Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Claire Trevor School of the Arts
October 1998 through 2014

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2014

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3486400.22238907 + (DegreeLevel * 11476.9442355842) + (DegreeYear * -59.67922080631) + (RegRankYr * -1637.34825663847)

Residuals shown for White Men (27), All Women (27), All Minorities (20)

Number of Faculty

Residual
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3005571.50717305 + (DegreeLevel * 13722.042997652) + (DegreeYear * 92.5025342295612) + (RegRankYr * -1551.37767916031)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3005571.50717305 + (DegreeLevel * 13722.042997652) + (DegreeYear * 92.5025342295612) + (RegRankYr * -1551.37767916031)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 2982740.36741627 + (DegreeLevel*11899.8114611768) - (DegreeYear*62.7040932146071) - (RegRankYr*1386.67608858155)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2012

Residual = Actual Salary - Predicted Salary

Predicted Salary = 2982740.36741627 + (DegreeLevel*11899.8114611768) - (DegreeYear*62.7040932146071) - (RegRankYr*1386.67608858155)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2011

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3633476.28965083+(DegreeLevel*7809.85967170636)-(DegreeYear*386.162413475631)-(RegRankYr*1392.16955796995)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3642969.49622038+(DegreeLevel*7183.59580195429)-(DegreeYear*310.9954087636)-(RegRankYr*1474.2533342764)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2010
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3828406.26698357 + (DegreeLevel*8560.29297648608) - (DegreeYear*250.196475263058) - (RegRankYr*1630.1178161713)
Residual = Actual Salary - Predicted Salary

Predicted Salary: 3768029.71 + (degree level*9365.56) - (degree level/year*250.91) - (UCI reg rank/year*1600.86)
Residual = Actual Salary - Predicted Salary

Predicted Salary: 3583136+(degree indicator*9204.351)-(degree year*270.108)-(UCI reg rank year*1489.86)
Residual = Actual Salary - Predicted Salary
Predicted Salary: 3447268+(degree indicator*2775.037)-(degree year*225.247)-(UCI reg ranks year*1463.49)

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study
Predicted salary = $3,325,452 -($1,609 * (year of hire)) + ($491 * (degree indicator)) - ($19 * (degree year))
Standard error = $16,269
Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study
Residual = actual salary - predicted salary

Predicted salary = $3,742,537 + (-$1,553 * (year of hire)) + ($8,285 * (degree indicator)) + (-$294 * (degree year))

Standard error = $12,188

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 \cdot \text{year of hire}) + ($9,527 \cdot \text{degree indicator}) + (-895 \cdot \text{degree year}) + ($732 \cdot \text{year of birth})

Standard error = $12,775

Revised Model

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

Standard error = $12,774

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extracts as of 10-31-2003, Academic Personnel, Pay Equity Study.
Residual = actual salary - predicted salary
Predicted salary = $3,182,638 + ($1,359 \times \text{year of hire}) + ($11,657 \times \text{degree indicator}) +
(-$1,146 \times \text{degree year}) + ($948 \times \text{year of birth})
Standard error = $14,010
Residual = actual salary - predicted salary

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

Standard error = $13,692

Residual = actual salary - predicted salary

Predicted salary = $31.70 * 10^5 + (-573 * (year of hire)) + (18,747 * (degree indicator)) + (-1,900 * (degree year)) + (912 * (year of birth))

Standard error = $14,972

Residual = actual salary - predicted salary

Predicted salary = $196,124 + (-$508 * (year of hire)) + ($15,225 * (degree indicator)) + (-$1,637 * (degree year)) + ($533 * (year of birth))

Standard error = $14,524

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.
Residual = actual salary - predicted salary
Predicted salary = $194,614 + (-$524 \times (year\ of\ hire)) + ($18,608 \times (degree\ indicator)) + (-$2,093 \times (degree\ year)) + ($1,135 \times (year\ of\ birth))

Standard error = $14,176.

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