

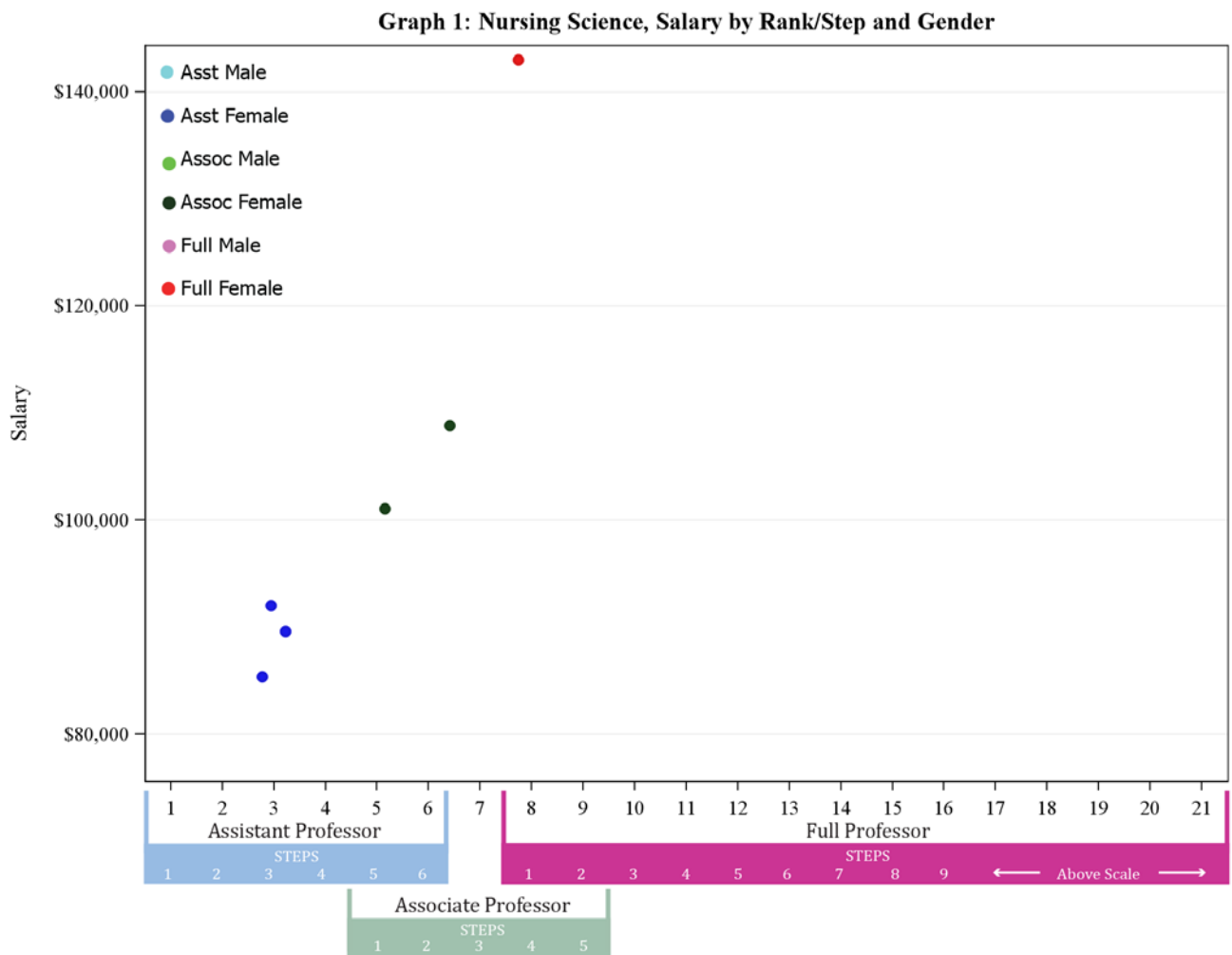
Overview

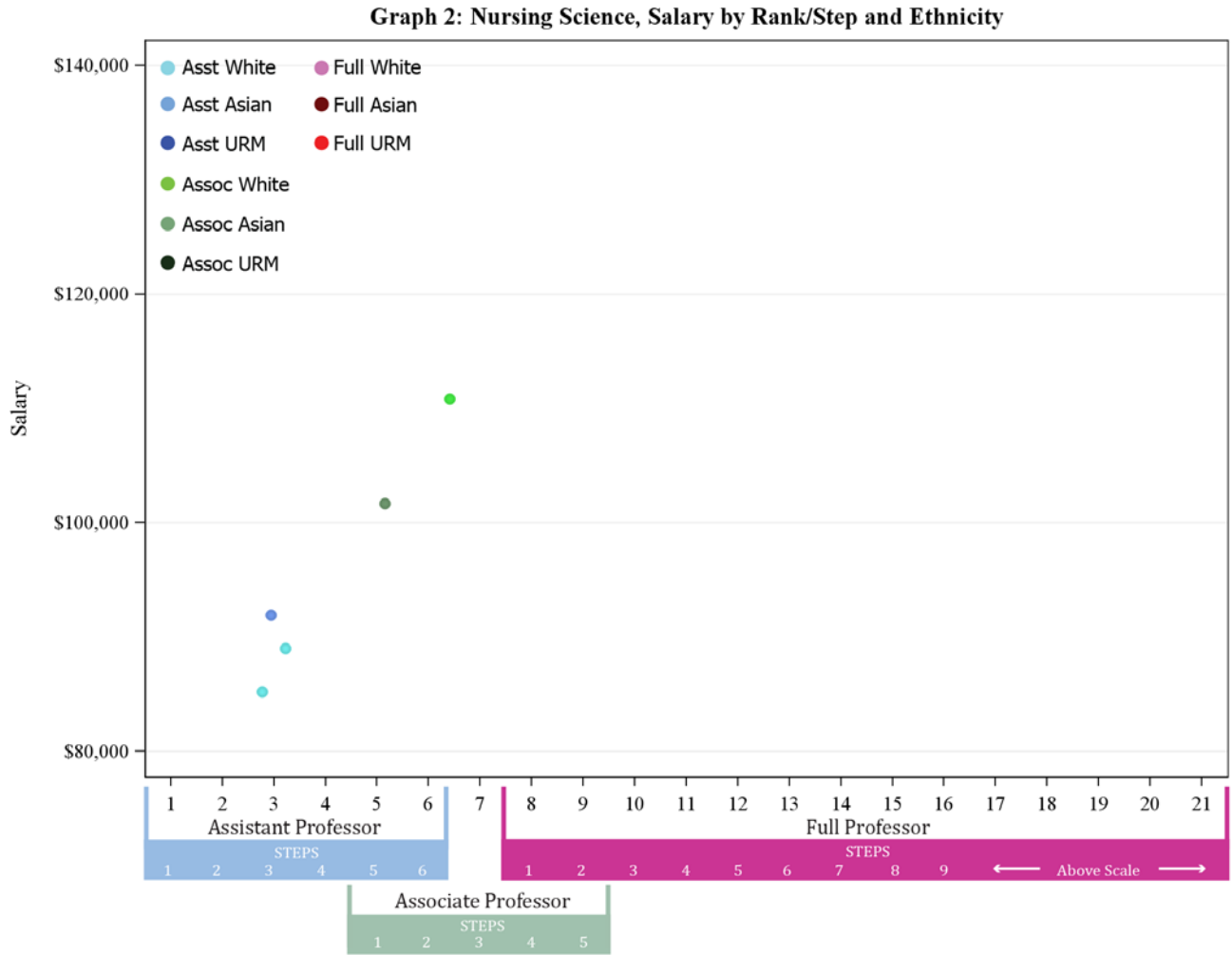
In 2015, a joint Administration-Academic Senate Committee redesigned our annual campus pay equity study of ladder rank faculty salaries. The analysis includes an examination of equity by gender and ethnicity for the campus overall and by academic school that go beyond the annual residual analysis conducted in the past (1997-2014). Analysis of salary data from October 2016 indicate no evidence of systemic disparity in pay associated with gender and/or ethnicity at the campus level when experience, discipline, and rank are included in the model.

Methodology (see campus level report)

Results

- Salary data for all ladder rank faculty plotted as a function of rank/step/gender and rank/step ethnicity.





- Multiple regression analysis of salary vs rank/step. All faculty in the School of Nursing are women who are white or Asian. As indicated in Table 1, the simplest model with only demographic variables shows that relative to white female faculty, Asian faculty earn 16%. Only 19% of salary variation is explained by this model. After all control factors are added, 99% of salary variation is explained by a model with demographic, experience, field, and rank variables. After adjusting for covariates, relative to white female faculty, salaries are 3% higher for Asian faculty. This model also shows demographic variables are not statistically significant.

Table 1.

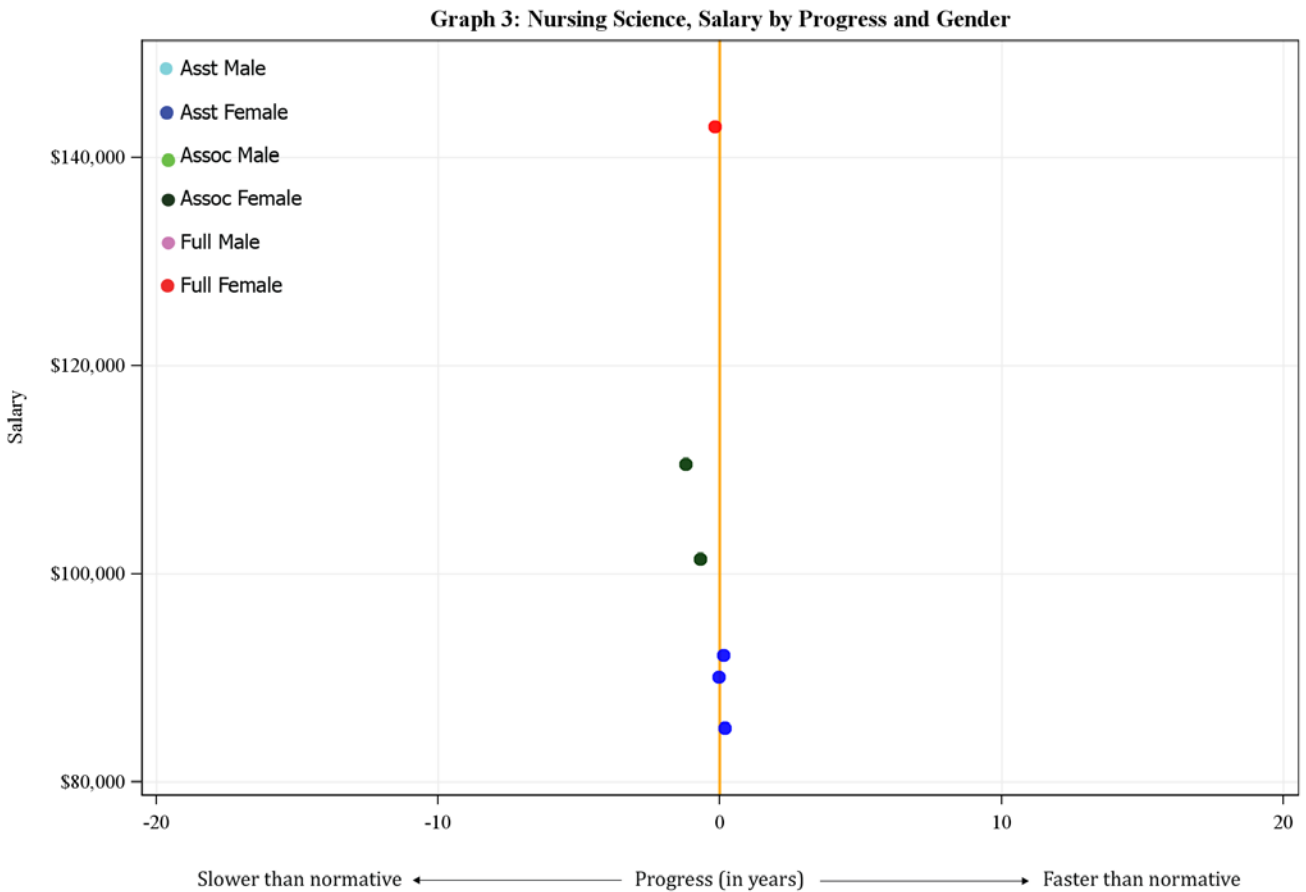
Submodel ¹	R-sq	Significant Variables	Salary Difference		
			Women vs White	Asian vs White	URM vs White
1 Demography	0.19			16.2%	
2 Demography, Experience	0.94			23.7%	
3 Demog, Exper, Field	0.94			23.1%	
4 Demog, Exper, Field, Rank	1.00			6.7%	
5 Demog, Exper, Field, Rank ²	0.99	Rank**		2.7%	

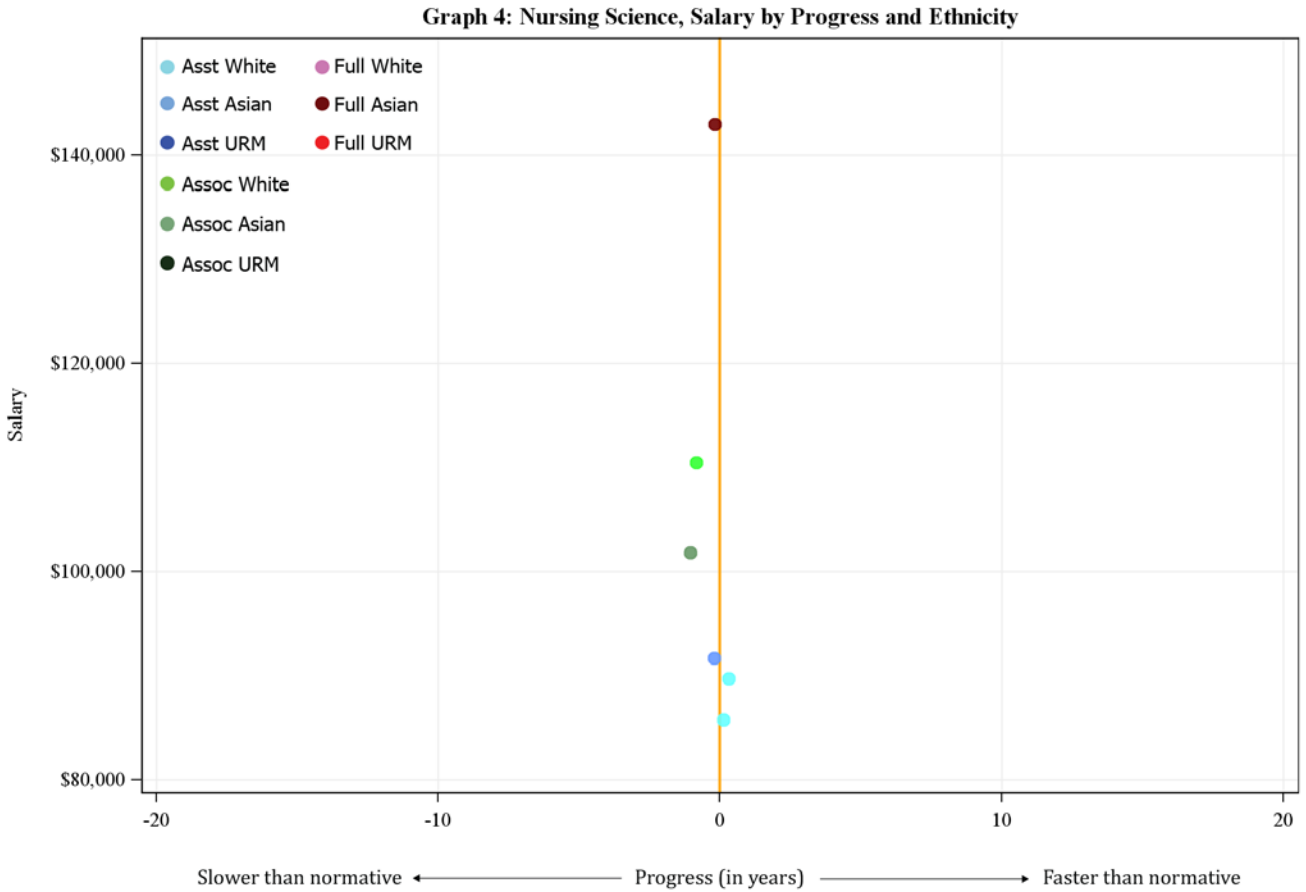
*p<0.05, **p<0.01, ***p<0.001

¹Experience includes years of services, years since degree, decade of hire. Field includes department and the market ratio of salaries tied to the faculty member's department. Rank includes their starting rank at UCI, their current rank at UCI, and where they stand in relation to normal progress.

²Final model corrected for collinearity.

3. Progress Rate plotted as a function of gender and ethnicity





4. Progress Rate Analysis: Given that there are no white male faculty in the School of Nursing, progression rate analyses comparing white male faculty to other faculty by gender and ethnicity is not applicable.