

**PAF 9170 Fall 2020**  
**Assignment 2 Instructions**

The purpose of the three assignments for 9170 is to examine whether the salaries of public sector analysts differ by race/ethnicity, and to write a mini research brief with your findings. The data we are using is from the 2016 American Community Survey, which is a nationally representative survey of adults in the U.S. We will use a subset of the ACS that includes only analysts who work for the government. Additionally, they must have worked at least 35 hours a week, and at least 48 weeks in the prior year.

Assignment 2 has two components:

- The first is to revise Assignment 1, which examined the demographic and work setting characteristics of public sector analysts, based upon the feedback provided to the class as a whole, and on your assignment specifically.
- The second part is to conduct bivariate analyses examining whether race/ethnicity is related to salary, and whether the other demographic and work setting characteristics are associated with salary. In addition to conducting the analyses, you will need to complete the table with your results and add two paragraphs to the results section summarizing the key findings.

There will be one final assignment, Assignment 3, for which you will conduct multivariate analyses that will examine the relationship between race/ethnicity and salary, controlling for differences in demographic and work setting characteristics. This will adjust for differences public sector analysts of different racial and ethnic backgrounds may have in other work and demographic factors in order to identify whether there are remaining racial/ethnic differences in annual salary. The multivariate results will enable you to complete the results section. Assignment 3 will also require that you complete the research brief by developing brief introduction, methods, and discussion sections.

**Steps for Assignment 2:**

Revise Assignment 1

- Review Assignment 1 based on my comments in class and my comments on your assignment (written on the document and typed on the rubric) and revise it accordingly.

Data Analysis for Assignment 2

- Examine the table shell on the following page to determine what analyses you will conduct for Table 2.
- Conduct appropriate analyses based upon the type of the variables (numerical or categorical).
  - Remember the codebook is part of Assignment 1.
  - Like with Assignment 1, using SPSS syntax or programming will result in 1 extra credit point

Complete Table 2

- Make sure that the tables fit onto one page.
- Enter data into the table:
  - When putting in mean salaries:
    - Use either 0 or 2 decimal points consistently

- Use commas to separate the thousands from the hundreds
- Place numbers in the center of the column, using [decimal aligning](#) in Word.
- When you have statistically significant findings, you will need to indicate that using asterisks. The bottom of the table tells you how many asterisks to use under what circumstances.
  - There are two possible places to put the asterisks that indicate how significant the findings are:
    - By the category in the left of Table 2 (e.g. Race/ethnicity\*\*\* or Race/Ethnicity\*\*\*)
    - After the mean salary for the top category of the variable (e.g. for race/ethnicity, the top category is female, so you would put the asterisk after the mean salary for females \$XXX,XXX\*\*\*)

### Describing Results From Table 2

- Write up your findings in 2 paragraphs that directly follow the Assignment 1 findings, using the principles we have discussed in class.
  - The first new paragraph should focus on the relationship between race/ethnicity and salary, since that is the key relationship we are studying.
    - You should think of a transition from the prior paragraphs of univariate findings, something like, “In bivariate analysis...”
    - This paragraph can be short (2 sentences).
  - The second new paragraph should briefly highlight any other important relationships observed. You do not need to report on all findings, and you do not need to go into the level of detail that you will describe the race/ethnicity findings (you do not need to always describe magnitude here).
    - Again, think of a transition to help the reader start this paragraph, something like, “Other characteristics were also related to salary.”

### **Details:**

- Timeline
  - Assignment introduced in class November 3<sup>rd</sup>
  - Questions in class November 10<sup>th</sup>
  - Peer review should be done between November 11<sup>th</sup>-16<sup>th</sup>
  - The assignment will be turned into Blackboard on November 17th by 6pm
  - You will submit:
    - A new document with:
      - The write up from Assignment 1 and 2 together- as if it were the results section of a paper. The bivariate results should flow immediately after the descriptive, univariate statistics. There is no need to indicate which part is which assignment.
      - Tables 1 and 2 (after the write up, each on its own page)

**Table 2. Bivariate Relationships between Public Sector Analysts Characteristics and Salary**

Characteristics	Mean Annual Salary (\$)
<b>Demographic Characteristics</b>	
Race/Ethnicity	
White (non-Hispanic)	
Black (non-Hispanic)	
Hispanic	
Asian	
Other	
Gender	
Female	
Male	
Age (in years)	
18-35	
36-45	
46-55	
56-70	
Education level	
Associate's Degree	
Bachelor's Degree	
Master's Degree or higher	
<b>Work Characteristics</b>	
Type of Analyst	
Management analyst	
Budget analyst	
Financial analyst	
Computer systems analyst	
Operations research analyst	
Level of Government	
Federal	
State	
Local	
Geographic Area	
New England	
Mid-Atlantic	
East North Central	
West North Central	
South Atlantic	
East South Central	
West South Central	
Mountain	
Pacific	

\*p<.05, \*\*p<.01, \*\*\*p<.001

## Assignment 2 Assessment Form

	Poor (1 pt)	Fair (2 pt)	Good (3 pt)	Excellent (4 pt)
<b>Data Analysis</b> (1-4 pts)	Results are not correct	Results are partially correct	Results are mostly correct	Results are entirely correct
<b>Data Display</b> (1-4 pts)	Tables are incorrectly labeled, formatted, and/or presented	Tables are partially labeled, formatted, and/or presented correctly	Tables are mostly labeled, formatted, and presented correctly	Tables are very clearly labeled, formatted, and presented
<b>Data Interpretation</b> (1-4 pts)	Findings are incorrectly interpreted	Findings are partially interpreted correctly	Findings are mostly interpreted correctly	Findings are correctly interpreted
<b>Synthesis of Results &amp; Being Responsive to Feedback</b> (2-8 pts)	Results are not well synthesized and are not clearly described	Results are somewhat synthesized and somewhat clear	Results mostly well synthesized and mostly clear	Results are well synthesized and clearly described
<b>Additional Comments</b>				

1 extra credit point will be given for using SPSS programming, and attaching your programming file.