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**CHAIRS OF SENATE DIVISIONS AND COMMITTEES
UNIVERSITY OF CALIFORNIA**

Re: Systemwide review of Salary Equity Study

Dear Colleagues:

As you know, Council accepted for systemwide review, with a deadline for comment of December 5, 2011, a report entitled *Analysis Of UC Pay Equity By Sex And, Among Men, Ethnicity*, prepared for the University Committee on Affirmative Action and Diversity (UCAAD) by Professor Emerita Pauline Yahr (UCI), a former UCAAD chair. The report can be found online at <http://www.universityofcalifornia.edu/senate/PayEquityReportAllPagesJune2011.pdf>.

In the fall of 2007, UCAAD discussed the value of undertaking a UC pay equity study in regard to sex and ethnicity to determine if UC practices comply with Title IX and other civil rights legislation. In spring 2008, Vice Provost Nick Jewell agreed that UCOP would do such a study, but he left UCOP a few months later, and the project did not proceed. At UCAAD's request, Academic Council appointed former UCAAD chair Pauline Yahr (UCI) to complete the study. UCAAD submitted the final report to Council in June.

We are distributing the report now so that it will be available over the summer to your incoming division chairs and committee members in anticipation of formal review in the fall. Vice Chair Anderson has invited Professor Yahr to attend the September Council meeting to provide an overview of the study and answer Council members' questions.

Please submit all comments to SenateReview@ucop.edu by **Monday, December 5, 2011**. Do not hesitate to contact me or Vice Chair Anderson if you have any questions.

Sincerely,



Daniel L. Simmons, Chair
Academic Council

Copy: Academic Council
Senate Executive Directors
Martha Winnacker, Academic Senate Executive Director