

**REPORT OF THE COMMITTEE ON ACADEMIC PERSONNEL**

Re: Formation of Special Senate Committee to advise on issues of merit equity in professorial rank, step, and salary.

To: Academic Senate, Santa Cruz Division:

Background: The Universitywide Academic Senate has raised the issue of whether significant inequities in rank and step exist among faculty with comparable length of service and performance. An analysis of faculty salaries at UC Davis for the year 1992/93 was interpreted to indicate that some women were paid less than men with comparable lengths of service and time since higher degree. This prompted the UC Davis Senate Committee on Academic Personnel to recommend merit equity reviews: procedures designed to identify cases of possible inequity in rank and step and to ameliorate the situation in cases where review indicated comparable performance. The plan was adopted by the UC Davis Academic Senate, and merit equity reviews were conducted by UC Davis CAP in 1994/95 (women) and in 1995/96 (men). A report "UC Davis Merit Equity Review, 1994/96" is available through the internet: <http://moby.ucdavis.edu/cap/meqfinal.htm> and is on file in the Senate Office.

The UC Santa Cruz Committee on Academic Personnel(CAP) is concerned whether there is evidence for similar inequities in step and rank among faculty on our campus. We believe that consideration of the possible existence of this problem and procedures for remedies would best be done by a committee familiar with academic personnel review processes but not currently involved in consideration of individual personnel cases (although we envision that, if remediation procedures are found desirable, they will be implemented through normal departmental, CAP, and administration channels of academic personnel review, as was the case in the UC Davis merit equity reviews). Furthermore some of the considerations involve issues relevant to other Senate committees. Thus CAP presents a motion to establish a Special Senate Committee to address issues of merit equity among the Santa Cruz faculty.

Resolve:: *That* a Special Senate Committee be formed to review whether there is evidence that inequities exist in rank and step for faculty with comparable length of service and time since degree. *That*, if such evidence is found, the Special Senate Committee will recommend procedures to be used to identify cases of possible inequity and procedures for review of these cases to determine whether, based on academic performance, amelioration is justified. *That* this committee be made up of four to six members including members with previous experience on Senate committees involving personnel processes, equity in hiring and compensation, adjudication procedures, and budget and planning (e.g. previous members of CAP, Privilege and Tenure, Affirmative Action, and Planning and Budget) and be established from March 1997 until February 1998. *That* this committee have access to legal counsel and campus resources for data

analysis. *That* this Special Senate Committee report its findings and recommendations to the UC Santa Cruz Academic Senate no later than February 1998.

Respectfully submitted,

COMMITTEE ON ACADEMIC PERSONNEL  
SUBCOMMITTEE ON MERIT EQUITY REVIEW

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