Residual = actual salary - predicted salary
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.
Residuals are calculated separately for each academic unit.

Standard error ranges between $9,395 and $21,800.

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.
General Campus: Minorities

October 2003

Residuals are calculated separately for each academic unit.

Standard error ranges between $9,395 and $21,800.

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
Claire Trevor School of the Arts: Women and Minorities
October 2003

Previous Model

Predicted salary = $3,132,587 + (-$1,370 \* (year of hire)) + ($9,527 \* (degree indicator)) + ($895 \* (degree year)) + ($732 \* year of birth)

Standard error = $12,775

Revised Model

Predicted salary = $3,394,506 + (-$1,289 \* (year of hire)) + ($4,889 \* (degree indicator)) + ($383 \* (degree year))

Standard error = $12,774

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
School of Biological Sciences: Women and Minorities
October 2003

Previous Model

-\$16,827

Revised Model

-\$17,129

Number of Women and Minorities

Predicted salary = $3,639,956 + ($1,213 \cdot \text{year of hire}) + (-4,803 \cdot \text{degree year}) + ($1,820 \cdot \text{year of birth})

Standard error = $16,827

Predicted salary = $4,038,482 + ($1,268 \cdot \text{year of hire}) + (-3,265 \cdot \text{degree year})

Standard error = $17,129

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  
School of Engineering: Women and Minorities  
October 2003

**Previous Model**

- \(-\$13,482\)  

**Revised Model**

- \(-\$14,535\)  

Predicted salary = $3,268,451 + (\$1,730 \times \text{(year of hire)}) + (\$37,168 \times \text{(degree indicator)}) + (\$1,494 \times \text{(degree year)}) + (\$1,903 \times \text{(year of birth)})

Standard error = $13,482

Predicted salary = $3,021,649 + (\$1,619 \times \text{(year of hire)}) + (\$39,231 \times \text{(degree indicator)}) - (\$3,135 \times \text{(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
School of Humanities: Women and Minorities
October 2003

Previous Model

Revised Model

Predicted salary = $3,465,047 + ($1,063 * (year of hire)) + ($1,138 * (degree indicator)) + ($3,125 * (degree year)) + ($361 * year of birth)

Standard error = $20,299
Residual = actual salary - predicted salary
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

Predicted salary = $3,567,643 + ($1,052 * (year of hire)) + ($341 * (degree indicator)) + ($2,810 * (degree year))

Standard error = $20,161
University of California, Irvine
Ladder Rank Faculty Salary Residuals

School of Information & Computer Science: Women and Minorities
October 2003

Previous Model

Revised Model

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.
Predicted salary = $1,394,454 + ($124 \cdot \text{year of hire}) + 
(-$2,406 \cdot \text{degree year}) + ($1,667 \cdot \text{year of birth})

Standard error = $21,800

Predicted salary = $2,015,785 + ($223 \cdot \text{year of hire}) + 
(-$1,178 \cdot \text{degree year})

Standard error = $21,907

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
School of Physical Sciences: Women and Minorities
October 2003

**Previous Model**

Predicted salary = $3,300,781 + ($544 * (year of hire)) + ($-2,226 * (degree year)) + ($64 * year of birth)

Standard error = $19,015

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

**Revised Model**

Predicted salary = $3,308,429 + ($543 * (year of hire)) + ($-2,167 * (degree year))

Standard error = $18,890
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology: Women and Minorities
October 2003

Previous Model

Revised Model

Number of Women and Minorities

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
School of Social Sciences: Women and Minorities
October 2003

Previous Model

Predicted salary = $3,012,938 + ($1,143 * (year of hire)) +
(-$4,074 * (degree year)) + ($1,478 * year of birth))
Standard error = $18,430

Revised Model

Predicted salary = $3,270,449 + ($1,083 * (year of hire)) +
(-$2,688 * (degree year))
Standard error = $18,710

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

**Basic Sciences: White Men**
October 2003

**Previous Model**

- $22,316

**Revised Model**

- $22,191

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

Basic Sciences: Women and Minorities
October 2003

**Previous Model**

- Residual = actual salary - predicted salary

Predicted salary = $3,895,698 + ($1,324 \times \text{year of hire}) + (-$1,622 \times \text{degree year}) + (-$1,547 \times \text{year of birth})

Standard error = $22,316

**Revised Model**

Predicted salary = $3,751,742 + ($1,265 \times \text{year of hire}) + (-$3,114 \times \text{degree year})

Standard error = $22,191

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.
Clinical Sciences: White Men

October 2003

Previous Model

Revised Model

Predicted salary = $5,294,478 + (-$289 \cdot \text{(year of hire)}) + (-$483 \cdot \text{degree year}) + (-$2,861 \cdot \text{year of birth})

Predicted salary = $4,642,923 + (-$472 \cdot \text{(year of hire)}) + (-$1,825 \cdot \text{degree year})

Standard error = $19,039

Standard error = $20,015

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.
Clinical Sciences: Women and Minorities
October 2003

Previous Model
Predicted salary = $5,294,478 + (-$289 \times \text{year of hire}) + (-$483 \times \text{degree year}) + (-$2,861 \times \text{year of birth})

Revised Model
Predicted salary = $4,642,923 + (-$472 \times \text{year of hire}) + (-$1,825 \times \text{degree year})

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