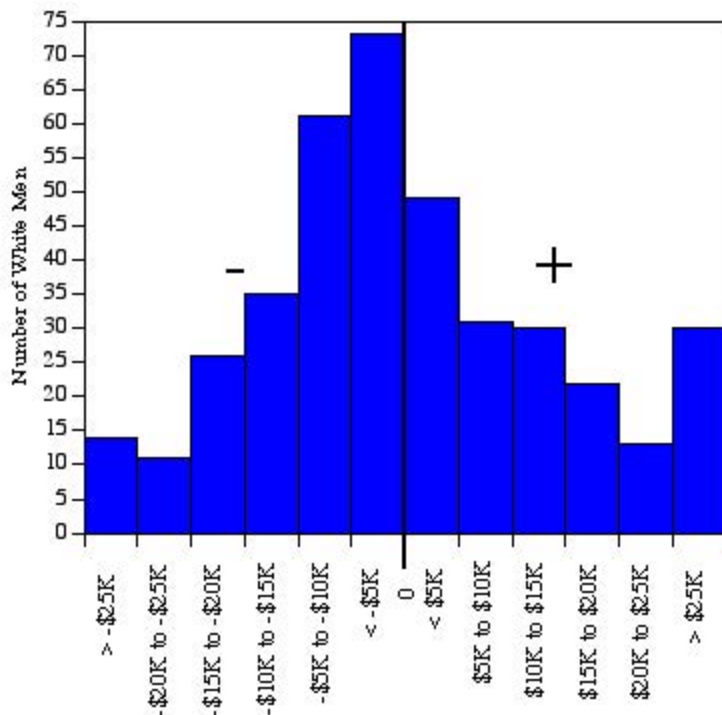


University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus White Men
 October 2002

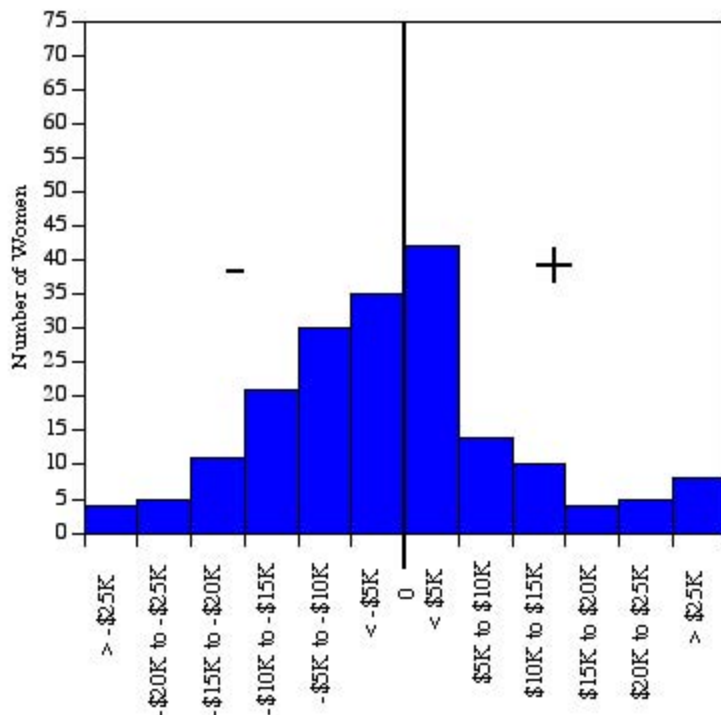


Residuals (predicted - actual salary) are calculated separately for each academic unit.

Standard error ranges from \$10,971 to \$26,695.

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

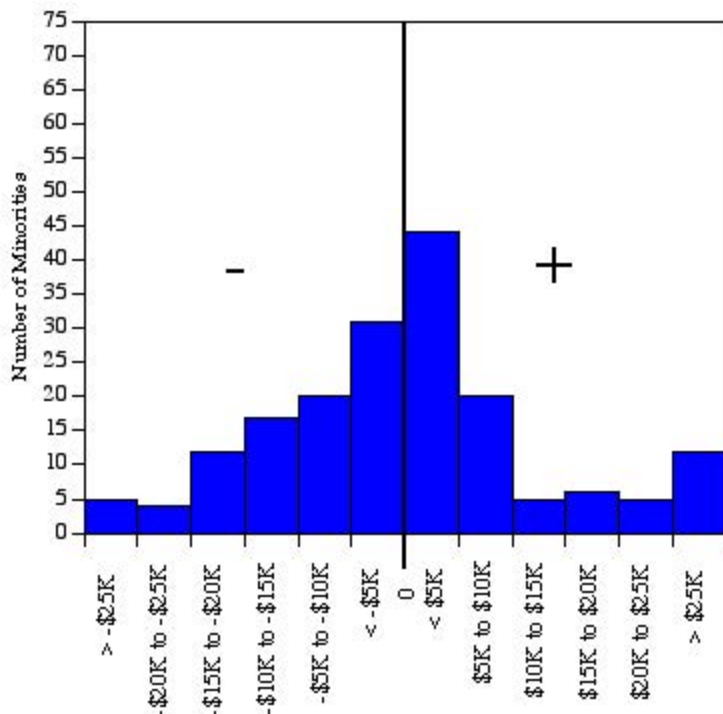
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Women
 October 2002



Residuals (predicted - actual salary) are calculated separately for each academic unit.
 Standard error ranges from \$10,971 to \$26,695.

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
General Campus Minorities
 October 2002

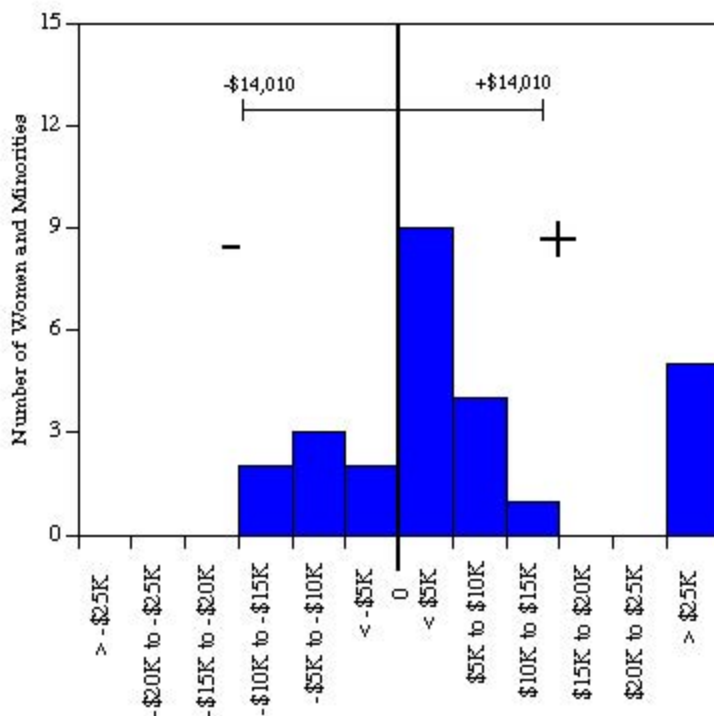


Residuals (predicted - actual salary) are calculated separately for each academic unit.

Standard error ranges from \$10,971 to \$26,695.

Sources: Payroll/Personnel System Extract as of 10-31-2002, 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



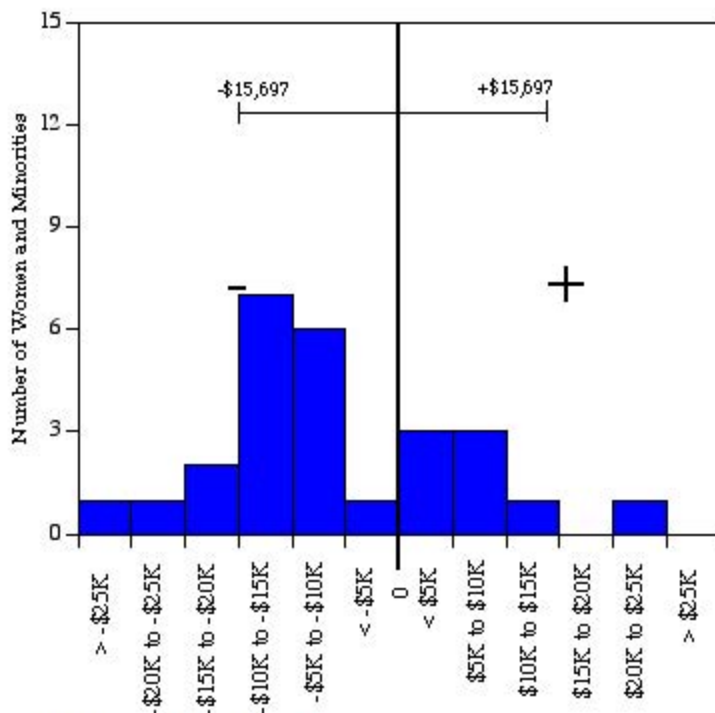
Residual = actual salary - predicted salary

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 2002



Residual = actual salary - predicted salary

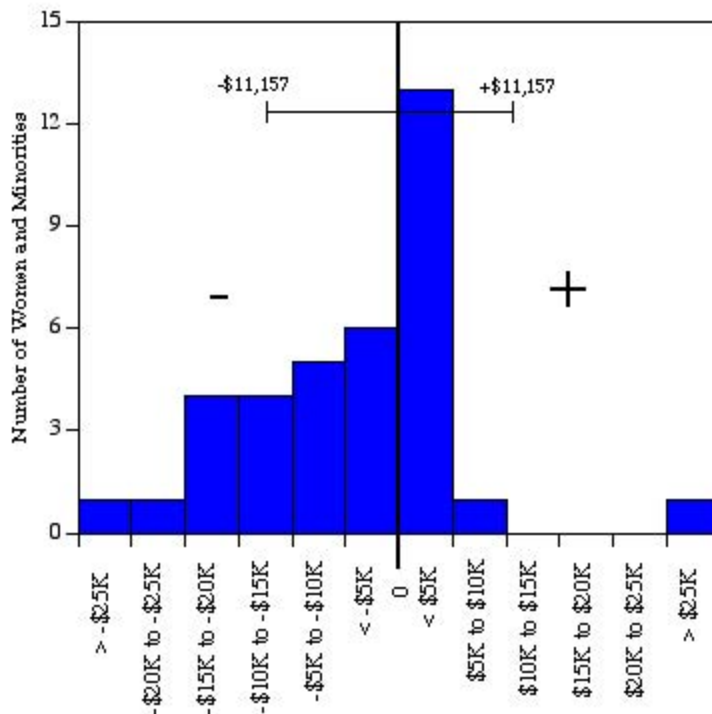
Predicted salary = \$3,942,089 + (\$1,077 * (year of hire)) + (-\$4,003 * (degree year)) + (\$991* (year of birth))

Standard error = \$15,697

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

The Henry Samueli School of Engineering: Women and Minorities

October 2002



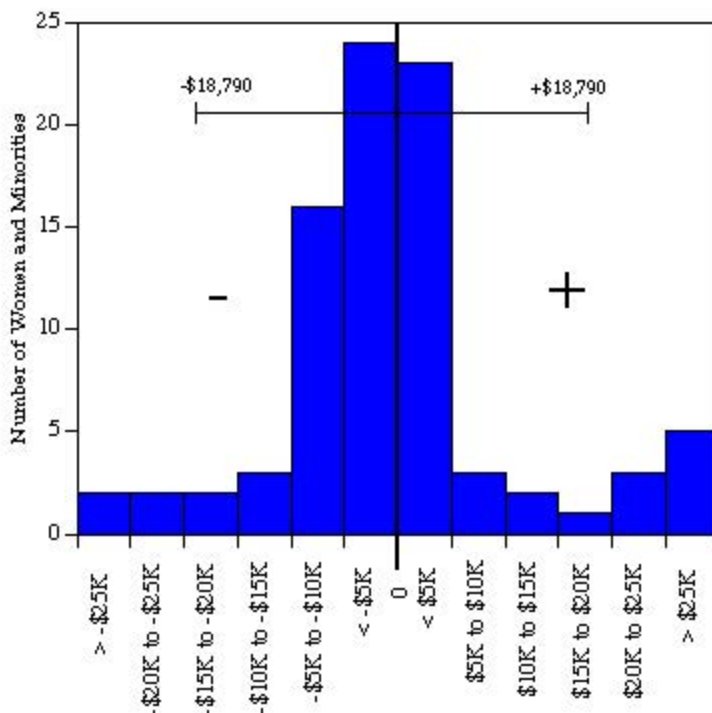
Residual = actual salary - predicted salary

Predicted salary = $\$3,230,327 + (\$1,237 * (\text{year of hire})) + (\$28,689 * (\text{degree indicator})) + (-\$1,466 * (\text{degree year})) + (-\$1,403 * (\text{year of birth}))$

Standard error = \$11,157

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 Humanities: Women and Minorities
 October 2002



Residual = actual salary - predicted salary

Predicted salary = $\$3,619,975 + (\$568 * (\text{year of hire})) + (-\$4,468 * (\text{degree indicator})) + (-\$2,629 * (\text{degree year})) + (\$285 * (\text{year of birth}))$

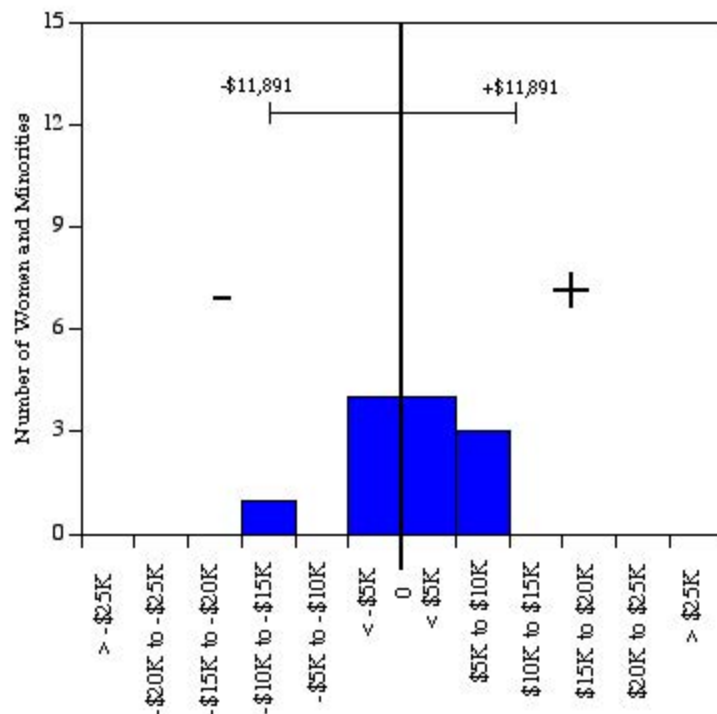
Standard error = \$18,790

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 2002



Residual = actual salary - predicted salary

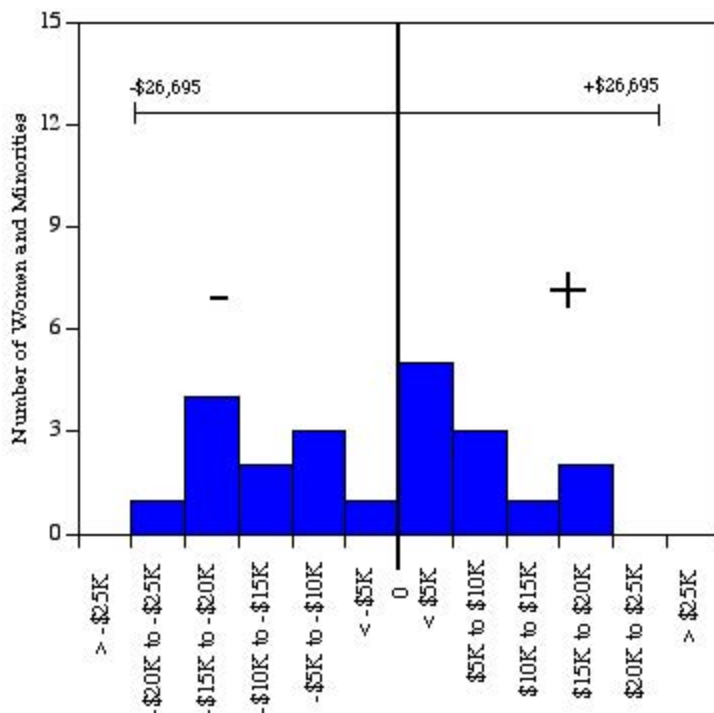
Predicted salary = \$2,687,234 + (\$359 * (year of hire)) + (-\$1,207 * (degree year)) + (-\$466* (year of birth))

Standard error = \$11,891

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

Graduate School of Management: Women and Minorities

October 2002



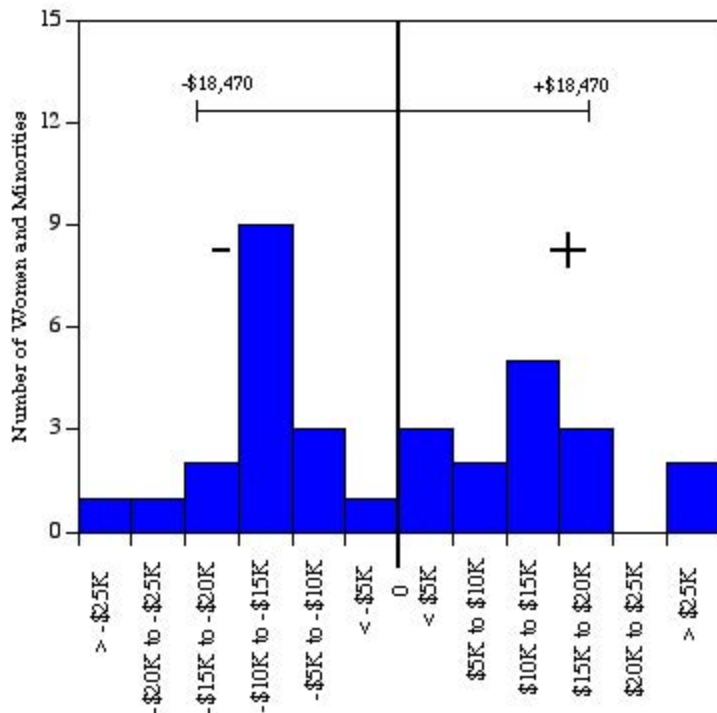
Residual = actual salary - predicted salary

Predicted salary = $\$761,780 + (\$1,132 * (\text{year of hire})) + (-\$2,878 * (\text{degree year})) + (\$1,443 * (\text{year of birth}))$

Standard error = $\$26,695$

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 2002



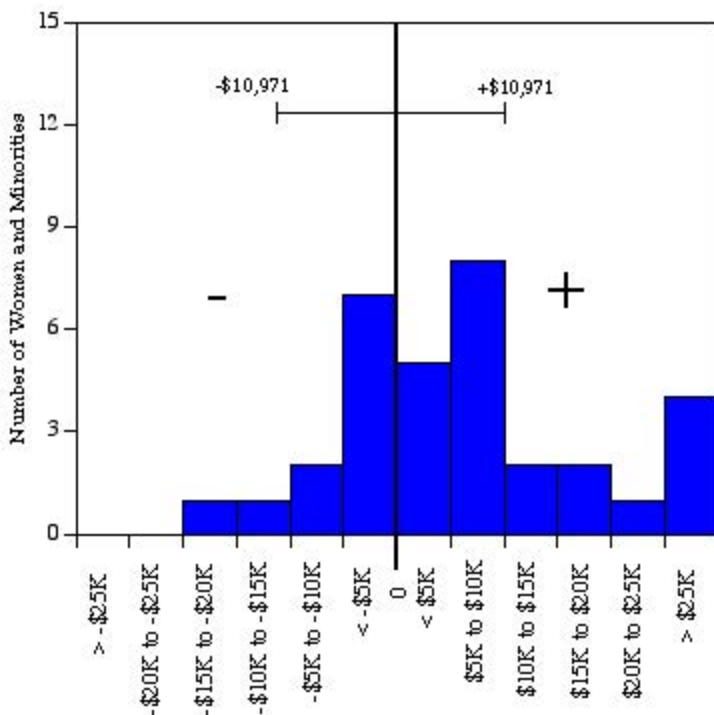
Residual = actual salary - predicted salary

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 Social Ecology: Women and Minorities
 October 2002



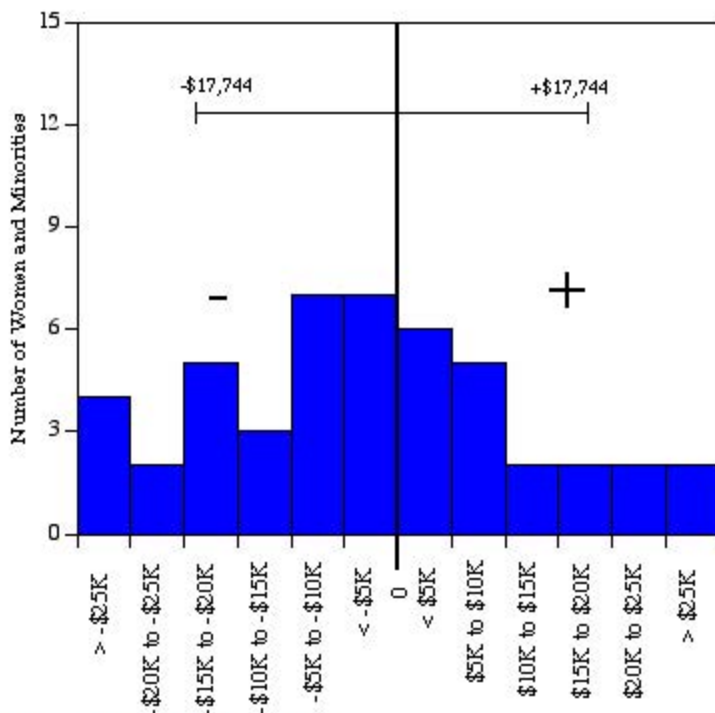
Residual = actual salary - predicted salary

Predicted salary = $\$3,425,330 + (-\$288 * (\text{year of hire})) + (-\$1,174 * (\text{degree year})) + (-\$230 * (\text{year of birth}))$

Standard error = \$10,971

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 2002



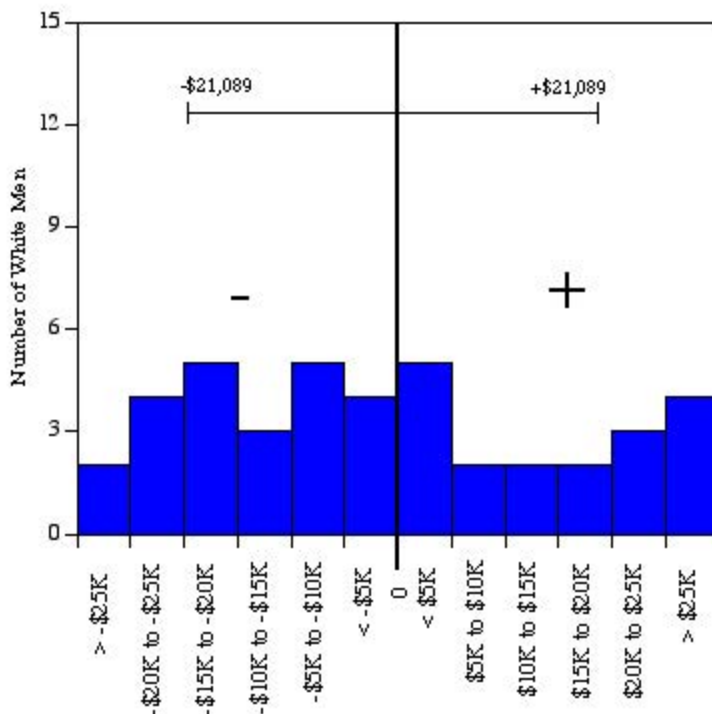
Residual = actual salary - predicted salary

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
College of Medicine Basic Sciences: White Men
 October 2002



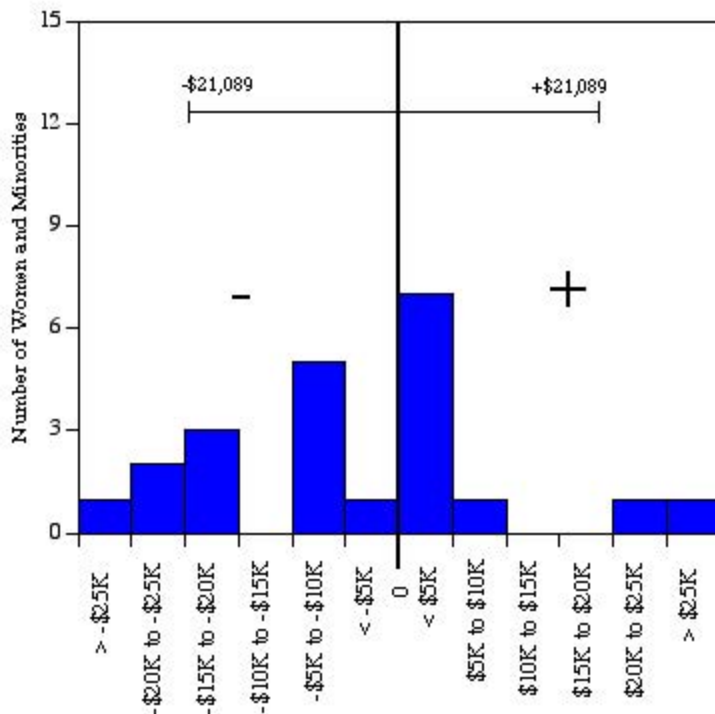
Residual = actual salary - predicted salary; base salary only

Predicted salary = $\$4,107,378 + (\$1,381 * (\text{year of hire})) + (-\$1,784 * (\text{degree year})) + (-\$1,650 * (\text{year of birth}))$

Standard error = \$21,089

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
College of Medicine Basic Sciences Women and Minorities
 October 2002



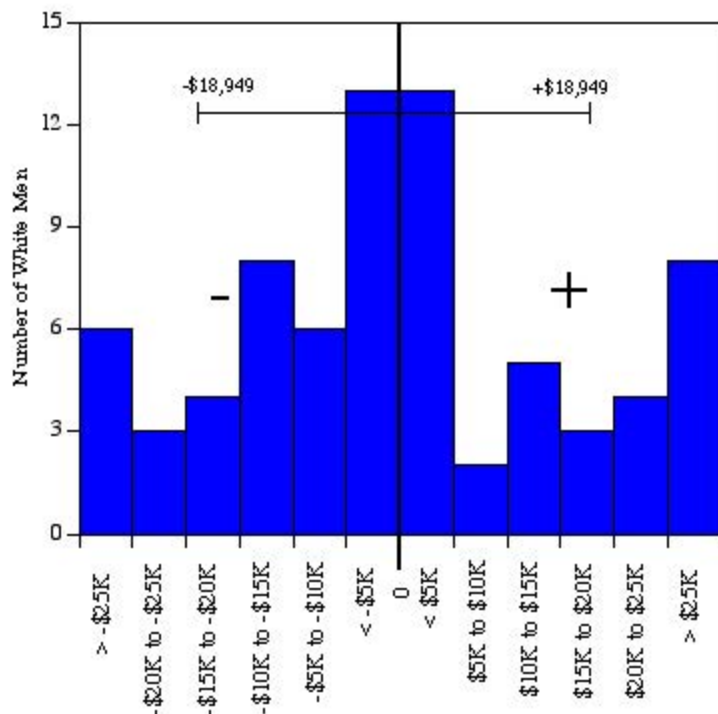
Residual = actual salary - predicted salary; base salary only

Predicted salary = \$4,107,378 + (\$1,381 * (year of hire)) + (-\$1,784 * (degree year)) +
 (-\$1,650 * (year of birth))

Standard error = \$21,089

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
College of Medicine Clinical Sciences: White Men
 October 2002



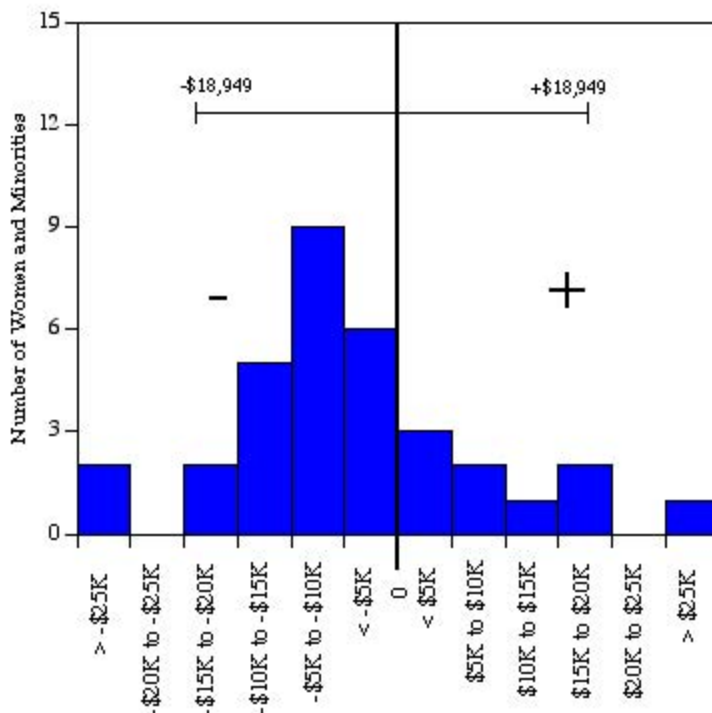
Residual = actual salary - predicted salary; base salary only

Predicted salary = \$4,477,496 + (-\$391 * (year of hire)) + (-\$386 * (degree year)) + (-\$1,458 * (year of birth))

Standard error = \$18,949

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
College of Medicine Clinical Sciences: Women and Minorities
 October 2002



Residual = actual salary - predicted salary; base salary only

Predicted salary = $\$4,477,496 + (-\$391 * (\text{year of hire})) + (-\$386 * (\text{degree year})) + (-\$1,458 * (\text{year of birth}))$

Standard error = \$18,949

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