

February 2, 2021

To: Shane White, Chair
Academic Senate

From: Andrea Kasko, Chair
Graduate Council

Re: Systemwide Senate Review: Faculty Salary Scales Task Force Report and Recommendations

At the Graduate Council meeting on January 15, 2021, the *Faculty Salary Scales Task Force Report and Recommendations* was presented as an information item. Although the Graduate Council was not required to opine on this issue, members offered the following observations for your consideration:

Members agreed that while faculty salary scales should be based on transparent mechanisms that lead to equitable outcomes, members noted that salary disparities and lack of competitive salaries will negatively impact the UC's ability to recruit the best faculty, especially at a time when the UC is committed to increasing faculty of color (Latino/a, African American, Asian/Pacific Islanders); diverse faculty certain to be sought after by top private and public research universities. As well, this will impact graduate education and the research enterprise.

Although the recommendations in the report do not directly address cost of living and housing costs, members agreed that housing remains a critical issue that needs to be addressed.

Thank you for the opportunity to comment. If you have any questions, please do not hesitate to contact me via the Graduate Council analyst, Estrella Arciba, at earciba@senate.ucla.edu.