

From: Chancellor-Internal Communication
Date: February 2, 2015 at 4:09:59 PM PST
To: <senate@listserv.ucsf.edu>, <clin-adj@listserv.ucsf.edu>
Subject: UCSF Faculty Salary Equity Review Report, January 2015

Dear Colleagues,

In 2012, then UC President Mark Yudof charged each campus with completing a faculty salary equity study by January 2015. I have received a report from the UCSF faculty committee that conducted our campuswide faculty salary equity review, reviewed the findings and accepted the committee's recommendations.

I also have asked the deans of the four professional schools to identify and address any faculty salary imbalances or inequities that may exist in their respective school and to submit to me by July 31, 2015, reports detailing their school-specific findings and the steps they will take to address them.

The UCSF 2014 faculty salary equity review found:

- No evidence of an imbalance by under-represented minority status in salary (X+Y), the presence and amount of clinical incentives (Z), nor in the presence of accelerated academic advancements;
- A statistically significant imbalance in salary (X+Y) with women receiving 3 percent lower salaries compared to men;
- No statistically significant imbalance by gender in the presence (or absence) of a clinical incentive (Z) payment;
- Among those who received a clinical incentive (Z), a statistically significant imbalance in the Z amount was found, with women receiving a 29 percent lower Z compared to men; and
- No statistically significant difference by gender with regard to the presence of accelerated academic advancements.

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

This faculty salary equity review was conducted at a campus level and the findings above are not specific to a school or department. The committee recommended that local (school-level) implementation of action plans would be the most effective way to identify any inequities within specific school structures. It should be noted 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 practices.

I thank Vice Provost of Academic Affairs Brian Alldredge for convening and leading the committee that conducted this review. I also extend my appreciation to the members of that committee, which included representatives from all four schools, three Academic Senate committees, as well as Vice Chancellor of Diversity and Outreach Renee Navarro.

Salary equity is a critically important issue for both the University and our campus. It is important for me as chancellor to ensure salary equity for women and underrepresented groups.

Sincerely,

Sam Hawgood, MBBS
Chancellor
Arthur and Toni Rembe Rock Distinguished Professor

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.

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

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

From: Guglielmo, B Joseph

Sent: Thursday, February 05, 2015 8:50 AM

Subject: Next Steps: School of Pharmacy Response to Campus Salary Equity Review

Importance: High

Dear Colleagues,

You recently received Chancellor Hawgood's UCSF campuswide 2014 equity analysis of faculty salaries (<http://tiny.ucsf.edu/fser>).

As background, the analysis was undertaken to determine evidence of campuswide inequities in faculty salaries for underrepresented minorities (URMs) or by gender (male vs female).

- Gender: The results revealed a statistically significant imbalance with females receiving a 3% lower salary when compared with males (adjusted by rank, step, series, doctorate, and other variables). An imbalance of Z payments (for clinical incentives) was also revealed with females receiving 29% lower payments than males.
- URMs: No imbalance was detected for underrepresented minorities.

In response, our School will form a committee and conduct an equity analysis of School of Pharmacy faculty salaries to determine if any imbalances exist at the School or department levels. Associate Dean for Academic Affairs, Thomas Kearney, will lead this committee.

No later than July 1, 2015, we will complete our analysis, report our findings to the faculty, and implement an action plan to remedy any identified salary imbalances.

Apart from the UC-initiated survey, the School of Pharmacy conducts an annual faculty equity salary analysis. As always, we welcome faculty input toward the performance and assessment of these analyses.

Sincerely,

Joe

B. Joseph Guglielmo, PharmD

Dean

Troy C. Daniels Distinguished Professor in Pharmaceutical Sciences