Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
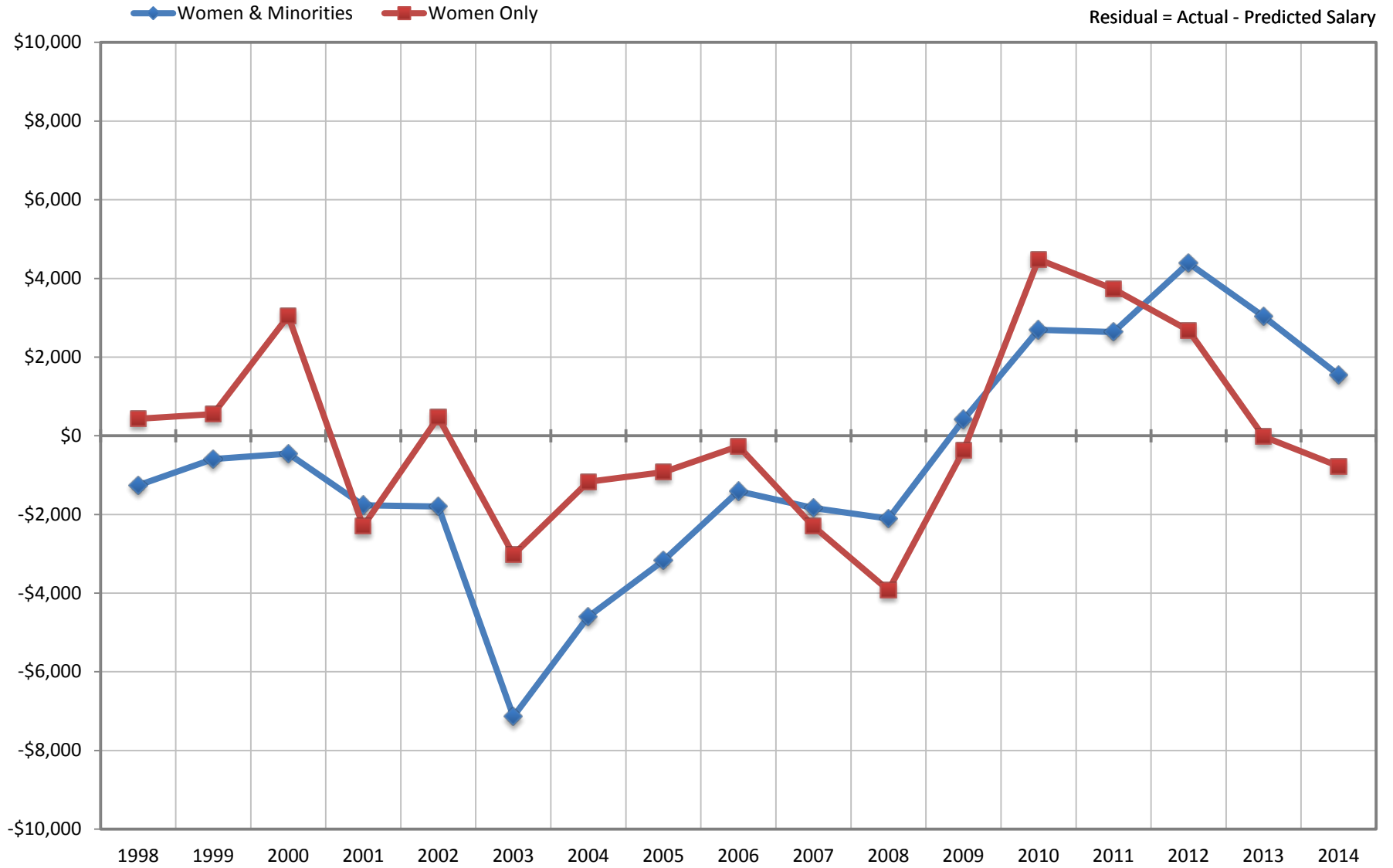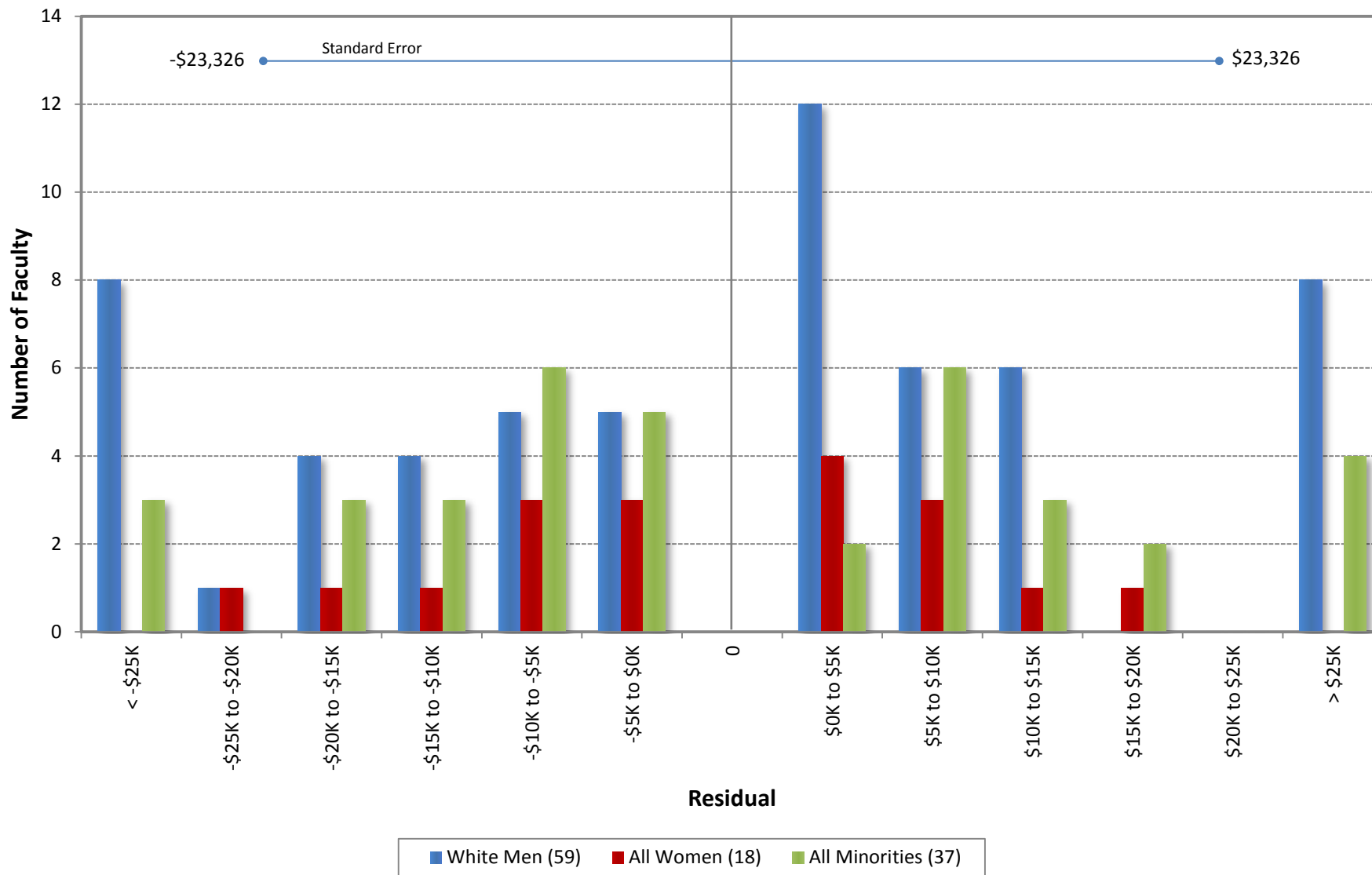**The Henry Samueli School of Engineering**
October 1998 through 2014

Residual = Actual - Predicted Salary

Legend: Women & Minorities, Women Only

UC Irvine Office of Academic Personnel
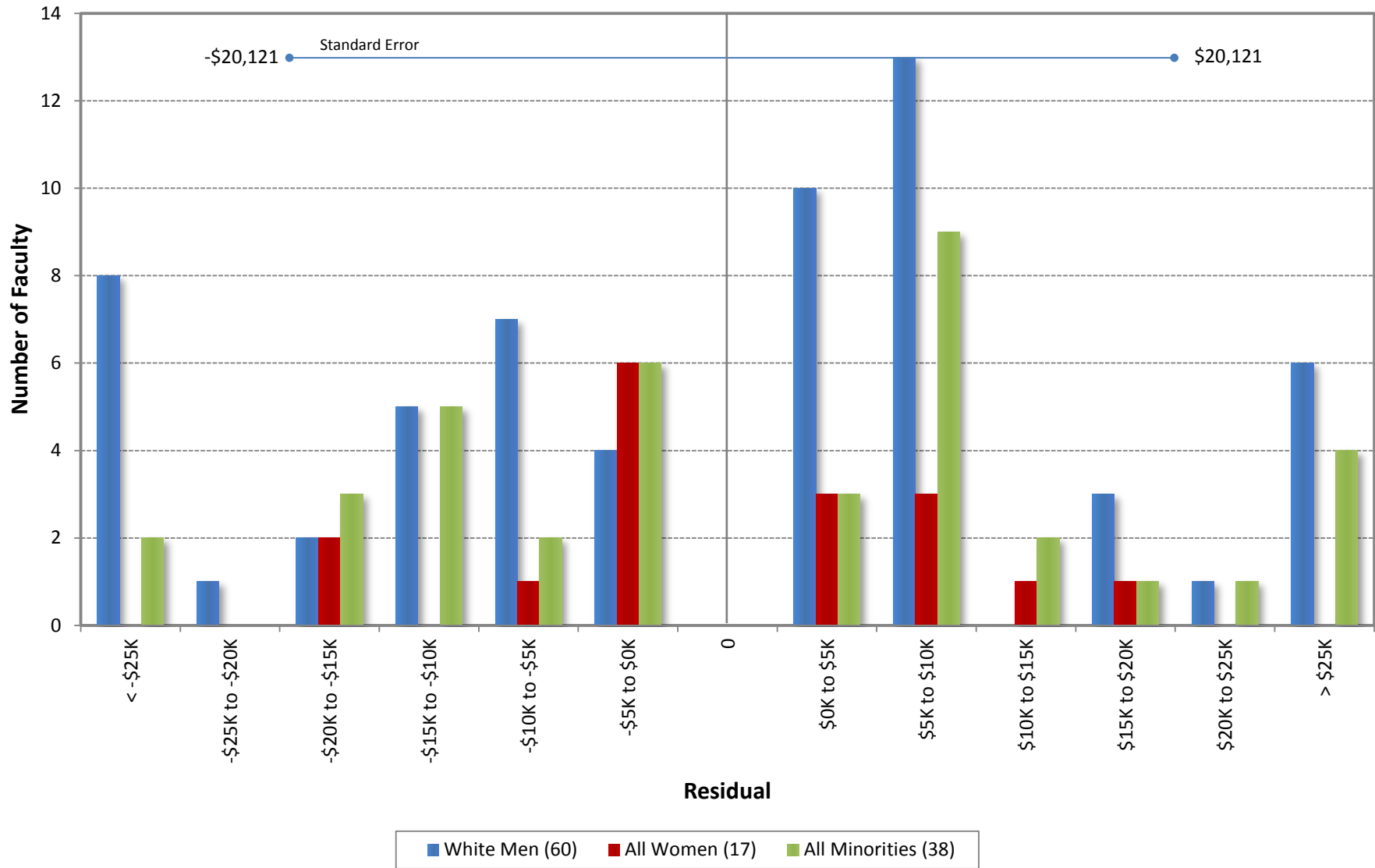Sources: Payroll/Personnel Extracts as of October 1998 through 2014, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2014

Residual = Actual Salary - Predicted Salary

Predicted Salary = 5163550.38487143+(DegreeLevel*0)+(DegreeYear*-3136.52675579974)+(RegRankYr*609.980340451108)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4423998.80903734+(DegreeLevel*0)+(DegreeYear*-2955.47208619378)+(RegRankYr*795.245618703569)
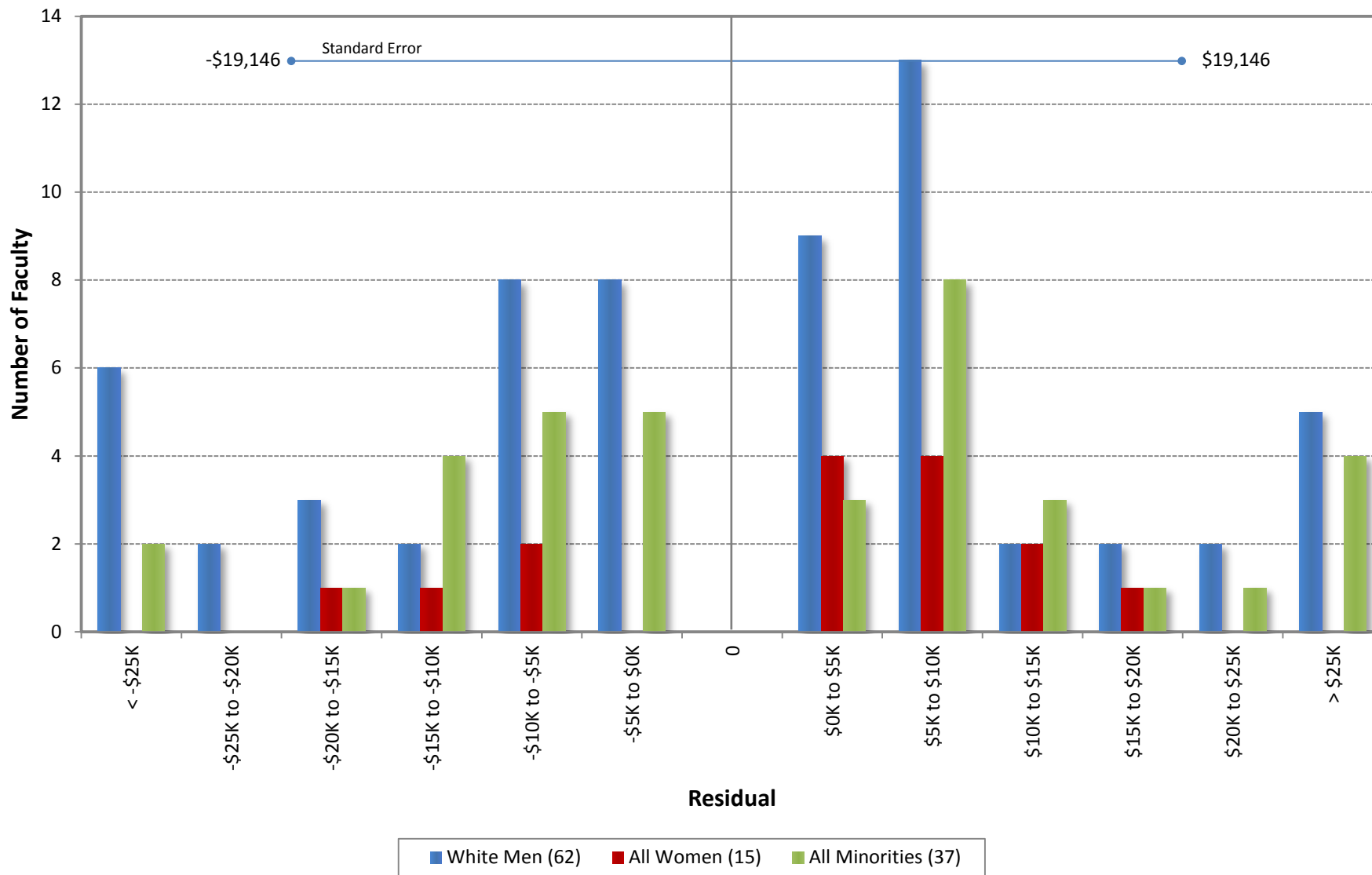
University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2012

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4780583.15018364+(DegreeLevel*0)-(DegreeYear*2992.93261889919)+(RegRankYr*651.930444350289)
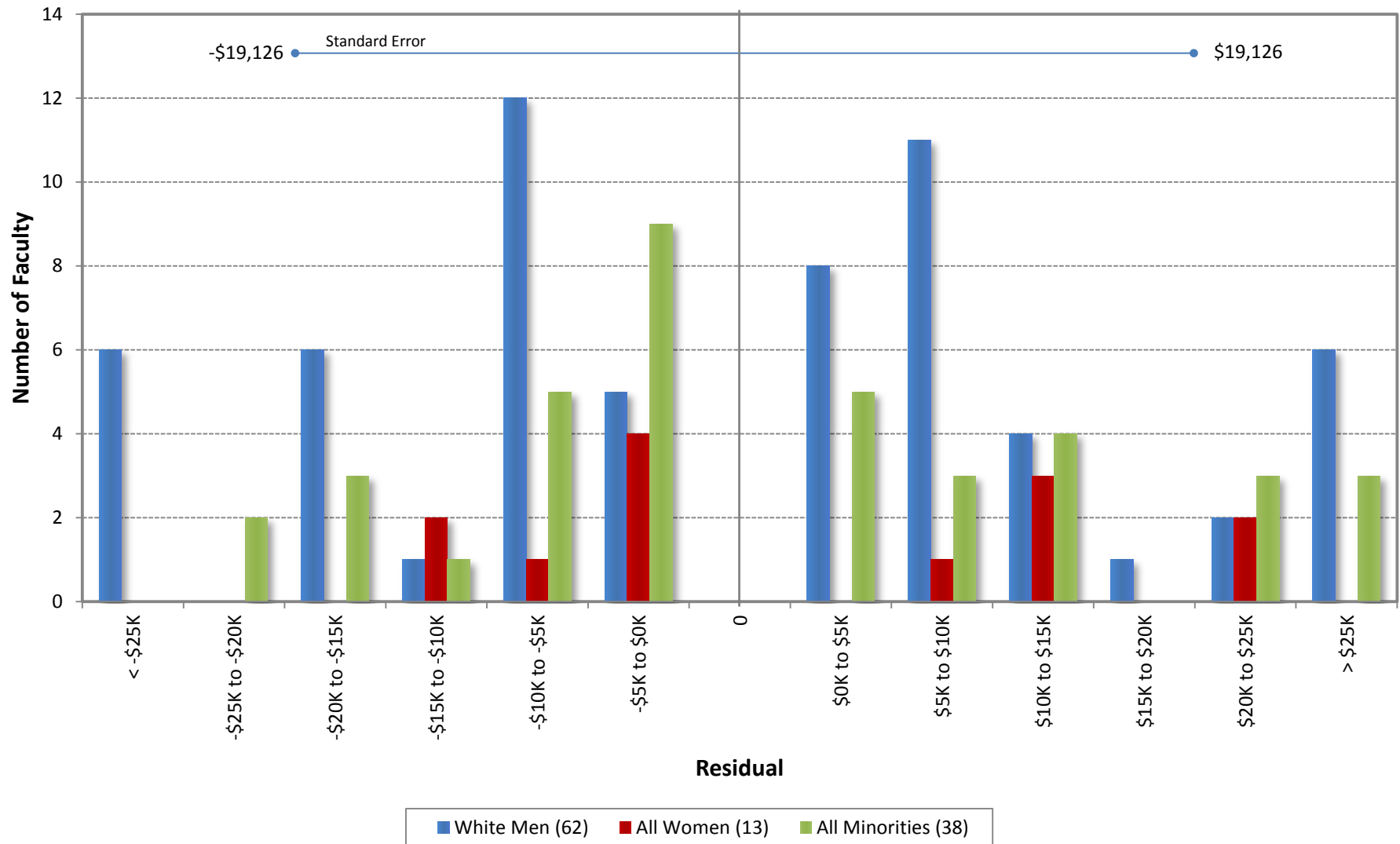
University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2011

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4873566.23185574+(DegreeLevel*0)-(DegreeYear*3065.94166985901)+(RegRankYr*676.678202973752)
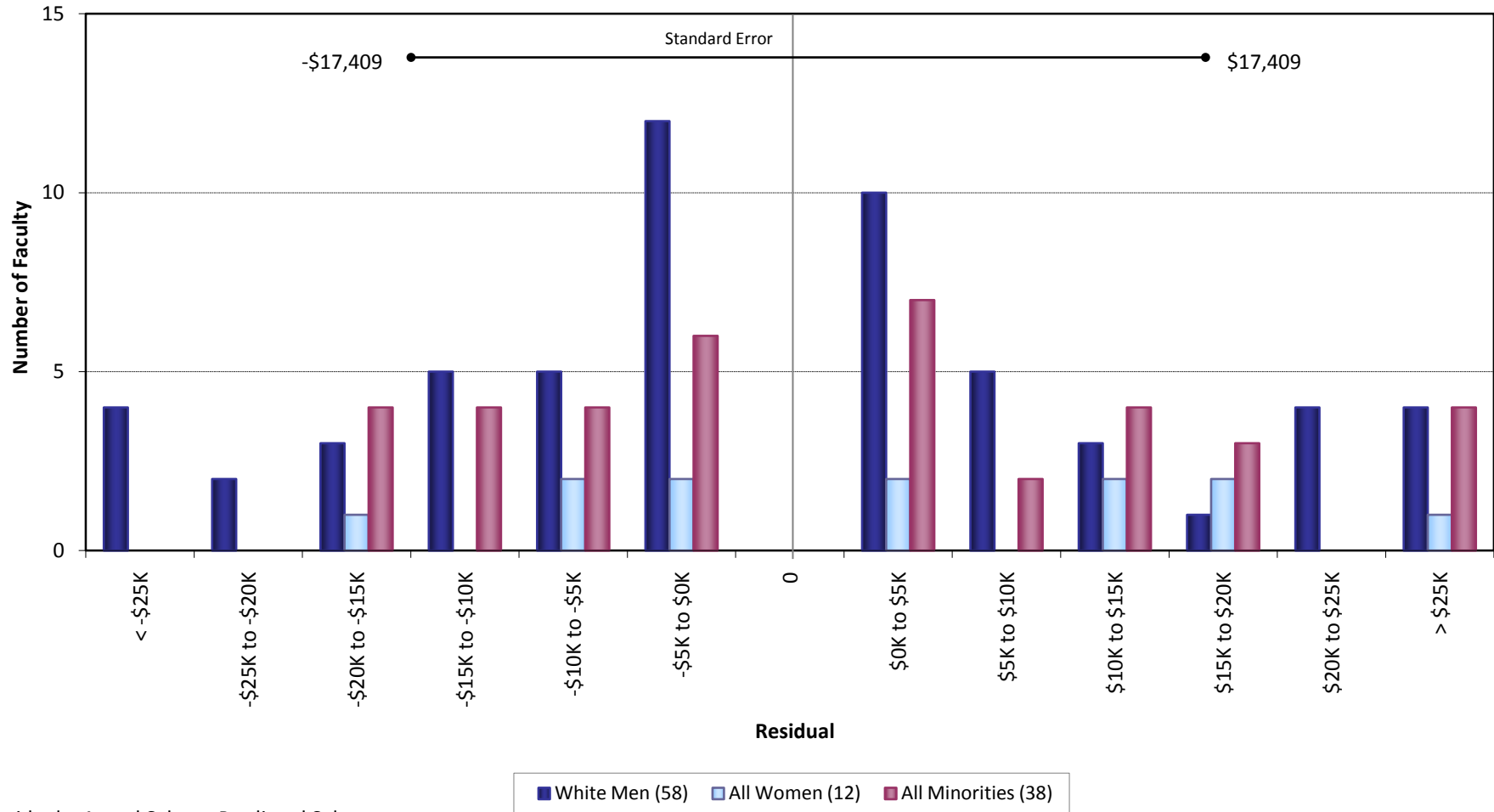
University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2010

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4628727.23236339+(DegreeLevel*7952.40326553211)-(DegreeYear*3199.3368623072)+(RegRankYr*921.033612087637)
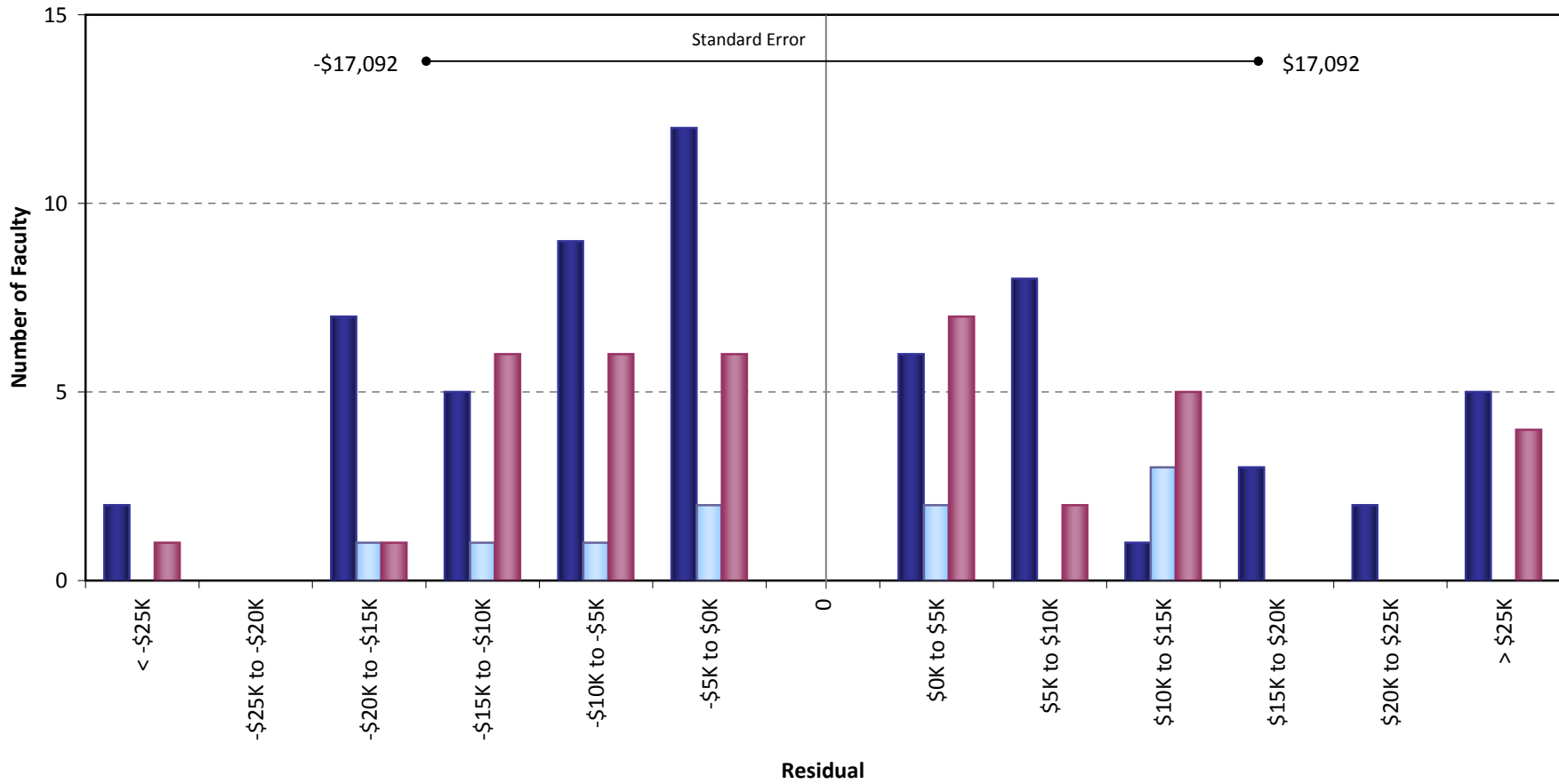
University of California, Irvine
Ladder Rank Faculty Salary Residuals
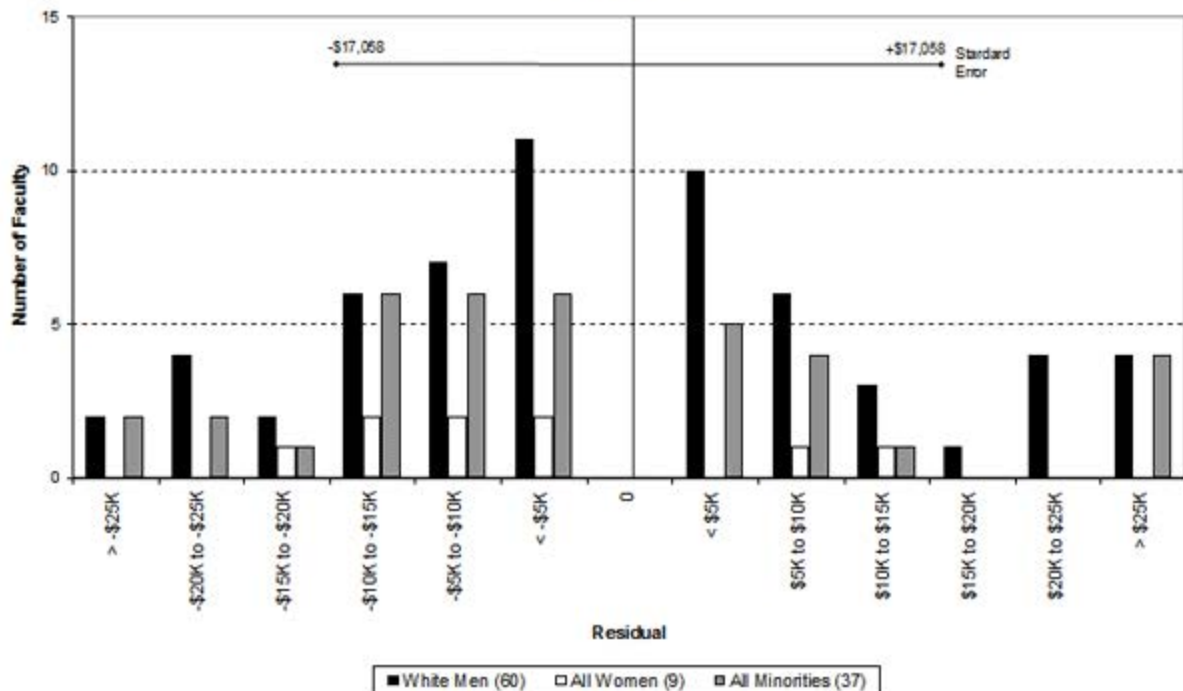### The Henry Samueli School of Engineering
October 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4637976.14483756+(DegreeLevel*21723.3401201826)-(DegreeYear*3105.41341574402)+(RegRankYear*807.552449461676)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Henry Samueli School of Engineering
October 2008

Residual = Actual Salary - Predicted Salary

Predicted Salary: 4710845.23+ (degree level*22531.41)–(degree year*2982.93)+(UCI reg rank year*647.98)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Henry Samueli School of Engineering
October 2007

Residual = Actual Salary - Predicted Salary

Predicted Salary: 4352267+(degree indicator*20244.57)-(degree year*2958.3)+(UCI reg rank year*803.6176)
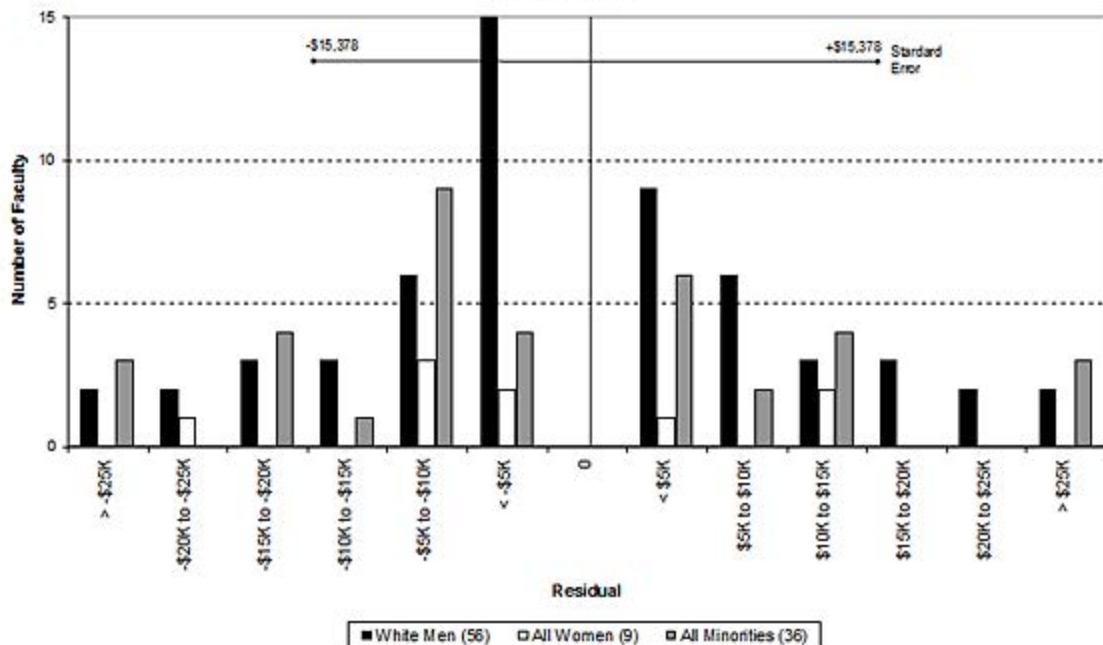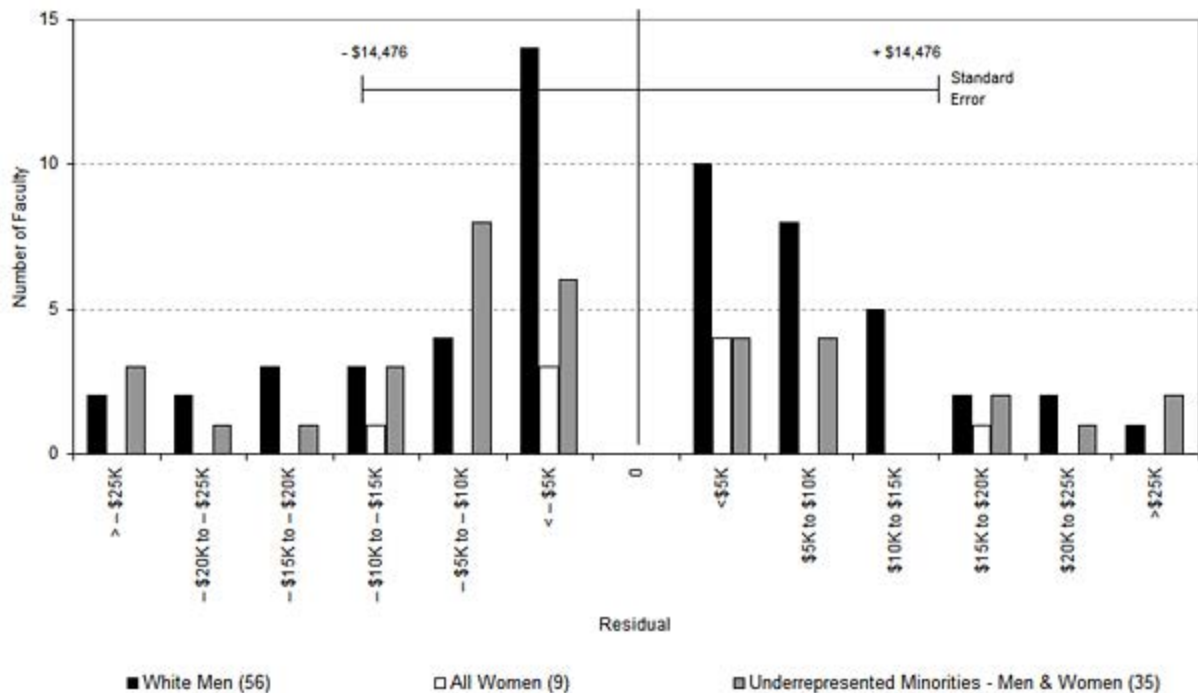
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Henry Samueli School of Engineering
October 2006
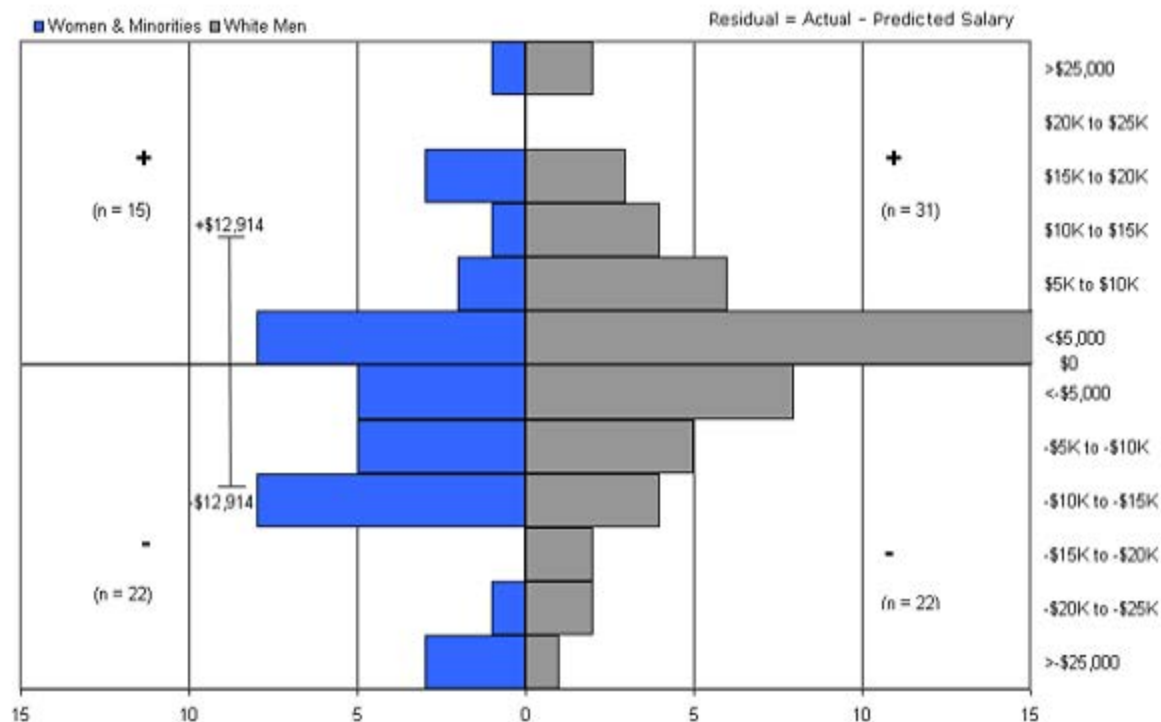
Residual = Actual Salary - Predicted Salary
Predicted Salary: 3892954+(degree indicator*19646.11)-(degree year*2948.64)+(UCI reg ranks year*1020.67)

Sources: Payroll/Personnel System Extract as of 10/31/2006, 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

Row label (right side)
>$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 = 15)

+$12,914

+
(n = 31)

−$12,914

-
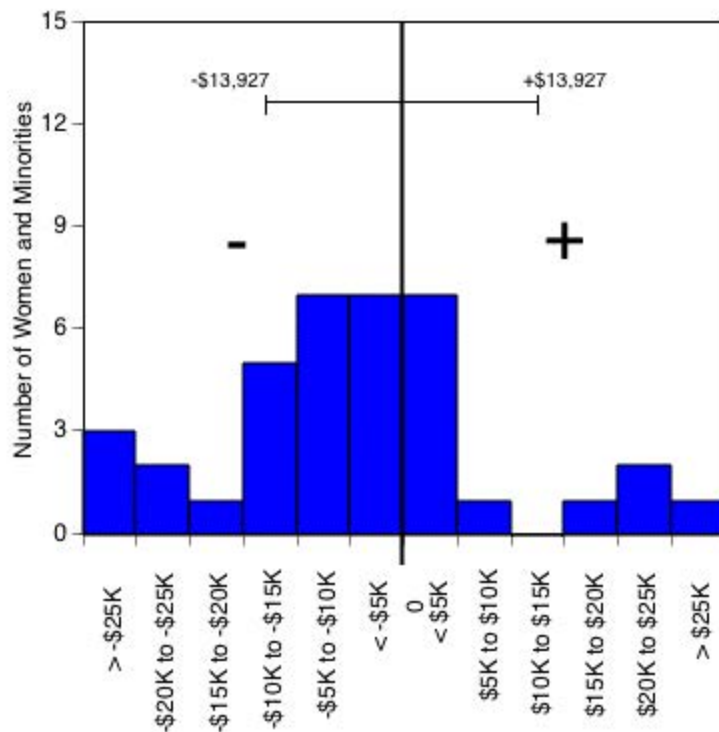(n = 22)

-
(n = 22)

X-axis: 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

University of California, Irvine
Ladder Rank Faculty Salary Residuals--Revised Model
The Henry Samueli School of Engineering: Women and Minorities
October 2004

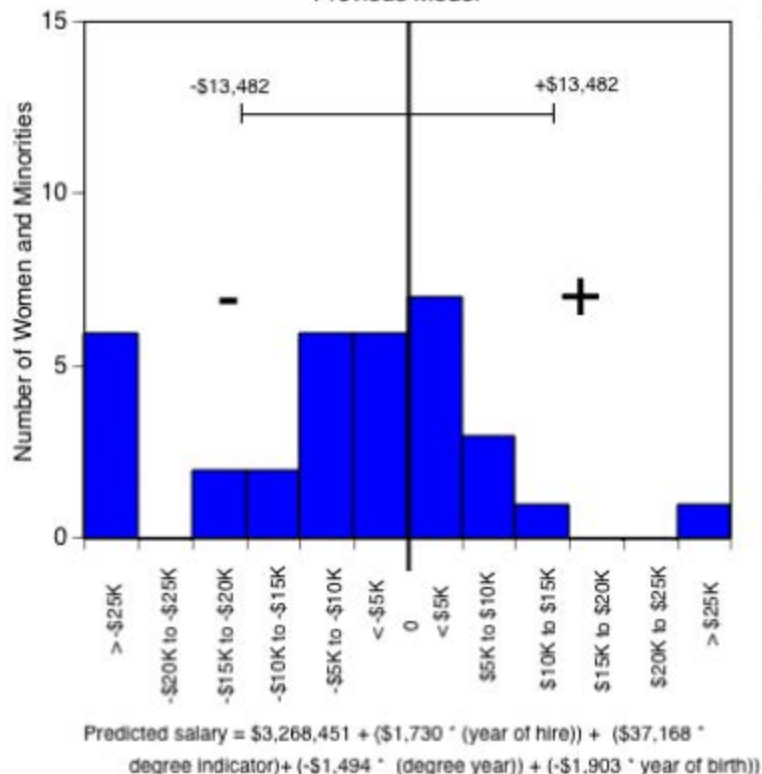Residual = actual salary - predicted salary

Predicted salary = $3,736,323 + ($1,192 * (year of hire)) + [$30,623 * (degree indicator)) + (-$3,057 * (degree year))

Standard error = $13,927

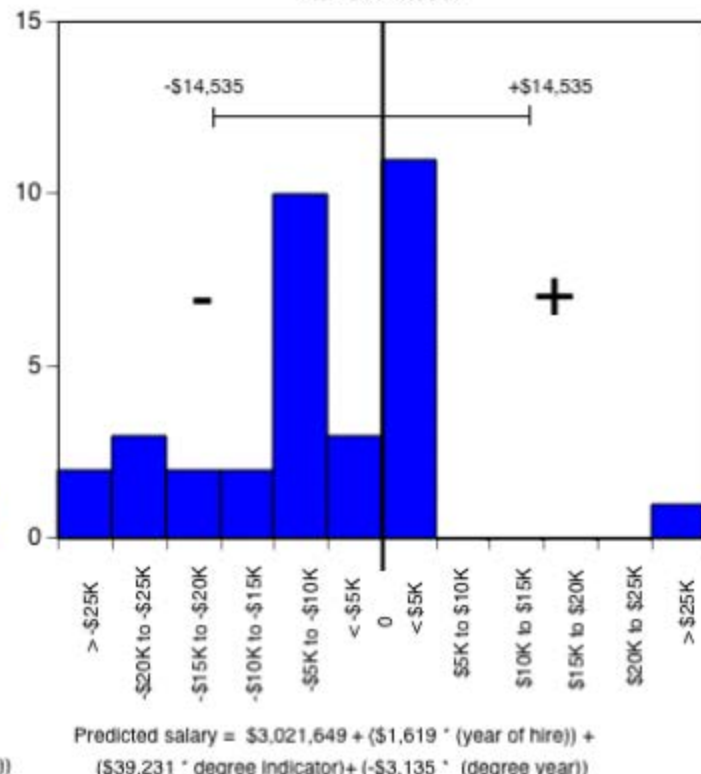Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Engineering: Women and Minorities
October 2003

Predicted salary = $3,268,451 + ($1,730 * (year of hire)) + ($37,168 * degree indicator)+ (-$1,494 * (degree year)) + (-$1,903 * year of birth))

Standard error = $13,482

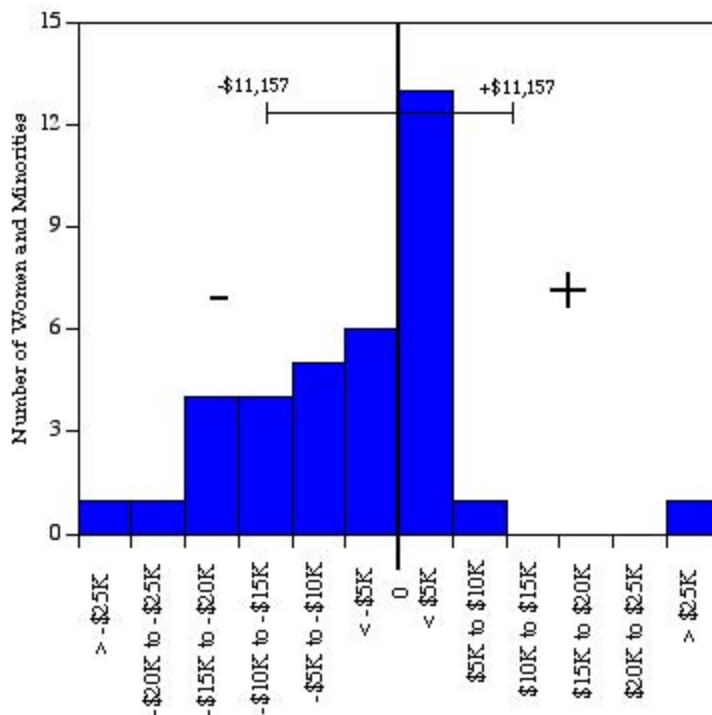Predicted salary = $3,021,649 + ($1,619 * (year of hire)) + ($39,231 * degree indicator)+ (-$3,135 * (degree year))

Standard error = $14,535

Residual = actual salary - predicted salary
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine

Ladder Rank Faculty Salary Residuals

The Henry Samueli School of Engineering: Women and Minorities

October 2002

Residual = actual salary - predicted salary
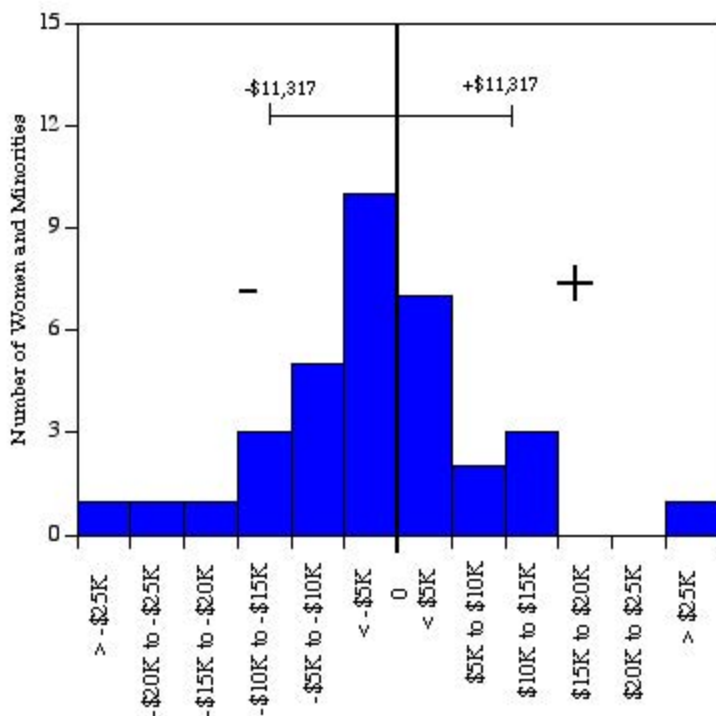Predicted salary = $3,230,327 + ($1,237 * (year of hire)) + ($28,689 * (degree indicator)) + (-$1,466 * (degree year)) + (-$1,403* (year of birth))
Standard error = $11,157
Sources: Payroll/Personnel System Extract as of 10-31-2002, Academic Personnel, Pay Equity Study.

University of California, Irvine

Ladder Rank Faculty Salary Residuals

The Henry Samueli School of Engineering: Women and Minorities

October 2001

Residual = actual salary - predicted salary

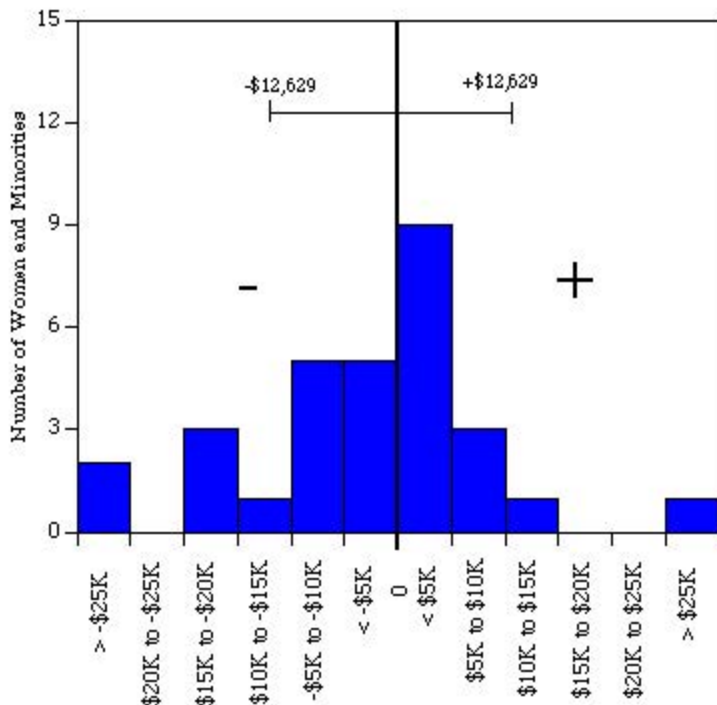Predicted salary = $34.34 * 10^5 + ($655 * (year of hire)) + (-$924 * (degree year)) + (-$1,456 * (year of birth))
+ ($18,386 * (degree indicator))

Standard error = $11,317

Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering: Women and Minorities
October 2000

Residual = actual salary - predicted salary
Predicted salary = $35.81 * 10^5 + ($798 * (year of hire)) + (-$1,477 * (degree year)) + (-$1,098 * (year of birth))
Standard error = $12,629

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

The Henry Samueli School of Engineering: Women and Minorities

October 1999

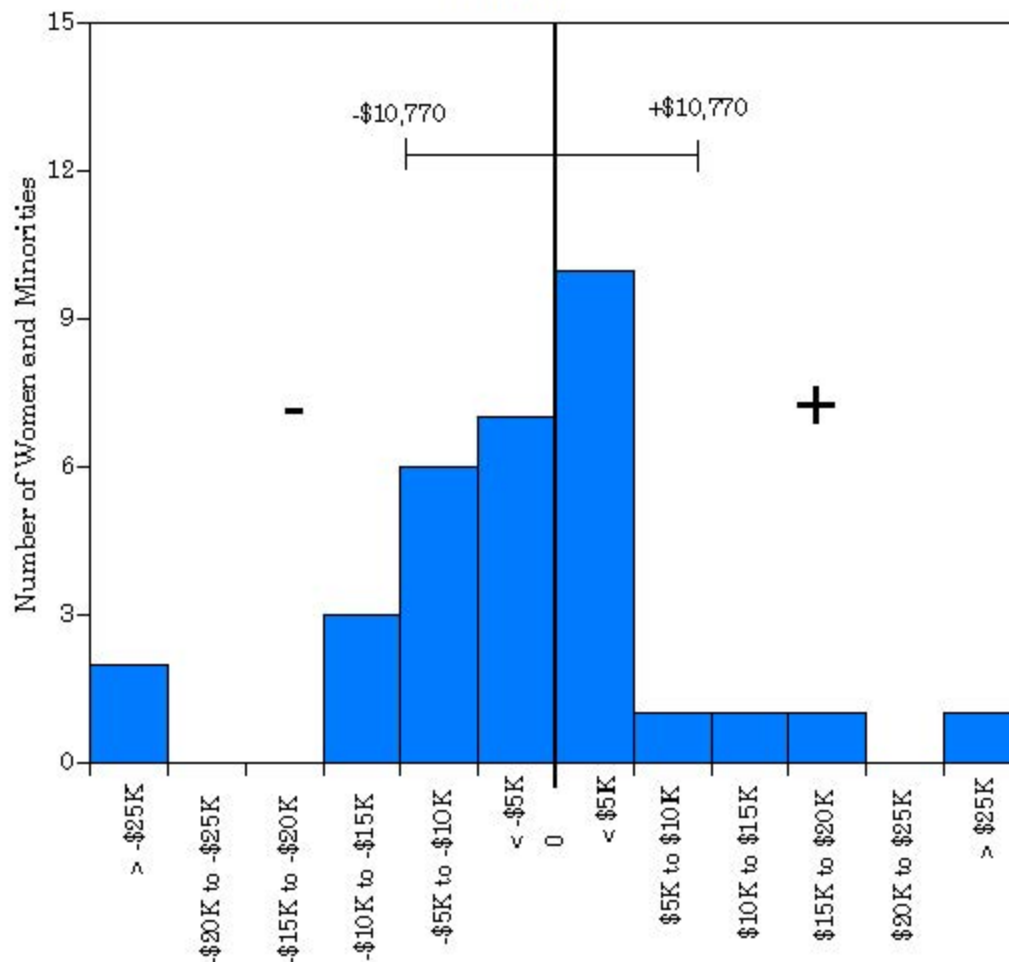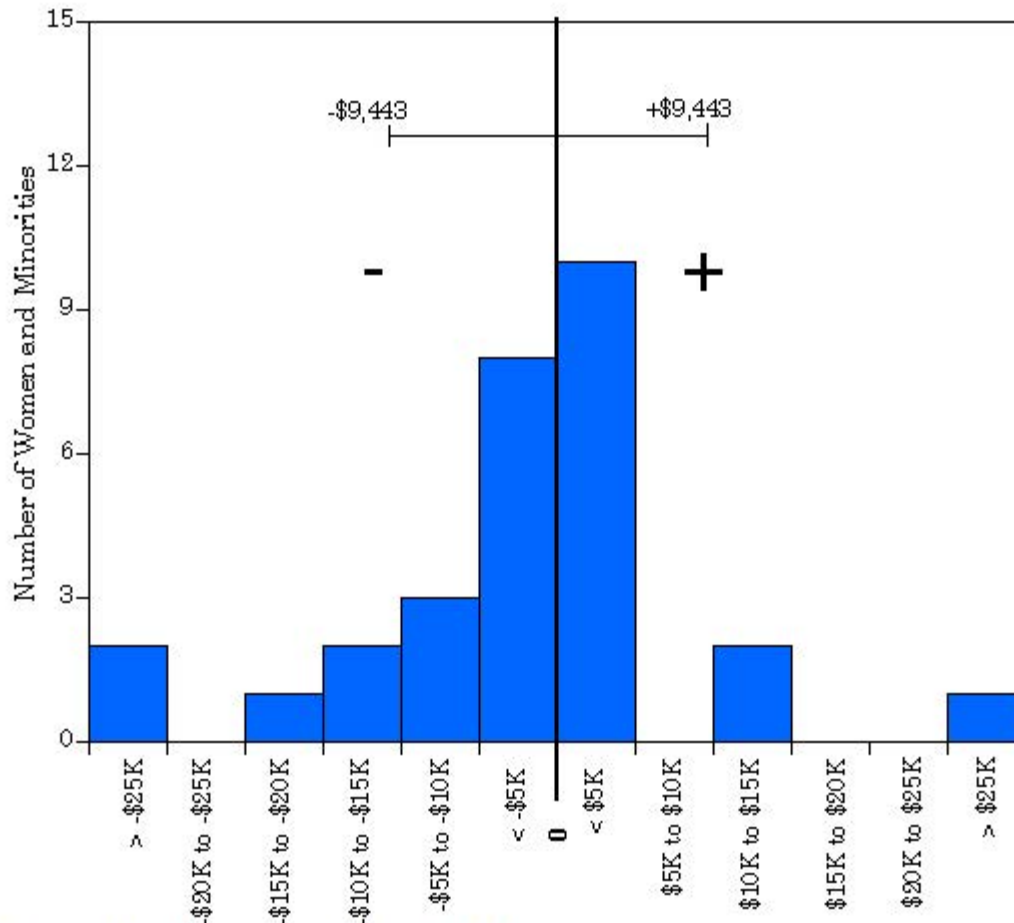Residual = actual salary – predicted salary
Predicted salary = $203,257 + ($578 * (year of hire)) + (–$1,446 * (degree year)) +
         (–$841 * (year of birth))
Standard error = $10,770

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

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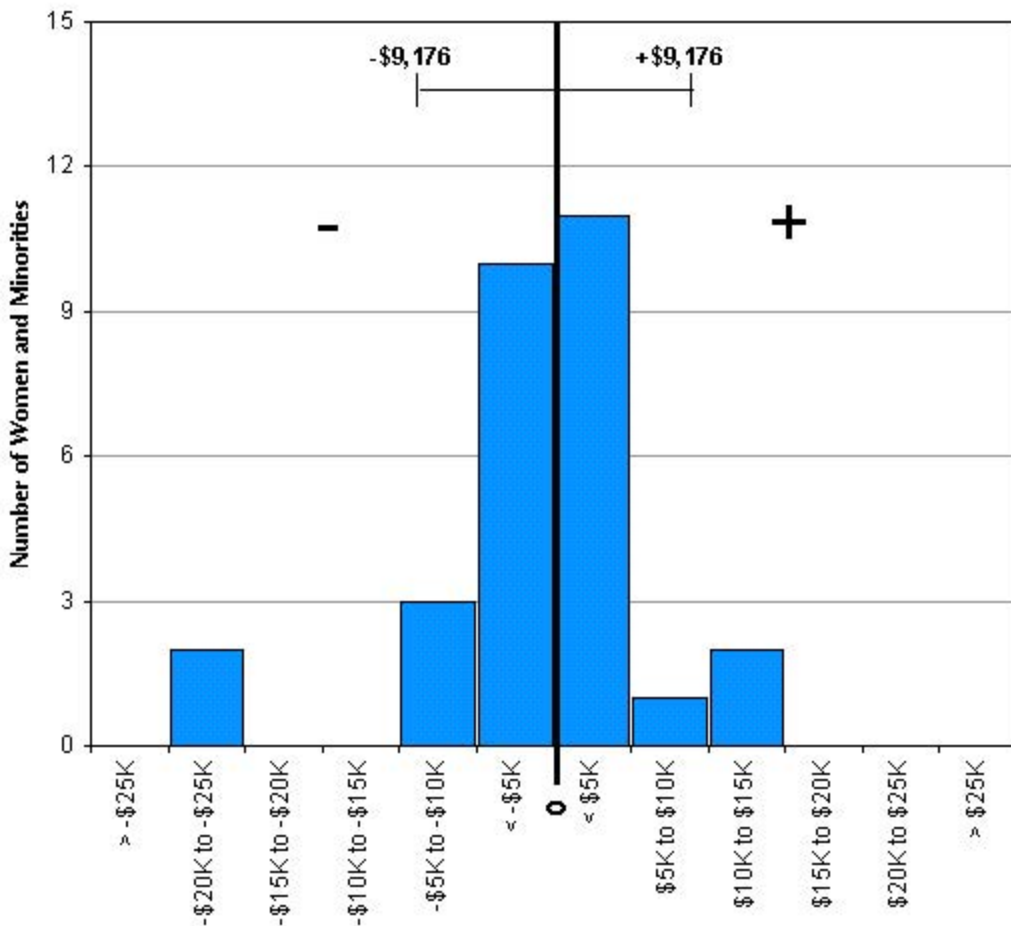

Residual = actual salary - predicted salary
Predicted salary = $204,157 + ($550 * (year of hire)) + (-$1,553 * (degree year)) +
                   (-$710 * (year of birth))
Standard error = $9,443.

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

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Engineering: Women and Minorities
October 1997

Residual = actual salary - predicted salary
Predicted salary = $200,673 + ($415 * (year of hire)) + (-$1,772 * (degree year)) +
           (-$266 * (year of birth))

Standard error = $9,176.

Sources: Payroll/Personnel System Extract as of 10-31-97, Academic Personnel.