Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
General Campus
October 2009

Residuals

Number of Faculty

< $25K
- $25K to $20K
- $20K to $15K
- $15K to $10K
- $10K to $5K
- $5K to $0K
0
$0K to $5K
$5K to $10K
$10K to $15K
$15K to $20K
$20K to $25K
> $25K

White Men (431)  All Women (286)  All Minorities (252)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4608891.7497125+(DegreeLevel*0)-(DegreeYear*3300.34420237305)+(RegRankYear*1030.89636036089)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3828406.26698357+{DegreeLevel*8560.29297648608}-(DegreeYear*250.196475263058)-(RegRankYr*1630.1178161713)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Paul Merage School of Business
October 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = -2198960.82285256 + (DegreeLevel*0) - (DegreeYear*1743.72646355599) + (RegRankYear*2921.17264126796)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Department of Education
October 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = 8863233.54655633+(DegreeLevel*0)-(DegreeYear*3751.79892040996)-(RegRankYr*635.322886199162)

Residual Number of Faculty

< $25K: 1
-$25K to $20K: 2
-$20K to $15K: 1
-$10K to $5K: 1
-$5K to $0: 1
$0 to $5K: 1
$5K to $10K: 1
$10K to $15K: 1
$15K to $20K: 1
$20K to $25K: 1
$25K+: 1
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4637976.14483756+(DegreeLevel*21723.3401201826)-(DegreeYear*3105.41341574402)+(RegRankYear*807.552449461676)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Humanities
October 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4333258.55646237 + (DegreeLevel * 17242.9350840561) - (DegreeYear * 3363.83391923137) + (RegRankYr * 1214.74274056024)

White Men (54)  All Women (82)  All Minorities (58)
Residual = Actual Salary - Predicted Salary

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

Predicted Salary = 3991011.63083266 + (DegreeLevel*0) - (DegreeYear*2984.91643204694) + (RegRankYr*1030.17166202311)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3418980.80315972+(DegreeLevel*0)-(DegreeYear*1740.38339061656)+(RegRankYr*70.055685333723)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3937636.51055576 + (DegreeLevel*15681.6122852873) - (DegreeYear*3340.88289366769) - (RegRankYr*1392.88832529445) + (EconVariable*37429.5502446561)

*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 Sciences - without Economics Variable
October 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3462739.65820656+(DegreeLevel*20682.5832834614)-(DegreeYear*3337.83325666616)+(RegRankYr*1627.0385023838)

*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 Medicine - All
October 2009

Residual = Actual Salary - Predicted Salary
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Basic Science
October 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = 5038138.77994177 + (DegreeLevel*0) - (DegreeYear*4183.81713914367) + (RegRankYr*1696.95952448997)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4497990.12182504+(DegreeLevel*0)-(DegreeYear*1789.50538965616)-(RegRankYr*419.626561476227)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Clinical Sciences
October 2009

Residual

Number of Faculty

$0K to $5K

$5K to $10K

$10K to $15K

$15K to $20K

$20K to $25K

< $25K

- $25K to - $20K

- $20K to - $15K

- $15K to - $10K

- $10K to - $5K

- $5K to $0K

Standard Error

-$23,467

$23,467

White Men (67)  All Women (22)  All Minorities (28)
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

General Campus
October 1998 through 2009

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Claire Trevor School of the Arts
October 1998 through 2009

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Biological Sciences
October 1998 through 2009

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

Paul Merage School of Business
October 1998 through 2009

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

Henry Samueli School of Engineering
October 1998 through 2009

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Humanities

October 1998 through 2009

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Donald Bren School of Information and Computer Sciences
October 1998 through 2009

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
### Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

**School of Physical Sciences**  
October 1998 through 2009

<table>
<thead>
<tr>
<th>School of Physical Sciences</th>
<th>October 1998 through 2009</th>
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<tbody>
<tr>
<td>Women &amp; Minorities</td>
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<td>Residual = Actual - Predicted Salary</td>
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<table>
<thead>
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<th>Year</th>
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<td>55,000</td>
</tr>
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UC Irvine Office of Academic Personnel  
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Social Ecology

October 1998 through 2009

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Sciences - without Economics Adjustment*
October 1998 through 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

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Medicine - Basic Sciences
October 2001 through 2009

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2001 through 2009, Academic Personnel, Pay Equity Study.