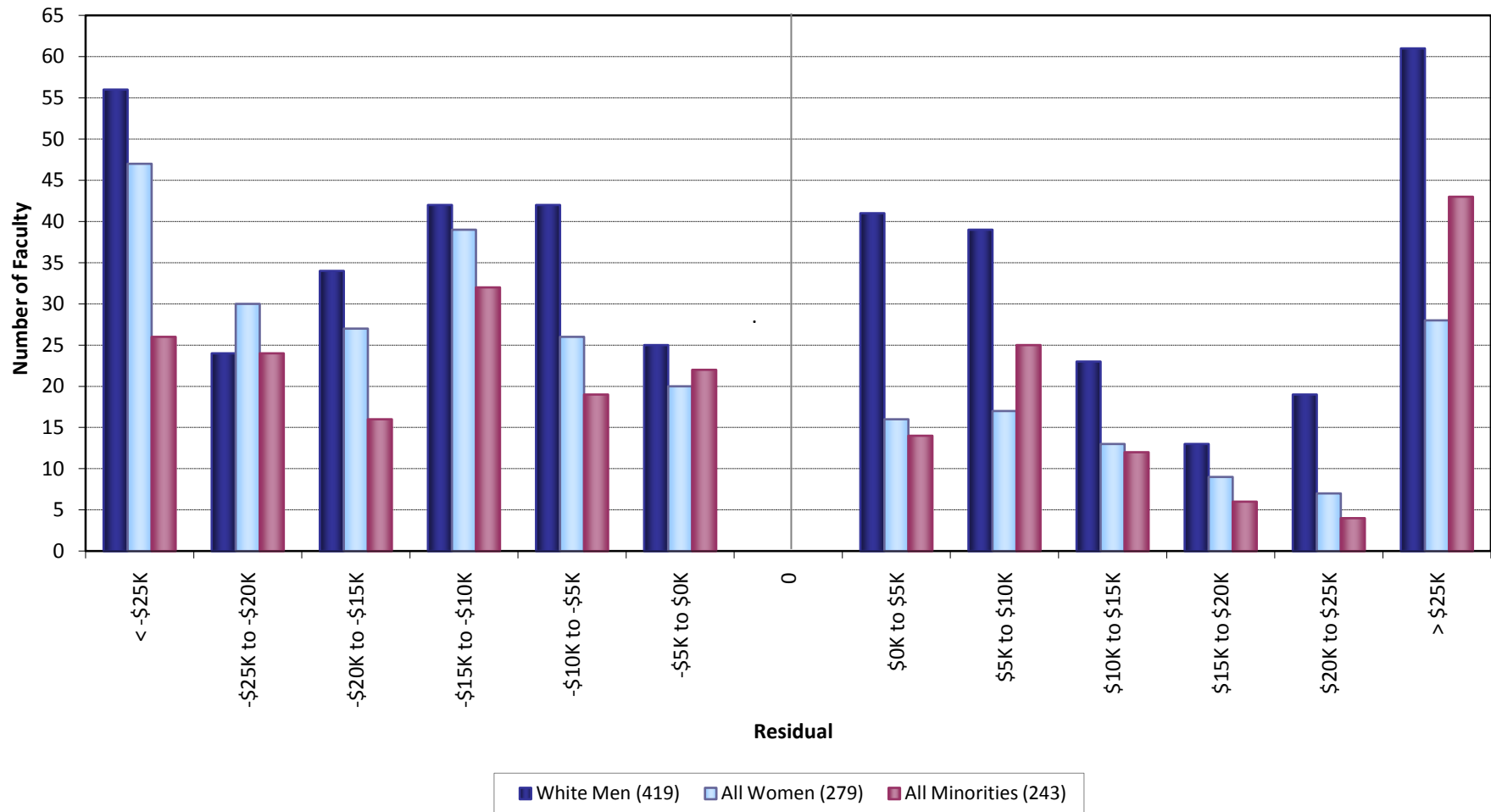
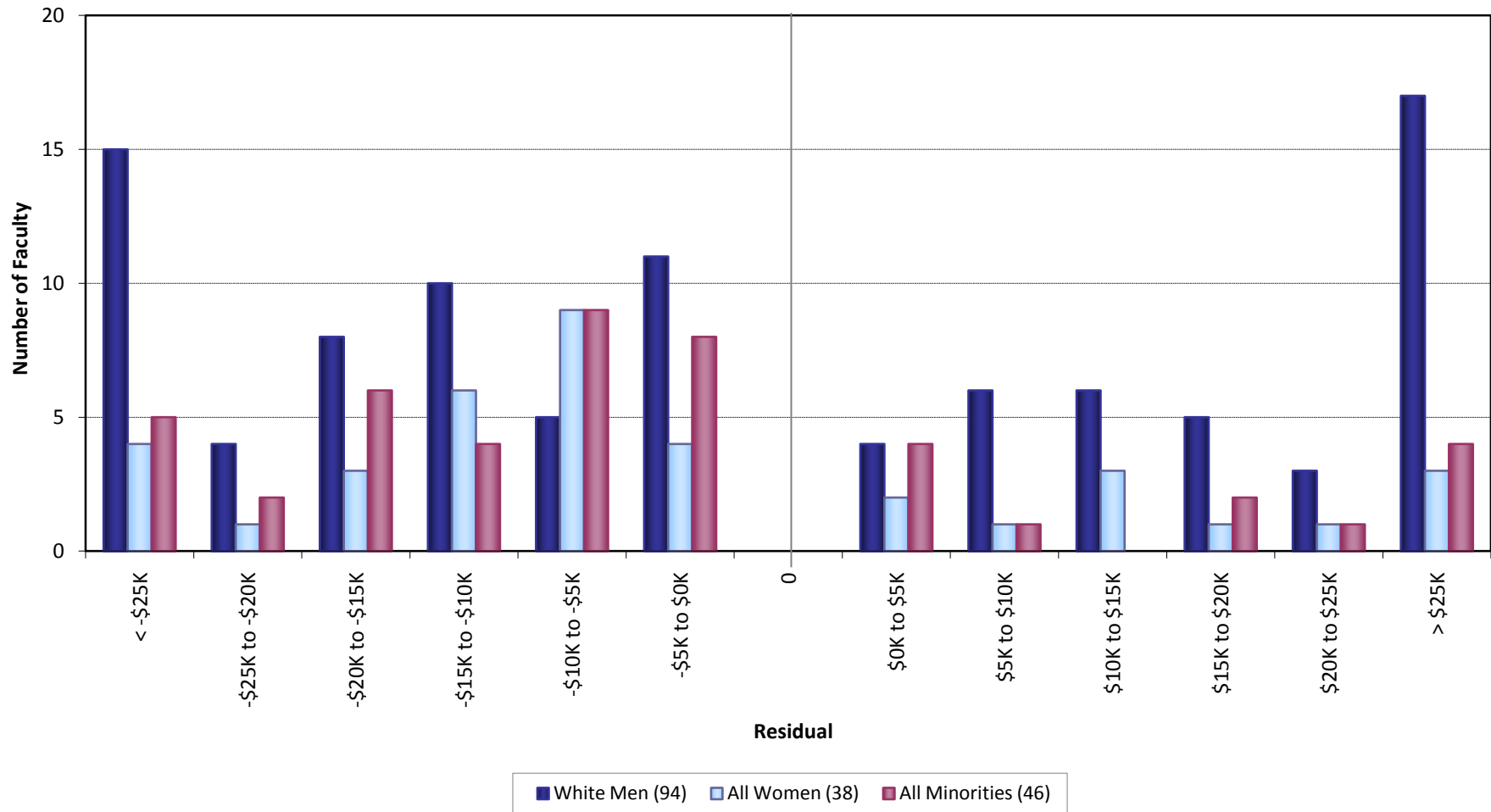


University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**General Campus**  
October 2010



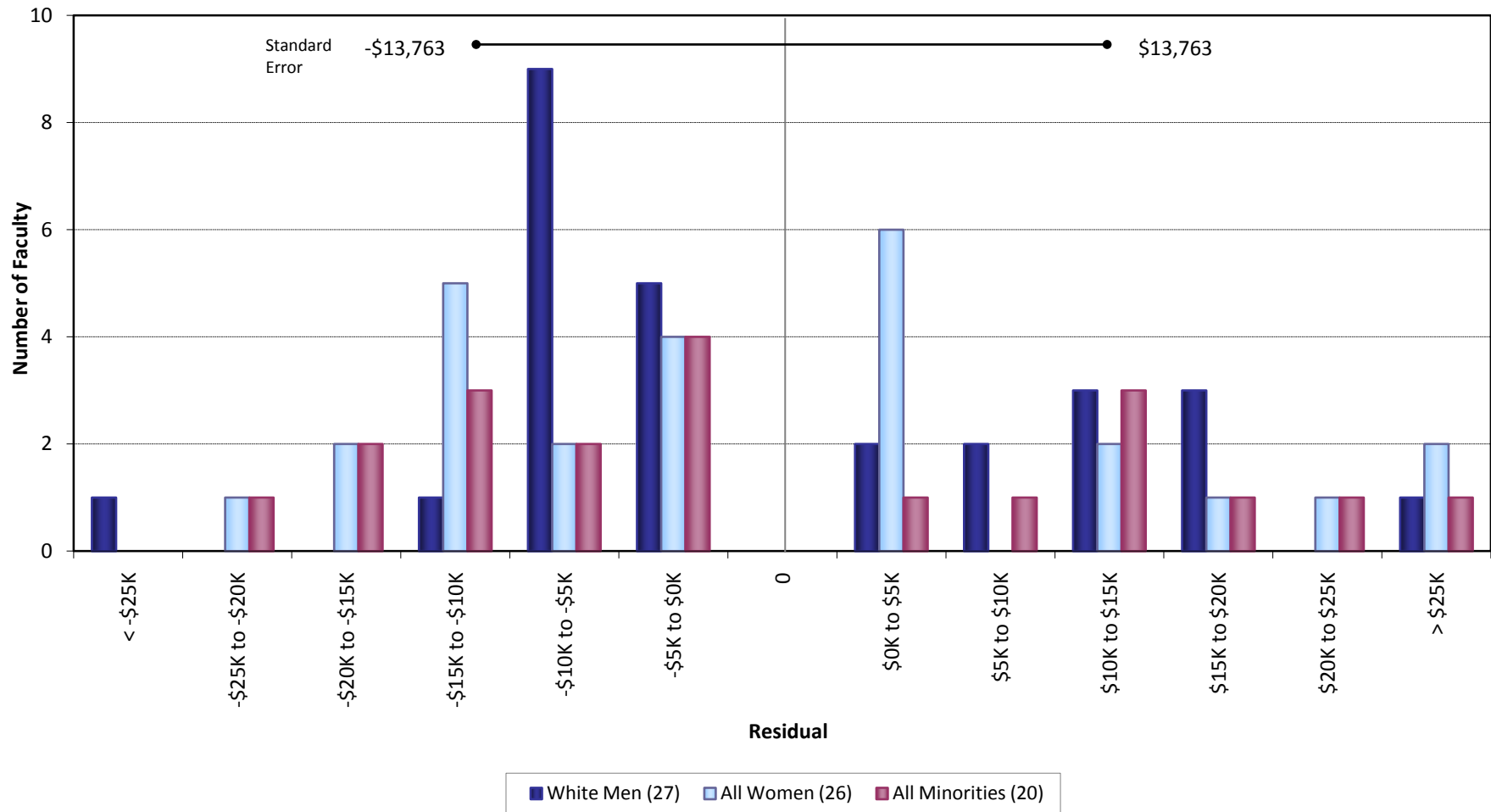
Residual = Actual Salary - Predicted Salary

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Medicine - All**  
 October 2010



Residual = Actual Salary - Predicted Salary

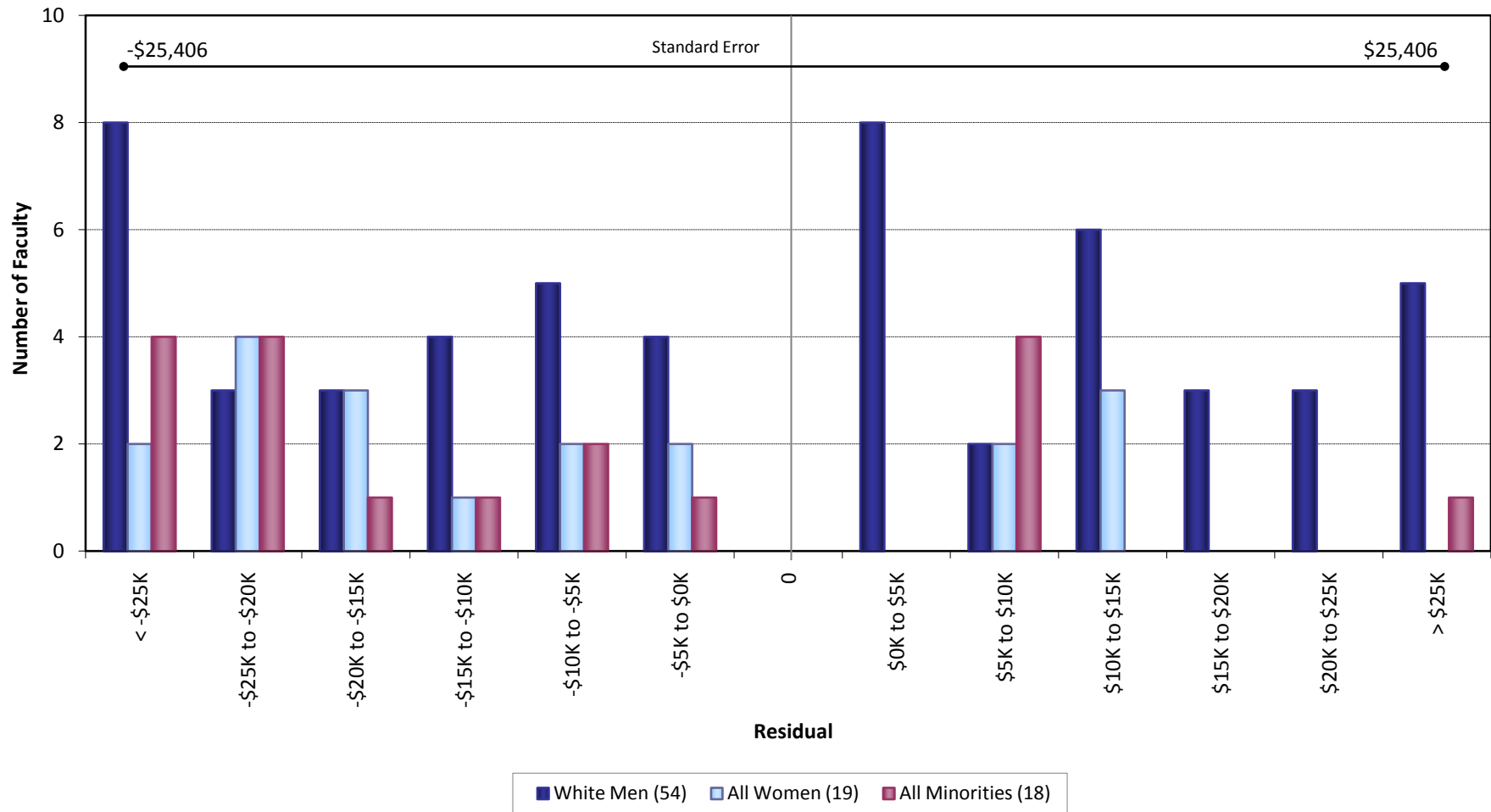
University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**Claire Trevor School of the Arts**  
October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $3642969.49622038 + (\text{DegreeLevel} * 7183.59580195429) - (\text{DegreeYear} * 310.9954087636) - (\text{RegRankYr} * 1474.2533342764)$

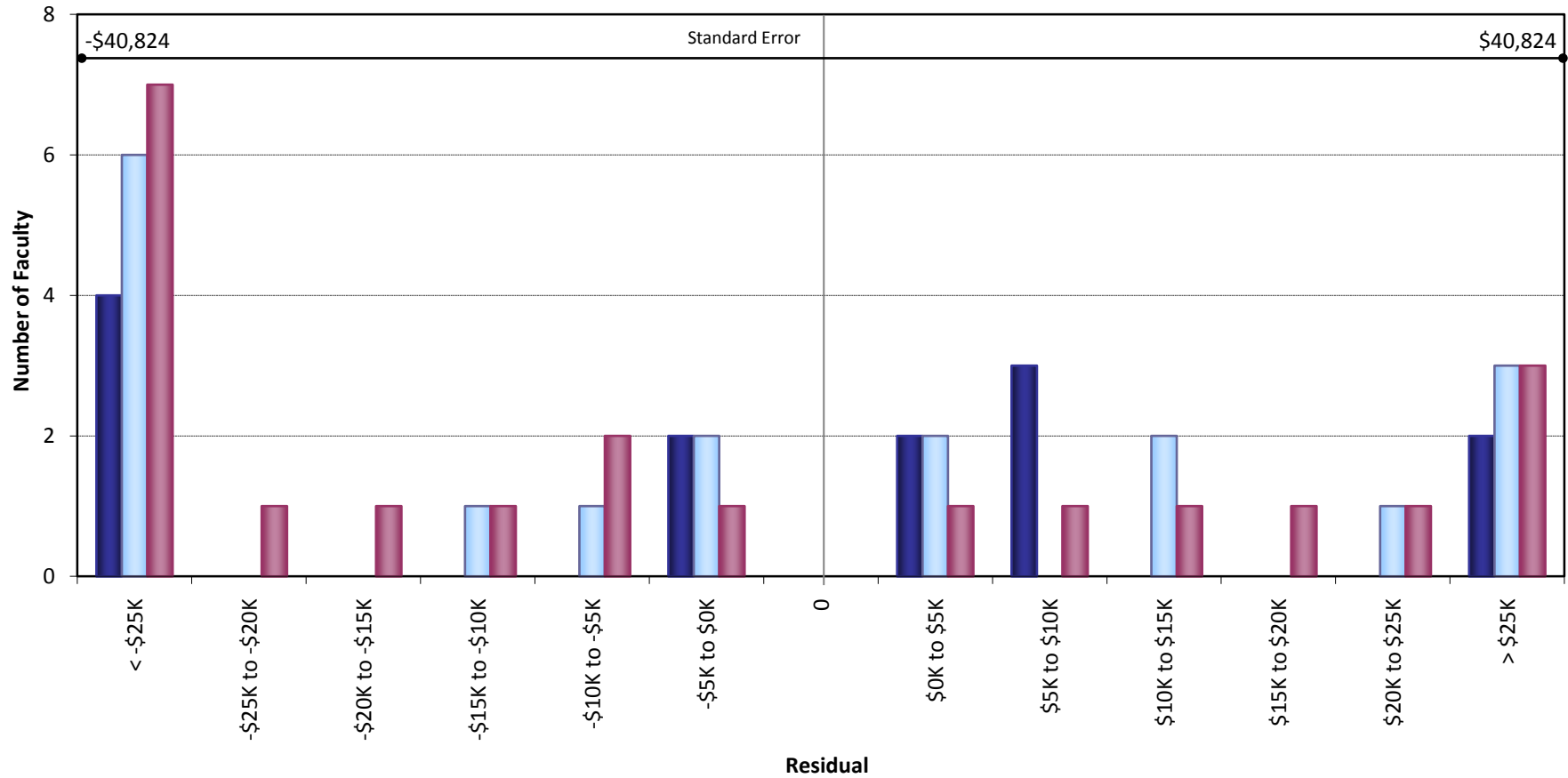
University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Biological Sciences**  
October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $4527780.20148231 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3265.74196761415) + (\text{RegRankYr} * 1038.59573324678)$

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**Paul Merage School of Business**  
October 2010

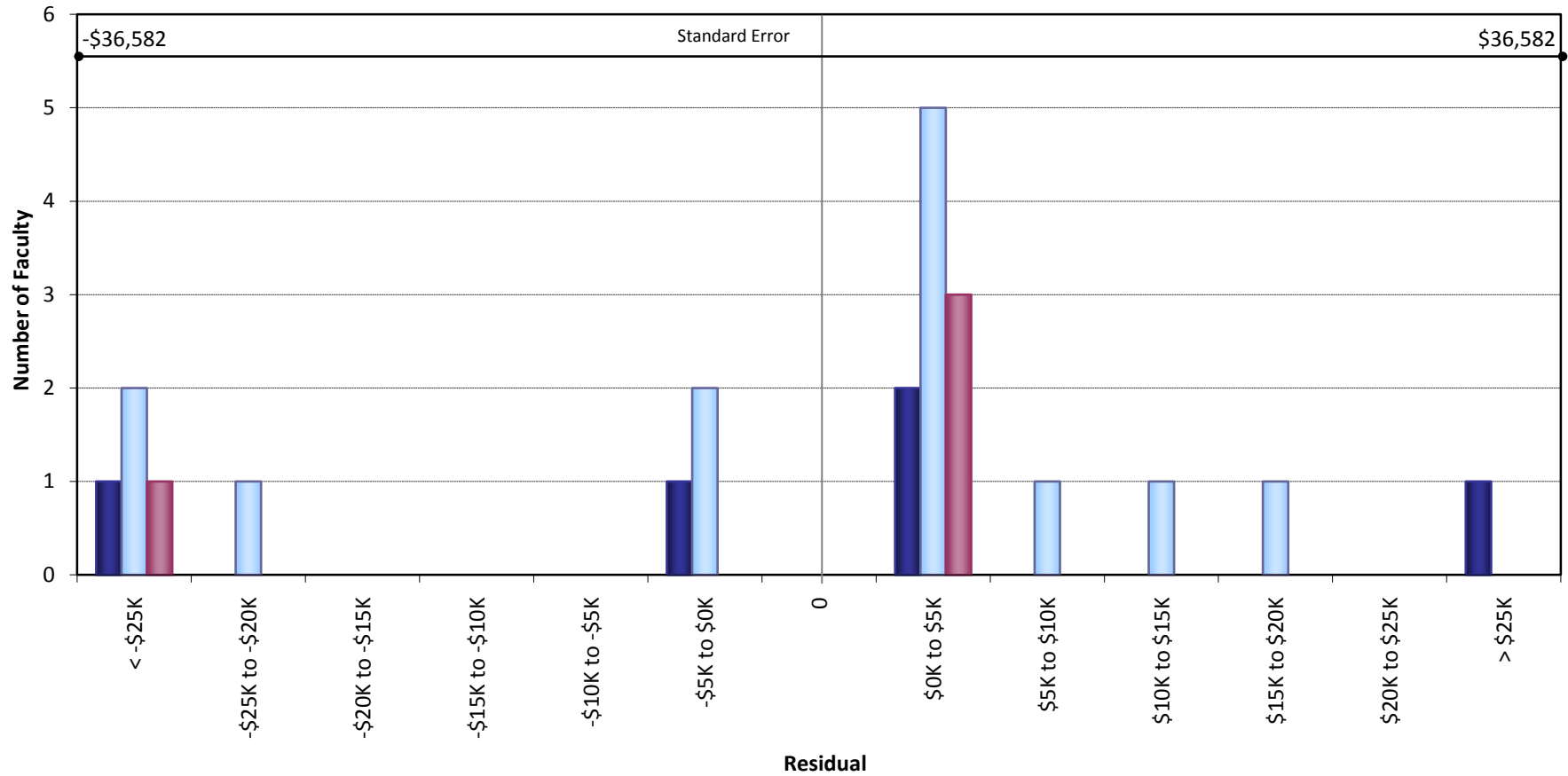


■ White Men (13)   ■ All Women (18)   ■ All Minorities (21)

Residual = Actual Salary - Predicted Salary

Predicted Salary =  $-1753401.29293749 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1565.65122877265) + (\text{RegRankYr} * 2523.25557502957)$

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**Department of Education**  
 October 2010

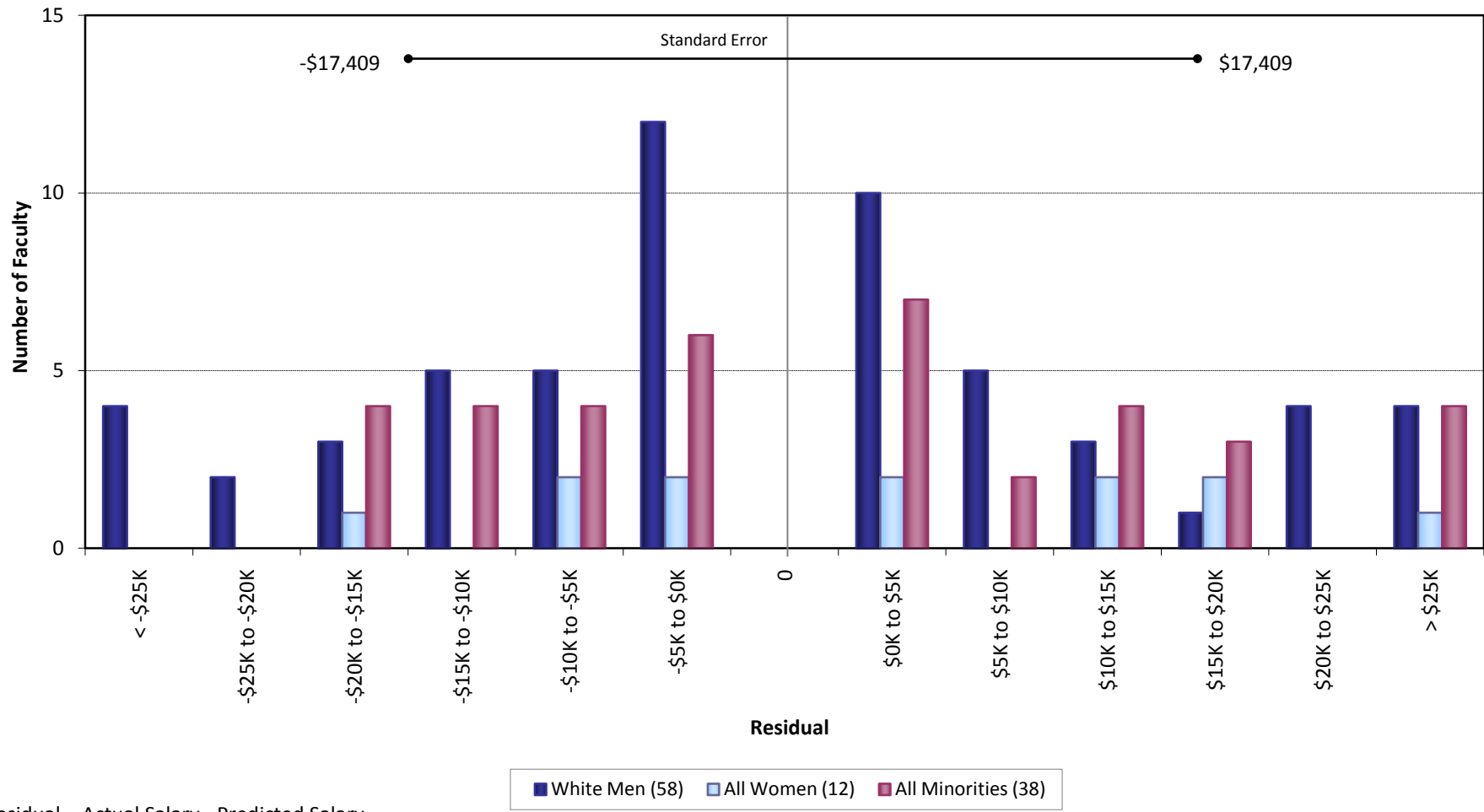


■ White Men (5)  
 ■ All Women (13)  
 ■ All Minorities (4)

Residual = Actual Salary - Predicted Salary

Predicted Salary =  $8863233.54655633 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3751.79892040996) - (\text{RegRankYr} * 635.322886199163)$

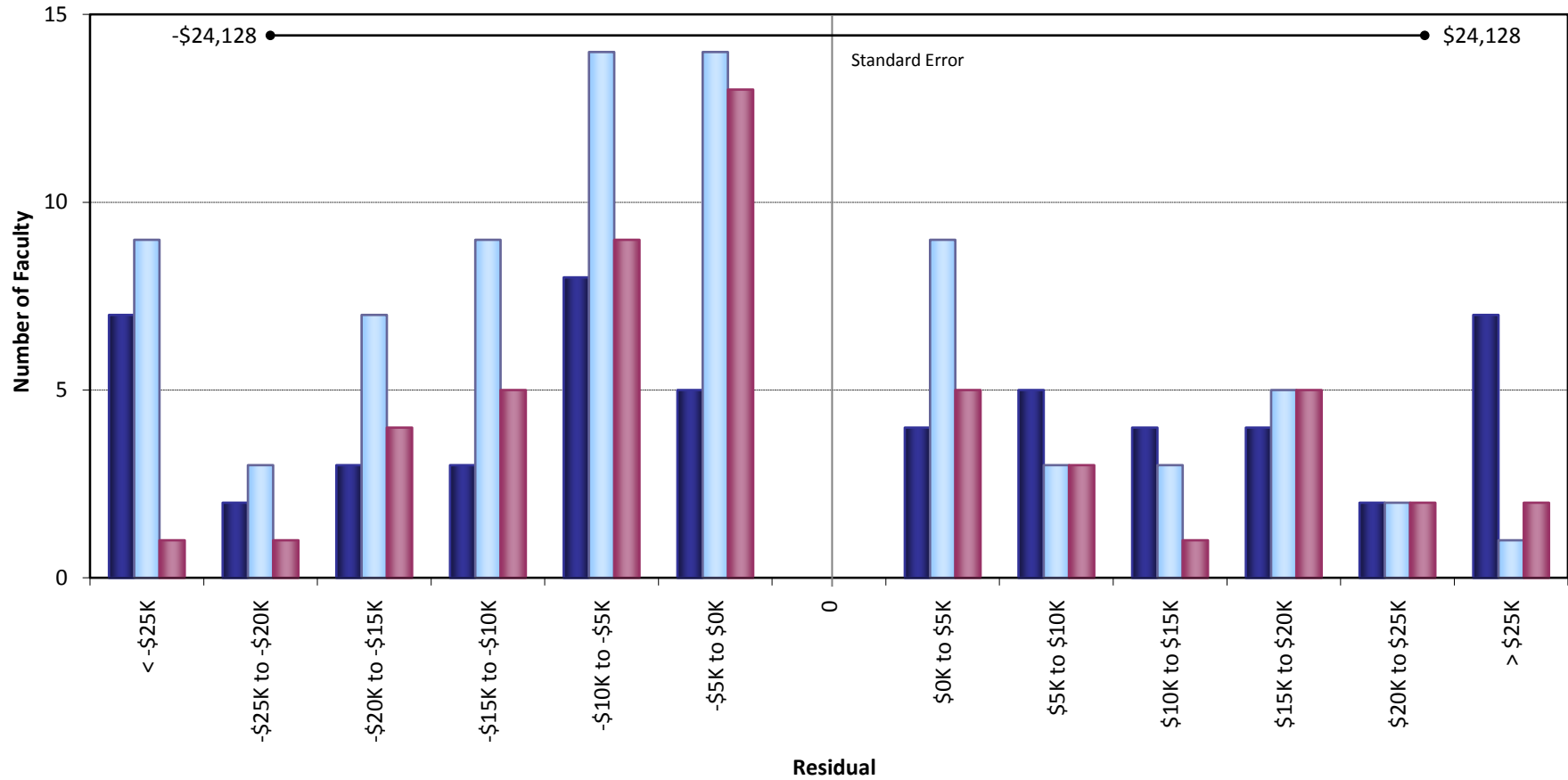
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**The Henry Samueli School of Engineering**  
 October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $4628727.23236339 + (\text{DegreeLevel} * 7952.40326553211) - (\text{DegreeYear} * 3199.3368623072) + (\text{RegRankYr} * 921.033612087637)$

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Humanities**  
October 2010

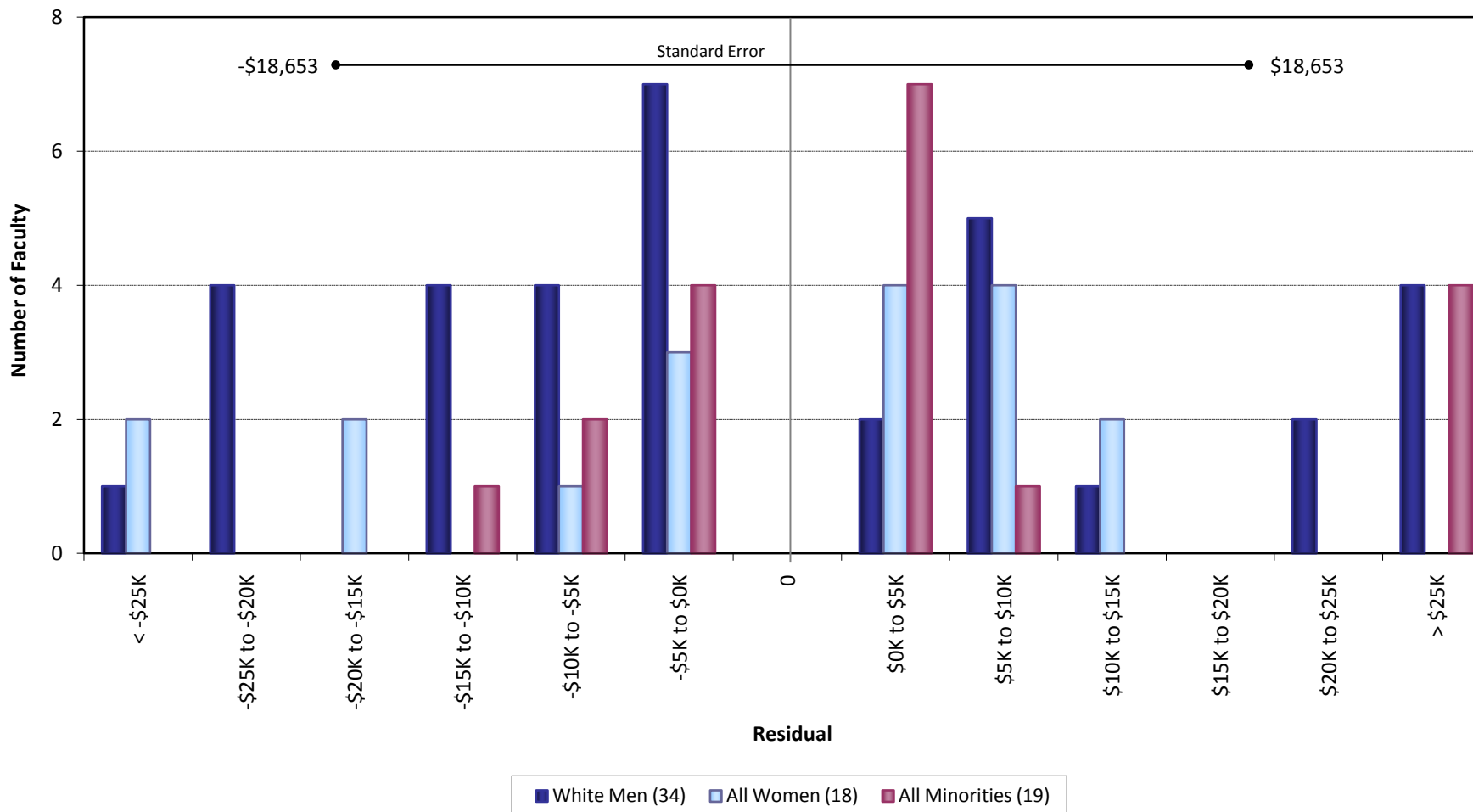


Residual = Actual Salary - Predicted Salary

Predicted Salary =  $4011989.54696074 + (\text{DegreeLevel} * 20783.6475592488) - (\text{DegreeYear} * 3356.11199882242) + (\text{RegRankYr} * 1365.58567976542)$



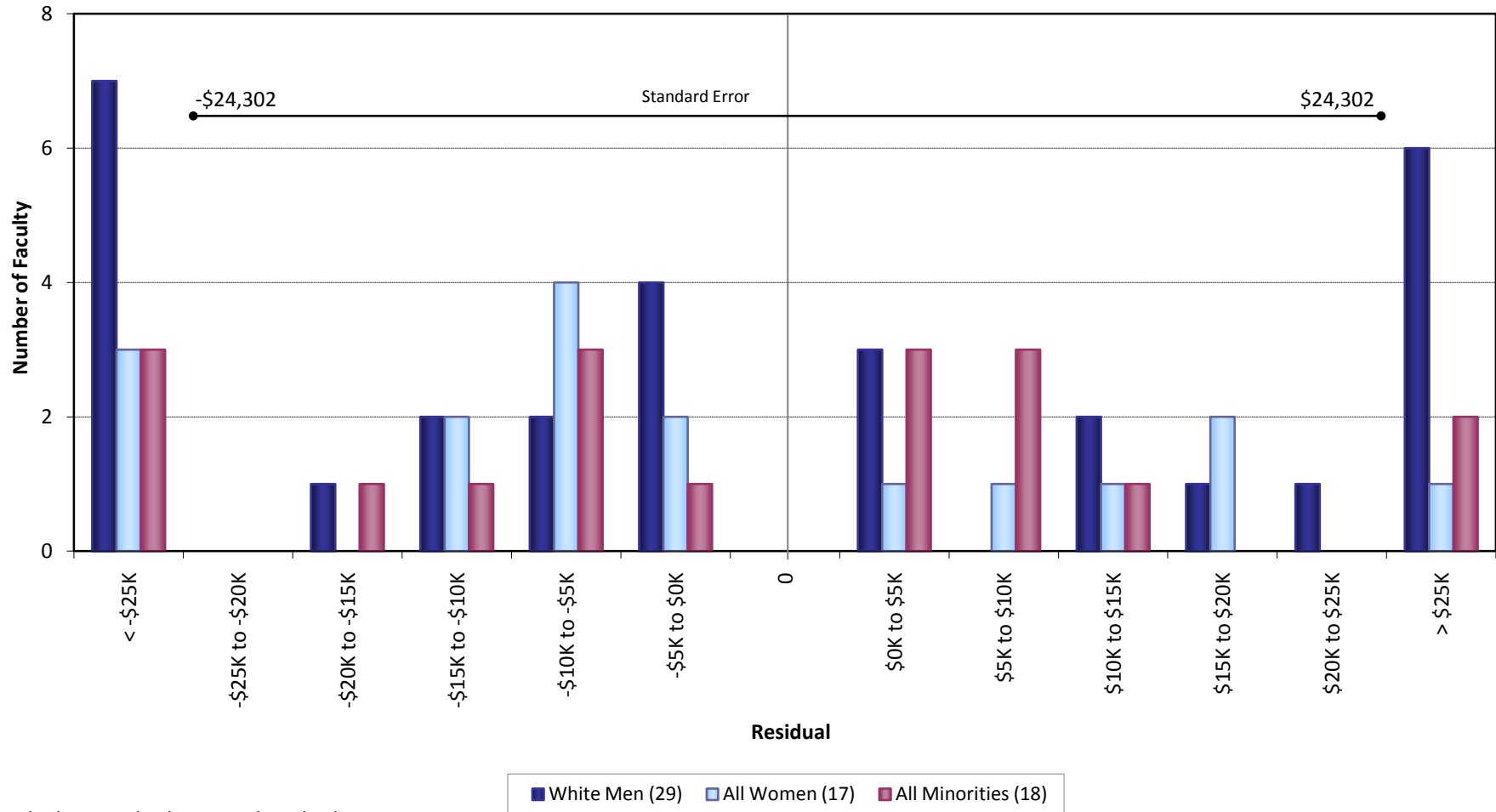
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**Donald Bren School of Information and Computer Sciences**  
 October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $3052913.87663591 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3343.75817099002) + (\text{RegRankYr} * 1862.86000477511)$

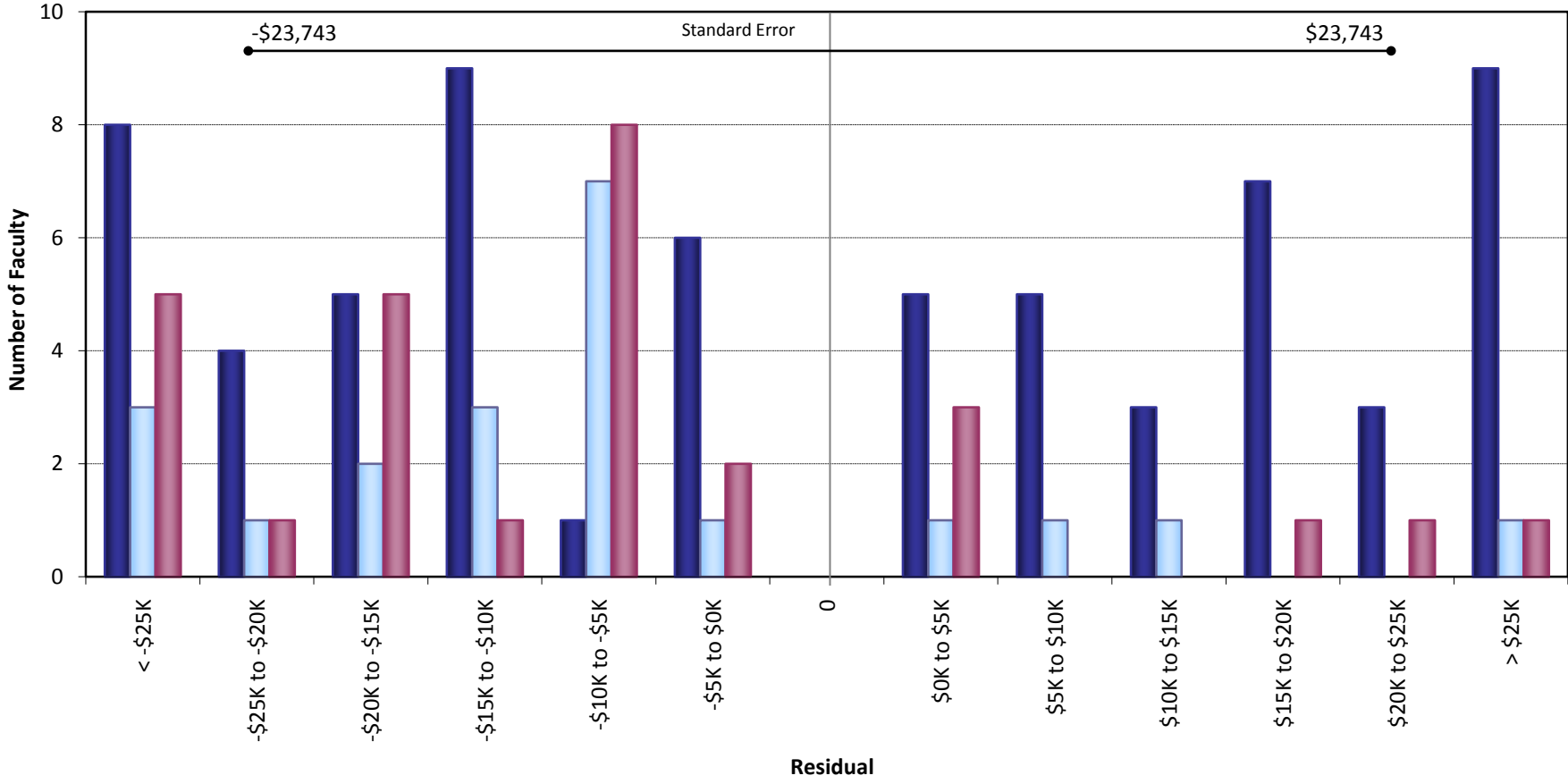
University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Medicine - Basic Science**  
October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $5036818.11971626 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3676.39004430117) + (\text{RegRankYr} * 1193.04363692163)$

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Medicine - Clinical Sciences**  
 October 2010

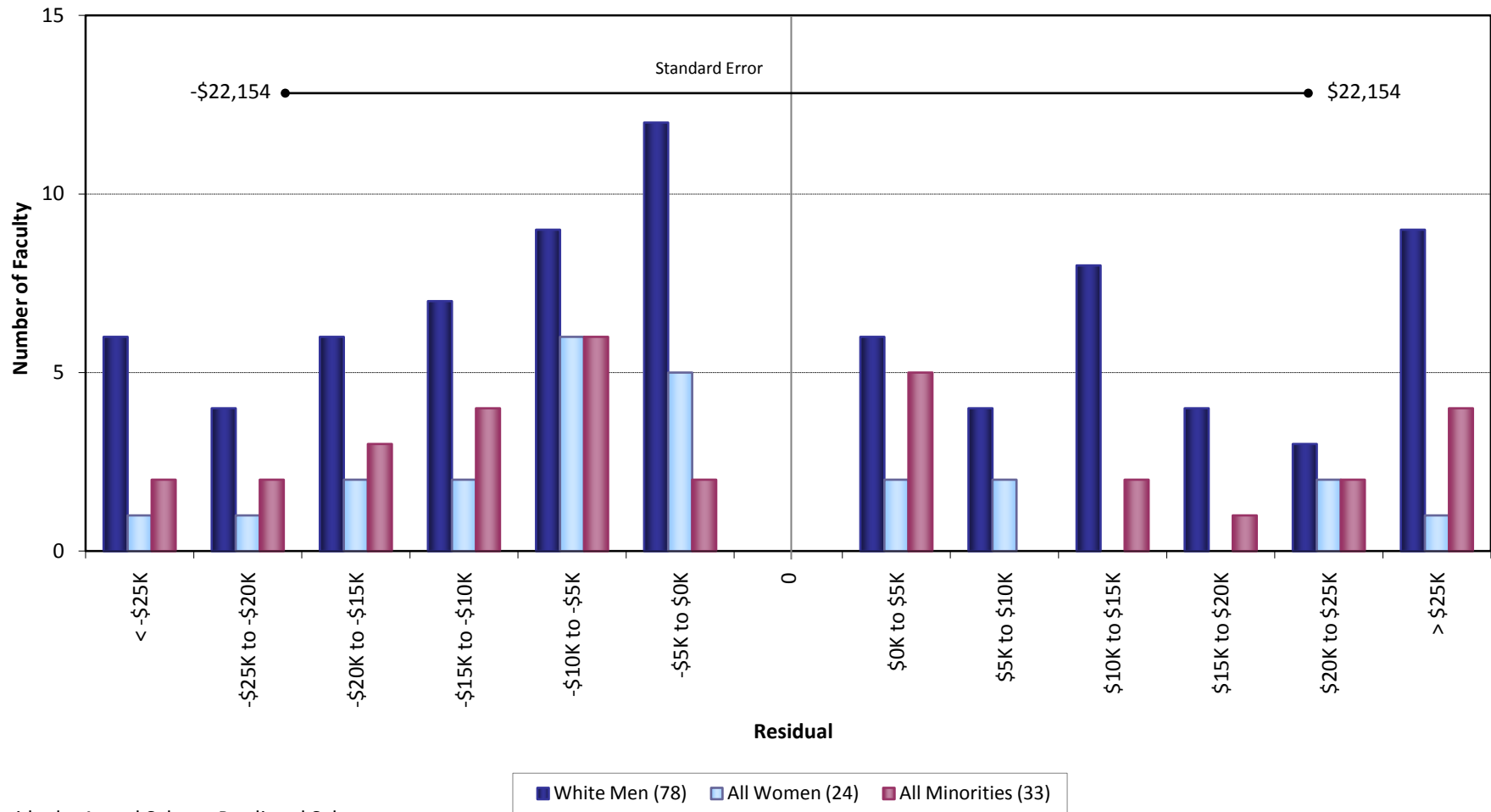


■ White Men (65)  
 ■ All Women (21)  
 ■ All Minorities (28)

Residual = Actual Salary - Predicted Salary

Predicted Salary =  $4200773.47685298 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1705.83466242593) - (\text{RegRankYr} * 352.060808216642)$

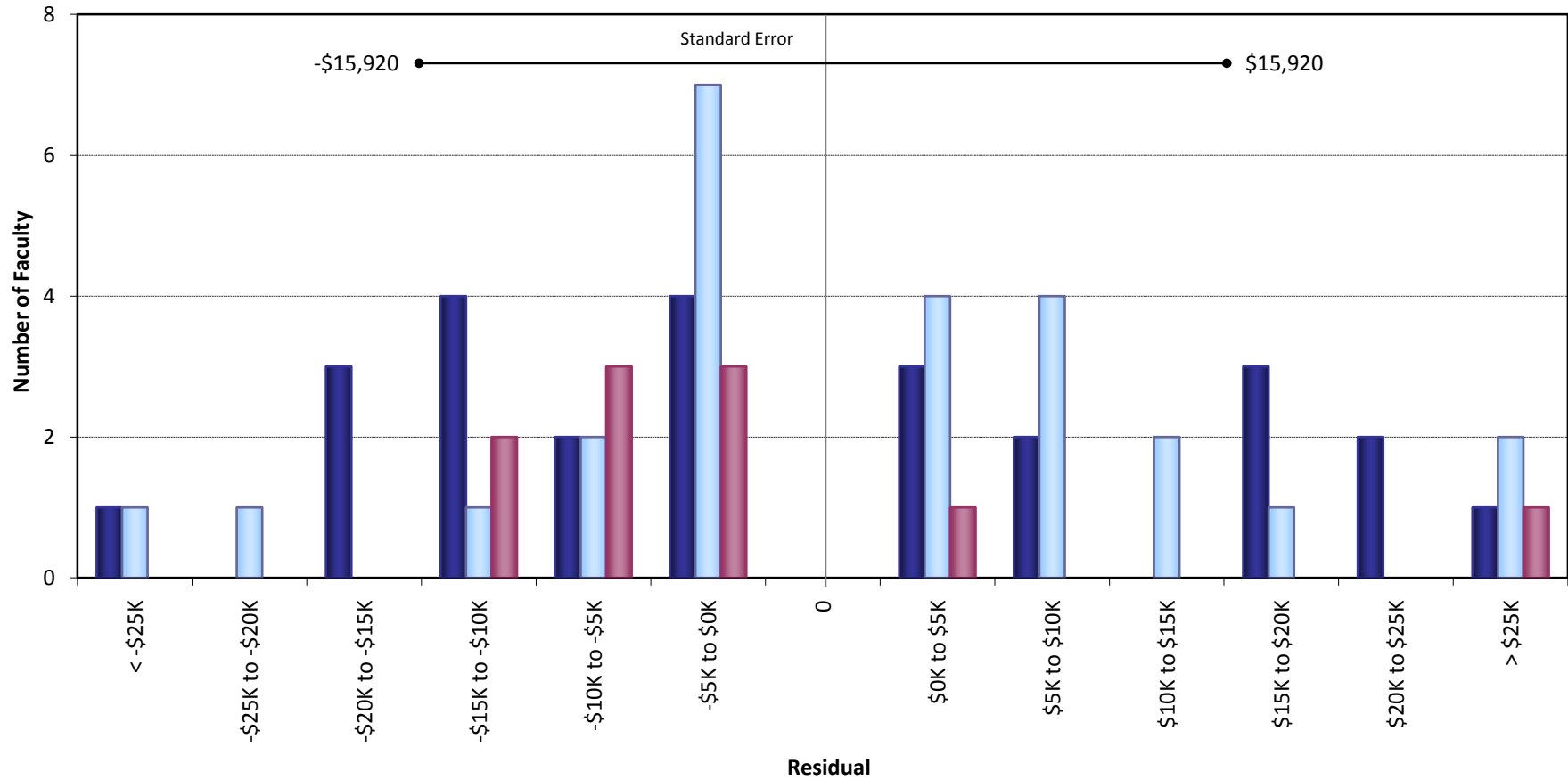
University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Physical Sciences**  
October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $3939283.2342438 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3039.22738943034) + (\text{RegRankYr} * 1111.1447570953)$

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Social Ecology**  
October 2010



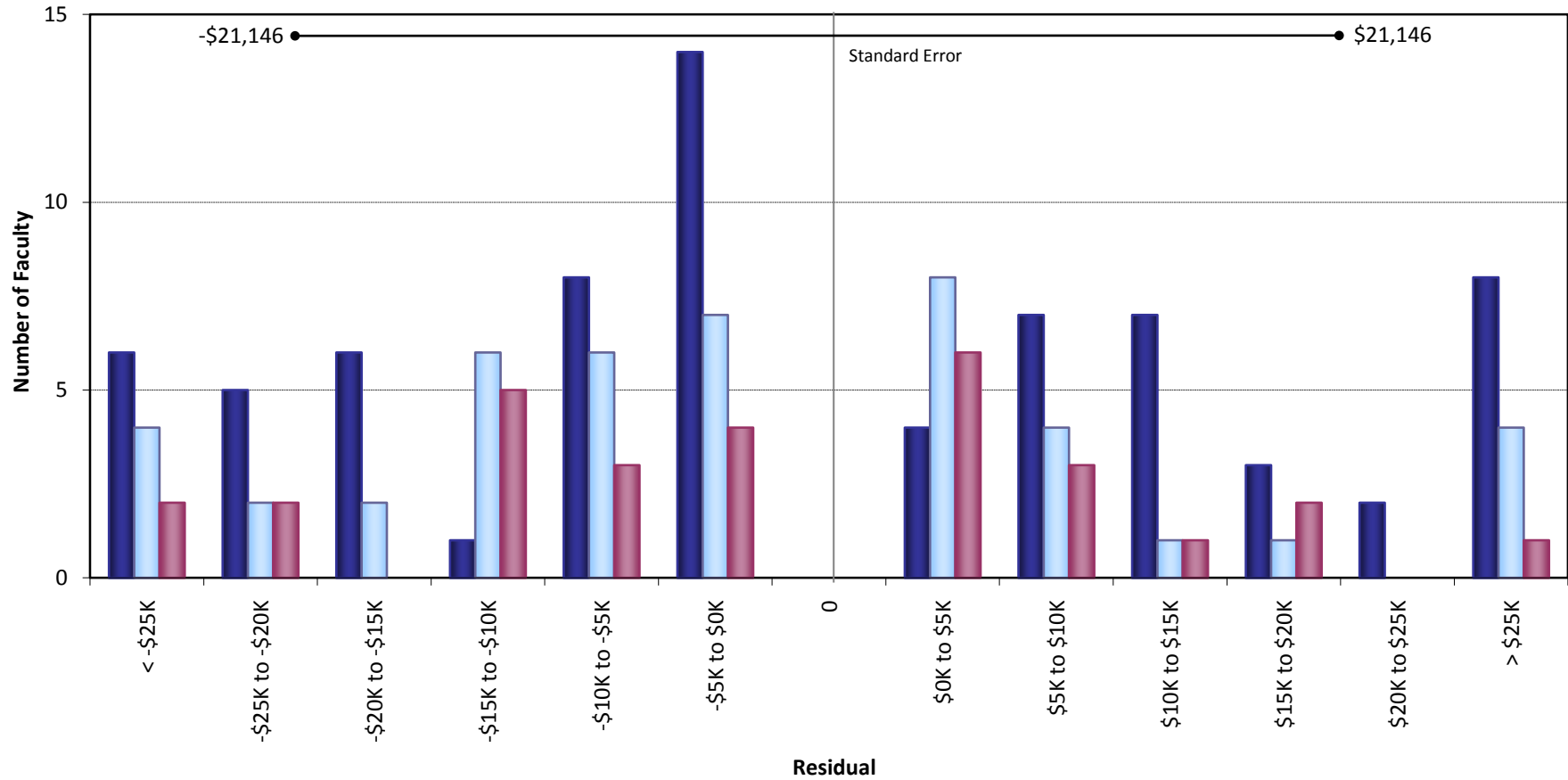
■ White Men (25)
 ■ All Women (25)
 ■ All Minorities (10)

Residual = Actual Salary - Predicted Salary

Predicted Salary =  $3209709.03270575 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1470.87347149498) - (\text{RegRankYr} * 94.0051294991479)$

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 School of Social Sciences w/Economics Variable  
 October 2010

\*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



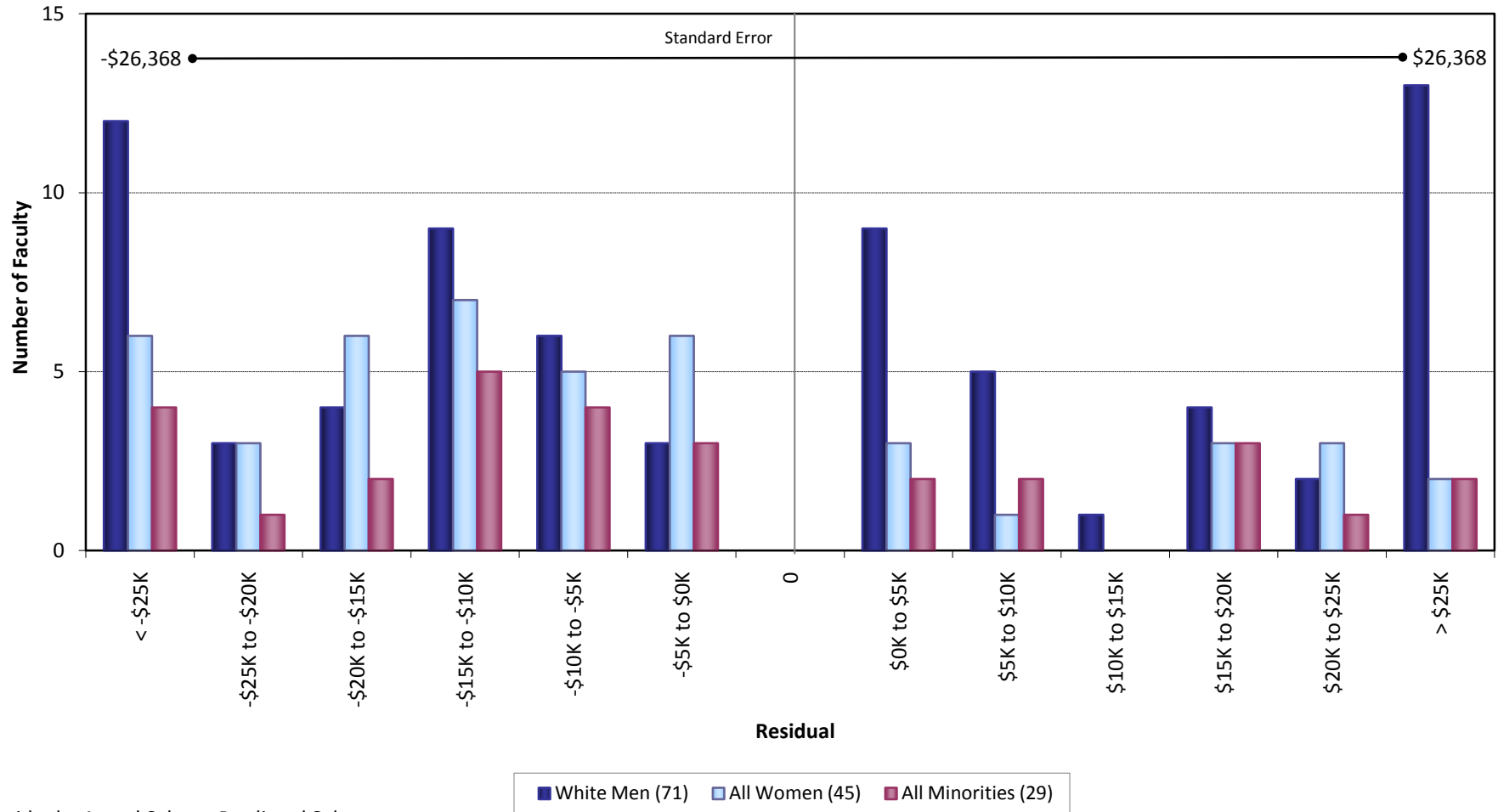
Residual = Actual Salary - Predicted Salary

■ White Men (71)  
 ■ All Women (45)  
 ■ All Minorities (29)

Predicted Salary = 3573814.83120711+(DegreeLevel\*18323.9959522011)-  
 (DegreeYear\*3169.18912271152)+(RegRankYr\*1403.42958811455)+(EconVariable\*37464.3349051988)

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Social Sciences - without Economics Variable**  
 October 2010

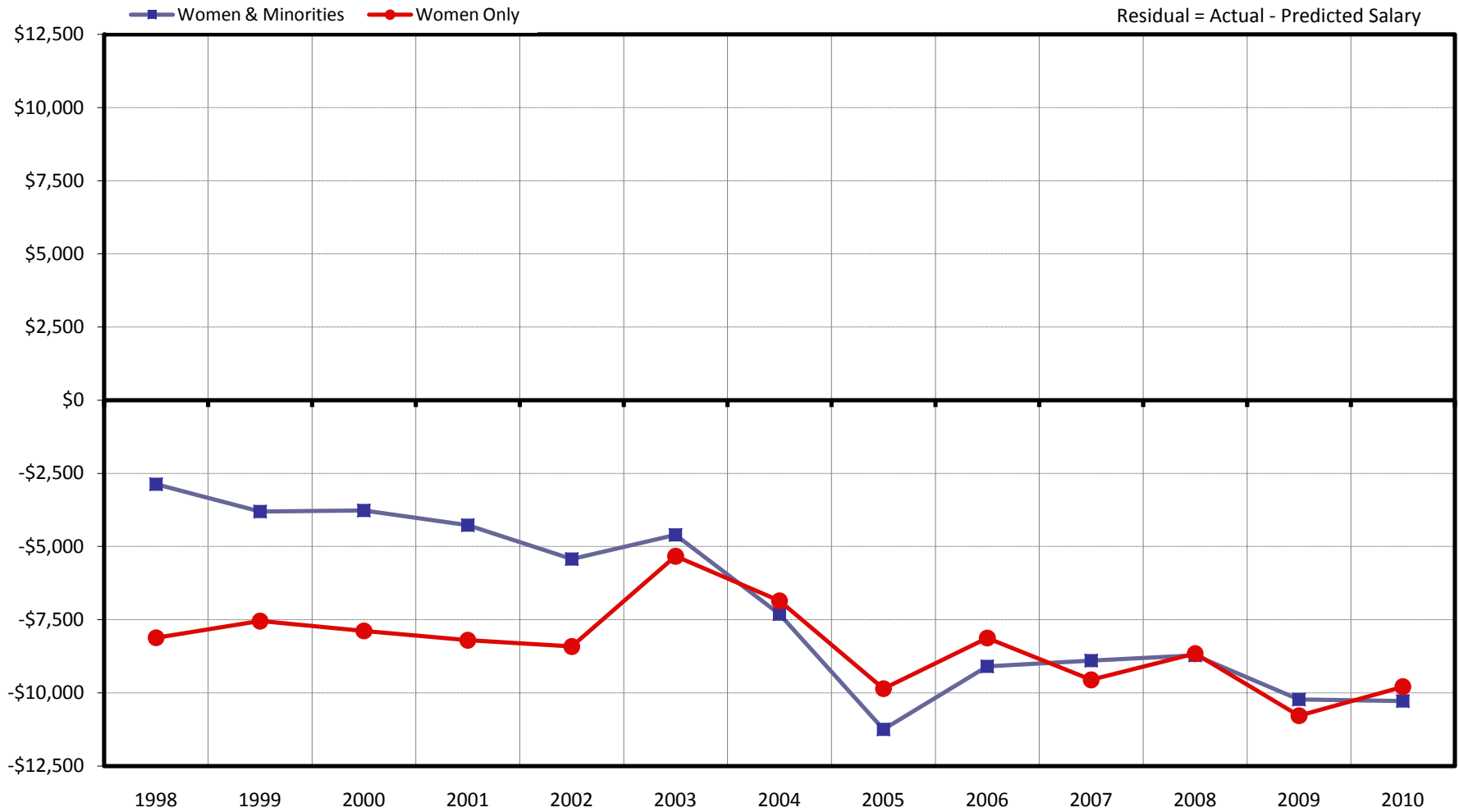
\*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale



Residual = Actual Salary - Predicted Salary

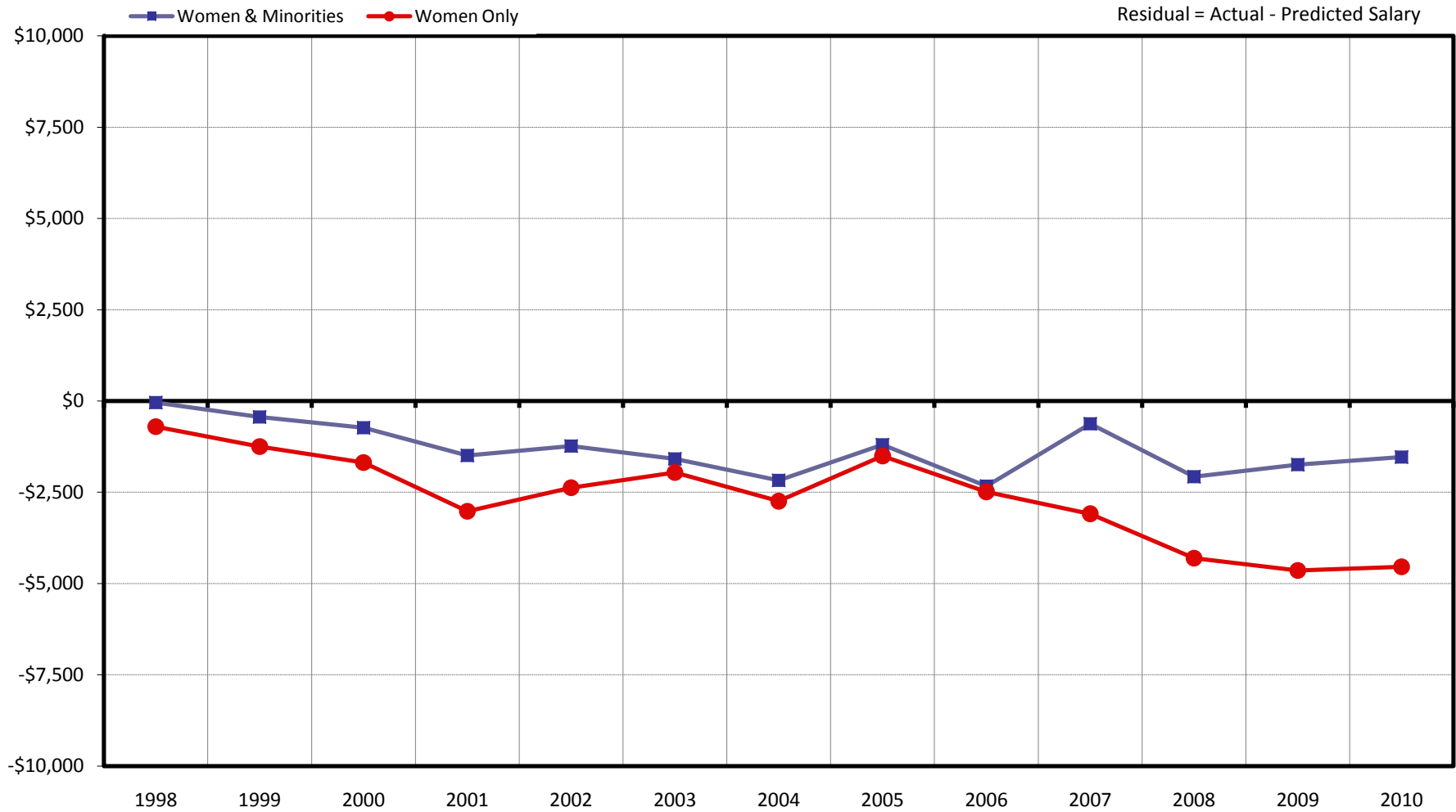
$$\text{Predicted Salary} = 3200950.9077078 + (\text{DegreeLevel} * 23467.9300080658) - (\text{DegreeYear} * 3214.70578150456) + (\text{RegRankYr} * 1634.59264069973)$$

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
School of Biological Sciences  
October 1998 through 2010

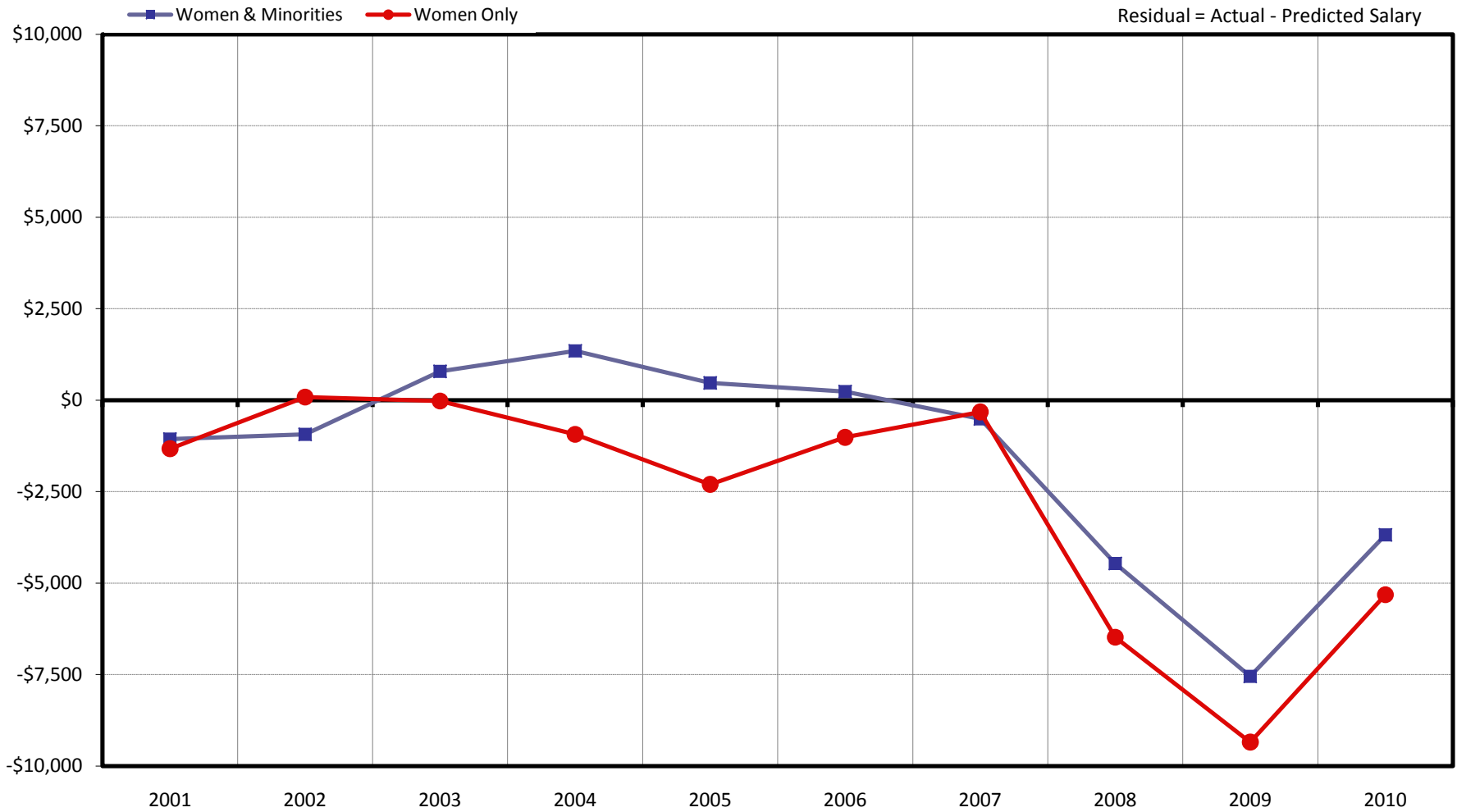




Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
**General Campus**  
October 1998 through 2010



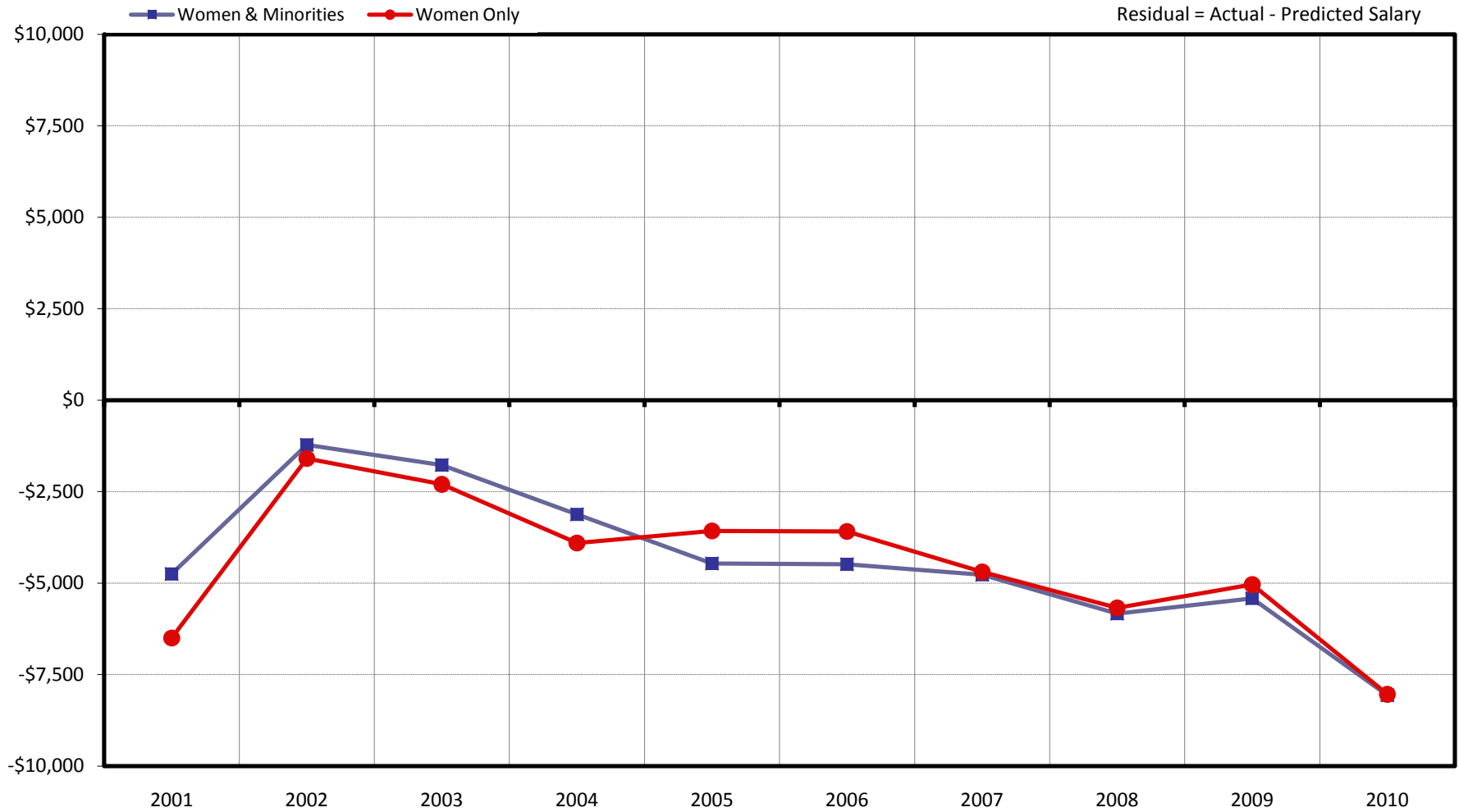
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
School of Medicine - Basic Sciences  
October 2001 through 2010



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 2001 through 2010, Academic Personnel, Pay Equity Study.

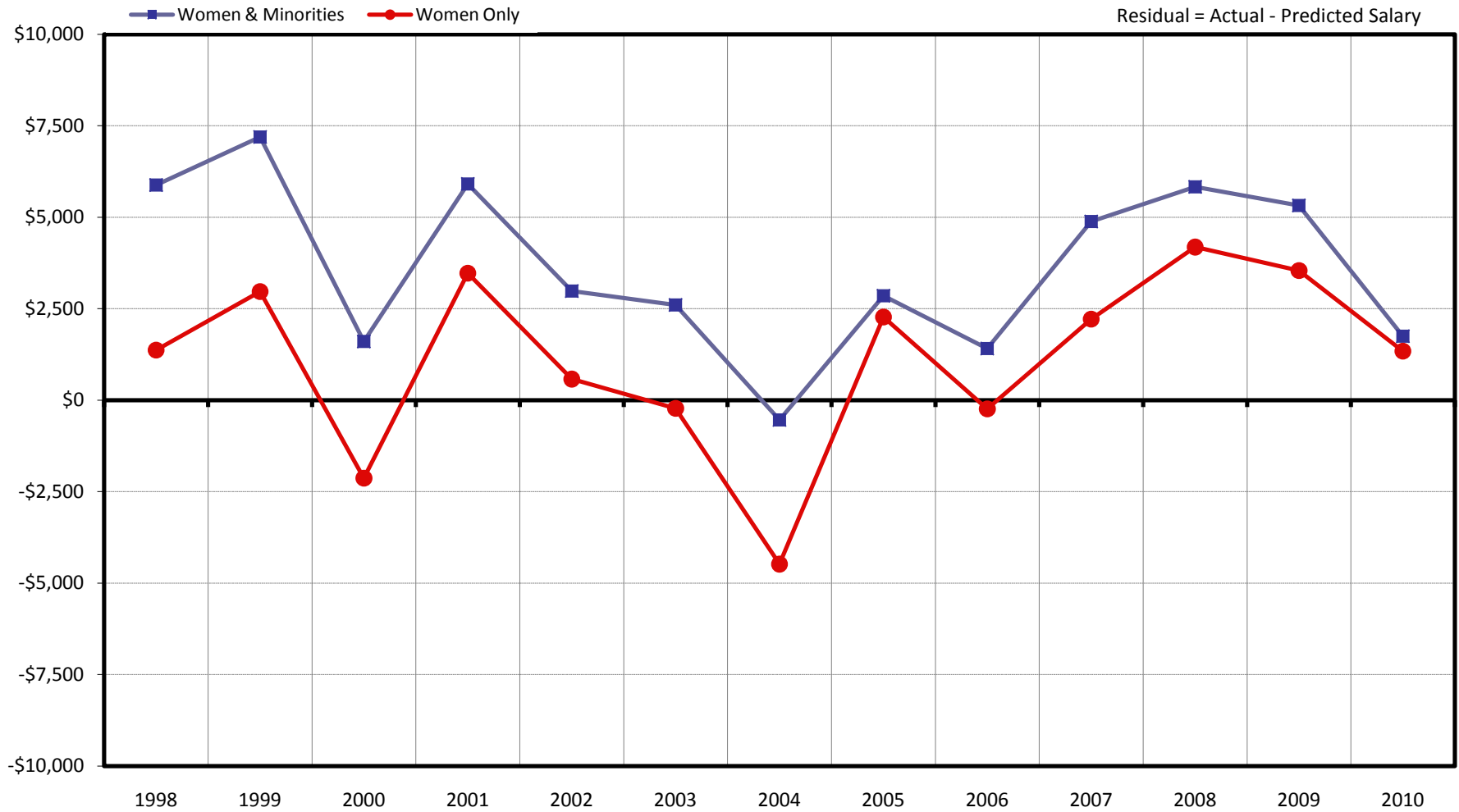
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
School of Medicine - Clinical Sciences  
October 2001 through 2010



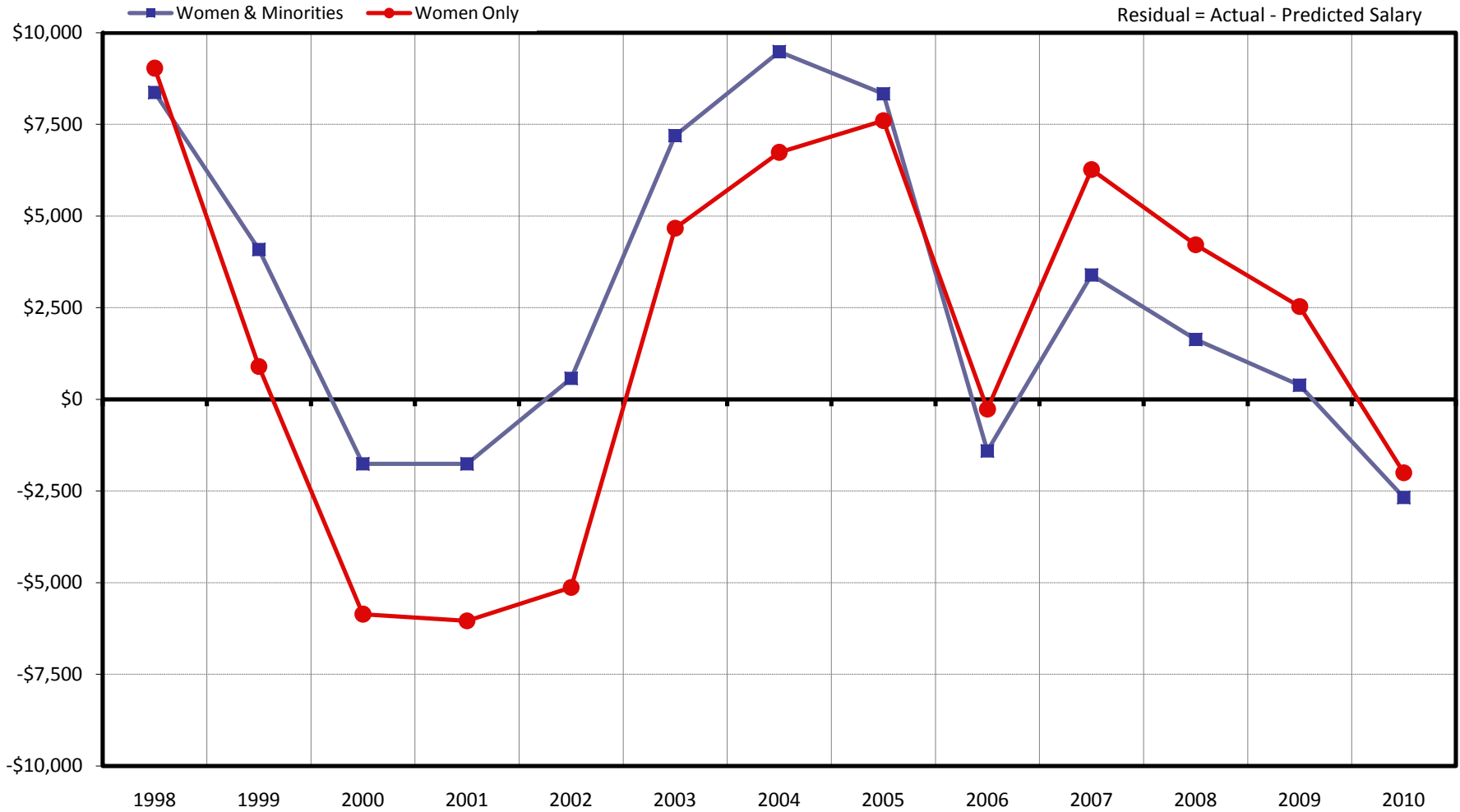
UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 2001 through 2010, Academic Personnel, Pay Equity Study.

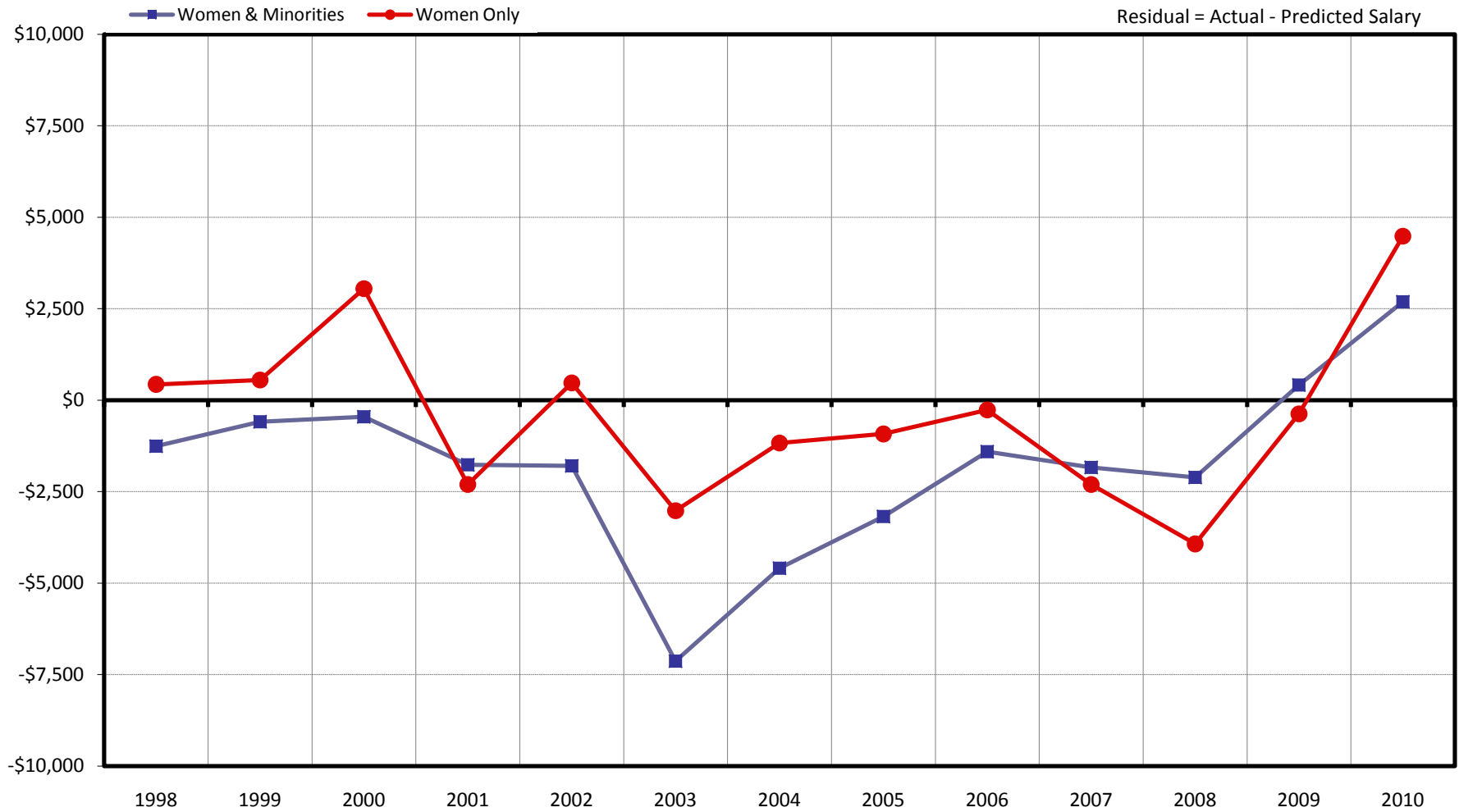
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
Claire Trevor School of the Arts  
October 1998 through 2010



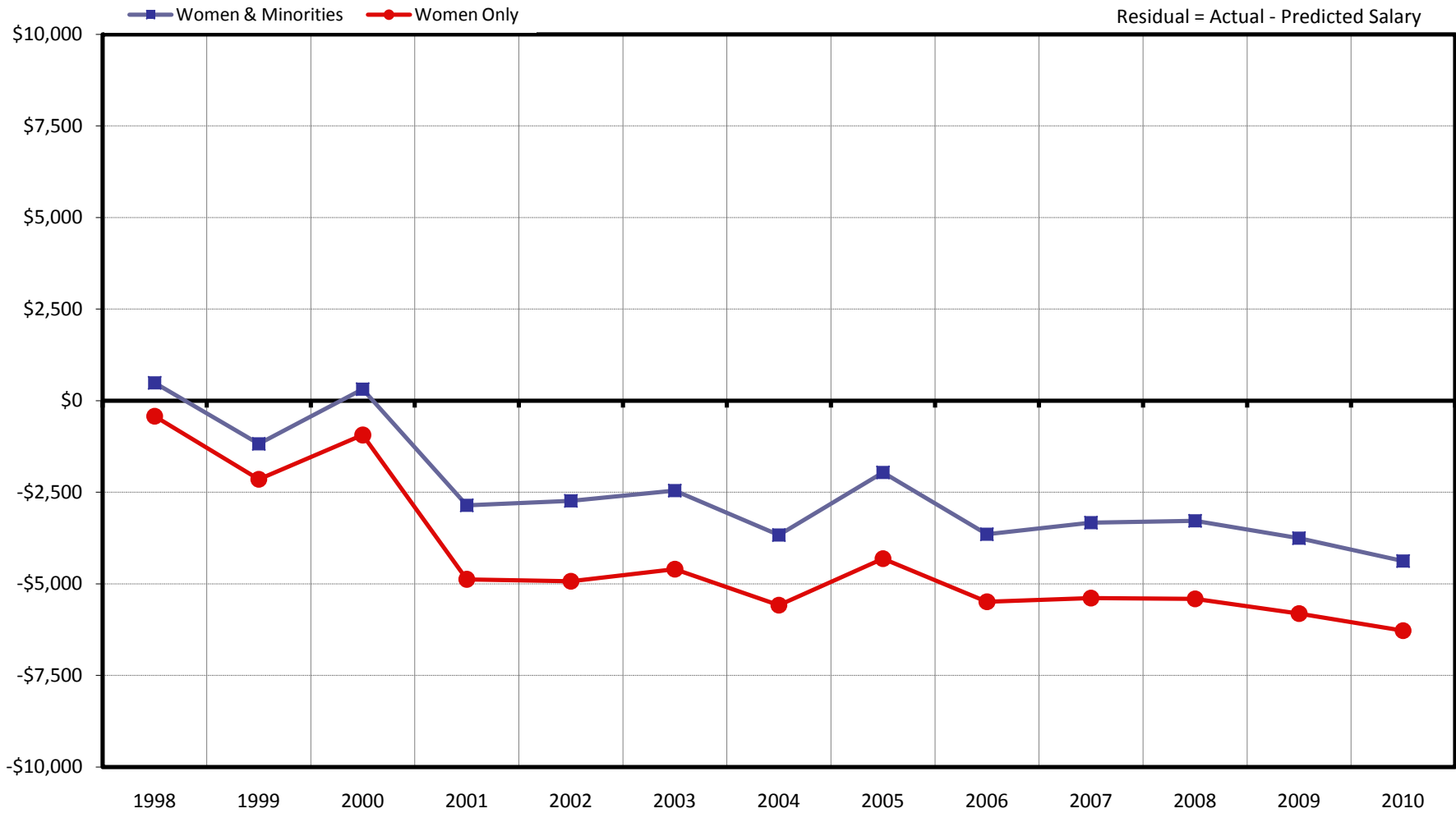
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
Paul Merage School of Business  
October 1998 through 2010



Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
The Henry Samueli School of Engineering  
October 1998 through 2010



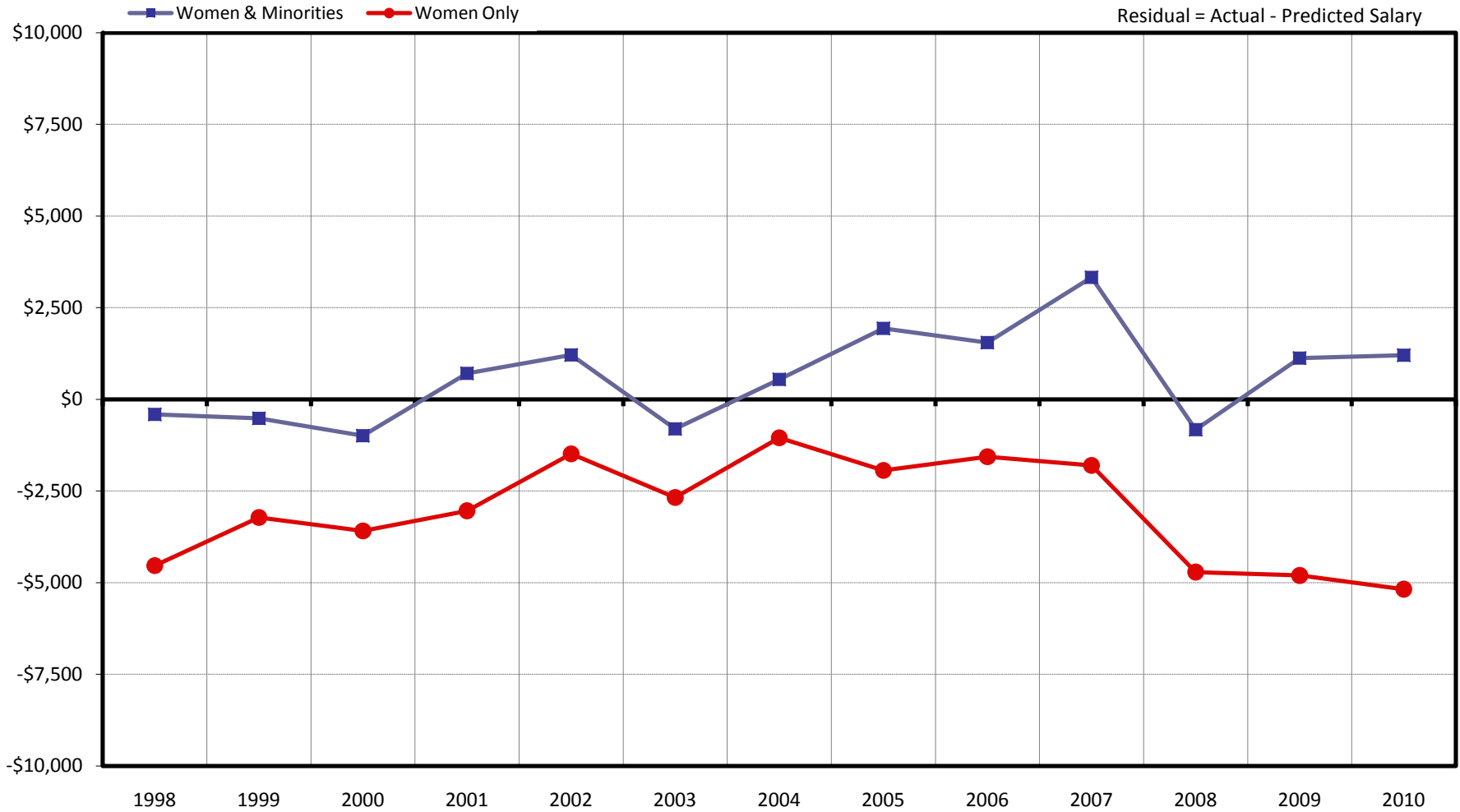
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
**School of Humanities**  
October 1998 through 2010



UC Irvine Office of Academic Personnel

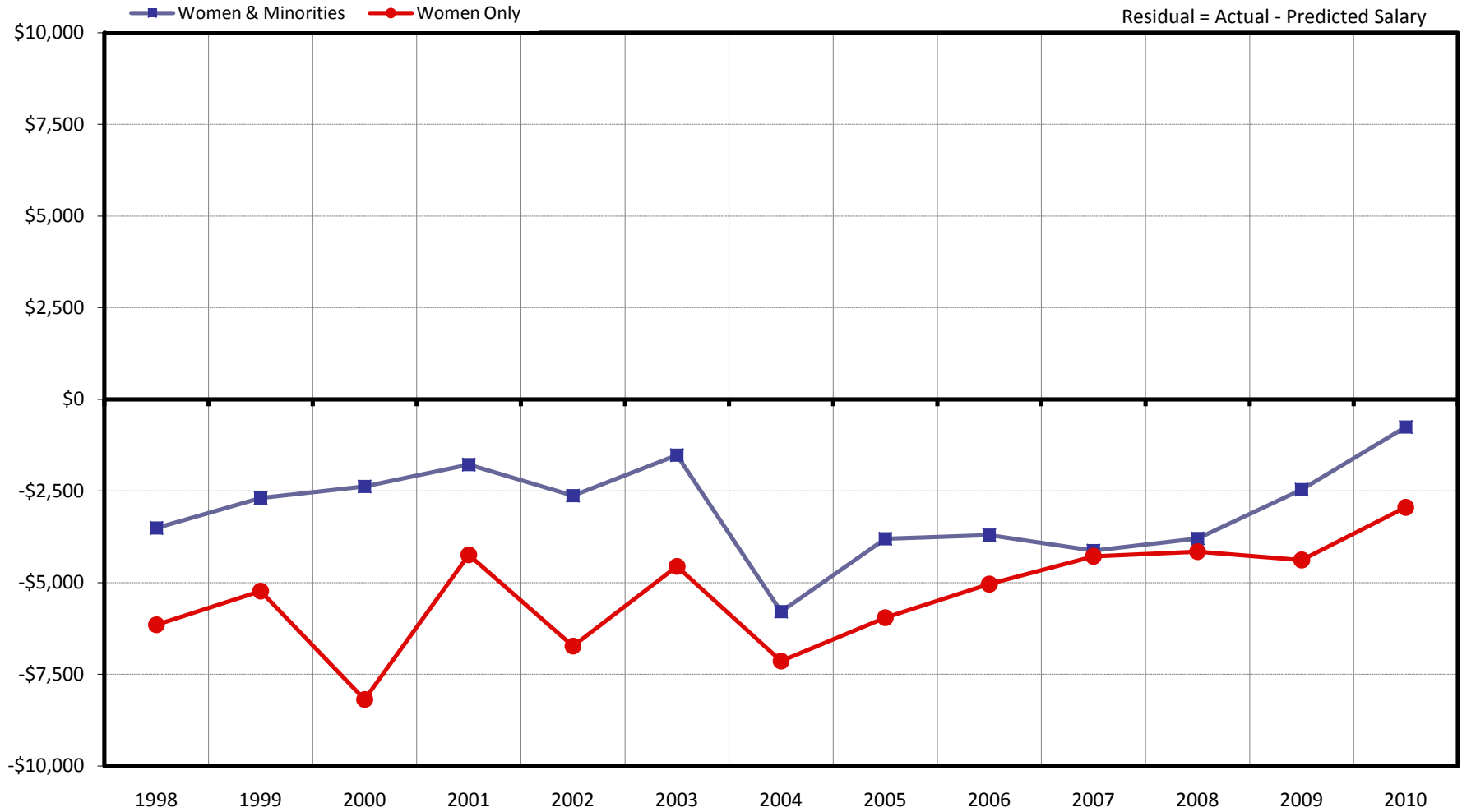
Sources: Payroll/Personnel Extracts as of October 1998 through 2010, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
Donald Bren School of Information and Computer Sciences  
October 1998 through 2010

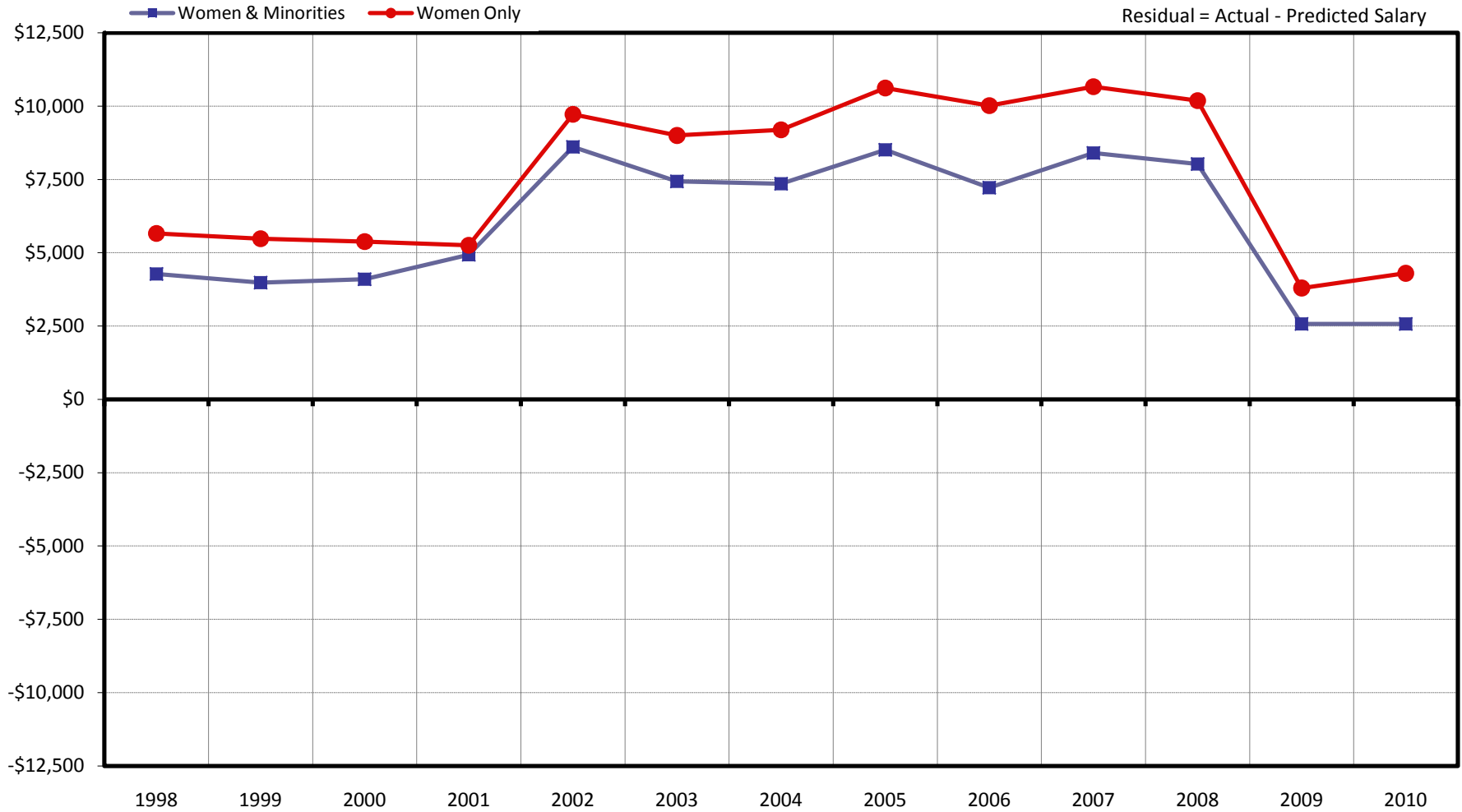




Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
School of Physical Sciences  
October 1998 through 2010



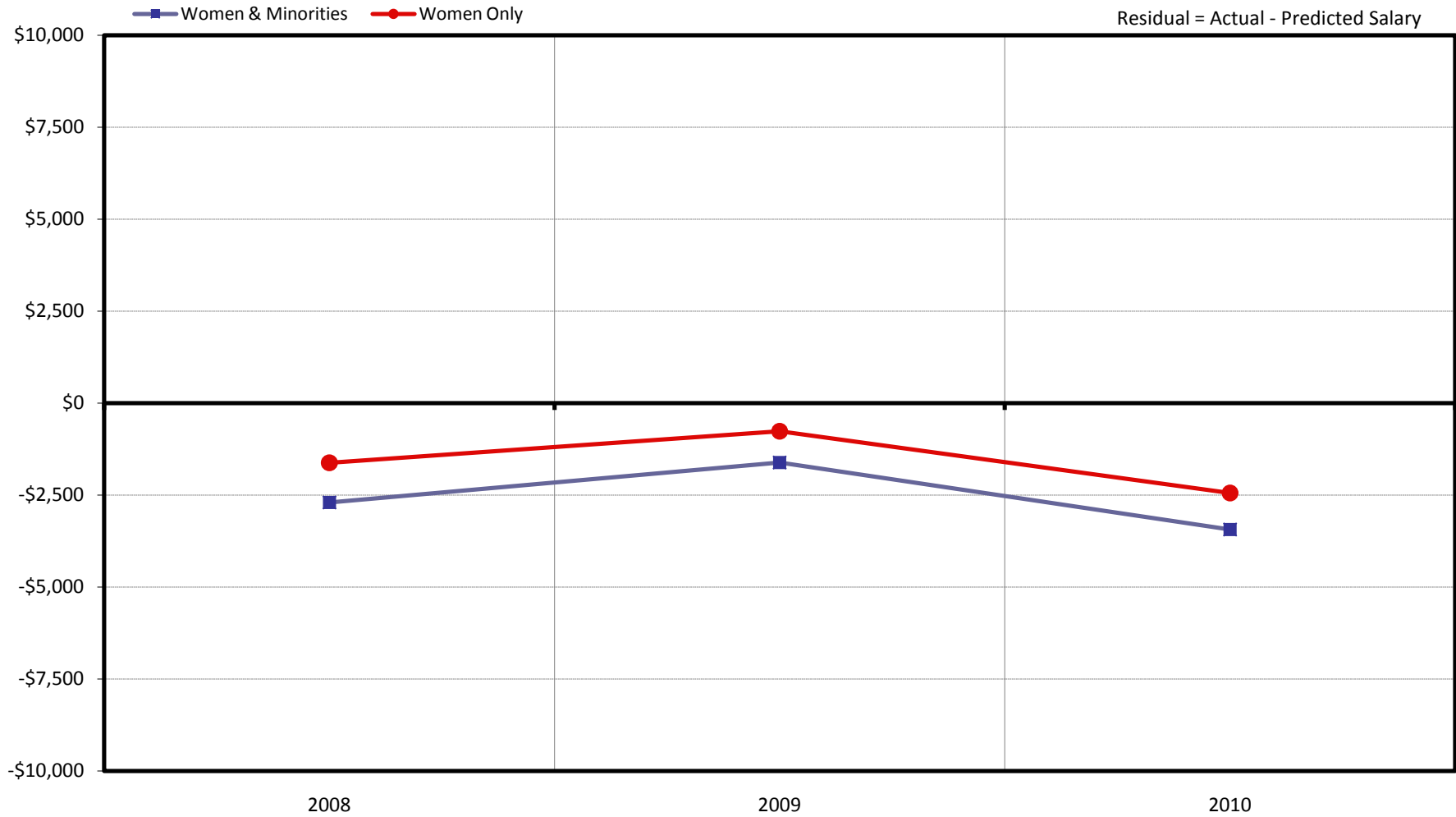
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
School of Social Ecology  
October 1998 through 2010



UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 1998 through 2010, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
School of Social Sciences - with Economics Adjustment\*  
October 2008 through 2010



\*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.