



OFFICE OF THE VICE PROVOST FOR THE FACULTY
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BERKELEY, CALIFORNIA 94720-1500

January 10, 2013

Aimee Dorr
Provost & Executive Vice President
Academic Affairs Department
University of California, Office of the President
1111 Franklin Street
Oakland, CA 94607

Dear Provost Dorr:

On behalf of EVCP Breslauer, I am pleased to submit UC Berkeley's plan for a study of faculty salaries by gender and ethnicity. We look forward to learning the results of your review of our plan.

Thank you for your work on behalf of identifying questions in this important realm.

Regards,

Janet Broughton
Vice Provost for the Faculty

cc: EVCP George Breslauer, UC Berkeley
Vice Provost Susan Carlson, UC Office of the President

Study of Salaries by Gender and Ethnicity
UC Berkeley Plan
January 2013

Berkeley's Senate Division and Administration will collaborate in producing (1) a Study and (2) a Report based upon the Study. At the request of the Provost, the Vice Provost for the Faculty will have the lead responsibility for this project.

Personnel. The project will be carried out by a joint Senate-Administration steering committee with the following composition:

- A representative from the Senate's Committee on Budget and Interdepartmental Relations.
- A representative from the Senate's Committee on the Status of Women & Ethnic Minorities.
- An additional faculty member with relevant expertise.
- The Vice Provost for the Faculty (committee chair).
- Dr. Marc Goulden, director of data initiatives in the Office for Faculty Equity and Welfare.
- The Vice Chancellor for Equity and Inclusion (*ex officio*).

The membership of the steering committee may turn over during the multi-year period of its work. The committee may wish to consult additional faculty, staff, or administrators at various stages.

Study. The steering committee will develop the methodology for the Study. Among the methodological questions that the committee will answer is the question at what unit-level (or unit-levels) analyses should be developed. The Study will be executed by Dr. Goulden in accordance with the methodology developed by the steering committee. He will also conduct any preliminary studies that may be needed.

Report. The steering committee will also be responsible for producing a Report based upon the findings of the Study. The Vice Provost for the Faculty will have primary responsibility for drafting the Report. The Report will describe and interpret the key findings of the Study and recommend any changes in campus policies, practices, guidelines, or programs that it deems advisable. In addition, it may draw upon other pertinent studies of faculty salary and advancement, and it may conduct individual interviews with faculty in order to illuminate key findings. The Report will be broadly disseminated by the Divisional Chair of the Senate and made available on the website of the Office for Faculty Equity and Welfare.

Outcomes. Depending upon what the steering committee recommends, the outcome of the Study and the Report may entail changes in specific campus policies, practices, guidelines, or programs. While implementation may depend upon actions taken by faculty, chairs, staff, Senate committees, or various administrators, responsibility for implementation will rest with the Provost, who may delegate that responsibility to the Vice Provost for the Faculty.

Timelines. The first Study will be completed by January 2015, along with the attendant Report. Completion will occur close to that deadline to ensure that the Study incorporates all the results of Berkeley's current Targeted Decoupling Initiative (TDI), which adds off-scale increments to the salaries of high-performing faculty members who are undercompensated relative to the "market." The effective dates of TDI awards in this three-year program are 7/1/12, 7/1/13, and

7/1/14. Late cases may mean that final decisions about some awards will spill into the start of the fall semester of 2014.

The effects of any changes to policy or practice may be hard to detect after just one or two years, given the timing of academic personnel reviews. Thus Berkeley would plan to prepare new studies every three years in order to have a solid basis for evaluating the effectiveness of any changes to policy, practice, guidelines, or programs.