

2017 UCSF Faculty Salary Equity Review (FSER) Report

Executive Summary

This is the third report of the Faculty Salary Equity Review (FSER) Committee to address potential salary inequity by gender and underrepresented minority (URM) status. Prior reports are available on the [Academic Affairs webpage](#).

At the request of Chancellor Hawgood, the FSER Committee was reconvened in December 2016 with the following charges:

1. Review action plans submitted by the schools and provide the chancellor with recommendations based on these reports.
2. Consider changes to the methodology and/or data capture for the salary equity analysis that have been proposed by the Schools of Medicine and Pharmacy with the goal of improving future analyses.

Charge 1: The Committee reviewed and evaluated the action plans of each school. No salary inequities were identified by the Schools of Dentistry, Medicine and Pharmacy. On the basis of an identified inequity, an upward salary adjustment of \$12K was made for one faculty member in the School of Nursing.

Based upon review of the action plans, the Committee makes the following observations and recommendations:

- The determination of whether salary imbalances are justified by legitimate non-discriminatory business practices has subjective inputs. Bias may influence whether or not schools/departments identify salary inequities that warrant correction.
- To facilitate the establishment and maintenance of equitable pay at UCSF, school/department compensation plans should be made explicit regarding the determination of negotiated (Y) salary amounts, and regarding the eligibility for and determination of Z payments. In addition, schools/departments should ensure equal opportunity for activities that link to Y and Z salary payments (e.g., clinical and administrative opportunities).
- Although excluded from FSER analyses to date, Z payments for administrative stipends should be evaluated for imbalances and inequities by gender and URM status.

Charge 2: The Committee adopted several changes to the methodology, data capture, and timing for future salary equity analyses. In addition, the Committee also emphasized two additional general recommendations:

- For large departments, schools are strongly encouraged to conduct analyses at the division and/or subspecialty level.
- Schools are encouraged to engage a school-based faculty advisory committee, such as the Compensation Plan Committee or School Leadership Council, to provide feedback on school action plans prior to submission to the campus.

The Committee also reaffirms the importance of ongoing annual salary equity analyses and monitoring.