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

Residual = Actual - Predicted Salary

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

Predicted Salary = \(3977022.13588645 + (\text{DegreeLevel} \times 0) + (\text{DegreeYear} \times -3542.57020427421) + (\text{RegRankYr} \times 1606.41135281704)\)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3707855.63163925+(DegreeLevel*0)+(DegreeYear*-3295.96811073568)+(RegRankYr*1491.72346132172)

Residual = Actual Salary - Predicted Salary
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2012

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4573743.85267908+(DegreeLevel*0)-(DegreeYear*2864.94861458075)+(RegRankYr*626.186489720726)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2011

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4775415.91761777+(DegreeLevel*0)-(DegreeYear*2957.46440579083)+(RegRankYr*615.737577891395)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3939283.2342438 + (DegreeLevel * 0) - (DegreeYear * 3039.22738943034) + (RegRankYr * 1111.1447570953)

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

Residual = Actual Salary - Predicted Salary

- 22,154
- $2,215,14
- $0
 $2,215,14
- $25K
- $20K to -$15K
- $15K to -$10K
- $10K to -$5K
- $5K to $0K
- $0 to $5K
- $5K to $10K
- $10K to $15K
- $15K to $20K
- $20K to $25K
- $25K

Number of Faculty

White Men (78)  All Women (24)  All Minorities (33)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3991011.63083266+(DegreeLevel*0)-(DegreeYear*2984.91643204694)+(RegRankYr*1030.17166202311)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2008

Residual = Actual Salary - Predicted Salary

Predicted Salary: 3773246+(degree indicator*0)-(degree year*2997.59)+(UCI reg rank year*1150.394)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2007

Residual = Actual Salary - Predicted Salary

Predicted Salary: 3219353+(degree indicator*0)-(degree year*3097.27)+(UCI reg rank year*1525.446)
Residual = Actual Salary - Predicted Salary

Predicted Salary: 2793188+(degree indicator*0)-(degree year*2843.53)+(UCI reg ranks year*1482.936)

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

Predicted salary = $3,252,447 +($966 * (year of hire)) - ($2,558 * (degree year))

Standard error = $22,141

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

Predicted salary = $3,219.789 + ($1,003 \times \text{year of hire}) + (-$2,581 \times \text{degree year})

Standard error = $21,930

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

Previous Model

Revised Model

Predicted salary = $3,300,781 + ($544 \times \text{year of hire}) +
(-$2,226 \times \text{degree year}) + ($64 \times \text{year of birth})

Standard error = $19,015

Predicted salary = $3,308,429 + ($543 \times \text{year of hire}) +
(-$2,167 \times \text{degree year})

Standard error = $18,890

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 = $3,438,346 + ($323 * (year of hire)) + (-$2,010 * (degree year)) + (-$3 * (year of birth))
Standard error = $18,470
Residual = actual salary - predicted salary
Predicted salary = $32.22 \times 10^5 + ($705 \times \text{year of hire}) + ($803 \times \text{year of birth}) + (-$3,080 \times \text{degree year})
Standard error = $19,589

Residual = actual salary - predicted salary

Predicted salary = $30.49 \times 10^5 + ($421 \times \text{(year of hire)}) + (-$2,477 \times \text{(degree year)}) + ($568 \times \text{(year of birth)})

Standard error = $16,795

Residual = actual salary - predicted salary
Predicted salary = $210,207 + ($313 * (year of hire)) + (-$1,959 * (degree year)) + ($40 * (year of birth))

Standard error = $15,599

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.
Residual = actual salary - predicted salary
Predicted salary = $216,663 + ($116 * (year of hire)) + (-$2,071 * (degree year)) + ($335 * (year of birth))
Standard error = $15,376.

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

Predicted salary = $197,792 + ($283 * (year of hire)) + (-$2,193 * (degree year)) + ($440 * (year of birth))

Standard error = $13,203.

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