AY26-27 UCR Salary Equity Program
UCR Academic Personnel Office
5/26/2026

Abstract

This memo describes the AY26-27 salary equity program that will provide salary equity adjustments for 87 Senate ladder-rank faculty members who had AY25-26 salaries that were 5% or more below their projected median salary. The adjustments add a total of $395,218 to the campus-wide cost of faculty salaries and benefits. This memo summarizes the AY26-27 salary equity plan and points out where the methodology used differs from the methodology used for the AY24-25 salary equity plan.

1. Motivation and Purpose

The UCR salary equity program for Senate ladder-rank faculty members is intended to: a) identify faculty whose professorial academic-year salaries are below expectations relative to *comparable UCR peers* and for which there is no explanation that would offer justification, and b) subject to budget availability, make adjustments to bring those salaries closer to expectations. The program defines comparable UCR peers as UCR faculty in the same area/discipline, in the same professorial series, and who are at the same rank and step. Defined this way, the only reason that salaries would differ for comparable UCR peers is because of differences in their respective off-scale salary components. Off-scale salary component differences can arise because of different initial appointment times, additional off-scale treatment during M/P reviews, and/or retention actions.

2. Calculation of Predicted Median Salaries

2.1 Data Set

The AY25-26 salaries (base plus off-scale) for 940 faculty members comprised the initial data set used to construct a statistical regression model. The data set was subject to the following exclusions: 1) full-time faculty administrators, 2) above-scale faculty members, and 3) Business school faculty members who are addressed separately as described below. The resulting data set had 820 faculty members. Salaries for faculty members with fiscal year appointments were converted to 9-month salaries by dividing by 1.16, per APM-600-18.

The statistical regression model predicts the median salary that would be expected for UCR faculty members based on their discipline (department), their type of professor (professor series versus professor of teaching series), their rank, and their step. The predicted median salary has the interpretation that half of the faculty members with appointments of the same type, within the same discipline, and at that same rank and step could be expected to have a higher salary, and half a lower salary.

A new feature in this salary equity program cycle for SPP was to create two virtual subdisciplines of faculty based on whether their expertise was within Economics fields. The rationale for this is based on the different salaries used within UC for faculty with Business, Engineering and Economics backgrounds. As in the previous program cycle, the five BCOE departments were coalesced into two virtual departments corresponding to CSE and non-CSE faculty.

2.2 Statistical Regression Model

2.2.1 BCOE, CHASS, CNAS, SOE, SOM, SPP

The natural logarithm of the faculty salaries was used as the dependent variable in a multiple regression model. The explanatory variables in the model were department, professor series, rank, and step, all of which were coded as categorical variables. The step variable was nested within rank, and the professor type variable was variable across colleges. There were 67 model degrees of freedom, and the R-square value of the fit was 0.94. Residual plots looked satisfactory and confirmed a satisfactory model fit.

The regression model provides a predicted mean for the logarithm of the salary. Exponentiation of the predicted mean results in the predicted median salary for faculty, as a function of their department, professor type, rank, and step. Faculty members with current salaries less than their predicted median were identified for consideration of salary equity adjustments.

2.2.2 Business

The School of Business is organized as one department but with five substantially different areas with respect to external market factors. The areas are accounting, marketing, finance, supply chain, and management. A multiple regression model was separately fit to the natural logarithm of faculty salaries for the 36 faculty in the school of business. The regression model had the same explanatory variables used in the AY24-25 analysis. Namely, 1) base salary for rank and step from Table 3 of the UC salary tables, 2) the 90^{th} percentile salaries from a national survey of business school salaries, by rank and area, conducted by the Association to Advance Collegiate Schools of Business (AACSB), and 3) professor type, and 4) the number of publications in top journals (see the AY24-25 report for additional information).

The R-squared score of the Business school regression model was .95 and in line with model for the rest of the campus. As with the other colleges/schools, faculty members with current salaries less than their predicted median were identified for consideration of equity adjustments, but Business capped the increases at $10K.

3. Faculty Not Making Normative Progress

Faculty members who met one of the following conditions were identified as making progress that was not normative progress (NNP):

1. Associate Professor rank for 12+ years, or
2. Professor below Step VI for 18+ years, or
3. Professor at Step VI/VII/VII/IX for 6+/7+/8+/9+ years

A total of 48 of the 820 faculty members were identified in the NNP group and these faculty members were excluded from consideration of salary equity adjustments.

4. Vetting

College/school specific lists of faculty that were identified for equity adjustments were sent to each Dean. The Deans were asked to review the lists and determine if there were any reasons to remove faculty from those lists, and if so, to provide a narrative explanation. No faculty members were removed by any of the Deans other than cases where a retention offer was accepted during AY23-224.

5. Adjustment Plan

Table 1 shows the the salary equity program that the campus budget allowed. With this plan, all faculty members whose salary is more than 5% below their predicted median will receive a salary equity adjustment. The salary equity program will impact 87 faculty members and cost $395,218 of additional permanent funding to the colleges/school budgets.

Adjustment Plan	Faculty	Salary Cost ($)	Benefits Cost ($) @ 39.1%	Total Cost ($)
5%	87	284,125	111,093	395,218

Table 1. Faculty Impacted and Cost of Adjustment Scenarios

Table 2 shows how the number of faculty impacted distributes over gender and ethnicity, and Table 3 shows the same information with respect to college/school.

Adjustment Plan	*N*		Gender		Ethnicity Category						
		Female	Male	Unknown	Alaskan/ American Indian	Asian	Black/African American	Hispanic	2 or more	White	Unknown
5%	87	28	54	5	1	27	1	8	2	40	8
		32.2%	62.1%	5.7%	1.1%	31.0%	1.1%	9.2%	2.2%	46.0%	9.2%
CAMPUS		**35.3%**	**54.6%**	**10.1%**	**1.1%**	**28.8%**	**4.5%**	**9.6%**	**3.3%**	**46.0%**	**6.7%**

Table 2. Demographics of Faculty Impacted by Adjustment Scenarios

Adjustment Plan		Colleges/Schools						
		BCOE	Business	CHASS	CNAS	SOE	SOM	SPP
5%	Cost	63,583	41,730	166,542	86,081	14,464	1,721	21,099
	N=87	15	3	37	21	5	2	4
	PCT	17.2%	3.4%	42.5%	24.1%	5.7%	2.3%	4.6%
CAMPUS		**16.2%**	**4.3%**	**36.0%**	**33.8%**	**3.5%**	**3.9%**	**2.1%**

Table 3. Faculty Impacted by Adjustment Scenarios by College/School

6. Implementation

The salary equity adjustments received by faculty members will be rounded up to the next highest multiple of one hundred dollars. All salary equity adjustments for faculty members will be effective 10/1/2026.

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