Ladder Ranks Faculty Salary Residuals
General Campus
October 2005

Ladder Ranks Faculty Salary Residuals — General Campus, October 2005. Residual = Actual − Predicted Salary. Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Residuals
## Claire Trevor School of the Arts
October 2005

■ Women & Minorities ■ White Men

Residual = Actual − Predicted Salary

+$16,269

+ (n = 13)   + (n = 11)

- (n = 19)   - (n = 16)

−$16,269

>$25,000
$20K to $25K
$15K to $20K
$10K to $15K
$5K to $10K
<$5,000
$0
<-$5,000
-$5K to -$10K
-$10K to -$15K
-$15K to -$20K
-$20K to -$25K
>-$25,000

15 10 5 0 5 10 15
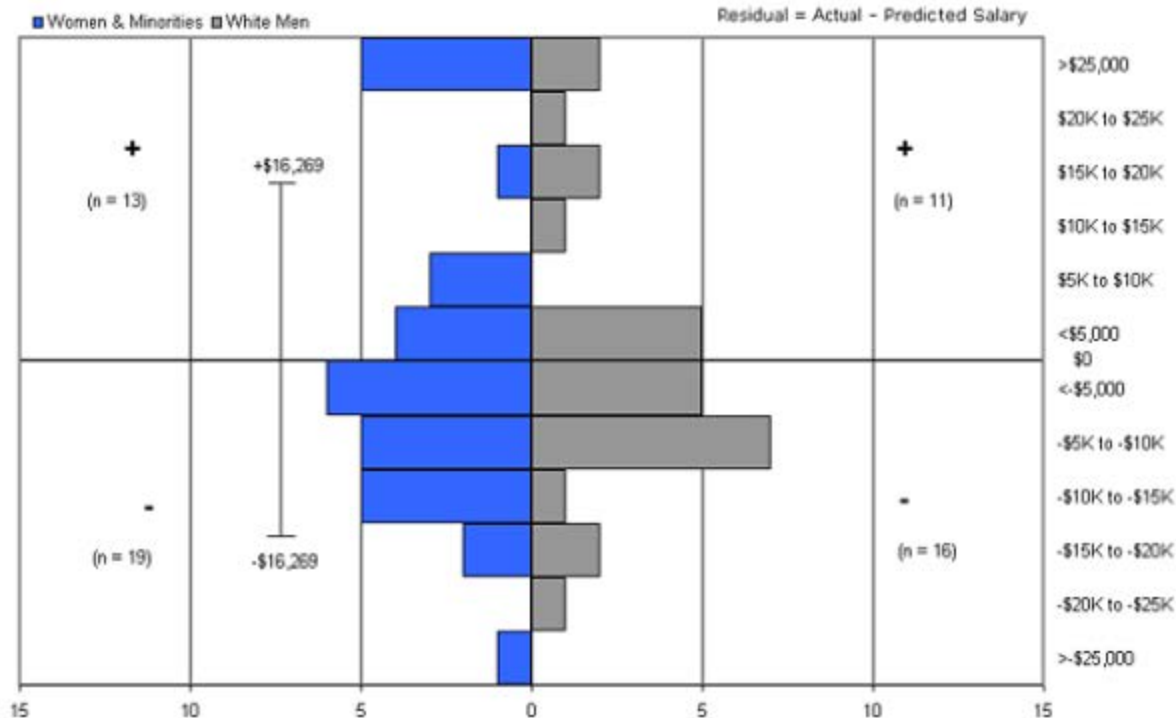
Predicted salary = $3,325,452 -($1,609 * (year of hire)) + ($491 * (degree indicator)) - ($19 * (degree year))

Standard error = $16,269

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
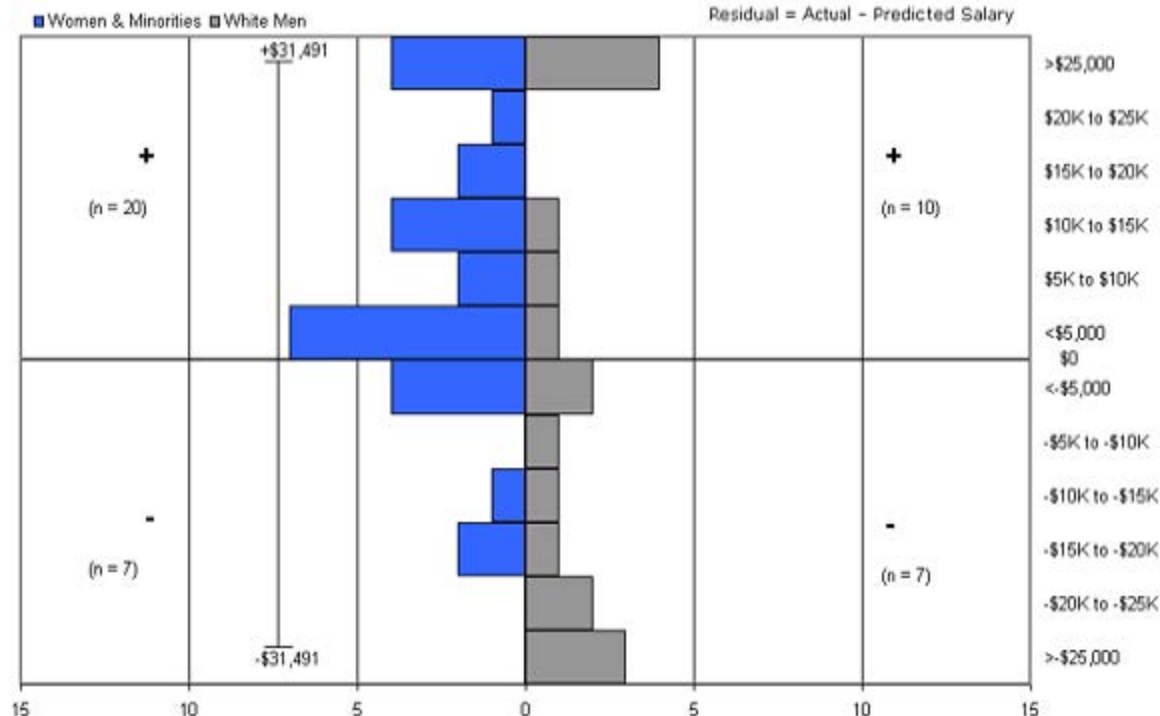## School of Biological Sciences
October 2005
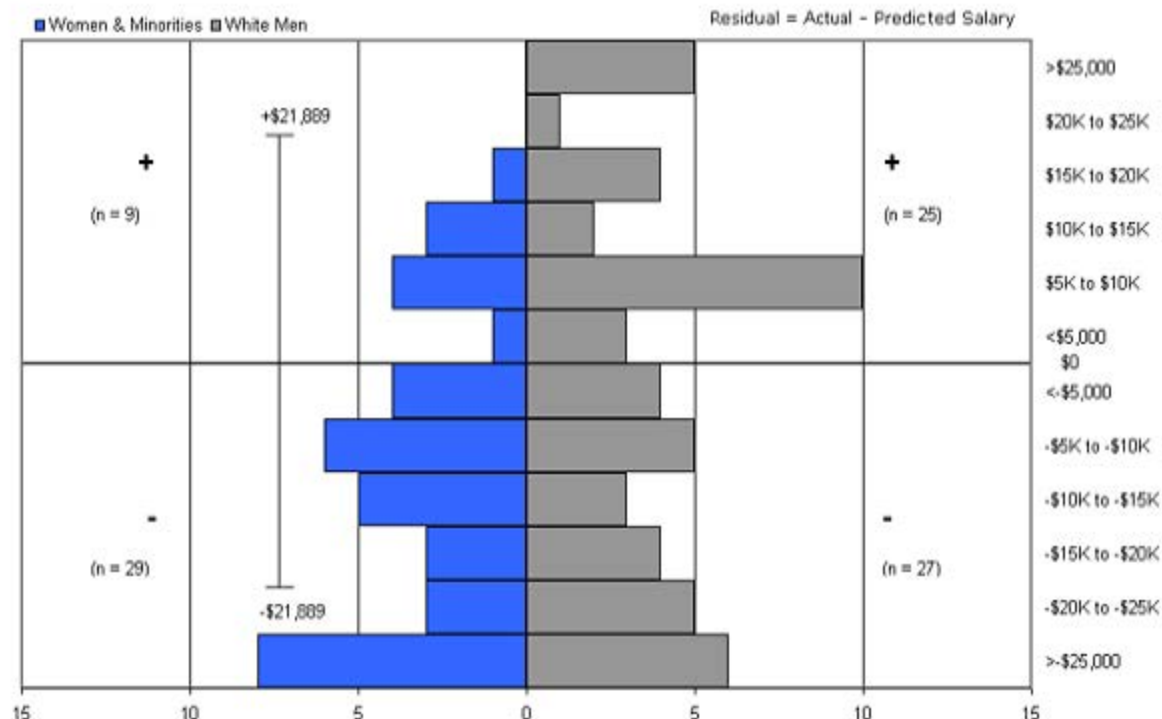
■ Women & Minorities   ■ White Men

Residual = Actual – Predicted Salary

Predicted salary = $3,855,735 +($1,376 * (year of hire)) - ($3,275 * (degree year))

Standard error = $23,013

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
Paul Merage School of Business
October 2005

Women & Minorities   White Men

Residual = Actual – Predicted Salary

+$31,491

>$25,000

$20K to $25K

+
(n = 20)

$15K to $20K

+
(n = 10)

$10K to $15K

$5K to $10K

<$5,000
$0

<-$5,000

-$5K to -$10K

-
(n = 7)

-$10K to -$15K

-
(n = 7)

-$15K to -$20K

-$20K to -$25K
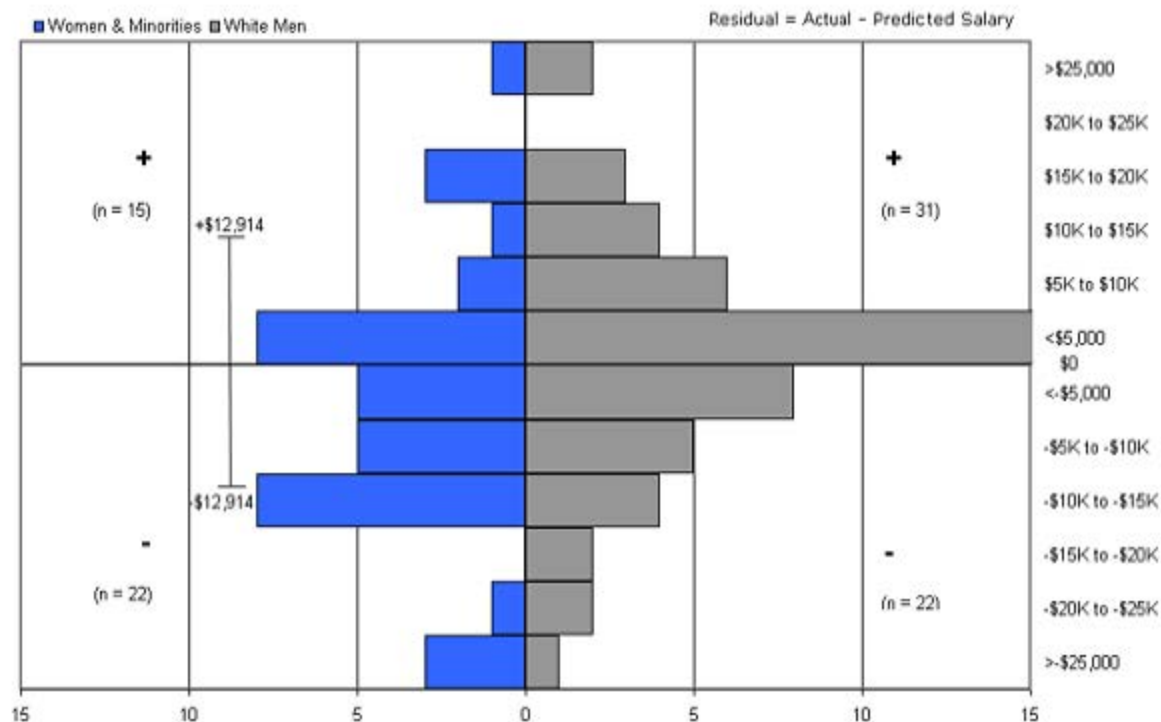
-$31,491

>-$25,000

15   10   5   0   5   10   15

Predicted salary = $1,652,136 +($940 * (year of hire)) - ($1,708 * (degree year))

Standard error = $31,491

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2005

■ Women & Minorities ■ White Men

Residual = Actual − Predicted Salary

+

(n = 15)

+

(n = 31)

+$12,914

−$12,914

−

(n = 22)

−

(n = 22)

>$25,000

$20K to $25K

$15K to $20K

$10K to $15K

$5K to $10K

<$5,000
$0
<-$5,000

-$5K to -$10K

-$10K to -$15K

-$15K to -$20K

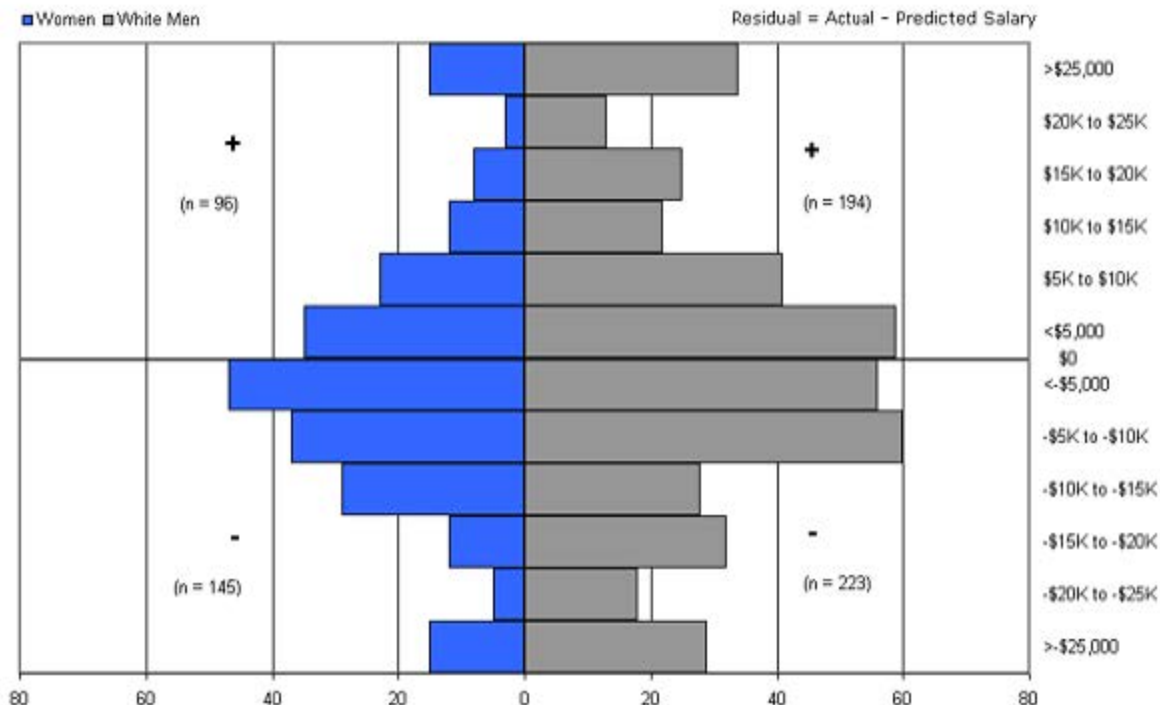-$20K to -$25K

>-$25,000

15   10   5   0   5   10   15

Predicted salary = $ 3,648,146 +($1,298 * (year of hire)) + ($33,438 * (degree indicator))- ($3,120 * (degree year))

Standard error = $12,914

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
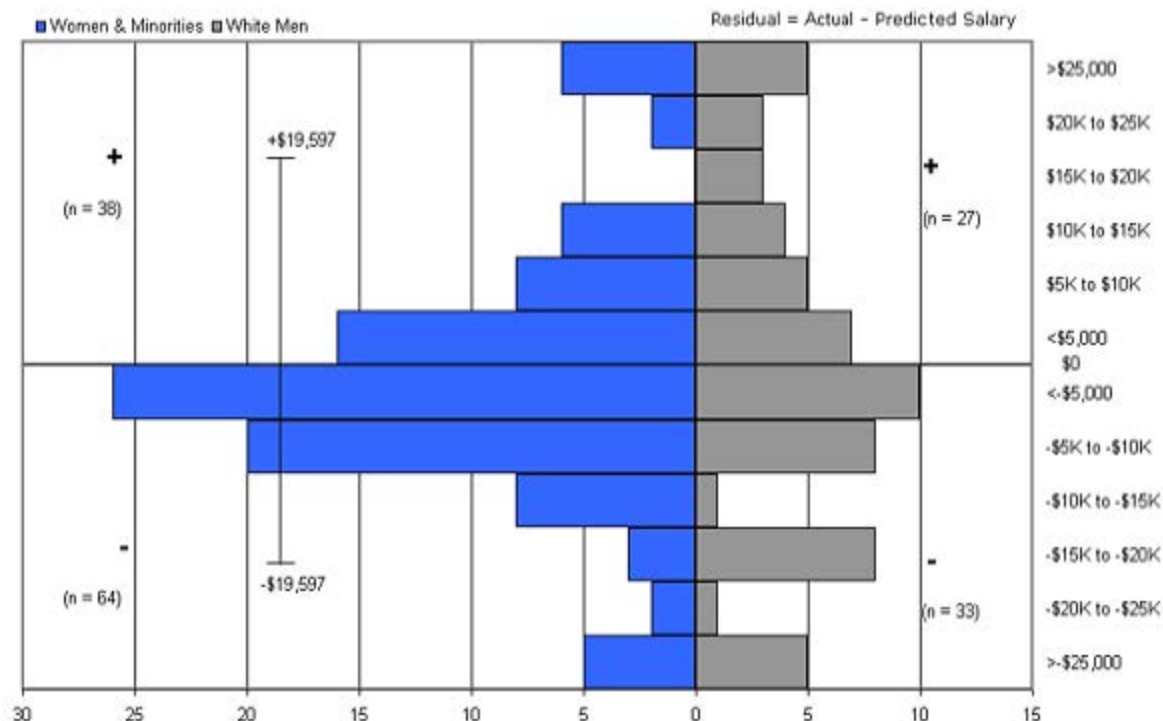## General Campus
October 2005

■ Women ■ White Men

Residual = Actual – Predicted Salary

+	>$25,000
(n = 96)	$20K to $25K
	$15K to $20K
	$10K to $15K
	$5K to $10K
	<$5,000
	$0
	<-$5,000
	-$5K to -$10K
	-$10K to -$15K
-	-$15K to -$20K
(n = 145)	-$20K to -$25K
	>-$25,000

+ (n = 194)

- (n = 223)

80   60   40   20   0   20   40   60   80

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

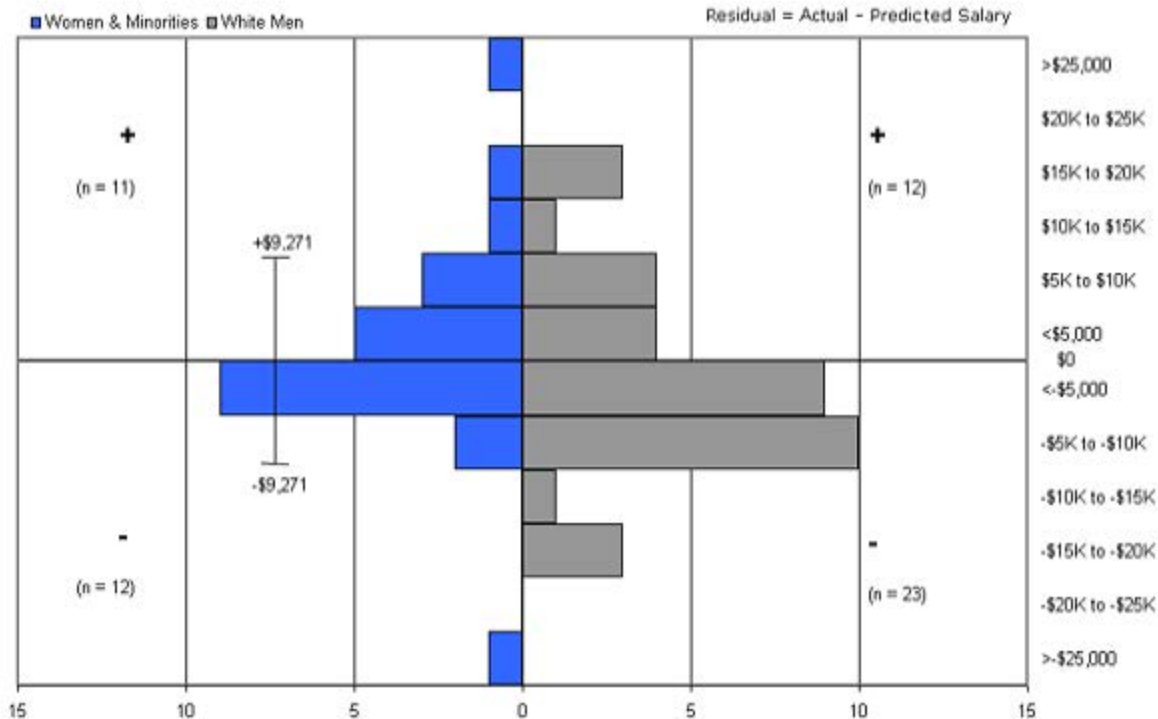Ladder Ranks Faculty Salary Residuals
School of Humanities
October 2005

■ Women & Minorities ■ White Men

Residual = Actual − Predicted Salary

+ (n = 38)	+$19,597
	+$19,597
	+ (n = 27)

>$25,000
$20K to $25K
$15K to $20K
$10K to $15K
$5K to $10K
<$5,000
$0
<-$5,000
-$5K to -$10K
-$10K to -$15K
-$15K to -$20K
-$20K to -$25K
>-$25,000

− (n = 64)   -$19,597   **−** (n = 33)

30   25   20   15   10   5   0   5   10   15

Predicted salary = $3,812,776 +($1,181 * (year of hire)) + ($7,203 * (degree indicator)) - ($3,066 * (degree year))
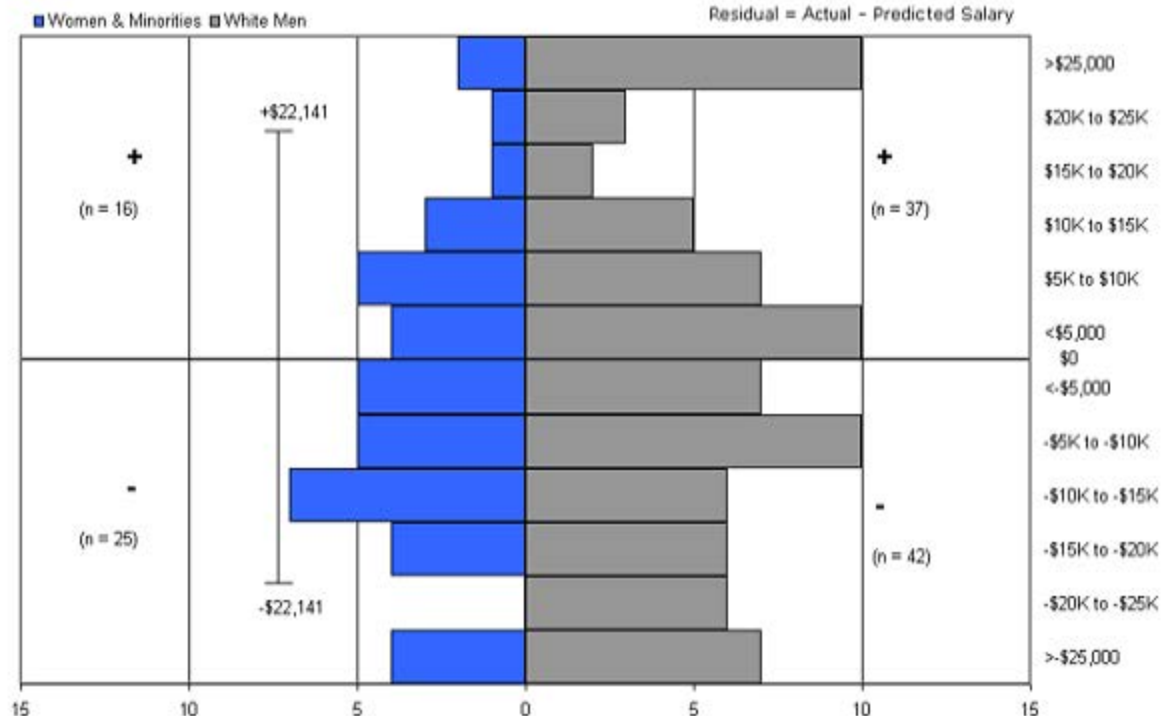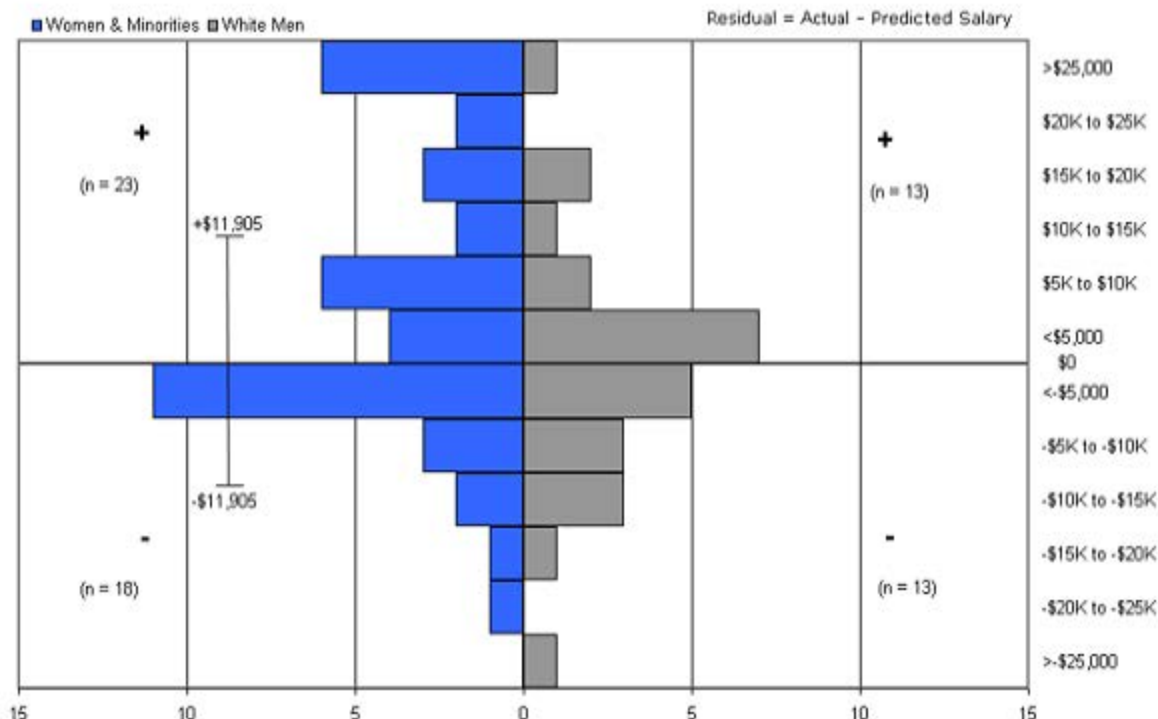
Standard error = $19,597

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
Donald Bren School of Information & Computer Sciences
October 2005

Predicted salary = $ 2,642,712 +($685 * (year of hire)) - ($1,966 * (degree year))

Standard error = $9,271

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
School of Physical Sciences
October 2005

Residual = Actual − Predicted Salary

■ Women & Minorities ■ White Men

Predicted salary = $3,252,447 + ($966 * (year of hire)) − ($2,558 * (degree year))

Standard error = $22,141

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
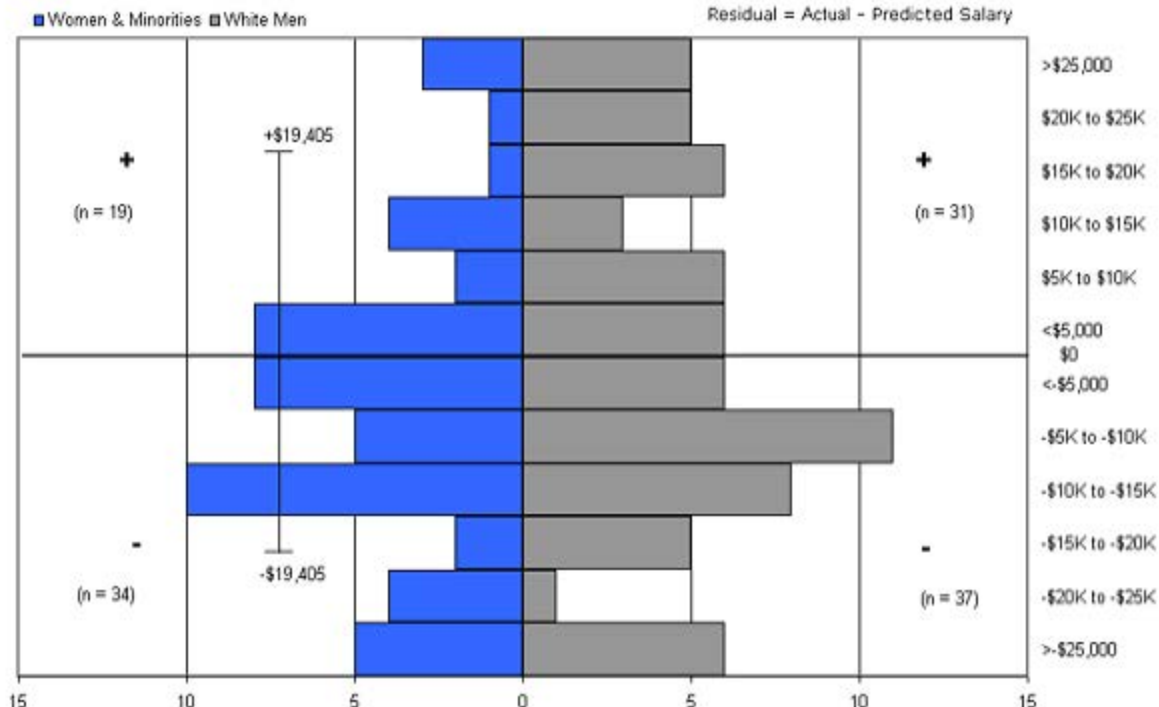**School of Social Ecology**
October 2005

■ Women & Minorities   ■ White Men

Residual = Actual − Predicted Salary

Predicted salary = $ 3,468,414 -($230 * (year of hire)) - ($1,475 * (degree year))

Standard error = $11,905

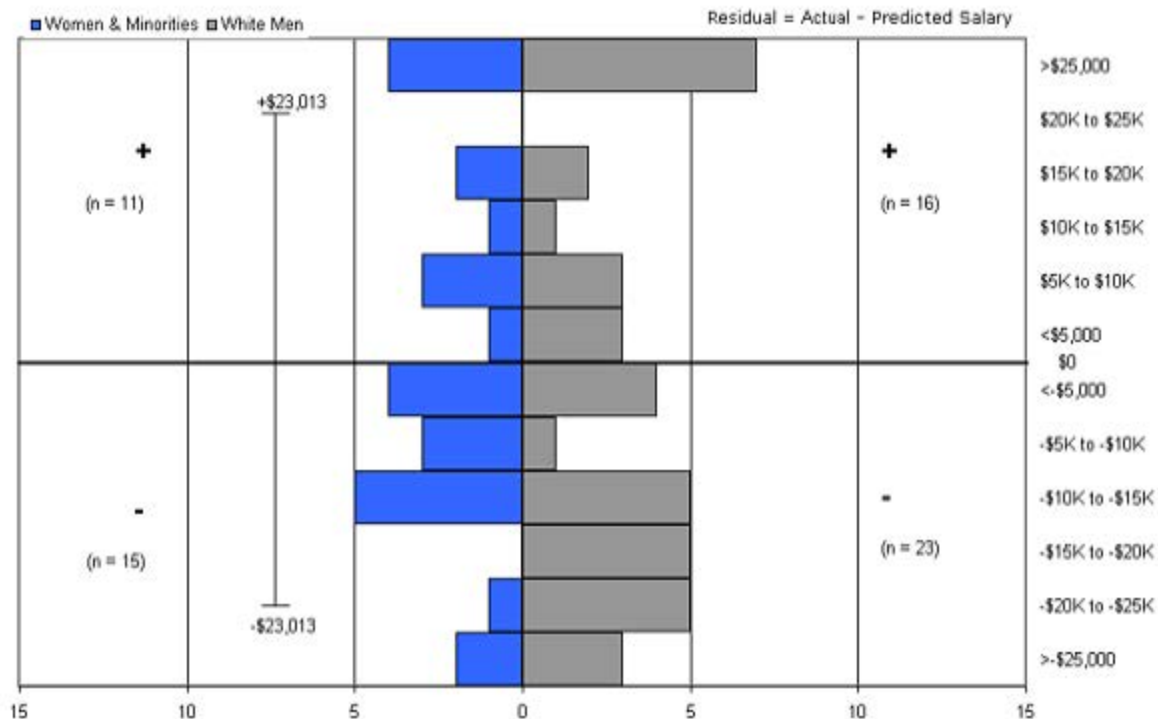Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
School of Social Sciences
October 2005

Predicted salary = $3,310,131 +($1,313 * (year of hire)) - ($6,136 * (degree indicator)) - ($2,929 * (degree year))

Standard error = $19,405

Ladder Ranks Faculty Salary Residuals
School of Medicine: Basic Sciences
October 2005

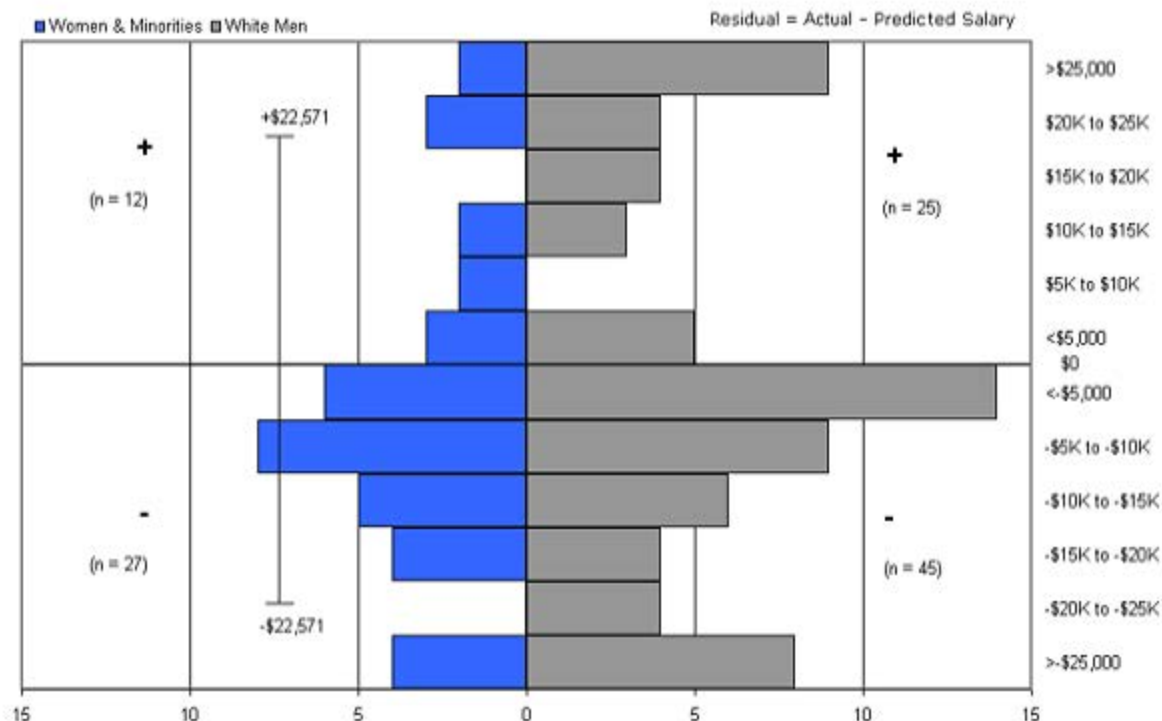Predicted salary = $3,855,735 +($1,376 * (year of hire)) - ($3,275 * (degree year))

Standard error = $23,013

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals
School of Medicine: Clinical Sciences
October 2005

Predicted salary = $4,415,176 -($569 * (year of hire)) - ($1,608 * (degree year))

Standard error = $22,571

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study