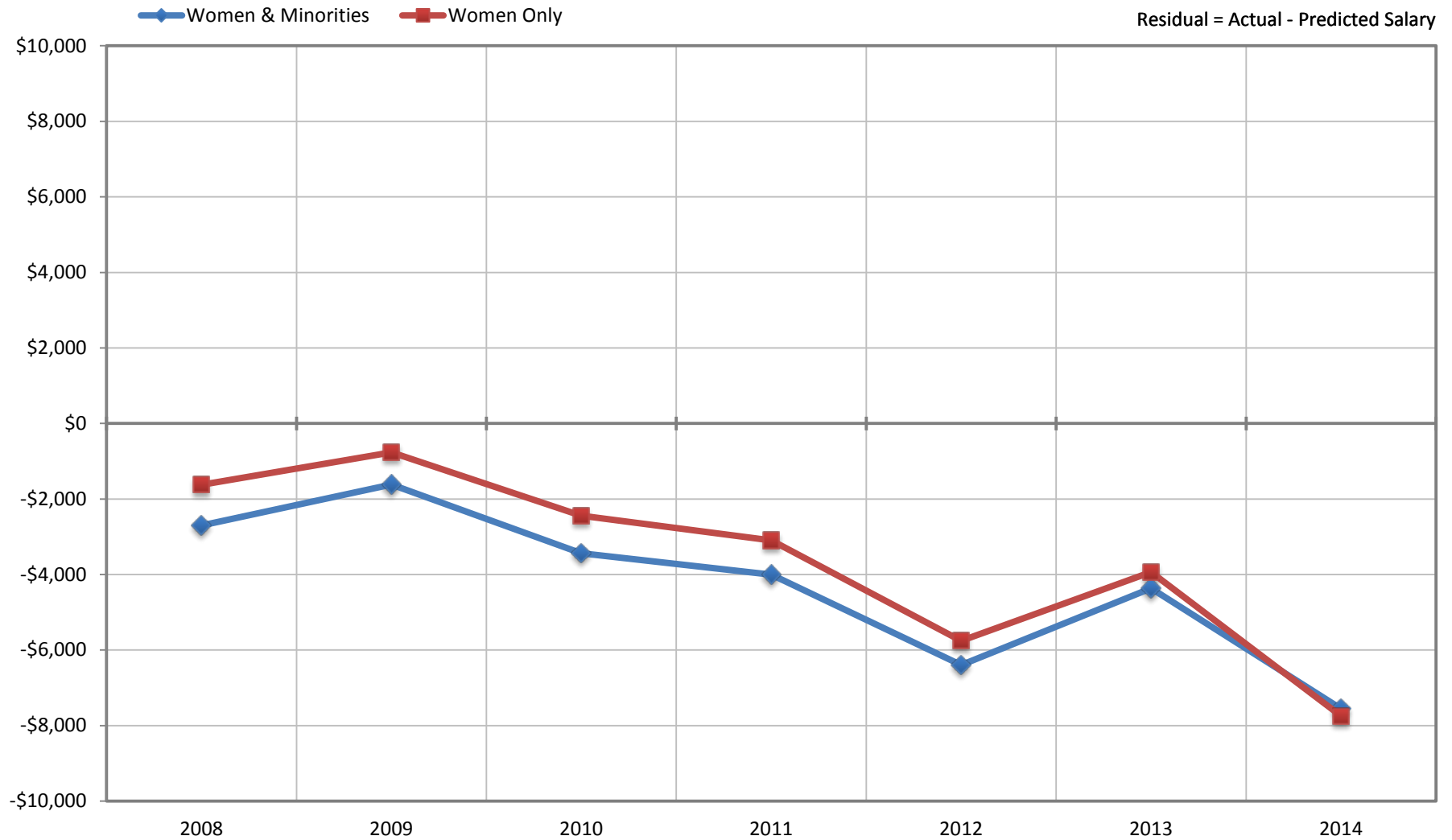


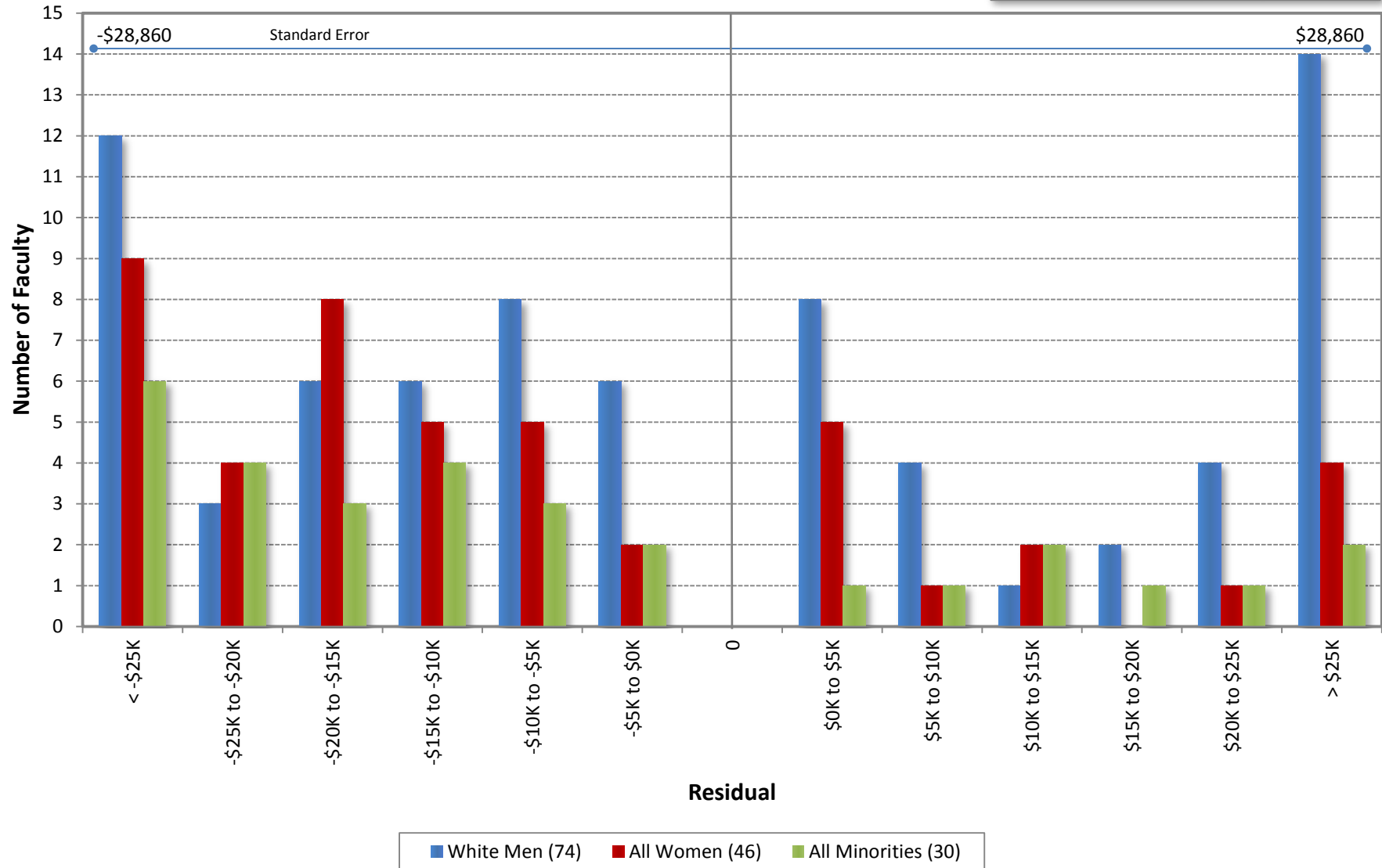
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Sciences - with Economics Adjustment*
October 2008 through 2014



*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.

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science with Economics Variable*
October 2014

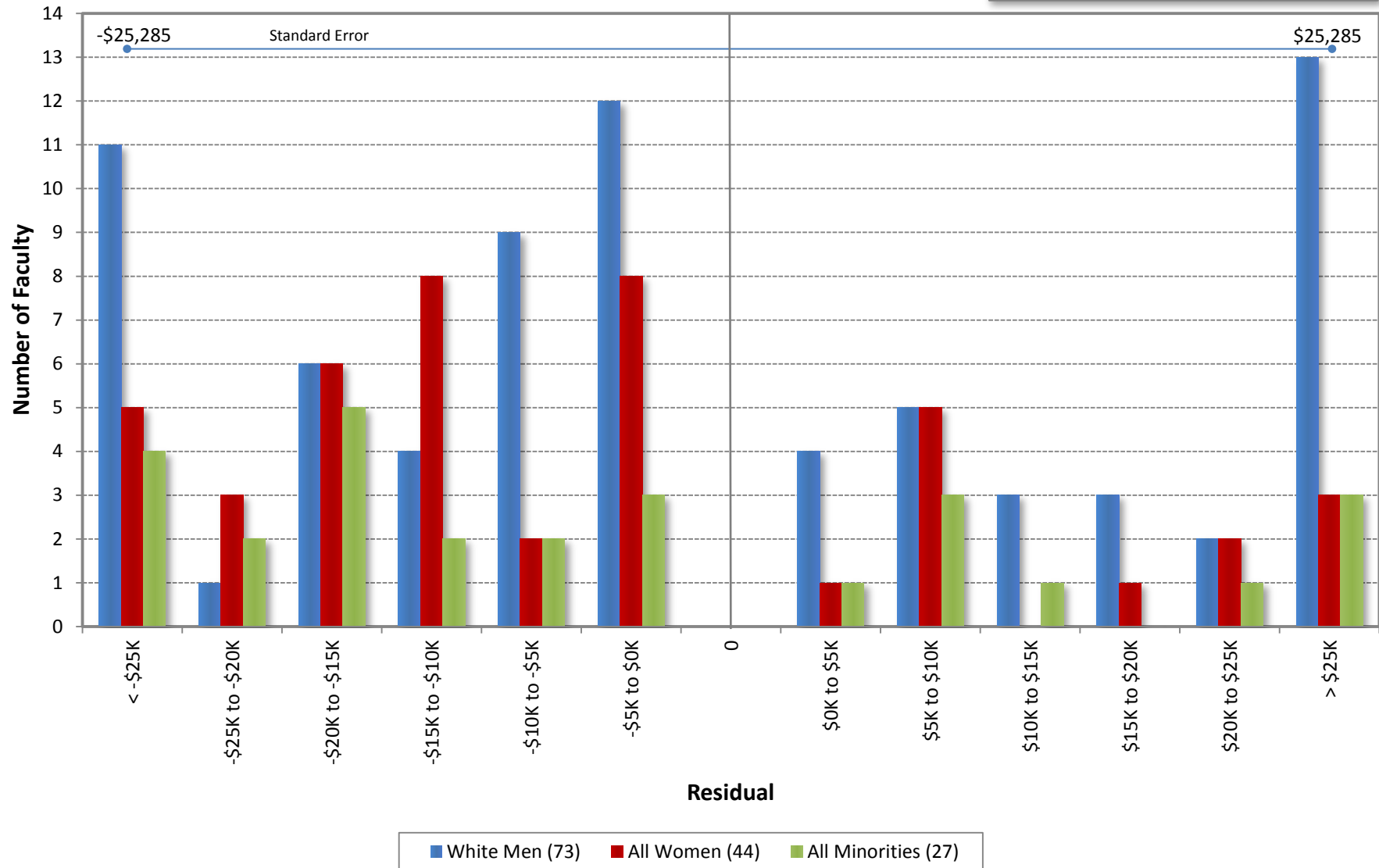
*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale



$$\text{Predicted Salary} = 2947765.05389621 + (\text{DegreeLevel} * 31348.860361867) + (\text{DegreeYear} * -3536.70822837411) + (\text{RegRankYr} * 2082.90852820768) + (\text{EconVar} * 53549.5610880076)$$

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

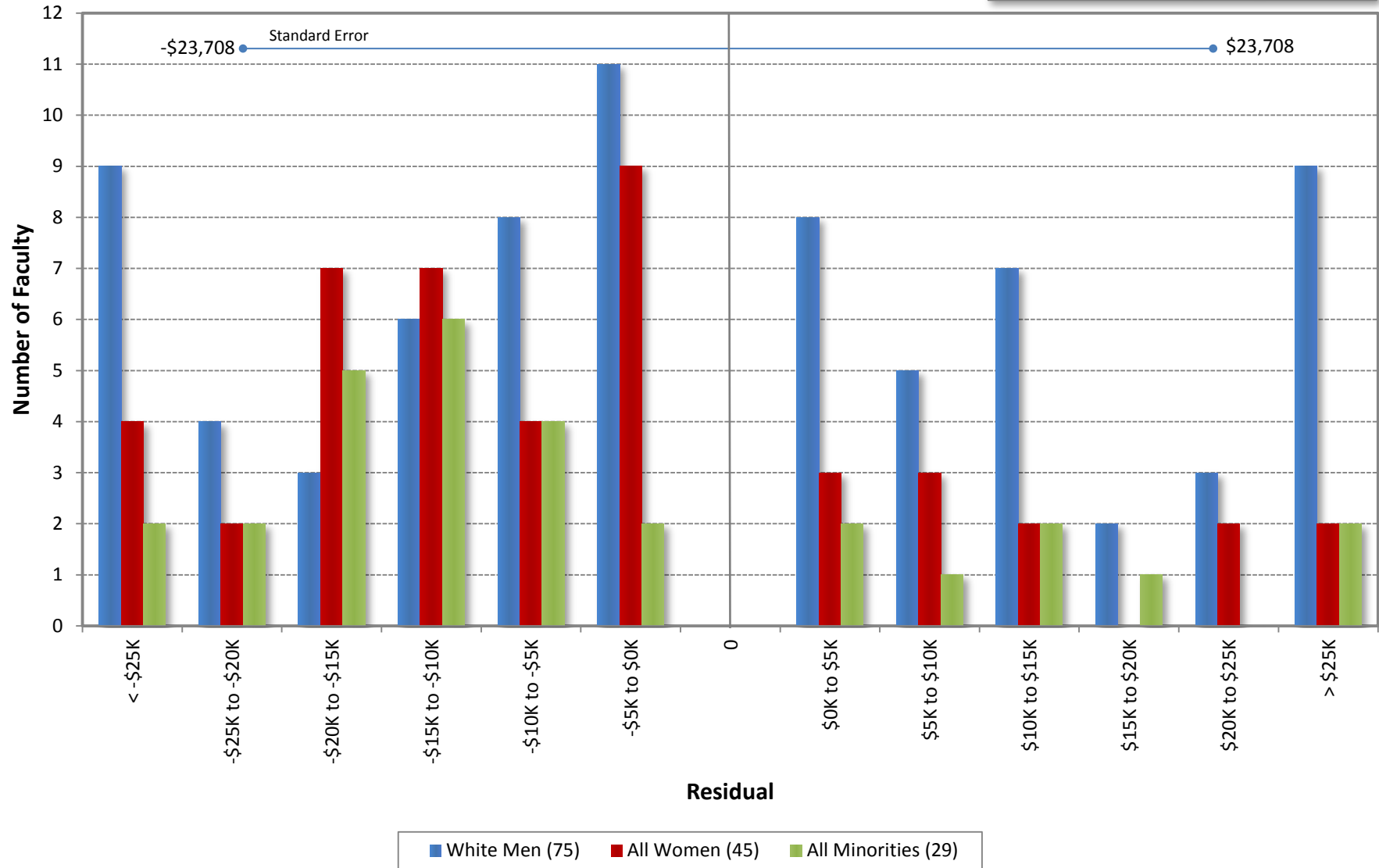
*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale



$$\text{Predicted Salary} = 3116176.15558319 + (\text{DegreeLevel} * 22274.0393346753) + (\text{DegreeYear} * 3137.42202362368) + (\text{RegRankYr} * 1605.78425311797) + (\text{EconVar} * 44286.02151685)$$

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science with Economics Variable*
October 2012

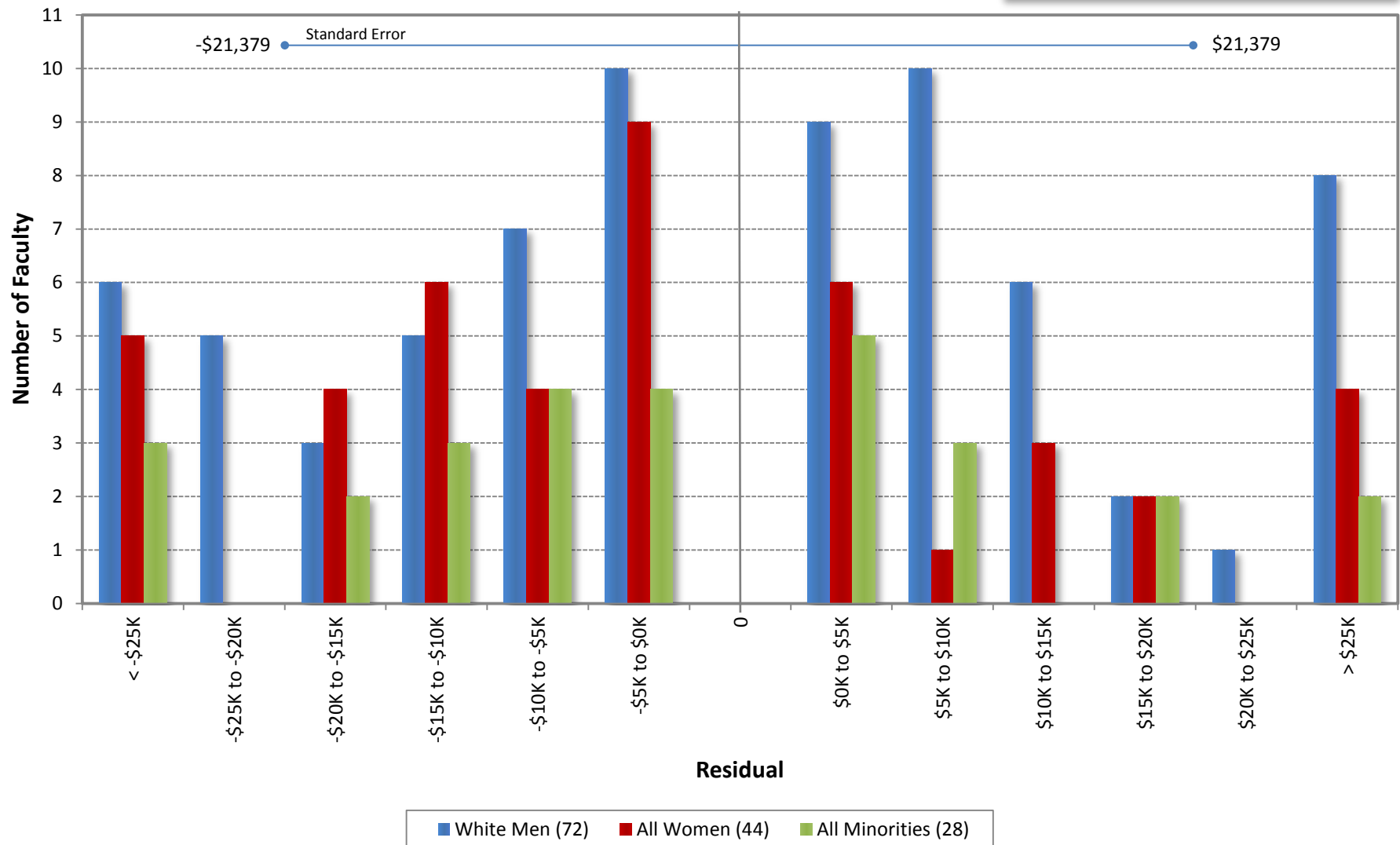
*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale



Residual = Actual Salary - Predicted Salary
 Predicted Salary = $3338206.82920723 + (\text{DegreeLevel} * 27823.3991060319) -$
 $(\text{DegreeYear} * 3236.15372601022) + (\text{RegRankYr} * 1584.56661112519) + (\text{EconVar} * 41049.5387722483)$

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science with Economics Variable*
October 2011

*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the

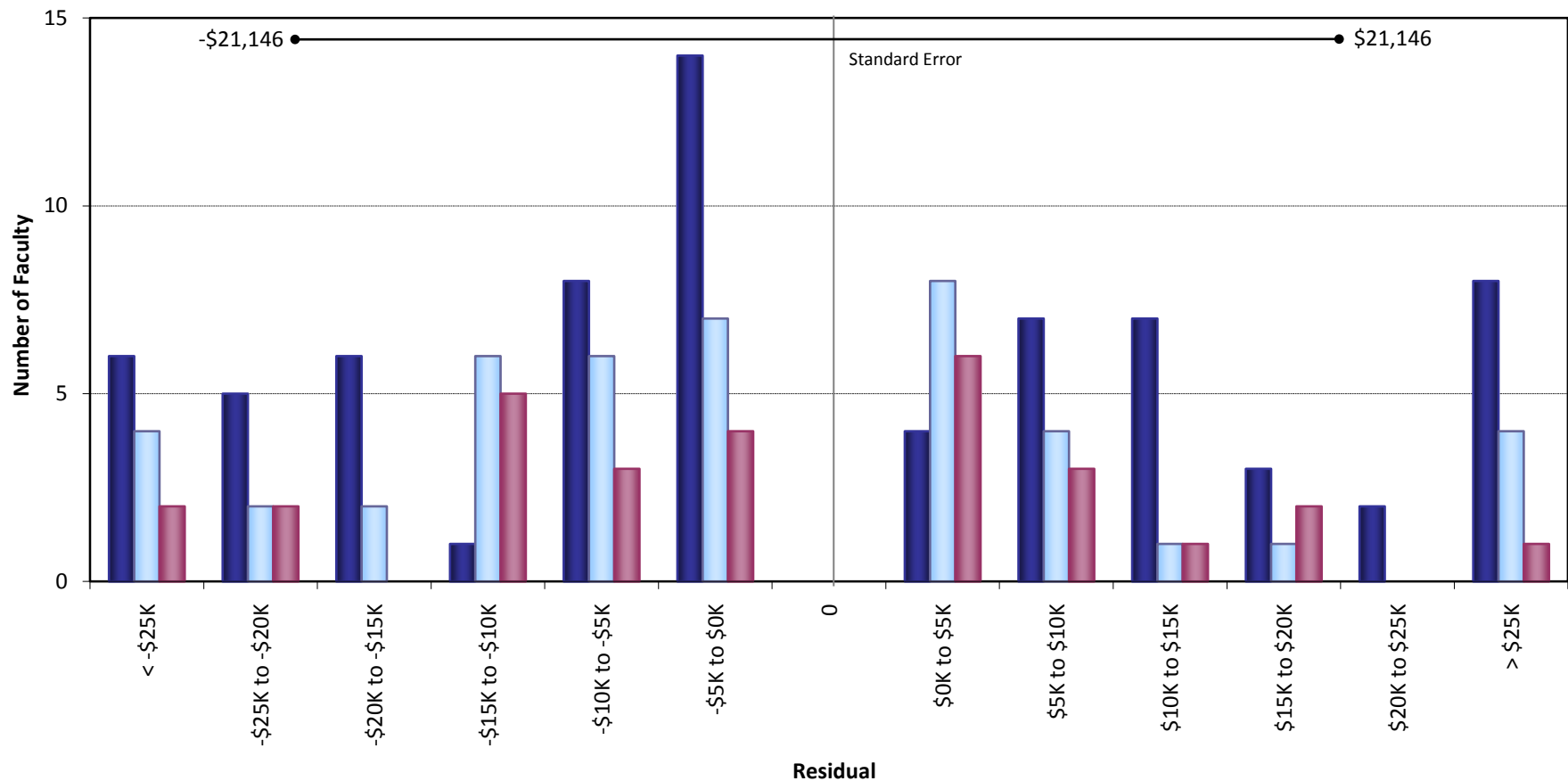


Residual = Actual Salary - Predicted Salary

Predicted Salary = $3536852.22040486 + (\text{DegreeLevel} * 23182.872254068) - (\text{DegreeYear} * 3217.00634132119) + (\text{RegRankYr} * 1467.47676720832) + (\text{EconVar} * 41388.774321298)$

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Sciences w/Economics Variable
October 2010

*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



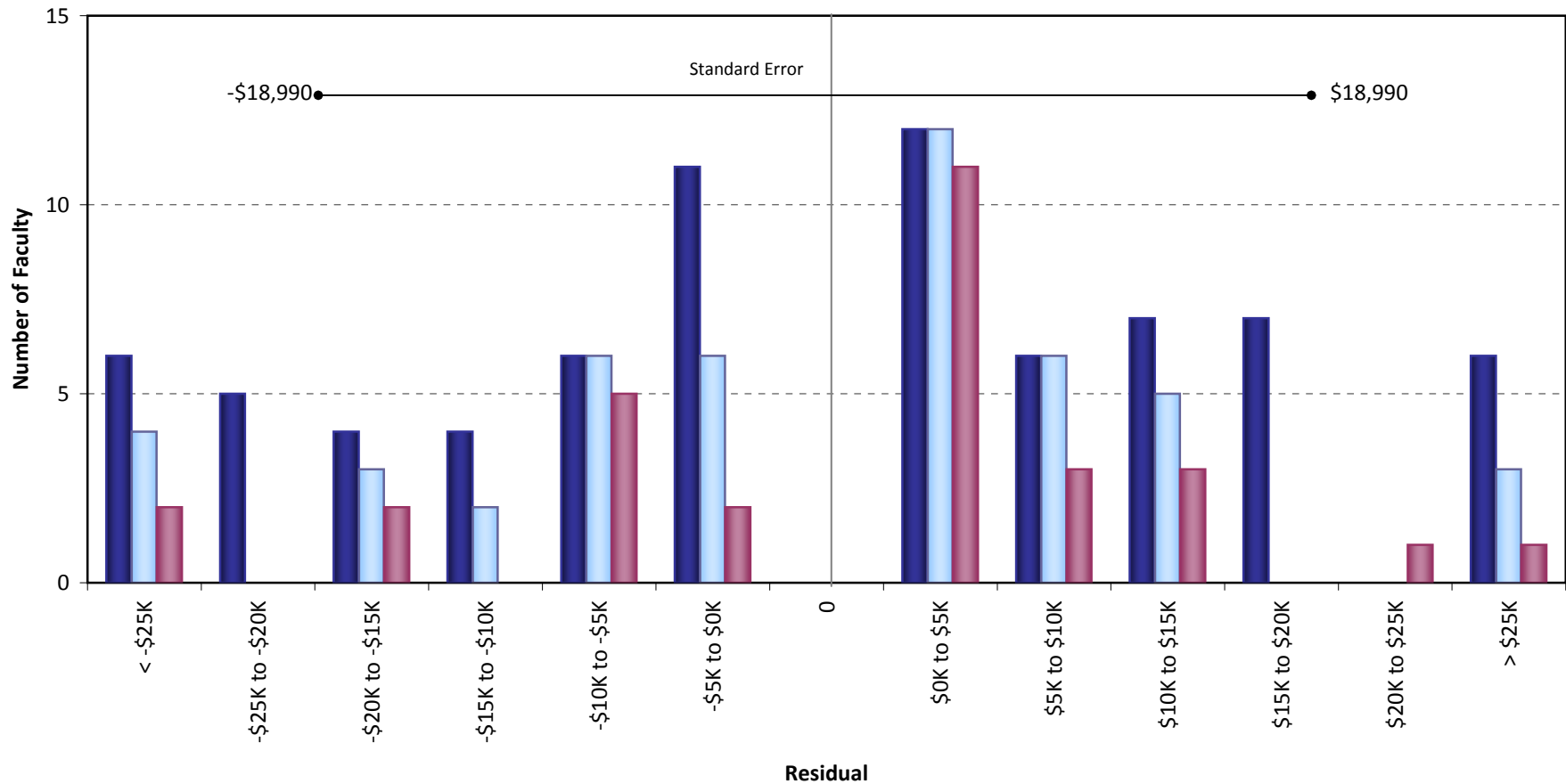
Residual = Actual Salary - Predicted Salary

■ White Men (71) ■ All Women (45) ■ All Minorities (29)

Predicted Salary = $3573814.83120711 + (\text{DegreeLevel} * 18323.9959522011) - (\text{DegreeYear} * 3169.18912271152) + (\text{RegRankYr} * 1403.42958811455) + (\text{EconVariable} * 37464.3349051988)$

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Sciences w/Economics Variable
October 2009

*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



Residual = Actual Salary - Predicted Salary

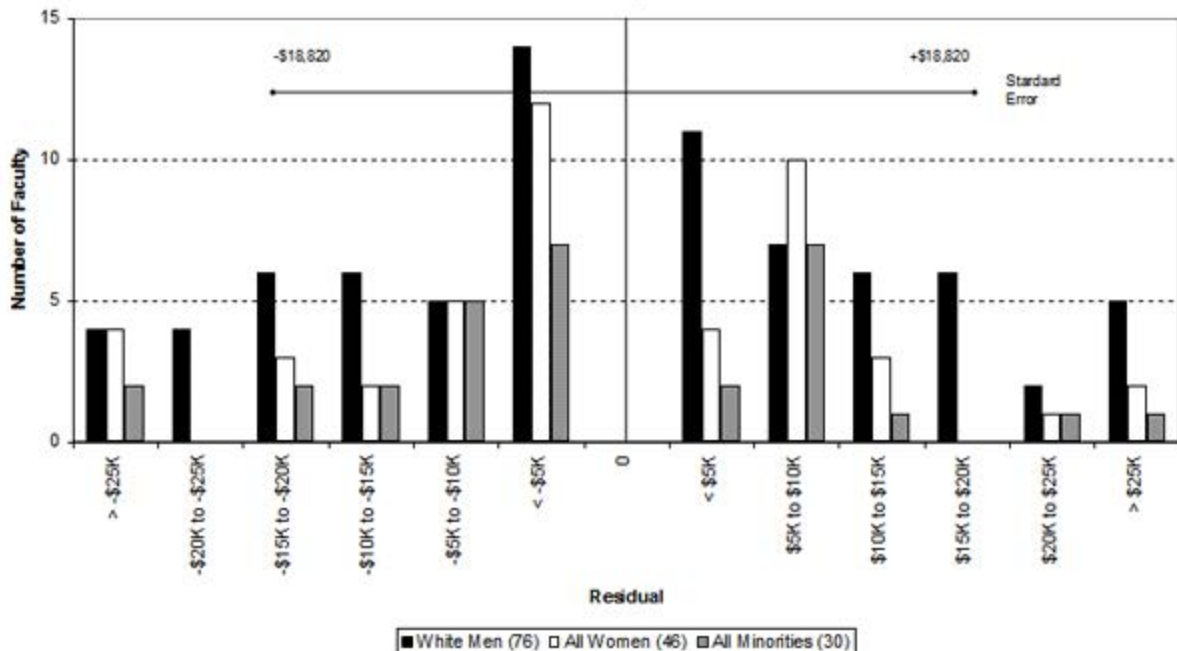
■ White Men (74) ■ All Women (47) ■ All Minorities (30)

Predicted Salary = $3937636.51055576 + (\text{DegreeLevel} * 15681.6122852873) - (\text{DegreeYear} * 3340.88289366769) + (\text{RegRankYr} * 1392.88832529445) + (\text{EconVariable} * 37429.5502446561)$

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

With Economics Adjustment*

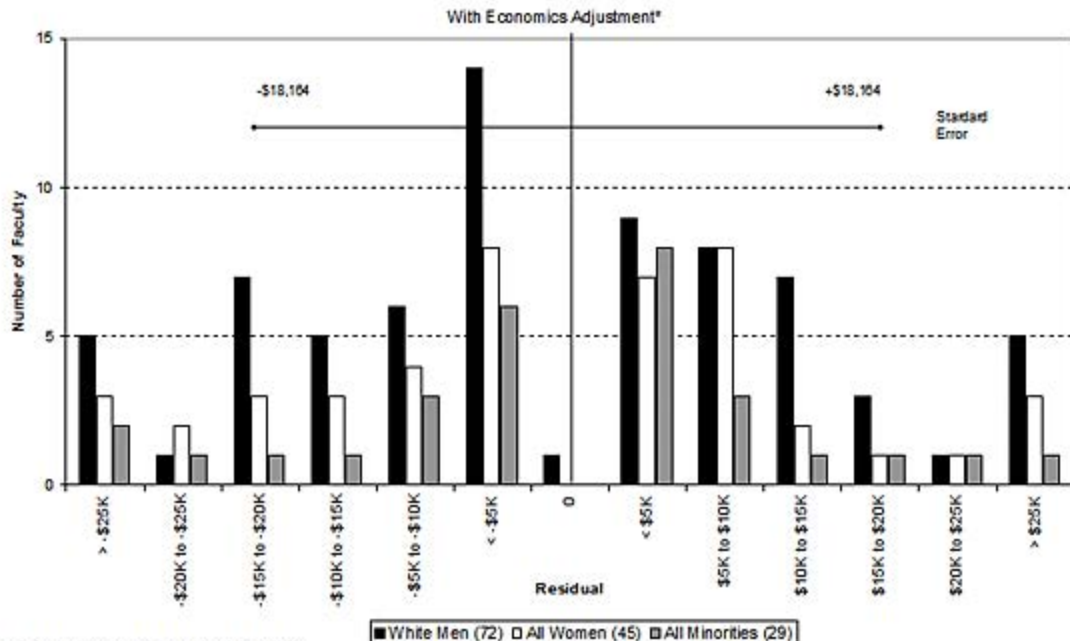
*Note: Effective 10/01/2007, faculty in the Department of Economics were moved to the Business/Engineering Scale, since renamed the "Business/Economics/Engineering" Scale



Residual = Actual Salary - Predicted Salary

Predicted Salary: $3882640 + (\text{degree level} * 2186.10) - (\text{degree year} * 3338.43) + (\text{UCI reg rank year} * 1430.952) + (\text{econ variable} * 34398.21)$

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

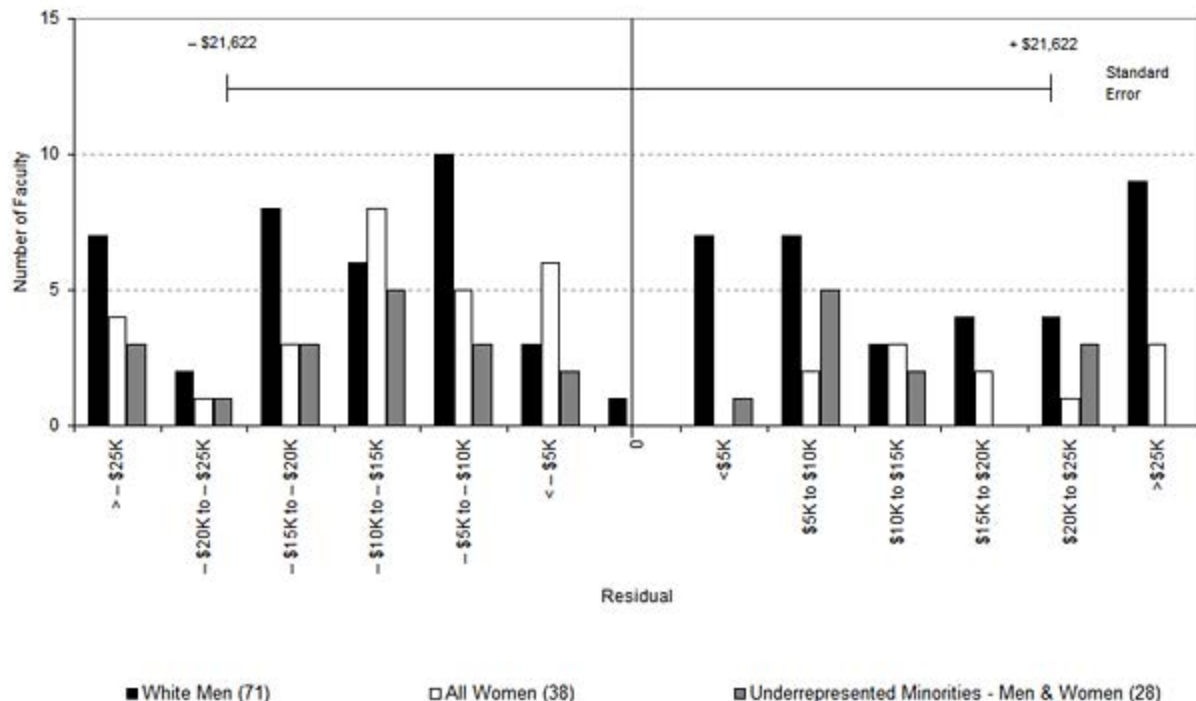


Residual = Actual Salary - Predicted Salary

Predicted Salary: $3874208 + (\text{degree indicator} * 18677.26) + (\text{degree year} * 3332.38) + (\text{UCI reg rank year} * 1411.255) + (\text{economics} * 30385.65)$

*Effective 10/01/07, Economics faculty moved to Business/Econ/Engr Scale.

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



Residual = Actual Salary - Predicted Salary

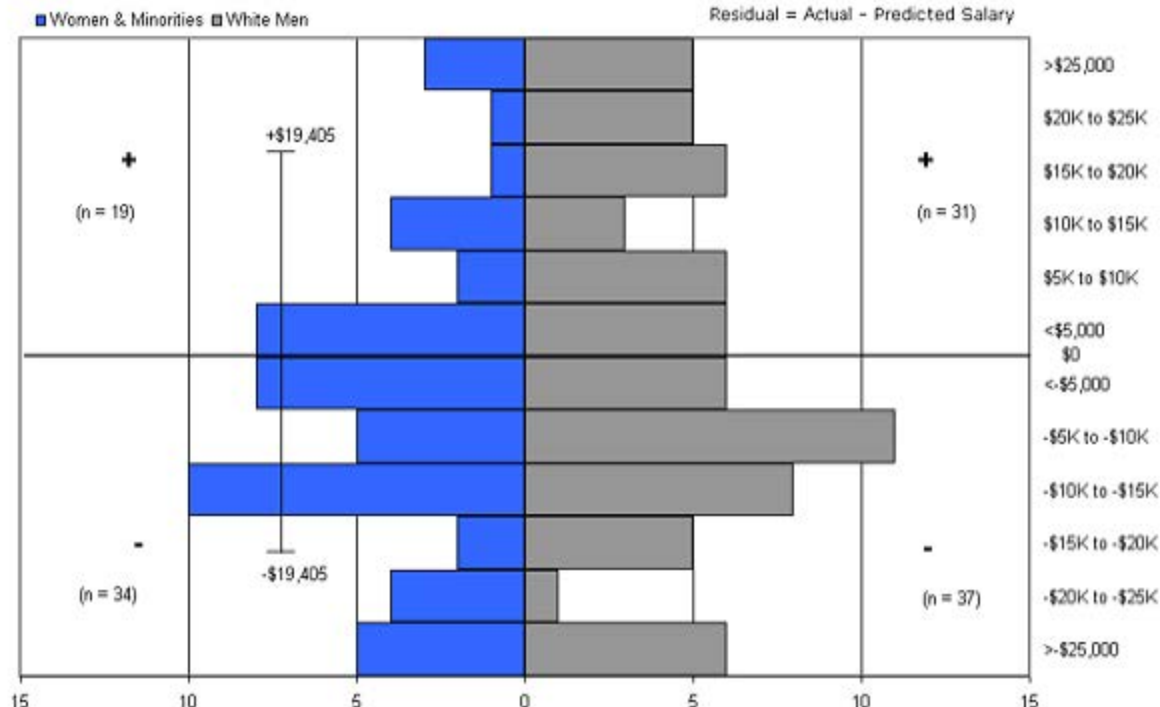
Predicted Salary = $2977362 + (\text{degree indicator} * 19851.43) - (\text{degree year} * 3228.54) + (\text{UCI reg ranks year} * 1756.155)$

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

Ladder Ranks Faculty Salary Residuals

School of Social Sciences

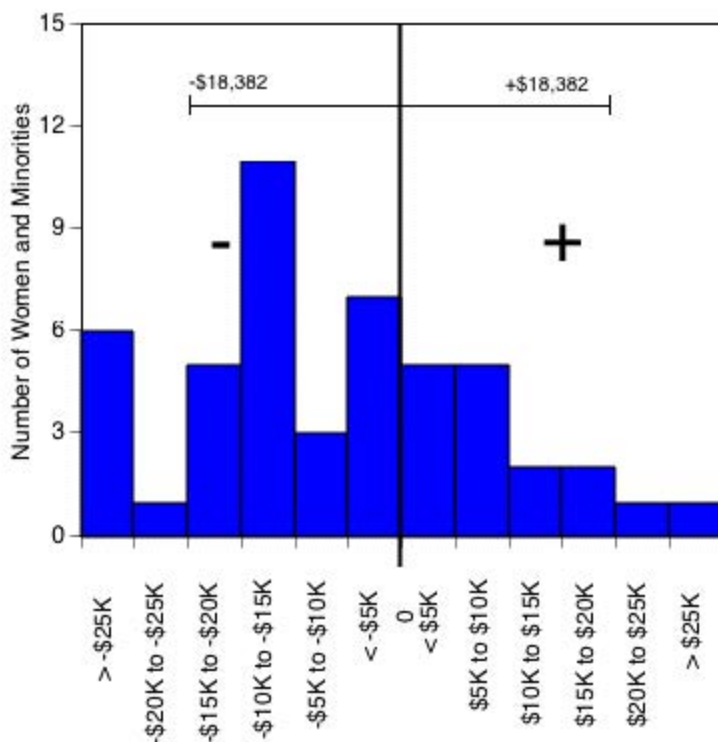
October 2005



Predicted salary = $\$3,310,131 + (\$1,313 * (\text{year of hire})) - (\$6,136 * (\text{degree indicator})) - (\$2,929 * (\text{degree year}))$

Standard error = \$19,405

University of California, Irvine
 Ladder Rank Faculty Salary Residuals--Revised Model
School of Social Sciences: Women and Minorities
 October 2004



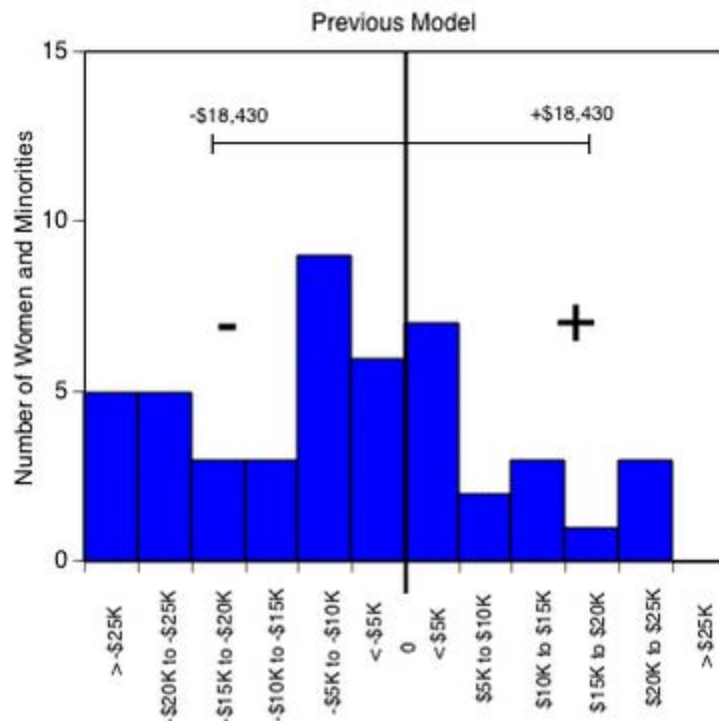
Residual = actual salary - predicted salary

Predicted salary = $\$3,357,323 + (\$947 * (\text{year of hire})) + (-\$2,594 * (\text{degree year}))$

Standard error = \$18,382

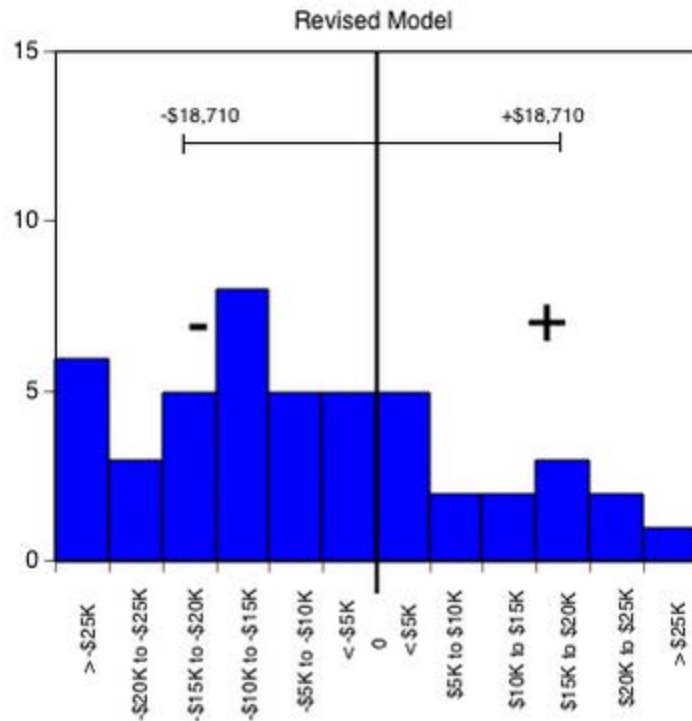
Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,
 Pay Equity Study.

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



Predicted salary = $\$3,012,938 + (\$1,143 * (\text{year of hire})) +$
 $(-\$4,074 * (\text{degree year})) + (\$1,478 * \text{year of birth})$

Standard error = \$18,430



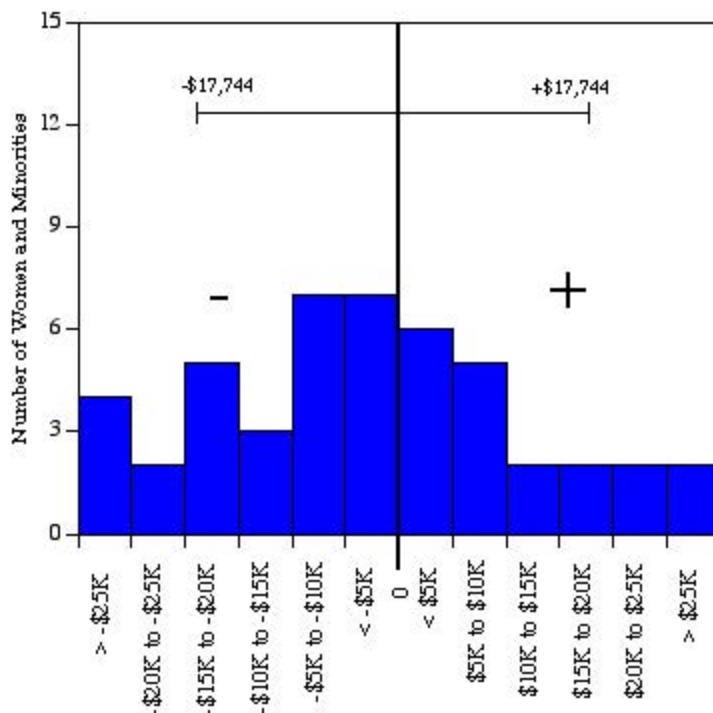
Predicted salary = $\$3,270,449 + (\$1,083 * (\text{year of hire})) +$
 $(-\$2,688 * (\text{degree year}))$

Standard error = \$18,710

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 Social Sciences: Women and Minorities
 October 2002



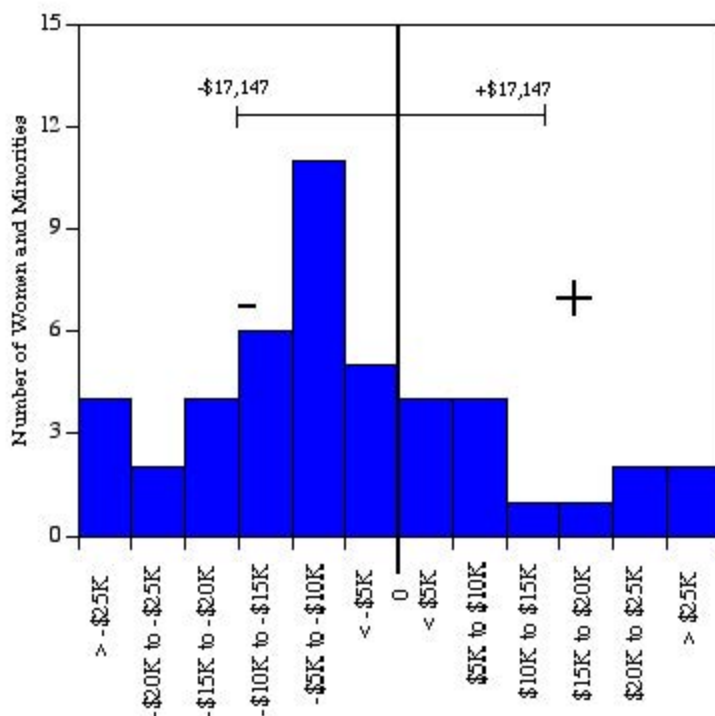
Residual = actual salary - predicted salary

Predicted salary = \$3,217,399 + (\$1,089 * (year of hire)) + (\$13,808 * (degree indicator)) +
 (-\$3,657 * (degree year)) + (\$988 * (year of birth))

Standard error = \$17,744

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 Social Sciences: Women and Minorities
October 2001



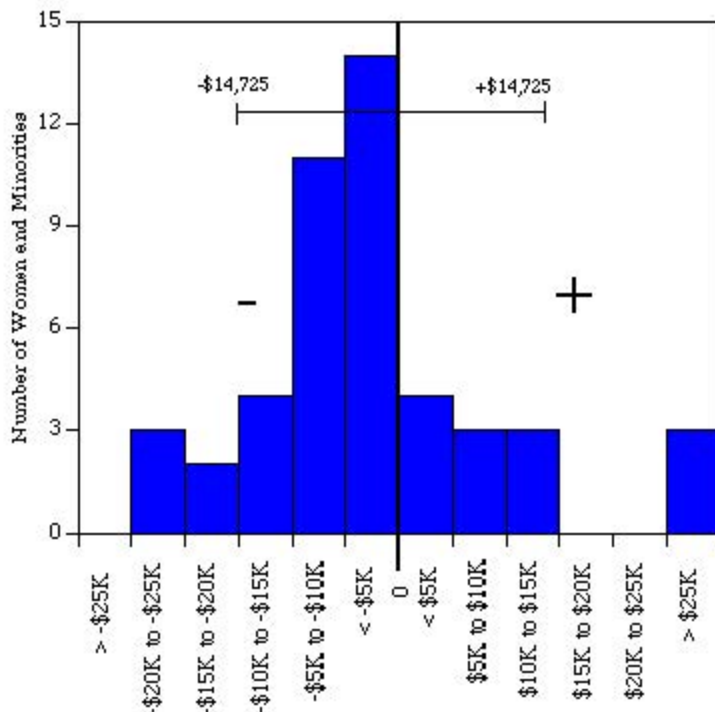
Residual = actual salary - predicted salary

Predicted salary = $\$31.75 * 10^5 + (\$1,114 * (\text{year of hire})) + (-\$3,450 * (\text{degree year})) + (\$788 * (\text{year of birth}))$

Standard error = \$17,147

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

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



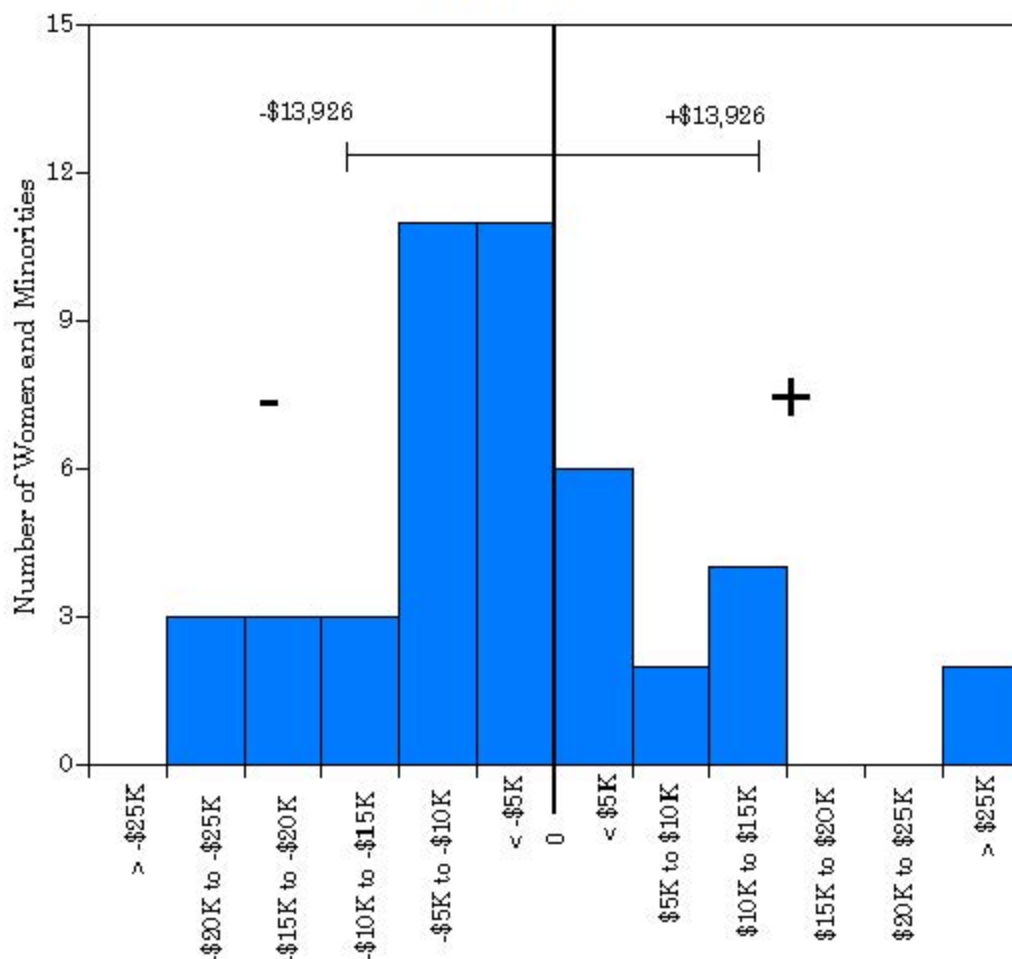
Residual = actual salary - predicted salary

Predicted salary = $\$31.75 * 10^5 + (\$1,024 * (\text{year of hire})) + (-\$3,347 * (\text{degree year})) + (\$772 * (\text{year of birth}))$

Standard error = \$14,725

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

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



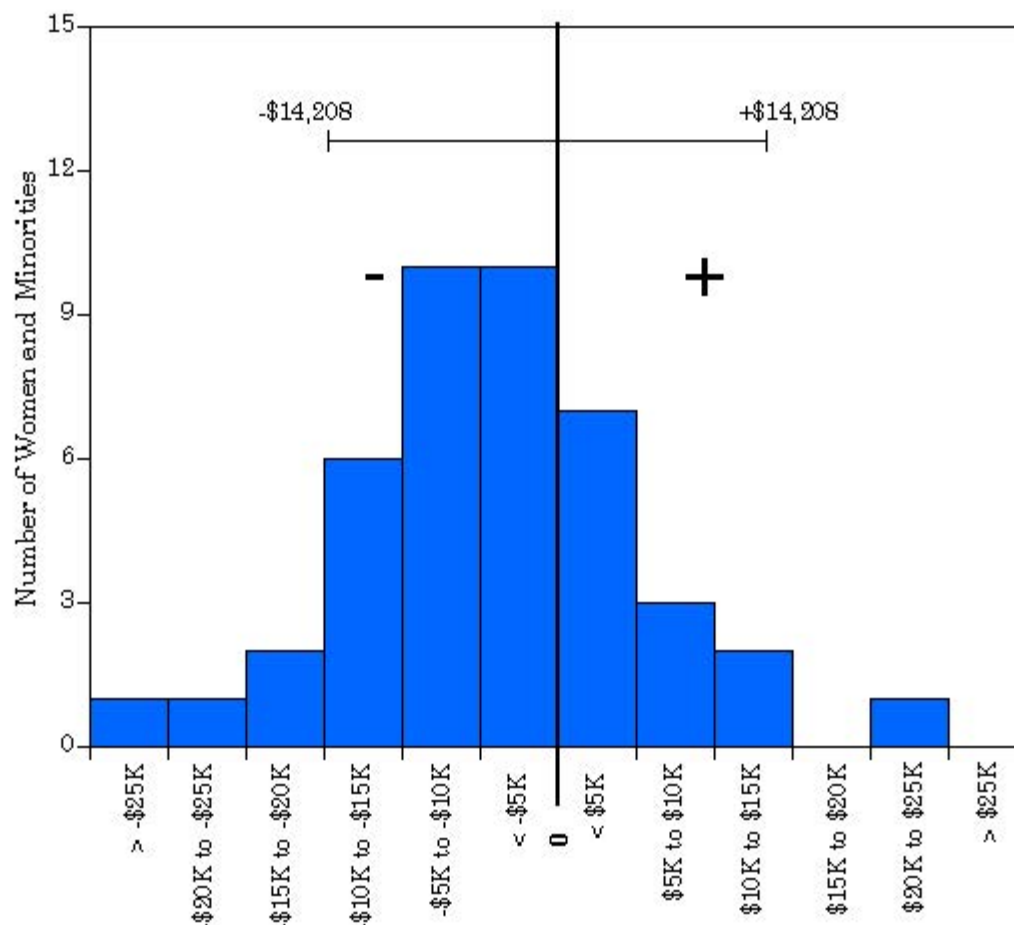
Residual = actual salary - predicted salary

Predicted salary = \$225,540 + (\$789 * (year of hire)) + (-\$2,951 * (degree year)) +
(\$534 * (year of birth))

Standard error = \$13,926

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

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



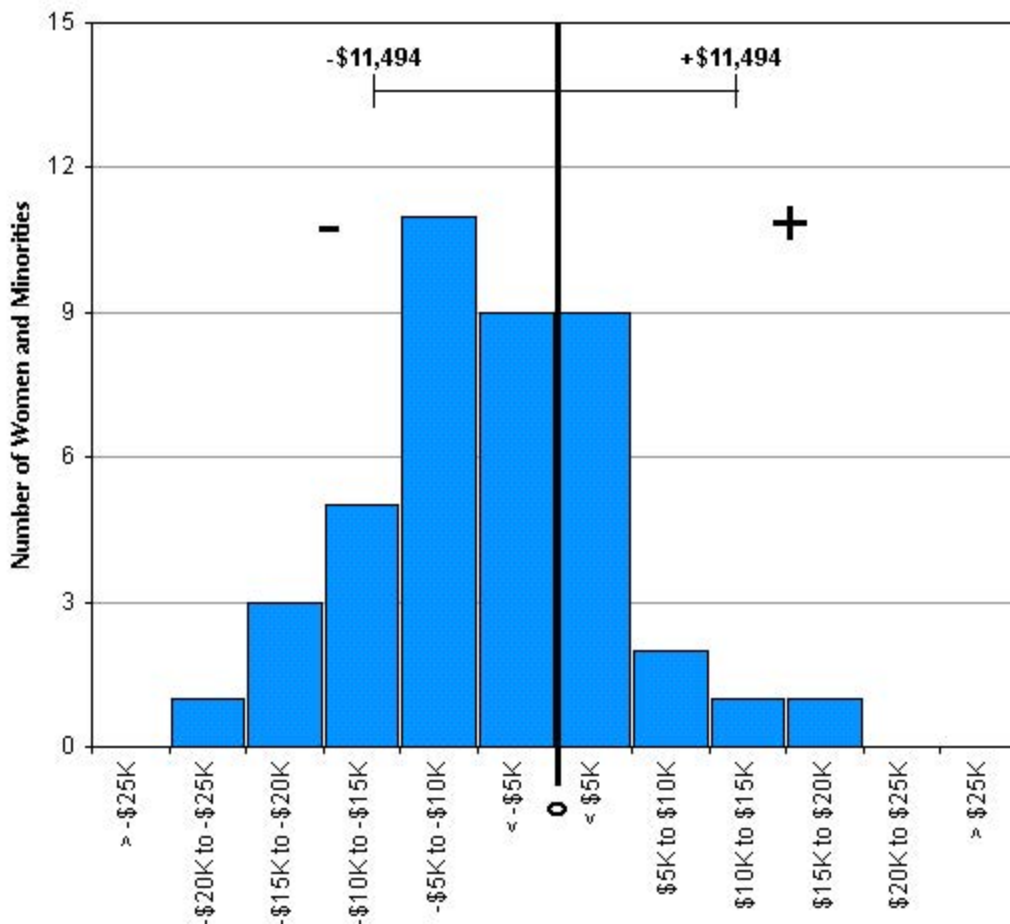
Residual = actual salary - predicted salary

Predicted salary = \$208,440 + (\$398 * (year of hire)) + (-\$1,927 * (degree year)) +
(-\$175 * (year of birth))

Standard error = \$14,208.

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

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



Residual = actual salary - predicted salary

Predicted salary = \$187,039 + (\$346 * (year of hire)) + (-\$1,784 * (degree year)) + (-\$66 * (year of birth))

Standard error = \$11,494.

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