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Nicole Ballenger
Associate Vice President
Academic Affairs
1000 E. University Ave.
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Laramie, WY 82071

Dear Nicole,

At long last, I have completed my report, Assessment of Salary Differences for University of Wyoming Personnel. I am attaching the final draft of the study to this email, along with one appendix, and an invoice. The study has been very interesting to conduct, and I have enjoyed working with you. Please also convey my regards and thanks to Lisa Muller, Justin McDonald, Ned Feldbush, Myron Allen, and Sara Axelson. All were very helpful in the process of conducting the study.

My findings are summarized broadly starting on page 34 of the study. One area to consider for further analysis is the estimation of the rank and salary grade variables as functions of demographic characteristics. As we have discussed earlier (and as I highlight in my report), many researchers consider them endogenous in salary regressions. In addition, they appear to be playing an important role in the salary determination process, and there is some evidence of correlation between rank/salary grade and the demographics under study here.

If you have any questions regarding the study or need additional information, please feel free to call or email.

Sincerely,

Wendy

Wendy A. Stock, Ph.D.