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SENT VIA EMAIL

SENATE-ADMINISTRATION  
FACULTY REVIEW EQUITY WORKGROUP

**Subject:** Senate-Administration Faculty Equity Review

Dear Colleagues,

Thank you for your service on the Faculty Equity Review Workgroup and your analyses of the 2015-16 Ladder Rank Faculty salary data for the General Campus and SIO. The findings are both informative and instructive. Your overarching conclusions are twofold. First, you found that there exists a statistically significant gender salary gap, in favor of men. Secondly, you concluded that there is insufficient data to make a statistically significant conclusion about salary difference with regard to race/ethnicity.

Your work in exploring the significance of factors that might contribute to salary differences among groups is an important component of a two-part effort to address inequities. The second component involves 'spot compression adjustments' carried out by the Office of the Executive Vice Chancellor to make adjustments to faculty salaries when statistical analysis and file review indicate such an adjustment is warranted. We carried out seventy such adjustments in the spring and summer of 2016, prior to the release of your August 2017 report, and we will continue to initiate such adjustments, with an eye toward sustained equity.

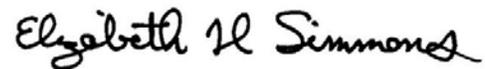
I join the Academic Senate in their request for further exploration of key aspects of your report and intend to work with Senate Leadership to propose additional Senate-Administration Faculty Workgroups to explore the following:

- An inquiry into the contributing causes of the salary disparities;
- A closer examination of equity regarding our faculty of color;
- A focused exploration into the effects of intersecting gender and race;

- Examination of the correlation between rank and step at the time of hire with accelerated advancements, career equity review actions, separations, retentions and pre-retentions, and their effect on salary equity; and
- A more comprehensive understanding of the possible impacts of varying service and teaching loads.

As we prepare to conduct the 2018 Faculty Equity Review, in keeping with our three-year cycle, these concerns need to be kept in mind. It is our hope to ultimately create one robust study model that will address these more nuanced questions.

Best regards,



Elizabeth H. Simmons  
Executive Vice Chancellor

Attachments: Senate-Administration Faculty Equity Review Workgroup Report  
Senate Council Response  
Background on Faculty Equity Spot Compression Adjustments

CC: Farrell Ackerman, Chair, Academic Senate  
Ann Briggs Addo, Assistant Vice Chancellor, Academic Affairs  
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