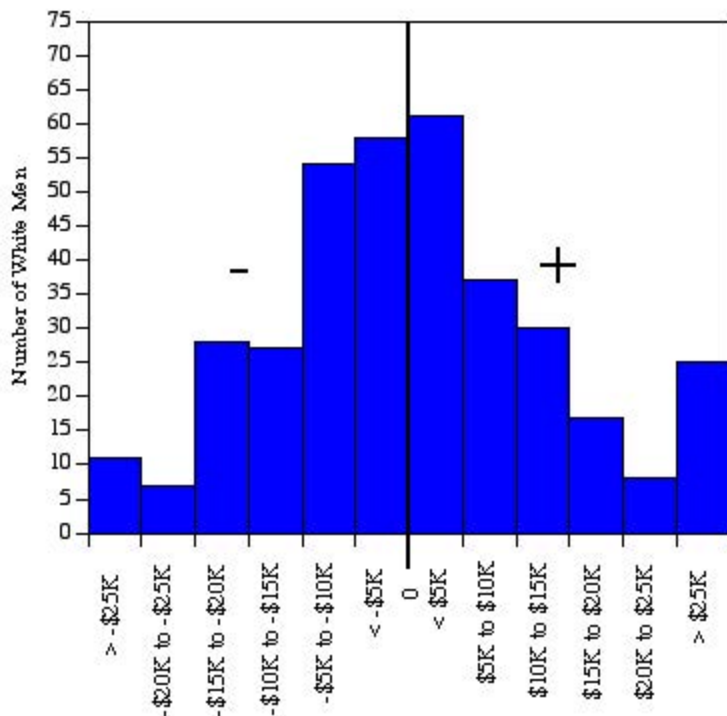


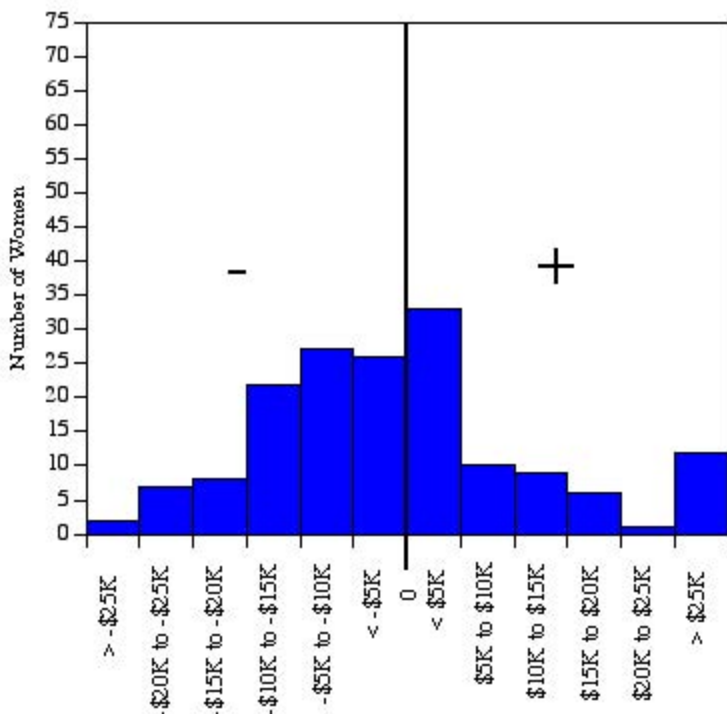
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus White Men
 October 2000 Revised



Residuals(actual salary - predicted salary) are determined separately for each academic unit. Standard error ranges from \$9,780 to \$22,662.

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel

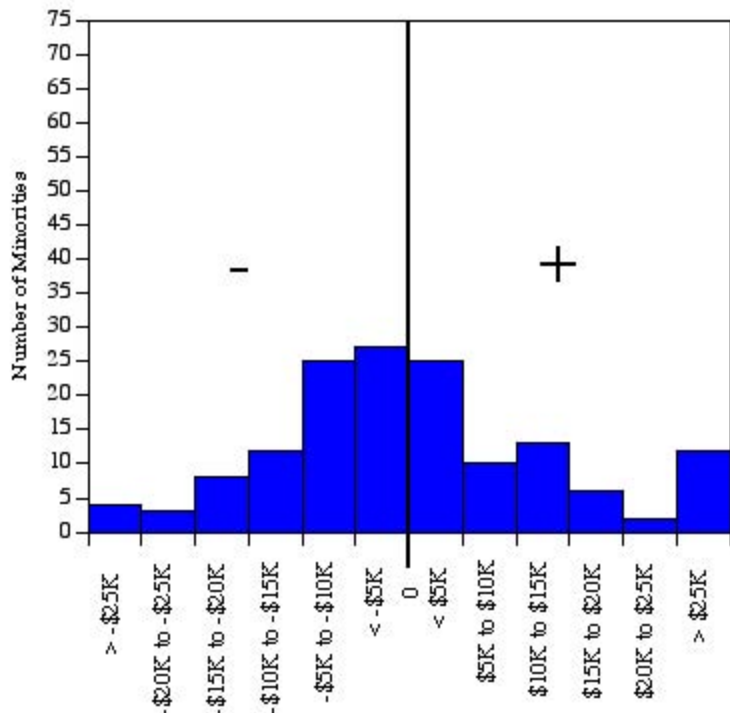
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Women
 October 2000 Revised



Residuals(actual salary - predicted salary) are determined separately for each academic unit.
 Standard error ranges from \$9,780 to \$22,662.

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Minorities
 October 2000 Revised



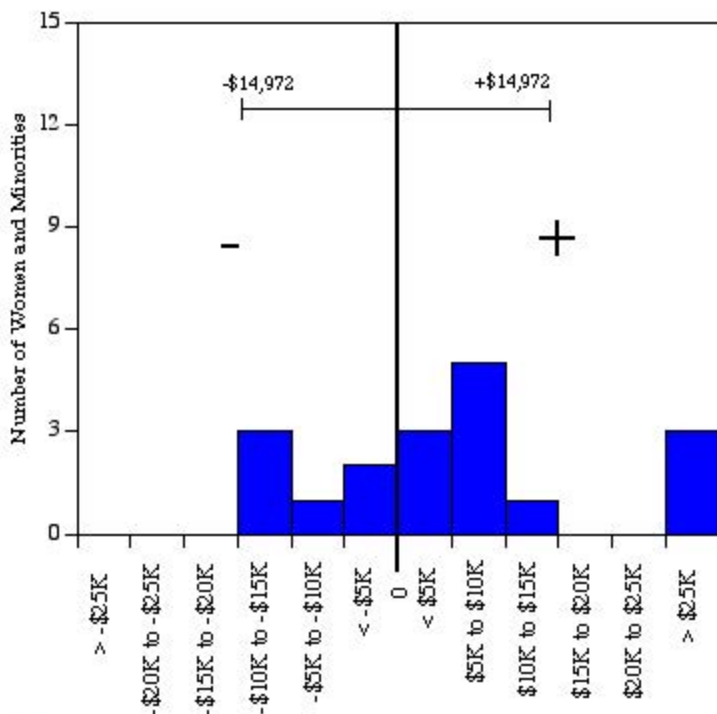
Residuals(actual salary - predicted salary) are determined separately for each academic unit. Standard error ranges from \$9,780 to \$22,662.

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel

University of California, Irvine
Ladder Rank Faculty Salary Residuals

The Claire Trevor School of the Arts: Women and Minorities

October 2000



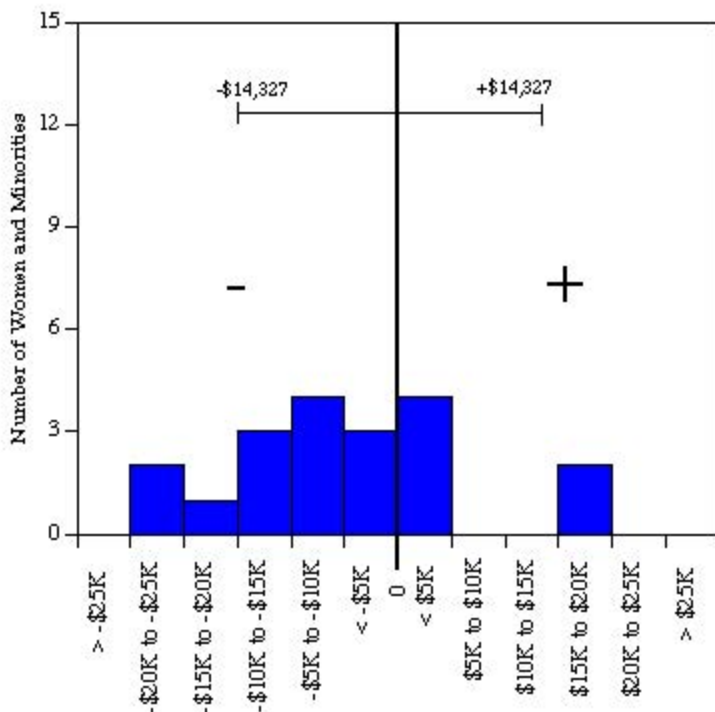
Residual = actual salary - predicted salary

Predicted salary = $\$31.70 * 10^5 + (-\$573 * (\text{year of hire})) + (\$18,747 * (\text{degree indicator})) + (-\$1,900 * (\text{degree year})) + (\$912 * (\text{year of birth}))$

Standard error = \$14,972

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 2000 Revised



Residual = actual salary - predicted salary

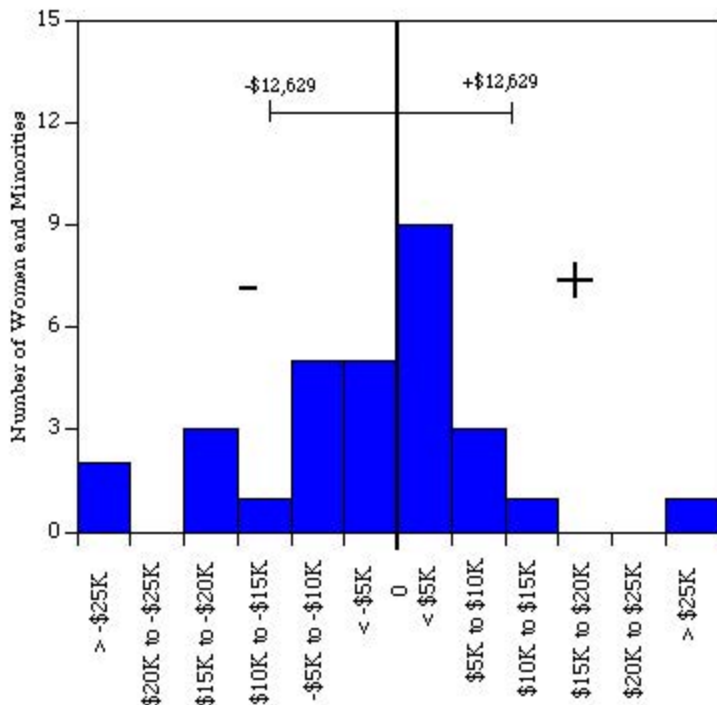
Predicted salary = $\$39.58 * 10^5 + (\$1,105 * (\text{year of hire})) + (-\$3929 * (\text{degree year})) + (\$876 * (\text{year of birth}))$

Standard error = \$14,327

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

The Henry Samueli School of Engineering: Women and Minorities

October 2000

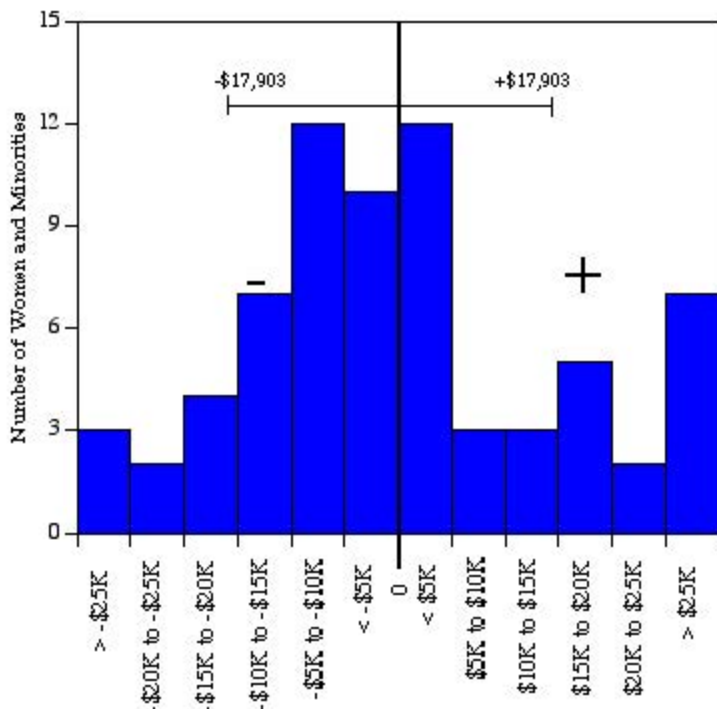


Residual = actual salary - predicted salary

Predicted salary = $\$35.81 * 10^5 + (\$798 * (\text{year of hire})) + (-\$1,477 * (\text{degree year})) + (-\$1,098 * (\text{year of birth}))$

Standard error = \$12,629

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Humanities: Women and Minorities
 October 2000



Residual = actual salary - predicted salary

Predicted salary = $\$32.20 * 10^5 + (\$829 * (\text{year of hire})) + (\$8,404 * (\text{degree indicator})) + (-\$4,936 * (\text{degree year})) + (\$2,552 * (\text{year of birth}))$

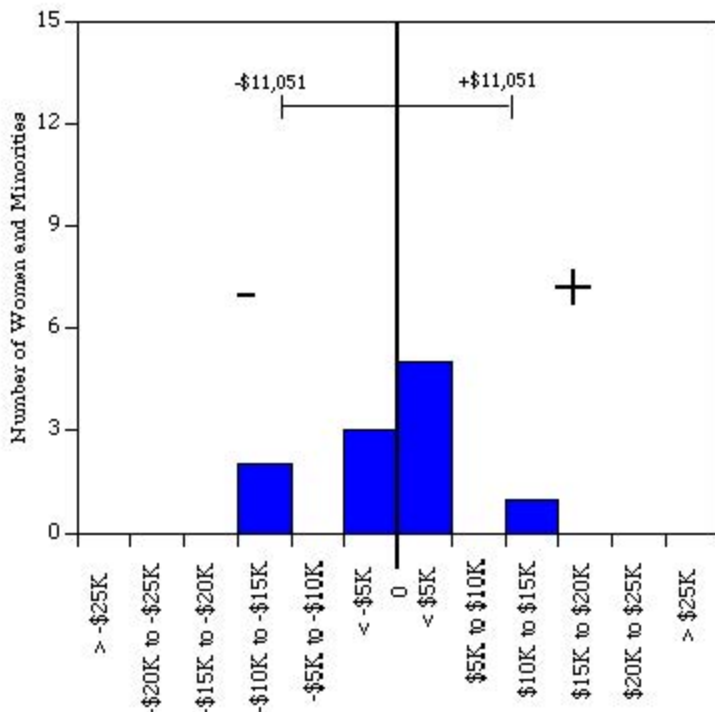
Standard error = \$17,903

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

University of California, Irvine
Ladder Rank Faculty Salary Residuals

Information & Computer Science: Women and Minorities

October 2000



Residual = actual salary - predicted salary

Predicted salary = $\$30.25 * 10^5 + (\$63 * (\text{year of hire})) + (-\$666 * (\text{degree year})) + (-\$889 * (\text{year of birth}))$

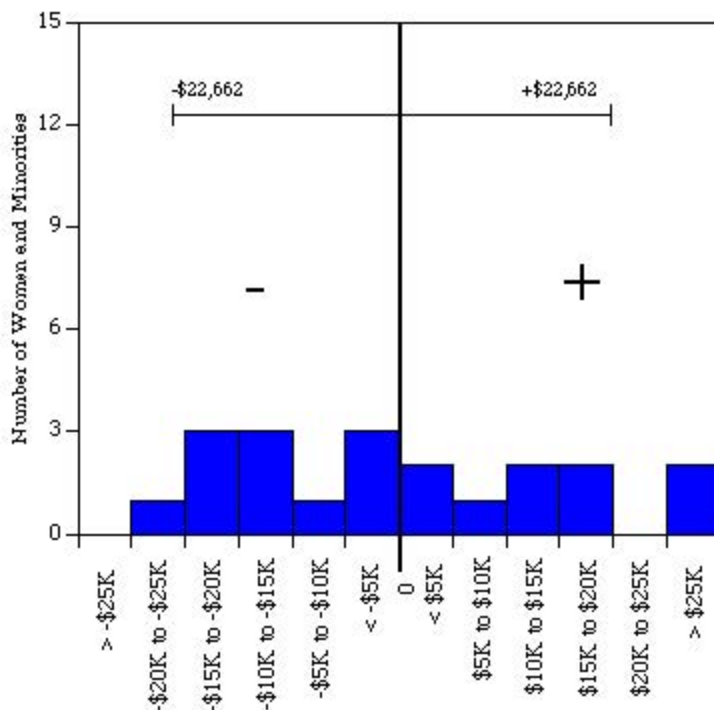
Standard error = \$11,051

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals

Graduate School of Management: Women and Minorities

October 2000



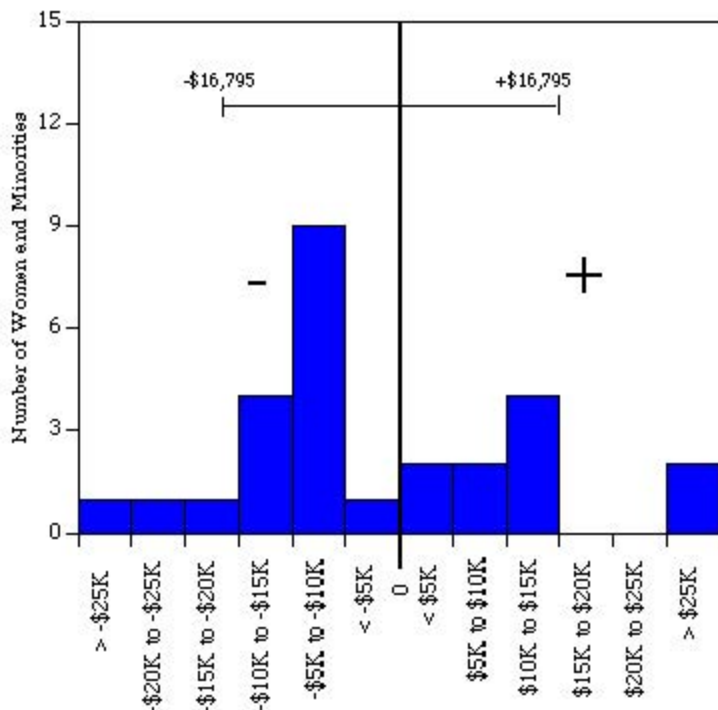
Residual = actual salary - predicted salary

Predicted salary = $\$17.87 * 10^5 + (\$87 * (\text{year of hire})) + (-\$1,342 * (\text{degree year})) + (\$400 * (\text{year of birth})) + (\$16,479 * (\text{degree indicator}))$

Standard error = \$22,662

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Physical Sciences: Women and Minorities
 October 2000



Residual = actual salary - predicted salary

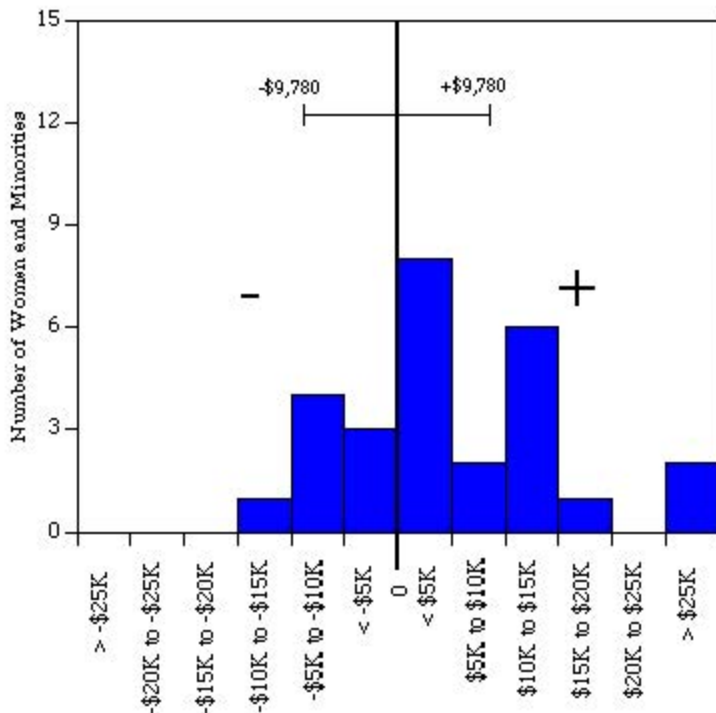
Predicted salary = $\$30.49 * 10^5 + (\$421 * (\text{year of hire})) + (-\$2,477 * (\text{degree year})) + (\$568 * (\text{year of birth}))$

Standard error = \$16,795

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Ecology: Women and Minorities

October 2000



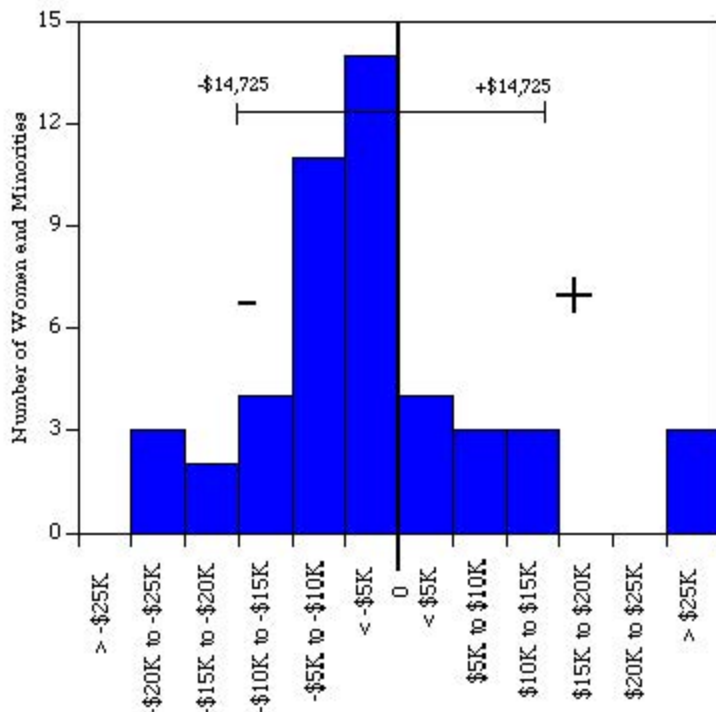
Residual = actual salary - predicted salary

Predicted salary = $\$32.6 * 10^5 + (-\$129 * (\text{year of hire})) + (-\$1,823 * (\text{degree year})) + (\$352 * (\text{year of birth}))$

Standard error = \$9,780

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Sciences: Women and Minorities
 October 2000



Residual = actual salary - predicted salary

Predicted salary = $\$31.75 * 10^5 + (\$1,024 * (\text{year of hire})) + (-\$3,347 * (\text{degree year})) + (\$772 * (\text{year of birth}))$

Standard error = \$14,725

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.