

2023 Fair Pay Study Results

UCI is dedicated to creating an exemplary workplace and is committed to compensating employees fairly compared to peers and the local market.

To that end, a Fair Pay Study was conducted for UCI's non-represented staff in November of 2023. The pay of approximately 4,600 employees was compared to the pay of others doing substantially similar work, and the results were analyzed to detect any significant differences in pay. The analysis:

- Considers Federal Law, California Labor Code, and accepted rules and standards set by [Fair Pay Workplace](#).
- Evaluates pay gaps and ensures that differences in pay are not caused by gender or race and explained by job related factors such as years of experience and performance.

The overall results were positive as indicated in the table below:

Basis of Comparison	Pay Equity Gap
Gender	Women earn 99.2¢ for every \$1 earned by comparable men
White vs. Non-White	The minority earns 99.2¢ for every \$1 earned by the majority

Where warranted, UCI adjusted pay for a group of employees and took steps to improve pay practices.

Similar studies will be conducted annually to continue improving pay practices and ensure any pay disparities are addressed

Please refer to the [FAQs](#) for more information.