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December 15, 2011

**ROBERT ANDERSON, CHAIR**

University of California  
Academic Council  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607

**Re: Systemwide Review of UCAAD Salary Equity Study**

The proposal was forwarded to all Davis Division of the Academic Senate standing committees and Faculty Executive Committees within the schools and colleges for comment. Comments were received from the Committees on Affirmative Action and Diversity, Academic Personnel-Oversight (CAP), and Faculty Welfare. In addition, the Faculty Executive Committee from College of Letters and Science commented.

Any claims of salary inequity are serious and should be carefully evaluated. The majority perspective indicated the study might be sufficient to suggest that there is a problem but it does not provide a sufficiently rigorous test to credibly eliminate explanations other than gender discrimination. The minority perspective indicated, "The data are convincing that pay inequities (particularly for gender) are prevalent throughout the UC System and a concerted effort should be made to address the actual pay differences as well as the underlying causes of the inequities."

General consensus indicates that further study is necessary. A follow-on study to examine a series of alternative explanations of the gaps identified, by including such variables as rank and step and years of active service. Academic Personnel-Oversight suggested a systemwide examination of the impacts of off-scale salaries on pay differentials between men and women, with extension of the study, if possible, to potential ethnicity disparities, using a longitudinal methodology. This question is key to understanding whether CAP plays any role in creating or minimizing discriminatory.

In addition, some suggested local study, "to understand the magnitude and trajectory of salary inequities related to gender and ethnicity at UC Davis, it would be useful to conduct a longitudinal study on our campus analogous to the one at UC Irvine that tracked pay differentials between men and women from 1998-1999 to 2010-2011."

Faculty Welfare suggested Davis faculty should be educated about the options that are currently available to them. It is our judgment that surprisingly few faculty are aware that they can request a career equity study to determine if their work at Davis has been given the recognition that it deserves in terms of rank and step. We may not know for some time whether there is a systemic problem of gender discrimination at UC. While we await that institutional verdict, individuals can ask whether their personal records of achievement have been appropriately rewarded.

Sincerely,

A handwritten signature in cursive script that reads "Linda F. Bisson".

Linda F. Bisson, Chair  
Davis Division of the Academic Senate  
Professor: Viticulture and Enology