University of California, Irvine
Ladder Rank Faculty Salary Residuals
General Campus
October 2013

Residual = Actual Salary - Predicted Salary
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine - All
October 2013

Residual = Actual Salary - Predicted Salary

Number of Faculty

Residual

White Men (85) | All Women (40) | All Minorities (49)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3005571.50717305 + (DegreeLevel * 13722.042997652) + (DegreeYear * 92.5025342295612) + (RegRankYr * -1551.37767916031)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4659270.91321713+(DegreeLevel*0)+(DegreeYear*-3001.5496118097)+(RegRankYr*718.211686644005)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Biological Sciences
October 2013

Residual = Actual Salary - Predicted Salary

Residual:
- $31,178
- $25K
- $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 (59)  All Women (23)  All Minorities (21)

-$31,178 Standard Error $31,178
Residual = Actual Salary - Predicted Salary

Predicted Salary = -823259.7663657 + (DegreeLevel*0) + (DegreeYear*-2990.37642437987) + (RegRankYr*2665.50483469688)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Education
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 8211307.424072 + (DegreeLevel \times 0) + (DegreeYear \times -3731.05549306337) + (RegRankYr \times -322.095675540562)

Residual = Actual Salary - Predicted Salary

<table>
<thead>
<tr>
<th>Residual</th>
<th>Number of Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;$25K</td>
<td>1</td>
</tr>
<tr>
<td>$25K to &lt;$50K</td>
<td>2</td>
</tr>
<tr>
<td>$50K to $75K</td>
<td>1</td>
</tr>
<tr>
<td>$75K to $100K</td>
<td>1</td>
</tr>
<tr>
<td>$100K to $125K</td>
<td>1</td>
</tr>
<tr>
<td>$125K to $150K</td>
<td>1</td>
</tr>
<tr>
<td>$150K to $175K</td>
<td>1</td>
</tr>
<tr>
<td>$175K to $200K</td>
<td>1</td>
</tr>
<tr>
<td>$200K to $225K</td>
<td>1</td>
</tr>
<tr>
<td>&gt;$225K</td>
<td>1</td>
</tr>
</tbody>
</table>
University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4423998.80903734 + (DegreeLevel*0) + (DegreeYear*-2955.47208619378) + (RegRankYr*795.245618703569)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 4915595.86579281 + (DegreeLevel*26272.7901038106) + (DegreeYear*-3742.3384011212) + (RegRankYr*1301.55208892082)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3292354.29239924 + (DegreeLevel*0) + (DegreeYear*-3807.22365386132) + (RegRankYr*2214.13992049339)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Donald Bren School of Information and Computer Sciences
October 2013

Number of Faculty vs. Residual

Residual = Actual Salary - Predicted Salary

White Men (34) | All Women (17) | All Minorities (17)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Basic Science)
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3916627.8212709 + (DegreeLevel * 0) + (DegreeYear * -3595.31301644779) + (RegRankYr * 1681.81963730002)

Residual = $26,706 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 (25) All Women (16) All Minorities (20)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 514,879.75070932+(DegreeLevel*0)+(DegreeYear*-1939.54475911795)+(RegRankYr*-586.977076344961)

Residual = Actual Salary - Predicted Salary

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Clinical Science)
October 2013

Number of Faculty

Residual

White Men (60)  All Women (24)  All Minorities (29)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3707855.63163925+(DegreeLevel*0)+(DegreeYear*-3295.96811073568)+(RegRankYr*1491.72346132172)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2013

Residual = Actual Salary - Predicted Salary

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3707855.63163925+(DegreeLevel*0)+(DegreeYear*-3295.96811073568)+(RegRankYr*1491.72346132172)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 2493302.60103829+(DegreeLevel*0)+(DegreeYear*-1833.82626251969)+(RegRankYr*634.088209626666)
Residual = Actual Salary - Predicted Salary

\[
\text{Predicted Salary} = 3116176.15558319 + (\text{DegreeLevel} \times 22274.0393346753) + (\text{DegreeYear} \times -3137.42202362368) + (\text{RegRankYr} \times 1605.78425311797) + (\text{EconVar} \times 44286.02151685)
\]

*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 without Economics Variable*
October 2013

Residual = Actual Salary - Predicted Salary

Predicted Salary = 2753816.0940938 + (DegreeLevel*9218.82463208946) + (DegreeYear*-3227.5619467856) + (RegRankYr*1894.95679872718)

*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

Number of Faculty

Residual

White Men (73)    All Women (44)    All Minorities (27)
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Medicine (Basic Science)
October 2001 through 2013

Women & Minorities

Women Only Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2001 through 2013, Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities

School of Medicine (Clinical Science)

October 2001 through 2013

Residual = Actual - Predicted Salary

Sources: Payroll/Personnel Extracts as of October 2001 through 2013 Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Claire Trevor School of the Arts
October 1998 through 2013

Residual = Actual - Predicted Salary

Sources: Payroll/Personnel Extracts as of October 1998 through 2013, Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2013

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

The Henry Samueli School of Engineering
October 1998 through 2013

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 1998 through 2013, Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Humanities
October 1998 through 2013

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 1998 through 2013, Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Donald Bren School of Information and Computer Sciences
October 1998 through 2013

Sources: Payroll/Personnel Extracts as of October 1998 through 2013, Academic Personnel, Pay Equity Study.
UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 1998 through 2013, Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Ecology
October 1998 through 2013

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 1998 through 2013, Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Sciences - with Economics Adjustment*
October 2008 through 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.

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2008 through 2013, Academic Personnel, Pay Equity Study.