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

Residual = Actual - Predicted Salary

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

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4803211.610302 + (DegreeLevel * 0) + (DegreeYear * -3639.0831239319) + (RegRankYr * 1285.76244542886)
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 (Clinical Science)
October 2014

Residual = Actual Salary - Predicted Salary

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)

Residual = Actual Salary - Predicted Salary

- $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

Number of Faculty

White Men (60)  All Women (24)  All Minorities (29)
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
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 (Basic Science)
October 2011

Residual = Actual Salary - Predicted Salary

White Men (32)  All Women (18)  All Minorities (19)

Residual = $26,021
Standard Error = $26,021
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)

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

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

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 (90)  All Women (39)  All Minorities (50)
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 - Basic Science
October 2010

Residual = Actual Salary - Predicted Salary

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

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

Residual = Actual Salary - Predicted Salary

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

Number of Faculty vs. Residual

-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

-$23,743
$23,743

White Men (65)  All Women (21)  All Minorities (28)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2010

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

Predicted Salary: 5376776+(degree level*0)-(degree year*4377.55)+(UCI reg rank year*1718.567)
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

Legend:
- White Men (103)
- All Women (42)
- All Minorities (46)
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)
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
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
Predicted salary = $4,415,176 - ($569 \times \text{year of hire}) - ($1,608 \times \text{degree year})

Standard error = $22,571

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

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

Standard error = $21,812

Residual = actual salary - predicted salary

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

Standard error = $21,812

Residual = actual salary - predicted salary

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

Standard error = $21,238

Residual = actual salary - predicted salary

Predicted salary = $4,484,415 + (-$589 \cdot \text{year of hire}) + (-$1,625 \cdot \text{degree year})

Standard error = $21,238

Predicted salary = $3,895,698 + ($1.324 \times \text{year of hire}) + (-$1.622 \times \text{degree year}) + (-$1.647 \times \text{year of birth})

Standard error = $22,316

Predicted salary = $3,751,742 + ($1.265 \times \text{year of hire}) + (-$3.114 \times \text{degree year})

Standard error = $22,191

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

**Previous Model**

- $22,316
- $22,316

**Revised Model**

- $22,191
- $22,191

**Number of Women and Minorities**

- bar chart showing distribution of salary residuals

**Predicted salary**

Previous Model: $3,895,698 + ($1,324 * (year of hire)) + ($-1,622 * (degree year)) + ($-1,647 * year of birth)

Revised Model: $3,751,742 + ($1,265 * (year of hire)) + ($-3,114 * (degree year))

**Standard error**

Previous Model: $22,316
Revised Model: $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

Previous Model

Predicted salary = $5,294,478 + ($289 \times \text{year of hire}) + ($483 \times \text{degree year}) + (-$2,861 \times \text{year of birth})

Standard error = $19,039

Revised Model

Predicted salary = $4,642,923 + ($472 \times \text{year of hire}) + ($1,825 \times \text{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.
Clinical Sciences: Women and Minorities

October 2003

University of California, Irvine
Ladder Rank Faculty Salary Residuals

Previous Model

Predicted salary = $5,294,478 + (-$289 \times \text{year of hire}) + (-$483 \times \text{degree year}) + (-$2,861 \times \text{year of birth})

Standard error = $19,039

Revised Model

Predicted salary = $4,642,923 + (-$472 \times \text{year of hire}) + (-$1,825 \times \text{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.
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
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
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
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
Residual = actual salary - predicted salary; base salary only.

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

Standard error = $17,763

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

Predicted salary = $43.15 \times 10^5 + (481 \times \text{(year of hire)}) + (-1,882 \times \text{(degree year)}) + (-742 \times \text{(year of birth)})

Standard error = $17,763