

**From:** Guglielmo, B Joseph

**Sent:** Thursday, February 05, 2015 8:50 AM

**Subject:** Next Steps: School of Pharmacy Response to Campus Salary Equity Review

**Importance:** High

Dear Colleagues,

You recently received Chancellor Hawgood's UCSF campuswide 2014 equity analysis of faculty salaries (<http://tiny.ucsf.edu/fser>).

As background, the analysis was undertaken to determine evidence of campuswide inequities in faculty salaries for underrepresented minorities (URMs) or by gender (male vs female).

- Gender: The results revealed a statistically significant imbalance with females receiving a 3% lower salary when compared with males (adjusted by rank, step, series, doctorate, and other variables). An imbalance of Z payments (for clinical incentives) was also revealed with females receiving 29% lower payments than males.
- URMs: No imbalance was detected for underrepresented minorities.

In response, our School will form a committee and conduct an equity analysis of School of Pharmacy faculty salaries to determine if any imbalances exist at the School or department levels. Associate Dean for Academic Affairs, Thomas Kearney, will lead this committee.

No later than July 1, 2015, we will complete our analysis, report our findings to the faculty, and implement an action plan to remedy any identified salary imbalances.

Apart from the UC-initiated survey, the School of Pharmacy conducts an annual faculty equity salary analysis. As always, we welcome faculty input toward the performance and assessment of these analyses.

Sincerely,

Joe

B. Joseph Guglielmo, PharmD

Dean

Troy C. Daniels Distinguished Professor in Pharmaceutical Sciences