Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2014

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4954465.06765443+(DegreeLevel*0)+(DegreeYear*-3040.03211662307)+(RegRankYr*612.094544593967)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2014

White Men (59)  All Women (26)  All Minorities (23)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4659270.91321713+(DegreeLevel*0)+(DegreeYear*-3001.5496118097)+(RegRankYr*718.211686644005)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2012

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4626357.99558306 + (DegreeLevel*0) - (DegreeYear*3029.5936230075) + (RegRankYr*758.785312470297)

Residual = Actual Salary - Predicted Salary

White Men (57)  All Women (21)  All Minorities (19)

Residual
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4809714.088531 + (DegreeLevel*0) - (DegreeYear*2968.20972710129) + (RegRankYr*604.315282314164)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4527780.20148231 + (DegreeLevel * 0) - (DegreeYear * 3265.74196761415) + (RegRankYr * 1038.59573324678)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2010
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4608891.7497125+(DegreeLevel*0)-(DegreeYear*3300.34420237305)+(RegRankYear*1030.89636036089)
Residual = Actual Salary - Predicted Salary

Predicted Salary: 4526741 + (degree level*0) + (degree year*3227) + (UCI reg rank year*998.01)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2007

Residual = Actual Salary - Predicted Salary

Predicted Salary: 4389450+(degree indicator*0)-(degree year*3469.63)+(UCI reg rank year*1306.609)
Residual = Actual Salary - Predicted Salary
Predicted Salary: 47,444,646 + (degree indicator * 0) - (degree year * 3,972.6) + (UCI reg ranks year * 1,626.147)
Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study
Ladder Ranks Faculty Salary Residuals
School of Biological Sciences
October 2005

Predicted salary = $3,855,735 + ($1,376 \times \text{year of hire}) - ($3,275 \times \text{degree year})

Standard error = $23,013

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study
Residual = actual salary - predicted salary

Predicted salary = $3,894,640 + ($1,626 \times \text{year of hire}) + (-$3,550 \times \text{degree year})

Standard error = $19,788

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences: 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.
Residual = actual salary - predicted salary

Predicted salary = $3,182,638 + (-$1,359 * (year of hire)) + ($11,657 * (degree indicator)) + (-$1,146 * (degree year)) + ($948 * (year of birth))

Standard error = $14,010

Residual = actual salary - predicted salary

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

Standard error = $14,958

Residual = actual salary - predicted salary

Predicted salary = \(39.58 \times 10^5 + (1,105 \times \text{year of hire}) + (-3929 \times \text{degree year}) + (876 \times \text{year of birth})\)

Standard error = $14,327

Residual = actual salary - predicted salary

Predicted salary = $2.49 * 10^5 + ($852 * \text{(year of hire)}) + (-$3,594 * \text{(degree year)}) + ($831 * \text{(year of birth)})

Standard error = $12,542

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.
Predicted salary = $2.39 \times 10^5 + \left( \$693 \times (\text{year of hire}) \right) + (-2399 \times (\text{degree year})) + (758 \times (\text{year of birth}))

Standard error = $11,941

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