

**Subject:** UCSF Faculty Salary Equity Review Report, January 2015  
**Date:** Monday, February 2, 2015 at 4:23:11 PM Pacific Standard Time  
**From:** Wintroub, Bruce (Interim Dean)  
**To:** 'dean-med@listsrv.ucsf.edu' (dean-med@listsrv.ucsf.edu)  
**CC:** Fuentes-Afflick, Elena, Paardekooper, Anja

Dear colleagues,

I am following up on the message sent out today by Chancellor Hawgood regarding the 2014 Faculty Salary Equity Review.

This campus-level review detected a statistically significant imbalance in salaries related to gender. The chancellor has asked each dean to identify and address any faculty salary imbalances or inequities that may exist in their school.

I have asked Vice Dean Elena Fuentes-Afflick and Interim Vice Dean Anja Paardekooper to lead a review of the salaries within the school and departments to determine the cause of any imbalances related to gender or race/ethnicity and to recommend remedies if inequity is detected. We ask that all chairs and directors support their department and center managers to conduct this review. The chancellor has given us a deadline of July 31, 2015, to report our findings and any recommended remedies.

I am personally committed to a workplace that offers equal opportunity for all and will put all necessary resources in place to ensure this.

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

Bruce Wintroub