University of California, Irvine
Ladder Rank Faculty Salary Residuals
General Campus
October 2012

Residual = Actual Salary - Predicted Salary

Number of Faculty

Residual

White Men (451)  All Women (306)  All Minorities (261)
Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2012

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

Number of Faculty

Residual

White Men (86)  All Women (40)  All Minorities (49)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2012

Residual = Actual Salary - Predicted Salary
Predicted Salary = 2982740.36741627 + (DegreeLevel*11899.8114611768) - (DegreeYear*62.7040932146071) - (RegRankYr*1386.67608858155)

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

Number of Faculty

Residual

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

White Men (28) | All Women (27) | All Minorities (20)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4626357.99558306 + (DegreeLevel*0) - (DegreeYear*3029.5936230075) + (RegRankYr*758.785312470297)

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

Residual = Actual Salary - Predicted Salary

Prepared by: [Name]
Department: [Department]
Date: October 2012
Residual = Actual Salary - Predicted Salary

Predicted Salary = -1060762.11766335 + (DegreeLevel*0) - (DegreeYear*3092.99914796149) + (RegRankYr*2646.63159672237)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Paul Merage School of Business
October 2012

Graph showing the number of faculty with residuals in different salary ranges:
- Less than $25K
- $25K to $20K
- $20K to $15K
- $15K to $10K
- $10K to $5K
- $5K to $0K
- $0K to $5K
- $5K to $10K
- $10K to $15K
- $15K to $20K
- $20K to $25K
- More than $25K

Legend:
- White Men (13)
- All Women (18)
- All Minorities (23)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 7091874.72815898+(DegreeLevel*0)-(DegreeYear*3875.17810273716)+(RegRankYr*375.453068366456)

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

Standard Error

Residual = Actual Salary - Predicted Salary

Residuals by Salary Range:
- < -$25K
- -$25K to -$20K
- -$20K to -$15K
- -$15K to -$10K
- -$10K to -$5K
- -$5K to $0K
- $0K to $5K
- $5K to $10K
- $10K to $15K
- $15K to $20K
- $20K to $25K
- > $25K

Number of Faculty

- White Men (6)
- All Women (13)
- All Minorities (4)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2012

Residual = Actual Salary - Predicted Salary
Predicted Salary = 4780583.15018364+(DegreeLevel*0)-(DegreeYear*2992.93261889919)+(RegRankYr*651.930444350289)

Residual = Actual Salary - Predicted Salary

White Men (62)  All Women (15)  All Minorities (37)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4254982.89999197 + (DegreeLevel * 21000.1404488998) - (DegreeYear * 3426.55436478012) + (RegRankYr * 1318.45956086697)

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

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4254982.89999197 + (DegreeLevel * 21000.1404488998) - (DegreeYear * 3426.55436478012) + (RegRankYr * 1318.45956086697)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
October 2012

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3403769.09682469 + (DegreeLevel * 0) + (DegreeYear * 3727.12104158206) + (RegRankYr * 2076.76870530875)

Residual = Actual Salary - Predicted Salary

-20,473 Standard Error

Number of Faculty

Residual

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

White Men (34)
All Women (17)
All Minorities (17)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3992386.56350604 + (DegreeLevel * 0) - (DegreeYear * 3739.18006602449) + (RegRankYr * 1783.91911751732)
Residual = Actual Salary - Predicted Salary

Predicted Salary = $4,943,032.92898106 + (DegreeLevel*0) - (DegreeYear*1781.54690251918) - (RegRankYr*643.492742188919)

Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Clinical Science)
October 2012

Number of Faculty

Residual

White Men (58)  All Women (22)  All Minorities (30)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4573743.85267908+(DegreeLevel*0)-(DegreeYear*2864.94861458075)+(RegRankYr*626.186489720726)

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

Residual = Actual Salary - Predicted Salary

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4573743.85267908+(DegreeLevel*0)-(DegreeYear*2864.94861458075)+(RegRankYr*626.186489720726)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3011993.17404285+(DegreeLevel*0)-(DegreeYear*1921.36830963522)+(RegRankYr*458.860046393015)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2012
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3338206.82920723 + (DegreeLevel*27823.3991060319) -
(DegreeYear*3236.15372601022) + (RegRankYr*1584.56661112519) + (EconVar*41049.5387722483)

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 = 3244329.45686675 + (DegreeLevel * 34534.1789923978) - (DegreeYear * 3341.39927716877) + (RegRankYr * 1733.86659842976)

*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

General Campus
October 1998 through 2012

Women & Minorities
Women Only

Residual = Actual - Predicted Salary

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Medicine (Basic Science)
October 2001 through 2012

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2001 through 2012, Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Medicine (Clinical Science)
October 2001 through 2012

Women & Minorities
Women Only
Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2001 through 2012 Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Claire Trevor School of the Arts
October 1998 through 2012

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2012

Women & Minorities
Women Only

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 2012

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

School of Humanities
October 1998 through 2012

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 2012

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Physical Sciences
October 1998 through 2012

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Ecology
October 1998 through 2012

Women & Minorities
Women Only
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 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.

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2008 through 2012, Academic Personnel, Pay Equity Study.