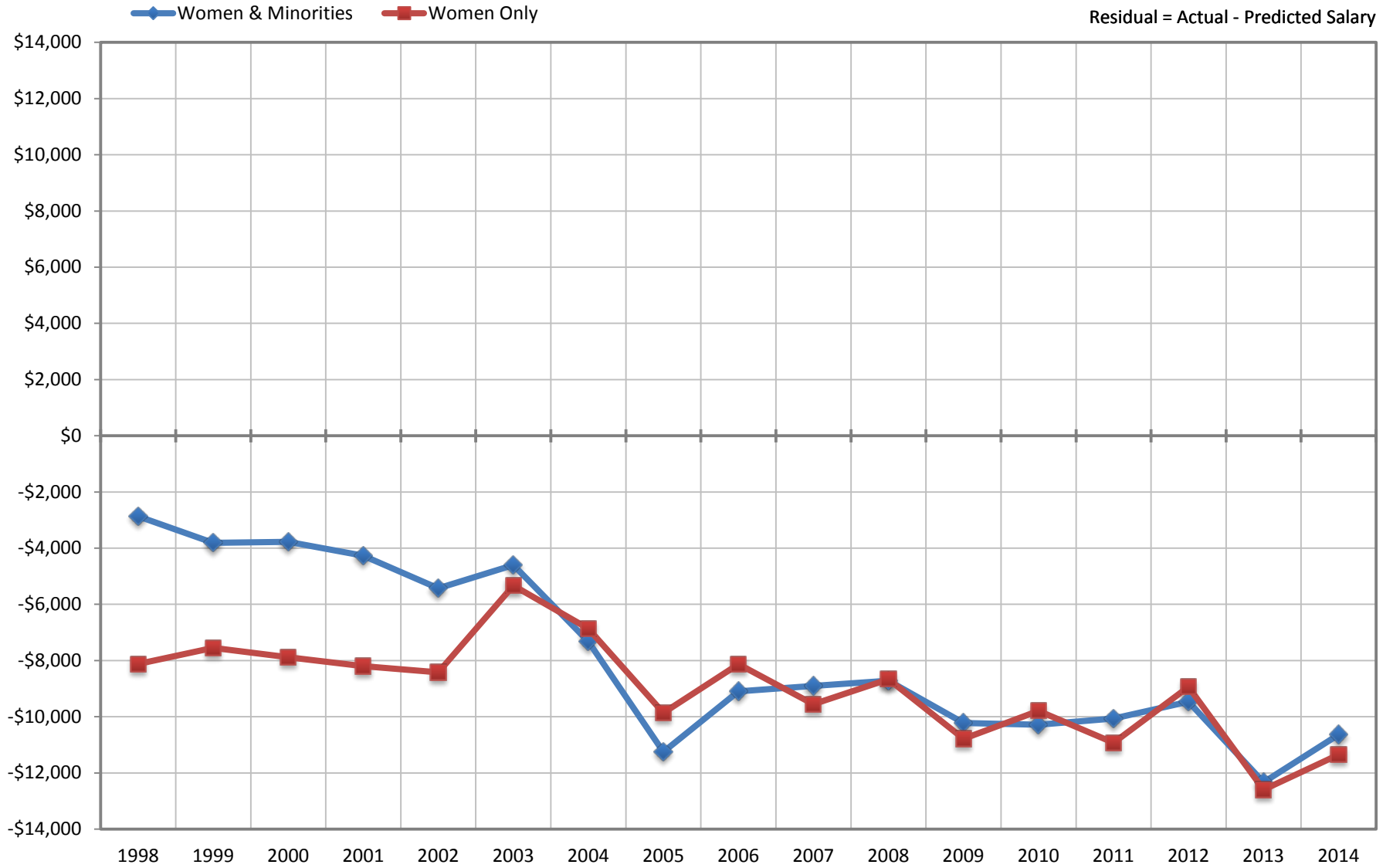


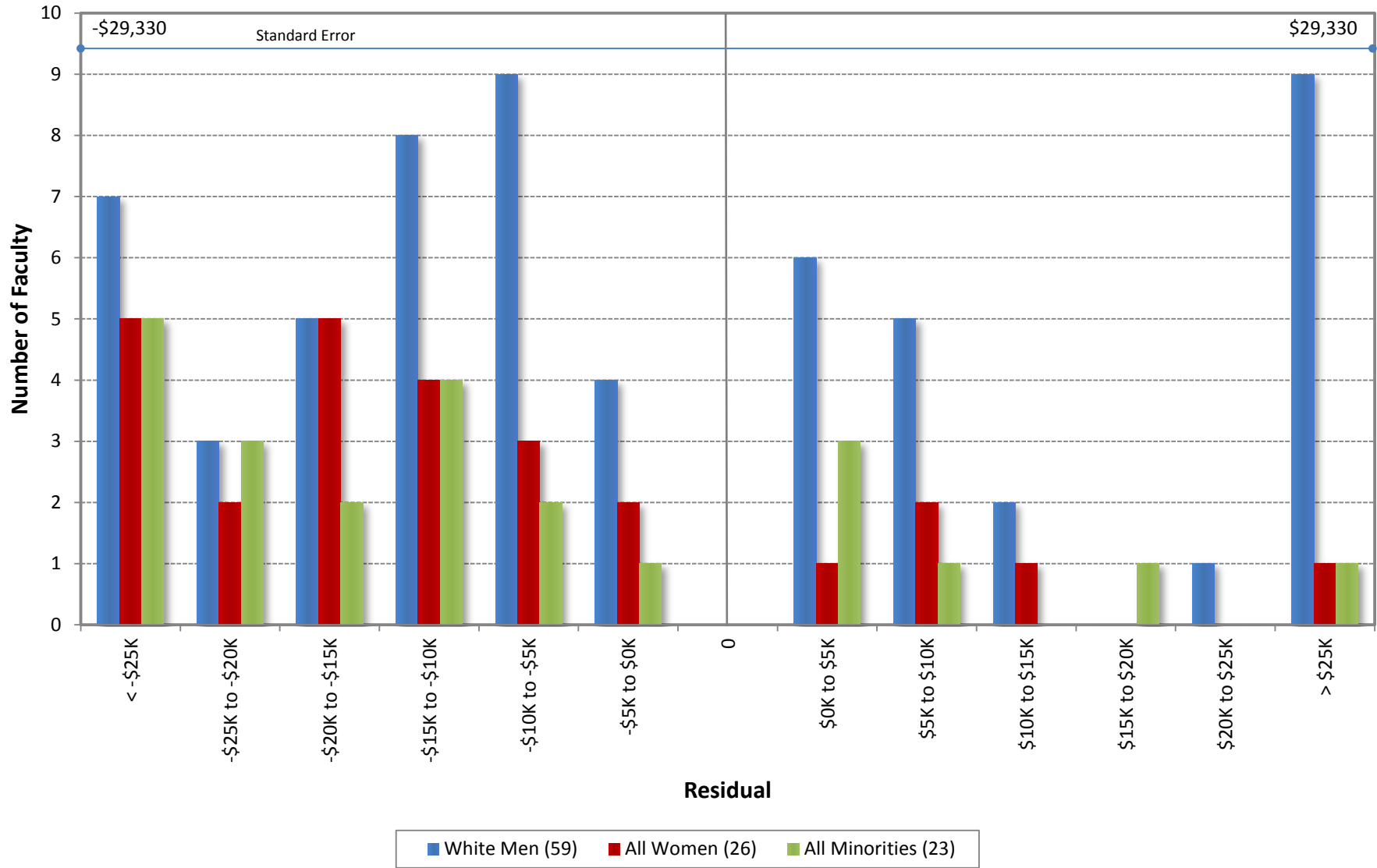
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2014



UC Irvine Office of Academic Personnel

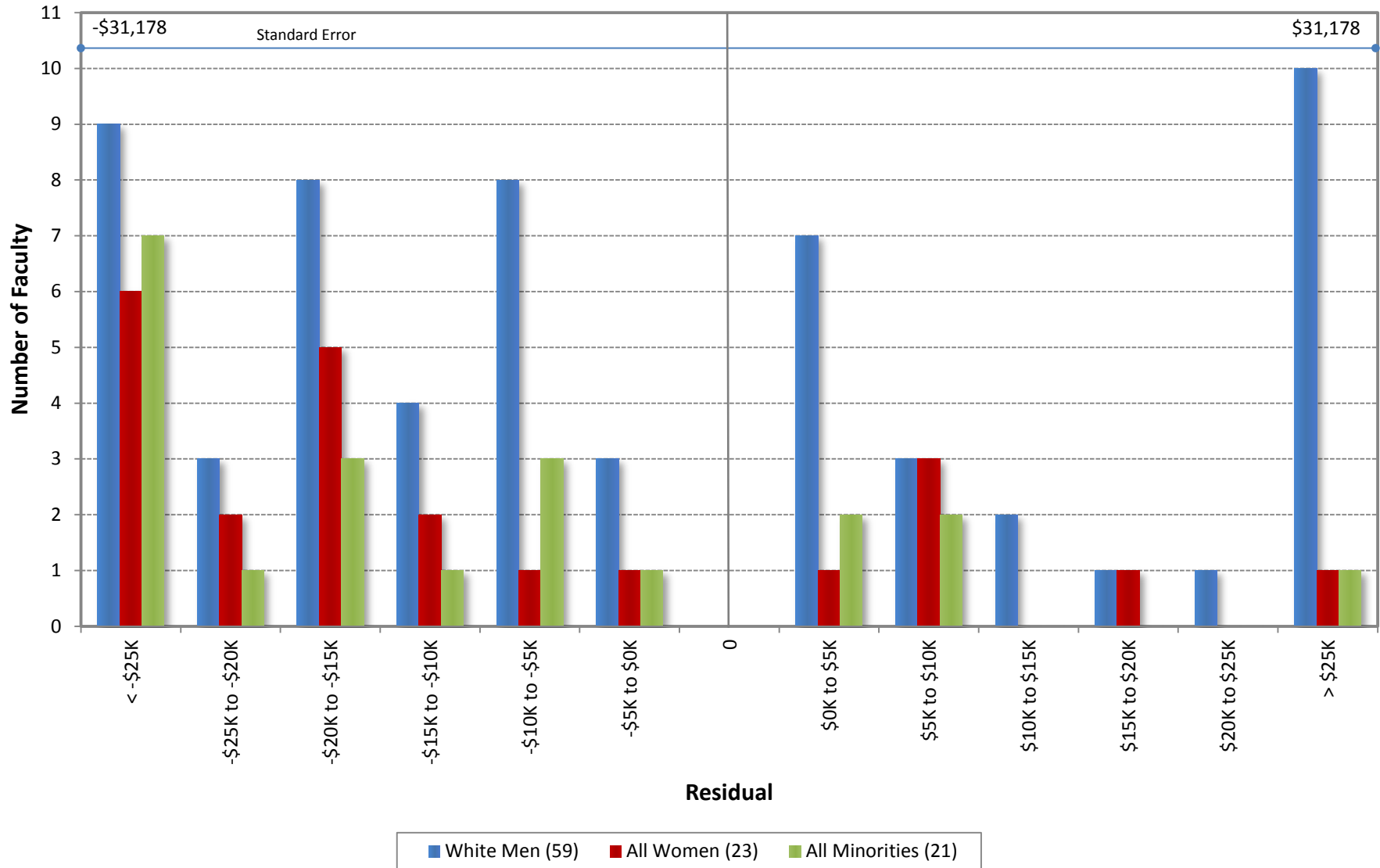
Sources: Payroll/Personnel Extracts as of October 1998 through 2014, Academic Personnel, Pay Equity Study.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2014



Predicted Salary = $4954465.06765443 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -3040.03211662307) + (\text{RegRankYr} * 612.094544593967)$

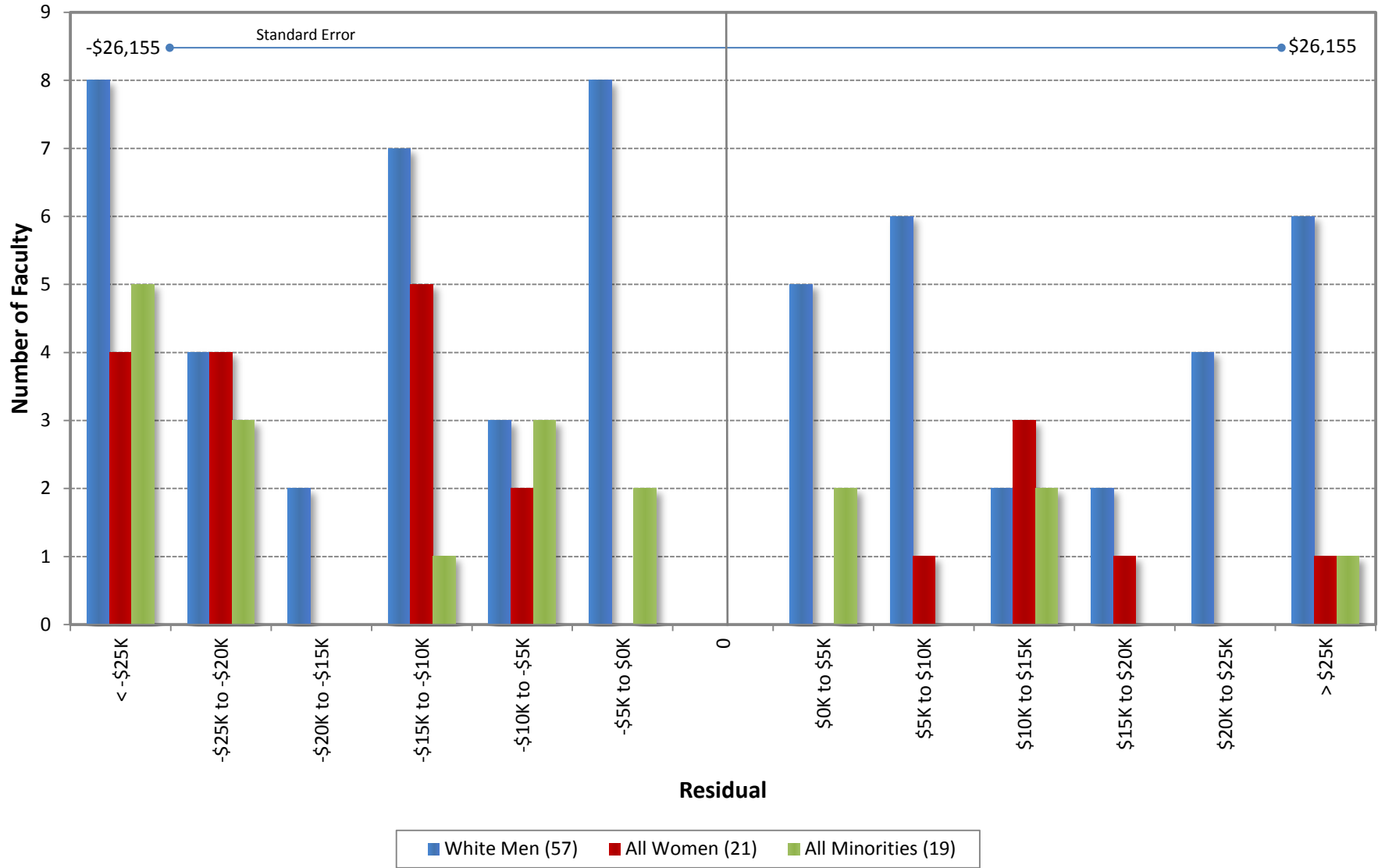
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Biological Sciences
 October 2013



Residual = Actual Salary - Predicted Salary

Predicted Salary = $4659270.91321713 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -3001.5496118097) + (\text{RegRankYr} * 718.211686644005)$

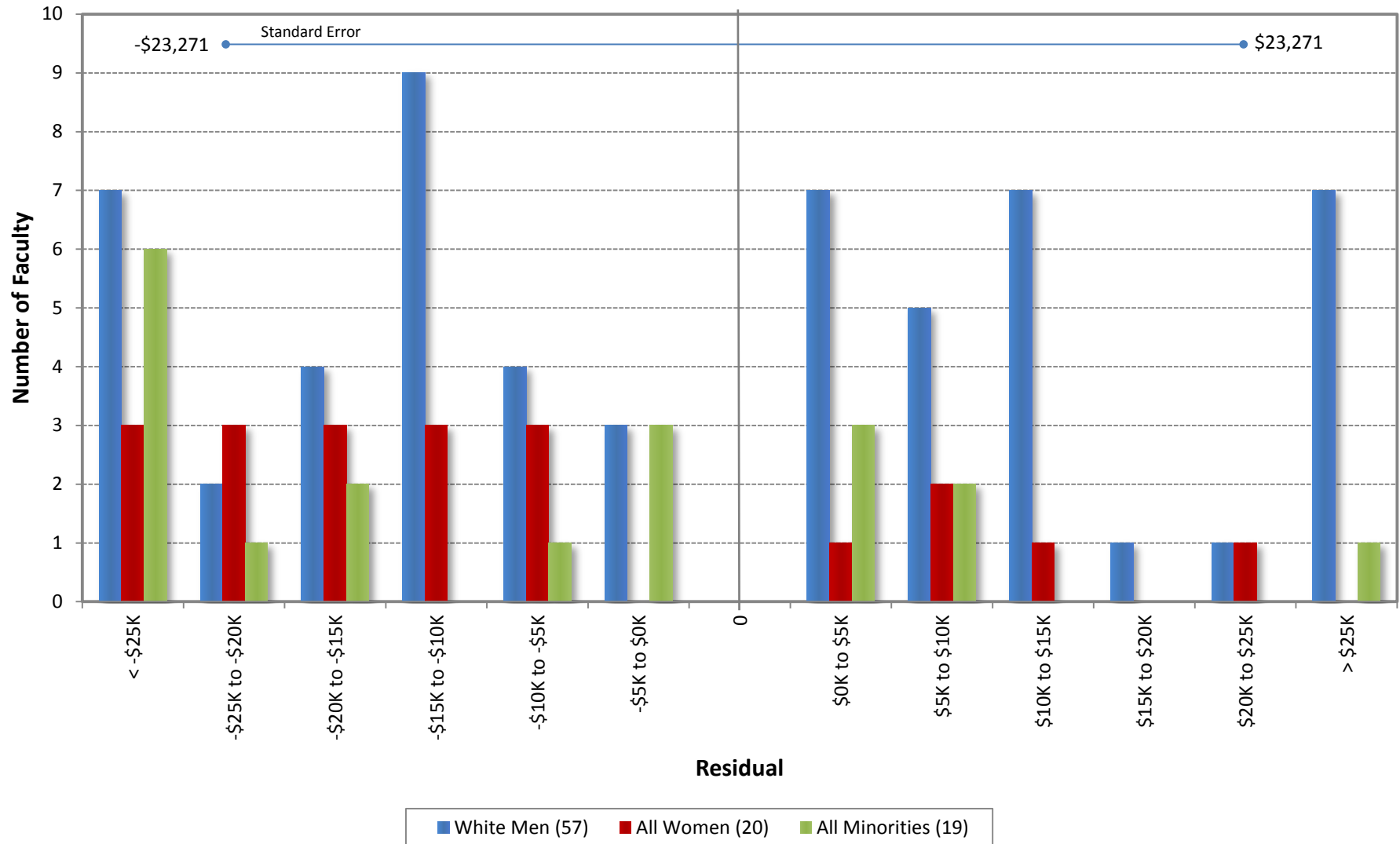
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Biological Sciences
 October 2012



Residual = Actual Salary - Predicted Salary

Predicted Salary = $4626357.99558306 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3029.5936230075) + (\text{RegRankYr} * 758.785312470297)$

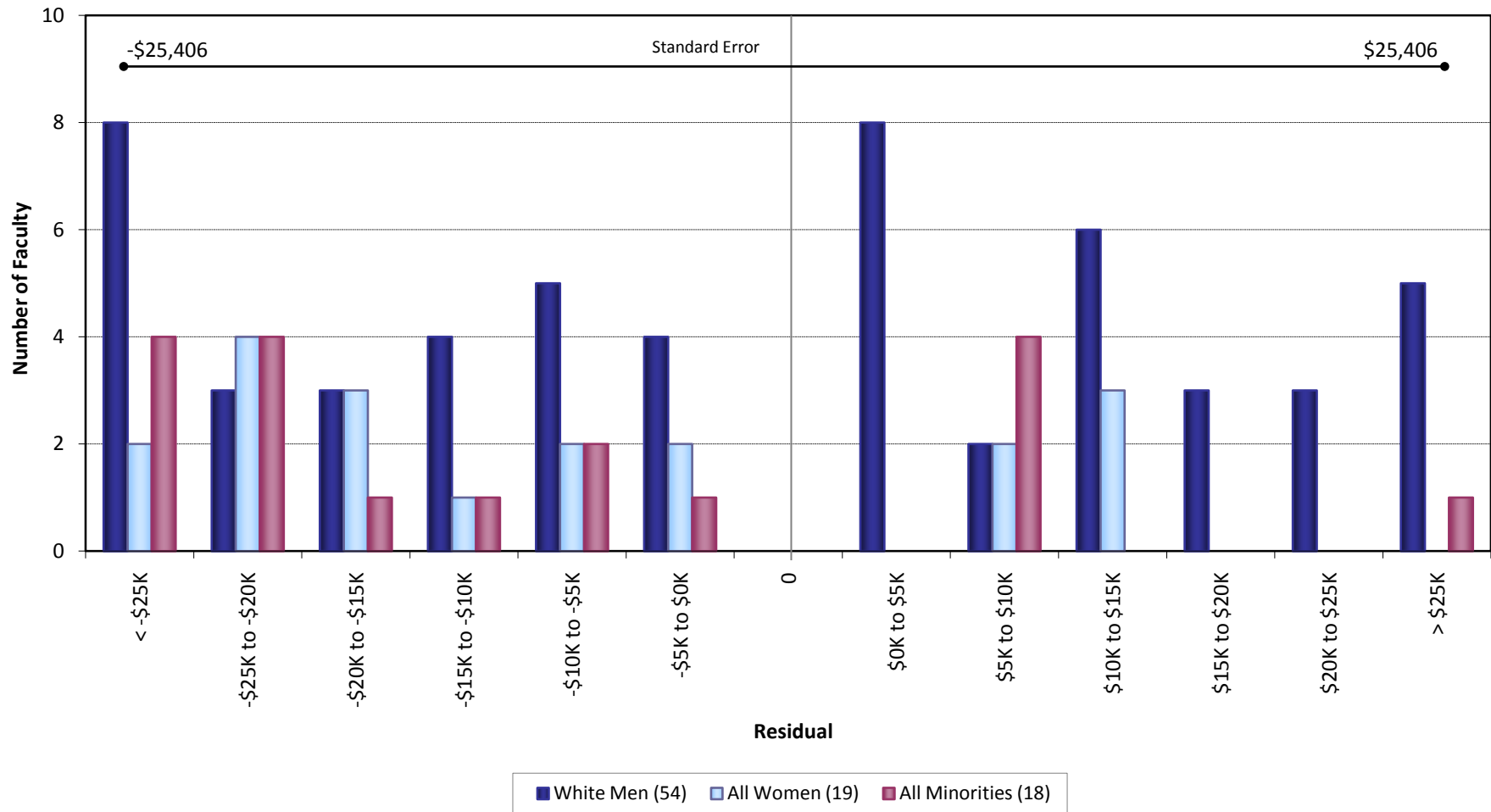
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2011



Residual = Actual Salary - Predicted Salary

Predicted Salary = $4809714.088531 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 2968.20972710129) + (\text{RegRankYr} * 604.315282314164)$

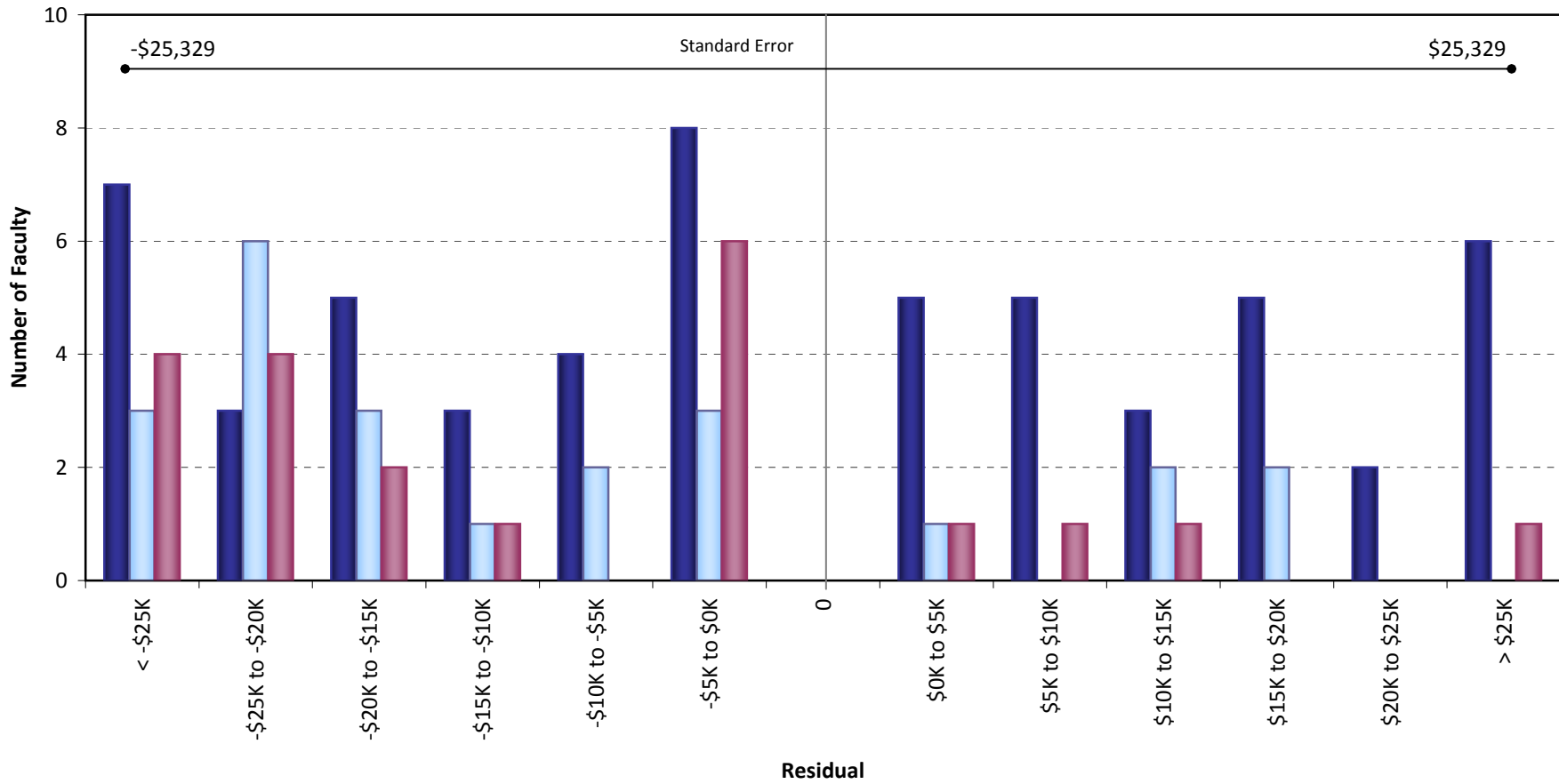
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences
 October 2010



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
School of Biological Sciences
October 2009

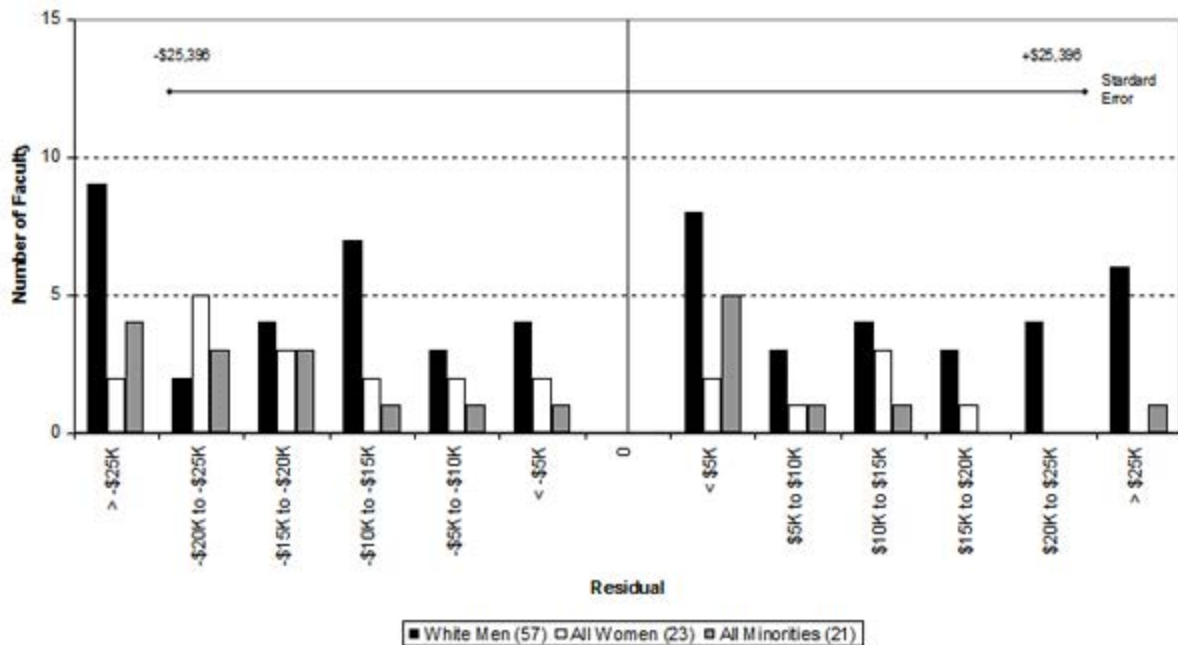


Residual = Actual Salary - Predicted Salary

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

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

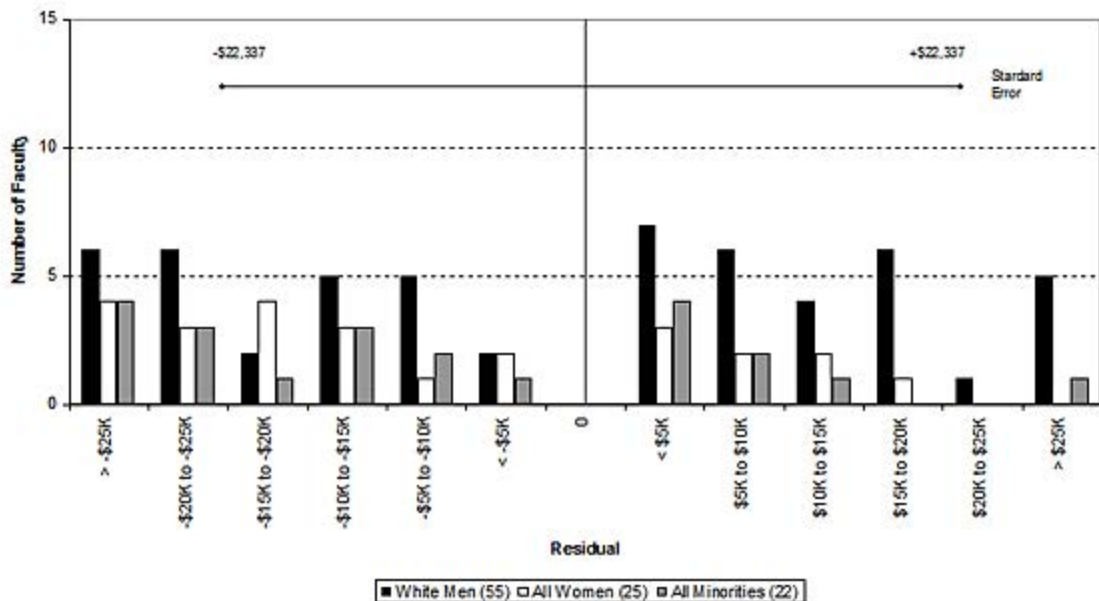
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Biological Sciences
 October 2008



Residual = Actual Salary - Predicted Salary

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

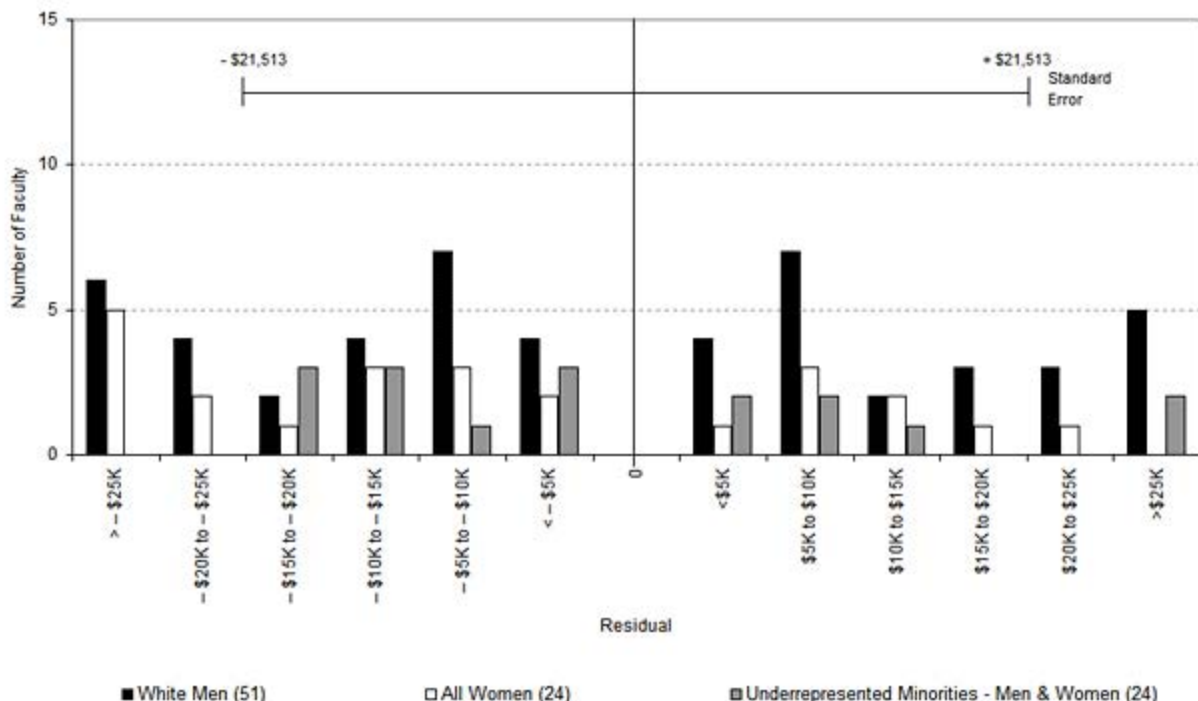
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Biological Sciences
 October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary: $4389450 + (\text{degree indicator} * 0) - (\text{degree year} * 3469.63) + (\text{UCI reg rank year} * 1306.609)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Biological Sciences
 October 2006



Residual = Actual Salary - Predicted Salary

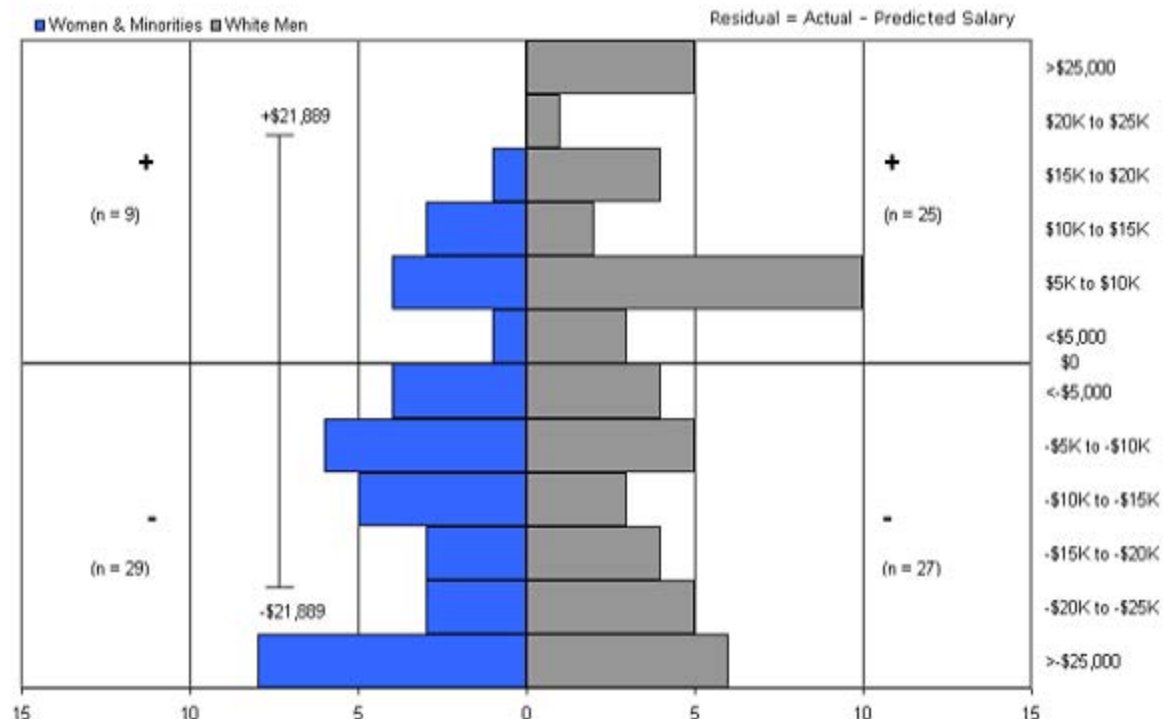
Predicted Salary: $4744464 + (\text{degree indicator} * 0) - (\text{degree year} * 3972.6) + (\text{UCI reg ranks year} * 1626.147)$

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals

School of Biological Sciences

October 2005

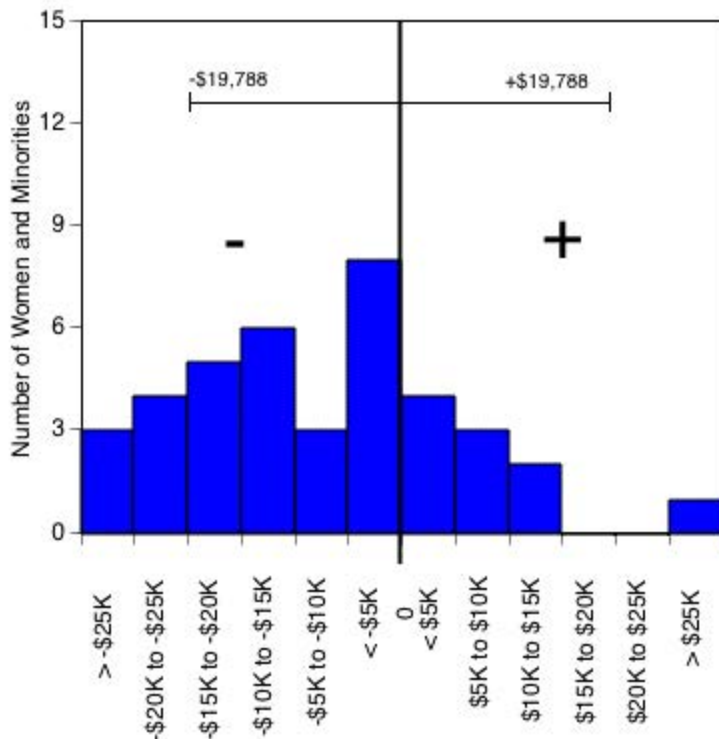


Predicted salary = $\$3,855,735 + (\$1,376 * (\text{year of hire})) - (\$3,275 * (\text{degree year}))$

Standard error = \$23,013

Sources: Payroll/Personnel System Extract as of 10/31/2005, 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



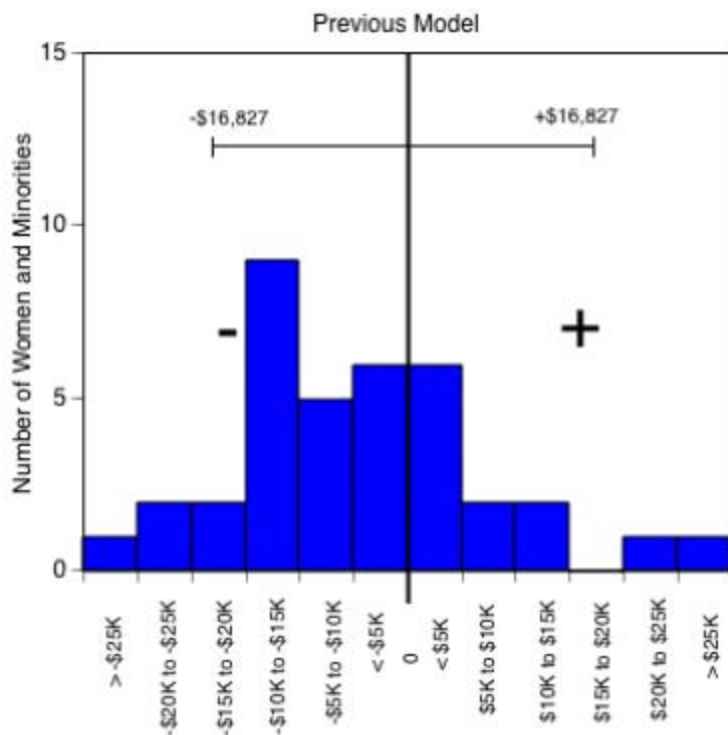
Residual = actual salary - predicted salary

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

Standard error = \$19,788

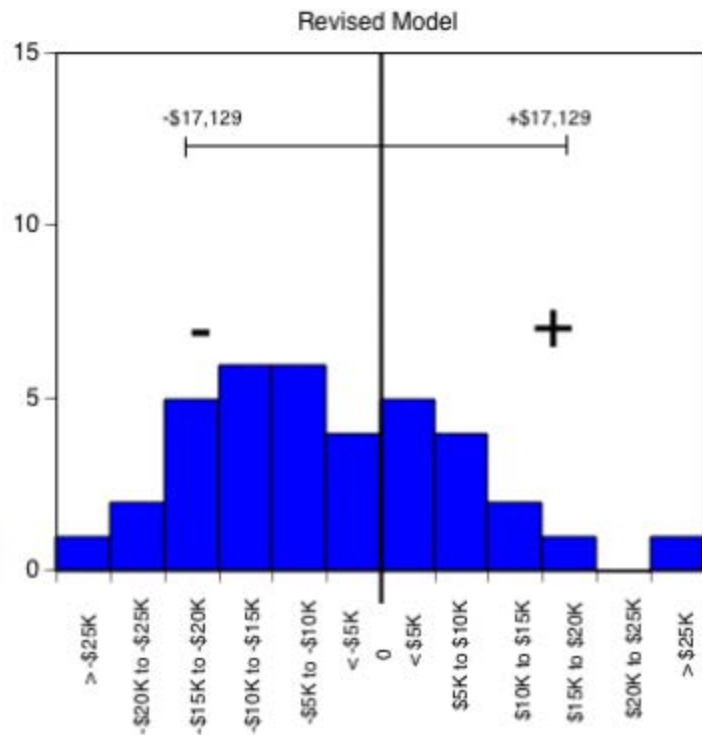
Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 2003



Predicted salary = $\$3,639,956 + (\$1,213 \cdot (\text{year of hire})) +$
 $(-\$4,803 \cdot (\text{degree year})) + (\$1,820 \cdot \text{year of birth})$

Standard error = \$16,827



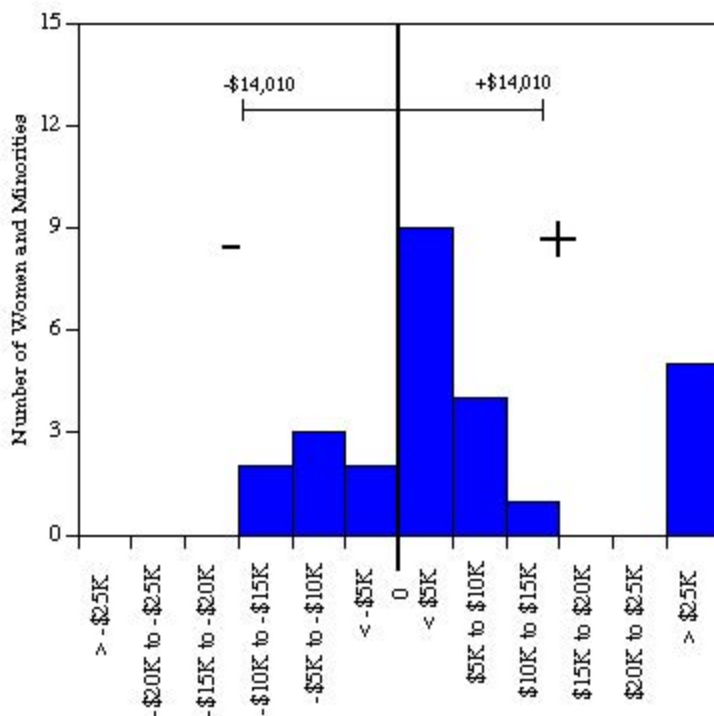
Predicted salary = $\$4,038,482 + (\$1,268 \cdot (\text{year of hire})) +$
 $(-\$3,265 \cdot (\text{degree year}))$

Standard error = \$17,129

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Chaire Trevor School of the Arts: Women and Minorities
 October 2002



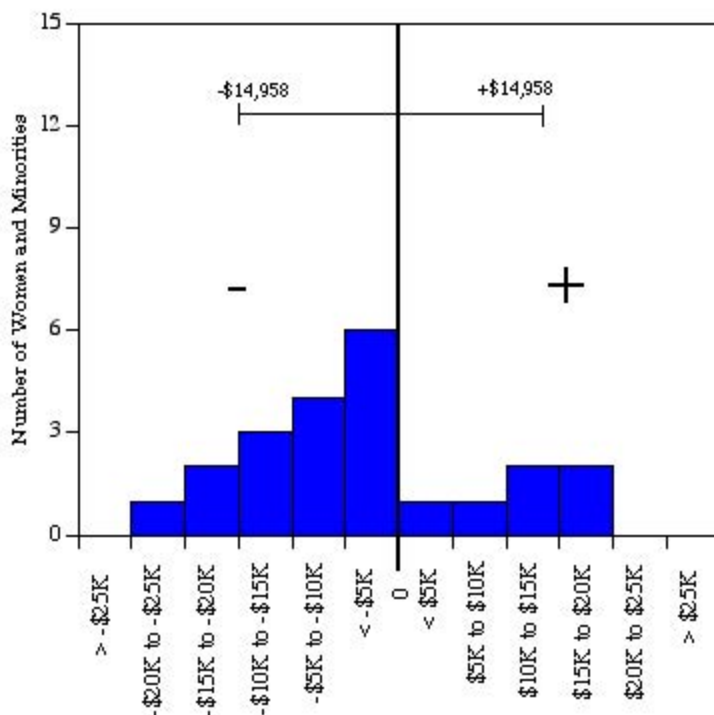
Residual = actual salary - predicted salary

Predicted salary = $\$3,182,638 + (-\$1,359 * (\text{year of hire})) + (\$11,657 * (\text{degree indicator})) + (-\$1,146 * (\text{degree year})) + (\$948 * (\text{year of birth}))$

Standard error = \$14,010

Sources: Payroll/Personnel System Extract as of 10-31-2002, Academic Personnel, Pay Equity Study.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 2001 Revised



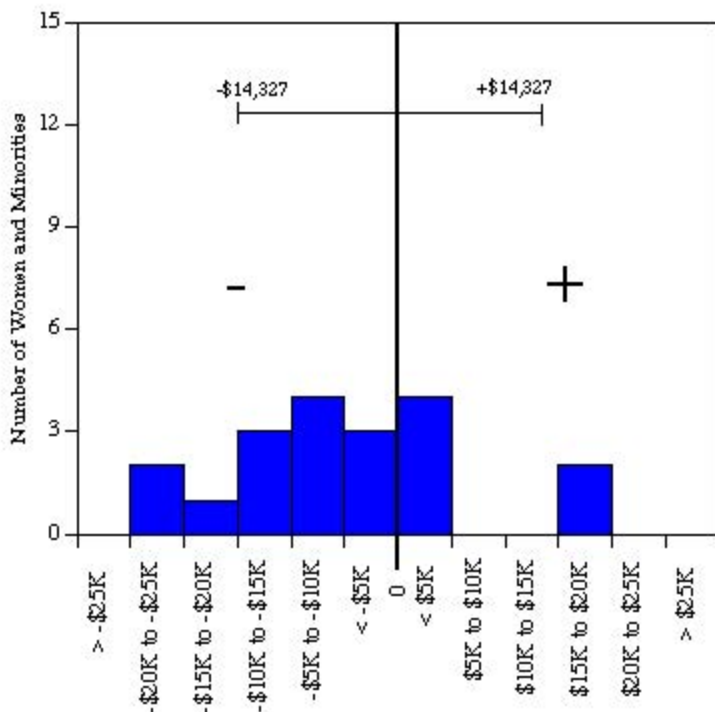
Residual = actual salary - predicted salary

Predicted salary = $\$39.15 * 10^5 + (\$1,018 * (\text{year of hire})) + (-\$4,236 * (\text{degree year})) + (\$1,300 * (\text{year of birth}))$

Standard error = \$14,958

Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 2000 Revised



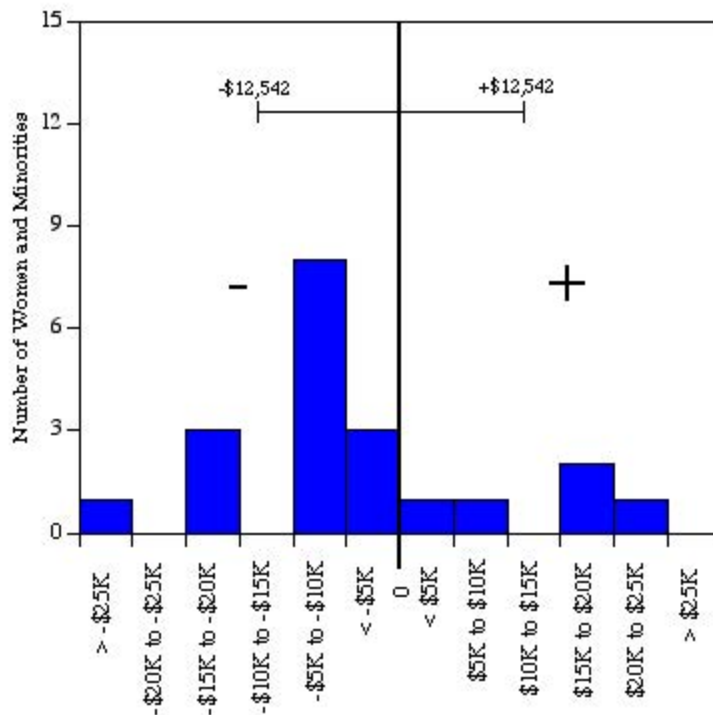
Residual = actual salary - predicted salary

Predicted salary = $\$39.58 * 10^5 + (\$1,105 * (\text{year of hire})) + (-\$3929 * (\text{degree year})) + (\$876 * (\text{year of birth}))$

Standard error = \$14,327

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 1999 Revised



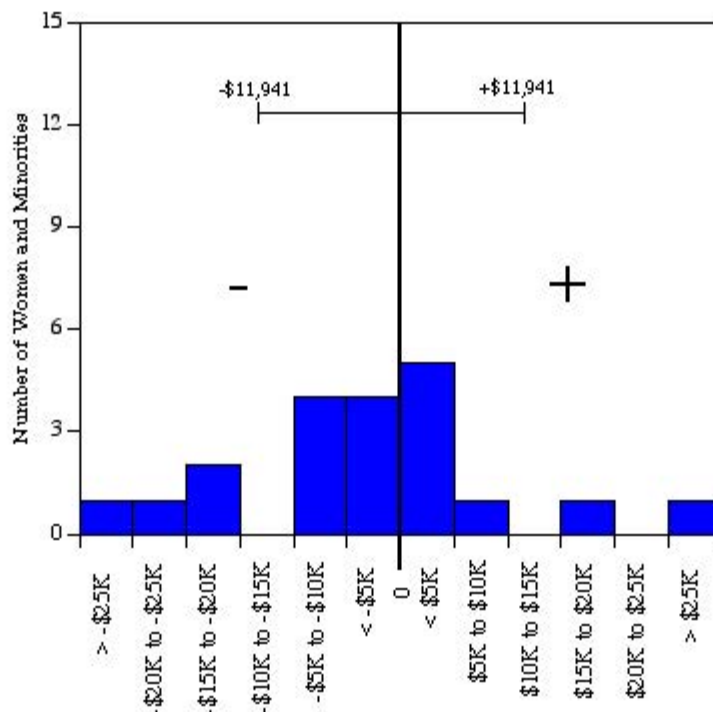
Residual = actual salary - predicted salary

Predicted salary = $\$2.49 * 10^5 + (\$852 * (\text{year of hire})) + (-\$3,594 * (\text{degree year})) + (\$831 * (\text{year of birth}))$

Standard error = \$12,542

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 1998 Revised

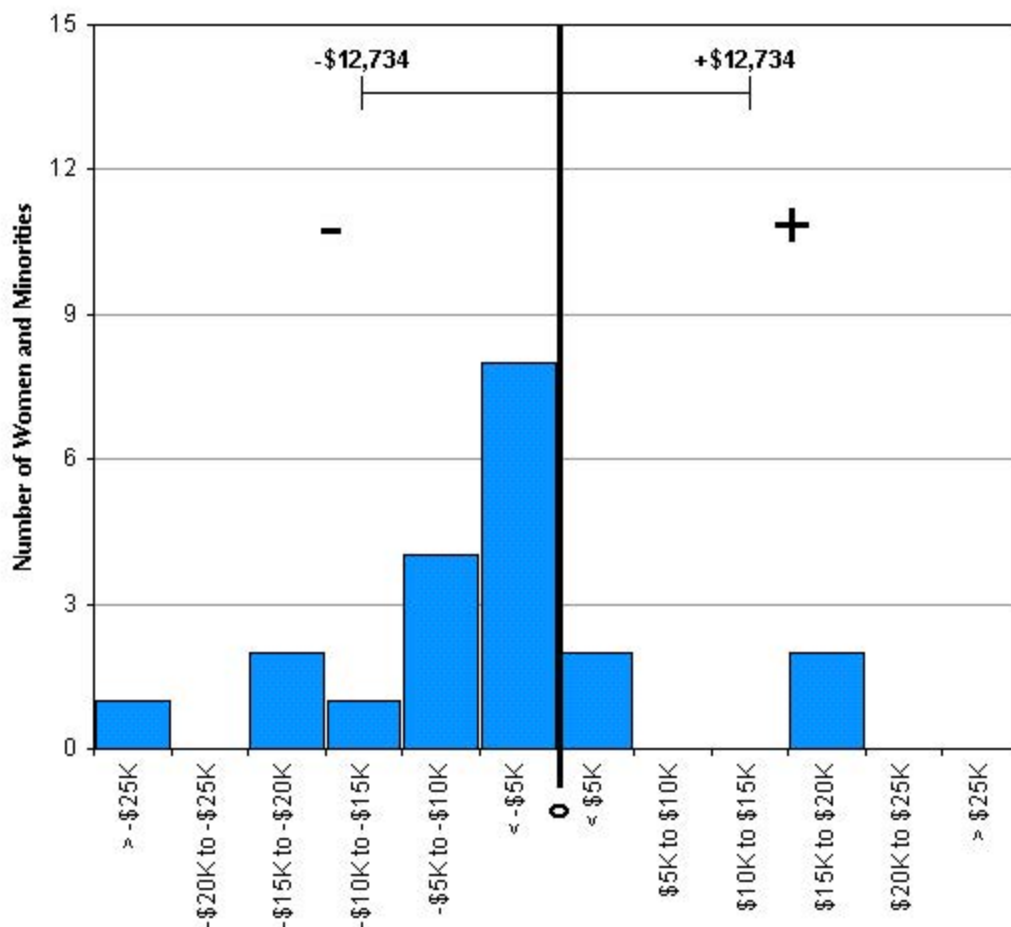


Predicted salary = $\$2.39 * 10^5 + (\$693 * (\text{year of hire})) + (-\$3,299 * (\text{degree year})) + (\$758 * (\text{year of birth}))$

Standard error = \$11,941

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Biological Sciences: Women and Minorities
 October 1997



Residual = actual salary - predicted salary

Predicted salary = \$216,062 + (\$510 * (year of hire)) + (-\$2,751 * (degree year)) + (\$514 * (year of birth))

Standard error = \$12,734.

Sources: Payroll/Personnel System Extract as of 10-31-97, Academic Personnel.