

Feb. 2, 2015

To: Full-time faculty in all series and all ranks

From: John D. B. Featherstone, Dean  
Peter Sargent, Associate Dean, Academic Affairs

Subject: Faculty Salary Equity Review Findings

CC: Sam Hawgood, Chancellor  
Brian Alldredge, Vice Provost, Academic Affairs and Chair, Faculty Salary Equity Review Committee

Earlier today Chancellor Hawgood released a memo addressing the findings of the campus-wide 2014 Faculty Salary Equity Review (FSER). The campus-wide review found no statistically significant differences in salary between underrepresented minority (URM) and non-URM faculty, but it did find a statistically significant imbalance in salary by gender of 3 percent.

The FSER committee has recommended, and the chancellor has agreed, that school-level analysis is the most effective way to identify any inequities within specific schools.

We take the campus findings seriously and will be forming a working group to conduct a detailed analysis of data at the school level. Following our analysis, we will work with campus leadership to formulate a plan of action to address any inequities we may find. The chancellor has requested our report and action plan by July 31. We will follow up with you as this work progresses.

An executive summary and the full report are available on the Academic Affairs home page, as well as a copy of Chancellor Hawgood's memo:

<http://academicaffairs.ucsf.edu/>

Please contact either one of us if you have questions about the FSER process, findings or next steps.