 | 1572.002 | | | | |

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|---|---|---|---|---|---|
| E 144 | 83520.772 | 15769.228 | 0.014 | 0.004 | 1.166 |
| SE 144 | 1614.802 | | | | |
| CASE 145 | 91812.125 | . | 0.020 | . | . |
| CASE 145 | 1914.963 | | | | |
| CASE 146 | 62926.444 | 3947.556 | 0.031 | 0.001 | 0.294 |
| CASE 146 | 2417.776 | | | | |
| CASE 147 | 61967.555 | -5586.555 | 0.019 | 0.001 | -0.413 |
| CASE 147 | 1873.703 | | | | |
| CASE 148 | 74584.785 | 21955.215 | 0.012 | 0.007 | 1.629 |
| CASE 148 | 1510.235 | | | | |
| CASE 149 | 61725.066 | -2719.066 | 0.022 | 0.000 | -0.201 |
| CASE 149 | 2007.136 | | | | |
| CASE 150 | 67077.023 | -15543.023 | 0.014 | 0.004 | -1.149 |
| CASE 150 | 1585.735 | | | | |
| CASE 151 | 85064.564 | 44735.436 | 0.052 | 0.125 | 3.475 |
| CASE 151 | 3107.632 | | | | |
| CASE 152 | 78249.253 | 11698.747 | 0.020 | 0.003 | 0.866 |
| CASE 152 | 1924.492 | | | | |
| CASE 153 | 80340.874 | -13696.874 | 0.015 | 0.003 | -1.013 |
| CASE 153 | 1651.271 | | | | |
| CASE 154 | 83053.682 | 2186.318 | 0.024 | 0.000 | 0.162 |
| CASE 154 | 2095.800 | | | | |
| CASE 155 | 81969.083 | 25424.917 | 0.013 | 0.009 | 1.891 |
| CASE 155 | 1527.981 | | | | |
| CASE 156 | 61525.231 | -3061.231 | 0.030 | 0.000 | -0.227 |
| CASE 156 | 2353.542 | | | | |
| CASE 157 | 68691.261 | . | . | . | . |
| CASE 157 | 1646.856 | | | | |
| CASE 158 | 74052.843 | -8388.261 | 0.015 | 0.001 | -0.619 |
| CASE 158 | 2383.007 | | | | |
| CASE 159 | 73802.364 | -2954.843 | 0.031 | 0.000 | -0.220 |
| CASE 159 | 2089.252 | | | | |
| CASE 160 | 102333.000 | 22727.636 | 0.024 | 0.014 | 1.697 |
| CASE 160 | 4347.829 | | | | |
| CASE 161 | 103057.197 | 9237.000 | 0.102 | 0.012 | 0.714 |
| CASE 161 | 2782.470 | | | | |
| CASE 162 | 80520.870 | -14322.197 | 0.042 | 0.010 | -1.074 |
| CASE 162 | 1596.479 | | | | |
| CASE 163 | 89252.188 | 20254.130 | 0.014 | 0.006 | 1.502 |
| CASE 163 | 2788.625 | | | | |
| CASE 164 | 74476.053 | . | 0.042 | . | . |
| CASE 164 | 1772.055 | | | | |
| CASE 165 | 84616.222 | -4591.053 | 0.017 | 0.000 | -0.339 |
| CASE 165 | 2917.056 | | | | |
| CASE 166 | 93046.904 | -27866.222 | 0.046 | 0.042 | -2.114 |
| CASE 166 | 2008.760 | | | | |
| CASE 167 | | -4796.904 | 0.024 | 0.001 | -0.355 |

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|---|---|---|---|---|---|
| CASE | 168 | 91400.490 | -2628.490 | 0.045 | 0.000 | -0.197 |
| CASE | 168 | 2881.489 | | | | |
| CASE | 169 | 84140.733 | -19210.733 | 0.015 | 0.006 | -1.425 |
| CASE | 169 | 1682.693 | | | | |
| CASE | 170 | 76072.848 | 3327.152 | 0.029 | 0.000 | 0.247 |
| CASE | 170 | 2323.347 | | | | |
| CASE | 171 | 80661.814 | -16761.814 | 0.038 | 0.012 | -1.256 |
| CASE | 171 | 2648.174 | | | | |
| CASE | 172 | 78517.993 | -14217.993 | 0.014 | 0.003 | -1.051 |
| CASE | 172 | 1628.472 | | | | |
| CASE | 173 | 68352.878 | 5902.122 | 0.029 | 0.001 | 0.438 |
| CASE | 173 | 2312.528 | | | | |
| CASE | 174 | 85402.265 | 21364.735 | 0.034 | 0.018 | 1.602 |
| CASE | 174 | 2498.179 | | | | |
| CASE | 175 | 65324.682 | -3344.682 | 0.029 | 0.000 | -0.248 |
| CASE | 175 | 2307.687 | | | | |
| CASE | 176 | 71962.356 | -20725.356 | 0.015 | 0.007 | -1.538 |
| CASE | 176 | 1691.056 | | | | |
| CASE | 177 | 85314.598 | -1188.598 | 0.014 | 0.000 | -0.088 |
| CASE | 177 | 1593.409 | | | | |
| CASE | 178 | 73722.780 | -548.780 | 0.039 | 0.000 | -0.041 |
| CASE | 178 | 2687.954 | | | | |
| CASE | 179 | 89200.898 | 12829.102 | 0.046 | 0.009 | 0.964 |
| CASE | 179 | 2929.417 | | | | |
| CASE | 180 | 89655.150 | -10129.150 | 0.035 | 0.004 | -0.756 |
| CASE | 180 | 2537.223 | | | | |
| CASE | 181 | 63986.743 | -2174.743 | 0.017 | 0.000 | -0.160 |
| CASE | 181 | 1756.250 | | | | |
| CASE | 182 | 70885.338 | -14330.338 | 0.036 | 0.008 | -1.071 |
| CASE | 182 | 2571.657 | | | | |
| CASE | 183 | 74466.521 | -16622.521 | 0.029 | 0.009 | -1.240 |
| CASE | 183 | 2317.221 | | | | |
| CASE | 184 | 95618.059 | -14393.059 | 0.160 | 0.051 | -1.154 |
| CASE | 184 | 5459.270 | | | | |
| CASE | 185 | 79875.828 | -18282.828 | 0.010 | 0.004 | -1.352 |
| CASE | 185 | 1385.255 | | | | |
| CASE | 186 | 63576.278 | 14994.722 | 0.029 | 0.007 | 1.117 |
| CASE | 186 | 2313.044 | | | | |
| CASE | 187 | | | | | |
| CASE | 187 | | | | | |
| CASE | 188 | | | | | |
| CASE | 188 | | | | | |
| CASE | 189 | | | | | |
| CASE | 189 | | | | | |
| CASE | 190 | | | | | |
| CASE | 190 | | | | | |

| CASE | ESTIMATE | SEPRED | RESIDUAL | LEVERAGE | COOK | STUDENT |
|---|---|---|---|---|---|---|
| CASE 1 | 67539.115 | 1916.898 | -7502.115 | 0.021 | 0.001 | -0.570 |
| CASE 2 | 76338.502 | 2043.612 | -8561.502 | 0.024 | 0.002 | -0.652 |
| CASE 3 | 84670.885 | 2525.189 | -31745.885 | 0.036 | 0.037 | -2.471 |
| CASE 4 | 55209.018 | 2892.544 | 1786.982 | 0.047 | 0.000 | 0.138 |
| CASE 5 | 77720.808 | 1755.735 | -2571.808 | 0.017 | 0.000 | -0.195 |
| CASE 6 | 93826.958 | 2208.961 | 8721.042 | 0.028 | 0.002 | 0.665 |
| CASE 7 | 66011.546 | 2231.101 | -6683.546 | 0.028 | 0.001 | -0.510 |
| CASE 8 | 84155.390 | 1601.682 | 10880.610 | 0.015 | 0.002 | 0.825 |
| CASE 9 | 89872.269 | 1840.972 | 21903.731 | 0.019 | 0.009 | 1.675 |
| CASE 10 | 68941.628 | 2398.100 | 21963.372 | 0.033 | 0.016 | 1.691 |
| CASE 11 | 61051.166 | 2308.720 | -1095.166 | 0.030 | 0.000 | -0.084 |
| CASE 12 | 80568.530 | 2300.373 | -8937.530 | 0.030 | 0.002 | -0.683 |
| CASE 13 | 85199.990 | 1879.740 | -1044.990 | 0.020 | 0.000 | -0.079 |
| CASE 14 | 72215.773 | 2102.788 | -11191.773 | 0.025 | 0.003 | -0.853 |
| CASE 15 | 70021.578 | 1713.844 | -4839.578 | 0.017 | 0.000 | -0.367 |
| CASE 16 | 83268.656 | 3944.428 | -7394.656 | 0.088 | 0.005 | -0.582 |
| CASE 17 | 66649.741 | 1881.237 | -7937.741 | 0.020 | 0.001 | -0.603 |
| CASE 18 | 65480.153 | 2362.370 | -14480.153 | 0.032 | 0.007 | -1.109 |
| CASE 19 | 92292.562 | 2503.892 | 25168.438 | 0.036 | 0.023 | 1.946 |
| CASE 20 | 49640.088 | 2998.143 | 5143.912 | 0.051 | 0.001 | 0.397 |
| CASE 21 | 60174.341 | 2493.139 | -13077.341 | 0.035 | 0.006 | -1.003 |
| CASE 22 | 65230.346 | 2407.682 | -4448.346 | 0.033 | 0.001 | -0.340 |
| CASE 23 | 59446.508 | 2486.371 | -7441.508 | 0.035 | 0.002 | -0.570 |

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|---|---|---|---|---|---|
| CASE | 24 | 68878.299 | -7721.299 | 0.045 | 0.003 | -0.594 |
| CASE | 24 | 2806.268 | | | | |
| CASE | 25 | 82218.731 | -16829.731 | 0.026 | 0.007 | -1.287 |
| CASE | 25 | 2120.207 | | | | |
| CASE | 26 | 69912.160 | 12546.840 | 0.018 | 0.003 | 0.953 |
| CASE | 26 | 1767.011 | | | | |
| CASE | 27 | 82439.222 | -3953.222 | 0.031 | 0.000 | -0.302 |
| CASE | 27 | 2348.538 | | | | |
| CASE | 28 | 59574.279 | -6545.279 | 0.046 | 0.002 | -0.504 |
| CASE | 28 | 2860.157 | | | | |
| CASE | 29 | 66264.869 | 9415.131 | 0.025 | 0.002 | 0.717 |
| CASE | 29 | 2104.671 | | | | |
| CASE | 30 | 105245.481 | -5918.481 | 0.052 | 0.002 | -0.457 |
| CASE | 30 | 3041.660 | | | | |
| CASE | 31 | 80395.050 | 5684.950 | 0.028 | 0.001 | 0.433 |
| CASE | 31 | 2233.692 | | | | |
| CASE | 32 | 70962.015 | -2801.015 | 0.016 | 0.000 | -0.212 |
| CASE | 32 | 1701.365 | | | | |
| CASE | 33 | 79692.155 | -18168.155 | 0.053 | 0.019 | -1.410 |
| CASE | 33 | 3060.923 | | | | |
| CASE | 34 | 70971.879 | -11046.879 | 0.017 | 0.002 | -0.839 |
| CASE | 34 | 1742.309 | | | | |
| CASE | 35 | 57144.969 | 740.031 | 0.030 | 0.000 | 0.056 |
| CASE | 35 | 2298.984 | | | | |
| CASE | 36 | 87797.126 | 25345.874 | 0.062 | 0.043 | 1.988 |
| CASE | 36 | 3304.378 | | | | |
| CASE | 37 | 77294.243 | -7525.243 | 0.020 | 0.001 | -0.572 |
| CASE | 37 | 1888.566 | | | | |
| CASE | 38 | 66678.240 | -14964.240 | 0.019 | 0.004 | -1.139 |
| CASE | 38 | 1847.696 | | | | |
| CASE | 39 | 75066.888 | -13150.888 | 0.029 | 0.005 | -1.006 |
| CASE | 39 | 2273.332 | | | | |
| CASE | 40 | 68611.719 | -8635.719 | 0.020 | 0.001 | -0.656 |
| CASE | 40 | 1892.309 | | | | |
| CASE | 41 | 73767.180 | 26852.820 | 0.022 | 0.016 | 2.064 |
| CASE | 41 | 1966.052 | | | | |
| CASE | 42 | 65436.420 | 5434.580 | 0.021 | 0.001 | 0.413 |
| CASE | 42 | 1923.639 | | | | |
| CASE | 43 | 71436.905 | 25952.095 | 0.049 | 0.034 | 2.022 |
| CASE | 43 | 2929.873 | | | | |
| CASE | 44 | 78149.183 | 11921.817 | 0.039 | 0.006 | 0.916 |
| CASE | 44 | 2614.724 | | | | |
| CASE | 45 | 75567.546 | 15310.454 | 0.022 | 0.005 | 1.167 |
| CASE | 45 | 1961.149 | | | | |
| CASE | 46 | 61451.988 | -12801.988 | 0.028 | 0.005 | -0.978 |
| CASE | 46 | 2231.137 | | | | |
| CASE | 47 | 67447.006 | -2762.006 | 0.018 | 0.000 | -0.209 |
| CASE | 47 | 1773.206 | | | | |

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|---|---|---|---|---|---|
| CASE 48 | 62637.190 | -6842.190 | 0.025 | 0.001 | -0.521 |
| CASE 48 | 2085.562 | | | | |
| CASE 49 | 88790.862 | 23044.138 | 0.059 | 0.034 | 1.801 |
| CASE 49 | 3236.580 | | | | |
| CASE 50 | 55208.805 | -4708.805 | 0.034 | 0.001 | -0.360 |
| CASE 50 | 2441.348 | | | | |
| CASE 51 | 66811.000 | -16134.000 | 0.034 | 0.009 | -1.238 |
| CASE 51 | 2441.554 | | | | |
| CASE 52 | 78868.328 | 21470.672 | 0.014 | 0.006 | 1.637 |
| CASE 52 | 1584.245 | | | | |
| CASE 53 | 90121.045 | -17308.045 | 0.037 | 0.011 | -1.332 |
| CASE 53 | 2563.576 | | | | |
| CASE 54 | 78007.666 | 7729.334 | 0.030 | 0.002 | 0.590 |
| CASE 54 | 2309.852 | | | | |
| CASE 55 | 82240.165 | 1399.835 | 0.013 | 0.000 | 0.106 |
| CASE 55 | 1524.150 | | | | |
| CASE 56 | 68839.769 | -2167.769 | 0.035 | 0.000 | -0.166 |
| CASE 56 | 2471.153 | | | | |
| CASE 57 | 70628.054 | 7682.946 | 0.033 | 0.002 | 0.587 |
| CASE 57 | 2404.214 | | | | |
| CASE 58 | 77830.792 | 4735.208 | 0.019 | 0.000 | 0.359 |
| CASE 58 | 1844.975 | | | | |
| CASE 59 | 82792.214 | -16848.214 | 0.030 | 0.009 | -1.291 |
| CASE 59 | 2301.209 | | | | |
| CASE 60 | 80023.177 | 11495.823 | 0.027 | 0.004 | 0.877 |
| CASE 60 | 2184.146 | | | | |
| CASE 61 | 70923.387 | -9433.387 | 0.016 | 0.001 | -0.715 |
| CASE 61 | 1676.526 | | | | |
| CASE 62 | 105798.210 | -12297.210 | 0.061 | 0.010 | -0.956 |
| CASE 62 | 3291.090 | | | | |
| CASE 63 | 66373.907 | -9566.907 | 0.019 | 0.002 | -0.727 |
| CASE 63 | 1848.402 | | | | |
| CASE 64 | 80007.228 | 2194.772 | 0.012 | 0.000 | 0.166 |
| CASE 64 | 1456.645 | | | | |
| CASE 65 | 66504.478 | -8584.478 | 0.028 | 0.002 | -0.655 |
| CASE 65 | 2231.192 | | | | |
| CASE 66 | 79069.741 | -15196.741 | 0.017 | 0.004 | -1.156 |
| CASE 66 | 1753.058 | | | | |
| CASE 67 | 71963.325 | 6756.675 | 0.032 | 0.001 | 0.516 |
| CASE 67 | 2364.301 | | | | |
| CASE 68 | 90795.963 | -5381.963 | 0.048 | 0.001 | -0.415 |
| CASE 68 | 2920.660 | | | | |
| CASE 69 | 85675.119 | 17244.881 | 0.024 | 0.007 | 1.318 |
| CASE 69 | 2047.308 | | | | |
| CASE 70 | 92663.894 | 26385.106 | 0.142 | 0.127 | 2.168 |
| CASE 70 | 4996.642 | | | | |
| CASE 71 | 76053.034 | 11988.966 | 0.020 | 0.003 | 0.912 |
| CASE 71 | 1891.769 | | | | |

| CASE | Value | Value 2 | Residual | | | |
|---|---|---|---|---|---|---|
| 96 | 95734.508 | 2761.521 | -12871.508 | 0.043 | 0.007 | -0.991 |
| 97 | 66228.430 | 1932.734 | 3771.570 | 0.021 | 0.000 | 0.286 |
| 98 | 86526.625 | 2037.898 | 16239.375 | 0.024 | 0.006 | 1.240 |
| 99 | 92350.237 | 2355.047 | 14537.763 | 0.031 | 0.007 | 1.114 |
| 100 | 66082.388 | 2182.208 | 23737.612 | 0.027 | 0.015 | 1.825 |
| 101 | 72295.829 | 1863.021 | -133.829 | 0.020 | 0.000 | -0.010 |
| 102 | 65235.601 | 2838.405 | 2664.399 | 0.046 | 0.000 | 0.205 |
| 103 | 69651.825 | 1832.853 | 20348.175 | 0.019 | 0.008 | 1.554 |
| 104 | 92659.445 | 2287.298 | -21847.445 | 0.030 | 0.014 | -1.679 |
| 105 | 62093.082 | 2055.707 | 1856.918 | 0.024 | 0.000 | 0.141 |
| 106 | 58851.602 | 2302.825 | -891.602 | 0.030 | 0.000 | -0.068 |
| 107 | 81185.084 | 2565.267 | 4625.916 | 0.037 | 0.001 | 0.354 |
| 108 | 65654.013 | 2017.400 | 13173.987 | 0.023 | 0.004 | 1.004 |
| 109 | 54892.251 | 2903.194 | 2549.749 | 0.048 | 0.000 | 0.196 |
| 110 | 79601.416 | 1876.881 | 20913.584 | 0.020 | 0.009 | 1.598 |
| 111 | 122207.219 | 6525.373 | -32904.219 | 0.242 | 0.430 | -2.906 |
| 112 | 71283.771 | 1873.762 | -712.771 | 0.020 | 0.000 | -0.054 |
| 113 | 60013.844 | 2967.610 | -3334.844 | 0.050 | 0.001 | -0.257 |
| 114 | 88352.045 | 2053.564 | 16879.955 | 0.024 | 0.007 | 1.289 |
| 115 | 62465.733 | 2375.851 | -5597.733 | 0.032 | 0.001 | -0.428 |
| 116 | 64889.741 | 1937.602 | -13363.741 | 0.021 | 0.004 | -1.018 |
| 117 | 71939.939 | 2336.935 | -5360.939 | 0.031 | 0.001 | -0.409 |
| 118 | 70111.216 | 2211.857 | -1796.216 | 0.028 | 0.000 | -0.137 |
| 119 | 80346.558 | | -13147.558 | 0.026 | 0.004 | -1.003 |