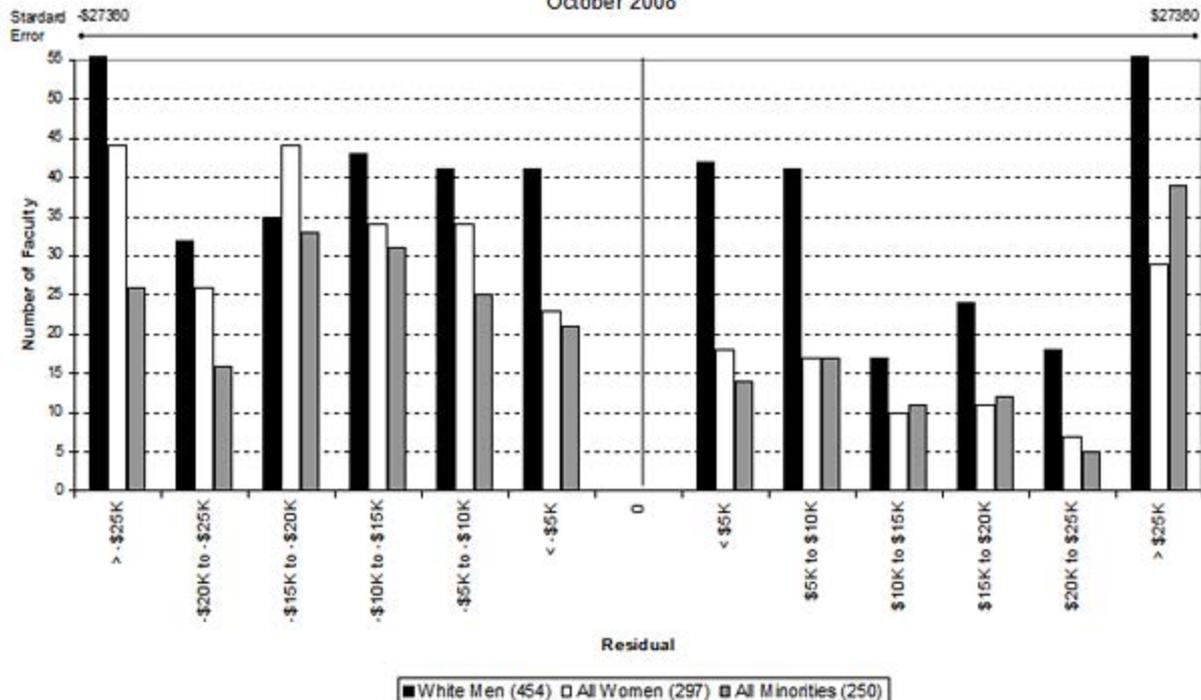
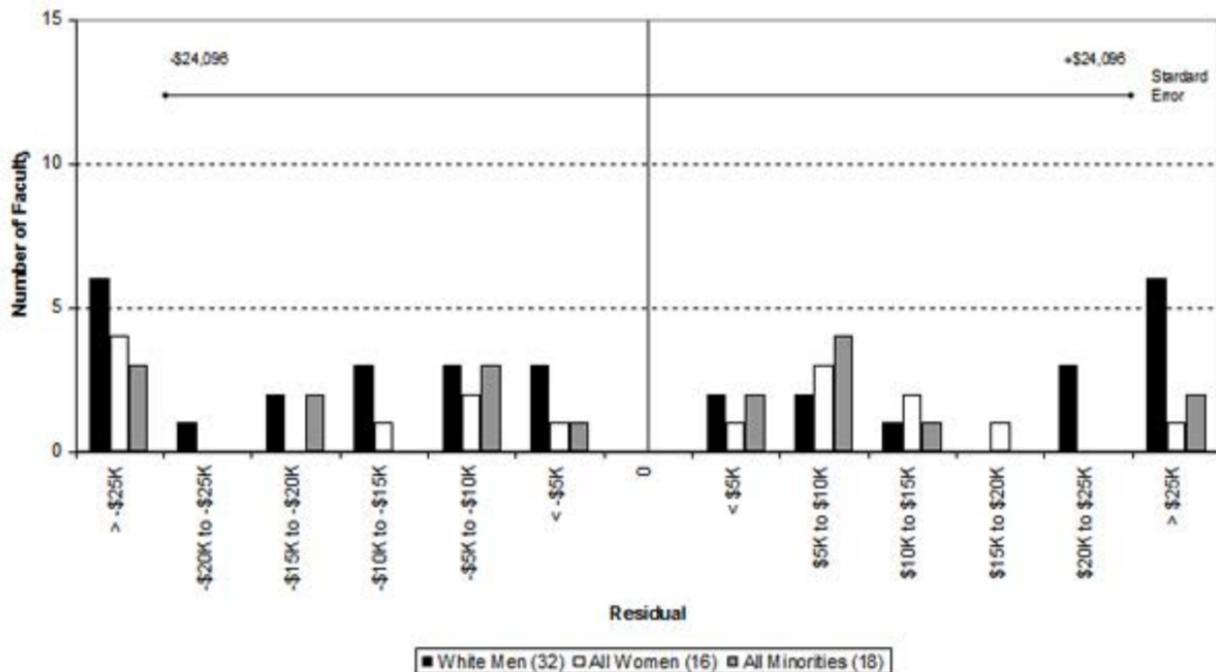


University of California, Irvine
Ladder Rank Faculty Salary Residuals
General Campus
October 2008



Residual = Actual Salary - Predicted Salary

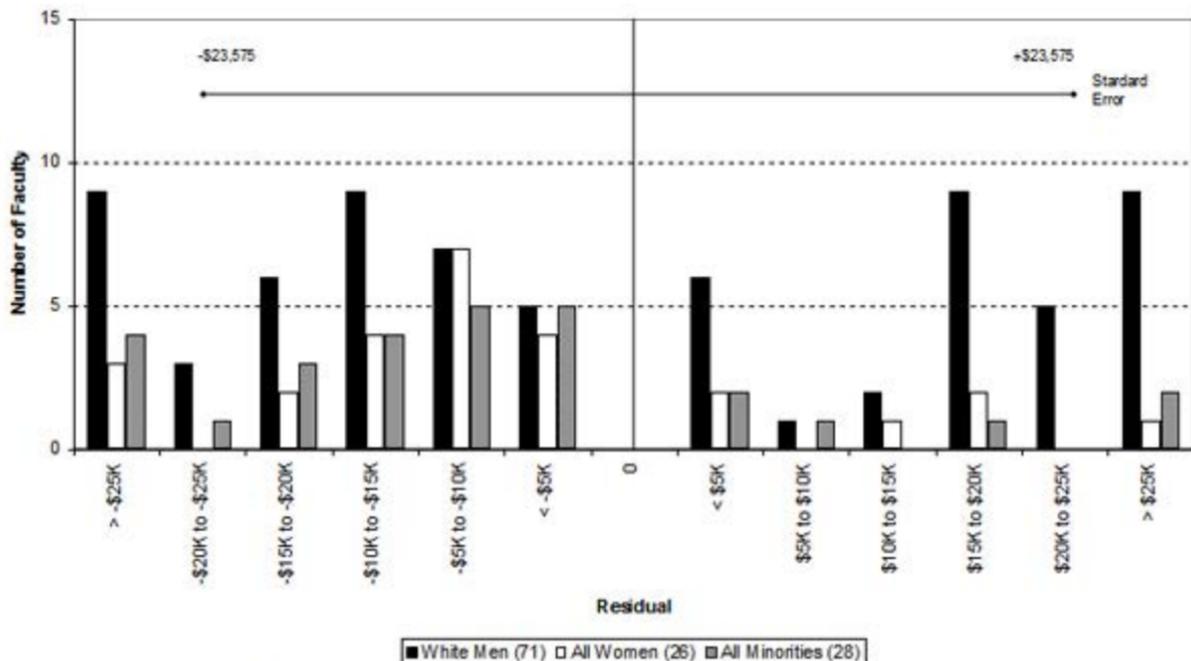
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Medicine - Basic Sciences
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $5376776 + (\text{degree level} \times 0) - (\text{degree year} \times 4377.55) + (\text{UCI reg rank year} \times 1718.587)$

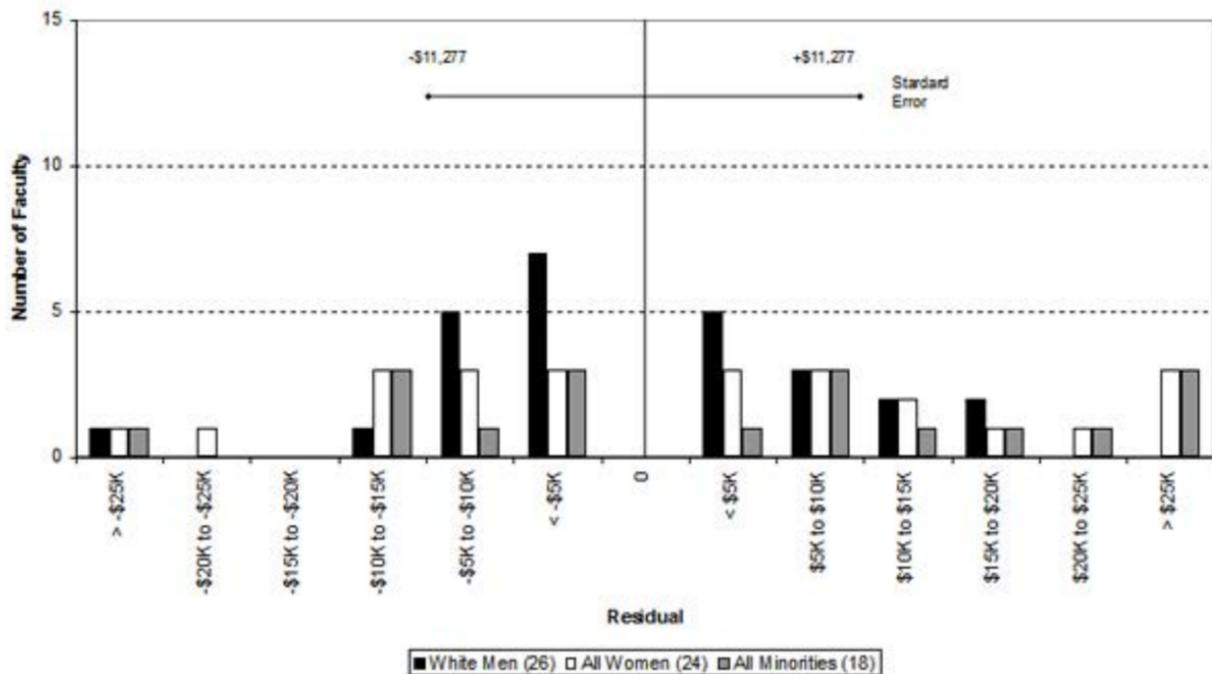
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Medicine - Clinical Sciences
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $4360101 + (\text{degree level} * 0) - (\text{degree year} * 1937.70) - (\text{UCI reg rank year} * 204.26)$

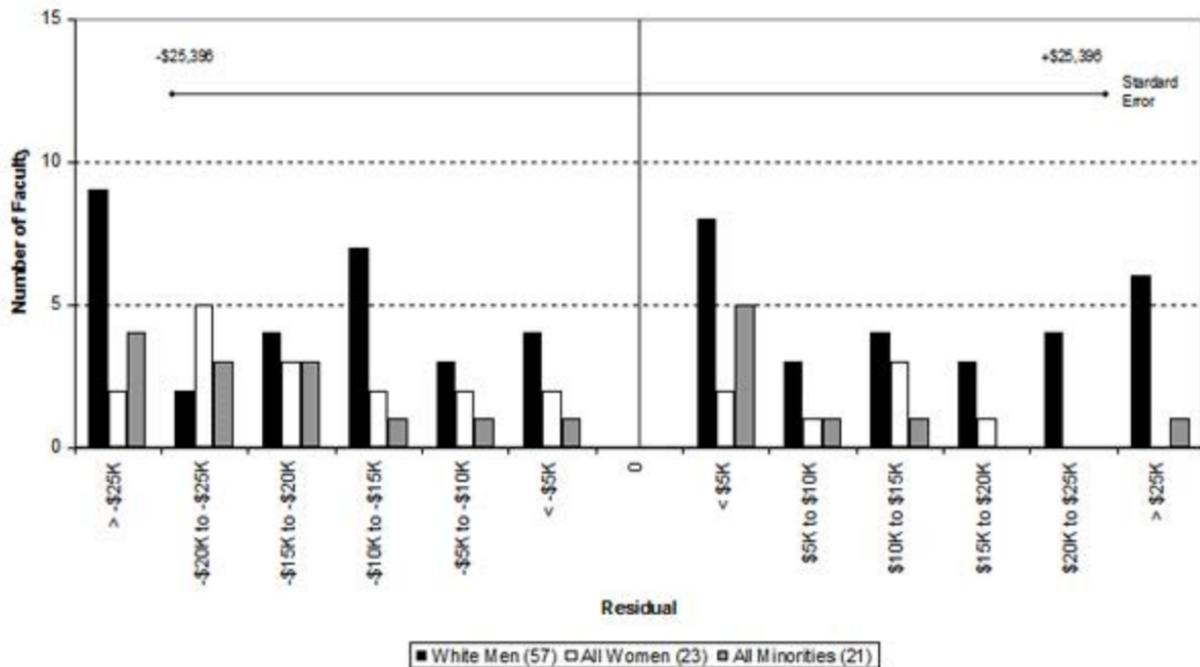
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Claire Trevor School of the Arts
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $3768029.71 + (\text{degree level} * 9365.56) - (\text{degree year} * 250.91) - (\text{UCI reg rank year} * 1600.86)$

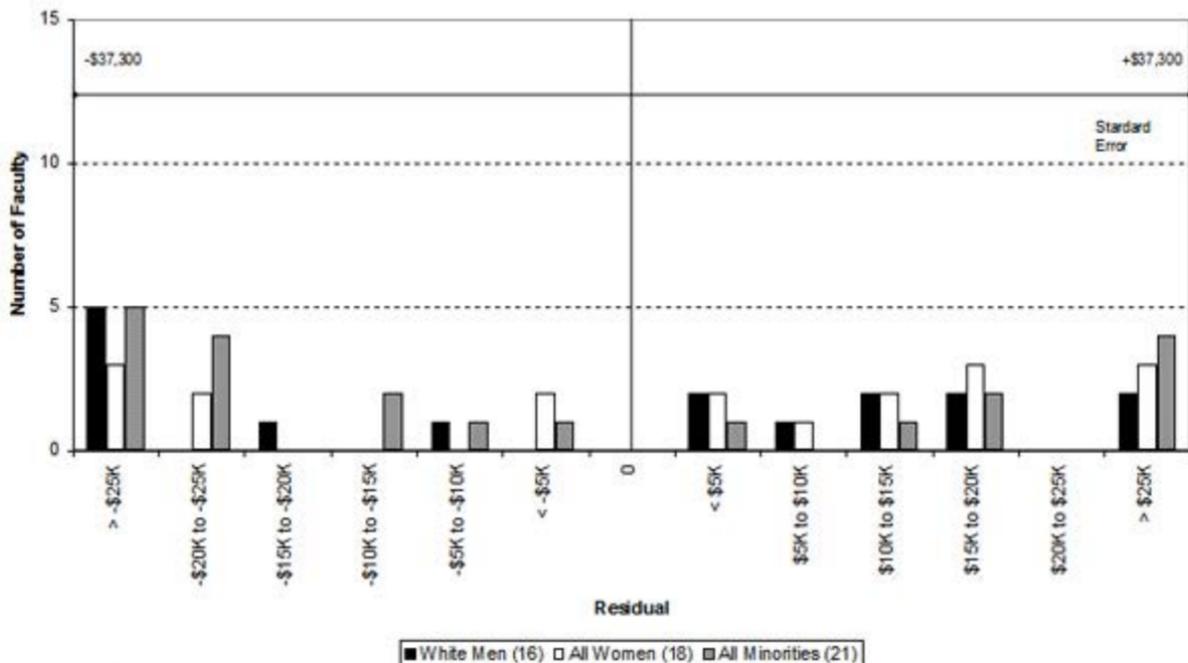
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Biological Sciences
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $4526741 + (\text{degree level} \times 0) - (\text{degree year} \times 3227) + (\text{UCI reg rank year} \times 998.01)$

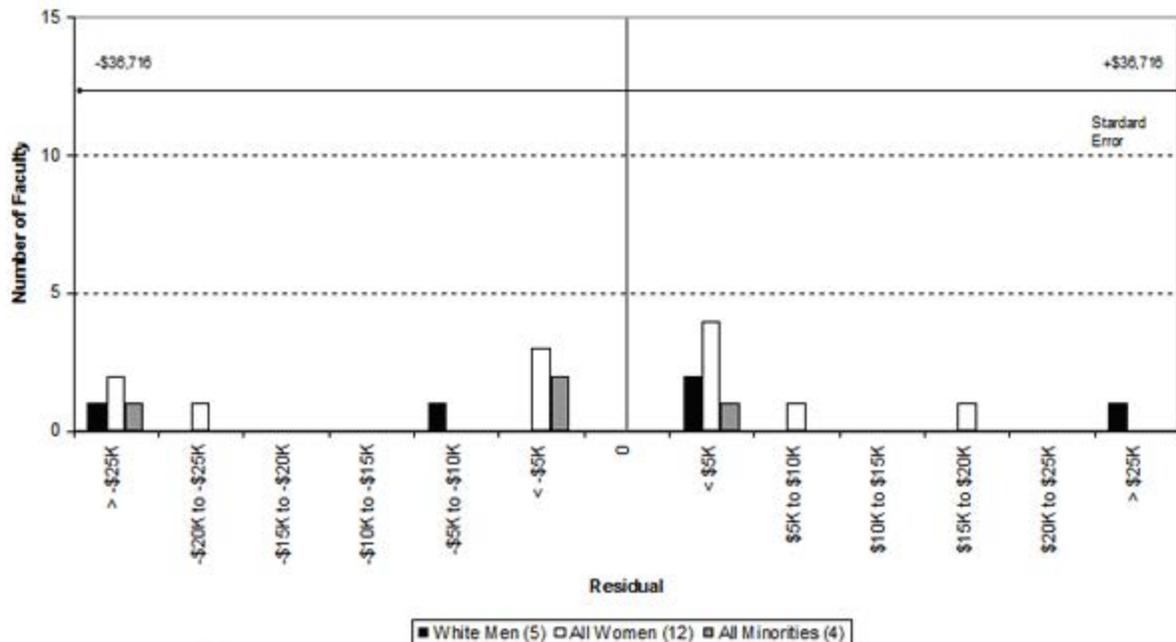
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Paul Merage School of Business
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $-1907916.66 + (\text{degree level} \times 0) - (\text{degree year} \times 1910.63) + (\text{UCI reg rank year} \times 2939.18)$

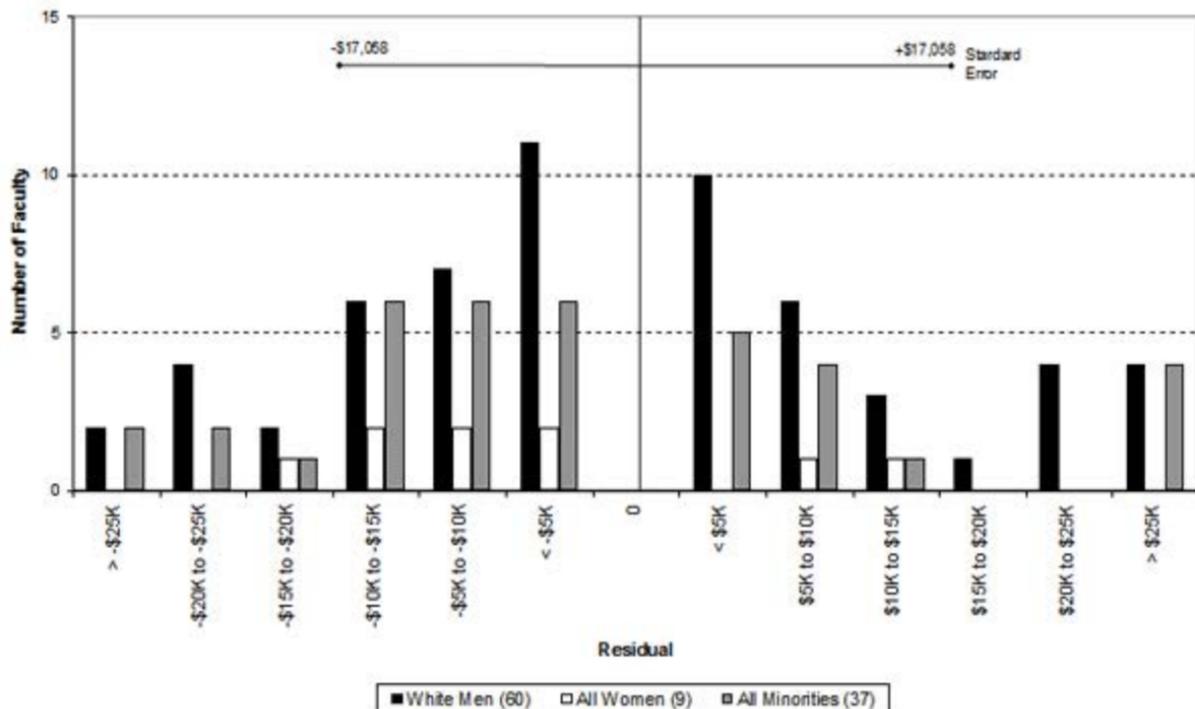
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Department of Education
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $8305496.77 + (\text{degree level} * 0) - (\text{degree year} * 3836.53) - (\text{UCI reg rank year} * 274.35)$

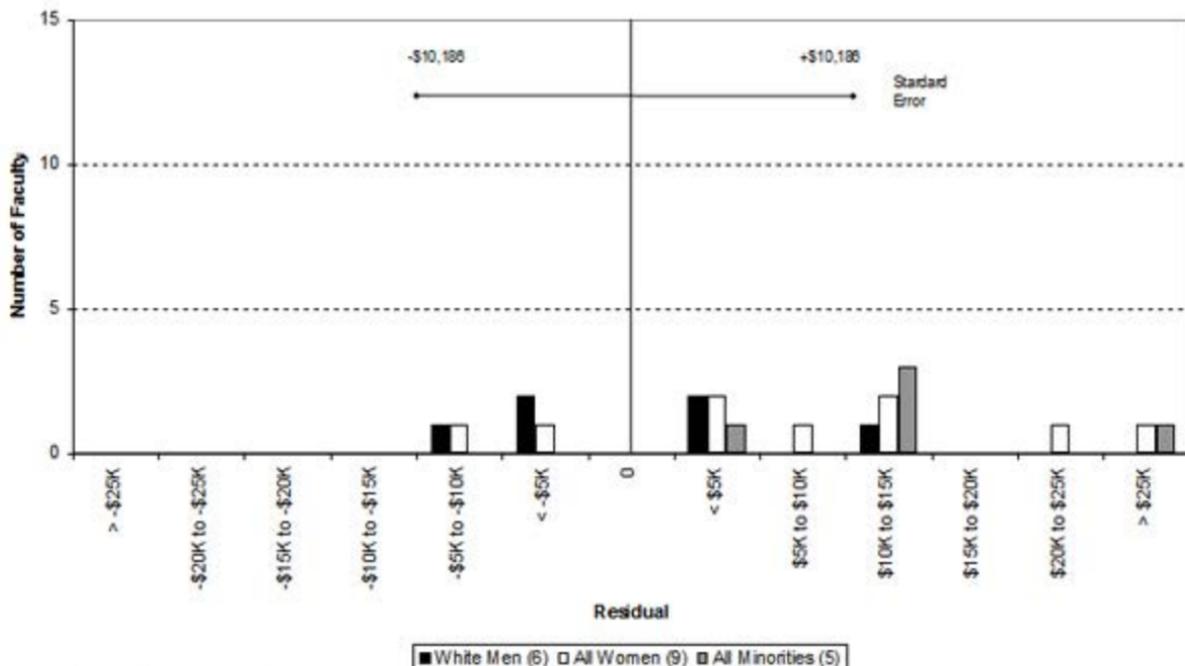
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Henry Samueli School of Engineering
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $4710845.23 + (\text{degree level} * 22531.41) - (\text{degree year} * 2982.93) + (\text{UCI reg rank year} * 647.98)$

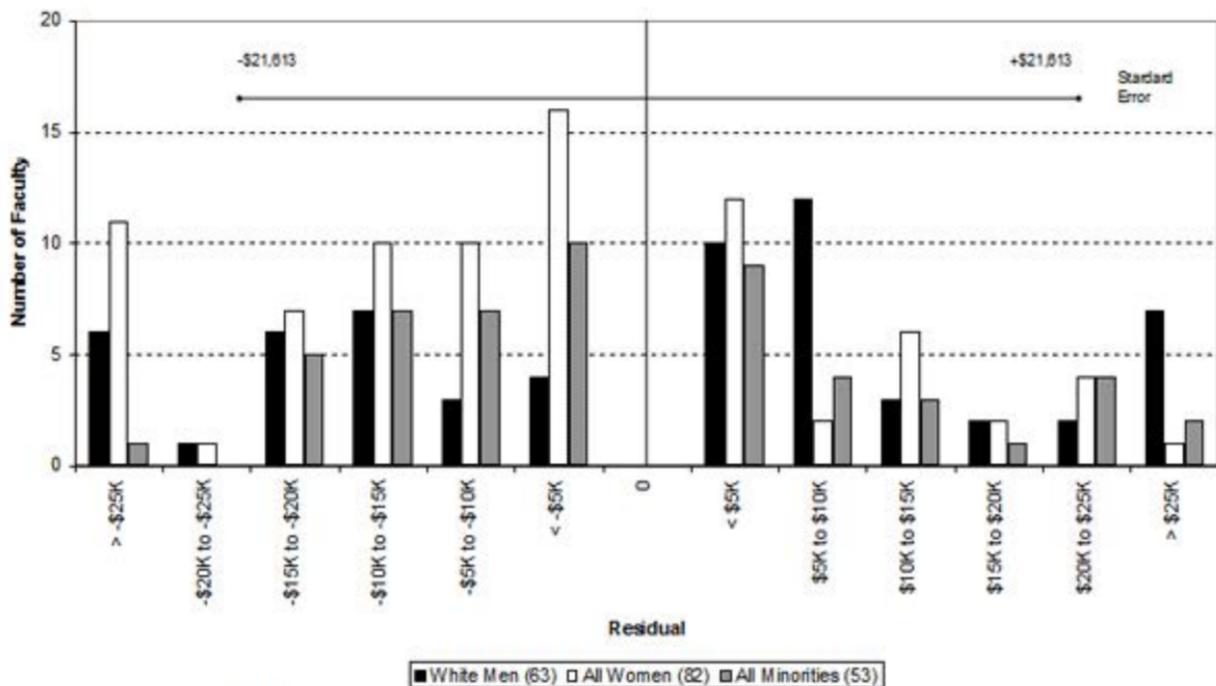
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 College of Health Sciences Programs
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $-873400.12 + (\text{degree level} \times 0) - (\text{degree year} \times 1937.54) + (\text{UCI reg rank year} \times 2403.47)$

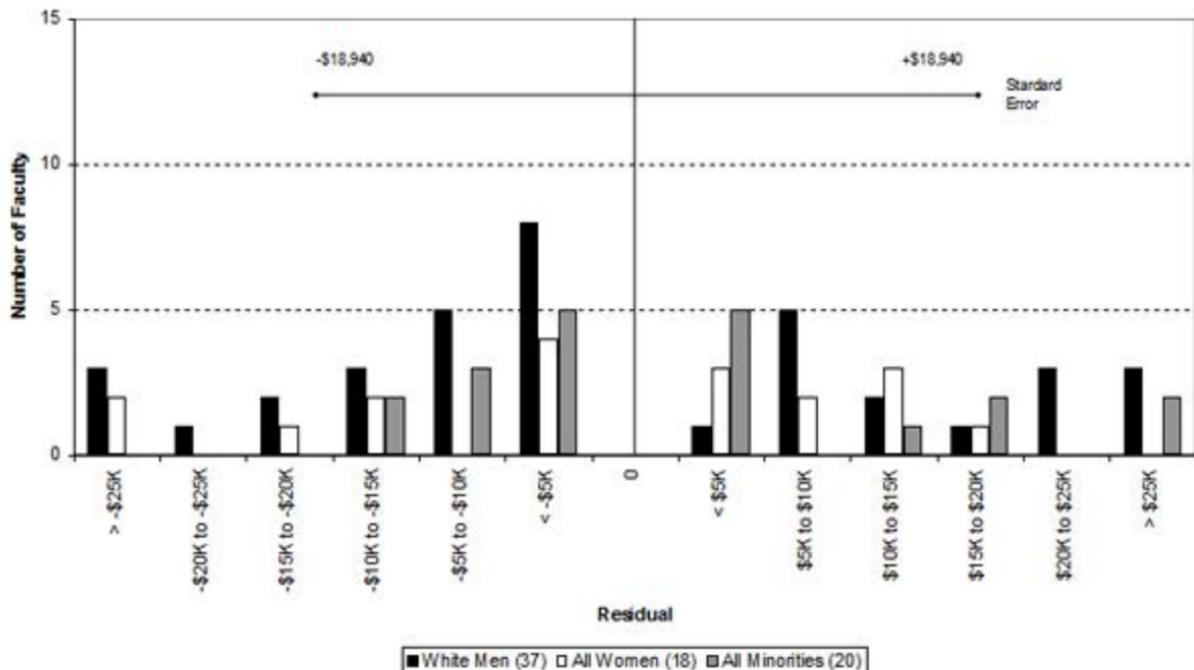
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Humanities
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $4522816.66 + (\text{degree level} * 19856.95) - (\text{degree year} * 3280.94) + (\text{UCI reg rank year} * 1033.55)$

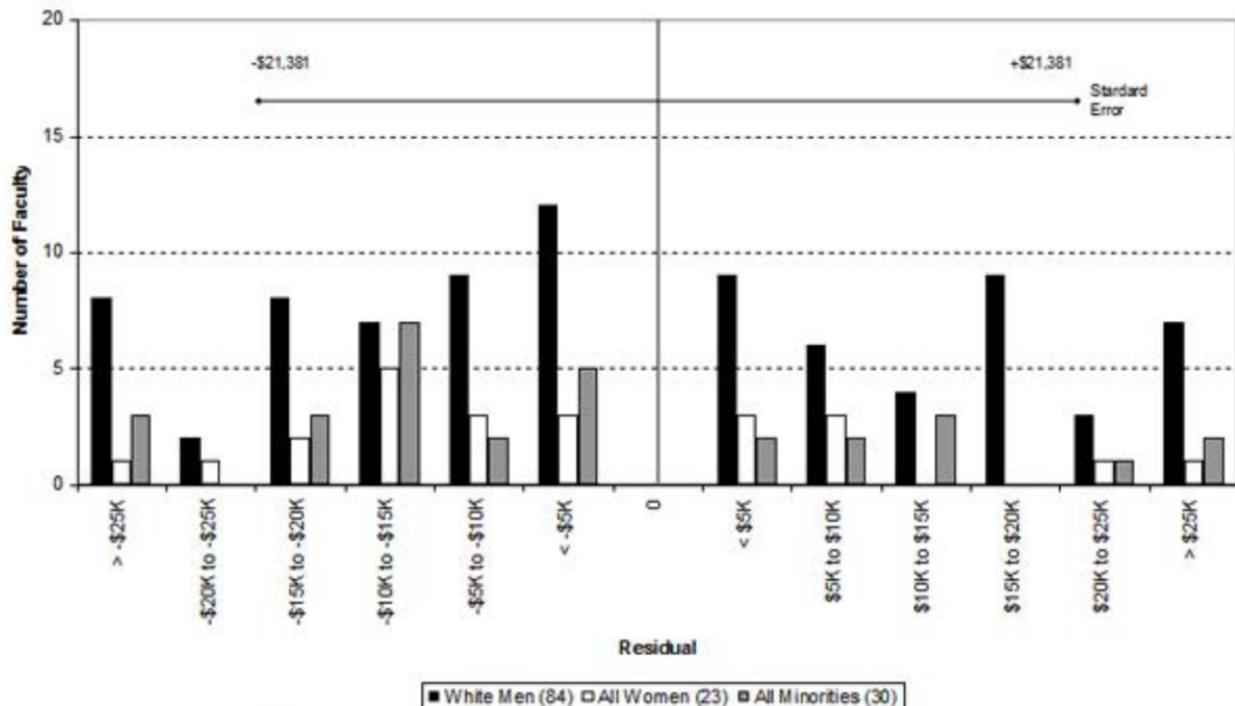
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Donald Bren School of Information and Computer Sciences
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $2912623.573 + (\text{degree level} * 0) - (\text{degree year} * 3330.91) - (\text{UCI reg rank year} * 1918.77)$

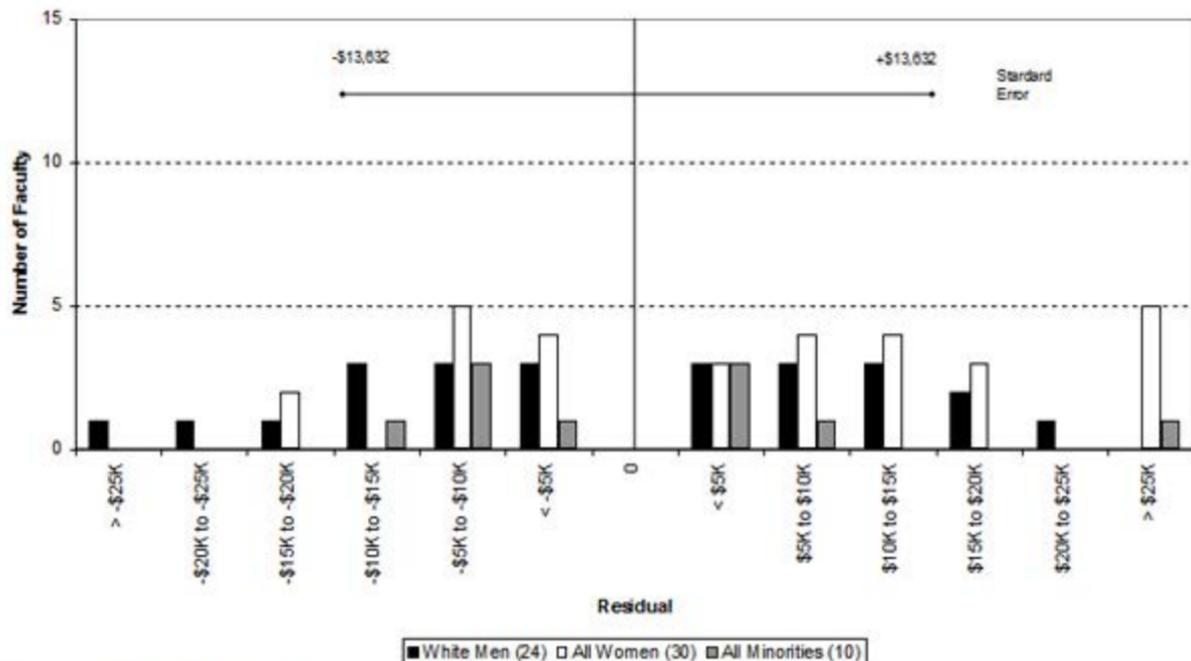
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Physical Sciences
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $3773248 + (\text{degree indicator} * 0) - (\text{degree year} * 2997.59) + (\text{UCI reg rank year} * 1150.394)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Social Ecology
 October 2008



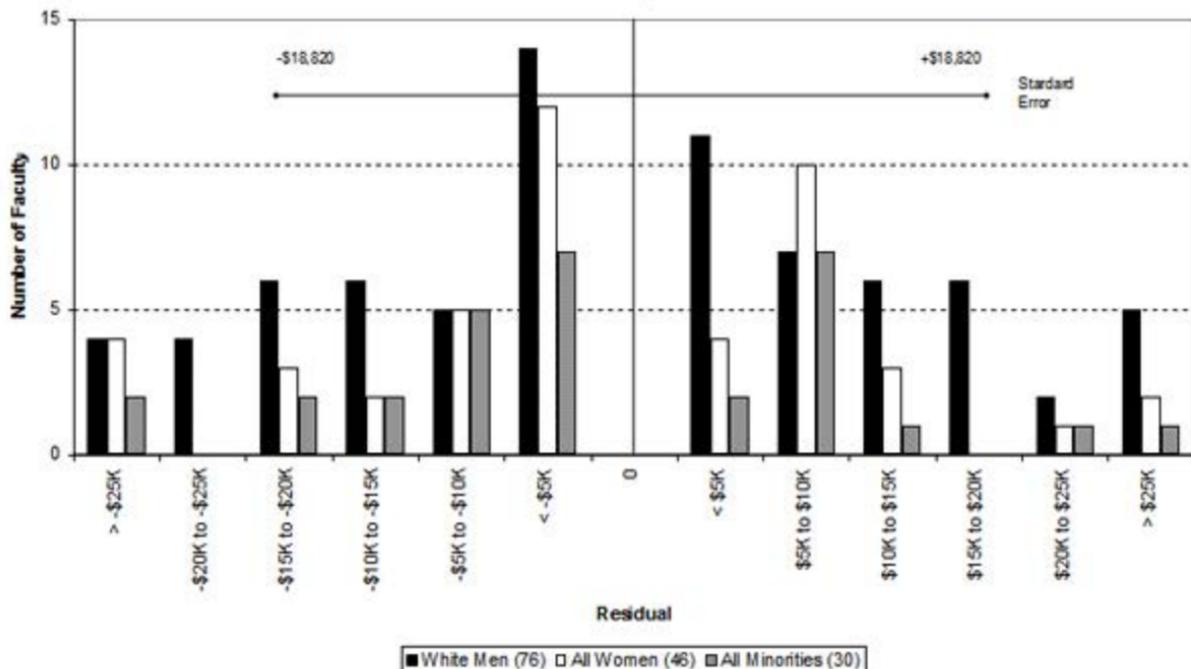
Residual = Actual Salary - Predicted Salary

Predicted Salary: $3523586 + (\text{degree level} * 0) - (\text{degree year} * 1174.48) - (\text{UCI reg rank year} * 549.53)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Social Sciences
 October 2008

With Economics Adjustment*

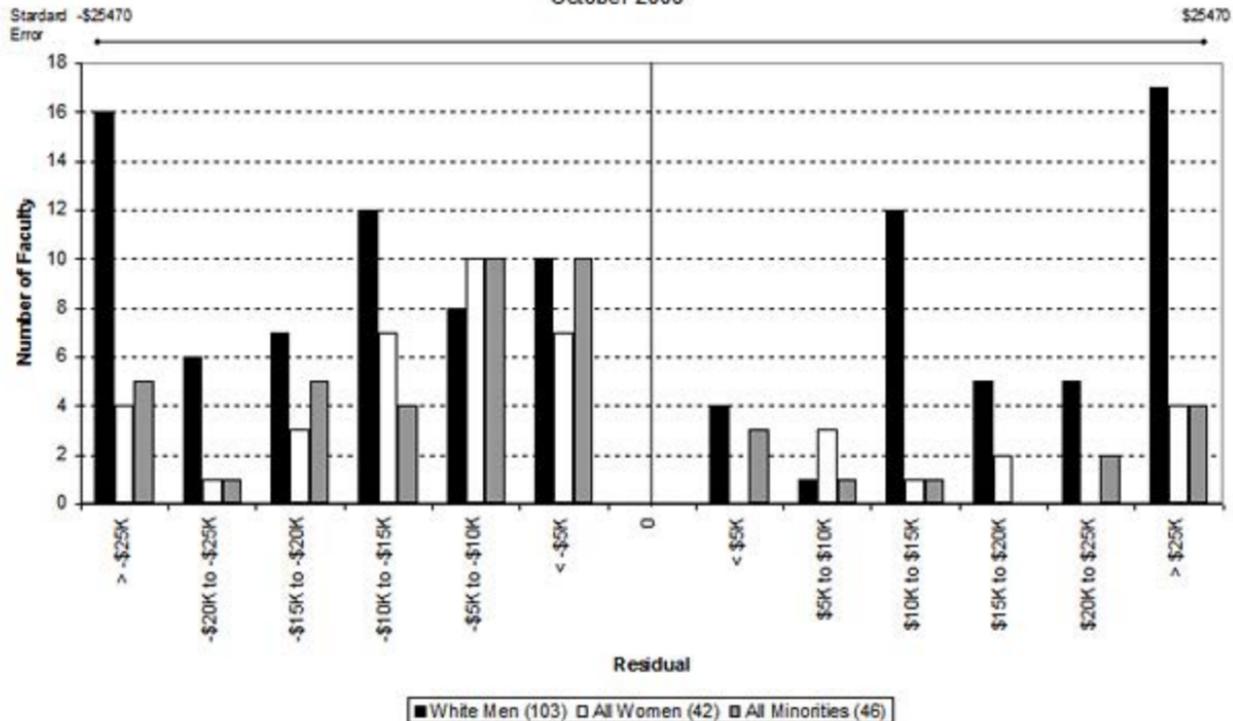
*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the 'Business/Economics/Engineering' Scale



Residual = Actual Salary - Predicted Salary

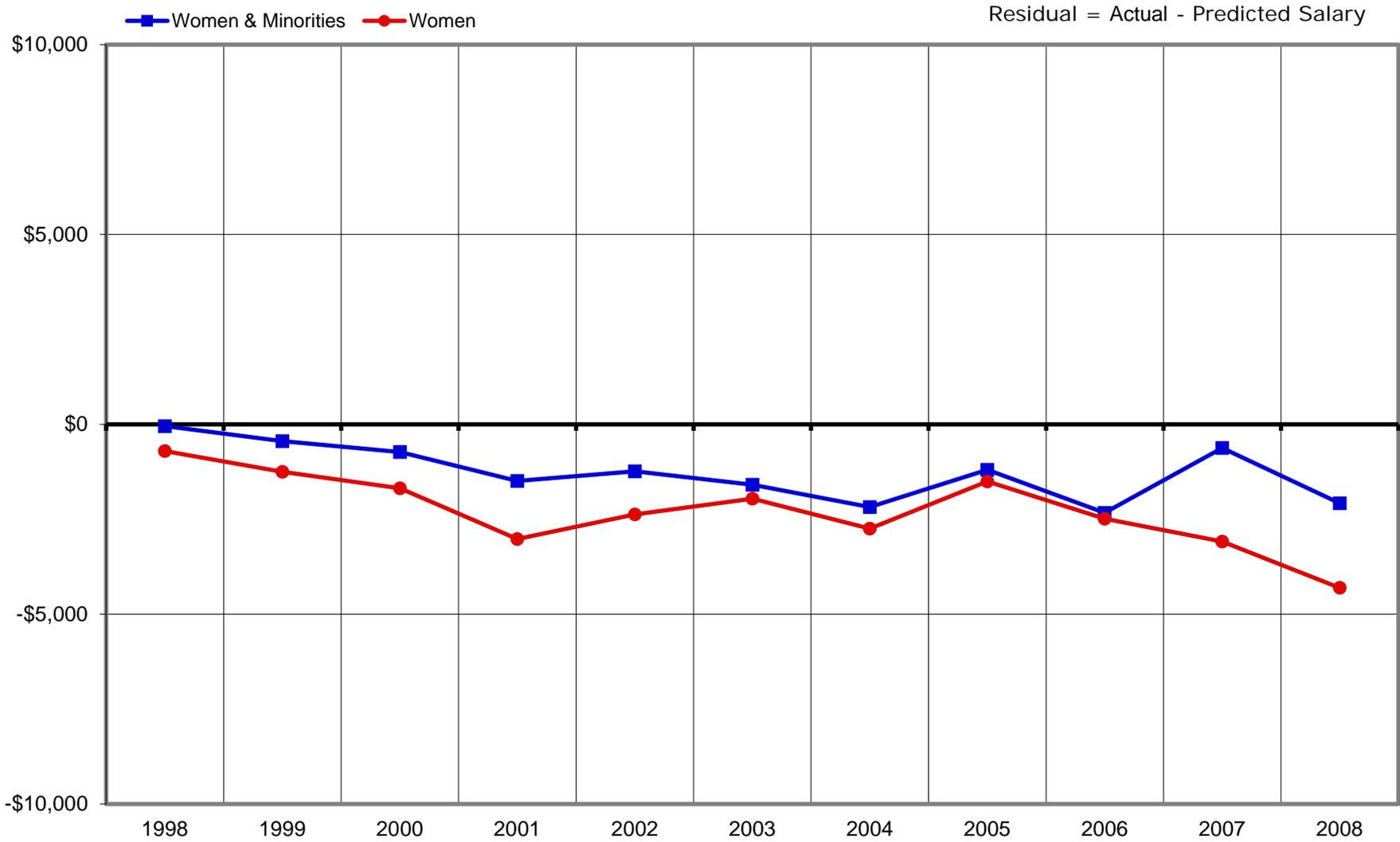
Predicted Salary: $3882640 + (\text{degree level} * 2186.10) - (\text{degree year} * 3338.43) + (\text{UCI reg rank year} * 1430.952) + (\text{econ variable} * 34398.21)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Medicine
 October 2008



Residual = Actual Salary - Predicted Salary

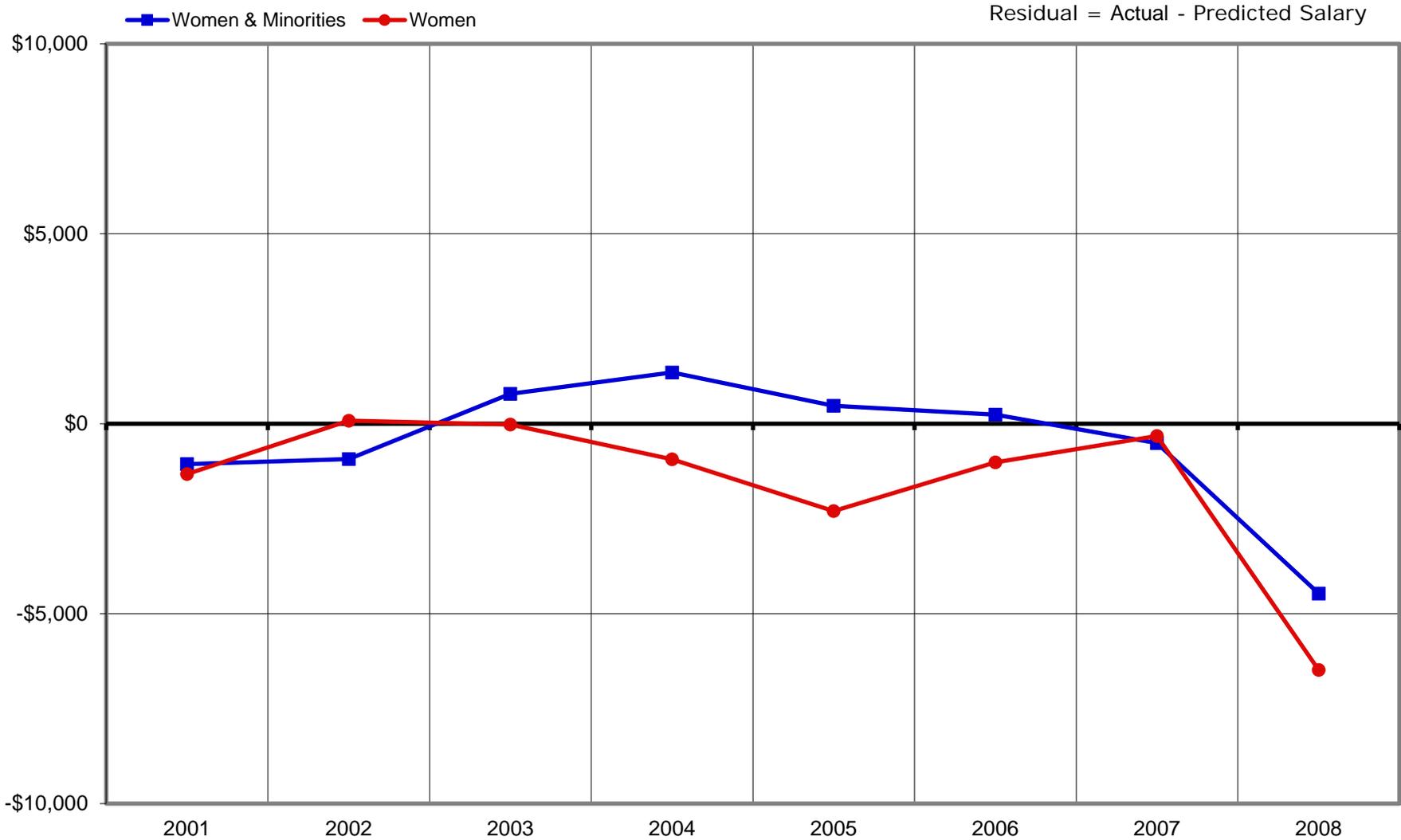
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
General Campus
October 1998 through 2008



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2008, Academic Personnel, Pay Equity Study.

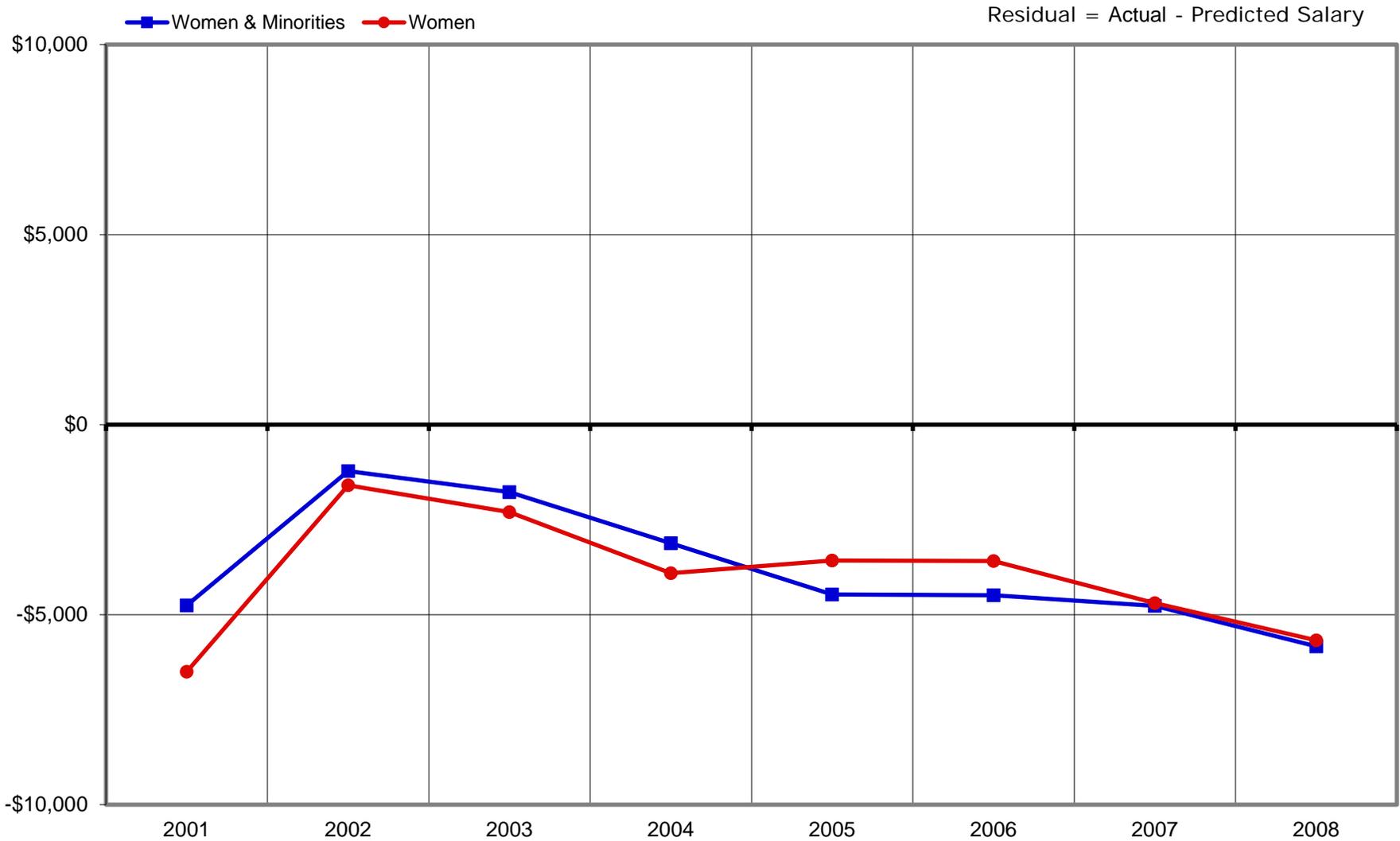
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine - Basic Sciences
October 2001 through 2008



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2008, Academic Personnel, Pay Equity Study.

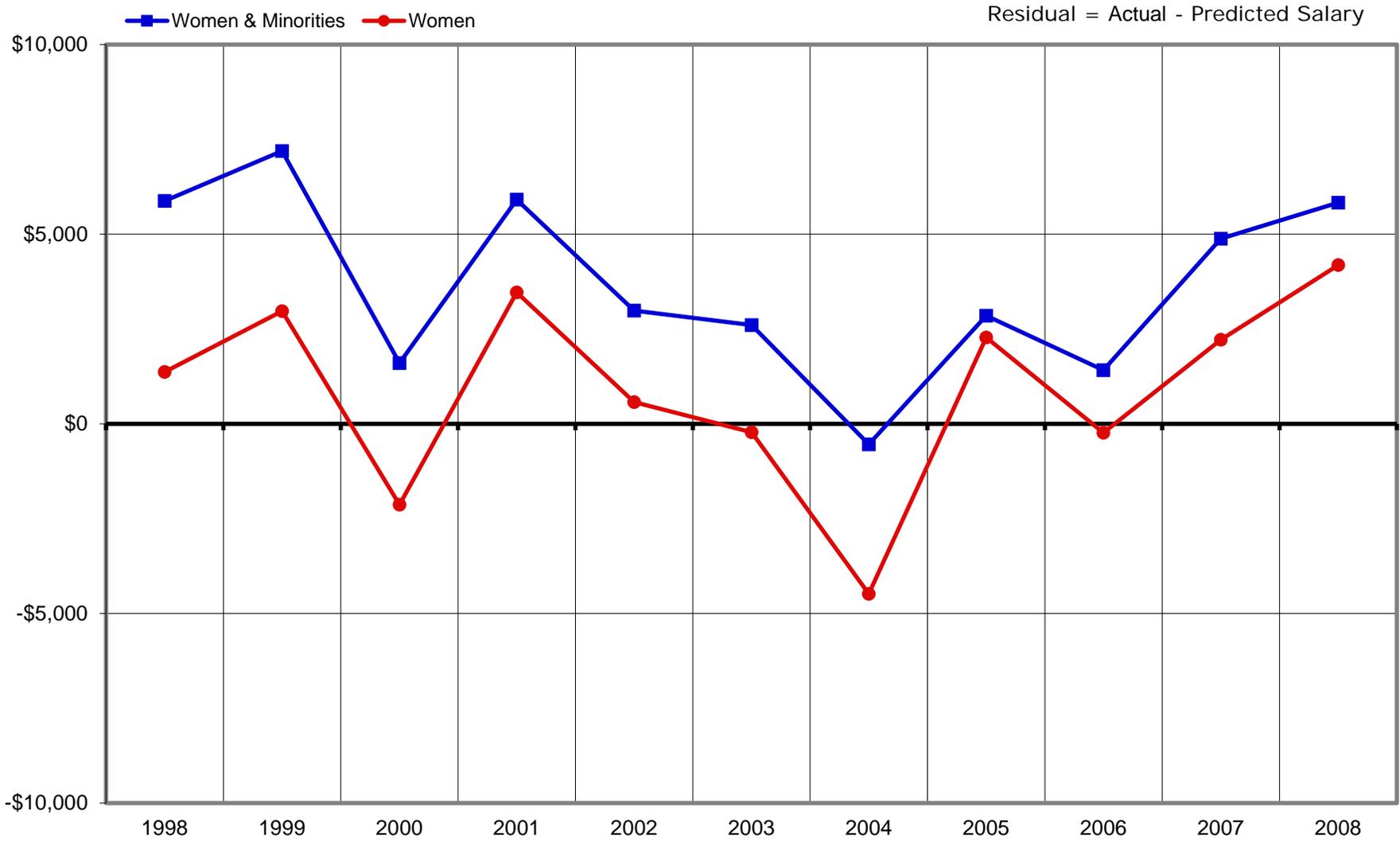
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine - Clinical Sciences
October 2001 through 2008



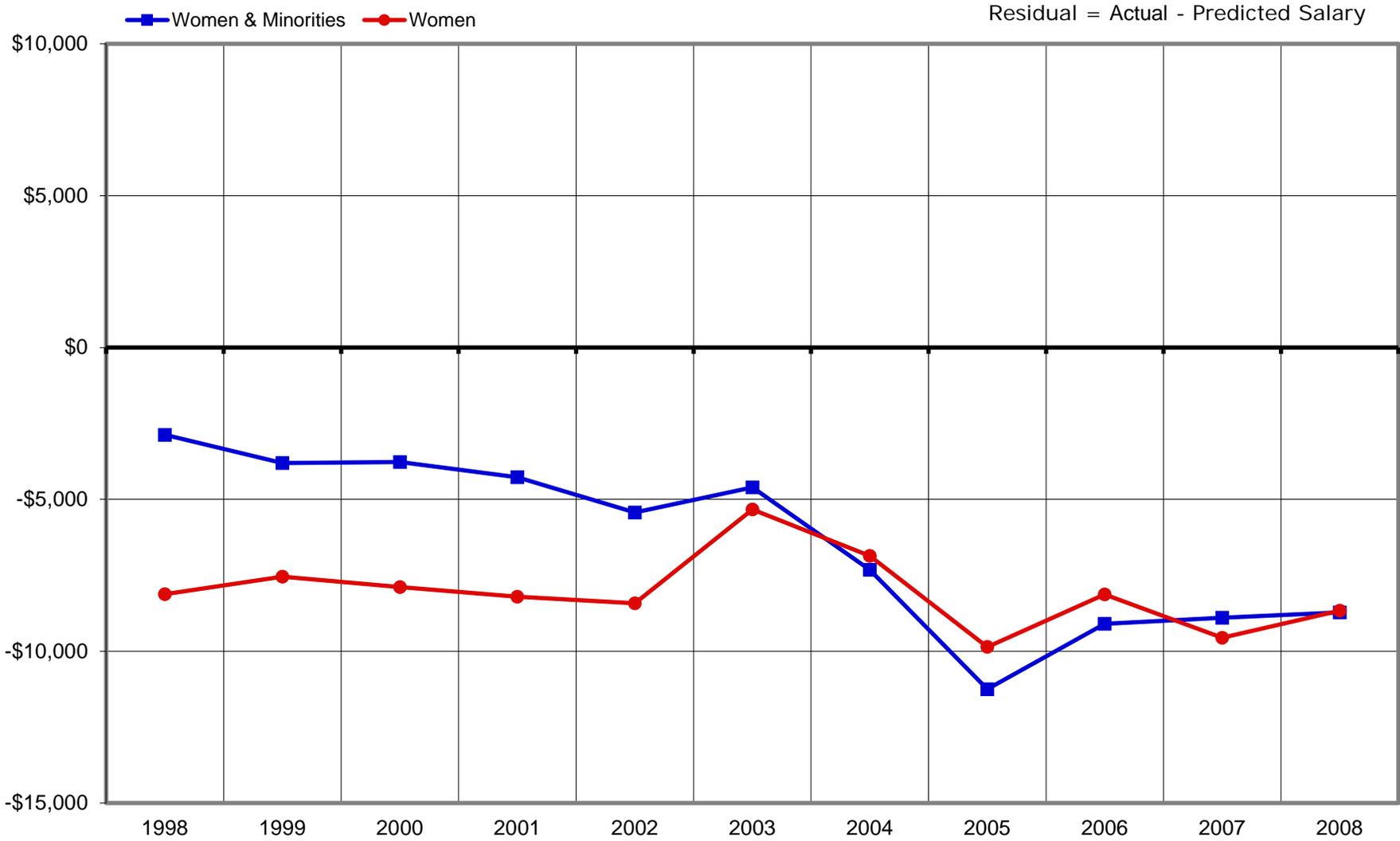
UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2008, Academic Personnel, Pay Equity Study.

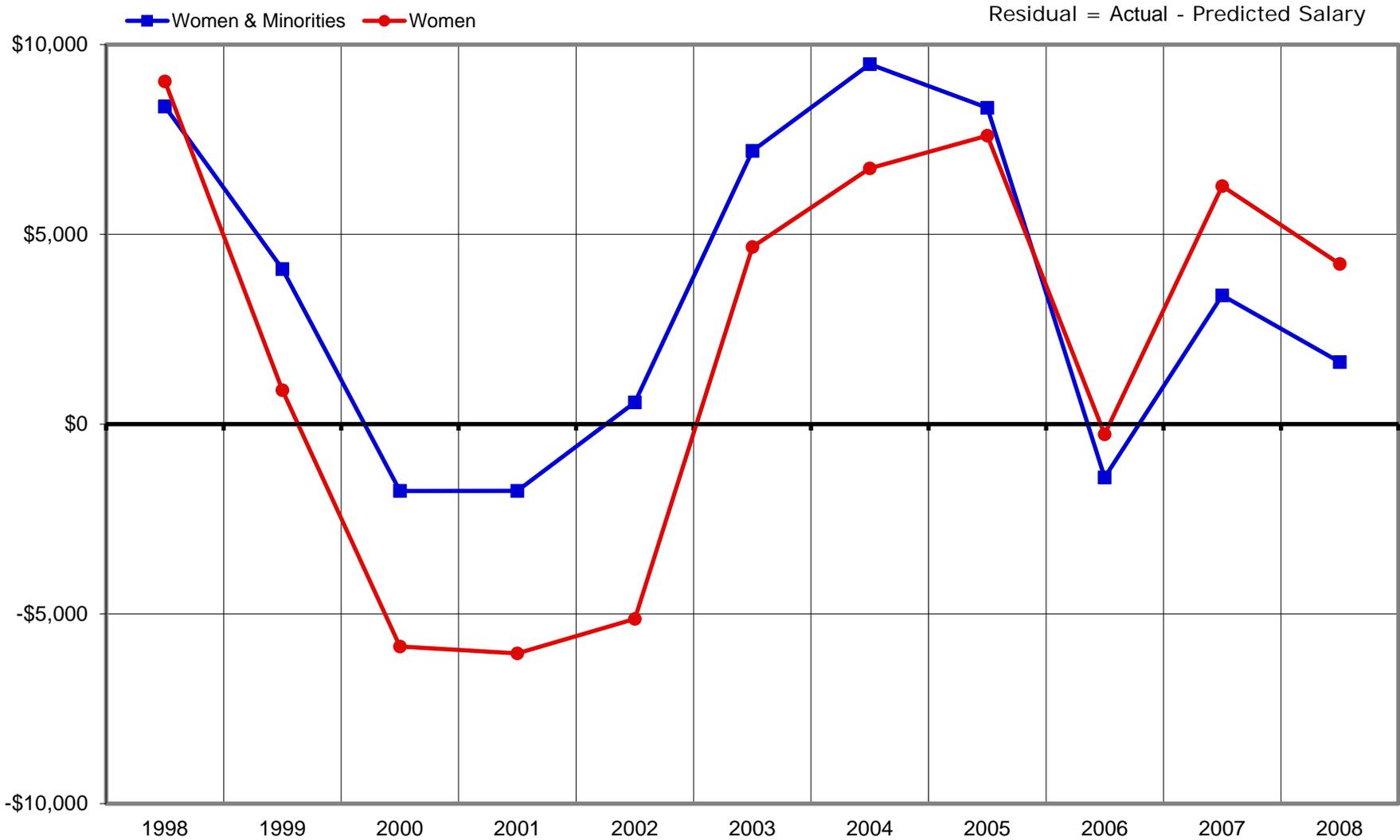
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Claire Trevor School of the Arts
October 1998 through 2008



Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2008



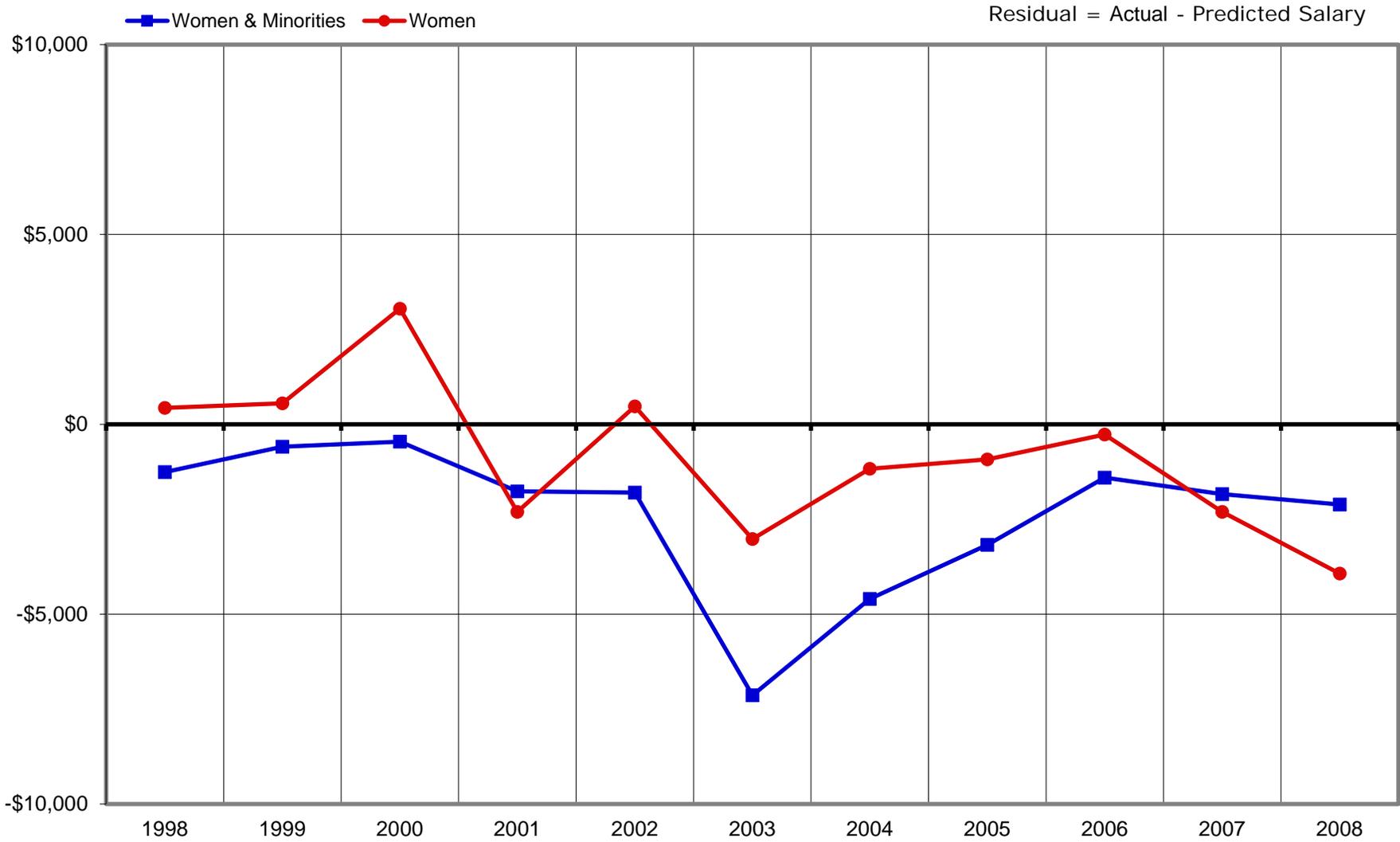
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Paul Merage School of Business
October 1998 through 2008



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2008, Academic Personnel, Pay Equity Study.

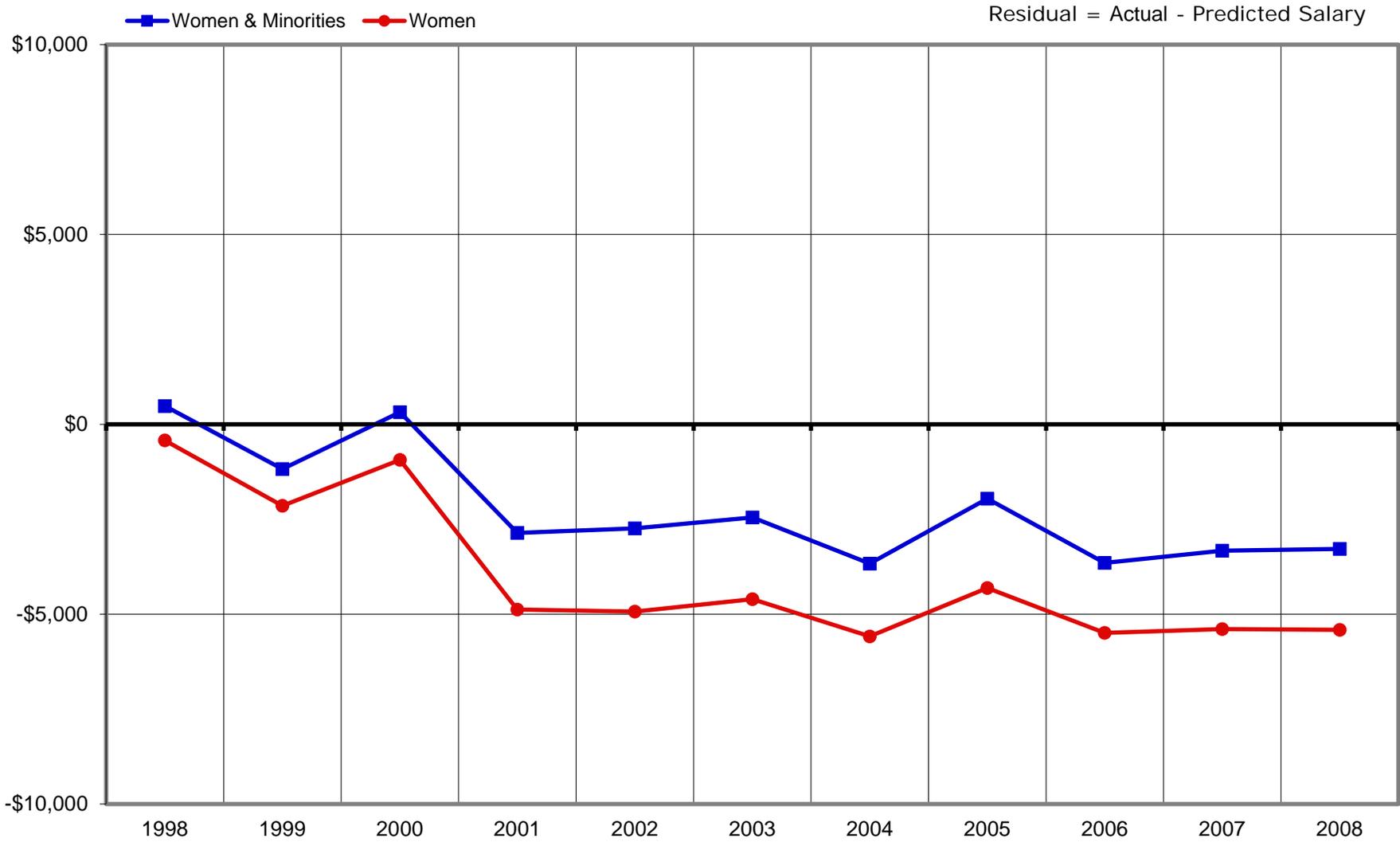
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
The Henry Samueli School of Engineering
October 1998 through 2008



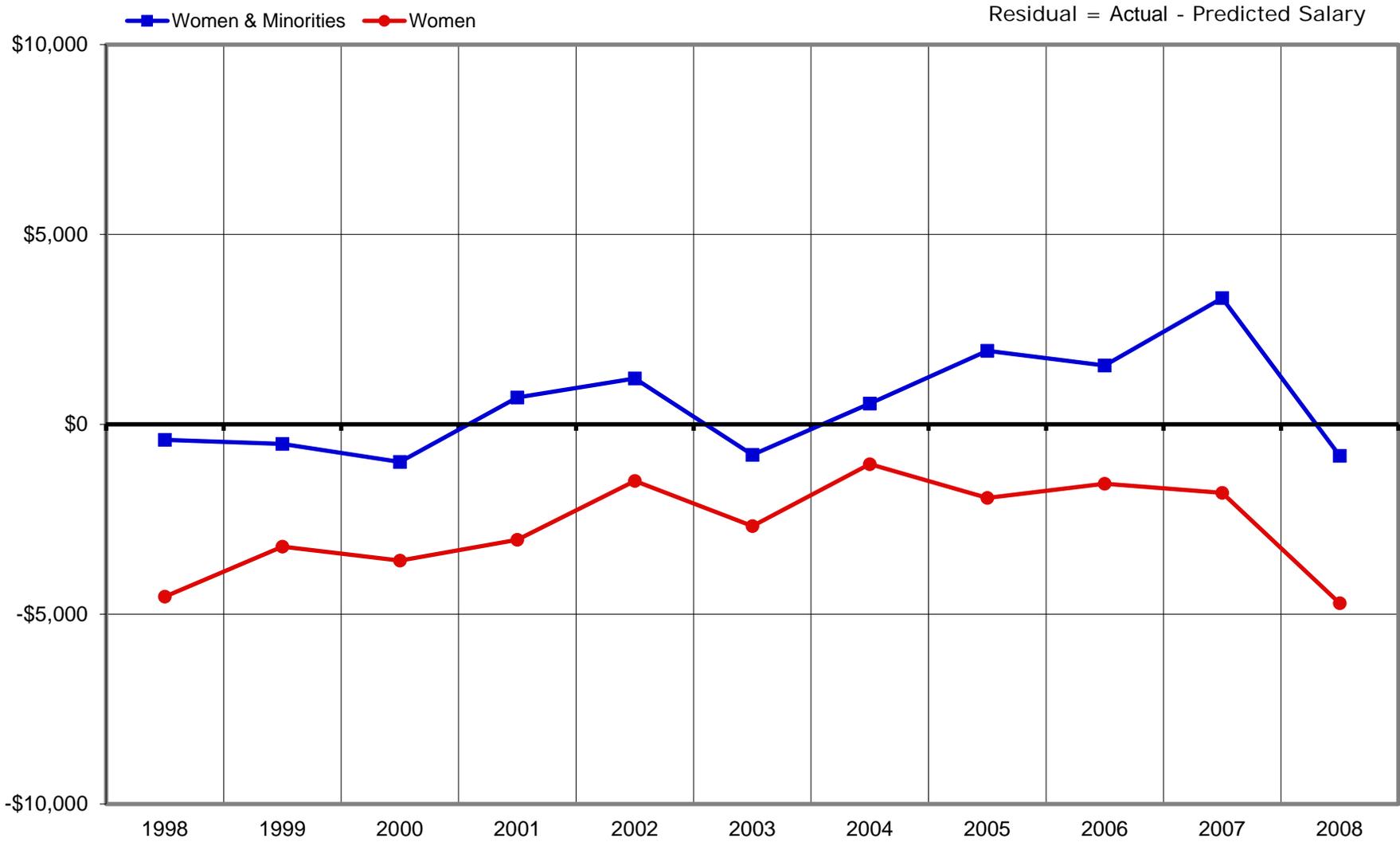
UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2008, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Humanities
October 1998 through 2008



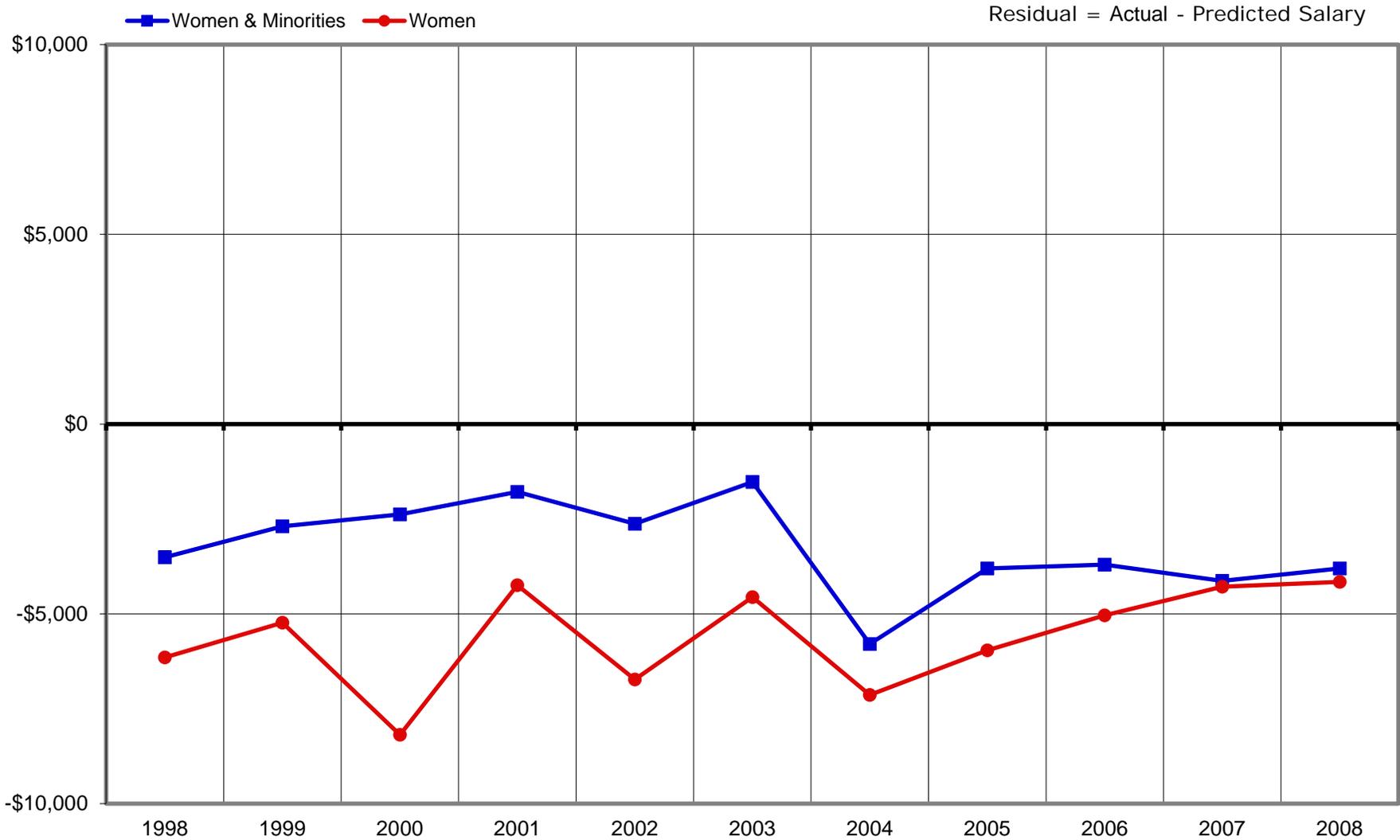
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Donald Bren School of Information & Computer Sciences
October 1998 through 2008



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2008, Academic Personnel, Pay Equity Study.

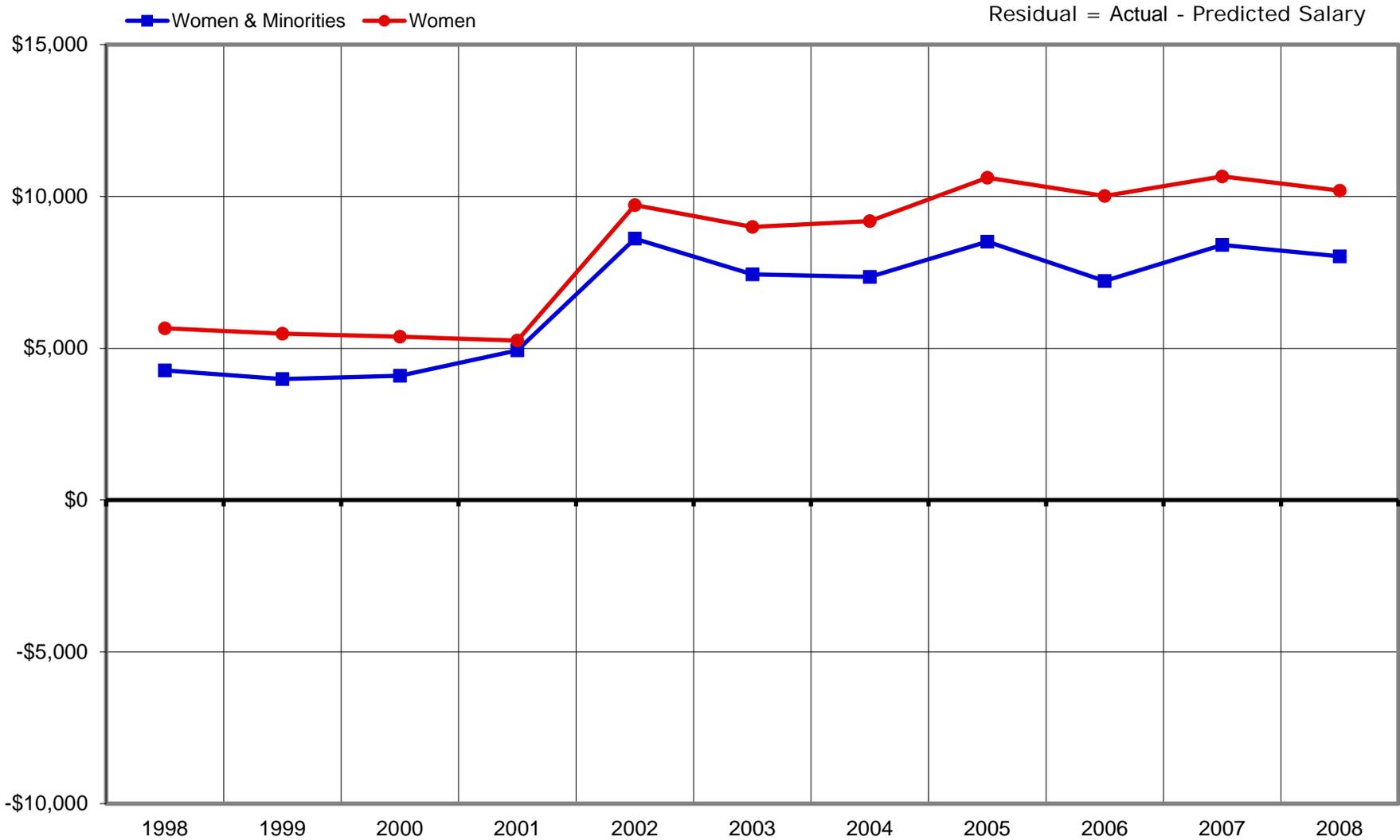
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Physical Sciences
October 1998 through 2008



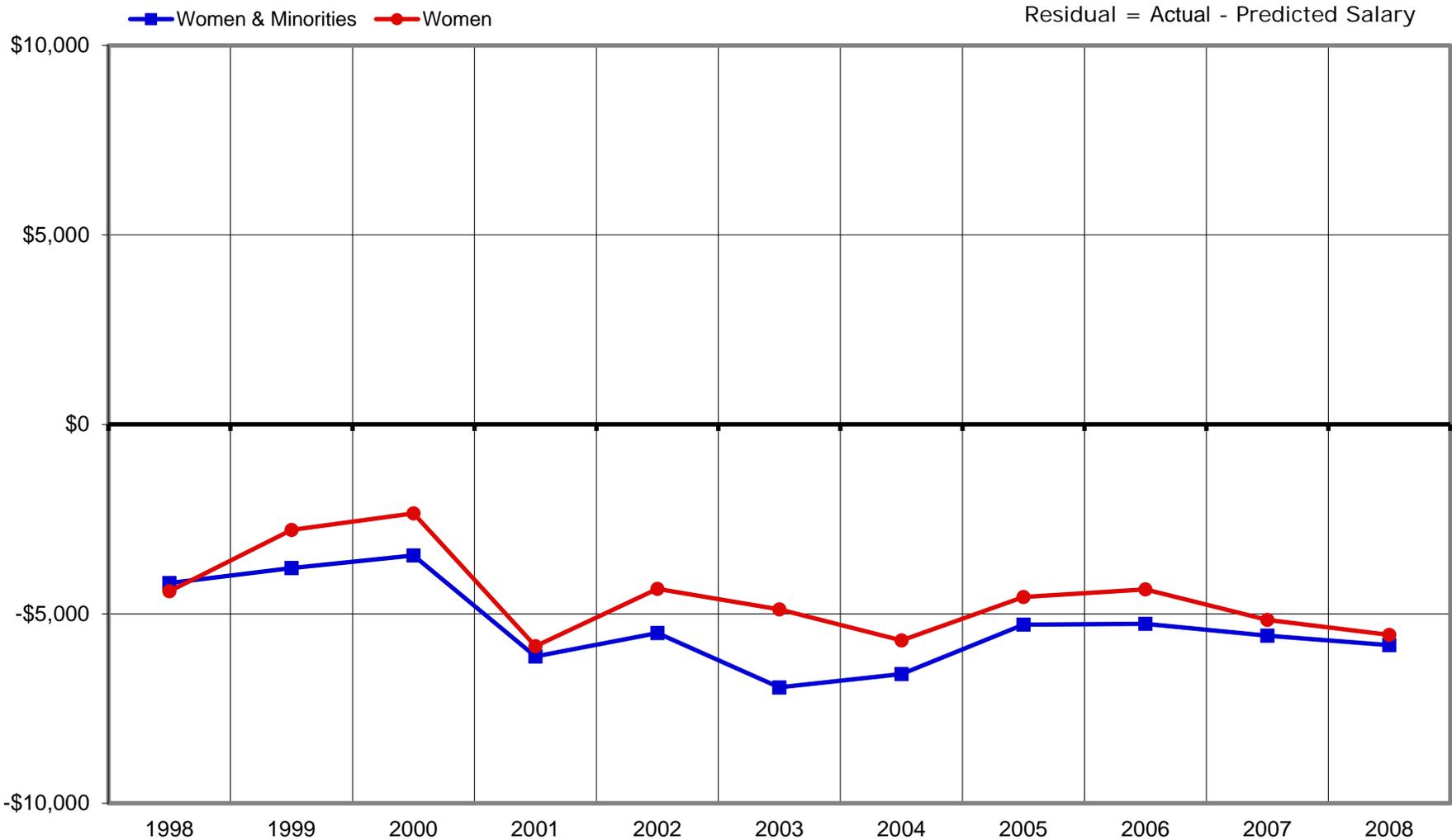
UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2008, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Ecology
October 1998 through 2008



Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Sciences
 October 1998 through 2008
 Without Economics Adjustment*



*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics /Engineering" Scale