To Consider: How can we ensure faculty research needs are equitably met with start-up funding?

**Methods**
- Salaries are transformed to reflect a 9-month, 1.0 FTE contract.
- Explanatory variables (Gender, Rank, Type of Department) were transformed to binary variables.
- Regression Analyses comparing 5 different full models were compared to a single-mean reduced model.

**Results**
- On average, male faculty have higher salaries than female faculty at MSU, even after taking rank into account.
- Once the rank and type of department are both taken into account, gender explains less of the variance in the data.
- With 2- and 3-way interaction terms included in the models, the analysis shows that for faculty in SBS, salary depends on gender and rank with different patterns at each rank.

**To Consider:** How can we ensure faculty research needs are being equitably met with start-up funding?