

January 5, 2015

RACHAEL GOODHUE/PHILIP KASS

Co-Chairs: 2014 Joint Administration-Senate Oversight Committee
on Faculty Salary Equity Analyses

**RE: Davis Division of the Academic Response:
2014 Faculty Salary Equity Analyses**

The 2014 Faculty Salary Equity Analyses was forwarded to all Davis Division of the Academic Senate standing committees including school and college Faculty Executive Committees. Responses were received from the Committees on Academic Personnel – Oversight, Affirmative Action and Diversity, Faculty Welfare, Planning and Budget, and Graduate Council; as well as the College of Biological Sciences, College of Engineering, College Letters and Science, School of Education and School of Medicine. The responses were compiled along with your response to concerns raised were taken to the Executive Council for Divisional position determination.

First and foremost, we wish to thank you and our colleagues for serving on the joint committee and for your thoughtful review, strength of the report and your extra effort to meet with colleges and schools to discuss the analyses.

Two items raised significant concerns:

- The finding that “a female faculty members’ current off-scale salary was, on average, negatively impacted” by the use of the Stop the Clock program, and the salaries of Associate Professors, the rank that utilized the program most, were particularly impacted.
- Faculty members with many years of UC Davis service should not tend to receive lower compensation. As stated by the College of Engineering, “Some CoE faculty members raised this concern and noted that they are disadvantaged for not pursuing outside job offers. One member mentioned that his dedication [to] teaching several, and some large, classes has not helped him [in] receiving fair compensation.”

The majority position is overall support for the analyses. Some noted the inequities reported were less egregious than anticipated, however, the issue requires attention immediately. As stated by the Committee on Faculty Welfare, “This report, coupled with the “2014 Update of Total Remuneration Study General Campus Ladder Rank Faculty” and the “Analysis of the UCSC Faculty Salary Merit Boost Plan,” indicates that faculty salaries in general, and those on the UC Davis campus in particular, should be of significant concern to administrators.”

The minority position noted that the methodology employed may not be surfacing all of the equity issues on campus. The Committee on Affirmative Action and Diversity opined that some skepticism – especially with regard to findings on gender – is warranted. Some responses noted the need for better qualification of the rate or progression through the steps and ranks. The Colleges of Engineering and Biological Science expressed interest in comparison to colleagues

in similar positions at other UC campuses. Graduate Council indicated an assessment of work value (quality, quantity, etc.) of faculty in comparison to their rank, step and salary would enhance the analyses as well.

We remain concerned about salary equity at UC Davis. Once again, the issue of faculty salary equity and salary competitiveness overall must be addressed. Faculty loyal to UC Davis should be rewarded, not penalized. The “stop the clock” program is designed to mitigate negative consequences when our colleagues take parental leave.

I have copied this response to Vice Provost Stanton, Provost/Executive Vice Chancellor Hexter and Chancellor Katehi to ensure they are aware of the Senate’s position. Also, we need to continue a campus-wide collective dialog toward mitigating faculty salary inequities as they exist in relation to other UC campuses and nationally.

Sincerely,



André Knoesen, Chair
Davis Division of the Academic Senate
Professor: Electrical and Computer Engineering

c: Chancellor Katehi
Provost/Executive Vice Chancellor Hexter
Vice Provost Stanton