UC Irvine Office of Academic Personnel
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2014

Predicted Salary = 2692240.05272812+(DegreeLevel*0)+(DegreeYear*-1904.84037612868)+(RegRankYr*606.707494677589)

Residual = Actual Salary - Predicted Salary

-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 (23)  All Women (28)  All Minorities (13)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 2493302.60103829+(DegreeLevel*0)+(DegreeYear*-1833.82626251969)+(RegRankYr*634.088209626666)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3011993.17404285+(DegreeLevel*0)-(DegreeYear*1921.36830963522)+(RegRankYr*458.860046393015)

University of California, Irvine
Ladder Rank Faculty Salary Residuals

School of Social Ecology
October 2012
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3135382.42048402+(DegreeLevel*0)-(DegreeYear*1368.34530467773)-(RegRankYr*156.390149460846)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3209709.03270575+(DegreeLevel*0)-(DegreeYear*1470.87347149498)-(RegRankYr*94.0051294991479)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3418980.80315972 + (DegreeLevel*0) - (DegreeYear*1740.38339061656) + (RegRankYr*70.055685333723)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2009
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2008

Residual = Actual Salary - Predicted Salary

Predicted Salary: 3523586+(degree level*0)-(degree year*1174.48)-(UCI reg rank year*549.53)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2007

Residual = Actual Salary - Predicted Salary

Predicted Salary: 3616925 + (degree indicator*0) - (degree*1260.78) - (UCI reg rank year*511.172)
Residual = Actual Salary - Predicted Salary
Predicted Salary: 3750968-(degree indicator*1005.38)-(degree year*1319.15)-(UCI reg ranks year*522.345)

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study
Predicted salary = $3,468,414 - ($230 \times \text{year of hire}) - ($1,475 \times \text{degree year})

Standard error = $11,905

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study
Social Ecology: Women and Minorities

October 2004

Residual = actual salary - predicted salary

Predicted salary = $3,629,372 + (-$132 \times \text{year of hire}) + (-$1,656 \times \text{degree year})

Standard error = $10,539

University of California, Irvine
Ladder Rank Faculty Salary Residuals

School of Social Ecology: Women and Minorities
October 2003

Previous Model

Revised Model

Number of Women and Minorities

Predicted salary = $3,735,435 + (-$441 \times \text{year of hire}) + (-$1,696 \times \text{degree year}) + ($299 \times \text{year of birth})

Standard error = $10,466

Predicted salary = $3,848,148 + (-$455 \times \text{year of hire}) + (-$1,444 \times \text{degree year})

Standard error = $10,226

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 = $3,425,330 + (-$288 * (year of hire)) + (-$1,174 * (degree year)) + (-$230* (year of birth))
Standard error = $10,971
Residual = actual salary - predicted salary
Predicted salary = $33.22 * 10^5 + (-$145 * (year of hire)) + (-$1,550 * (degree year)) + ($59 * (year of birth))
Standard error = $10,039

Residual = actual salary - predicted salary
Predicted salary = $32.6 \times 10^5 + (-$129 \times \text{year of hire}) + (-$1,823 \times \text{degree year}) + ($352 \times \text{year of birth})
Standard error = $9,780

Residual = actual salary - predicted salary
Predicted salary = $222,585 + (-$198 * (year of hire)) + (-$1,868 * (degree year)) + ($377 * (year of birth))
Standard error = $10,075

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

Predicted salary = $199,071 + (-$220 * (year of hire)) + ($1,360 * (degree year)) + ($16 * (year of birth))

Standard error = $8,038.

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

Predicted salary = $171,861 + ($2 * (year of hire)) + (-$1,244 * (degree year)) + (-$175 * (year of birth))

Standard error = $6,324.

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