ITEC 621 Exercise 2 - Foundations

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## General Instructions

In this exercise you will do quick descriptive and predictive analytics to evaluate if the Salaries data set (with professor salaries) supports the **gender pay gap hypothesis**.

First, download the R Markdown template for this exercise **Ex2\_Foundations\_YourLastName.Rmd** and save it with your own last name **exactly**. Then open it in R Studio and complete all the exercises and answer the questions below in the template.

**Knitting and Formatting**: no or improper knitting and formatting is worth up to **3 points** in this exercise. Once all your R code is working properly, **knit** your R Markdown file into a Word document and upload it into Canvas. If for some reason you can’t knit a Word file, you can knit an HTML or PDF file. But please ensure that all your text narratives are fully visible (if I can’t see the text I can’t grade it). Also, please ensure that your **Table of Contents** is properly formatted.

**Note about where to write interpretations:** Please write your interpretations in the text area of R Markdown and **DO NOT** use the # or ## tags. These cause your text to appear as headings or sub-headings and show up in the table of contents. I use the # tag, but inside the R code chunks. I write my solutions inside the R code chunk rather than in the text area, so that I can suppress the solution. But you don’t need to do this, so write all your narratives in the text areas.

## 1. Descriptive Analytics

**1.1 Examine the data**

**Is there a gender pay gap?** Let’s analyze this important question using professor salaries.

Load the library **{car}**, which contains the **Salaries** data set. Then, list the first few records with head(Salaries). The display the summmary() for this dataset, which will show frequencies.

library(car)  
head(Salaries)

## rank discipline yrs.since.phd yrs.service sex salary  
## 1 Prof B 19 18 Male 139750  
## 2 Prof B 20 16 Male 173200  
## 3 AsstProf B 4 3 Male 79750  
## 4 Prof B 45 39 Male 115000  
## 5 Prof B 40 41 Male 141500  
## 6 AssocProf B 6 6 Male 97000

summary(Salaries)

## rank discipline yrs.since.phd yrs.service sex   
## AsstProf : 67 A:181 Min. : 1.00 Min. : 0.00 Female: 39   
## AssocProf: 64 B:216 1st Qu.:12.00 1st Qu.: 7.00 Male :358   
## Prof :266 Median :21.00 Median :16.00   
## Mean :22.31 Mean :17.61   
## 3rd Qu.:32.00 3rd Qu.:27.00   
## Max. :56.00 Max. :60.00   
## salary   
## Min. : 57800   
## 1st Qu.: 91000   
## Median :107300   
## Mean :113706   
## 3rd Qu.:134185   
## Max. :231545

Then, load the library **{psych}** which contains the describe() function and use this function to list the descriptive statistics for the data set. Then display the mean salary grouped by gender using the aggregate() function (feed grouping formula first, followed by the dataset **Salaries** and then the aggregate function to apply, i.e., mean.

library(psych)  
describe(Salaries)

## vars n mean sd median trimmed mad min  
## rank\* 1 397 2.50 0.77 3 2.62 0.00 1  
## discipline\* 2 397 1.54 0.50 2 1.55 0.00 1  
## yrs.since.phd 3 397 22.31 12.89 21 21.83 14.83 1  
## yrs.service 4 397 17.61 13.01 16 16.51 14.83 0  
## sex\* 5 397 1.90 0.30 2 2.00 0.00 1  
## salary 6 397 113706.46 30289.04 107300 111401.61 29355.48 57800  
## max range skew kurtosis se  
## rank\* 3 2 -1.12 -0.38 0.04  
## discipline\* 2 1 -0.18 -1.97 0.03  
## yrs.since.phd 56 55 0.30 -0.81 0.65  
## yrs.service 60 60 0.65 -0.34 0.65  
## sex\* 2 1 -2.69 5.25 0.01  
## salary 231545 173745 0.71 0.18 1520.16

aggregate(salary ~ sex, Salaries, mean)

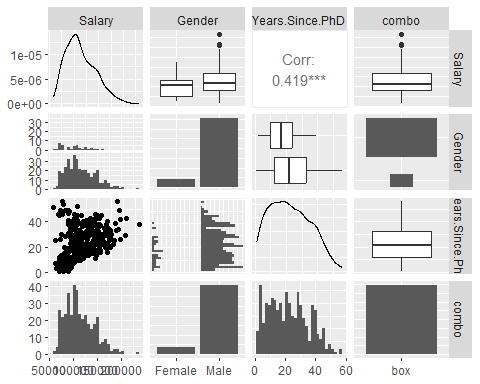
## sex salary  
## 1 Female 101002.4  
## 2 Male 115090.4

**1.2 Correlation, Boxplots and ANOVA**

The means by gender above suggest that there may be a gender pay gap at this institution. Let’s analyze this visually and statistically. Load the library **GGally** and run the **ggpairs()** function on the **salary**, **sex** and **yrs.since.phd** variables (only) in the **Salaries** data set to display some basic descriptive statistics and correlation, visually. Please note that the **Salary** data set is **capitalized**, whereas the variable **salary** is not. Please also label your variables appropriately (see graph below).

Tips: ggpairs() requires a **data frame**. So you need to use the data.frame() function to bind the necessary column vectors into a data frame (e.g., ggpairs(data.frame("Salary" = Salaries$salary, etc.). Notice the difference in the quality of the graphics and how categorical variables are labeled. Also, add the attribute upper = list(combo='box') in the ggpairs() function to get labels for the boxplot.

require(GGally)  
ggpairs(data.frame(  
 "Salary" = Salaries$salary,  
 "Gender" = Salaries$sex,  
 "Years Since PhD" = Salaries$yrs.since.phd,  
 upper = list(combo = 'box')  
))



Finally, conduct an ANOVA test to evaluate if there is a significant difference between mean salaries for male and female faculty. Feed Salaries$salary ~ Salaries$sex into the aov() function. Embed the aov() function inside the summary() function to see the statistical test results.

summary(aov(Salaries$salary ~ Salaries$sex))

## Df Sum Sq Mean Sq F value Pr(>F)   
## Salaries$sex 1 6.980e+09 6.980e+09 7.738 0.00567 \*\*  
## Residuals 395 3.563e+11 9.021e+08   
## ---  
## Signif. codes: 0 '\*\*\*' 0.001 '\*\*' 0.01 '\*' 0.05 '.' 0.1 ' ' 1

**1.3 Preliminary Interpretation**

Based on the output above, does it appear to be a gender pay gap? Why or why not. In your answer, please refer to as much of the data above to support your answer.

There appears to be a gender pay gap. On average, the males appear to receive more salary than the female. Although the box plot of Salary by Gender does not indicate a difference in the mean salary as there seems to be a fairly equal spread with an overlap. However, based on the ANOVA test, the data provide significant evidence that there is a difference between the mean salaries of females and males (p-value = 0.00567). Furthermore, we observed that there is a high correlation between Years.since.PhD and Salary which might suggest why males received more salary than females since the males have more years since obtaining their Ph.D. than females.

## 2. Basic Predictive Modeling

**2.1 Salary Gender Gap: Simple OLS Regression**

Suppose that you hypothesized that there is a salary gender pay gap.

\*\* Technical Note:\*\* it is more effective to set the null hypothesis to the contrary of what you want to prove, so that you can reject it if not supported.

Fit a linear model function lm() to test this hypothesis by predicting salary using only **sex** as a predictor. Store the results in an object called lm.fit.1, then inspect the results using the summary() function.

lm.fit.1 <- lm(Salaries$salary ~ Salaries$sex)  
summary(lm.fit.1)

##   
## Call:  
## lm(formula = Salaries$salary ~ Salaries$sex)  
##   
## Residuals:  
## Min 1Q Median 3Q Max   
## -57290 -23502 -6828 19710 116455   
##   
## Coefficients:  
## Estimate Std. Error t value Pr(>|t|)   
## (Intercept) 101002 4809 21.001 < 2e-16 \*\*\*  
## Salaries$sexMale 14088 5065 2.782 0.00567 \*\*   
## ---  
## Signif. codes: 0 '\*\*\*' 0.001 '\*\*' 0.01 '\*' 0.05 '.' 0.1 ' ' 1  
##   
## Residual standard error: 30030 on 395 degrees of freedom  
## Multiple R-squared: 0.01921, Adjusted R-squared: 0.01673   
## F-statistic: 7.738 on 1 and 395 DF, p-value: 0.005667

Do these results support the salary gender gap hypothesis? Briefly explain why.

Yes, looking at the coefficient of the sexMale which is both positive and significant, the data provides an evidence that males received an average of $14,088 more than females (p-value = 0.00567).

**2.2 Multivariate OLS Regression**

Now fit a 2-predictor linear model (quantitative + dummy variable) with **yrs.since.phd** and **sex** as predictors, and save it in an object named lm.fit.2. Then inspect the results using the summary() function.

lm.fit.2 <- lm(Salaries$salary ~ Salaries$yrs.since.phd + Salaries$sex)  
summary(lm.fit.2)

##   
## Call:  
## lm(formula = Salaries$salary ~ Salaries$yrs.since.phd + Salaries$sex)  
##   
## Residuals:  
## Min 1Q Median 3Q Max   
## -84167 -19735 -2551 15427 102033   
##   
## Coefficients:  
## Estimate Std. Error t value Pr(>|t|)   
## (Intercept) 85181.8 4748.3 17.939 <2e-16 \*\*\*  
## Salaries$yrs.since.phd 958.1 108.3 8.845 <2e-16 \*\*\*  
## Salaries$sexMale 7923.6 4684.1 1.692 0.0915 .   
## ---  
## Signif. codes: 0 '\*\*\*' 0.001 '\*\*' 0.01 '\*' 0.05 '.' 0.1 ' ' 1  
##   
## Residual standard error: 27470 on 394 degrees of freedom  
## Multiple R-squared: 0.1817, Adjusted R-squared: 0.1775   
## F-statistic: 43.74 on 2 and 394 DF, p-value: < 2.2e-16

Do these results support the salary gender gap hypothesis? Briefly explain why.

Holding years since phd constant, there is no strong evidence that suggests a salary gender gap between the males and females. On average, males receive about $7,923 more than females but that is only significant at the level when p = 0.0915 but not valid when p < 0.05.

**2.3 Comparing Models with ANOVA F-Test**

Run an ANOVA test using the anova() function to compare **lm.fit.1** to **lm.fit.2**.

anova(lm.fit.1, lm.fit.2)

## Analysis of Variance Table  
##   
## Model 1: Salaries$salary ~ Salaries$sex  
## Model 2: Salaries$salary ~ Salaries$yrs.since.phd + Salaries$sex  
## Res.Df RSS Df Sum of Sq F Pr(>F)   
## 1 395 3.5632e+11   
## 2 394 2.9729e+11 1 5.9031e+10 78.234 < 2.2e-16 \*\*\*  
## ---  
## Signif. codes: 0 '\*\*\*' 0.001 '\*\*' 0.01 '\*' 0.05 '.' 0.1 ' ' 1

**2.4 Interpretation**

Provide your brief conclusions (in **6 lines** or so) about whether you think there is a gender pay gap based on this analysis (you will expand this analysis much further in HW2). First, based on the Anova test above, which lm() model is better and why? Then, compare the best predictive model of the two against the descriptive analytics results you obtained in 1.2 above. If the null hypothesis is that there is no gender pay gap, is this hypothesis supported? Why or why not?

Initially, a look at the model that fits the data using only the sex variable (lm.fit.1) seems misleading as it proved to be statistically significant (p-value < 0.05), suggesting that there is a gender pay gap between males and females that is attributed to gender. Only by including the second variable (yrs.since.phd) in the second model (lm.fit.2) did we notice there are other factors like the years since PhD that have even more effect on the pay difference than gender. Although there seems to be a gender pay gap, this gap is not strongly dependent on gender as much as in the years since PhD. From the ANOVA F-test comparing the two models, the model that includes the years since phd is better than the model without it. This indicates that the model without the years since phd (lm.fit.1) is more biased because the effect of gender on pay gap is not strong enough for conclusion.