

November 20, 2017

ELIZABETH SIMMONS
Executive Vice Chancellor

SUBJECT: Senate-Administration Faculty Salary Equity Workgroup Report

Dear EVC Simmons:

Senate Council reviewed the Senate-Administration Faculty Salary Equity Workgroup Report at its meeting on November 13, 2017. Overall, reviewers agreed that the report provided useful information, but found that it also raised questions that will be crucial to address going forward. Most generally, it was observed that inquiry into the contributing causes of the salary disparities is as important as identifying the disparities themselves. Senate Council's comments are summarized below.

Reviewers concurred about the importance of appointing faculty at the appropriate rank and step at the time of hire. In this connection, it was suggested that future studies include metrics to examine the correlation between rank and step at the time of hire with accelerated advancements, career equity review actions, and separations. It was also suggested that there should be more fine-grained data gathering, including data about retentions and pre-retentions, and their effect on salary equity. There were additional questions and concerns about how salary scales are determined, the need for larger market data analysis, and greater attention to cross-divisional as well interdepartmental salary disparities and associated issues such as differential teaching loads and their impacts on research and promotions (see below).

We find it problematic, though predictable, that there was not enough data available to allow statistically significant conclusions on possible racial disparities. Reviewers observed that the lack of data itself obviously reflects perennial problems concerning diversity in faculty composition that still require effective solutions. Reviewers noted the large salary differences between divisions, the disequilibrating effects associated with market off-scale calibrations in the range of salaries among faculty¹, and the difficulties in addressing those differences: these are all issues that require further inquiry. Additionally, reviewers felt there were other factors impacting salary equity, like starting salary and advancement, which could be addressed. In particular, it was pointed out that women and underrepresented minorities generally receive a disproportionate number of requests for university service, impacting their ability to teach and research, with possible consequences for speed of promotion. It is important to obtain a better understanding of how such factors impact advancement: it was suggested that metrics for service and teaching be examined to ascertain their possible impacts on advancement.

Sincerely,



Farrell Ackerman, Chair
Academic Senate, San Diego Division

¹ It is perhaps worth noting that it might be useful for a review to be done of the manner in which market off-scale projections are established in different fields, since it appears to be done quite differently in different fields. Some fields appear to be far more sophisticated and organized in doing these calculations than others and it might be good to identify broadly applicable criteria.

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