

Dear Colleagues:

The Faculty Salary Equity Review (FSER) Committee has completed its work for FY2021-22. I am pleased to provide an update on our campus' faculty salary equity efforts.

- The Committee notes that all four schools have taken action based on prior recommendations, and that transparency has improved and proactive analyses and programs have been developed to advance salary equity at school and department levels.
- The Committee identified no instances in which individual FY2021-22 adjustments were necessary in the pursuit of salary equity. This conclusion was unanimously supported by the Committee.
  - Despite the above, the methodology used by the Committee (which involves a regression analysis that includes faculty series, rank, step, department, and degree type) has revealed consistent gender and URM imbalances in the range of 3-4% across multiple analyses. Upon more detailed examination at School and department levels, individual imbalances are attributed to factors such as rank and step, specialty, practice environment, market forces, leadership roles, and clinical or grant productivity. The Committee recognizes that such factors may represent elements of systemic bias that reinforce imbalance, and makes several related recommendations.
- The Committee remains committed to transparency in the salary equity review process; the [executive summary](#), full FY2021-22 report, and the detailed analyses conducted by each of the four schools, are published on the Faculty and Academic Affairs website at <http://tiny.ucsf.edu/salaryequity>. The FSER Committee affirms the value of regular analyses of faculty salaries to identify and correct inequities and will continue to conduct this review every two years.

I would like to thank the members of the FSER Committee for their engagement, thoughtful recommendations, and contributions to the report:

Dr. Robin Corelli	Wilson Hardcastle	Irene Merry
Dr. Elena Fuentes-Afflick	Dr. Elizabeth (Beth) Harleman	Dr. Renee Navarro
Dr. David Glidden	Dr. Thomas Kearney	Dr. Elizabeth Rogers
Dr. Cathra Halabi	Emerald Light	Dr. George Taylor
		Dr. Catherine Waters

If you have any comments or feedback on this report or on general issues regarding faculty salary equity, please feel free to contact me at [brian.alldredge@ucsf.edu](mailto:brian.alldredge@ucsf.edu).

Best regards,

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Vice Provost, Academic Affairs