

UCI Pay Equity Study Update, 1998-99

Merit Equity Reviews

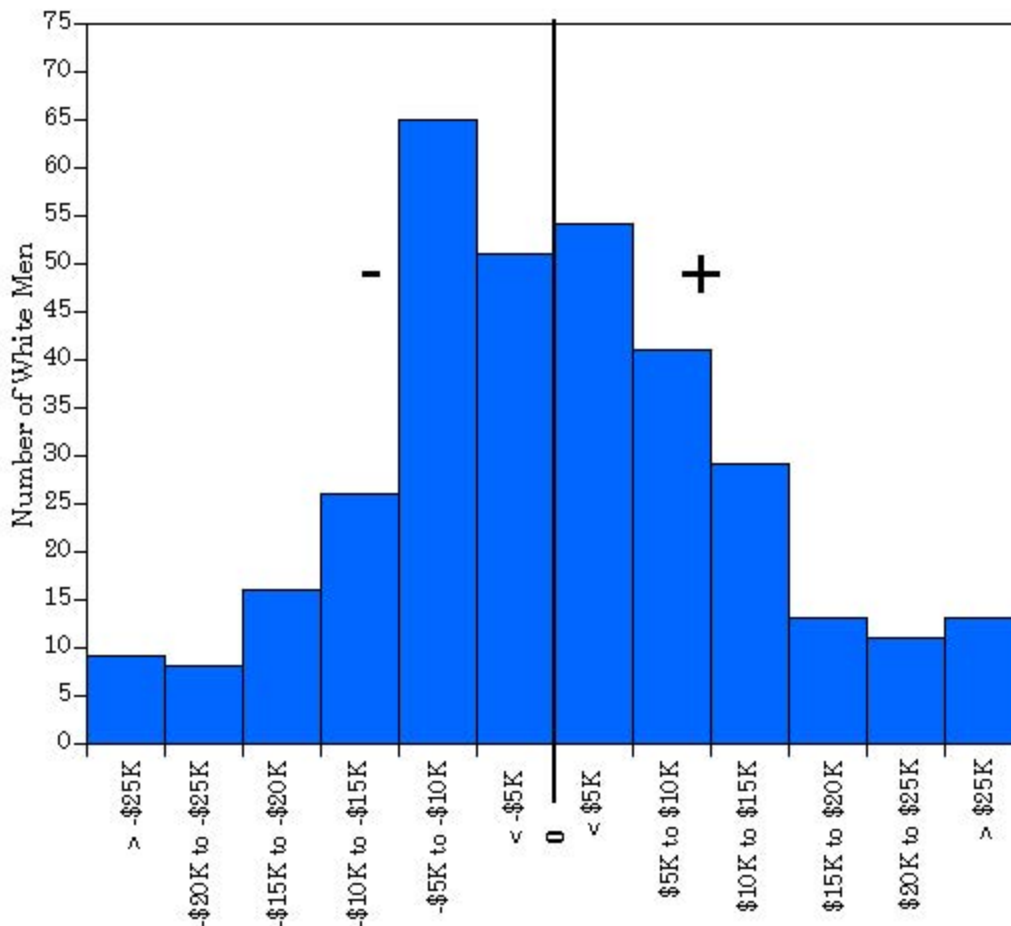
Following the 1997-98 pay equity study, a special merit equity review process was initiated in May 1998 for the purpose of examining individual cases for pay equity in relation to our standard merit system.

Forty-three Senate faculty requested merit equity review. Of those forty-three, the Special CAP Screening Committee recommended twenty-- 12 women and 8 men -- for further review. Departments were notified of these results and instructed to conduct a merit equity review of identified faculty, according to the instructions provided with each case.

Affected Departments evaluated each faculty member's case for merit equity following the same basic process as for regular academic personnel reviews, and voted on an appropriate action. The Department's recommendation was then forwarded through the Chair and Dean to the Council on Academic Personnel for review, and then to the Executive Vice Chancellor for decision.

Salary adjustments based on the outcomes of the 1998-99 merit equity reviews are **not** reflected in the 1998-99 pay equity data. Adjustments will be effective July 1, 1999, and will therefore be reflected in the 1999-2000 pay equity study.

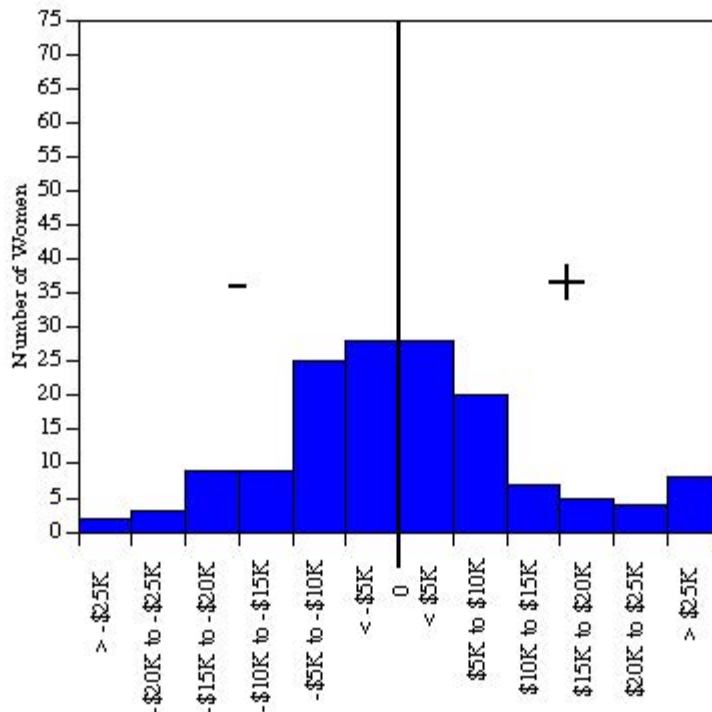
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus White Men Compared with Total
 October 1998



Residuals (actual salary - predicted salary) are determined separately for each academic unit. Standard error ranges from \$9,384 to \$15,483 for all ladder rank faculty.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Women
 October 1998 Revised



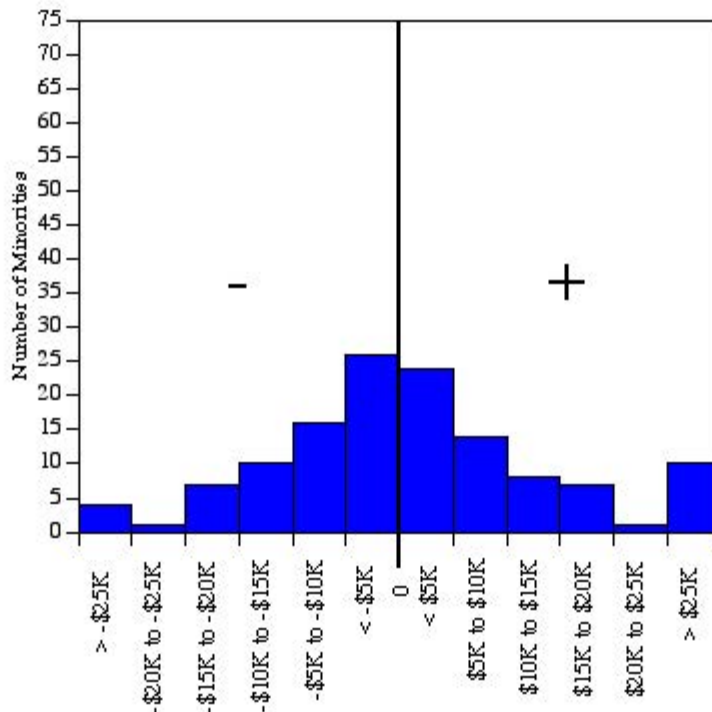
Residuals (actual salary - predicted salary) are determined separately for each academic unit. Standard error ranges from \$8,038 to \$15,376.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
Ladder Rank Faculty Salary Residuals

General Campus Minorities

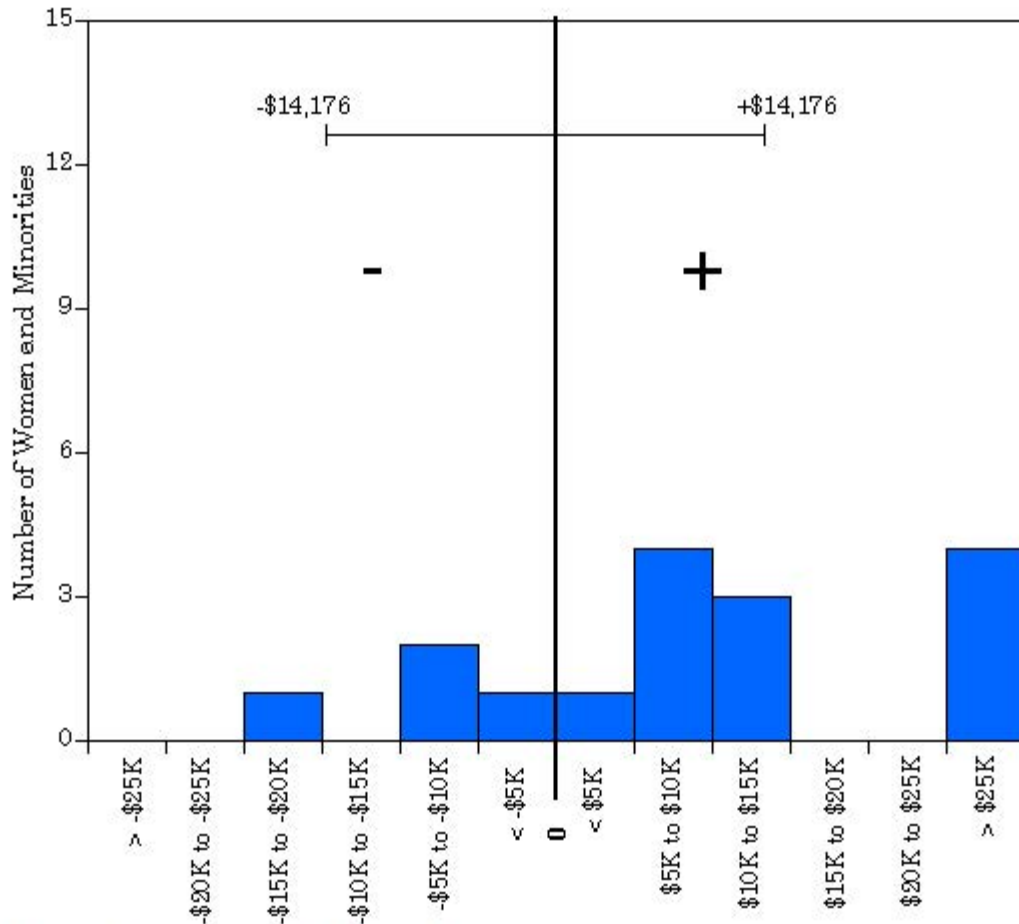
October 1998 Revised



Residuals (actual salary - predicted salary) are determined separately for each academic unit. Standard error ranges from \$8,038 to \$15,376.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of the Arts: Women and Minorities
 October 1998



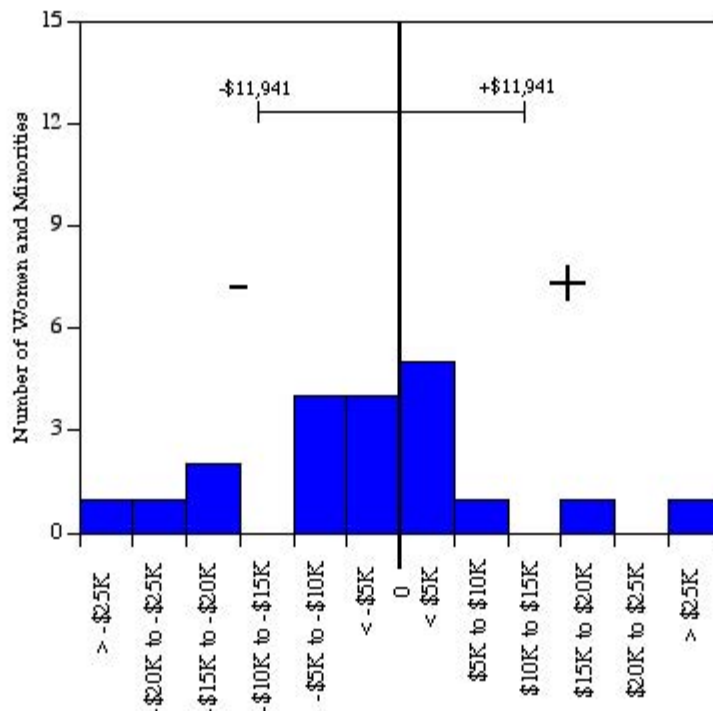
Residual = actual salary - predicted salary

Predicted salary = \$194,614 + (-\$524 * (year of hire)) + (\$18,608 * (degree indicator)) + (-\$2,093 * (degree year)) + (\$1,135 * (year of birth))

Standard error = \$14,176.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 1998 Revised

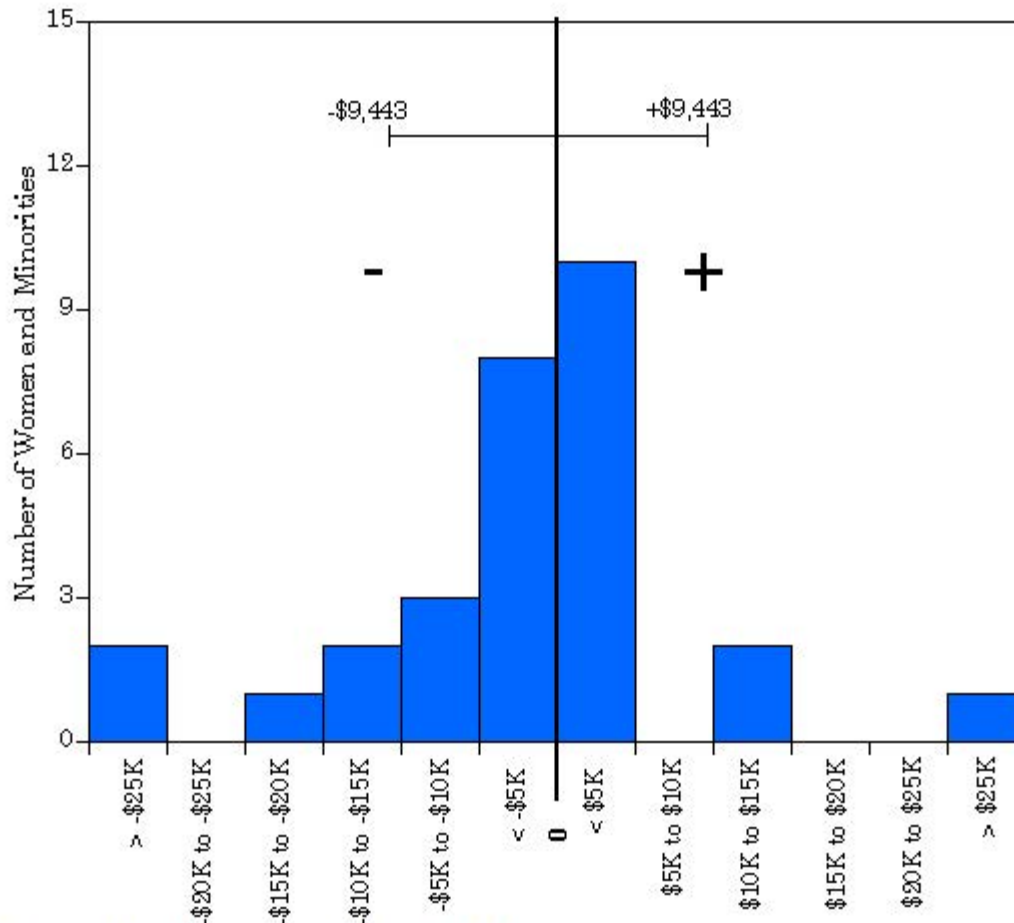


Predicted salary = $\$2.39 * 10^5 + (\$693 * (\text{year of hire})) + (-\$3,299 * (\text{degree year})) + (\$758 * (\text{year of birth}))$

Standard error = \$11,941

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Engineering: Women and Minorities
 October 1998



Residual = actual salary - predicted salary

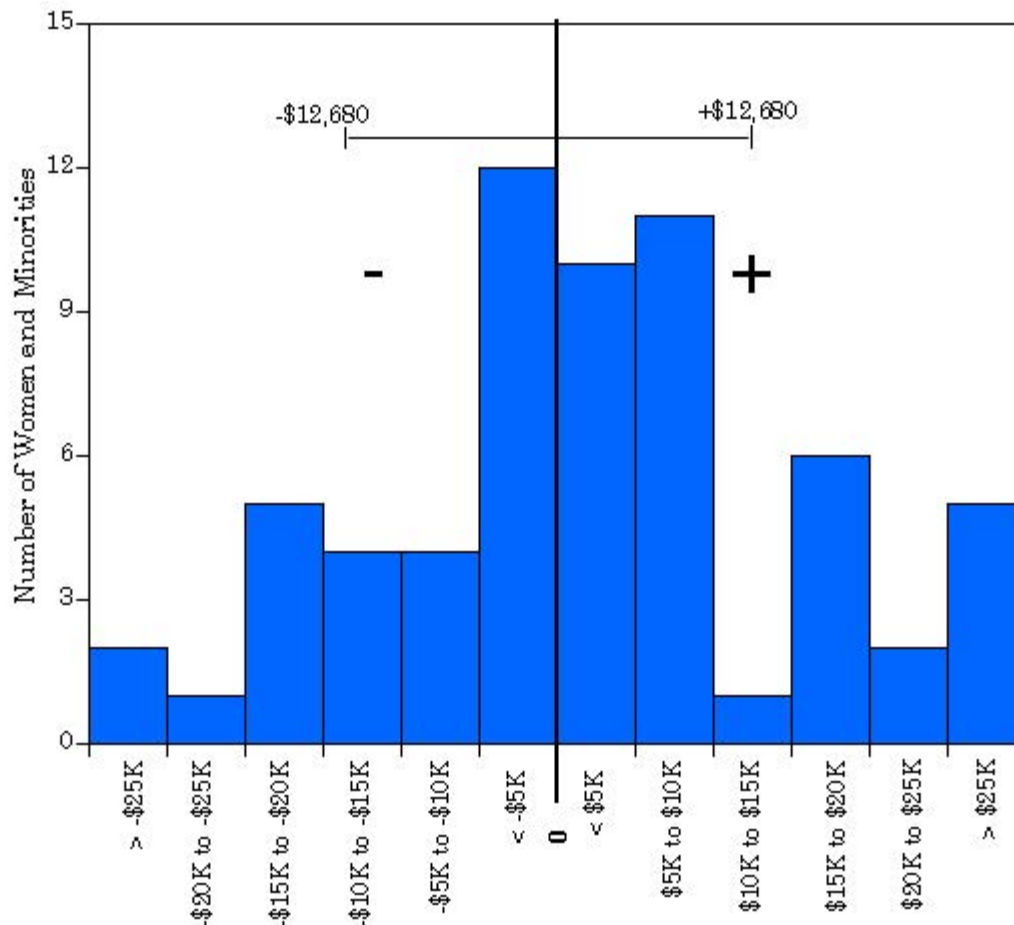
Predicted salary = \$204,157 + (\$550 * (year of hire)) + (-\$1,553 * (degree year)) + (-\$710 * (year of birth))

Standard error = \$9,443.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Humanities: Women and Minorities

October 1998



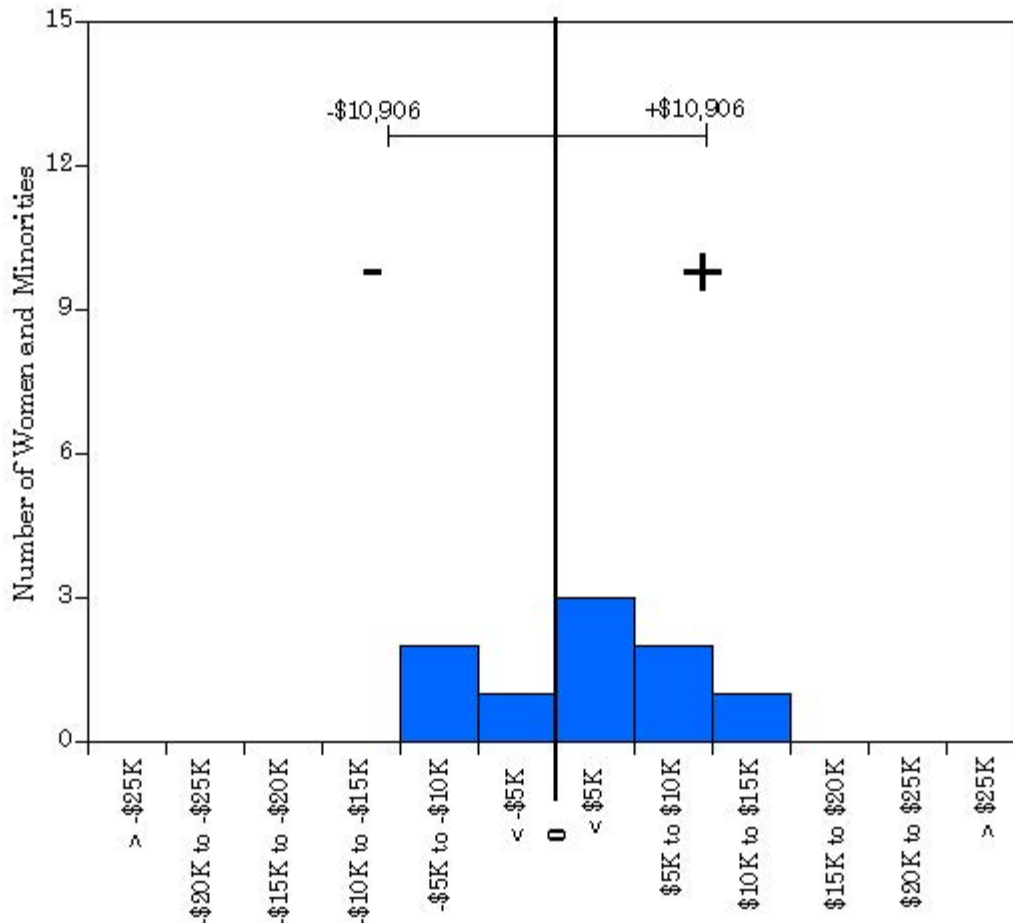
Residual = actual salary - predicted salary

Predicted salary = \$225,735 + (\$1,190 * (year of hire)) + (\$9,583 * (degree indicator)) +
 (-\$4,749 * (degree year)) + (\$2,201 * (year of birth))

Standard error = \$12,680.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Information and Computer Science: Women and Minorities
 October 1998



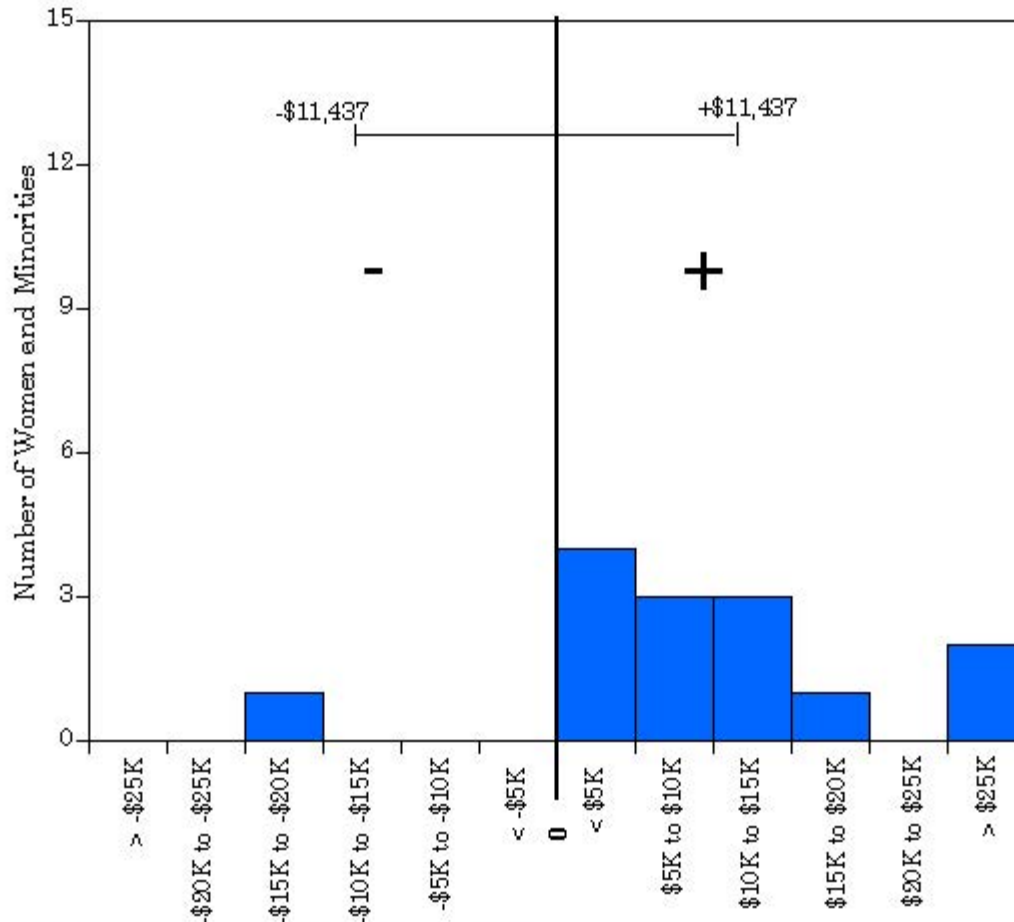
Residual = actual salary - predicted salary

Predicted salary = \$209,271 + (-\$300 * (year of hire)) + (-\$538 * (degree year)) +
 (-\$1,019 * (year of birth))

Standard error = \$10,906.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Graduate School of Management: Women and Minorities
 October 1998



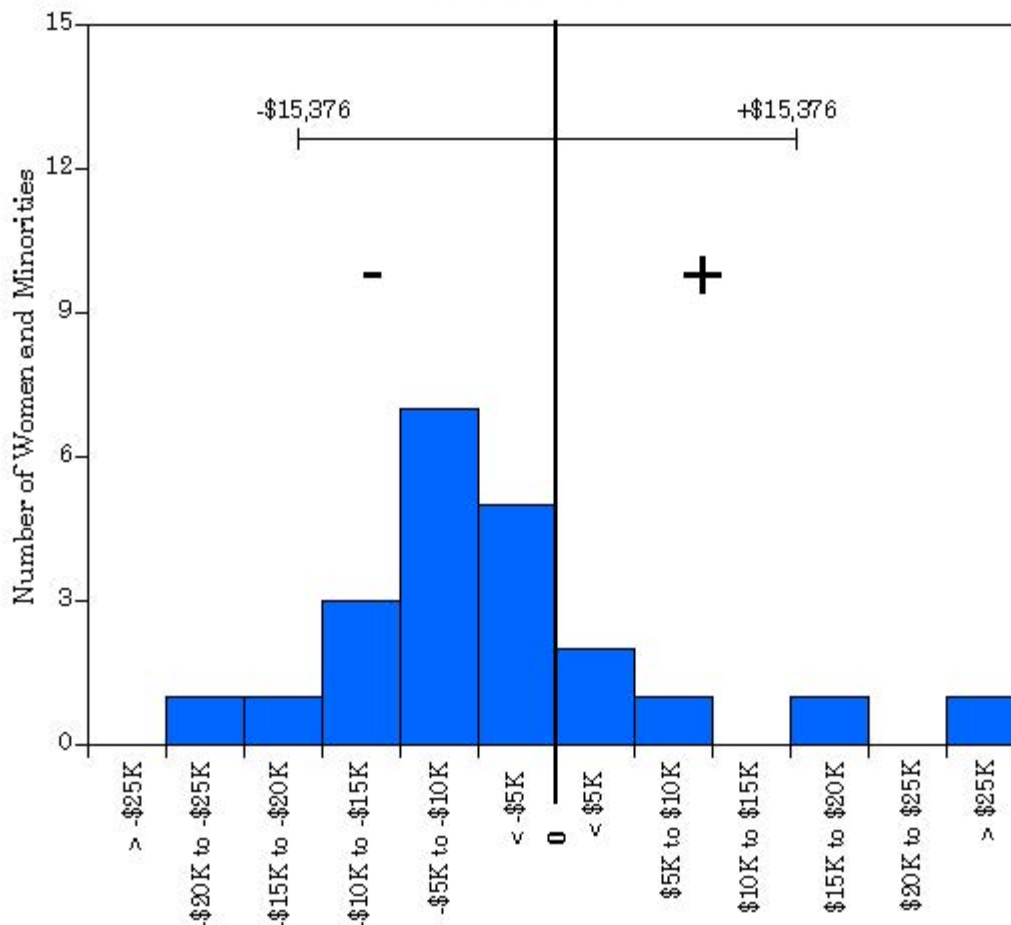
Residual = actual salary - predicted salary

Predicted salary = \$110,453 + (\$1,341 * (year of hire)) + (-\$1,121 * (degree year)) + (-\$868 * (year of birth))

Standard error = \$11,437.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Physical Sciences: Women and Minorities
 October 1998



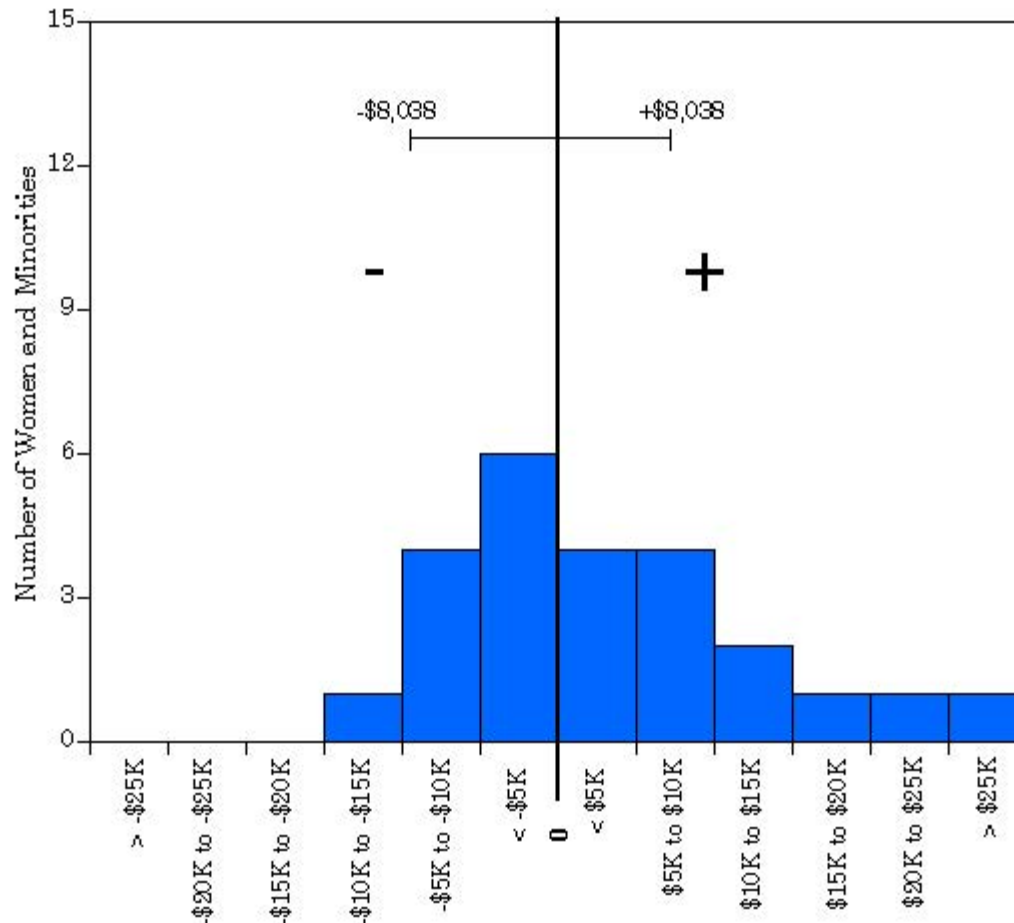
Residual = actual salary - predicted salary

Predicted salary = \$216,663 + (\$116 * (year of hire)) + (-\$2,071 * (degree year)) + (\$335 * (year of birth))

Standard error = \$15,376.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Social Ecology: Women and Minorities
 October 1998



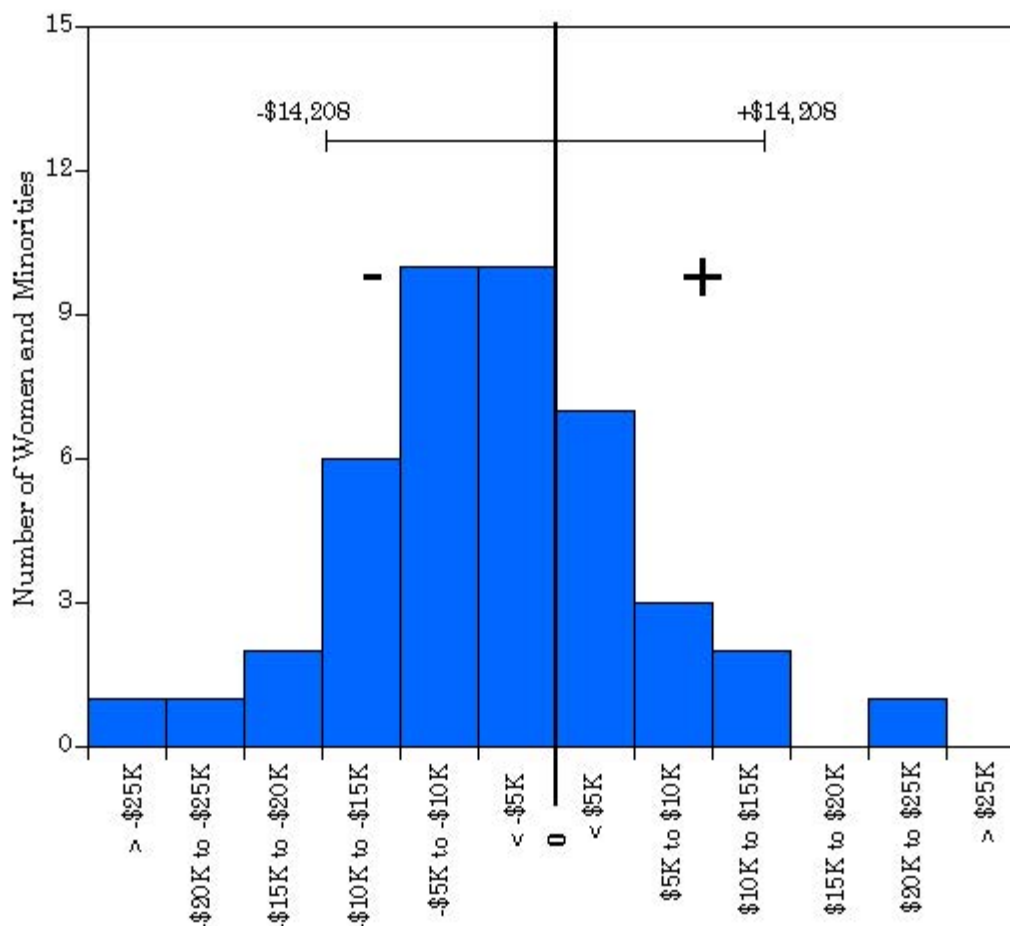
Residual = actual salary - predicted salary

Predicted salary = \$199,071 + (-\$220 * (year of hire)) + (-\$1,360 * (degree year)) + (-\$16 * (year of birth))

Standard error = \$8,038.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Sciences: Women and Minorities
 October 1998



Residual = actual salary - predicted salary

Predicted salary = \$208,440 + (\$398 * (year of hire)) + (-\$1,927 * (degree year)) + (-\$175 * (year of birth))

Standard error = \$14,208.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.