

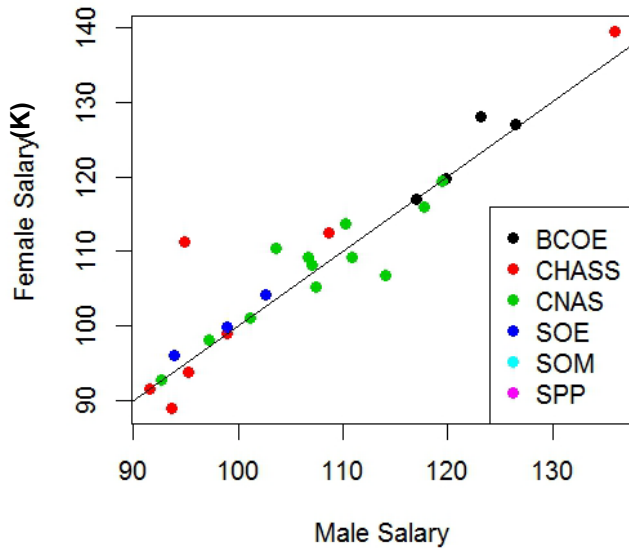
A Look at Equity of AY22-23 Senate Faculty Salaries

UCR Academic Personnel Office

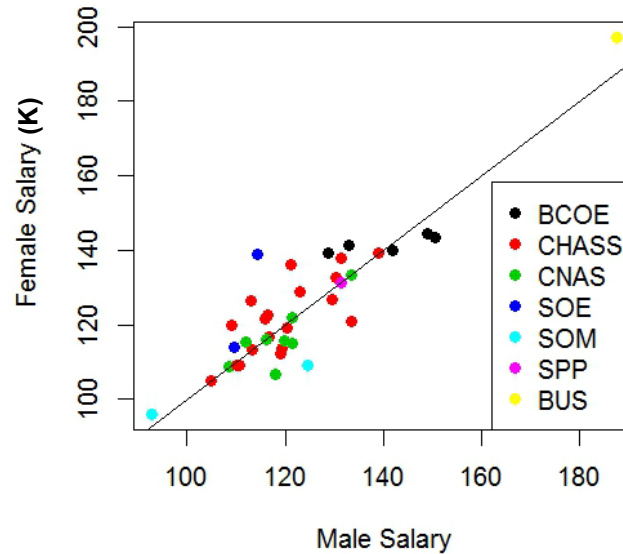
March 3, 2023

Matched Pairs Comparison of AY22-23 Salaries

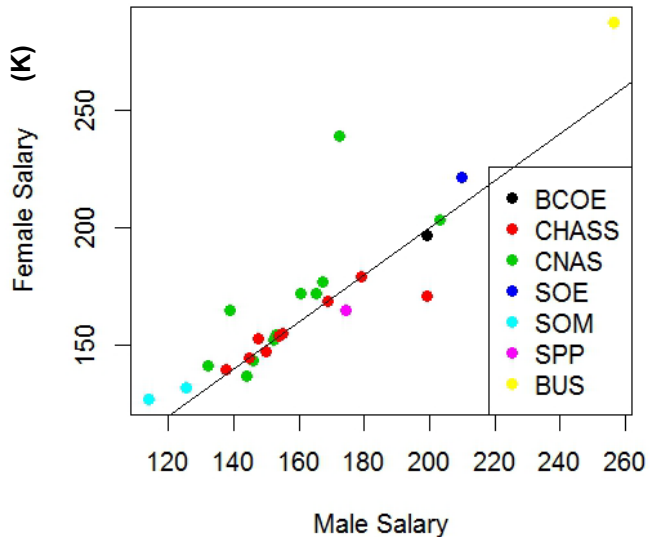
Assistant Professor Matches



Associate Professor Matches



Full Professor Matches



Each point in these plots corresponds to a match of faculty with respect to department, rank, and step.

The matched faculty differ with respect to their gender.

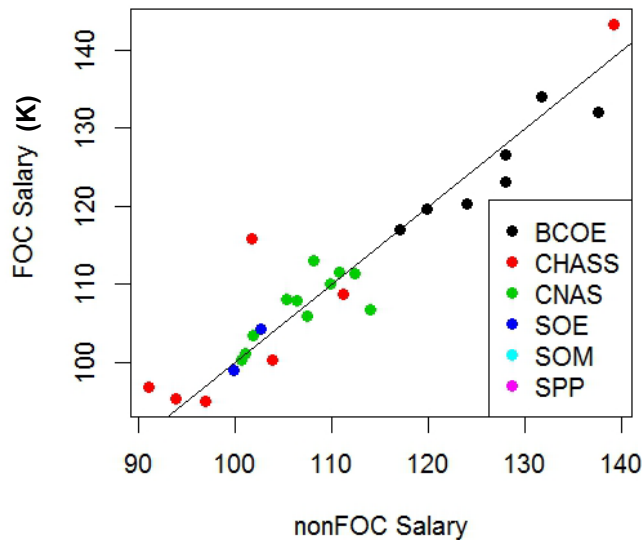
The points plot the female salary versus the male salary.

Averages over females and males are plotted when there is more than one available.

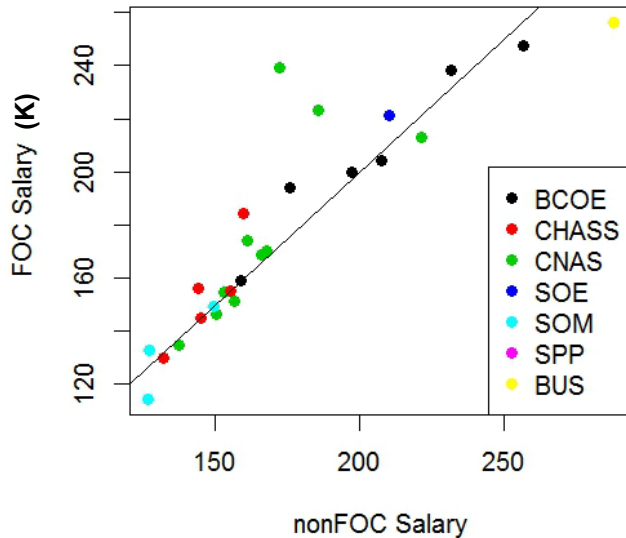
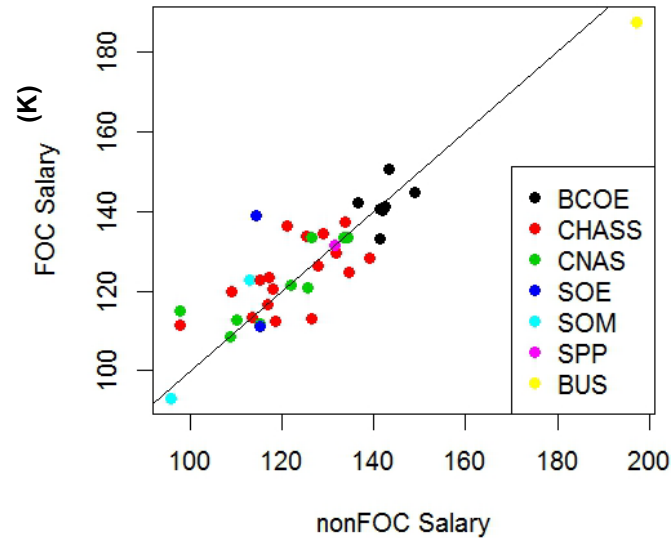
The reference line is the 45-degree line to show which salary is higher. Symmetric scatter about the 45-degree line would suggest there is not a structural bias at UCR in the faculty salaries with respect to female versus male.

Matched Pairs Comparison of AY22-23 Salaries

Assistant Professor Matches



Associate Professor Matches



Each point in these plots corresponds to a match of faculty with respect to department, rank, and step.

The matched faculty differ with respect to being Faculty of Color (FOC) or not Faculty of Color (nonFOC).

The points plot FOC salary versus the nonFOC salary.

Averages over FOC and nonFOC are plotted when there is more than one available.

The reference line is the 45-degree line to show which salary is higher. Symmetric scatter about the 45-degree line would suggest there is not a structural bias at UCR in the faculty salaries with respect to FOC versus nonFOC.