

2015 UCSF Faculty Salary Equity Review (FSER) Follow-up Report Addendum

In September 2015, Chancellor Hawgood reconvened the Faculty Salary Equity Review (FSER) Committee to review the Action Plans submitted by the four schools in response to the [2014 UCSF Faculty Salary Equity Review Report](#) and to share their analysis and recommendations. This review was also conducted in conjunction with the [2015-16 Academic Salary Program](#) announced by UCOP in August 2015. The reconvened FSER Review Committee submitted their report to the Chancellor and UCOP at the end of January 2016.

Included in the [January 2016 Follow Up Report](#) were the following School-Specific Recommendations for the 2015-16 Discretionary Salary Program:

School of Medicine:

- ...For the remaining three departments, the Committee acknowledges that \$1.577 million of these gender-based inequities have already been proactively corrected by the Departments of Medicine and of Pediatrics in FY16. A total of \$217k in additional salary adjustments retroactive to July 1, 2015 is expected (Departments of Medicine and Neurology) to correct gender-based inequities.
- In addition, the Committee recommends that the Department of Medicine conduct further analysis on a remaining gender-based imbalance of \$299,000 in Y salary no later than March 31, 2016. If further inequities are identified, they should be corrected retroactive to July 1, 2015. Upon review and assessment by the Dean of the School of Medicine, the Department of Medicine's analysis and Action Plan should be submitted to the Chancellor in order to document, and amend if necessary, the report of total salary inequities addressed.

This addendum provides the following update:

- The \$217k in additional salary adjustments to correct gender-based inequities in the Departments of Medicine and Neurology have been made retroactive to July 1, 2015.
- The Department of Medicine has subsequently submitted an analysis on the remaining gender-based imbalance of \$299,000 in Y salary which resulted in an additional \$25,735 in FY16 salary corrections for 4 other female faculty. The analysis and action plan were approved by the School of Medicine and the Chancellor.

Table 4. School of Medicine Faculty Salary Equity Adjustments* (updated 4/20/16)

TOTAL Corrections Enacted FY16	
Department	\$ (N)
Medicine^	\$1,069,839 (139)
Pediatrics	\$719,822 (35)
Neurology	\$30,000 (1)
Total	\$1,819,661 (175)

*Note: The population considered is limited to those identified in the original FSER analyses.