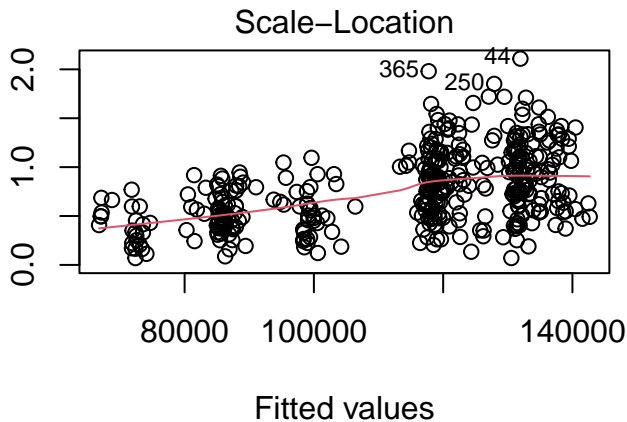


$\sqrt{|\text{Standardized residuals}|}$



(salary ~ rank + discipline + yrs.since.phd + yrs.service)