

DSA 8020 R Session 5: Multiple Linear Regression IV

Whitney

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Regression with Both Quantitative and Qualitative Predictors

Salaries for Professors Data Set

The 2008-09 nine-month academic salary for Assistant Professors, Associate Professors and Professors in a college in the U.S. The data were collected as part of the on-going effort of the college's administration to monitor salary differences between male and female faculty members.

Load the data

```
library(carData)
data(Salaries)
head(Salaries)
```

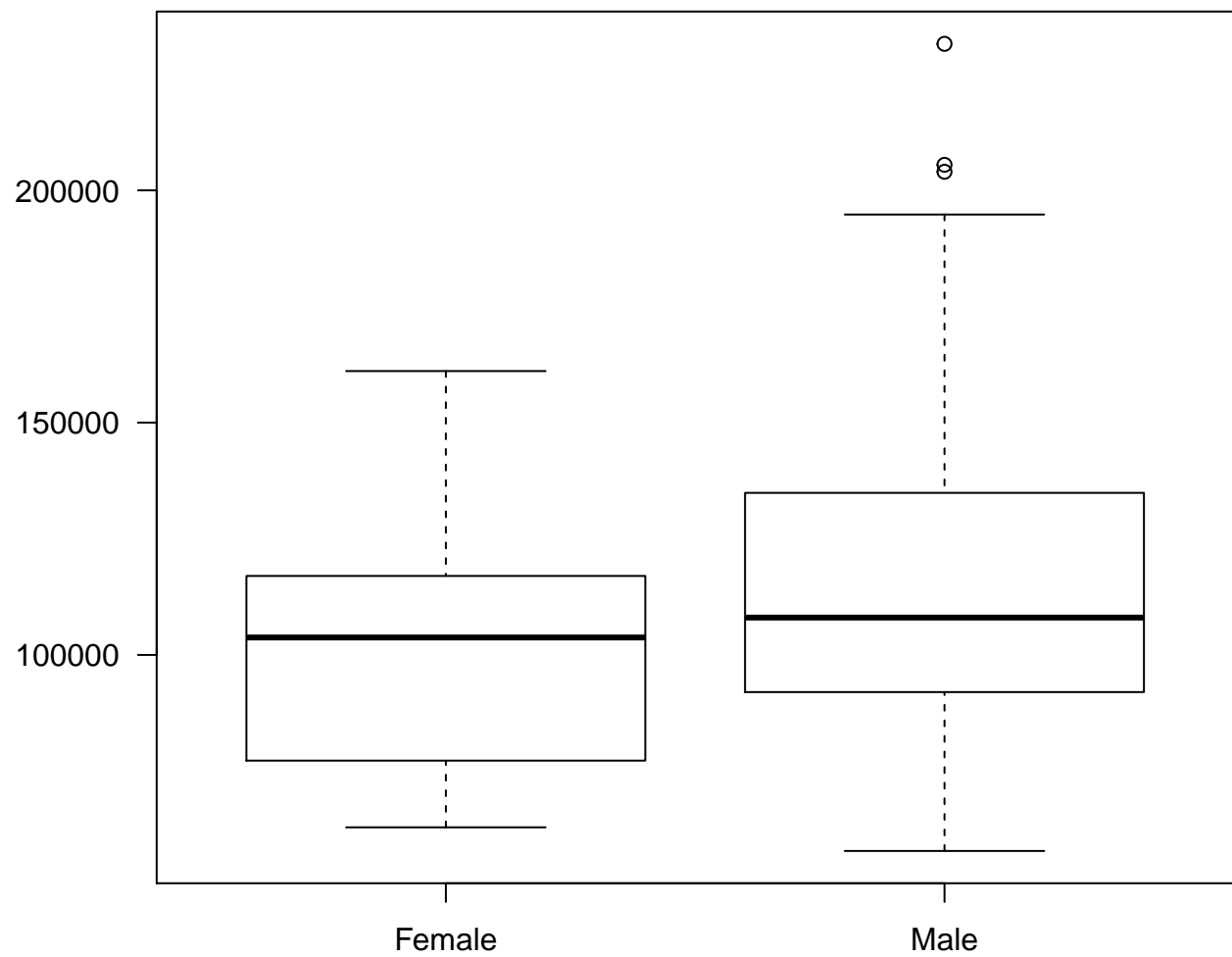
```
##      rank discipline yrs.since.phd yrs.service sex salary
## 1     Prof          B           19          18 Male 139750
## 2     Prof          B           20          16 Male 173200
## 3  AsstProf          B            4            3 Male  79750
## 4     Prof          B           45          39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

Summazrize the data

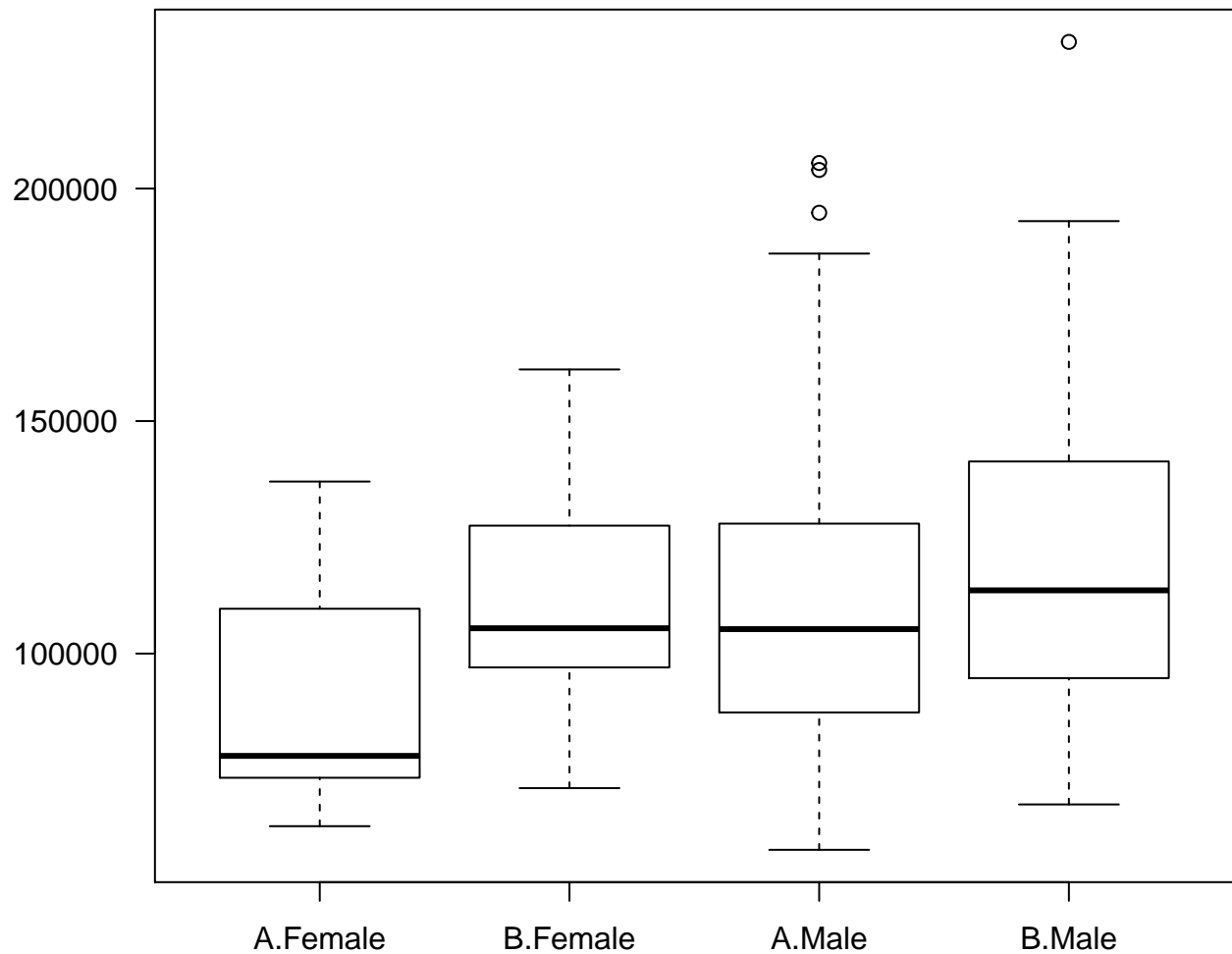
```
summary(Salaries)
```

```
##      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
```

```
boxplot(salary ~ sex, data = Salaries, las = 1)
```



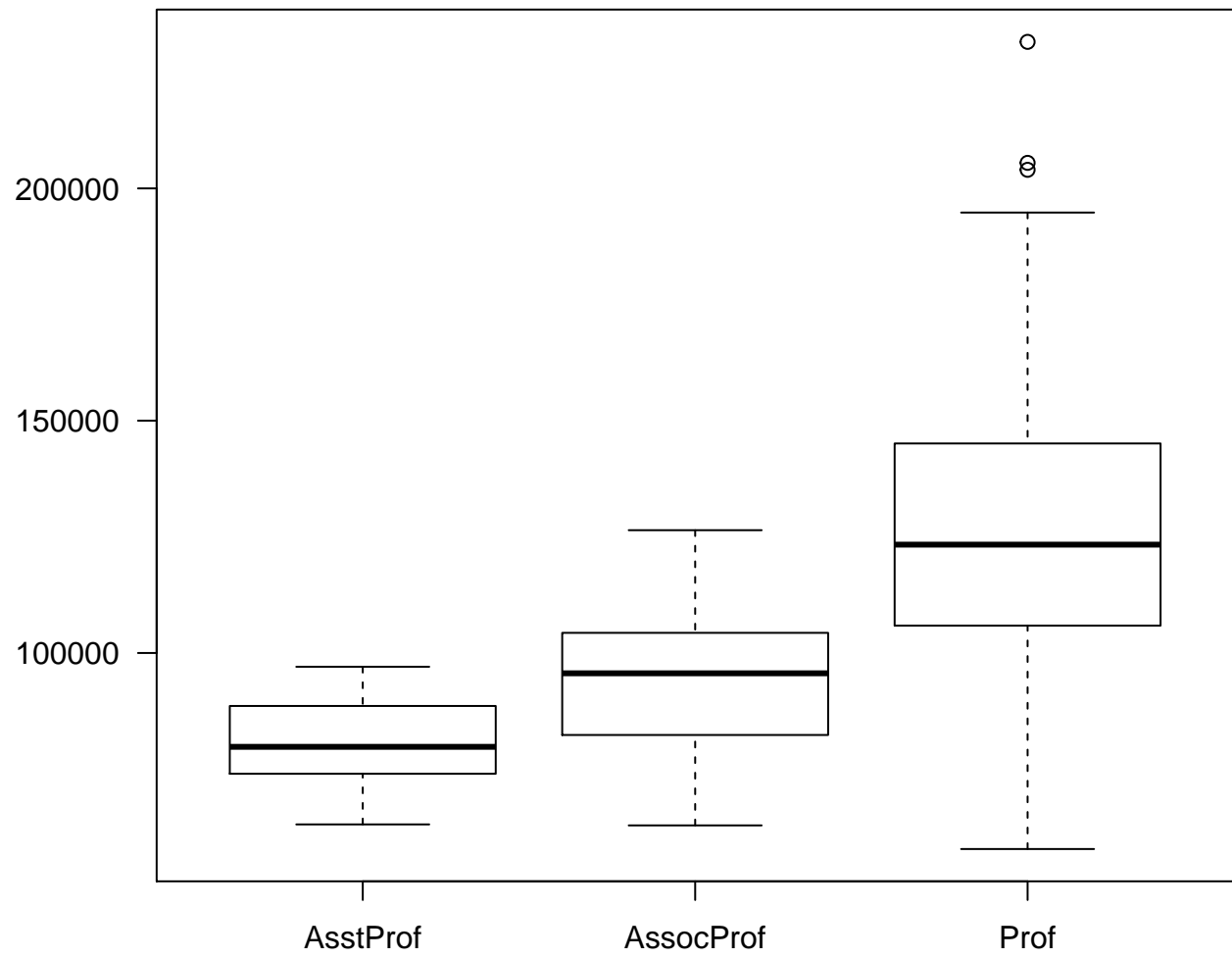
```
boxplot(salary ~ discipline + sex, data = Salaries, las = 1)
```



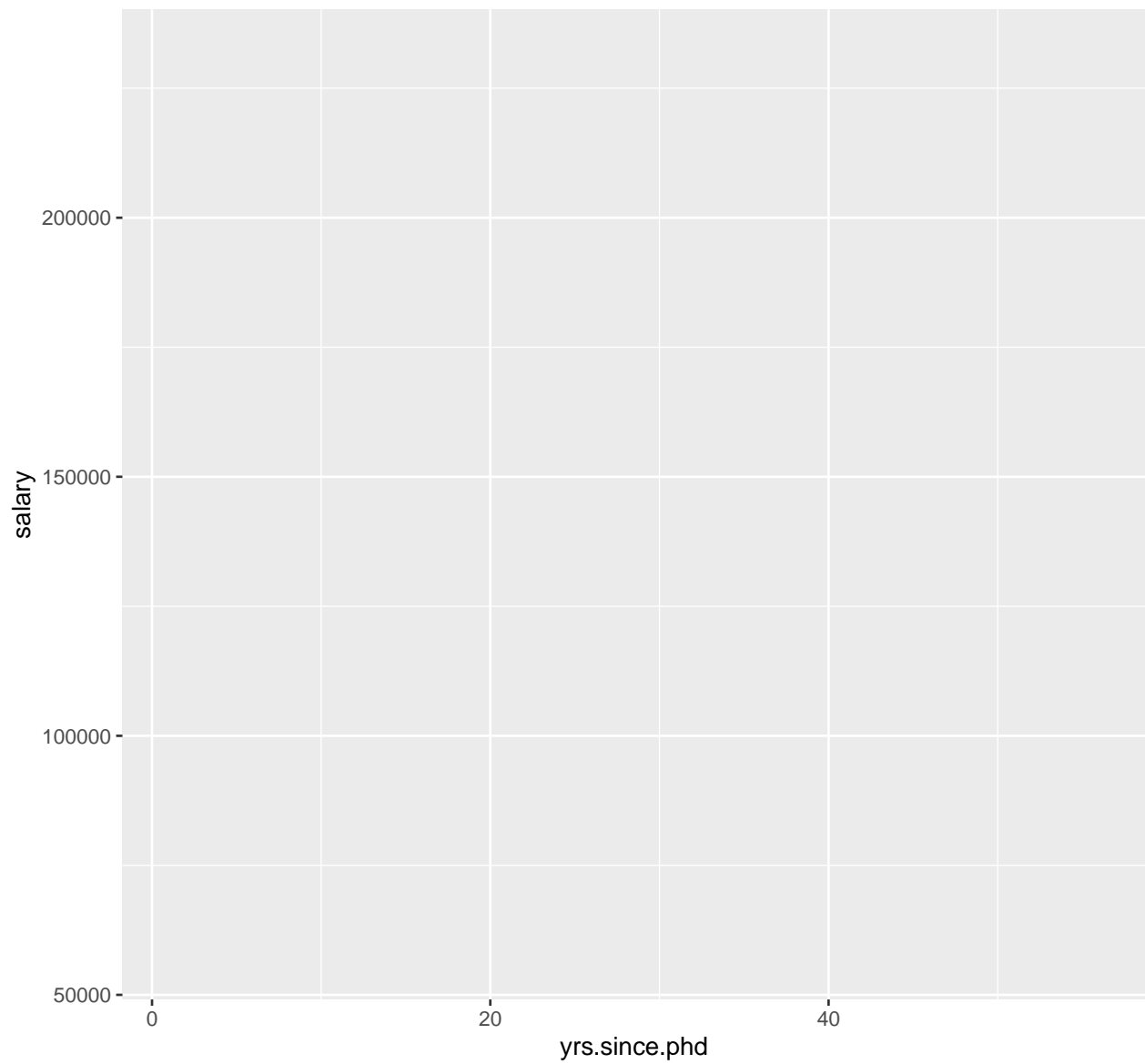
```
boxplot(salary ~ rank, data = Salaries, las = 1)
# Cross tabulation
xtabs(~ sex + rank + discipline, data = Salaries)
```

```
## , , discipline = A
##
##      rank
## sex    AsstProf AssocProf Prof
## Female      6         4    8
## Male       18        22  123
##
## , , discipline = B
##
##      rank
## sex    AsstProf AssocProf Prof
## Female      5         6   10
## Male       38        32  125
```

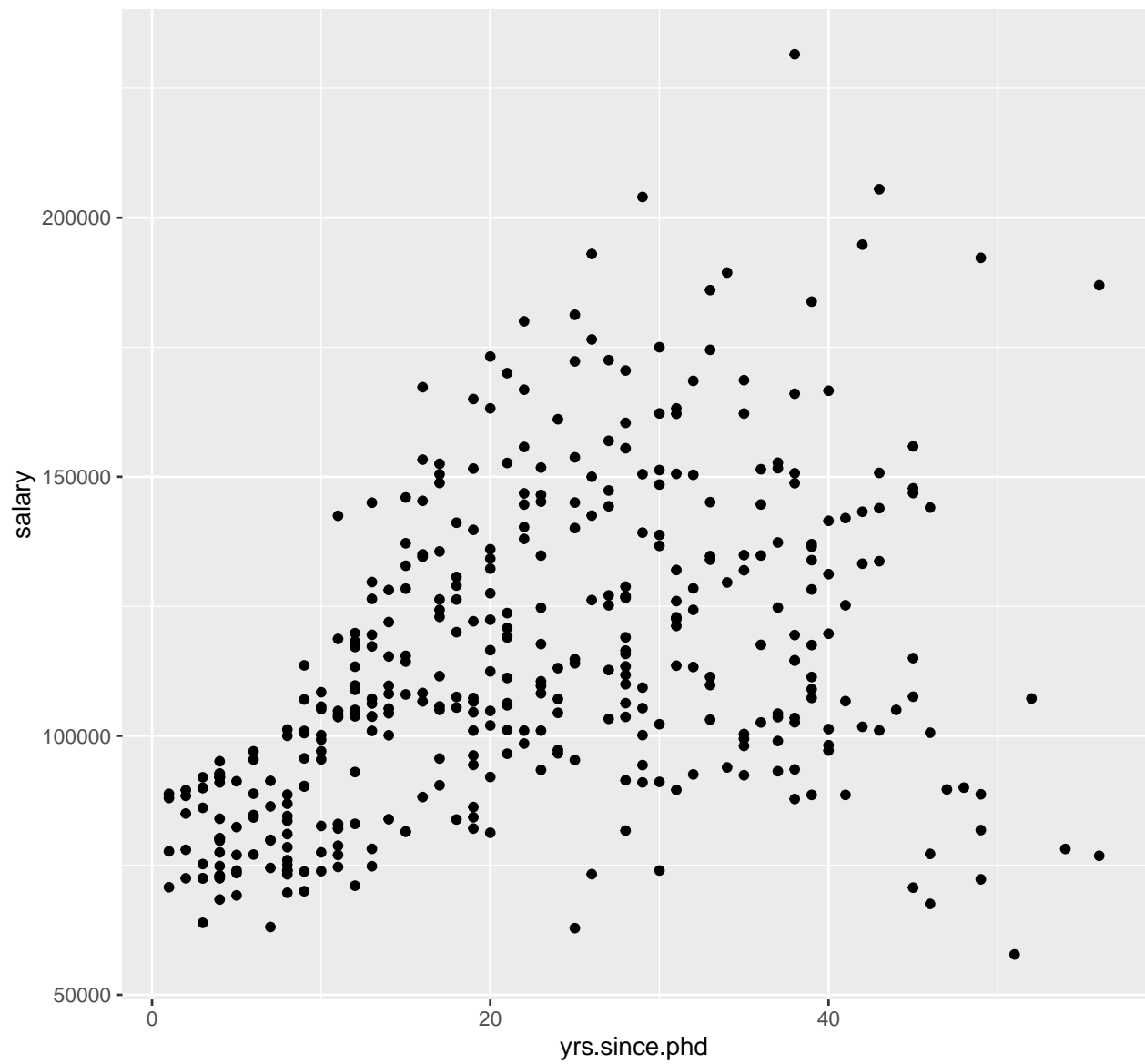
```
# Plot salary vs. yrs since Ph.D. by gender using ggplot
library(ggplot2)
```



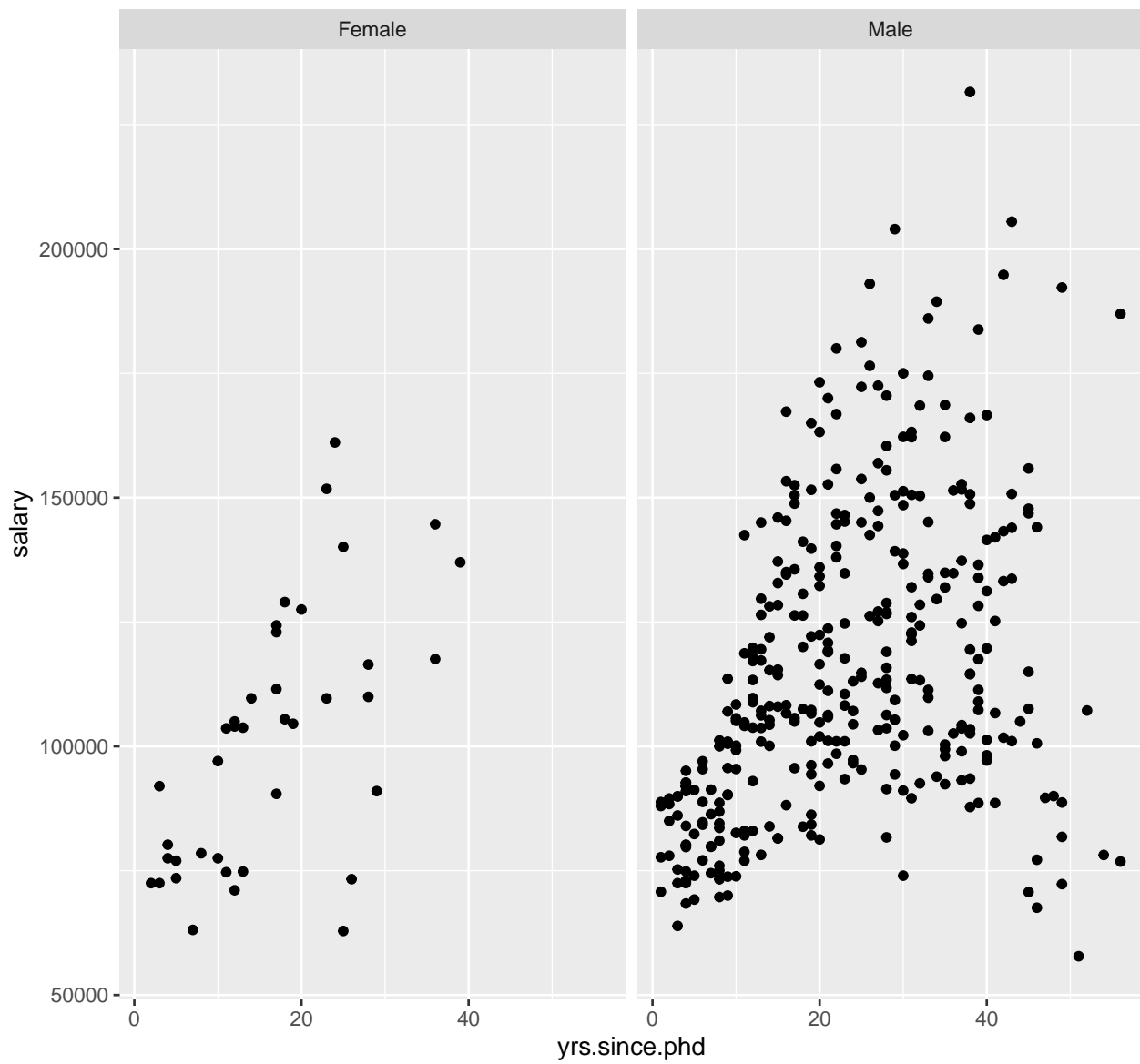
```
(plot1 <- ggplot(aes(x = yrs.since.phd, y = salary), data = Salaries))
```



```
(plot2 <- plot1 + geom_point())
```

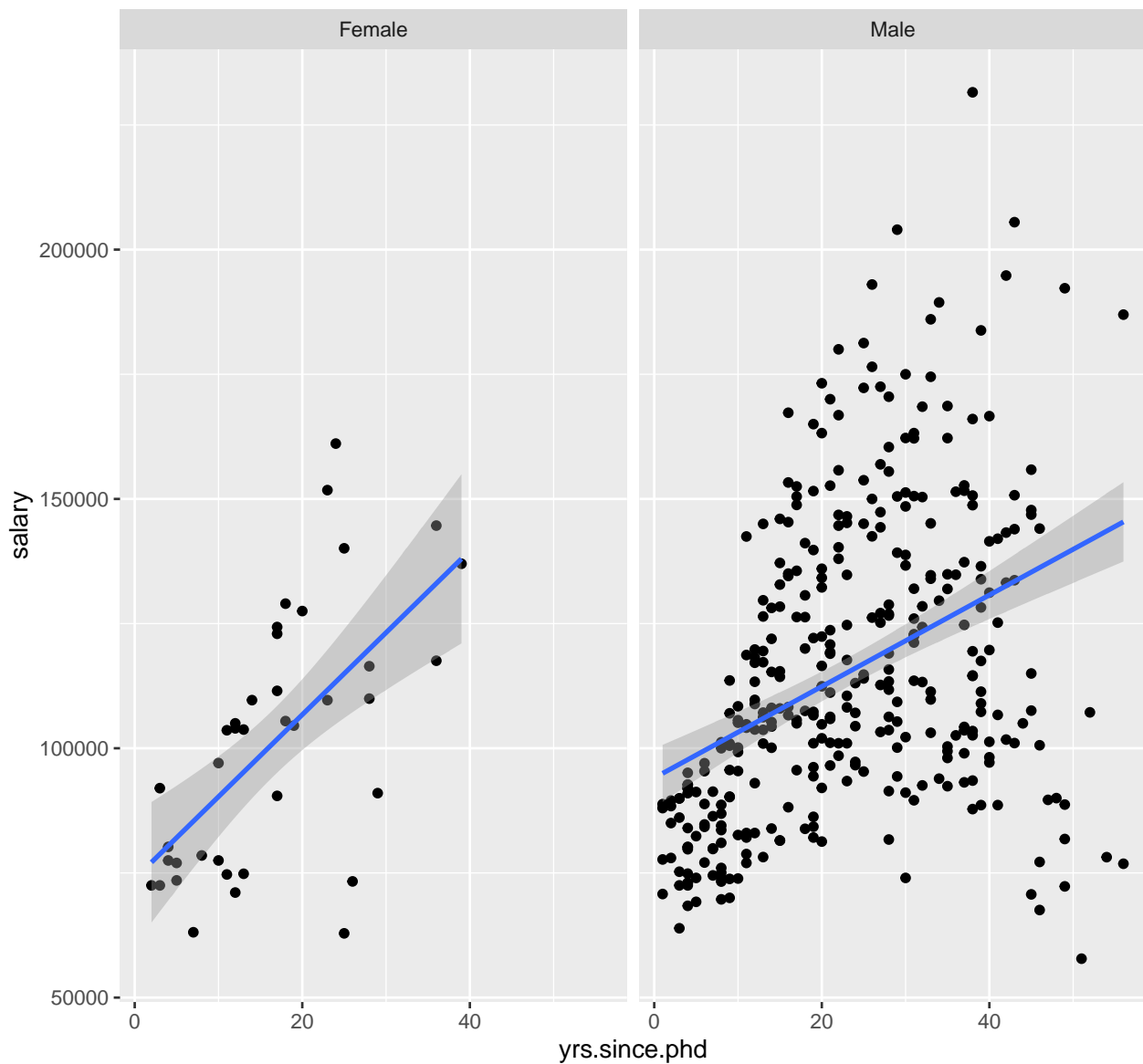


```
(plot3 <- plot2 + facet_grid(~ sex))
```



```
(plot4 <- plot3 + geom_smooth(method = "lm"))
```

```
## `geom_smooth()` using formula 'y ~ x'
```

Model fitting

Model 1: A MLR with yrs.since.phd (numerical predictor), discipline, rank, and sex (categorical predictors)

```
m1 <- lm(salary ~ discipline + rank + sex + yrs.since.phd, data = Salaries)
X <- model.matrix(m1)
head(X)
```

```
##      (Intercept) disciplineB rankAssocProf rankProf sexMale yrs.since.phd
## 1             1             1             0         1         1          19
## 2             1             1             0         1         1          20
## 3             1             1             0         0         1           4
## 4             1             1             0         1         1          45
## 5             1             1             0         1         1          40
## 6             1             1             1         0         1           6
```

```
summary(m1)
```

```
##
## Call:
## lm(formula = salary ~ discipline + rank + sex + yrs.since.phd,
##     data = Salaries)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -67451 -13860  -1549   10716   97023
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)  67884.32    4536.89   14.963 < 2e-16 ***
## disciplineB  13937.47    2346.53    5.940 6.32e-09 ***
## rankAssocProf 13104.15    4167.31    3.145 0.00179 **
## rankProf      46032.55    4240.12   10.856 < 2e-16 ***
## sexMale        4349.37    3875.39    1.122 0.26242
## yrs.since.phd   61.01     127.01    0.480 0.63124
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 22660 on 391 degrees of freedom
## Multiple R-squared:  0.4472, Adjusted R-squared:  0.4401
## F-statistic: 63.27 on 5 and 391 DF,  p-value: < 2.2e-16
```

Plot the model 1 fit

```
attach(Salaries)
yr.range <- tapply(yrs.since.phd, list(discipline, sex, rank), range)
sex.col <- ifelse(sex == "Male", "blue", "red")
dis.col <- ifelse(discipline == "A", 16, 1)

beta0 <- m1$coefficients[1]
betaDisp <- m1$coefficients[2]
betaAssoc <- m1$coefficients[3]
betaProf <- m1$coefficients[4]
betaMale <- m1$coefficients[5]
beta1 <- m1$coefficients[6]

library(scales)
# Plot the model fits by rank
## Assist prof
assistant <- which(rank == "AsstProf")
plot(yrs.since.phd[assistant], salary[assistant], pch = dis.col[assistant], cex = 0.8,
     col = alpha(sex.col[assistant], 0.5), yaxt = "n", xlab = "Years since PhD",
     main = "9-month salary", ylab = "")
axis(2, at = seq(63000, 99000, len = 6), labels = paste(seq(63000, 99000, len = 6) / 1000, "k"),
     las = 1)

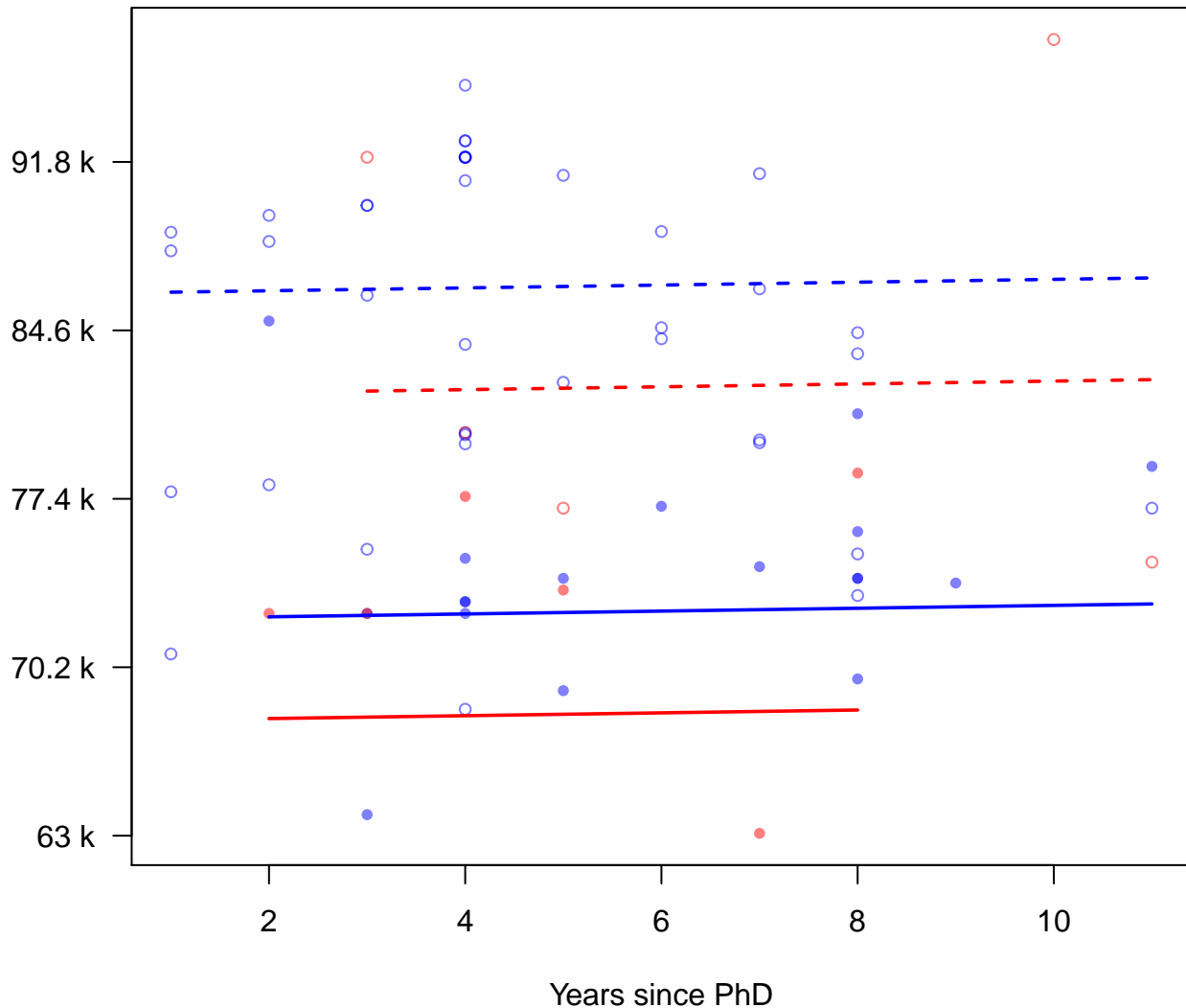
segments(yr.range[[1]][1], beta0 + yr.range[[1]][1] * beta1,
         yr.range[[1]][2], beta0 + yr.range[[1]][2] * beta1, col = "red", lwd = 1.8)
segments(yr.range[[2]][1], beta0 + betaDisp + yr.range[[2]][1] * beta1,
```

```

yr.range[[2]][2], beta0 + betaDisp + yr.range[[2]][2] * beta1,
col = "red", lty = 2, lwd = 1.8)
segments(yr.range[[3]][1], beta0 + betaMale + yr.range[[3]][1] * beta1,
yr.range[[3]][2], beta0 + betaMale + yr.range[[3]][2] * beta1,
col = "blue", lwd = 1.8)
segments(yr.range[[4]][1], beta0 + betaDisp + betaMale + yr.range[[4]][1] * beta1,
yr.range[[4]][2], beta0 + betaDisp + betaMale + yr.range[[4]][2] * beta1,
col = "blue", lty = 2, lwd = 1.8)

```

9-month salary



```

## Assoc prof
assoc <- which(rank == "AssocProf")
plot(yrs.since.phd[assoc], salary[assoc], pch = dis.col[assoc], cex = 0.8,
col = alpha(sex.col[assoc], 0.5), yaxt = "n", xlab = "Years since PhD",
main = "9-month salary", ylab = "")
axis(2, at = seq(62000, 127000, len = 6), labels = paste(seq(62000, 127000, len = 6) / 1000, "k"),
las = 1)

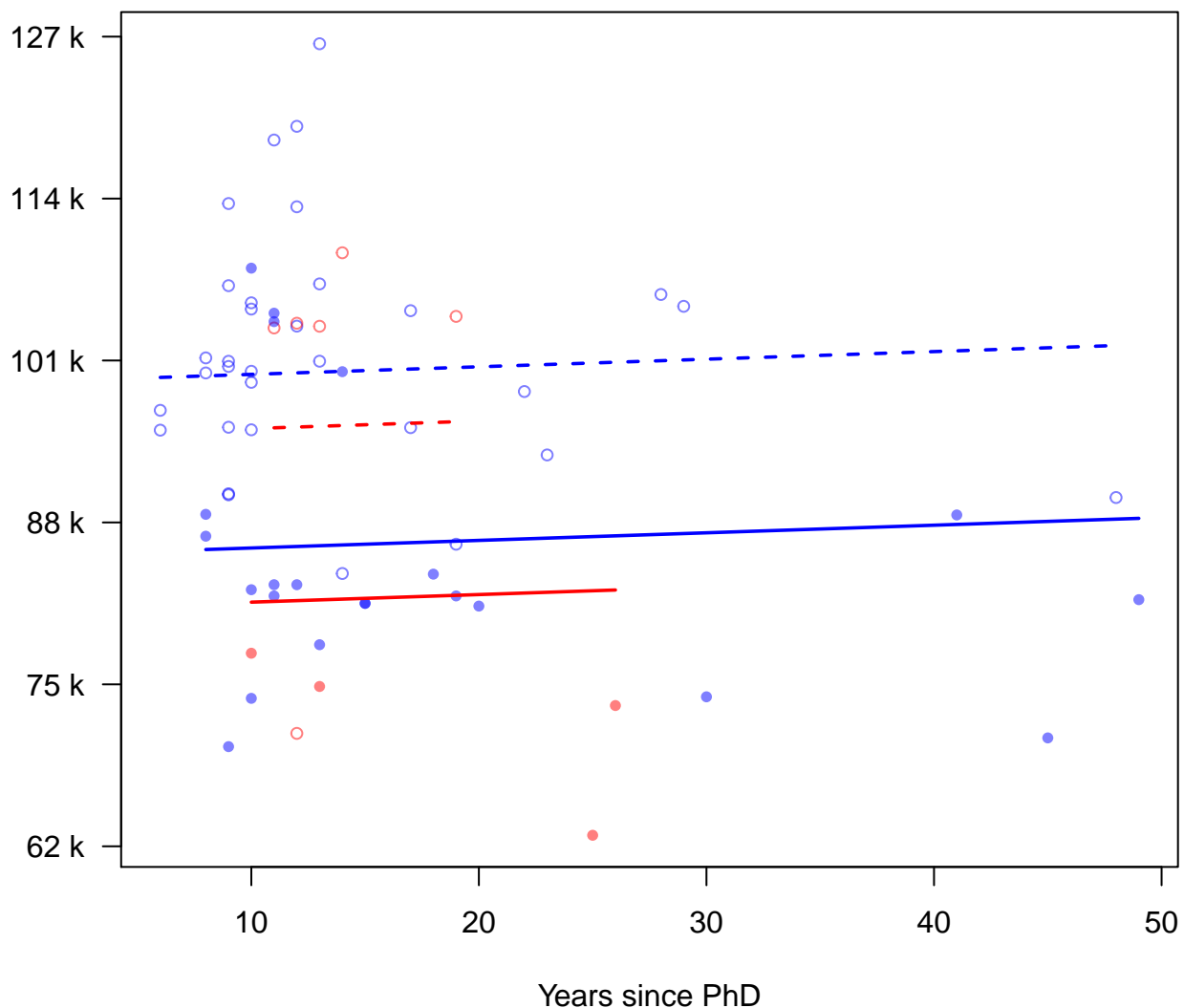
```

```

segments(yr.range[[5]][1], beta0 + betaAssoc + yr.range[[5]][1] * beta1,
         yr.range[[5]][2], beta0 + betaAssoc + yr.range[[5]][2] * beta1,
         col = "red", lwd = 1.8)
segments(yr.range[[6]][1], beta0 + betaDisp + betaAssoc + yr.range[[6]][1] * beta1,
         yr.range[[6]][2], beta0 + betaDisp + betaAssoc + yr.range[[6]][2] * beta1,
         col = "red", lty = 2, lwd = 1.8)
segments(yr.range[[7]][1], beta0 + betaAssoc + betaMale + yr.range[[7]][1] * beta1,
         yr.range[[7]][2], beta0 + betaAssoc + betaMale + yr.range[[7]][2] * beta1,
         col = "blue", lwd = 1.8)
segments(yr.range[[8]][1], beta0 + betaDisp + betaAssoc + betaMale + yr.range[[8]][1] * beta1,
         yr.range[[8]][2], beta0 + betaDisp + betaAssoc + betaMale + yr.range[[8]][2] * beta1,
         col = "blue", lty = 2, lwd = 1.8)

```

9-month salary



```

## Full prof
prof <- which(rank == "Prof")
plot(yrs.since.phd[prof], salary[prof],
     pch = dis.col[prof], cex = 0.8,

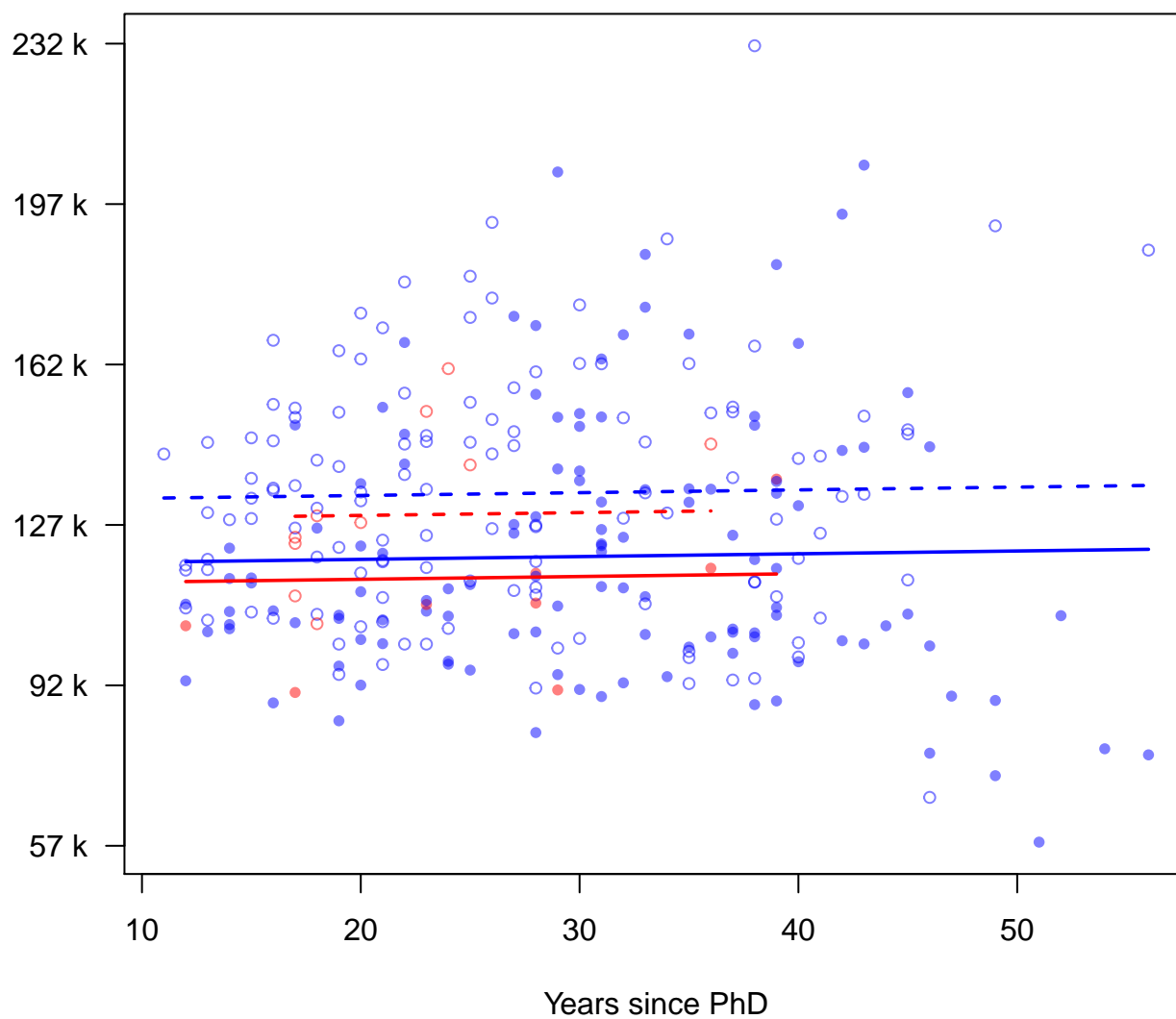
```

```

col = alpha(sex.col[prof], 0.5),
yaxt = "n", xlab = "Years since PhD",
main = "9-month salary", ylab = "")
axis(2, at = seq(57000, 232000, len = 6),
     labels = paste(seq(57000, 232000, len = 6)/ 1000, "k"),
     las = 1)
segments(yr.range[[9]][1], beta0 + betaProf + yr.range[[9]][1] * beta1,
         yr.range[[9]][2], beta0 + betaProf + yr.range[[9]][2] * beta1,
         col = "red", lwd = 1.8)
segments(yr.range[[10]][1], beta0 + betaDisp + betaProf + yr.range[[10]][1] * beta1,
         yr.range[[10]][2], beta0 + betaDisp + betaProf + yr.range[[10]][2] * beta1,
         col = "red", lty = 2, lwd = 1.8)
segments(yr.range[[11]][1], beta0 + betaProf + betaMale + yr.range[[11]][1] * beta1,
         yr.range[[11]][2], beta0 + betaProf + betaMale + yr.range[[11]][2] * beta1,
         col = "blue", lwd = 1.8)
segments(yr.range[[12]][1], beta0 + betaDisp + betaProf + betaMale + yr.range[[12]][1] * beta1,
         yr.range[[12]][2], beta0 + betaDisp + betaProf + betaMale + yr.range[[12]][2] * beta1,
         col = "blue", lty = 2, lwd = 1.8)

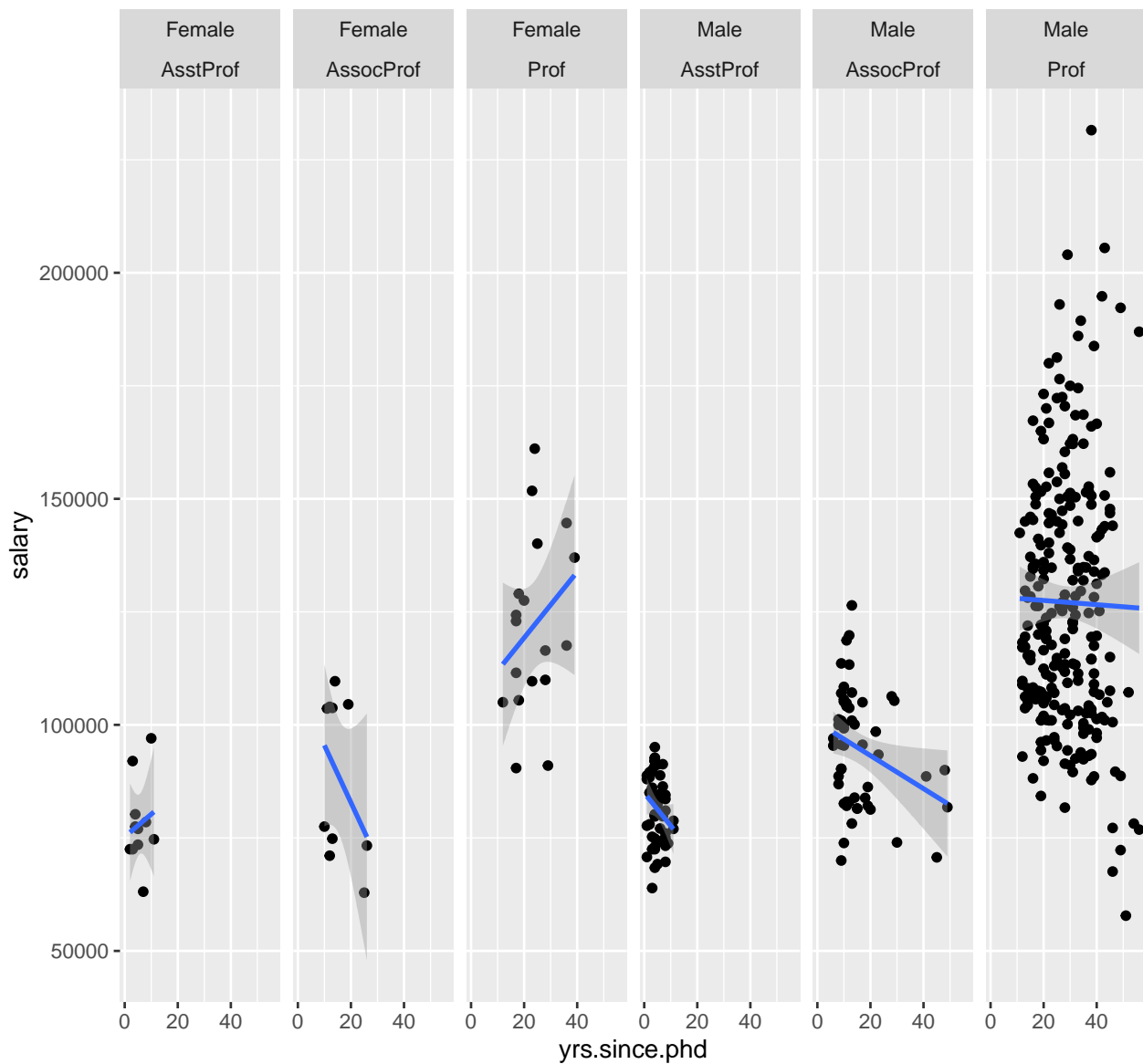
```

9-month salary



```
## Using ggplot
plot <- ggplot(aes(x = yrs.since.phd, y = salary), data = Salaries)
plot <- plot + geom_point()
plot <- plot + facet_grid(~ sex + rank)
(plot <- plot + geom_smooth(method = "lm"))

## `geom_smooth()` using formula 'y ~ x'
```



Model 2: Another MLR where we include the *interaction* between sex and yrs.since.phd

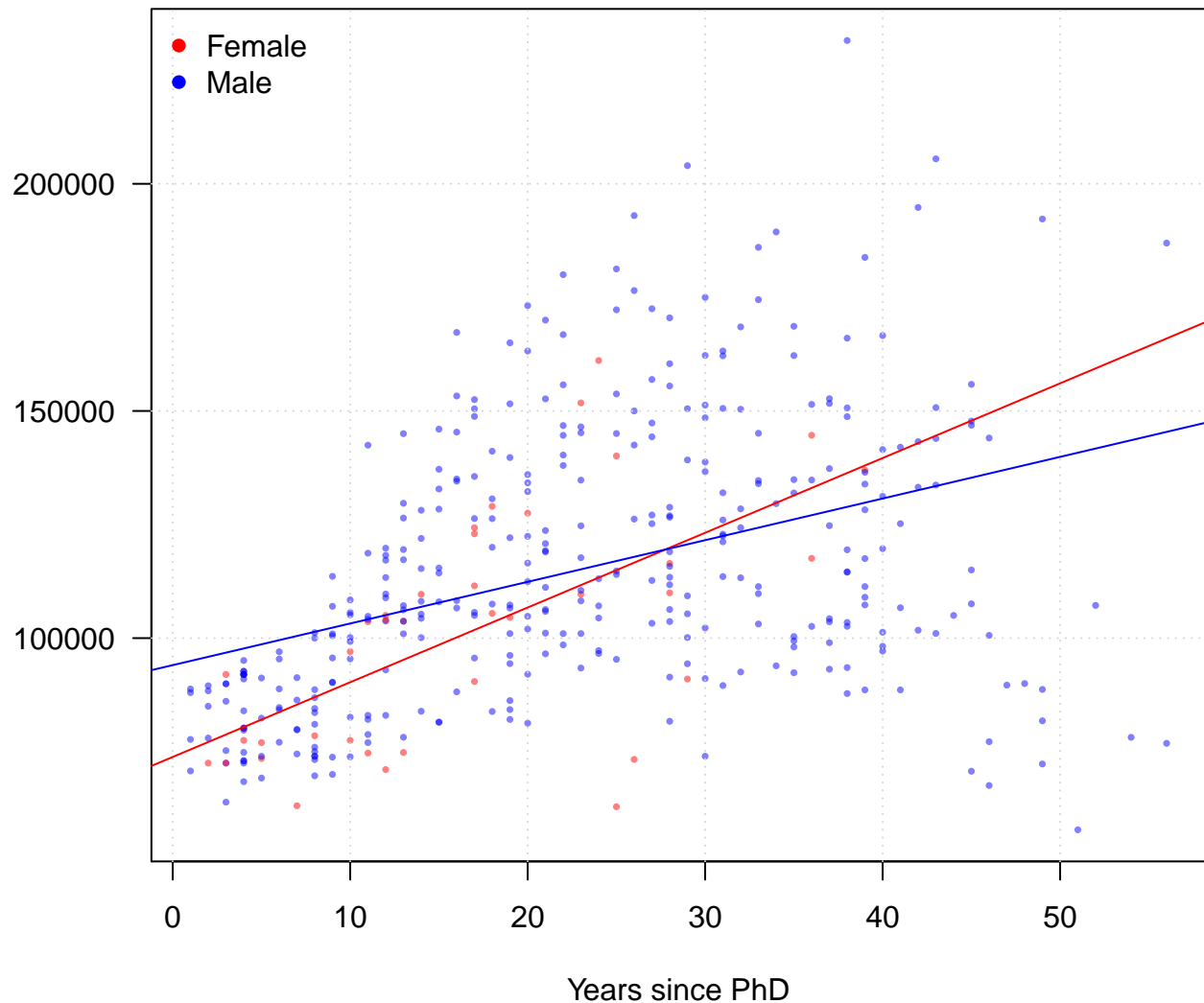
```
m2 <- lm(salary ~ sex * yrs.since.phd)
summary(m2)
```

```
##
## Call:
## lm(formula = salary ~ sex * yrs.since.phd)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -83012 -19442  -2988   15059 102652
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)   73840.8    8696.7   8.491 4.27e-16 ***
## sexMale       20209.6    9179.2   2.202 0.028269 *
```

```
## yrs.since.phd      1644.9      454.6   3.618 0.000335 ***
## sexMale:yrs.since.phd -728.0      468.0  -1.555 0.120665
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 27420 on 393 degrees of freedom
## Multiple R-squared:  0.1867, Adjusted R-squared:  0.1805
## F-statistic: 30.07 on 3 and 393 DF,  p-value: < 2.2e-16
```

```
coeff <- m2$coefficients
plot(yrs.since.phd, salary, las = 1, pch = 16, cex = 0.5, col = alpha(sex.col, 0.5),
     xlab = "Years since PhD", main = "9-month salary", ylab = "")
grid()
abline(coeff[1], coeff[3], col = "red")
abline(coeff[1] + coeff[2], coeff[3] + coeff[4], col = "blue")
legend("topleft", legend = c("Female", "Male"),
     pch = 16, col = c("red", "blue"), bty = "n")
```

9-month salary



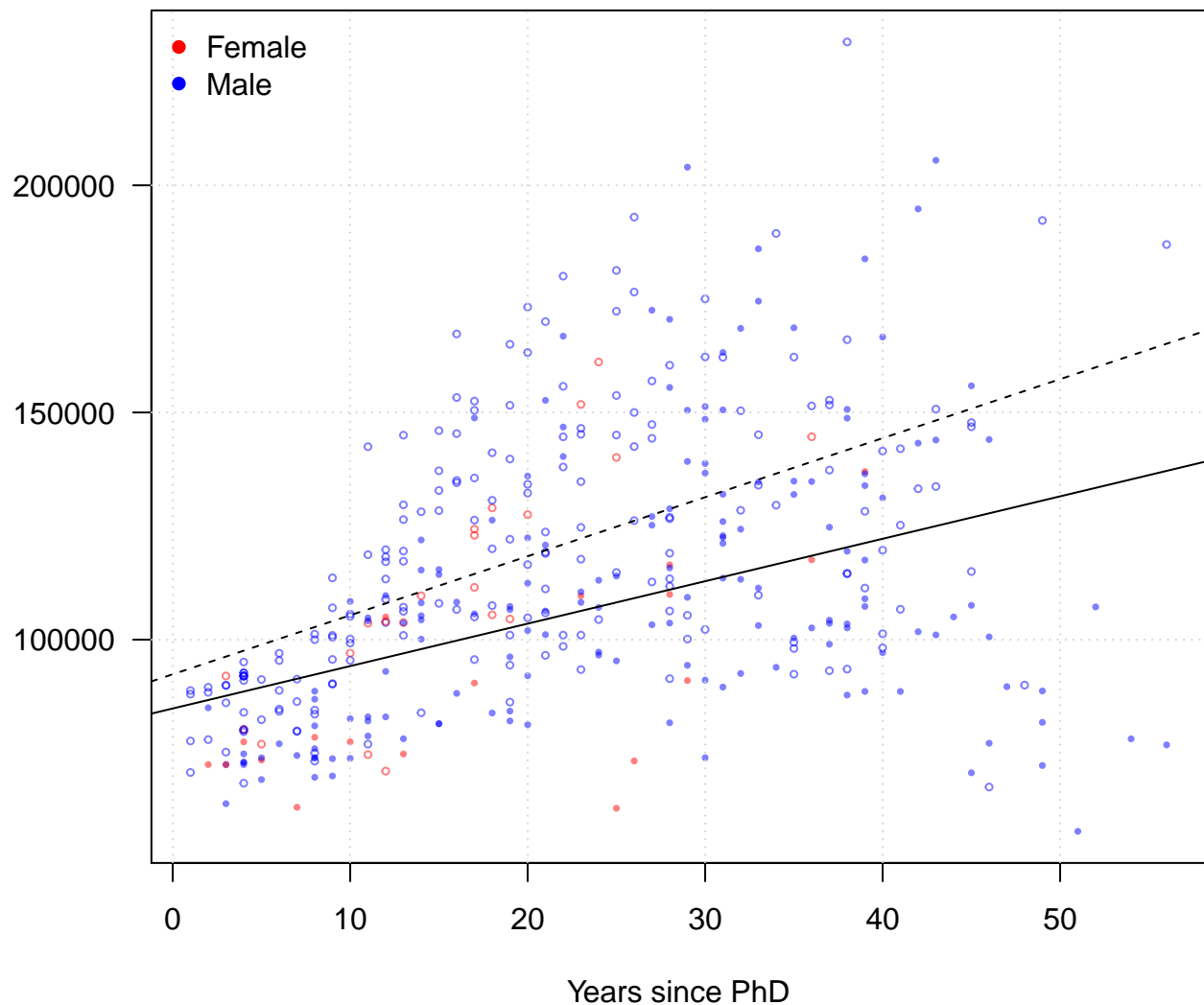
Model 3: One more MLR where we include the *interaction* between discipline and yrs.since.phd

```
m3 <- lm(salary ~ discipline * yrs.since.phd)
summary(m3)
```

```
##
## Call:
## lm(formula = salary ~ discipline * yrs.since.phd)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -84580 -16974  -3620   15733   92072
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      84845.4      4283.9  19.806 < 2e-16 ***
## disciplineB       7530.0      5492.2   1.371  0.1711
## yrs.since.phd      933.9       150.0   6.225 1.24e-09 ***
## disciplineB:yrs.since.phd  365.3       211.0   1.731  0.0842 .
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 26400 on 393 degrees of freedom
## Multiple R-squared:  0.2458, Adjusted R-squared:  0.2401
## F-statistic: 42.7 on 3 and 393 DF, p-value: < 2.2e-16
```

```
coeff <- m3$coefficients
plot(yrs.since.phd, salary, las = 1, pch = dis.col, cex = 0.5, col = alpha(sex.col, 0.5),
     xlab = "Years since PhD", main = "9-month salary", ylab = "")
grid()
abline(coeff[1], coeff[3])
abline(coeff[1] + coeff[2], coeff[3] + coeff[4], lty = 2)
legend("topleft", legend = c("Female", "Male"),
     pch = 16, col = c("red", "blue"), bty = "n")
```

9-month salary



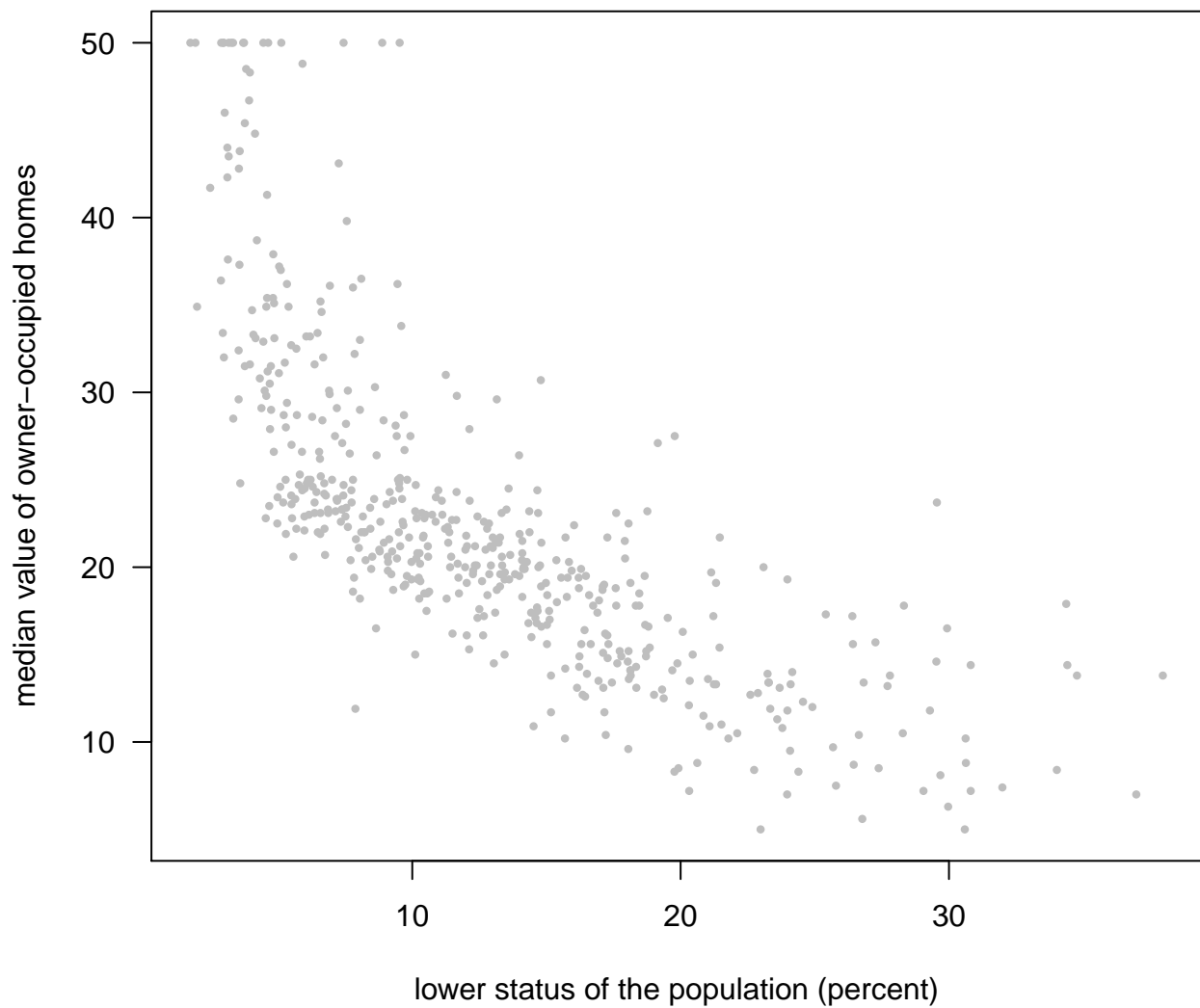
Polynomial regression

Housing Values in Suburbs of Boston

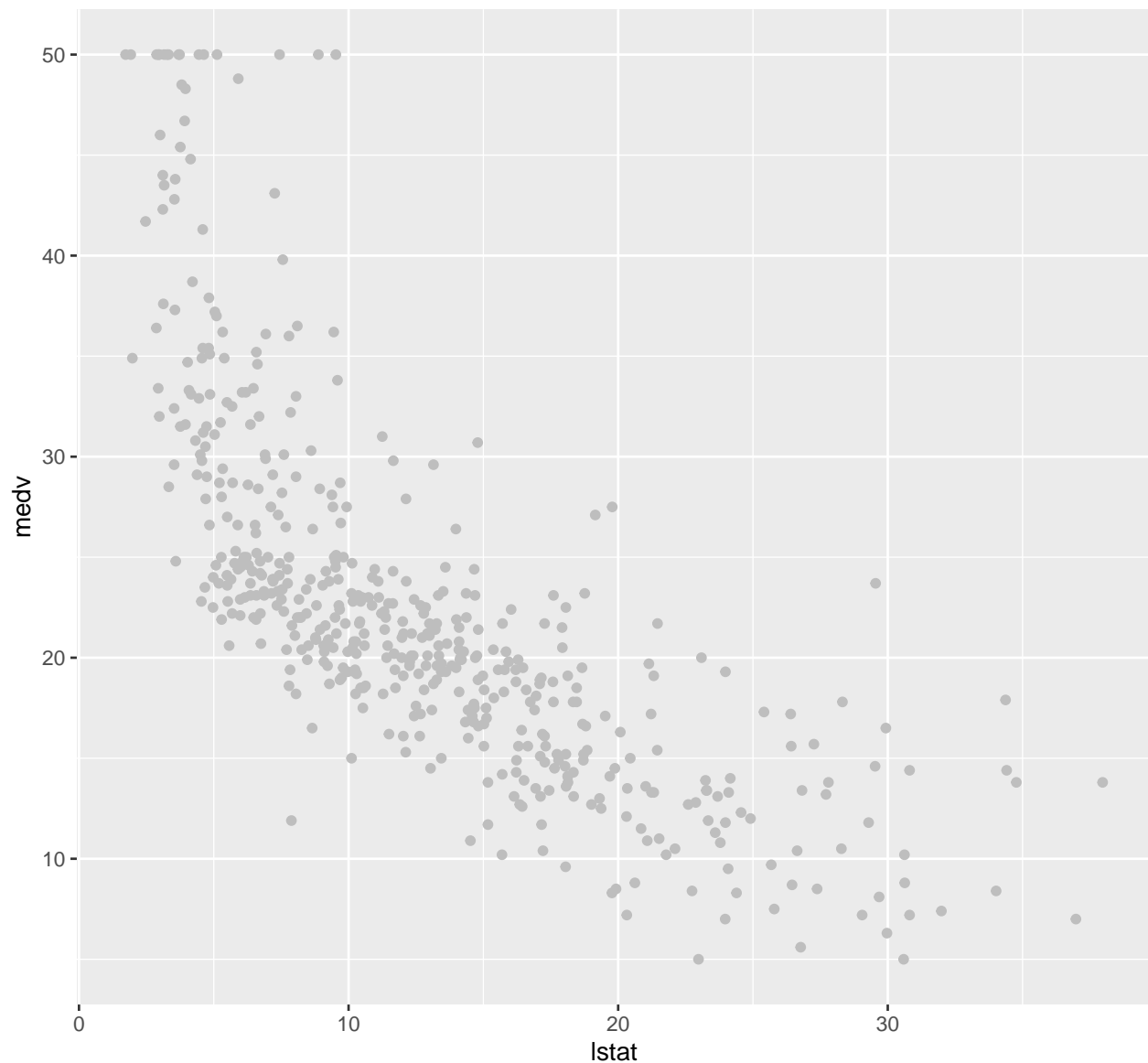
- Dependent variable: *medv*, the median value of owner-occupied homes (in thousands of dollars).
- Independent variable: *lstat* (percent of lower status of the population).

Load and plot the data

```
library(MASS)
data(Boston)
plot(Boston$lstat, Boston$medv, col = "gray", pch = 16,
      cex = 0.6, las = 1, xlab = "lower status of the population (percent)", ylab = "median value of own
```

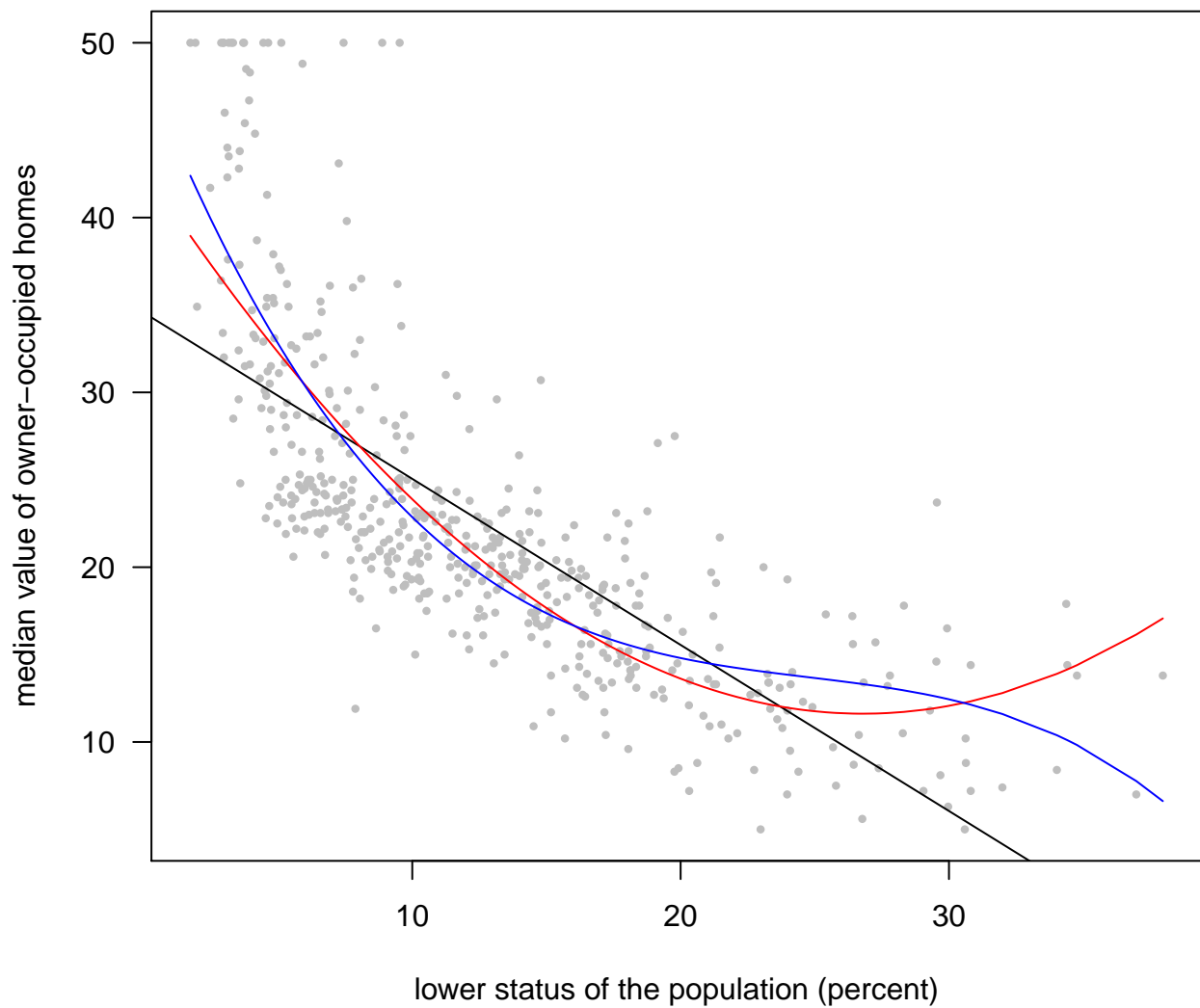


```
## ggplot
plot <- ggplot(aes(x = lstat, y = medv), data = Boston)
(plot <- plot + geom_point(colour = "gray"))
```



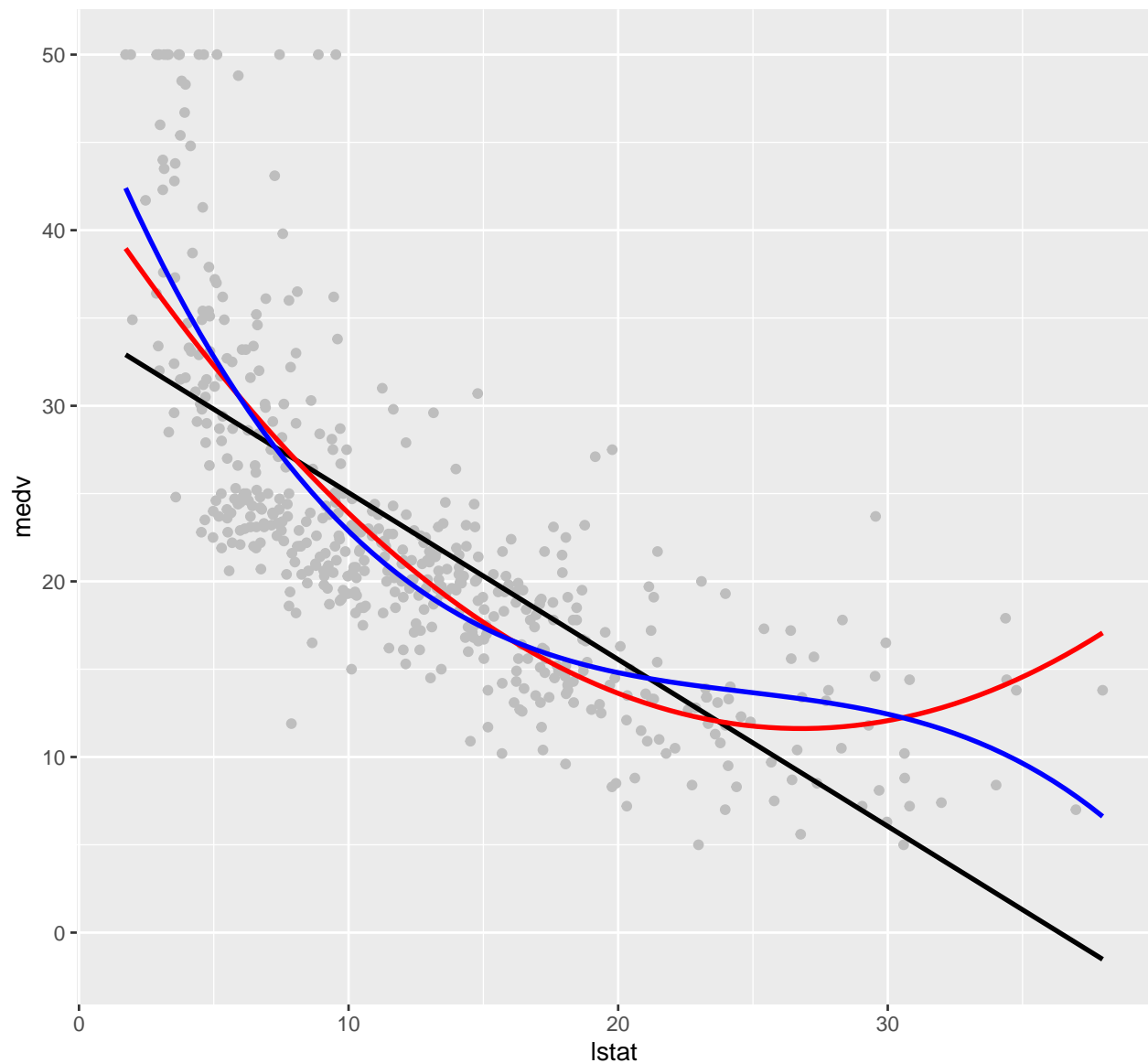
Plot the polynomial regression fits

```
plot(Boston$lstat, Boston$medv, col = "gray", pch = 16,
      cex = 0.6, las = 1, xlab = "lower status of the population (percent)", ylab = "median value of own
## SLR
m1 <- lm(medv ~ lstat, data = Boston)
abline(m1)
## 2nd order polynomial fit
m2 <- lm(medv ~ lstat + I(lstat^2), data = Boston)
lines(sort(Boston$lstat), m2$fitted.values[order(Boston$lstat)], col = "red")
## 3rd order polynomial fit
m3 <- lm(medv ~ lstat + I(lstat^2) + I(lstat^3), data = Boston)
lines(sort(Boston$lstat), m3$fitted.values[order(Boston$lstat)], col = "blue")
```



```
## Using ggplot
plot <- plot + geom_smooth(method = "lm", colour = "black", se = F)
plot <- plot + geom_smooth(method = "lm", formula = y ~ x + I(x^2), colour = "red", se = F)
plot <- plot + geom_smooth(method = "lm", formula = y ~ x + I(x^2) + I(x^3), colour = "blue", se = F)
plot

## `geom_smooth()` using formula 'y ~ x'
```



Model selection

```
anova(m2, m3)
```

```
## Analysis of Variance Table
##
## Model 1: medv ~ lstat + I(lstat^2)
## Model 2: medv ~ lstat + I(lstat^2) + I(lstat^3)
##   Res.Df  RSS Df Sum of Sq    F    Pr(>F)
## 1     503 15347
## 2     502 14616  1    731.76 25.134 7.428e-07 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

```
## Use Orthogonal Polynomials
```

```
m2new <- lm(medv ~ poly(lstat, 2), data = Boston)
```

```
m3new <- lm(medv ~ poly(lstat, 3), data = Boston)
summary(m3new); summary(m3)
```

```
##
## Call:
## lm(formula = medv ~ poly(lstat, 3), data = Boston)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -14.5441  -3.7122  -0.5145   2.4846  26.4153
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    22.5328     0.2399  93.937 < 2e-16 ***
## poly(lstat, 3)1 -152.4595     5.3958 -28.255 < 2e-16 ***
## poly(lstat, 3)2   64.2272     5.3958  11.903 < 2e-16 ***
## poly(lstat, 3)3  -27.0511     5.3958  -5.013 7.43e-07 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 5.396 on 502 degrees of freedom
## Multiple R-squared:  0.6578, Adjusted R-squared:  0.6558
## F-statistic: 321.7 on 3 and 502 DF,  p-value: < 2.2e-16
##
## Call:
## lm(formula = medv ~ lstat + I(lstat^2) + I(lstat^3), data = Boston)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -14.5441  -3.7122  -0.5145   2.4846  26.4153
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept) 48.6496253  1.4347240  33.909 < 2e-16 ***
## lstat       -3.8655928  0.3287861 -11.757 < 2e-16 ***
## I(lstat^2)   0.1487385  0.0212987   6.983 9.18e-12 ***
## I(lstat^3)  -0.0020039  0.0003997  -5.013 7.43e-07 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 5.396 on 502 degrees of freedom
## Multiple R-squared:  0.6578, Adjusted R-squared:  0.6558
## F-statistic: 321.7 on 3 and 502 DF,  p-value: < 2.2e-16
```

```
anova(m2new, m3new)
```

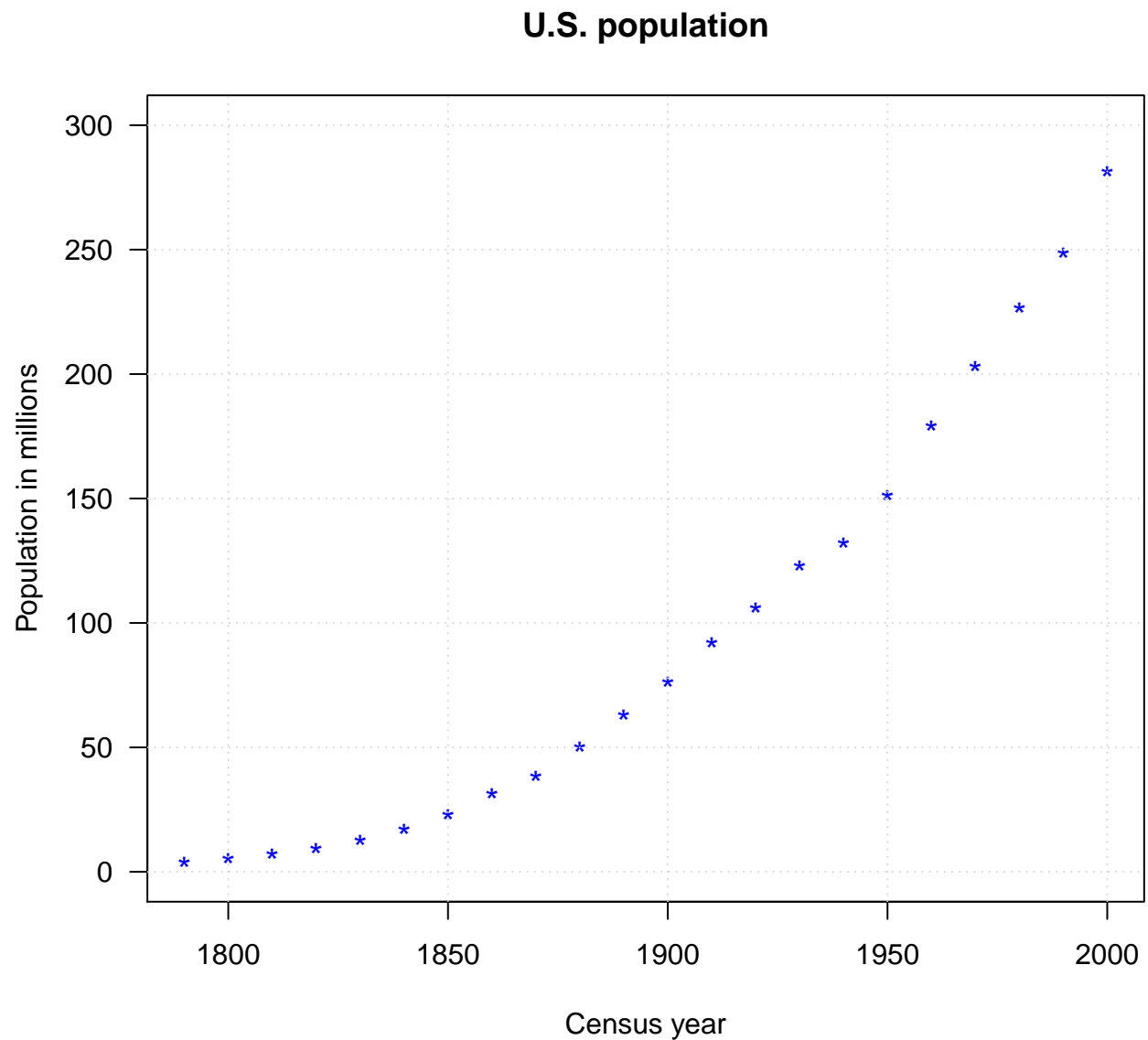
```
## Analysis of Variance Table
##
## Model 1: medv ~ poly(lstat, 2)
## Model 2: medv ~ poly(lstat, 3)
##   Res.Df  RSS Df Sum of Sq    F    Pr(>F)
## 1     503 15347
## 2     502 14616  1     731.76 25.134 7.428e-07 ***
## ---
```

```
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

Nonlinear Regression

U.S. Population Example

```
library(car)
plot(population ~ year, data = USPop, main = "U.S. population",
     ylim = c(0, 300), pch = "*", xlab = "Census year",
     ylab = "Population in millions", cex = 1.25, las = 1, col = "blue")
grid()
```



Logistic growth curve

A logistic function is a symmetric S shape curve with equation:

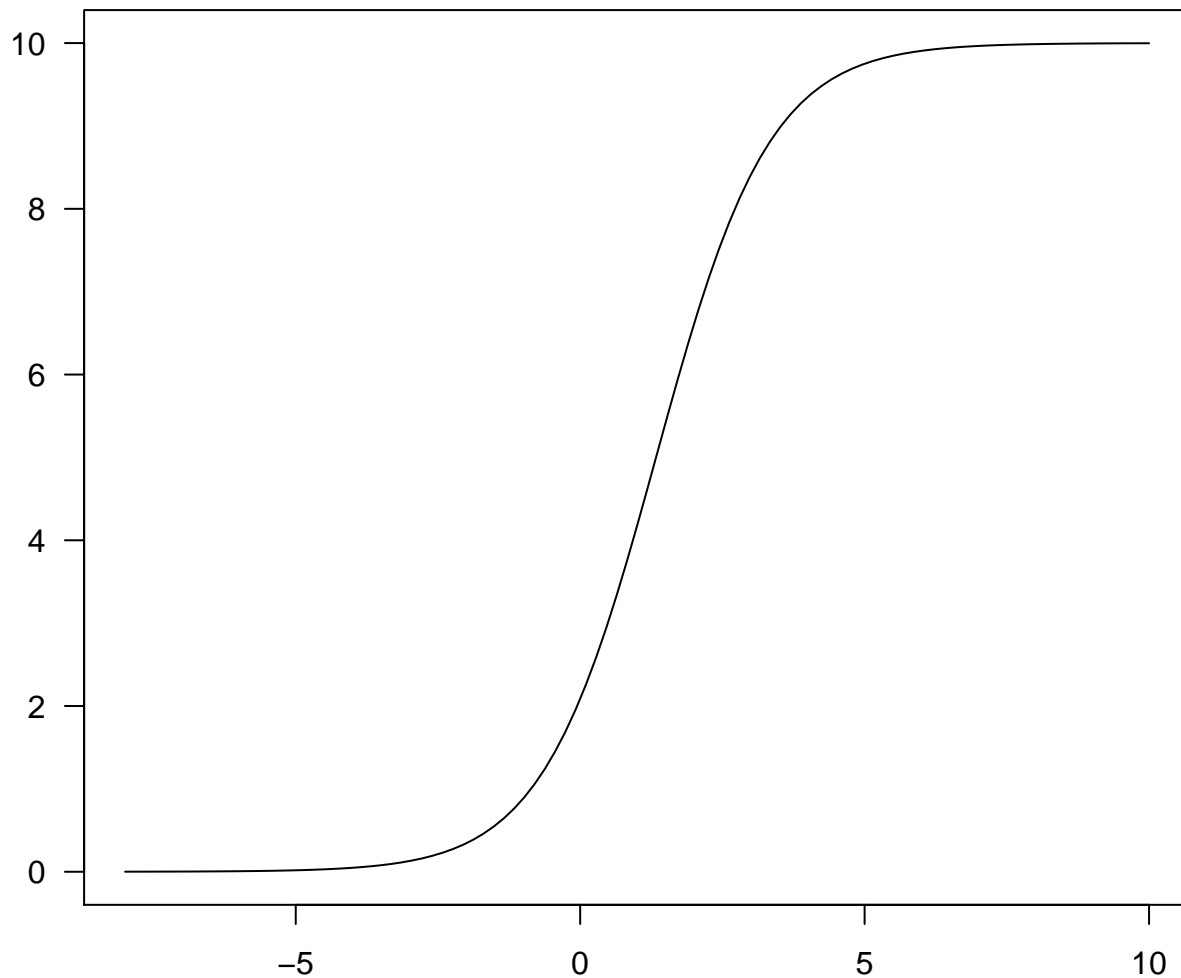
$$f(x) = \frac{\phi_1}{1 + \exp(-(x - \phi_2)/\phi_3)}$$

where ϕ_1 is the curve's maximum value; ϕ_2 is the curve's midpoint in x ; and ϕ_3 is the "range" (or the inverse growth rate) of the curve.

One typical application of the logistic equation is to model population growth.

```
# phi_1 = 10; phi_2 = 4/3, phi_3 = 1  
curve(10 / (1 + exp(-(x - 4/3))), from = -8, to = 10, main = "Logistic growth curve",  
      las = 1, xlab = "", ylab = "")
```

Logistic growth curve



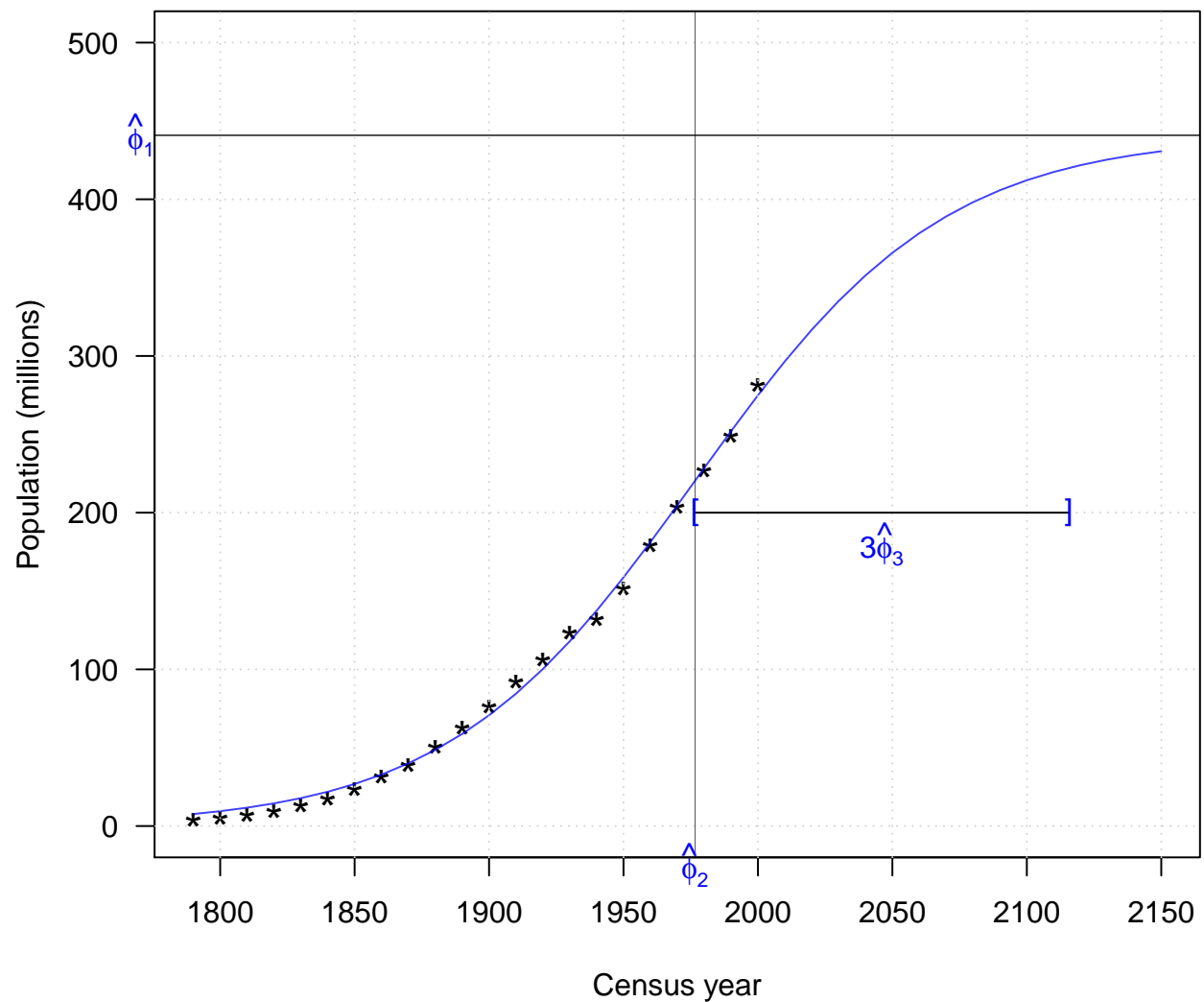
Fit a logistic growth curve to the U.S. population data set

```
pop.ss <- nls(population ~ SSlogis(year, phi1, phi2, phi3), data = USPop)  
summary(pop.ss)
```

```
##
## Formula: population ~ SSlogis(year, phi1, phi2, phi3)
##
## Parameters:
##      Estimate Std. Error t value Pr(>|t|)
## phi1  440.833    35.000   12.60 1.14e-10 ***
## phi2 1976.634     7.556  261.61 < 2e-16 ***
## phi3   46.284     2.157   21.45 8.87e-15 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 4.909 on 19 degrees of freedom
##
## Number of iterations to convergence: 0
## Achieved convergence tolerance: 6.818e-07

library(scales)

plot(population ~ year, USPop, xlim = c(1790, 2150),
     ylim = c(0, 500), las = 1, pch = "*",
     xlab = "Census year", ylab = "Population (millions)", cex = 1.6)
with(USPop, lines(seq(1790, 2150, by = 10),
                  predict(pop.ss, data.frame(year = seq(1790, 2150, by = 10))),
                  lwd = 1, col = alpha("blue", 0.75)))
abline(h = coef(pop.ss)[1], col = alpha("black", 0.7))
mtext(expression(hat(phi)[1]), side = 2, at = coef(pop.ss)[1], las = 1, col = "blue")
grid()
abline(v = coef(pop.ss)[2], col = alpha("black", 0.7), lwd = 0.5)
mtext(expression(hat(phi)[2]), side = 1, at = coef(pop.ss)[2], las = 1, col = "blue")
segments(coef(pop.ss)[2], 200, coef(pop.ss)[2] + 3 * coef(pop.ss)[3])
text(coef(pop.ss)[2], 200, "[", col = "blue")
text(coef(pop.ss)[2] + 3 * coef(pop.ss)[3], 200, "]", col = "blue")
text(coef(pop.ss)[2] + 1.5 * coef(pop.ss)[3], 180, expression(3*hat(phi)[3]), col = "blue")
```



```
# Compute AIC
AIC(pop.ss)
```

```
## [1] 137.2121
```

Alternative model: fit quadratic/cubic polynomial regression

```
pop.qm <- lm(population ~ year + I(year^2), USPop)
pop.cm <- lm(population ~ poly(year, 3), USPop)
summary(pop.cm)
```

```
##
## Call:
## lm(formula = population ~ poly(year, 3), data = USPop)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -6.2647 -1.1481  0.4461  1.7754  4.1953
##
## Coefficients:
```

```
##               Estimate Std. Error t value Pr(>|t|)
## (Intercept)    94.6753    0.6023  157.20  <2e-16 ***
## poly(year, 3)1 383.5304    2.8249  135.77  <2e-16 ***
## poly(year, 3)2 112.4650    2.8249   39.81  <2e-16 ***
## poly(year, 3)3  5.1987    2.8249   1.84   0.0823 .
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 2.825 on 18 degrees of freedom
## Multiple R-squared:  0.9991, Adjusted R-squared:  0.999
## F-statistic: 6674 on 3 and 18 DF,  p-value: < 2.2e-16
```

```
## Model selection
```

```
AIC(pop.cm); AIC(pop.qm)
```

```
## [1] 113.711
```

```
## [1] 115.5039
```

```
anova(pop.qm, pop.cm)
```

```
## Analysis of Variance Table
```

```
##
```

```
## Model 1: population ~ year + I(year^2)
```

```
## Model 2: population ~ poly(year, 3)
```

```
##   Res.Df    RSS Df Sum of Sq    F Pr(>F)
```

```
## 1      19 170.66
```

```
## 2      18 143.64  1    27.027 3.3868 0.08227 .
```

```
## ---
```

```
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

Comparing the fits

```
plot(population ~ year, USPop, xlim = c(1790, 2100),
     ylim = c(0, 500), las = 1, pch = "*", col = "blue",
     xlab = "Census year", ylab = "Population (millions)", cex = 1.6)
with(USPop, lines(seq(1790, 2100, by = 10),
                  predict(pop.ss, data.frame(year = seq(1790, 2100, by = 10))),
                  lwd = 1, col = alpha("black", 0.75)))
points(2010, 308, pch = "*", cex = 2, col = "red")
abline(h = coef(pop.ss)[1], lty = 3, col = "gray", lwd = 0.95)
with(USPop, lines(seq(1790, 2100, by = 10), predict(pop.cm, data.frame(year = seq(1790, 2100, by = 10))),
                  lwd = 1, lty = 2, col = alpha("black", 0.75)))
legend("bottomright", legend = c("NLR", "PolyR-3rd"), lty = c(1, 2), bty = "n")
```

