Residual = Actual Salary - Predicted Salary

Predicted Salary = -728899.237212451 + (DegreeLevel*0) + (DegreeYear*[-3234.9835992367]) + (RegRankYr*2960.36365266375)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Paul Merage School of Business
October 2014

Number of Faculty

Residual

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

White Men (14)  All Women (21)  All Minorities (22)

Predicted Salary = -728899.237212451 + (DegreeLevel*0) + (DegreeYear*[-3234.9835992367]) + (RegRankYr*2960.36365266375)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Paul Merage School of Business
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = -823259.7663657 + (DegreeLevel*0) + (DegreeYear*-2990.37642437987) + (RegRankYr*2665.50483469688)
Residual = Actual Salary - Predicted Salary

Predicted Salary = -1060762.11766335 + (DegreeLevel * 0) - (DegreeYear * 3092.99914796149) + (RegRankYr * 2646.63159672237)
Residual = Actual Salary - Predicted Salary

Predicted Salary = -2059321.43322772+(DegreeLevel*0)-(DegreeYear*1259.08760943383)+(RegRankYr*2378.02715449693)
Residual = Actual Salary - Predicted Salary

Predicted Salary = \(-1753401.29293749 + \text{DegreeLevel} \times 0 - \text{DegreeYear} \times 1565.65122877265 + \text{RegRankYr} \times 2523.25557502957\)
Residual = Actual Salary - Predicted Salary

Predicted Salary = -2198960.82285256 + (DegreeLevel*0) - (DegreeYear*1743.72646355599) + (RegRankYear*2921.17264126796)
Residual = Actual Salary - Predicted Salary

Predicted Salary: $-190,791.66 + (degree level * 0) - (degree year * 1910.63) + (UCI reg rank year * 2939.18)$
Residual = Actual Salary - Predicted Salary

Predicted Salary: (degree indicator*0)-(degree year*1887.38)+(UCI reg rank year*3257.736)-2590424
Residual = Actual Salary - Predicted Salary

Predicted Salary: 354867.5 + (degree indicator*0) - (degree year*1586.05) + (UCI reg ranks year*1478.41)

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study
Ladder Ranks Faculty Salary Residuals
Paul Merage School of Business
October 2005

Predicted salary = $1,652,136 +($940 * (year of hire)) - ($1,708 * (degree year))

Standard error = $31,491
Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study
Residual = actual salary - predicted salary

Predicted salary = $3,490,834 + (-$748 \times \text{year of hire}) + (-$945 \times \text{degree year})

Standard error = $22,056

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Graduate School of Management: Women and Minorities
October 2003

Previous Model

Predicted salary = $1,394,454 + ($124 \times \text{year of hire}) + (-$2,406 \times \text{degree year}) + ($1,667 \times \text{year of birth})

Standard error = $21,800

Revised Model

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

Standard error = $21,907

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

Predicted salary = $761,780 + ($1,132 * (year of hire)) + (-$2,878 * (degree year)) + ($1,443 * (year of birth))

Standard error = $26,695

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))

Standard error = $20,710

Residual = actual salary - predicted salary

Predicted salary = $17.87 \times 10^5 + ($87 \times \text{(year of hire)}) + (-$1,342 \times \text{(degree year)}) + ($400 \times \text{(year of birth)}) + ($16,479 \times \text{(degree indicator)})

Standard error = $22,662

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Graduate School of Management: Women and Minorities
October 1999

Residual = actual salary - predicted salary
Predicted salary = $167,942 + ($226 * (year of hire)) + ($9,280 * (degree indicator)) +
(-$1,548 * (degree_year)) + ($508 * (year of birth))
Standard error = $16,763

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Graduate School of Management: Women and Minorities
October 1998

Residual = actual salary - predicted salary
Predicted salary = $110,453 + ($1,341 * (year of hire)) + (-$1,121 * (degree year)) + (-$868 * (year of birth))
Standard error = $11,437.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.
Residual = actual salary - predicted salary
Predicted salary = $99,319 + ($1,472 * (year of hire)) + (-$1,503 * (degree year)) + (-$425 * (year of birth))

Standard error = $10,812.

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