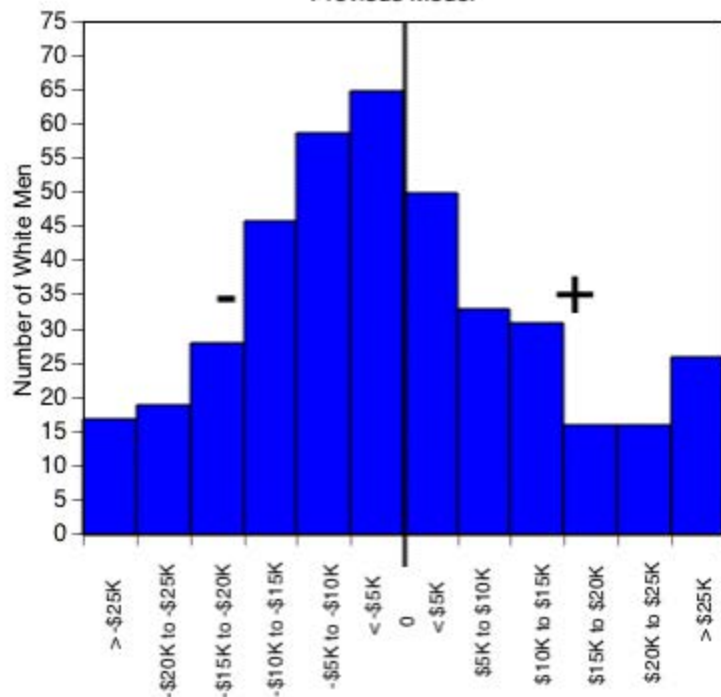


University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus: White Men
 October 2003

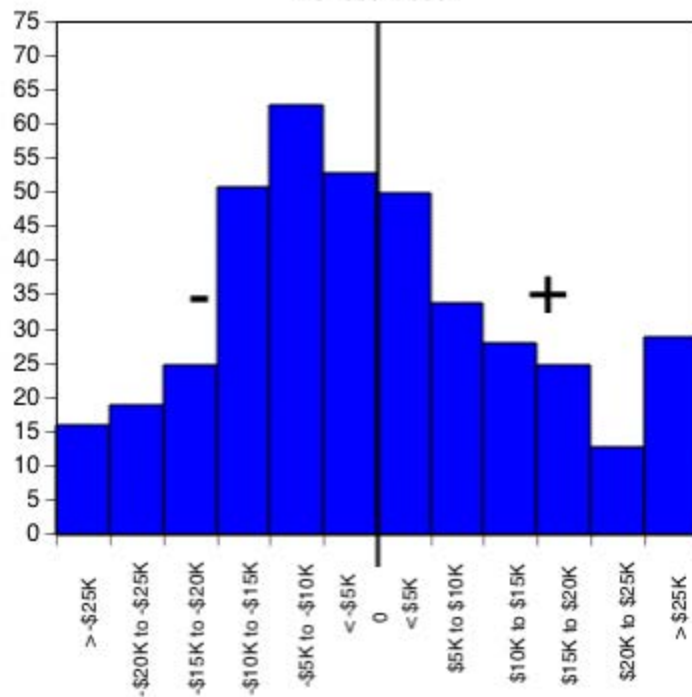
Previous Model



Residuals are calculated separately for each academic unit.

Standard error ranges between \$ 9,395 and \$21,800.

Revised Model



Residuals are calculated separately for each academic unit.

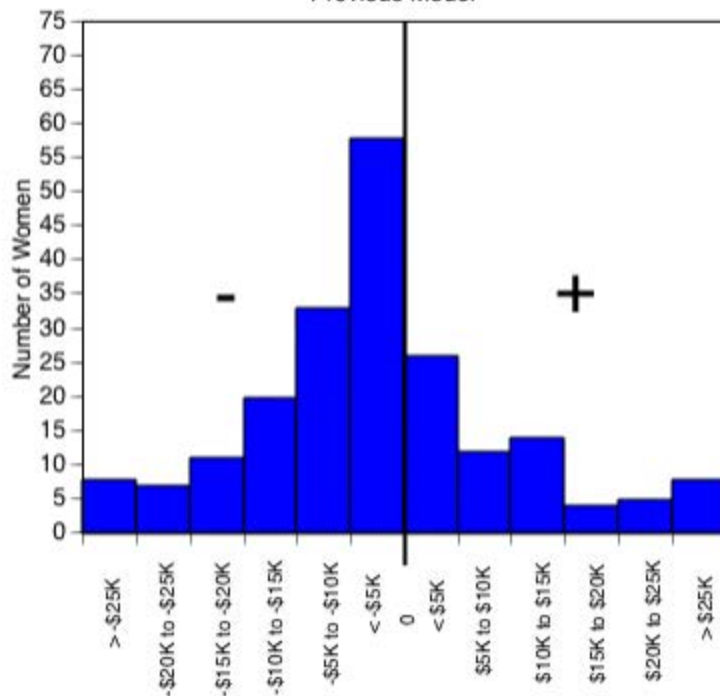
Standard error ranges between \$ 9,414 and \$21,907.

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus: Women
 October 2003

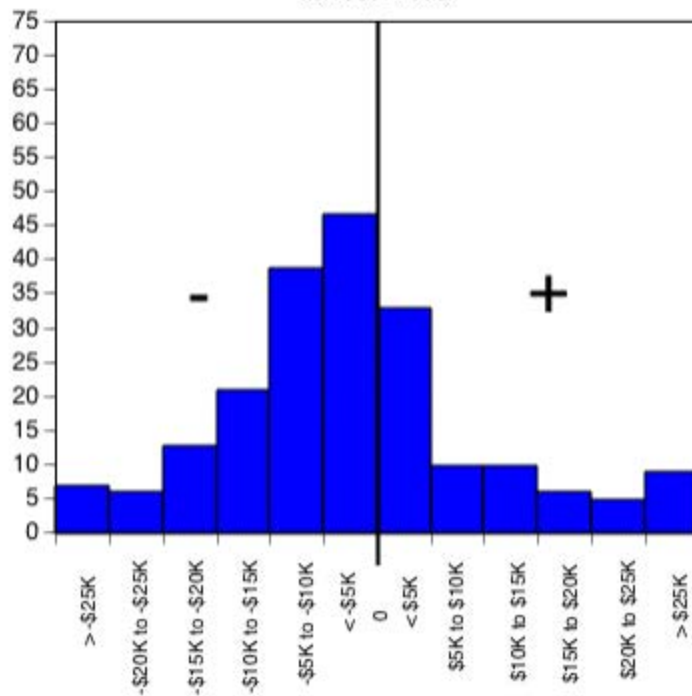
Previous Model



Residuals are calculated separately for each academic unit.

Standard error ranges between \$ 9,395 and \$21,800.

Revised Model



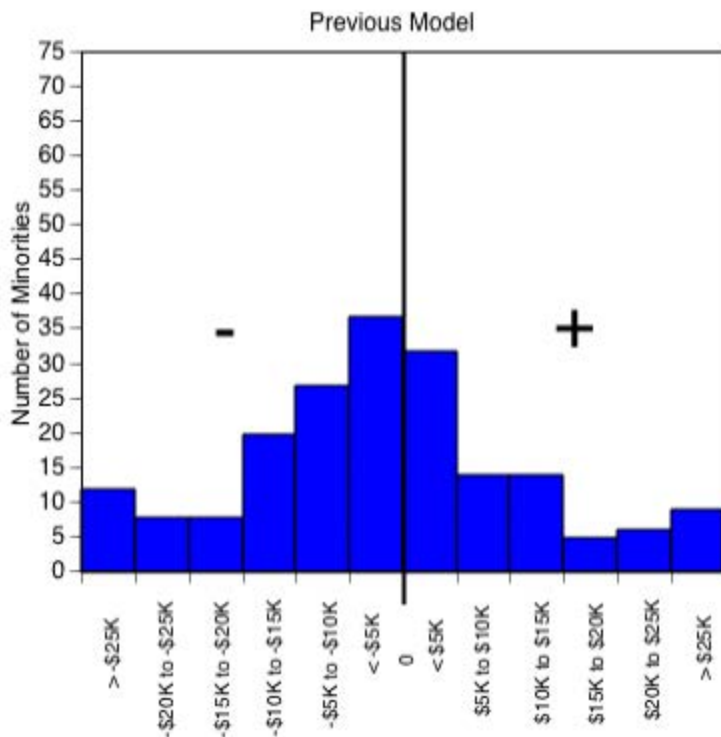
Residuals are calculated separately for each academic unit.

Standard error ranges between \$ 9,414 and \$21,907.

Residual = actual salary - predicted salary

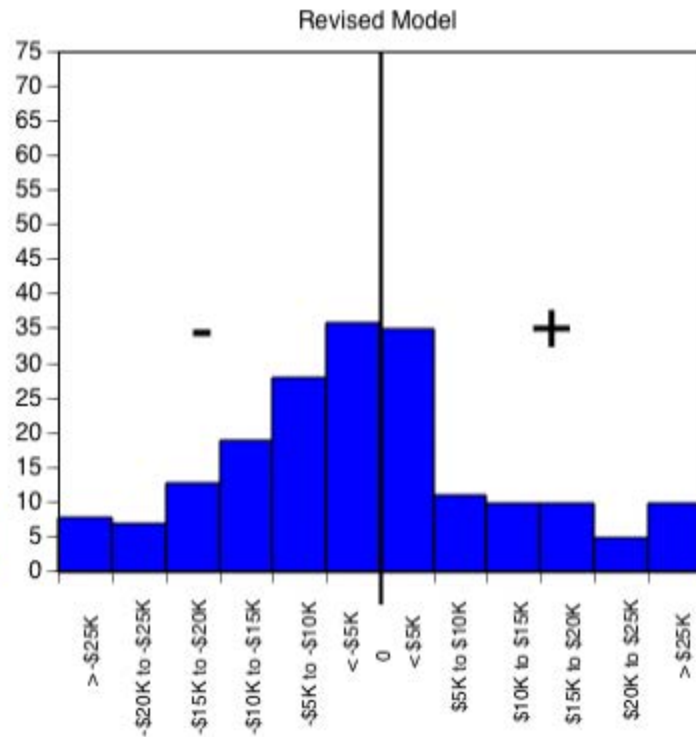
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus: Minorities
 October 2003



Residuals are calculated separately for each academic unit.

Standard error ranges between \$ 9,395 and \$21,800.



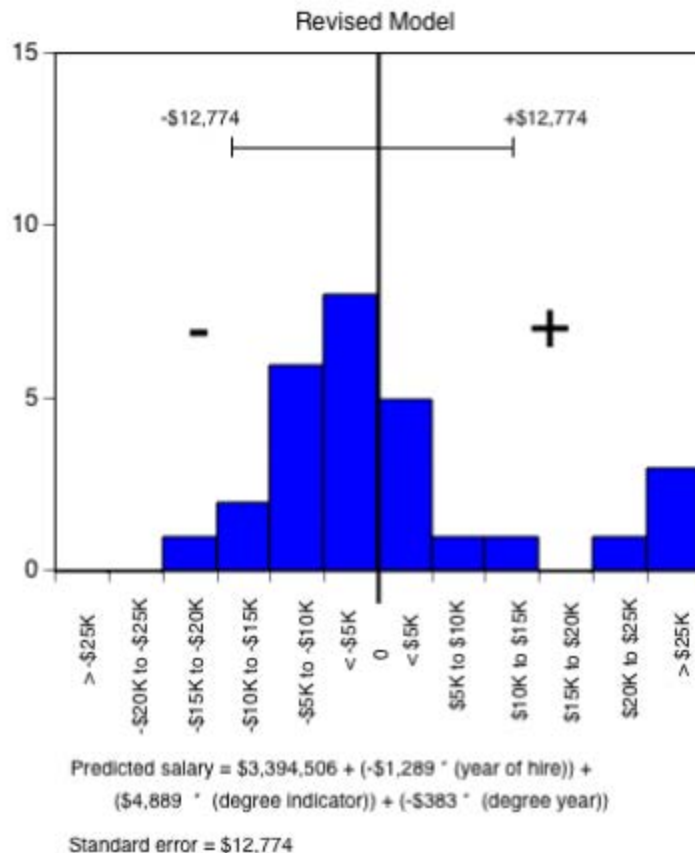
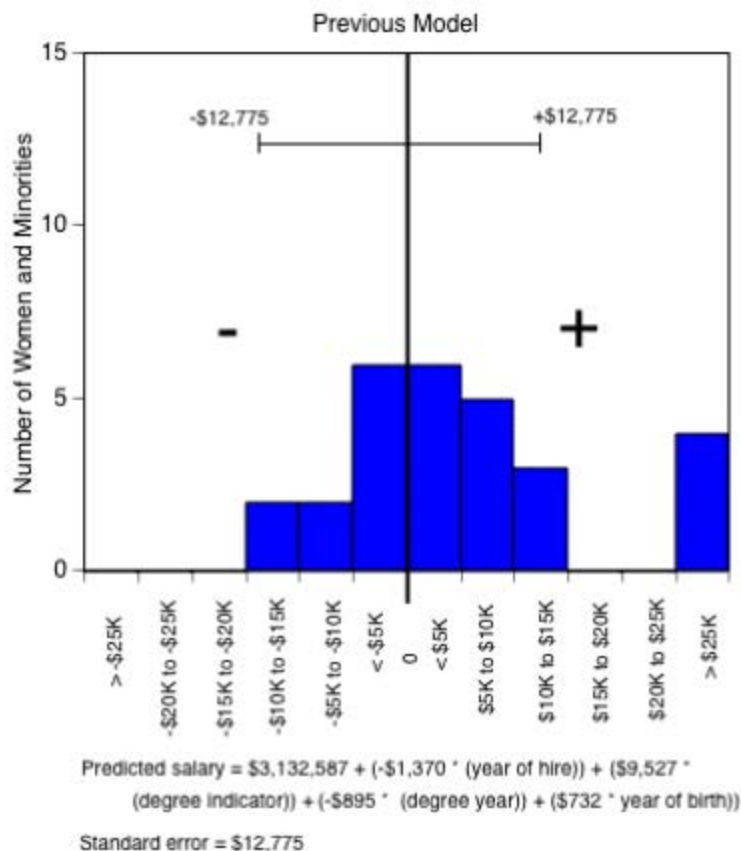
Residuals are calculated separately for each academic unit.

Standard error ranges between \$ 9,414 and \$21,907.

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts: Women and Minorities
 October 2003

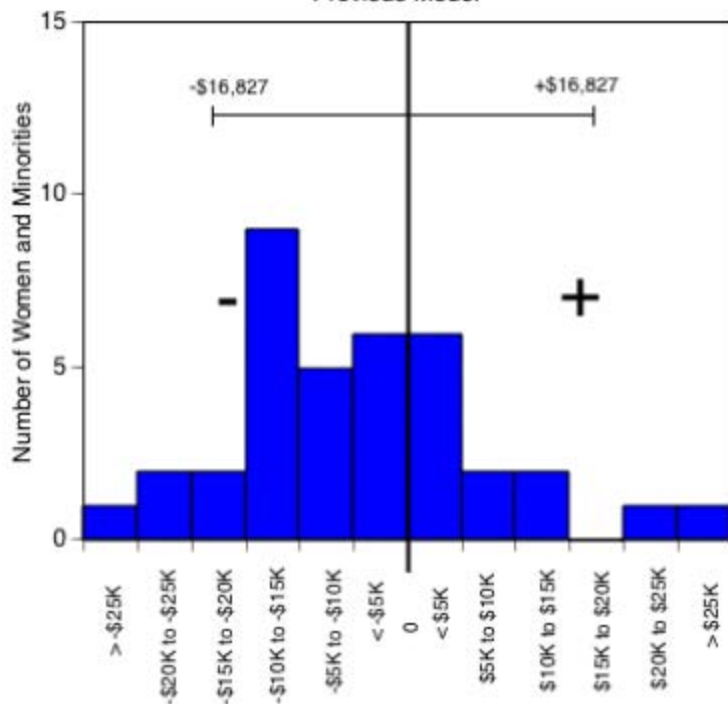


Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 2003

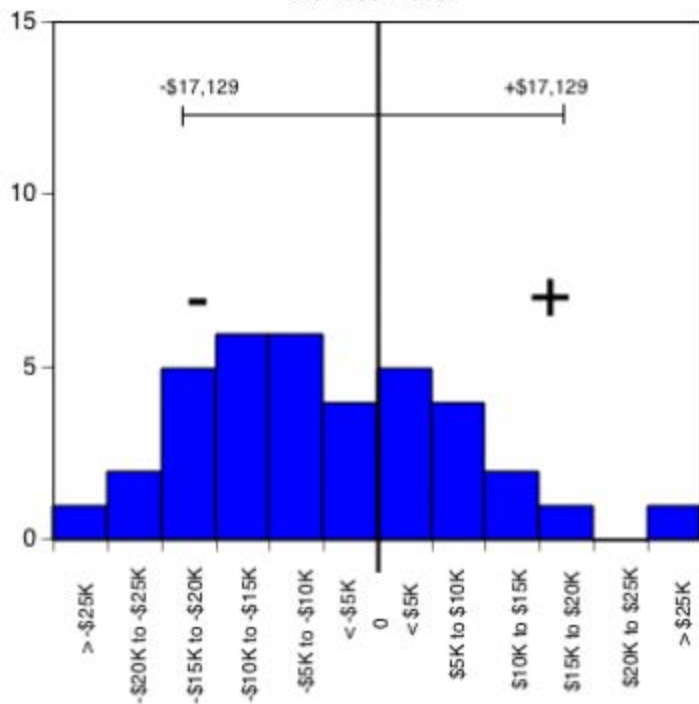
Previous Model



Predicted salary = $\$3,639,956 + (\$1,213 \cdot (\text{year of hire})) + (-\$4,803 \cdot (\text{degree year})) + (\$1,820 \cdot \text{year of birth})$

Standard error = \$16,827

Revised Model



Predicted salary = $\$4,038,482 + (\$1,268 \cdot (\text{year of hire})) + (-\$3,265 \cdot (\text{degree year}))$

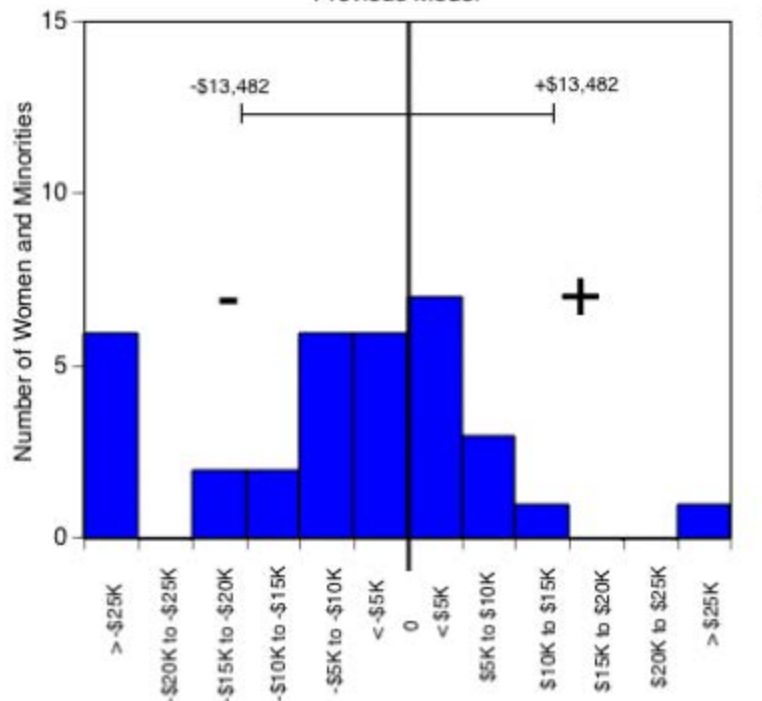
Standard error = \$17,129

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Engineering: Women and Minorities
 October 2003

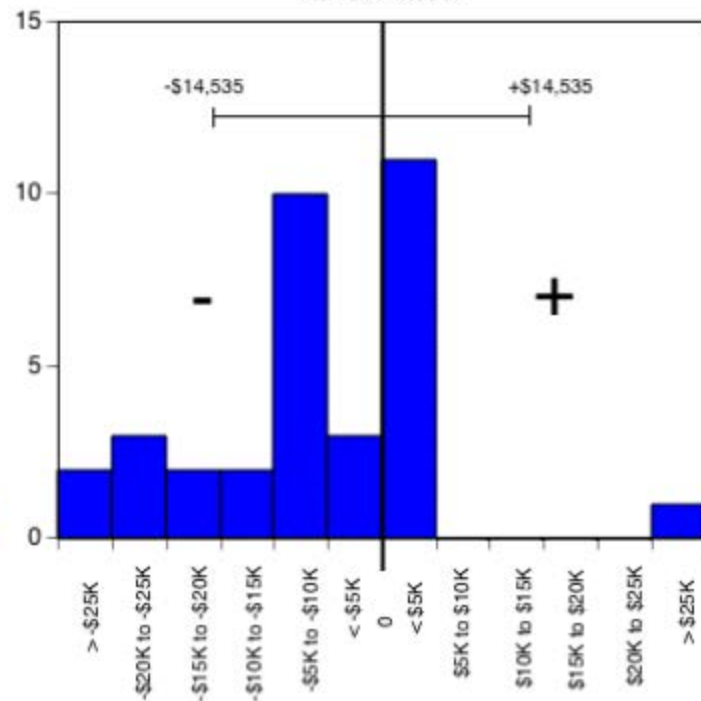
Previous Model



Predicted salary = $\$3,268,451 + (\$1,730 \cdot (\text{year of hire})) + (\$37,168 \cdot \text{degree indicator}) + (-\$1,494 \cdot (\text{degree year})) + (-\$1,903 \cdot \text{year of birth})$

Standard error = \$13,482

Revised Model



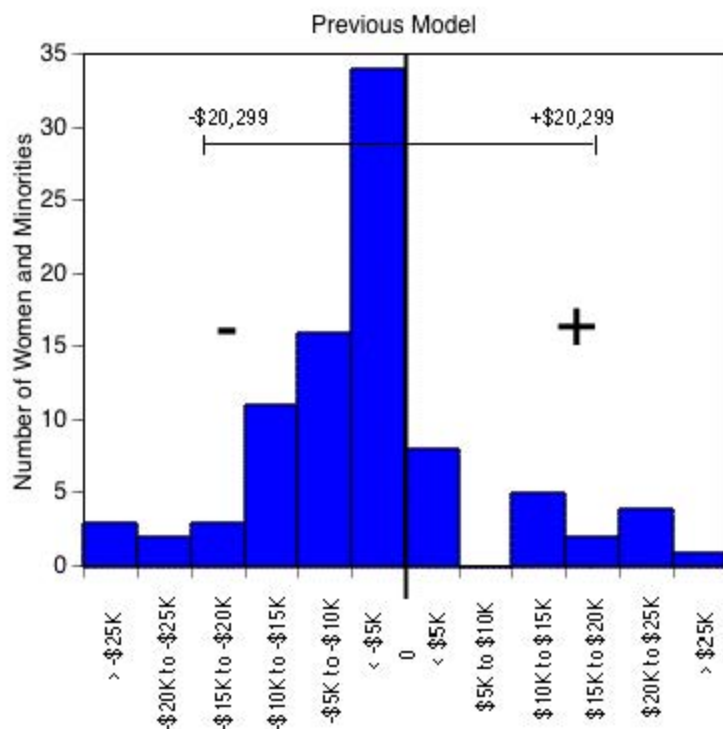
Predicted salary = $\$3,021,649 + (\$1,619 \cdot (\text{year of hire})) + (\$39,231 \cdot \text{degree indicator}) + (-\$3,135 \cdot (\text{degree year}))$

Standard error = \$14,535

Residual = actual salary - predicted salary

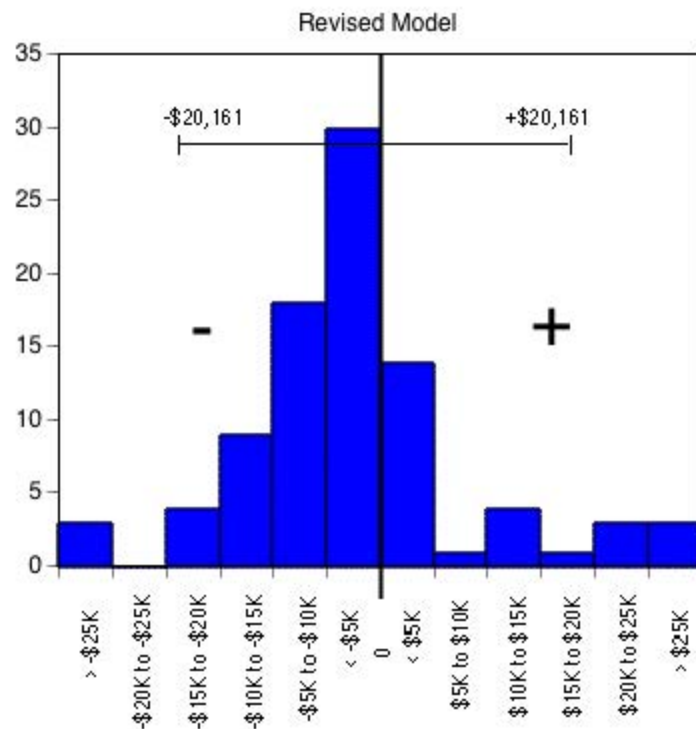
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Humanities: Women and Minorities
October 2003



Predicted salary = $\$3,465,047 + (\$1,063 \cdot (\text{year of hire})) + (\$1,138 \cdot (\text{degree indicator})) + (-\$3,125 \cdot (\text{degree year})) + (\$361 \cdot \text{year of birth})$

Standard error = \$20,299



Predicted salary = $\$3,567,643 + (\$1,052 \cdot (\text{year of hire})) + (\$341 \cdot (\text{degree indicator})) + (-\$2,810 \cdot (\text{degree year}))$

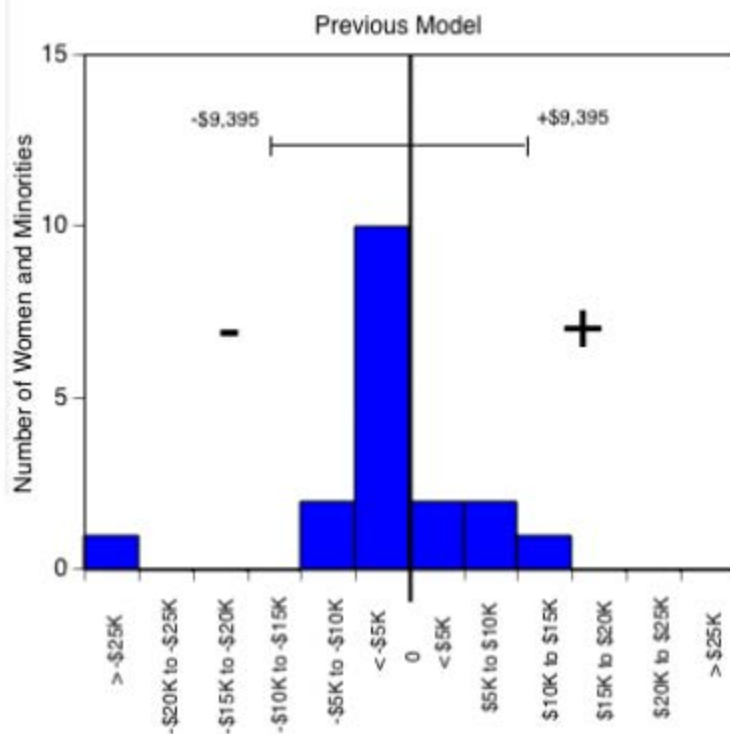
Standard error = \$20,161

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

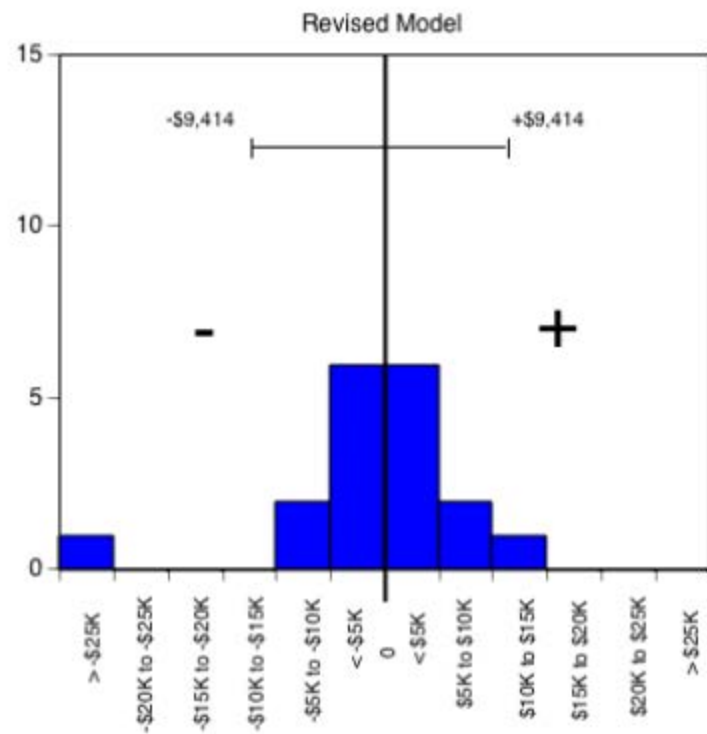
School of Information & Computer Science: Women and Minorities

October 2003



Predicted salary = \$2,058,961 + (\$527 * (year of hire)) +
 (-\$1,953 * (degree year)) + (\$442 * year of birth)

Standard error = \$9,395



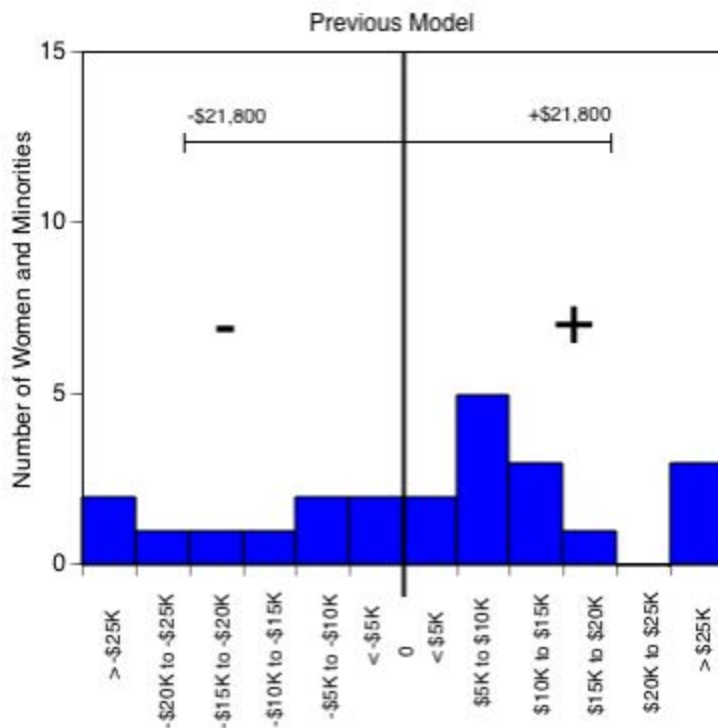
Predicted salary = \$2,223,424 + (\$566 * (year of hire)) +
 (-\$1,640 * (degree year))

Standard error = \$9,414

Residual = actual salary - predicted salary

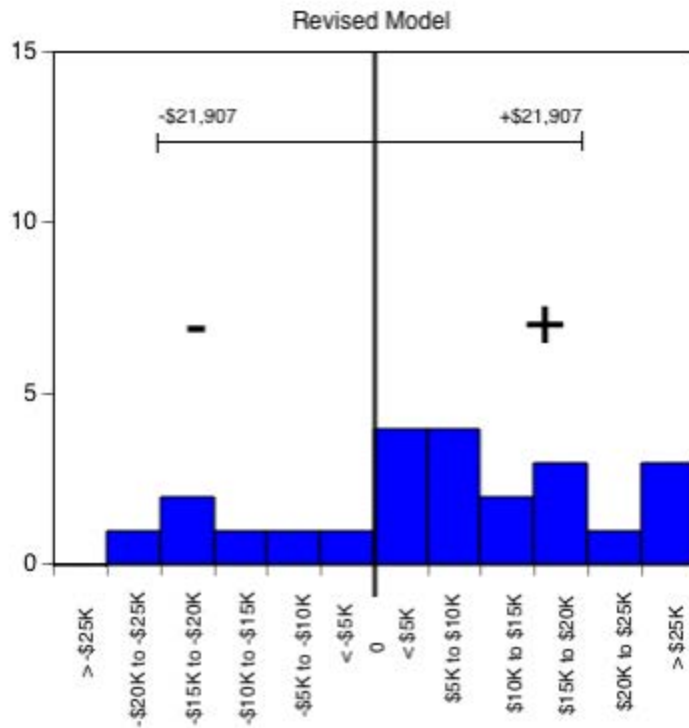
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Graduate School of Management: Women and Minorities
October 2003



Predicted salary = $\$1,394,454 + (\$124 \cdot (\text{year of hire})) + (-\$2,406 \cdot (\text{degree year})) + (\$1,667 \cdot \text{year of birth})$

Standard error = \$21,800



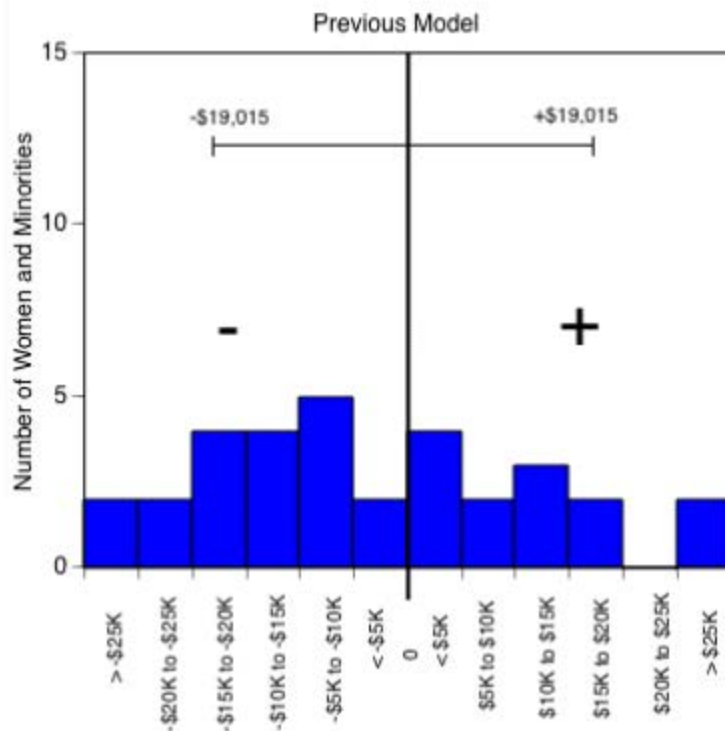
Predicted salary = $\$2,015,785 + (\$223 \cdot (\text{year of hire})) + (-\$1,178 \cdot (\text{degree year}))$

Standard error = \$21,907

Residual = actual salary - predicted salary

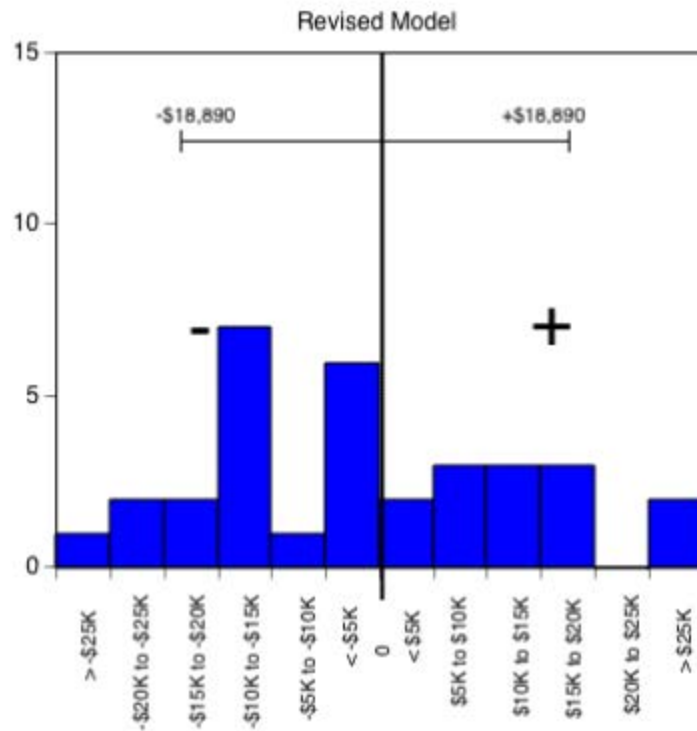
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Physical Sciences: Women and Minorities
 October 2003



Predicted salary = $3,300,781 + (\$544 \cdot (\text{year of hire})) +$
 $(-\$2,226 \cdot (\text{degree year})) + (\$64 \cdot \text{year of birth})$

Standard error = \$19,015



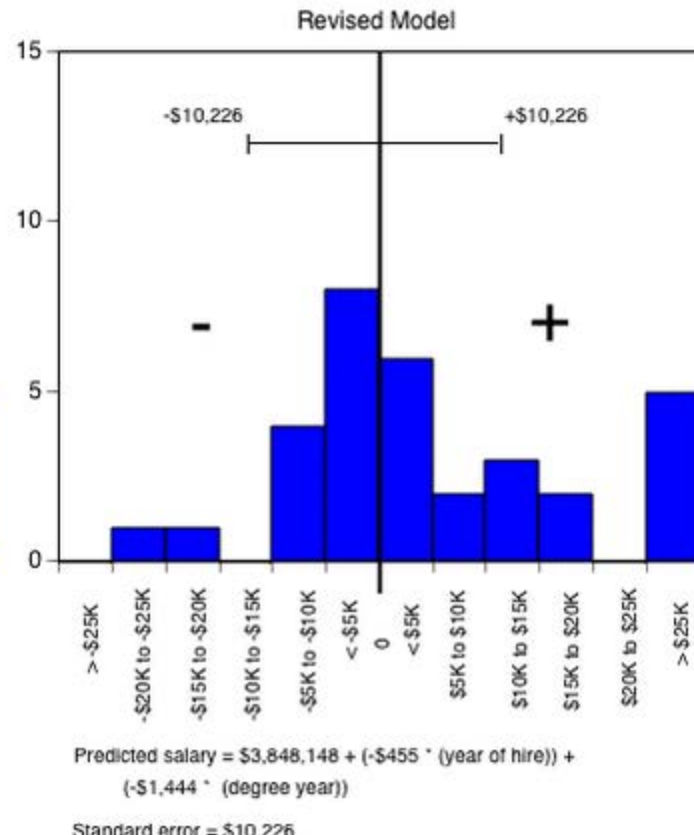
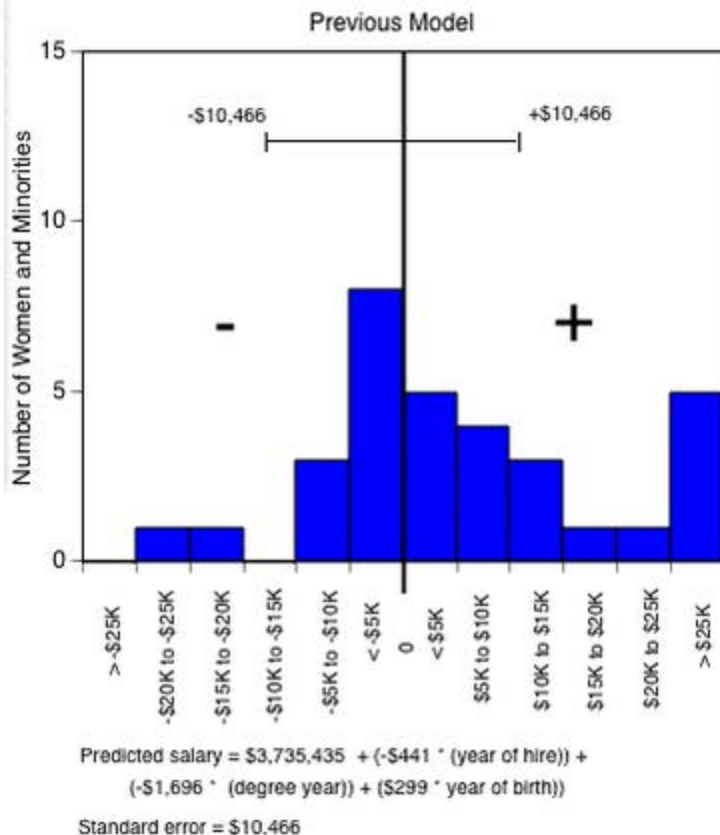
Predicted salary = $3,308,429 + (\$543 \cdot (\text{year of hire})) +$
 $(-\$2,167 \cdot (\text{degree year}))$

Standard error = \$18,890

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

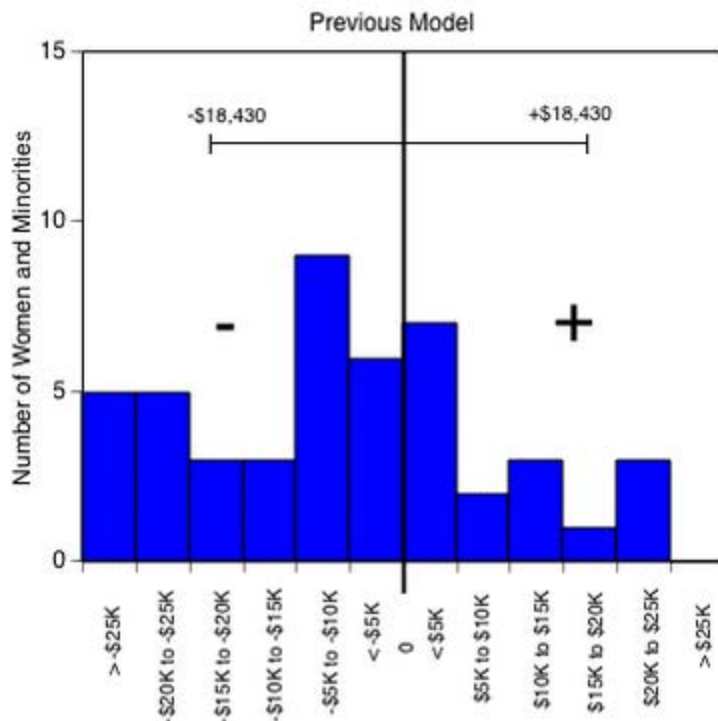
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology: Women and Minorities
October 2003



Residual = actual salary - predicted salary

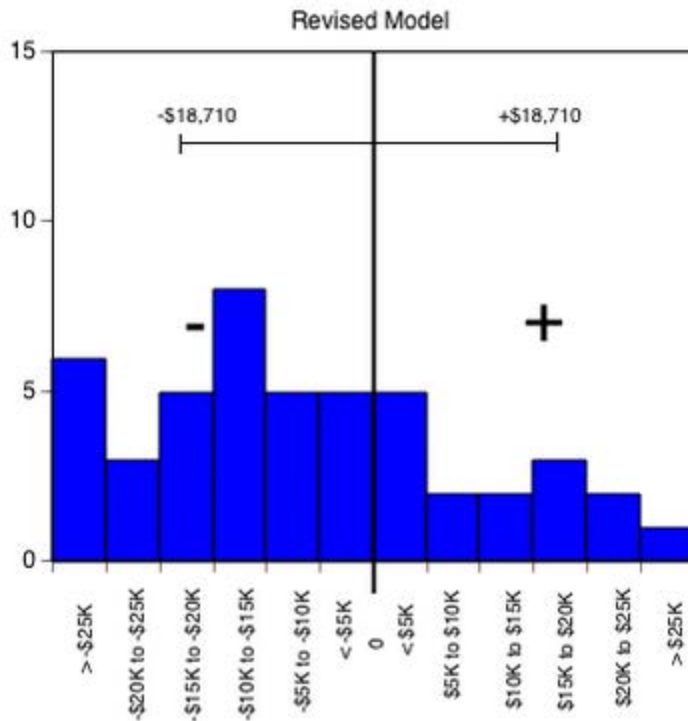
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Sciences: Women and Minorities
October 2003



Predicted salary = $\$3,012,938 + (\$1,143 \cdot (\text{year of hire})) + (-\$4,074 \cdot (\text{degree year})) + (\$1,478 \cdot \text{year of birth})$

Standard error = \$18,430



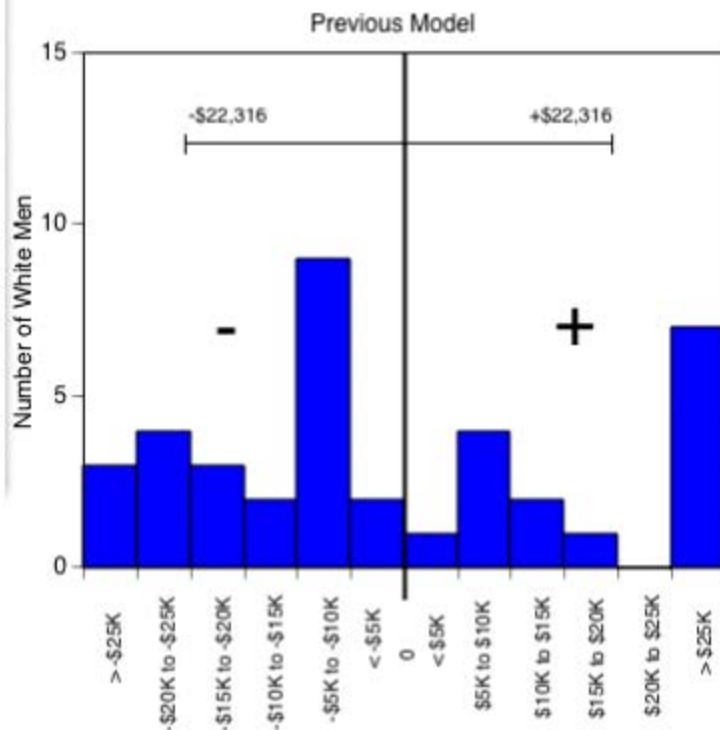
Predicted salary = $\$3,270,449 + (\$1,083 \cdot (\text{year of hire})) + (-\$2,688 \cdot (\text{degree year}))$

Standard error = \$18,710

Residual = actual salary - predicted salary

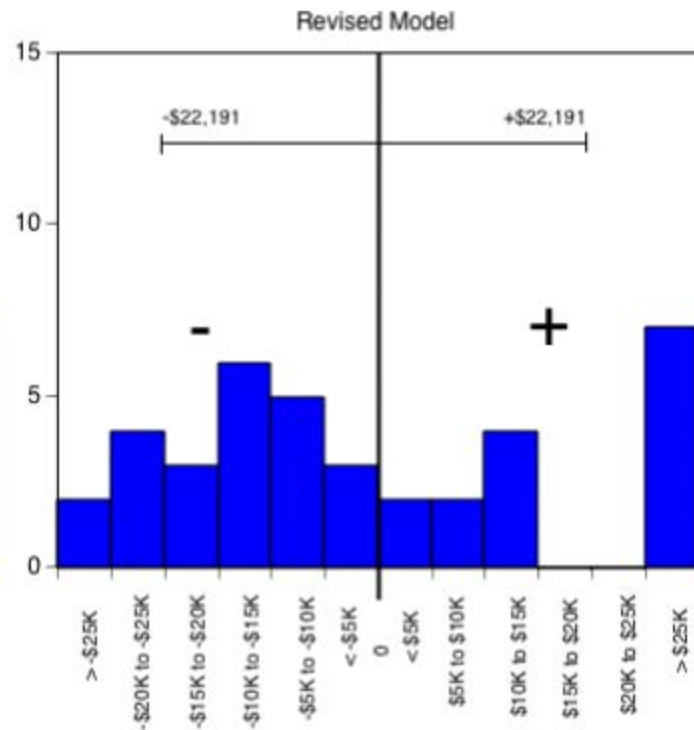
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Basic Sciences: White Men
 October 2003



Predicted salary = $\$3,895,698 + (\$1,324 \cdot (\text{year of hire})) +$
 $(-\$1,622 \cdot (\text{degree year})) + (-\$1,647 \cdot \text{year of birth})$

Standard error = \$22,316



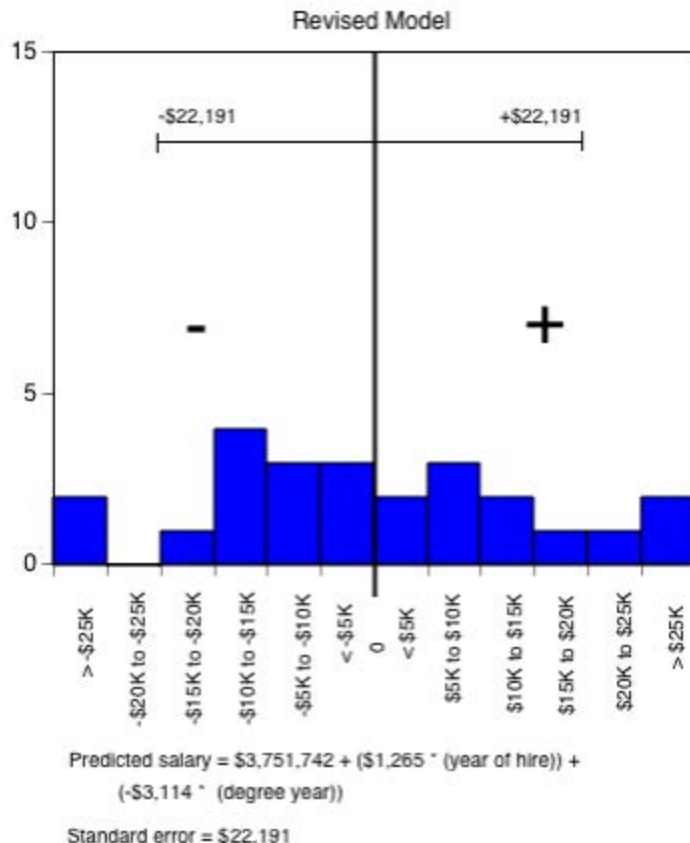
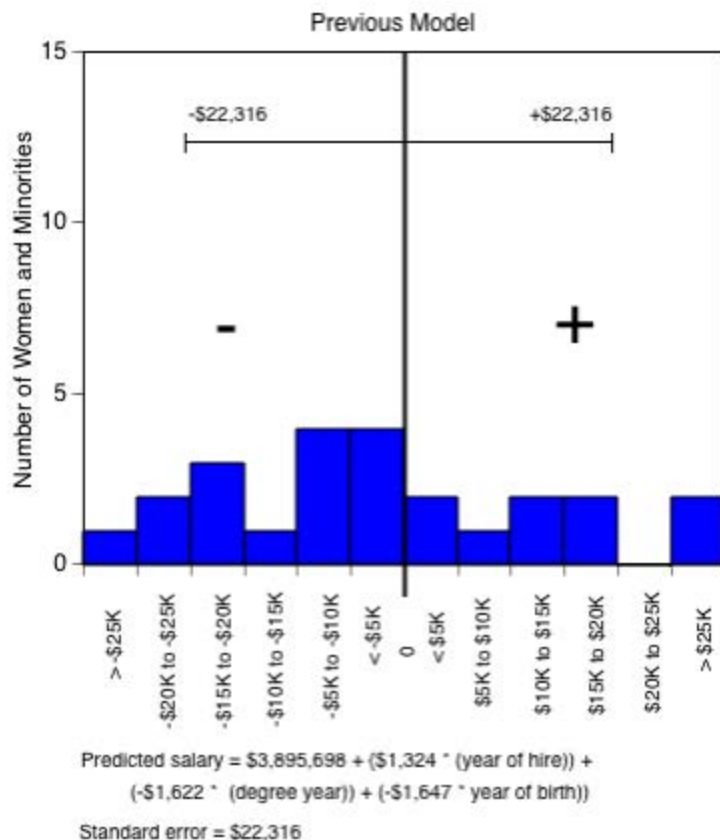
Predicted salary = $\$3,751,742 + (\$1,265 \cdot (\text{year of hire})) +$
 $(-\$3,114 \cdot (\text{degree year}))$

Standard error = \$22,191

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Basic Sciences: Women and Minorities
 October 2003

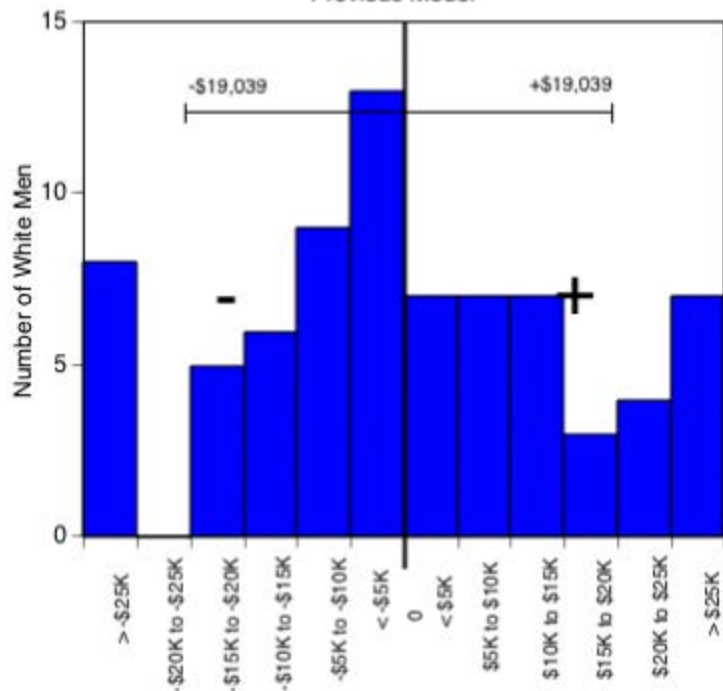


Residual = actual salary - predicted salary

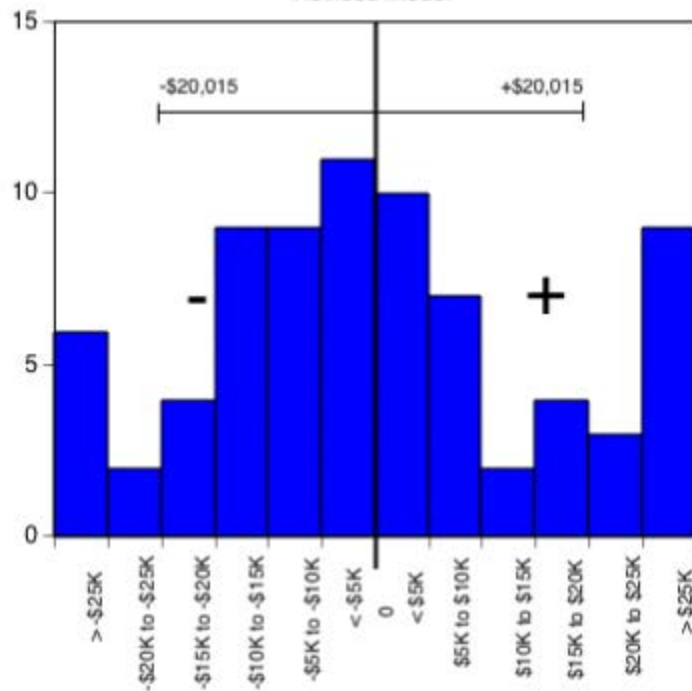
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Clinical Sciences: White Men
 October 2003

Previous Model



Revised Model



Predicted salary = $\$5,294,478 + (-\$289 \cdot (\text{year of hire})) +$
 $(\$483 \cdot (\text{degree year})) + (-\$2,861 \cdot (\text{year of birth}))$

Standard error = \$19,039

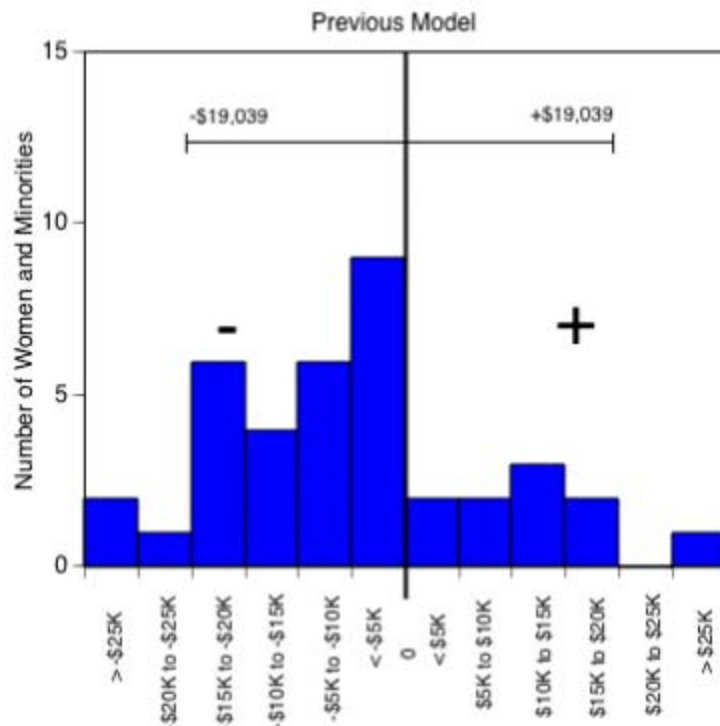
Predicted salary = $\$4,642,923 + (-\$472 \cdot (\text{year of hire})) +$
 $(-\$1,825 \cdot (\text{degree year}))$

Standard error = \$20,015

Residual = actual salary - predicted salary

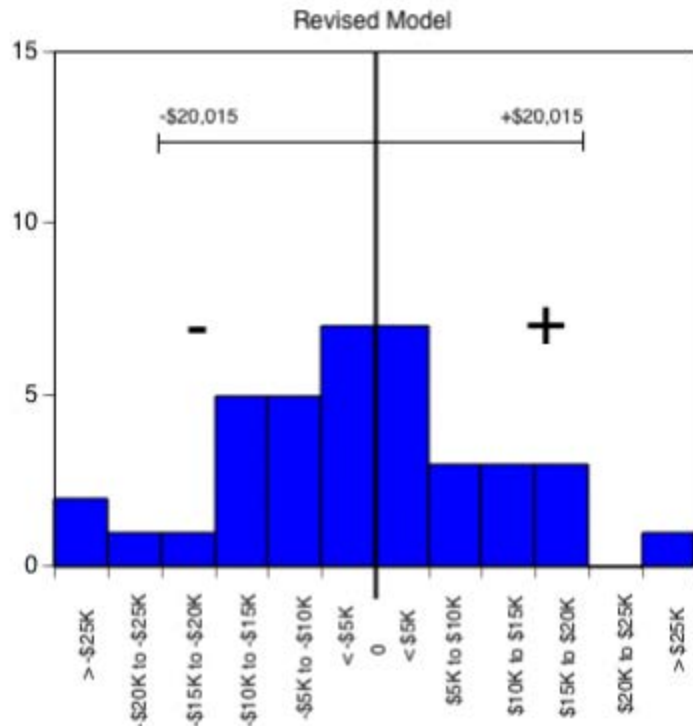
Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Clinical Sciences: Women and Minorities
 October 2003



Predicted salary = $\$5,294,478 + (-\$289 \cdot (\text{year of hire})) +$
 $(\$483 \cdot (\text{degree year})) + (-\$2,861 \cdot \text{year of birth})$

Standard error = \$19,039



Predicted salary = $\$4,642,923 + (-\$472 \cdot (\text{year of hire})) +$
 $(-\$1,825 \cdot (\text{degree year}))$

Standard error = \$20,015

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.