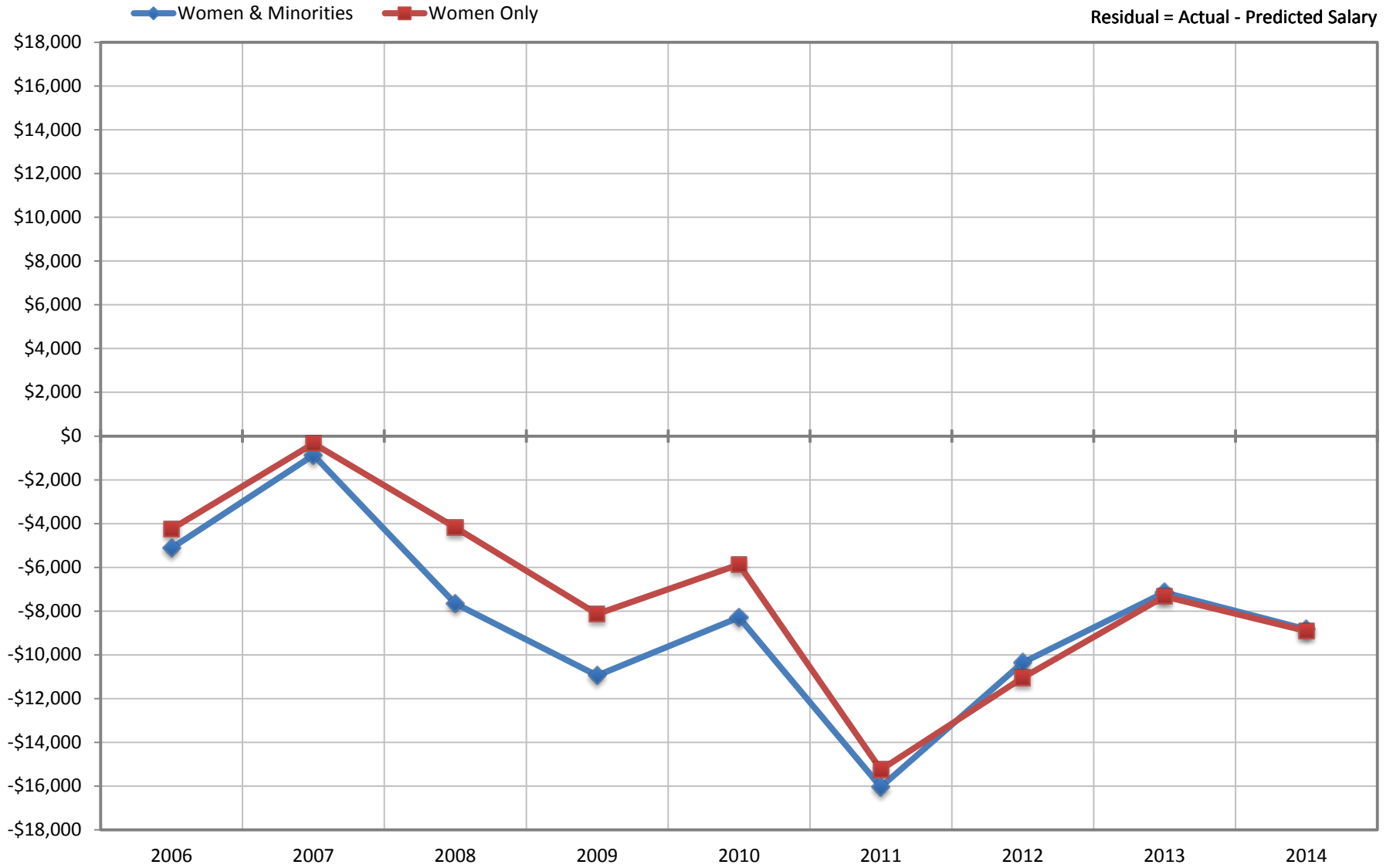


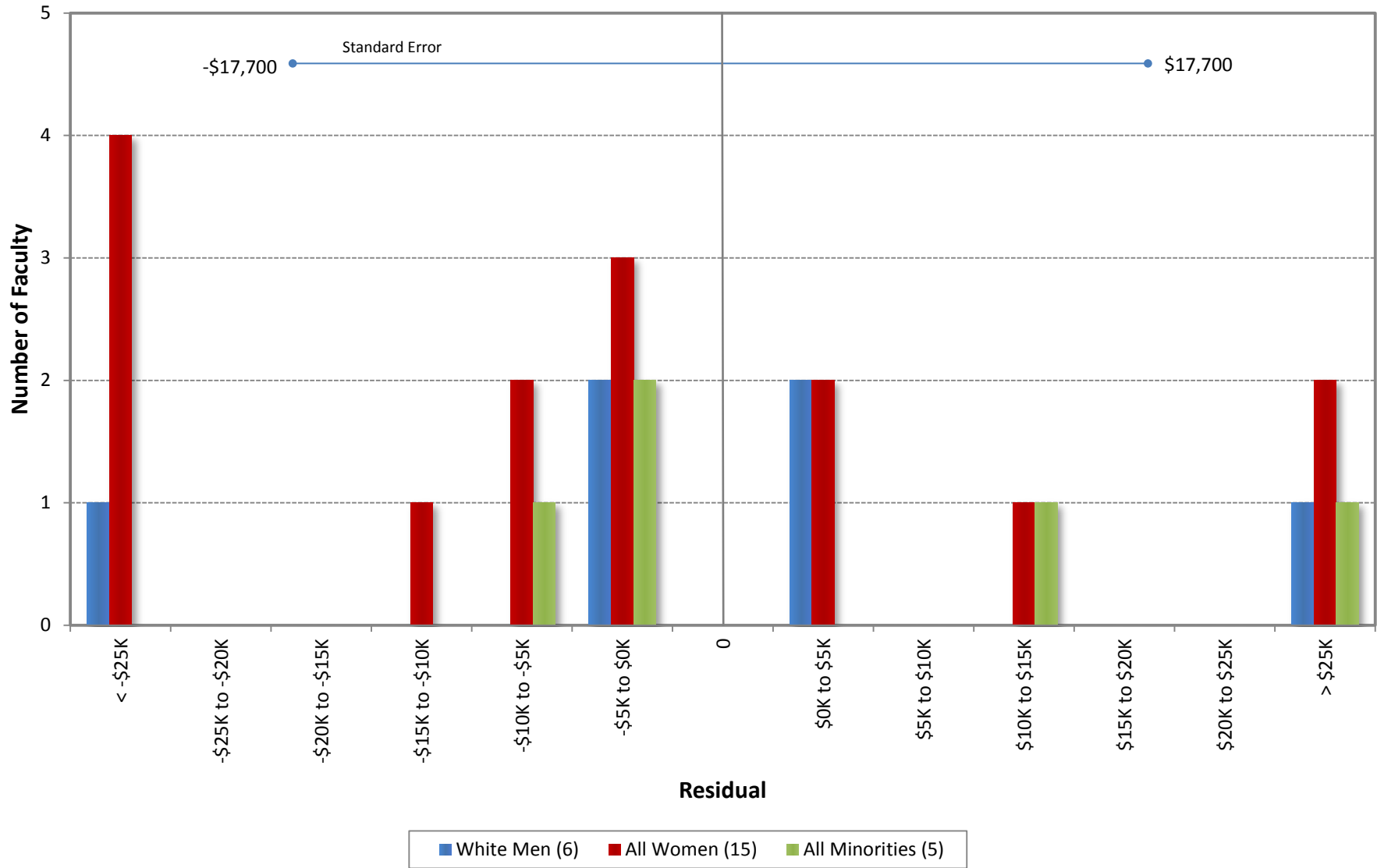
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Education
October 2006 through 2014



UC Irvine Office of Academic Personnel

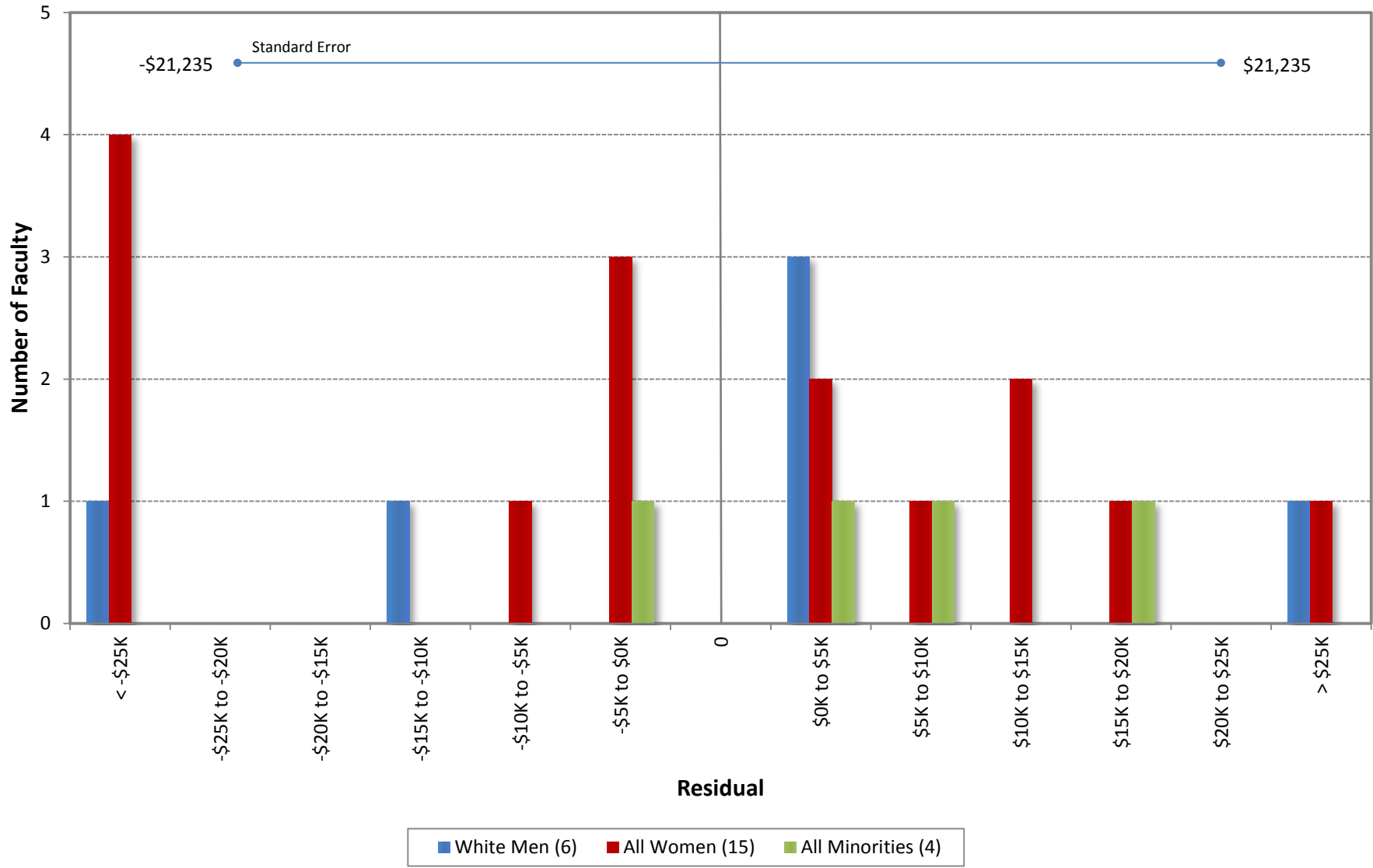
Sources: Payroll/Personnel Extracts as of October 2006 through 2014, Academic Personnel, Pay Equity Study.

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



Residual = Actual Salary - Predicted Salary
 Predicted Salary = $6978310.48646882 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -3894.41141054603) + (\text{RegRankYr} * 459.244888822564)$

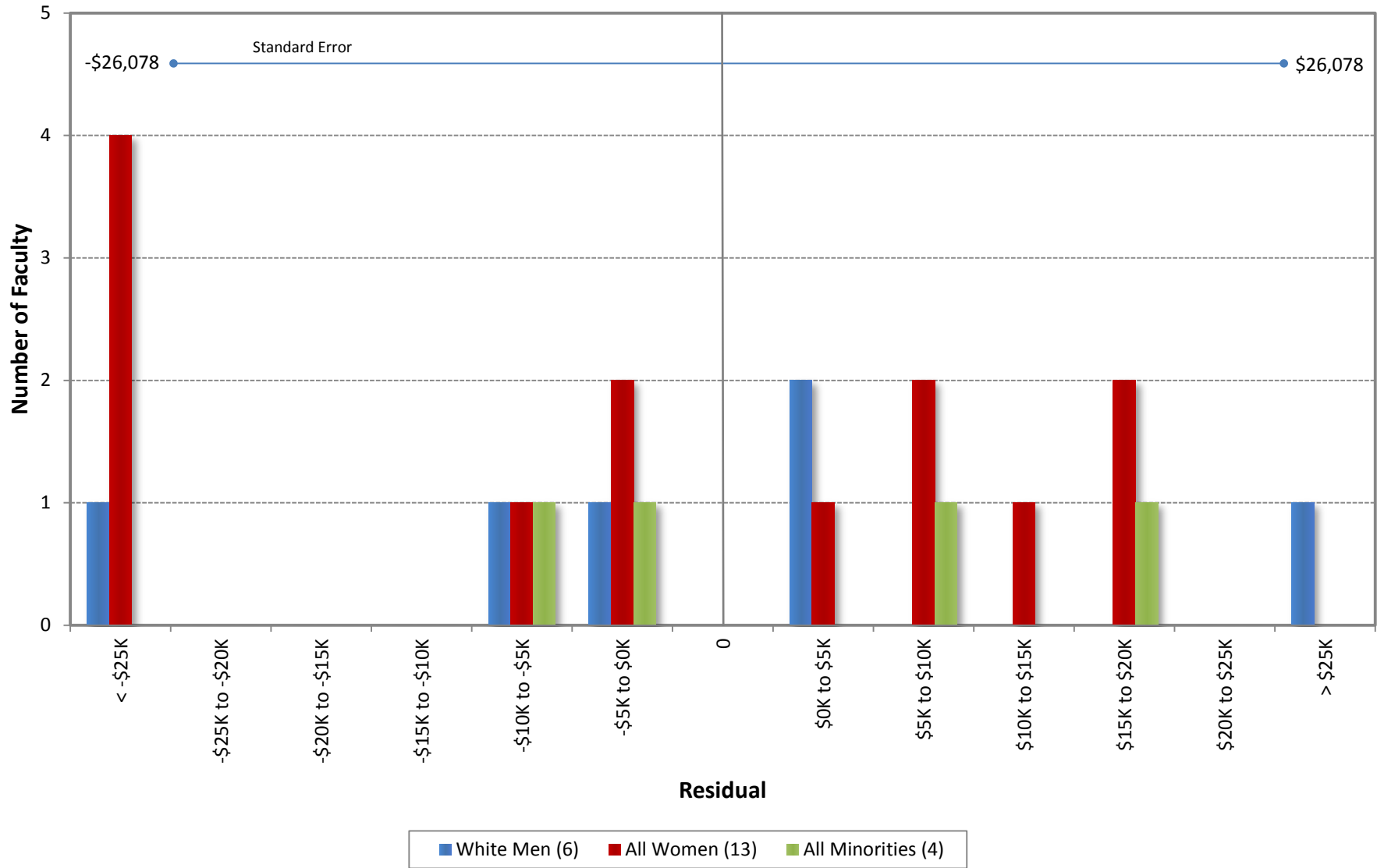
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Education
 October 2013



Residual = Actual Salary - Predicted Salary

Predicted Salary = $8211307.424072 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -3731.05549306337) + (\text{RegRankYr} * -322.095675540562)$

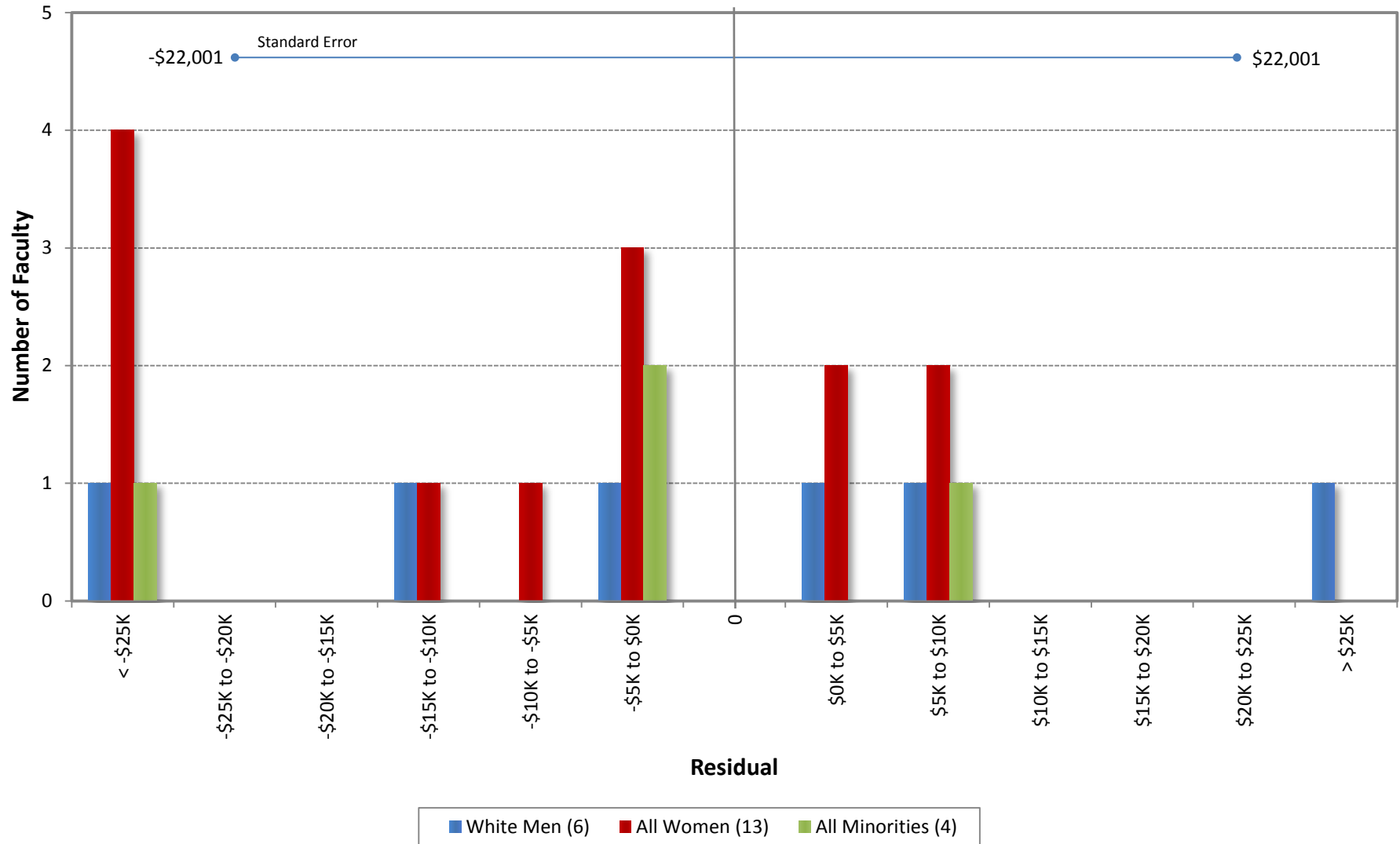
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Education
 October 2012



Residual = Actual Salary - Predicted Salary

$$\text{Predicted Salary} = 7091874.72815898 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3875.17810273716) + (\text{RegRankYr} * 375.453068366456)$$

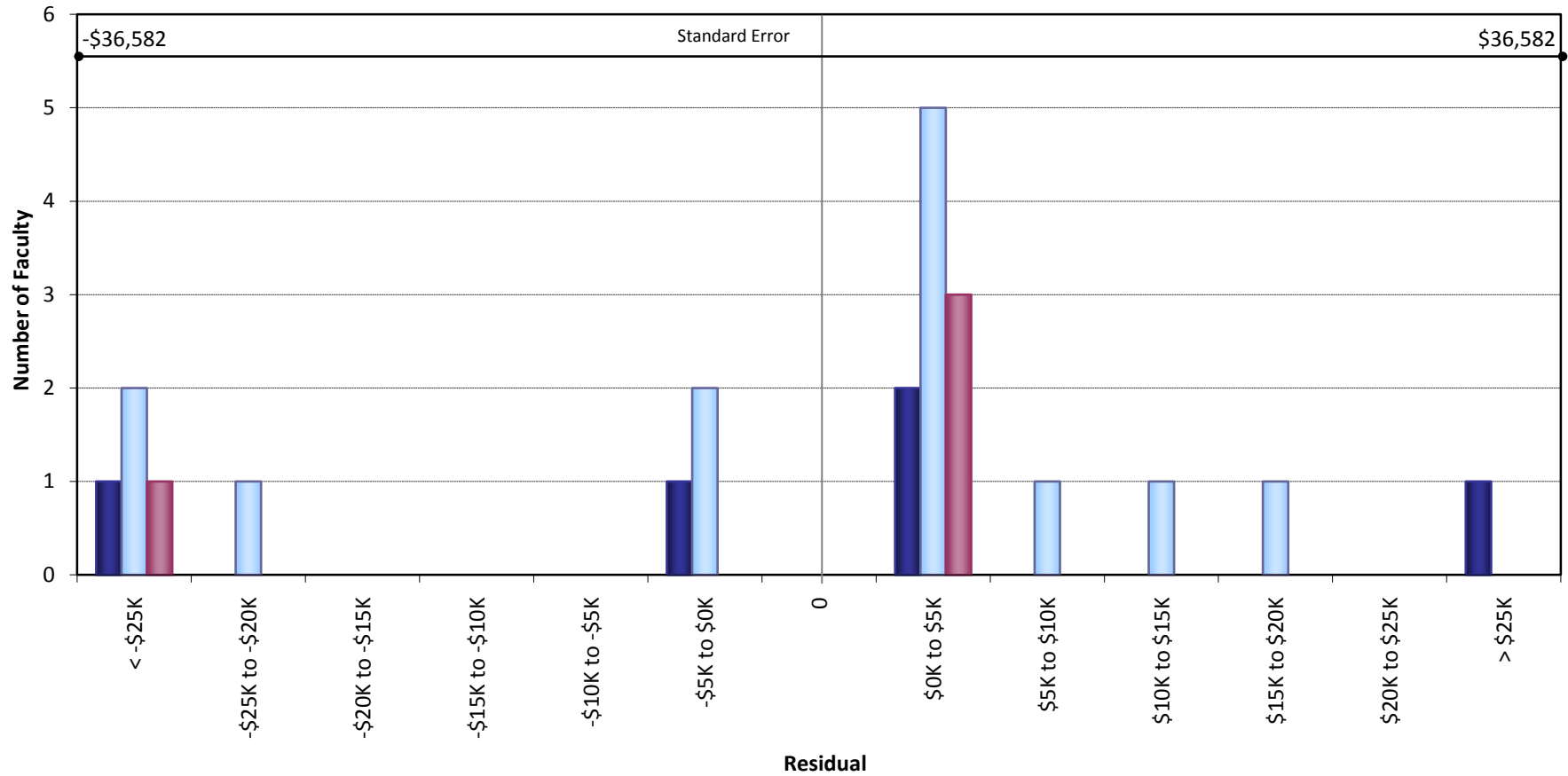
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Department of Education
 October 2011



Residual = Actual Salary - Predicted Salary

Predicted Salary = $7187727.27784027 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3722.50187476565) + (\text{RegRankYr} * 174.67582177228)$

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

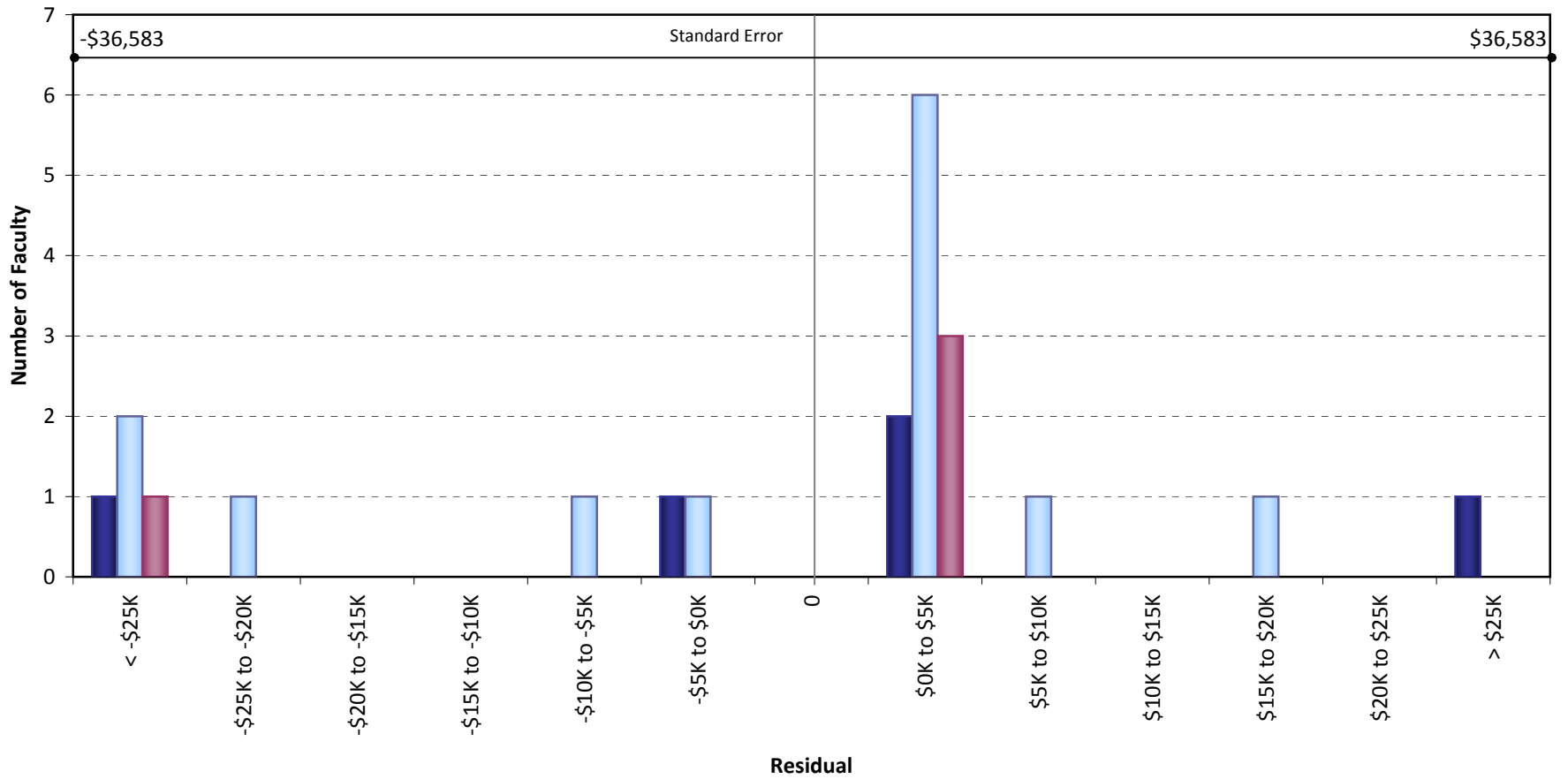


■ White Men (5) ■ All Women (13) ■ All Minorities (4)

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
Department of Education
 October 2009

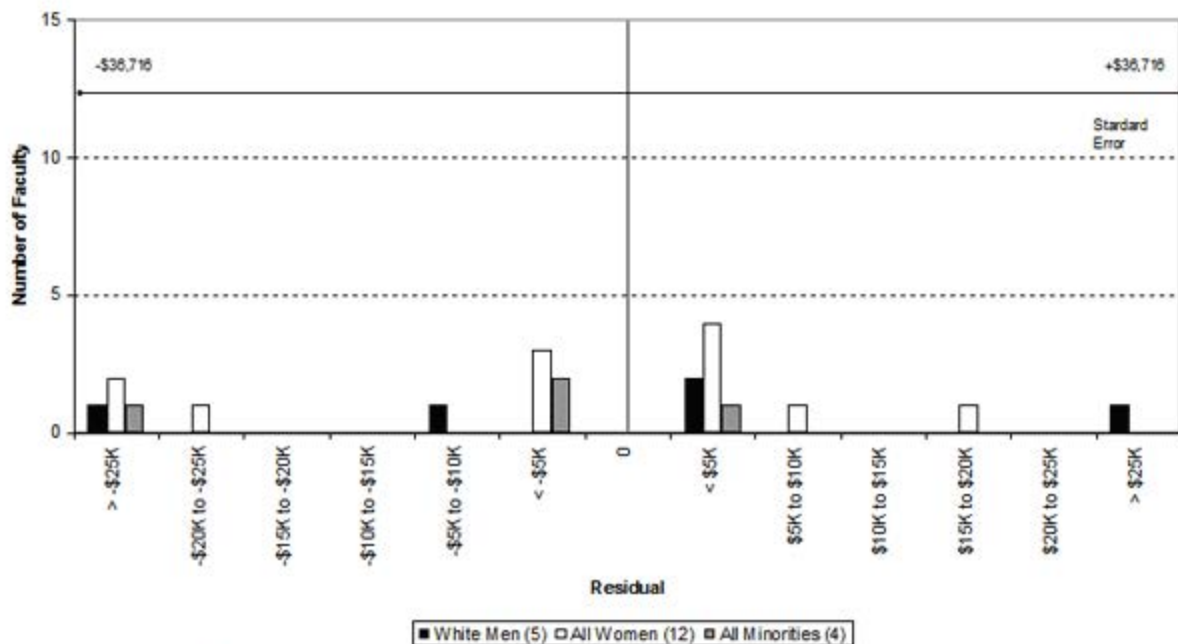


Residual = Actual Salary - Predicted Salary

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

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

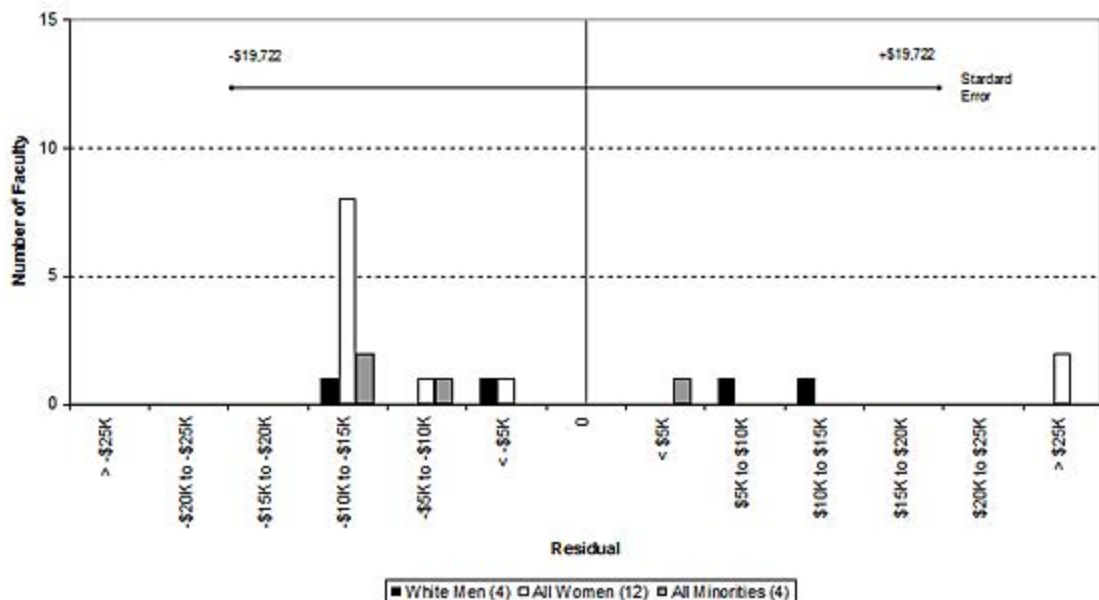
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Department of Education
 October 2008



Residual = Actual Salary - Predicted Salary

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

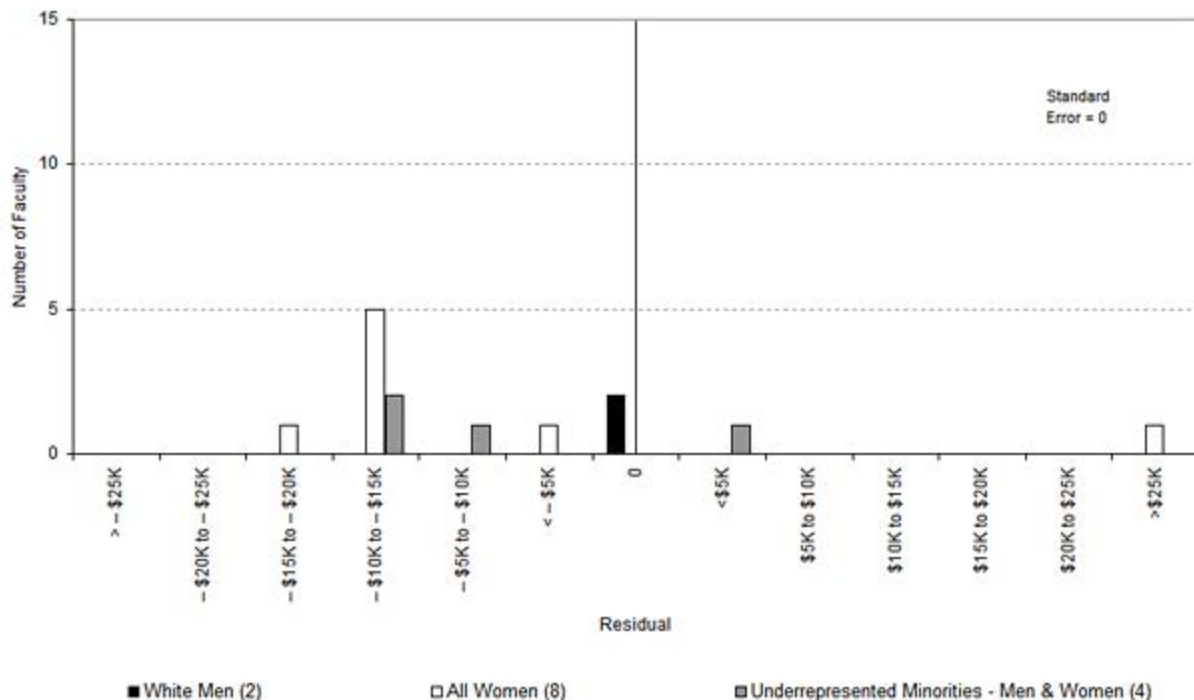
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Department of Education
 October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary: $2033230 + (\text{degree indicator} * 0) - (\text{degree year} * 781.508) - (\text{UCI reg rank year} * 194.7)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Department of Education
 October 2006



Residual = Actual Salary - Predicted Salary

Predicted Salary: $1460758 + (\text{degree indicator} * 0) - (\text{degree year} * 691.667) + (\text{UCI reg ranks year} * 0)$

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