

REGRESSION OUTPUT

1. Research (Polynomial) + Control (Service + Teaching)

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REGRESSION
/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT TOI_avg_corrected
/METHOD=ENTER ZTCHD_avg ZTCHW_avg ZSERVD_avg ZSERVW_avg
/METHOD=ENTER R_XX R_XY R_YY.
```

Regression Equation =

Regression

Descriptive Statistics			
	Mean	Std. Deviation	N
TOI_avg_corrected	-.9821	1.77636	325
Zscore(TCHD_avg)	-.0023191	1.00483603	325
Zscore(TCHW_avg)	-.0150478	1.00300385	325
Zscore(SERVD_avg)	.0198029	1.00373327	325
Zscore(SERVW_avg)	.0058864	1.00912595	325
R_XX	.9929	1.25580	325
R_XY	.7751	1.39230	325
R_YY	.9936	1.61510	325

Correlations									
		TOI_avg_correcte d	Zscore(TCHD_av g)	Zscore(TCHW_av g)	Zscore(SERVD_a vg)	Zscore(SERVW_a vg)	R_XX	R_XY	R_YY
Pearson Correlation	TOI_avg_corrected	1.000	.131	-.085	.130	-.109	-.041	-.129	-.104
	Zscore(TCHD_avg)	.131	1.000	.595	.316	.190	.119	.040	.049
	Zscore(TCHW_avg)	-.085	.595	1.000	.167	.378	.072	.075	.071
	Zscore(SERVD_avg)	.130	.316	.167	1.000	.625	-.146	-.135	-.150
	Zscore(SERVW_avg)	-.109	.190	.378	.625	1.000	-.046	.007	.002
	R_XX	-.041	.119	.072	-.146	-.046	1.000	.851	.765

	R_XY	-.129	.040	.075	-.135	.007	.851	1.000	.932
	R_YY	-.104	.049	.071	-.150	.002	.765	.932	1.000
Sig. (1-tailed)	TOI_avg_corrected	.	.009	.063	.009	.025	.233	.010	.030
	Zscore(TCHD_avg)	.009	.	.000	.000	.000	.016	.238	.190
	Zscore(TCHW_avg)	.063	.000	.	.001	.000	.099	.089	.101
	Zscore(SERVD_avg)	.009	.000	.001	.	.000	.004	.007	.003
	Zscore(SERVW_avg)	.025	.000	.000	.000	.	.204	.447	.485
	R_XX	.233	.016	.099	.004	.204	.	.000	.000
	R_XY	.010	.238	.089	.007	.447	.000	.	.000
	R_YY	.030	.190	.101	.003	.485	.000	.000	.
N	TOI_avg_corrected	325	325	325	325	325	325	325	325
	Zscore(TCHD_avg)	325	325	325	325	325	325	325	325
	Zscore(TCHW_avg)	325	325	325	325	325	325	325	325
	Zscore(SERVD_avg)	325	325	325	325	325	325	325	325
	Zscore(SERVW_avg)	325	325	325	325	325	325	325	325
	R_XX	325	325	325	325	325	325	325	325
	R_XY	325	325	325	325	325	325	325	325
	R_YY	325	325	325	325	325	325	325	325

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Zscore(SERVW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(SERVD_avg) ^b	.	Enter
2	R_XY, R_XX, R_YY ^b	.	Enter

a. Dependent Variable: TOI_avg_corrected

b. All requested variables entered.

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.310 ^a	.096	.085	1.69960	.096	8.482	4	320	.000
2	.344 ^b	.118	.099	1.68630	.022	2.690	3	317	.046

a. Predictors: (Constant), Zscore(SERVW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(SERVD_avg)

b. Predictors: (Constant), Zscore(SERVW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(SERVD_avg), R_XY, R_XX, R_YY

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	98.000	4	24.500	8.482	.000 ^b
	Residual	924.367	320	2.889		
	Total	1022.368	324			
2	Regression	120.947	7	17.278	6.076	.000 ^c
	Residual	901.421	317	2.844		
	Total	1022.368	324			

a. Dependent Variable: TOI_avg_corrected

b. Predictors: (Constant), Zscore(SERVW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(SERVD_avg)

c. Predictors: (Constant), Zscore(SERVW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(SERVD_avg), R_XY, R_XX, R_YY

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.991	.094		-10.511	.000		
	Zscore(TCHD_avg)	.326	.127	.184	2.571	.011	.550	1.817
	Zscore(TCHW_avg)	-.253	.131	-.143	-1.939	.053	.519	1.926
	Zscore(SERVD_avg)	.443	.131	.250	3.378	.001	.515	1.941
	Zscore(SERVW_avg)	-.434	.134	-.247	-3.249	.001	.490	2.042
2	(Constant)	-1.053	.128		-8.205	.000		
	Zscore(TCHD_avg)	.276	.129	.156	2.133	.034	.520	1.922
	Zscore(TCHW_avg)	-.223	.130	-.126	-1.712	.088	.514	1.945

Zscore(SERVD_avg)	.437	.133	.247	3.272	.001	.489	2.045
Zscore(SERVW_avg)	-.410	.134	-.233	-3.071	.002	.483	2.071
R_XX	.298	.148	.211	2.016	.045	.254	3.936
R_XY	-.574	.234	-.450	-2.456	.015	.083	12.067
R_YY	.212	.163	.193	1.298	.195	.126	7.908

a. Dependent Variable: TOI_avg_corrected

Excluded Variables ^a							
					Collinearity Statistics		
					Tolerance	VIF	Minimum Tolerance
1	R_XX	-.029 ^b	-.522	.602	-.029	.944	1.060
	R_XY	-.094 ^b	-1.740	.083	-.097	.960	1.041
	R_YY	-.068 ^b	-1.256	.210	-.070	.952	1.051

a. Dependent Variable: TOI_avg_corrected

b. Predictors in the Model: (Constant), Zscore(SERVW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(SERVD_avg)

Collinearity Diagnostics ^a											
				Variance Proportions							
				(Constant)	Zscore(TCHD_av g)	Zscore(TCHW_av g)	Zscore(SERVD_a vg)	Zscore(SERVW_a vg)	R_XX	R_XY	R_YY
1	1	2.136	1.000	.00	.06	.06	.06	.06			
	2	1.091	1.399	.05	.12	.11	.12	.09			
	3	.995	1.465	.95	.01	.01	.01	.01			
	4	.558	1.957	.00	.29	.24	.21	.20			
	5	.220	3.116	.00	.52	.58	.60	.64			
2	1	3.204	1.000	.03	.00	.00	.00	.00	.01	.01	.01
	2	2.136	1.225	.00	.06	.06	.06	.06	.00	.00	.00
	3	1.091	1.713	.02	.12	.11	.12	.09	.00	.00	.00
	4	.639	2.239	.43	.10	.02	.03	.10	.00	.01	.01
	5	.525	2.470	.24	.19	.25	.16	.09	.00	.00	.00
	6	.216	3.852	.00	.46	.53	.61	.66	.00	.00	.00
	7	.151	4.612	.11	.05	.02	.00	.00	.65	.00	.19
	8	.038	9.226	.16	.04	.01	.01	.00	.33	.98	.79

a. Dependent Variable: TOI_avg_corrected

Results Interpretation

- **Model 1:** (Service, Teaching) from **Model Summary**; (Note: We used Model 1 to see how Service and Teaching affect turnover intention)

R² = 0.096

ANOVA Results for Model 1: $F(4, 320) = 8.48$; $p < 0.05$ ($p=0.000$)

Conclusion 1a: Yes, Service and Teaching are significant predictors of Turnover Intention.

- **Model 2:** (Research + Service +Teaching) from **Model Summary**; (Note: We used Model 2 to see how research, teaching and service, together affect turnover intention)

R² = 0.118

ANOVA Results for Model 2: $F(7, 317) = 6.07$; $p < 0.05$ ($p=0.000$)

Conclusion 2a: Yes, when taken together, Service, Teaching and Research are significant predictors of Turnover Intention.

- Now, to test if Research accounted for a significant amount of variance above and beyond Teaching and Service, we looked at **R² change** from **Model Summary –Change Statistics**

Change in R² = 0.022

ANOVA Results (from change statistics) for change in R^2 for model 2: $F(3, 317) = 2.69$; $p = 0.046$ (which is < 0.05 significance level)

Conclusion 3a: Yes, Research does account for a significant amount of variance above and beyond Teaching and Service.

2. Teaching (Polynomial) + Control (Service + Research)

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REGRESSION
/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT TOI_avg_corrected
```

/METHOD=ENTER ZRESD_avg ZRESW_avg ZSERVD_avg ZSERVW_avg
/METHOD=ENTER ZTCHD_avg ZTCHW_avg T_XX T_XY T_YY.

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Zscore(SERVW_avg), Zscore(RESD_avg), Zscore(SERVD_avg), Zscore(RESW_avg) ^b		. Enter
2	T_XX, Zscore(TCHD_avg), T_YY, Zscore(TCHW_avg), T_XY ^b		. Enter

a. Dependent Variable: TOI_avg_corrected

b. All requested variables entered.

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.289 ^a	.084	.072	1.71111	.084	7.296	4	320	.000
2	.347 ^b	.120	.095	1.68960	.037	2.640	5	315	.023

a. Predictors: (Constant), Zscore(SERVW_avg), Zscore(RESD_avg), Zscore(SERVD_avg), Zscore(RESW_avg)

b. Predictors: (Constant), Zscore(SERVW_avg), Zscore(RESD_avg), Zscore(SERVD_avg), Zscore(RESW_avg), T_XX, Zscore(TCHD_avg), T_YY, Zscore(TCHW_avg), T_XY

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 _____ Regression	64.632	4	16.158	5.399	.000 ^b

	Residual	957.735	320	2.993		
	Total	1022.368	324			
2	Regression	130.736	9	14.526	5.132	.000 ^c
	Residual	891.631	315	2.831		
	Total	1022.368	324			

- a. Dependent Variable: TOI_avg_corrected
- b. Predictors: (Constant), Zscore(RESW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(RESD_avg)
- c. Predictors: (Constant), Zscore(RESW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(RESD_avg), S_XY, Zscore(SERVW_avg), Zscore(SERVD_avg), S_XX, S_YY

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.989	.095		-10.417	.000		
	Zscore(RESD_avg)	-.162	.158	-.091	-1.028	.305	.366	2.736
	Zscore(RESW_avg)	.238	.155	.134	1.531	.127	.376	2.657
	Zscore(SERVD_avg)	.603	.126	.341	4.804	.000	.569	1.756
	Zscore(SERVW_avg)	-.586	.123	-.333	-4.772	.000	.589	1.698
2	(Constant)	-1.167	.133		-8.791	.000		
	Zscore(RESD_avg)	-.128	.157	-.072	-.815	.416	.358	2.794
	Zscore(RESW_avg)	.210	.155	.118	1.357	.176	.369	2.712
	Zscore(SERVD_avg)	.544	.139	.307	3.904	.000	.451	2.216
	Zscore(SERVW_avg)	-.550	.139	-.313	-3.964	.000	.449	2.228
	Zscore(TCHD_avg)	.192	.149	.109	1.284	.200	.391	2.559
	Zscore(TCHW_avg)	-.134	.155	-.075	-.861	.390	.364	2.750
	T_XX	.181	.126	.119	1.433	.153	.408	2.451
	T_XY	-.282	.141	-.199	-1.999	.046	.282	3.551
	T_YY	.163	.097	.140	1.689	.092	.408	2.449

- a. Dependent Variable: TOI_avg_corrected

Excluded Variables ^a					
Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics

						Tolerance	VIF	Minimum Tolerance
1	Zscore(TCHD_avg)	.102 ^b	1.816	.070	.101	.894	1.119	.365
	Zscore(TCHW_avg)	-.024 ^b	-.417	.677	-.023	.848	1.180	.365
	T_XX	.063 ^b	1.169	.243	.065	.973	1.028	.361
	T_XY	-.058 ^b	-1.058	.291	-.059	.965	1.036	.365
	T_YY	.054 ^b	.973	.331	.054	.922	1.084	.365

- a. Dependent Variable: TOI_avg_corrected
- b. Predictors in the Model: (Constant), Zscore(SERVW_avg), Zscore(RESD_avg), Zscore(SERVD_avg), Zscore(RESW_avg)

Collinearity Diagnostics ^a													
				Variance Proportions									
					Zscore(RESD_avg	Zscore(RESW_avg	Zscore(SERVD_av	Zscore(SERVW_a	Zscore(TCHD_avg	Zscore(TCHW_avg			
Model	Dimension	Eigenvalue	Condition Index	(Constant)))	g)	vg)))	T_XX	T_XY	T_YY
1	1	2.122	1.000	.00	.05	.05	.06	.06					
	2	1.286	1.284	.00	.05	.07	.13	.14					
	3	.999	1.457	1.00	.00	.00	.00	.00					
	4	.396	2.316	.00	.05	.05	.63	.68					
	5	.197	3.280	.00	.85	.83	.18	.13					
2	1	2.964	1.000	.03	.00	.00	.00	.00	.00	.00	.02	.02	.02
	2	2.371	1.118	.00	.02	.02	.04	.05	.02	.02	.00	.00	.00
	3	1.700	1.321	.00	.06	.07	.00	.00	.04	.04	.00	.00	.00
	4	.996	1.725	.04	.02	.03	.12	.10	.06	.05	.00	.00	.01
	5	.734	2.010	.18	.00	.01	.09	.02	.07	.08	.01	.04	.02
	6	.443	2.587	.41	.02	.00	.07	.21	.14	.03	.01	.05	.02
	7	.296	3.166	.12	.09	.11	.22	.26	.12	.13	.10	.08	.03
	8	.207	3.780	.00	.10	.19	.01	.01	.00	.13	.24	.08	.65
	9	.189	3.958	.02	.68	.56	.24	.17	.02	.00	.11	.00	.11
	10	.100	5.439	.21	.02	.03	.22	.19	.53	.51	.50	.72	.14

- a. Dependent Variable: TOI_avg_corrected

Results Interpretation

- **Model 1:** (Research, Service) from **Model Summary**; (Note: We used Model 1 to see how Research and Service affect turnover intention)

$R^2 = 0.084$

ANOVA Results for Model 1: $F(4, 320) = 5.39$; $p < 0.05$ ($p=0.000$)

Conclusion 1a: Yes, Research and Service are significant predictors of Turnover Intention.

- **Model 2:** (Research + Service +Teaching) from **Model Summary**; (Note: We used Model 2 to see how research, teaching and service, together affect turnover intention)

$R^2 = 0.120$

ANOVA Results for Model 2: $F(9, 315) = 5.13$; $p < 0.05$ ($p=0.000$)

Conclusion 2a: Yes, when taken together, Service, Teaching and Research are significant predictors of Turnover Intention.

- Now, to test if Teaching accounted for a significant amount of variance above and beyond Research and Service, we looked at **R^2 change** from **Model Summary –Change Statistics**

Change in $R^2 = 0.037$

ANOVA Results (from change statistics) for change in R^2 for model 2: $F(5, 315) = 2.64$; $p= 0.023$ (which is < 0.05 significance level)

Conclusion 3a: Yes, Teaching does account for a significant amount of variance above and beyond Research and Service.

3. Service (Polynomial) + Control (Teaching + Research)

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REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT TOI_avg_corrected
  /METHOD=ENTER ZTCHD_avg ZTCHW_avg ZRESD_avg ZRESW_avg
  /METHOD=ENTER ZSERVD_avg ZSERVW_avg S_XX S_XY S_YY.
```

Regression

Descriptive Statistics			
	Mean	Std. Deviation	N
TOI_avg_corrected	-.9821	1.77636	325
Zscore(TCHD_avg)	-.0023191	1.00483603	325
Zscore(TCHW_avg)	-.0150478	1.00300385	325
Zscore(RESD_avg)	.0027387	.99798582	325
Zscore(RESW_avg)	-.0048017	.99833256	325
Zscore(SERVD_avg)	.0198029	1.00373327	325
Zscore(SERVW_avg)	.0058864	1.00912595	325
S_XX	1.0048	1.28938	325
S_XY	.6313	1.21469	325
S_YY	1.0152	1.37617	325

Correlations											
		TOI_avg_correcte	Zscore(TCHD_avg	Zscore(TCHW_av	Zscore(RESD_avg	Zscore(RESW_av	Zscore(SERVD_av	Zscore(SERVW_a	S_XX	S_XY	S_YY
		d)	g))	g)	g)	vg)			
Pearson Correlation	TOI_avg_corrected	1.000	.131	-.085	.042	.050	.130	-.109	-.084	-.195	-.126
	Zscore(TCHD_avg)	.131	1.000	.595	.011	-.027	.316	.190	-.108	-.076	-.059
	Zscore(TCHW_avg)	-.085	.595	1.000	.011	.041	.167	.378	-.058	.026	.086

	Zscore(RESD_avg)	.042	.011	.011	1.000	.780	.266	.187	-.224	-.151	-.068
	Zscore(RESW_avg)	.050	-.027	.041	.780	1.000	.163	.206	-.102	-.045	.063
	Zscore(SERVD_avg)	.130	.316	.167	.266	.163	1.000	.625	-.486	-.384	-.125
	Zscore(SERVW_avg)	-.109	.190	.378	.187	.206	.625	1.000	-.354	-.127	.071
	S_XX	-.084	-.108	-.058	-.224	-.102	-.486	-.354	1.000	.728	.480
	S_XY	-.195	-.076	.026	-.151	-.045	-.384	-.127	.728	1.000	.790
	S_YY	-.126	-.059	.086	-.068	.063	-.125	.071	.480	.790	1.000
Sig. (1-tailed)	TOI_avg_corrected	.	.009	.063	.227	.187	.009	.025	.065	.000	.012
	Zscore(TCHD_avg)	.009	.	.000	.423	.314	.000	.000	.026	.085	.144
	Zscore(TCHW_avg)	.063	.000	.	.421	.229	.001	.000	.148	.319	.061
	Zscore(RESD_avg)	.227	.423	.421	.	.000	.000	.000	.000	.003	.112
	Zscore(RESW_avg)	.187	.314	.229	.000	.	.002	.000	.034	.208	.130
	Zscore(SERVD_avg)	.009	.000	.001	.000	.002	.	.000	.000	.000	.012
	Zscore(SERVW_avg)	.025	.000	.000	.000	.000	.000	.	.000	.011	.101
	S_XX	.065	.026	.148	.000	.034	.000	.000	.	.000	.000
	S_XY	.000	.085	.319	.003	.208	.000	.011	.000	.	.000
	S_YY	.012	.144	.061	.112	.130	.012	.101	.000	.000	.
N	TOI_avg_corrected	325	325	325	325	325	325	325	325	325	325
	Zscore(TCHD_avg)	325	325	325	325	325	325	325	325	325	325
	Zscore(TCHW_avg)	325	325	325	325	325	325	325	325	325	325
	Zscore(RESD_avg)	325	325	325	325	325	325	325	325	325	325
	Zscore(RESW_avg)	325	325	325	325	325	325	325	325	325	325
	Zscore(SERVD_avg)	325	325	325	325	325	325	325	325	325	325
	Zscore(SERVW_avg)	325	325	325	325	325	325	325	325	325	325
	S_XX	325	325	325	325	325	325	325	325	325	325
	S_XY	325	325	325	325	325	325	325	325	325	325
	S_YY	325	325	325	325	325	325	325	325	325	325

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
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1	Zscore(RESW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(RESD_avg) ^b	.	Enter
2	S_XY, Zscore(SERVW_avg), Zscore(SERVD_avg), S_XX, S_YY ^b	.	Enter

a. Dependent Variable: TOI_avg_corrected

b. All requested variables entered.

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.251 ^a	.063	.052	1.73001	.063	5.399	4	320	.000
2	.358 ^b	.128	.103	1.68243	.065	4.671	5	315	.000

a. Predictors: (Constant), Zscore(RESW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(RESD_avg)

b. Predictors: (Constant), Zscore(RESW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(RESD_avg), S_XY, Zscore(SERVW_avg), Zscore(SERVD_avg), S_XX, S_YY

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.632	4	16.158	5.399	.000 ^b
	Residual	957.735	320	2.993		
	Total	1022.368	324			
2	Regression	130.736	9	14.526	5.132	.000 ^c
	Residual	891.631	315	2.831		
	Total	1022.368	324			

a. Dependent Variable: TOI_avg_corrected

b. Predictors: (Constant), Zscore(RESW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(RESD_avg)

c. Predictors: (Constant), Zscore(RESW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(RESD_avg), S_XY, Zscore(SERVW_avg), Zscore(SERVD_avg), S_XX, S_YY

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.987	.096		-10.282	.000		
	Zscore(TCHD_avg)	.510	.120	.289	4.262	.000	.638	1.566
	Zscore(TCHW_avg)	-.461	.120	-.260	-3.842	.000	.639	1.566
	Zscore(RESD_avg)	-.053	.155	-.030	-.344	.731	.388	2.580
	Zscore(RESW_avg)	.163	.155	.091	1.049	.295	.385	2.595
2	(Constant)	-.994	.139		-7.136	.000		
	Zscore(TCHD_avg)	.370	.127	.209	2.912	.004	.536	1.866
	Zscore(TCHW_avg)	-.274	.130	-.155	-2.107	.036	.513	1.948
	Zscore(RESD_avg)	-.150	.158	-.084	-.947	.344	.350	2.857
	Zscore(RESW_avg)	.237	.156	.133	1.524	.129	.361	2.770
	Zscore(SERVD_avg)	.310	.147	.175	2.111	.036	.402	2.489
	Zscore(SERVW_avg)	-.398	.139	-.226	-2.863	.004	.445	2.249
	S_XX	.131	.117	.095	1.118	.265	.381	2.623
	S_XY	-.450	.173	-.308	-2.598	.010	.197	5.077
	S_YY	.157	.121	.122	1.295	.196	.314	3.181

a. Dependent Variable: TOI_avg_corrected

Excluded Variables ^a							
Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics	
						Tolerance	Minimum Tolerance
1	Zscore(SERVD_avg)	.091 ^b	1.539	.125	.086	.828	.369
	Zscore(SERVW_avg)	-.097 ^b	-1.625	.105	-.091	.817	.383
	S_XX	-.071 ^b	-1.258	.209	-.070	.926	.367
	S_XY	-.174 ^b	-3.189	.002	-.176	.953	.376

S_YY	-.100 ^b	-1.795	.074	-.100	.941	1.062	.374
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- a. Dependent Variable: TOI_avg_corrected
- b. Predictors in the Model: (Constant), Zscore(RESW_avg), Zscore(TCHD_avg), Zscore(TCHW_avg), Zscore(RESD_avg)

Collinearity Diagnostics ^a													
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions									
				(Constant)	Zscore(TCHD_avg)	Zscore(TCHW_avg)	Zscore(RESD_avg)	Zscore(RESW_avg)	Zscore(SERVD_av g)	Zscore(SERVW_a vg)	S_XX	S_XY	S_YY
1	1	1.783	1.000	.00	.00	.00	.11	.11					
	2	1.593	1.058	.00	.20	.20	.00	.00					
	3	1.000	1.335	1.00	.00	.00	.00	.00					
	4	.410	2.085	.00	.75	.76	.02	.01					
	5	.214	2.889	.00	.05	.04	.87	.88					
2	1	3.221	1.000	.02	.00	.00	.00	.00	.01	.01	.02	.01	.01
	2	2.217	1.205	.01	.02	.03	.02	.02	.03	.04	.00	.00	.01
	3	1.692	1.380	.00	.06	.05	.06	.06	.00	.00	.00	.00	.00
	4	1.017	1.780	.03	.09	.09	.02	.03	.10	.08	.00	.00	.00
	5	.676	2.183	.22	.13	.05	.01	.00	.04	.13	.00	.02	.01
	6	.436	2.718	.30	.20	.25	.00	.00	.11	.03	.00	.04	.03
	7	.243	3.643	.02	.08	.14	.05	.07	.02	.31	.35	.00	.22
	8	.217	3.856	.11	.30	.27	.18	.17	.34	.10	.23	.00	.05
	9	.199	4.019	.01	.07	.08	.59	.56	.24	.22	.02	.03	.02
	10	.082	6.254	.28	.04	.03	.08	.08	.12	.07	.37	.89	.65

- a. Dependent Variable: TOI_avg_corrected

Results Interpretation

- Model 1: (Teaching, Research) from Model Summary; (Note: We used Model 1 to see how Teaching and Research affect turnover intention)

R² = 0.063

ANOVA Results for Model 1: F (4, 320) = 5.39; p < 0.05 (p=0.000)

Conclusion 1a: Yes, Teaching and Research are significant predictors of Turnover Intention.

- **Model 2:** (Research + Service +Teaching) from **Model Summary**; (Note: We used Model 2 to see how research, teaching and service, together affect turnover intention)

$R^2 = 0.128$

ANOVA Results for Model 2: $F(9, 315) = 5.13$; $p < 0.05$ ($p=0.000$)

Conclusion 2a: Yes, when taken together, Service, Teaching and Research are significant predictors of Turnover Intention.

- Now, to test if Service accounted for a significant amount of variance above and beyond Research and Service, we looked at **R^2 change** from **Model Summary –Change Statistics**

Change in $R^2 = 0.065$

ANOVA Results (from change statistics) for change in R^2 for model 2: $F(5, 315) = 4.67$; $p= 0.000$ (which is < 0.05 significance level)

Conclusion 3a: Yes, Service does account for a significant amount of variance above and beyond Research and Service.