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*Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200*

August 7, 2014

PRESIDENT JANET NAPOLITANO

Re: Senate Involvement in Campus Salary Equity Study Plans

Dear Janet:

As you may know, each campus is currently engaged in a multi-year analysis of faculty salaries in order to identify and rectify any inequities that are based on gender and/or ethnic factors. The campus-level analysis was mandated by President Yudof after a 2011 [study](#) conducted by a former chair of the Senate's University Committee on Affirmative Action and Diversity (UCAAD) found evidence that female faculty are paid less than their male colleagues at UC with similar years of experience. President Yudof's mandate required the campuses to define a campus-based methodology for assessing salary equity on the basis of gender and ethnicity, to conduct a study at least once before 2015, and to develop remediation plans as necessary.

All campuses have now submitted plans for analyzing local salary equity to Vice Provost Carlson. However, UCAAD has noted that the involvement of local Senates in the development of the campus-based studies and/or remediation plans has been uneven, and in some cases absent. The Academic Council agrees with UCAAD that each campus plan should reflect the faculty view of what is happening "in the trenches," and that serious discussion involving faculty must occur on every campus to ensure that accurate, reliable data is produced and that appropriate redress and real, enduring change is aggressively pursued.

The Academic Council has endorsed UCAAD's request that I ask your help in communicating to campus leadership the need for robust Senate consultation in the development and implementation of the salary equity study plans. UCAAD's letter is attached.

Sincerely,

A handwritten signature in cursive script that reads "Bill Jacob".

Bill Jacob

Encl. (1)

Cc: Academic Council
UCAAD
Provost Dorr
Vice Provost Carlson
Executive Director Winnacker

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)
Emily Roxworthy, Chair
eroworthy@ucsd.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

July 29, 2014

WILLIAM JACOB, ACADEMIC COUNCIL CHAIR

Dear Bill:

As we approach the January 2015 deadline for each UC campus to finalize its faculty salary equity study and remediation plan, the University Committee on Affirmative Action and Diversity (UCAAD) would like to alert President Napolitano to the necessity of Senate involvement in this process.

When former President Yudof first mandated that each campus conduct its own faculty salary equity study in 2012, he did so in response to a systemwide study produced by former UCAAD chair Pauline Yahr. Since then, UCOP leaders have encouraged the divisions to include Senate consultation as they implemented their own methodologies. However, faculty have not been consulted on every campus and the Senate does not even know the roster of pay equity study membership for some divisions.

In our July 23 Academic Council discussion, Senate leaders expressed various concerns that faculty pay studies conducted without faculty involvement will fail to capture the nuances of academic affairs that cause demoralizing disparities such as those documented in the scathing June 2014 *Wall Street Journal* article "Gender Bias Alleged at UCLA's Anderson Business School." Moreover, tasking EVCs and other senior administrators with identifying discriminatory practices on their own runs the grave risk of producing unrealistic reports that fail to identify problems that media outlets such as the *WSJ* will find and pounce upon.

In order to maintain our reputation as the premiere public research university and a champion of diversity, any inequities in faculty salary based on race, ethnicity, and gender must be candidly assessed and effectively remedied, and the Senate is eager to be included at all levels. Based on these concerns, we request that the President direct the Chancellors and EVCs to engage Senate leadership on their campuses in a meaningful fashion as these studies are finalized and salary actions are considered. A first step would be for Academic Council to review a complete roster of pay equity study membership for every campus. As follow-up, divisional Senate directors might be asked to submit letters to UCOP affirming they have been meaningfully engaged in the process.

Sincerely,

A handwritten signature in cursive script that reads "Emily Roxworthy".

Emily Roxworthy, Ph.D.
UCAAD Chair

cc: Martha Winnacker, Academic Senate Executive Director
Todd Giedt, Academic Senate Associate Director
Mary Gilly, Academic Council Vice Chair
UCAAD Members
Michael LaBriola, Academic Council Analyst