



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 fluid and cursive, with the first 'P' being particularly large and prominent.

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