University of California, Irvine
Ladder Rank Faculty Salary Residuals
General Campus White Men
October 2001 Revised

Residuals (predicted - actual salary) are calculated separately for each academic unit.
Standard error ranges from $10,039 to $20,710.

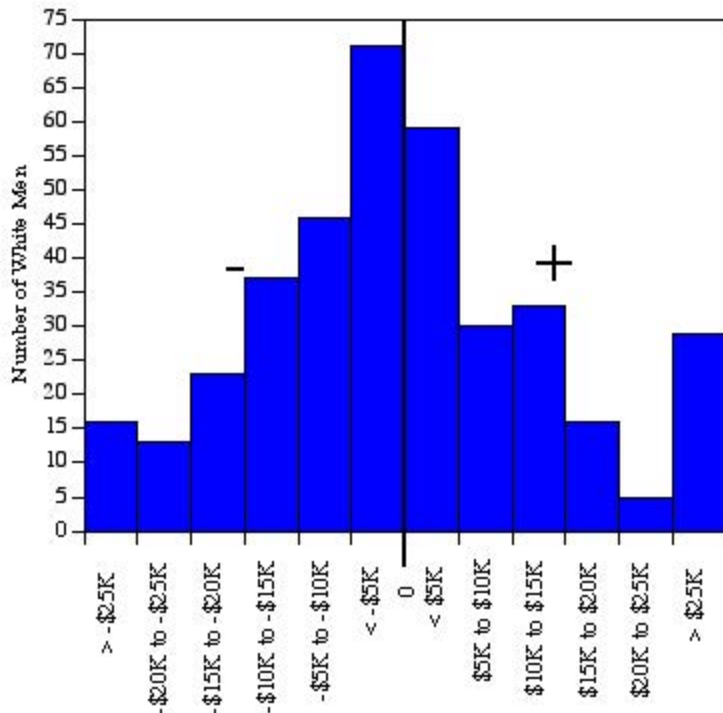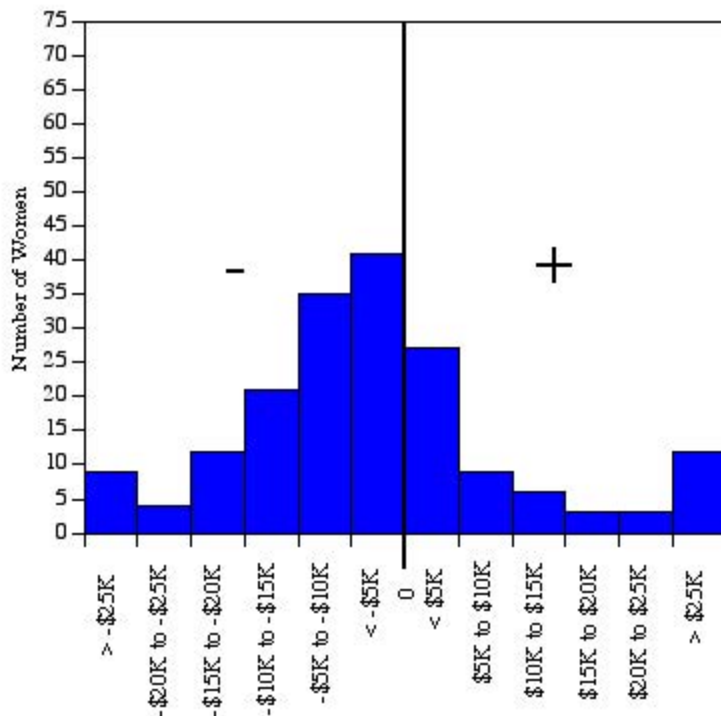Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel

University of California, Irvine
Ladder Rank Faculty Salary Residuals
General Campus Women
October 2001 Revised

Residuals (predicted - actual salary) are calculated separately for each academic unit.
Standard error ranges from $10,039 to $20,710.

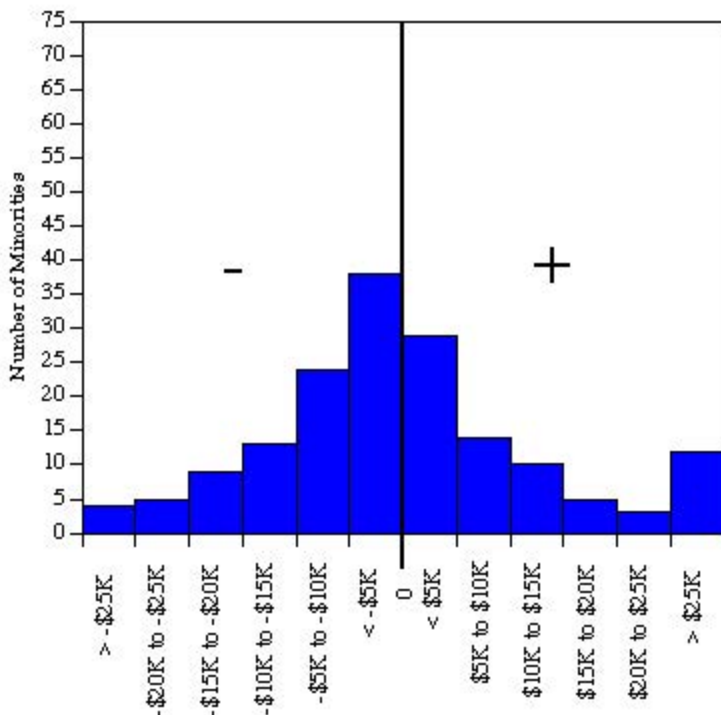Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel

University of California, Irvine
Ladder Rank Faculty Salary Residuals
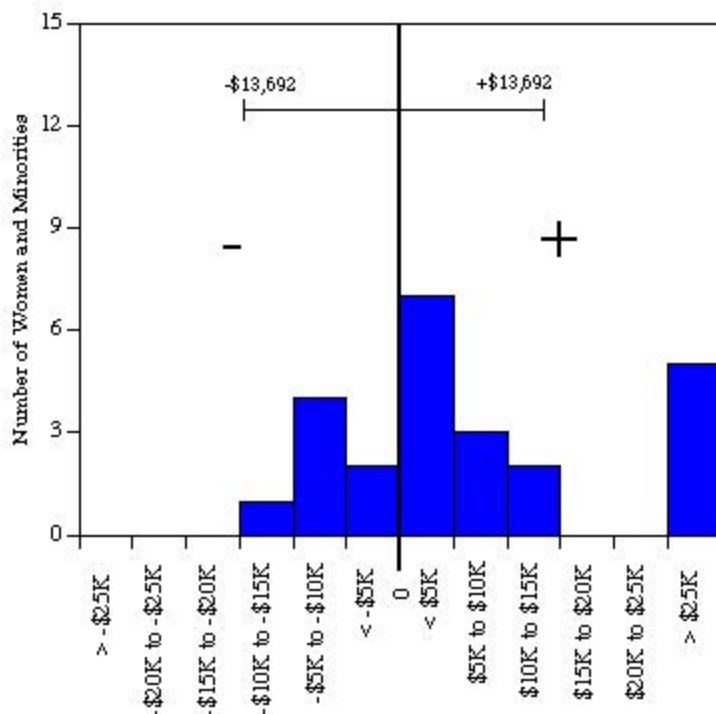### General Campus Minorities
October 2001 Revised

Residuals (predicted - actual salary) are calculated separately for each academic unit. Standard error ranges from $10,039 to $20,710.

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

University of California, Irvine
Ladder Rank Faculty Salary Residuals
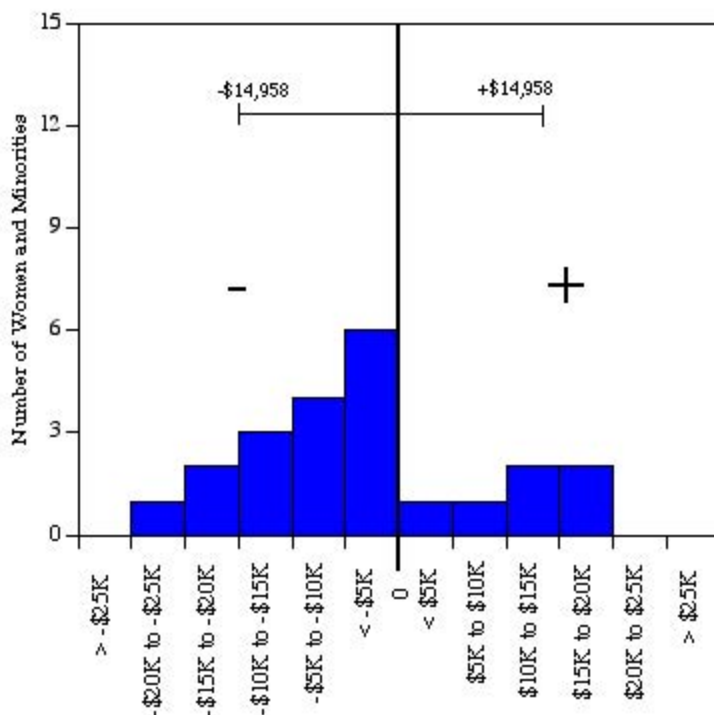## The Claire Trevor School of the Arts: Women and Minorities
October 2001

Residual = actual salary - predicted salary

Predicted salary = $33.37 * 10^5 + (-\$1,380 * (\text{year of hire})) + (\$11,729 * (\text{degree indicator})) + (-\$1,216 * (\text{degree year})) + (\$961 * (\text{year of birth}))$

Standard error = $13,692

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
October 2001 Revised
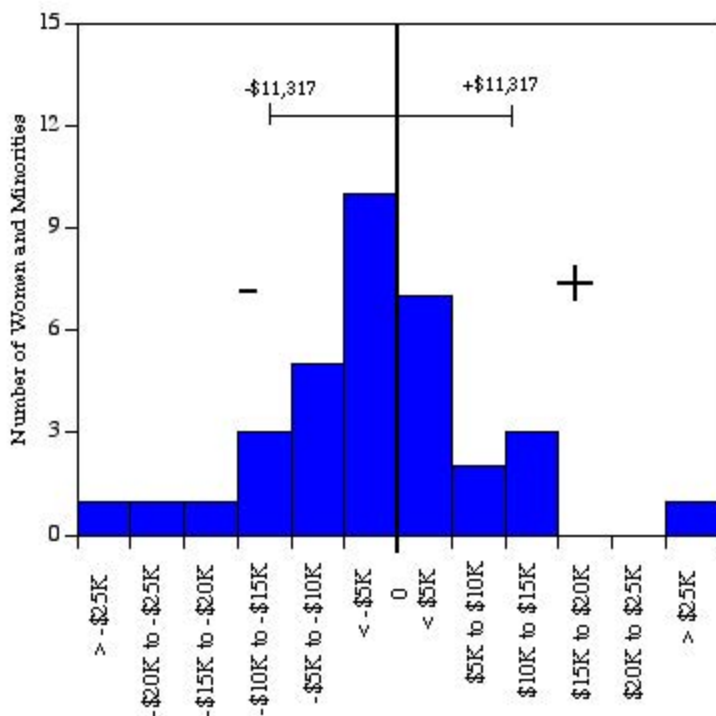

Residual = actual salary - predicted salary

Predicted salary = $\$39.15 * 10^5 + (\$1{,}018 * (\text{year of hire})) + (-\$4{,}236 * (\text{degree year})) + (\$1{,}300 * (\text{year of birth}))$

Standard error = $14,958

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

University of California, Irvine

Ladder Rank Faculty Salary Residuals

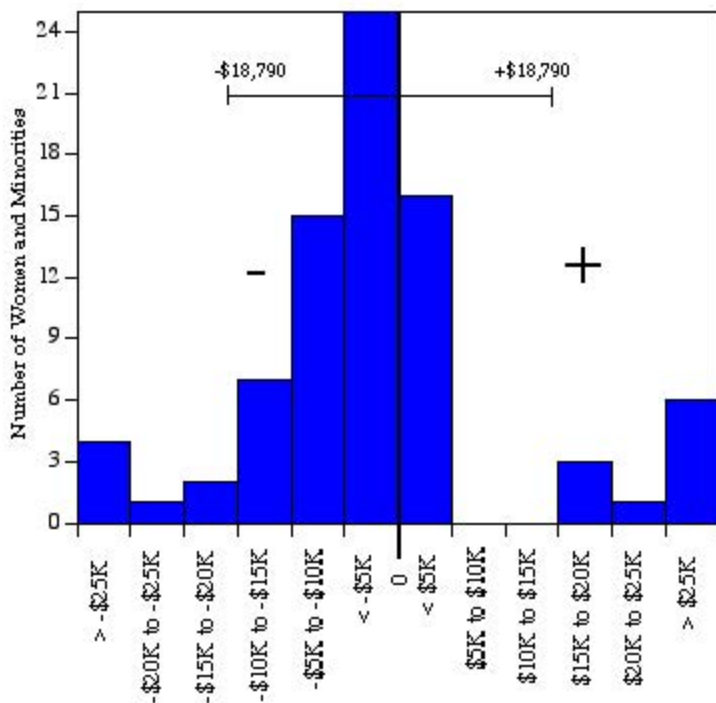**The Henry Samueli School of Engineering: Women and Minorities**

October 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

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Humanities: Women and Minorities
October 2001

Number of Women and Minorities

-$18,790   +$18,790

−   +

> -$25K
-$20K to -$25K
-$15K to -$20K
-$10K to -$15K
-$5K to -$10K
< -$5K
0
< $5K
$5K to $10K
$10K to $15K
$15K to $20K
$20K to $25K
> $25K
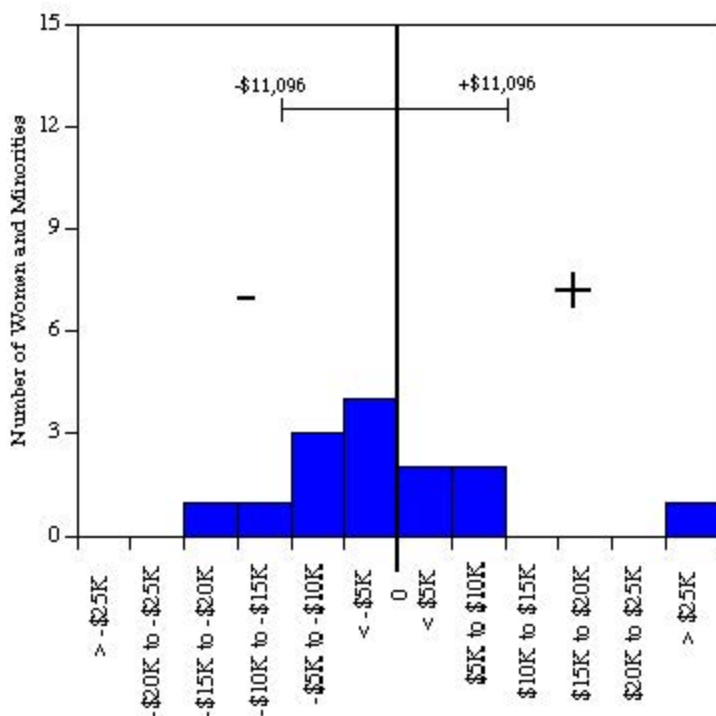
Residual = actual salary - predicted salary

Predicted salary = $35.90 * 10^5 + ($920 * (year of hire)) + ($2,556 * (degree indicator)) + (-$2,964 * (degree year)) + ($275 * (year of birth))

Standard error = $18,790

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

University of California, Irvine

Ladder Rank Faculty Salary Residuals

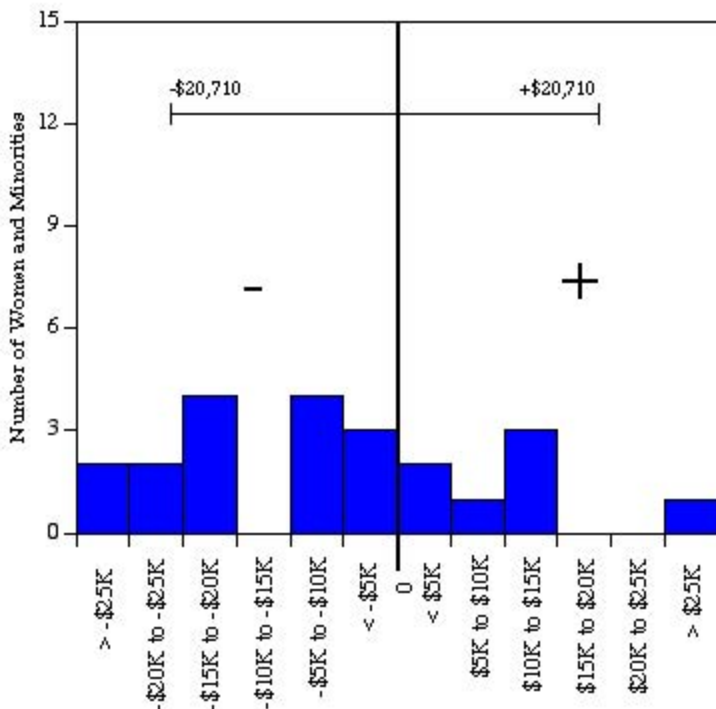**Information & Computer Science: Women and Minorities**

October 2001

Residual = actual salary - predicted salary

Predicted salary = $\$29.79 * 10^5 + (-\$223 * (year\ of\ hire)) + (-\$136 * (degree\ year)) + (-\$1,111 * (year\ of\ birth))$

Standard error = $11,096

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Graduate School of Management: Women and Minorities
October 2001

Number of Women and Minorities

15

-$20,710   +$20,710

12

−   +

9

6

3

0

> -$25K
-$20K to -$25K
-$15K to -$20K
-$10K to -$15K
-$5K to -$10K
< -$5K
0
< $5K
$5K to $10K
$10K to $15K
$15K to $20K
$20K to $25K
> $25K
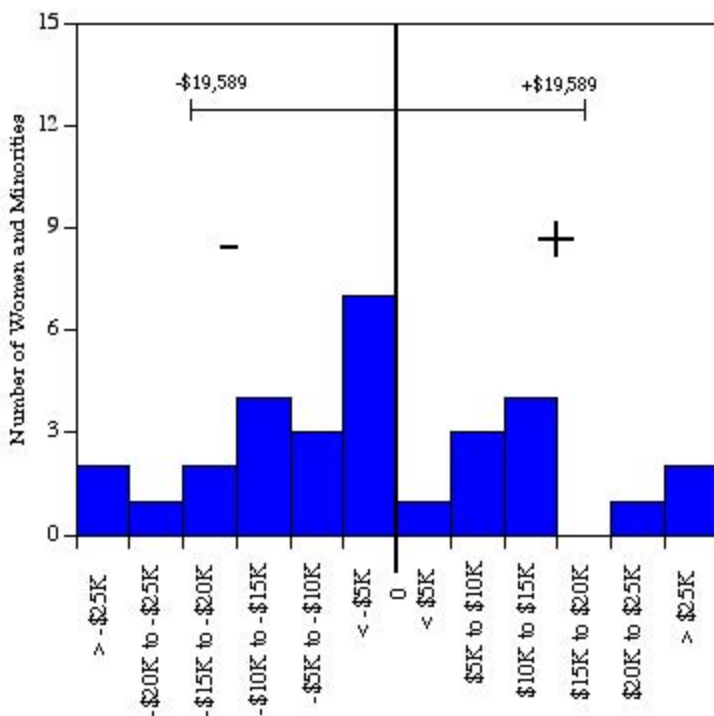
Residual = actual salary - predicted salary

Predicted salary = $14.67 * 10^5 + (-\$237 * (year of hire)) + (-\$1,992 * (degree year)) + ($1,548 * (year of birth)) + ($27,130 * (degree indicator))

$$\text{Predicted salary} = \$14.67 \times 10^5 + (-\$237 \times (\text{year of hire})) + (-\$1{,}992 \times (\text{degree year})) + (\$1{,}548 \times (\text{year of birth})) + (\$27{,}130 \times (\text{degree indicator}))$$

Standard error = $20,710

University of California, Irvine
Ladder Rank Faculty Salary Residuals
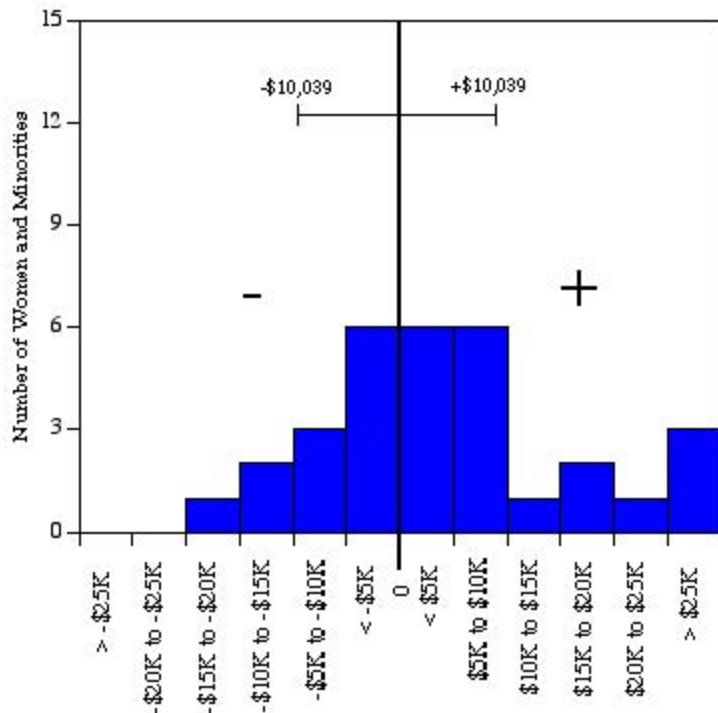**School of Physical Sciences: Women and Minorities**
October 2001 Revised

Residual = actual salary - predicted salary
Predicted salary = $32.22 * 10^5 + ($705 * (year of hire)) + ($803 * (year of birth)) + (-$3,080 * (degree year))
Standard error = $19,589

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

University of California, Irvine
Ladder Rank Faculty Salary Residuals
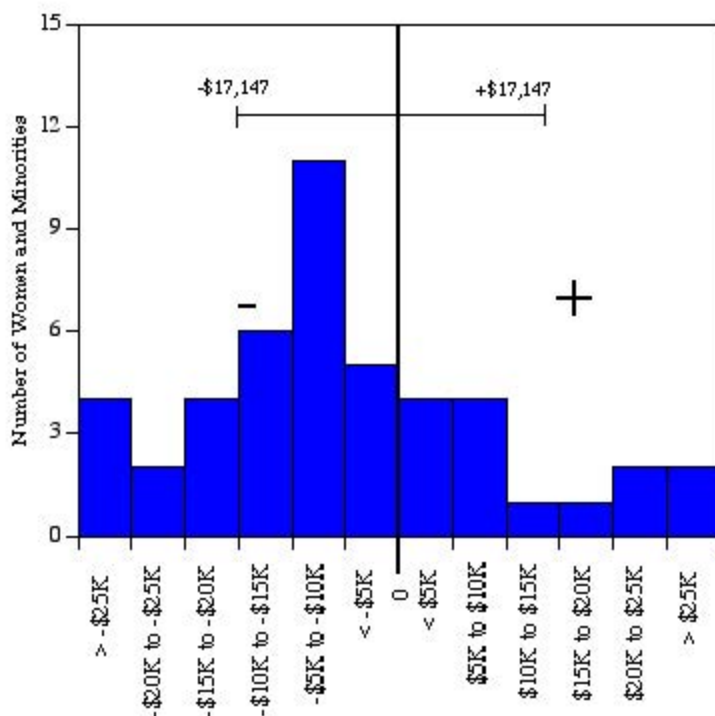**School of Social Ecology: Women and Minorities**
October 2001

Residual = actual salary - predicted salary
Predicted salary = $33.22 * 10^5 + (-$145 * (year of hire)) + (-$1,550 * (degree year)) + ($59 * (year of birth))$
Standard error = $10,039

University of California, Irvine

Ladder Rank Faculty Salary Residuals

School of Social Sciences: Women and Minorities

October 2001

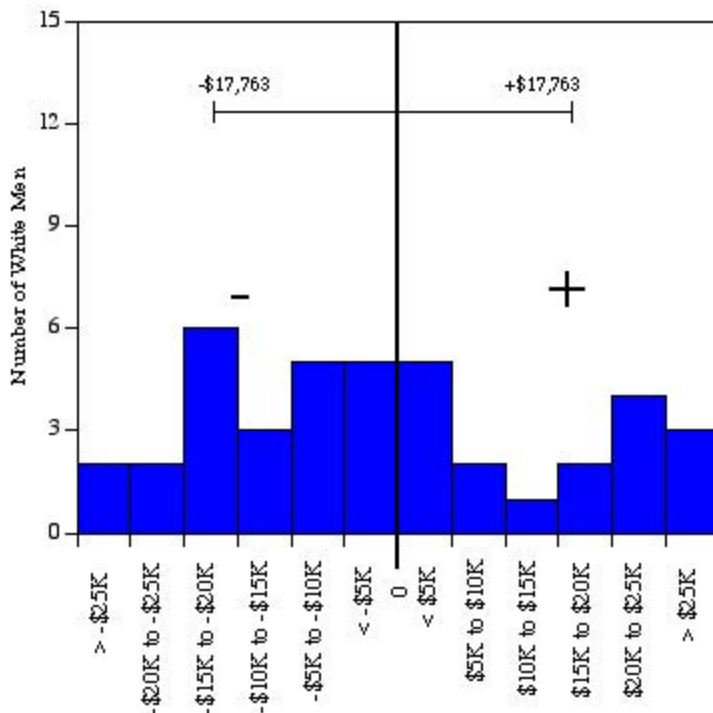Residual = actual salary - predicted salary

Predicted salary = $31.75 * 10^5 + ($1,114 * (year of hire)) + (-$3,450 * (degree year)) + ($788 * (year of birth))

Standard error = $17,147

University of California, Irvine
Ladder Rank Faculty Salary Residuals
College of Medicine Basic Sciences: White Men
October 2001
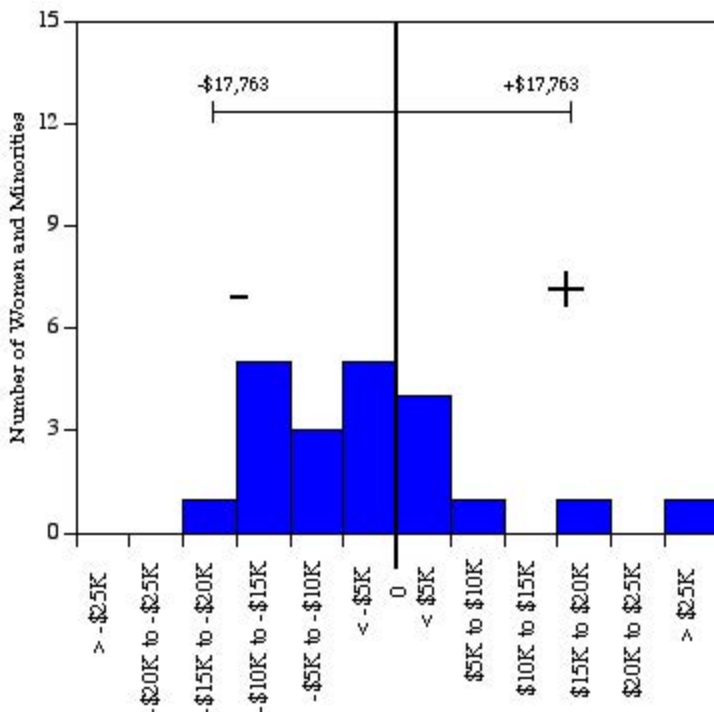

Residual = actual salary - predicted salary; base salary only.
Predicted salary = $43.15 * 10^5 + ($481 * (year of hire)) + (-$1,882 * (degree year)) + (-$742 * (year of birth))$
Standard error = $17,763

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

University of California, Irvine

Ladder Rank Faculty Salary Residuals

College of Medicine Basic Sciences: Women and Minorities

October 2001

-$17,763   +$17,763

−   +

Number of Women and Minorities

15

12

9

6

3

0

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

Residual = actual salary - predicted salary; base salary only.

Predicted salary = $43.15 * 10^5 + ($481 * (year of hire)) + (-$1,882 * (degree year)) + (-$742 * (year of birth))

Standard error = $17,763

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