



California's Pay Transparency Law

January 2023 FAA Roundtable

Overview

Pay Transparency Requirements
Covered California Employers



Purpose	<i>Ensure pay equality for women and minorities</i> by requiring the <i>disclosure of base salary ranges</i> to all applicants and expanding pay data reporting requirements to identify gender and race-based pay disparities.
Job Postings	California Employers 15+ employees Effective January 1, 2023 Pay scales disclosed on all job postings
Pay Data Reporting	California Employers 100+ employees Effective May 10, 2023 Data reported to the California Civil Rights Department

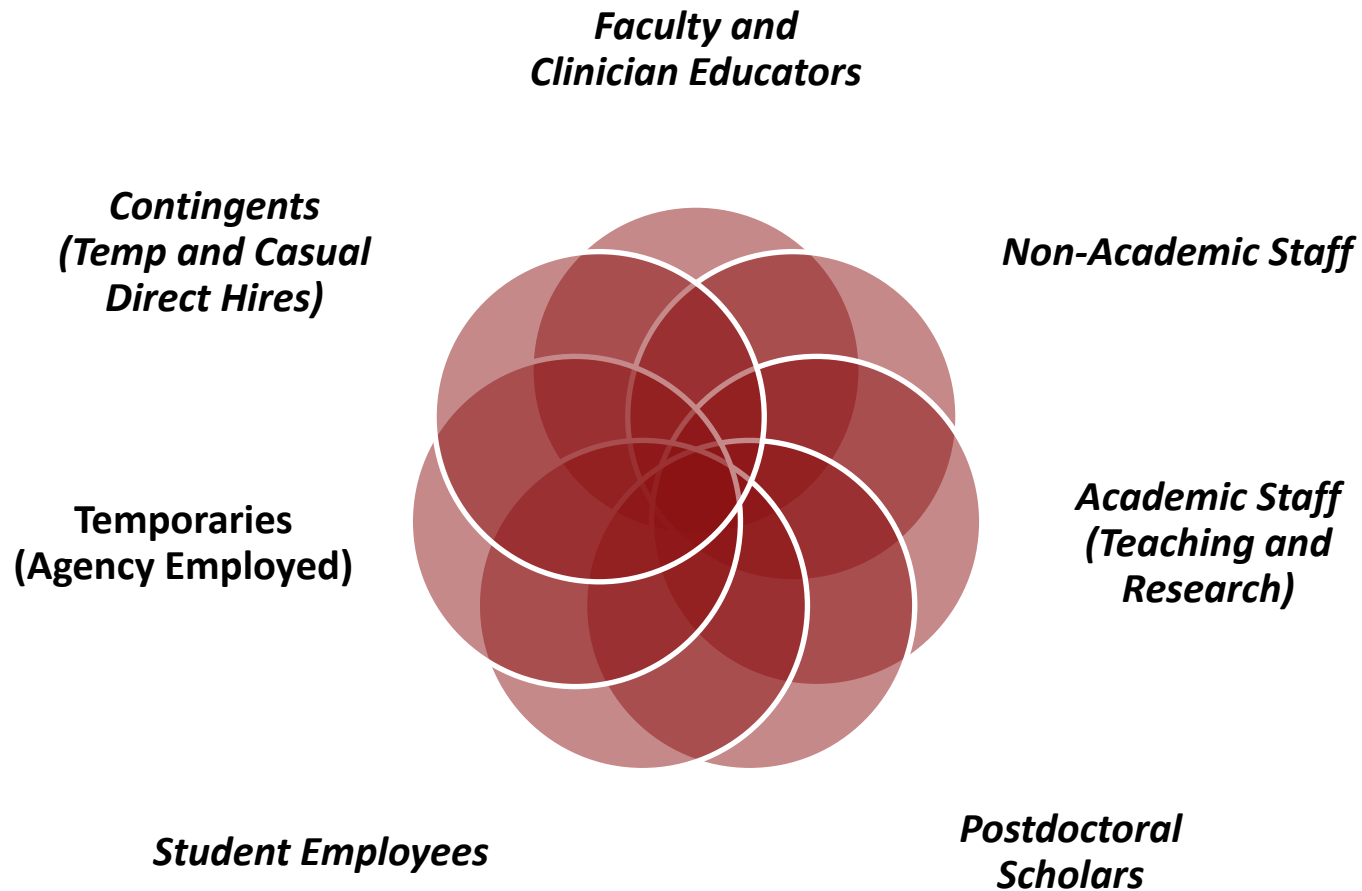
Scope

Covered Employee Types

Internal and External Recruiting Agencies



Stanford
MEDICINE



Effective Date

All job postings must have a pay range starting on January 1, 2023.

Not required to retroactively update jobs posted before January 1, 2023.

If a job posting is refreshed/reposted after January 1, 2023, it must have a pay range.

Who Does the Law Apply to?

The law applies to any individual who is on Stanford's payroll.

Systems and Sources of Posting

The law applies to all Stanford job postings irrespective of the system or source of the posting. This includes all postings in Stanford systems such as FSAT, any third-party career boards, or any print media such as discipline specific journals.

Required Pay Components for Posting

Only base pay is required to be included in the expected pay ranges, no other pay components will be included.

SOM has standardized disclaimer language indicating that there may be other elements to their total compensation.

Applicant Pay Range Inquiries Prior to Jan 2023

Stanford must disclose the pay range of a job posted prior to January 1, 2023 to an external applicant upon request. Our guidance makes clear that such questions should be directed to the hiring department/division.

Formal vs Informal Job Postings

If the job is announced word -of-mouth it does not require an expected pay range. If an announcement includes a link to an official Stanford posting, for instance in a Search Solicitation Letter, on LinkedIn or via email, no pay range is required in that announcement.

Professoriate Job Postings

All professoriate positions are posted in FSAT and must include the standard salary range and language. Postings to third party platforms, journals, etc. must also include this language.

Clinician Educator Job Postings

While many CE positions are filled without formally posting the position, any that are posted must include the salary range and standard language.

Academic Staff / Other Teaching

While many of these positions are filled without formally posting the position, any that are posted must include a pay range and standard language.

Professoriate

Post salary scale for each rank for open rank postings

Use existing department salary scales

Use steps 1-7 unless seeking more specific experience*

If no existing range, use range based on equity

CE Assistant, Associate, & Prof

Post salary scale for each rank for open rank postings

Use existing department salary scales

Use steps 1-7 unless seeking more specific experience*

If no existing range, use range based on equity

When posting an hourly position, use range based on equity

Clinical Instructor

Use existing department salary scales, if available

Use steps 1-3 unless seeking more specific experience*

If no existing range, use range based on equity

When posting an hourly position, use range based on equity

** Salary scales for each department and/or division are available through the salary dashboard but access is typically limited to the DFA and approved staff within the department or division. Please contact your DFA or designee for the correct salary scale as needed.*

Job Posting in FSAT

Reminders about CPT language are live in FSAT in two places:

Posting Details

Job Location:*

Advertising summary:*

IMPORTANT: Effective Jan. 1, 2023, Stanford is required to provide a base pay range reflecting what Stanford reasonably expects to pay for the advertised position. PLEASE ENSURE THAT THE JOB YOU ARE POSTING CONTAINS THE APPROPRIATE PAY RANGE FOR THE RELEVANT FACULTY RANK(S) FOR YOUR PARTICULAR DEPARTMENT(S)/SCHOOL(S).

If you are unsure what range(s) to use, contact your School Dean's office before proceeding.

Advertisement text:*

Sourcing channels: Stanford Faculty Positions - PageUp People

<https://stanford.dc4.pageuppeople.com/v5.3/provider/managejobs/sourcing/WebsiteCloud.aspx?sData=UFUtVjMt%2FSmLHkVjW%2FDxG5QoZJvwmtGI3Izexq>

Sourcing channels: Stanford Faculty Positions

- Stanford Faculty Positions
- HERC

[Get more job boards...](#)

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If you are unsure what range(s) to use, contact your School Dean's office before proceeding.

Posting date: * at :

Compensation - Single Specialty



Single Rank

The expected base pay range for this position is:

[\$XXXXX - \$XXXXX].

This pay range reflects base pay, which is based on faculty rank and years in rank. It may not include all components of faculty compensation or pay from participation in departmental incentive compensation programs. For more information about compensation and our [wide-range of benefits](#), including [housing assistance](#), please contact the hiring department.

Open Rank

The expected base pay range for this position is:

Rank: \$XXXXX - \$XXXXX

Rank: \$XXXXX - \$XXXXX

Rank: \$XXXXX - \$XXXXX

This pay range reflects base pay, which is based on faculty rank and years in rank. It may not include all components of faculty compensation or pay from participation in departmental incentive compensation programs. For more information about compensation and our [wide-range of benefits](#), including [housing assistance](#), please contact the hiring department.

Stanford University has provided a pay range representing its good faith estimate of what the university reasonably expects to pay for the position. The pay offered to the selected candidate will be determined based on factors including (but not limited to) the experience and qualifications of the selected candidate including equivalent years in rank, training, and field or discipline; internal equity; and external market pay for comparable jobs.

Compensation - Multiple Speciality

Single Rank

The expected base pay range for this position is:

Speciality #1: \$[XXXXXX - \$XXXXXX]
Speciality #2: \$[XXXXXX - \$XXXXXX].
Speciality #3: \$[XXXXXX - \$XXXXXX].

This pay range reflects base pay, which is based on faculty rank and years in rank. It may not include all components of faculty compensation or pay from participation in departmental incentive compensation programs. For more information about compensation and our [wide-range of benefits](#), including [housing assistance](#), please contact the hiring department.

Open Rank

The expected base pay range for this position is:

Speciality #1*:

Rank: \$XXXXXX - \$XXXXXX
Rank: \$XXXXXX - \$XXXXXX
Rank: \$XXXXXX - \$XXXXXX

Speciality #2:

Rank: \$XXXXXX - \$XXXXXX
Rank: \$XXXXXX - \$XXXXXX
Rank: \$XXXXXX - \$XXXXXX

Speciality #3:

Rank: \$XXXXXX - \$XXXXXX
Rank: \$XXXXXX - \$XXXXXX
Rank: \$XXXXXX - \$XXXXXX

This pay range reflects base pay, which is based on faculty rank and years in rank. It may not include all components of faculty compensation or pay from participation in departmental incentive compensation programs. For more information about compensation and our [wide-range of benefits](#), including [housing assistance](#), please contact the hiring department.

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The pay offered to the selected candidate will be based on their field or discipline. Interested candidates whose discipline is not listed above may contact the hiring department for the salary range specific to their discipline/specialty.

California Pay Transparency Implementation Guidance

This can be found on the OAA website via the following pathway:

**For FAAs >> Action
Guidelines + Instructions >>
Faculty Searches >> Pay
Transparency Guidance**

Direct Link:

<https://med.stanford.edu/academicaffairs/faa/guidelines-instructions/faculty-searches/pay-transparency-guidelines.html>

Updates to Search Initiation Request Materials

Professoriate:

- [New Search Initiation Checklist](#)
- [Search Initiation Request Form](#)
- [Template for Solicitation Letter](#)
- [Template Advertisement](#)

Faculty Affairs Leadership in Your Department

For any initial questions about determining the correct pay range(s) and/or likely specialties for open discipline positions, please work within your department.

Faculty Compensation

If you are not able to determine the correct pay range(s) within your department, please submit a request for assistance to Faculty Compensation via this [web form](#).

Questions?