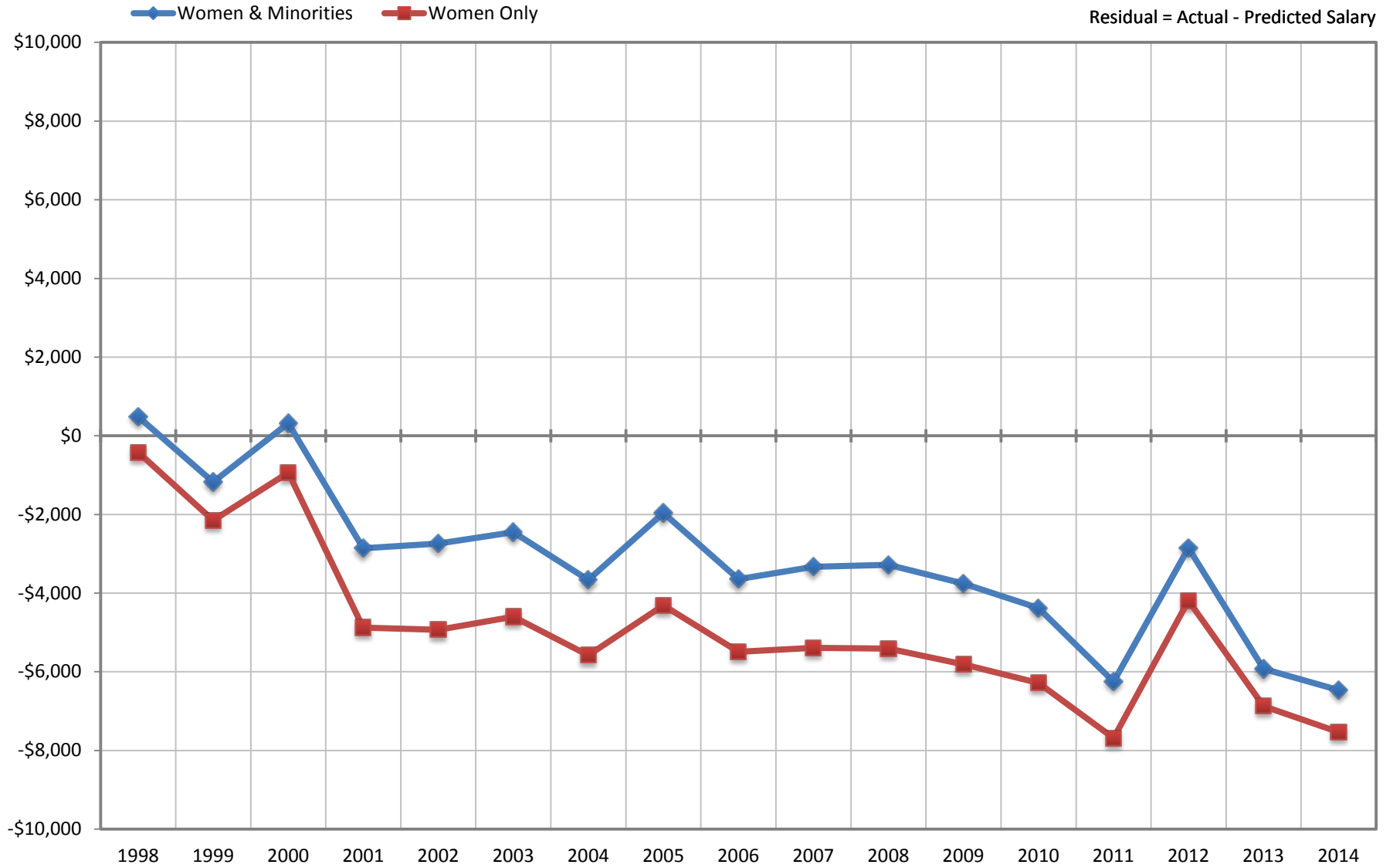


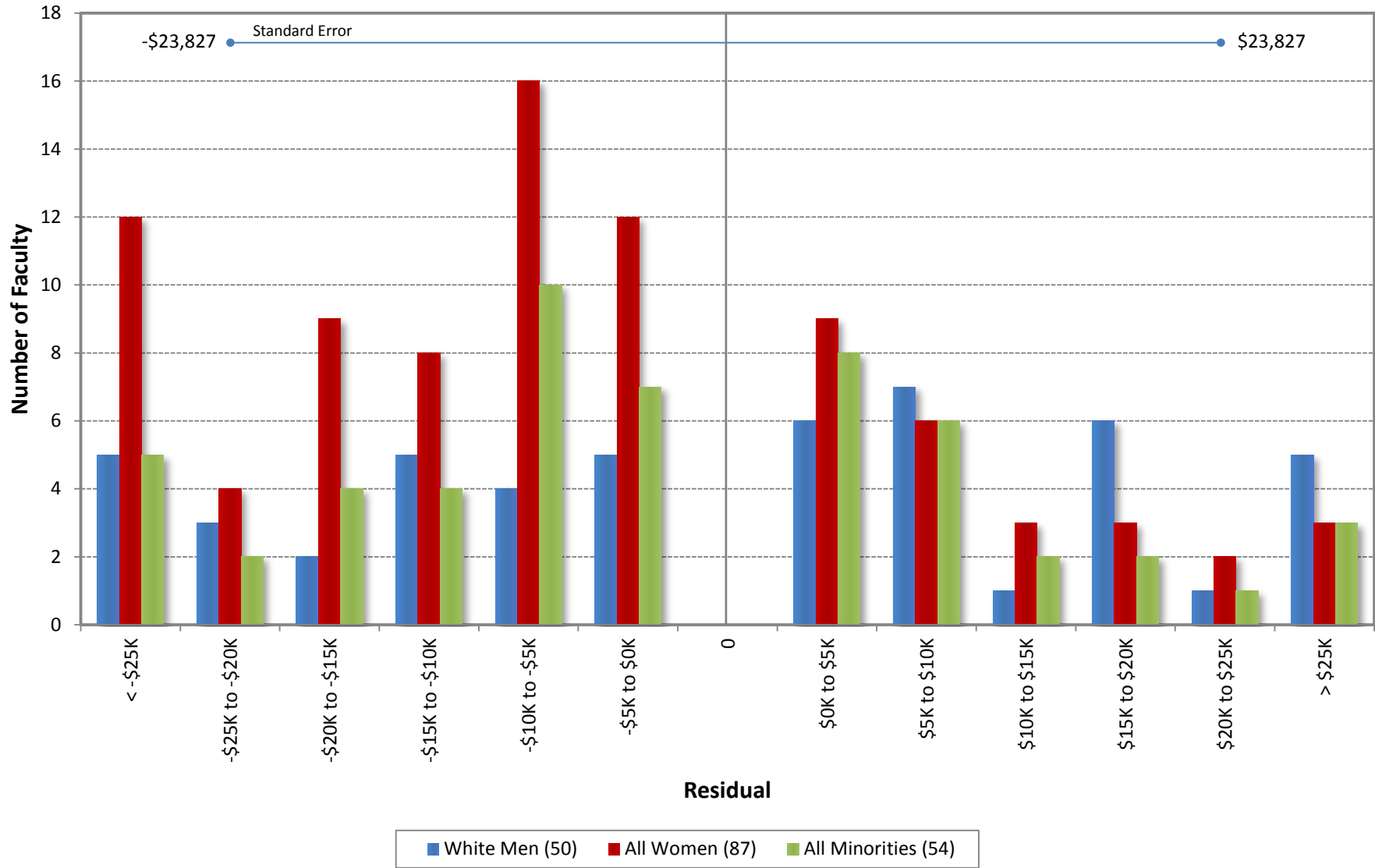
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities  
School of Humanities  
October 1998 through 2014



UC Irvine Office of Academic Personnel

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

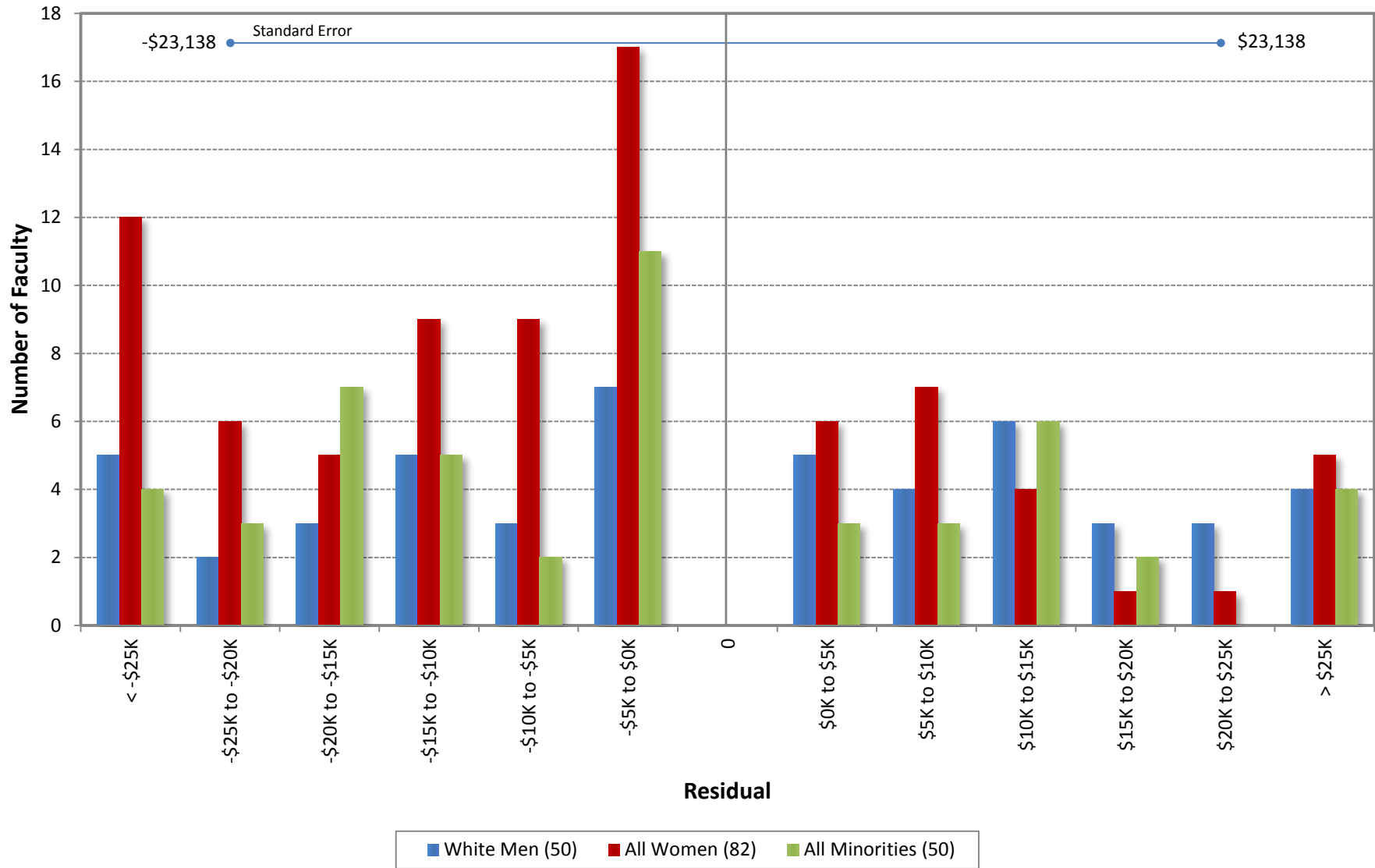
University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Humanities**  
October 2014



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $5297009.32367526 + (\text{DegreeLevel} * 23505.2639913513) + (\text{DegreeYear} * -3668.48195344821) + (\text{RegRankYr} * 1043.66180209667)$

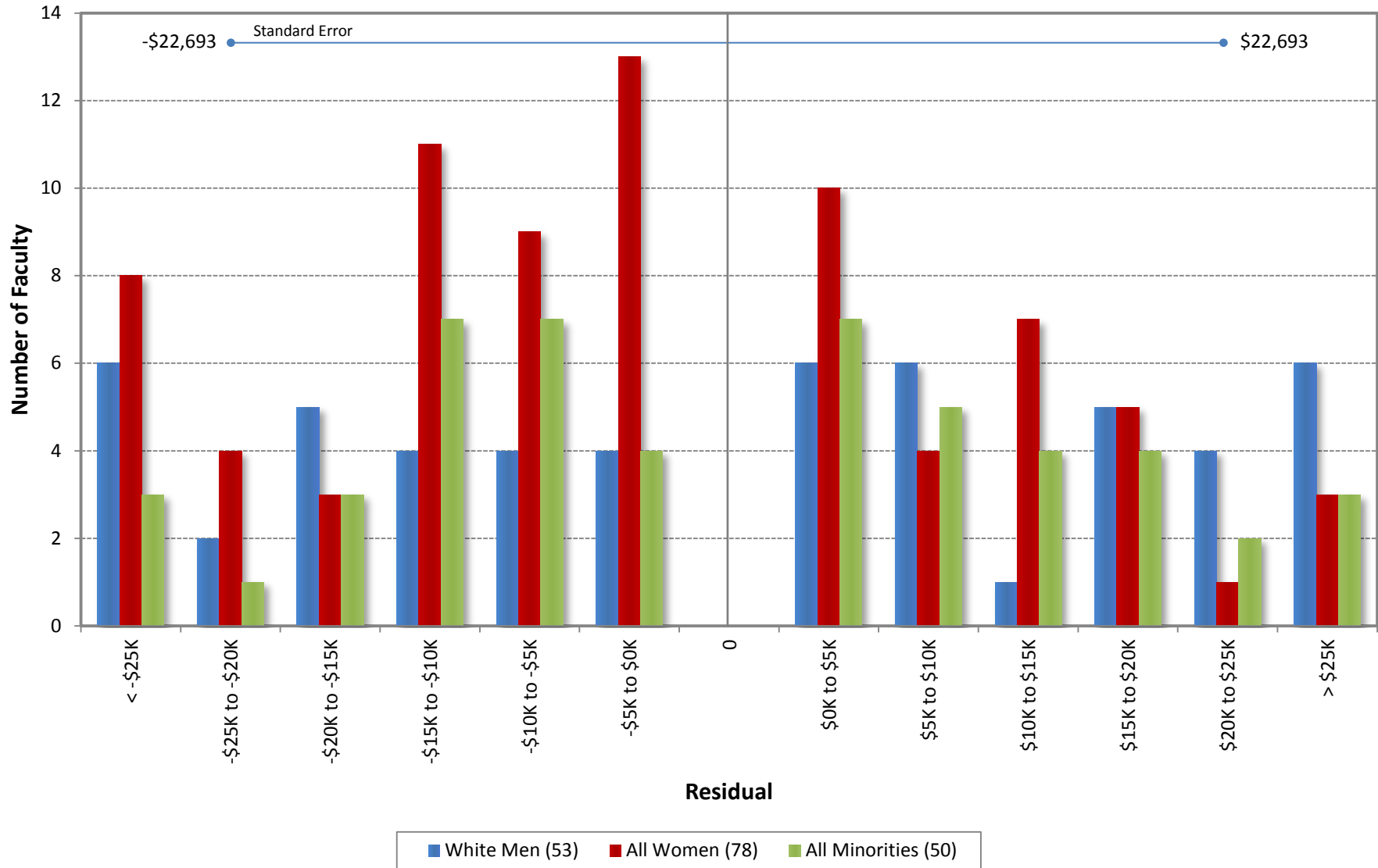
University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Humanities**  
October 2013



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $4915595.86579281 + (\text{DegreeLevel} * 26272.7901038106) + (\text{DegreeYear} * -3742.3384011212) + (\text{RegRankYr} * 1301.55208892082)$

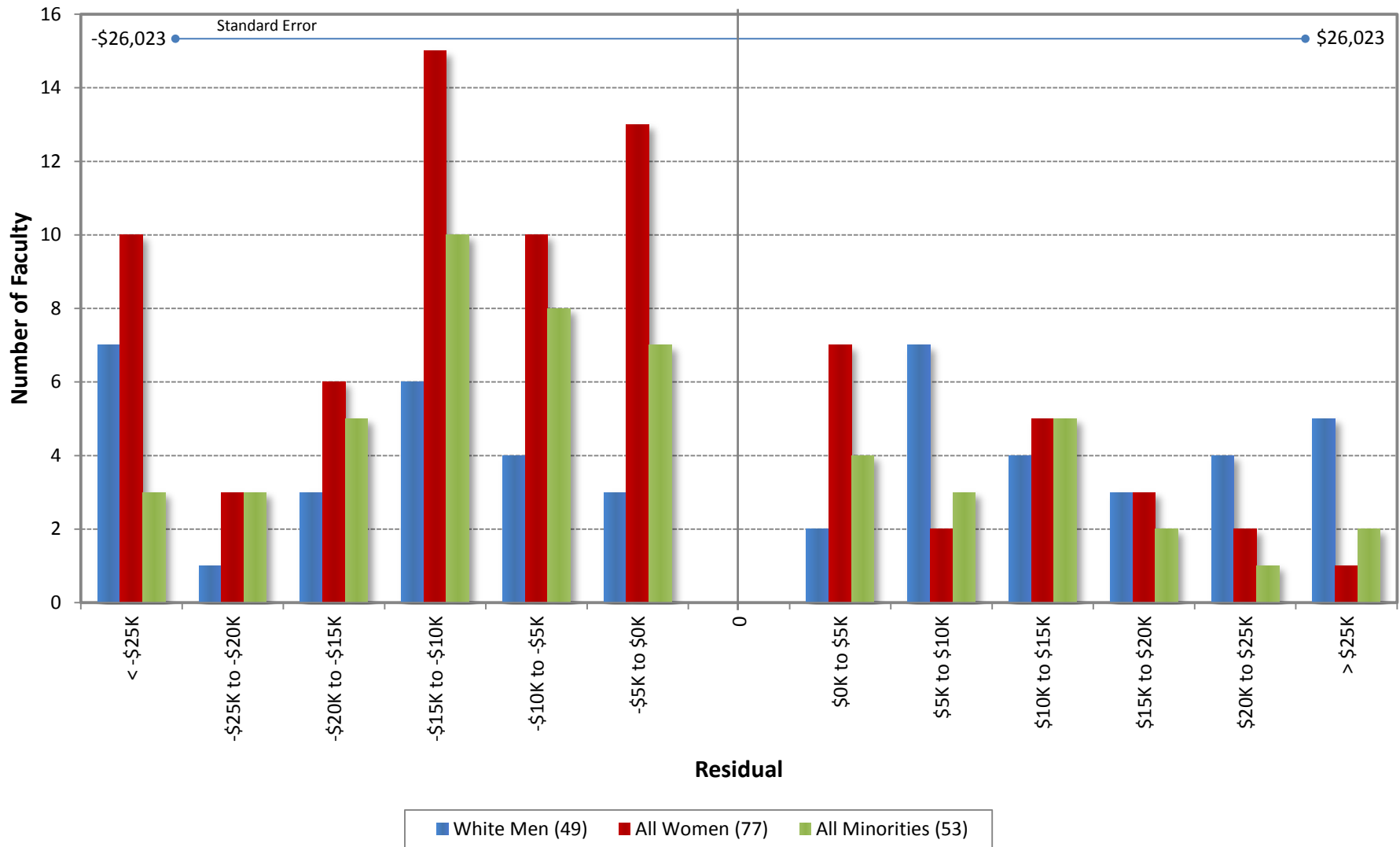
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Humanities**  
 October 2012



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $4254982.89999197 + (\text{DegreeLevel} * 21000.1404488998) - (\text{DegreeYear} * 3426.55436478012) + (\text{RegRankYr} * 1318.45956086697)$

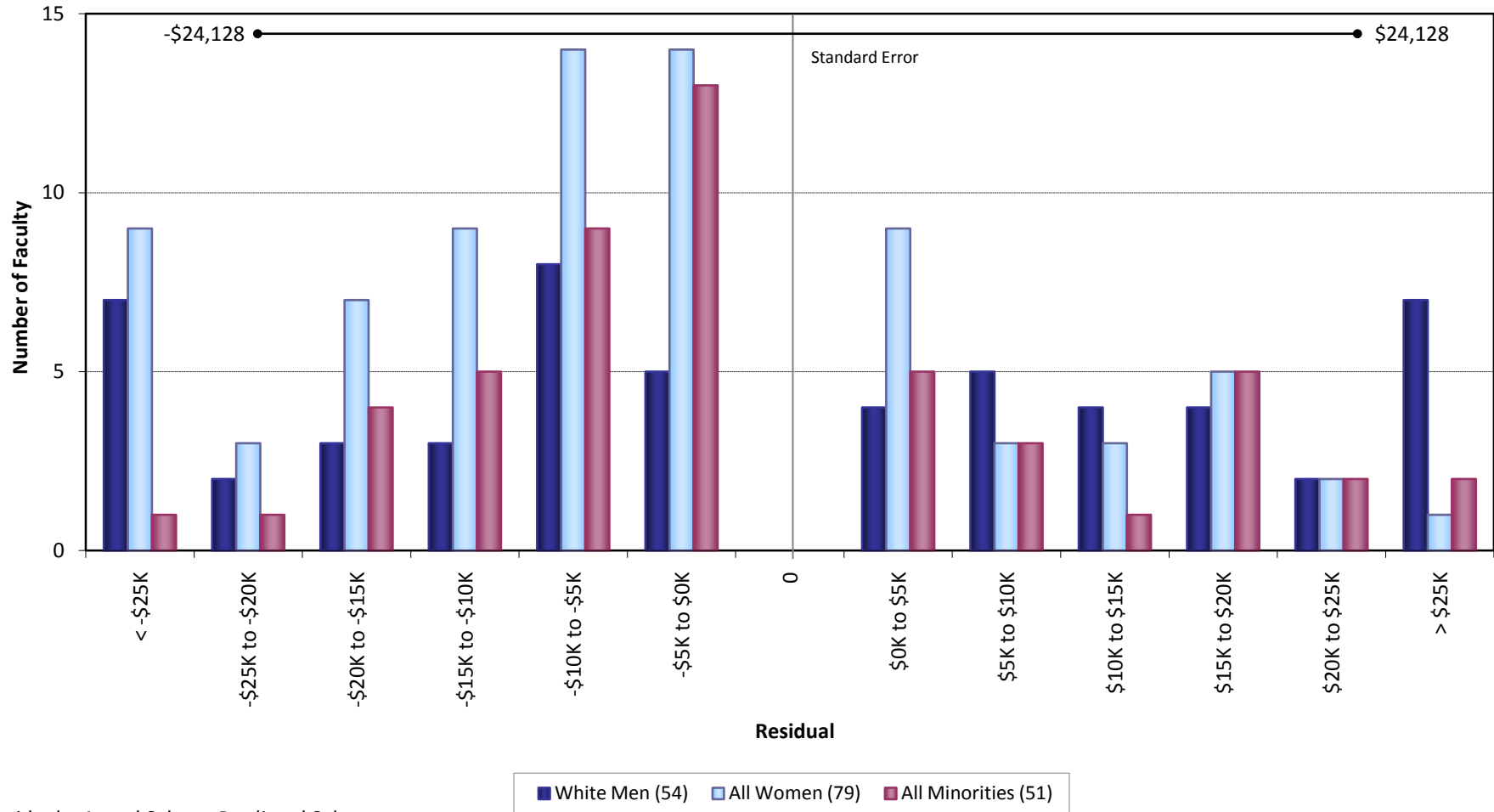
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Humanities**  
 October 2011



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $4455654.4865243 + (\text{DegreeLevel} * 16781.5048015018) - (\text{DegreeYear} * 3349.00030107422) + (\text{RegRankYr} * 1144.17782719116)$

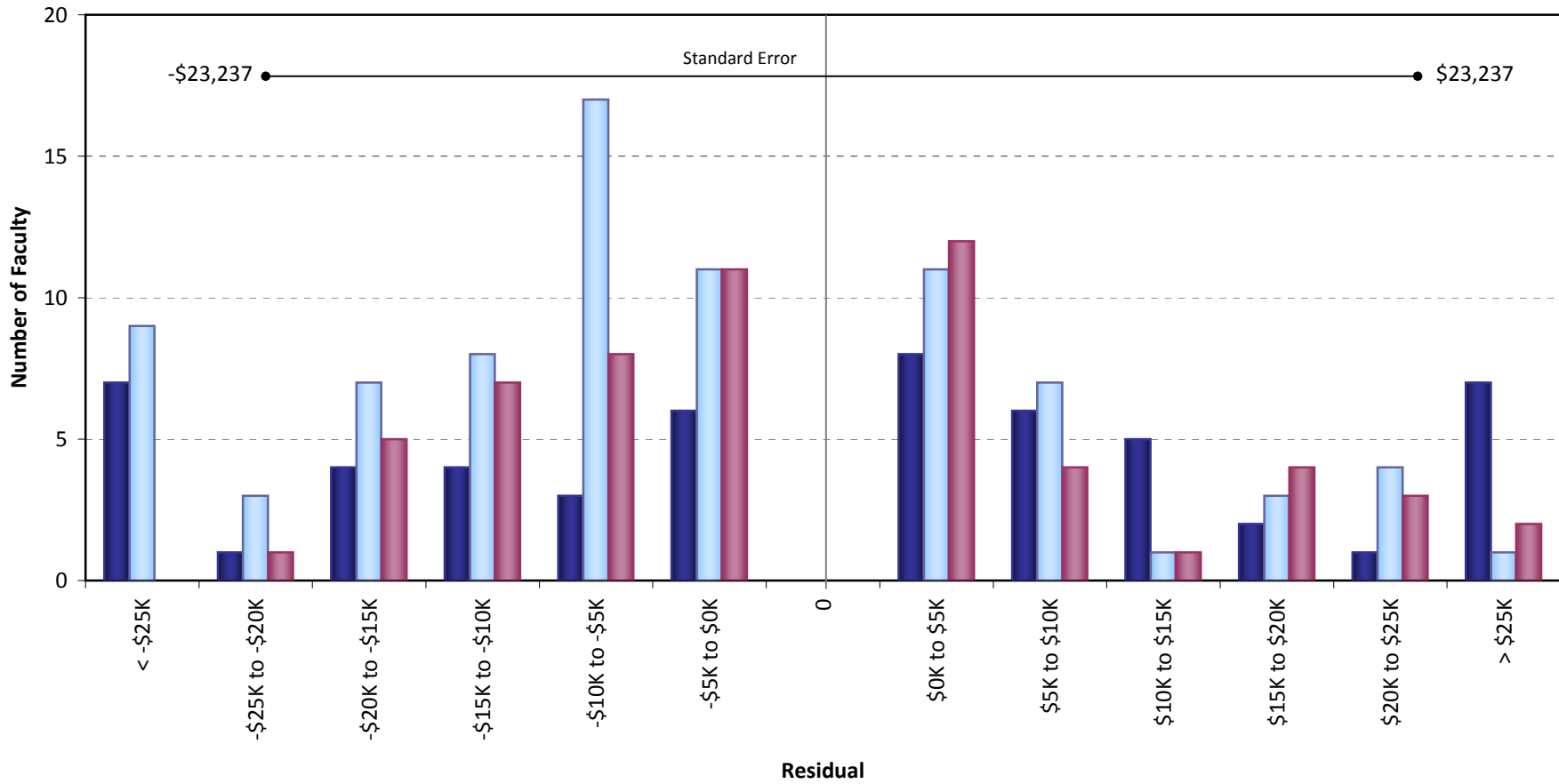
University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Humanities**  
October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary =  $4011989.54696074 + (\text{DegreeLevel} * 20783.6475592488) - (\text{DegreeYear} * 3356.11199882242) + (\text{RegRankYr} * 1365.58567976542)$

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Humanities**  
 October 2009

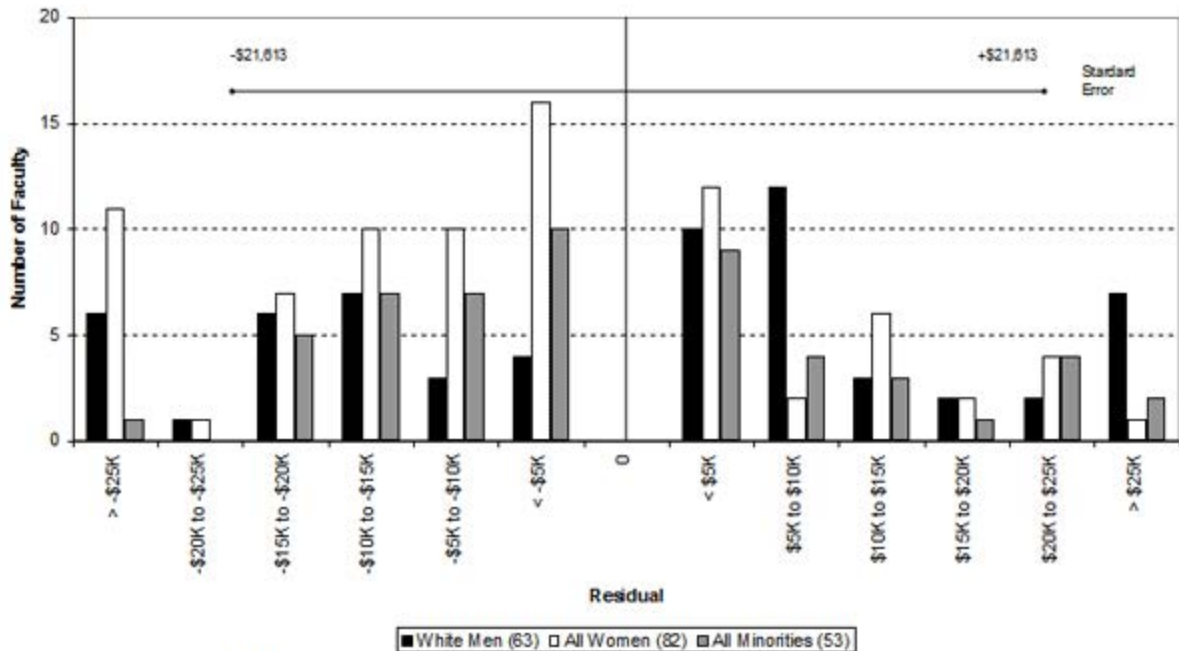


Residual = Actual Salary - Predicted Salary

■ White Men (54)
 ■ All Women (82)
 ■ All Minorities (58)

Predicted Salary =  $4333258.55646237 + (\text{DegreeLevel} * 17242.9350840561) - (\text{DegreeYear} * 3363.83391923137) + (\text{RegRankYr} * 1214.74274056024)$

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 School of Humanities  
 October 2008

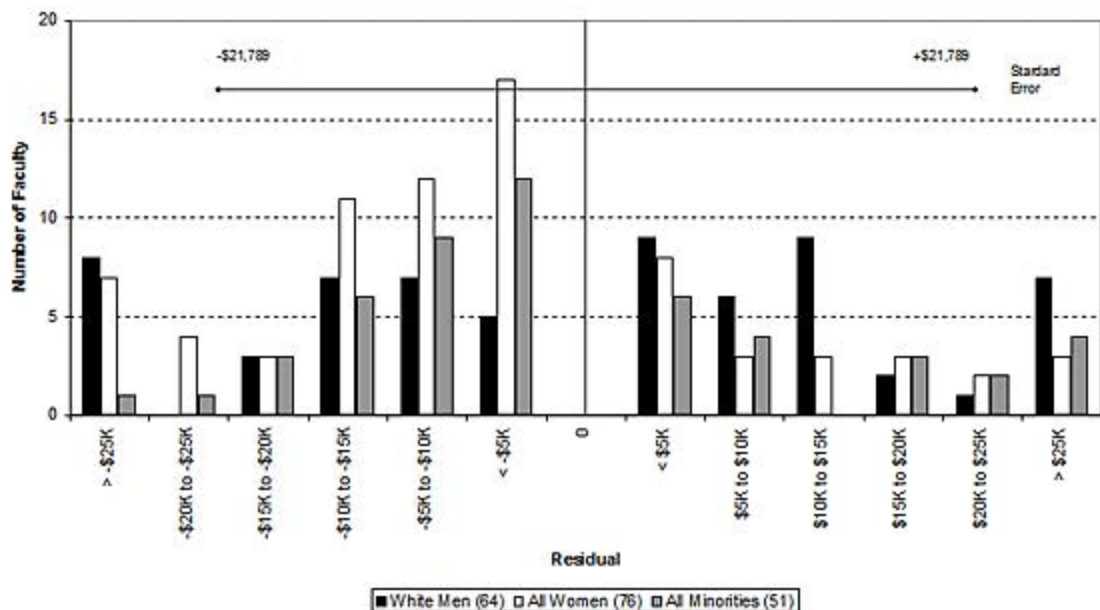


Residual = Actual Salary - Predicted Salary

Predicted Salary:  $4522816.66 + (\text{degree level} * 19856.95) - (\text{degree year} * 3280.94) + (\text{UCI reg rank year} * 1033.55)$



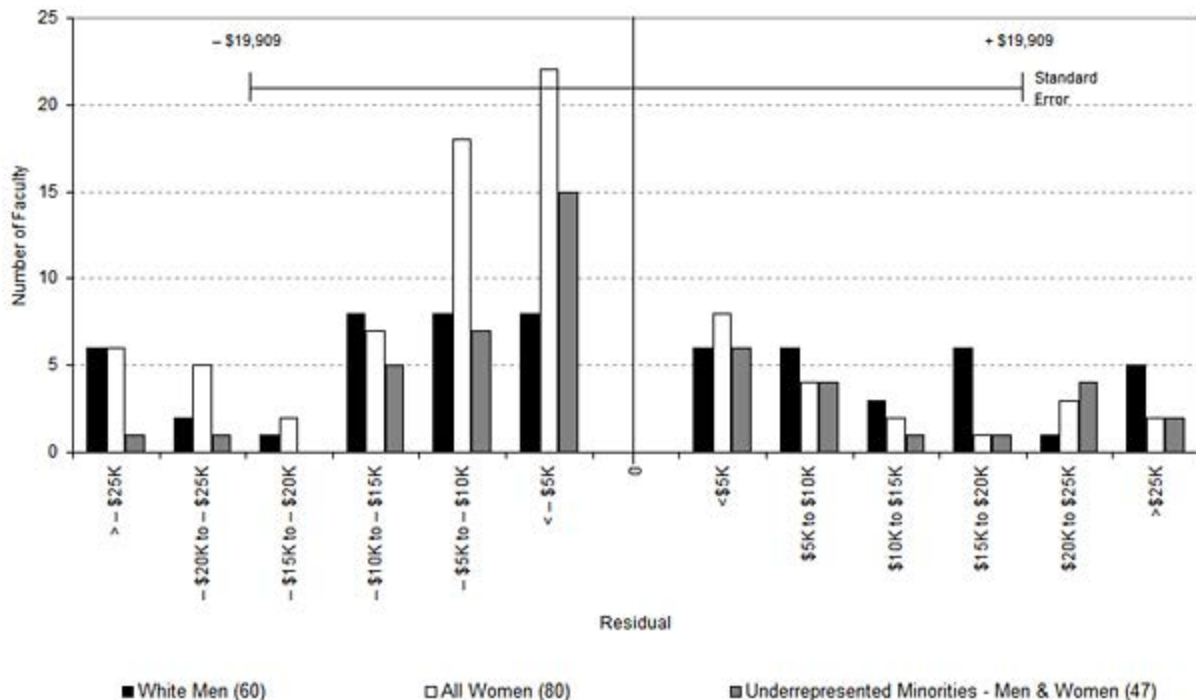
University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
 School of Humanities  
 October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary:  $4466338 + (\text{degree indicator} * 9078.775) - (\text{degree year} * 3138.92) + (\text{UCI reg rank year} * 930.0795)$

University of California, Irvine  
Ladder Rank Faculty Salary Residuals  
**School of Humanities**  
October 2006



Residuals = Actual Salary - Predicted Salary

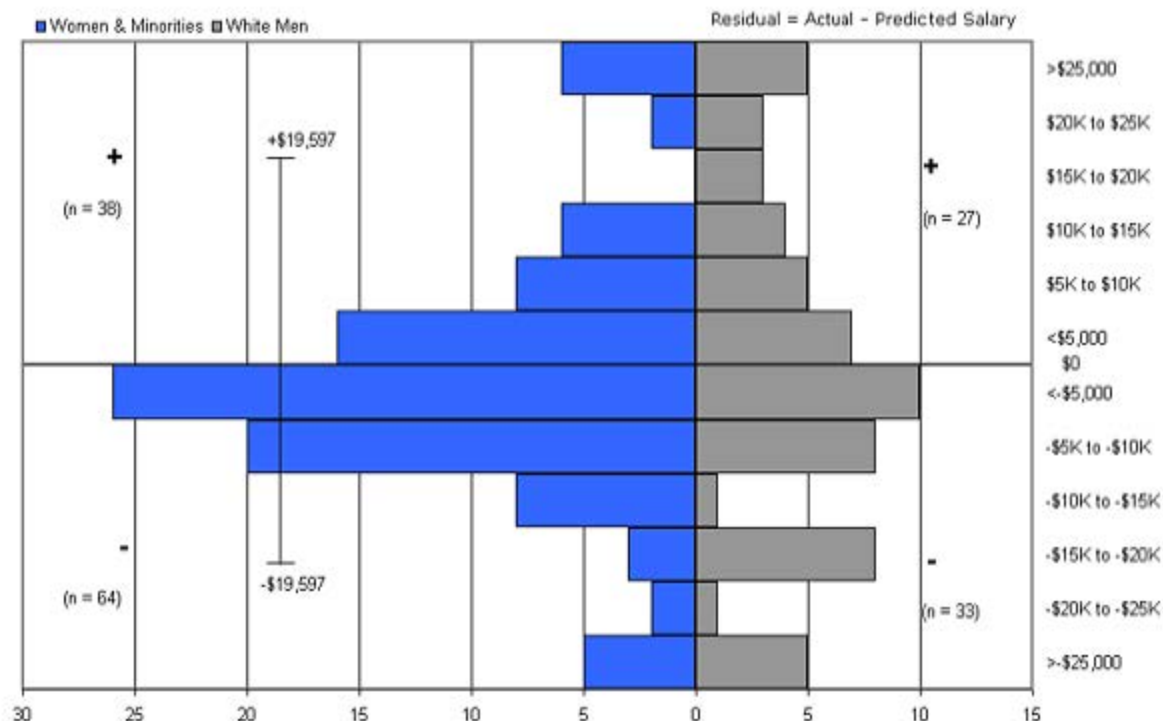
Predicted Salary:  $4111940 - (\text{degree indicator} * 3706.2) - (\text{degree year} * 3095.63) + (\text{UCI reg ranks year} * 1073.573)$

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

Ladder Ranks Faculty Salary Residuals

School of Humanities

October 2005

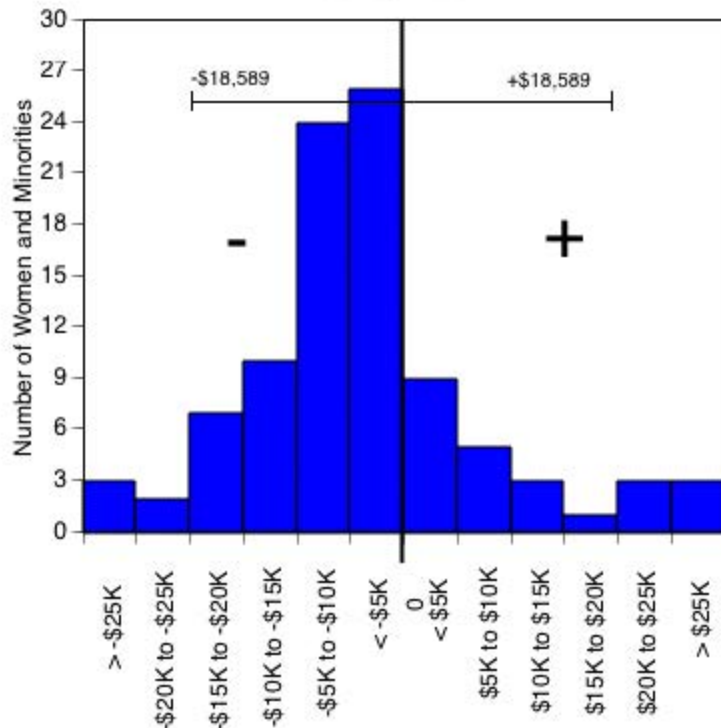


Predicted salary =  $\$3,812,776 + (\$1,181 * (\text{year of hire})) + (\$7,203 * (\text{degree indicator})) - (\$3,066 * (\text{degree year}))$

Standard error = \$19,597

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  
**School of Humanities: Women and Minorities**  
 October 2004



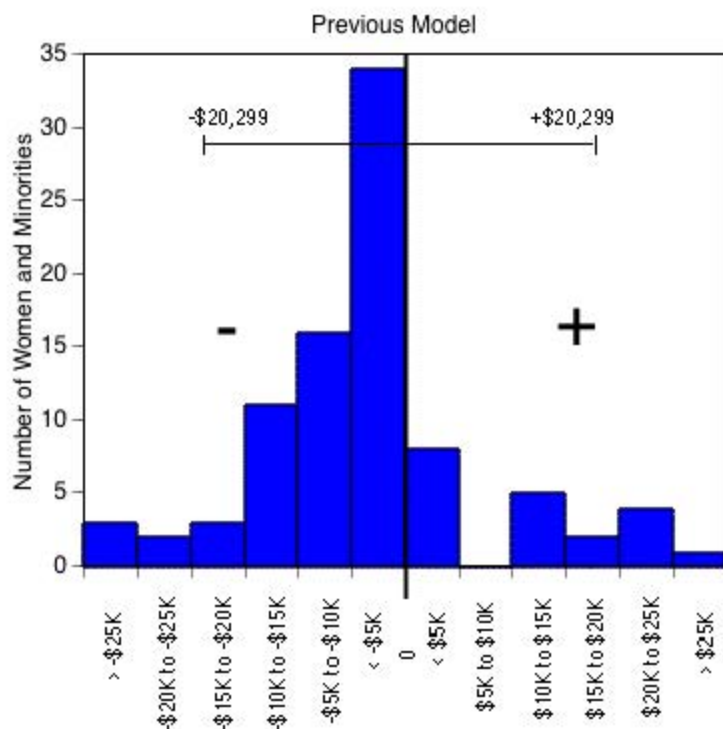
Residual = actual salary - predicted salary

Predicted salary =  $\$3,584,032 + (\$1,150 * (\text{year of hire})) + [\$3,590 * (\text{degree indicator}) + (-\$2,918 * (\text{degree year}))]$

Standard error = \$18,589

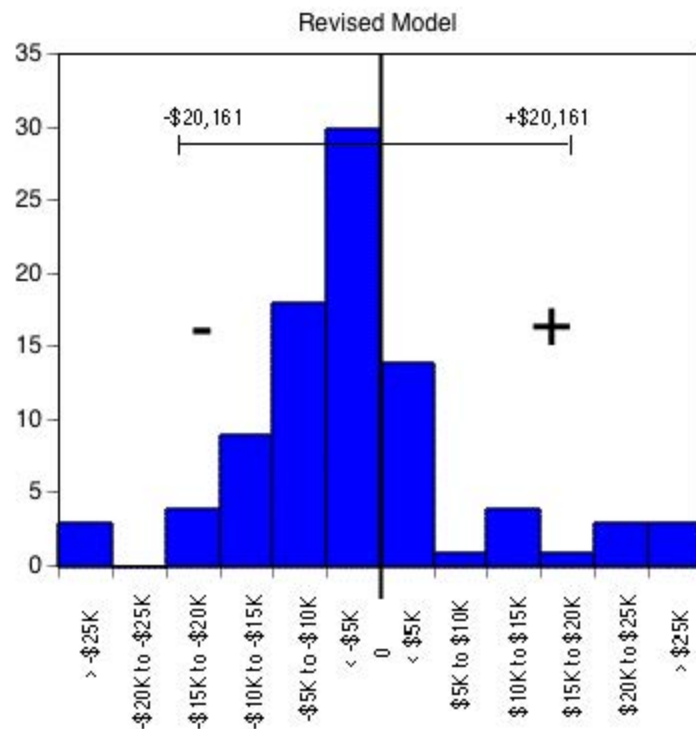
Sources: Payroll/Personnel System Extract as of 10-31-2004, Academic Personnel,  
 Pay Equity Study.

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



Predicted salary =  $\$3,465,047 + (\$1,063 \cdot (\text{year of hire})) + (\$1,138 \cdot (\text{degree indicator})) + (-\$3,125 \cdot (\text{degree year})) + (\$361 \cdot \text{year of birth})$

Standard error = \$20,299



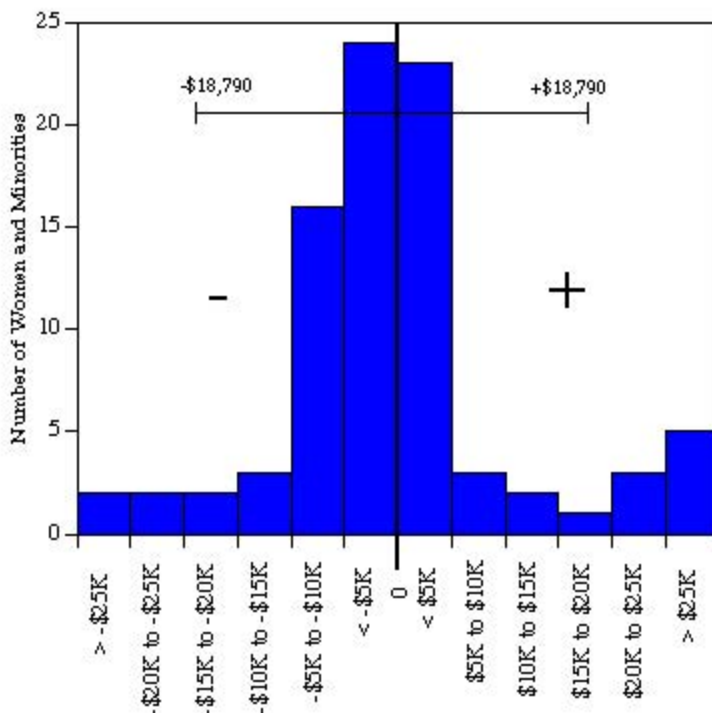
Predicted salary =  $\$3,567,643 + (\$1,052 \cdot (\text{year of hire})) + (\$341 \cdot (\text{degree indicator})) + (-\$2,810 \cdot (\text{degree year}))$

Standard error = \$20,161

Residual = actual salary - predicted salary

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

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Humanities: Women and Minorities**  
 October 2002



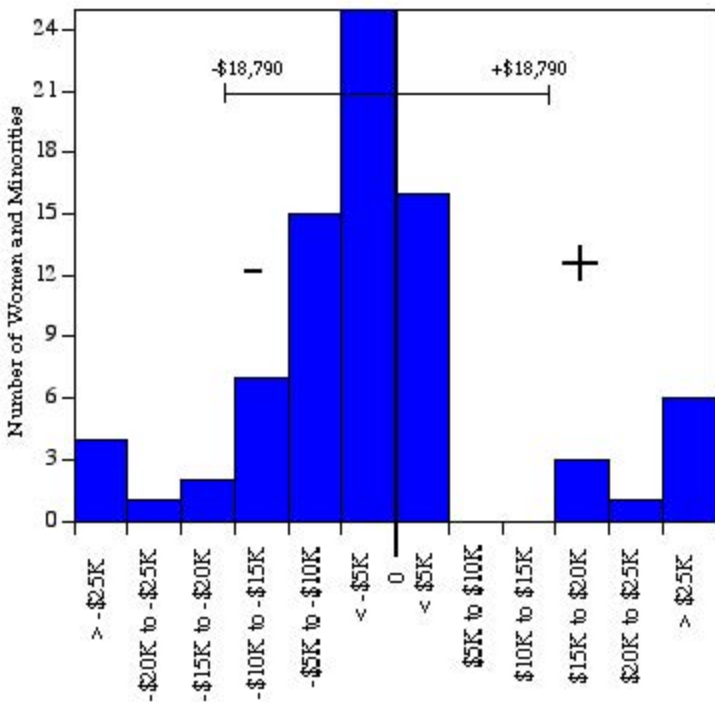
Residual = actual salary - predicted salary

Predicted salary =  $\$3,619,975 + (\$568 * (\text{year of hire})) + (-\$4,468 * (\text{degree indicator})) + (-\$2,629 * (\text{degree year})) + (\$285 * (\text{year of birth}))$

Standard error = \$18,790

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

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



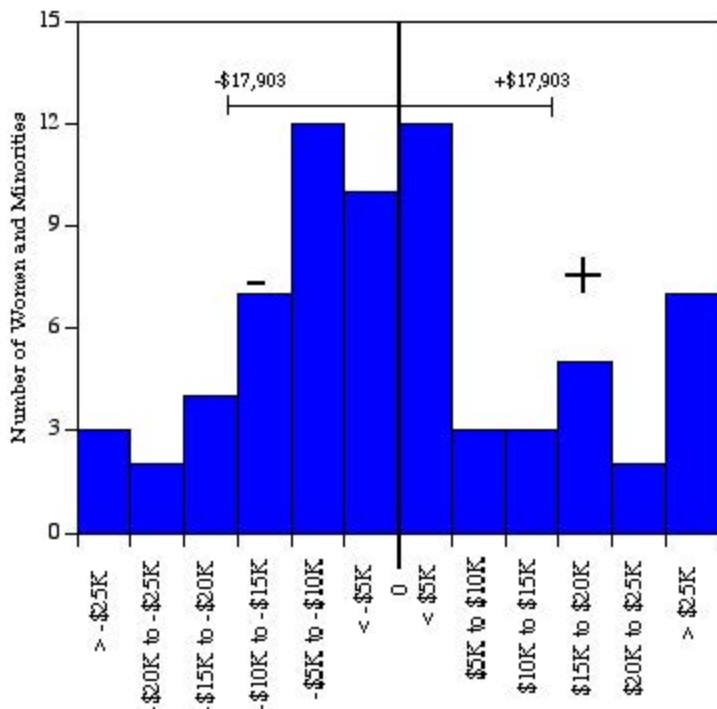
Residual = actual salary - predicted salary

Predicted salary =  $\$35.90 * 10^5 + (\$920 * (\text{year of hire})) + (\$2,556 * (\text{degree indicator})) + (-\$2,964 * (\text{degree year})) + (\$275 * (\text{year of birth}))$

Standard error = \$18,790

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

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Humanities: Women and Minorities**  
 October 2000



Residual = actual salary - predicted salary

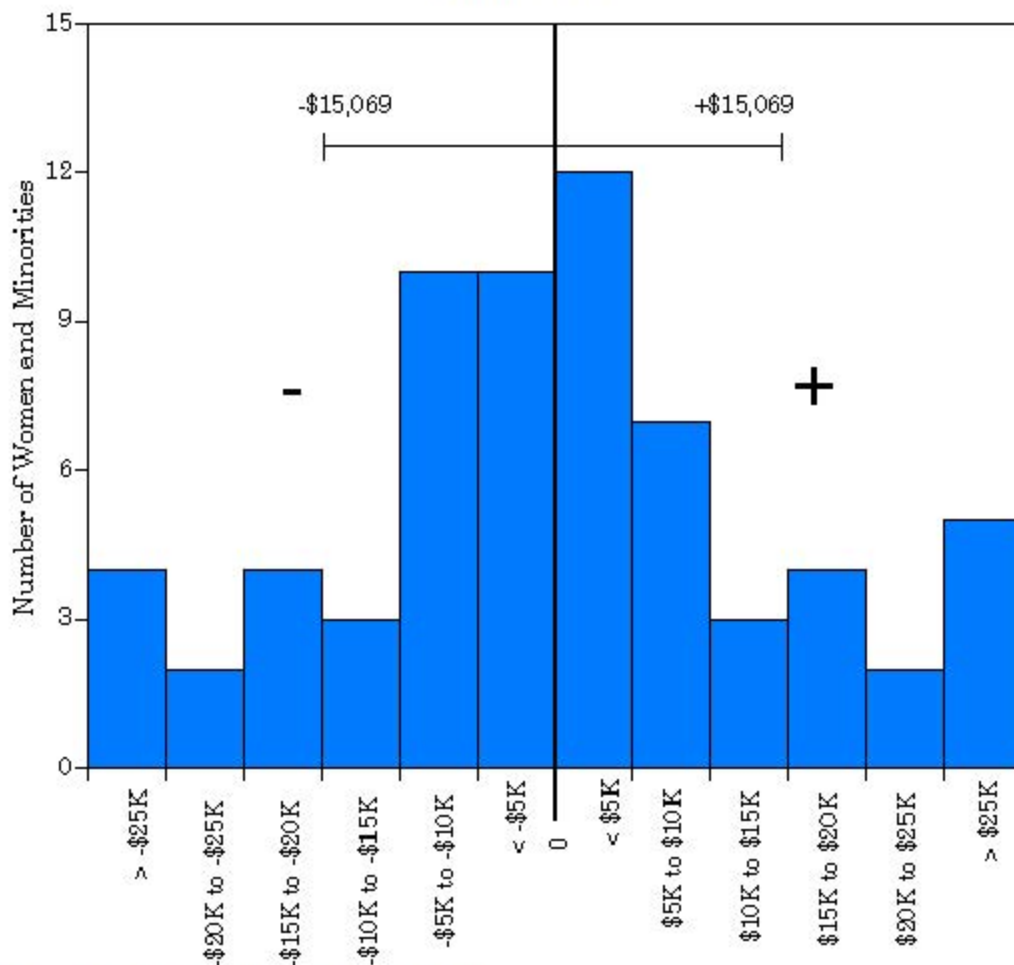
Predicted salary =  $\$32.20 * 10^5 + (\$829 * (\text{year of hire})) + (\$8,404 * (\text{degree indicator})) + (-\$4,936 * (\text{degree year})) + (\$2,552 * (\text{year of birth}))$

Standard error = \$17,903

Sources: Payroll/Personnel System Extract as of 10-31-2000, Academic Personnel.



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



Residual = actual salary - predicted salary

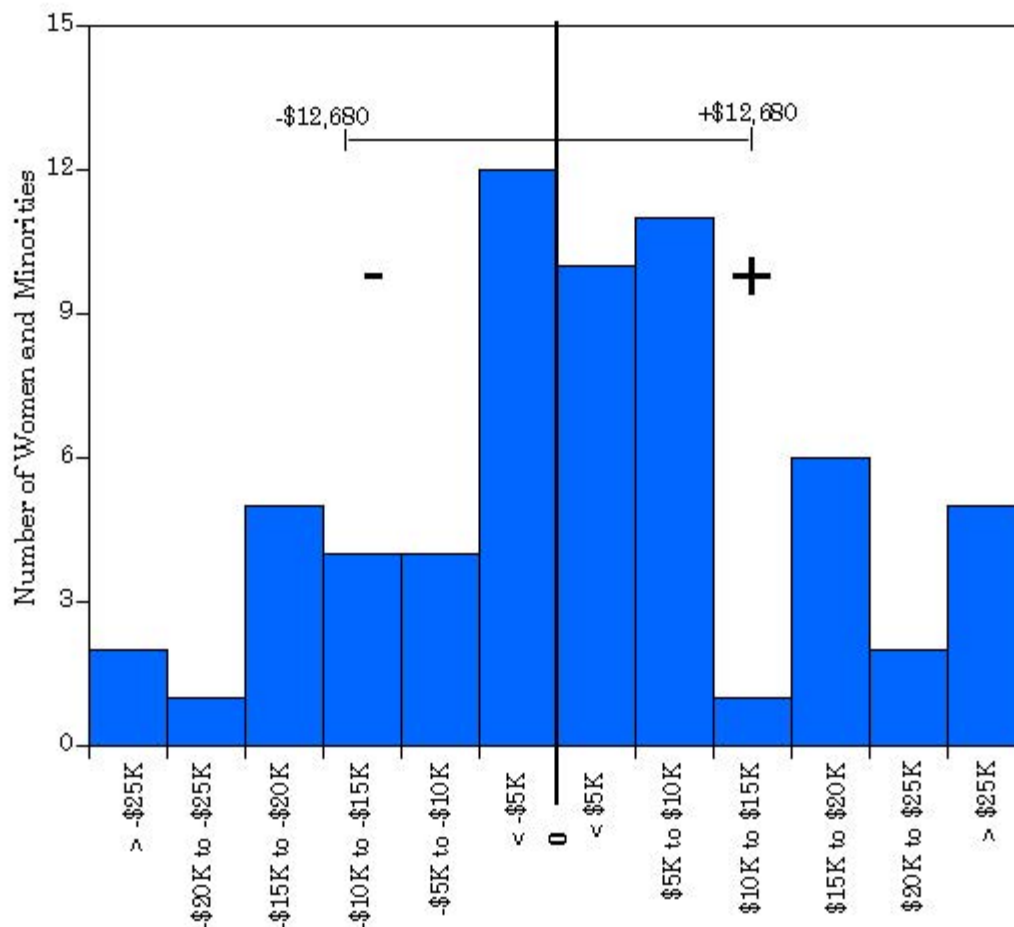
Predicted salary = \$236,558 + (\$1,190 \* (year of hire)) + (\$11,131 \* (degree indicator)) +  
 (-\$5,045 \* (degree year)) + (\$2,499 \* (year of birth))

Standard error = \$15,069

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

University of California, Irvine  
 Ladder Rank Faculty Salary Residuals  
**School of Humanities: Women and Minorities**

October 1998



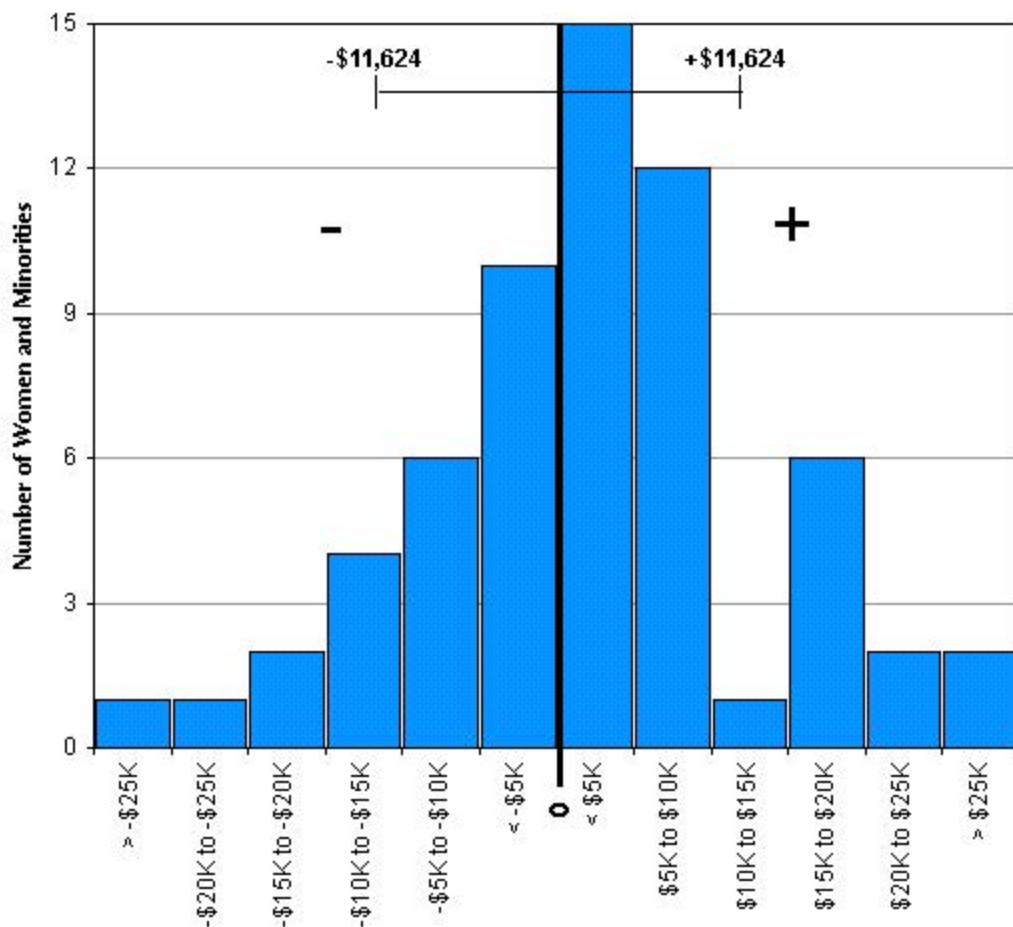
Residual = actual salary - predicted salary

Predicted salary = \$225,735 + (\$1,190 \* (year of hire)) + (\$9,583 \* (degree indicator)) +  
 (-\$4,749 \* (degree year)) + (\$2,201 \* (year of birth))

Standard error = \$12,680.

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

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



Residual = actual salary - predicted salary

Predicted salary = \$203,806 + (\$1,166 \* (year of hire)) + (\$9,835 \* (degree indicator)) +  
 (-\$4,369 \* (degree year)) + (\$1,917 \* (year of birth))

Standard error = \$11,624.

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