Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
The Henry Samueli School of Engineering
October 1998 through 2014

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
The Henry Samueli School of Engineering
October 2014

Residual = Actual Salary - Predicted Salary

Predicted Salary = 5163550.38487143+(DegreeLevel*0)+(DegreeYear*-3136.52675579974)+(RegRankYr*609.980340451108)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4423998.80903734 + (DegreeLevel*0) + (DegreeYear*-2955.47208619378) + (RegRankYr*795.245618703569)

Residual = Actual Salary - Predicted Salary

Number of Faculty

- $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

Standard Error

-$20,121
$20,121
Residual \(=\) Actual Salary - Predicted Salary

Predicted Salary \(=\) 4780583.15018364\(+(\text{DegreeLevel} \times 0)-(\text{DegreeYear} \times 2992.93261889919)+(\text{RegRankYr} \times 651.930444350289)\)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2012

White Men (62)  All Women (15)  All Minorities (37)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4873566.23185574 + (DegreeLevel*0) - (DegreeYear*3065.94166985901) + (RegRankYr*676.678202973752)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4628727.23236339 + (DegreeLevel * 7952.40326553211) - (DegreeYear * 3199.3368623072) + (RegRankYr * 921.033612087637)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4637976.14483756+(DegreeLevel*21723.3401201826)-(DegreeYear*3105.41341574402)+(RegRankYear*807.552449461676)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Henry Samueli School of Engineering
October 2008

Residual = Actual Salary - Predicted Salary

Predicted Salary: 4710845.23+(degree level*22531.41)-(degree year*2982.93)+(UCI reg rank year*647.98)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Henry Samueli School of Engineering
October 2007

Residual = Actual Salary - Predicted Salary

Predicted Salary: \( 4352267 + \text{degree indicator} \times 20244.57 - \text{degree year} \times 2958.3 + \text{UCI reg rank year} \times 803.6176 \)
Residual = Actual Salary - Predicted Salary

Predicted Salary: 3892954 + (degree indicator * 19646.11) - (degree year * 2948.64) + (UCI reg ranks year * 1020.67)

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study
Predicted salary = $3,648,146 + ($1,298 * (year of hire)) + ($33,438 * (degree indicator)) - ($3,120 * (degree year))

Standard error = $12,914

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

Predicted salary = $3,736,323 + ($1,192 * (year of hire)) + [$30,623 * (degree indicator)] + (-$3,057 * (degree year))

Standard error = $13,927

University of California, Irvine
Ladder Rank Faculty Salary Residuals

School of Engineering: Women and Minorities
October 2003

Previous Model

Revised Model

Number of Women and Minorities

$\text{Residual} = \text{actual salary} - \text{predicted salary}$

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.
Residual = actual salary - predicted salary
Predicted salary = $3,230,327 + ($1,237 * (year of hire)) + ($28,689 * (degree indicator)) +
(-$1,466 * (degree year)) + (-$1,403* (year of birth))
Standard error = $11,157
Residual = actual salary - predicted salary

Predicted salary = $34.34 \times 10^5 + (655 \times \text{(year of hire)}) + (-924 \times \text{(degree year)}) + (-1,456 \times \text{(year of birth)}) + (18,386 \times \text{(degree indicator)})

Standard error = $11,317

Residual = actual salary - predicted salary

Predicted salary = $35.81 \times 10^5 + ($798 \times \text{year of hire}) + (-$1,477 \times \text{degree year}) + (-$1,098 \times \text{year of birth})

Standard error = $12,629

Residual = actual salary - predicted salary

Predicted salary = $203,257 + ($578 * (year of hire)) + (-$1,446 * (degree year)) + (-$841 * (year of birth))

Standard error = $10,770

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.
Residual = actual salary - predicted salary
Predicted salary = $204,157 + ($550 * (year of hire)) + (-$1,553 * (degree year)) + (-$710 * (year of birth))

Standard error = $9,443.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.
Residual = actual salary - predicted salary
Predicted salary = $200,673 + ($415 * (year of hire)) + (-$1,772 * (degree year)) + (-$266 * (year of birth))

Standard error = $9,176.

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