

Overview

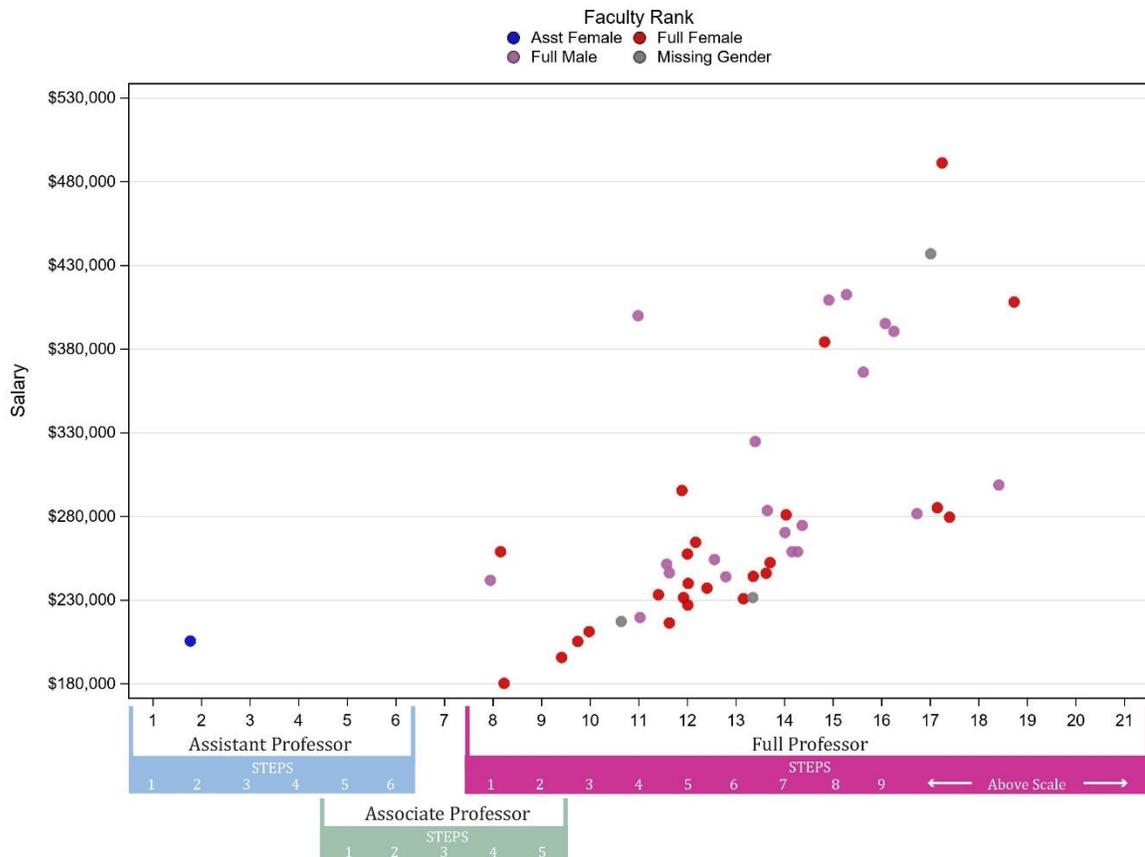
A committee conducted and prepared the annual campus pay equity study of faculty salaries for Professors and Professors of Teaching. The analyses presented in this report focus on the regression models and rate of progression through the ranks, consistent with our campus practice 2015-present. Since 2020, Professors of Teaching are included in the analyses with faculty in the Professor series. This occurred with the transition of Lecturers with Security of Employment to Professors of Teaching titles and placement on the same rank/step system employed for the Professor series faculty. For analytical purposes, Professors and Professors of Teaching are treated as a single group. Analysis of salary data from October 2021 indicated 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)

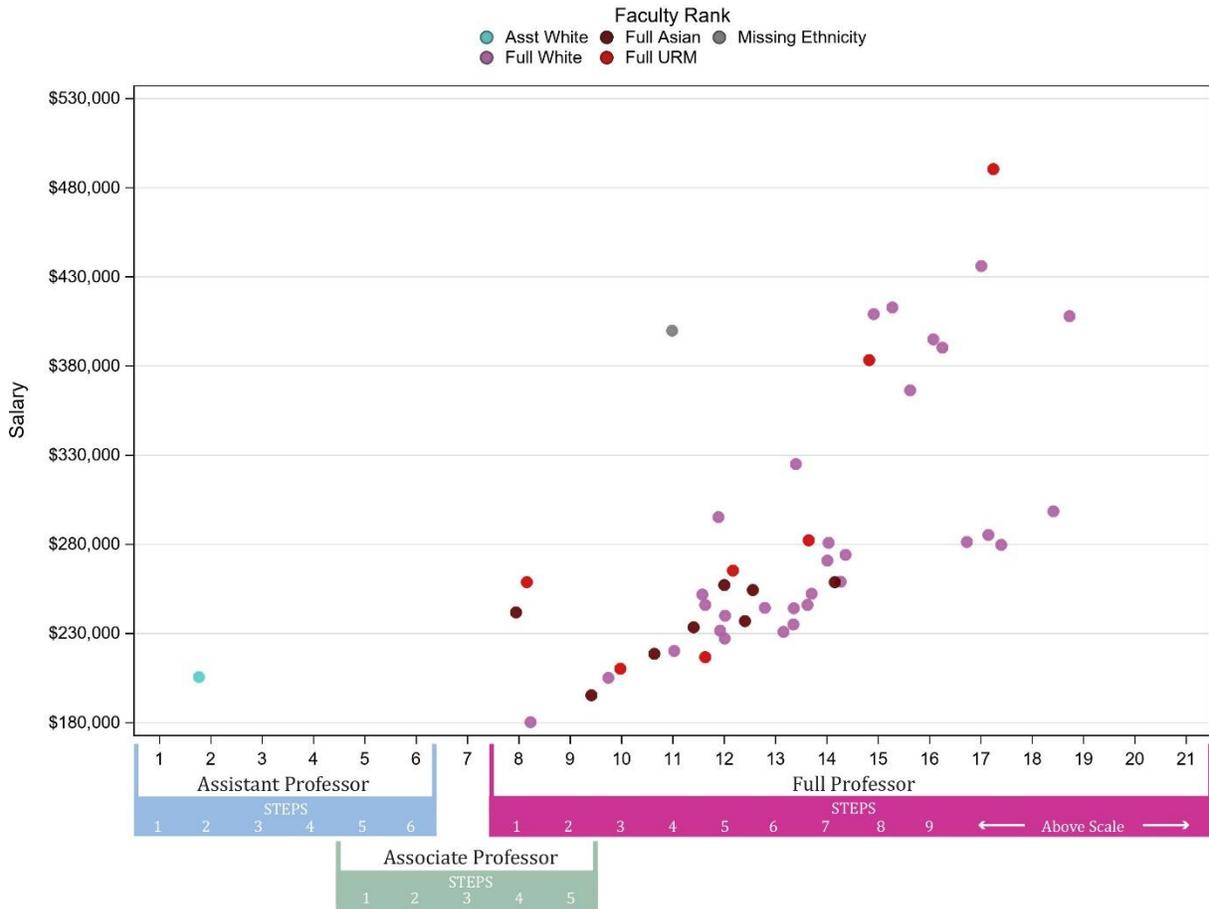
Results

- Salary data for all ladder rank faculty plotted as a function of rank/step/gender and rank/step/ethnicity illustrated in Graphs 1 and 2.

Graph 1: Law, Salary by Rank/Step and Gender



Graph 2: Law, Salary by Rank/Step and Ethnicity



- Multiple regression analysis of salary vs rank/step. As indicated in Table 1, the simplest model with only demographic variables shows that relative to white male faculty, women earn salaries that are 14.6% lower, Asian faculty 12.1% lower, and URM faculty 11.1% lower. Only 18% of salary variation is explained by this model. After all control factors are added, 73% of salary variation is explained by a model with demographic, experience, field, and rank variables. After adjusting for covariates, relative to white male faculty, salaries are 10.7% lower for faculty who are women, 0.6% higher for Asian, and 11.2% higher for URM faculty. In the final model, Women faculty earning difference is statistically significant determinants of faculty salary. The final model predicted salaries within plus or minus 29.9%. (For technically-minded readers, the RMSE on the log base 10 scale is 0.0569.)

Table 1

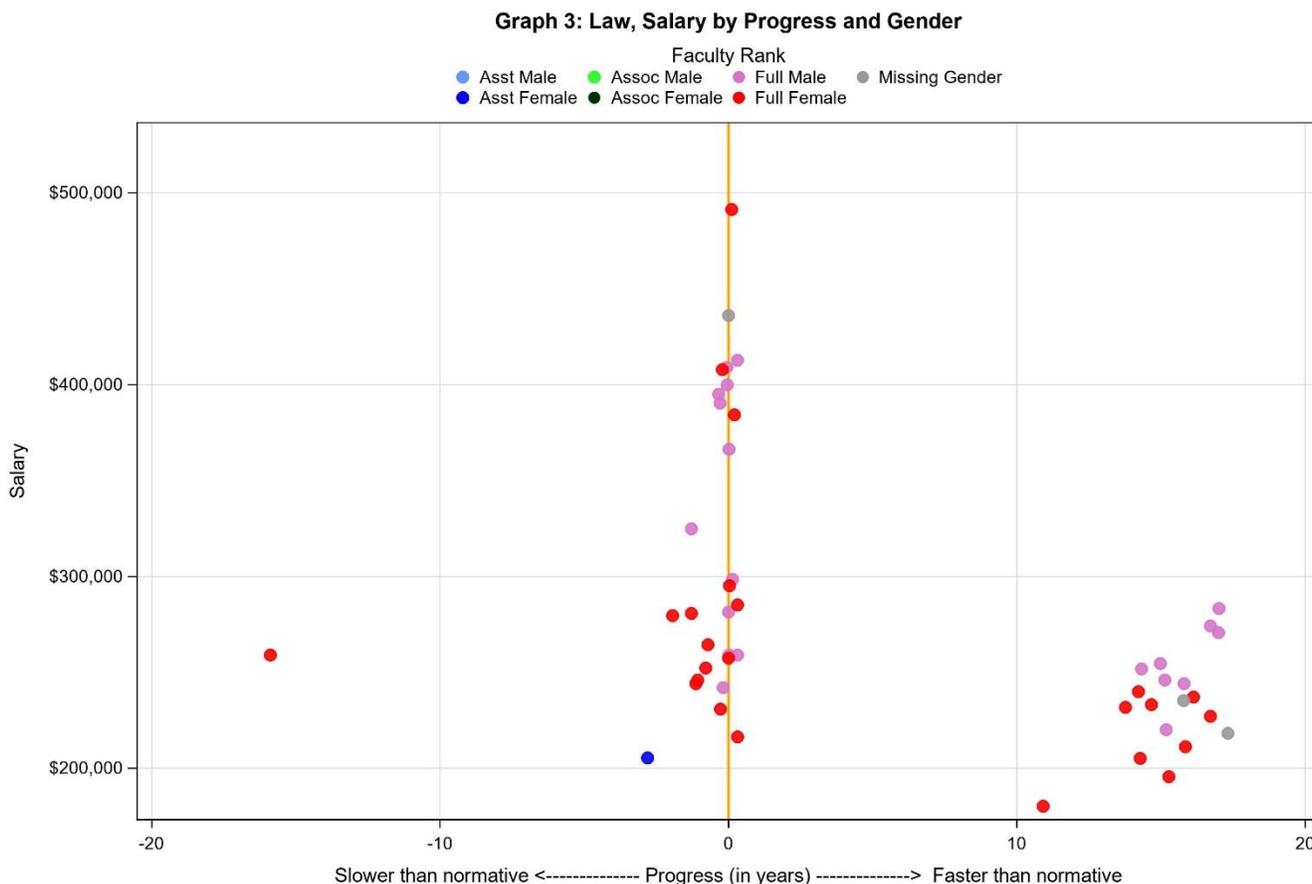
Model ¹	R-sq	Significant Variables	Salary Difference		
			Women vs Men	Asian vs White	URM vs White
1 Demography	0.18	Women*	-14.6%	-12.1%	11.1%
2 Demography, Experience	0.49	Experience***	-10.2%	0.1%	16.0%
3 Demog, Exper, Field	0.50	Experience***	-9.6%	-0.9%	14.7%
4 Demog, Exper, Field, Rank	0.74	Women*, Field*, Rank**	-10.9%	-0.4%	9.6%
5 Demog, Exper, Field, Rank ²	0.73	Women*, Field*, Rank**	-10.7%	0.6%	11.2%

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

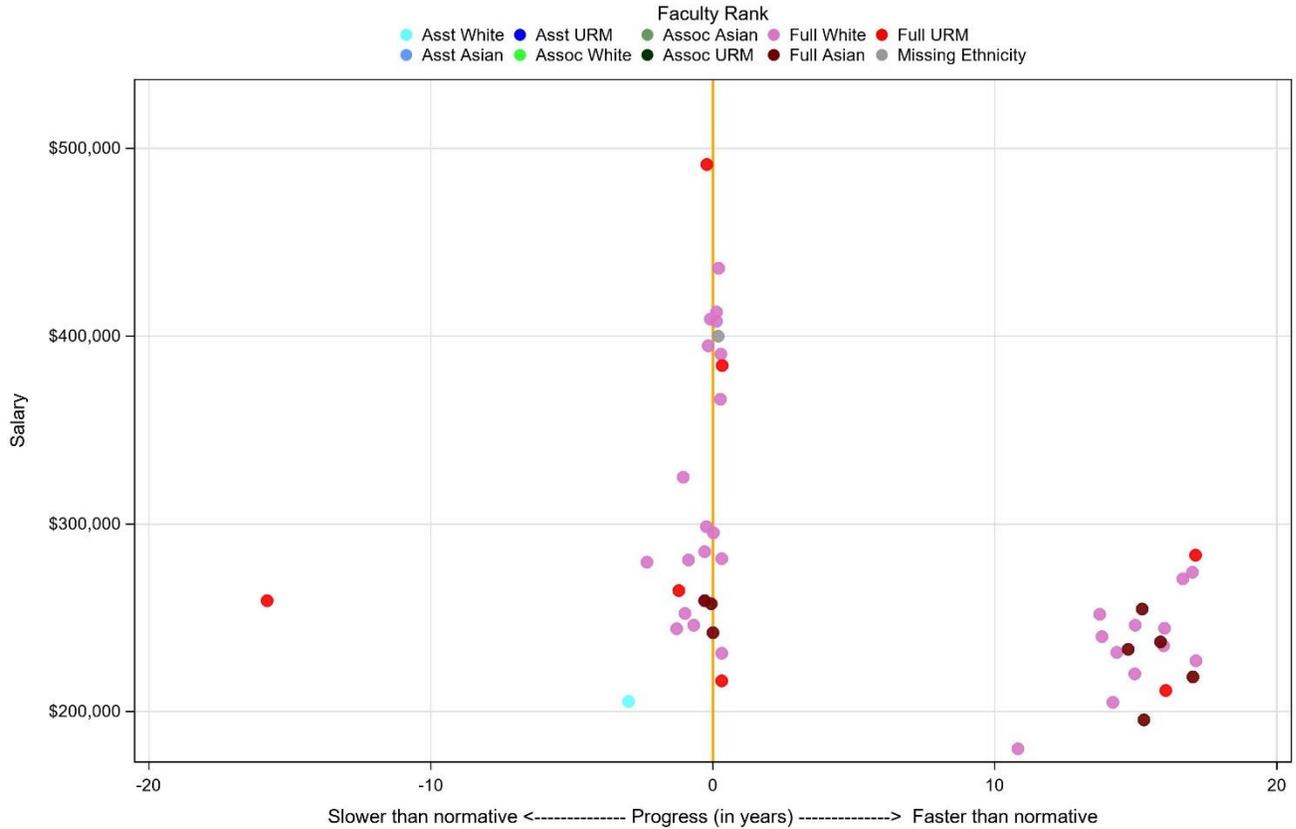
¹Experience includes years of service, years since degree, and decade of hire. Field includes department and the market ratio of salaries tied to the faculty member's department. Rank includes their starting rank at UCI and their current rank at UCI.

²Final model adjusted for collinearity and included demographics, years of service, years since degree, market salary ratio*, current rank**, and initial rank.

3. Progress Rate plotted as a function of gender and ethnicity illustrated in Graphs 3 and 4



Graph 4: Law, Salary by Progress and Ethnicity



Progress Rate Analysis: The school of Law has a unique progression structure that doesn't lend itself to analyses in the same way as the rest of campus. Future studies will work with key stakeholders in the School of Law to analyze progress in ways that best reflect what normal progress is.