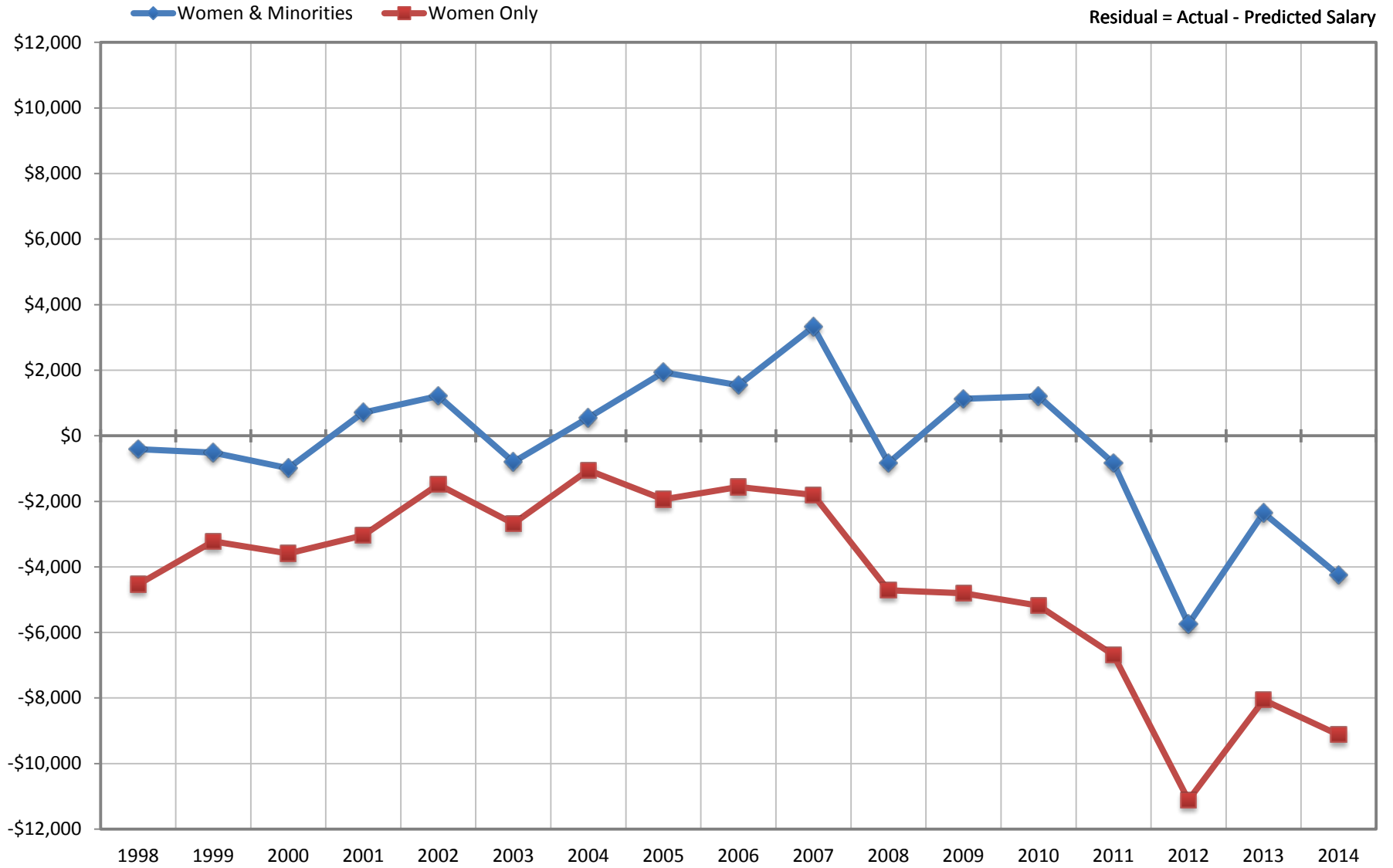


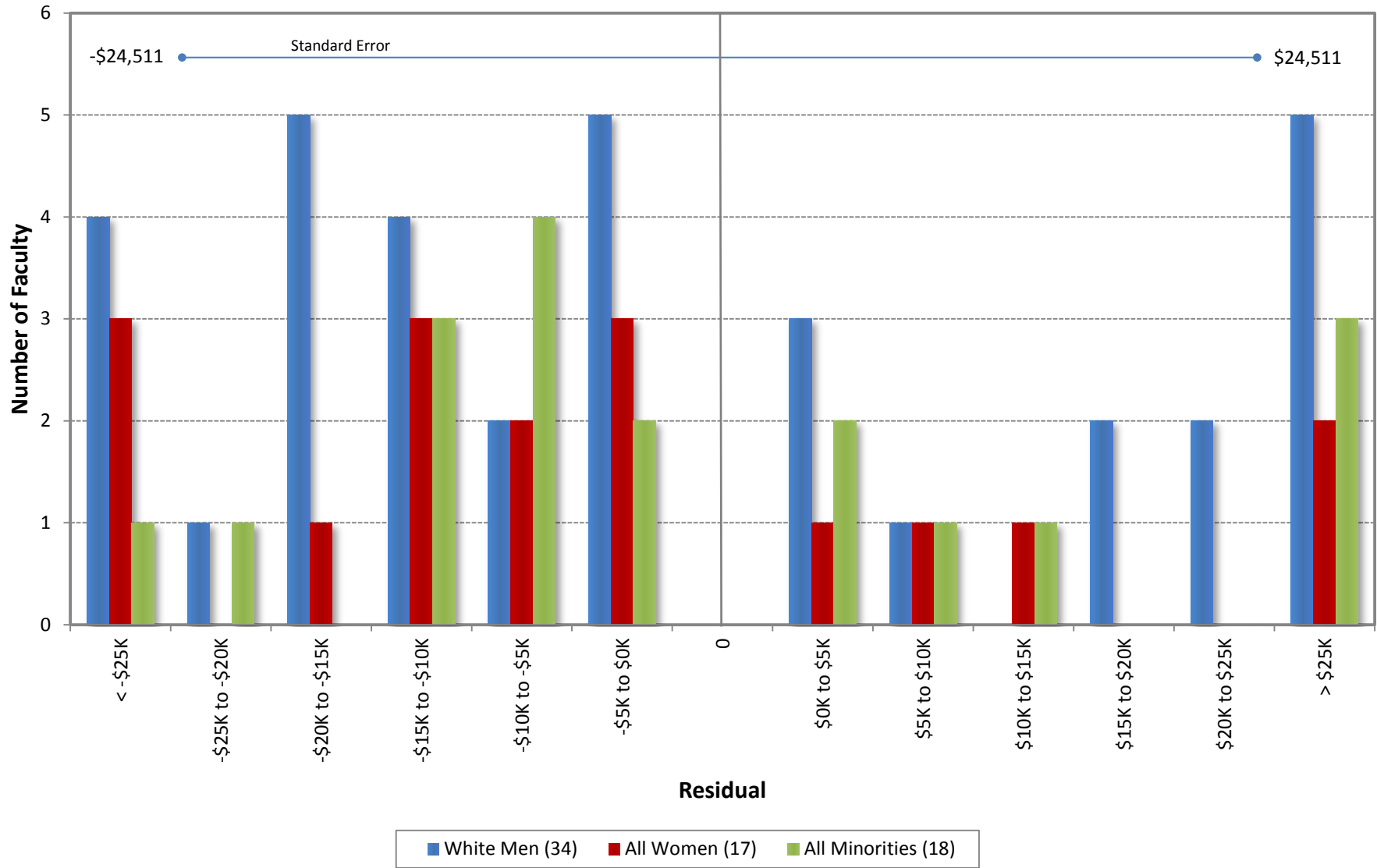
**Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Donald Bren School of Information and Computer Sciences
October 1998 through 2014**



UC Irvine Office of Academic Personnel

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

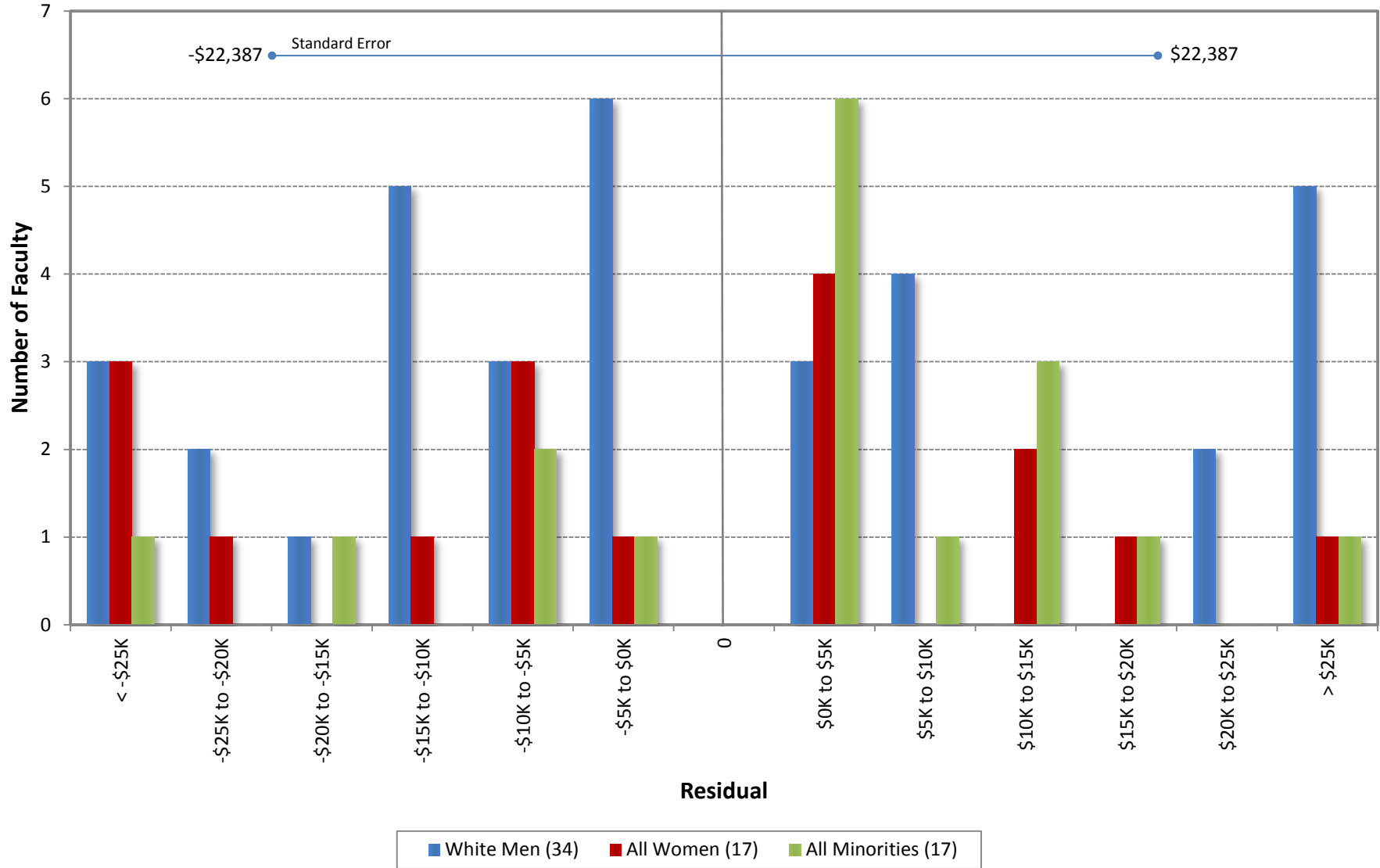
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Donald Bren School of Information and Computer Sciences
 October 2014



Residual = Actual Salary - Predicted Salary

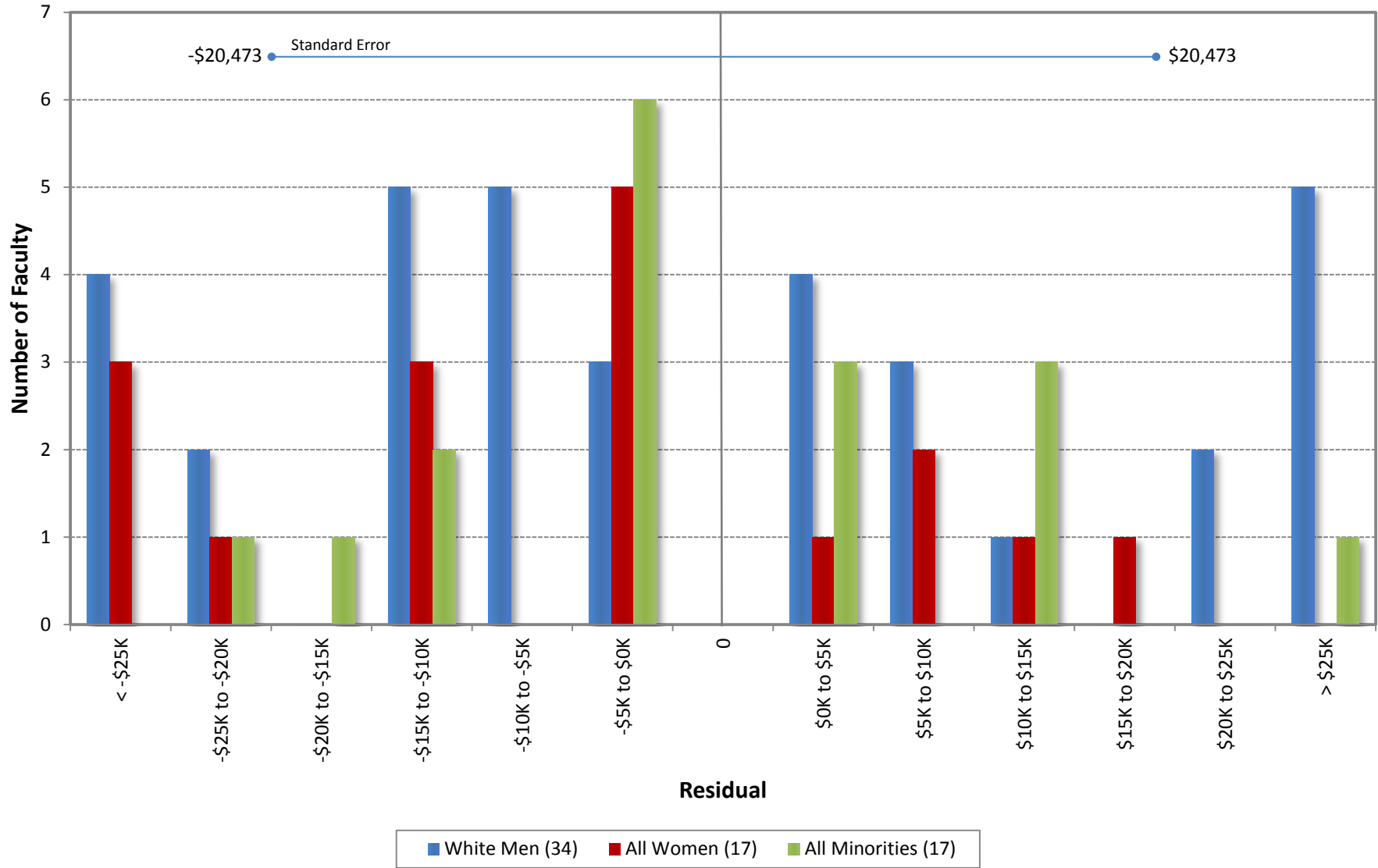
Predicted Salary = $3418491.36440298 + (\text{DegreeLevel} * 19991.0305381811) + (\text{DegreeYear} * -3771.86984965863) + (\text{RegRankYr} * 2100.41323891428)$

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



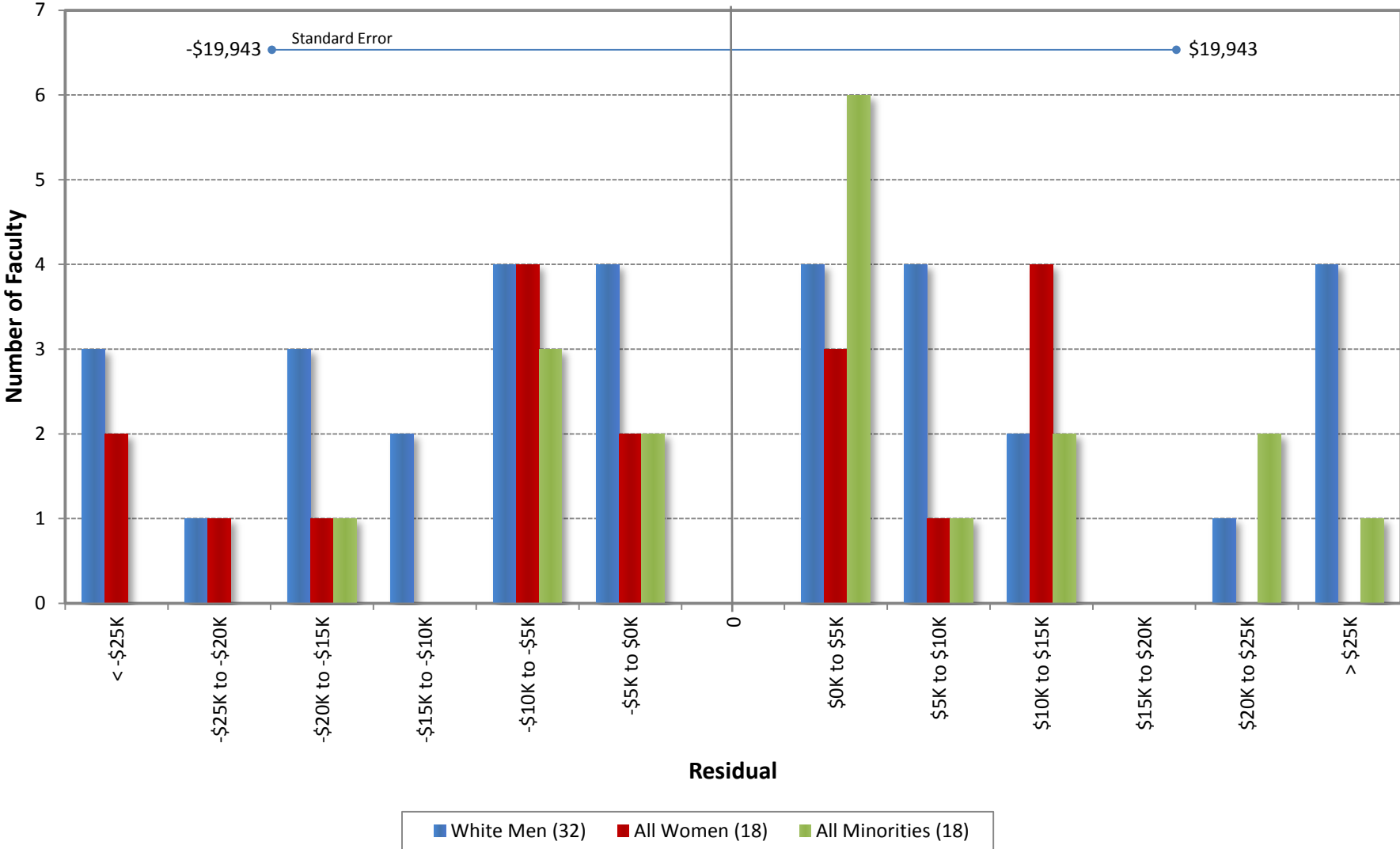
Residual = Actual Salary - Predicted Salary
 Predicted Salary = $3292354.29239924 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -3807.22365386132) + (\text{RegRankYr} * 2214.13992049339)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
 October 2012



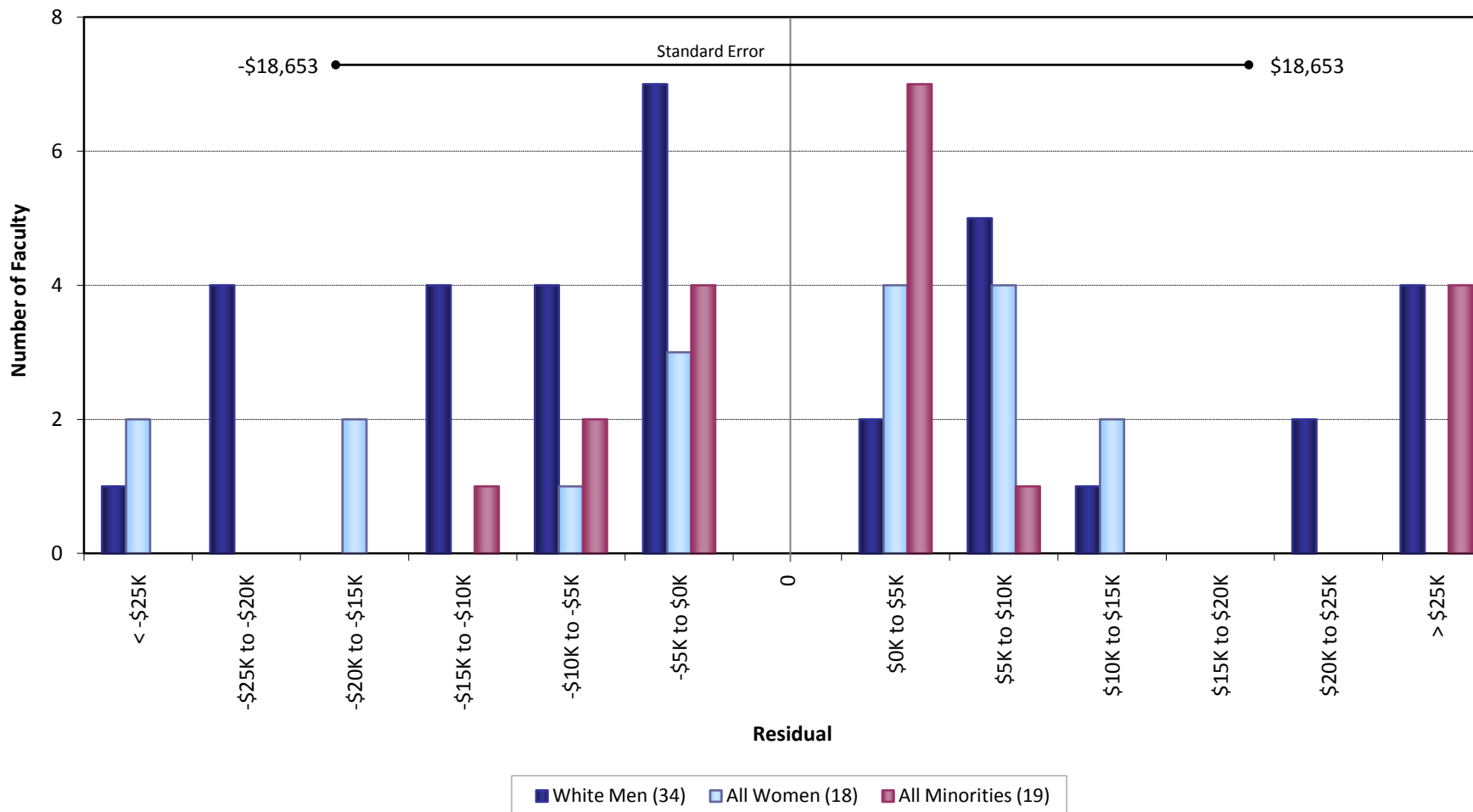
Residual = Actual Salary - Predicted Salary
 Predicted Salary = $3403769.09682469 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3727.12104158206) + (\text{RegRankYr} * 2076.76870530875)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
 October 2011



Residual = Actual Salary - Predicted Salary
 Predicted Salary = 3608505.94410938+(DegreeLevel*0)-((DegreeYear*3472.56915601651)+(RegRankYr*1717.70844862623))

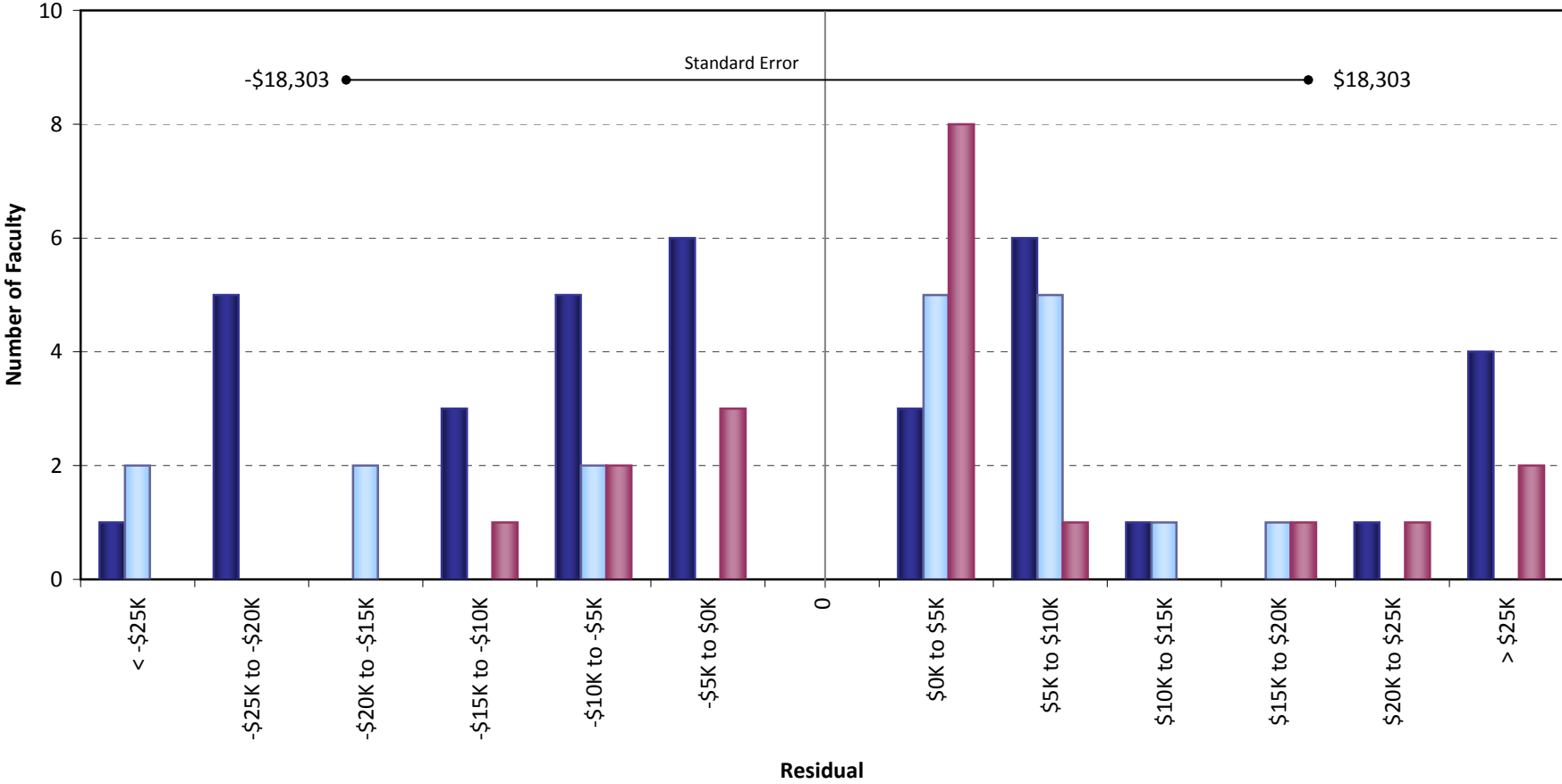
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Donald Bren School of Information and Computer Sciences
 October 2010



Residual = Actual Salary - Predicted Salary

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

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

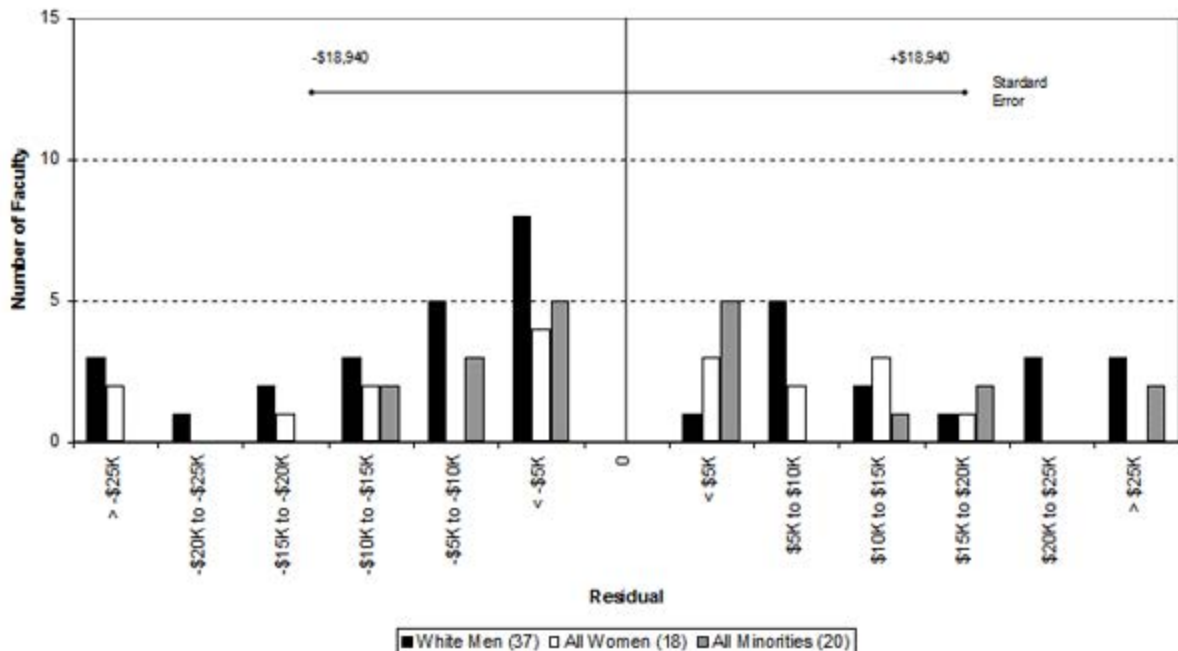


Residual = Actual Salary - Predicted Salary

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

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

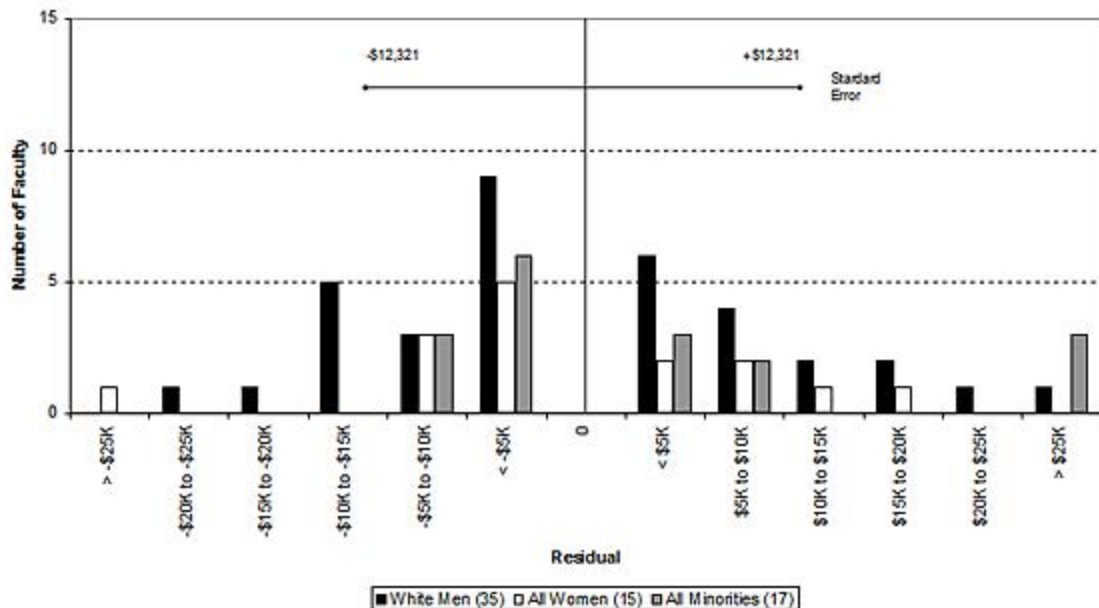
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Donald Bren School of Information and Computer Sciences
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $2912623.573 + (\text{degree level} \cdot 0) - (\text{degree year} \cdot 3330.91) - (\text{UCI reg rank year} \cdot 1918.77)$

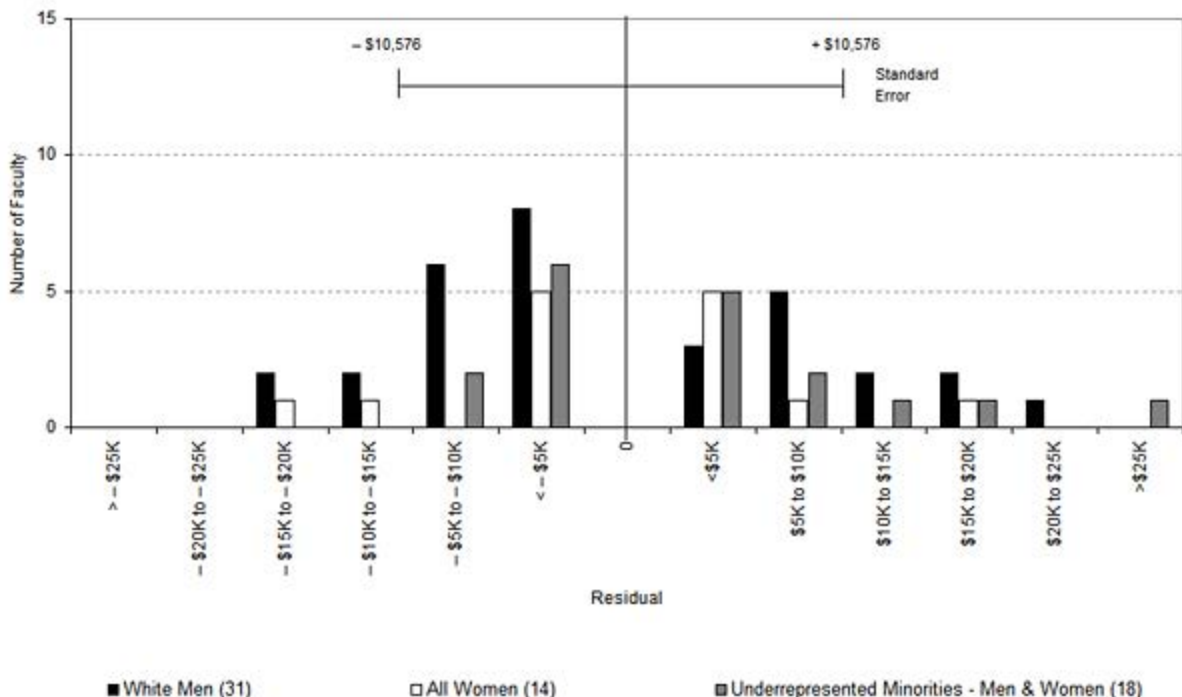
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 Donald Bren School of Information and Computer Sciences
 October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary: $2980722 + (\text{degree indicator} * 0) - (\text{degree year} * 2293.47) + (\text{UCI reg rank year} * 847.3044)$

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Science
October 2006

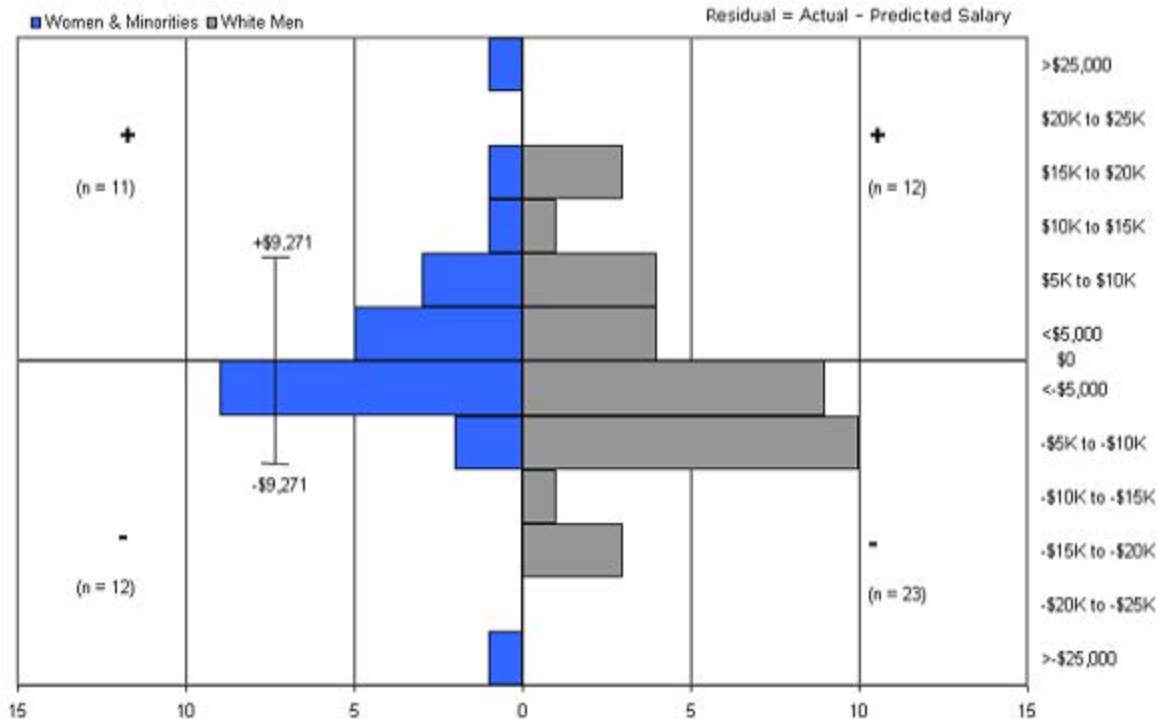


Residual = Actual Salary - Predicted Salary

Predicted Salary: $2950980 + (\text{degree indicator} * 0) - (\text{degree year} * 1915.22) + (\text{UCI reg ranks year} * 482.0079)$

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

Ladder Ranks Faculty Salary Residuals
Donald Bren School of Information & Computer Sciences
 October 2005



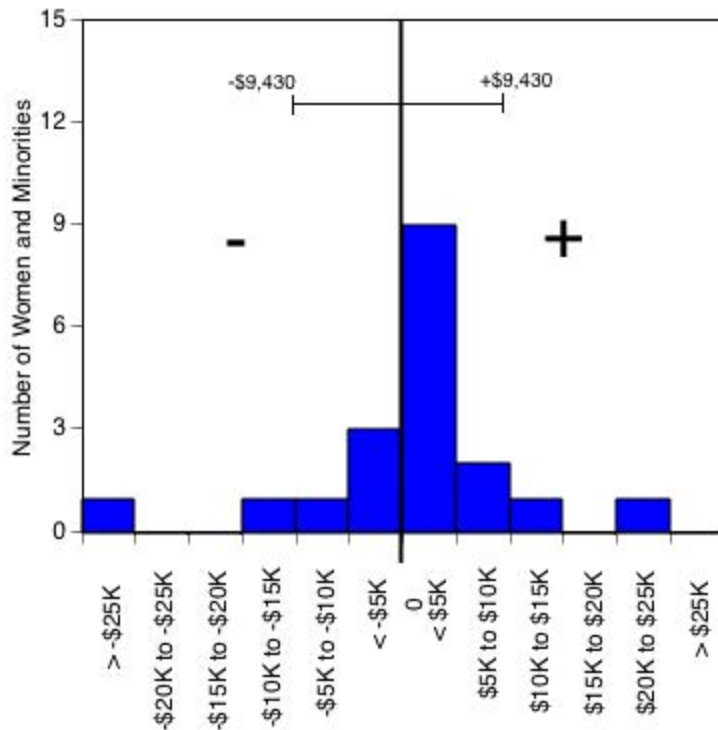
Predicted salary = \$ 2,642,712 + (\$685 * (year of hire)) - (\$1,966 * (degree year))

Standard error = \$9,271

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

Donald Bren School of Information and Computer Sciences: Women and Minorities

October 2004



Residual = actual salary - predicted salary

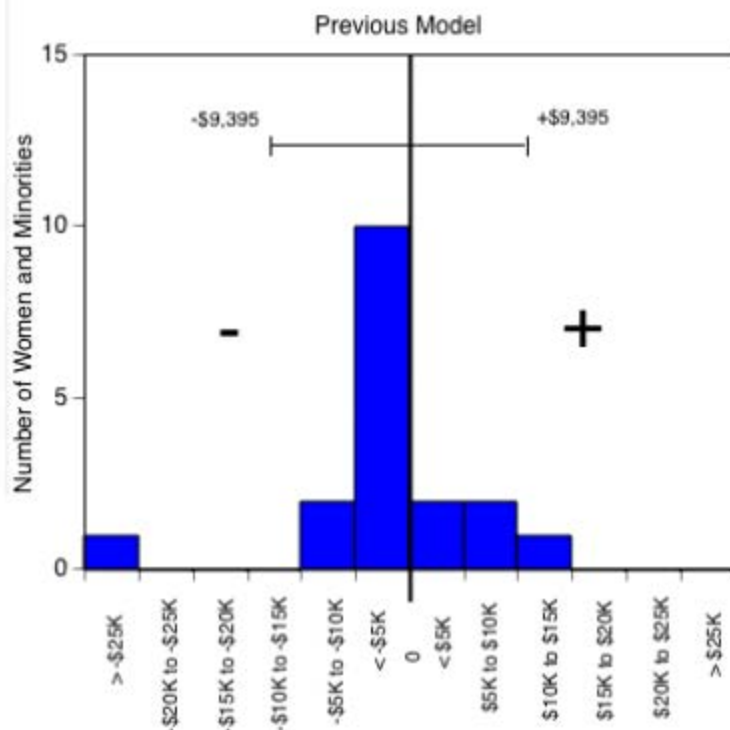
Predicted salary = $\$2,679,145 + (\$509 * (\text{year of hire})) + (-\$1,811 * (\text{degree year}))$

Standard error = \$9,430

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

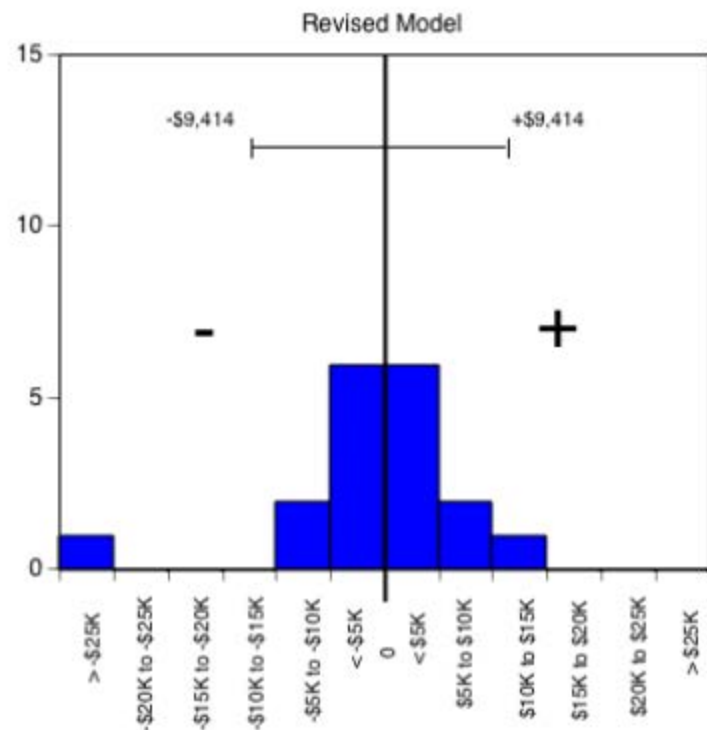
School of Information & Computer Science: Women and Minorities

October 2003



Predicted salary = \$2,058,961 + (\$527 * (year of hire)) +
(-\$1,953 * (degree year)) + (\$442 * year of birth))

Standard error = \$9,395



Predicted salary = \$2,223,424 + (\$566 * (year of hire)) +
(-\$1,640 * (degree year))

Standard error = \$9,414

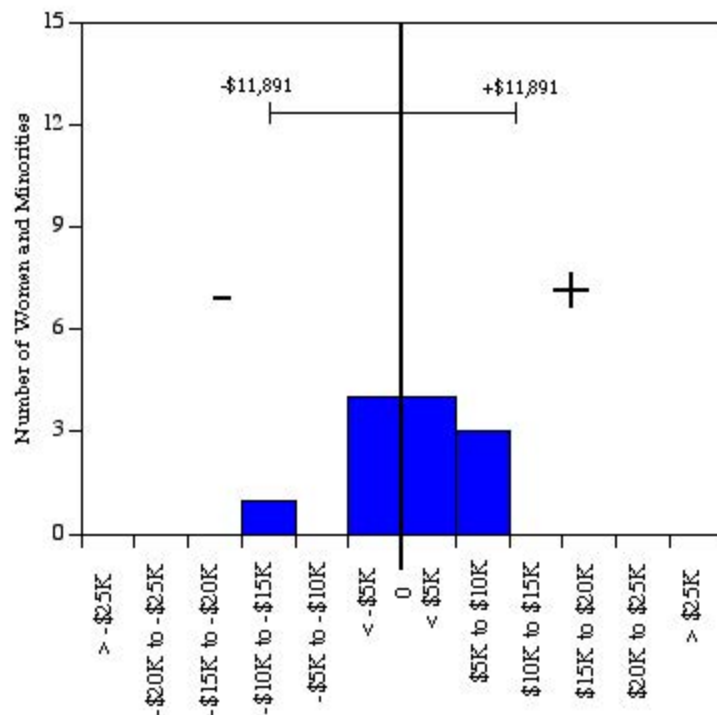
Residual = actual salary - predicted salary

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

University of California, Irvine
Ladder Rank Faculty Salary Residuals

Information & Computer Science: Women and Minorities

October 2002



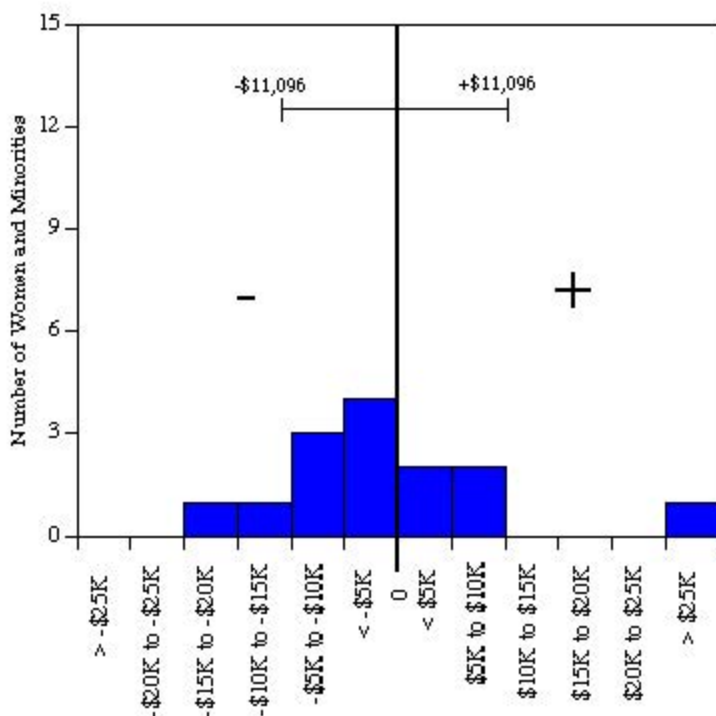
Residual = actual salary - predicted salary

Predicted salary = $\$2,687,234 + (\$359 * (\text{year of hire})) + (-\$1,207 * (\text{degree year})) + (-\$466 * (\text{year of birth}))$

Standard error = \$11,891

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Information & Computer Science: Women and Minorities
 October 2001



Residual = actual salary - predicted salary

Predicted salary = $\$29.79 * 10^5 + (-\$223 * (\text{year of hire})) + (-\$136 * (\text{degree year})) + (-\$1,111 * (\text{year of birth}))$

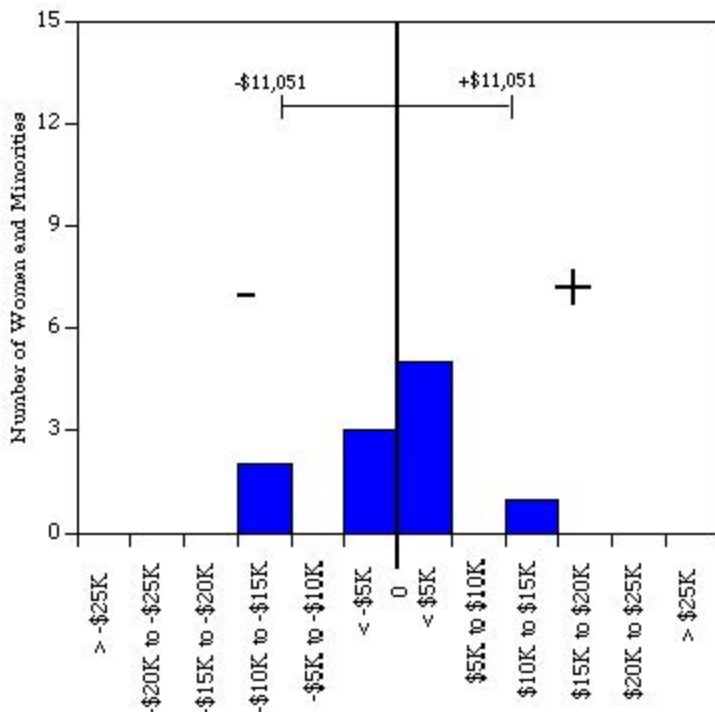
Standard error = \$11,096

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

University of California, Irvine
Ladder Rank Faculty Salary Residuals

Information & Computer Science: Women and Minorities

October 2000



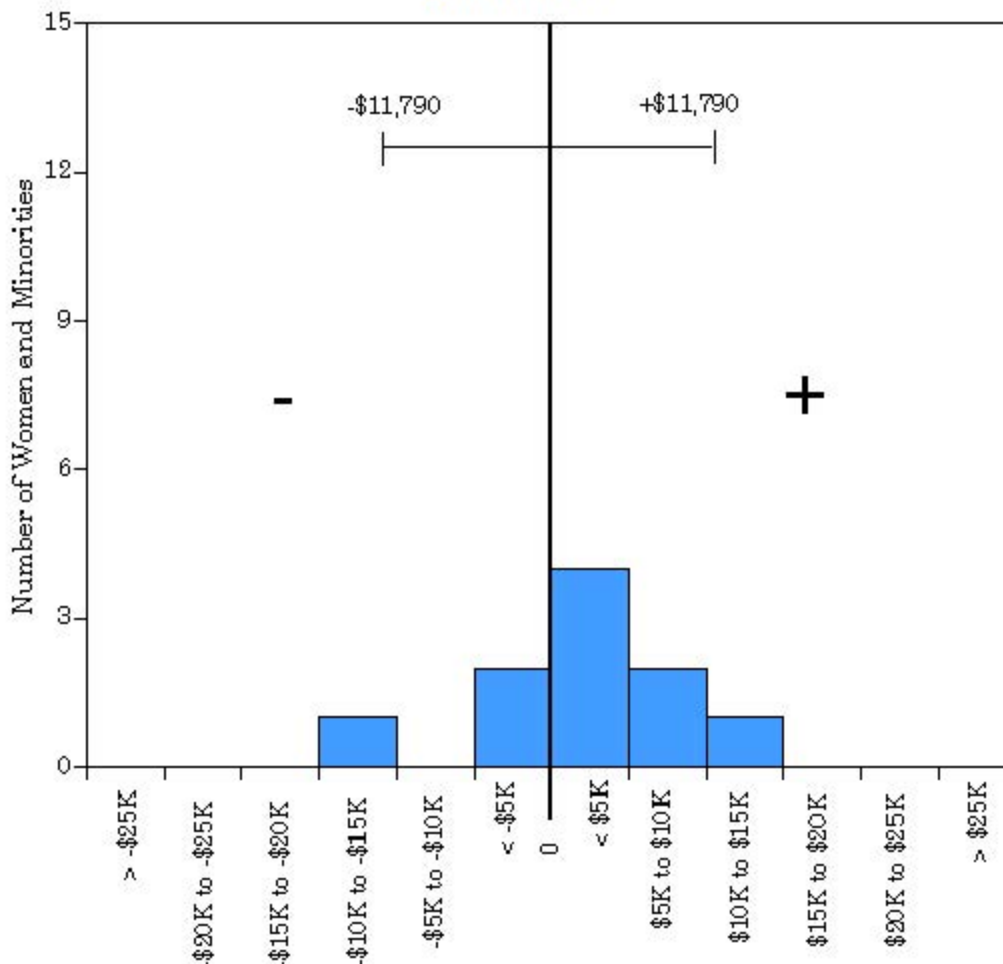
Residual = actual salary - predicted salary

Predicted salary = $\$30.25 * 10^5 + (\$63 * (\text{year of hire})) + (-\$666 * (\text{degree year})) + (-\$889 * (\text{year of birth}))$

Standard error = \$11,051

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Information and Computer Science: Women and Minorities
 October 1999



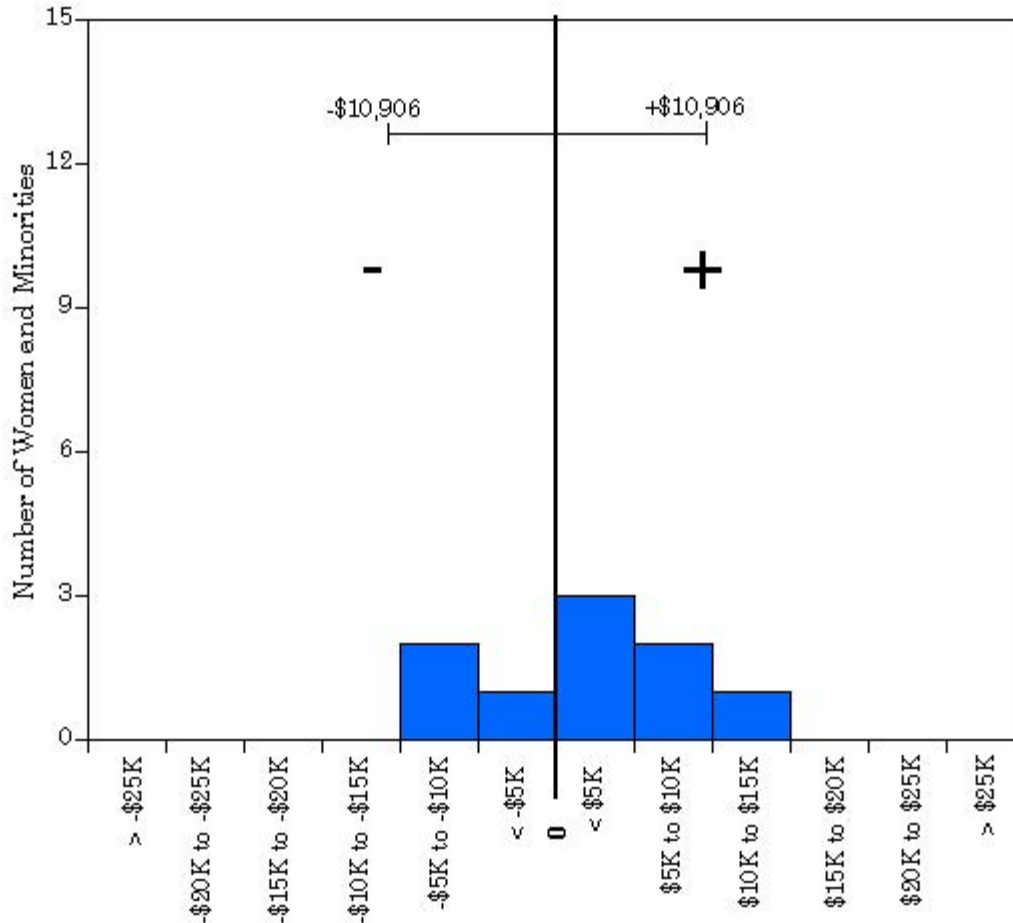
Residual = actual salary - predicted salary

Predicted salary = \$225,897 + (-\$310 * (year of hire)) + (-\$739 * (degree year)) + (-\$909 * (year of birth))

Standard error = \$11,790

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Information and Computer Science: Women and Minorities
 October 1998



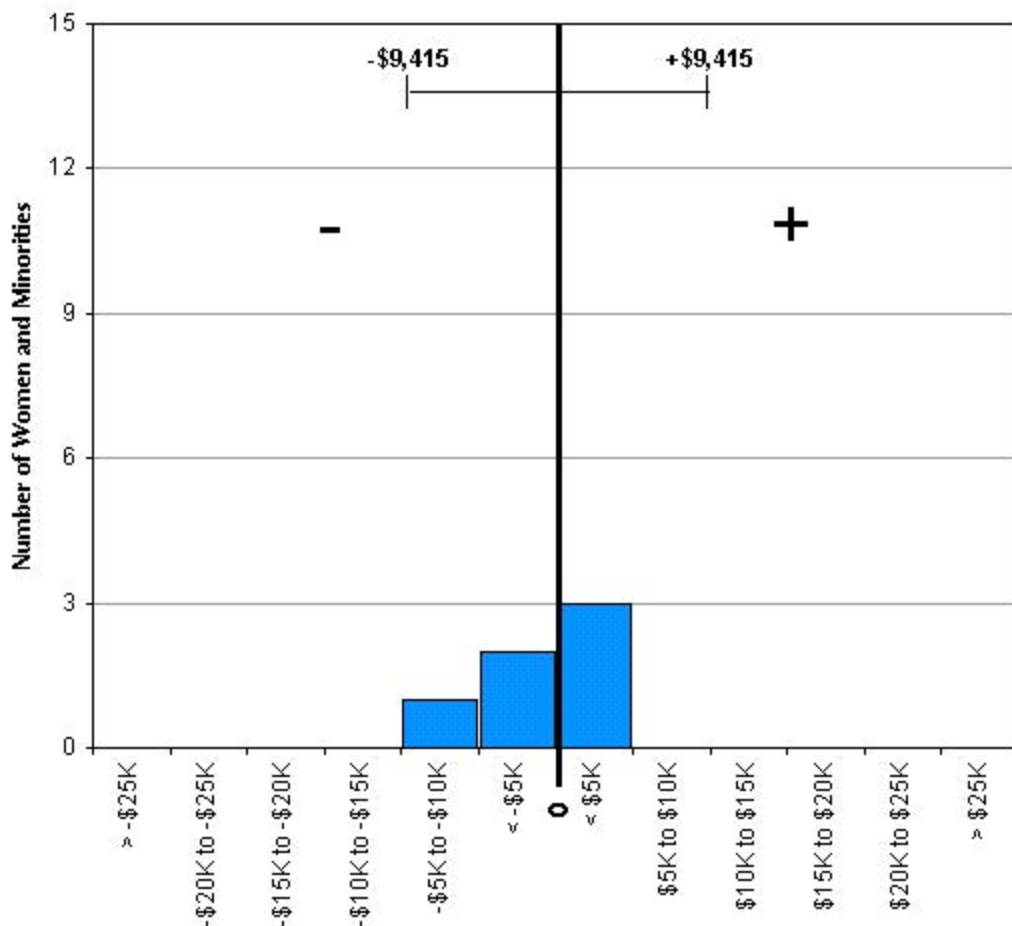
Residual = actual salary - predicted salary

Predicted salary = \$209,271 + (-\$300 * (year of hire)) + (-\$538 * (degree year)) +
 (-\$1,019 * (year of birth))

Standard error = \$10,906.

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
Information and Computer Science: Women and Minorities
 October 1997



Residual = actual salary - predicted salary

Predicted salary = \$187,898 + (-\$562 * (year of hire)) + (-\$260 * (degree year)) + (-\$793 * (year of birth))

Standard error = \$9,415.

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