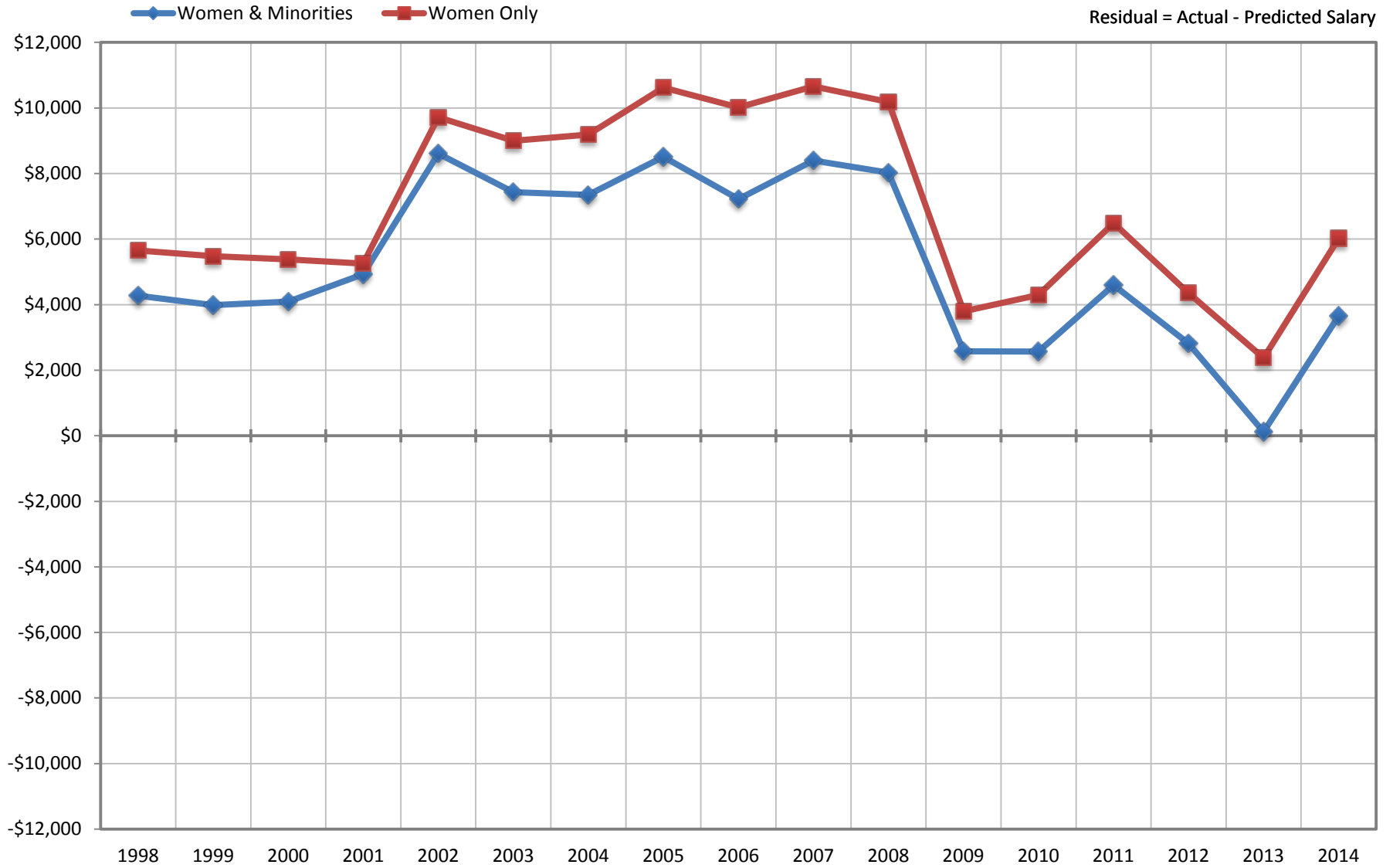


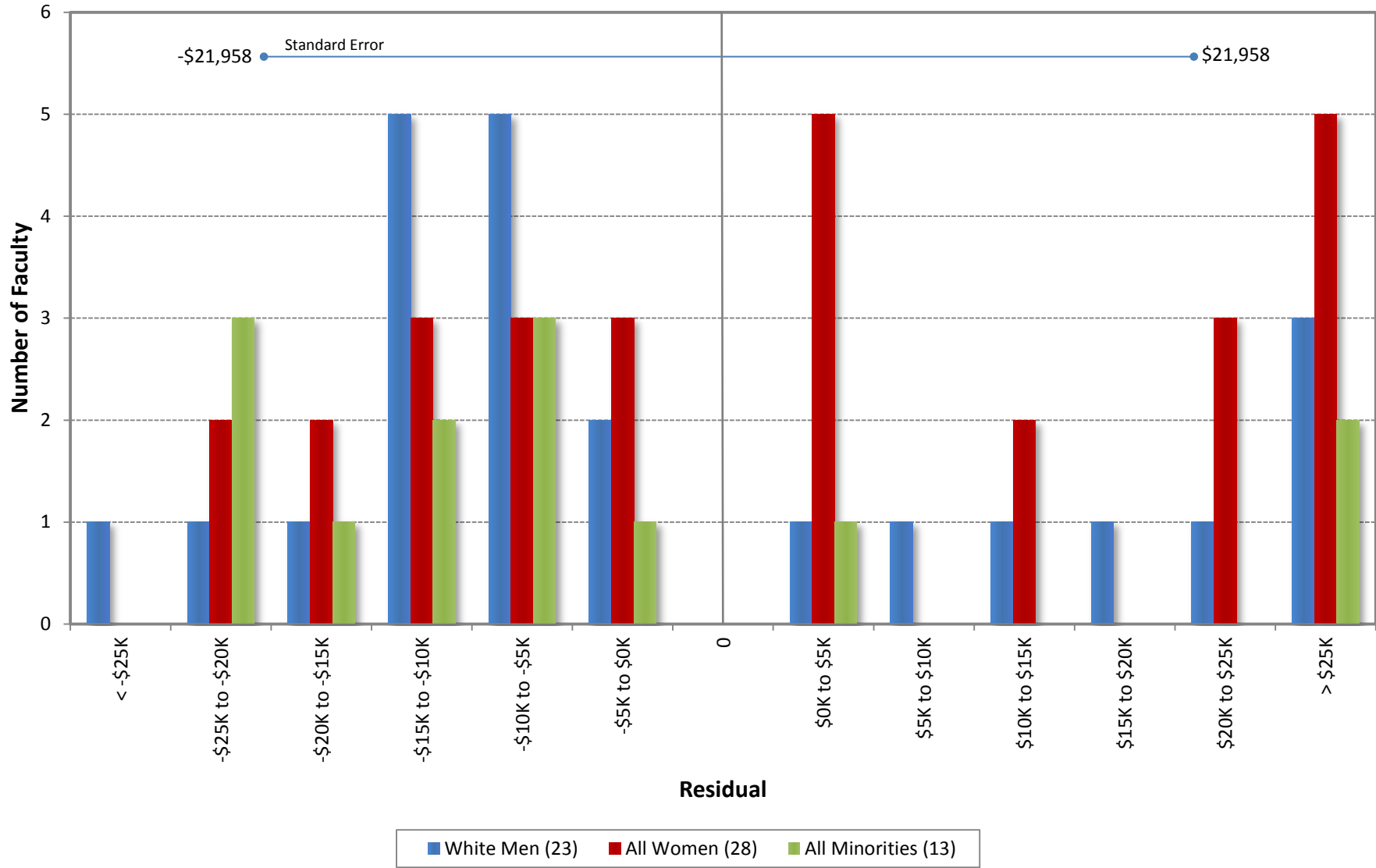
Ladder Ranks Faculty Salary Mean Residuals: Women and Minorities
School of Social Ecology
October 1998 through 2014



UC Irvine Office of Academic Personnel

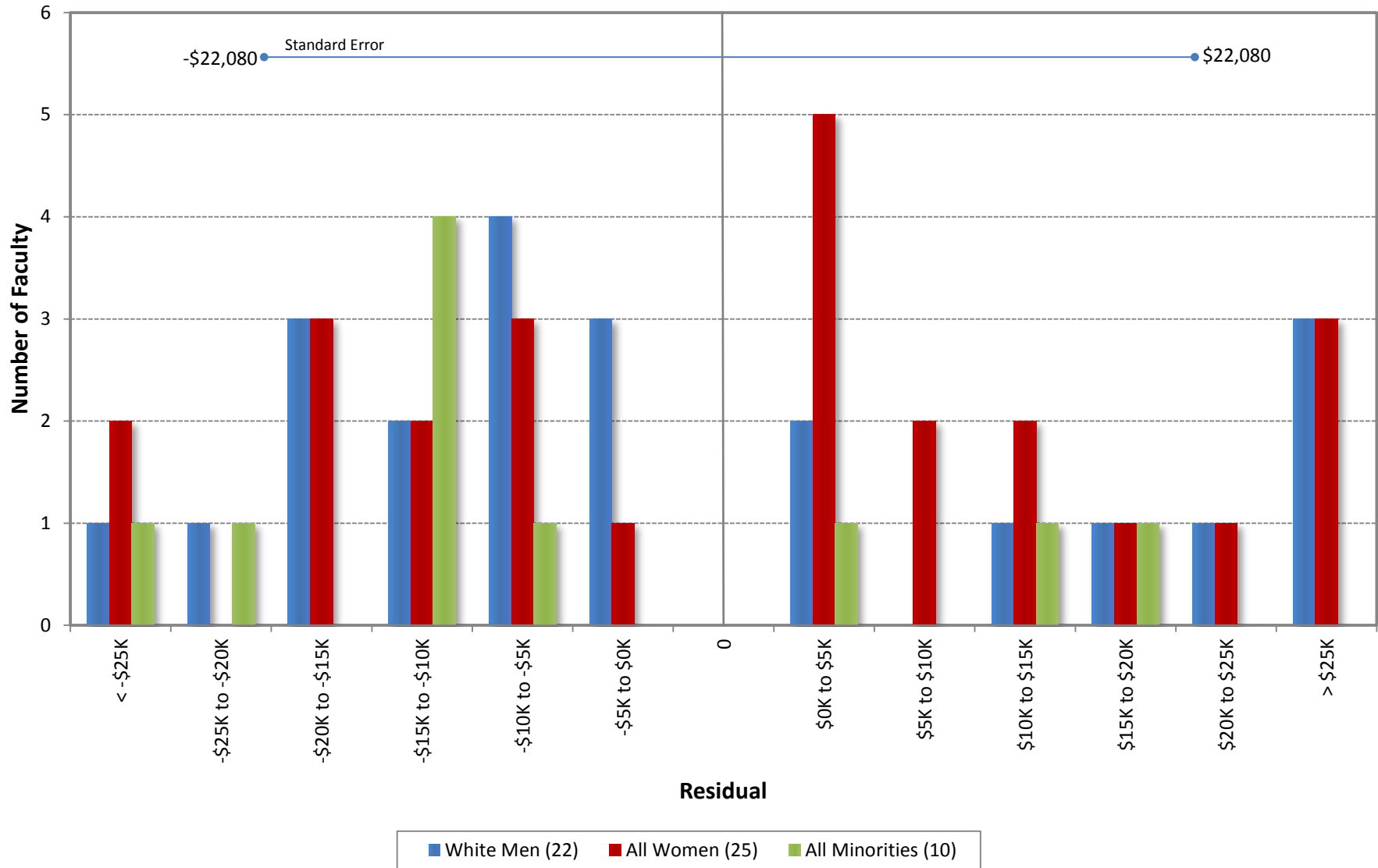
Sources: Payroll/Personnel Extracts as of October 1998 through 2014, Academic Personnel, Pay Equity Study.

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



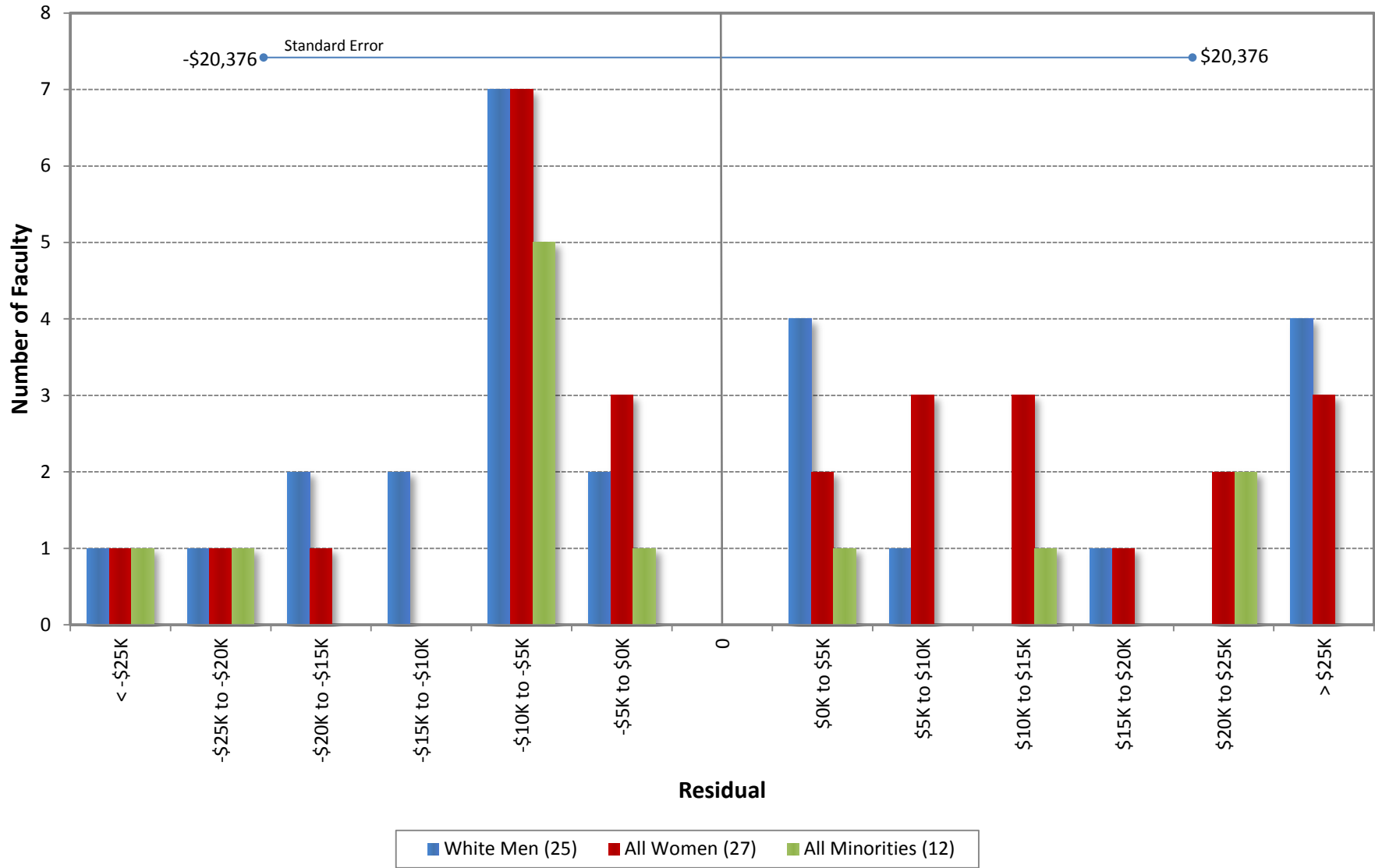
Predicted Salary = 2692240.05272812+(DegreeLevel*0)+(DegreeYear*-1904.84037612868)+(RegRankYr*606.707494677589)

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Ecology
 October 2013



Residual = Actual Salary - Predicted Salary
 Predicted Salary = $2493302.60103829 + (\text{DegreeLevel} * 0) + (\text{DegreeYear} * -1833.82626251969) + (\text{RegRankYr} * 634.088209626666)$

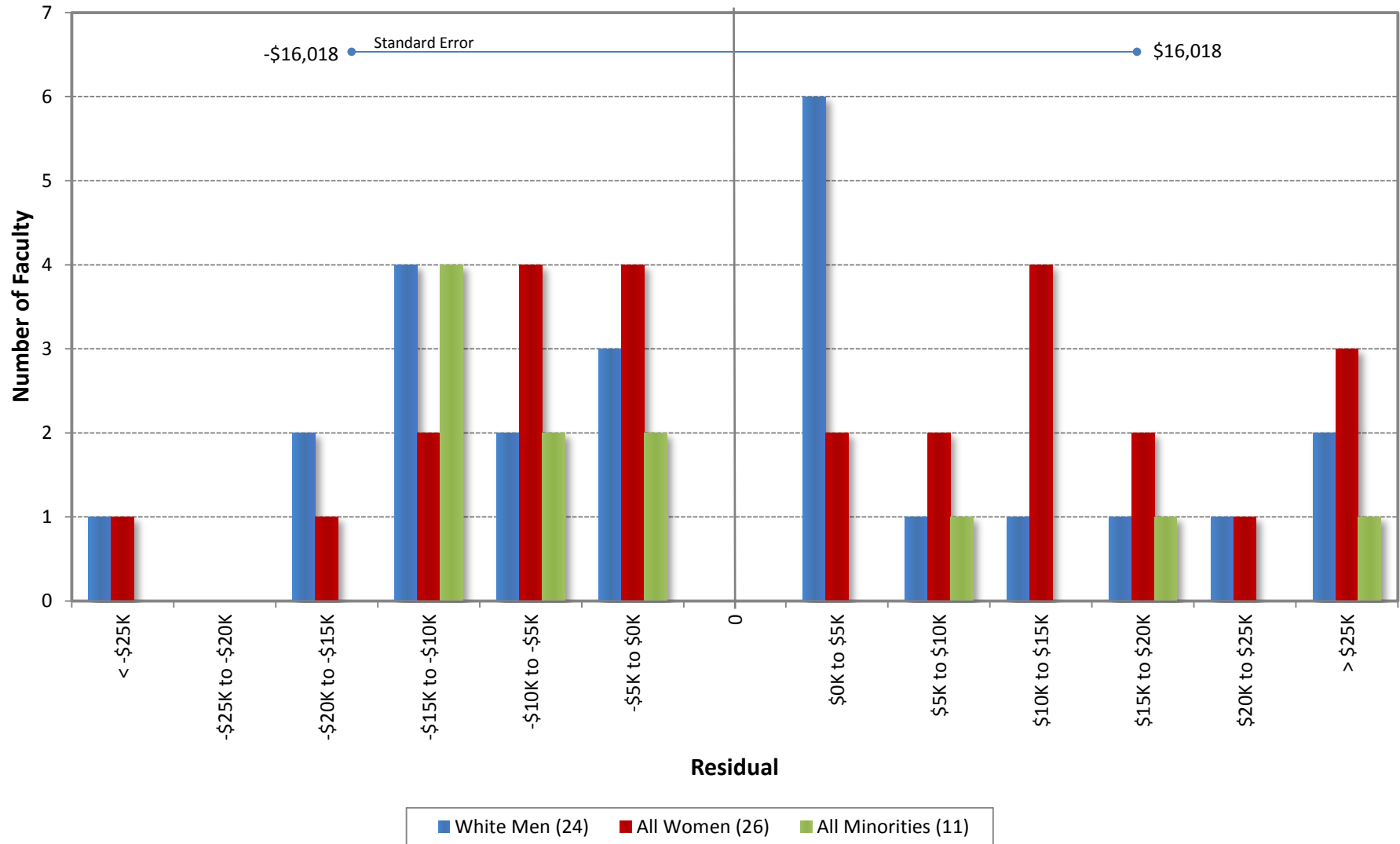
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Ecology
 October 2012



Residual = Actual Salary - Predicted Salary

Predicted Salary = $3011993.17404285 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1921.36830963522) + (\text{RegRankYr} * 458.860046393015)$

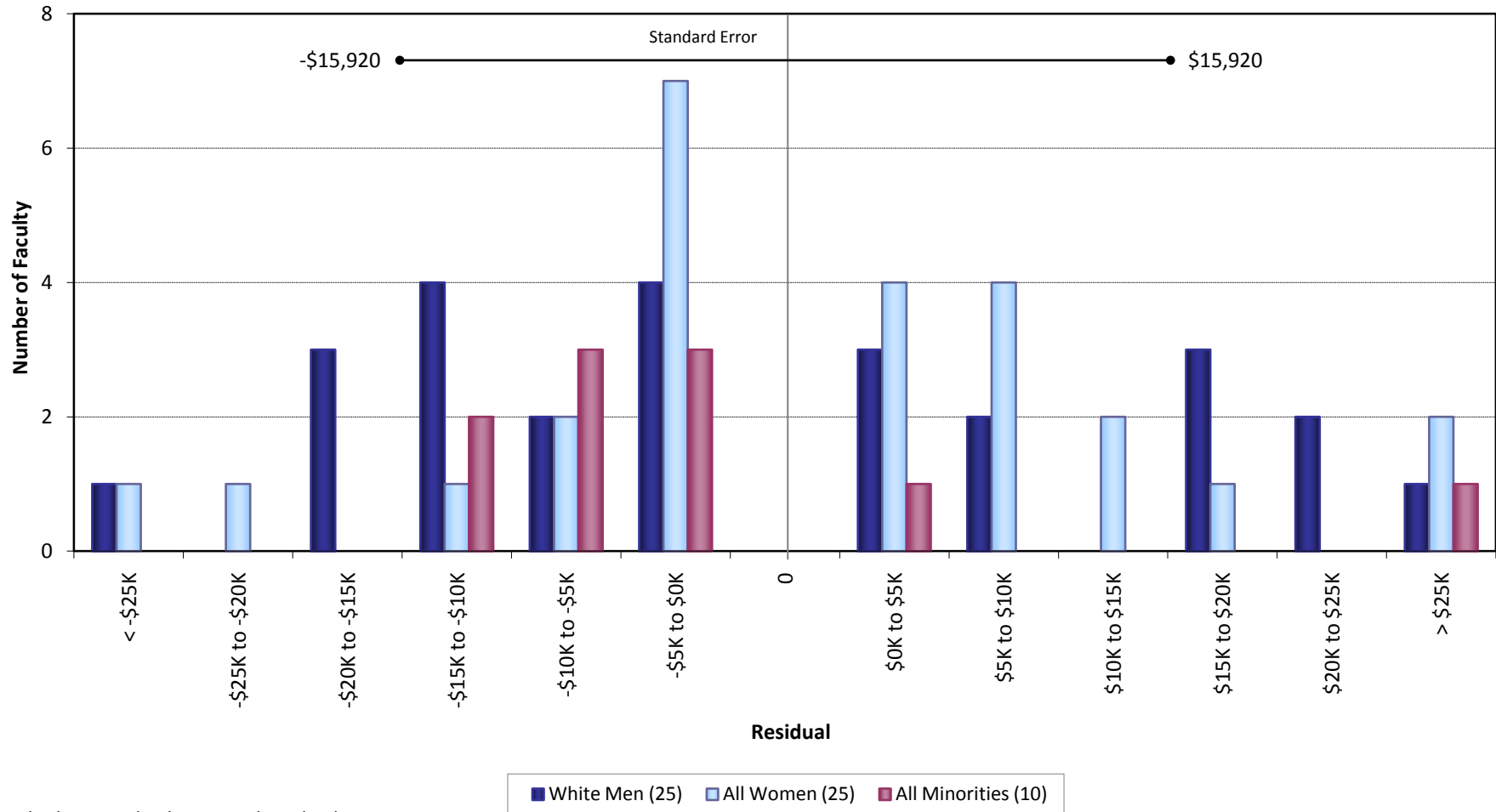
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2011



Residual = Actual Salary - Predicted Salary

Predicted Salary = 3135382.42048402+(DegreeLevel*0)-(DegreeYear*1368.34530467773)-(RegRankYr*156.390149460846)

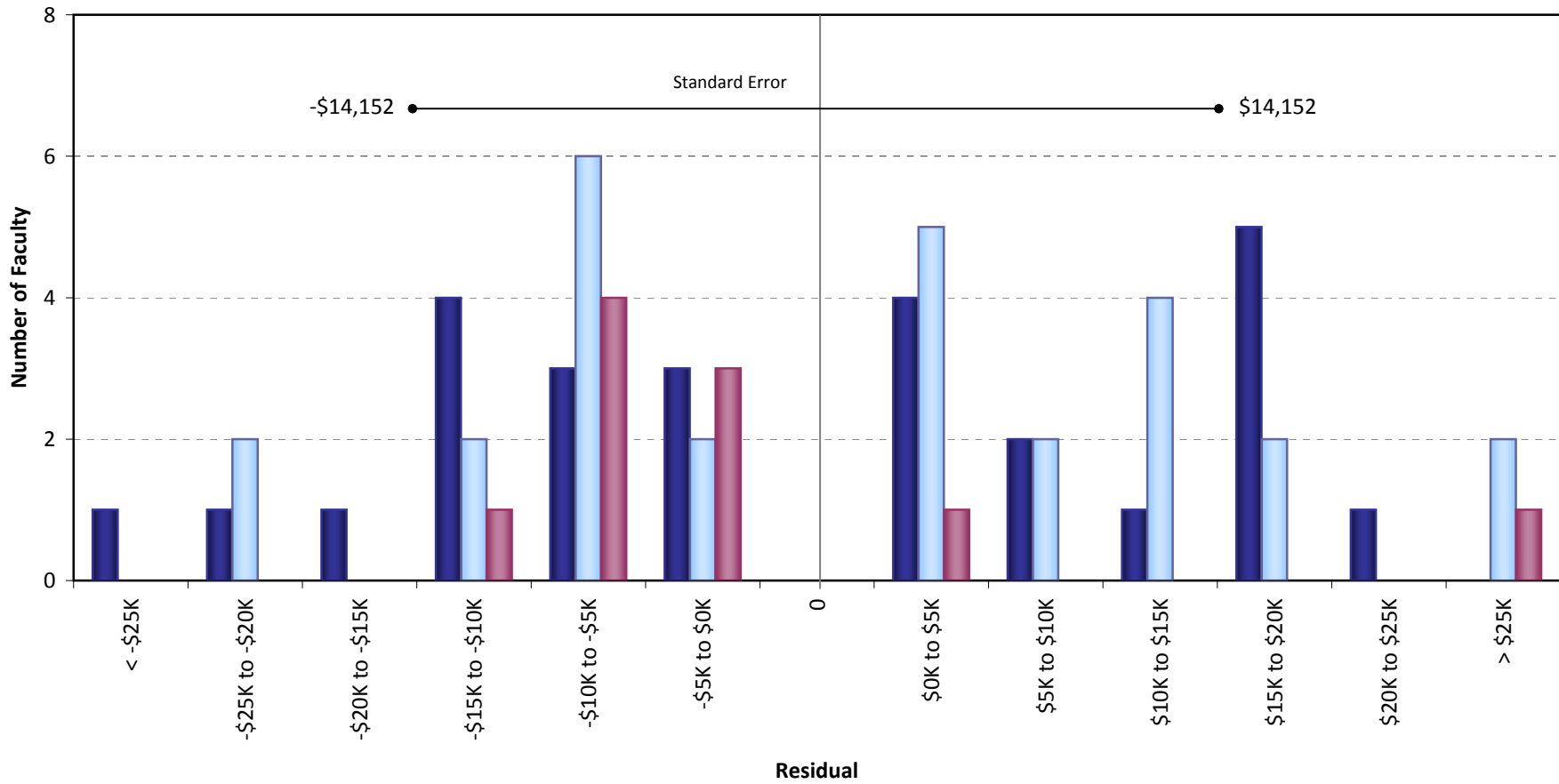
University of California, Irvine
Ladder Rank Faculty Salary Residuals
School of Social Ecology
October 2010



Residual = Actual Salary - Predicted Salary

Predicted Salary = $3209709.03270575 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1470.87347149498) - (\text{RegRankYr} * 94.0051294991479)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Ecology
 October 2009

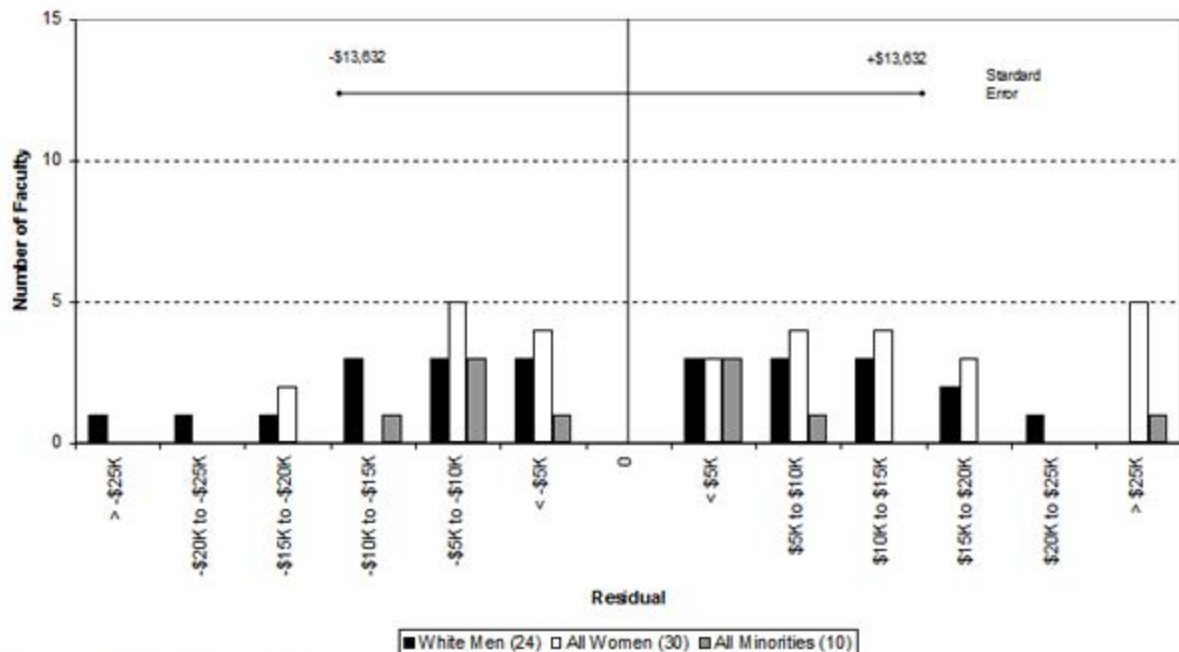


Residual = Actual Salary - Predicted Salary

■ White Men (26) ■ All Women (27) ■ All Minorities (10)

Predicted Salary = $3418980.80315972 + (\text{DegreeLevel} * 0) - (\text{DegreeYear} * 1740.38339061656) + (\text{RegRankYr} * 70.055685333723)$

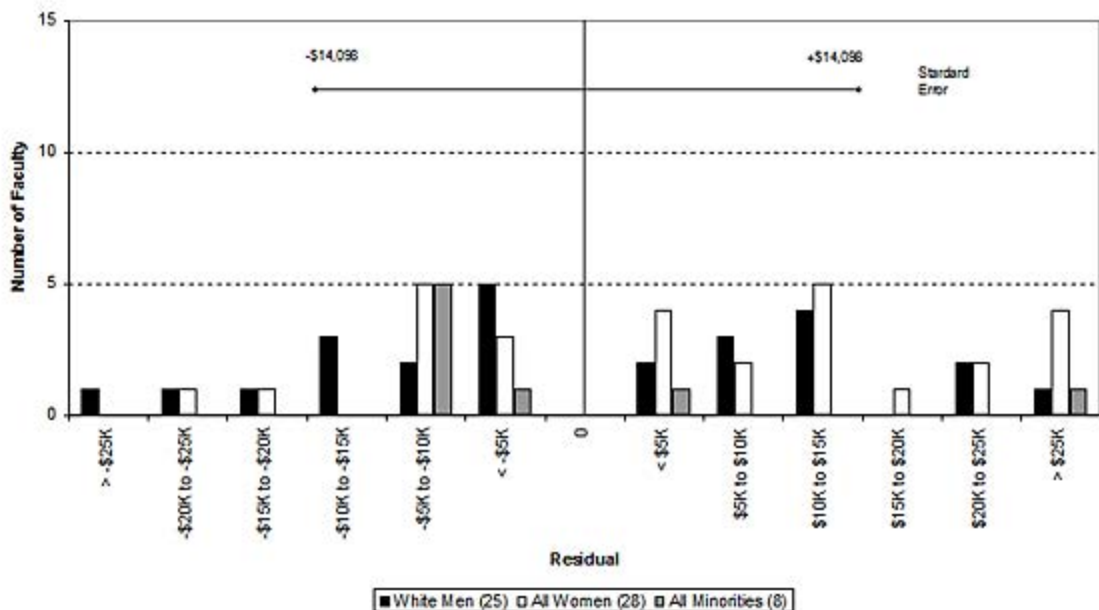
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Social Ecology
 October 2008



Residual = Actual Salary - Predicted Salary

Predicted Salary: $3523586 + (\text{degree level} * 0) - (\text{degree year} * 1174.48) - (\text{UCI reg rank year} * 549.53)$

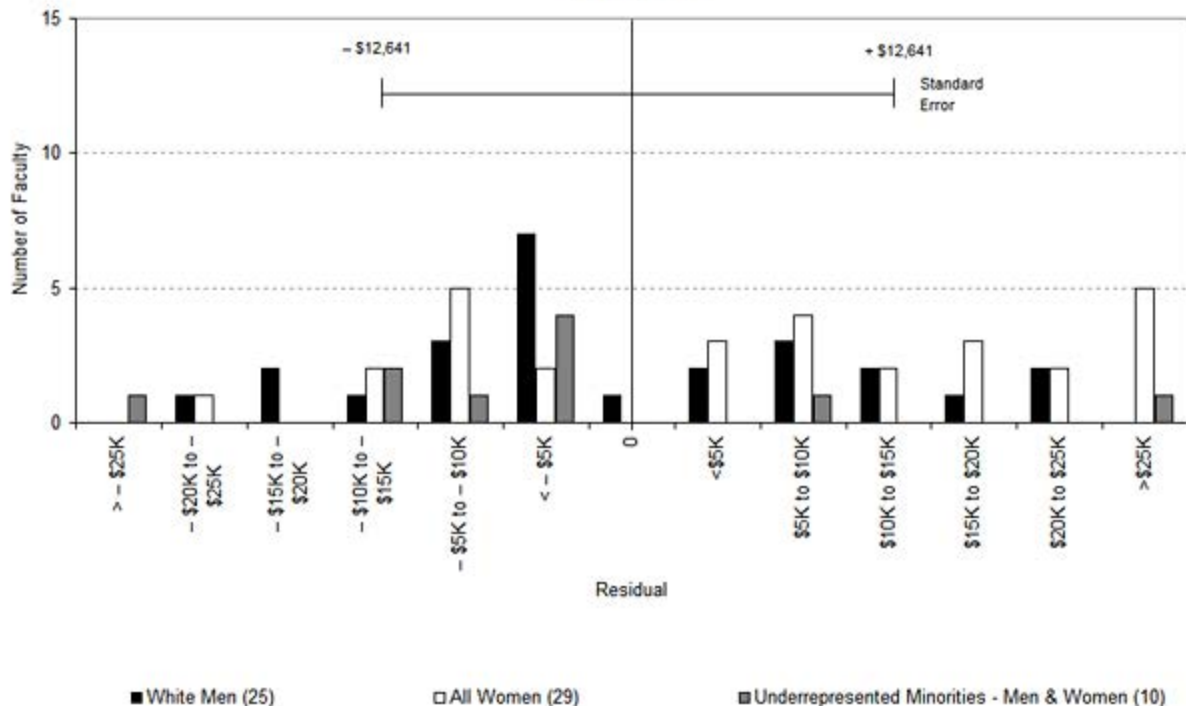
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Social Ecology
 October 2007



Residual = Actual Salary - Predicted Salary

Predicted Salary: $3616925 + (\text{degree indicator} * 0) - (\text{degree year} * 1260.76) - (\text{UCI reg rank year} * 511.172)$

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Social Ecology
 October 2006



Residual = Actual Salary - Predicted Salary

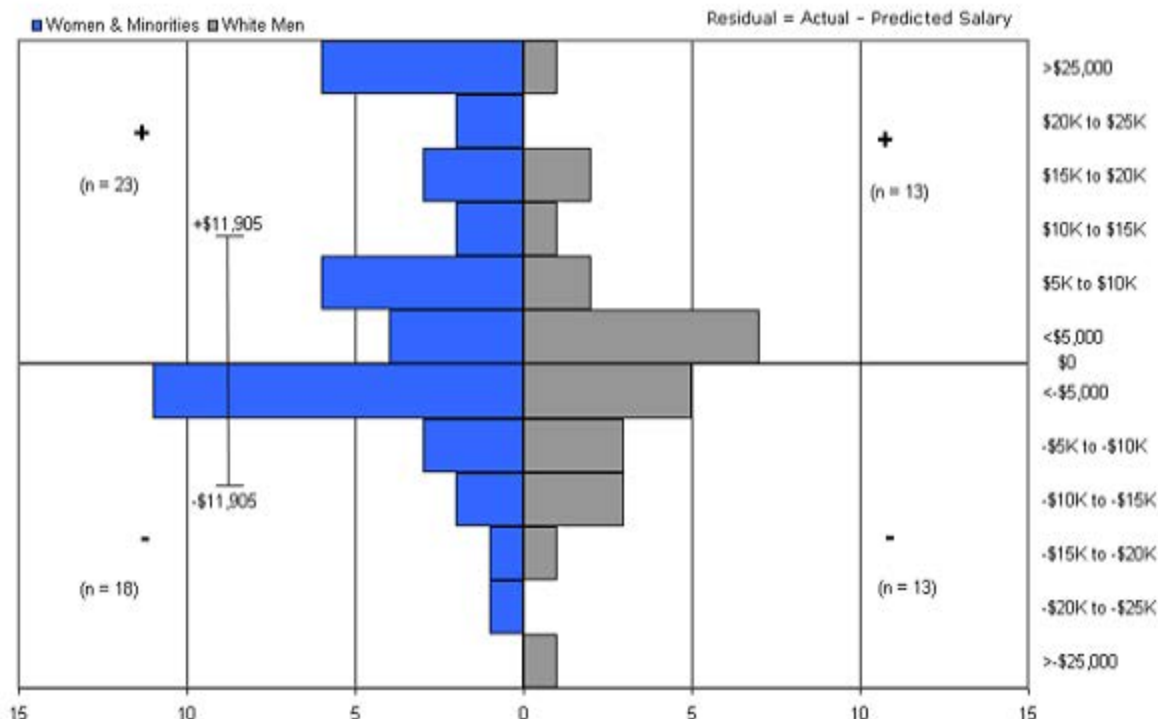
Predicted Salary: $3750968 - (\text{degree indicator} * 1005.38) - (\text{degree year} * 1319.15) - (\text{UCI reg ranks year} * 522.345)$

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

Ladder Ranks Faculty Salary Residuals

School of Social Ecology

October 2005

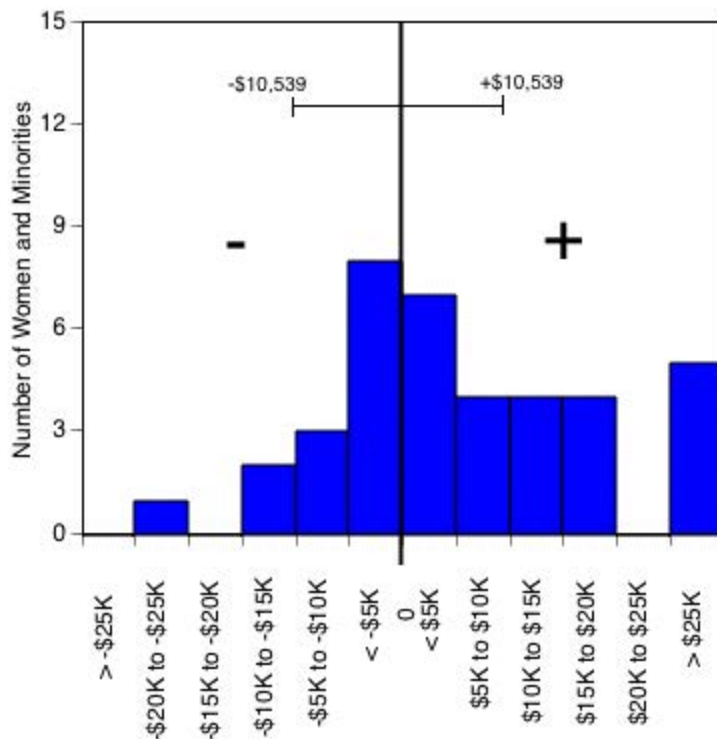


Predicted salary = \$ 3,468,414 - (\$230 * (year of hire)) - (\$1,475 * (degree year))

Standard error = \$11,905

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
Social Ecology: Women and Minorities
 October 2004



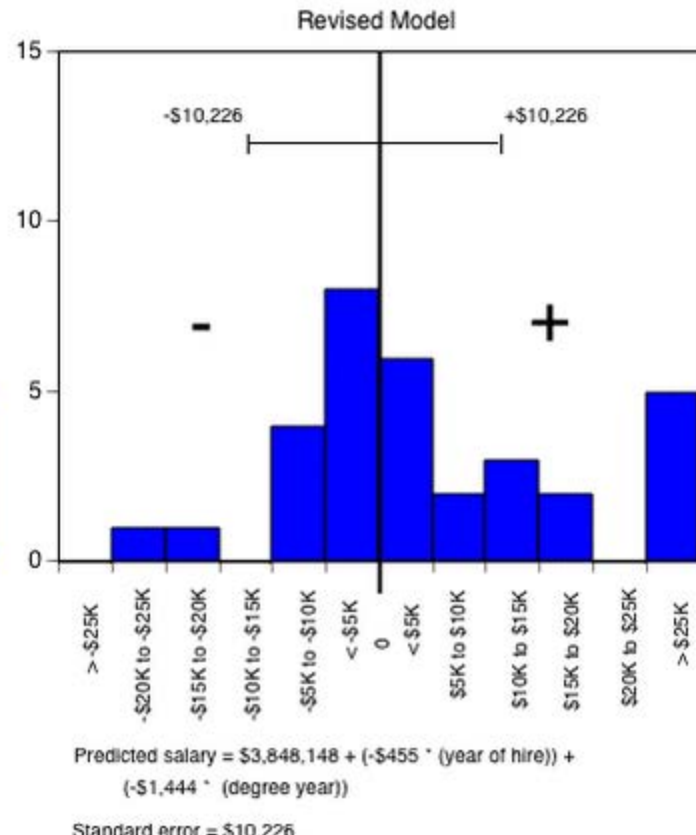
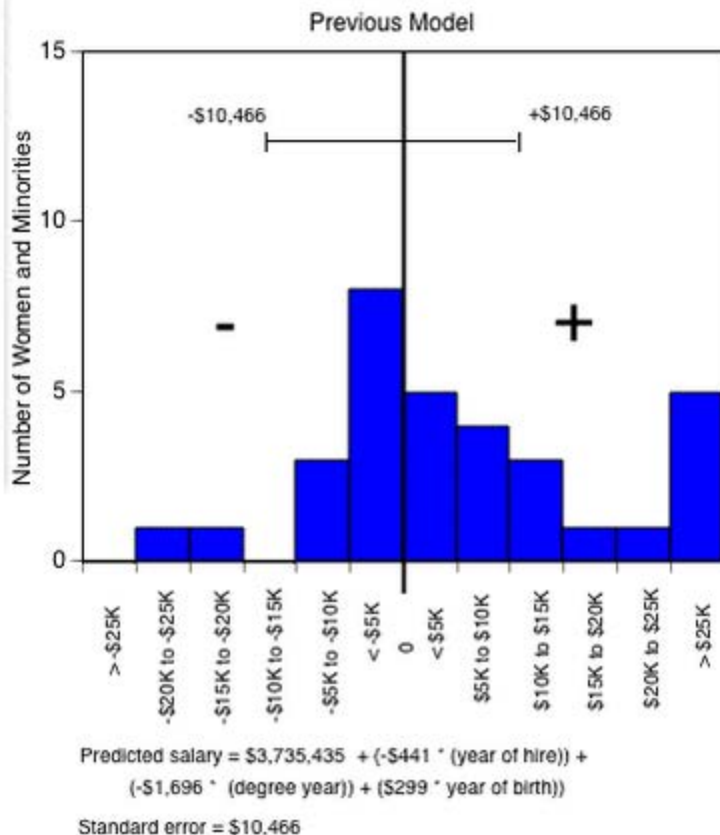
Residual = actual salary - predicted salary

Predicted salary = $\$3,629,372 + (-\$132 * (\text{year of hire})) + (-\$1,656 * (\text{degree year}))$

Standard error = \$10,539

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

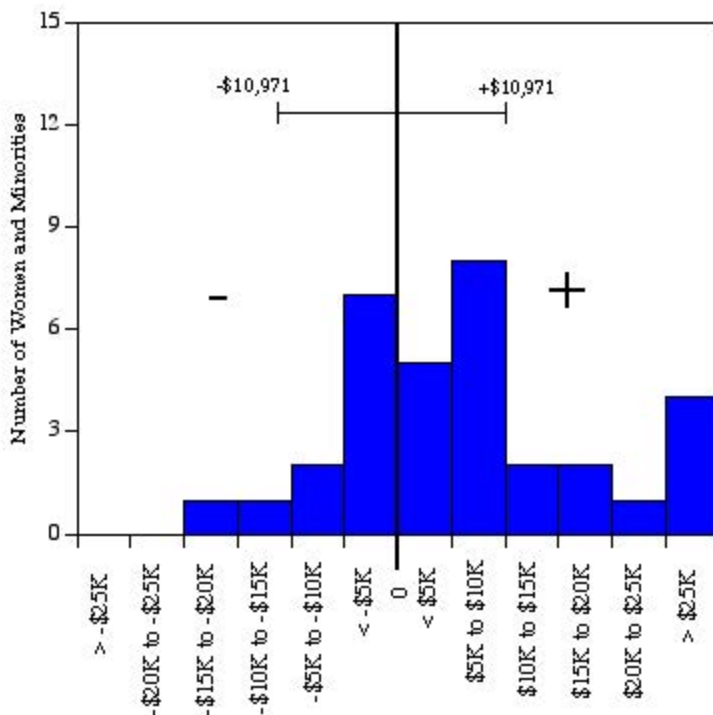
University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Ecology: Women and Minorities
 October 2003



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 Social Ecology: Women and Minorities
 October 2002



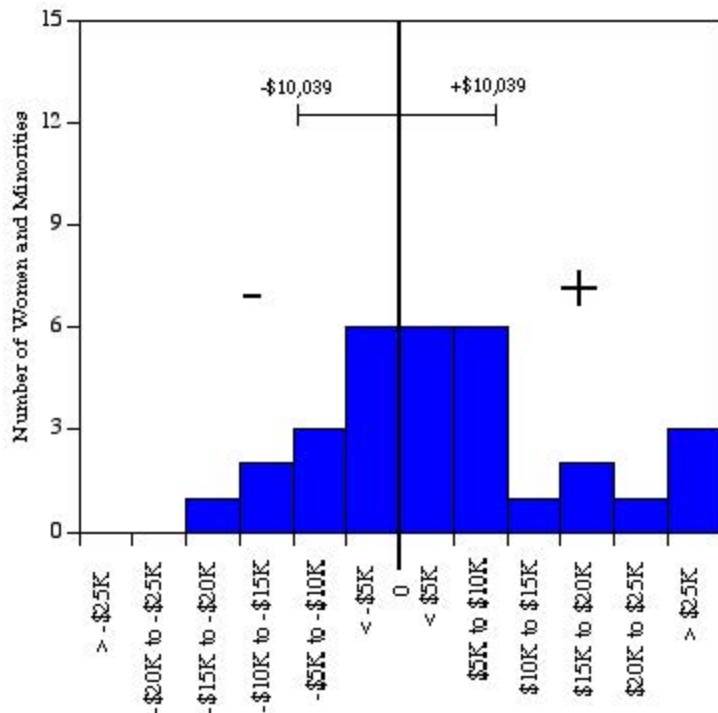
Residual = actual salary - predicted salary

Predicted salary = $\$3,425,330 + (-\$288 * (\text{year of hire})) + (-\$1,174 * (\text{degree year})) + (-\$230 * (\text{year of birth}))$

Standard error = \$10,971

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 Social Ecology: Women and Minorities
 October 2001



Residual = actual salary - predicted salary

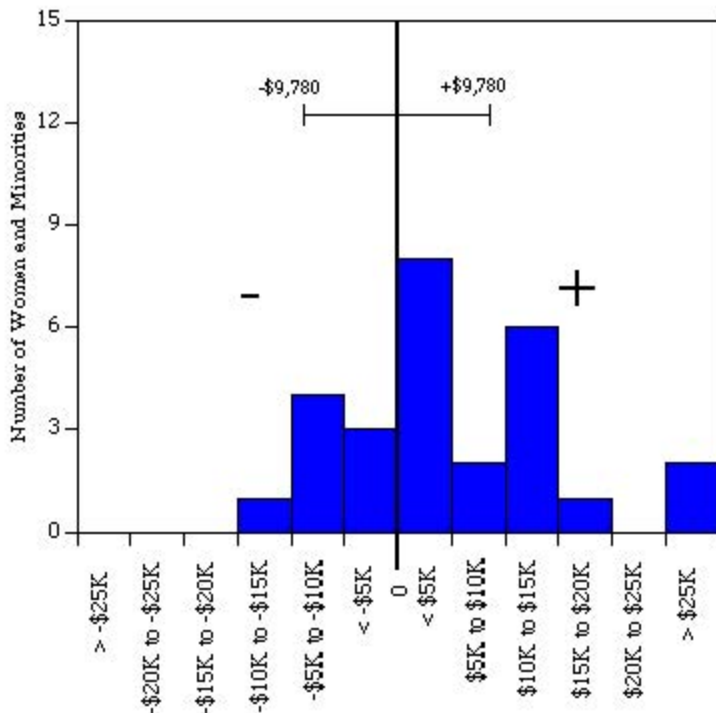
Predicted salary = $\$33.22 * 10^5 + (-\$145 * (\text{year of hire})) + (-\$1,550 * (\text{degree year})) + (\$59 * (\text{year of birth}))$

Standard error = \$10,039

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
School of Social Ecology: Women and Minorities

October 2000



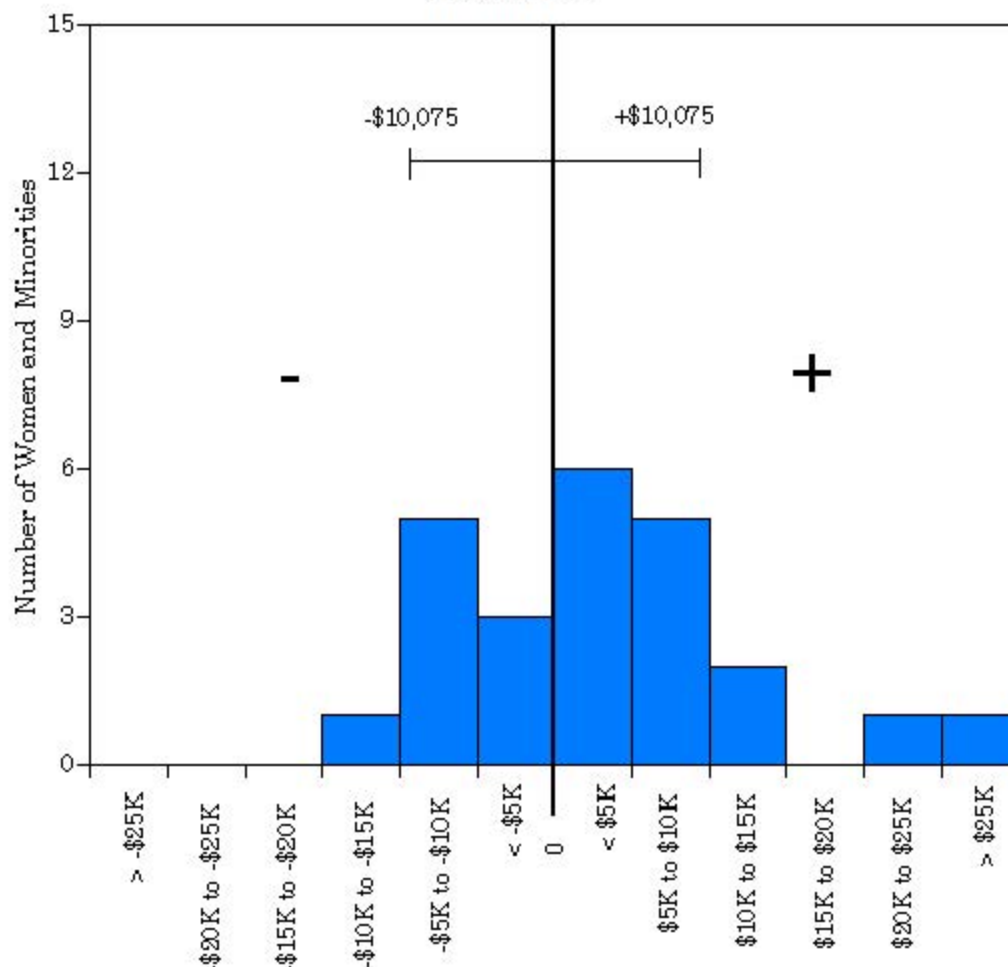
Residual = actual salary - predicted salary

Predicted salary = $\$32.6 * 10^5 + (-\$129 * (\text{year of hire})) + (-\$1,823 * (\text{degree year})) + (\$352 * (\text{year of birth}))$

Standard error = \$9,780

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

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



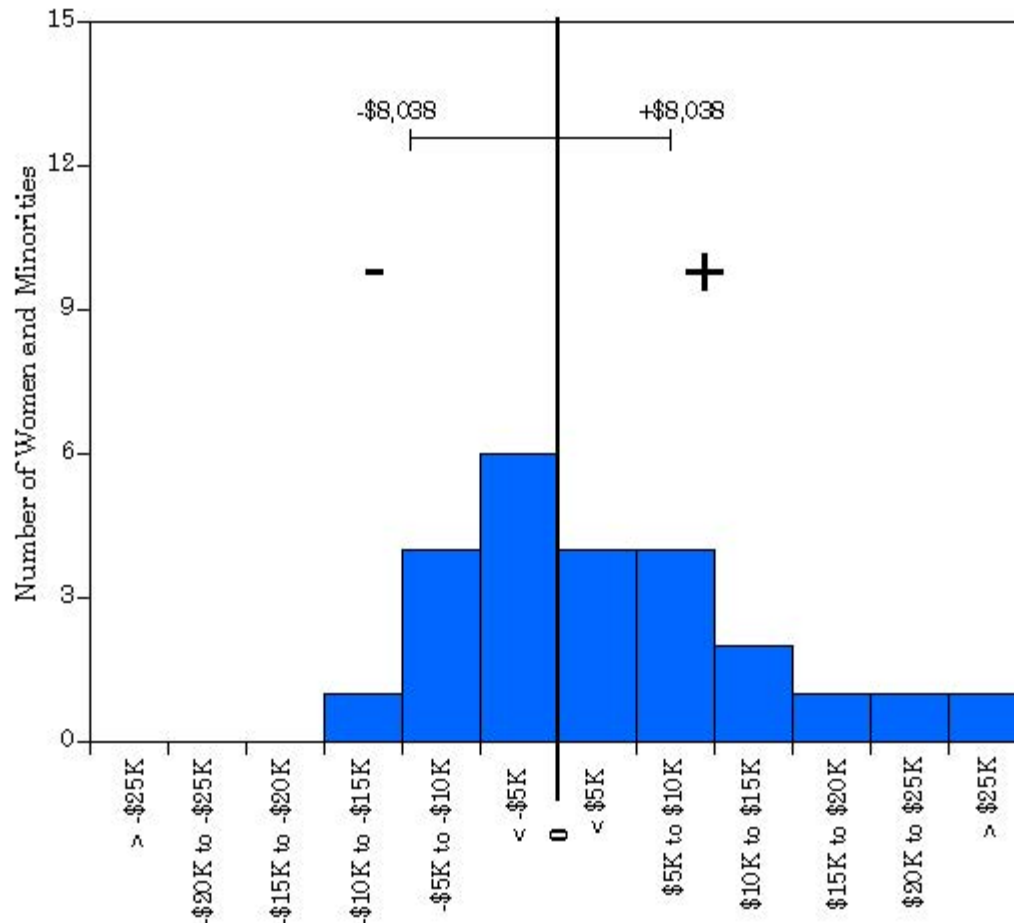
Residual = actual salary - predicted salary

Predicted salary = $\$222,585 + (-\$198 * (\text{year of hire})) + (-\$1,868 * (\text{degree year})) + (\$377 * (\text{year of birth}))$

Standard error = \$10,075

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

University of California, Irvine
 Ladder Rank Faculty Salary Residuals
 School of Social Ecology: Women and Minorities
 October 1998



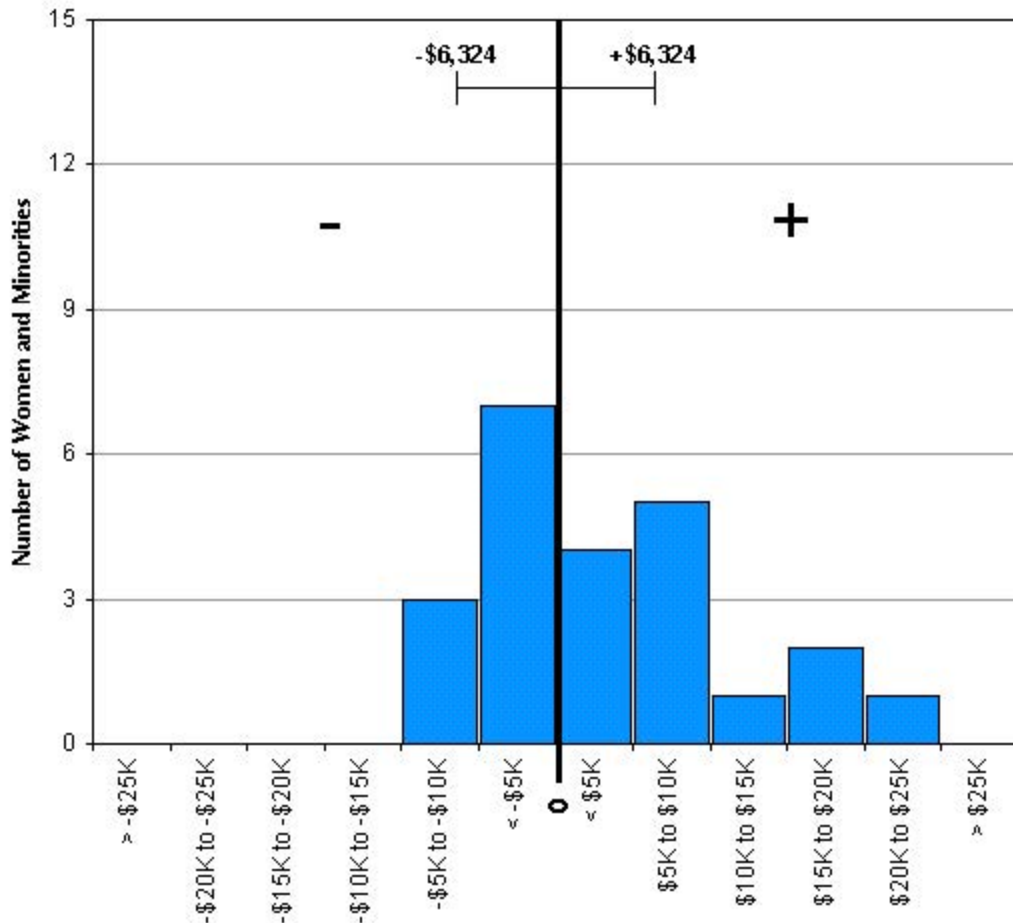
Residual = actual salary - predicted salary

Predicted salary = \$199,071 + (-\$220 * (year of hire)) + (-\$1,360 * (degree year)) + (-\$16 * (year of birth))

Standard error = \$8,038.

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

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



Residual = actual salary - predicted salary

Predicted salary = \$171,861 + (\$2 * (year of hire)) + (-\$1,244 * (degree year)) + (-\$175 * (year of birth))

Standard error = \$6,324.

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