



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

January 17, 2012

ROBERT ANDERSON
Chair, Academic Council

Subject: Analysis of UC pay equity by sex, and among men, ethnicity, 2009-10

Dear Bob,

On November 7, 2011, the Divisional Council (DIVCO) of the Berkeley Division discussed the report cited in the subject line, informed by reports of the divisional committees on Academic Planning and Resource Allocation, Budget and Interdepartmental Relations (BIR), Faculty Welfare, and Status of Women and Ethnic Minorities (SWEM).

While we find the aim of the study commendable, we believe the study's many methodological shortcomings and flaws undermine its goal. We agreed with BIR's assessment: "...we conclude that the report may be too limited in scope and design to guide a thorough response by the University." The BIR report includes a thoughtful discussion of our concerns. Accordingly, I am appending it in its entirety.

Moving beyond the discussion of methodology, we agree that the study underscores ongoing concerns about gender and racial pay equity at UC. We are persuaded by the SWEM's position, and endorsed its recommendations:

The Committee on the Status of Women and Ethnic Minorities recommends to DIVCO the following:

- 1) Call for annual pay equity studies, within each unit of each UC campus, to monitor pay equity. Such studies are consistent with the University's obligations under federal affirmative action regulations.
- 2) Call for action plans on each campus to identify and correct problem areas in current faculty salary practices that may be leading to cumulative gender disparities in faculty pay.
- 3) Call for establishing a mechanism to monitor and report the impact of actions taken on disparities in salaries.

In sum, DIVCO feels strongly that the Yahr study lacks the methodological rigor that we expect and is seriously flawed. We do not believe, however, that the shortcomings of this study should serve as an obstacle to moving forward and addressing well-documented pay disparities. We believe that action plans and remedies should be developed and implemented at the campus level, not through systemwide initiatives.

Sincerely,



Bob Jacobsen
Chair, Berkeley Division of the Academic Senate
Professor of Physics

Cc: Alexis Bell and Elizabeth Deakin, Co-chairs, Committee on Academic Planning and Resource Allocation
Benjamin Hermalin, Chair, Committee on Budget and Interdepartmental Relations
Yale Braunstein, Committee on Faculty Welfare
Pheng Cheah, Committee on the Status of Women and Ethnic Minorities
Aimee Larsen, Manager, Committee on Budget and Interdepartmental Relations
Diane Sprouse, Senate Analyst, Committee on Academic Planning and Resource Allocation
Anita Ross, Senate Analyst, Committee on the Status of Women and Ethnic Minorities

Encl. (1)