

### Salary Regression Source Data

Wage data were compiled for General Campus, Scripps Institution of Oceanography and School of Medicine ladder rank faculty from the Distribution of Payroll Expenditure module of the campus payroll and personnel system for the period of July 1, 1997 through June 30, 2000.

These data were grouped into the following components to facilitate analysis.

	General Campus and SIO	School of Medicine
Base salary	Regular pay received for the professorial appointment and sabbatical pay, if any	X (base salary scale) X' (retirement factor of 1.30 of X) Y' (additional covered compensation)
Additional compensation	Summer salary (ninths), fellowships, Summer Session teaching, University Extension teaching	Y (negotiated) Z (clinical)

To ensure that data for all segments of the study group were comparable, some faculty appointments were excluded as shown below.

	General Campus	Scripps Institution of Oceanography	GC and SIO Total	School of Medicine	Total
Ladder rank faculty (May 2001 salary data)	686	81	<b>767</b>	<b>204</b>	<b>971</b>
<b>Exclusions</b>					
Ladder rank faculty with shared FTE in School of Medicine and General Campus departments	0	0	0	10	10
Individuals on leave without pay during entire 3 year period	3	0	3	2	5
Individuals whose appointments began 3/1/2000 or later	35	5	40	1	41
Senior Management Group (e.g., deans, provosts, etc.)	14	1	15	3	18
Lecturers with Security of Employment	13	0	13	0	13
HHMI or Ludwig investigators	2	0	2	6	8
<b>Study Group Ladder Rank Faculty</b>	<b>619</b>	<b>75</b>	<b>694</b>	<b>182</b>	<b>876</b>