

2019 UCSF Faculty Salary Equity Review (FSER) Report¹

Executive Summary

In 2014, UCSF established the Faculty Salary Equity Review (FSER) Committee to conduct regular analyses of faculty salaries and to identify and address salary inequities by gender and URM status.

Prior to engaging the FY19 FSER Committee, a campus-level analysis of salaries was conducted using a methodology that was defined in the [FY2015 FSER Report](#). Results showed that women earned 3% lower salaries (X+Y) than men. Among those who earned a clinical incentive Z payment, women received incentive payments that were 30% lower than those received by men. Underrepresented minority (URM) faculty earned 3% lower salaries (X+Y) compared to non-URM faculty; no difference in clinical incentive Z payments was found. In addition to these analyses, predicted salaries (X+Y) were calculated based on a model that included department, academic series, rank, step and doctorate type. Residuals, defined as the ratio of actual salary divided by predicted salary were generated for each faculty member.

Campus-level analysis results were shared with the schools for further consideration and analysis. The FY19 FSER Committee was subsequently reconvened to: (1) review school-level salary equity reports and action plans and make recommendations; and, (2) consider any changes to methodology or data capture to improve future salary equity analyses.

After further analysis by each school, including consideration of factors that could not be accounted for by the campus-level analysis (e.g., specialty and sub-specialty within a discipline), no salary inequities were identified by the School of Dentistry or Pharmacy. On the basis of identified inequities, retroactive salary increases were made for two non-URM faculty in the School of Medicine (one male, one female for a total amount of \$24,800) and for one non-URM female faculty member in the School of Nursing (\$4,000).

The FSER Committee has continued to make improvements to the dataset and analytic approach to ensure that the principles of salary equity are addressed effectively. In FY19, the Committee approved a change to the analysis of clinical incentive Z payments such that only those individuals employed for the entire fiscal year are included in the analysis (e.g., faculty members employed after July 1st would not be included in the analysis of clinical incentive payments for that fiscal year).

The FSER Committee affirms the value of regular analyses of faculty salaries to identify and correct inequities. Recognizing that substantial resource requirements are involved in generating campus-level, school-level and department-level analyses, the Committee recommends conducting future salary equity reviews on an every-two-year cycle. Thus, the FSER Committee will reconvene in late 2020 for a FY21 salary equity analysis.

¹ Data sets reviewed for report: Salary (X+Y) data from FY19 (July 1, 2018-June 30, 2019) and Z salary payments provided in FY18 (July1, 2017-June 30, 2018).