Residual = Actual Salary - Predicted Salary
Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2010

Residual = Actual Salary - Predicted Salary
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3642969.49622038 + (DegreeLevel * 7183.59580195429) - (DegreeYear * 310.9954087636) - (RegRankYr * 1474.2533342764)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4527780.20148231+(DegreeLevel*0)-(DegreeYear*3265.74196761415)+(RegRankYr*1038.59573324678)
Residual = Actual Salary - Predicted Salary

Predicted Salary = -1753401.29293749 + (DegreeLevel * 0) - (DegreeYear * 1565.65122877265) + (RegRankYr * 2523.25557502957)

Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Paul Merage School of Business
October 2010
Residual = Actual Salary - Predicted Salary

Predicted Salary = 8863233.54655633 + (DegreeLevel*0) - (DegreeYear*3751.79892040996) - (RegRankYr*635.322886199163)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Department of Education
October 2010
**University of California, Irvine**

**Ladder Rank Faculty Salary Residuals**

*The Henry Samueli School of Engineering*

*October 2010*

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4628727.23236339 + (DegreeLevel * 7952.40326553211) - (DegreeYear * 3199.3368623072) + (RegRankYr * 921.033612087637)

<table>
<thead>
<tr>
<th>Residual Range</th>
<th>Number of Faculty</th>
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<tbody>
<tr>
<td>&lt; -$25K</td>
<td>5</td>
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<tr>
<td>-$25K to -$20K</td>
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<td>$20K to $25K</td>
<td>5</td>
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<tr>
<td>&gt; $25K</td>
<td>5</td>
</tr>
</tbody>
</table>

White Men (58)  All Women (12)  All Minorities (38)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4011989.54696074+(DegreeLevel*20783.6475592488)-(DegreeYear*3356.11199882242)+(RegRankYr*1365.58567976542)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3052913.87663591 + (DegreeLevel * 0) - (DegreeYear * 3343.75817099002) + (RegRankYr * 1862.86000477511)

<table>
<thead>
<tr>
<th>Residual Range</th>
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<tbody>
<tr>
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<td>-$25K to -$20K</td>
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</tbody>
</table>

Residual = Actual Salary - Predicted Salary

<table>
<thead>
<tr>
<th>Group</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>White Men (34)</td>
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</tr>
<tr>
<td>All Women (18)</td>
<td></td>
</tr>
<tr>
<td>All Minorities (19)</td>
<td></td>
</tr>
</tbody>
</table>
Residual = Actual Salary - Predicted Salary

Predicted Salary = 5036818.11971626+(DegreeLevel*0)-(DegreeYear*3676.39004430117)+(RegRankYr*1193.04363692163)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4200773.47685298+(DegreeLevel*0)-(DegreeYear*1705.83466242593)-(RegRankYr*352.060808216642)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - Clinical Sciences
October 2010

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4200773.47685298+(DegreeLevel*0)-(DegreeYear*1705.83466242593)-(RegRankYr*352.060808216642)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3939283.2342438 + (DegreeLevel*0) - (DegreeYear*3039.22738943034) + (RegRankYr*1111.1447570953)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3209709.03270575+(DegreeLevel*0)-(DegreeYear*1470.87347149498)-(RegRankYr*94.0051294991479)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2010

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3209709.03270575+(DegreeLevel*0)-(DegreeYear*1470.87347149498)-(RegRankYr*94.0051294991479)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Sciences w/Economics Variable
October 2010

Residual = Actual Salary - Predicted Salary
Predicted Salary = 3573814.83120711 + (DegreeLevel*18323.9959522011) -
(DegreeYear*3169.18912271152) + (RegRankYr*1403.42958811455) + (EconVariable*37464.3349051988)

*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 = 3200950.9077078+(DegreeLevel*23467.9300080658)-(DegreeYear*3214.70578150456)+(RegRankYr*1634.59264069973)

*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
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2010

Residual = Actual - Predicted Salary

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

General Campus
October 1998 through 2010

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

School of Medicine - Clinical Sciences

October 2001 through 2010

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 2001 through 2010, Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Paul Merage School of Business
October 1998 through 2010

Women & Minorities
Women Only
Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
The Henry Samueli School of Engineering
October 1998 through 2010

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

School of Humanities

October 1998 through 2010

Residual = Actual - Predicted Salary

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 2010

Residual = Actual - Predicted Salary
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Physical Sciences
October 1998 through 2010

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Ecology
October 1998 through 2010

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Sciences - with Economics Adjustment*
October 2008 through 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.

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2008 through 2010, Academic Personnel, Pay Equity Study.