University of California, Irvine
Ladder Rank Faculty Salary Residuals
General Campus
October 2013
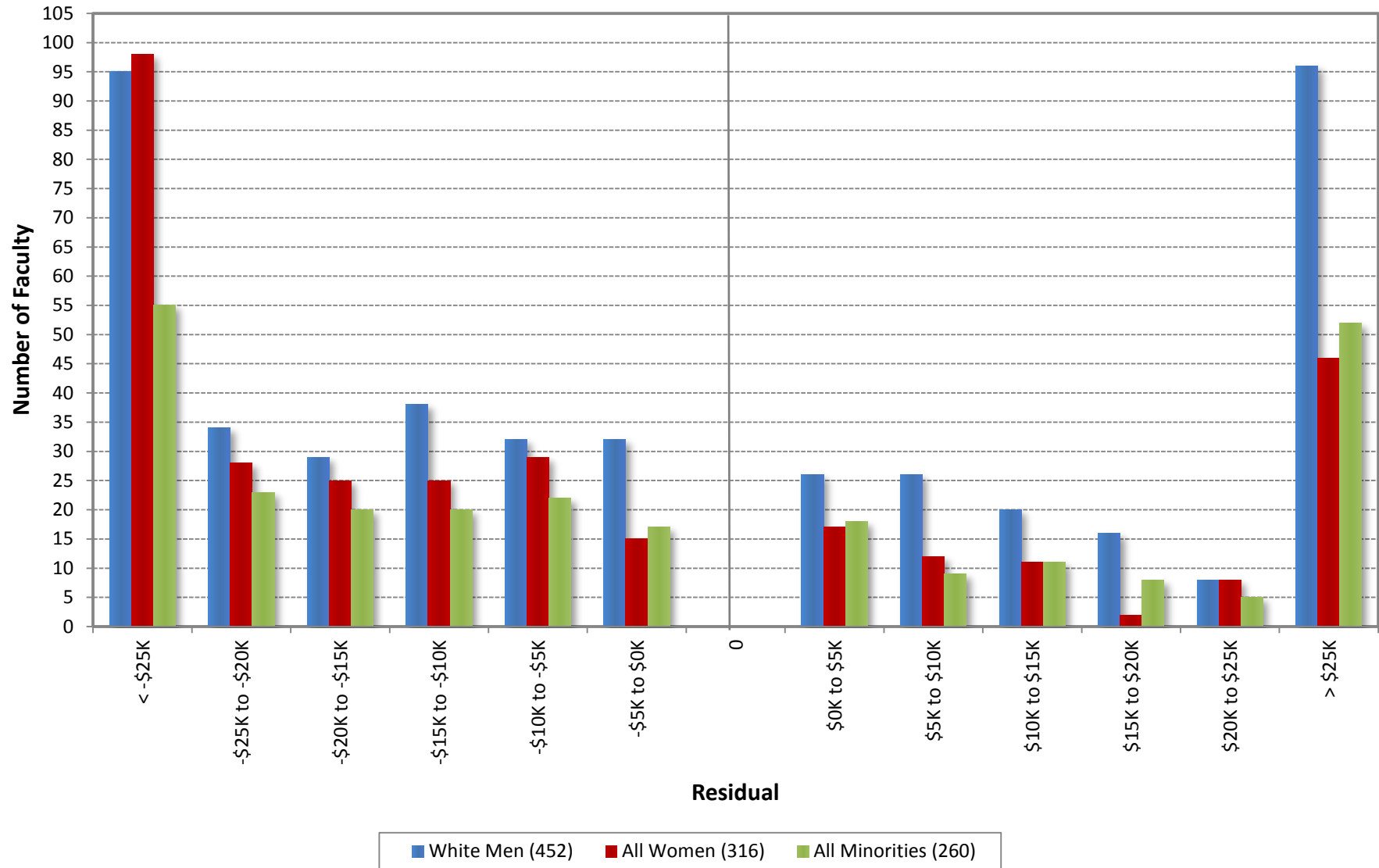
Number of Faculty vs **Residual**

Categories (x-axis): < -$25K; -$25K to -$20K; -$20K to -$15K; -$15K to -$10K; -$10K to -$5K; -$5K to $0K; 0; $0K to $5K; $5K to $10K; $10K to $15K; $15K to $20K; $20K to $25K; > $25K

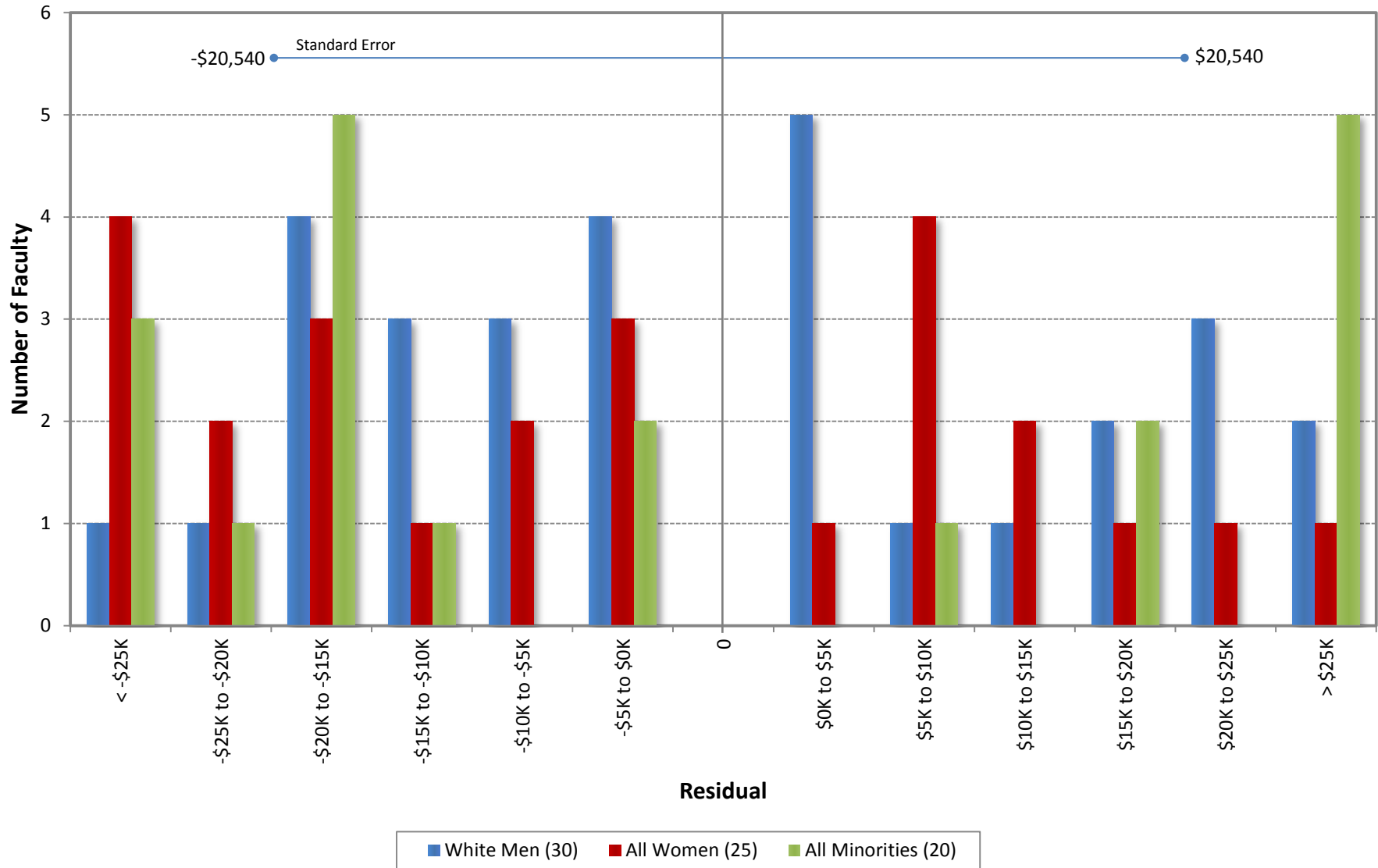Legend: ■ White Men (452) ■ All Women (316) ■ All Minorities (260)

Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2013
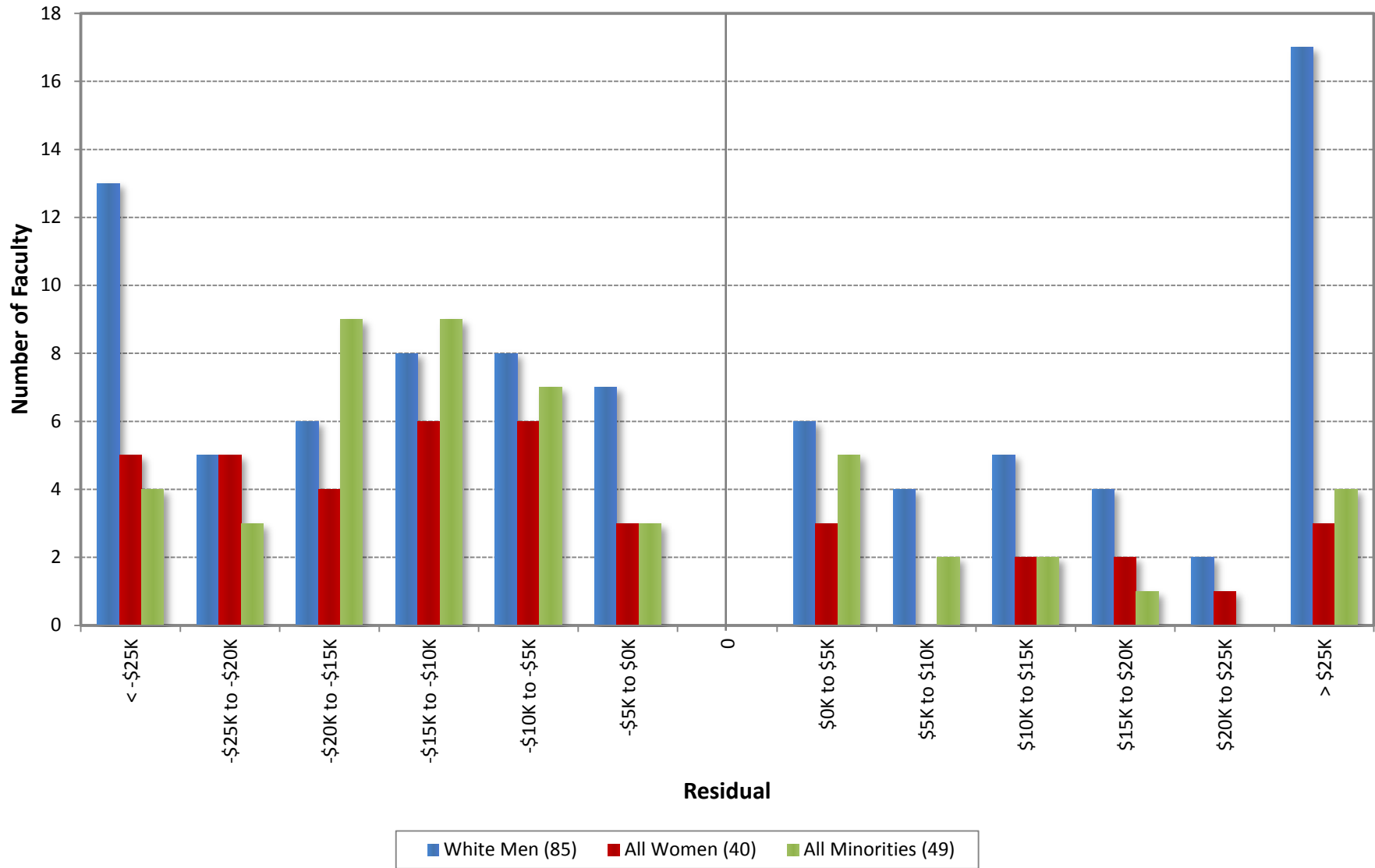
Number of Faculty (y-axis)

Residual (x-axis)

Residual categories: < -$25K, -$25K to -$20K, -$20K to -$15K, -$15K to -$10K, -$10K to -$5K, -$5K to $0K, 0, $0K to $5K, $5K to $10K, $10K to $15K, $15K to $20K, $20K to $25K, > $25K

Legend: White Men (85), All Women (40), All Minorities (49)
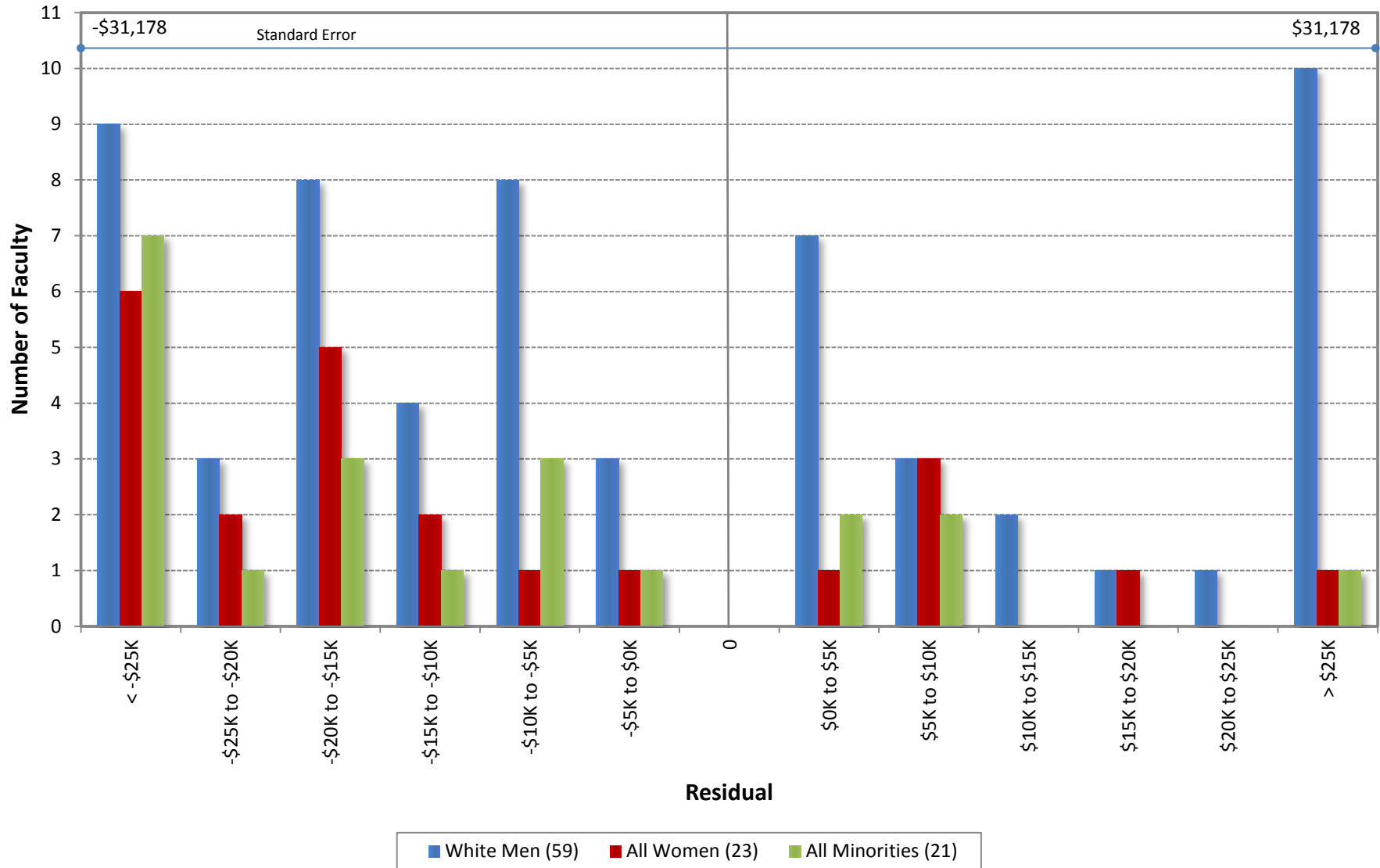
Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3005571.50717305+(DegreeLevel*13722.042997652)+(DegreeYear*92.5025342295612)+(RegRankYr*-1551.37767916031)
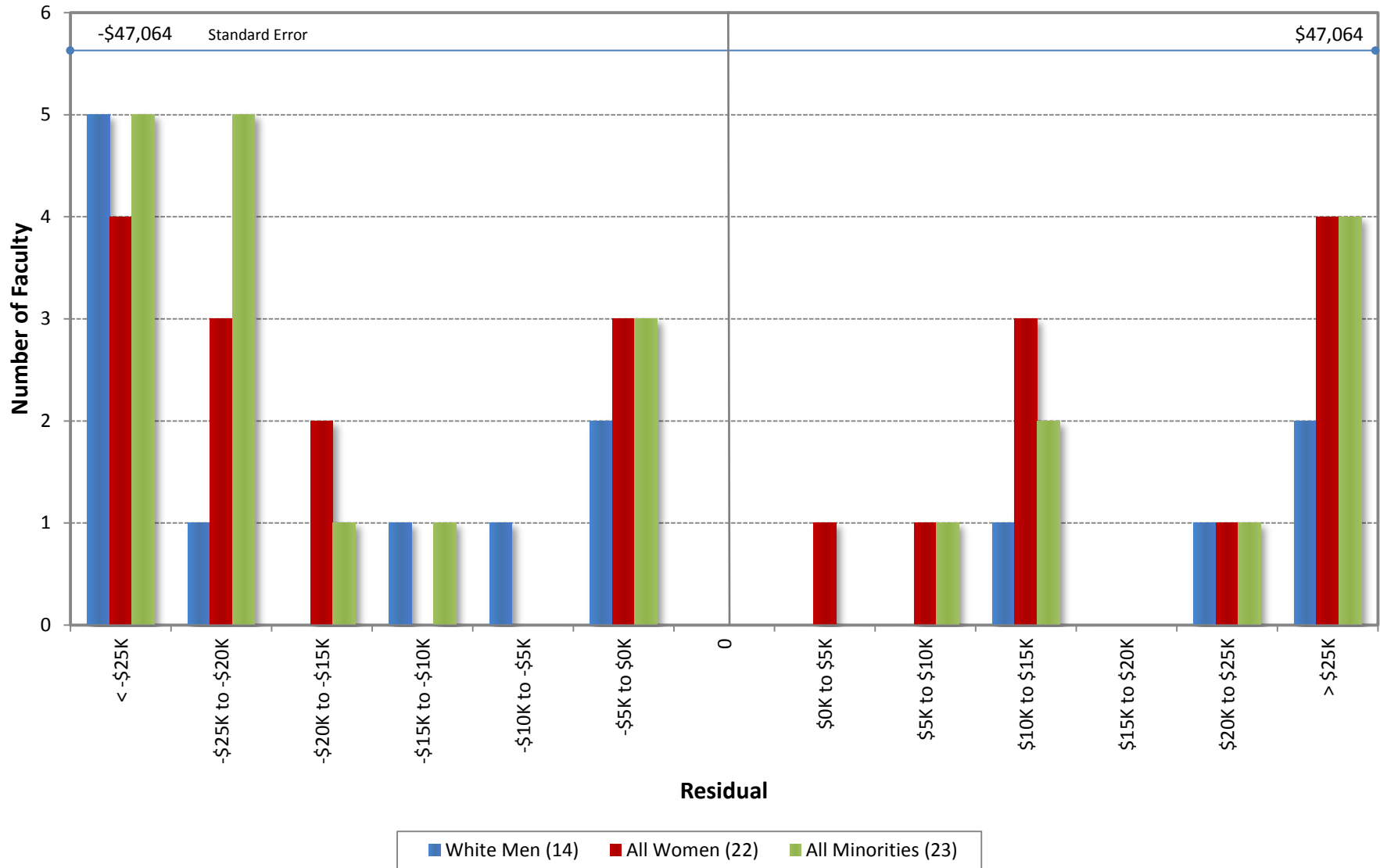
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2013

-$31,178   Standard Error $31,178

Number of Faculty (y-axis)

Residual (x-axis)

Legend: White Men (59) | All Women (23) | All Minorities (21)

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4659270.91321713+(DegreeLevel*0)+(DegreeYear*-3001.5496118097)+(RegRankYr*718.211686644005)
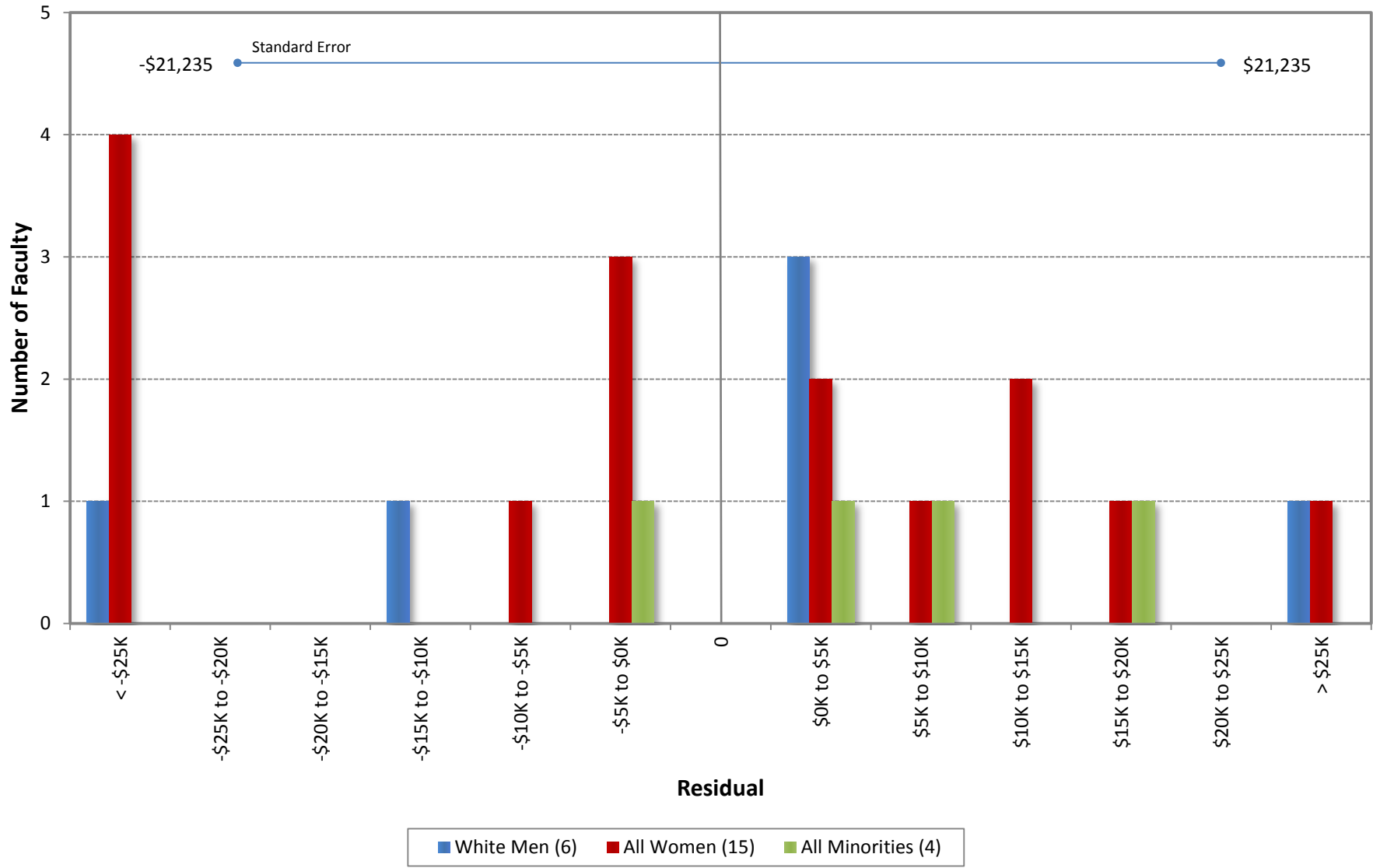
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Paul Merage School of Business
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = -823259.7663657+(DegreeLevel*0)+(DegreeYear*-2990.37642437987)+(RegRankYr*2665.50483469688)
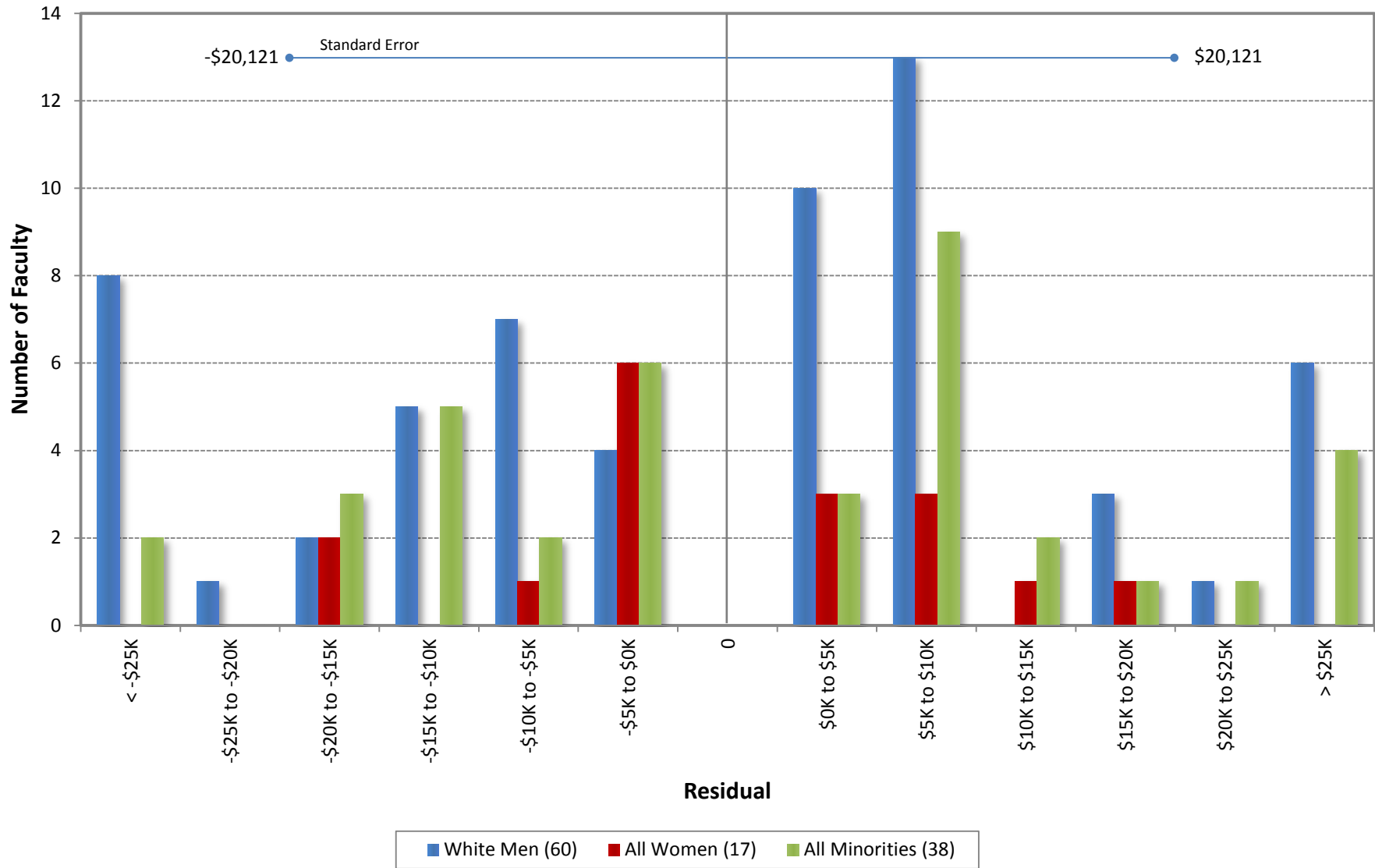
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Education
October 2013

Residual = Actual Salary - Predicted Salary

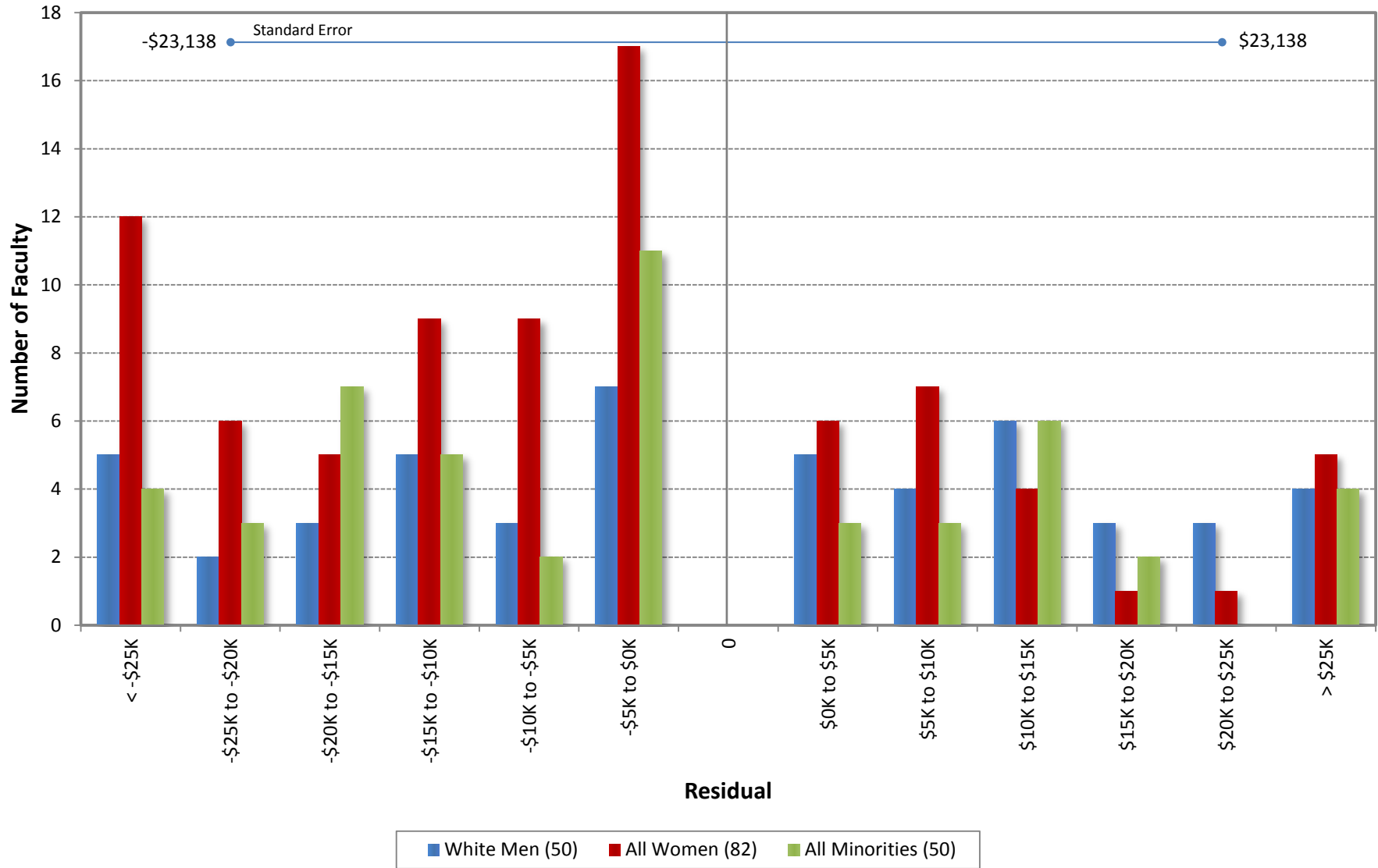Predicted Salary = 8211307.424072+(DegreeLevel*0)+(DegreeYear*-3731.05549306337)+(RegRankYr*-322.095675540562)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2013

Number of Faculty (y-axis, 0 to 14)

-$20,121 • Standard Error $20,121

Residual categories (x-axis): < -$25K, -$25K to -$20K, -$20K to -$15K, -$15K to -$10K, -$10K to -$5K, -$5K to $0K, 0, $0K to $5K, $5K to $10K, $10K to $15K, $15K to $20K, $20K to $25K, > $25K

Residual

Legend: ■ White Men (60) ■ All Women (17) ■ All Minorities (38)

Residual = Actual Salary - Predicted Salary

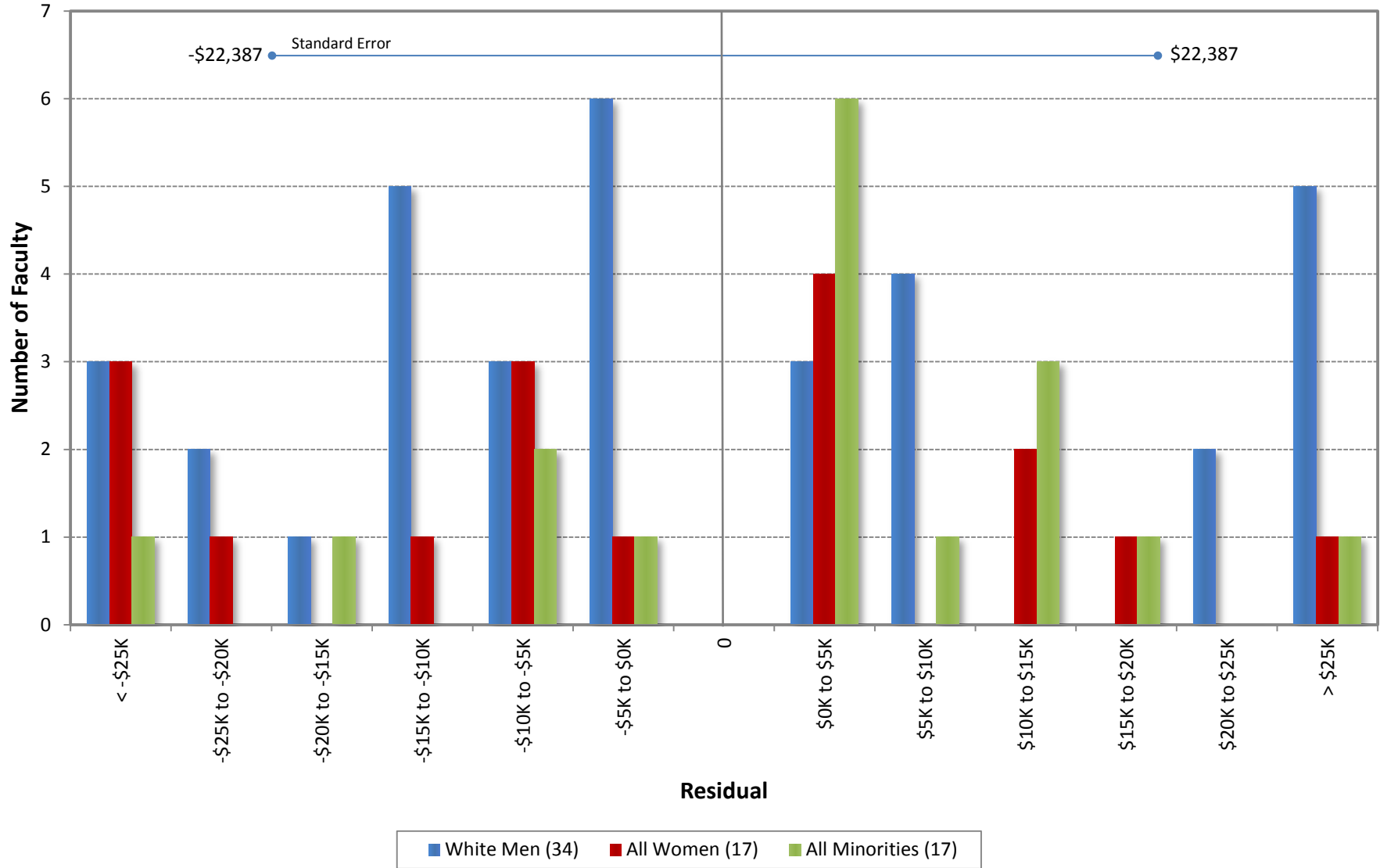Predicted Salary = 4423998.80903734+(DegreeLevel*0)+(DegreeYear*-2955.47208619378)+(RegRankYr*795.245618703569)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Humanities
October 2013

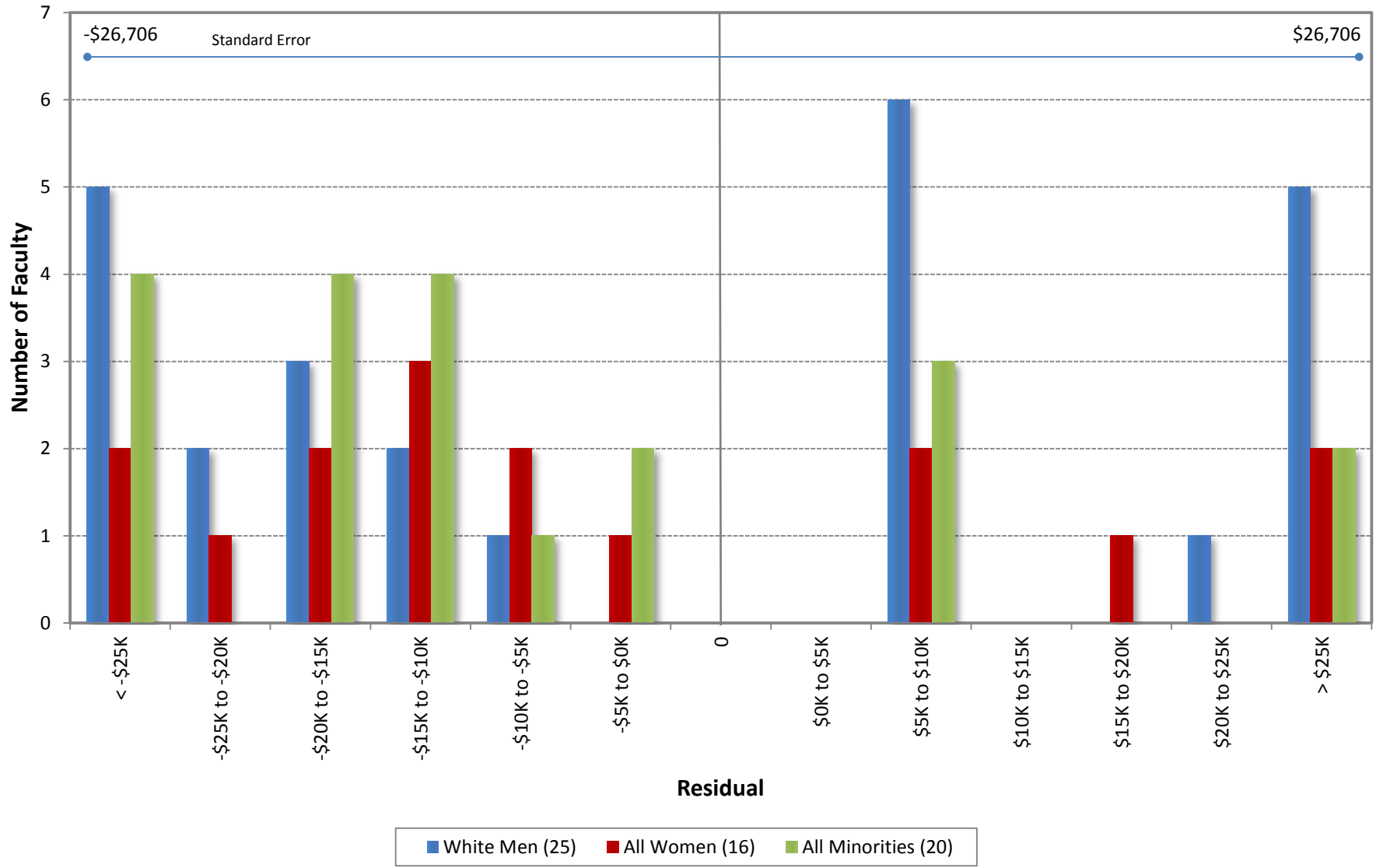Residual = Actual Salary - Predicted Salary

Predicted Salary = 4915595.86579281+(DegreeLevel*26272.7901038106)+(DegreeYear*-3742.3384011212)+(RegRankYr*1301.55208892082)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3292354.29239924+(DegreeLevel*0)+(DegreeYear*-3807.22365386132)+(RegRankYr*2214.13992049339)
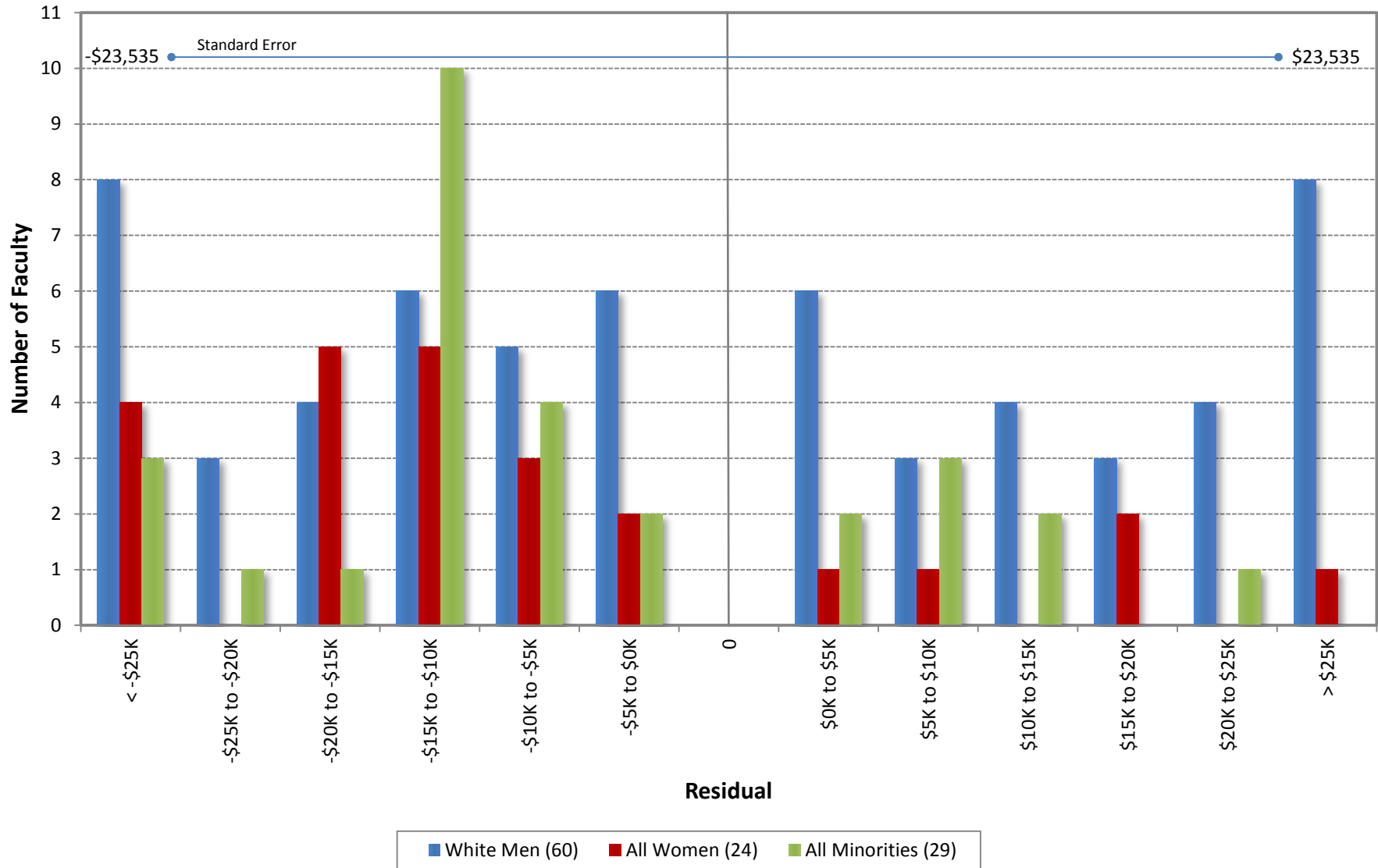
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Basic Science)
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3916627.8212709+(DegreeLevel*0)+(DegreeYear*-3595.31301644779)+(RegRankYr*1681.81963730002)
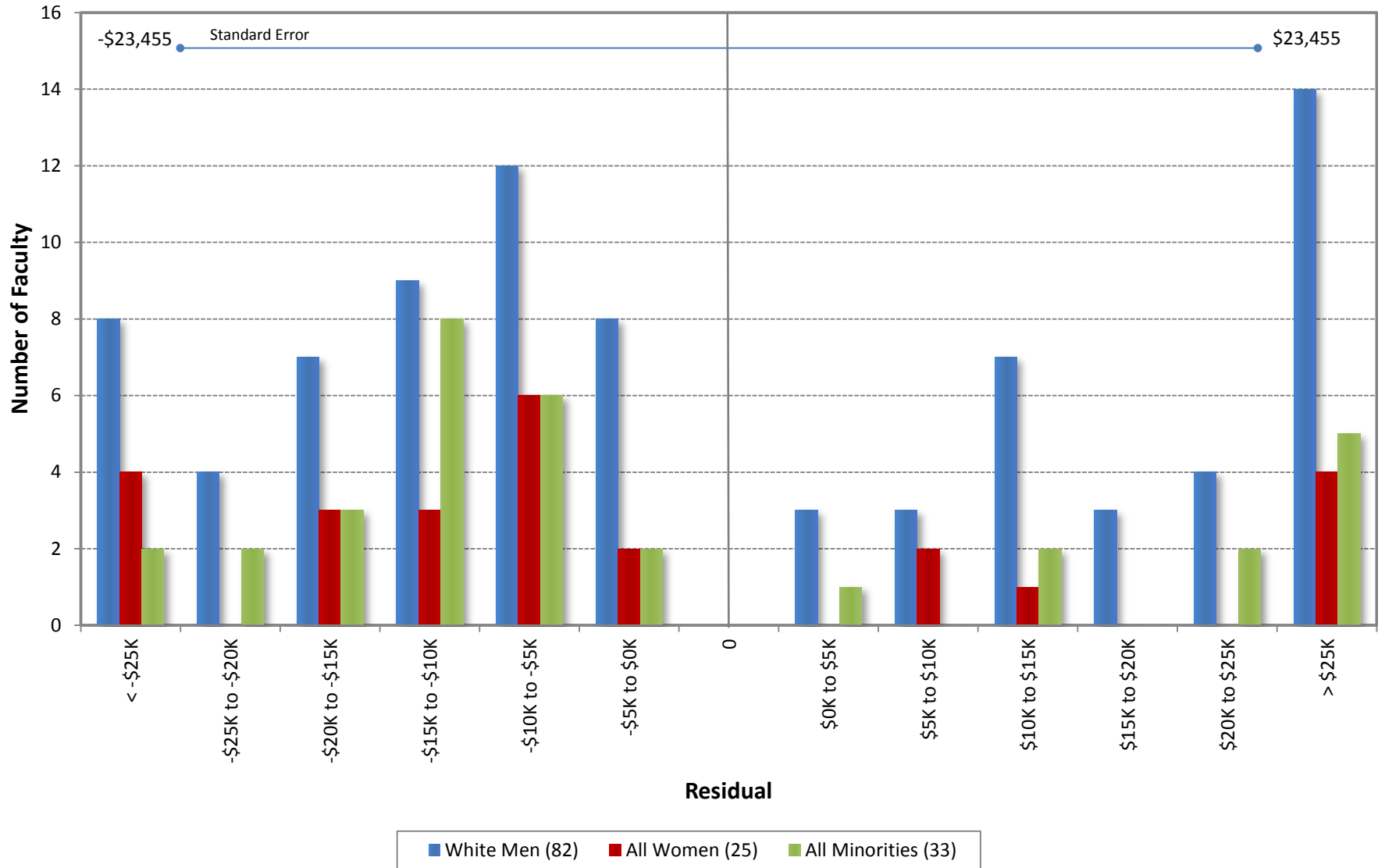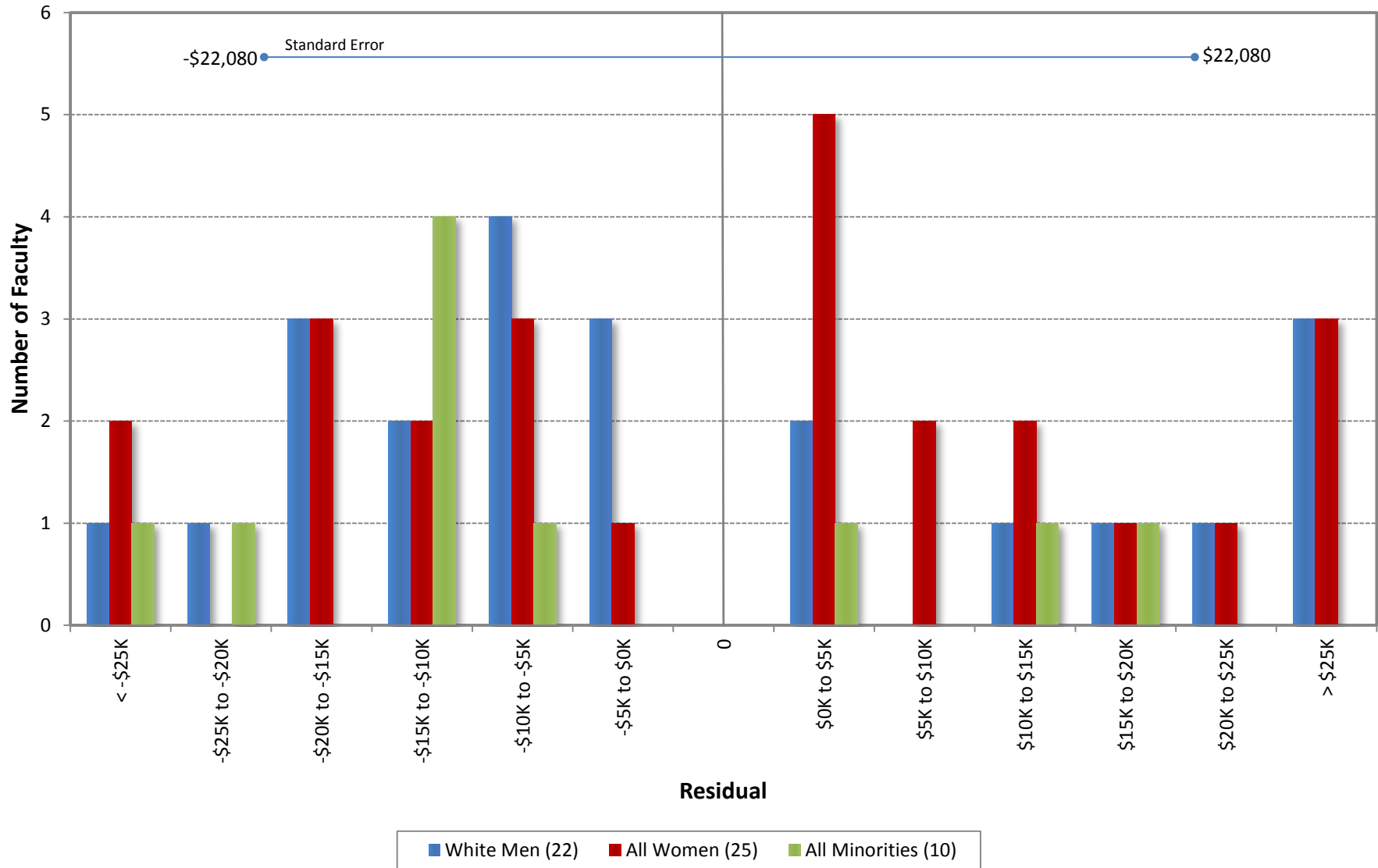
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Clinical Science)
October 2013

Number of Faculty (y-axis)

Residual (x-axis)

-$23,535   Standard Error $23,535

Legend: White Men (60), All Women (24), All Minorities (29)

x-axis categories: < -$25K, -$25K to -$20K, -$20K to -$15K, -$15K to -$10K, -$10K to -$5K, -$5K to $0K, 0, $0K to $5K, $5K to $10K, $10K to $15K, $15K to $20K, $20K to $25K, > $25K

Residual = Actual Salary - Predicted Salary

Predicted Salary = 5148797.50770932+(DegreeLevel*0)+(DegreeYear*-1939.54475911795)+(RegRankYr*-586.977076344961)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2013

Number of Faculty (y-axis)

Residual (x-axis)

-$23,455 ... Standard Error ... $23,455

X-axis categories: < -$25K | -$25K to -$20K | -$20K to -$15K | -$15K to -$10K | -$10K to -$5K | -$5K to $0K | 0 | $0K to $5K | $5K to $10K | $10K to $15K | $15K to $20K | $20K to $25K | > $25K

Legend: ■ White Men (82) ■ All Women (25) ■ All Minorities (33)

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3707855.63163925+(DegreeLevel*0)+(DegreeYear*-3295.96811073568)+(RegRankYr*1491.72346132172)
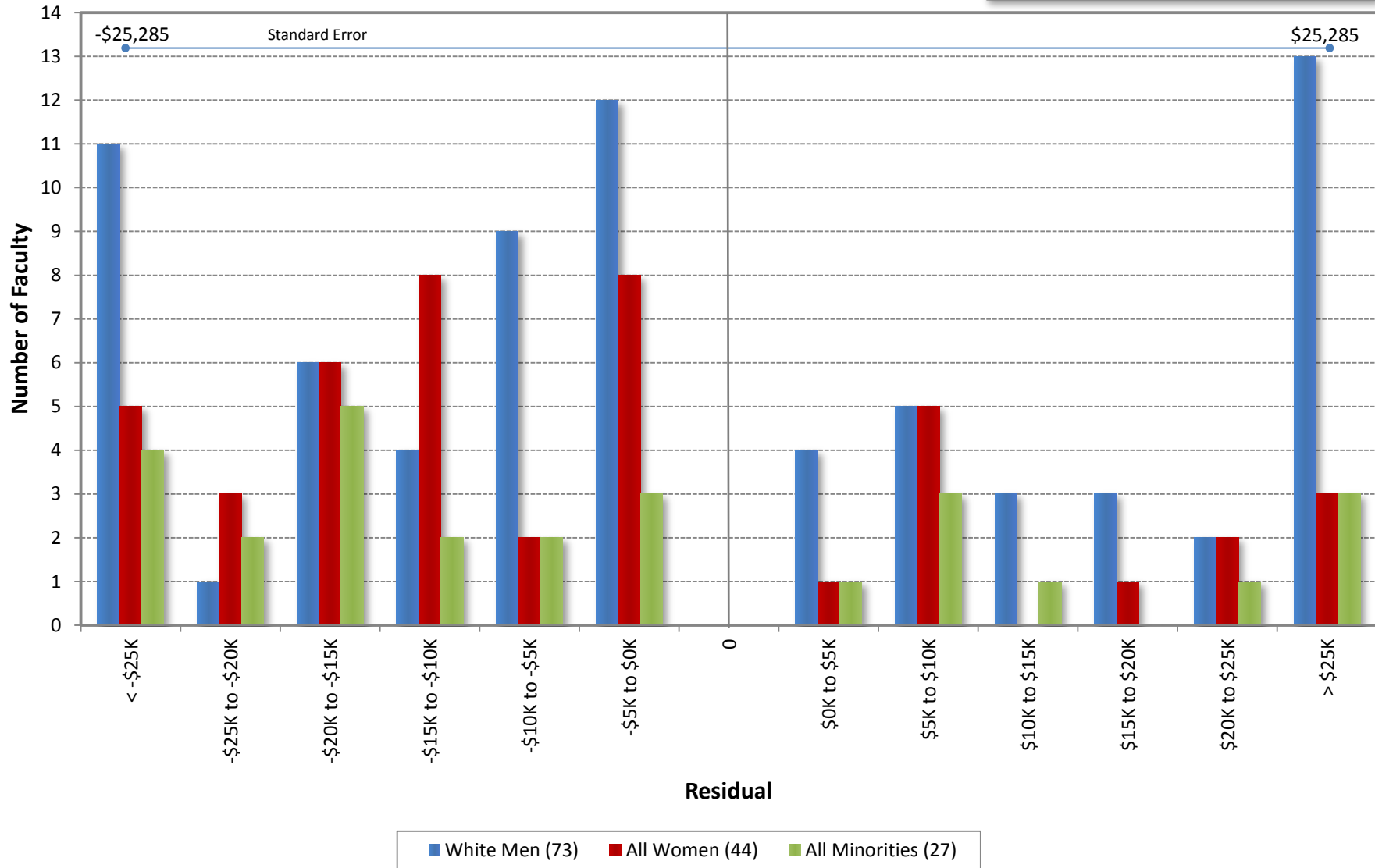
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2013

Residual = Actual Salary - Predicted Salary
Predicted Salary = 2493302.60103829+(DegreeLevel*0)+(DegreeYear*-1833.82626251969)+(RegRankYr*634.088209626666)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
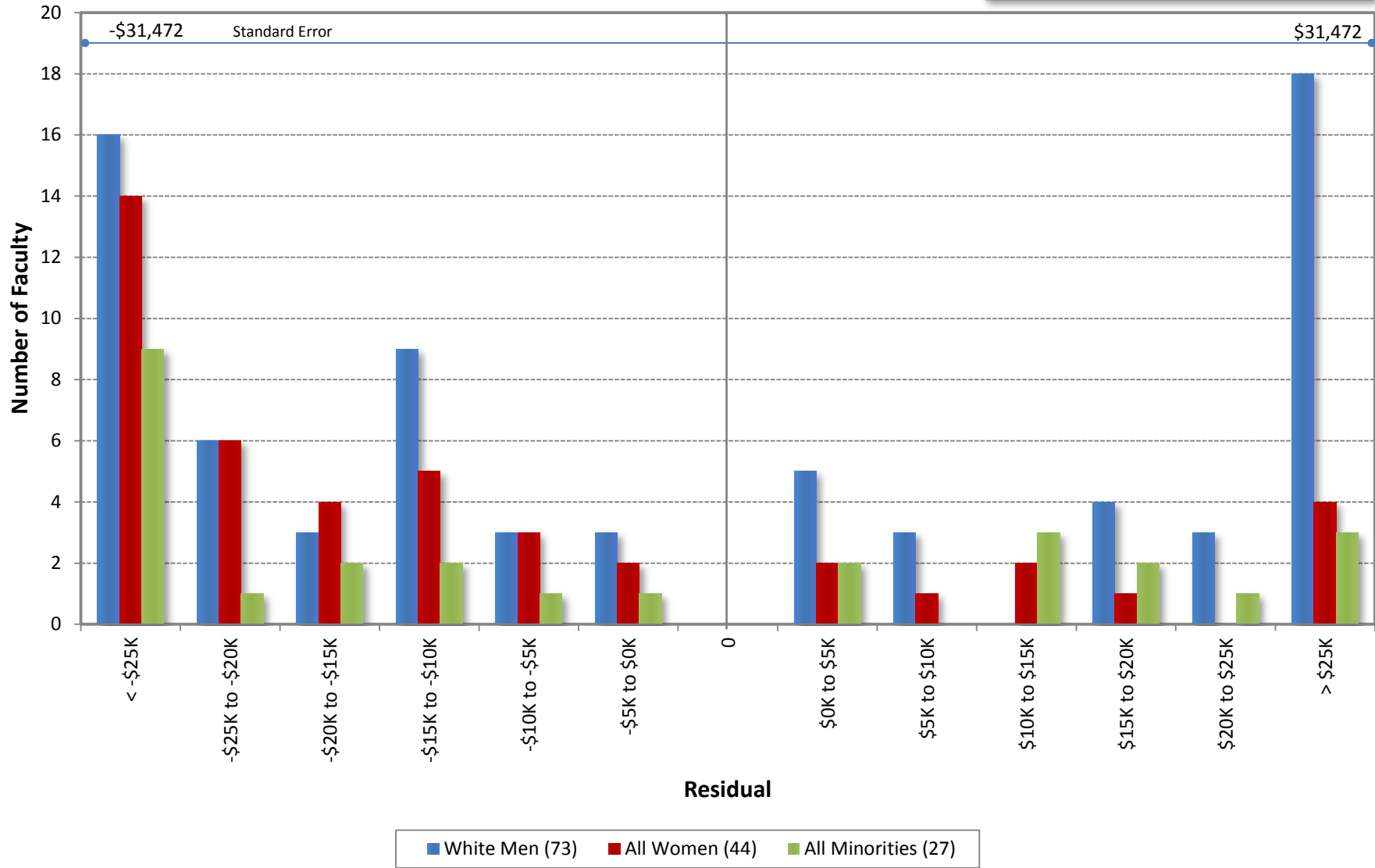### School of Social Science with Economics Variable*
October 2013

Legend: White Men (73), All Women (44), All Minorities (27)

-$25,285   Standard Error $25,285

Predicted Salary = 3116176.15558319+(DegreeLevel*22274.0393346753)+(DegreeYear*-3137.42202362368)+(RegRankYr*1605.78425311797)+(EconVar*44286.02151685)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science without Economics Variable*
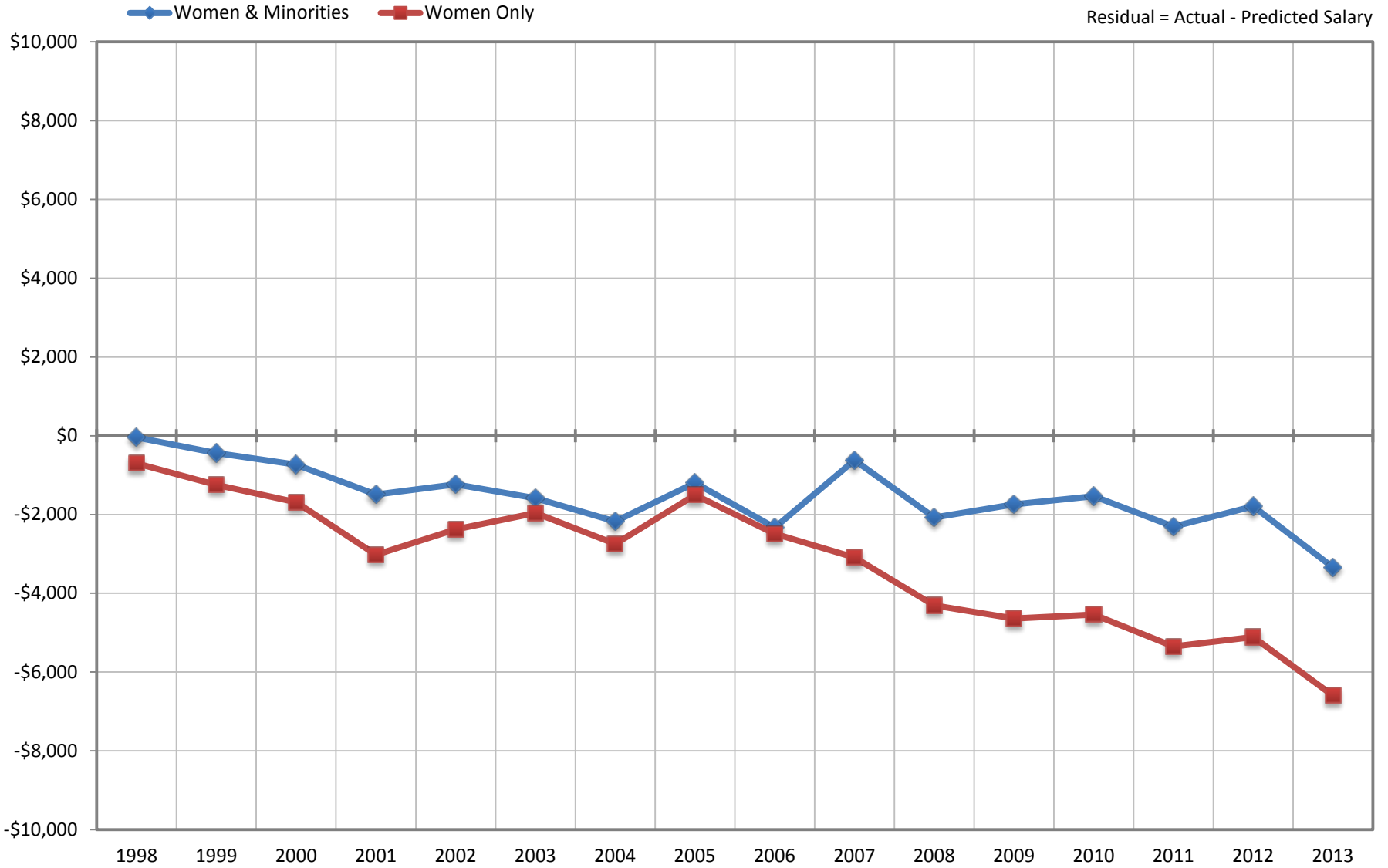October 2013

*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

-$31,472   Standard Error $31,472

Number of Faculty

Residual categories: < -$25K | -$25K to -$20K | -$20K to -$15K | -$15K to -$10K | -$10K to -$5K | -$5K to $0K | 0 | $0K to $5K | $5K to $10K | $10K to $15K | $15K to $20K | $20K to $25K | > $25K

Residual

■ White Men (73)   ■ All Women (44)   ■ All Minorities (27)

Residual = Actual Salary - Predicted Salary

Predicted Salary = 2753816.0940938+(DegreeLevel*9218.82463208946)+(DegreeYear*-3227.5619467856)+(RegRankYr*1894.95679872718)
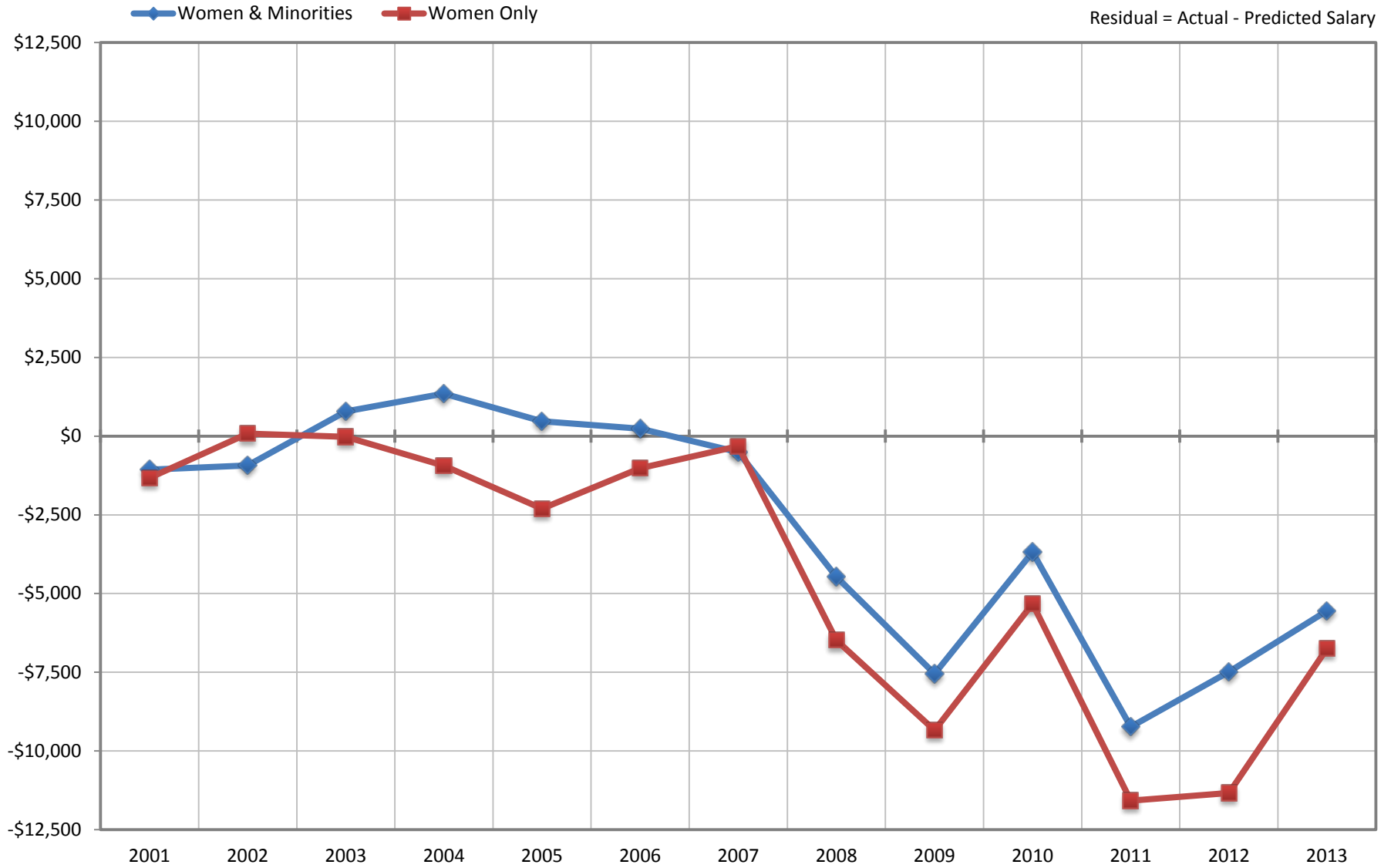
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
General Campus
October 1998 through 2013

Residual = Actual - Predicted Salary

Legend: Women & Minorities, Women Only

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine (Basic Science)
October 2001 through 2013

Residual = Actual - Predicted Salary

Legend: Women & Minorities, Women Only

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2001 through 2013, Academic Personnel, Pay Equity Study.
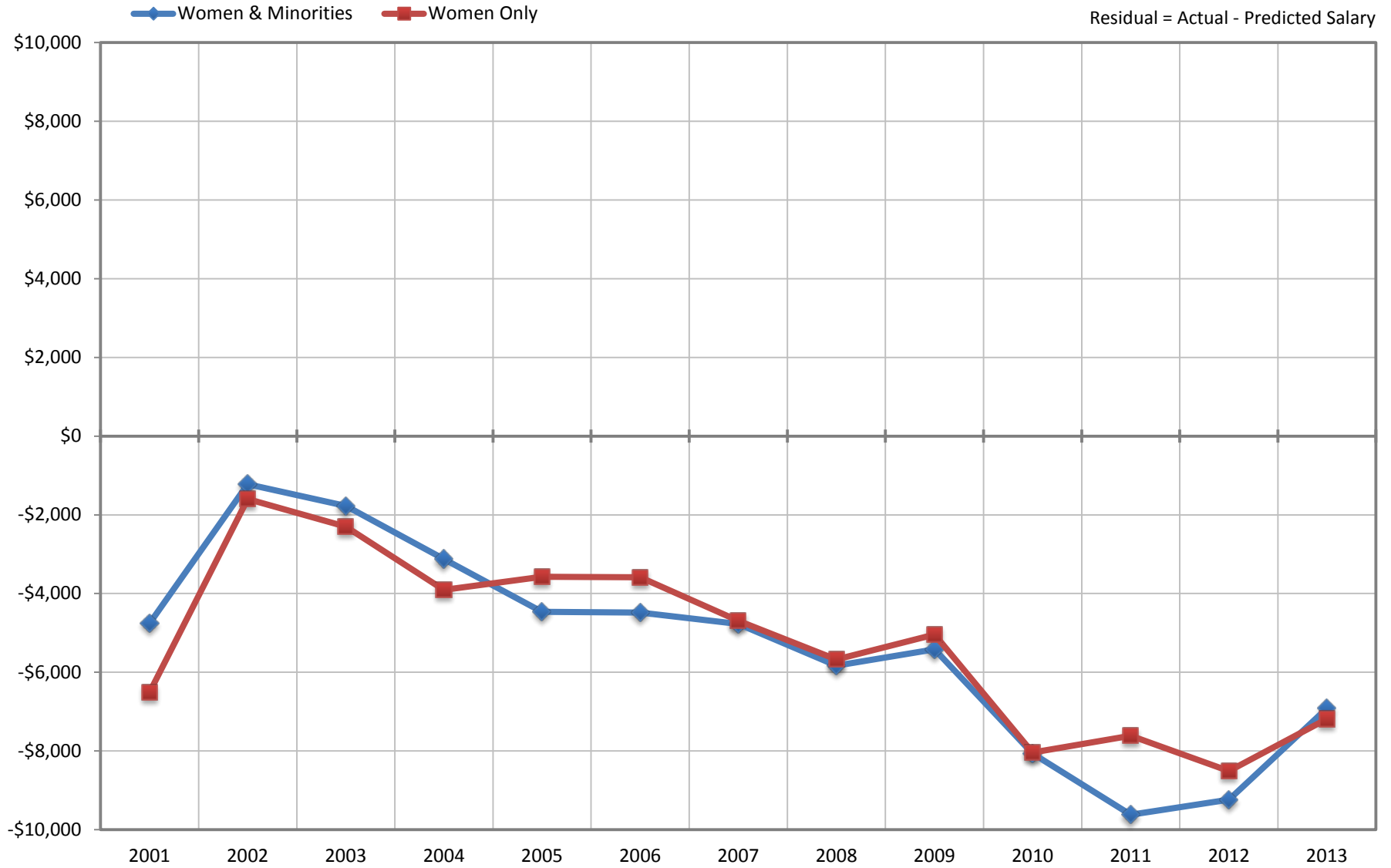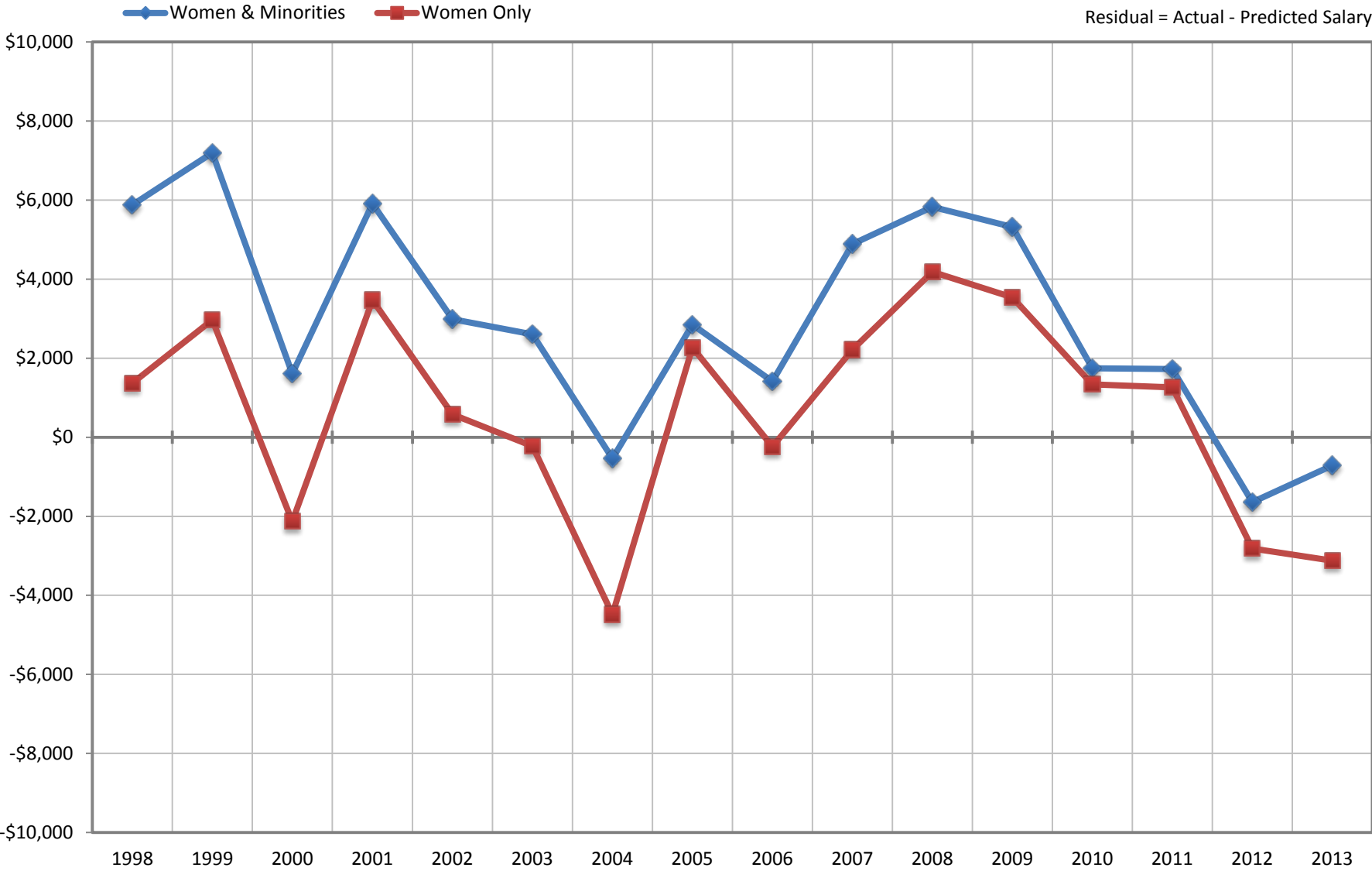
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine (Clinical Science)
October 2001 through 2013

Residual = Actual - Predicted Salary

Women & Minorities   Women Only

UC Irvine Office of Academic Personnel
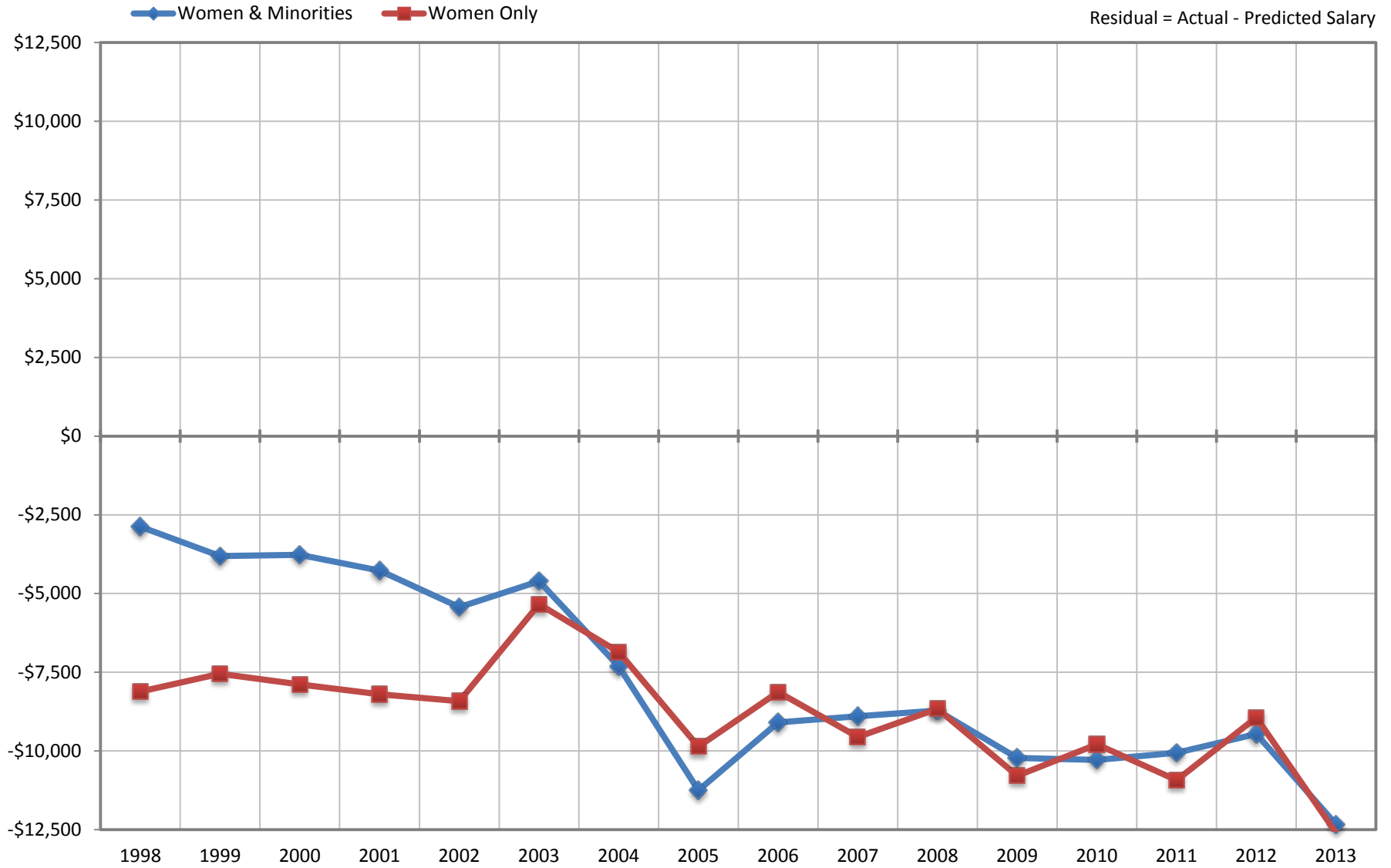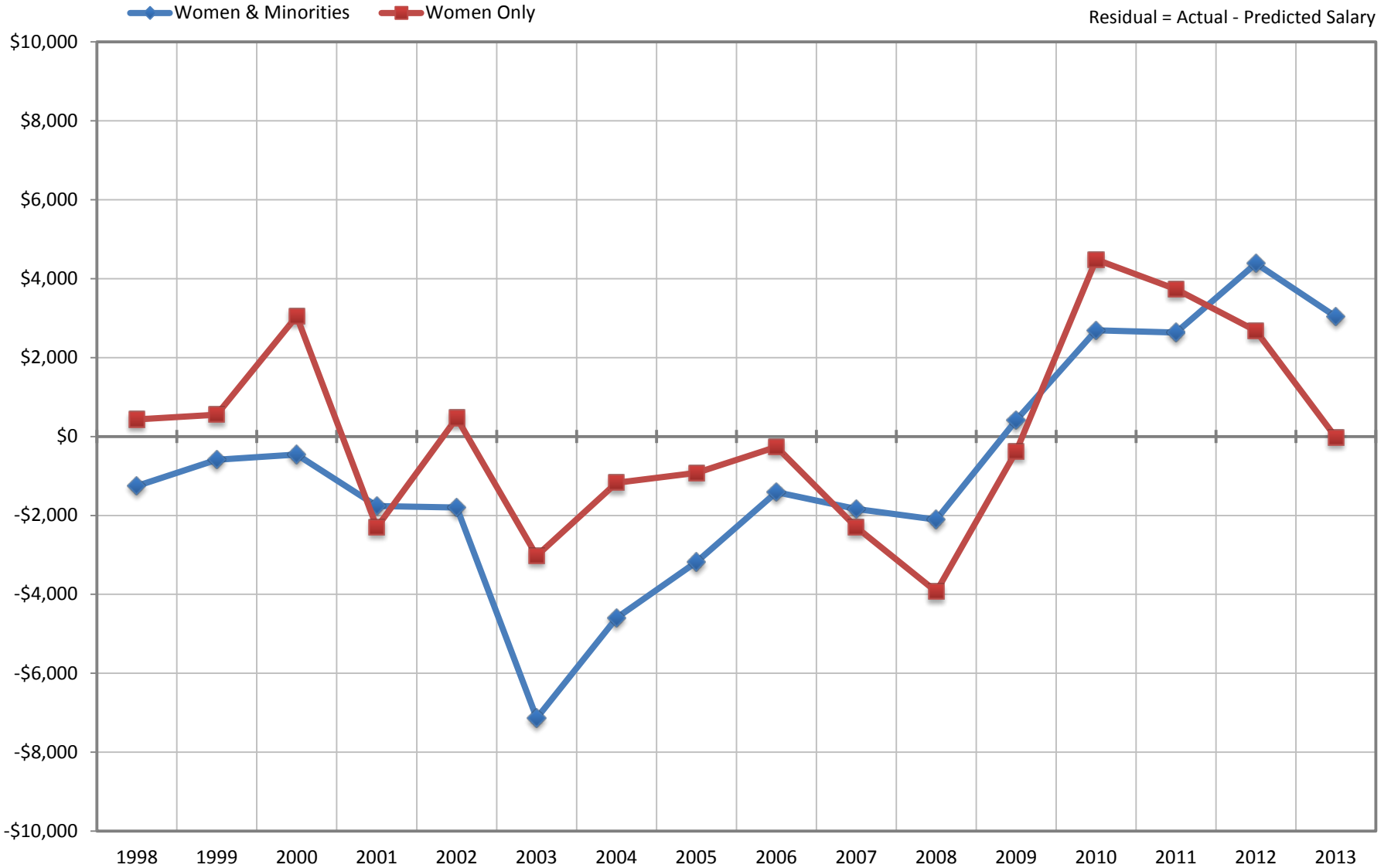Sources: Payroll/Personnel Extracts as of October 2001 through 2013 Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Claire Trevor School of the Arts
October 1998 through 2013

Residual = Actual - Predicted Salary

Legend: Women & Minorities; Women Only

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2013

Residual = Actual - Predicted Salary

Legend: Women & Minorities, Women Only

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Paul Merage School of Business
October 1998 through 2013

Residual = Actual - Predicted Salary

Legend: Women & Minorities, Women Only

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
The Henry Samueli School of Engineering
October 1998 through 2013

Residual = Actual - Predicted Salary

Legend: Women & Minorities, Women Only

UC Irvine Office of Academic Personnel
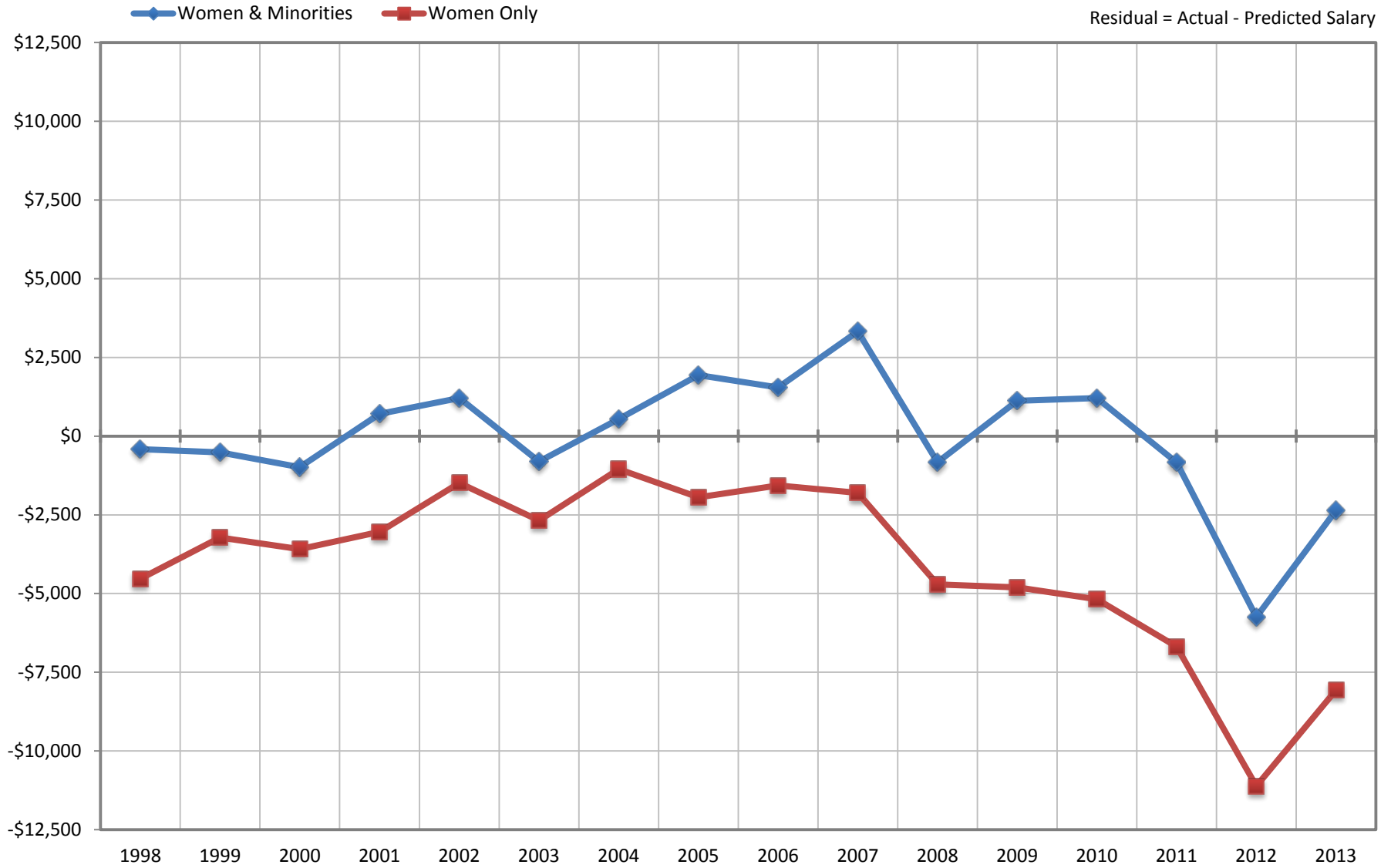Sources: Payroll/Personnel Extracts as of October 1998 through 2013, Academic Personnel, Pay Equity Study.

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Humanities
October 1998 through 2013
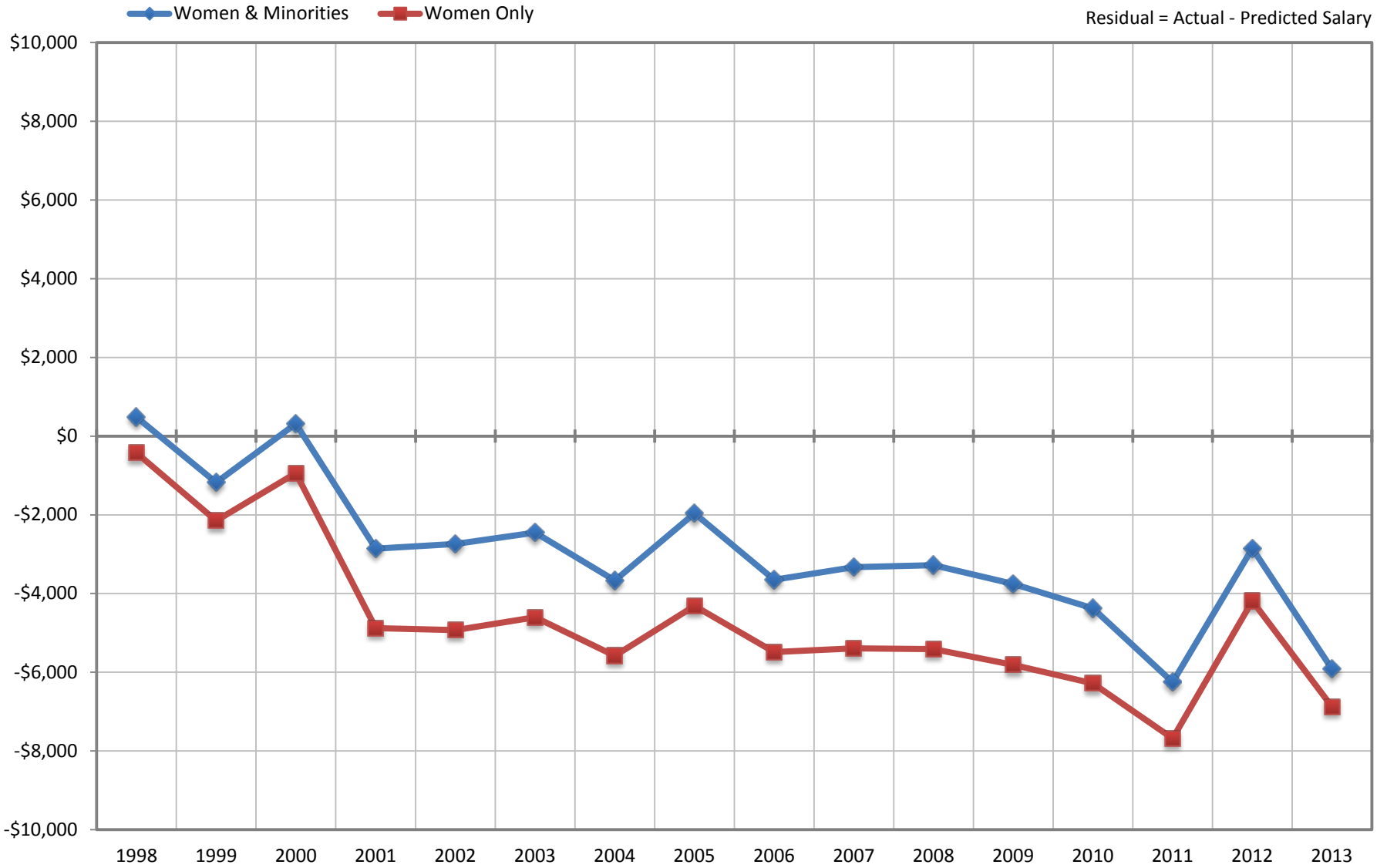
Residual = Actual - Predicted Salary

Women & Minorities — Women Only

UC Irvine Office of Academic Personnel
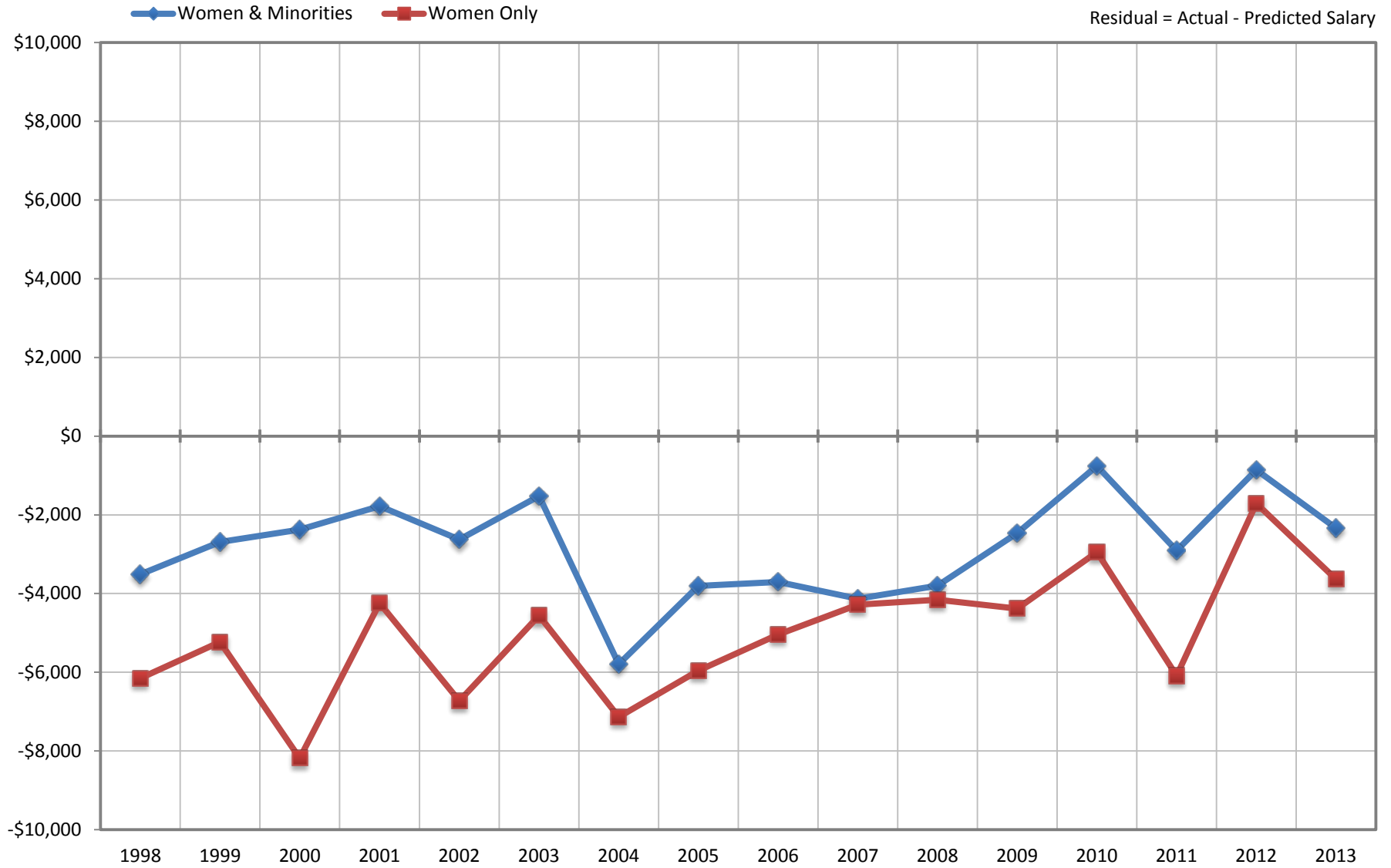Sources: Payroll/Personnel Extracts as of October 1998 through 2013, Academic Personnel, Pay Equity Study.

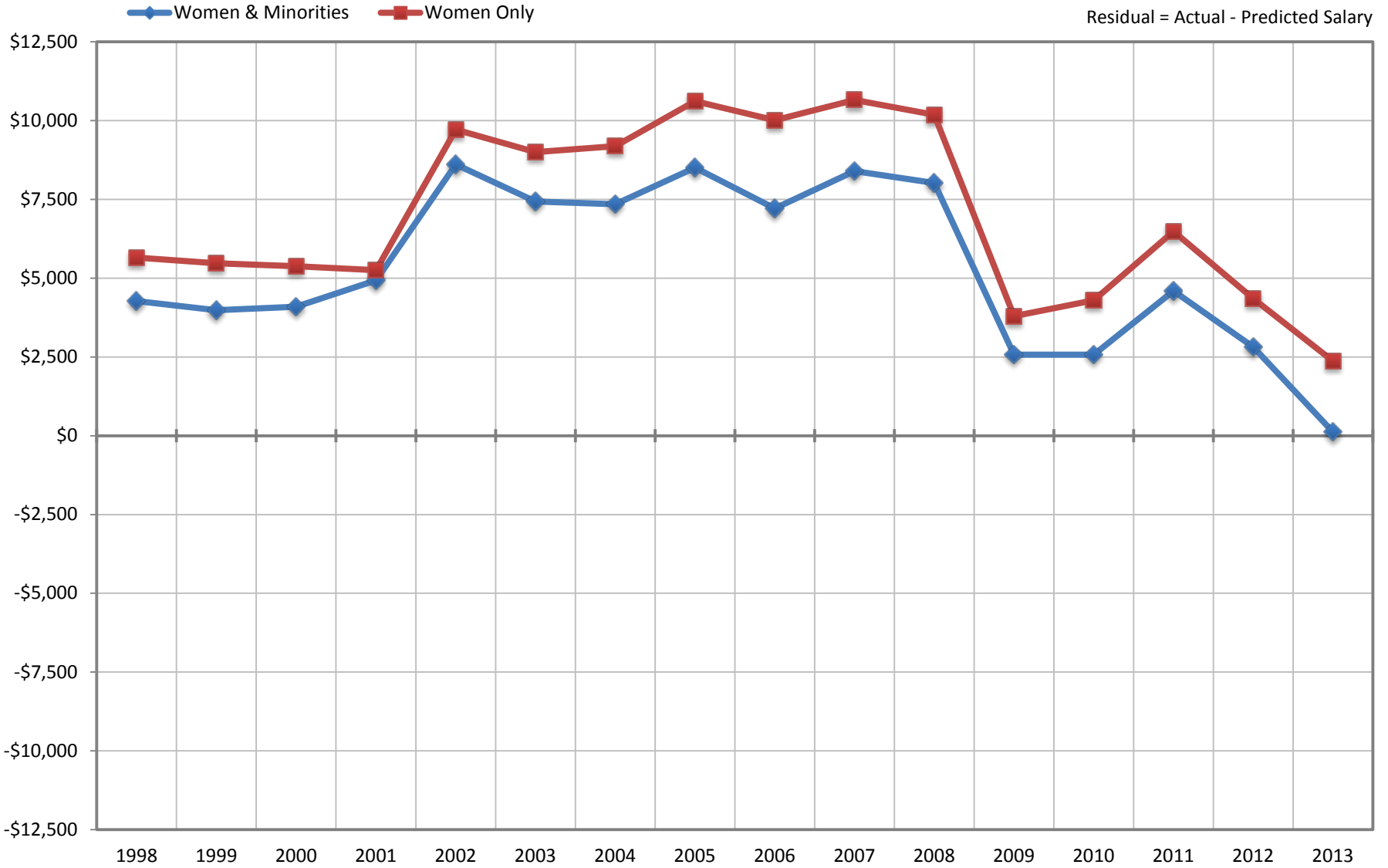Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Donald Bren School of Information and Computer Sciences
October 1998 through 2013

Residual = Actual - Predicted Salary

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Physical Sciences
October 1998 through 2013

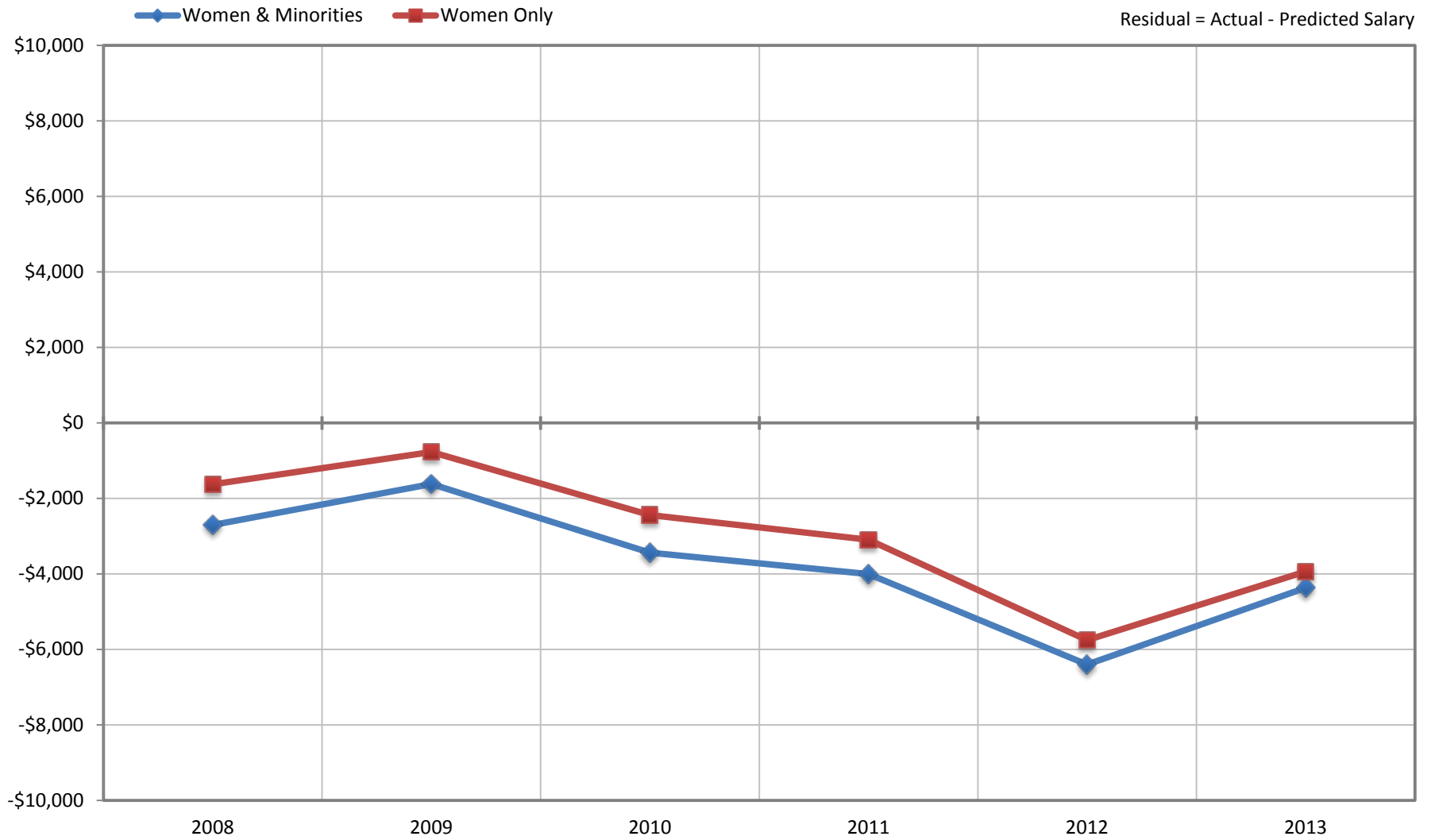Legend: Women & Minorities (blue), Women Only (red)

Residual = Actual - Predicted Salary

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Ecology
October 1998 through 2013

Residual = Actual - Predicted Salary

Legend:
- Women & Minorities (blue)
- Women Only (red)

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Sciences - with Economics Adjustment*
October 2008 through 2013

Residual = Actual - Predicted Salary

Legend: ◆ Women & Minorities ■ Women Only

*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.

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2008 through 2013, Academic Personnel, Pay Equity Study.