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Administration: K-

12 Leadership

DEVELOPMENT OF A PROTOTYPE MODEL FOR ASSESSING SEX-BASED
WAGE DISCRIMINATION (232 PP.)

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University administrators need a prototype model in order to assess their current salary assignments to prove or disprove sex-based wage discrimination. This dissertation provides one way of determining if the sex of a faculty member is a variable salary assignment. Researchers can also use this model to assess past studies for bias and/or data manipulation.

In order to find the answers to the research questions, a combination of quantitative methods and legal research were used to complete this study. Stepwise linear regression was used to determine which variables explained salary. Many variables were needed in a salary formula in order for the formula to adequately determine what variables influence salary. A list of these variables and a description of why they were included is included in the dissertation.

It is the desire of this researcher that the salary model developed will be a useful and efficient way to provide information for determination of salary equality.