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**From:** Jacobsen, Lynda  
**Sent:** Tuesday, February 03, 2015 9:26 AM  
**To:** SON ALL FACULTY  
**Cc:** Wong, Susan (SON); Pinster, Kent; Gudelunas, Regina; Kilmer, Jeff; Pero, Michelle  
**Subject:** FW: UCSF Faculty Salary Equity Review Report, January 2015

***Sent on behalf of Dean David Vlahov and Associate Dean Shari L. Dworkin***

Late yesterday, Chancellor Hawgood sent the email below regarding the Faculty Salary Equity Review (FSER) findings, making the full report available and 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 imbalance within a specific school. Also note that the committee chose to use the term "imbalance" rather than "inequity" in the report to describe faculty salary differences until such time as any differences between groups could not be explained by non-discriminatory business practices.

We take the campus findings seriously. Shari will take the lead on conducting an analysis of data for the School of Nursing. Following our analysis and internal communication regarding the school findings, 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 with more detail as this work progresses.

An executive summary and the full report are available on the Academic Affairs web site, as well as a copy of Chancellor Hawgood's memo: <http://tiny.ucsf.edu/fser>.

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

Sincerely,

David Vlahov, Ph.D., R.N., FAAN  
Dean and Professor

Shari L. Dworkin, Ph.D., M.S.  
Professor, Department of Social and Behavioral Sciences  
Associate Dean, Academic Affairs