

Report from the UCSF Faculty Salary Equity Review Committee (FSER) FY23-24

Executive Summary

The charge of the Faculty Salary Equity Review (FSER) Committee is to identify and address salary inequity by sex and underrepresented minority (URM) status. This campus-level report, the final reports from the Schools of Dentistry, Nursing, Pharmacy, and Medicine, and all prior FSER reports are available on the UCSF Faculty and Academic Affairs website at <http://tiny.ucsf.edu/salaryequity>.

Prior to reconvening the Committee in December 2023, a campus-level statistical analysis of salaries was conducted using a methodology consistent with analyses over the past six cycles of review (beginning with the FY14-15 FSER analysis and report). The analysis considers scheduled X and Y salary components for the coming 2023-24 fiscal year, and actual distributions of clinical incentive payments (Z) over the prior fiscal year, 2022-23. The campus-level regression analysis adjusted for the following variables: academic department, faculty series, rank, step, and doctorate type. Notably, specialty and sub-specialty information is not available in campus-level data systems, and therefore this important variable could not be included in the campus regression model. However, prior salary equity analyses have demonstrated that specialty and sub-specialty are significant drivers of sex-based salary imbalances. Thus, in order to determine whether salary imbalances based on sex represent inequities*, the FSER Committee relied on the more detailed analyses conducted at the school and department levels which could account for specialty/sub-specialty designation.

Without adjusting for specialty/sub-specialty within departments, the campus-level analysis found that females received 4% lower X+Y salaries compared to males, with a 95% confidence interval from 2% less to 5% less. This finding is similar to that reported in the FY22 FSER analysis. The FY24 analysis found no statistically significant difference in X+Y salary based on URM status.

With more detailed department-level analysis inclusive of specialty and sub-specialty, four (4) instances of salary inequity based on either sex or URM status were identified, and these salaries were increased retroactively to the beginning of the FY23-24 fiscal year.

The campus and school analyses found no imbalances or inequities in the incidence of accelerated advancements.

In addition to compensation imbalances based on specialty and sub-specialty, instances of compensation imbalance in either X+Y salary or Z payments by sex or URM status were found at the campus and school levels. Consistent with previous reviews, these imbalances are influenced by:

- Variation in clinical income resulting in an incentive (Z) payment,
- Compensation for leadership roles, and
- Variation in generation of extramural research funding to provide salary support.

Department and school-level analyses were provided and the FSER Committee consensus was that:

- There was equal opportunity for faculty to engage in clinical activity that resulted in a Z payment.
- Leadership roles since 2019 were offered after a broadly communicated search process.
- There was consistency with regard to salary determination within the relevant unit (e.g., Division or Department) based on extramural research funding and other factors identified above.

The Committee's observations and recommendations regarding these drivers of salary imbalance are addressed in Section V of this report. Notably, there are historical and societal factors that have led to compensation imbalances by gender and URM status that are driven by apparent "legitimate business

practices,” but that nonetheless warrant active intervention to achieve true salary equity. Such interventions may include:

- Programs to provide salary incentives for extraordinary university and public service, educational, and mentoring activities;
- Programs to ensure proper representation of women and URM faculty in leadership positions that confer a compensation advantage (e.g., the [Leadership Equity Advances Diversity \(LEAD\)](#) program).

The FSER Committee recognizes and appreciates the progress that UCSF has made to identify and correct salary inequities and will continue to monitor the viability, effectiveness, and spread of programs that steer UCSF toward compensation parity for female and URM faculty.

** The Committee uses the term “imbalance” rather than “inequity” until such time as any salary differences between groups cannot be explained by non-discriminatory legitimate business practices of the university or campus unit.*