

Results

Descriptive statistics are shown in Table 1. An alpha of .05 was used for each test unless otherwise indicated. Linear regression was used to determine whether faculty status (assistant professor, associate professor, full professor) and age were predictors of tolerance for other cultures. Faculty status and age were found to interact when predicting tolerance, $F(2, 24) = 5.52$, $MSE = 0.40$, $p = .011$, $R^2 \text{ Change} = .22$; the regression model is shown in Table 2. As a result, regression models predicting tolerance using age were reported for each level of faculty status (Table 3). Age was a significant predictor of tolerance for full professors, but not for assistant or associate professors.

Table 1
Descriptive Statistics for All Variables

Faculty Status	Variable	<i>M</i>	<i>SD</i>	<i>r</i>
Assistant (<i>N</i> = 10)	Age	32.70	7.21	.15
	Tolerance	5.10	0.74	
Associate (<i>N</i> = 10)	Age	38.30	7.23	.36
	Tolerance	4.90	0.32	
Full (<i>N</i> = 10)	Age	48.00	8.99	-.77*
	Tolerance	4.20	1.03	
All (<i>N</i> = 30)	Age	39.67	9.94	-.51*
	Tolerance	4.73	0.83	

* $p < .05$.

Table 2

Regression Model for Predicting Tolerance

Predictor	B	SE(B)	β	95% CI
Constant	4.59	0.97		
Age	0.016	0.029	0.19	-0.045, 0.076
D1	3.83*	1.50	2.22	0.74, 6.92
D2	-0.29	1.50	-0.17	-3.37, 2.80
D1*Age	-0.10*	0.037	-2.95	-0.18, -0.026
D2*Age	0.00	0.041	-0.002	-0.085, 0.085

* $p < .05$; $F(5, 24) = 5.19$, $MSE = 0.40$, $p = .002$, $Adj. R^2 = .42$ for the Regression Model.

D1 = 1 if full professor, 0 if otherwise. D2 = 1 if associate professor, 0 if otherwise.

Table 3

Regression Model for Predicting Tolerance by Faculty Status

Predictor	B	SE(B)	β	95% CI
<i>Full Professors¹</i>				
Constant	8.42	1.27		
Age	-0.088*	0.026	-.77	-0.15, -0.028
<i>Associate Professors²</i>				
Constant	4.31	0.56		
Age	0.016	0.014	0.36	-0.018, 0.049
<i>Assistant Professors³</i>				
Constant	4.59	1.19		
Age	0.016	0.036	0.15	-0.067, 0.098

* $p < .0167$

¹ $F(1, 8) = 11.33$, $MSE = 0.50$, $p = .01$, $Adj. R^2 = .53$

² $F(1, 8) = 1.15$, $MSE = 0.098$, $p = .31$, $Adj. R^2 = .017$

³ $F(1, 8) = 0.19$, $MSE = 0.60$, $p = .67$, $Adj. R^2 = .00$