



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

May 20, 2015

JANET BROUGHTON
Vice Provost for the Faculty

Subject: Report on the UC Berkeley faculty salary equity study

Dear Janet,

On May 11, 2015, the Divisional Council (DIVCO) discussed the report on UC Berkeley faculty salary equity, informed by commentary from the Committee on Diversity, Equity, and Campus Climate, which is appended here in its entirety.

The discussion in DIVCO underscored our concern about ongoing salary inequities for women and underrepresented minority faculty, as well as opportunities and strategies for amelioration. DIVCO noted that the funding allocated for faculty salary increases in the coming fiscal year provides an opportunity to make progress on addressing salary inequities. While we recognize the need to address systemic issues, such as the inequities in book-based disciplines, we ask that the Office of the Vice Provost for the Faculty, in collaboration with the Committee on Budget and Interdepartmental Relations, ensure that mechanisms are put in place to address individual cases as well.

We look forward to collaborating with your office toward achievement of this important goal.

Sincerely,

A handwritten signature in black ink that reads 'P Papadopoulos'. The signature is written in a cursive, slightly slanted style.

Panos Papadopoulos
Chair, Berkeley Division of the Academic Senate
Chancellor's Professor of Mechanical Engineering

Encl.

Cc: Donna Jones and Christine Wildsoet, Co-Chairs, Committee on Diversity, Equity,
and Campus Climate
Barbara Spackman, Chair, Committee on Budget and Interdepartmental
Relations
Aimee Larsen, Manager, Committee on Budget and Interdepartmental Relations
Diane Sprouse, Senate Analyst, Committee on Diversity, Equity, and Campus
Climate

April 9, 2015

TO: VP-FACULTY JANET BROUGHTON
FROM: Academic Senate Committee on Diversity, Equity, and Campus Climate
(DECC)
RE: UC BERKELEY FACULTY SALARY EQUITY STUDY

DECC would like to express our appreciation for the considerable effort that your office and committee has put towards the production of this survey. The data documents that even when experience is taken into account, there remain persistent salary inequities. Indeed, such salary gaps are troubling; nonetheless, the survey data confirms inequities that this committee has, through conversation and anecdote, long suspected. Moreover, we are encouraged by the reach and detail of the survey as it provides an account of the distribution of salary inequities throughout disciplines, schools, and among rank. After review and consideration of the survey findings, DECC strongly recommends that the campus create policies to address and remedy the pay gap between faculty members of similar experience.

DECC recommends:

1) In regard to the anticipated system-wide pay increase, DECC supports the campus position that would allow UC Berkeley the flexibility to allocate funds to target salary disparities, rather than mechanically applying an across-the-board pay increase.

2) The study committee has recommended two key salary enhancement programs [Section 5B, p. 58]: “Revision to the Career Equity Review (CER) Guidelines,” and the renewal and revision of the Targeted Decoupling Initiative (TDI) Program to address and target pay inequity. DECC supports both measures. We strongly advise that resources and policy efforts prioritize units with the greatest and most persistent inequities first.

3) One such priority should be the disproportionate number of women and URMs stuck in the Associate Professor ranks, mostly clustered in the book-based disciplines—the humanities and social sciences—many of whom are also on the lower end of the salary scale. Furthermore, the data suggests that for many women and URMs who have spent disproportionate time in the Associate ranks, when advanced to Full Professor the salary increase along with the promotion does not compensate for the years spent in the Associate ranks. DECC recommends that the any future revision of the TDI program should include consideration of the compensation structure for faculty advancement from the Associate level to Full Professor particularly in the book-based disciplines.

4) The data in the faculty salary survey is central to the mission of this committee; for this reason, DECC endorses the Report’s recommendation (Section 5A, p. 57)

that this study be updated annually and that other relevant data (including data on advancement rates in the book disciplines) be collected, analyzed, and made available to the faculty. We add the additional recommendation that salary equity surveys be made a routine part of the Academic Program Review process.

5) Finally, as comprehensive as the study has proven to be, there remain possible contributing factors that the study does not address, and that warrant further consideration. In addition to future surveys, DECC strongly suggests that methods and means are developed to quantify additional factors contributing to inequities in the distribution of department service and teaching duties. APRs have revealed anecdotally that women and URMs feel they are required to take on more service and teaching duties, service that often remains unrecognized at the time of promotion. Moreover, women and URMs have expressed a concern that they are sometimes given assignments that are confined to issues focused on their social identities, and often passed over for assignments that encourage their participation as scholars and leaders. Some measure of the distribution of service and teaching duties within individual departments and across units would be useful.