

UCI Pay Equity Study Update, 1999-2000

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 asked 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 were effective July 1, 1999, and are reflected in the 1999-2000 pay equity study.

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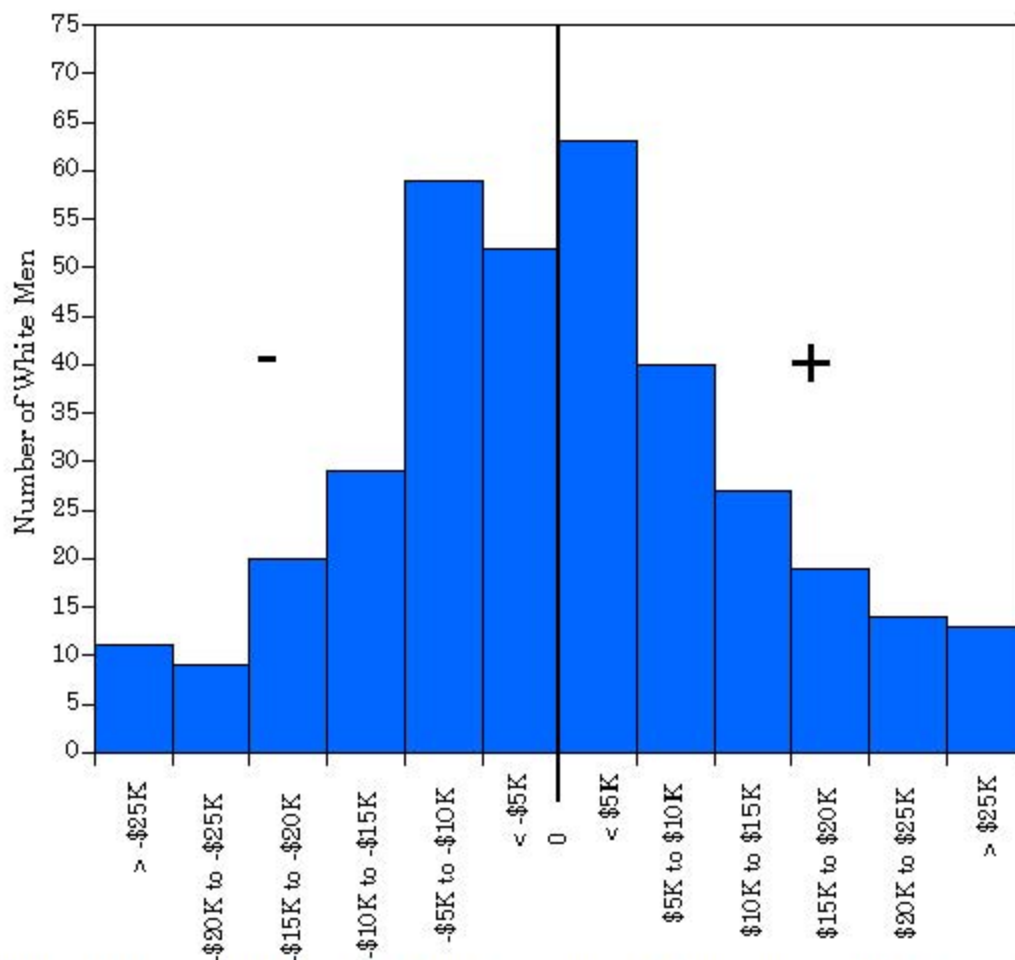
Conclusion

As in past years, we continue to find that several academic units do not have "normally" distributed residuals. In addition, overall distribution for women ([Figure 1](#)) and minorities ([Figure 2](#)), which had looked normal in past years, appears to be shifting to the left, with more negative residuals. This raises some serious concerns which will be addressed in meetings with the Deans.

There is no statistical test to determine whether the negative residuals are due to merit or to other considerations. We note that the *percentage* of women and minorities with negative residuals that exceed the standard error has not increased, but has remained constant during the last several years. Salary adjustments that resulted from the special [1998-99 Merit Equity review process](#) are reflected in the October 1999 data and generally improved the residuals for individual faculty members, though the overall numbers continue to be of concern and will be the subject of further discussion with the Deans and the Academic Senate.

UCI is committed to taking all reasonable steps to assure equity in the academic personnel appointment and review process.

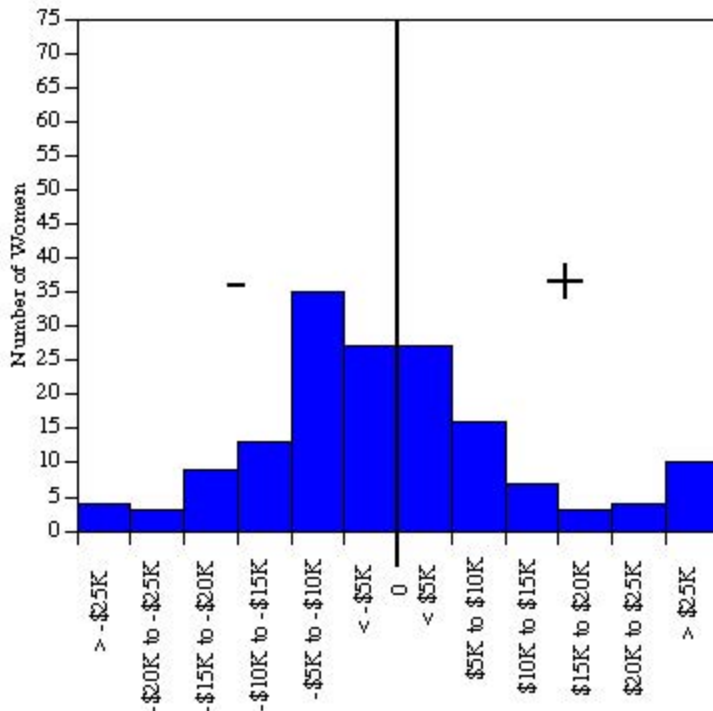
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus White Men Compared with Total
 October 1999



Residuals (actual salary - predicted salary) are determined separately for each academic unit. Standard error ranges from \$10,165 to \$15,848 for all ladder rank faculty.

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

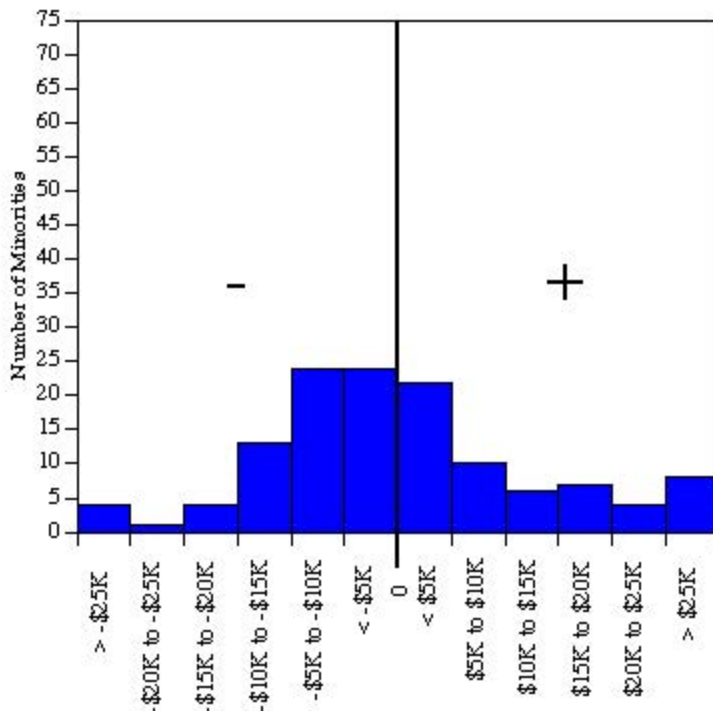
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Women
 October 1999 Revised



Residuals (actual salary - predicted salary) are determined separately for each academic unit. Standard error ranges from \$10,075 to \$16,763.

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

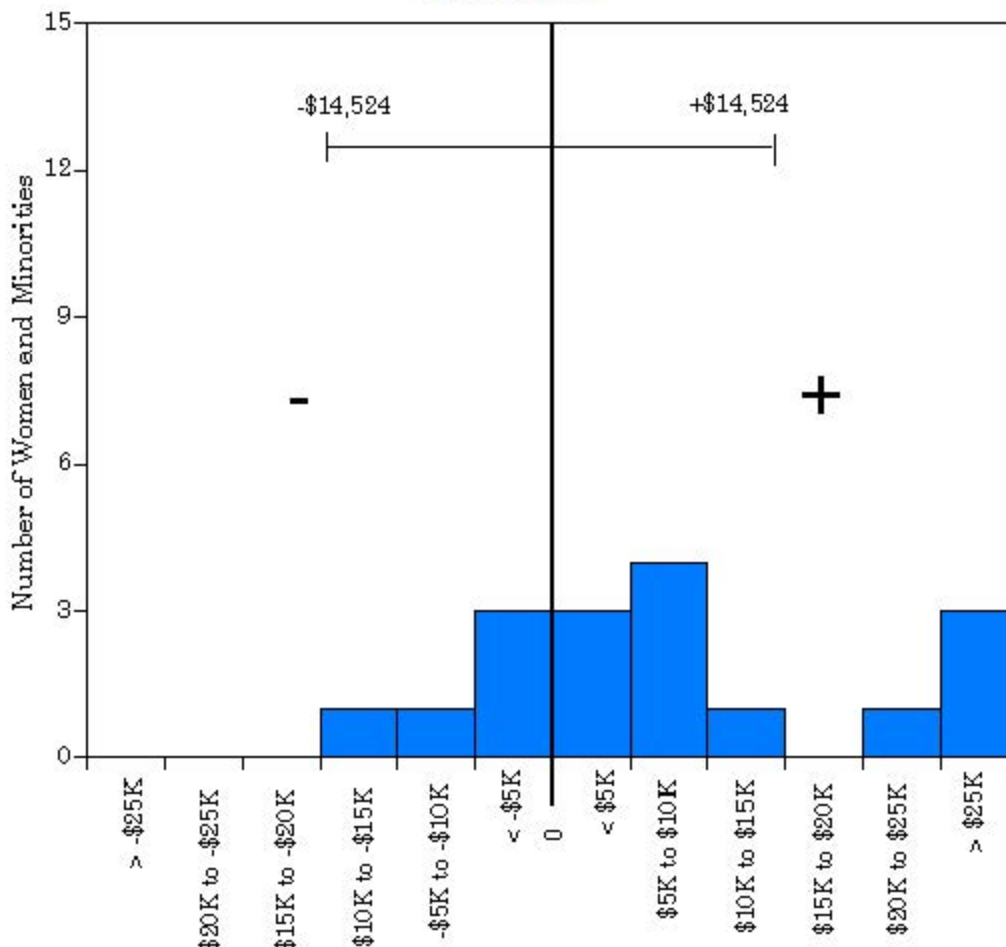
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Minorities
 October 1999 Revised



Residuals (actual salary - predicted salary) are determined separately for each academic unit. Standard error ranges from \$10,075 to \$16,763.

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of the Arts: Women and Minorities
 October 1999



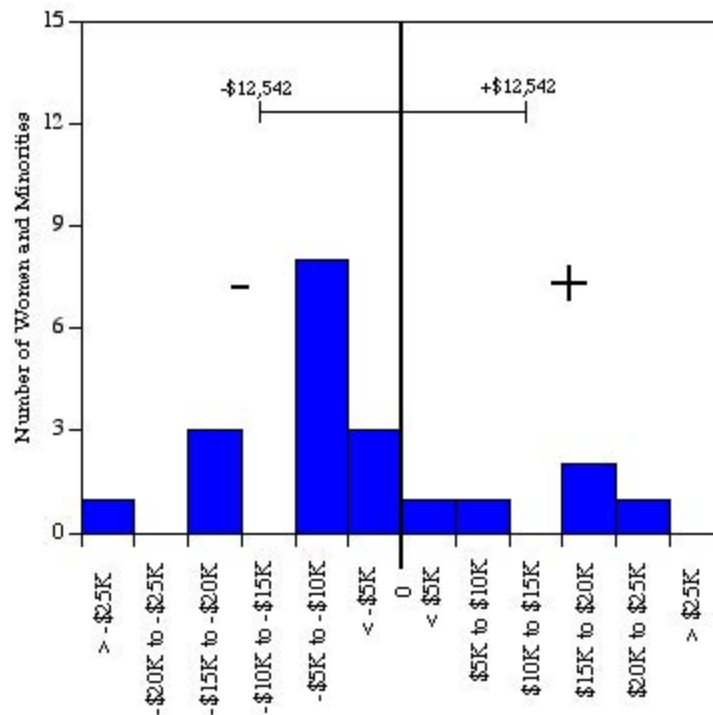
Residual = actual salary - predicted salary

Predicted salary = \$196,124 + (-\$508 * (year of hire)) + (\$15,225 * (degree indicator)) +
 (-\$1,637 * (degree year)) + (\$533 * (year of birth))

Standard error = \$14,524

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 1999 Revised



Residual = actual salary - predicted salary

Predicted salary = $\$2.49 * 10^5 + (\$852 * (\text{year of hire})) + (-\$3,594 * (\text{degree year})) + (\$831 * (\text{year of birth}))$

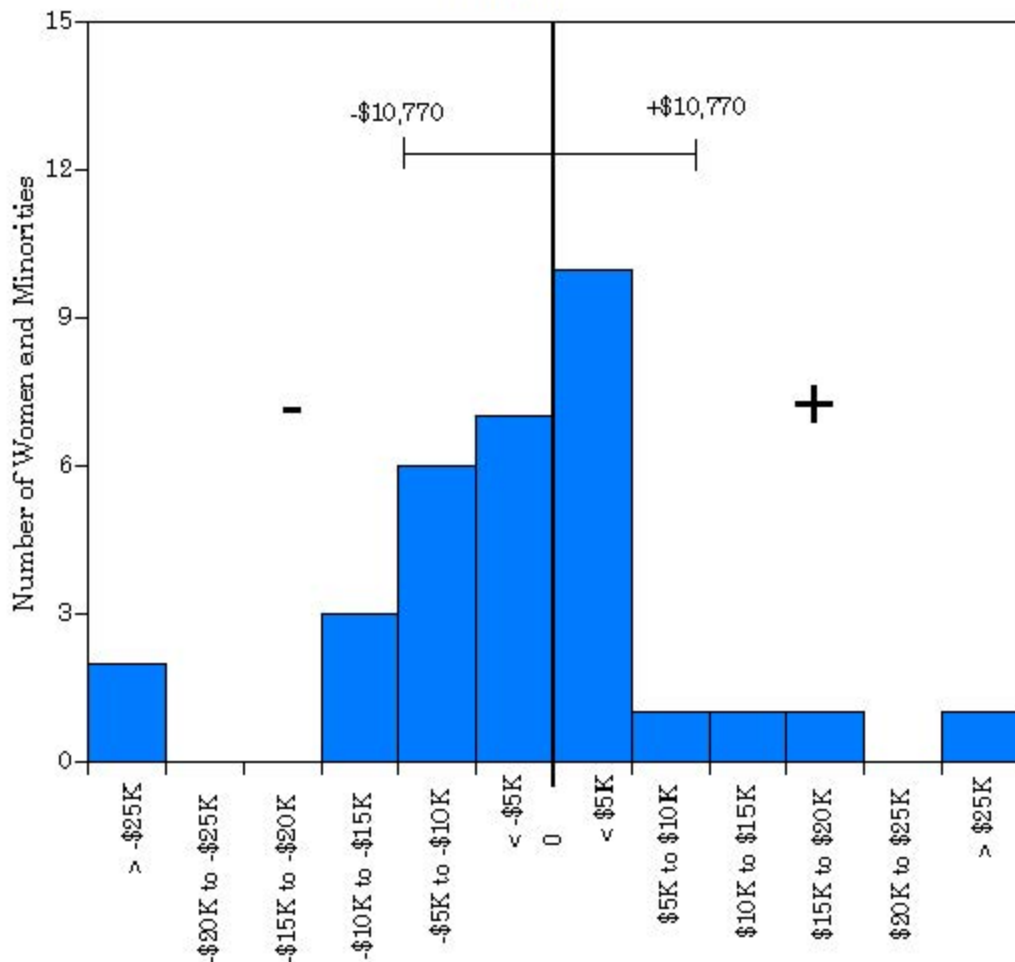
Standard error = \$12,542

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals

The Henry Samueli School of Engineering: Women and Minorities

October 1999



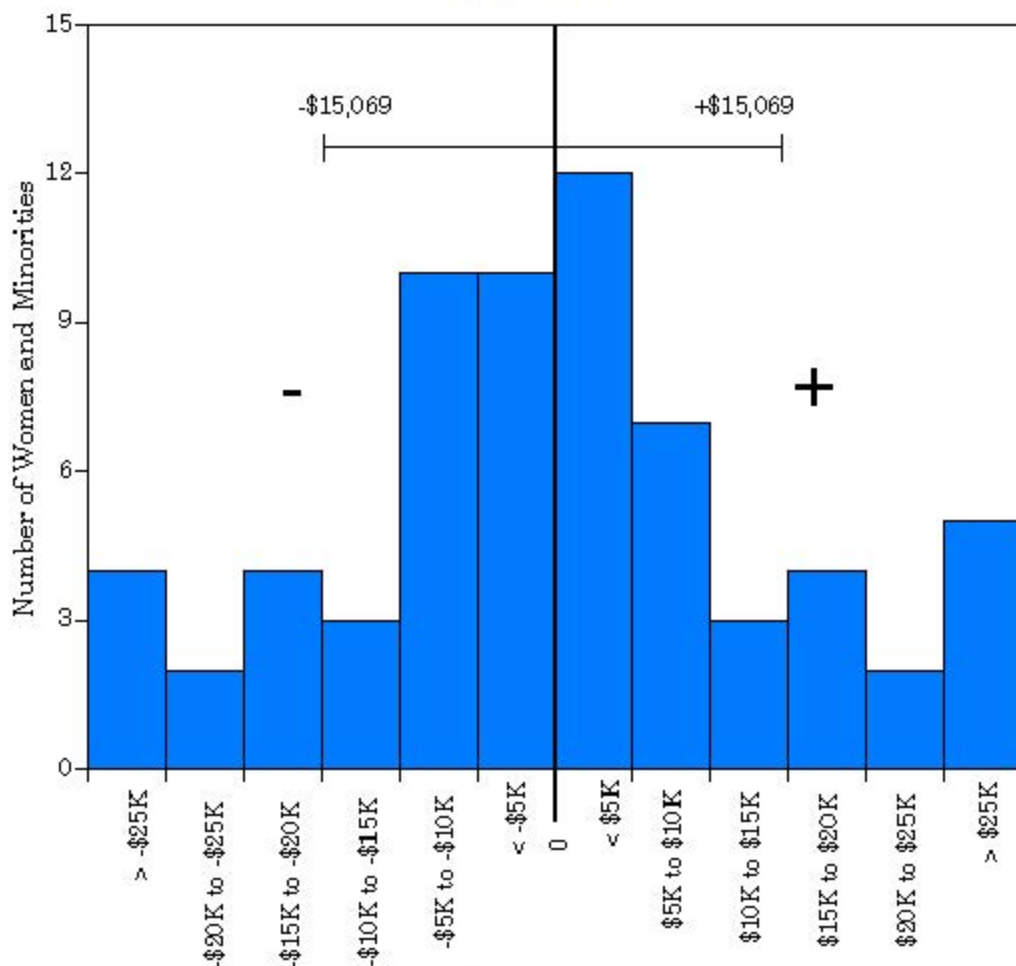
Residual = actual salary - predicted salary

Predicted salary = $\$203,257 + (\$578 * (\text{year of hire})) + (-\$1,446 * (\text{degree year})) + (-\$841 * (\text{year of birth}))$

Standard error = \$10,770

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Humanities: Women and Minorities
 October 1999



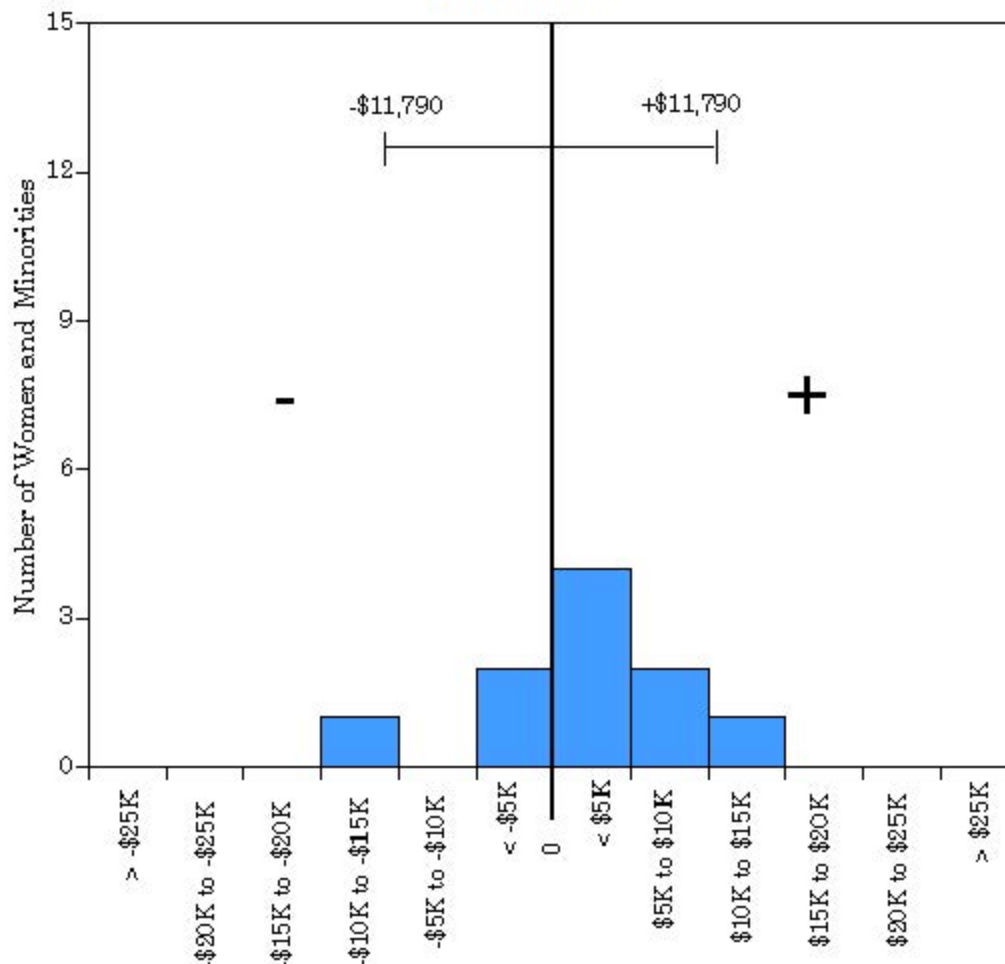
Residual = actual salary - predicted salary

Predicted salary = \$236,558 + (\$1,190 * (year of hire)) + (\$11,131 * (degree indicator)) +
 (-\$5,045 * (degree year)) + (\$2,499 * (year of birth))

Standard error = \$15,069

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Information and Computer Science: Women and Minorities
 October 1999



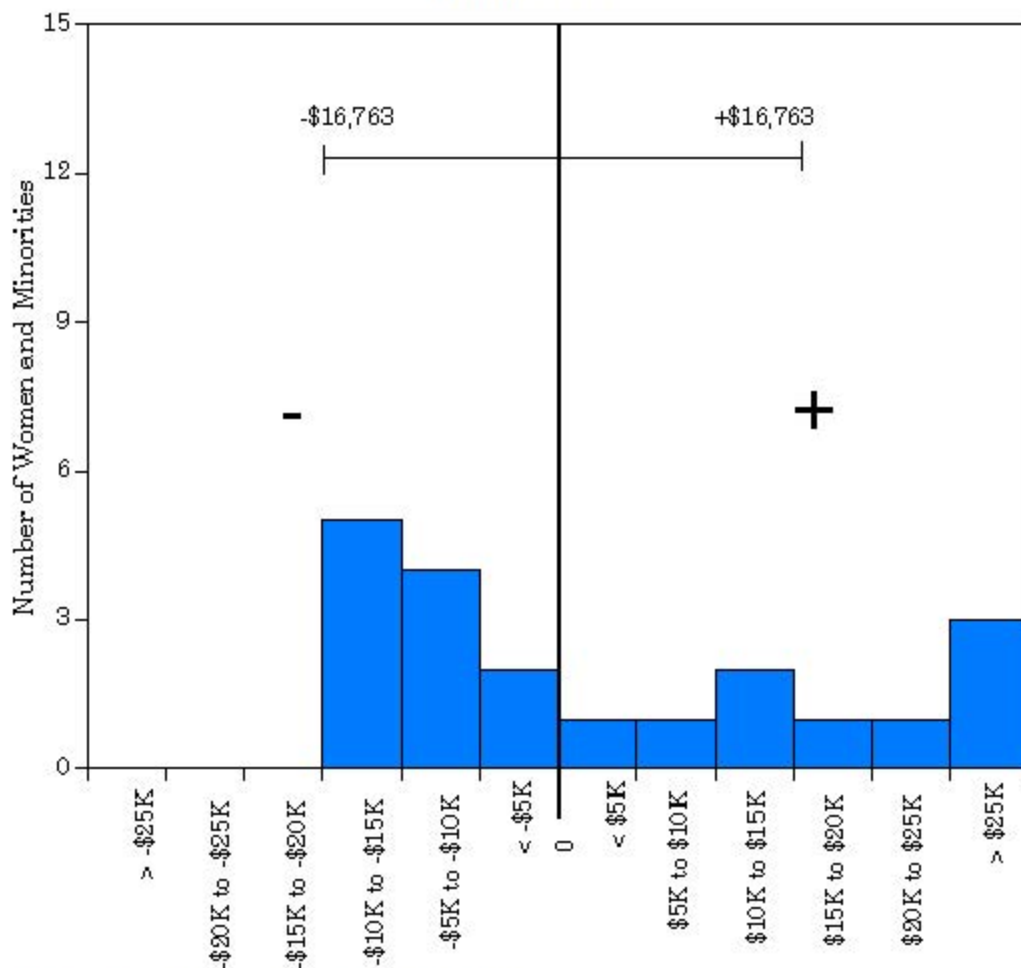
Residual = actual salary - predicted salary

Predicted salary = \$225,897 + (-\$310 * (year of hire)) + (-\$739 * (degree year)) + (-\$909 * (year of birth))

Standard error = \$11,790

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Graduate School of Management: Women and Minorities
 October 1999



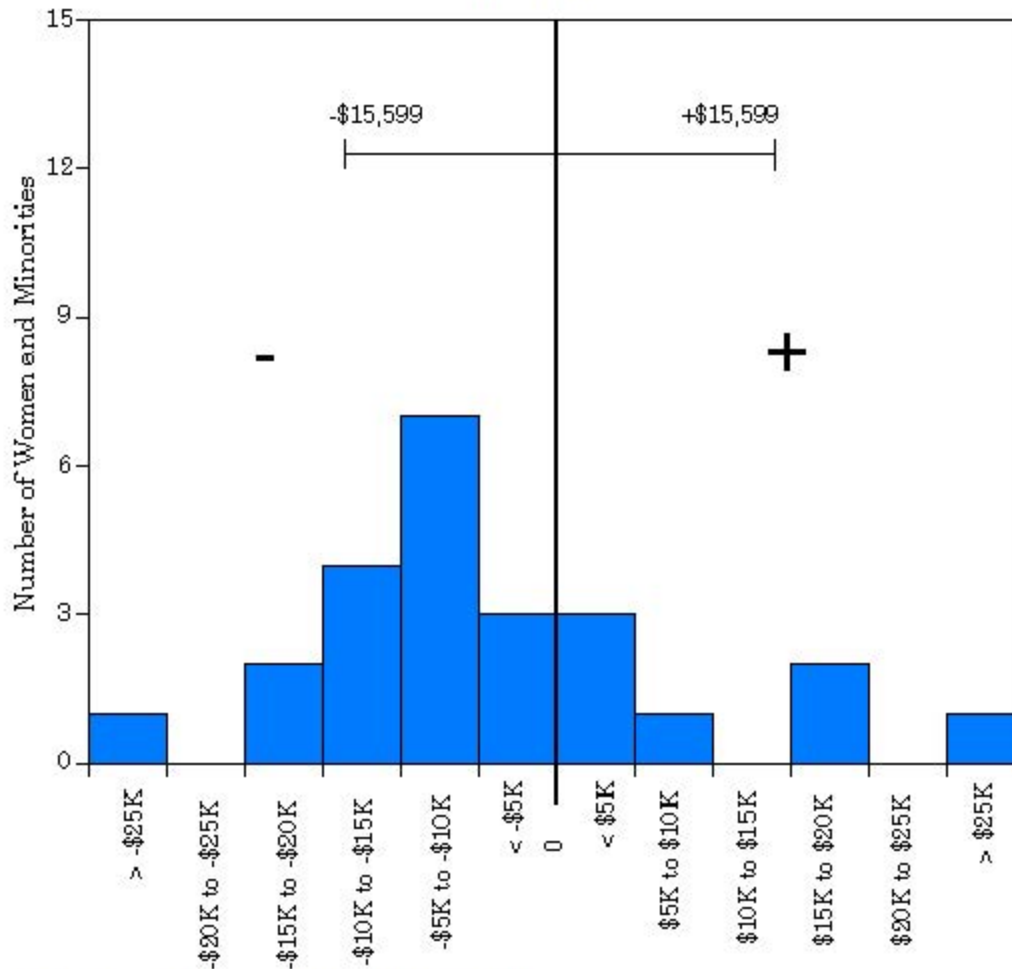
Residual = actual salary - predicted salary

Predicted salary = \$167,942 + (\$226 * (year of hire)) + (\$9,280 * (degree indicator)) +
 (-\$1,548 * (degree year)) + (\$508 * (year of birth))

Standard error = \$16,763

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Physical Sciences: Women and Minorities
 October 1999



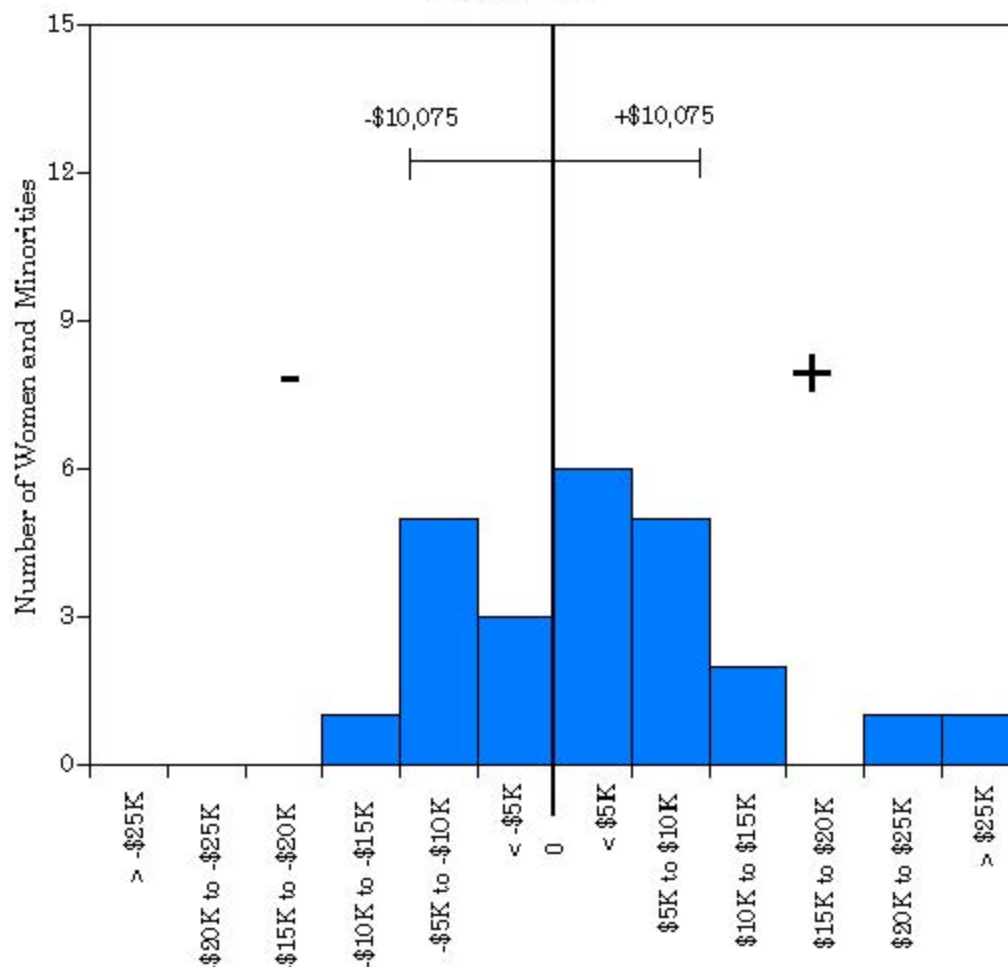
Residual = actual salary - predicted salary

Predicted salary = \$210,207 + (\$313 * (year of hire)) + (-\$1,959 * (degree year)) + (\$40 * (year of birth))

Standard error = \$15,599

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Ecology: Women and Minorities
 October 1999



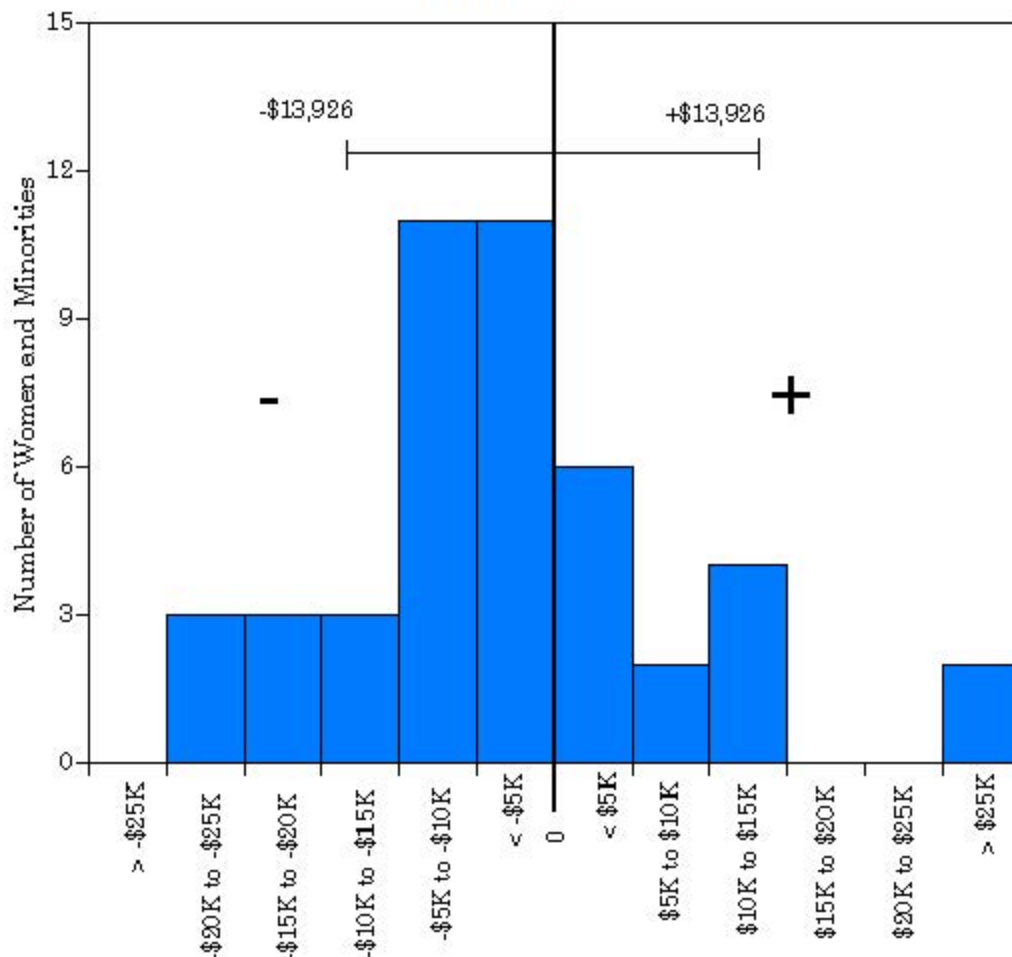
Residual = actual salary - predicted salary

Predicted salary = $\$222,585 + (-\$198 * (\text{year of hire})) + (-\$1,868 * (\text{degree year})) + (\$377 * (\text{year of birth}))$

Standard error = \$10,075

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Sciences: Women and Minorities
 October 1999



Residual = actual salary - predicted salary

Predicted salary = \$225,540 + (\$789 * (year of hire)) + (-\$2,951 * (degree year)) + (\$534 * (year of birth))

Standard error = \$13,926

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.