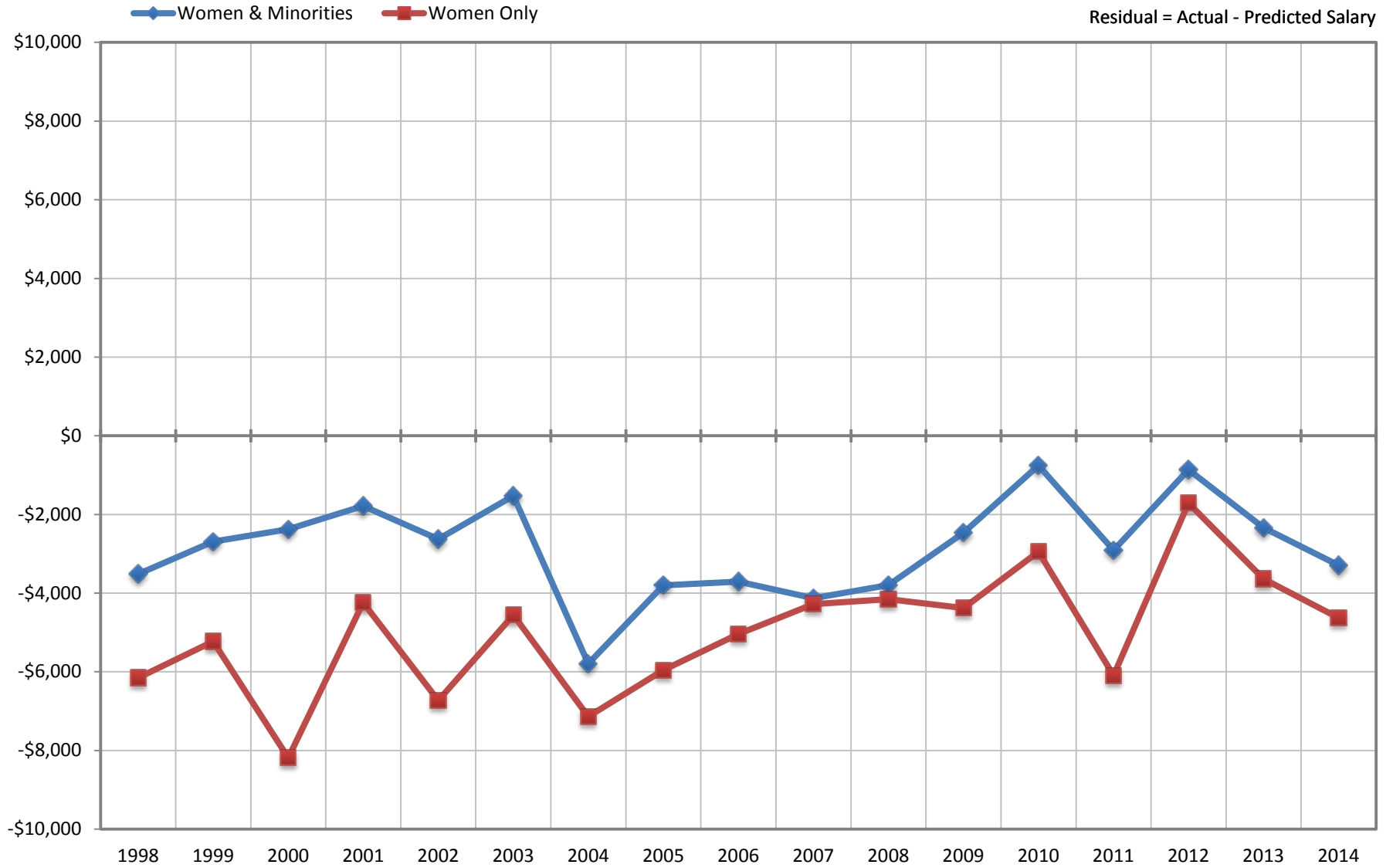


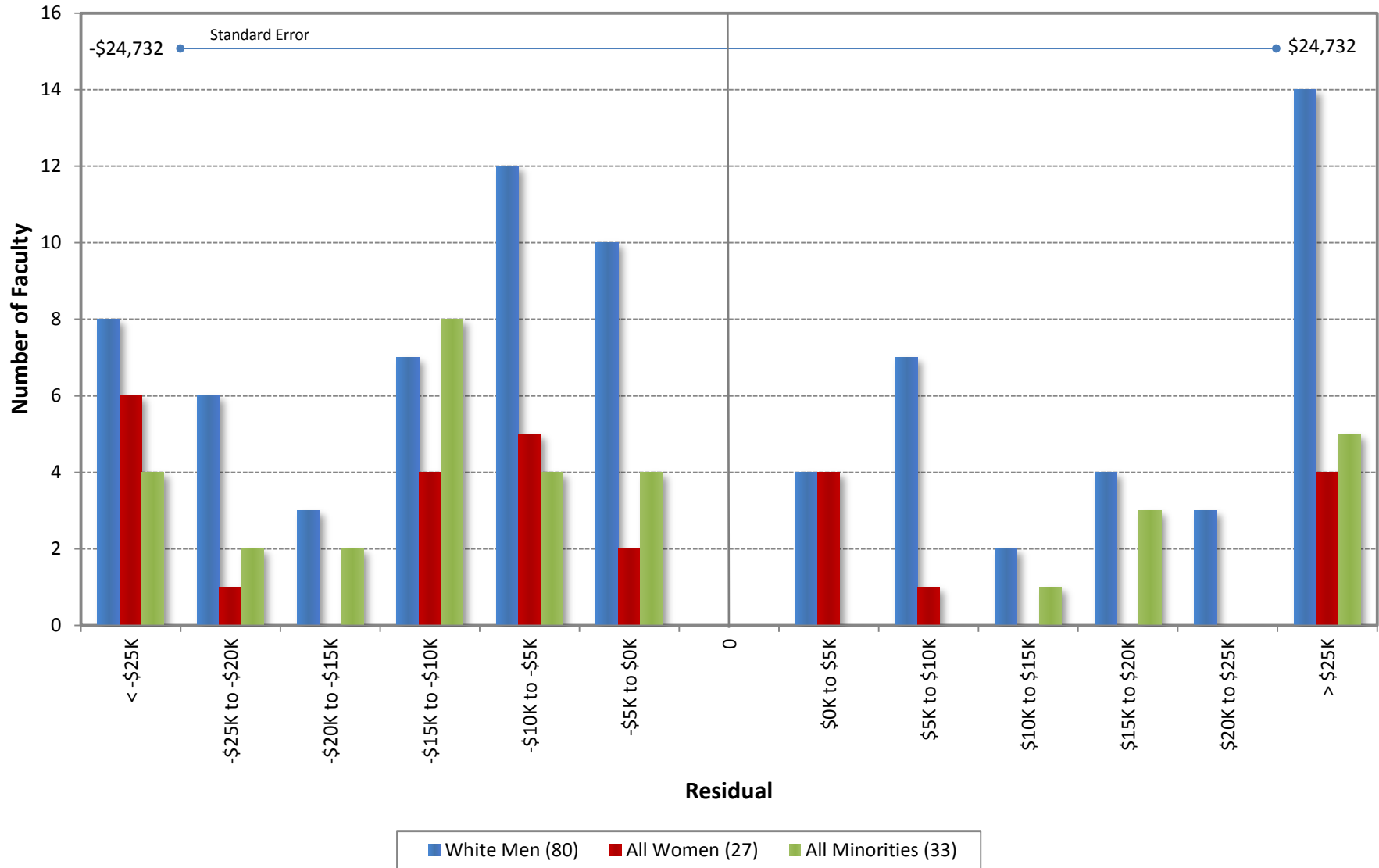
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Physical Sciences
October 1998 through 2014



UC Irvine Office of Academic Personnel

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

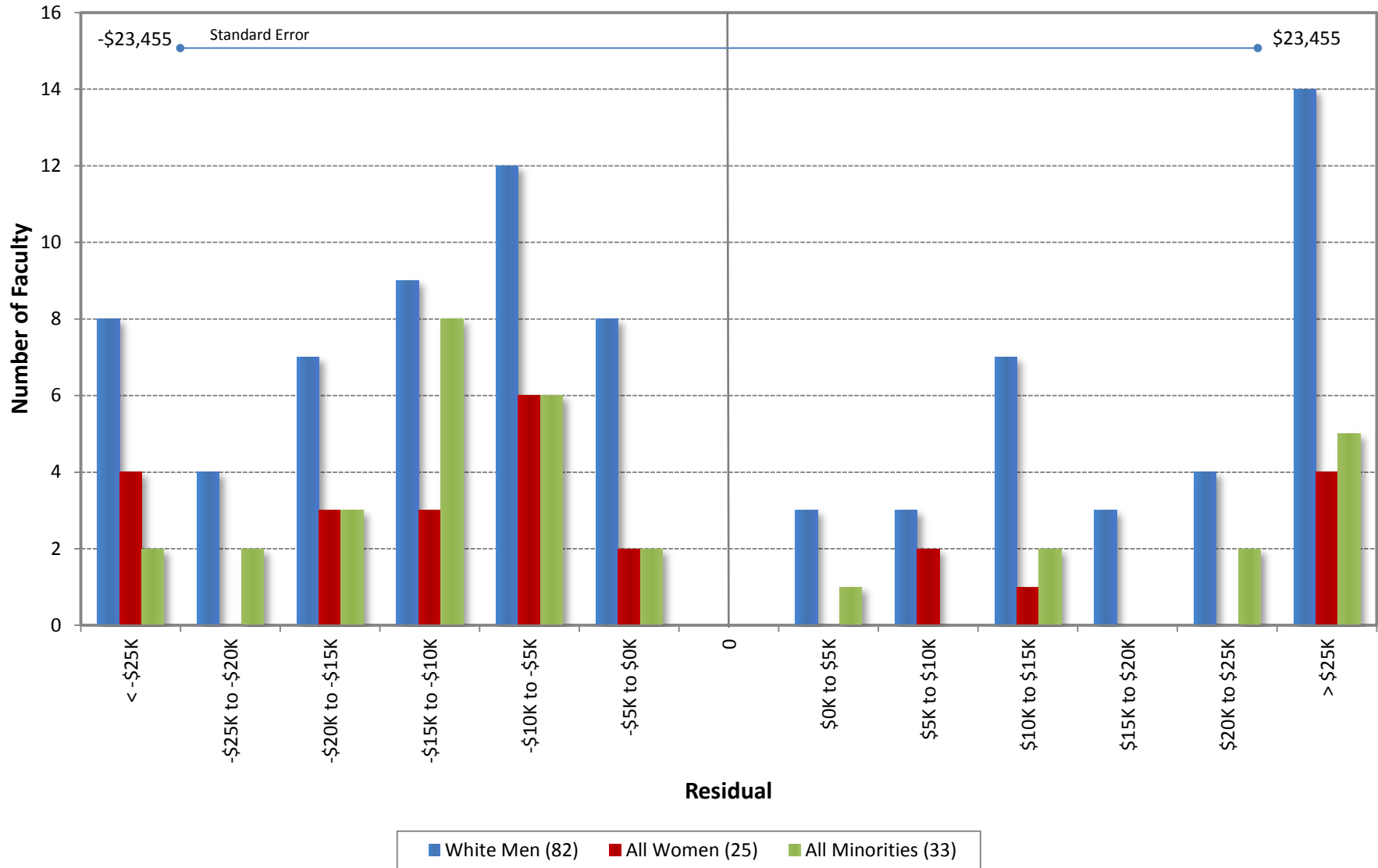
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2014



Residual = Actual Salary - Predicted Salary

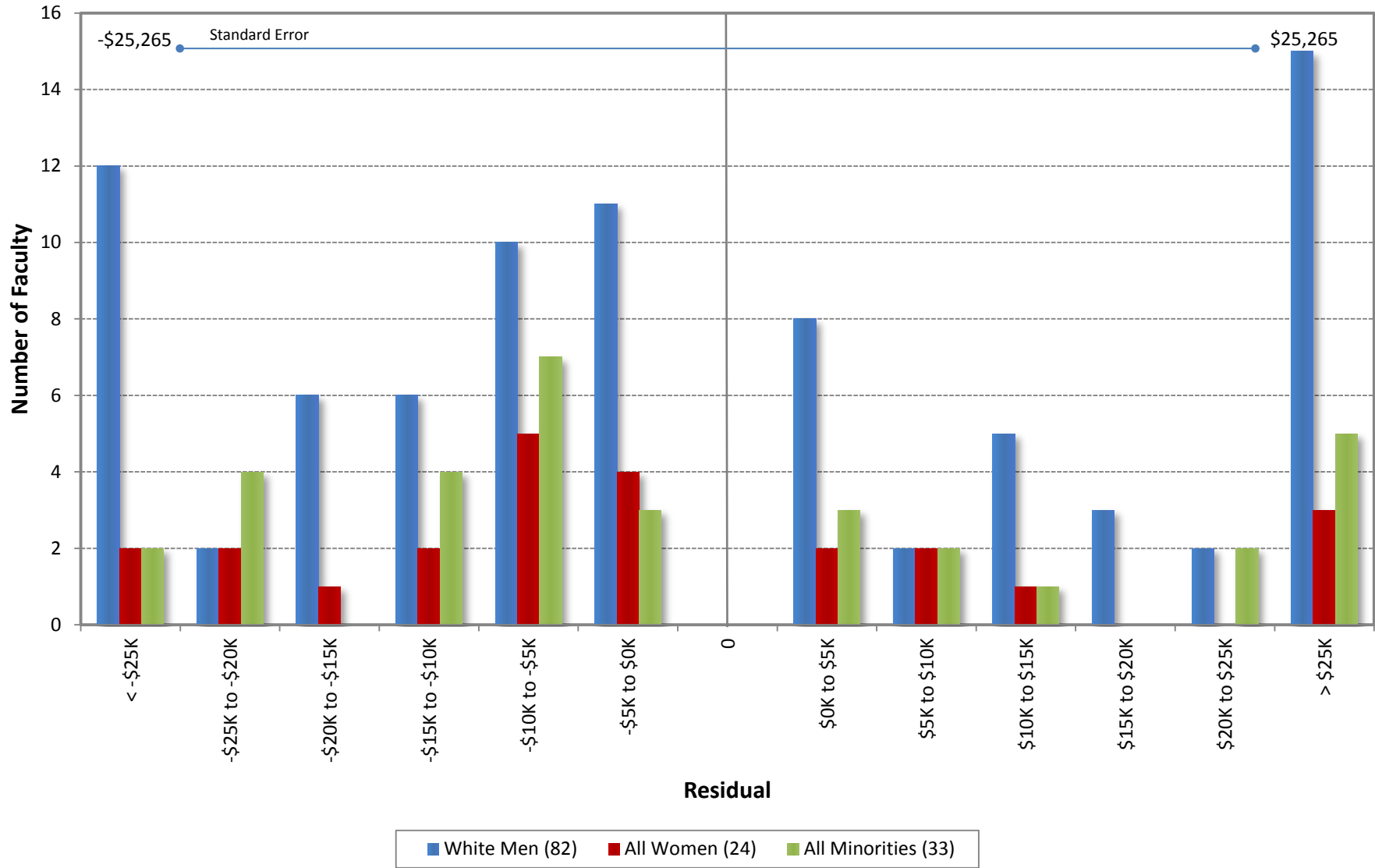
Predicted Salary = $3977022.13588645 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -3542.57020427421) + (\text{RegRankYr} * 1606.41135281704)$

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



Residual = Actual Salary - Predicted Salary
 Predicted Salary = $3707855.63163925 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -3295.96811073568) + (\text{RegRankYr} * 1491.72346132172)$

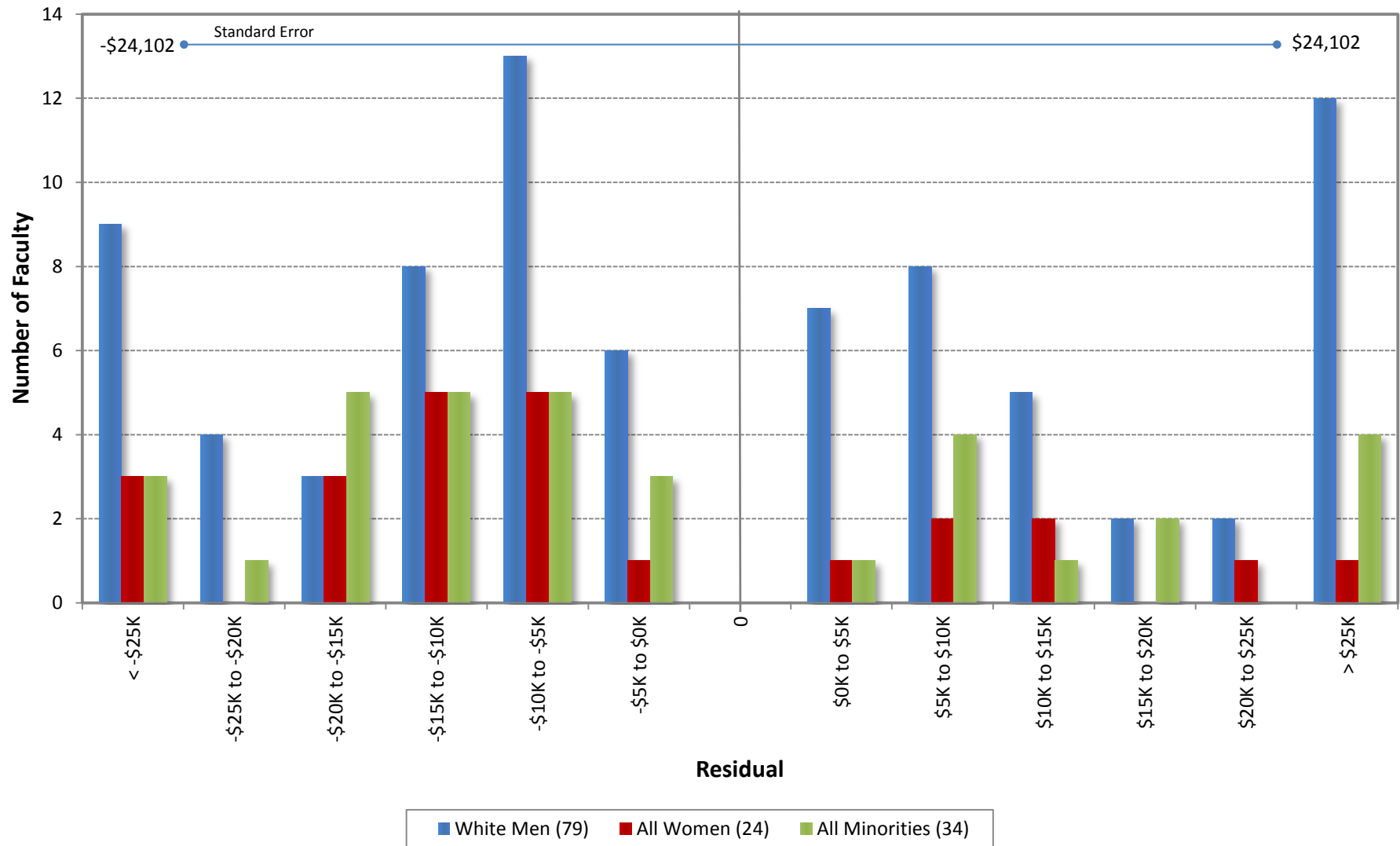
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Physical Sciences
 October 2012



Residual = Actual Salary - Predicted Salary

Predicted Salary = $4573743.85267908 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 2864.94861458075) + (\text{RegRankYr} * 626.186489720726)$

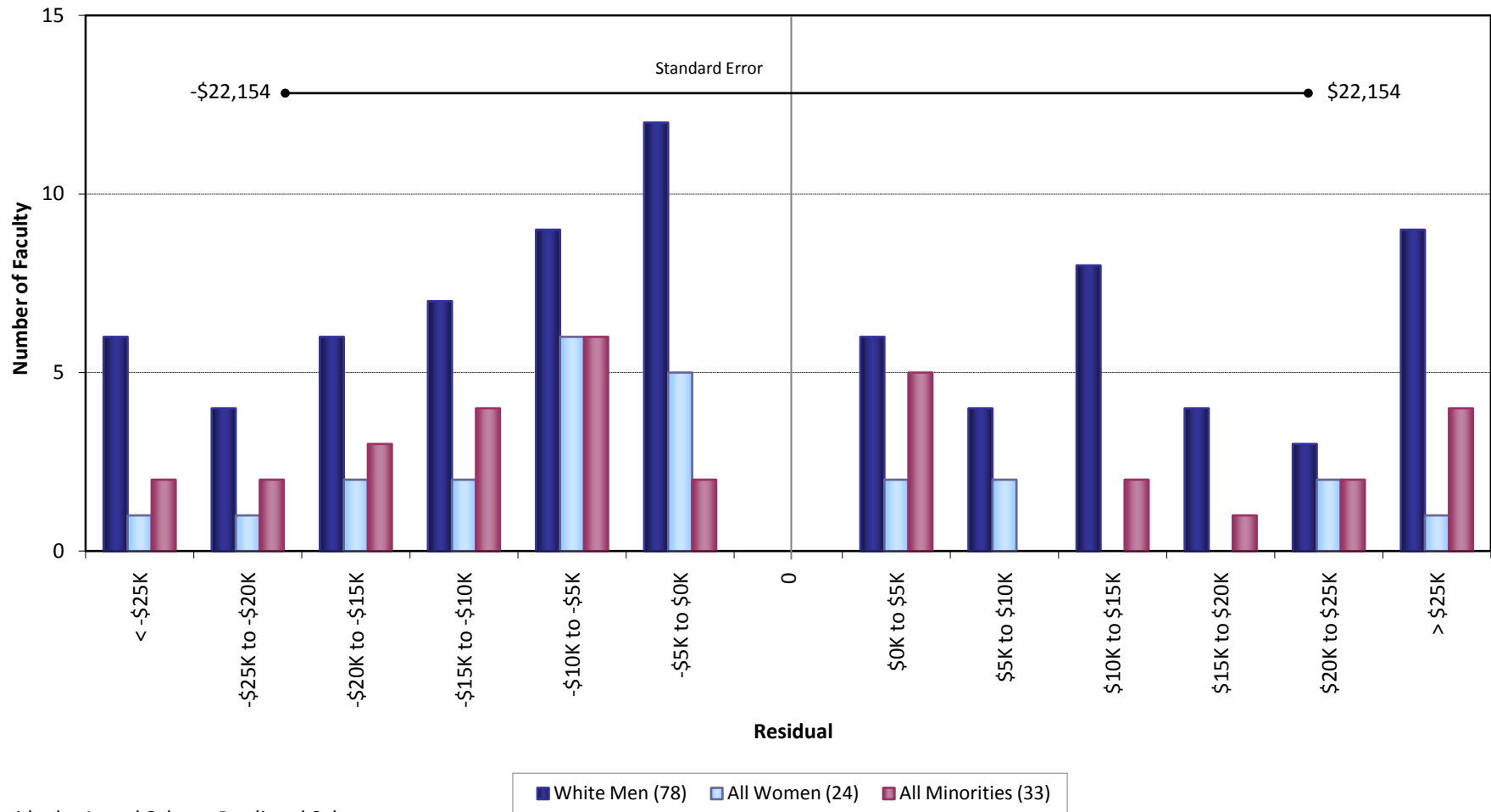
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Physical Sciences
 October 2011



Residual = Actual Salary - Predicted Salary

Predicted Salary = $4775415.91761777 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 2957.46440579083) + (\text{RegRankYr} * 615.737577891395)$

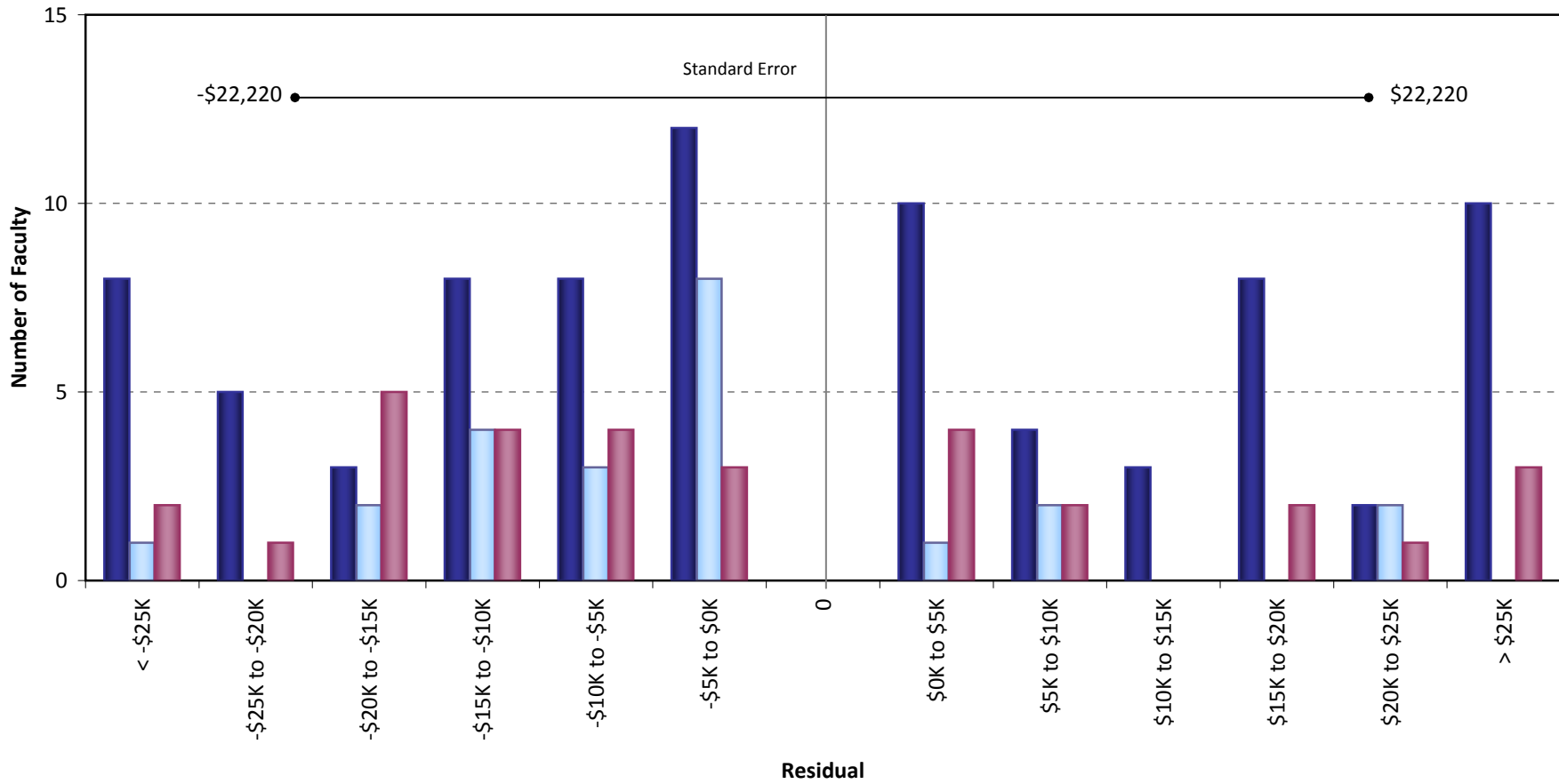
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2010



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 Physical Sciences
 October 2009

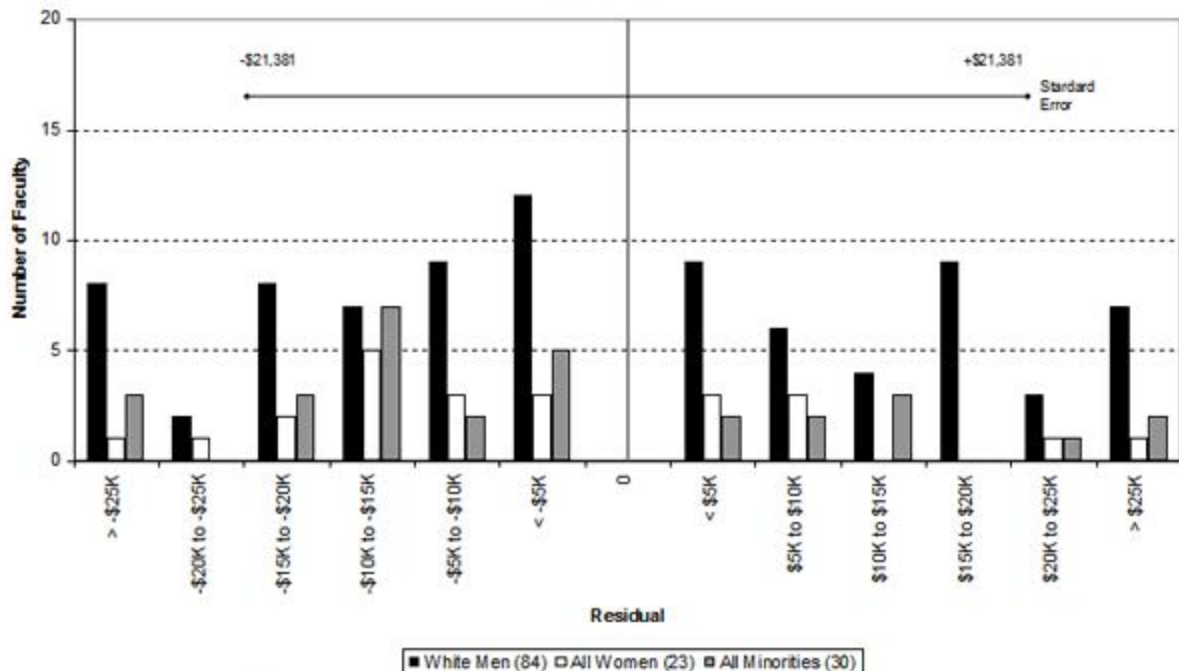


Residual = Actual Salary - Predicted Salary

■ White Men (81) ■ All Women (23) ■ All Minorities (31)

Predicted Salary = $3991011.63083266 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 2984.91643204694) + (\text{RegRankYr} * 1030.17166202311)$

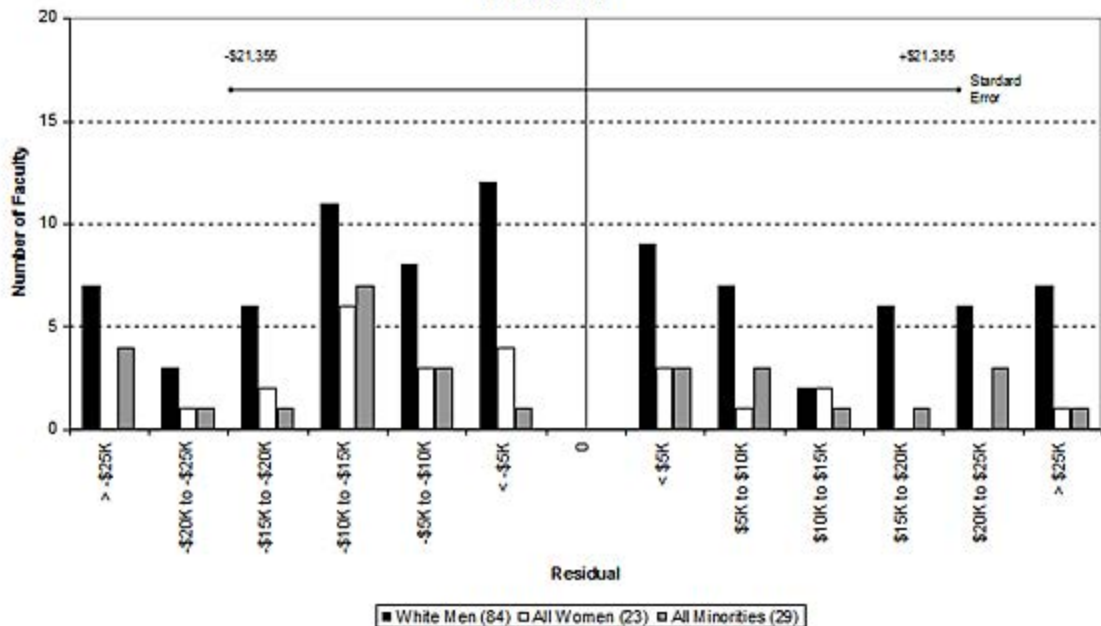
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Physical Sciences
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $3773248 + (\text{degree indicator} * 0) - (\text{degree year} * 2997.59) + (\text{UCI reg rank year} * 1150.394)$

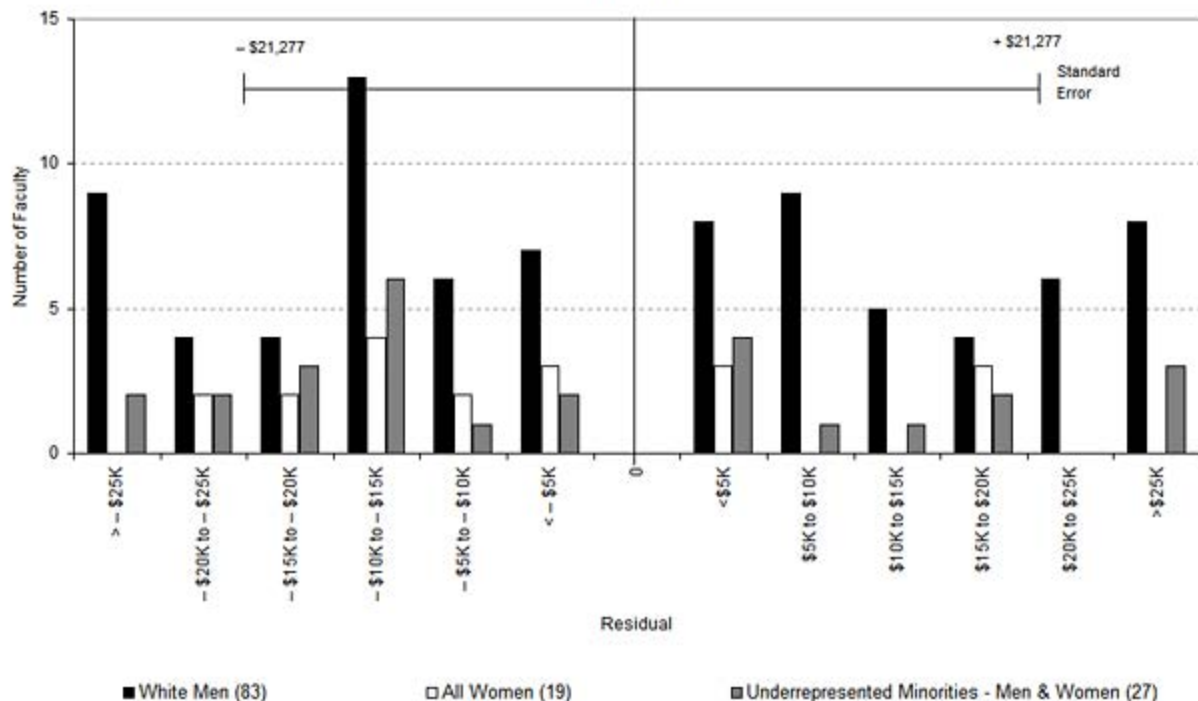
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Physical Sciences
 October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary: $3219353 + (\text{degree indicator} * 0) - (\text{degree year} * 3097.27) + (\text{UCI reg rank year} * 1525.446)$

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



Residual = Actual Salary - Predicted Salary

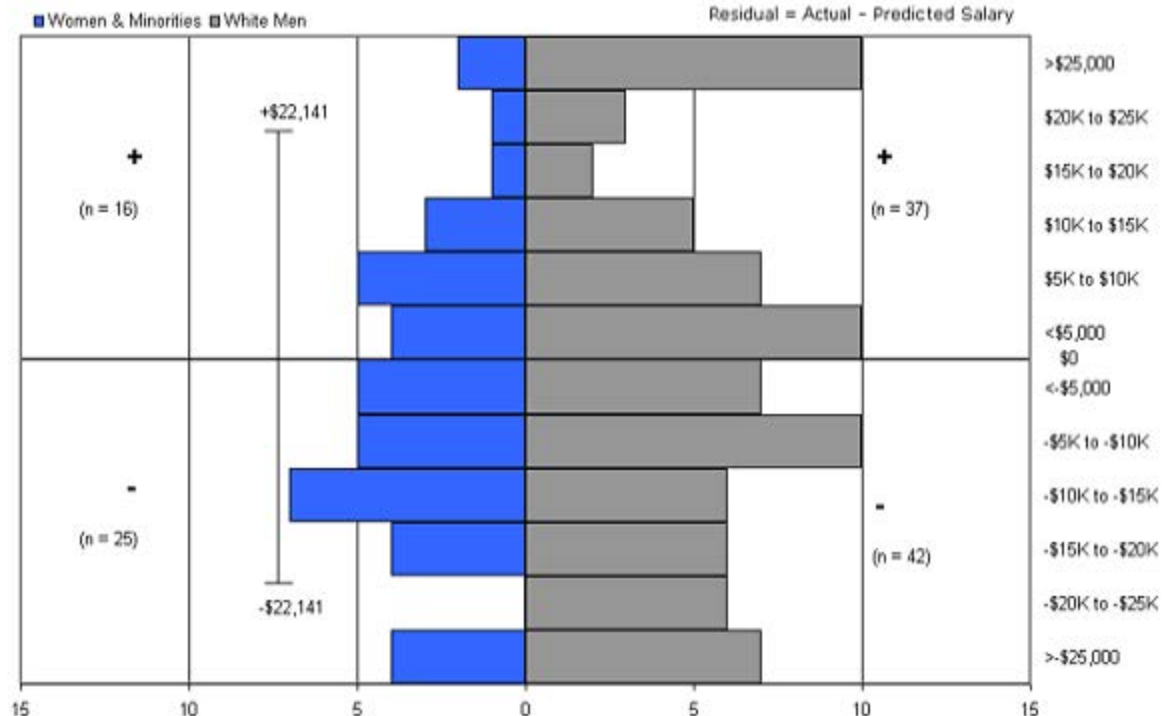
Predicted Salary: $2793188 + (\text{degree indicator} * 0) - (\text{degree year} * 2843.53) + (\text{UCI reg ranks year} * 1482.936)$

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

Ladder Ranks Faculty Salary Residuals

School of Physical Sciences

October 2005

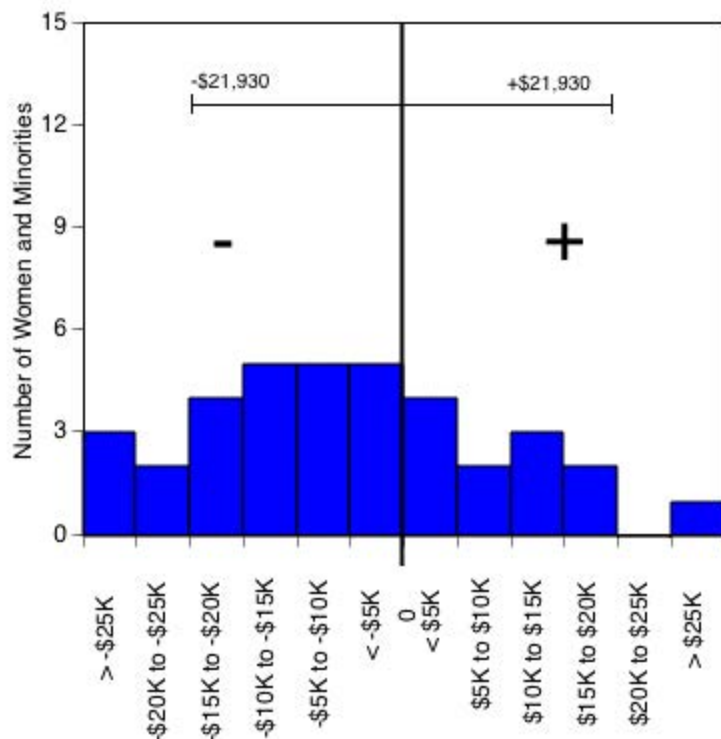


Predicted salary = $\$3,252,447 + (\$966 * (\text{year of hire})) - (\$2,558 * (\text{degree year}))$

Standard error = \$22,141

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 Physical Sciences: Women and Minorities
 October 2004



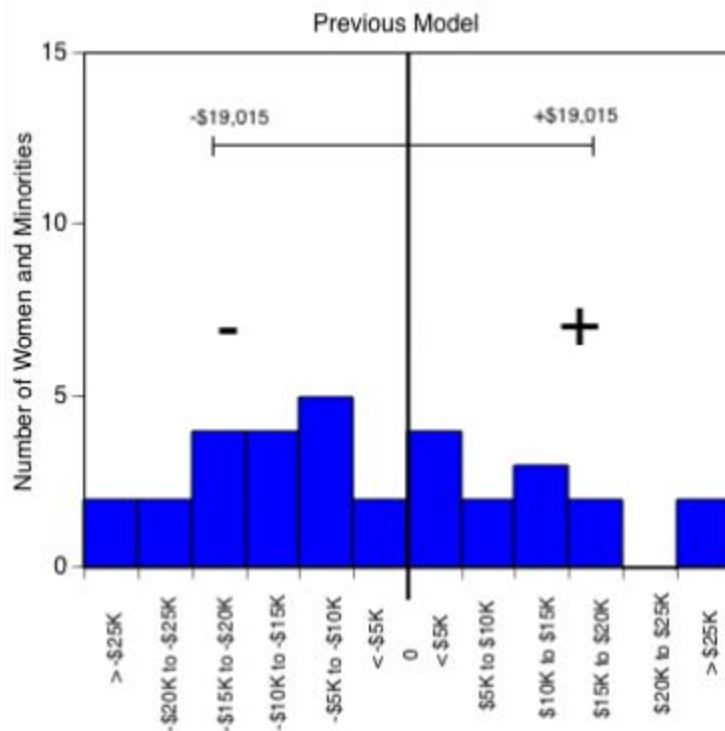
Residual = actual salary - predicted salary

Predicted salary = $\$3,219,789 + (\$1,003 \cdot (\text{year of hire})) + (-\$2,581 \cdot (\text{degree year}))$

Standard error = \$21,930

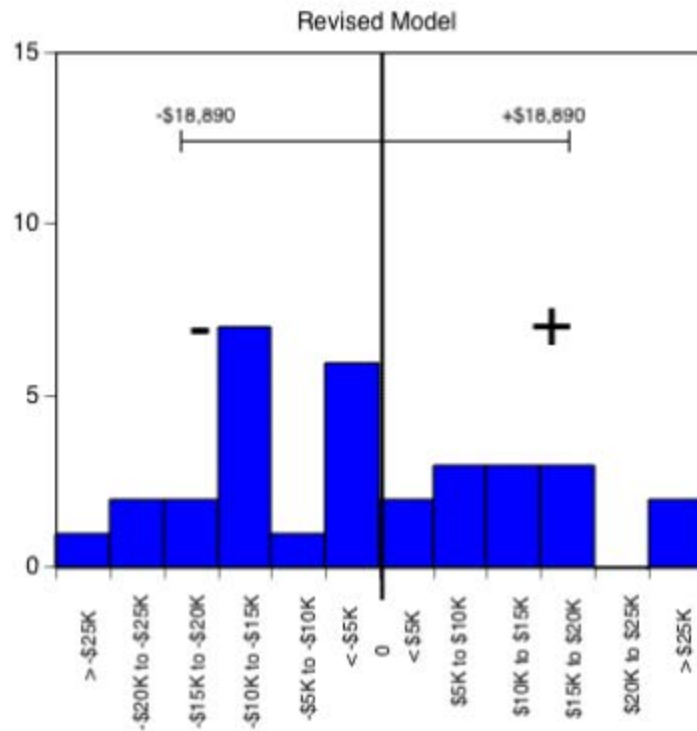
Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

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



Predicted salary = $\$3,300,781 + (\$544 \cdot (\text{year of hire})) +$
 $(-\$2,226 \cdot (\text{degree year})) + (\$64 \cdot \text{year of birth})$

Standard error = \$19,015



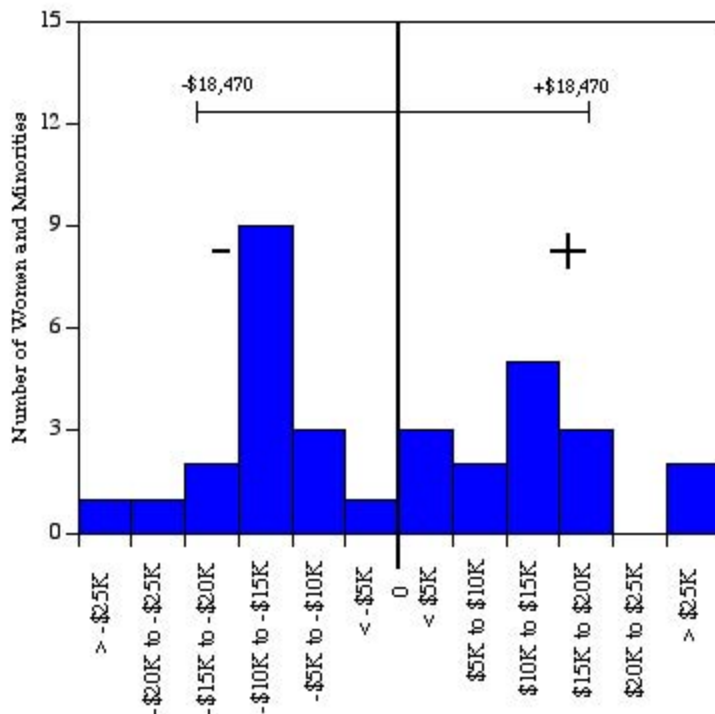
Predicted salary = $\$3,308,429 + (\$543 \cdot (\text{year of hire})) +$
 $(-\$2,167 \cdot (\text{degree year}))$

Standard error = \$18,890

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
School of Physical Sciences: Women and Minorities
 October 2002



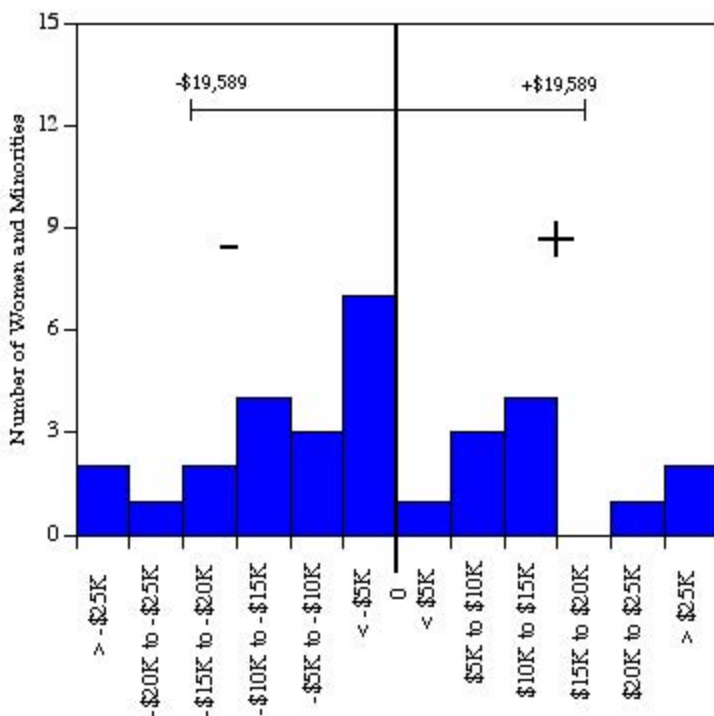
Residual = actual salary - predicted salary

Predicted salary = $\$3,438,346 + (\$323 * (\text{year of hire})) + (-\$2,010 * (\text{degree year})) + (-\$3 * (\text{year of birth}))$

Standard error = \$18,470

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 Physical Sciences: Women and Minorities
 October 2001 Revised



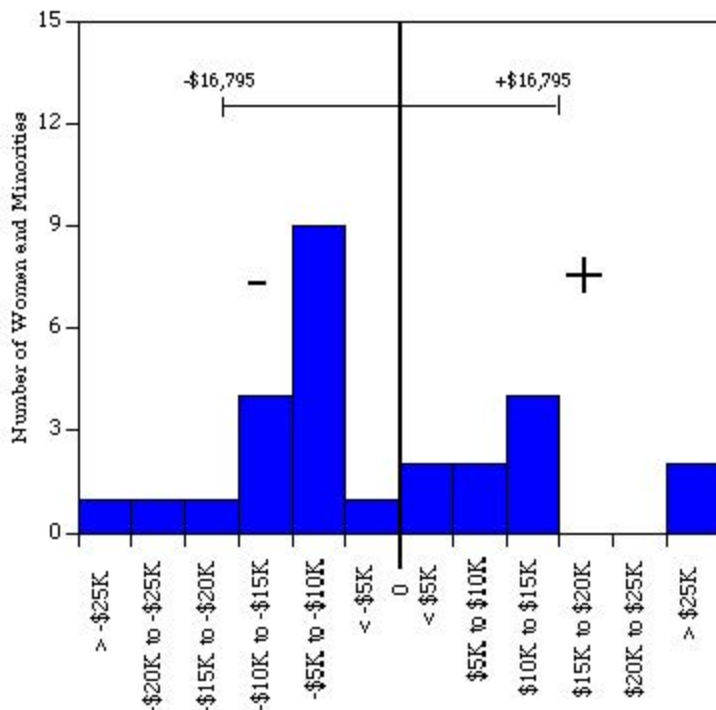
Residual = actual salary - predicted salary

Predicted salary = $\$32.22 * 10^5 + (\$705 * (\text{year of hire})) + (\$803 * (\text{year of birth})) + (-\$3,080 * (\text{degree year}))$

Standard error = \$19,589

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

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



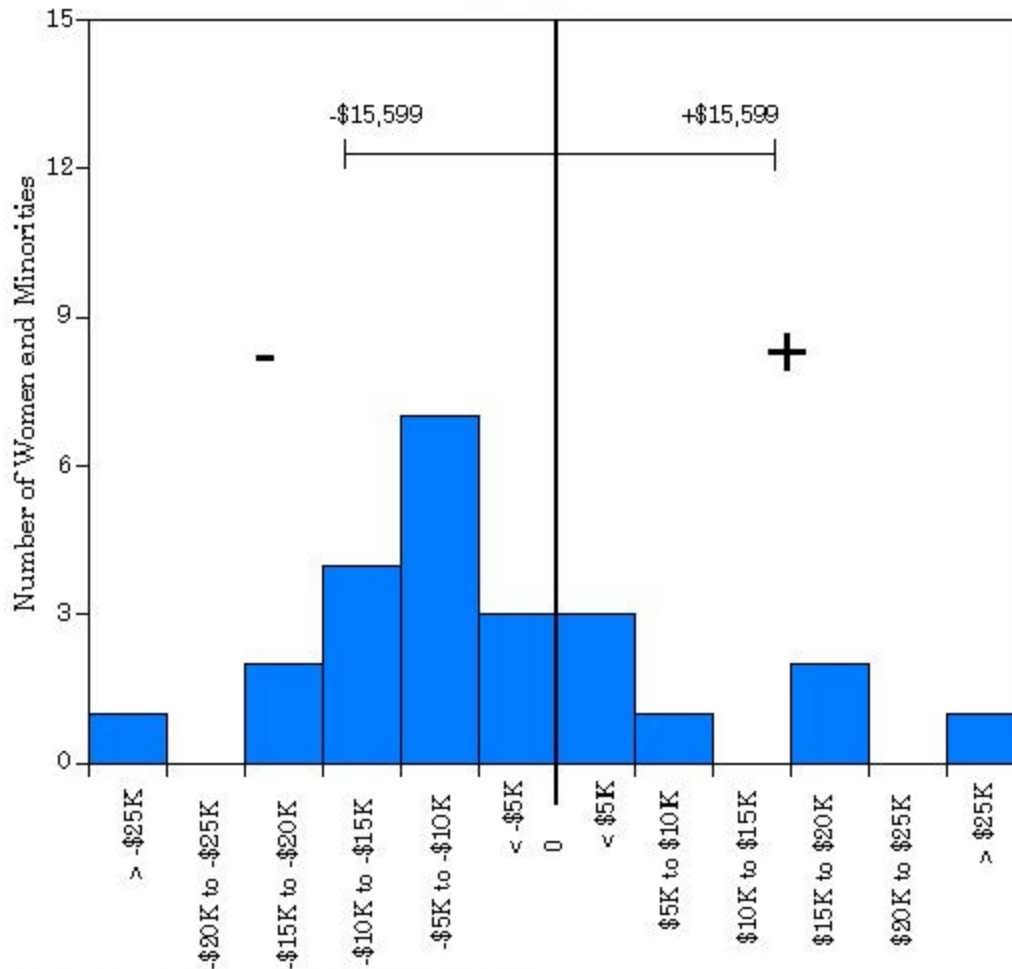
Residual = actual salary - predicted salary

Predicted salary = $\$30.49 * 10^5 + (\$421 * (\text{year of hire})) + (-\$2,477 * (\text{degree year})) + (\$568 * (\text{year of birth}))$

Standard error = \$16,795

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

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



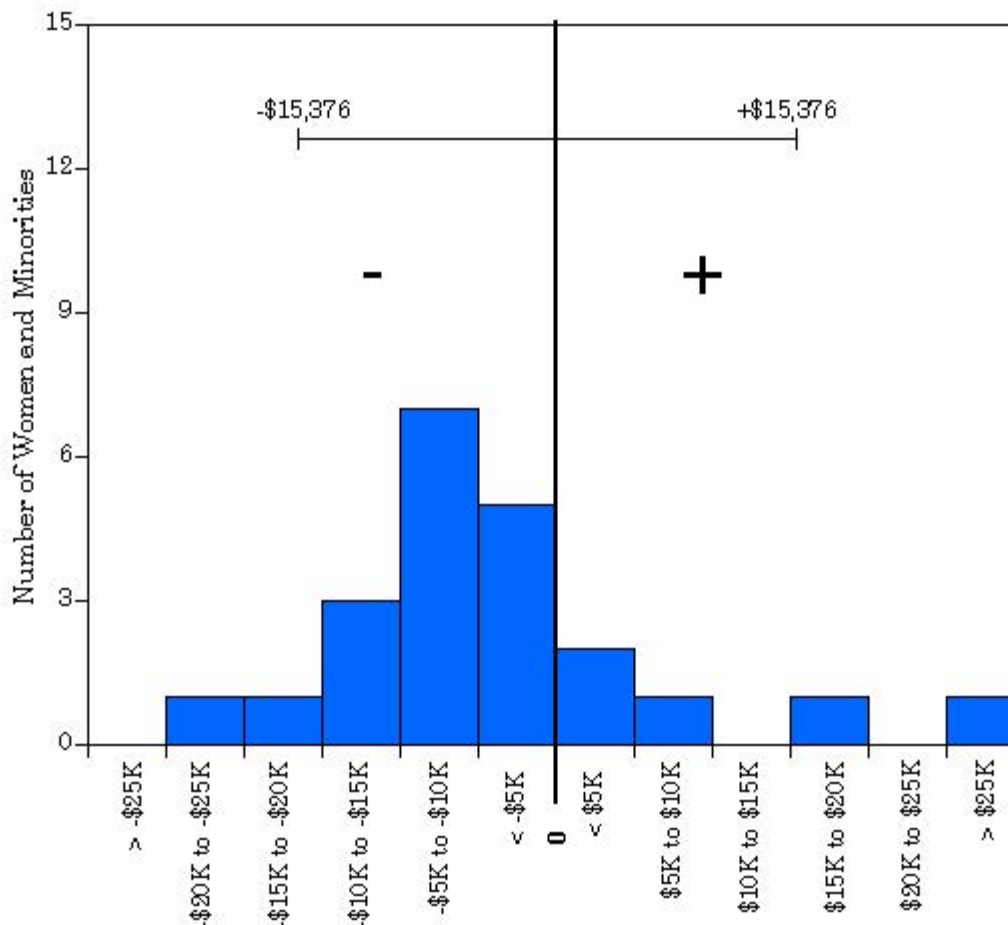
Residual = actual salary - predicted salary

Predicted salary = \$210,207 + (\$313 * (year of hire)) + (-\$1,959 * (degree year)) + (\$40 * (year of birth))

Standard error = \$15,599

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

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



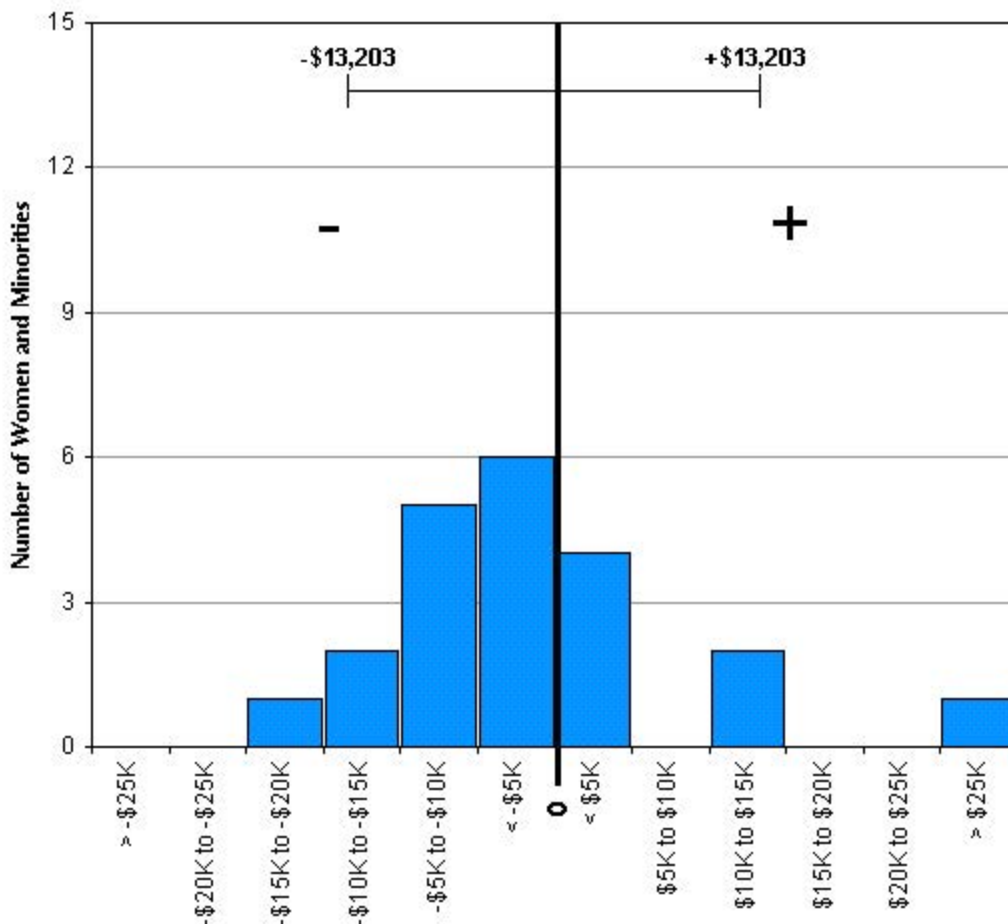
Residual = actual salary - predicted salary

Predicted salary = \$216,663 + (\$116 * (year of hire)) + (-\$2,071 * (degree year)) +
 (\$335 * (year of birth))

Standard error = \$15,376.

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

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



Residual = actual salary - predicted salary

Predicted salary = \$197,792 + (\$283 * (year of hire)) + (-\$2,193 * (degree year)) + (\$440 * (year of birth))

Standard error = \$13,203.

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