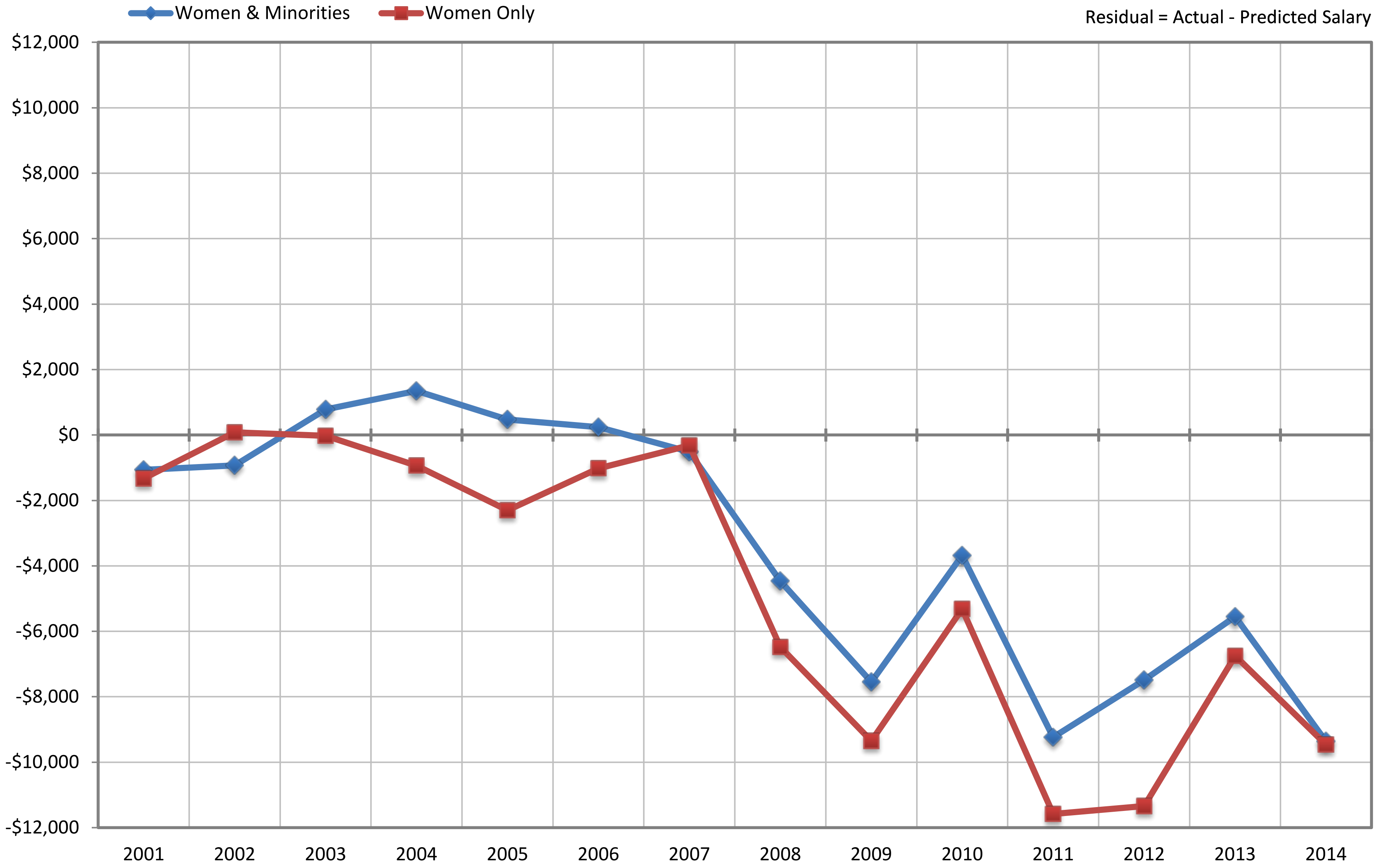
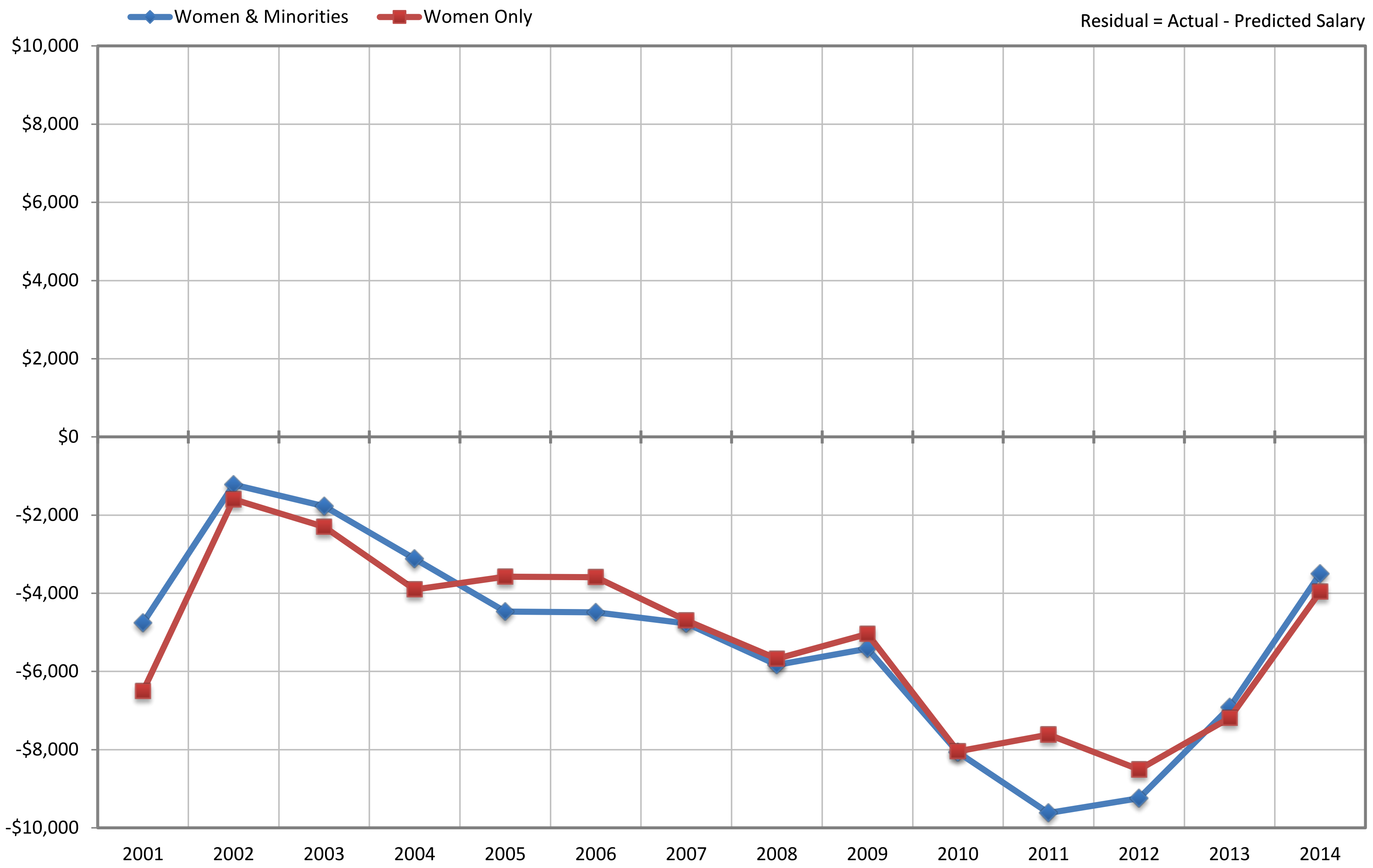
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine (Basic Science)
October 2001 through 2014



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 2001 through 2014, Academic Personnel, Pay Equity Study.

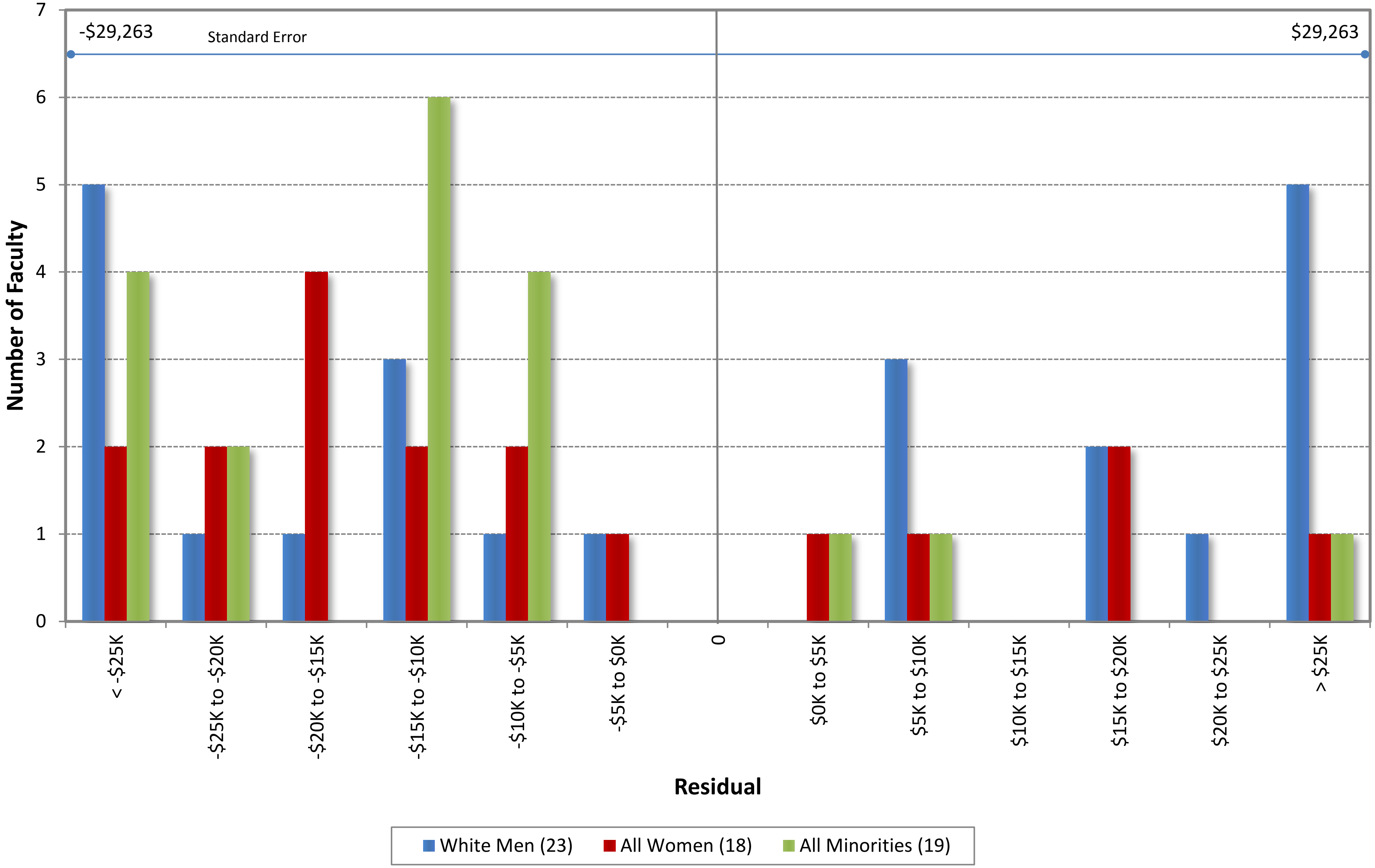
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine (Clinical Science)
October 2001 through 2014



UC Irvine Office of Academic Personnel

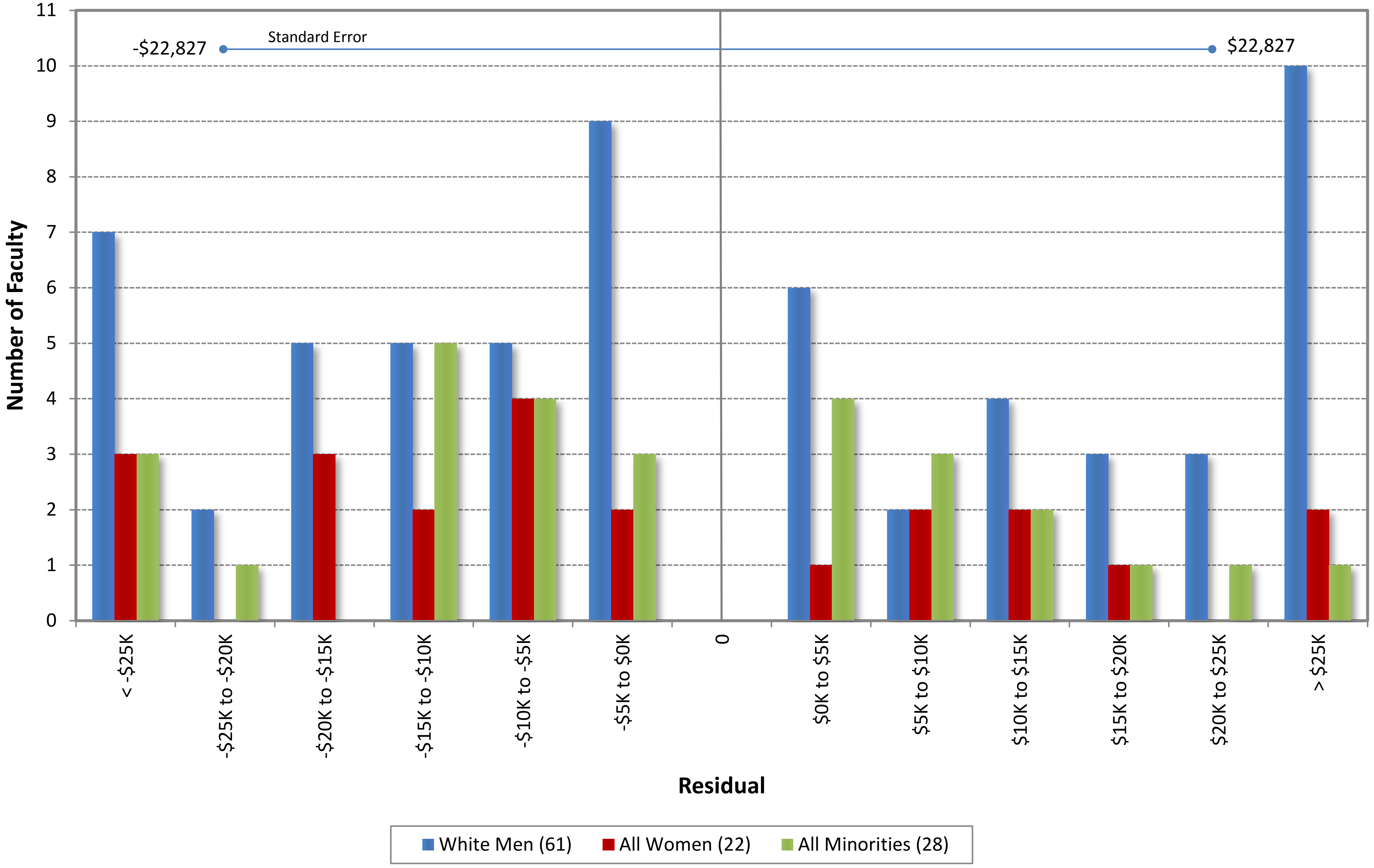
Sources: Payroll/Personnel Extracts as of October 2001 through 2014 Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Basic Science)
October 2014



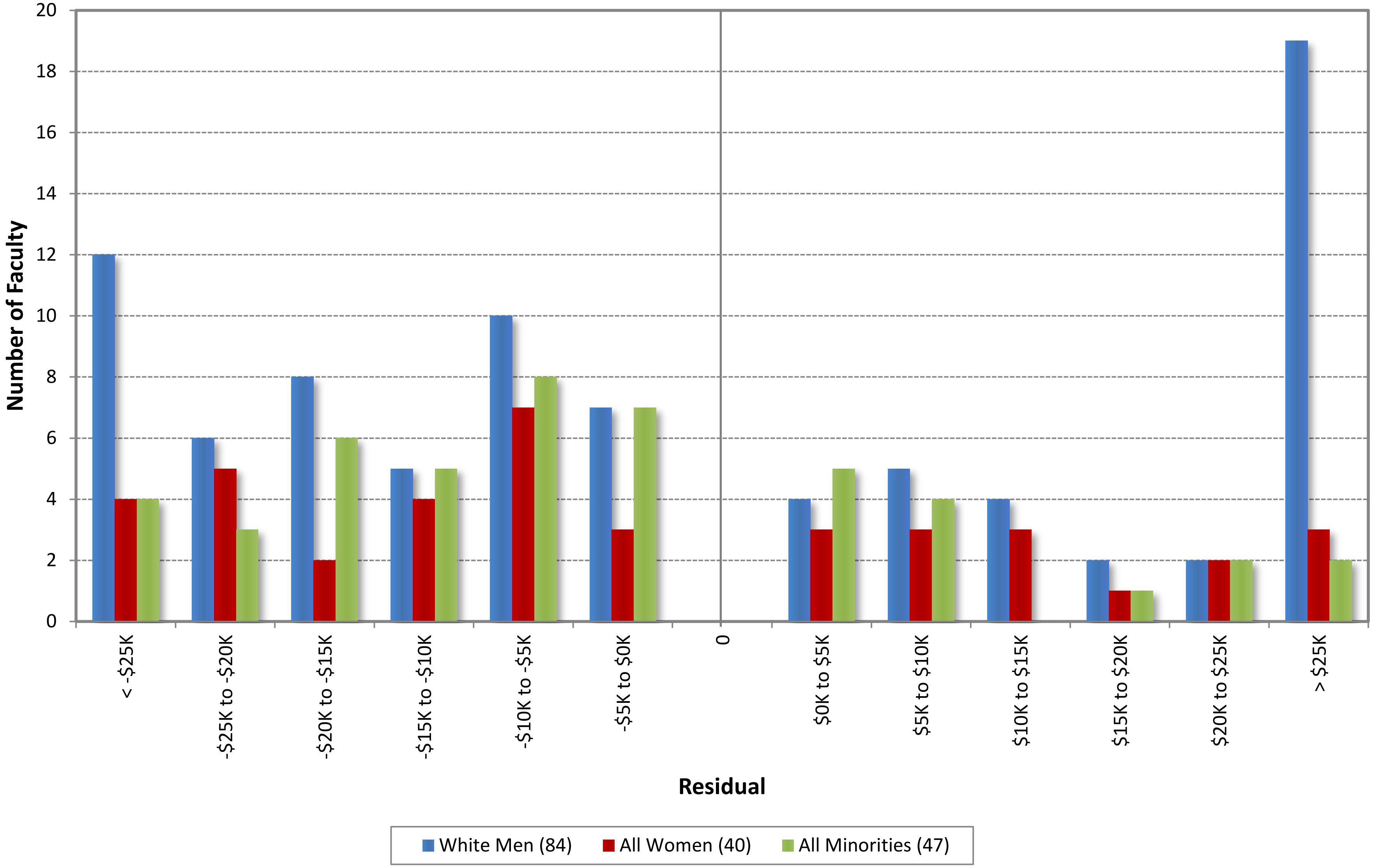
Predicted Salary = 4803211.610302+(DegreeLevel*0)+(DegreeYear*-3639.0831239319)+(RegRankYr*1285.76244542886)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Clinical Science)
October 2014



Residual = Actual Salary - Predicted Salary
Predicted Salary = 5422145.59861956+(DegreeLevel*0)+(DegreeYear*-2181.36720871436)+(RegRankYr*-481.618176386061)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2014



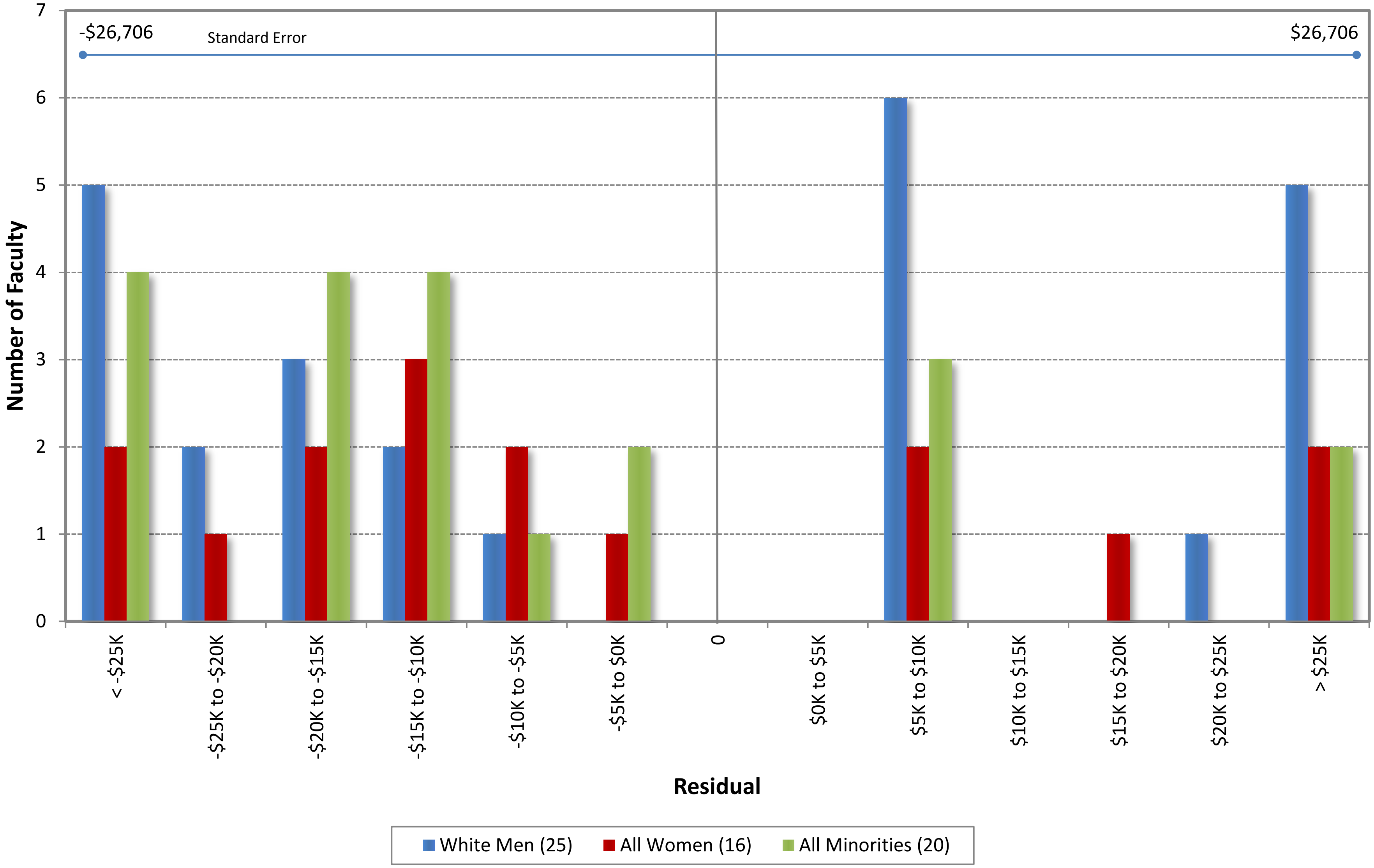
Residual = Actual Salary - Predicted Salary

University of California, Irvine

Ladder Rank Faculty Salary Residuals

School of Medicine (Basic Science)

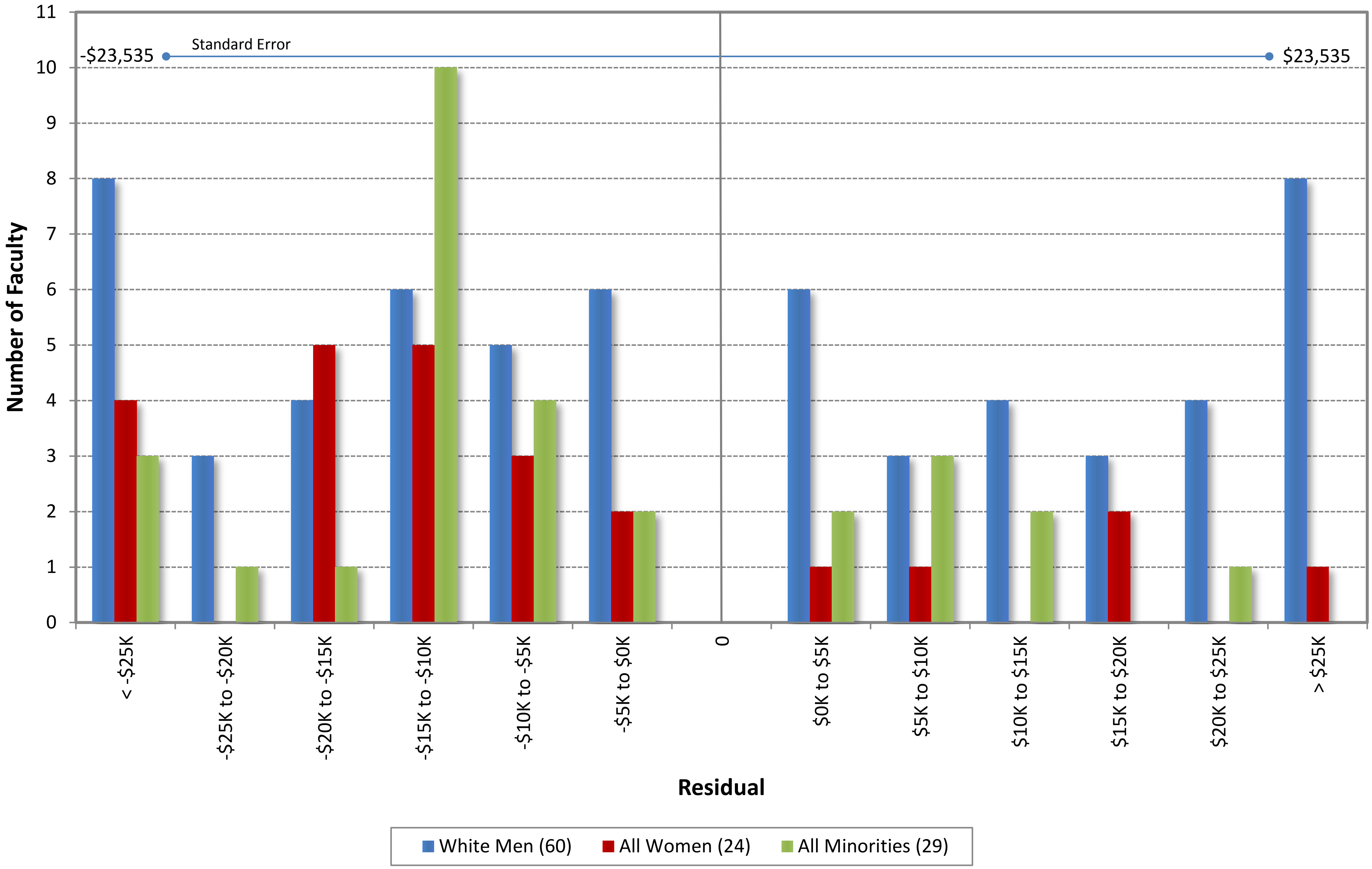
October 2013



Residual = Actual Salary - Predicted Salary

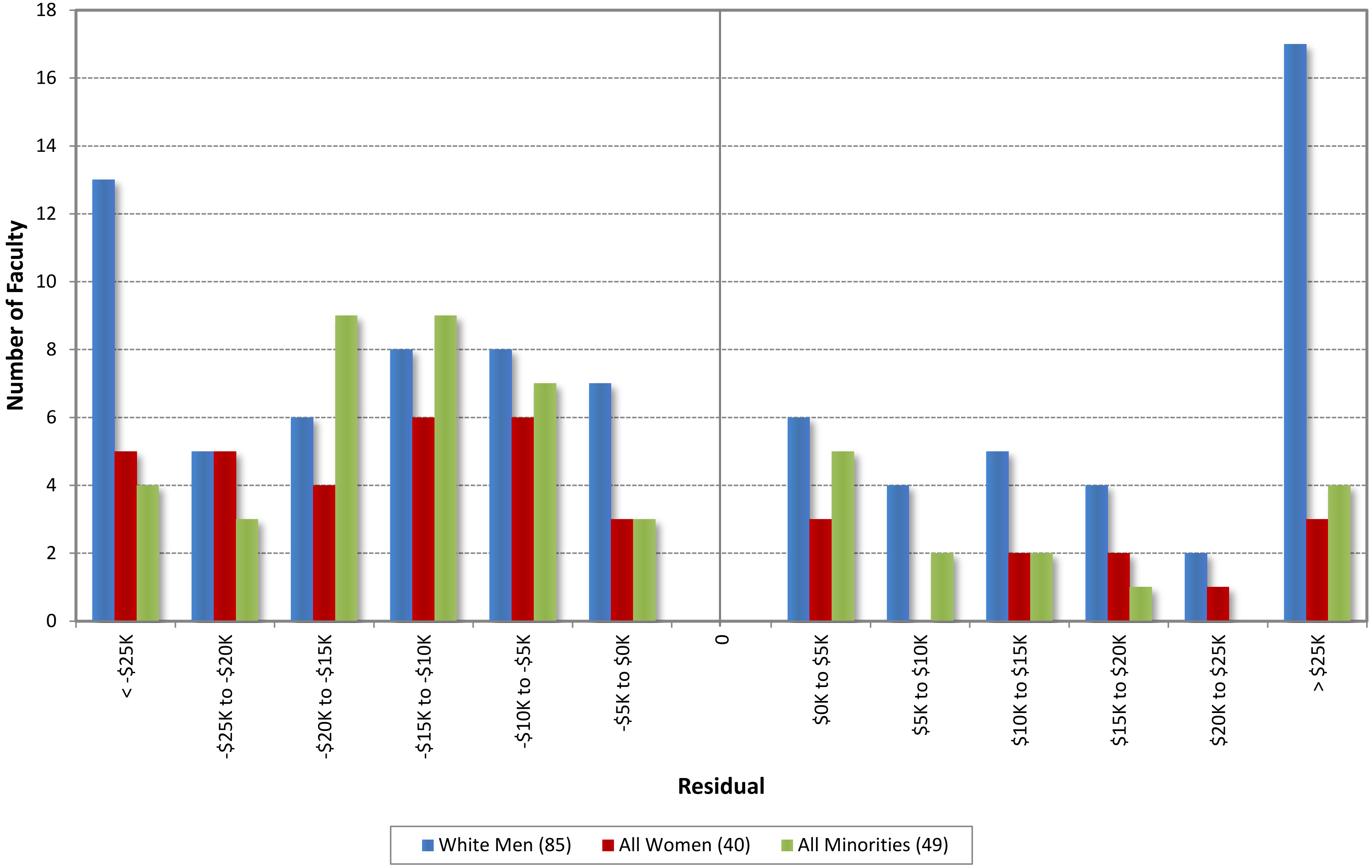
Predicted Salary = 3916627.8212709+(DegreeLevel*0)+(DegreeYear*-3595.31301644779)+(RegRankYr*1681.81963730002)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Clinical Science)
October 2013



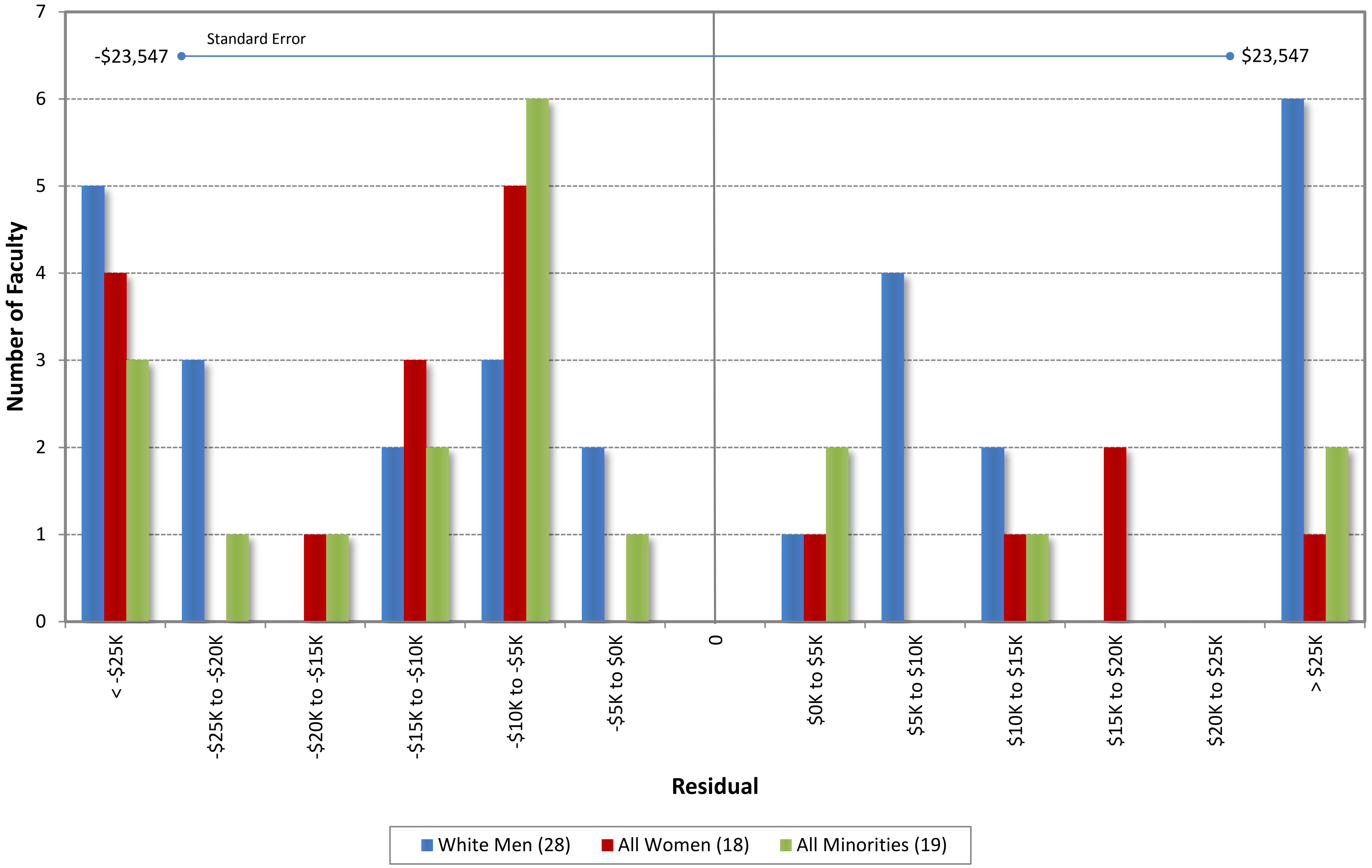
Residual = Actual Salary - Predicted Salary
Predicted Salary = 5148797.50770932+(DegreeLevel*0)+(DegreeYear*-1939.54475911795)+(RegRankYr*-586.977076344961)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2013



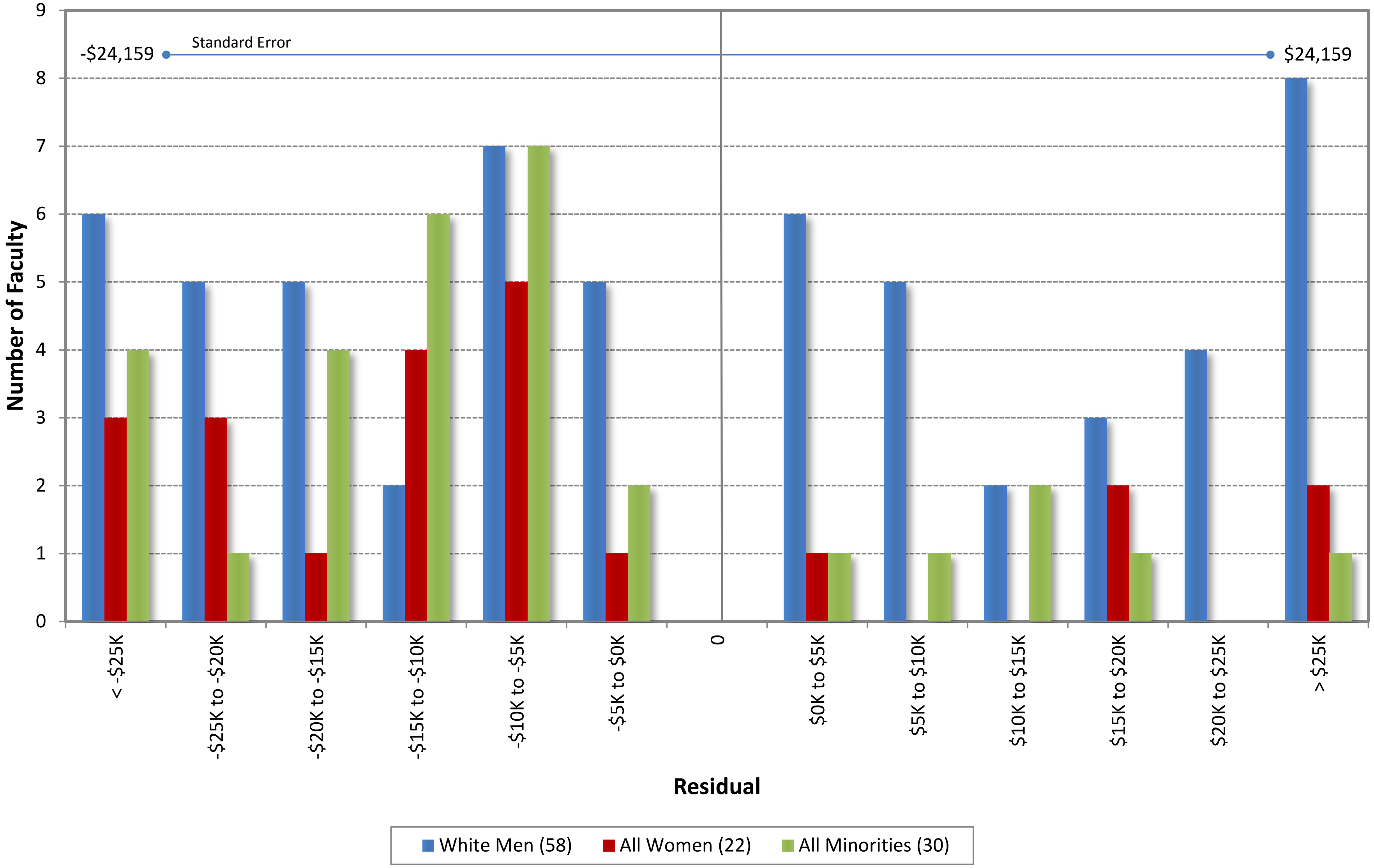
Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Basic Science)
October 2012



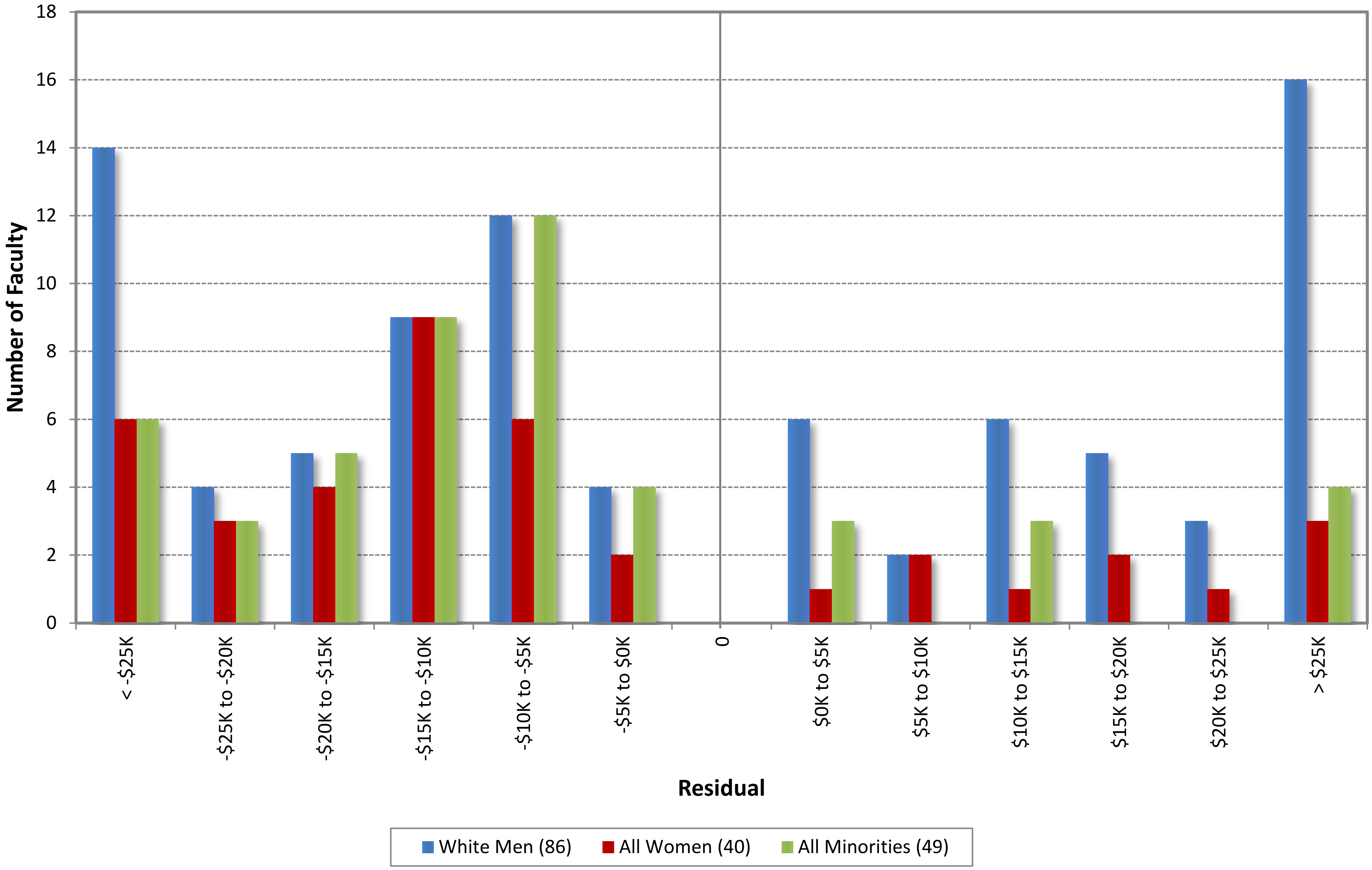
Residual = Actual Salary - Predicted Salary
Predicted Salary = 3992386.56350604+(DegreeLevel*0)-(DegreeYear*3739.18006602449)+(RegRankYr*1783.91911751732)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Clinical Science)
October 2012



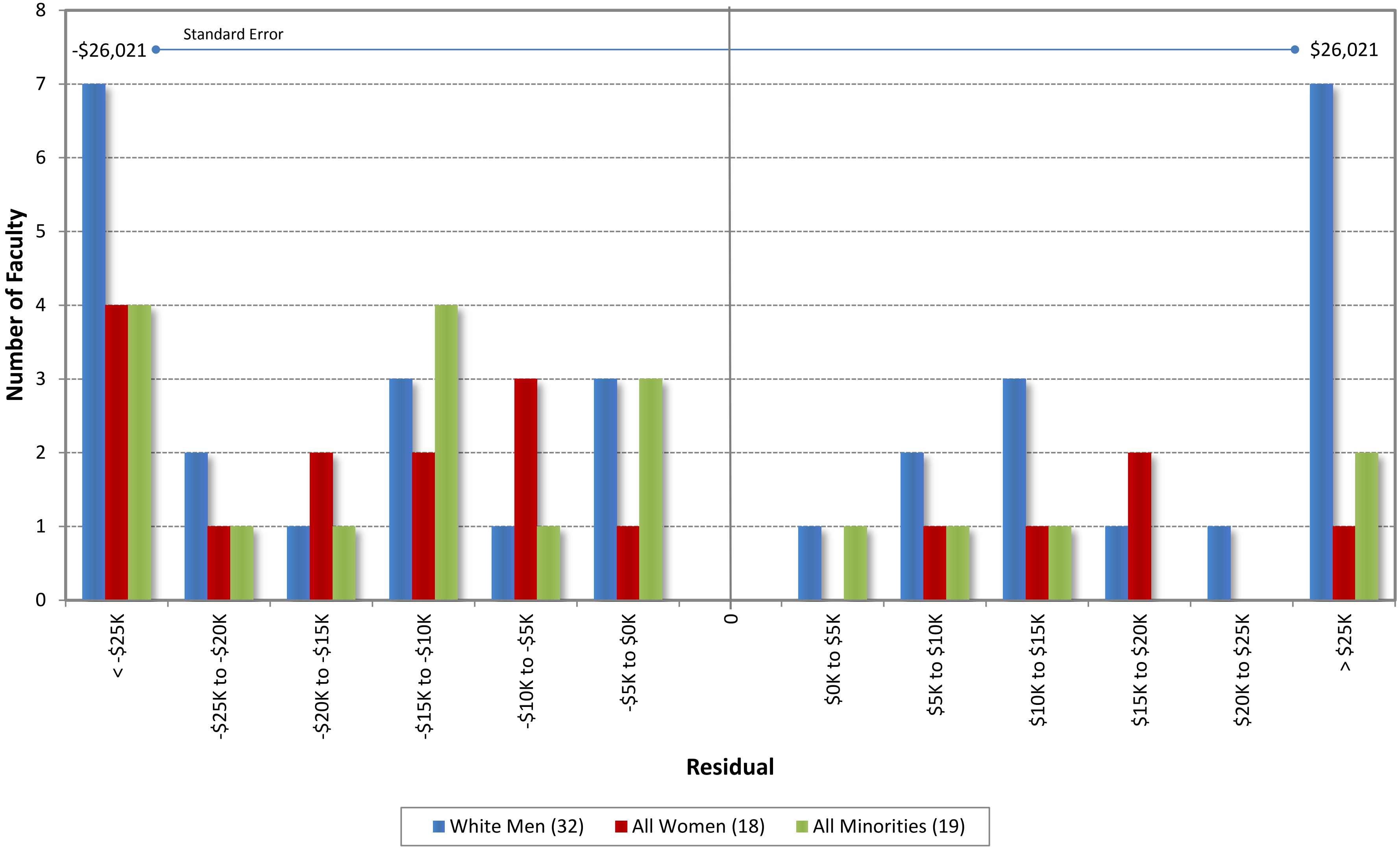
Residual = Actual Salary - Predicted Salary
Predicted Salary = 4943032.92898106+(DegreeLevel*0)-(DegreeYear*1781.54690251918)-(RegRankYr*643.492742188919)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2012



Residual = Actual Salary - Predicted Salary

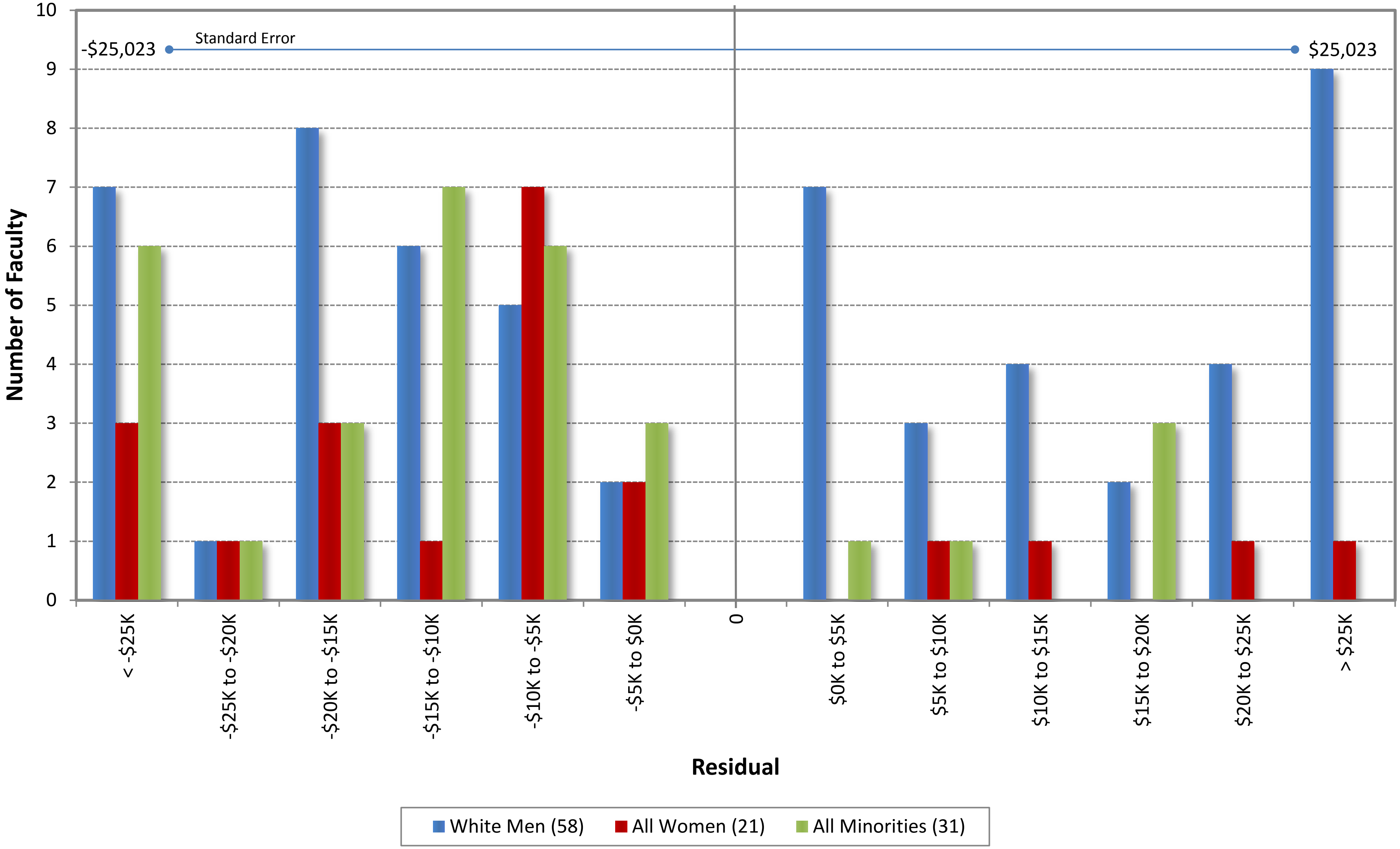
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Basic Science)
October 2011



Residual = Actual Salary - Predicted Salary

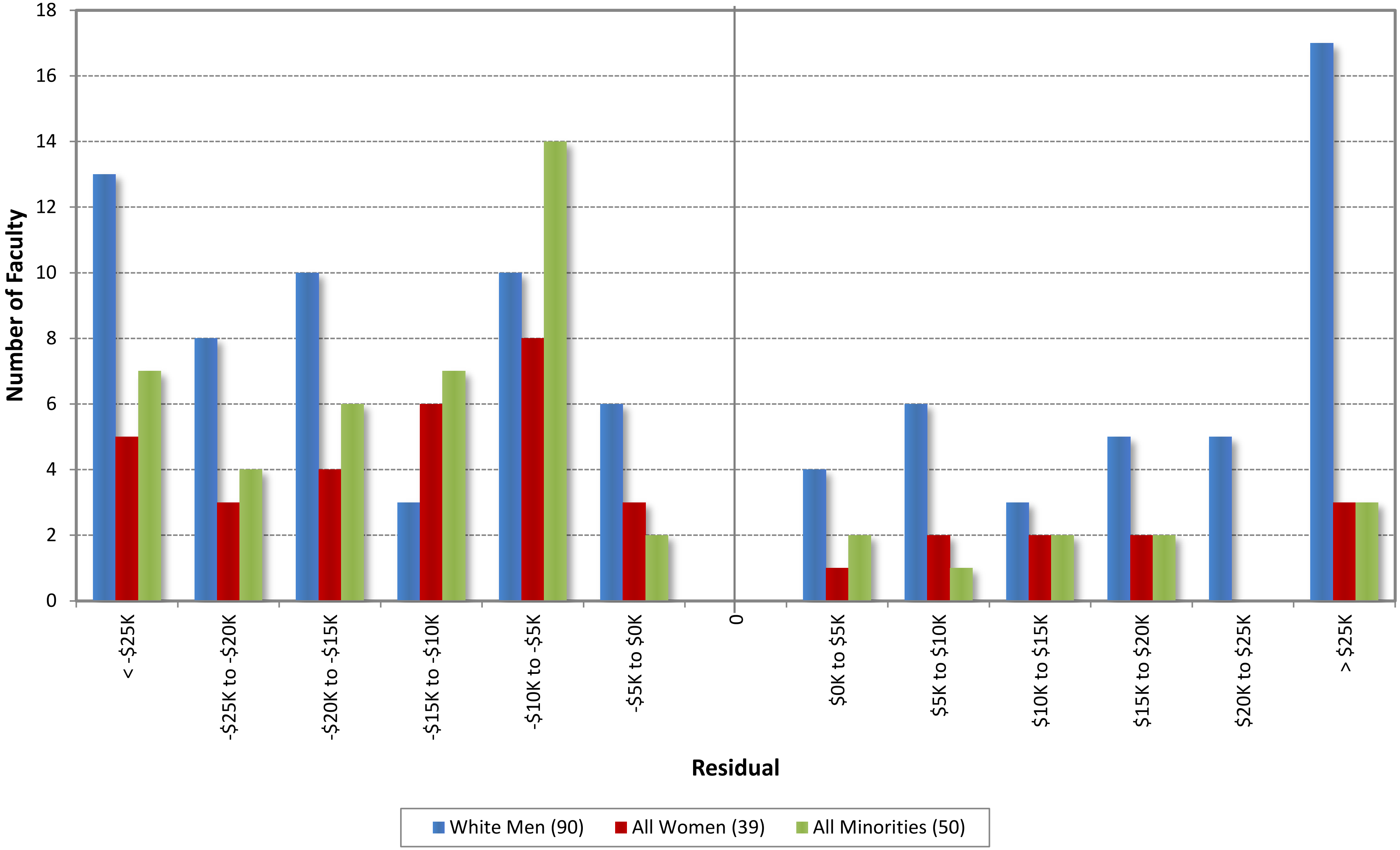
Predicted Salary = 4297670.90086938+(DegreeLevel*0)-(DegreeYear*3689.42697151741)+(RegRankYr*1580.59895739124)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Clinical Science)
October 2011



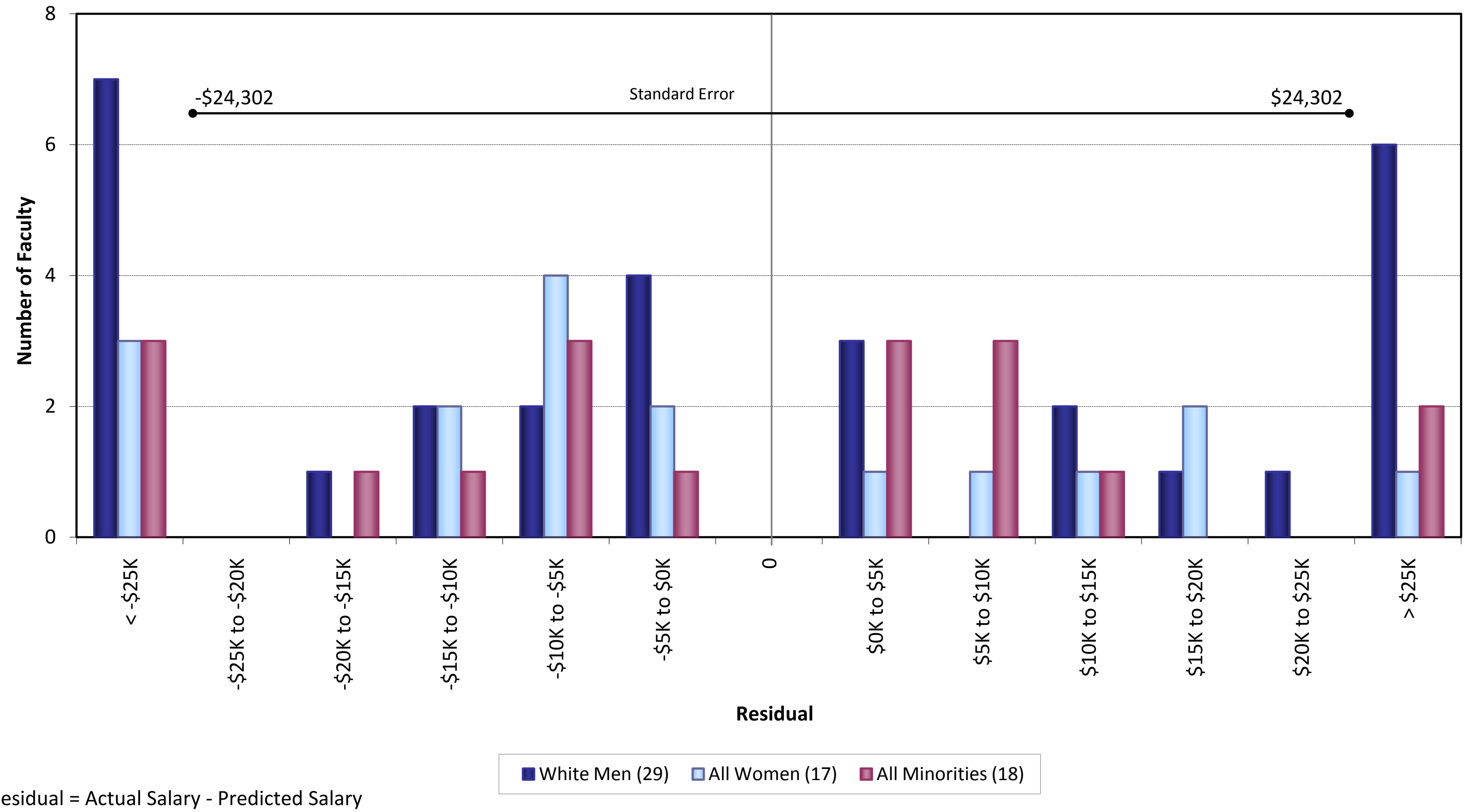
Residual = Actual Salary - Predicted Salary
Predicted Salary = 4410171.75714013+(DegreeLevel*0)-(DegreeYear*1716.62967097099)-(RegRankYr*442.867645936485)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2011



Residual = Actual Salary - Predicted Salary

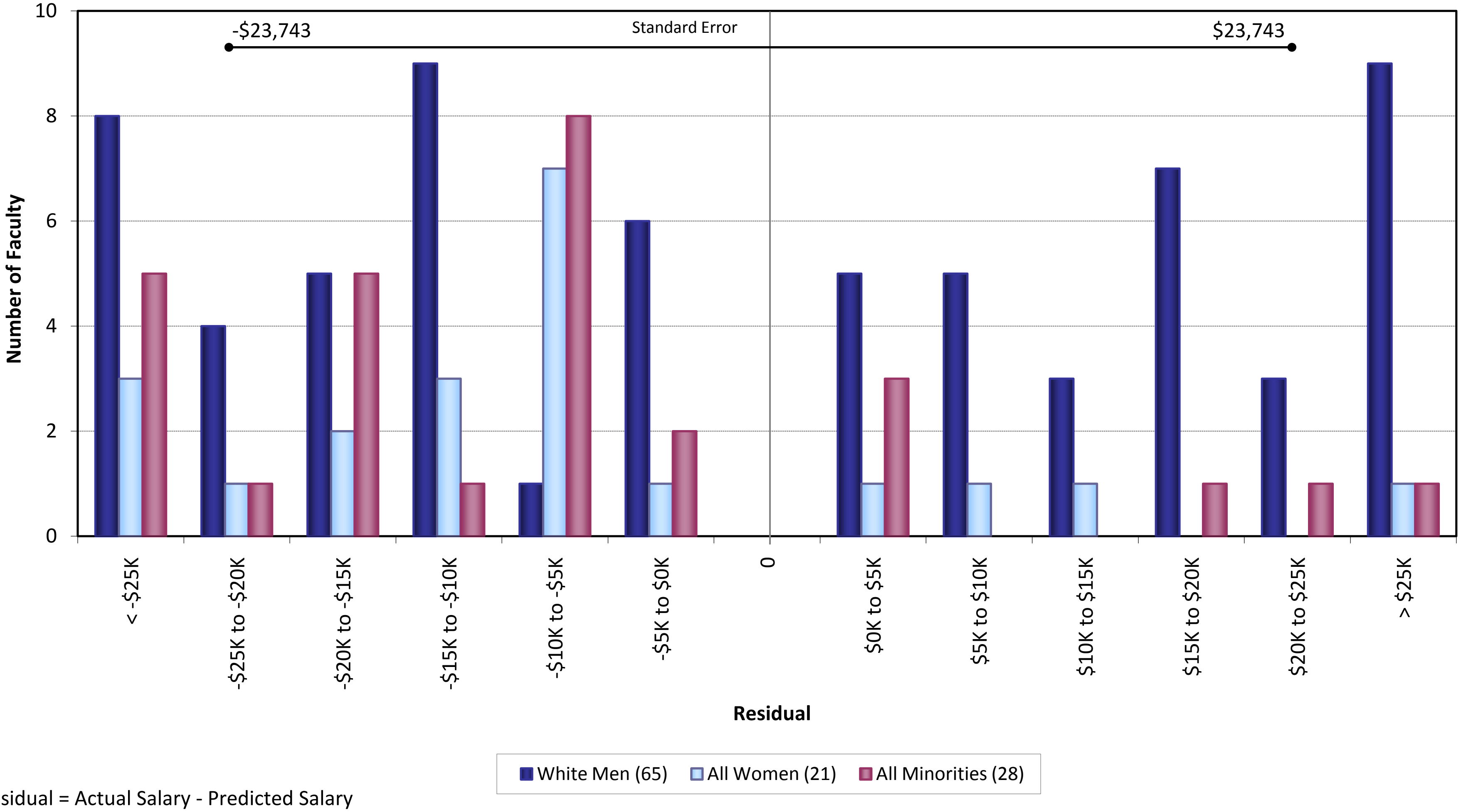
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Basic Science
October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary = 5036818.11971626+(DegreeLevel*0)-(DegreeYear*3676.39004430117)+(RegRankYr*1193.04363692163)

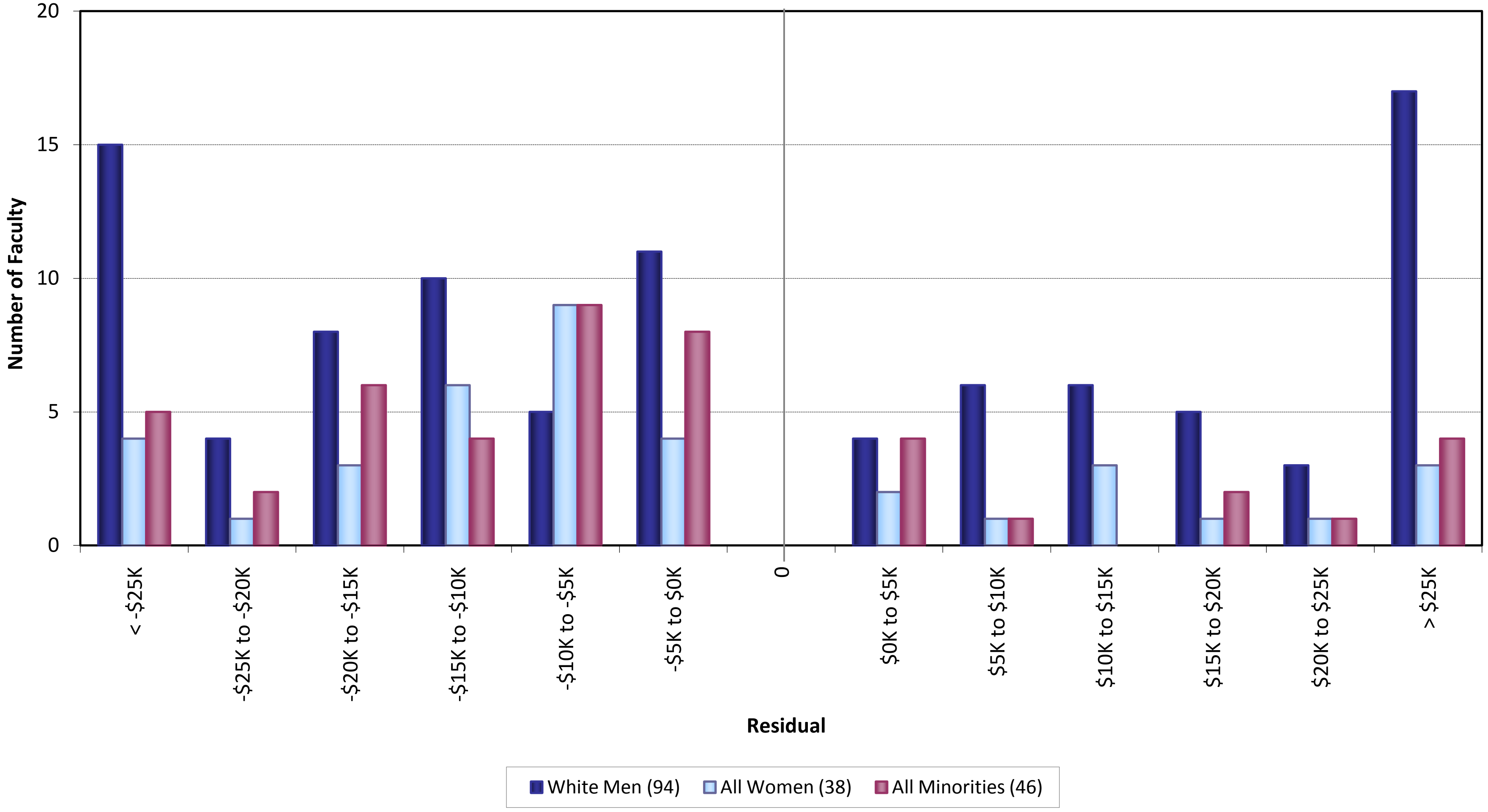
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Clinical Sciences
October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary = 4200773.47685298+(DegreeLevel*0)-(DegreeYear*1705.83466242593)-(RegRankYr*352.060808216642)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2010



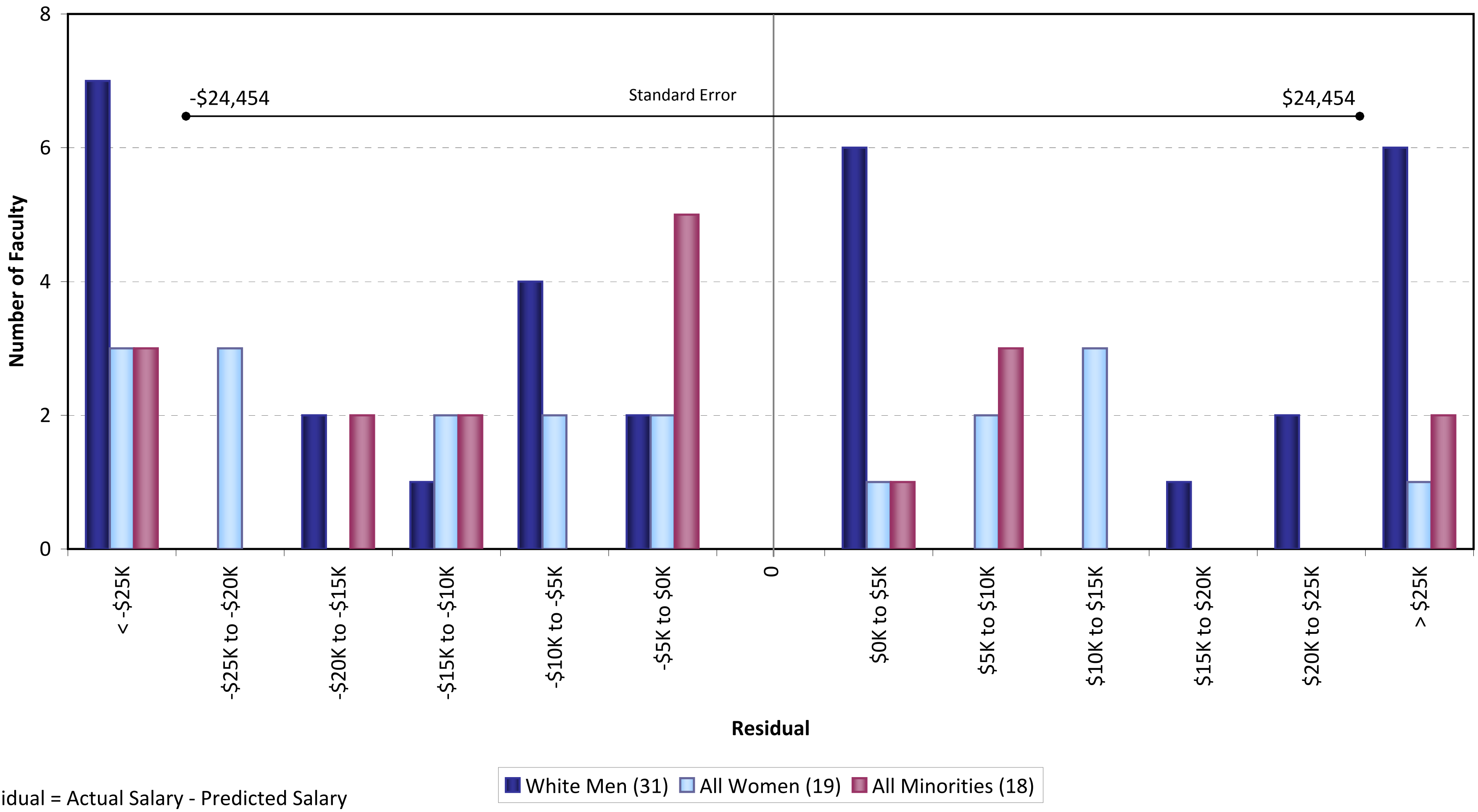
Residual = Actual Salary - Predicted Salary

University of California, Irvine

Ladder Rank Faculty Salary Residuals

School of Medicine - Basic Science

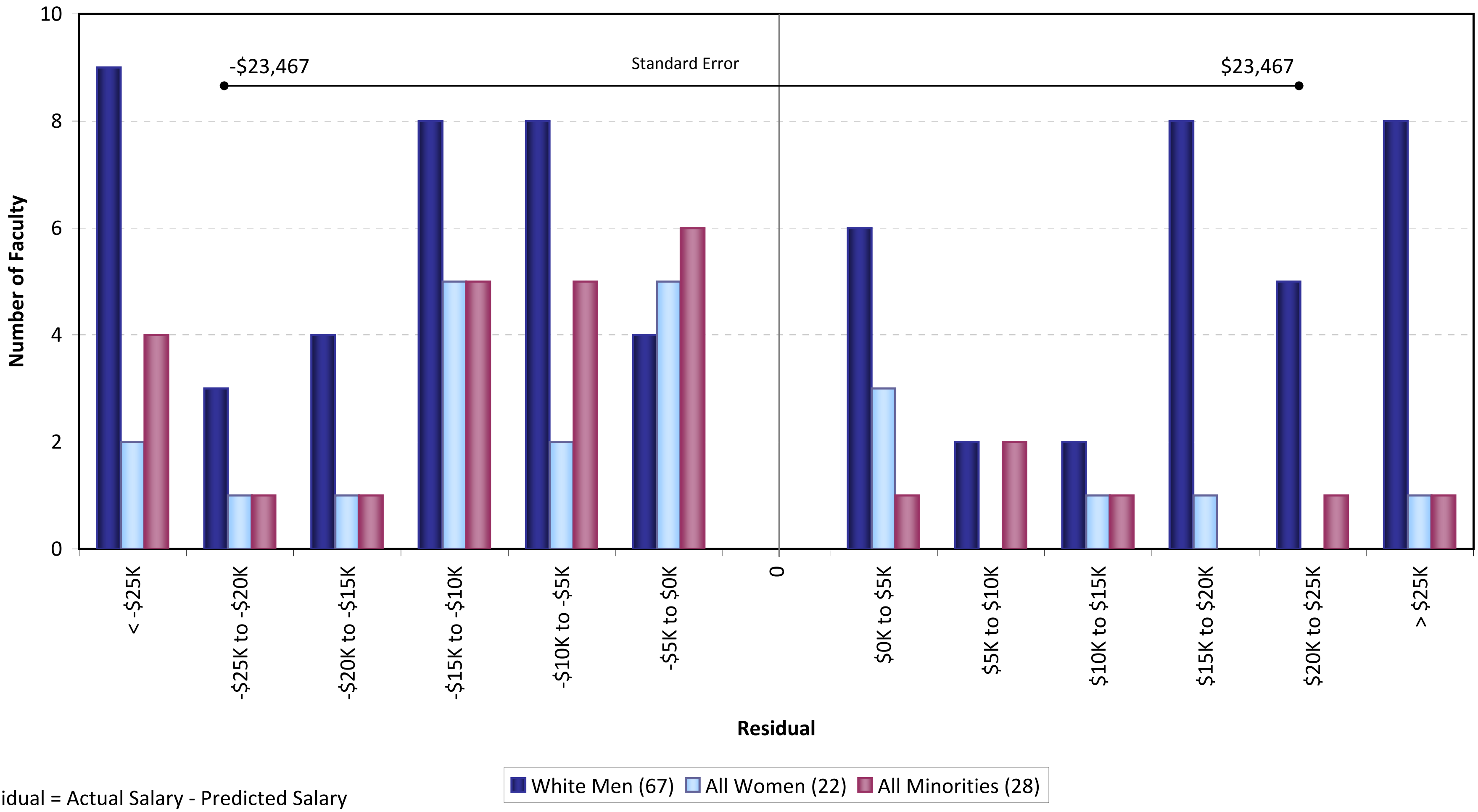
October 2009



Residual = Actual Salary - Predicted Salary

Predicted Salary = 5038138.77994177+(DegreeLevel*0)-(DegreeYear*4183.81713914367)+(RegRankYr*1696.95952448997)

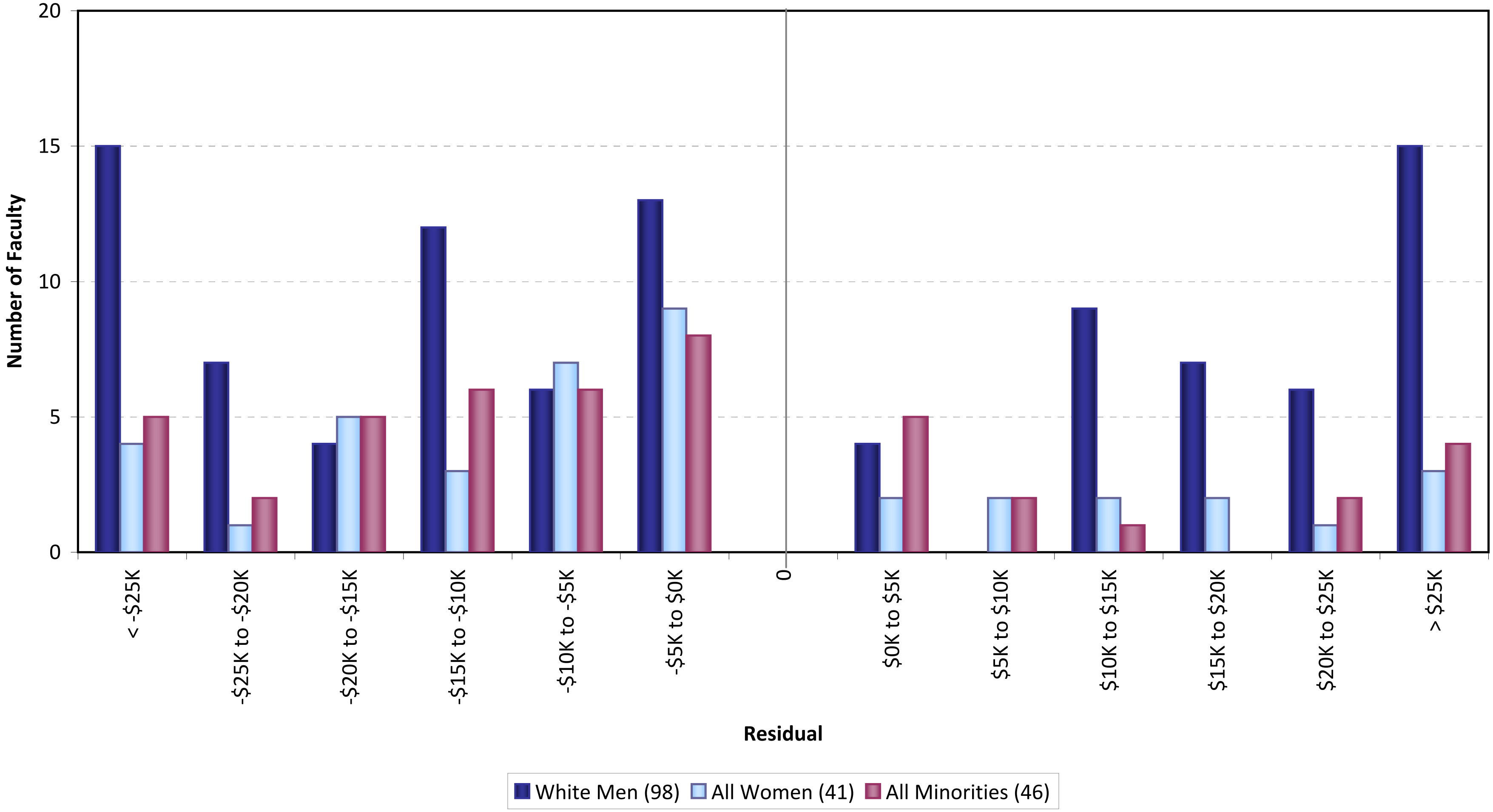
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Clinical Sciences
October 2009



Residual = Actual Salary - Predicted Salary

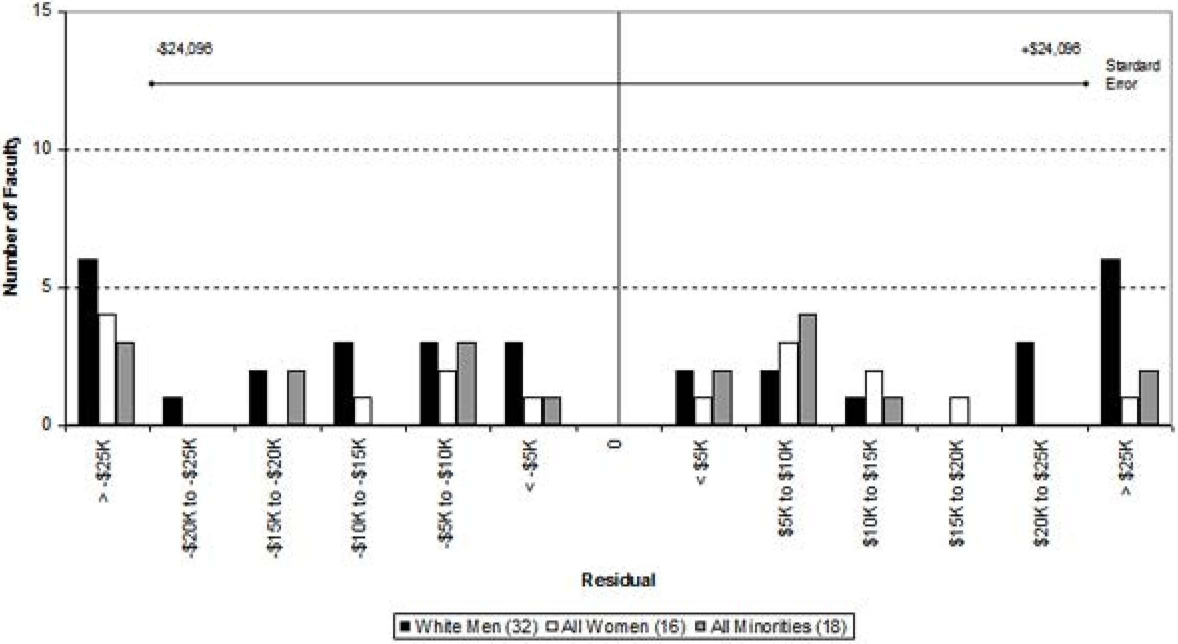
Predicted Salary = 4497990.12182504+(DegreeLevel*0)-(DegreeYear*1789.50538965616)-(RegRankYr*419.626561476227)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2009



Residual = Actual Salary - Predicted Salary

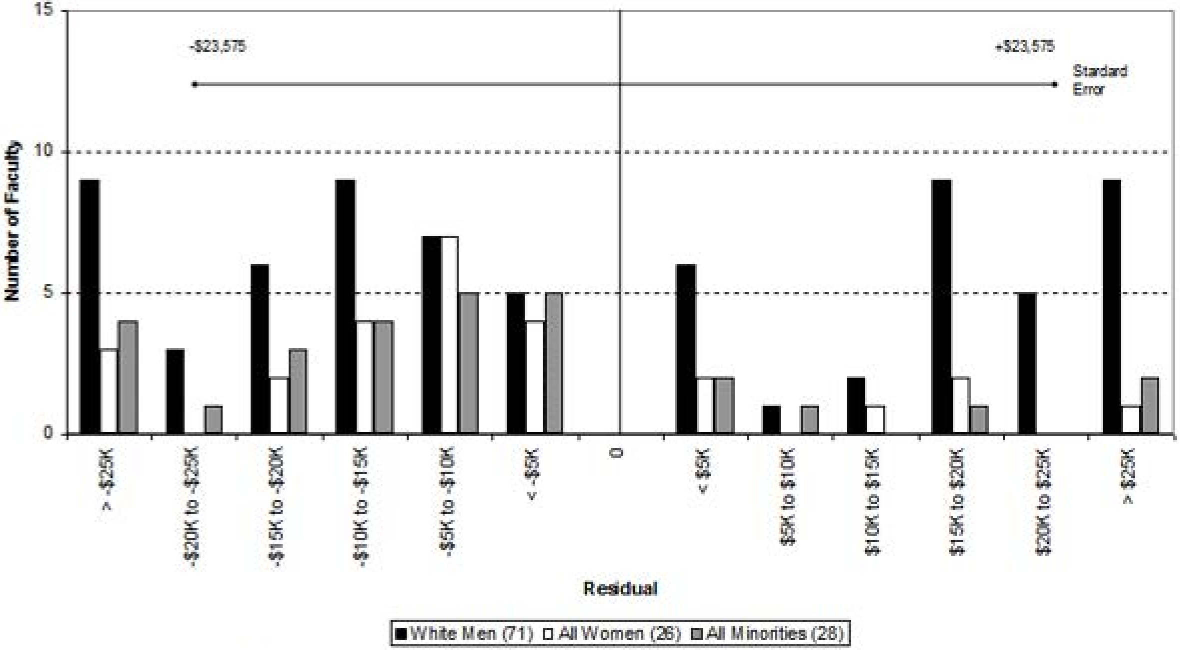
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Basic Sciences
October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: 5376776+(degree level*0)-(degree year*4377.55)+(UCI reg rank year*1718.587)

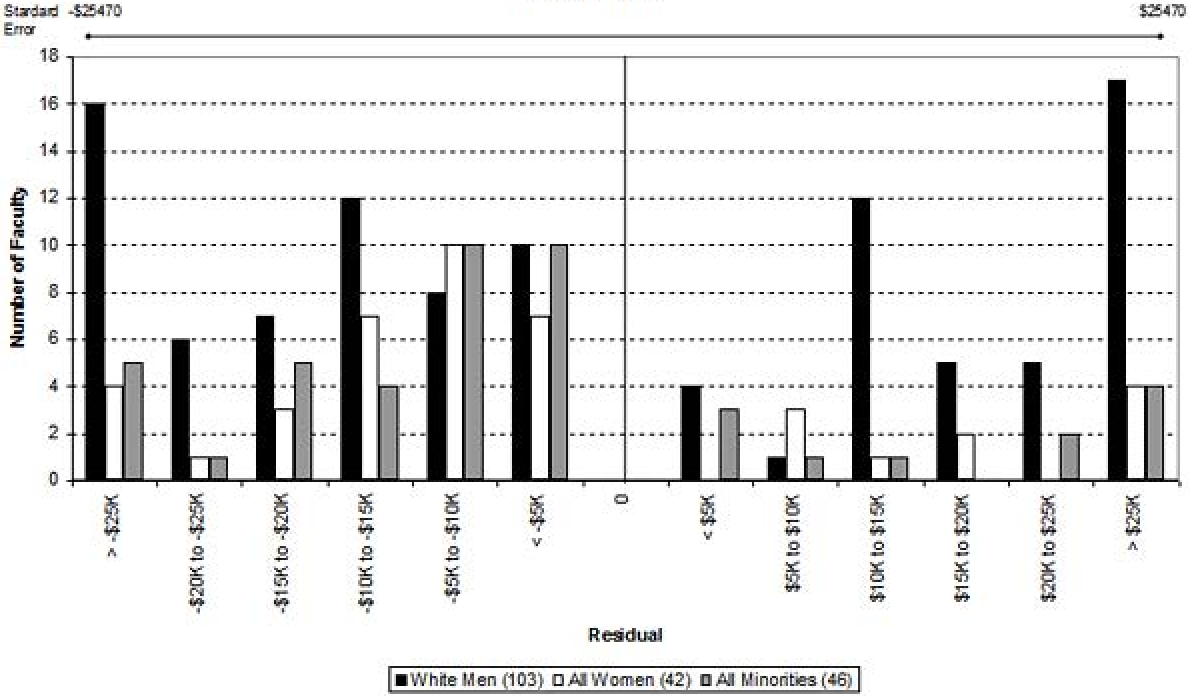
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Clinical Sciences
October 2008



Residual = Actual Salary - Predicted Salary

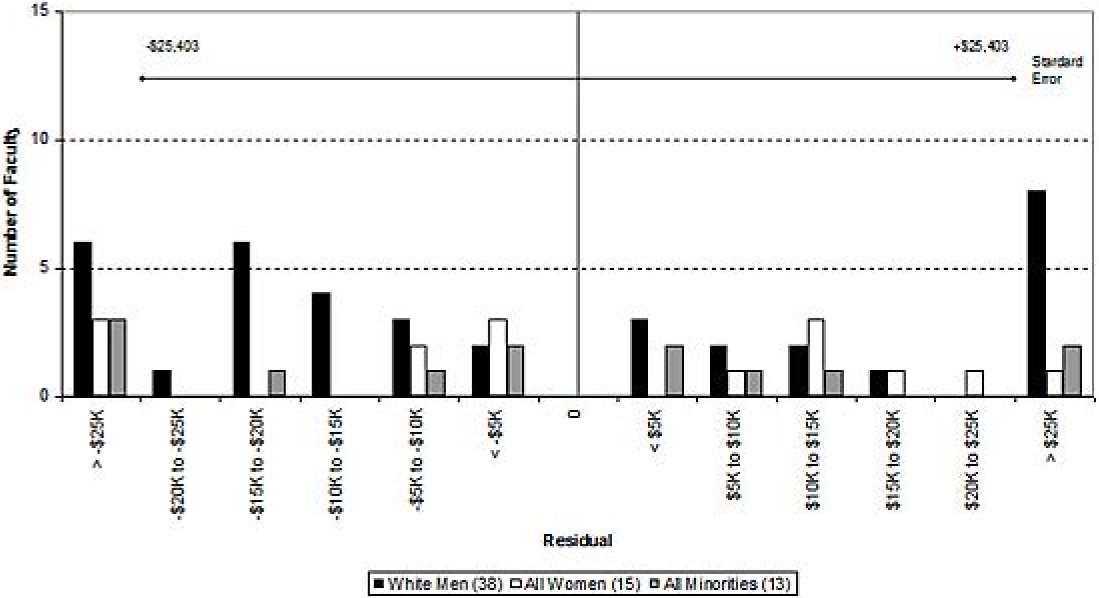
Predicted Salary: 4360101+(degree level*0)-(degree year*1937.70)-(UCI reg rank year*204.26)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine
October 2008



Residual = Actual Salary - Predicted Salary

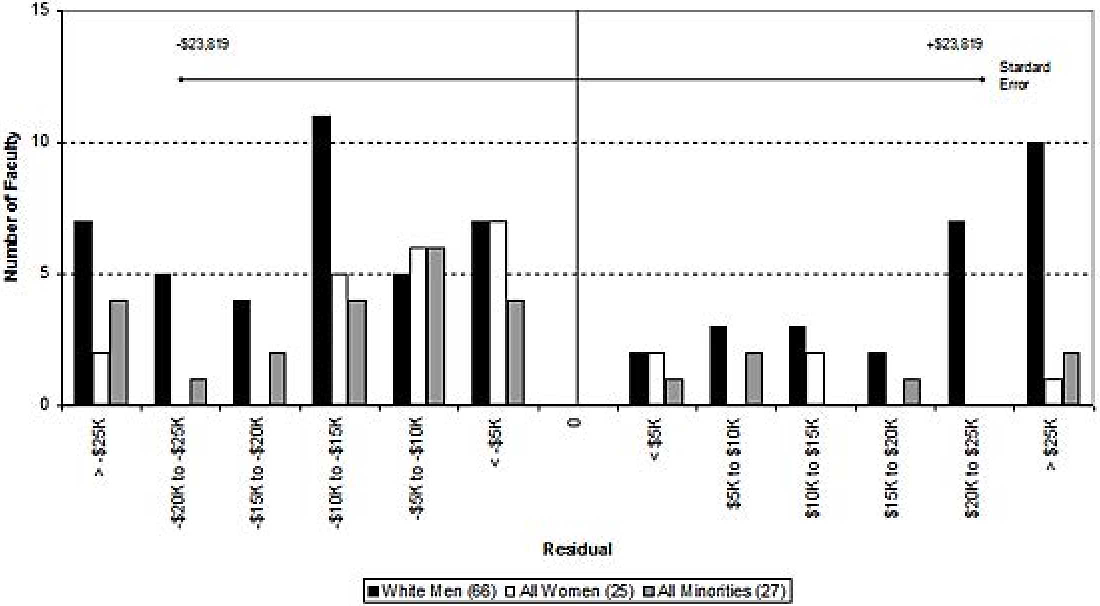
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Basic Sciences
October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary: 4168214+(degree indicator*0)-(degree year*3795.11)+(UCI reg rank year*1743.481)

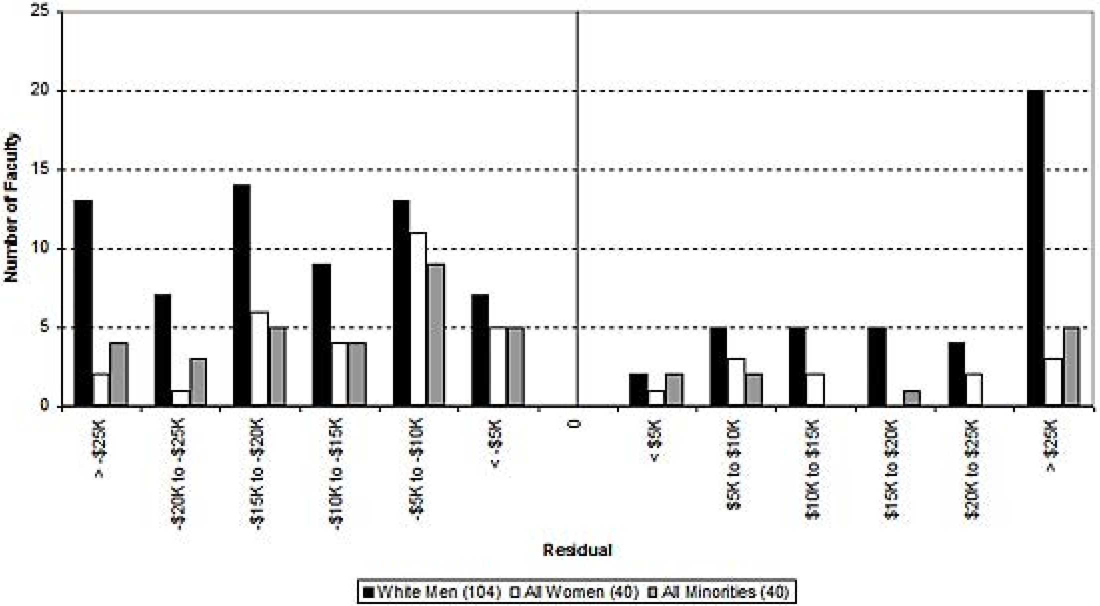
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Clinical Sciences
October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary: 4431318+(degree indicator*0)-(degree year*1789.81)-(UCI reg rank year*388.383)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine
October 2007

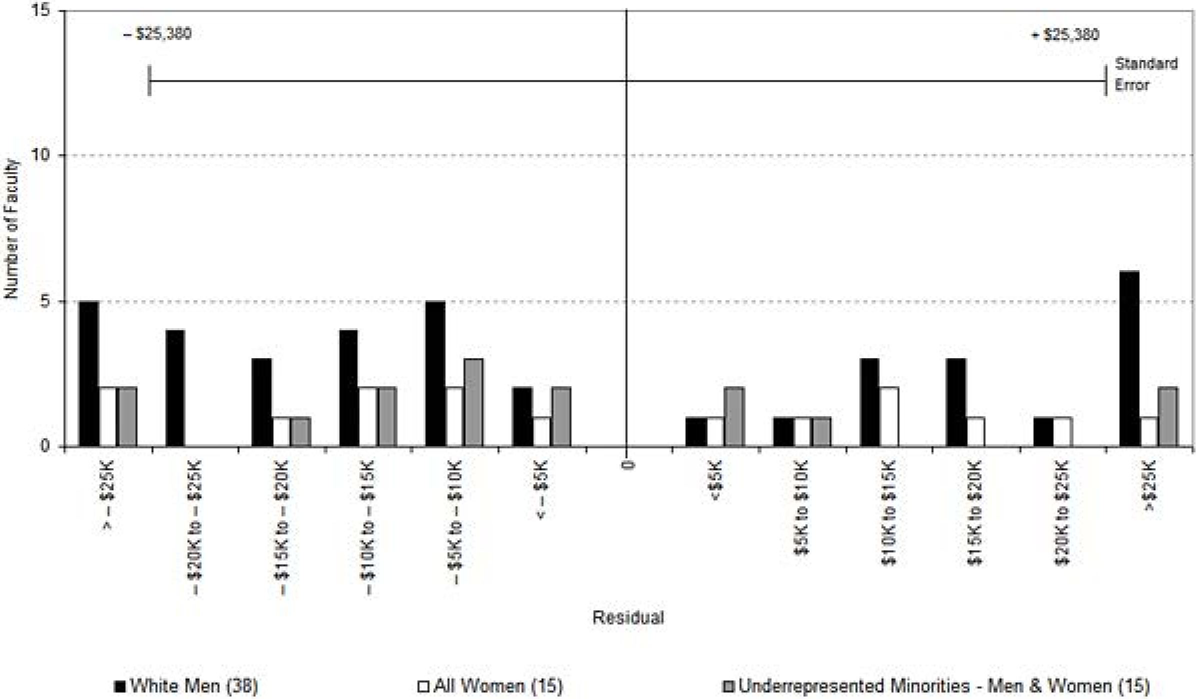


Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals

School of Medicine - Basic Sciences

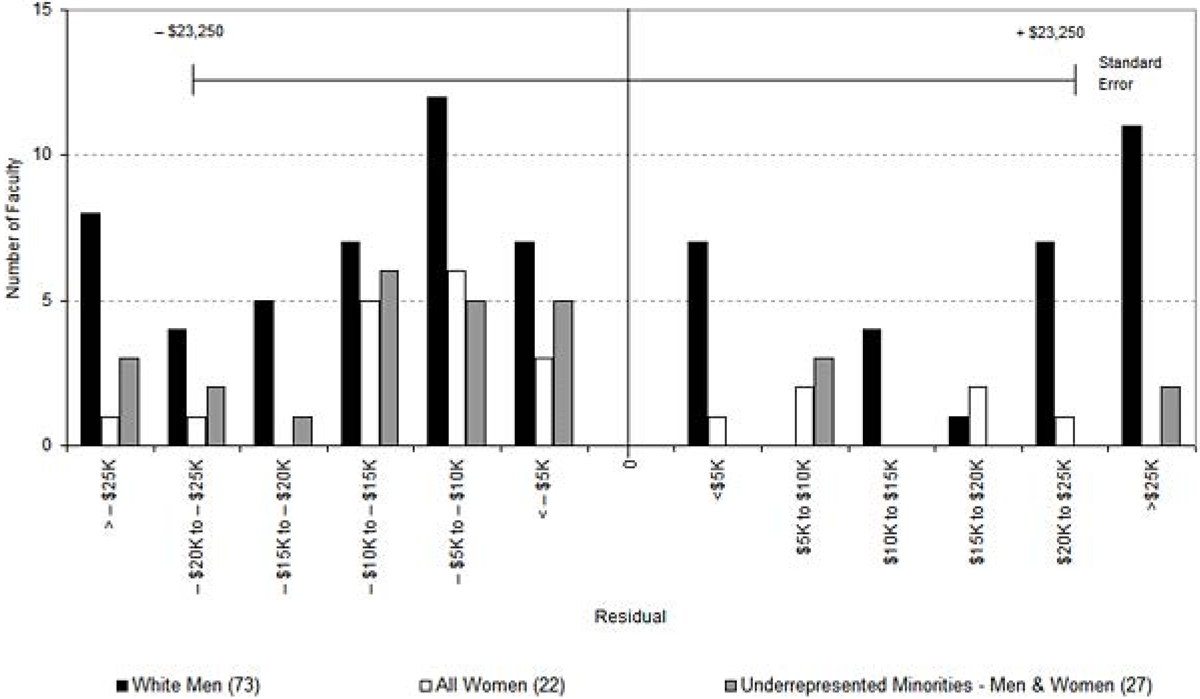
October 2006



Residual = Actual Salary - Predicted Salary
Predicted Salary: 3792095.26+(degree indicator*0)-(degree year*3122.813396)+(UCI reg ranks year*1258.45787)

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study

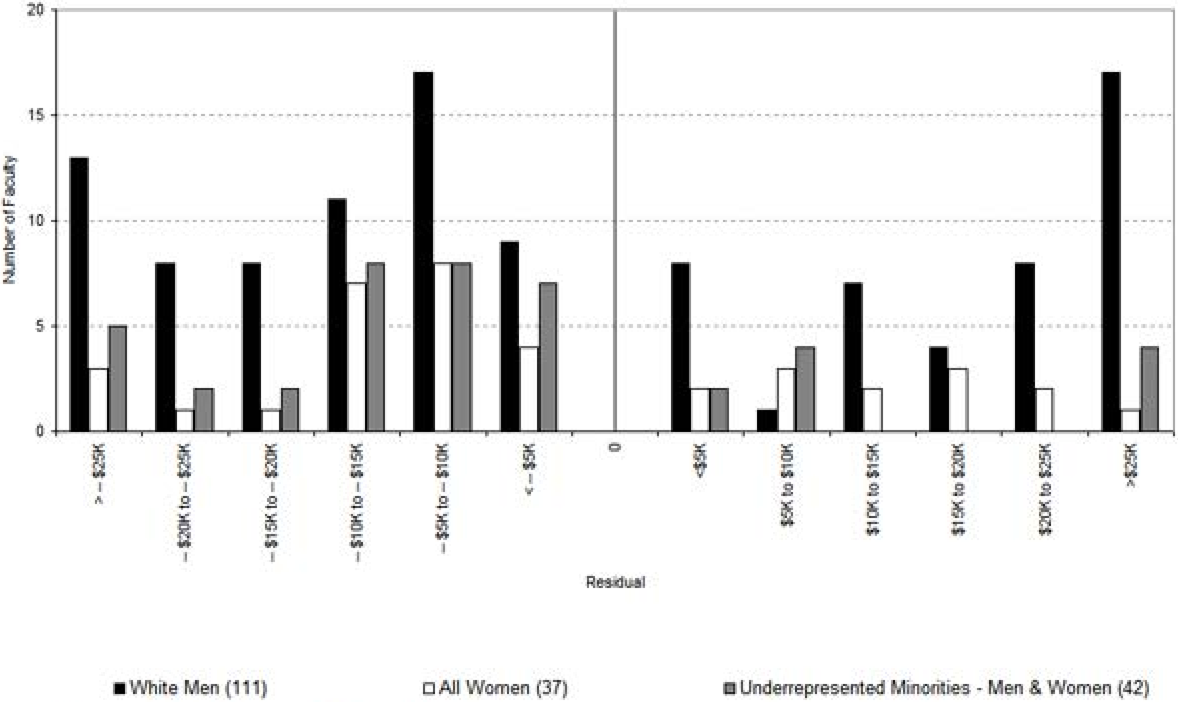
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Clinical Sciences
October 2006



Residual = Actual Salary - Predicted Salary
Predicted Salary: 4403256+(degree indicator*0)-(degree year*1791.72)-(UCI reg ranks year*378.021)

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine
October 2006



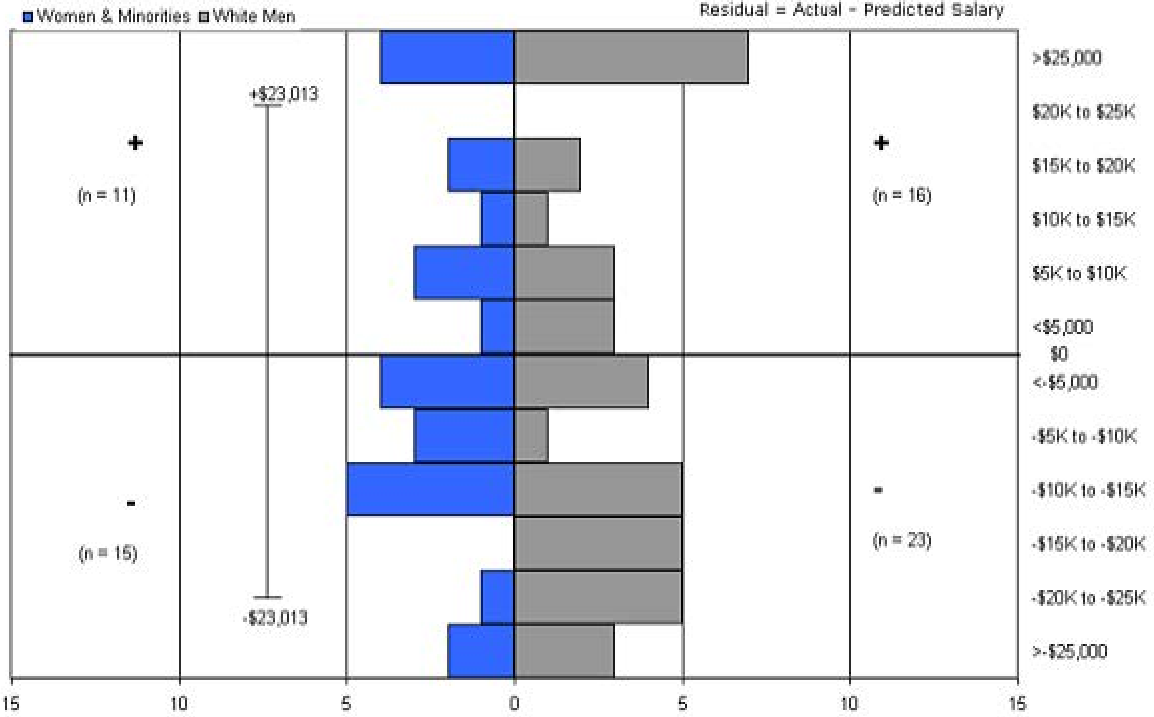
Residual = Actual Salary - Predicted Salary

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals

School of Medicine: Basic Sciences

October 2005



Predicted salary = $3,855,735 +($1,376 * (year of hire)) - ($3,275 * (degree year))

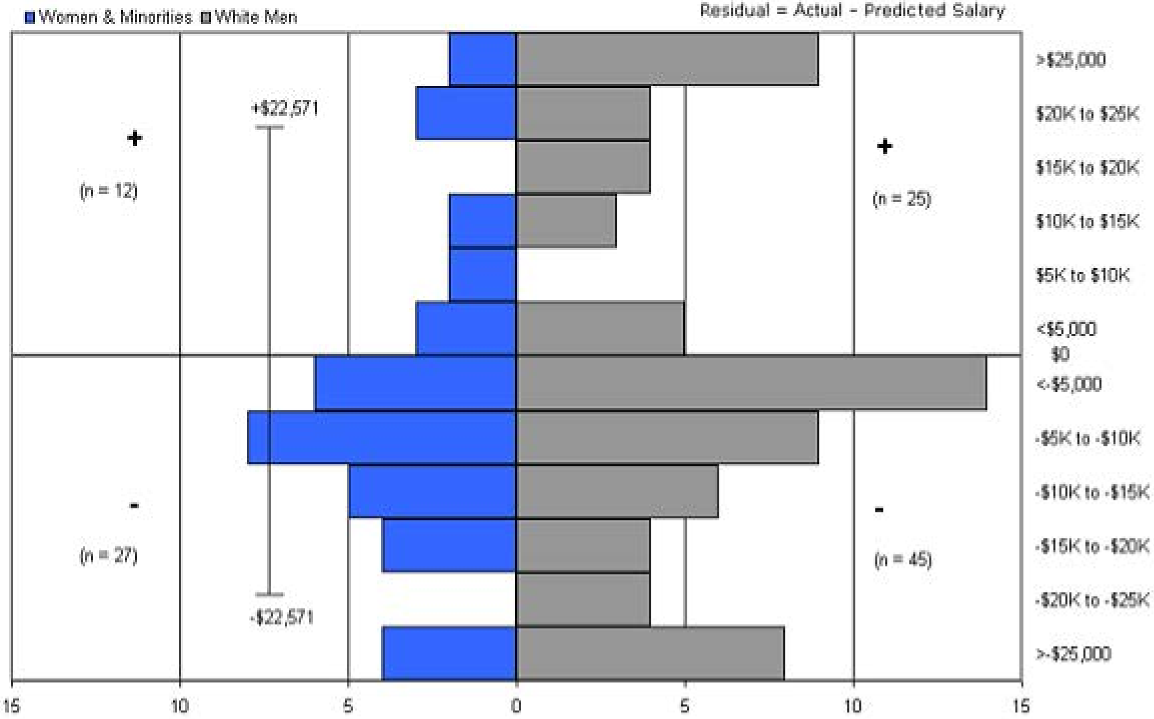
Standard error = $23,013

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals

School of Medicine: Clinical Sciences

October 2005

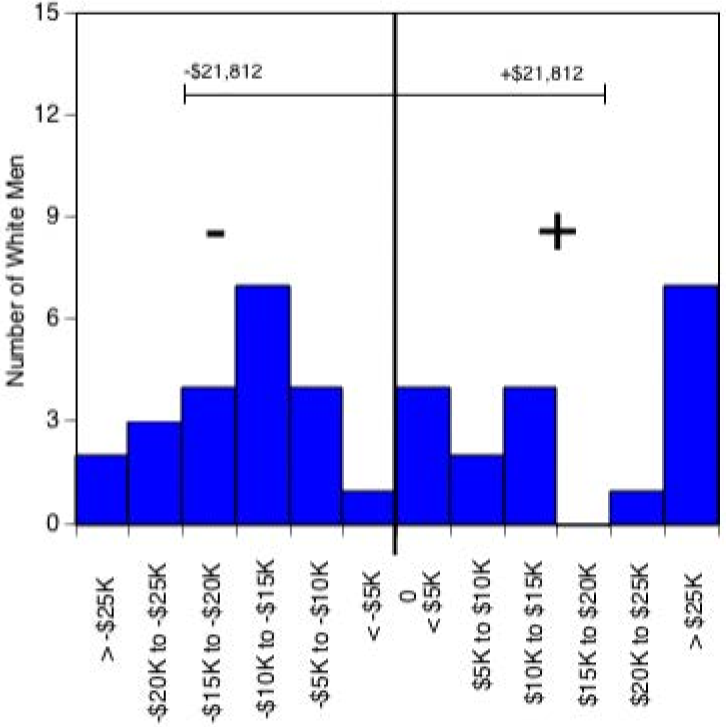


Predicted salary = $4,415,176 -($569 * (year of hire)) - ($1,608 * (degree year))

Standard error = $22,571

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

University of California, Irvine
Ladder Rank Faculty Salary Residuals--Revised Model
School of Medicine Basic Sciences: White Men
October 2004



Residual = actual salary - predicted salary

Predicted salary = $3,700,549 + ($1,348 * (year of hire)) + (-$3,171 * (degree year))

Standard error = $21,812

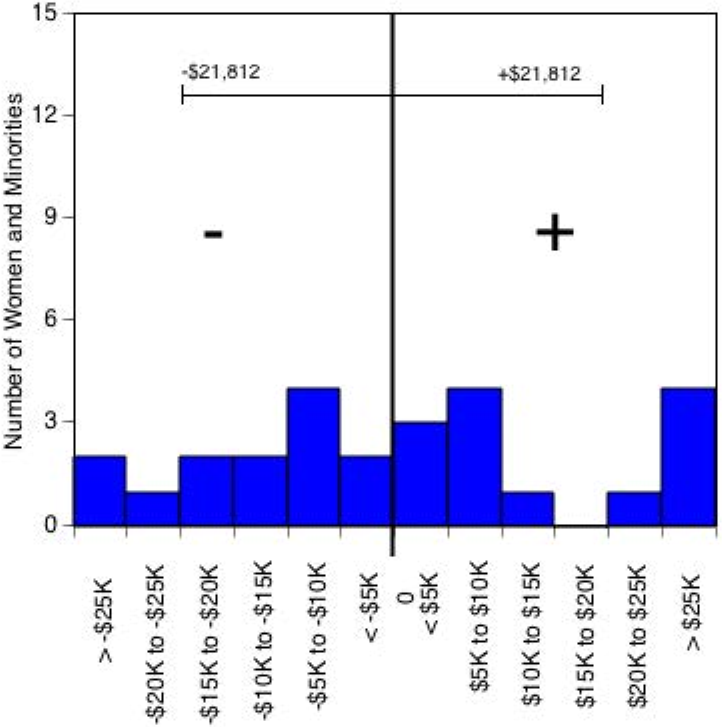
Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
Pay Equity Study.

University of California, Irvine

Ladder Rank Faculty Salary Residuals--Revised Model

School of Medicine Basic Sciences: Women and Minorities

October 2004



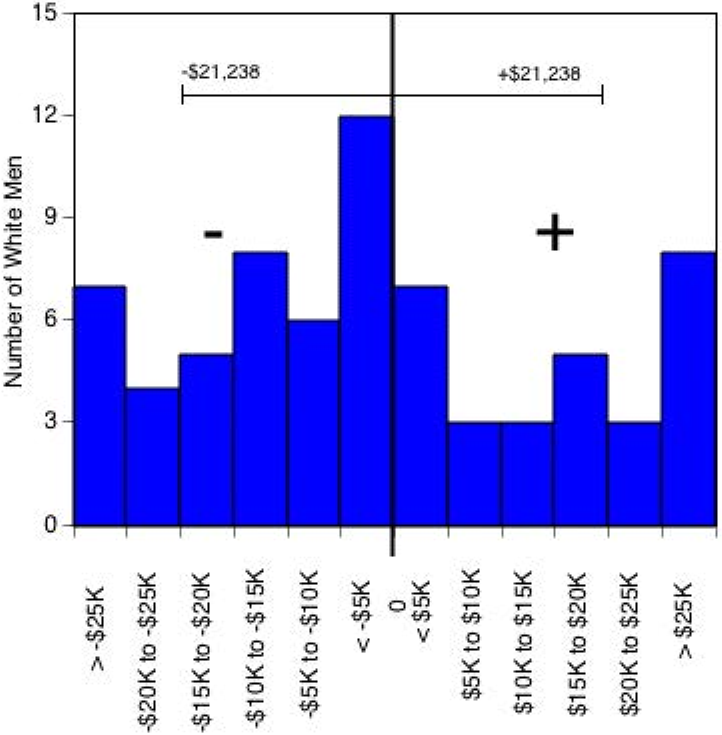
Residual = actual salary - predicted salary

Predicted salary = $3,700,549 + ($1,348 * (year of hire)) + (-$3,171 * (degree year))

Standard error = $21,812

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals--Revised Model
School of Medicine Clinical Sciences: White Men
October 2004



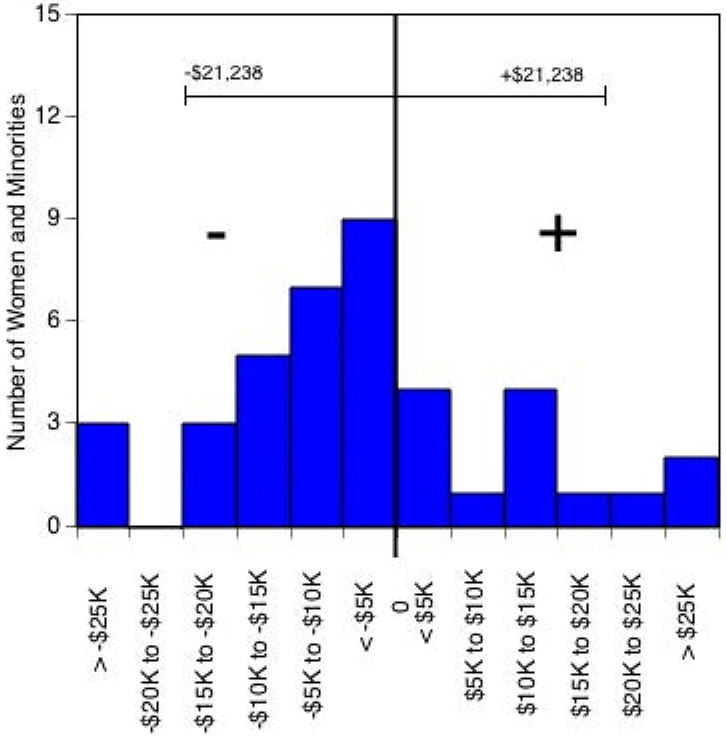
Residual = actual salary - predicted salary

Predicted salary = $4,484,415 + (-$589 * (year of hire)) + (-$1,625 * (degree year))

Standard error = $21,238

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals--Revised Model
School of Medicine Clinical Sciences: Women and Minorities
October 2004



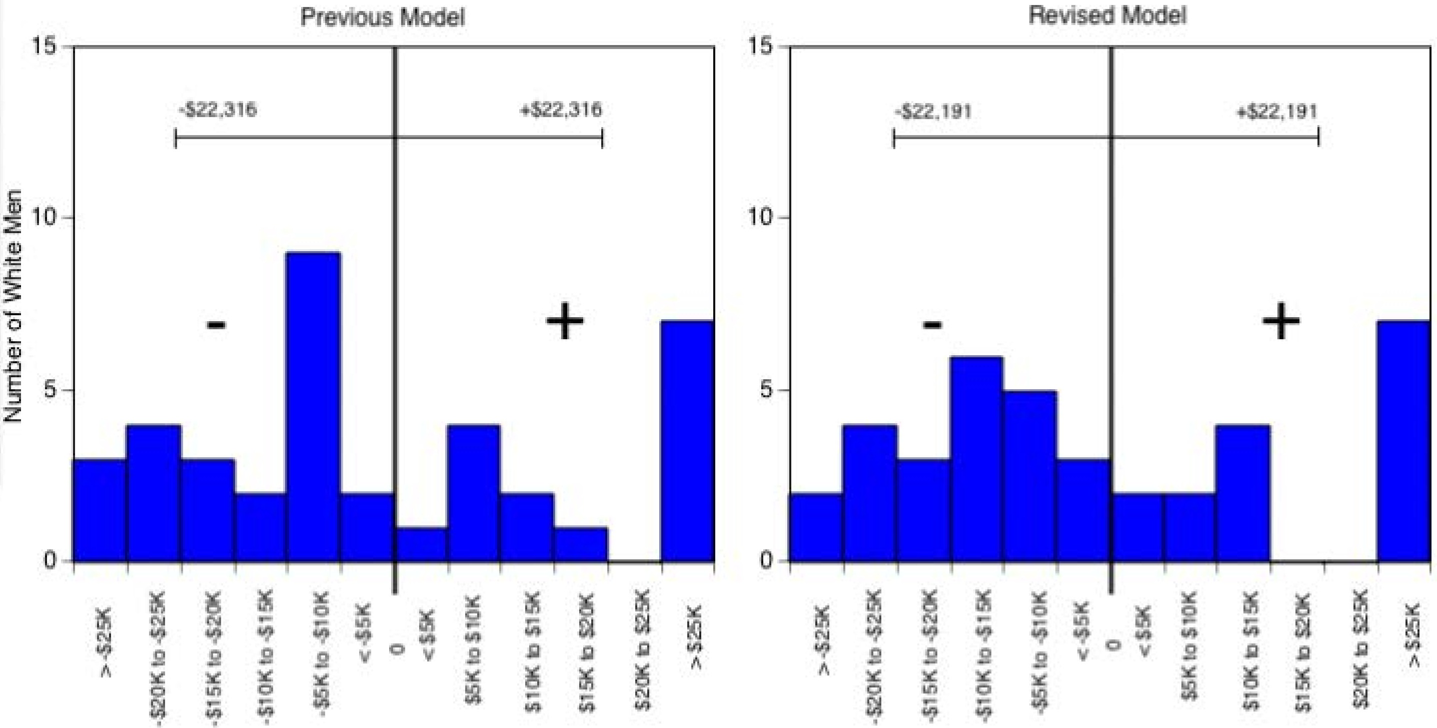
Residual = actual salary - predicted salary

Predicted salary = $4,484,415 + (-$589 * (year of hire)) + (-$1,625 * (degree year))

Standard error = $21,238

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Basic Sciences: White Men
October 2003



Predicted salary = $3,895,698 + ($1,324 * (year of hire)) + (-$1,622 * (degree year)) + (-$1,647 * year of birth))

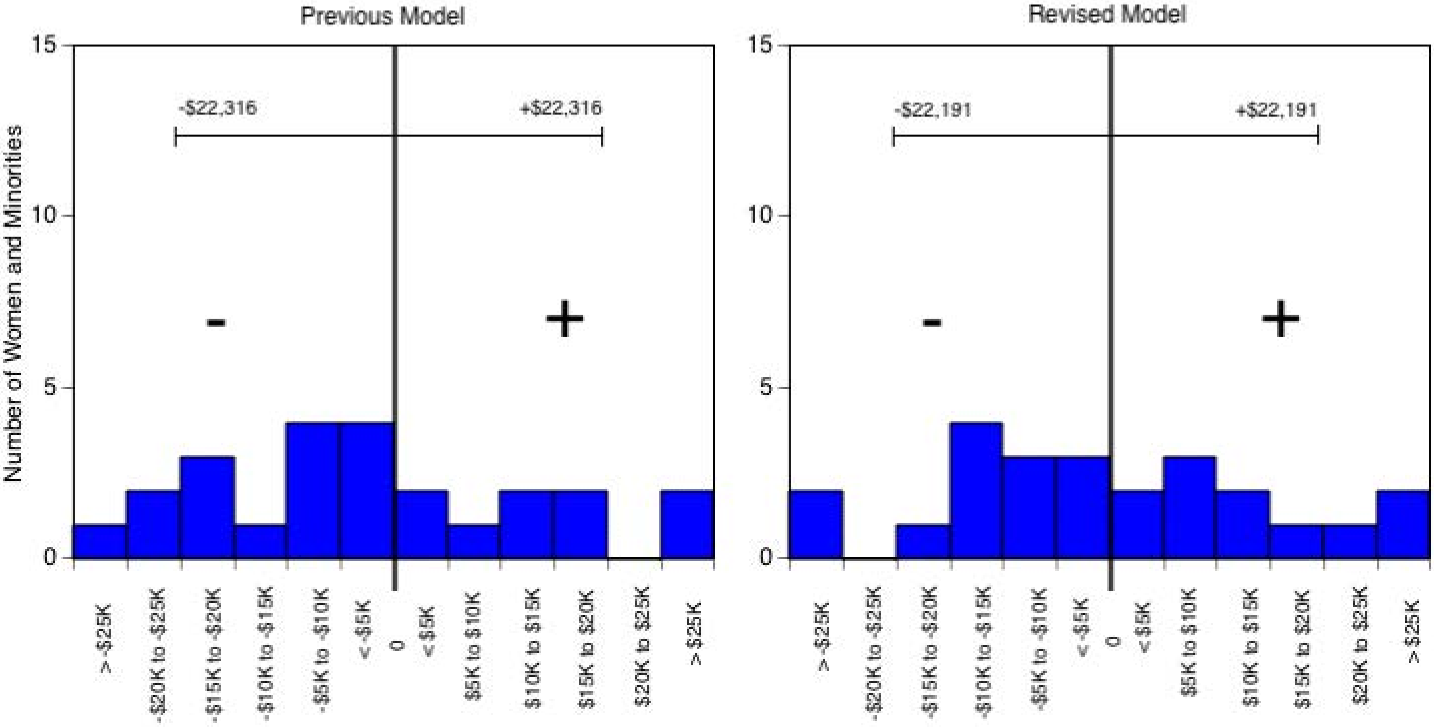
Standard error = $22,316

Predicted salary = $3,751,742 + ($1,265 * (year of hire)) + (-$3,114 * (degree year))

Standard error = $22,191

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

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



Predicted salary = $3,895,698 + ($1,324 * (year of hire)) + (-$1,622 * (degree year)) + (-$1,647 * year of birth))

Standard error = $22,316

Predicted salary = $3,751,742 + ($1,265 * (year of hire)) + (-$3,114 * (degree year))

Standard error = $22,191

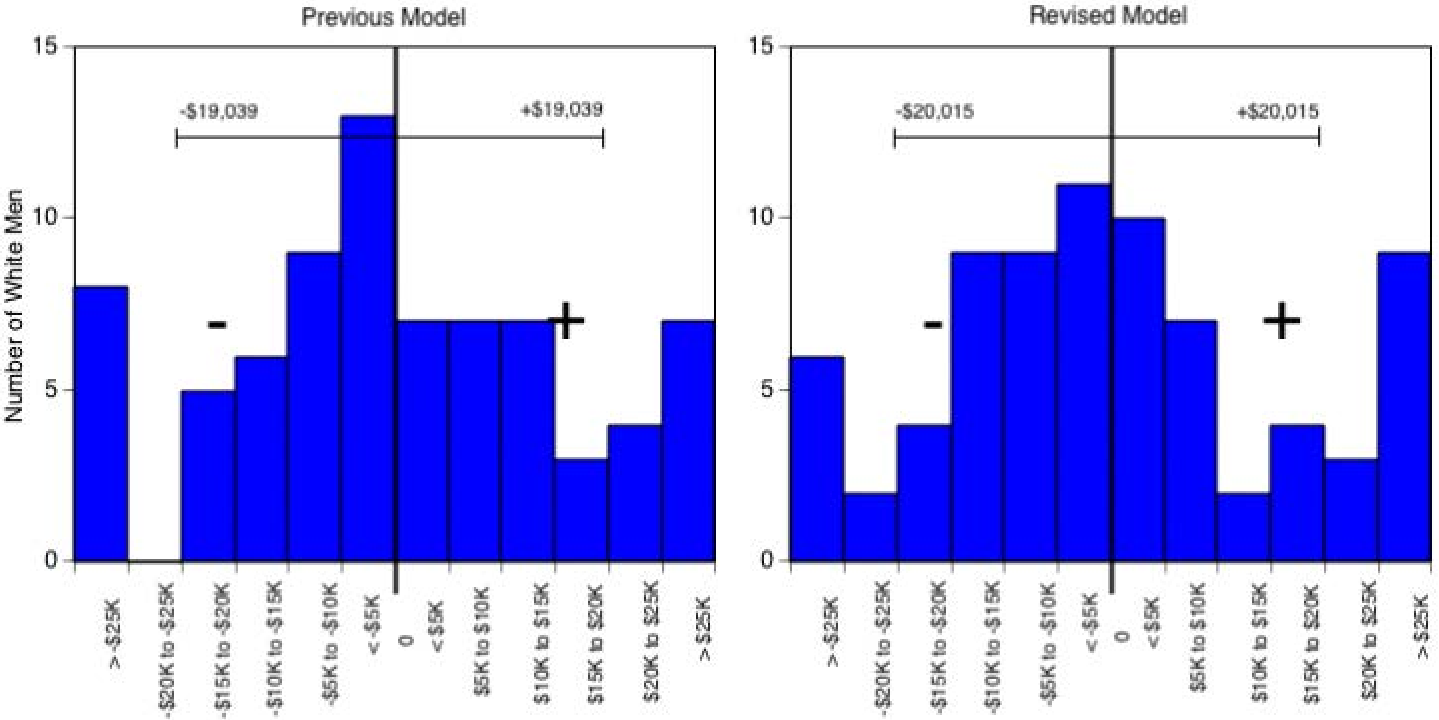
Residual = actual salary - predicted salary
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine

Ladder Rank Faculty Salary Residuals

Clinical Sciences: White Men

October 2003



Predicted salary = $5,294,478 + (-$289 * (year of hire)) + ($483 * (degree year)) + (-$2,861 * year of birth))

Standard error = $19,039

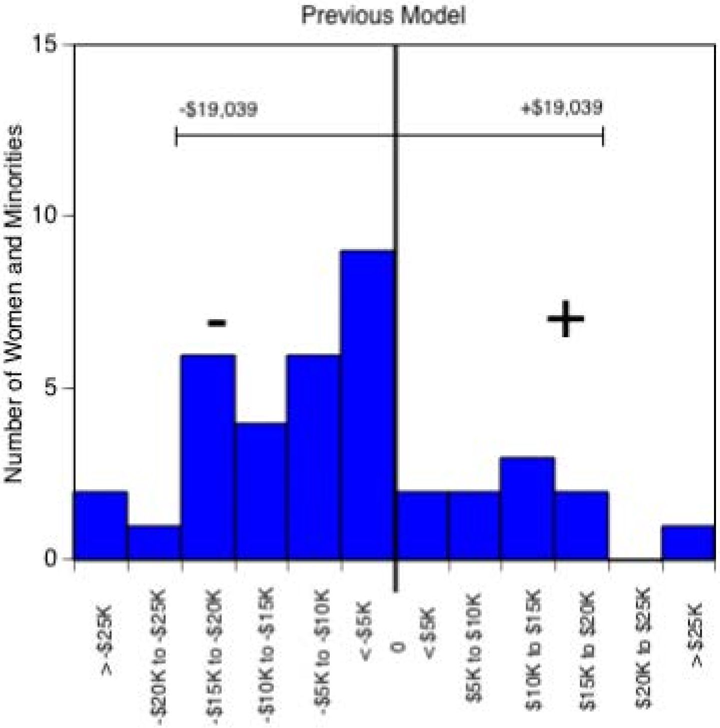
Predicted salary = $4,642,923 + (-$472 * (year of hire)) + (-$1,825 * (degree year))

Standard error = $20,015

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

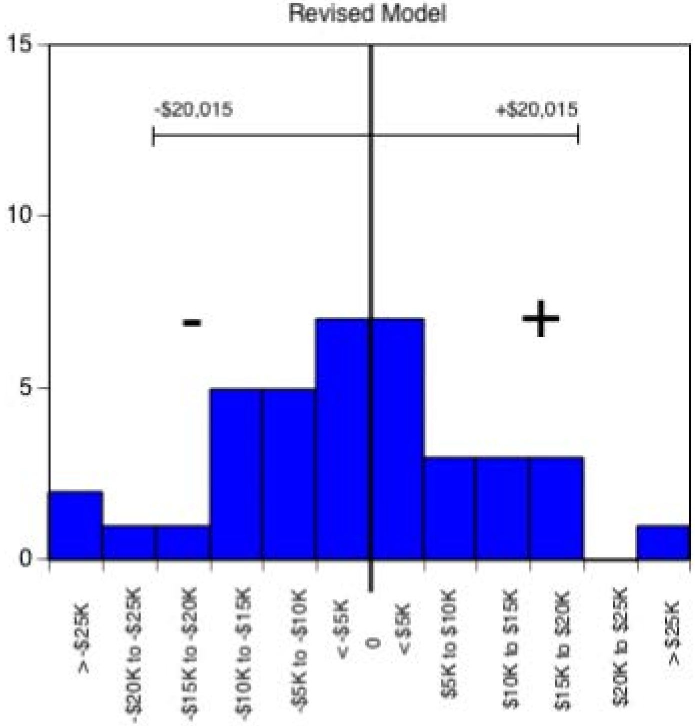
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Clinical Sciences: Women and Minorities
October 2003



Previous Model

Predicted salary = $5,294,478 + (-$289 * (year of hire)) +
($483 * (degree year)) + (-$2,861 * year of birth))

Standard error = $19,039



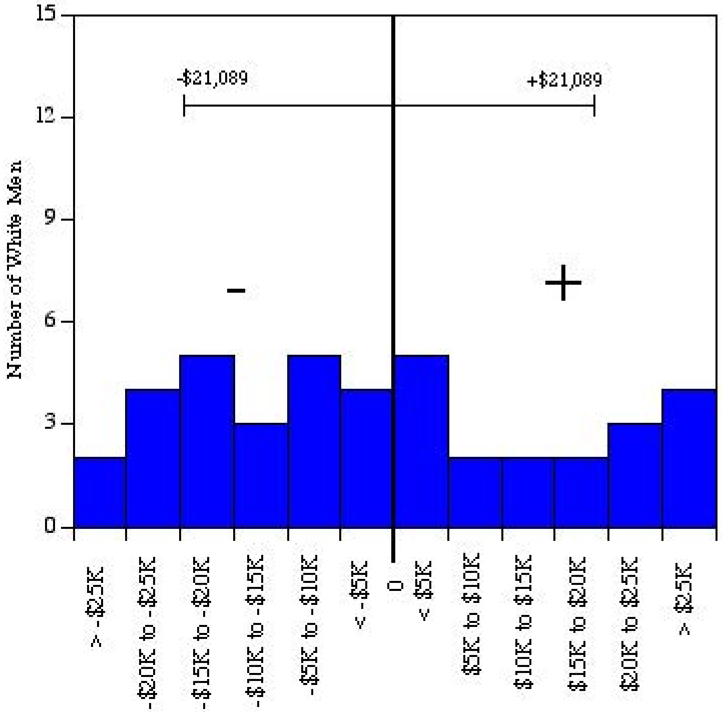
Revised Model

Predicted salary = $4,642,923 + (-$472 * (year of hire)) +
(-$1,825 * (degree year))

Standard error = $20,015

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

University of California, Irvine
Ladder Rank Faculty Salary Residuals
College of Medicine Basic Sciences: White Men
October 2002



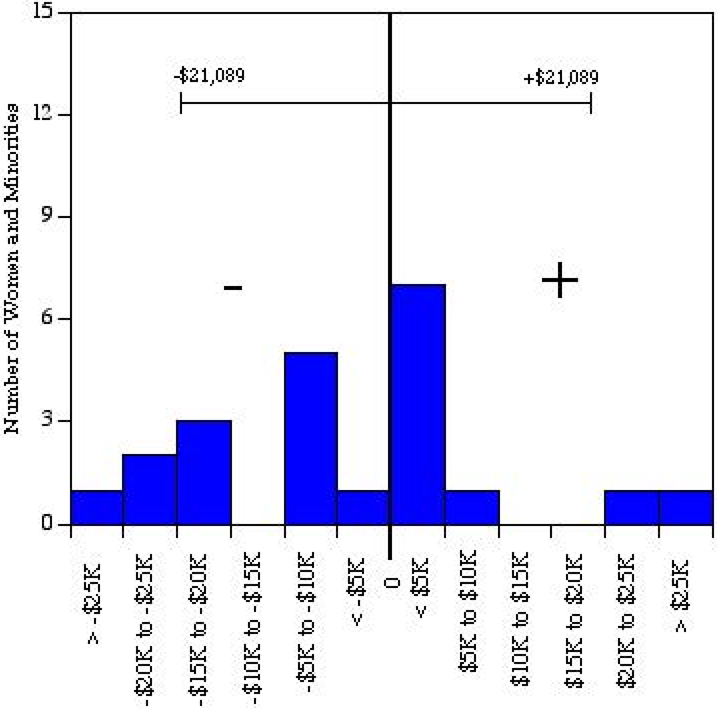
Residual = actual salary - predicted salary; base salary only
Predicted salary = $4,107,378 + ($1,381 * (year of hire)) + (-$1,784 * (degree year)) + (-$1,650* (year of birth))
Standard error = $21,089
Sources: Payroll/Personnel System Extract as of 10-31-2002, Academic Personnel, Pay Equity Study.

University of California, Irvine

Ladder Rank Faculty Salary Residuals

College of Medicine Basic Sciences: Women and Minorities

October 2002



Residual = actual salary - predicted salary; base salary only

Predicted salary = $4,107,378 + ($1,381 * (year of hire)) + (-$1,784 * (degree year)) + (-$1,650* (year of birth))

Standard error = $21,089

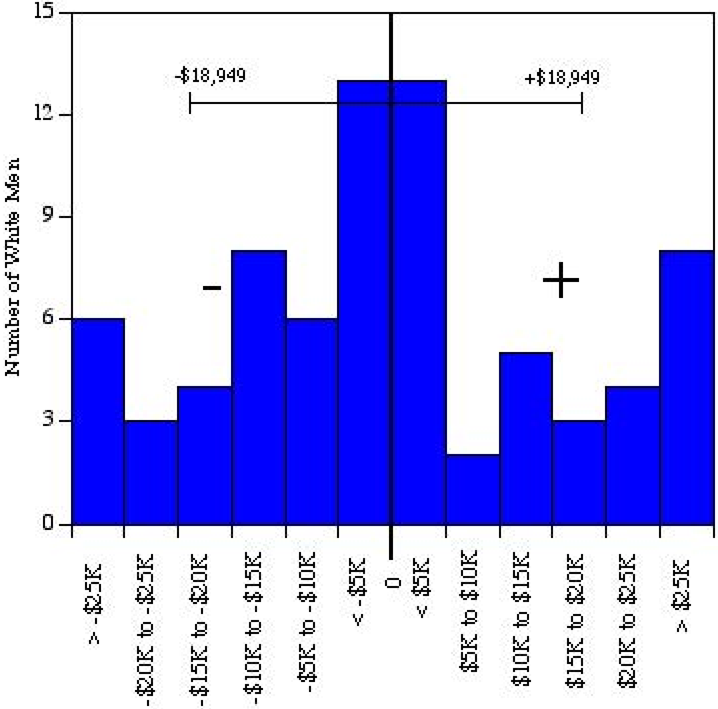
Sources: Payroll/Personnel System Extract as of 10-31-2002, Academic Personnel, Pay Equity Study.

University of California, Irvine

Ladder Rank Faculty Salary Residuals

College of Medicine Clinical Sciences: White Men

October 2002



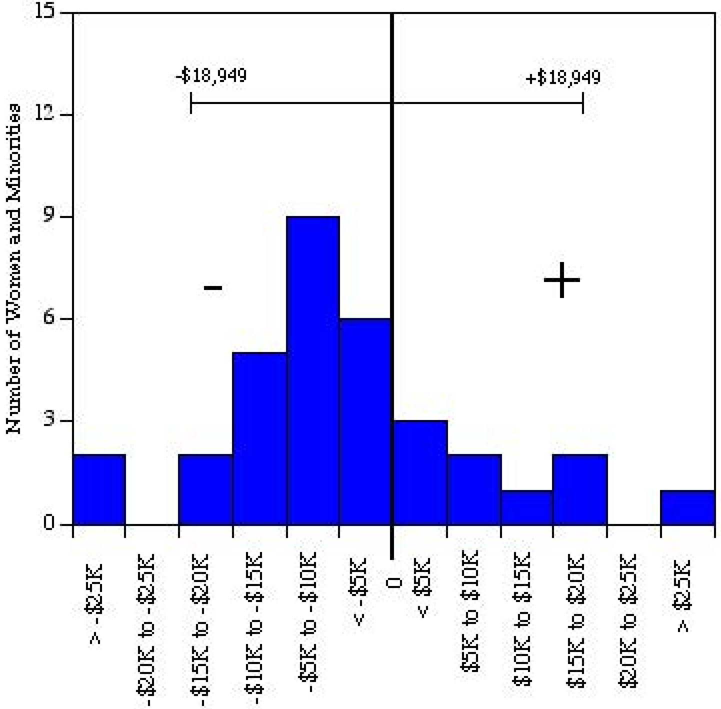
Residual = actual salary - predicted salary; base salary only

Predicted salary = $4,477,496 + (-$391 * (year of hire)) + (-$386 * (degree year)) + (-$1,458* (year of birth))

Standard error = $18,949

Sources: Payroll/Personnel System Extract as of 10-31-2002, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
College of Medicine Clinical Sciences: Women and Minorities
October 2002



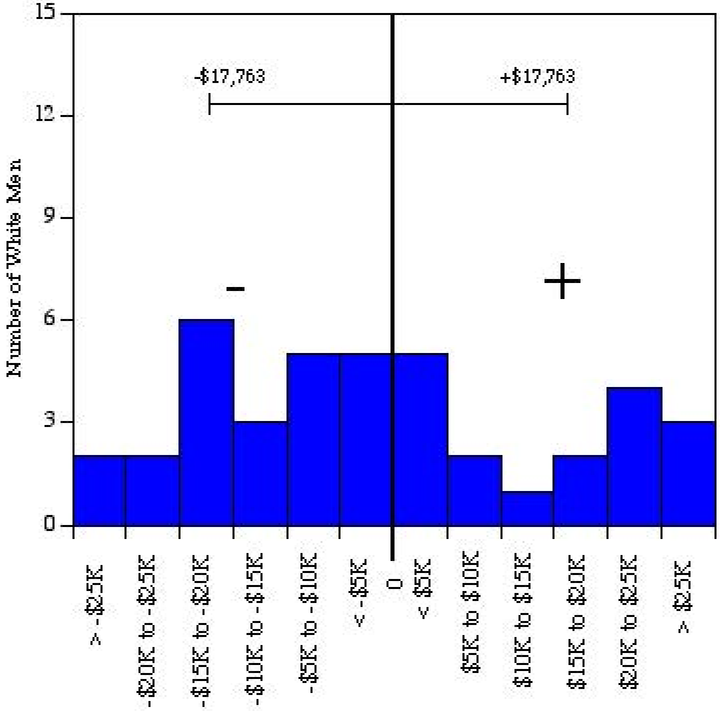
Residual = actual salary - predicted salary; base salary only
Predicted salary = $4,477,496 + (-$391 * (year of hire)) + (-$386 * (degree year)) +
(-$1,458* (year of birth))
Standard error = $18,949
Sources: Payroll/Personnel System Extract as of 10-31-2002, Academic Personnel, Pay Equity Study.

University of California, Irvine

Ladder Rank Faculty Salary Residuals

College of Medicine Basic Sciences: White Men

October 2001



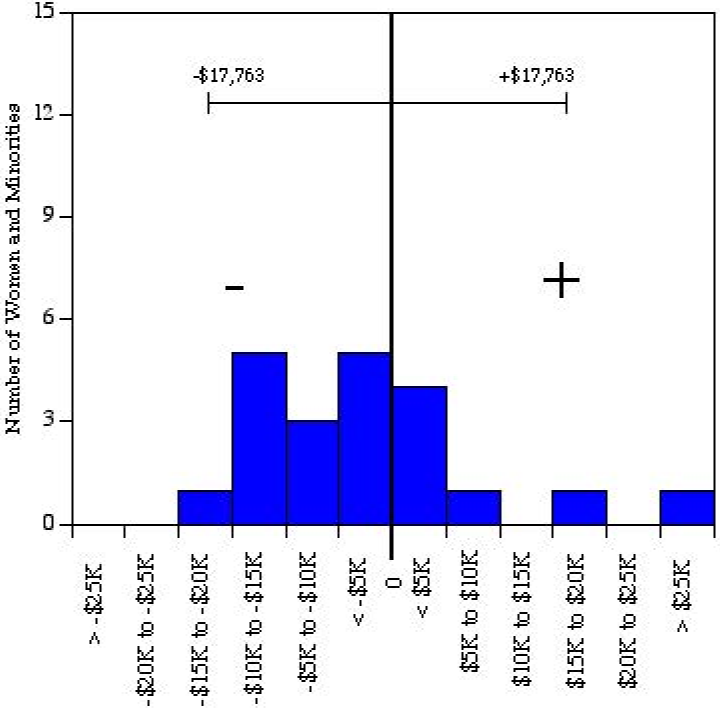
Residual = actual salary - predicted salary; base salary only.

Predicted salary = $43.15 * 10^5 + ($481 * (year of hire)) + (-$1,882 * (degree year)) + (-$742 * (year of birth))

Standard error = $17,763

Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
College of Medicine Basic Sciences: Women and Minorities
October 2001



Residual = actual salary - predicted salary; base salary only.
Predicted salary = $43.15 * 10^5$ + ($481 * (year of hire)) + (-$1,882 * (degree year)) + (-$742 * (year of birth))
Standard error = $17,763

Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel.