UC Irvine Office of Academic Personnel
Sources: Payroll/Personnel Extracts as of October 2006 through 2014, Academic Personnel, Pay Equity Study.
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Education
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 2013

Residual = Actual Salary - Predicted Salary

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

- $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

Standard Error

Residual = Actual Salary - Predicted Salary

White Men (6)  All Women (15)  All Minorities (4)
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

Residual = $26,078

Number of Faculty

Residual

< $25K
$25K to $50K
$50K to $75K
$75K to $100K
$100K to $125K
$125K to $150K
$150K to $175K
$175K to $200K
> $200K

White Men (6)
All Women (13)
All Minorities (4)
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Department of Education
October 2011

Residual = Actual Salary - Predicted Salary

Predicted Salary = 7187772.27784027 + (DegreeLevel*0) - (DegreeYear*3722.50187476565) + (RegRankYr*174.67582177228)
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 2009

Residual = Actual Salary - Predicted Salary

Predicted Salary = 8863233.54655633+(DegreeLevel*0)-(DegreeYear*3751.79892040996)-(RegRankYr*635.322886199162)

<table>
<thead>
<tr>
<th>Residual</th>
<th>White Men (5)</th>
<th>All Women (13)</th>
<th>All Minorities (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; $25K</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>$25K to $50K</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>$50K to $100K</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>$100K to $200K</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>$200K to $500K</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>&gt; $500K</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
University of California, Irvine
Ladder Rank Faculty Salary Residuals
Department of Education
October 2008

Residual = Actual Salary - Predicted Salary

Predicted Salary = 8305496.77 + (degree level*0) - (degree year*3836.53) - (UCI reg rank year*274.35)
Residual = Actual Salary - Predicted Salary

Predicted Salary: 2033230 + (degree indicator * 0) - (degree year * 781.508) - (UCI reg rank year * 194.7)
Residual = Actual Salary - Predicted Salary
Predicted Salary: 1460758 + (degree indicator * 0) - (degree year * 691.667) + (UCI reg ranks year * 0)

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