

From: UCSF-VPAA

Date: Monday, October 7, 2024

Subject: 2023-24 Faculty Salary Equity Review (FSER) Report Now Available

Dear Colleagues:

The Faculty Salary Equity Review (FSER) Committee has completed its work for FY2023-24. I am pleased to provide an update on our campus' faculty salary equity efforts.

The Committee notes that all four schools have taken action based on prior recommendations, that transparency has improved, and that proactive analyses and programs have been developed to advance salary equity at school and department levels.

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:

- Specialty and sub-specialty-based salary variation,
- 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.

The Committee's observations and recommendations regarding these drivers of salary imbalance are addressed in Section V of the full [report](#). Notably, there are historical and societal factors that have led to compensation imbalances by gender and URM status that are driven by market forces, but that nonetheless warrant active attention and intervention in the pursuit of true salary equity.

During the 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. These salaries were increased retroactively to the beginning of the FY23-24 fiscal year.

The Committee remains committed to transparency in the salary equity review process; the [executive summary](#), full FY2023-24 [report](#), and the detailed analyses conducted by each of the four schools are published on the Faculty and Academic Affairs website at <http://tiny.ucsf.edu/salaryequity>. The FSER Committee affirms the value of regular analyses of faculty salaries to identify and correct inequities and will continue to conduct this review every two years.

I would like to thank the members of the FSER Committee for their engagement, thoughtful recommendations, and contributions to the report:

Dr. Xu Chen

Dr. Robin Corelli

Dr. David Glidden

Dr. Cathra Halabi

Wilson Hardcastle

Emerald Light

Dr. Christina Mangurian

Irené Merry

Dr. Sunita Mutha

Dr. Renee Navarro

Dr. Megha Parekh

Dr. Catherine Waters

If you have any comments or feedback on this report or on general issues regarding faculty salary equity, please feel free to contact me at brian.alldredge@ucsf.edu.

Best regards,

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Vice Provost, Academic Affairs