

UCI Pay Equity Study Update, 1997-98

Background

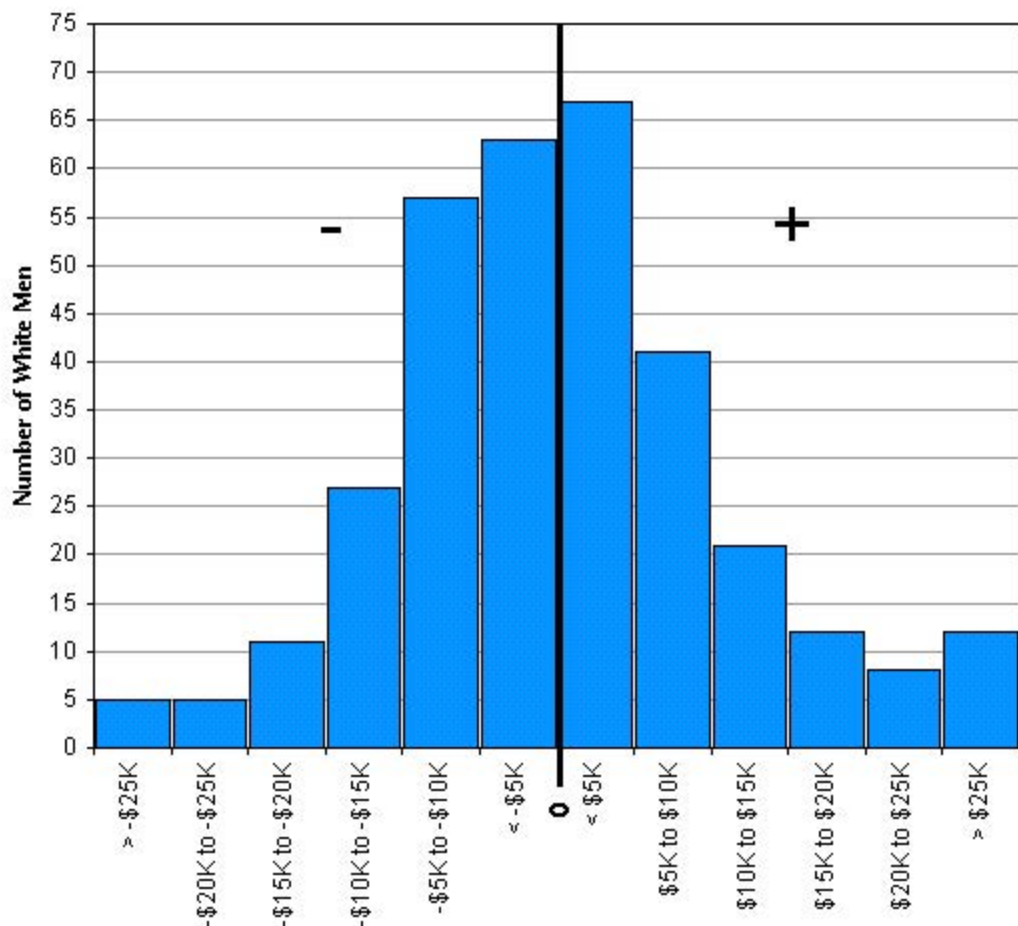
In the Spring of 1991 the Chancellor's Think Tank on Diversity recommended to Chancellor Peltason that a pay equity study be done at UCI. As a result of this recommendation, a preliminary study was done in 1991-92. The purpose of the original, and subsequent, studies was to identify any patterns that might indicate possible disparities in pay.

In March of 1992 the results of the statistical pay equity analysis were presented to Executive Vice Chancellor Dennis Smith, who communicated the results to deans. Updates of the initial statistical analysis were undertaken in 1992-93, 1993-94, 1994-95, 1995-96, 1996-97, and 1997-98.

Analyses of mean salaries by rank, by discipline, and by school, as well as by ethnicity and gender, have been made available to deans and to several Academic Senate committees. Any and all discussions of such information and of the results of these statistical analyses have been undertaken in such a way as to protect the confidentiality of individual faculty members.

Because merit was not one of the variables included in the statistical model, the resulting analysis does not address the performance issues that are the basis for individual academic rank and step placement.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus White Men Compared with Total
 October 1997



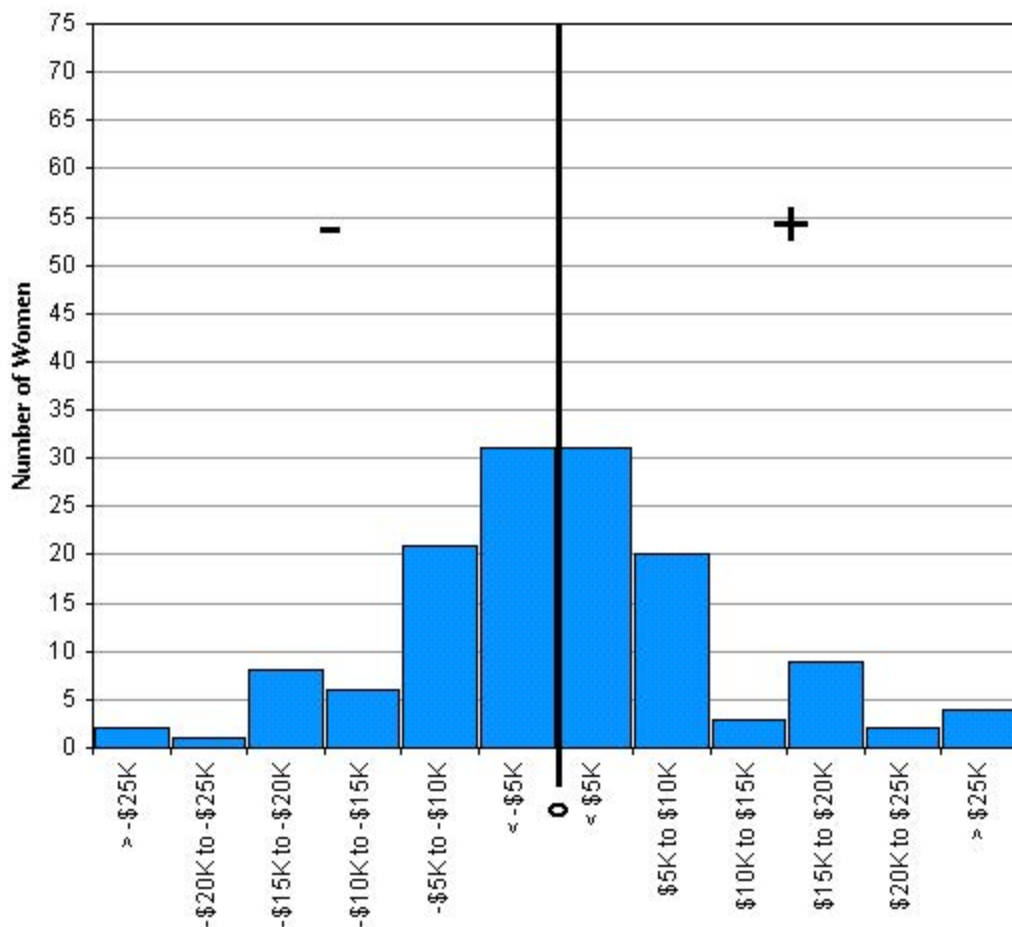
Residual = actual salary - predicted salary

Residuals are determined separately for each academic unit.

Standard error ranges from \$7,455 to \$15,009 for all ladder rank faculty.

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

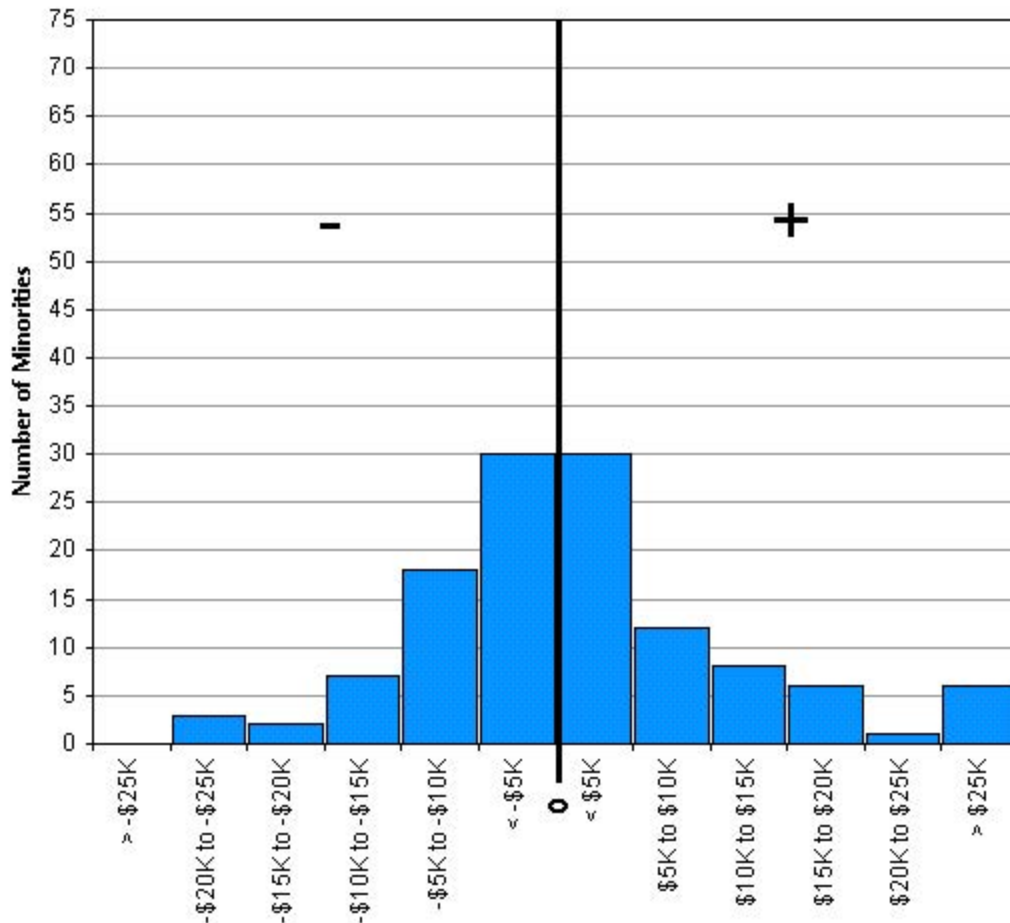
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Women
 October 1997



Residual = actual salary - predicted salary
 Residuals are determined separately for each academic unit.
 Standard error ranges from \$6,324 to \$13,203.

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

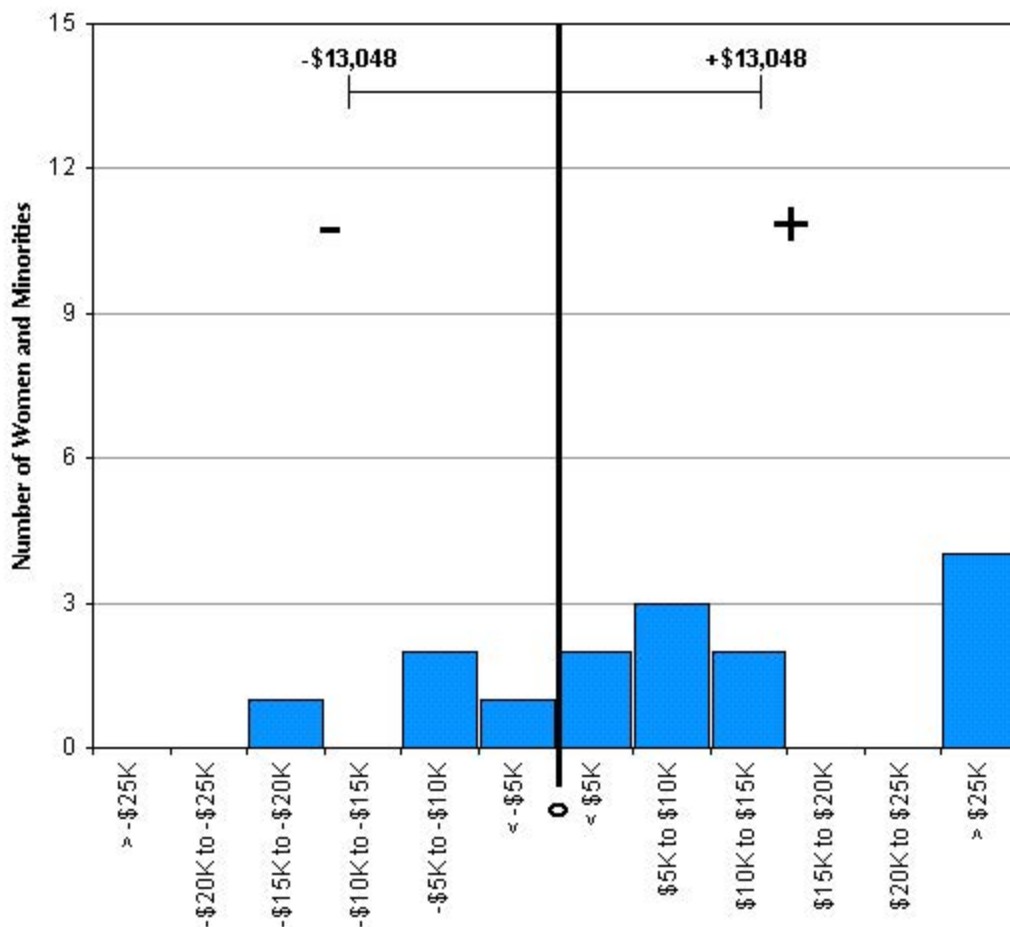
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Minorities
 October 1997



Residual = actual salary - predicted salary
 Residuals are determined separately for each academic unit.
 Standard error ranges from \$6,324 to \$13,203.

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

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



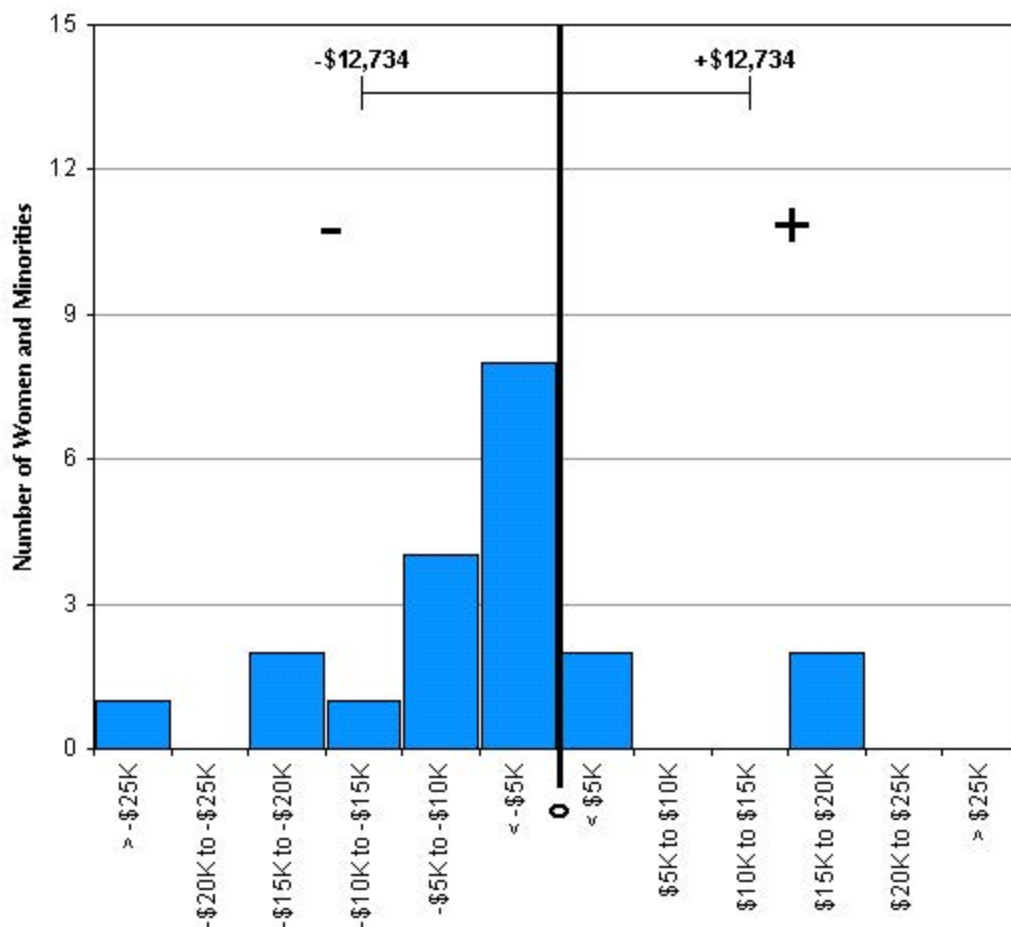
Residual = actual salary - predicted salary

Predicted salary = \$163,585 + (-\$367 * (year of hire)) + (\$18,640 * (degree indicator)) +
 (-\$1,856 * (degree year)) + (\$962 * (year of birth))

Standard error = \$13,048.

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

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



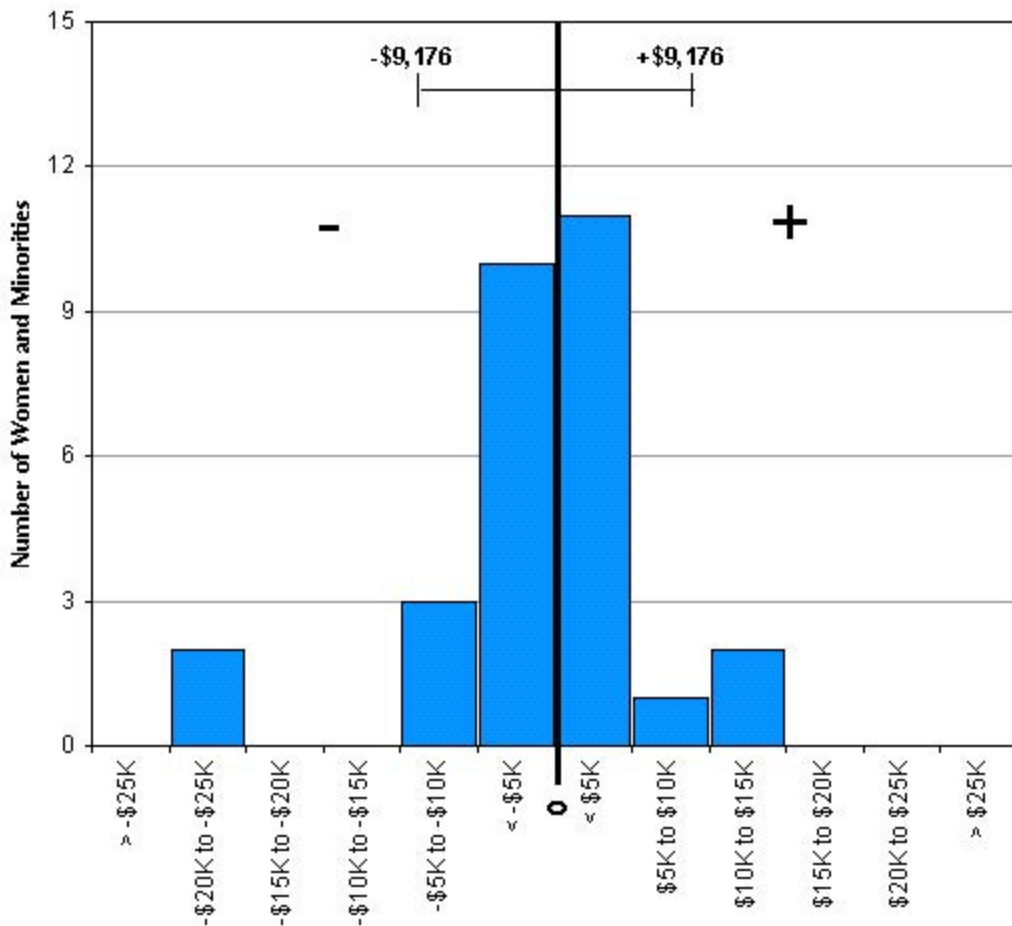
Residual = actual salary - predicted salary

Predicted salary = \$216,062 + (\$510 * (year of hire)) + (-\$2,751 * (degree year)) + (\$514 * (year of birth))

Standard error = \$12,734.

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

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



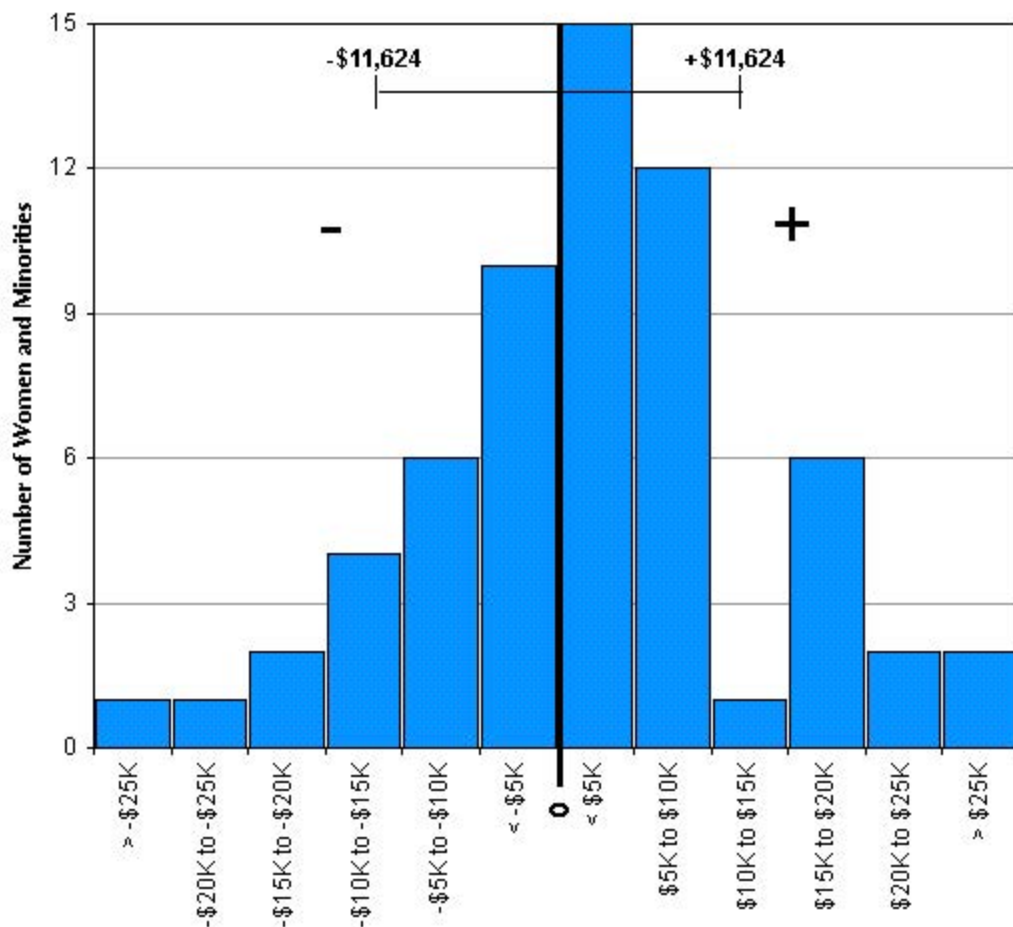
Residual = actual salary - predicted salary

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.

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



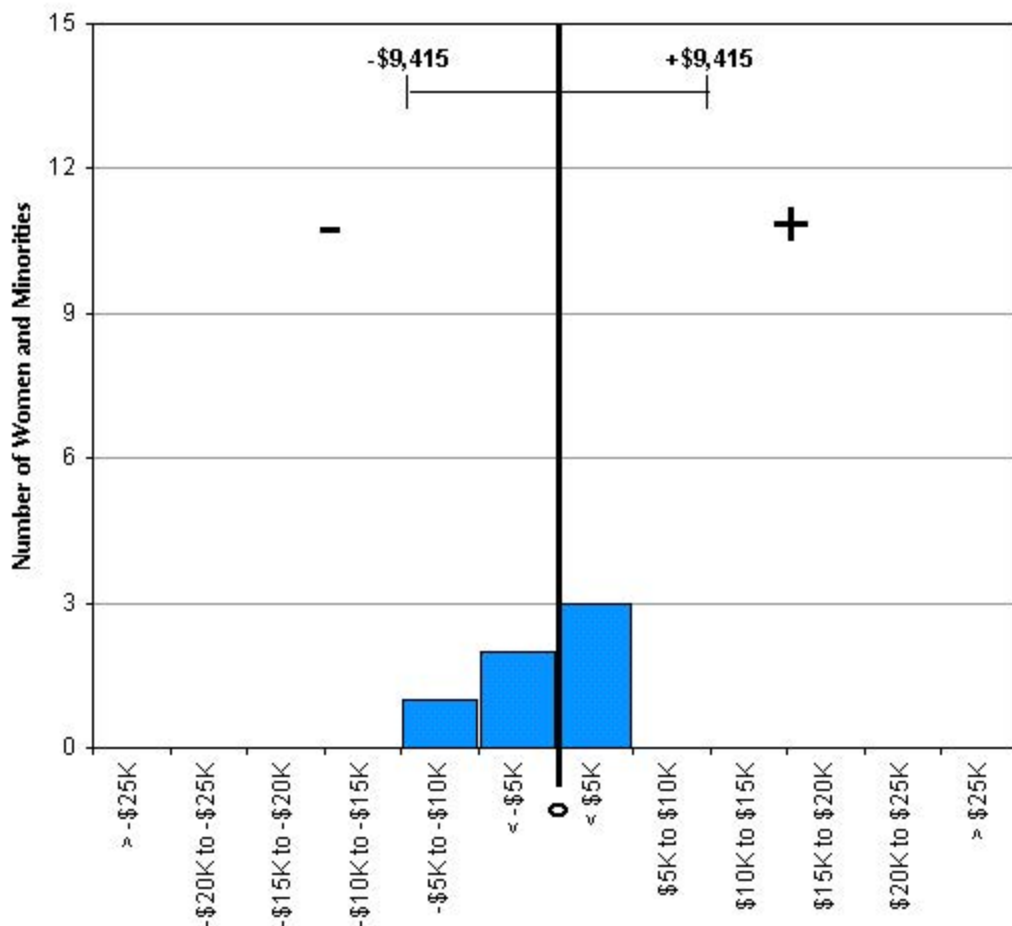
Residual = actual salary - predicted salary

Predicted salary = \$203,806 + (\$1,166 * (year of hire)) + (\$9,835 * (degree indicator)) +
 (-\$4,369 * (degree year)) + (\$1,917 * (year of birth))

Standard error = \$11,624.

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Information and Computer Science: Women and Minorities
 October 1997



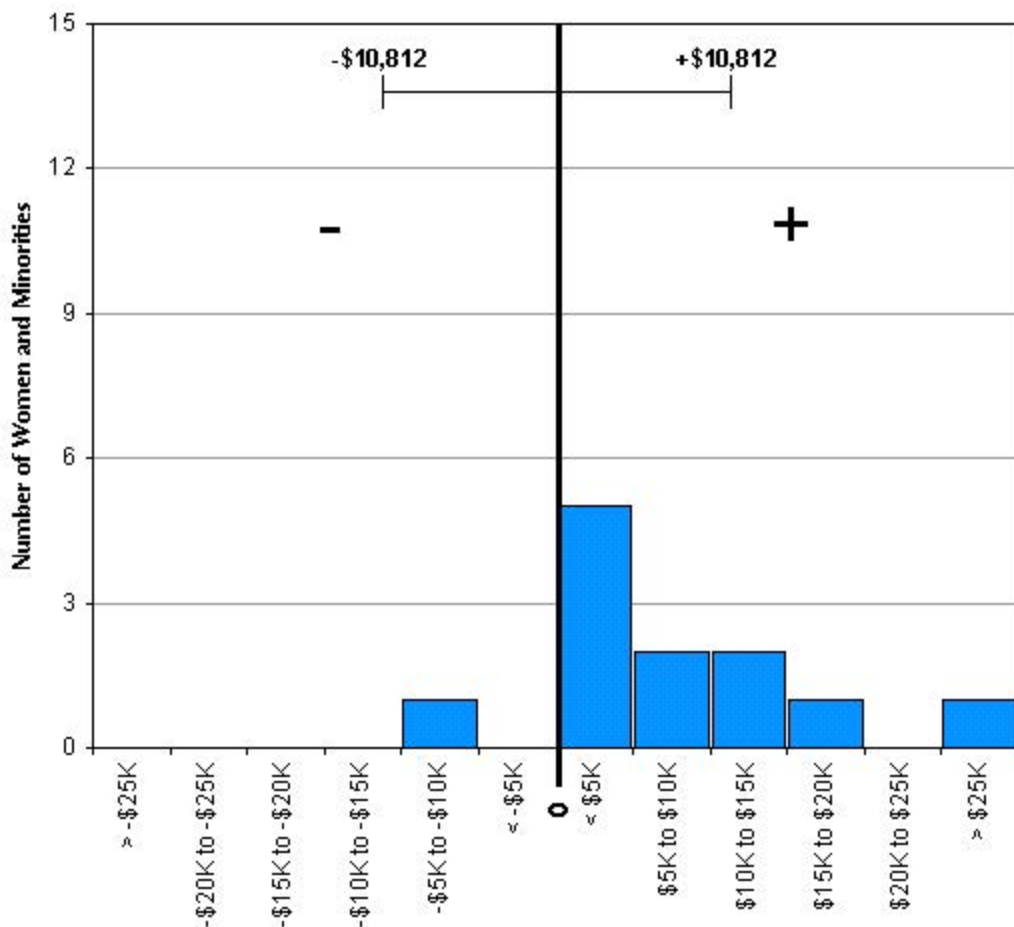
Residual = actual salary - predicted salary

Predicted salary = \$187,898 + (-\$562 * (year of hire)) + (-\$260 * (degree year)) + (-\$793 * (year of birth))

Standard error = \$9,415.

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

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



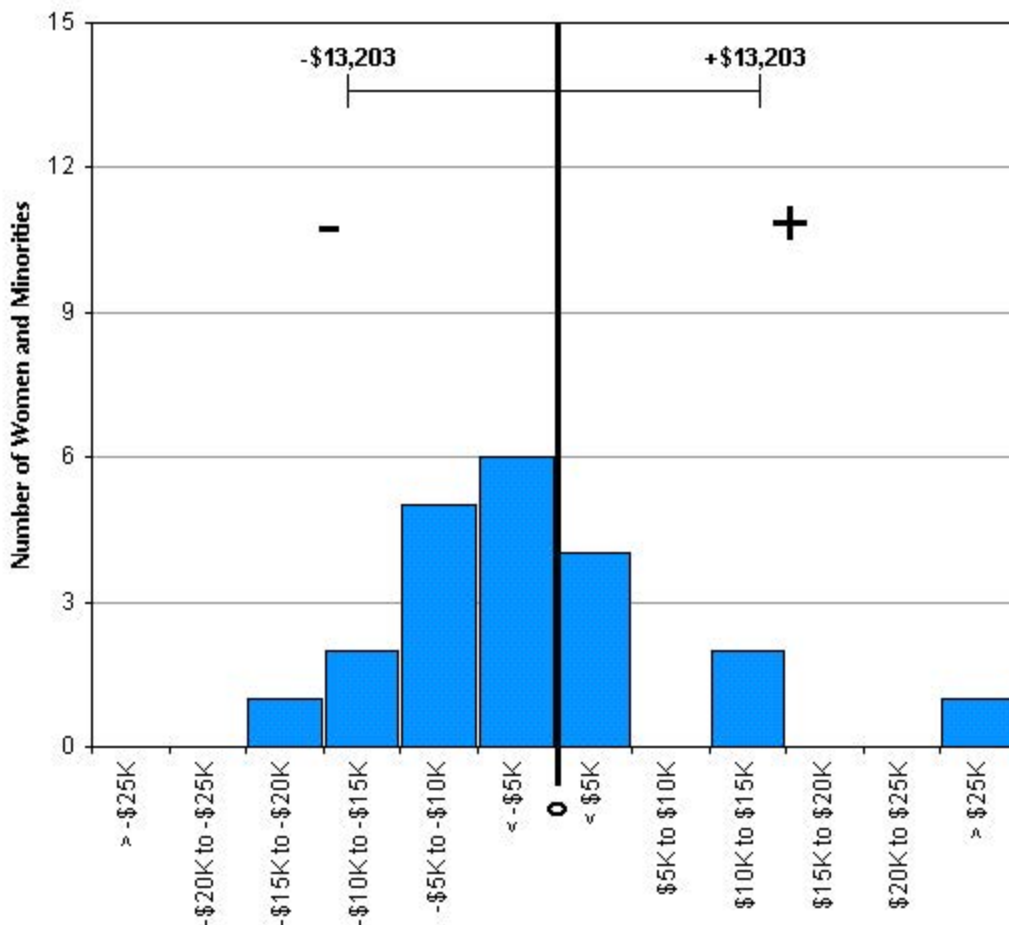
Residual = actual salary - predicted salary

Predicted salary = $\$99,319 + (\$1,472 * (\text{year of hire})) + (-\$1,503 * (\text{degree year})) + (-\$425 * (\text{year of birth}))$

Standard error = \$10,812.

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

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



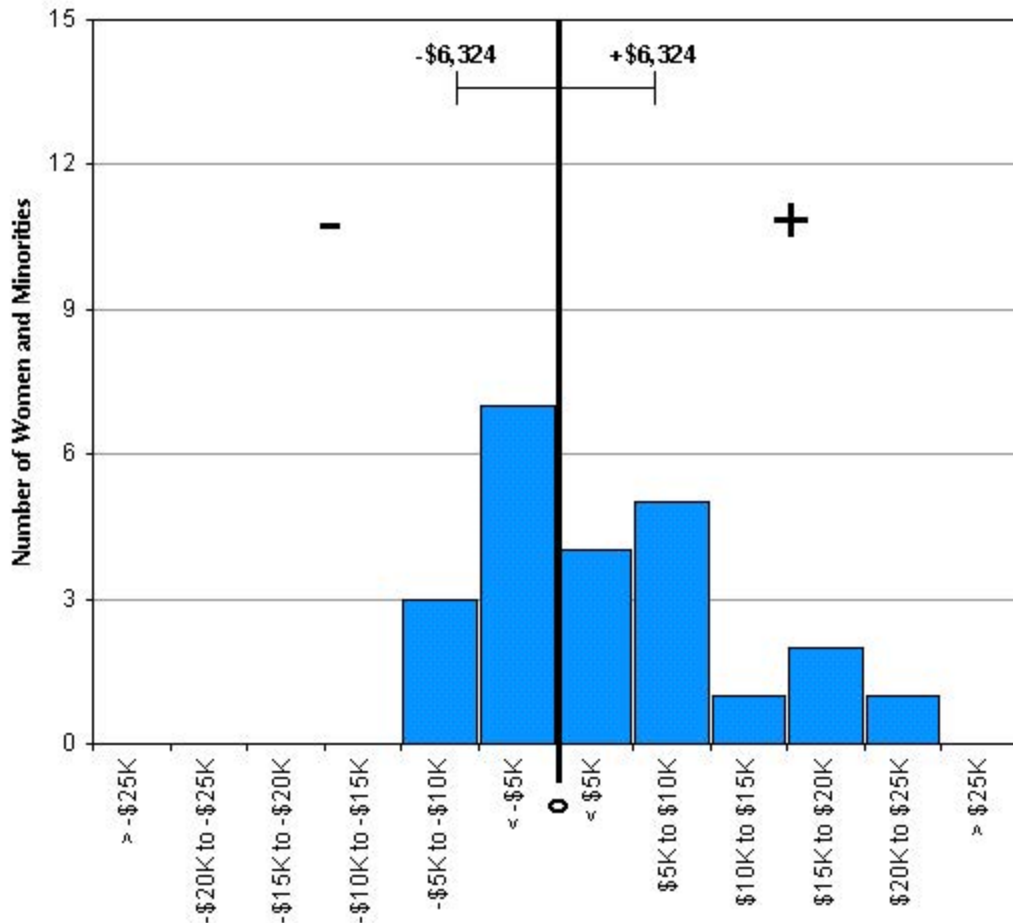
Residual = actual salary - predicted salary

Predicted salary = \$197,792 + (\$283 * (year of hire)) + (-\$2,193 * (degree year)) + (\$440 * (year of birth))

Standard error = \$13,203.

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

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



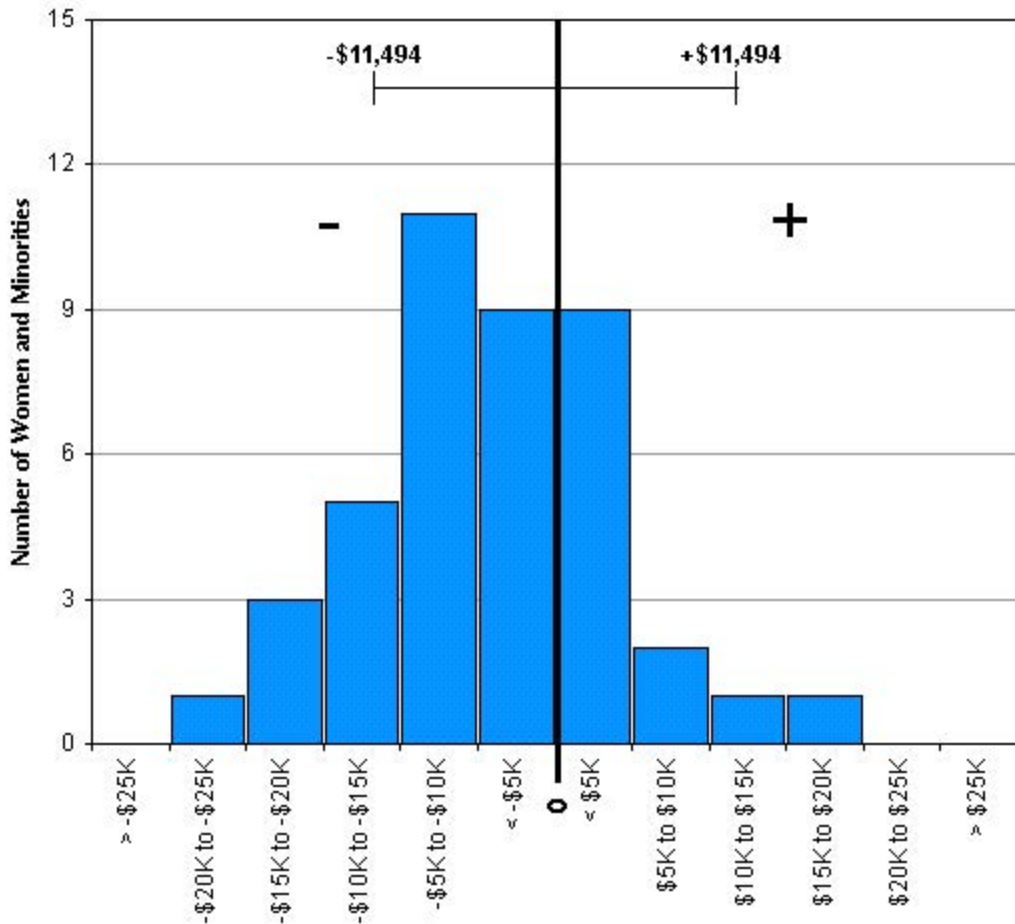
Residual = actual salary - predicted salary

Predicted salary = \$171,861 + (\$2 * (year of hire)) + (-\$1,244 * (degree year)) + (-\$175 * (year of birth))

Standard error = \$6,324.

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

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



Residual = actual salary - predicted salary

Predicted salary = \$187,039 + (\$346 * (year of hire)) + (-\$1,784 * (degree year)) + (-\$66 * (year of birth))

Standard error = \$11,494.

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

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Conclusion

Overall, no systematic pay equity problem has been found to exist at UCI. As shown in Figures 1 and 2, salary "residuals" for women (Figure 1) and minorities (Figure 2) are "normally" distributed when compared to white males for the general campus. (Figure 12 shows white males compared to total campus faculty, for reference.) However, not all academic units have "normally" distributed residuals, nor is there any statistical test to determine if all negative residuals are due to merit considerations.

These aspects of the study and its results warrant developing mechanisms to deal with individual concerns. The Executive Vice Chancellor has begun to develop a set of procedures which can be used to examine individual cases for pay equity in relation to UCI's standard merit system, and he will work with the Academic Senate and the Deans to analyze the issue fully. The Executive Vice Chancellor will provide another update during Spring Quarter 1998 that will have the results of this consultation.

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