

From: Chancellor-Internal Communication
Date: February 2, 2015 at 4:09:59 PM PST
To: <senate@listserv.ucsf.edu>, <clin-adj@listserv.ucsf.edu>
Subject: UCSF Faculty Salary Equity Review Report, January 2015

Dear Colleagues,

In 2012, then UC President Mark Yudof charged each campus with completing a faculty salary equity study by January 2015. I have received a report from the UCSF faculty committee that conducted our campuswide faculty salary equity review, reviewed the findings and accepted the committee's recommendations.

I also have asked the deans of the four professional schools to identify and address any faculty salary imbalances or inequities that may exist in their respective school and to submit to me by July 31, 2015, reports detailing their school-specific findings and the steps they will take to address them.

The UCSF 2014 faculty salary equity review found:

- No evidence of an imbalance by under-represented minority status in salary ($X+Y$), the presence and amount of clinical incentives (Z), nor in the presence of accelerated academic advancements;
- A statistically significant imbalance in salary ($X+Y$) with women receiving 3 percent lower salaries compared to men;
- No statistically significant imbalance by gender in the presence (or absence) of a clinical incentive (Z) payment;
- Among those who received a clinical incentive (Z), a statistically significant imbalance in the Z amount was found, with women receiving a 29 percent lower Z compared to men; and
- No statistically significant difference by gender with regard to the presence of accelerated academic advancements.

An executive summary and the full report are available for your review on the Academic Affairs homepage. <http://tiny.ucsf.edu/fser>.

This faculty salary equity review was conducted at a campus level and the findings above are not specific to a school or department. The committee recommended that local (school-level) implementation of action plans would be the most effective way to identify any inequities within specific school structures. It should be noted that the committee chose to use the term "imbalance" rather than "inequity" in the report to describe faculty salary differences until such time as any differences between groups could not be explained by non-discriminatory practices.

I thank Vice Provost of Academic Affairs Brian Alldredge for convening and leading the committee that conducted this review. I also extend my appreciation to the members of that committee, which included representatives from all four schools, three Academic Senate committees, as well as Vice Chancellor of Diversity and Outreach Renee Navarro.

Salary equity is a critically important issue for both the University and our campus. It is important for me as chancellor to ensure salary equity for women and underrepresented groups.

Sincerely,

Sam Hawgood, MBBS
Chancellor
Arthur and Toni Rembe Rock Distinguished Professor