Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Donald Bren School of Information and Computer Sciences
October 1998 through 2014

Residual = Actual - Predicted Salary

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

Predicted Salary = 3418491.36440298 + (DegreeLevel * 19991.0305381811) + (DegreeYear * -3771.86984965863) + (RegRankYr * 2100.41323891428)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
October 2014

Standard Error

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 (34)  All Women (17)  All Minorities (18)
Residual = Actual Salary - Predicted Salary

Predicted Salary = \(3292354.29239924 + (\text{DegreeLevel} \times 0) + (\text{DegreeYear} \times -3807.22365386132) + (\text{RegRankYr} \times 2214.13992049339)\)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
October 2012

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3403769.09682469+(DegreeLevel*0)-(DegreeYear*3727.12104158206)+(RegRankYr*2076.76870530875)

Residual = Actual Salary - Predicted Salary
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3608505.94410938+(DegreeLevel*0)-(DegreeYear*3472.56915601651)+(RegRankYr*1717.70844862623)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
October 2011

Residual = Actual Salary - Predicted Salary

-19,943 Standard Error

$19,943

Number of Faculty

Residuals

White Men (32) All Women (18) All Minorities (18)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3052913.87663591 + (DegreeLevel * 0) - (DegreeYear * 3343.75817099002) + (RegRankYr * 1862.86000477511)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
October 2010

Number of Faculty

Residual

Standard Error

-$18,653

$18,653

< $25K

$25K to $30K

-$30K to -$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 (34)
All Women (18)
All Minorities (19)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 2970853.344836+(DegreeLevel*0)-(DegreeYear*3333.47223391134)+(RegRankYr*1893.2903273393)
Residual = Actual Salary - Predicted Salary

Predicted Salary: 2912623.573 + (degree level*0) - (degree year*3330.91) + (UCI reg rank year*1918.77)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
October 2007

Residual = Actual Salary - Predicted Salary

Predicted Salary: 2980722+(degree indicator*0)-(degree year*2293.47)+(UCI reg rank year*847,3044)
Residual = Actual Salary - Predicted Salary

Predicted Salary: 2950980 + (degree indicator*0) - (degree year*1915.22) + (UCI reg ranks year*482.0079)

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study
Predicted salary = $2,642,712 +($685 \times \text{(year of hire)}) - ($1,966 \times \text{(degree year)})

Standard error = $9,271

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study
Donald Bren School of Information and Computer Sciences: Women and Minorities

October 2004

Residual = actual salary - predicted salary

Predicted salary = $2,679,145 + ($509 * (year of hire)) + ($1,811 * (degree year))

Standard error = $9,430

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Information & Computer Science: 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 = $2,687,234 + ($359 * (year of hire)) + (-$1,207 * (degree year)) + (-$466 * (year of birth))

Standard error = $11,891

Residual = actual salary - predicted salary

Predicted salary = $29.79 \times 10^5 + (-$223 \times (year of hire)) + (-$136 \times (degree year)) + (-$1,111 \times (year of birth))

Standard error = $11,096

Residual = actual salary - predicted salary

Predicted salary = \$30.25 \times 10^5 + (\$63 \times (\text{year of hire})) + (-\$666 \times (\text{degree year})) + (-\$889 \times (\text{year of birth}))

Standard error = \$11,051

Residual = actual salary - predicted salary
Predicted salary = $225,897 + (-$310 * (year of hire)) + (-$739 * (degree year)) + (-$909 * (year of birth))
Standard error = $11,790

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.
Residual = actual salary - predicted salary

Predicted salary = $209,271 + (-$300 \* (year of hire)) + (-$538 \* (degree year)) +
(-$1,019 \* (year of birth))

Standard error = $10,906.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.
Residual = actual salary - predicted salary

Predicted salary = $187,898 + (-$562 * (year of hire)) + (-$260 * (degree year)) + (-$793 * (year of birth))

Standard error = $9,415.

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