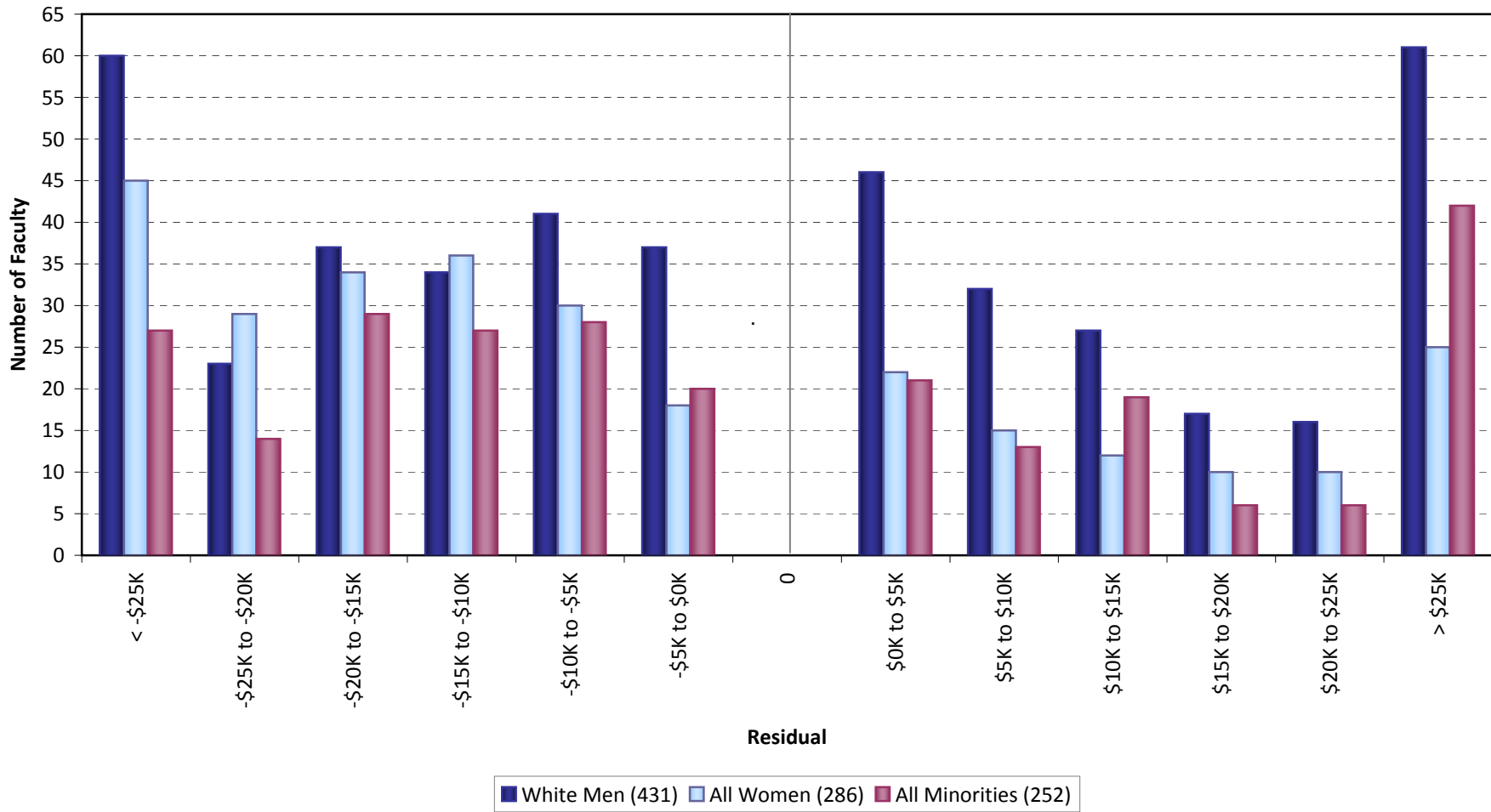
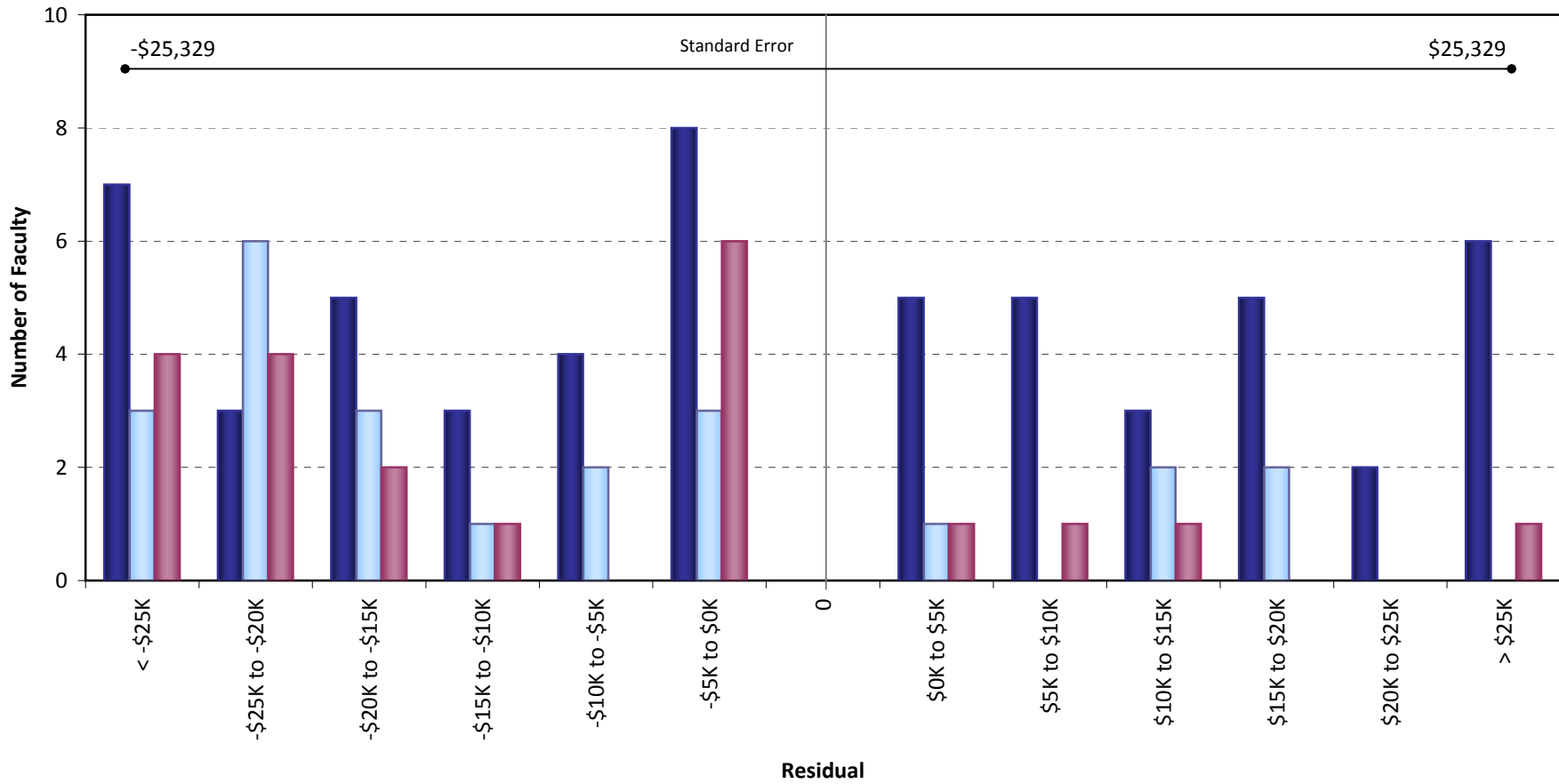


University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus
 October 2009



Residual = Actual Salary - Predicted Salary

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences
 October 2009

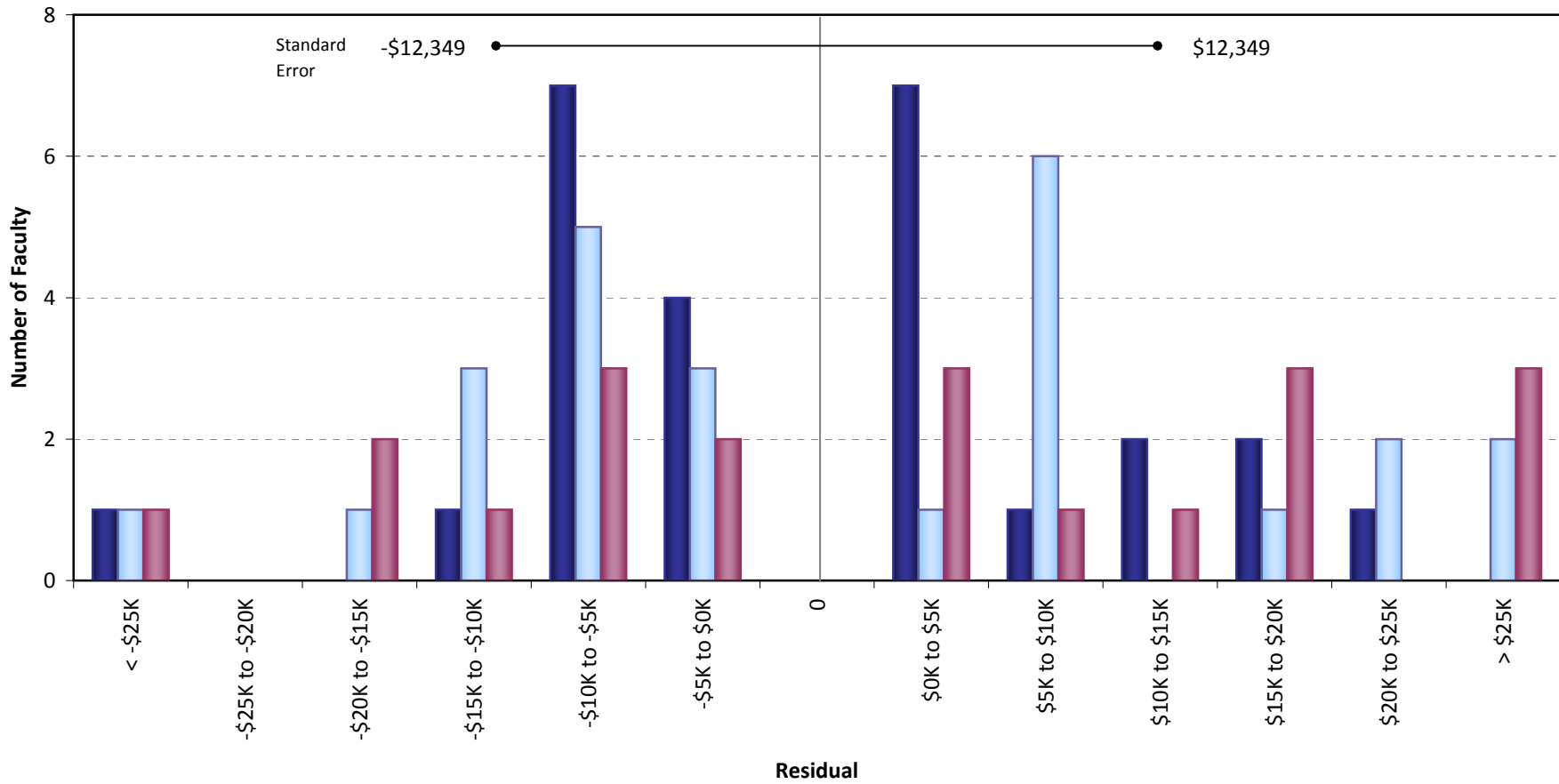


Residual = Actual Salary - Predicted Salary

■ White Men (56)
 ■ All Women (23)
 ■ All Minorities (21)

Predicted Salary = $4608891.7497125 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3300.34420237305) + (\text{RegRankYear} * 1030.89636036089)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
 October 2009

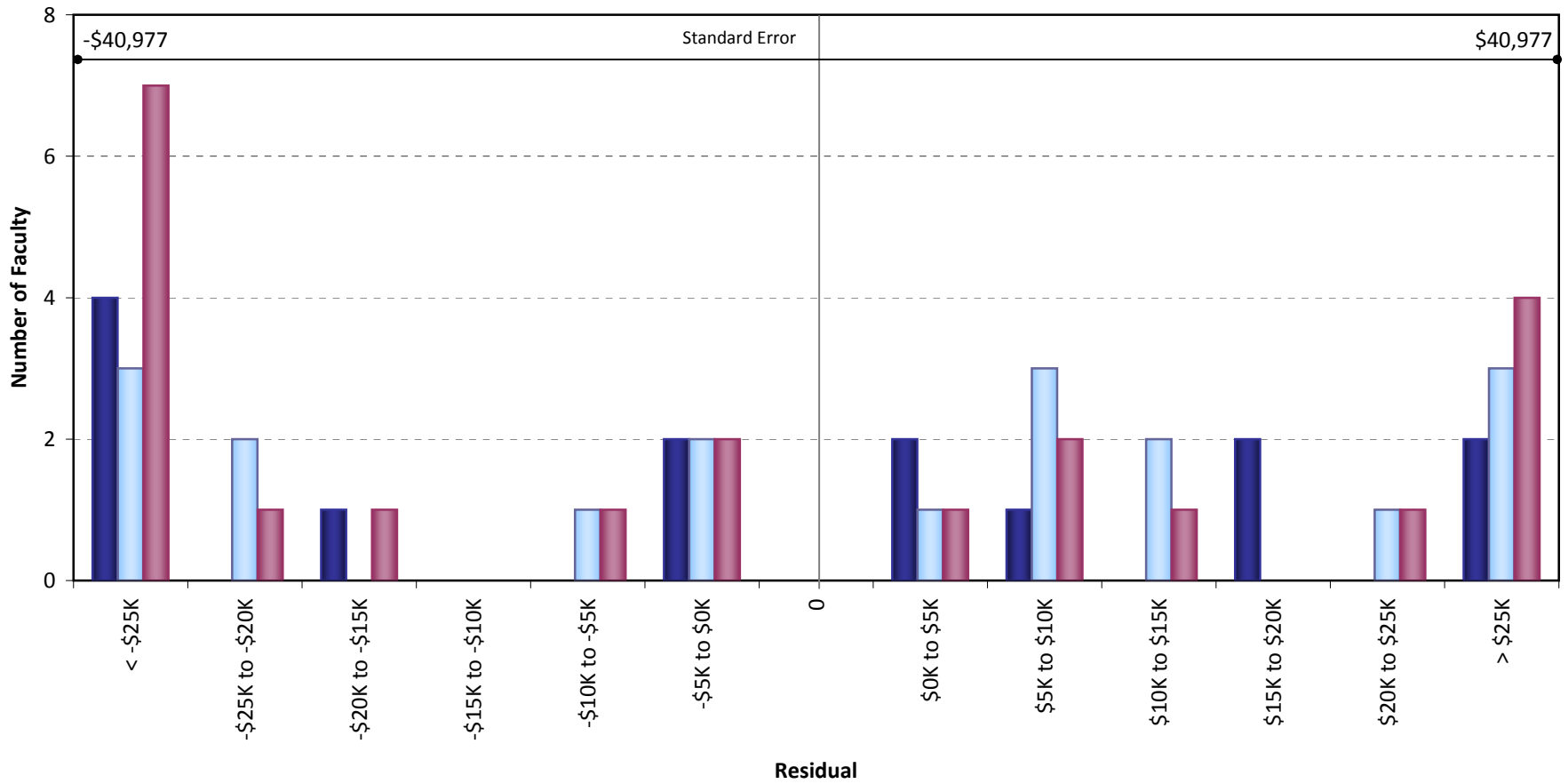


Residual = Actual Salary - Predicted Salary

■ White Men (26) ■ All Women (25) ■ All Minorities (20)

Predicted Salary = $3828406.26698357 + (\text{DegreeLevel} * 8560.29297648608) - (\text{DegreeYear} * 250.196475263058) - (\text{RegRankYr} * 1630.1178161713)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Paul Merage School of Business
 October 2009

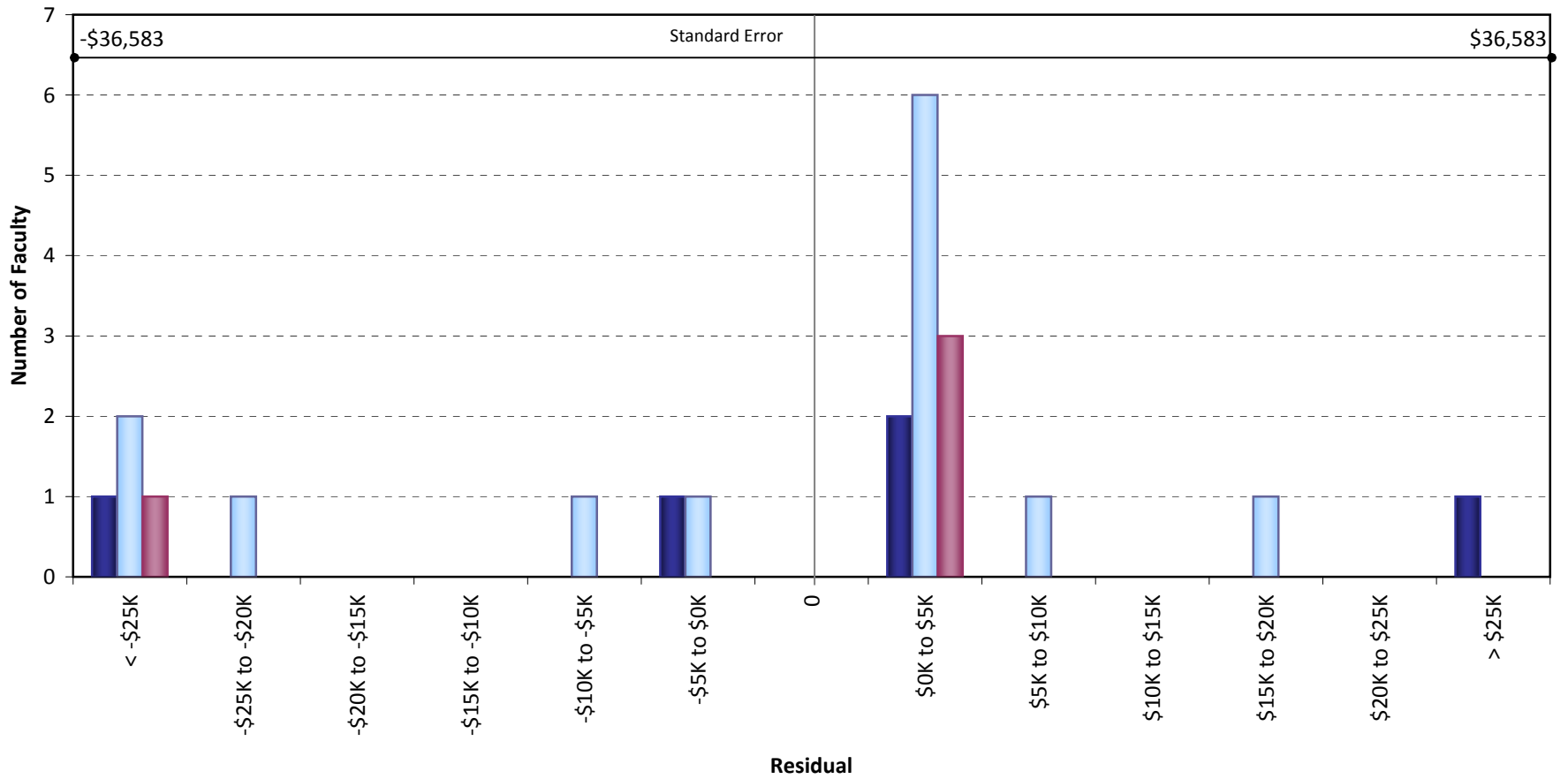


Residual = Actual Salary - Predicted Salary

■ White Men (14)
 ■ All Women (18)
 ■ All Minorities (21)

Predicted Salary = $-2198960.82285256 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1743.72646355599) + (\text{RegRankYear} * 2921.17264126796)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Department of Education
 October 2009

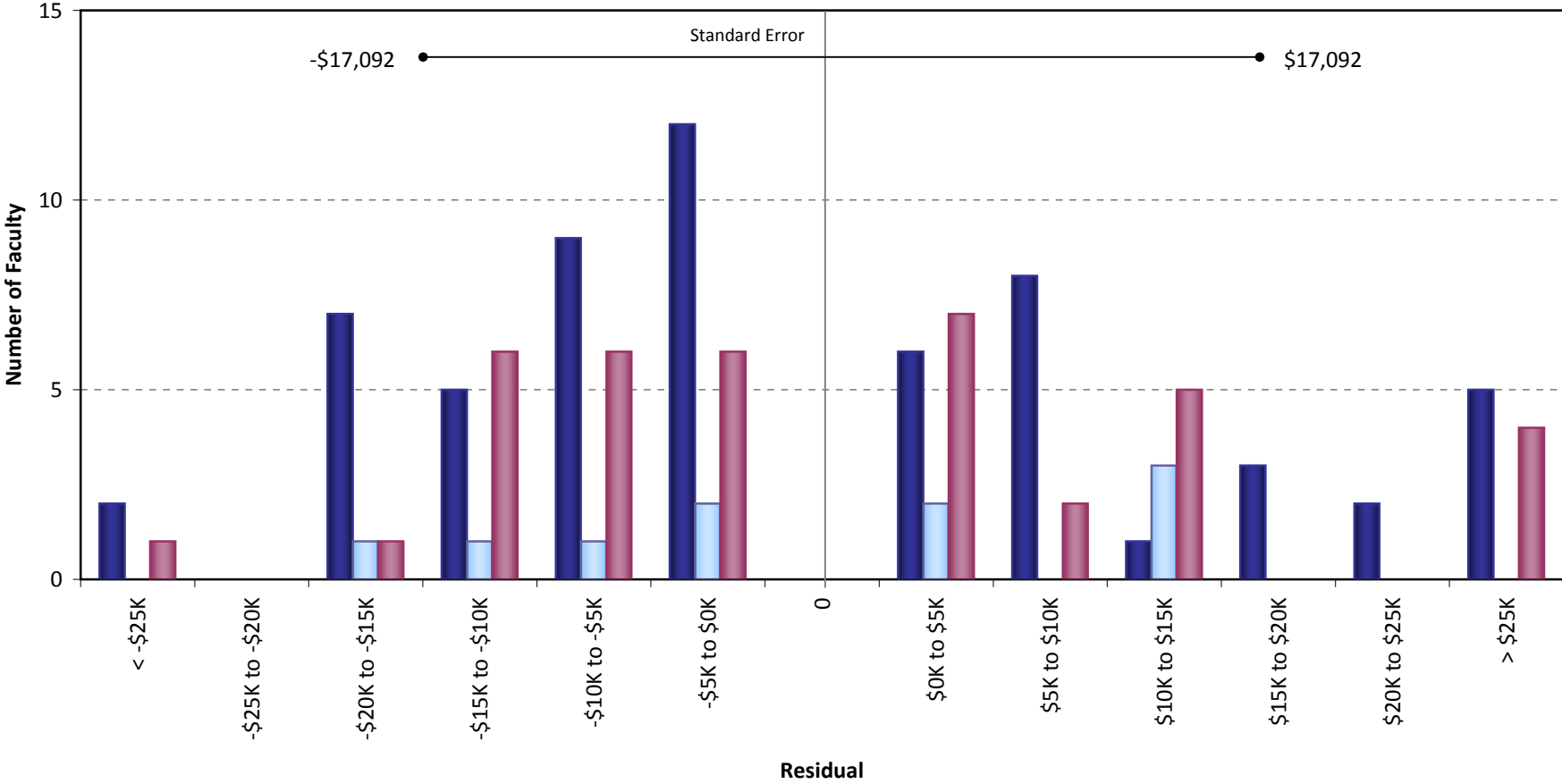


Residual = Actual Salary - Predicted Salary

■ White Men (5)
 ■ All Women (13)
 ■ All Minorities (4)

$$\text{Predicted Salary} = 8863233.54655633 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3751.79892040996) - (\text{RegRankYr} * 635.322886199162)$$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Henry Samueli School of Engineering
 October 2009

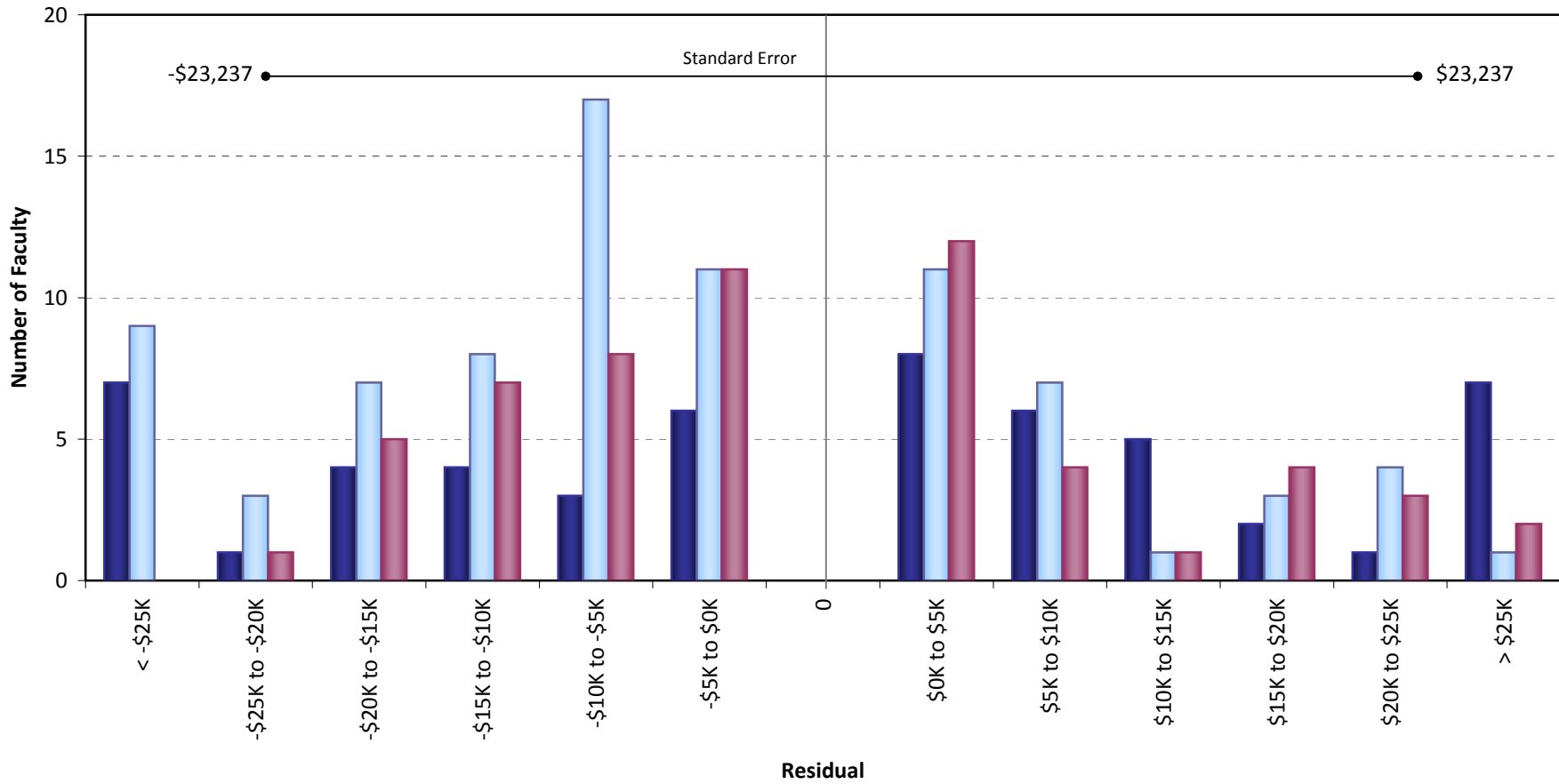


Residual = Actual Salary - Predicted Salary

■ White Men (60) ■ All Women (10) ■ All Minorities (38)

Predicted Salary = $4637976.14483756 + (\text{DegreeLevel} * 21723.3401201826) - (\text{DegreeYear} * 3105.41341574402) + (\text{RegRankYear} * 807.552449461676)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Humanities
 October 2009

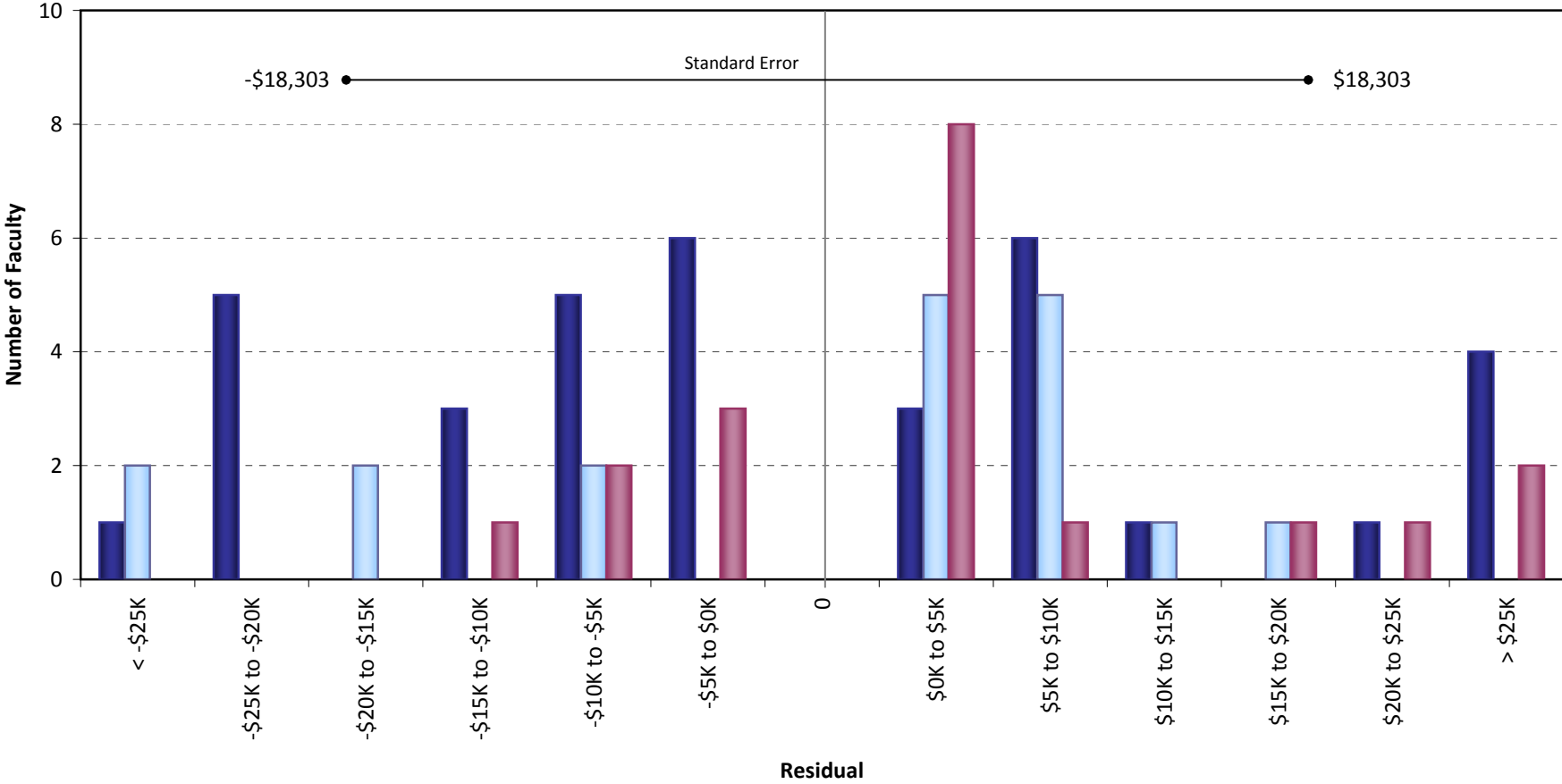


Residual = Actual Salary - Predicted Salary

■ White Men (54) ■ All Women (82) ■ All Minorities (58)

Predicted Salary = $4333258.55646237 + (\text{DegreeLevel} * 17242.9350840561) - (\text{DegreeYear} * 3363.83391923137) + (\text{RegRankYr} * 1214.74274056024)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
 October 2009

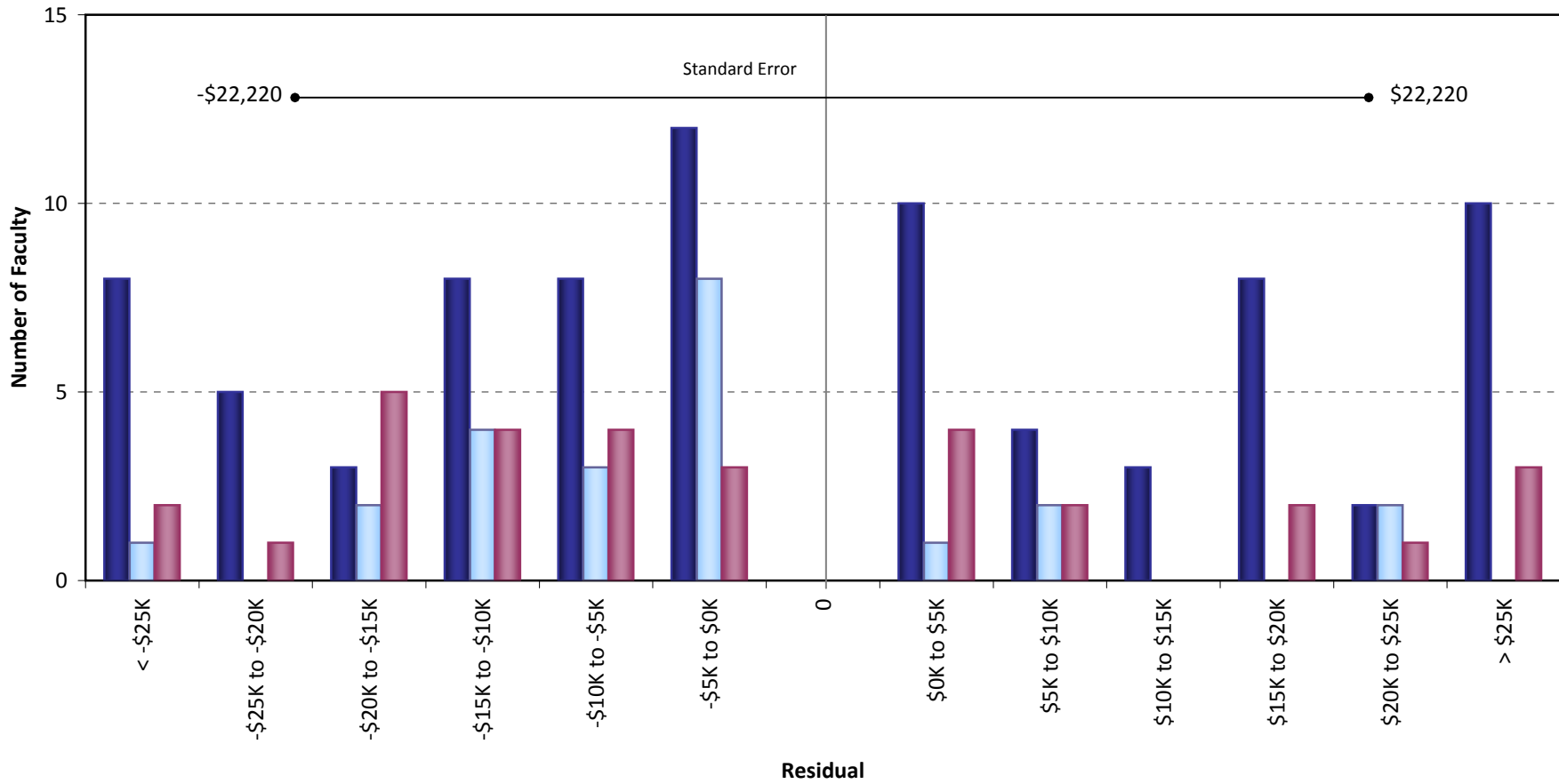


Residual = Actual Salary - Predicted Salary

■ White Men (35) ■ All Women (18) ■ All Minorities (19)

Predicted Salary = 2970853.34487836+(DegreeLevel*0)-(DegreeYear*3333.47223391134)+(RegRankYr*1893.2903273393)

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Physical Sciences
 October 2009

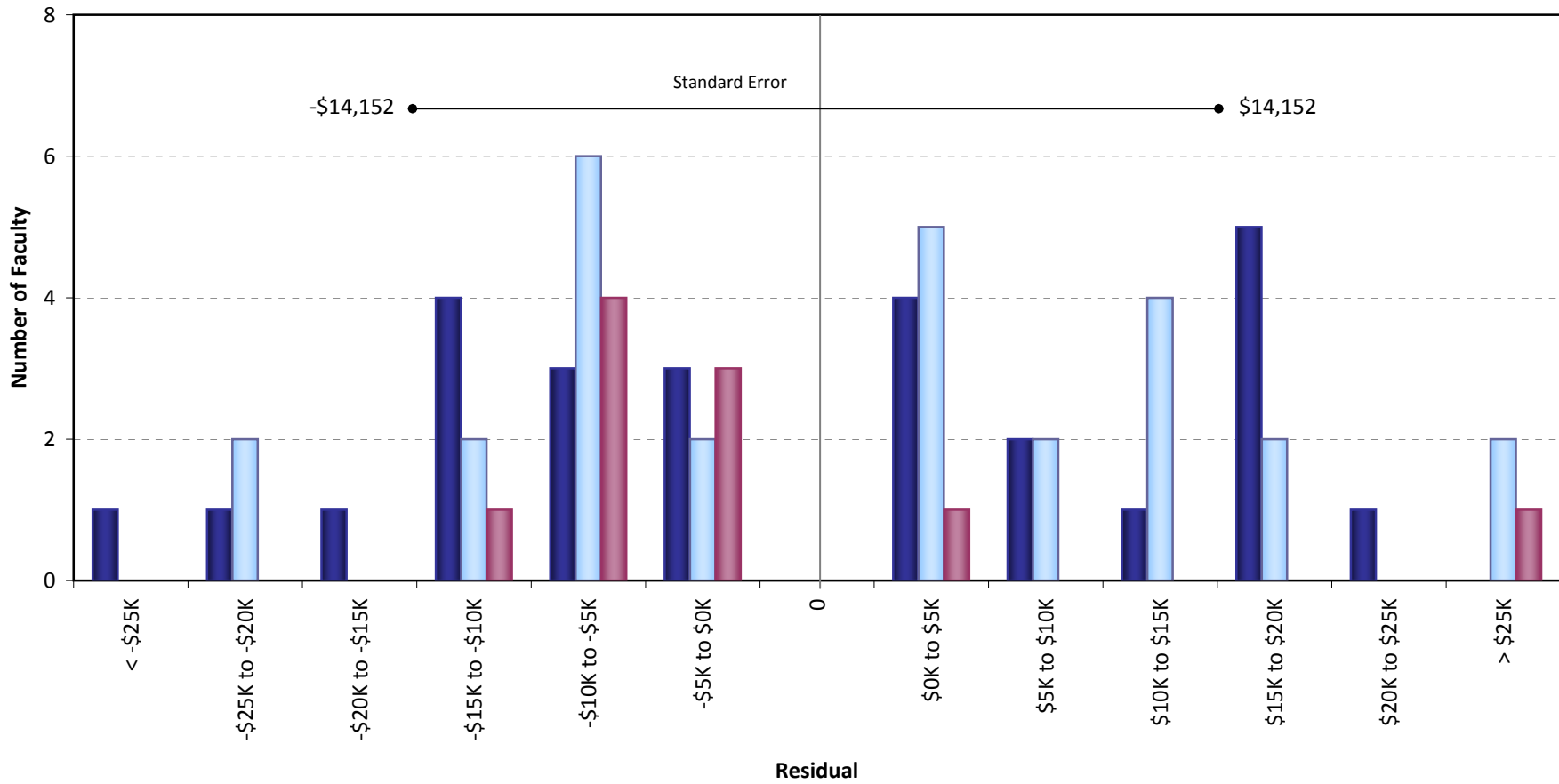


Residual = Actual Salary - Predicted Salary

■ White Men (81) ■ All Women (23) ■ All Minorities (31)

Predicted Salary = $3991011.63083266 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 2984.91643204694) + (\text{RegRankYr} * 1030.17166202311)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Ecology
 October 2009



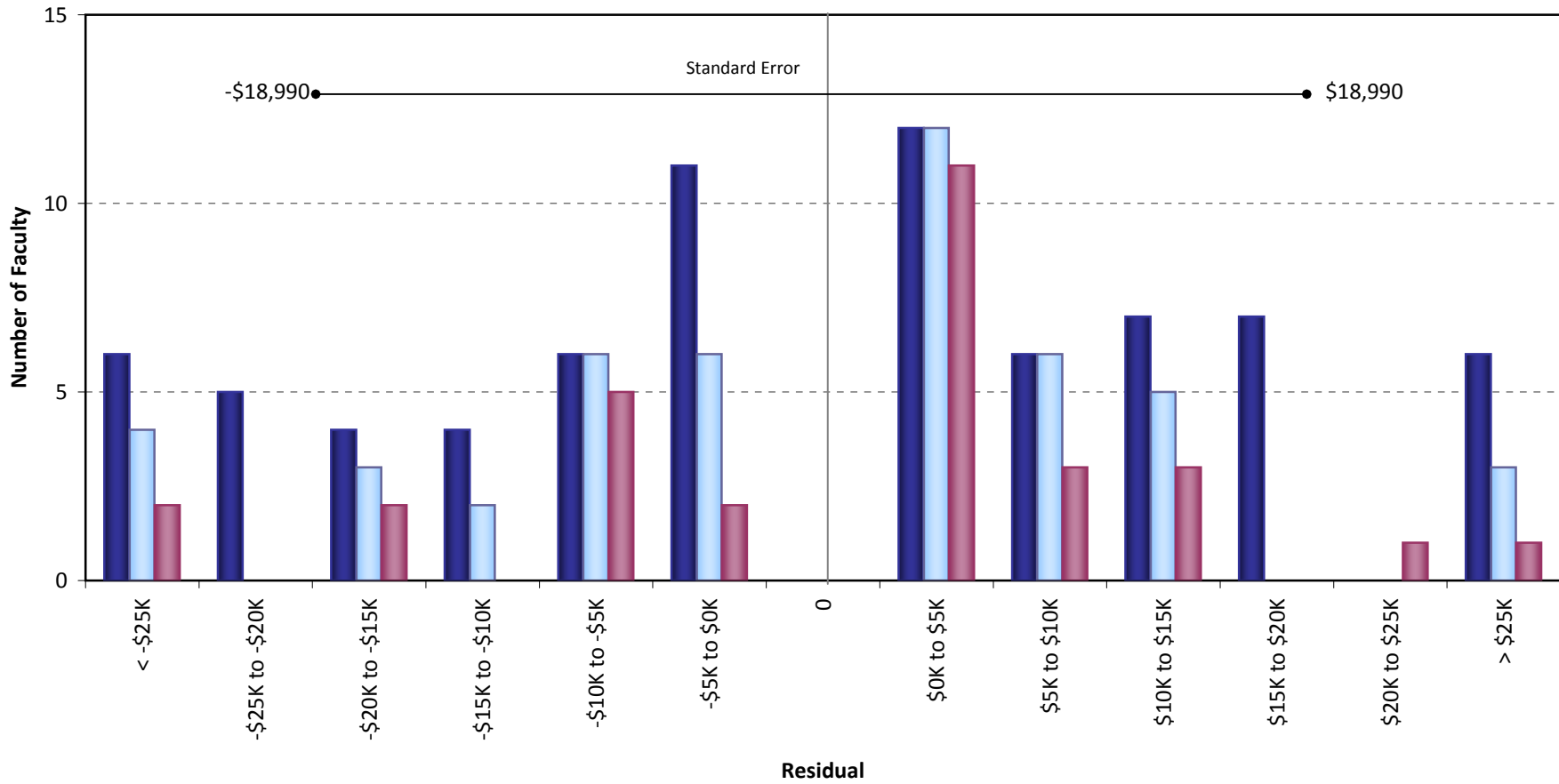
Residual = Actual Salary - Predicted Salary

■ White Men (26) ■ All Women (27) ■ All Minorities (10)

Predicted Salary = $3418980.80315972 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1740.38339061656) + (\text{RegRankYr} * 70.055685333723)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Sciences w/Economics Variable
 October 2009

*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



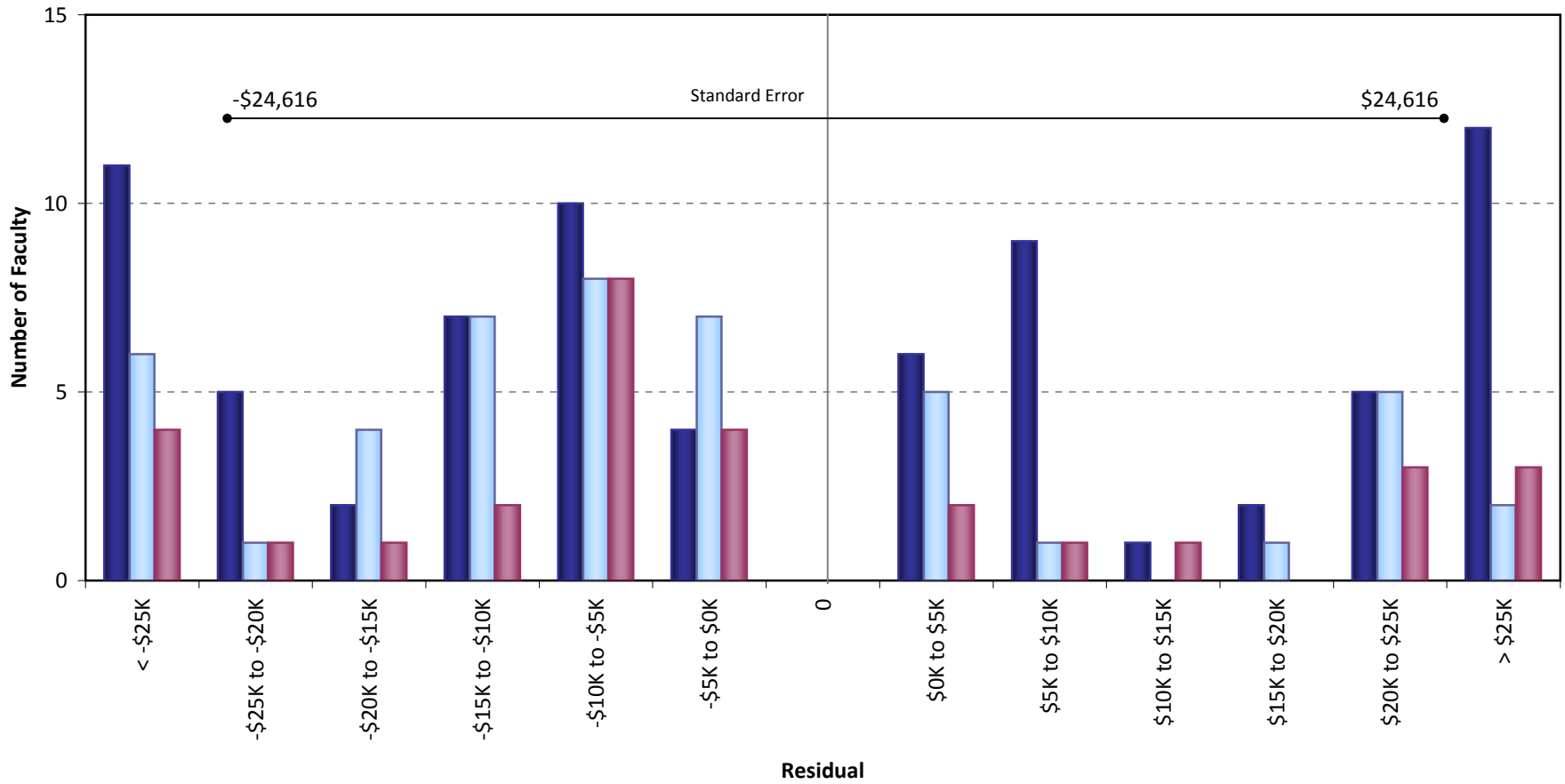
Residual = Actual Salary - Predicted Salary

■ White Men (74)
 ■ All Women (47)
 ■ All Minorities (30)

Predicted Salary = $3937636.51055576 + (\text{DegreeLevel} * 15681.6122852873) -$
 $(\text{DegreeYear} * 3340.88289366769) + (\text{RegRankYr} * 1392.88832529445) + (\text{EconVariable} * 37429.5502446561)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Sciences - without Economics Variable
 October 2009

*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

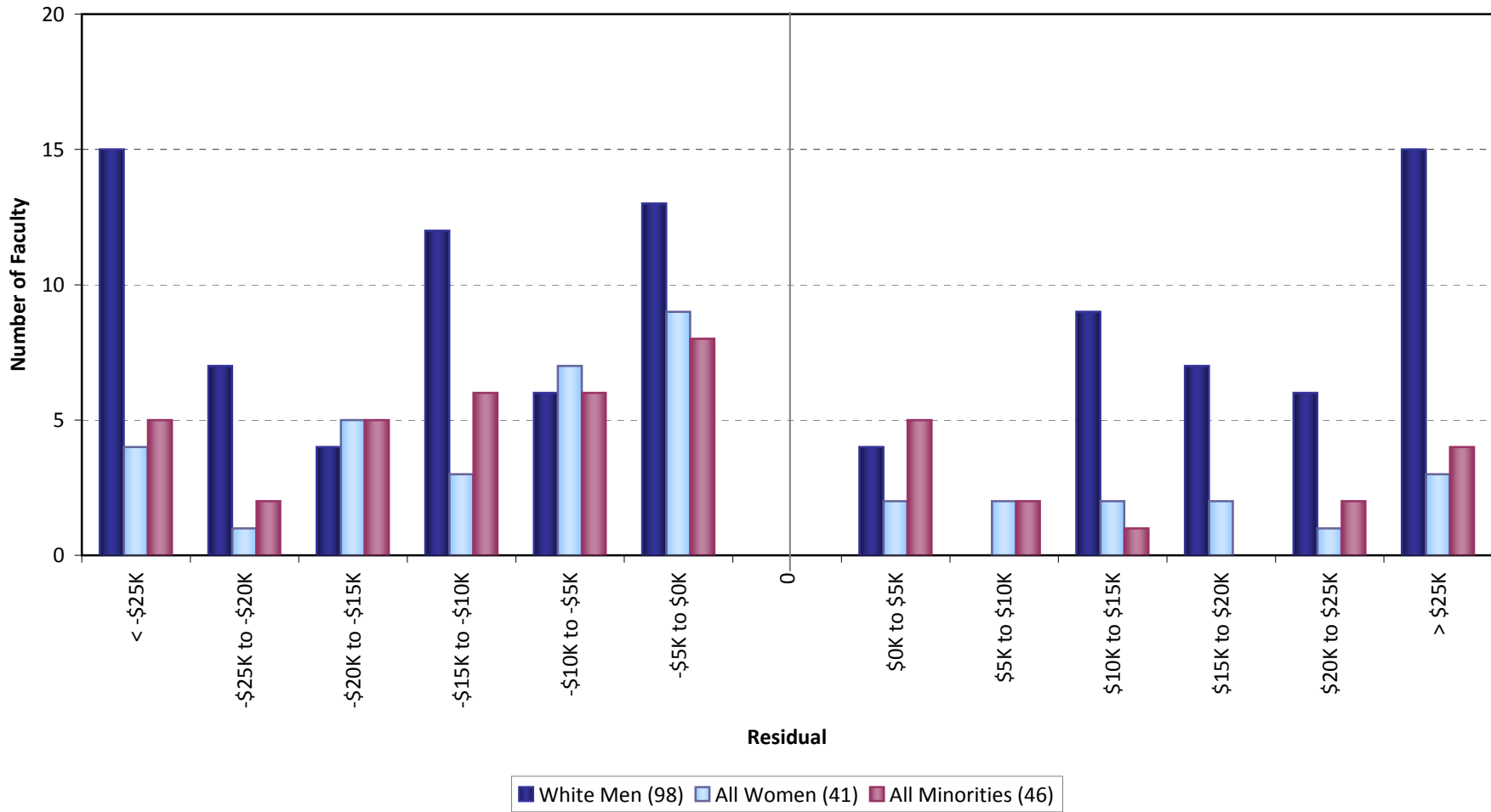


Residual = Actual Salary - Predicted Salary

■ White Men (74)
 ■ All Women (47)
 ■ All Minorities (30)

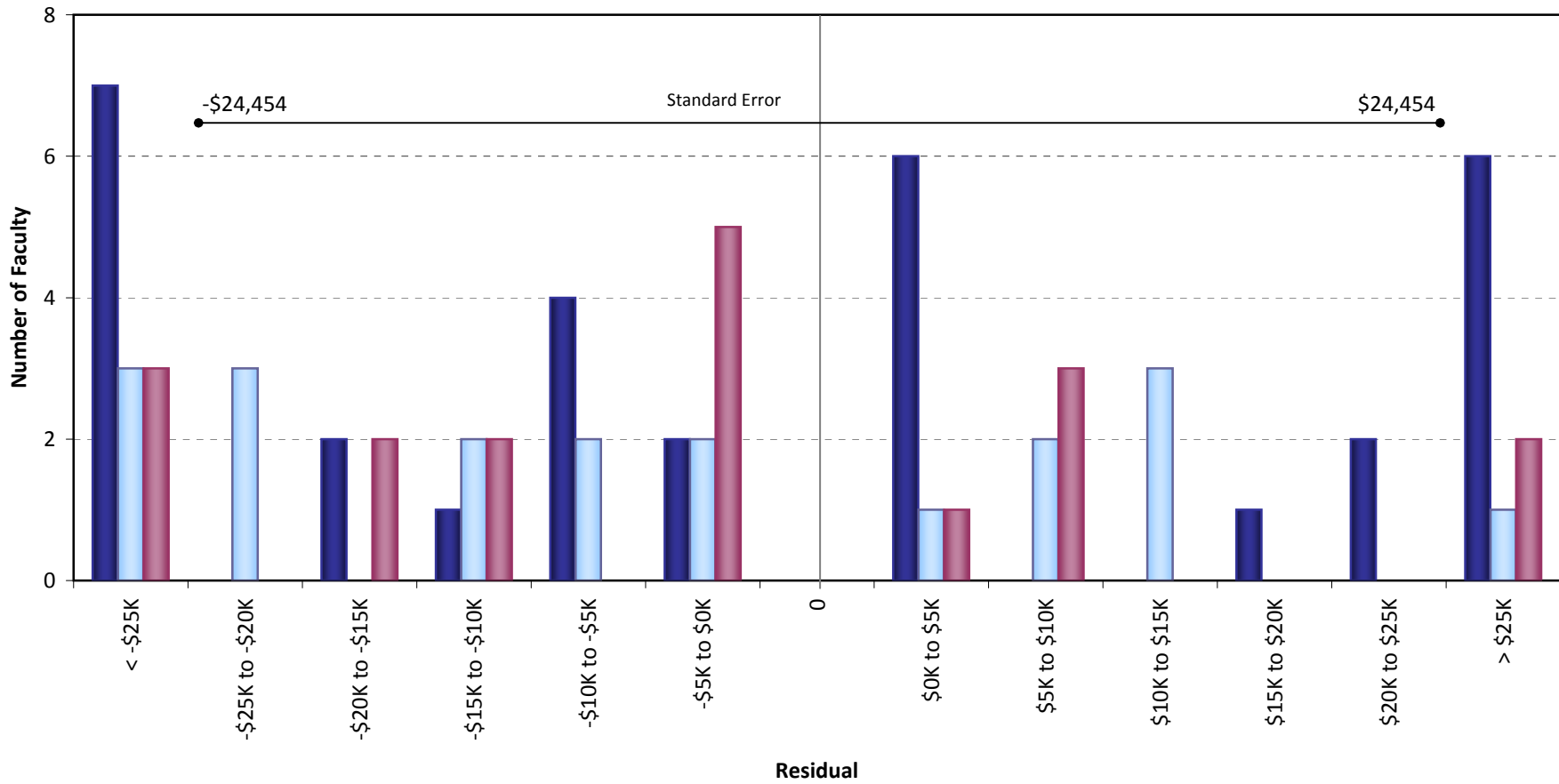
Predicted Salary = $3462739.65820656 + (\text{DegreeLevel} * 20682.5832834614) - (\text{DegreeYear} * 3337.83325666616) + (\text{RegRankYr} * 1627.0385023838)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Medicine - All
 October 2009



Residual = Actual Salary - Predicted Salary

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Medicine - Basic Science
 October 2009

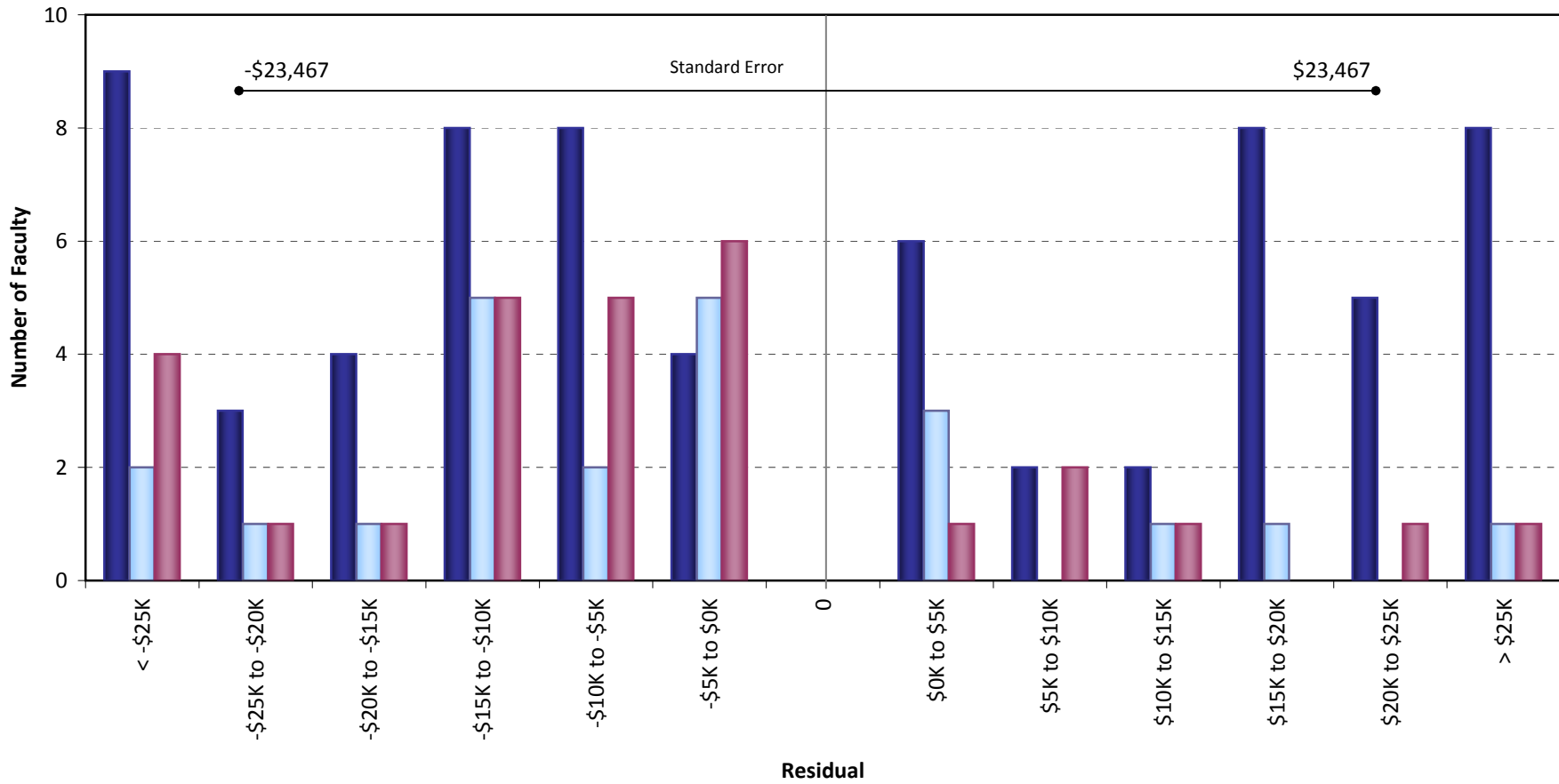


Residual = Actual Salary - Predicted Salary

■ White Men (31) ■ All Women (19) ■ All Minorities (18)

Predicted Salary = $5038138.77994177 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 4183.81713914367) + (\text{RegRankYr} * 1696.95952448997)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Medicine - Clinical Sciences
 October 2009

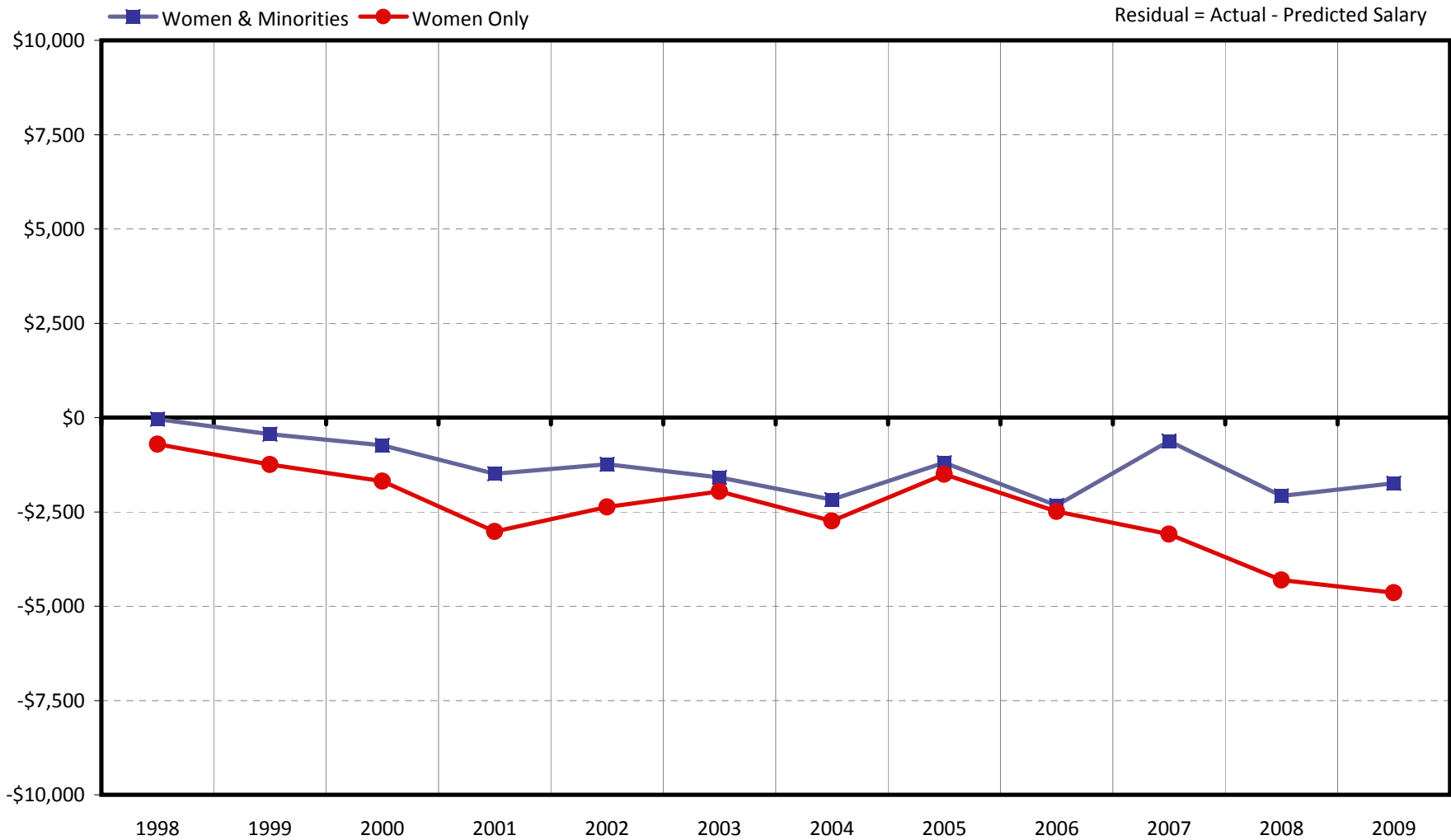


Residual = Actual Salary - Predicted Salary

■ White Men (67) ■ All Women (22) ■ All Minorities (28)

Predicted Salary = 4497990.12182504+(DegreeLevel*0)-(DegreeYear*1789.50538965616)-(RegRankYr*419.626561476227)

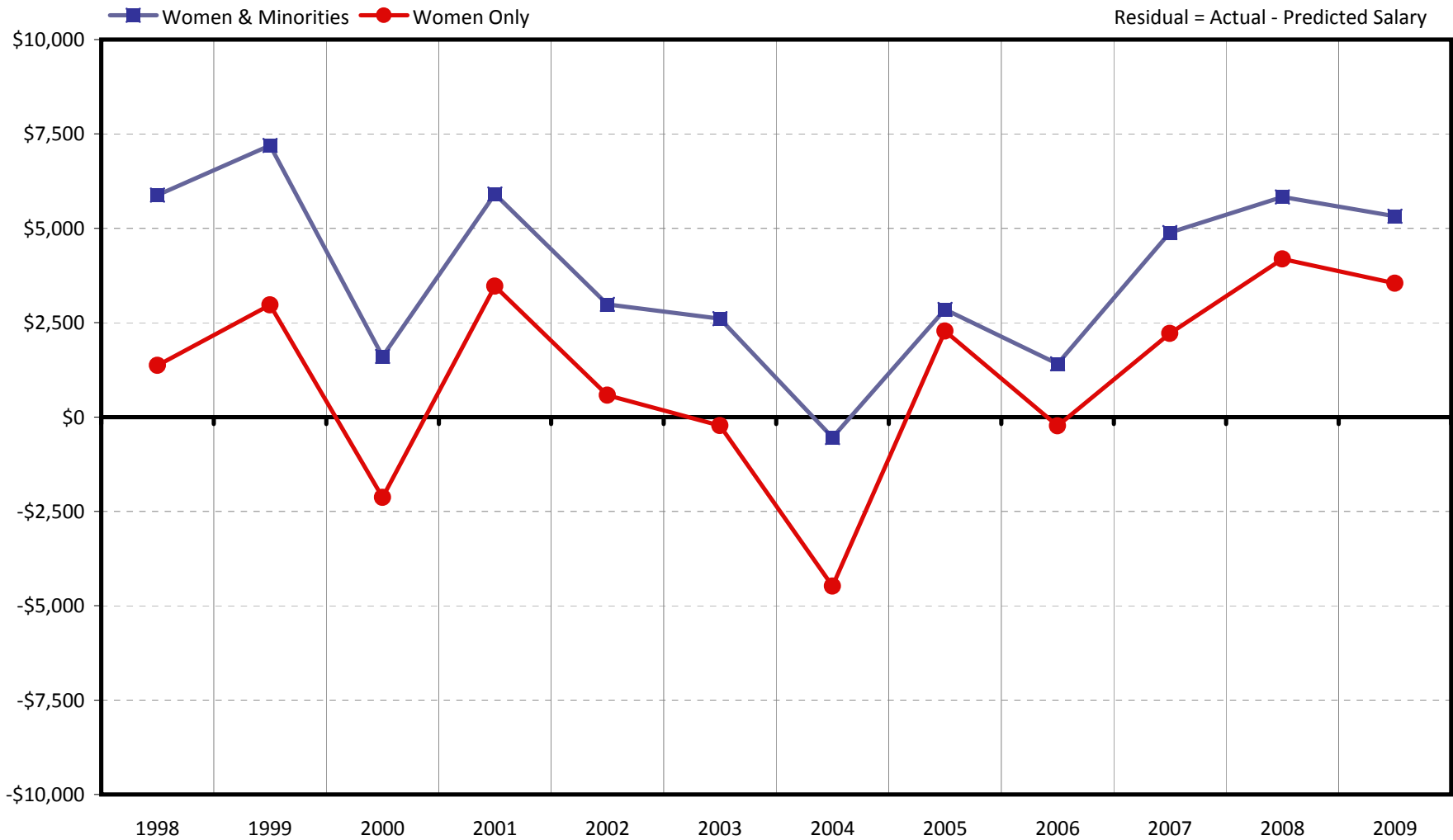
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
General Campus
October 1998 through 2009



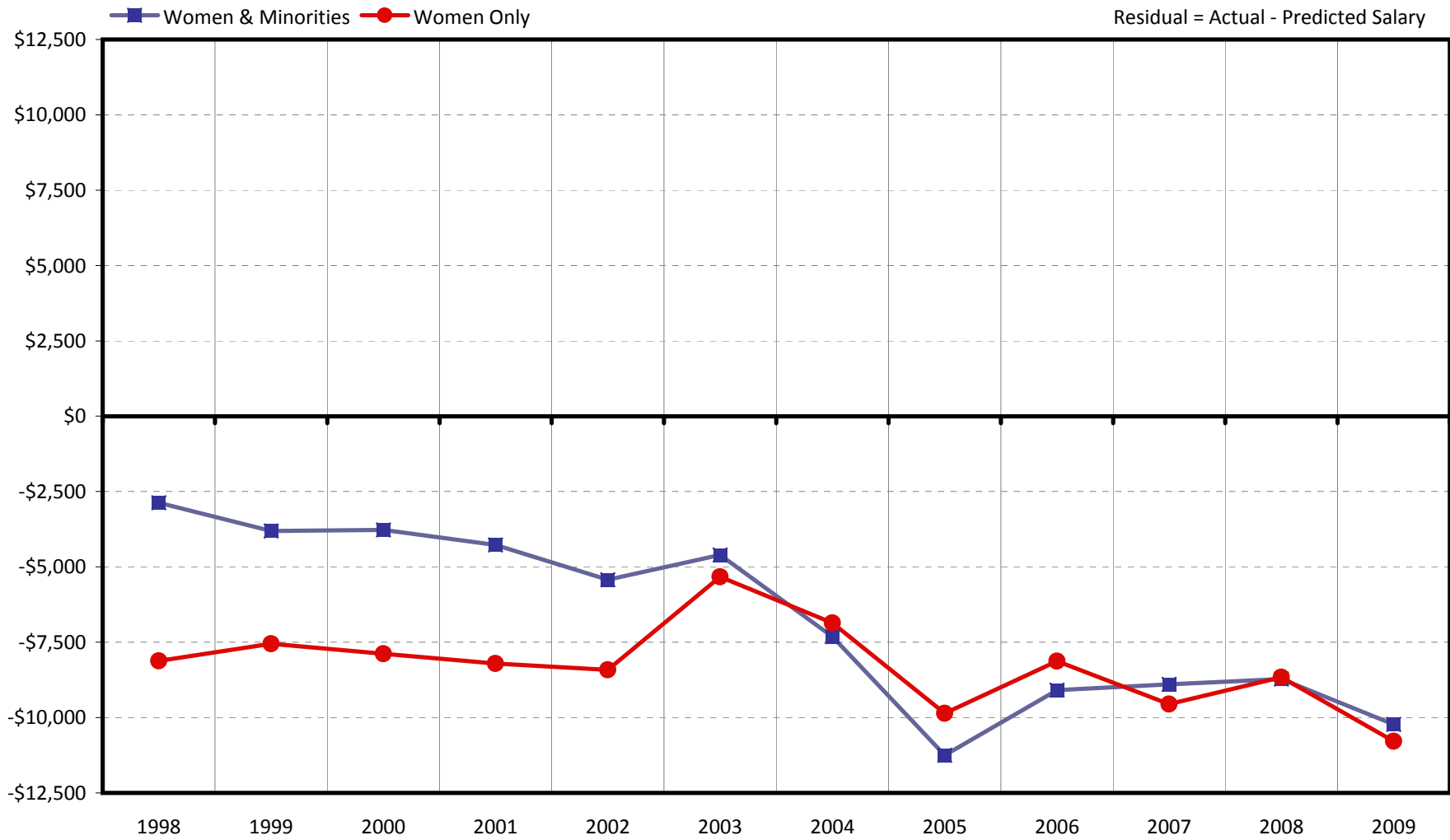
UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2009, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Claire Trevor School of the Arts
October 1998 through 2009



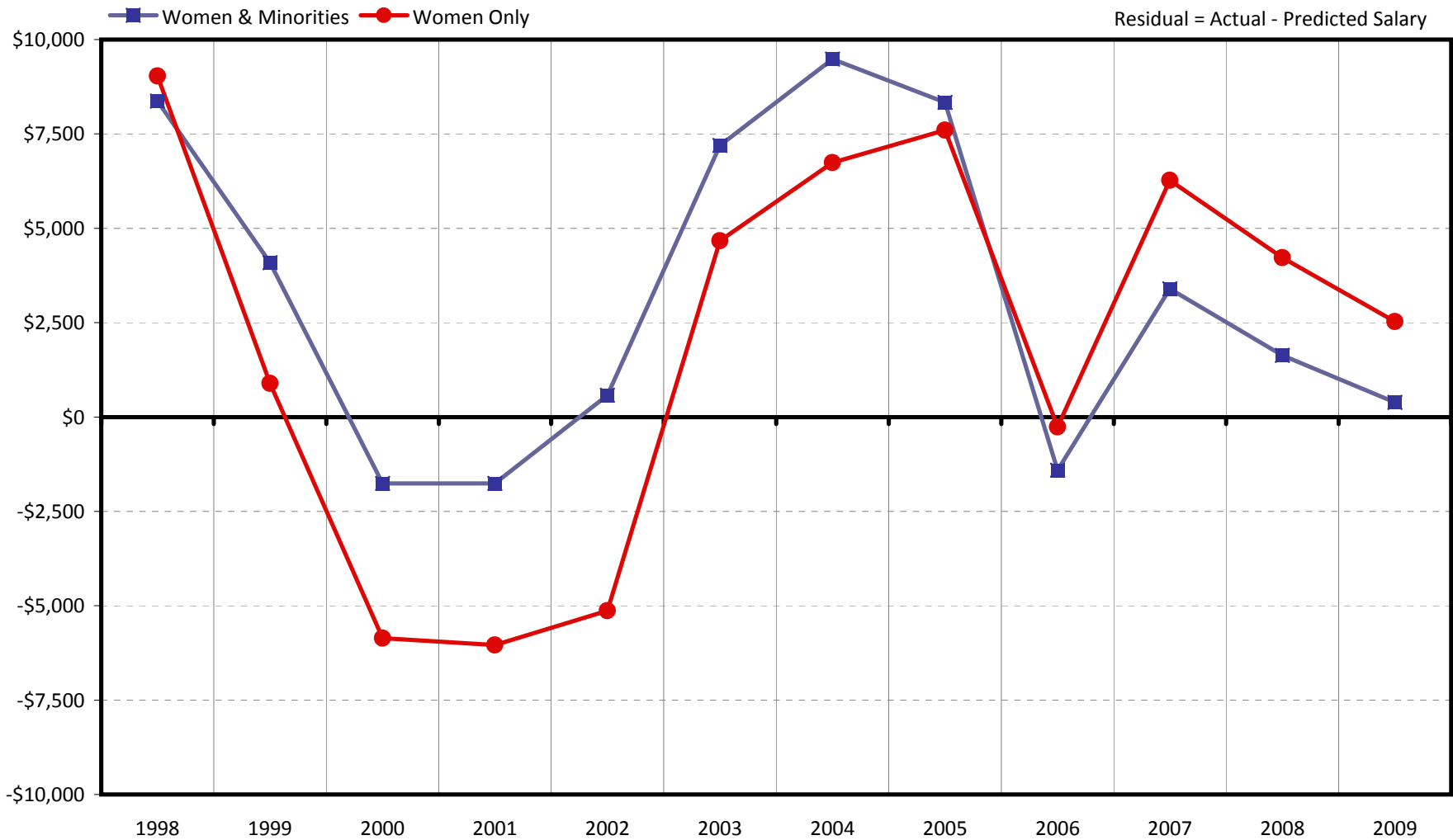
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2009



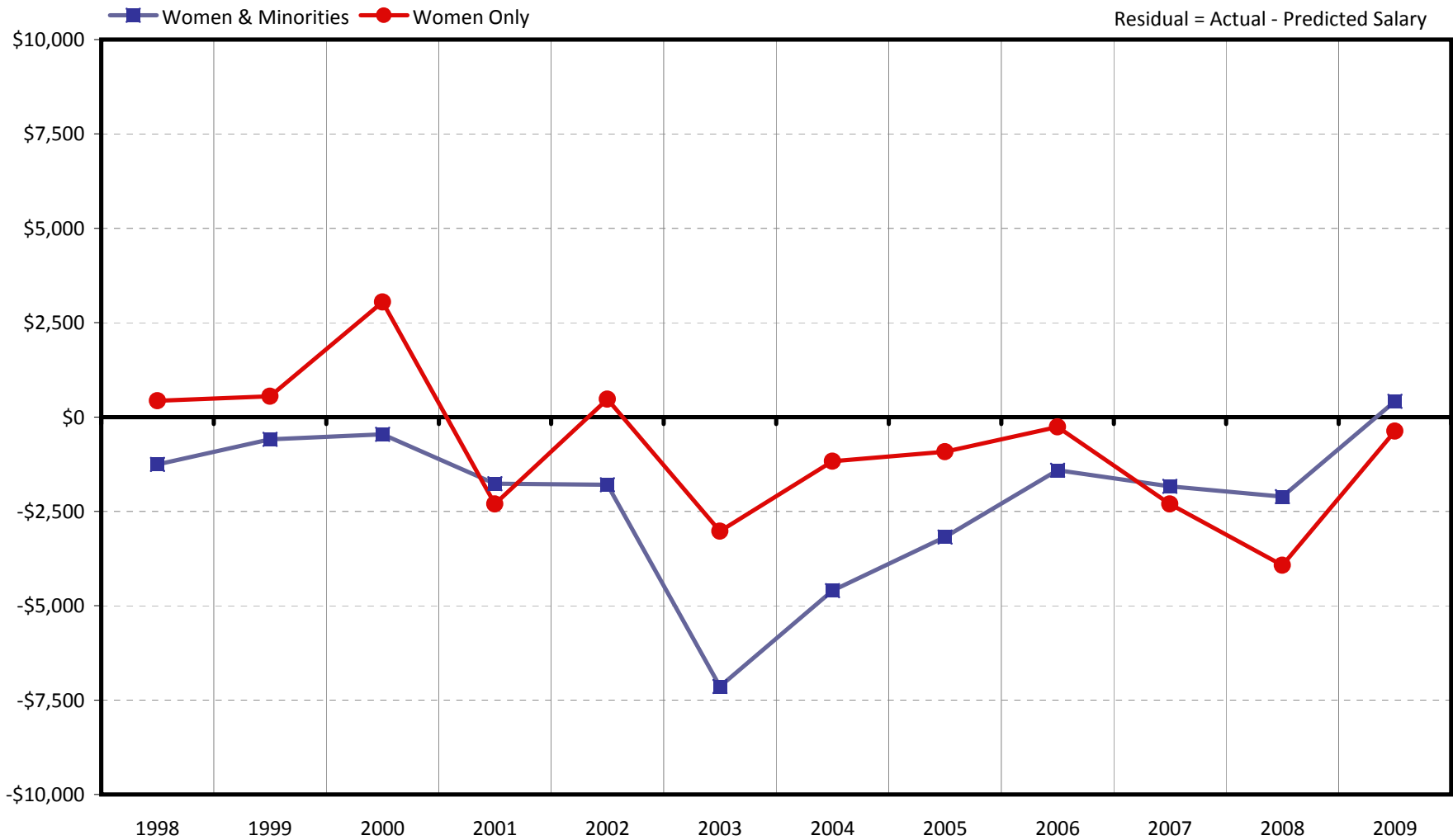
UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2009, Academic Personnel, Pay Equity Study.

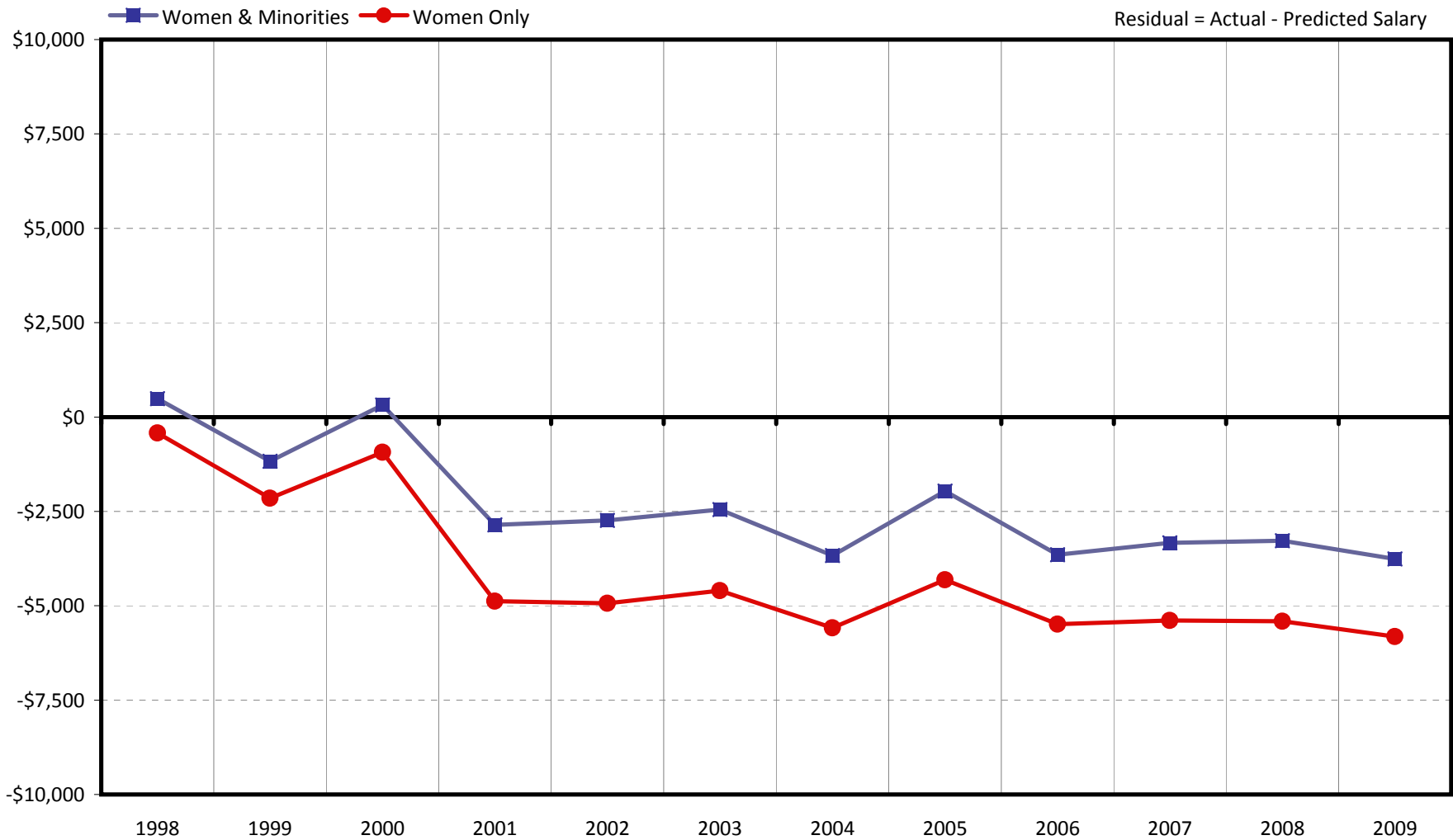
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Paul Merage School of Business
October 1998 through 2009



Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Henry Samueli School of Engineering
October 1998 through 2009



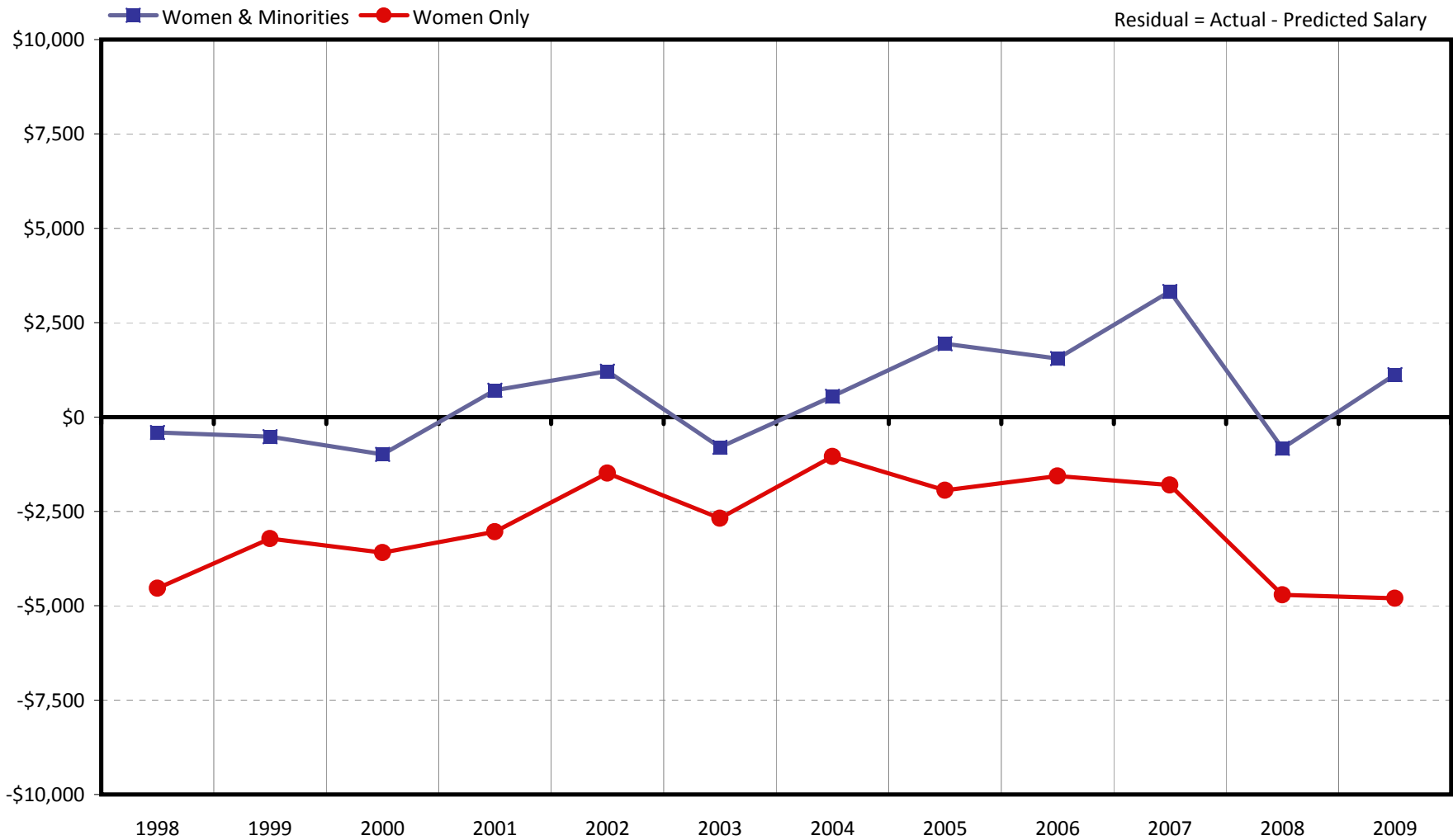
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Humanities
October 1998 through 2009



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2009, Academic Personnel, Pay Equity Study.

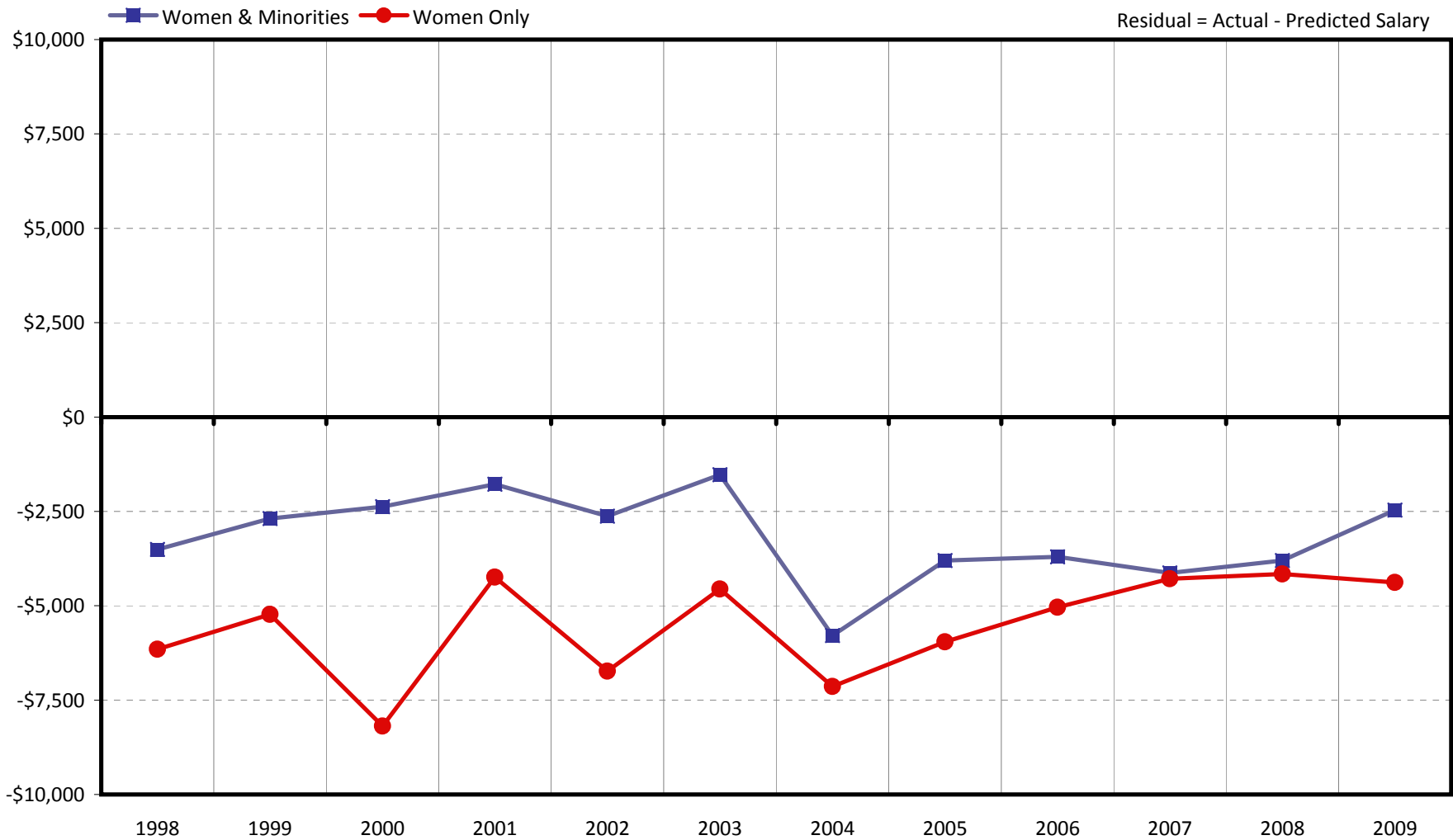
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Donald Bren School of Information and Computer Sciences
October 1998 through 2009



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2009, Academic Personnel, Pay Equity Study.

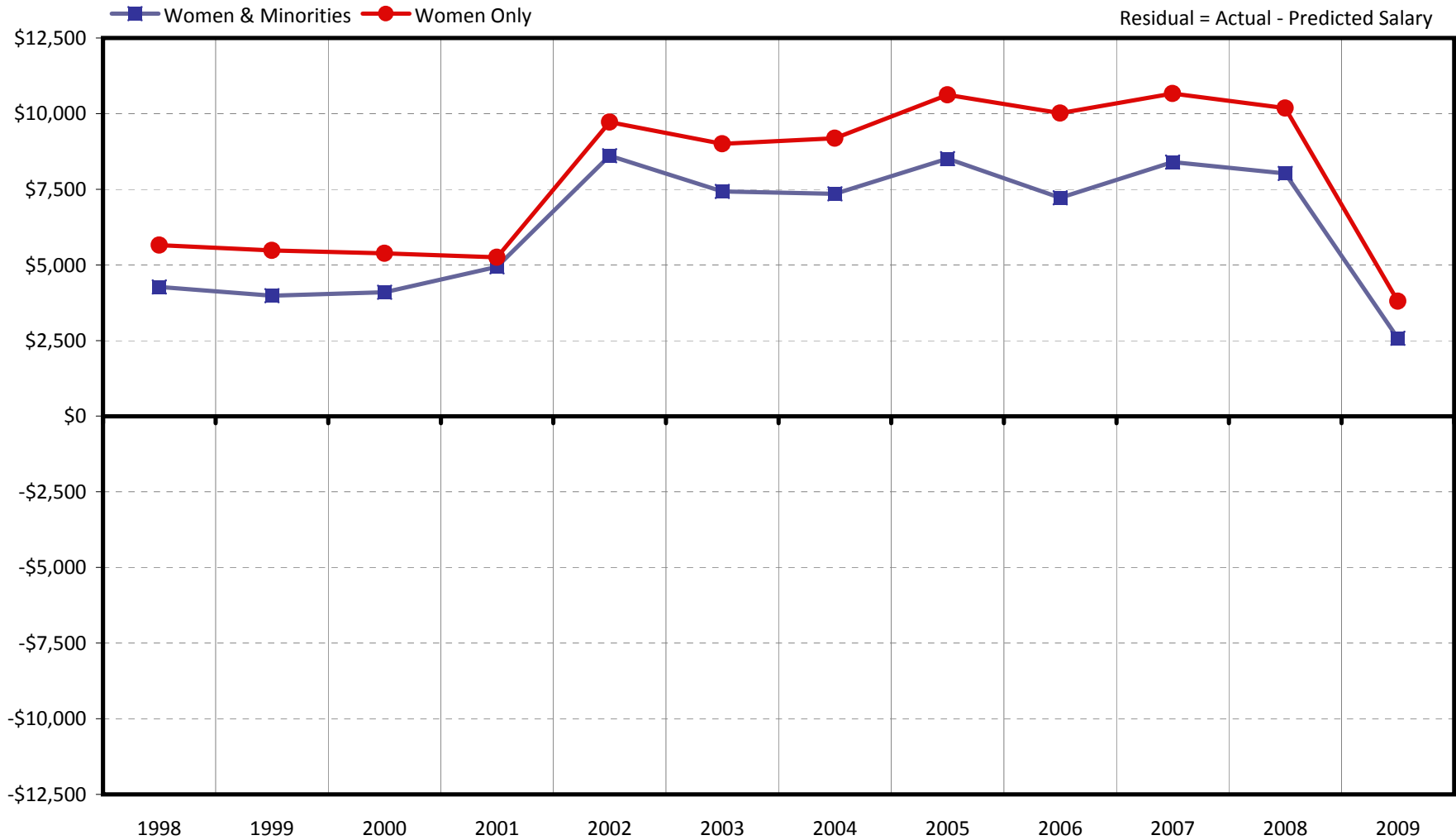
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Physical Sciences
October 1998 through 2009



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2009, Academic Personnel, Pay Equity Study.

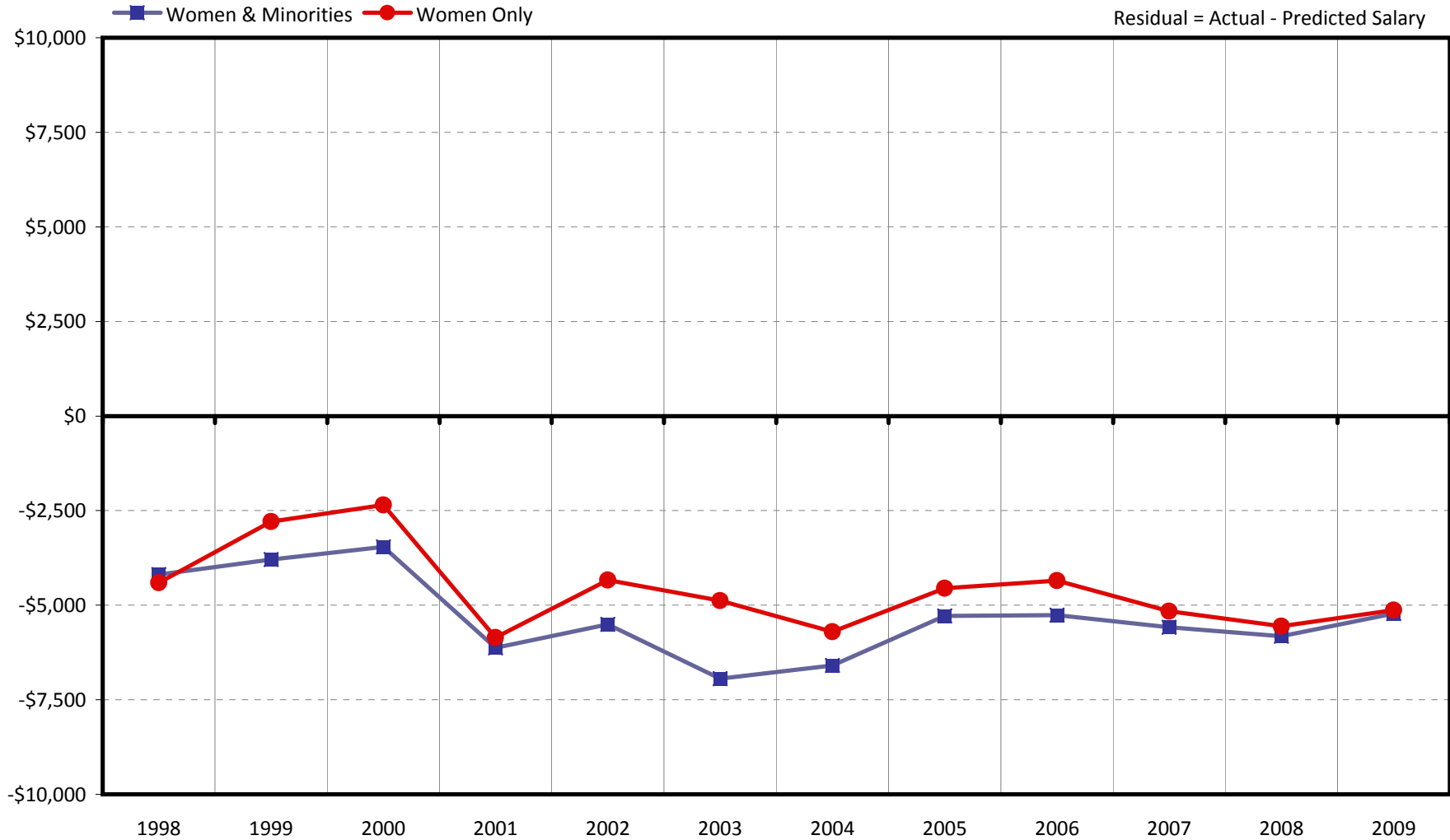
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Ecology
October 1998 through 2009



UC Irvine Office of Academic Personnel

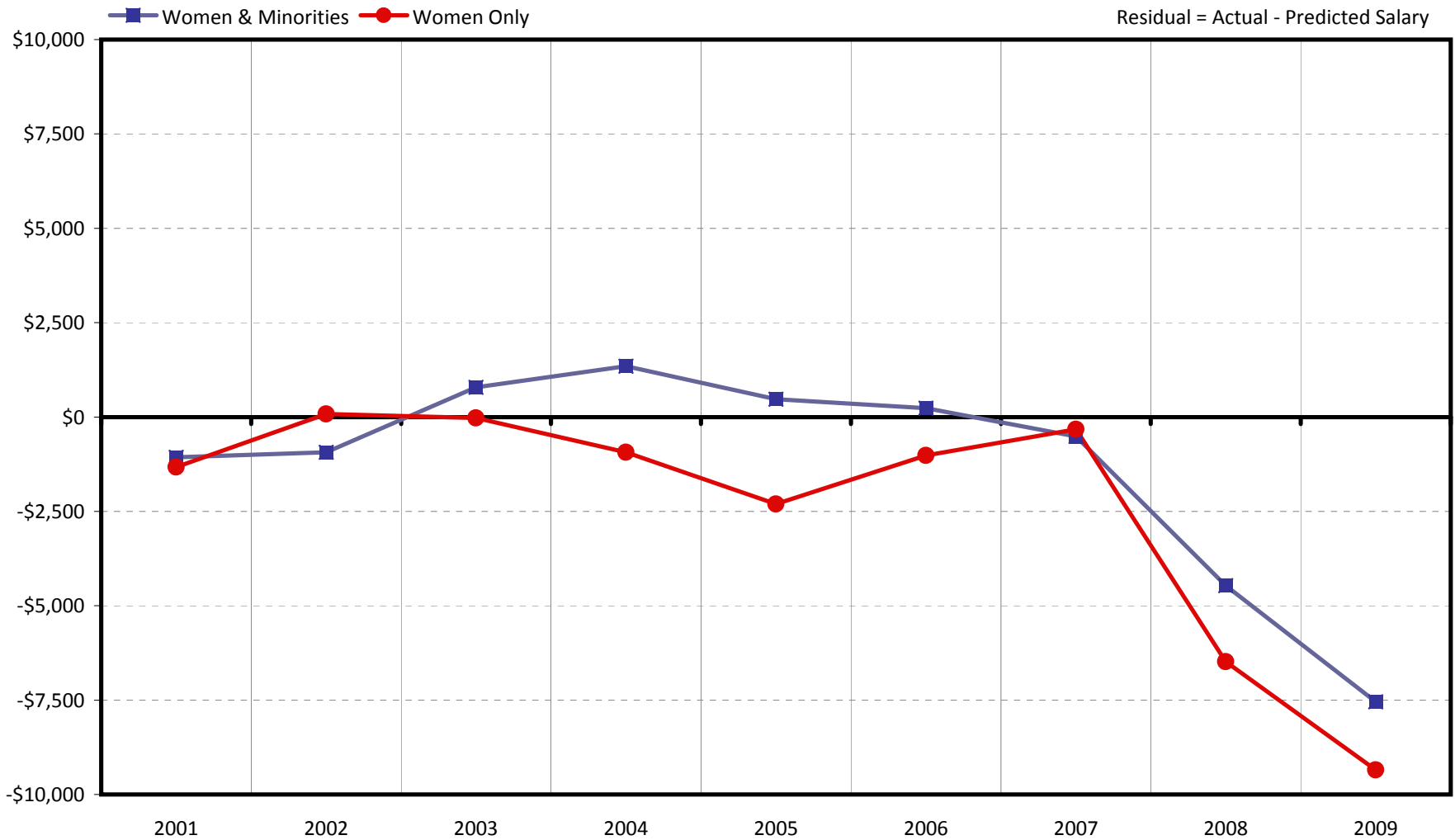
Sources: Payroll/Personnel Extracts as of October 1998 through 2009, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Sciences - without Economics Adjustment*
 October 1998 through 2009



*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

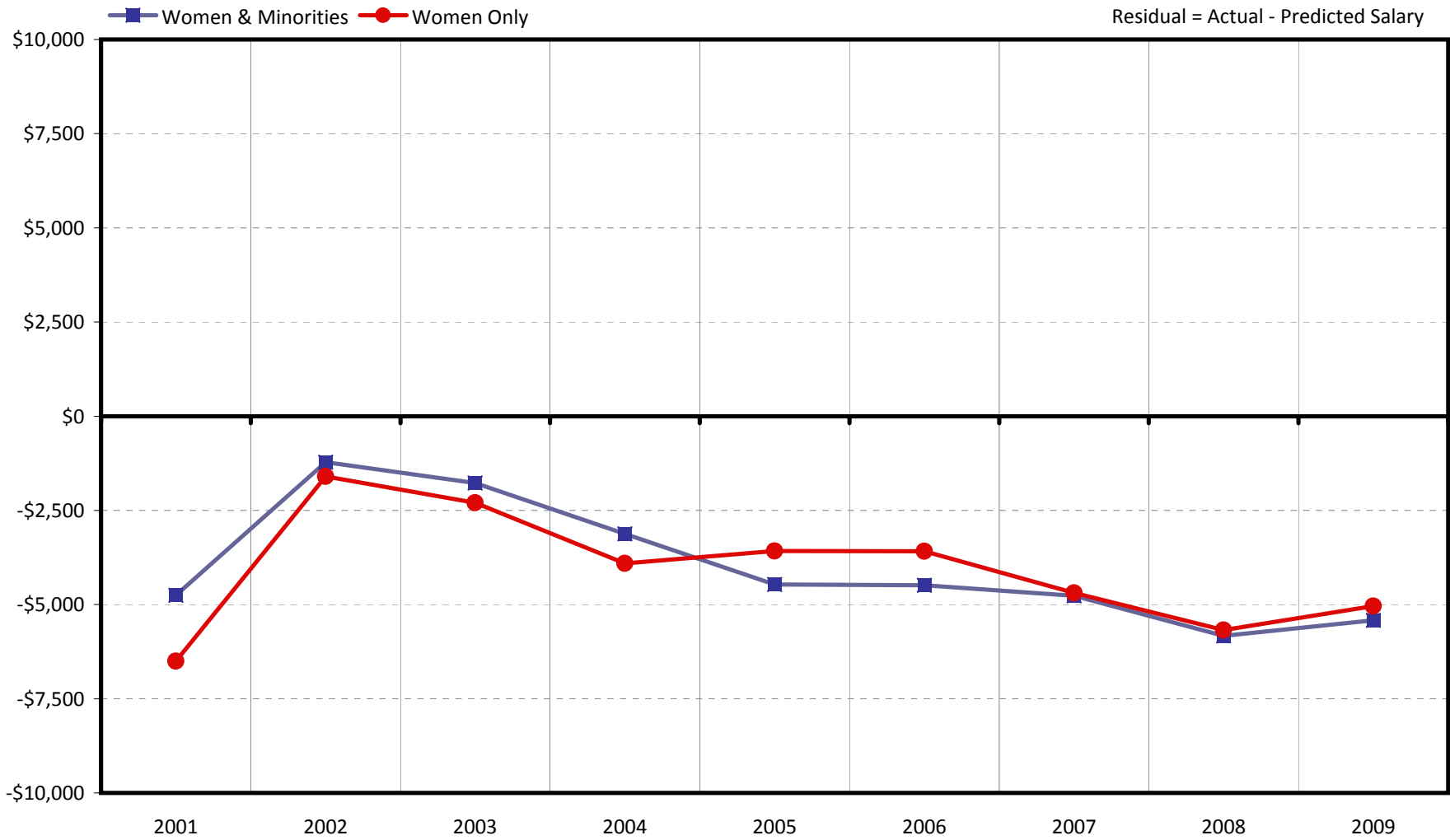
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine - Basic Sciences
October 2001 through 2009



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 2001 through 2009, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine - Clinical Sciences
October 2001 through 2009



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 2001 through 2009, Academic Personnel, Pay Equity Study.