

November 17, 2011

Robert Anderson
Professor of Economics and Mathematics
UC Systemwide Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607

Dear Bob:

RE: SYSTEMWIDE REVIEW OF SALARY EQUITY STUDY

The UCR Senate Committees on Academic Personnel, Diversity and Equal Opportunity, and Faculty Welfare reviewed and commented on the Salary Equity Study. Their responses are attached. The Study was also discussed at the Executive Council (EC). The committees and the EC were disappointed to learn that salary inequities due to status characteristics, especially gender, continue to exist on the UC campuses. The committees and EC recommend that the University determines the causes of these inequities at the departmental, college, and campus levels and that a timely and effective course of action be developed to address this unacceptable and unjust situation.

Sincerely yours,

Mary Gauvain
Professor of Psychology and Chair of the Riverside Division

CC: Martha Kendall Winnacker, Executive Director of the Academic Senate
Sellyna Ehlers, Director of UCR Academic Senate office

November 3, 2011

To: Mary Gauvain
Chair, Riverside Division Academic Senate

From:



Marylynn V. Yates
Co-Chair, Committee on Academic Personnel

Re: Comments on the Salary Equity Study

CAP discussed the report entitled “*Analysis of UC Pay Equity by Sex and, Among Men, Ethnicity*” prepared for the University Committee on Affirmative Action and Diversity on October 12, 2011. CAP found the report to be interesting and thorough. However, in many instances (*e.g.*, Bourns College of Engineering, School of Business Administration, College of Natural and Agricultural Sciences), the statistical analyses were hampered by the fact that the number of faculty in certain categories were very small. In those cases, the use of the median rather than the mean data might be more informative.



November 4, 2011

TO: MARY GAUVAIN, CHAIR
RIVERSIDE DIVISION

FR: MICHAEL OROSCO, CHAIR
COMMITTEE ON DIVERSITY AND EQUAL OPPORTUNITY

RE: SALARY EQUITY STUDY

The committee met on October 26, 2011 to discuss the findings from the Salary Equity Study. We have also had ongoing online discussions regarding this matter. The committee recognizes the study's findings, and the motivation by the continued concern about gender and racial salary inequities among the UC system. While it was important to discuss questions about the relationship between salaries at UCR and salaries at other campuses, the committee chose to focus on salary inequity on this campus by examining the relationship between the internal distribution of faculty salaries across departments and colleges. After reviewing this data, the committee found salary inequities on campus. However, the data presented in the study provides us with little information on what may be causing this issue. Given the absence of any qualitative data suggesting what may be causing salary inequity, the results should be treated as preliminary and diagnostic only. It is recommended that further analyses focus on colleges/departments with gender and racial salary disparities in an effort to determine what productivity differences or other factors that could not be measured in this study account for the observed salary inequities.

November 4, 2011

To: Mary Gauvain, Chair
Riverside Division of the Academic Senate

From: Irving Hendrick, Chair
Committee on Faculty Welfare

Re: Initial Response of the Division Committee on Faculty Welfare to Salary Equity Study

The Committee was disappointed to learn that after nearly a half century of work, there remains a link in the University of California between the gender of faculty members and their salaries. We were pleased—and a bit surprised--to learn that there is not significant evidence connecting ethnicity and pay among men. The Committee continues to be committed to the proposition that only demonstrated merit within fields should cause faculty to experience differentiated salaries. Importantly, the study does not include policy recommendations nor does it point to an explanation for the facts reported.

Parenthetically, we know, both from the perception of some Committee members and from the comments of colleagues throughout the University, that the study itself will be questioned from a research design and presentation of data standpoint. If that perception turns out to be commonly shared, it may prove difficult to use the study as the basis for recommendations and policy action. For now we can only conclude that the situation reported is troublesome and requires continuing effort by the University to correct. We would like to see a more detailed analysis of the link between salary and gender at UCR, as well as between salary and ethnicity. It is important that any new policy, or the more effective implementation of existing policy, be based on the best information obtainable. It would be helpful if a local faculty committee, perhaps the Senate's Committee on Diversity and Equal Opportunity, could be given access to relevant campus data and appropriate assistance in order to make a timely recommendation on what course of action might be appropriate here.