

**UCR LADDER RANK FACULTY
SALARY COMPARISON
2004**

FULL PROFESSORS

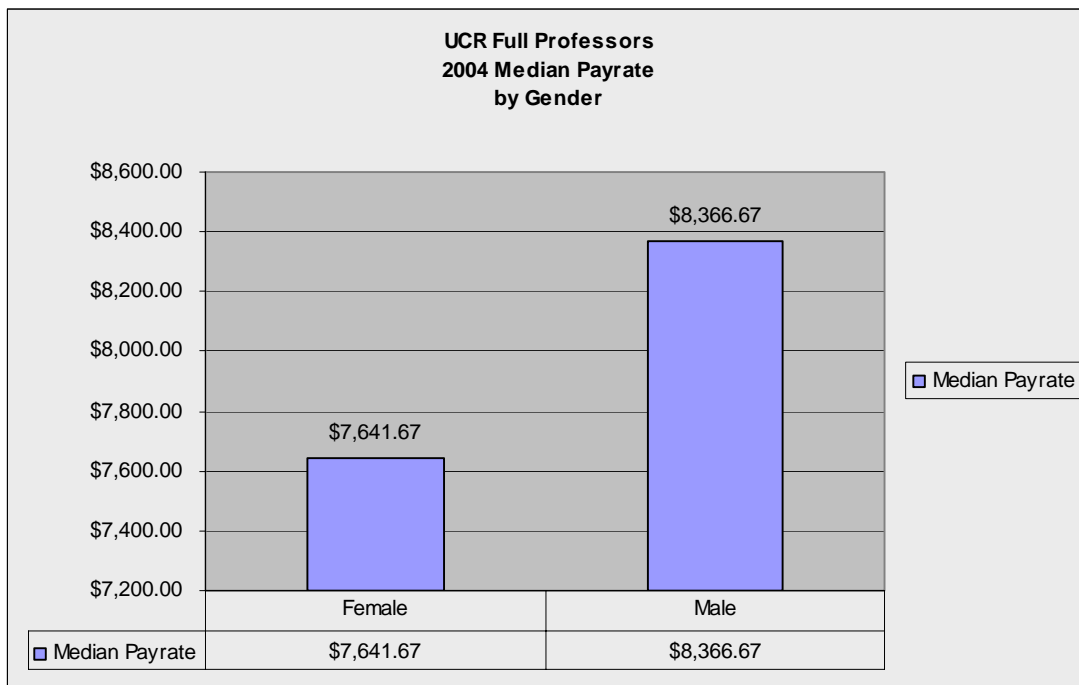
UCR 2004 FULL PROFESSOR HEADCOUNT

Category	2004	
	Count	%
ETHNICITY		
White	257	80.3%
Black	6	1.9%
Hispanic	9	2.8%
Asian	43	13.4%
AmInd	1	0.3%
Unknown	4	1.3%
Total	320	100.0%
GENDER		
Male	263	82.2%
Female	57	17.8%
Total	320	100.0%
WHITE/NONWHITE		
White	257	80.3%
AllMins	59	18.4%
Unknown	4	1.3%
Total	320	100.0%

SALARIES

GENDER COMPARISON

In 2004, the median monthly earnings of all Full Professors at UCR were \$8250.00 per month or \$99000.00 per year.



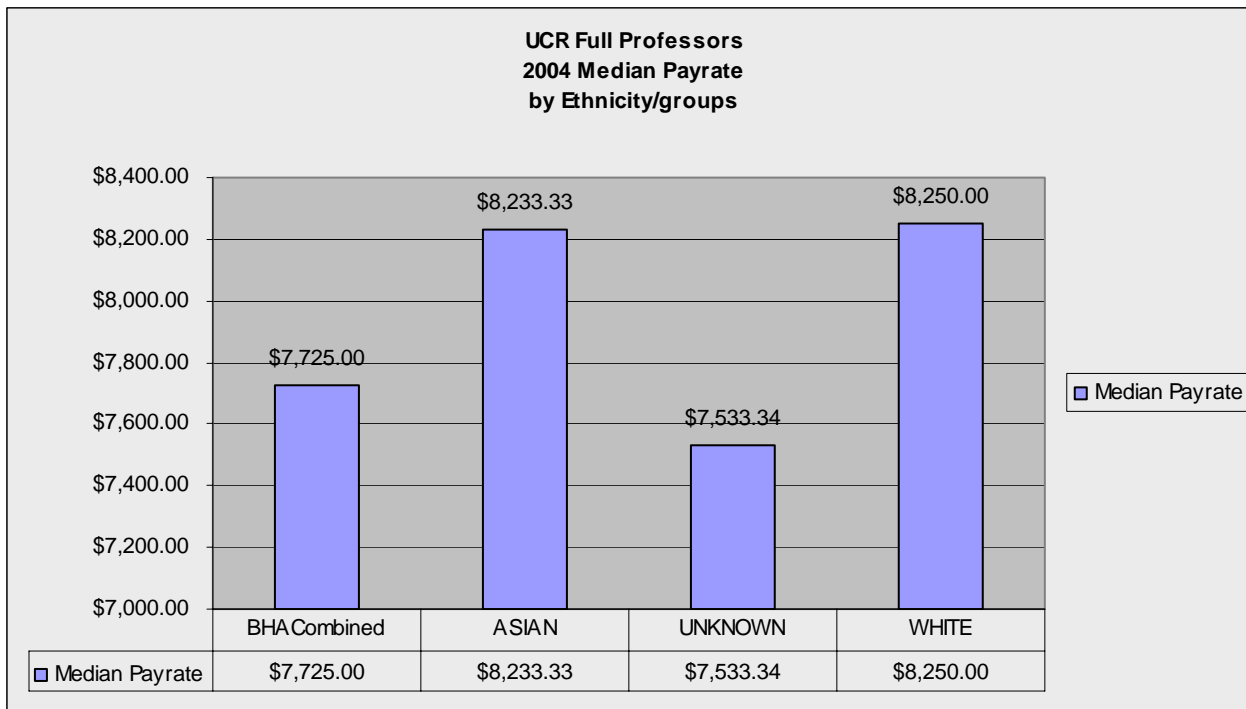
The gap between male and female median monthly salaries is \$725.00 per month or \$8700 per year.

Data Source: PPS Data as of 6/30/04

Reporting source: UCR Office of Faculty & Staff Affirmative Action (3/05)

ETHNICITY COMPARISON

At the median, Whites are the highest paid Full Professors of all ethnic groups in 2004, with a median monthly salary of \$8250 followed by Asians at \$8233.33. The median monthly salaries of Blacks, Hispanics and American Indians combined (BHACombined) is \$7725.00. At the median, the gap between White Full Professors and BHACombined is \$525 per month or \$6300 per year.



Data Source: PPS Data as of 6/30/04

Reporting source: UCR Office of Faculty & Staff Affirmative Action (3/05)

ASSOCIATE PROFESSORS

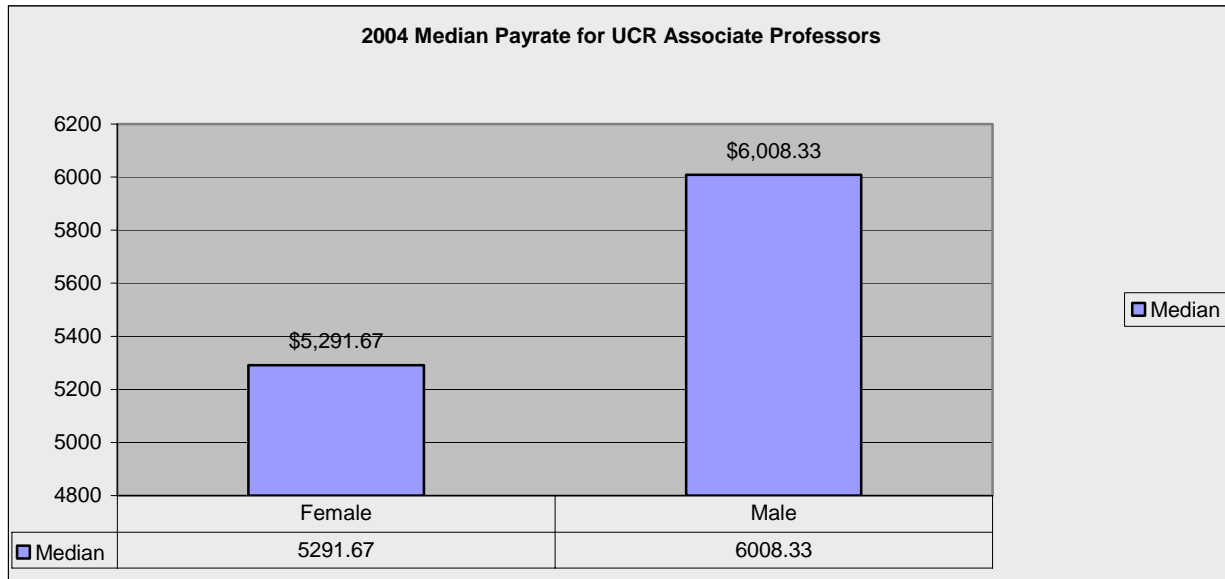
UCR 2004 ASSOCIATE PROFESSOR HEADCOUNT

	2004	
ETHNICITY	Count	%
White	78	69.6%
Black	1	0.9%
Hispanic	6	5.4%
Asian	26	23.2%
Amlnd	1	0.9%
Unknown	0	0.0%
	112	100.0%
GENDER	Count	%
Male	75	67.0%
Female	37	33.0%
	112	100.0%
WHITE/NONWHITE	Count	%
AllMins	34	30.4%
White	78	69.6%
Unknown	0	0.0%
	112	100.0%

SALARIES

GENDER COMPARISON

In 2004, the median monthly earnings of Associate Professors at UCR were \$5616.67 per month or \$67400.04 per year.



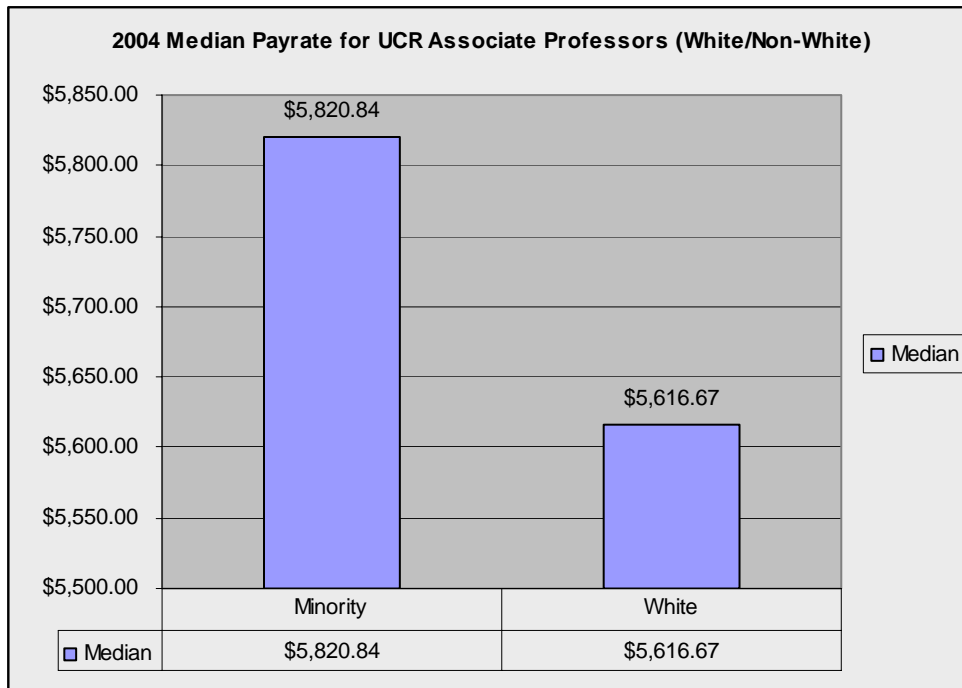
The gap between males and females median monthly salaries is \$716.66 per month or \$8599.92 per year.

Data Source: PPS Data as of 6/30/04

Reporting source: UCR Office of Faculty & Staff Affirmative Action (3/05)

ETHNICITY COMPARISON

The sample size for Black and Amer-Ind Associate Professors is too small to consider the median payrate separately for each ethnicity. The table below compares the median payrate of Whites to Non-Whites. The gap between Non-Whites and Whites is \$204.17 per month or \$2450.04 per year



ASSISTANT PROFESSORS

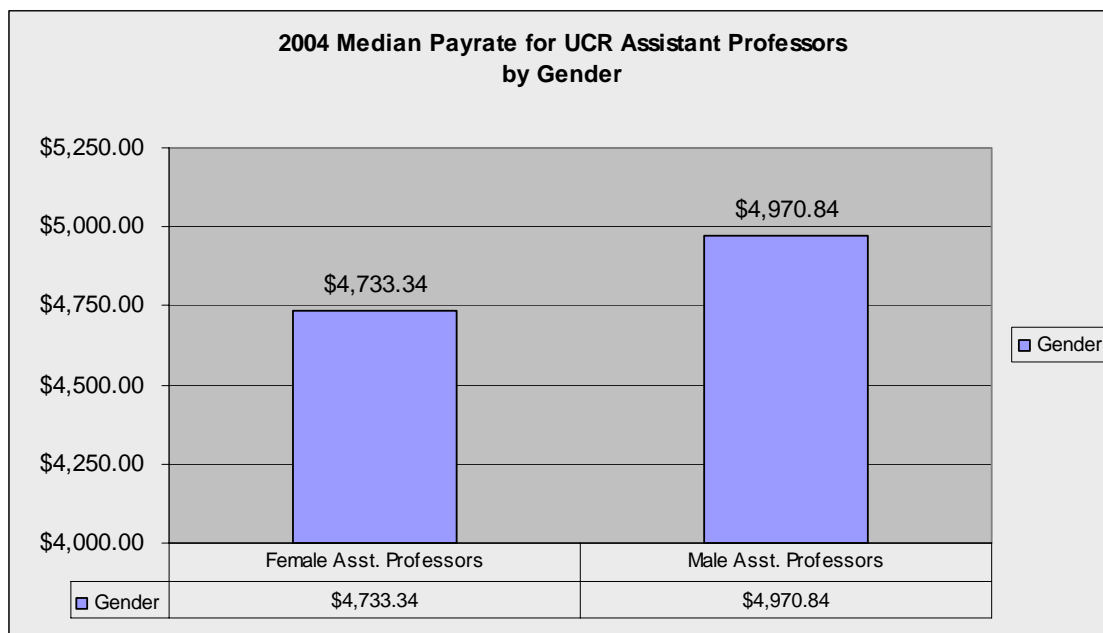
UCR 2004 ASSISTANT PROFESSOR HEADCOUNT

2004		
Gender	Count	%
Male	104	65.0%
Female	56	35.0%
	160	100.0%
Ethnicity	Count	%
White	97	60.6%
Black	7	4.4%
Hispanic	12	7.5%
Asian	36	22.5%
AmInd	2	1.3%
Unknown	6	3.8%
	160	100.0%
All	Count	%
White	97	60.6%
AllMins	57	35.6%
Unknown	6	3.8%
	160	100.0%

SALARIES

GENDER COMPARISON

In 2004, the median monthly earnings of Assistant Professors at UCR were \$4854.17 per month or \$58250.04 per year



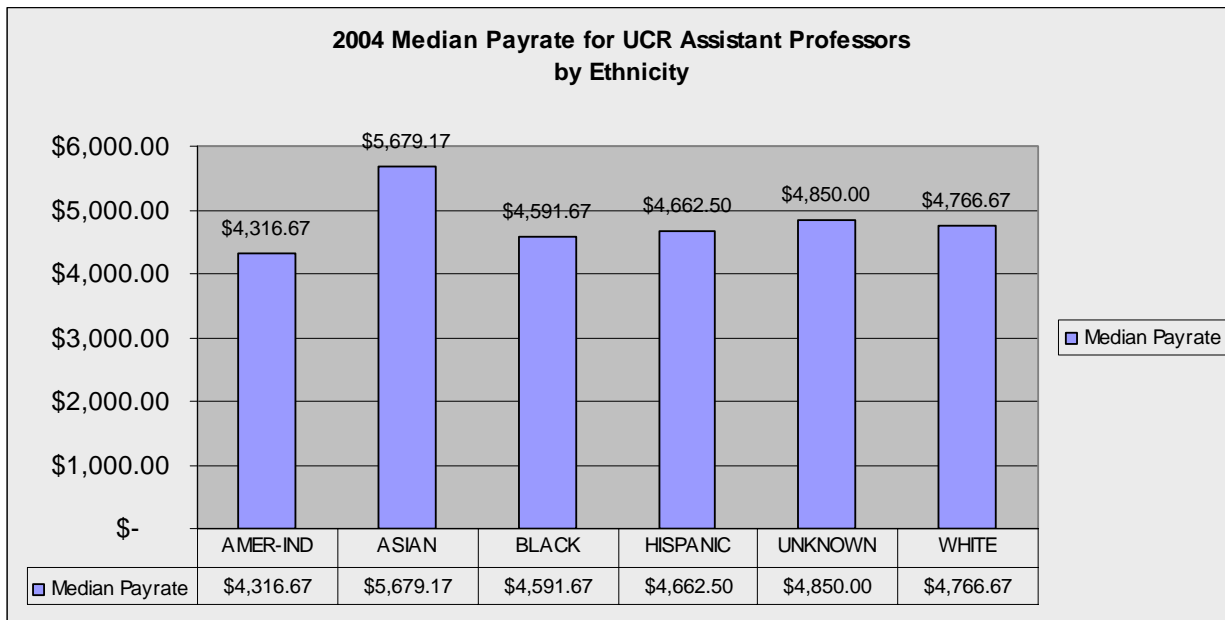
The gap between male and female median monthly salaries is \$237.50 per month or \$2850 per year.

Data Source: PPS Data as of 6/30/04

Reporting source: UCR Office of Faculty & Staff Affirmative Action (3/05)

ETHNICITY COMPARISON

Asians are the highest paid Assistant Professors of all ethnic groups in 2004. There is a substantial gap between the median monthly salaries of Asians and the remaining protected groups combined. At the median, Asian Assistant Professors earned over \$1,129.17 or \$13, 549.98 per year more than Blacks, Hispanics and American Indians combined. The median monthly earnings for Asians at the Assistant Professor level are also higher than Whites by \$912.50 per month or \$10, 950 per year. The gap in wages is likely attributable to the discipline in which the Assistant Professor is hired however, further analysis is needed in order to explain this gap.



Data Source: PPS Data as of 6/30/04

Reporting source: UCR Office of Faculty & Staff Affirmative Action (3/05)