

February 18, 2021

Mary Gauvain
Chair, UC Academic Senate

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

Dear Chair Gauvain,

The Divisional Executive Board, councils, and committees appreciate the opportunity to review the proposed revision to (Systemwide Senate Review) Faculty Salary Scales Task Force Report and Recommendations.

Executive Board members support the general and equitable improvement of faculty salaries across the UC system. However, committees felt there are too many unaddressed variables to respond in a definitive manner. The complexities resulting from differing circumstances within and among campuses and schools are not addressed within the recommendations.

Per the attached responses from committees and councils, many members expressed concern about an implicit discontinuation or reduction of off-scale salaries, which they argue is an effective and important tool for recruitment and retention, particularly for underrepresented minority faculty members and in furthering gender equity. It was felt that reductions in off-scale salary components, currently an active proposal at UCLA, should not occur until the scales were to be concomitantly revised.

Sincerely,



Shane White
Chair, UCLA Academic Senate

Encl.

Cc: Jody Kreiman, Vice Chair/Chair Elect, UCLA Academic Senate
Michael Meranze, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate
Todd Greenspan, UCOP Director of Academic Planning