



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, California 94607-5200

December 2, 2020

ACADEMIC COUNCIL  
EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

UC's peer review, rank-and-step system is not only part of what ensures the academic quality of UC but also what has helped maintain and advance that quality throughout the UC system. However, an important instrument of that system – the faculty salary scales – have fallen under disrepair; What is the future of the faculty salary scales and what should be done about their state? We are pleased to send you a report drafted by the Faculty Salary Scales Task Force, a subcommittee of the [Academic Planning Council](#). We are seeking broad input on the Task Force's recommendations so we ask that you circulate this letter and the report to relevant leadership at your campus.

The Faculty Salary Scales Task Force was charged with examining the issues surrounding the salary scales, in particular excessive reliance on off-scale pay to achieve competitive compensation. The enclosed report offers recommendations to address the issues, including annual scale adjustments and transparency in compensation decisions. Your assessment of these recommendations would be very helpful in charting next steps regarding the faculty salary scales as a tool to advance the goals and utility of UC's rank-and-step system.

The recommendations are broad, and any discussion of their utility is necessarily in early stages. Please send us your thoughts on whether and how the recommendations should be further considered.

Input and comments should be sent to Todd Greenspan, UCOP Director of Academic Planning, by March 1, 2021, he can be reached by email at [todd.greenspan@ucop.edu](mailto:todd.greenspan@ucop.edu). Thank you for spending the time reviewing and commenting on the enclosed report. The University cannot offer the quality education of which it is so rightly proud without addressing these issues.

Sincerely,

A handwritten signature in blue ink that reads "Mary Gauvain".

Mary Gauvain, Ph.D.  
Chair of the Academic Council

A handwritten signature in blue ink that reads "Michael T. Brown".

Michael T. Brown, Ph.D.  
Provost and  
Executive Vice President for Academic Affairs

Enclosure

December 2, 2020

Page 2

cc: Academic Planning Council  
Faculty Salary Scales Task Force  
Executive Director Baxter  
Director Greenspan