

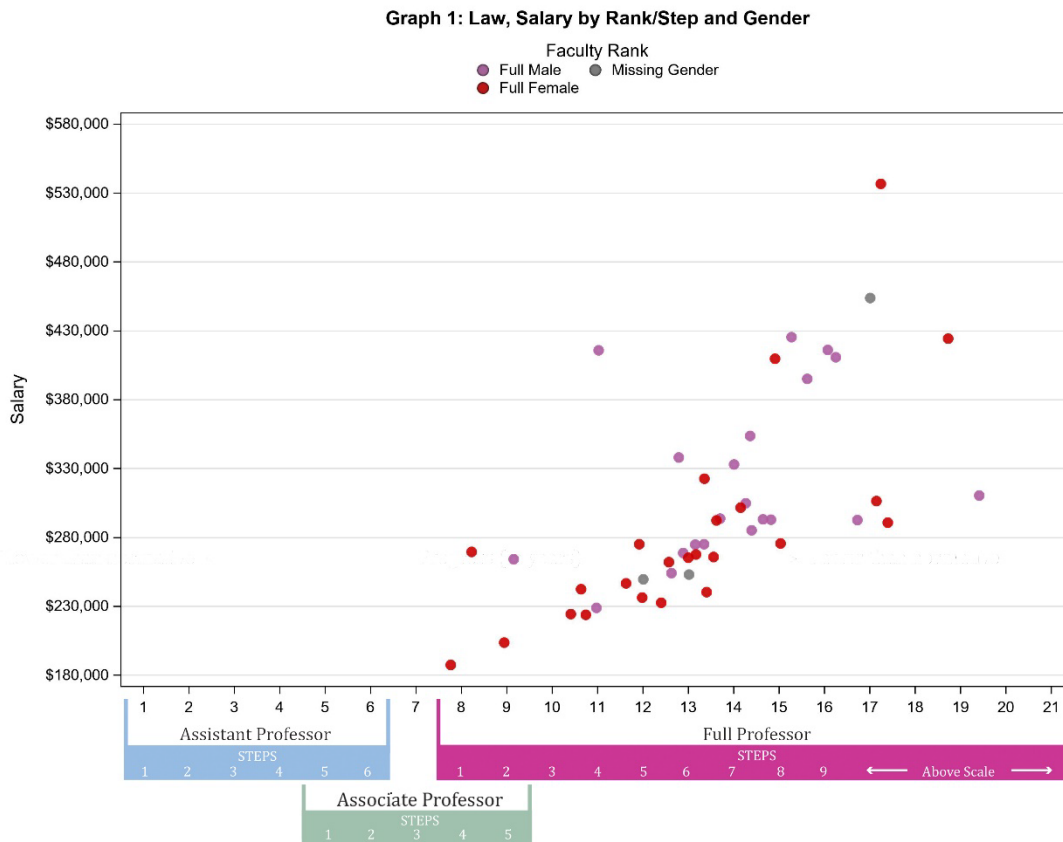
Overview

A committee conducted and prepared the annual campus pay equity study of faculty salaries for Professors and Professors of Teaching. The analyses presented in this report focus on the regression models and rate of progression through the ranks, consistent with our campus practice 2015-present. Data are examined at the whole campus level, and for 14 Schools/Units. Since 2020, Professors of Teaching are included in the analyses with faculty in the Professor series. This occurred with the transition of Lecturers with Security of Employment to Professors of Teaching titles and placement on the same rank/step system employed for the Professor series faculty. For analytical purposes, Professors and Professors of Teaching are treated as a single group. Analysis of salary data from October 2022 indicated that, after adjusting for experience, discipline, and rank, there was no evidence of systematic disparity in pay associated with gender and/or ethnicity at the campus level.

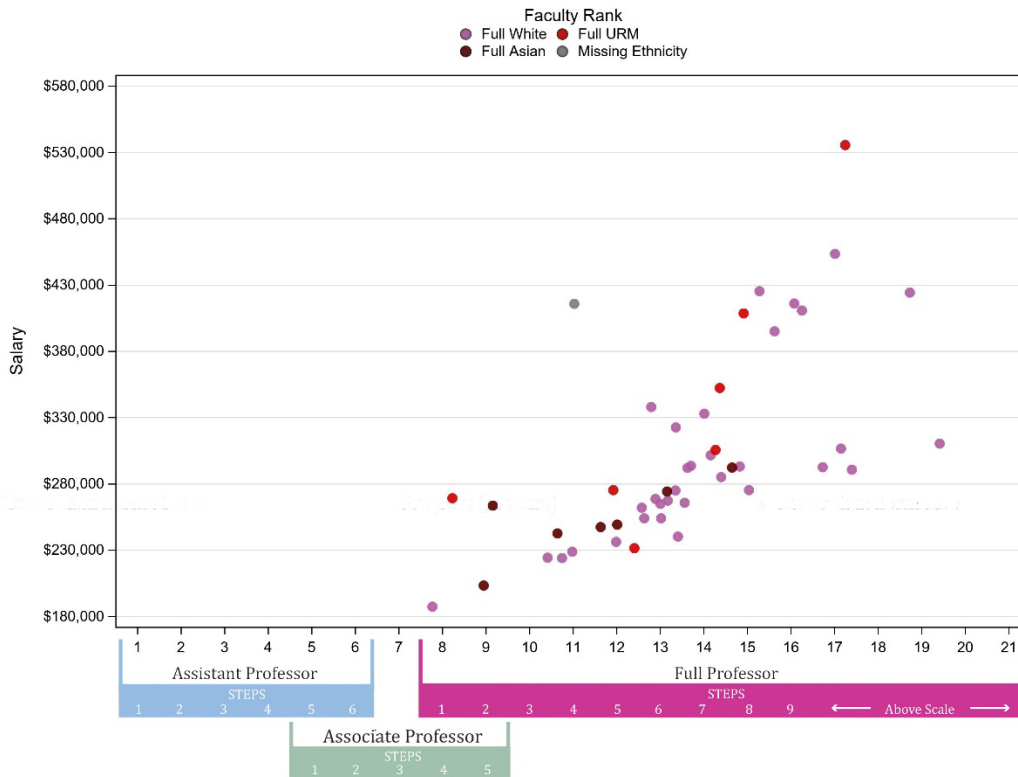
Methodology (see campus level report)

Results

- Salary data for all ladder rank faculty plotted as a function of rank/step/gender and rank/step/ethnicity illustrated in Graphs 1 and 2. The salary data used in the analysis does not include summer salary.



Graph 2: Law, Salary by Rank/Step and Ethnicity



- Multiple regression analysis of salary vs rank/step. As indicated in Table 1, the simplest model with only demographic variables shows that relative to white male faculty, women earn salaries that are around 13% lower, Asian faculty 13% lower, and URM faculty 16% higher. Only 22% of salary variation is explained by this model. After all control factors are added, 74% of salary variation is explained by a model with demographic, experience, field, and rank variables. After adjusting for covariates, relative to white male faculty, salaries are around 8% lower for faculty who are women, 1% higher for Asian, and 15% higher for URM faculty. In the final model, Male faculty earning 8% more than Female faculty, and URM faculty earning 15% more than white faculty are statistically significant. The final model predicted salaries within plus or minus 27.3%. (For technically-minded readers, the RMSE on the log base 10 scale is 0.052.)

Table 1

Model ¹	R-sq	Significant Variables	Salary Difference		
			Women vs Men	Asian vs White	URM vs White
1 Demography	0.22	Women*	-13.1%	-13.4%	15.9%
2 Demography, Experience	0.49	Women*, Experience***	-10.6%	-4.2%	17.6%
3 Demog, Exper, Field	0.49	Women*, Experience***	-10.6%	-4.2%	17.6%
4 Demog, Exper, Field, Rank	0.75	Women*, URM*, Rank**	-9.0%	0.4%	13.8%
5 Demog, Exper, Field, Rank ²	0.74	Women*, URM*, Rank**	-8.2%	1.2%	14.9%

*p<0.05, **p<0.01, ***p<0.001

¹Experience includes years of service, years since degree, and decade of hire. Rank includes their starting rank at UCI and their current rank at UCI.

²Final model adjusted for collinearity and included demographics, years of service, years since degree, current rank**, and initial rank.

3. Progress Rate Analysis: The School of Law has a unique progression structure that doesn't lend itself to analyses in the same way as the rest of campus. Future studies will work with key stakeholders in the School of Law to analyze progress in ways that best reflect what normal progress is.