

## Abstract

The Illinois Mathematics and Science Academy states its mission as "To ignite and nurture creative, ethical, scientific minds that advance the human condition." The academy furthermore states that "All people have equal intrinsic worth" and "Diverse perspectives enrich understanding and inspire discovery and creativity." In this sense, it is crucial for the academy to reflect on its own beliefs. Therefore, dependent on some factors like skill level, the wage of IMSA staff members should not be based on their gender. In this investigation, we explore wages and salary amounts of IMSA employees in several areas (teachers, staff, counselors) in order to finally determine whether or not wages are not dependent on the member's gender. This process is done by analyzing the publicly listed data on staff wages at IMSA and comparing it to other traits including the following: age, skill level, department, time been at IMSA, and education level. These several factors may have an influence on the pay while the gender simply should not. This publicly-published investigation will allow IMSA students and faculty to have a better understanding of how much wages are dependent on gender.