Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Sciences - with Economics Adjustment*
October 2008 through 2014

Women & Minorities
Women Only
Residual = Actual - Predicted Salary

*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the “Business/Economics/Engineering” Scale.

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2008 through 2014, Academic Personnel, Pay Equity Study.
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science with Economics Variable*
October 2014

*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale

<table>
<thead>
<tr>
<th>Residual</th>
<th>Number of Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;$25K</td>
<td>11</td>
</tr>
<tr>
<td>$25K to $20K</td>
<td>8</td>
</tr>
<tr>
<td>$20K to $15K</td>
<td>5</td>
</tr>
<tr>
<td>$15K to $10K</td>
<td>7</td>
</tr>
<tr>
<td>$10K to $5K</td>
<td>4</td>
</tr>
<tr>
<td>$5K to $0K</td>
<td>3</td>
</tr>
<tr>
<td>$0K to $5K</td>
<td>2</td>
</tr>
<tr>
<td>$5K to $10K</td>
<td>1</td>
</tr>
<tr>
<td>$10K to $15K</td>
<td>1</td>
</tr>
<tr>
<td>$15K to $20K</td>
<td>1</td>
</tr>
<tr>
<td>$20K to $25K</td>
<td>1</td>
</tr>
<tr>
<td>&gt;$25K</td>
<td>9</td>
</tr>
</tbody>
</table>

Predicted Salary = 2947765.05389621 + (DegreeLevel * 31348.860361867) + (DegreeYear * -3536.70822837411) + (RegRankYr * 2082.90852820768) + (EconVar * 53549.5610880076)
Predicted Salary = 3116176.15558319+(DegreeLevel*22274.0393346753)+(DegreeYear*-3137.42202362368)+(RegRankYr*1605.78425311797)+(EconVar*44286.02151685)

*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science with Economics Variable*
October 2013
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science with Economics Variable*
October 2012

*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3338206.82920723+(DegreeLevel*27823.3991060319) -
(DegreeYear*3236.15372601022)+(RegRankYr*1584.56661112519)+(EconVar*41049.5387722483)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science with Economics Variable*
October 2011

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3536852.22040486+(DegreeLevel*23182.872254068)-(DegreeYear*3217.00634132119)+(RegRankYr*1467.47676720832)+(EconVar*41388.774321298)

*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3573814.83120711 + (DegreeLevel*18323.9959522011) - (DegreeYear*3169.18912271152) + (RegRankYr*1403.42958811455) + (EconVariable*37464.3349051988)

*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3937636.51055576+(DegreeLevel*15681.6122852873)-
(DegreeYear*3340.88289366769)+(RegRankYr*1392.88832529445)+(EconVariable*37429.5502446561)

*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Sciences
October 2008
With Economics Adjustment*

Residual = Actual Salary - Predicted Salary

Predicted Salary: 3882640+(degree level*2186.10)-(degree year*3338.43)+(UCI reg rank year*1430.952)+(econ variable*34398.21)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Sciences
October 2007

With Economics Adjustment*

- $18,104

+ $18,104

Standard Error

Number of Faculty

Residual = Actual Salary - Predicted Salary

Predicted Salary: 3874208 + (degree indicator*18677.26) + (degree year*3332.38) + (UCI reg rank year*1411.255) + (economics*30385.65)

*Effective 10/01/07, Economics faculty moved to Business/Econ/Engr Scale.
Residual = Actual Salary - Predicted Salary
Predicted Salary = 2977362+(degree indicator*19851.43)-(degree year*3228.54)+(UCI reg ranks year*1756.155)

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study
Predicted salary = $3,310,131 + ($1,313 * (year of hire)) - ($6,136 * (degree indicator)) - ($2,929 * (degree year))

Standard error = $19,405
Ladder Rank Faculty Salary Residuals--Revised Model

School of Social Sciences: Women and Minorities
October 2004

Residual = actual salary - predicted salary

Predicted salary = $3,357,323 + ($947 * (year of hire)) + (-$2,594 * (degree year))

Standard error = $18,382

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

Previous Model
- $18,430
+ $18,430

Revised Model
- $18,710
+ $18,710

Number of Women and Minorities

Predicted salary = $3,012,938 + ($1,143 \cdot \text{year of hire}) + (-$4,074 \cdot \text{degree year}) + ($1,478 \cdot \text{year of birth})

Standard error = $18,430

Predicted salary = $3,270,449 + ($1,083 \cdot \text{year of hire}) + (-$2,688 \cdot \text{degree year})

Standard error = $18,710

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 = 3,217,399 + (1,089 * year of hire) + (13,808 * degree indicator) + (-3,657 * degree year) + (988 * year of birth)

Standard error = $17,744

Residual = actual salary - predicted salary
Predicted salary = $31.75 \times 10^5 + ($1,114 * (year of hire)) + (-$3,450 * (degree year)) + ($788 * (year of birth))
Standard error = $17,147

Residual = actual salary - predicted salary
Predicted salary = $31.75 * 10^5 + ($1,024 * (year of hire)) + (-$3,347 * (degree year)) + ($772 * (year of birth))
Standard error = $14,725

Residual = actual salary - predicted salary
Predicted salary = $225,540 + ($789 * (year of hire)) + (-$2,951 * (degree year)) + ($534 * (year of birth))
Standard error = $13,926

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.
Residual = actual salary - predicted salary
Predicted salary = $208,440 + ($398 * (year of hire)) + (-$1,927 * (degree year)) + (-$175 * (year of birth))
Standard error = $14,208.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.
Residual = actual salary - predicted salary
Predicted salary = $187,039 + ($346 * (year of hire)) + (-$1,784 * (degree year)) + (-$66 * (year of birth))

Standard error = $11,494.

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