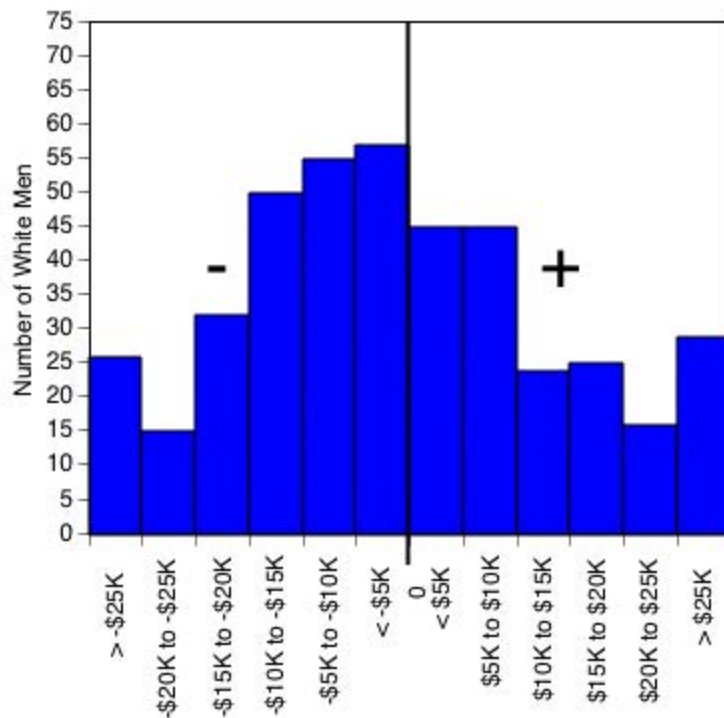


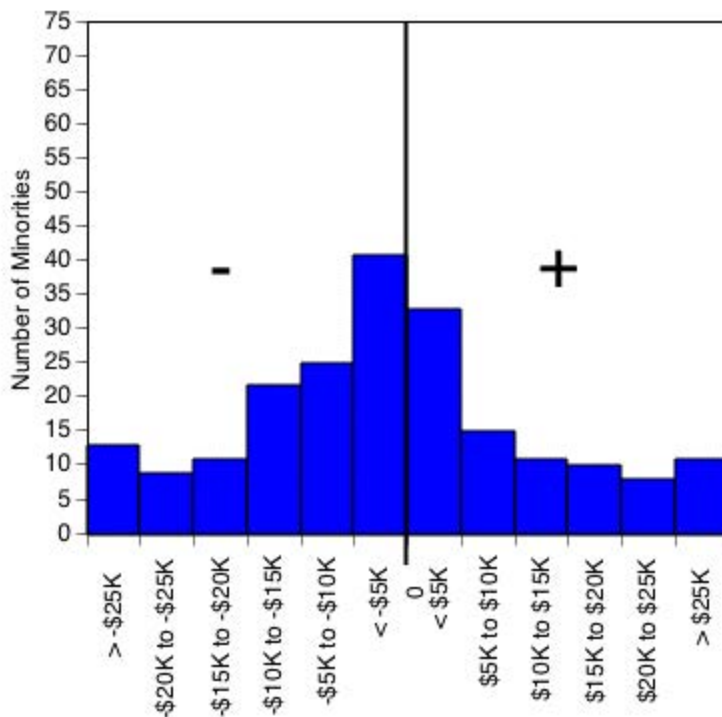
University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
General Campus White Men
 October 2004



Residuals (predicted - actual salary) are calculated separately for each academic unit.
 Standard error ranges from \$9,430 to \$22,056.

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

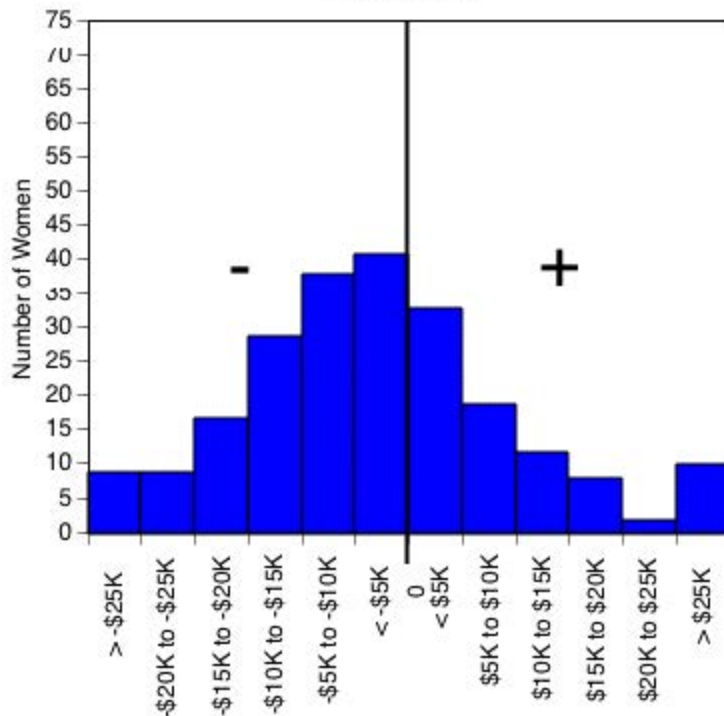
University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
General Campus Minorities
 October 2004



Residuals (predicted - actual salary) are calculated separately for each academic unit.
 Standard error ranges from \$9,430 to \$22,056.

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

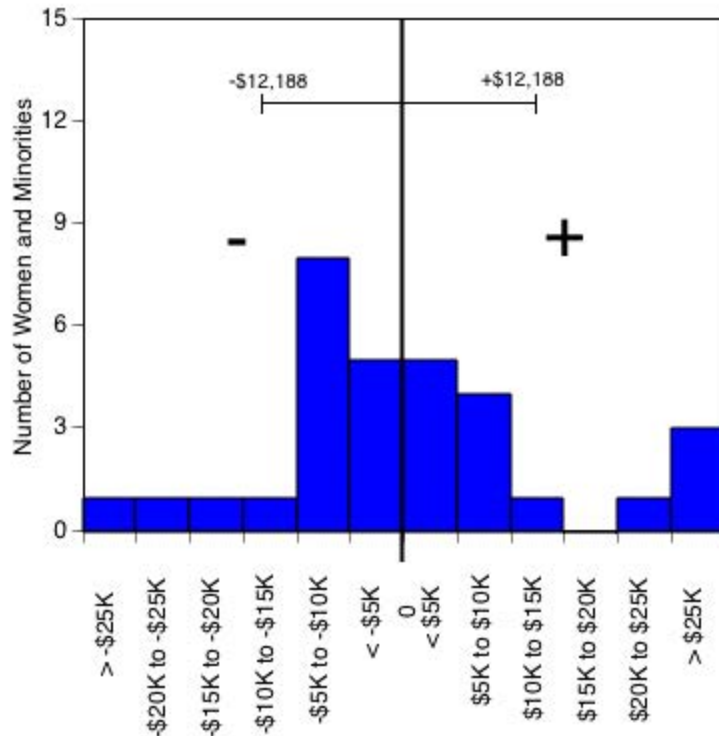
University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
General Campus Women
 October 2004



Residuals (predicted - actual salary) are calculated separately for each academic unit.
 Standard error ranges from \$9,430 to \$22,056.

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
Claire Trevor School of the Arts: Women and Minorities
 October 2004



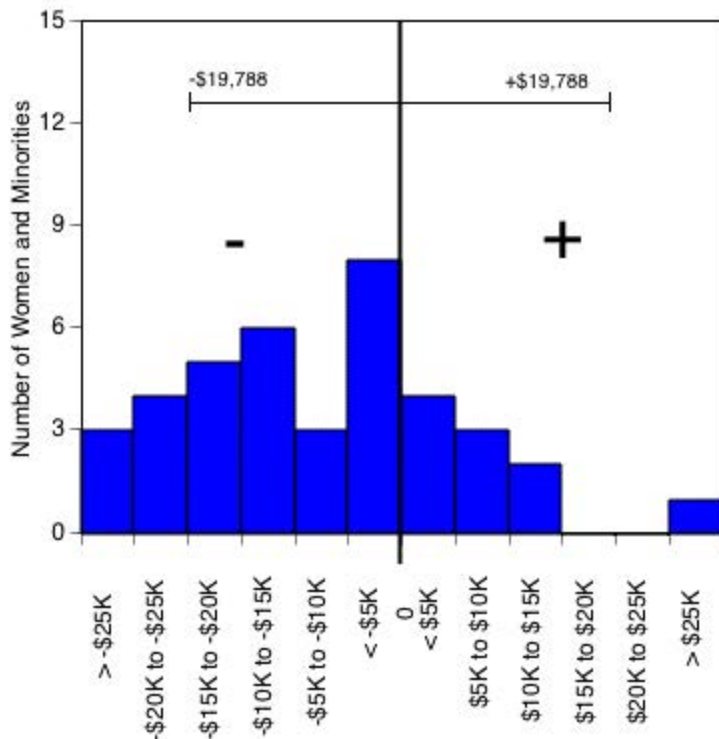
Residual = actual salary - predicted salary

Predicted salary = $\$3,742,537 + (-\$1,553 * (\text{year of hire})) + (\$8,285 * (\text{degree indicator})) + (-\$294 * (\text{degree year}))$

Standard error = \$12,188

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Biological Sciences: Women and Minorities
 October 2004



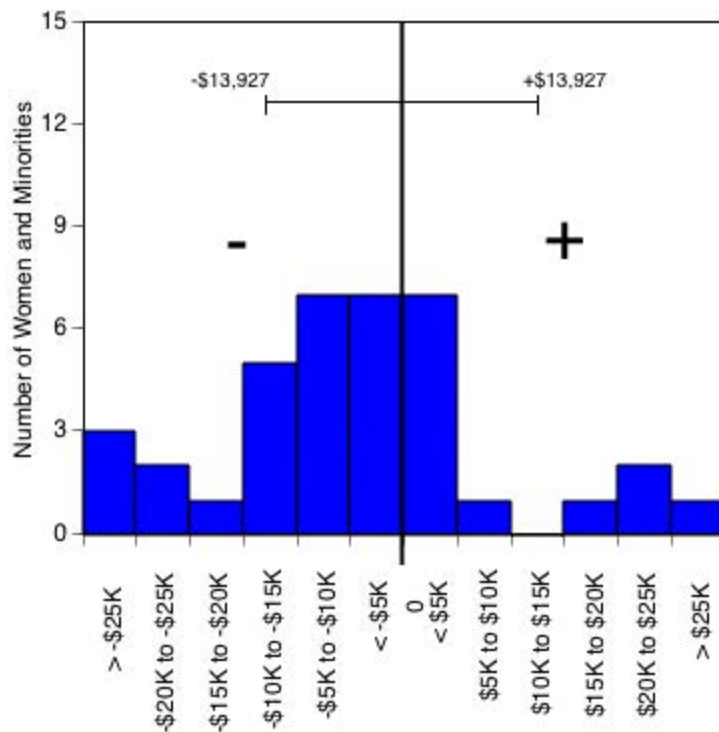
Residual = actual salary - predicted salary

Predicted salary = $\$3,894,640 + (\$1,626 \cdot (\text{year of hire})) + (-\$3,550 \cdot (\text{degree year}))$

Standard error = \$19,788

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
The Henry Samueli School of Engineering: Women and Minorities
 October 2004



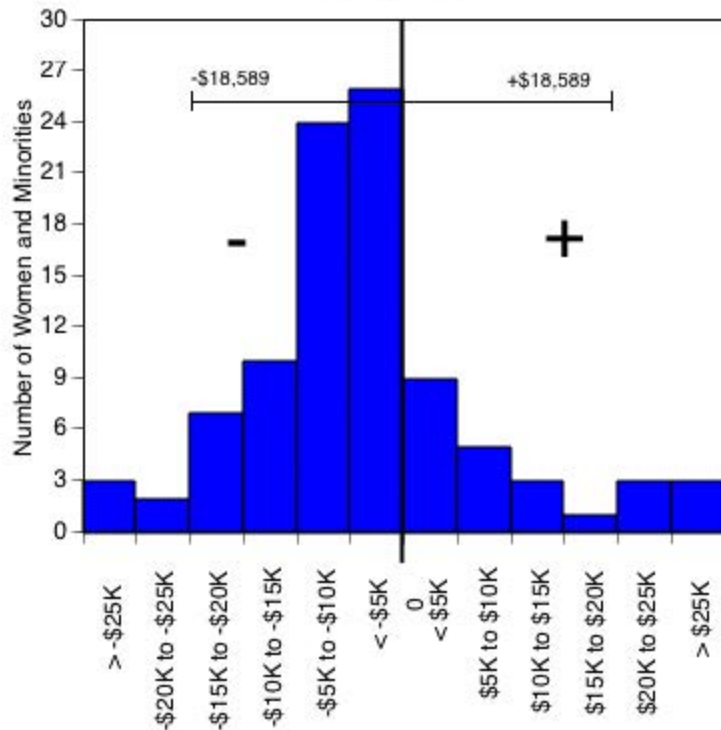
Residual = actual salary - predicted salary

Predicted salary = $\$3,736,323 + (\$1,192 \cdot (\text{year of hire})) + [\$30,623 \cdot (\text{degree indicator})] + (-\$3,057 \cdot (\text{degree year}))$

Standard error = \$13,927

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Humanities: Women and Minorities
 October 2004



Residual = actual salary - predicted salary

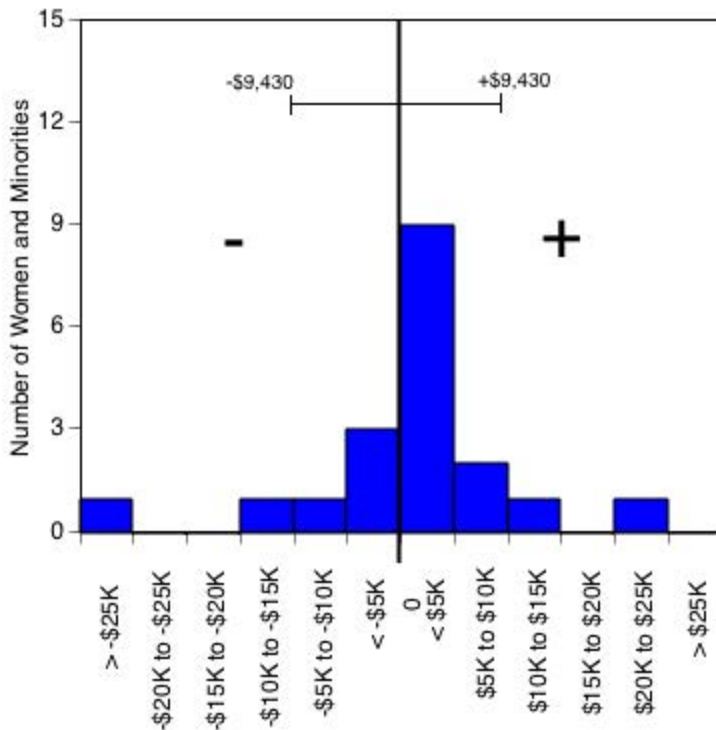
Predicted salary = $\$3,584,032 + (\$1,150 * (\text{year of hire})) + [\$3,590 * (\text{degree indicator}) + (-\$2,918 * (\text{degree year}))]$

Standard error = \$18,589

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

Donald Bren School of Information and Computer Sciences: Women and Minorities

October 2004



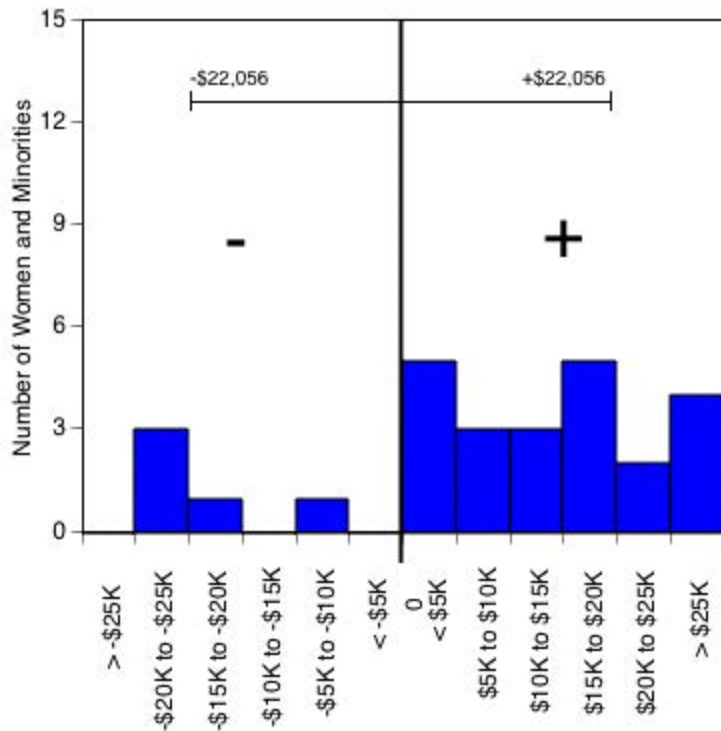
Residual = actual salary - predicted salary

Predicted salary = \$2,679,145 + (\$509 * (year of hire)) + (-\$1,811 * (degree year))

Standard error = \$9,430

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
Graduate School of Management: Women and Minorities
 October 2004



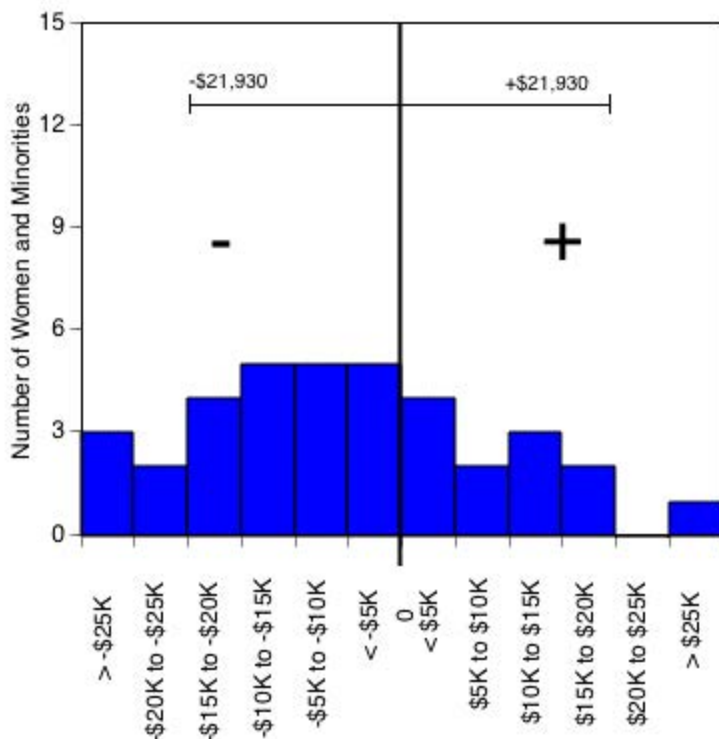
Residual = actual salary - predicted salary

Predicted salary = $\$3,490,834 + (-\$748 * (\text{year of hire})) + (-\$945 * (\text{degree year}))$

Standard error = \$22,056

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Physical Sciences: Women and Minorities
 October 2004



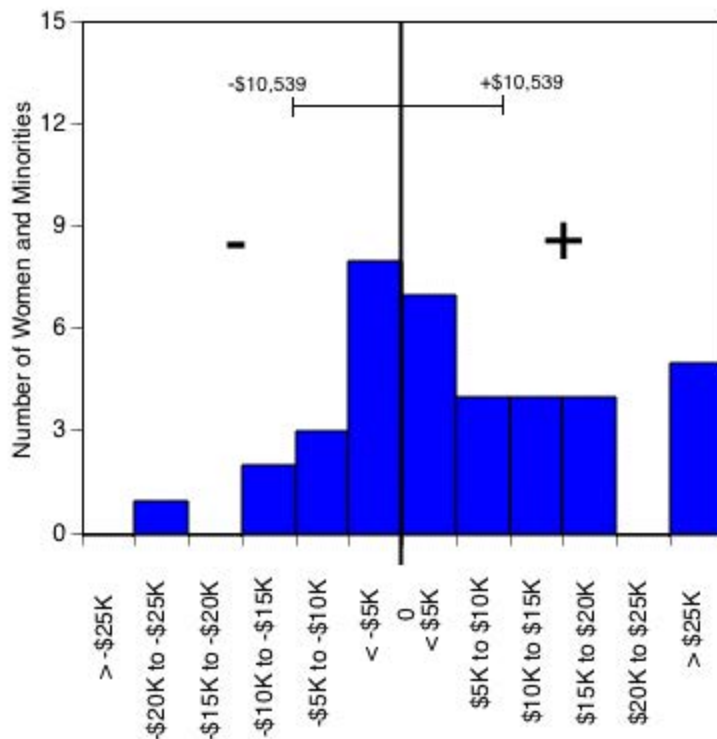
Residual = actual salary - predicted salary

Predicted salary = $\$3,219,789 + (\$1,003 \cdot (\text{year of hire})) + (-\$2,581 \cdot (\text{degree year}))$

Standard error = \$21,930

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
Social Ecology: Women and Minorities
 October 2004



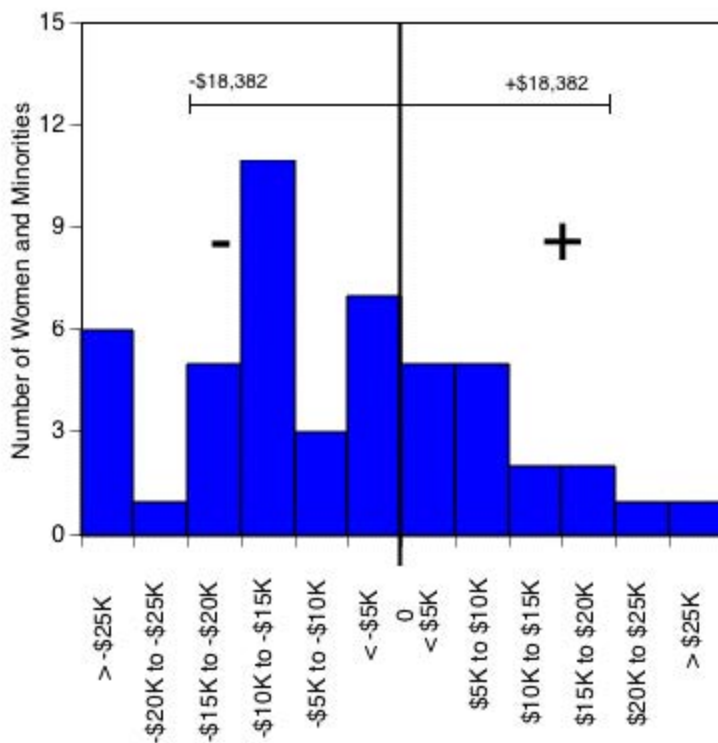
Residual = actual salary - predicted salary

Predicted salary = $\$3,629,372 + (-\$132 \cdot (\text{year of hire})) + (-\$1,656 \cdot (\text{degree year}))$

Standard error = \$10,539

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Social Sciences: Women and Minorities
 October 2004



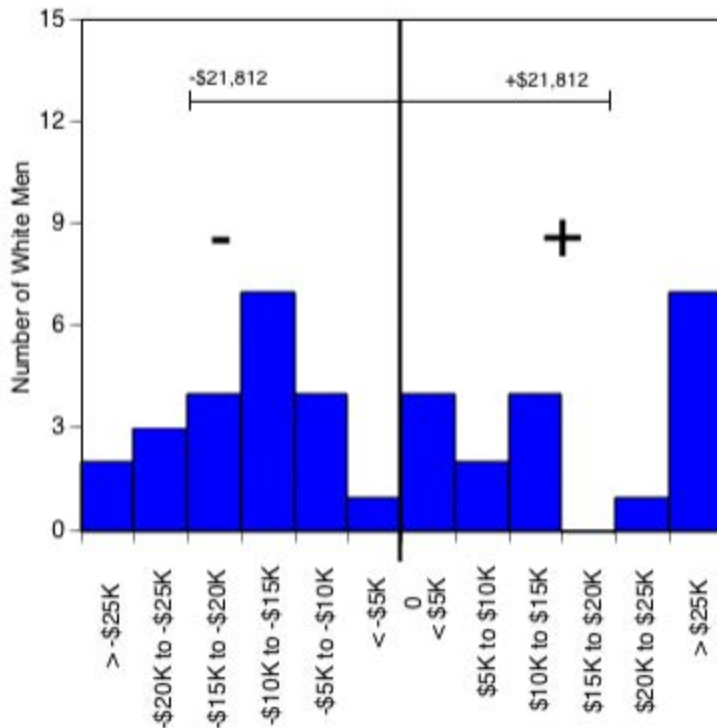
Residual = actual salary - predicted salary

Predicted salary = $\$3,357,323 + (\$947 \cdot (\text{year of hire})) + (-\$2,594 \cdot (\text{degree year}))$

Standard error = \$18,382

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Medicine Basic Sciences: White Men
 October 2004



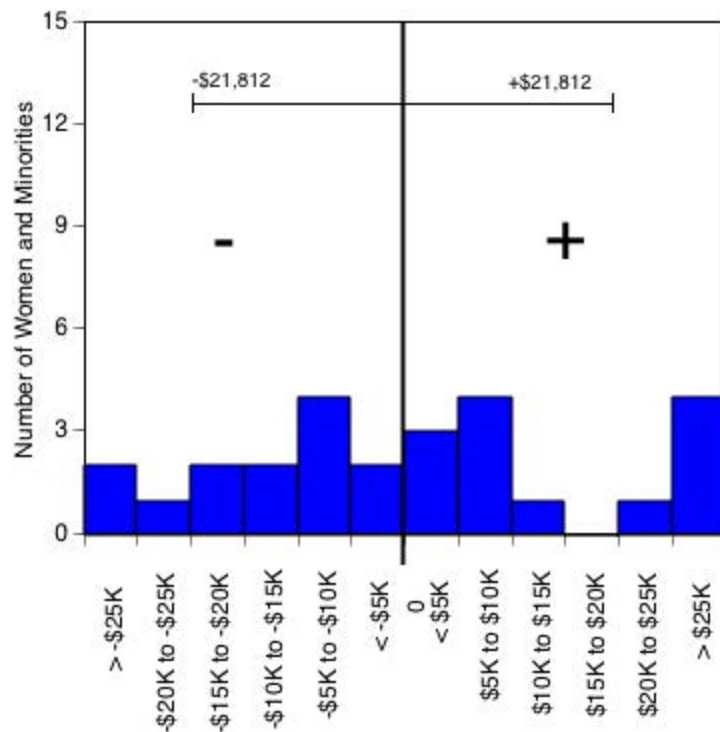
Residual = actual salary - predicted salary

Predicted salary = $\$3,700,549 + (\$1,348 * (\text{year of hire})) + (-\$3,171 * (\text{degree year}))$

Standard error = \$21,812

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Medicine Basic Sciences: Women and Minorities
 October 2004



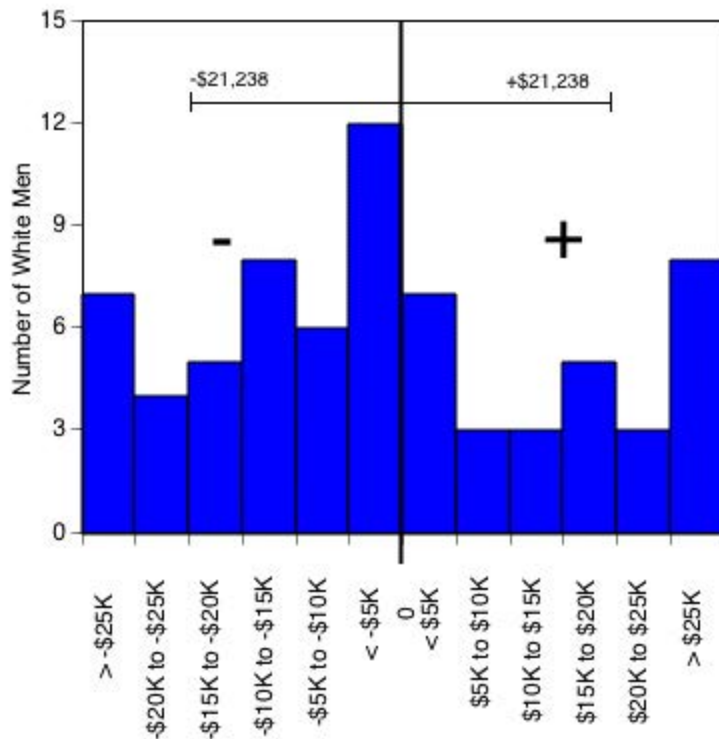
Residual = actual salary - predicted salary

Predicted salary = $\$3,700,549 + (\$1,348 * (\text{year of hire})) + (-\$3,171 * (\text{degree year}))$

Standard error = $\$21,812$

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Medicine Clinical Sciences: White Men
 October 2004



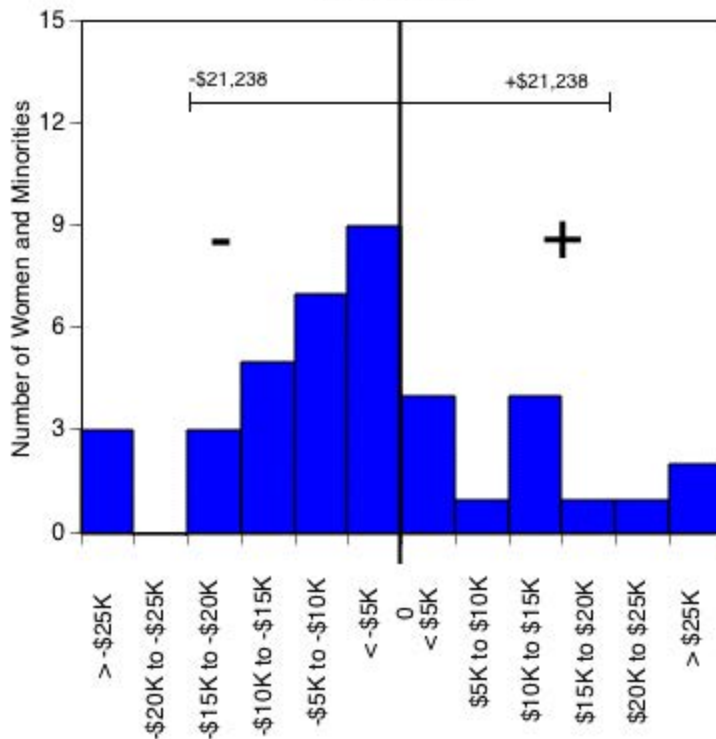
Residual = actual salary - predicted salary

Predicted salary = \$4,484,415 + (-\$589 * (year of hire)) + (-\$1,625 * (degree year))

Standard error = \$21,238

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Medicine Clinical Sciences: Women and Minorities
 October 2004



Residual = actual salary - predicted salary

Predicted salary = $\$4,484,415 + (-\$589 \cdot (\text{year of hire})) + (-\$1,625 \cdot (\text{degree year}))$

Standard error = \$21,238

Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.