University of California, Irvine
Ladder Rank Faculty Salary Residuals

General Campus
October 2014

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

Residuals for different categories of faculty are shown in the graph. The x-axis represents the residual range, while the y-axis represents the number of faculty members. The graph compares the residuals for White Men, All Women, and All Minorities. The title of the graph is "University of California, Irvine Ladder Rank Faculty Salary Residuals School of Medicine - All October 2014."
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Claire Trevor School of the Arts
October 2014

Residual = Actual Salary - Predicted Salary

Predicted Salary = 3486400.22238907 + (DegreeLevel*11476.9442355842) + (DegreeYear*-59.67922080631) + (RegRankYr*-1637.34825663847)

Number of Faculty

Residual

- $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 (27)  All Women (27)  All Minorities (20)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
**School of Biological Sciences**
October 2014

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4954465.06765443 + (DegreeLevel*0) + (DegreeYear*-3040.03211662307) + (RegRankYr*612.094544593967)

<table>
<thead>
<tr>
<th>Residual Range</th>
<th>Number of Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0K to $5K</td>
<td>White Men (59)</td>
</tr>
<tr>
<td>$5K to $10K</td>
<td>All Women (26)</td>
</tr>
<tr>
<td>$10K to $15K</td>
<td>All Minorities (23)</td>
</tr>
<tr>
<td>$15K to $20K</td>
<td></td>
</tr>
<tr>
<td>$20K to $25K</td>
<td></td>
</tr>
<tr>
<td>&gt; $25K</td>
<td></td>
</tr>
</tbody>
</table>

Standard Error = $29,330
Residual = Actual Salary - Predicted Salary

Predicted Salary = -728899.237212451 + (DegreeLevel*0) + (DegreeYear*-3234.9835992367) + (RegRankYr*2960.36365266375)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
Paul Merage School of Business
October 2014
Residual = Actual Salary - Predicted Salary

Predicted Salary = 6978310.48646882 + (DegreeLevel*0) + (DegreeYear* -3894.41141054603) + (RegRankYr*459.244888822564)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Education
October 2014

Number of Faculty

Residual
University of California, Irvine
Ladder Rank Faculty Salary Residuals
The Henry Samueli School of Engineering
October 2014

Residual = Actual Salary - Predicted Salary
Predicted Salary = 5163550.38487143+(DegreeLevel*0)+(DegreeYear*-3136.52675579974)+(RegRankYr*609.980340451108)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Humanities
October 2014

Residual = Actual Salary - Predicted Salary

Predicted Salary = 5297009.32367526 + (DegreeLevel * 23505.2639913513) + (DegreeYear * -3668.48195344821) + (RegRankYr * 1043.66180209667)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 3418491.36440298 + (DegreeLevel*19991.0305381811) + (DegreeYear*-3771.86984965863) + (RegRankYr*2100.41323891428)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Medicine (Basic Science)
October 2014

Residual = Actual Salary - Predicted Salary

Predicted Salary = 4803211.610302 + (DegreeLevel*0) + (DegreeYear*-3639.0831239319) + (RegRankYr*1285.76244542886)

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 (23)  All Women (18)  All Minorities (19)

Predicted Salary = 4803211.610302 + (DegreeLevel*0) + (DegreeYear*-3639.0831239319) + (RegRankYr*1285.76244542886)
**University of California, Irvine**
**Ladder Rank Faculty Salary Residuals**
**School of Medicine (Clinical Science)**
**October 2014**

Residual = Actual Salary - Predicted Salary

Predicted Salary = 5422145.59861956 + (DegreeLevel*0) + (DegreeYear* -2181.36720871436) + (RegRankYr* -481.618176386061)

<table>
<thead>
<tr>
<th>Residual Range</th>
<th>Number of Faculty</th>
<th>White Men (61)</th>
<th>All Women (22)</th>
<th>All Minorities (28)</th>
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<tbody>
<tr>
<td>&lt;$25K</td>
<td>7</td>
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<td>-$25K to -$20K</td>
<td>5</td>
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</tr>
<tr>
<td>-$15K to -$10K</td>
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<td>-$10K to -$5K</td>
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<tr>
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<tr>
<td>$0 to $5K</td>
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<td>$5K to $10K</td>
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<td>$10K to $15K</td>
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<tr>
<td>$15K to $20K</td>
<td>3</td>
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<tr>
<td>&gt;$20K</td>
<td>1</td>
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Standard Error

Residual = Actual Salary - Predicted Salary

Predicted Salary = 5422145.59861956 + (DegreeLevel*0) + (DegreeYear* -2181.36720871436) + (RegRankYr* -481.618176386061)
Residual = Actual Salary - Predicted Salary

Predicted Salary = 397702.13588645+(DegreeLevel*0)+(DegreeYear*-3542.57020427421)+(RegRankYr*1606.41135281704)

University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Physical Sciences
October 2014

Residual = Actual Salary - Predicted Salary
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2014

Residual = Actual Salary - Predicted Salary

Predicted Salary = 2692240.05272812+(DegreeLevel*0)+(DegreeYear*-1904.84037612868)+(RegRankYr*606.707494677589)

<table>
<thead>
<tr>
<th>Residual Range</th>
<th>Number of Faculty</th>
<th>White Men (23)</th>
<th>All Women (28)</th>
<th>All Minorities (13)</th>
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<tbody>
<tr>
<td>&lt;$25K</td>
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<tr>
<td>&gt;$25K</td>
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</tbody>
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Predicted Salary = 2692240.05272812+(DegreeLevel*0)+(DegreeYear*-1904.84037612868)+(RegRankYr*606.707494677589)

White Men Standard Error: -$21,958
All Women Standard Error: $21,958
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Science with Economics Variable*
October 2014

Predicted Salary = 2947765.05389621 + (DegreeLevel * 31348.860361867) + (DegreeYear * -3536.70822837411) + (RegRankYr * 2082.90852820768) + (EconVar * 53549.5610880076)

*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 = 2367329.38260575+(DegreeLevel*38265.8088394877)+(DegreeYear*-3734.66600189077)+(RegRankYr*2570.47593351957)

*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 2014

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Medicine (Basic Science)
October 2001 through 2014

UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2001 through 2014, Academic Personnel, Pay Equity Study.
UC Irvine Office of Academic Personnel

Sources: Payroll/Personnel Extracts as of October 2001 through 2014 Academic Personnel, Pay Equity Study.
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Claire Trevor School of the Arts
October 1998 through 2014

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Biological Sciences
October 1998 through 2014

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Paul Merage School of Business
October 1998 through 2014

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
The Henry Samueli School of Engineering
October 1998 through 2014

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
Donald Bren School of Information and Computer Sciences
October 1998 through 2014

Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Physical Sciences
October 1998 through 2014

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Ecology
October 1998 through 2014

Residual = Actual - Predicted Salary

UC Irvine Office of Academic Personnel
UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2008 through 2014, Academic Personnel, Pay Equity Study.