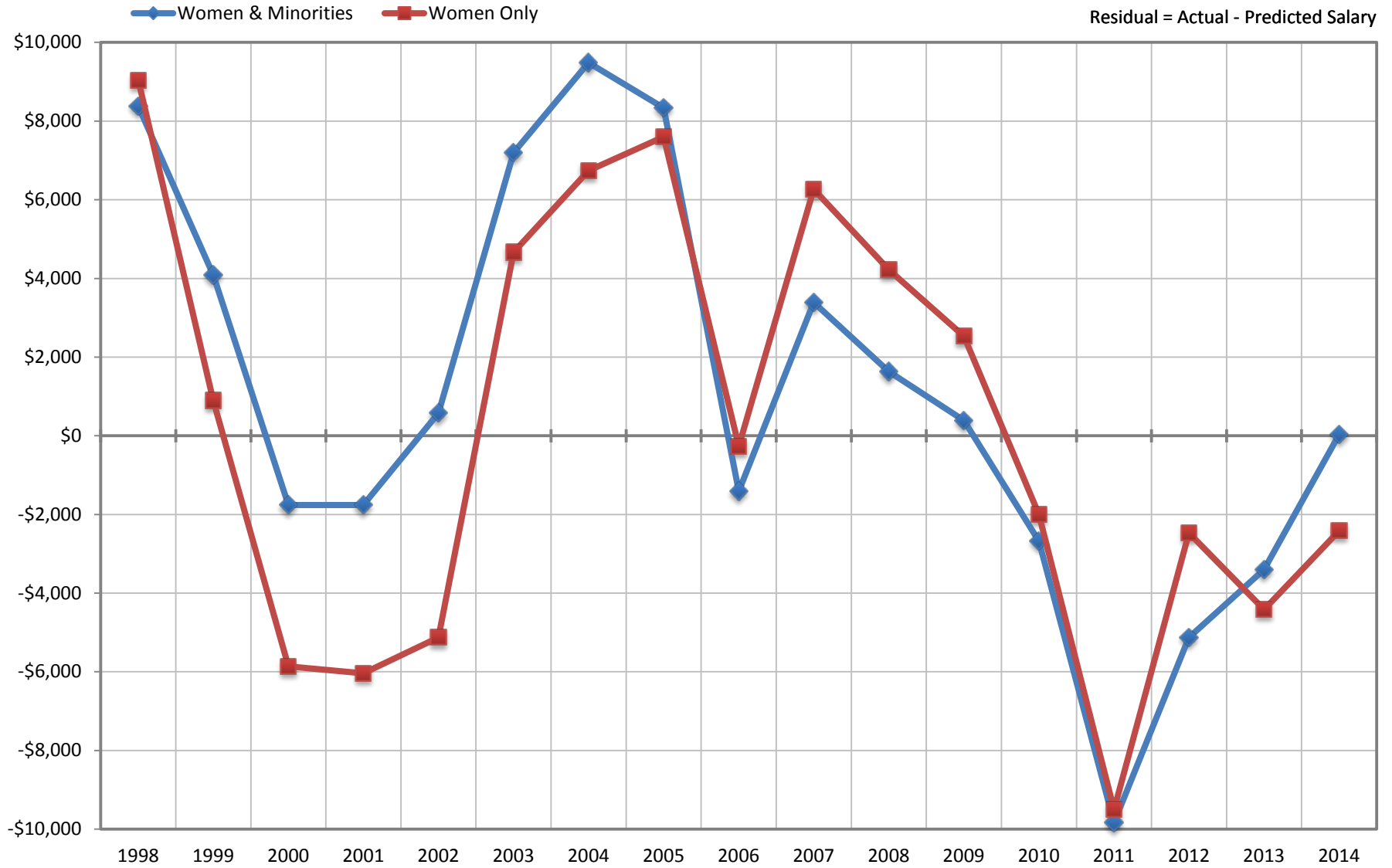


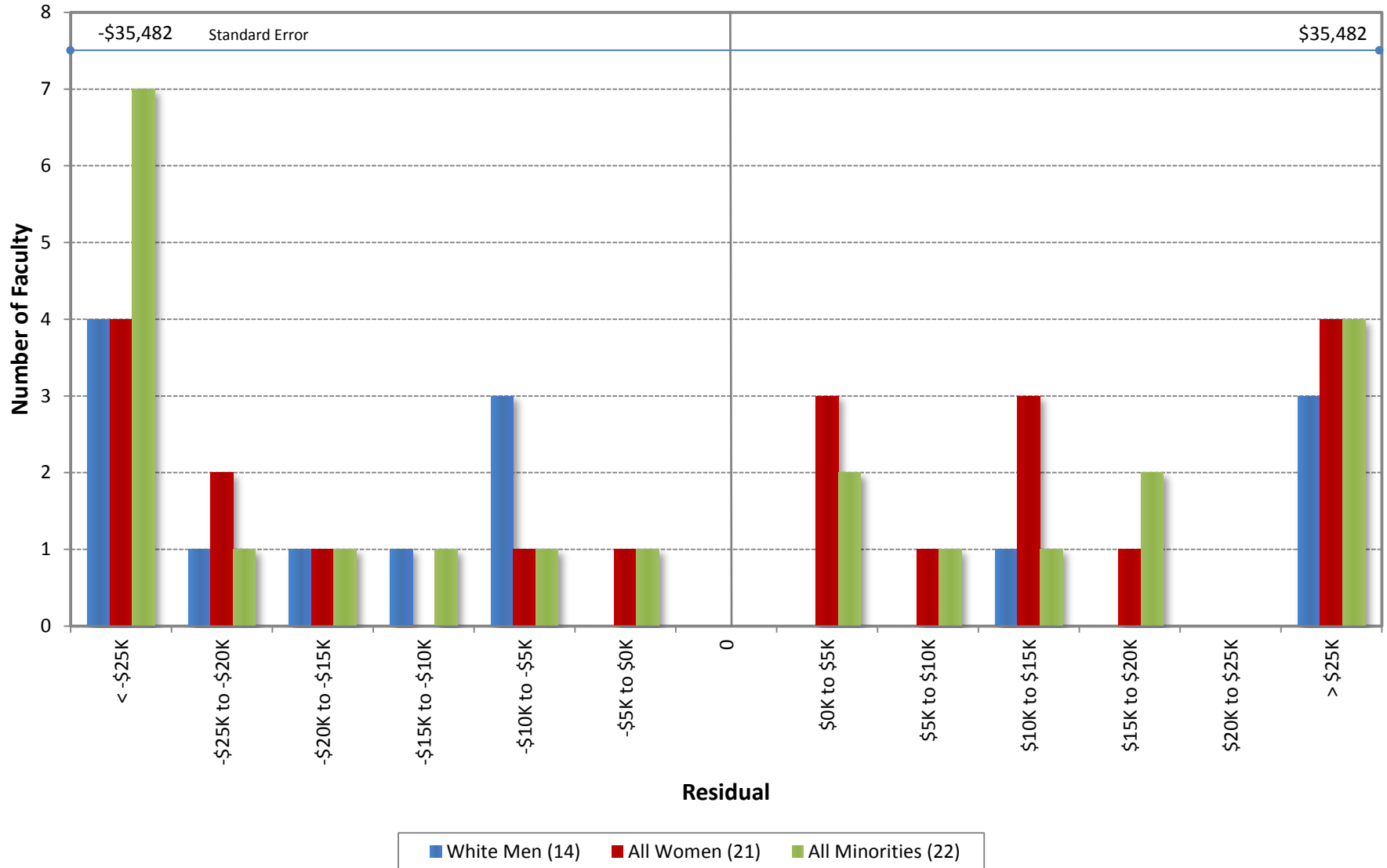
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
Paul Merage School of Business  
October 1998 through 2014



UC Irvine Office of Academic Personnel

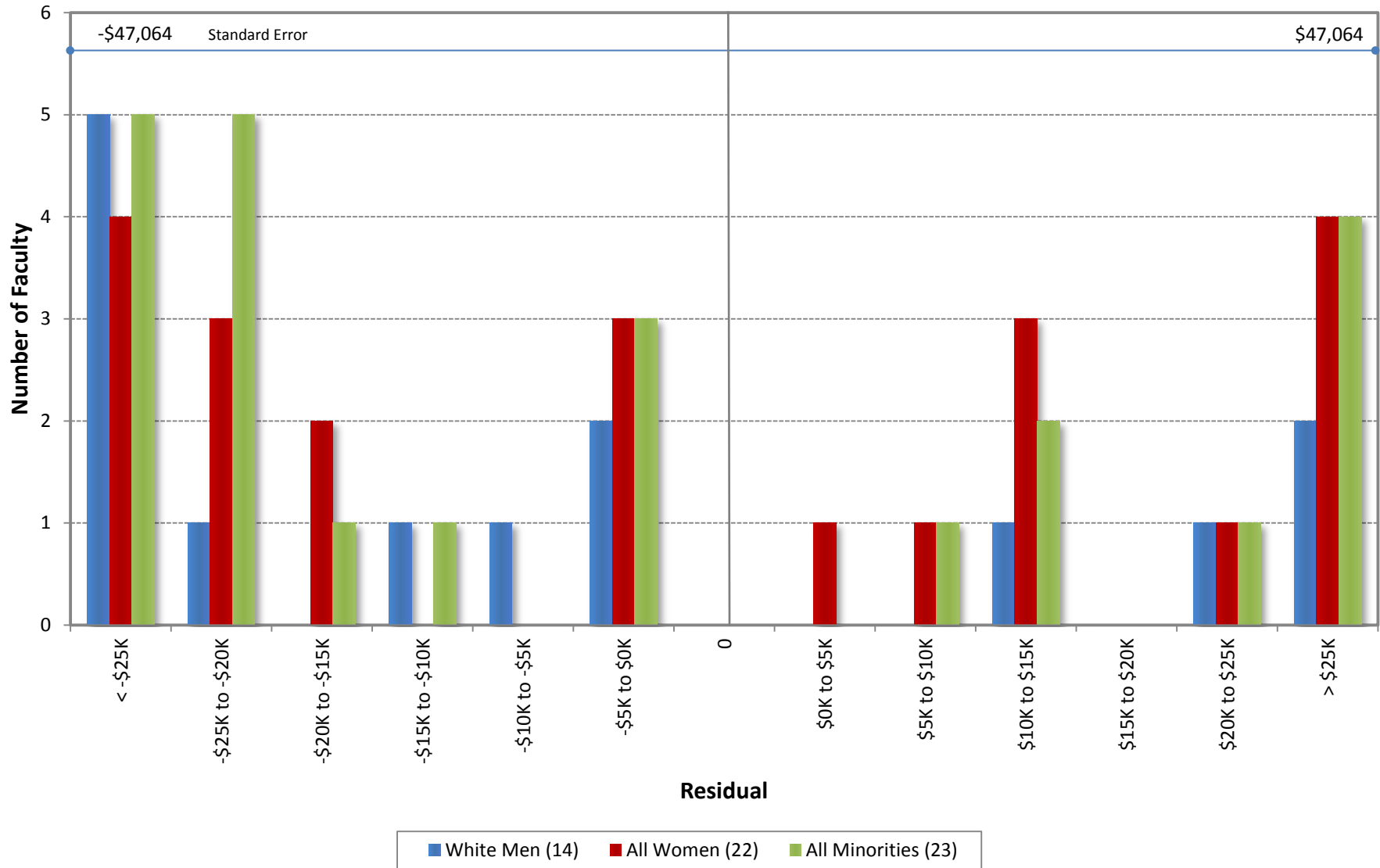
Sources: Payroll/Personnel Extracts as of October 1998 through 2014, Academic Personnel, Pay Equity Study.

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**Paul Merage School of Business**  
October 2014



Predicted Salary =  $-728899.237212451 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -3234.9835992367) + (\text{RegRankYr} * 2960.36365266375)$

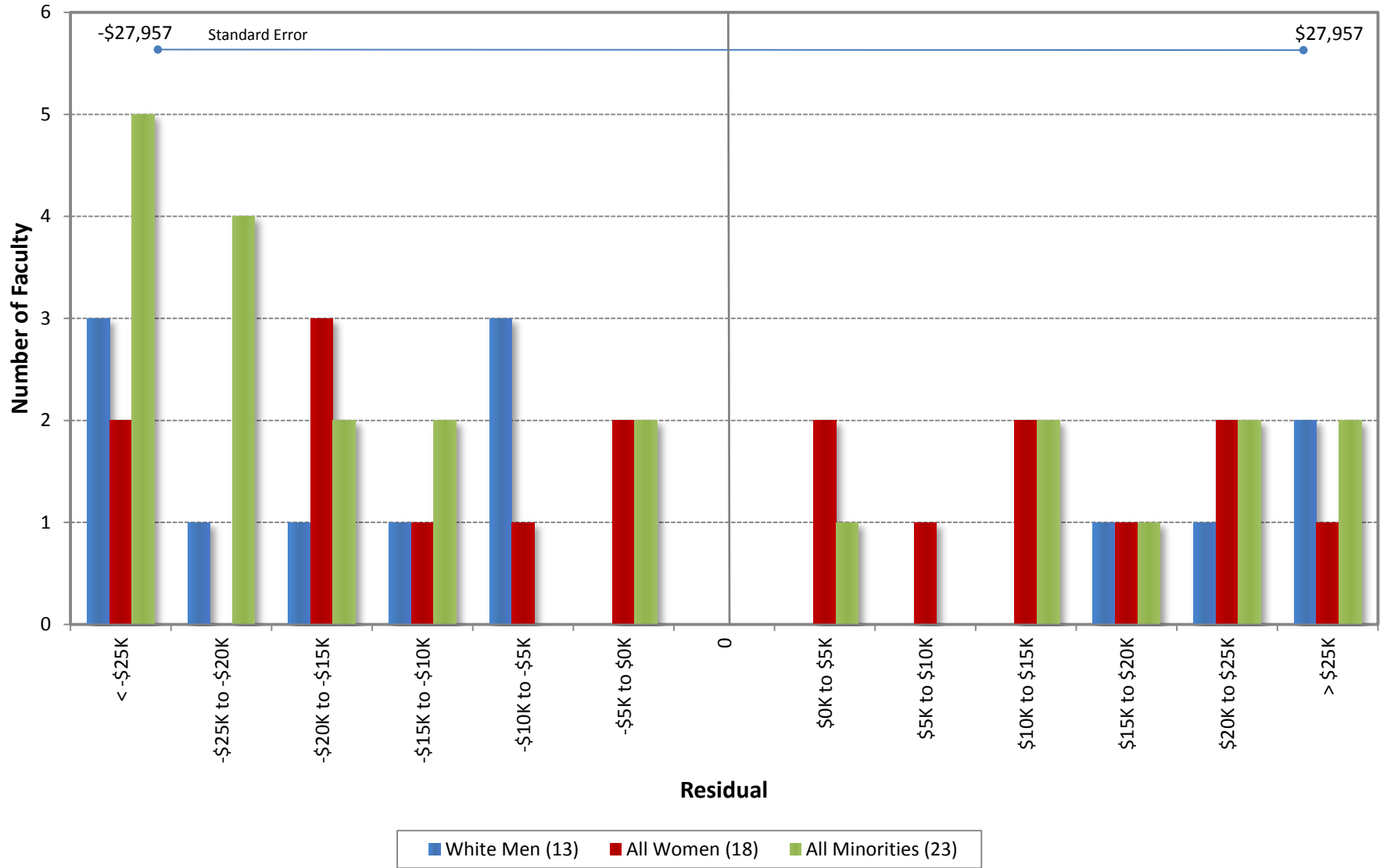
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 Paul Merage School of Business  
 October 2013



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $-823259.7663657 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -2990.37642437987) + (\text{RegRankYr} * 2665.50483469688)$

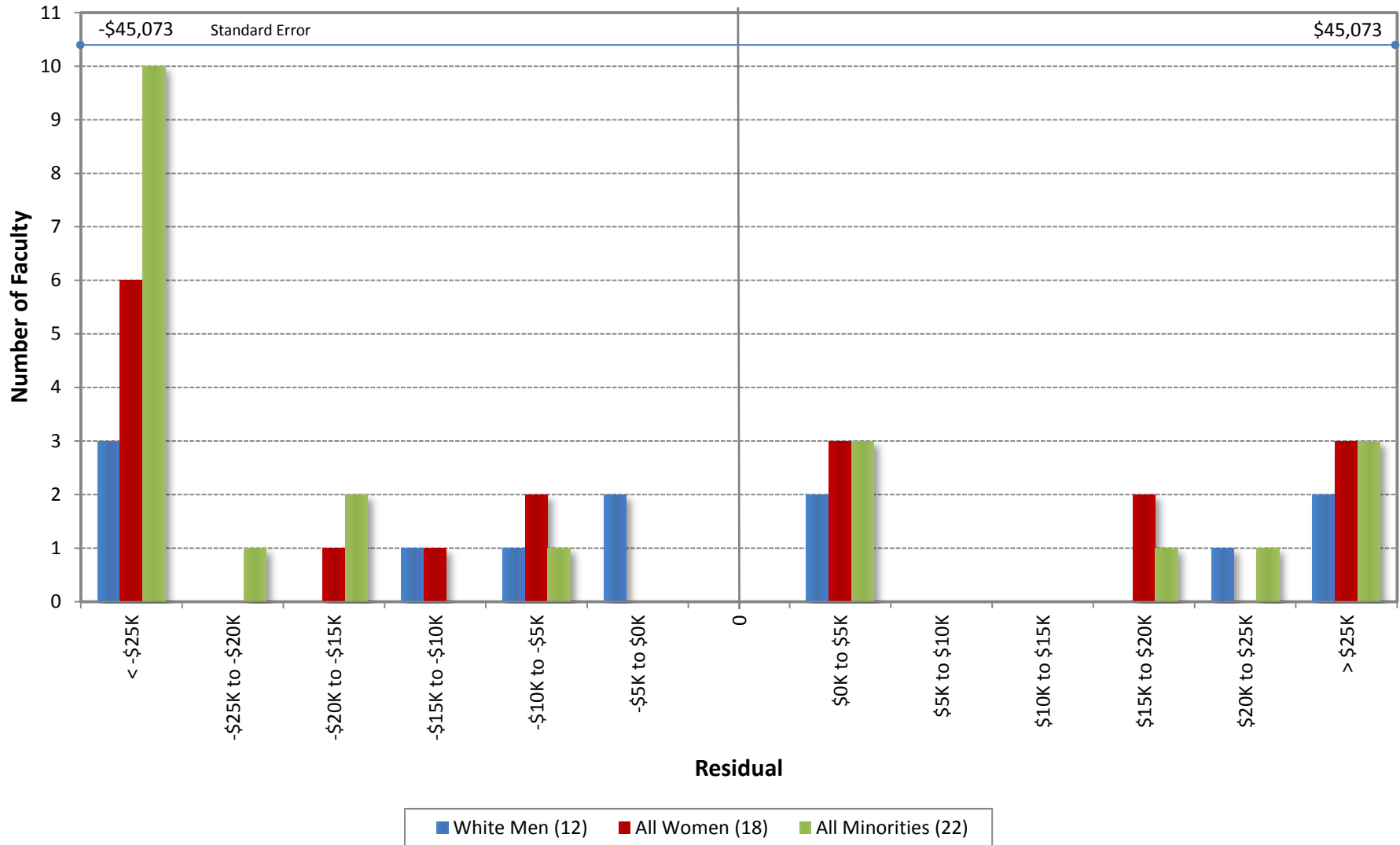
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 Paul Merage School of Business  
 October 2012



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $-1060762.11766335 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 3092.99914796149) + (\text{RegRankYr} * 2646.63159672237)$

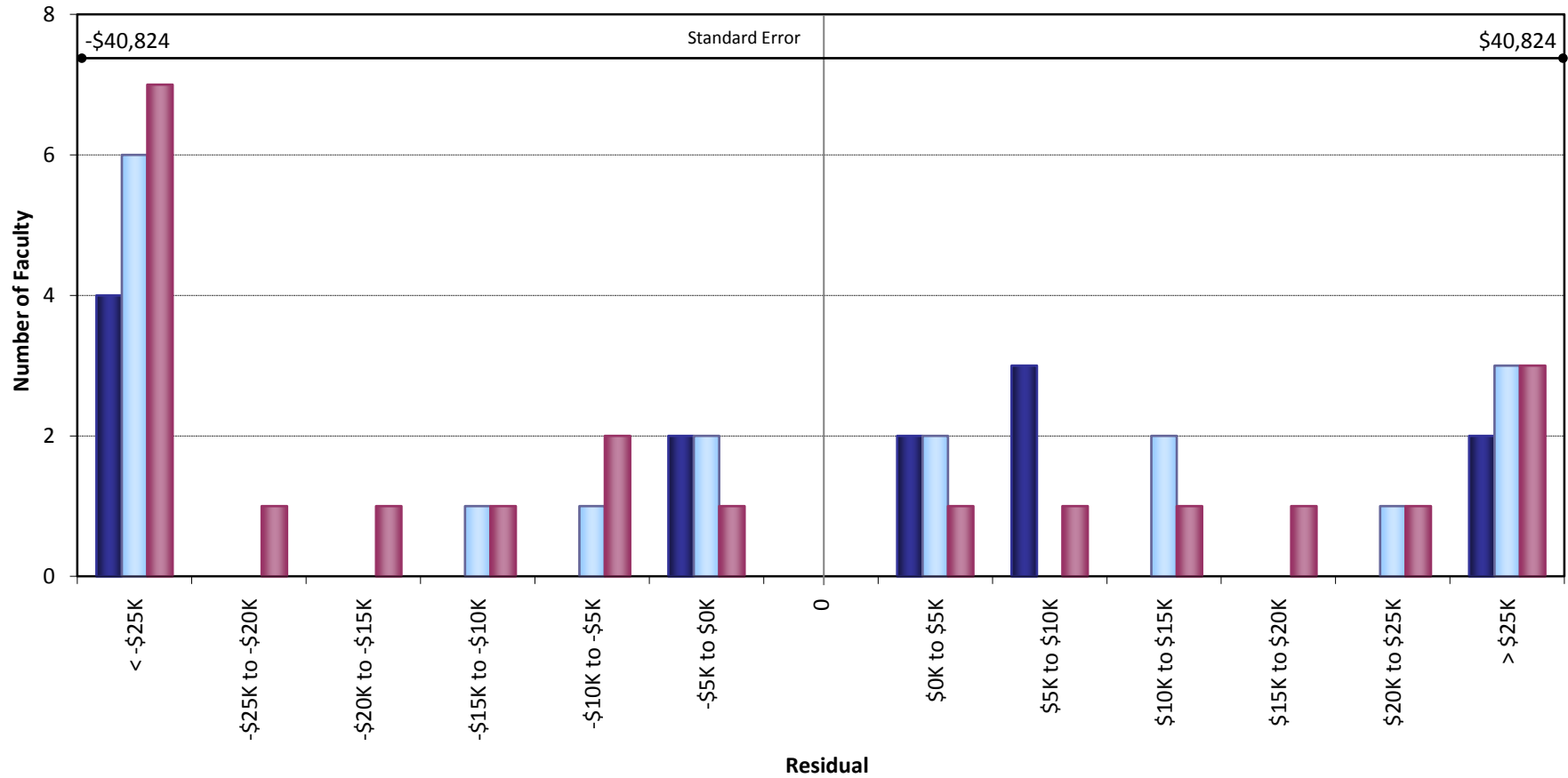
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 Paul Merage School of Business  
 October 2011



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $-2059321.43322772 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1259.08760943383) + (\text{RegRankYr} * 2378.02715449693)$

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**Paul Merage School of Business**  
October 2010

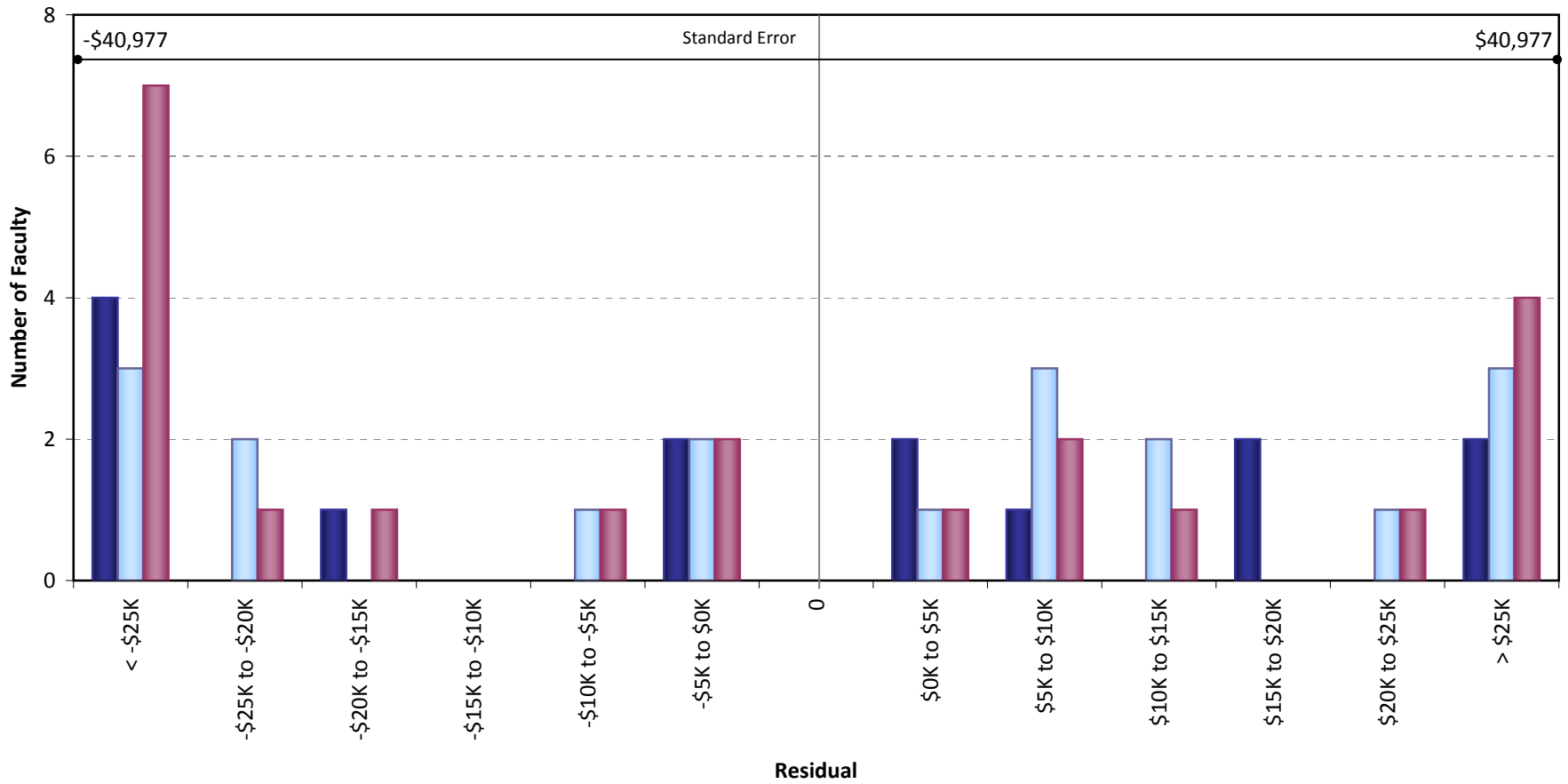


■ White Men (13)   ■ All Women (18)   ■ All Minorities (21)

Residual = Actual Salary - Predicted Salary

Predicted Salary =  $-1753401.29293749 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1565.65122877265) + (\text{RegRankYr} * 2523.25557502957)$

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**Paul Merage School of Business**  
 October 2009

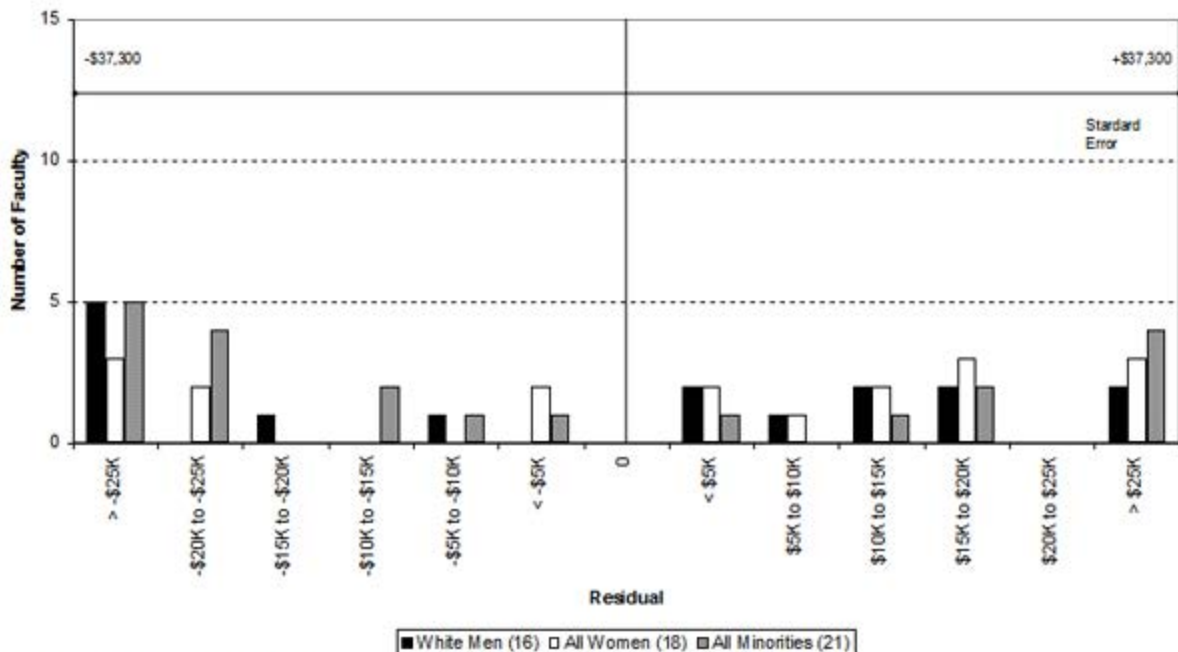


Residual = Actual Salary - Predicted Salary

■ White Men (14) ■ All Women (18) ■ All Minorities (21)

Predicted Salary =  $-2198960.82285256 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1743.72646355599) + (\text{RegRankYear} * 2921.17264126796)$

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 Paul Merage School of Business  
 October 2008

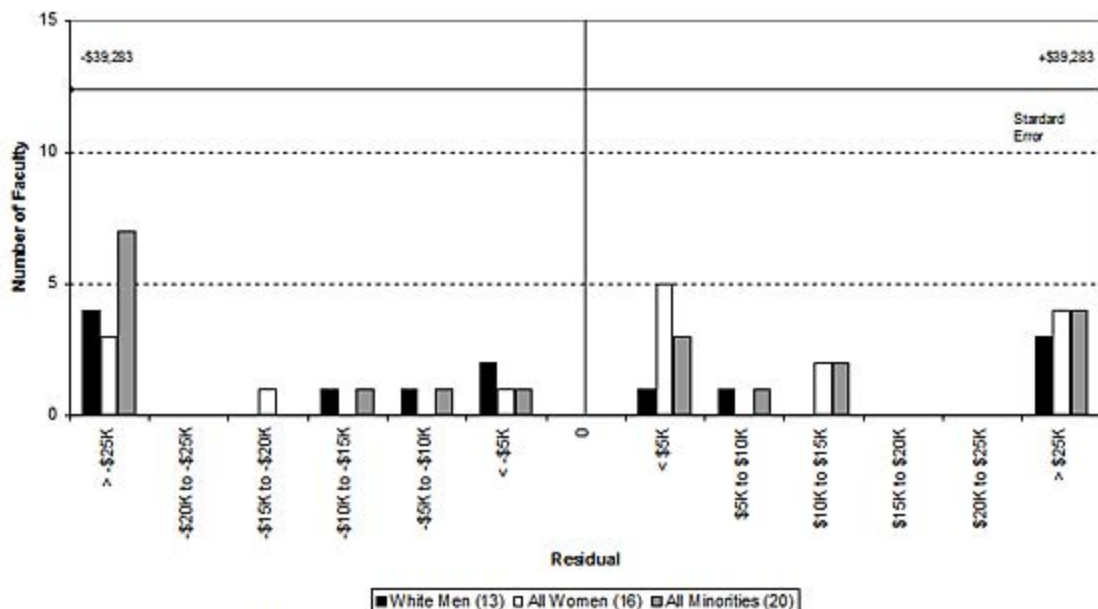


Residual = Actual Salary - Predicted Salary

Predicted Salary:  $-1907916.66 + (\text{degree level} \times 0) - (\text{degree year} \times 1910.63) + (\text{UCI reg rank year} \times 2939.18)$



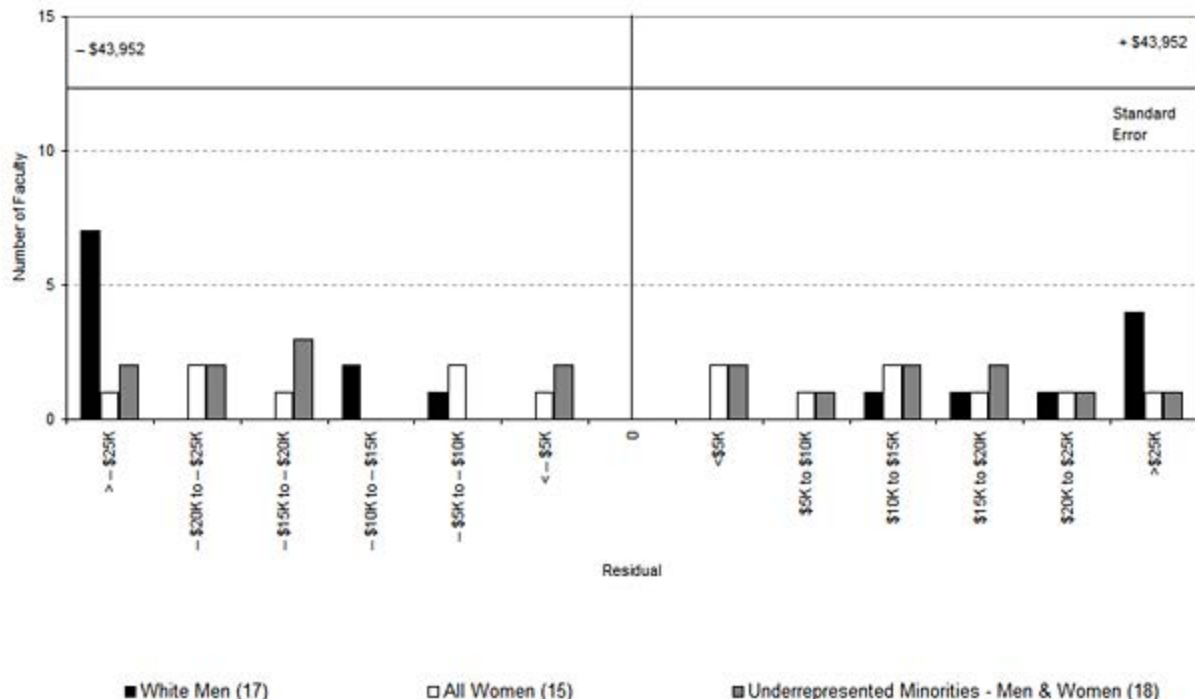
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 Paul Merage School of Business  
 October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary:  $(\text{degree indicator}^0) - (\text{degree year} * 1887.38) + (\text{UCI reg rank year} * 3257.736) - 259424$

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**Paul Merage School of Business**  
October 2006

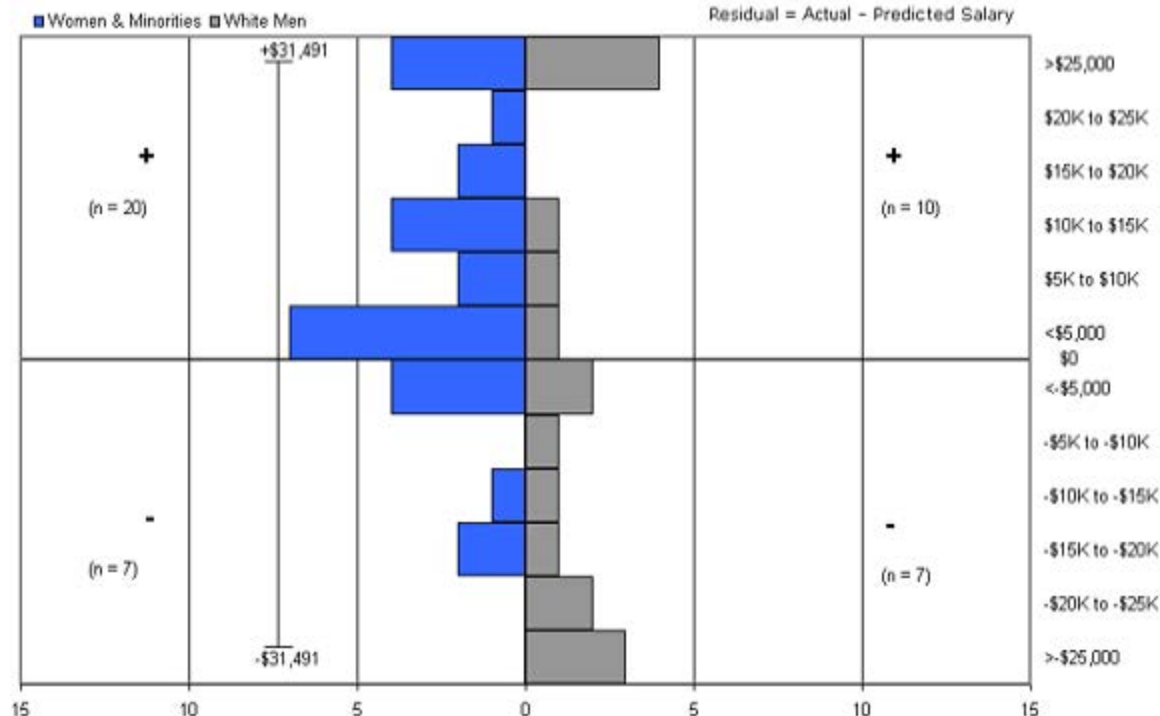


Residual = Actual Salary - Predicted Salary

Predicted Salary:  $354867.5 + (\text{degree indicator} * 0) - (\text{degree year} * 1586.05) + (\text{UCI reg ranks year} * 1478.41)$

Sources: Payroll/Personnel System Extract as of 10/31/2006, Academic Personnel, Pay Equity Study

Ladder Ranks Faculty Salary Residuals  
**Paul Merage School of Business**  
 October 2005

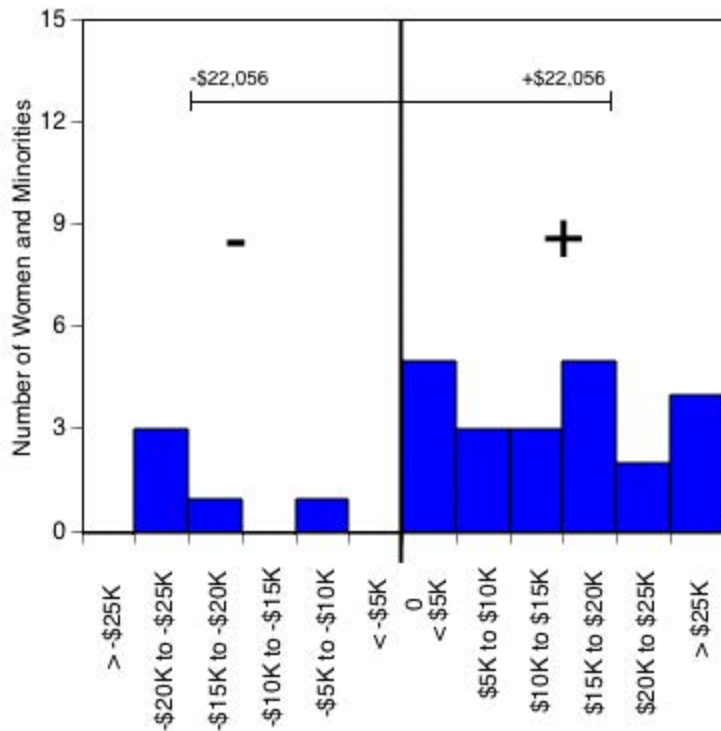


Predicted salary = \$1,652,136 + (\$940 \* (year of hire)) - (\$1,708 \* (degree year))

Standard error = \$31,491

Sources: Payroll/Personnel System Extract as of 10/31/2005, Academic Personnel, Pay Equity Study

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals--Revised Model  
**Graduate School of Management: Women and Minorities**  
 October 2004



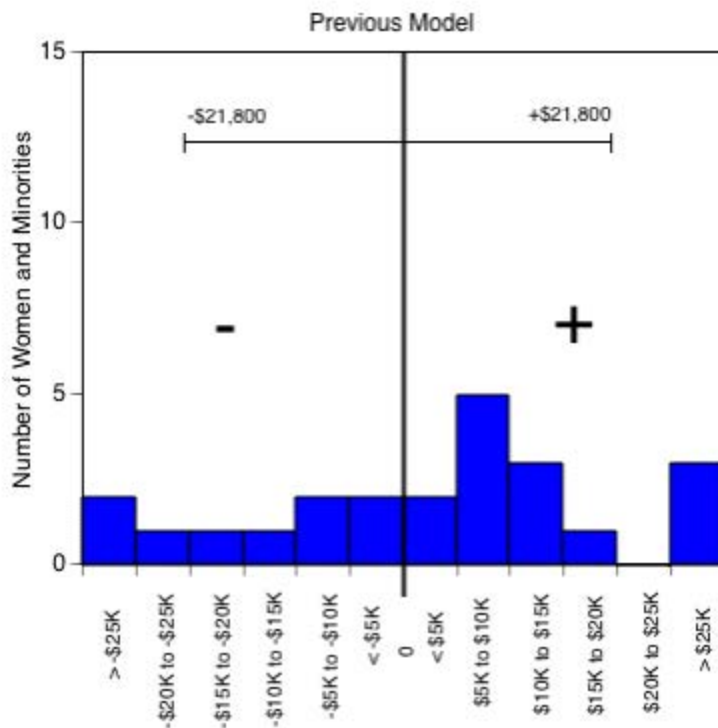
Residual = actual salary - predicted salary

Predicted salary =  $\$3,490,834 + (-\$748 * (\text{year of hire})) + (-\$945 * (\text{degree year}))$

Standard error = \$22,056

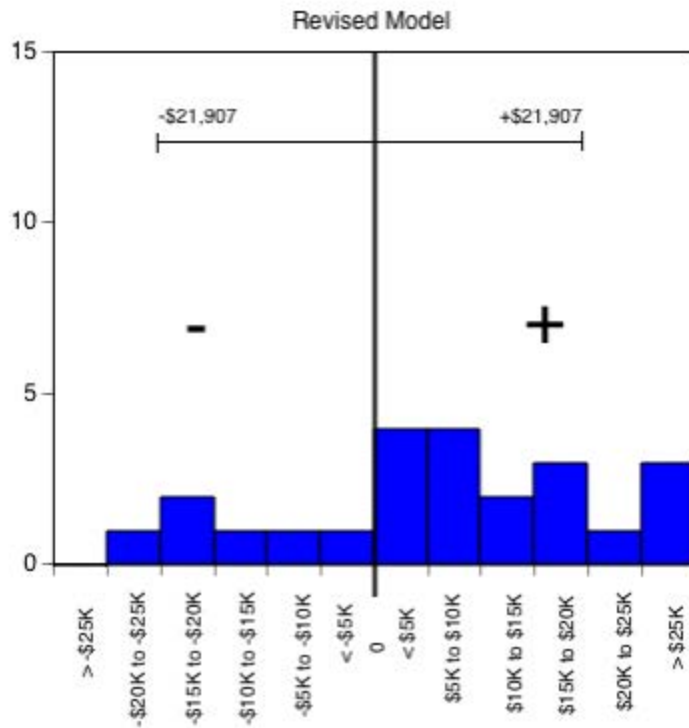
Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel, Pay Equity Study.

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**Graduate School of Management: Women and Minorities**  
October 2003



Predicted salary =  $\$1,394,454 + (\$124 \cdot (\text{year of hire})) + (-\$2,406 \cdot (\text{degree year})) + (\$1,667 \cdot \text{year of birth})$

Standard error = \$21,800



Predicted salary =  $\$2,015,785 + (\$223 \cdot (\text{year of hire})) + (-\$1,178 \cdot (\text{degree year}))$

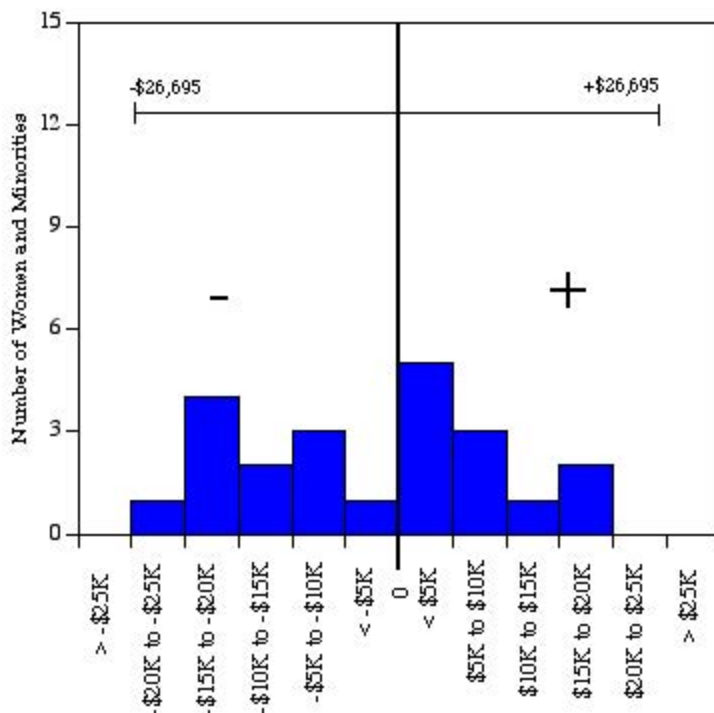
Standard error = \$21,907

Residual = actual salary - predicted salary

Sources: Payroll/Personnel System Extract as of 10-31-2003, Academic Personnel, Pay Equity Study.

## Graduate School of Management: Women and Minorities

October 2002



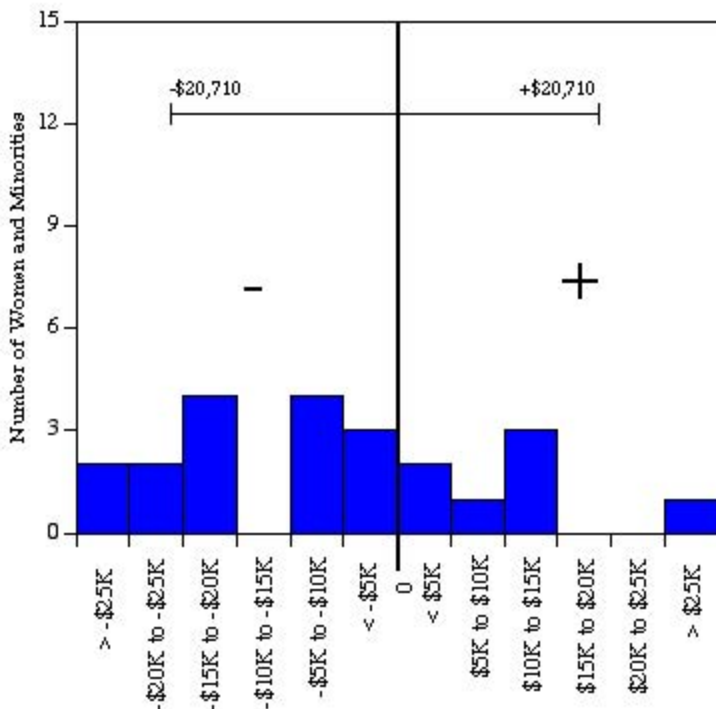
Residual = actual salary - predicted salary

Predicted salary =  $\$761,780 + (\$1,132 * (\text{year of hire})) + (-\$2,878 * (\text{degree year})) + (\$1,443 * (\text{year of birth}))$

Standard error =  $\$26,695$

Sources: Payroll/Personnel System Extract as of 10-31-2002, Academic Personnel, Pay Equity Study.

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**Graduate School of Management: Women and Minorities**  
October 2001



Residual = actual salary - predicted salary

Predicted salary =  $\$14.67 * 10^5 + (-\$237 * (\text{year of hire})) + (-\$1,992 * (\text{degree year})) + (\$1,548 * (\text{year of birth})) + (\$27,130 * (\text{degree indicator}))$

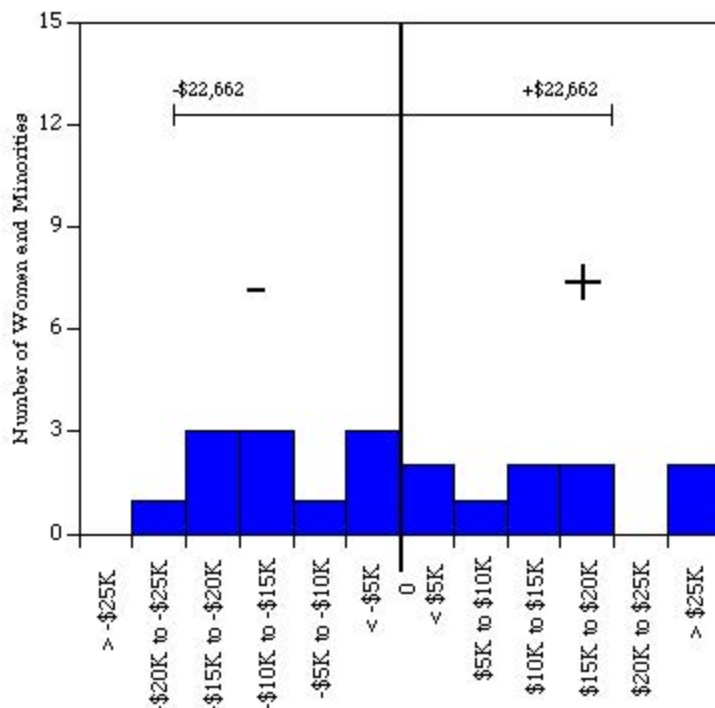
Standard error = \$20,710

Sources: Payroll/Personnel System Extract as of 10-31-2001, Academic Personnel.

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals

**Graduate School of Management: Women and Minorities**

October 2000



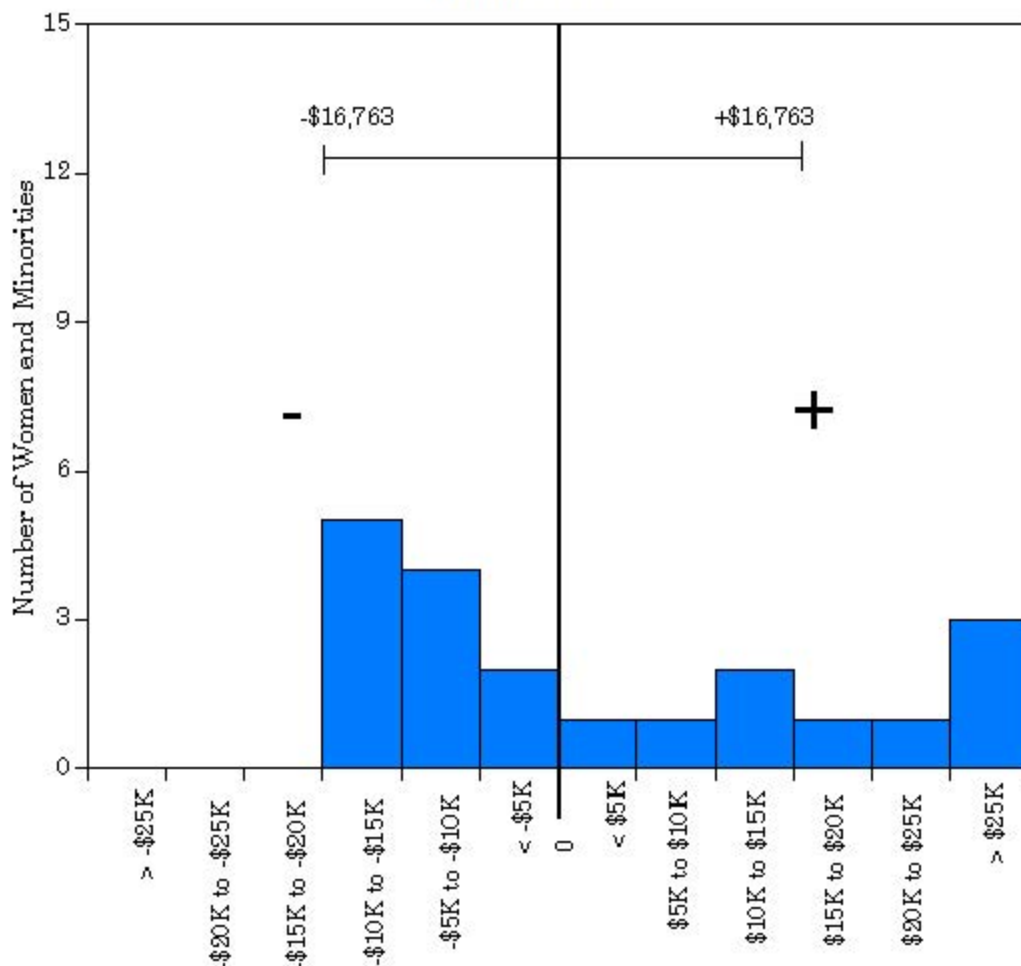
Residual = actual salary - predicted salary

Predicted salary =  $\$17.87 * 10^5 + (\$87 * (\text{year of hire})) + (-\$1,342 * (\text{degree year})) + (\$400 * (\text{year of birth})) + (\$16,479 * (\text{degree indicator}))$

Standard error = \$22,662



University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**Graduate School of Management: Women and Minorities**  
 October 1999



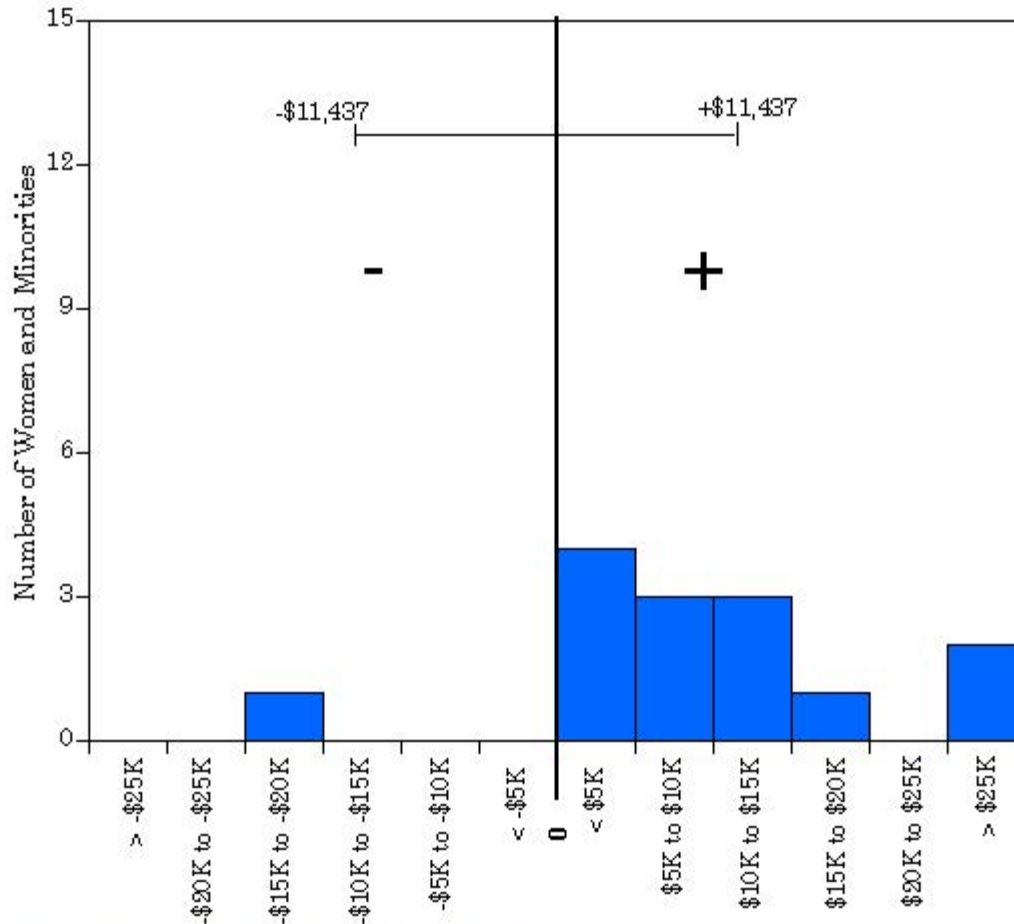
Residual = actual salary - predicted salary

Predicted salary = \$167,942 + (\$226 \* (year of hire)) + (\$9,280 \* (degree indicator)) +  
 (-\$1,548 \* (degree year)) + (\$508 \* (year of birth))

Standard error = \$16,763

Sources: Payroll/Personnel System Extract as of 10-31-99, Academic Personnel.

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**Graduate School of Management: Women and Minorities**  
 October 1998



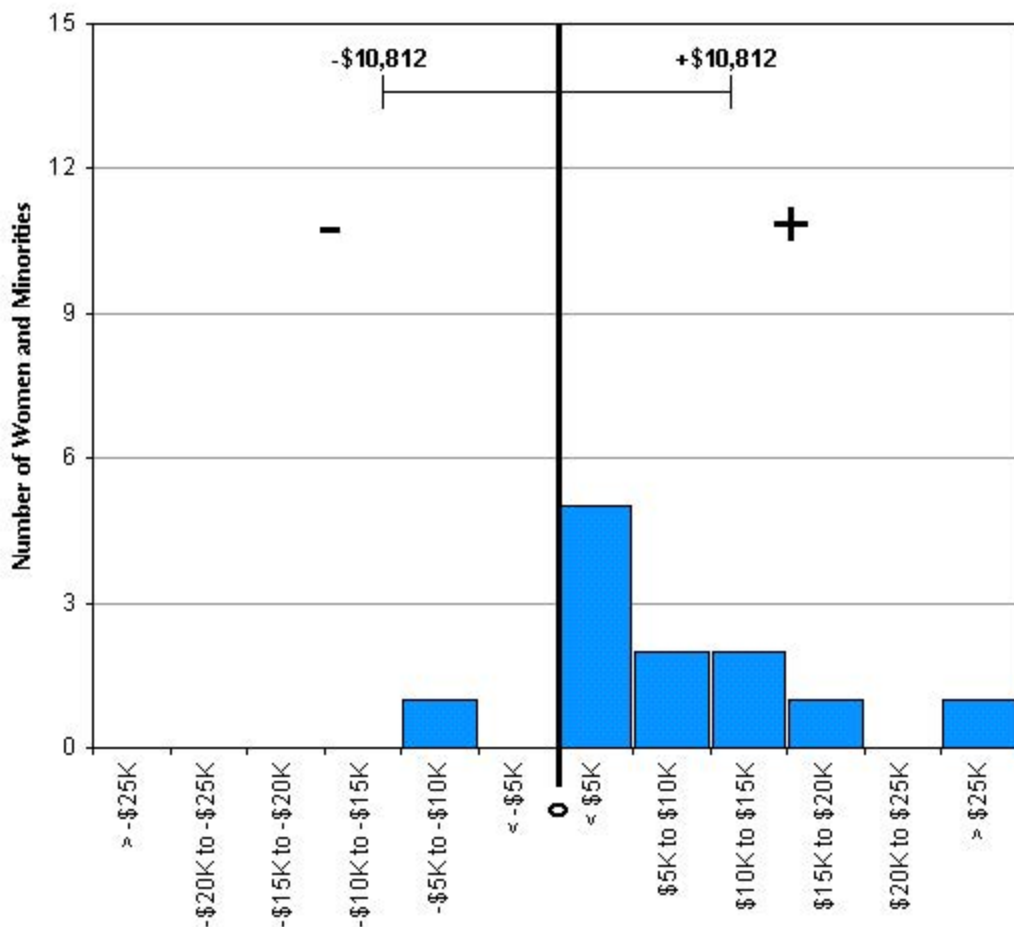
Residual = actual salary - predicted salary

Predicted salary = \$110,453 + (\$1,341 \* (year of hire)) + (-\$1,121 \* (degree year)) + (-\$868 \* (year of birth))

Standard error = \$11,437.

Sources: Payroll/Personnel System Extract as of 10-31-98, Academic Personnel.

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**Graduate School of Management: Women and Minorities**  
 October 1997



Residual = actual salary - predicted salary

Predicted salary =  $\$99,319 + (\$1,472 * (\text{year of hire})) + (-\$1,503 * (\text{degree year})) + (-\$425 * (\text{year of birth}))$

Standard error = \$10,812.

Sources: Payroll/Personnel System Extract as of 10-31-97, Academic Personnel.