

March 26, 2021

Shane White, Chair
Academic Senate

Re: Modified Off-Scale Salary Components

Dear Chair White,

At its meetings on January 19 and March 19 2021, the Faculty Welfare Committee discussed the Proposal for Modified Off-Scale Salary Components. Committee members offered the following comments.

The proposed changes have serious impacts on the campus and UCLA faculty. This plan reduces part of the faculty compensation. As documented in the Faculty Salary Scales Task Force Report, current UC faculty on-scale salaries significantly lag those of its comparator institutions. This proposal on modified off-scale salary would make UCLA salaries further lag those of peer institutions over time. This will make faculty recruitment and retention at UCLA more challenging. Additionally, members are concerned that this proposal will more negatively affect junior and female faculty, who tend to negotiate less, thus increasing inequity in compensation among the faculty. Members also expressed that the proposal is confusing and additional justification and information are needed to better understand the implications of this proposal.

Members agree with the major points laid out in the response by the Council on Academic Personnel provided on version three of the proposal. Overall, the committee members were very concerned by the proposal and strongly opposed it. They found it to be deeply problematic and could potentially cause UCLA to lose faculty.

If you have any questions, please contact us via the Faculty Welfare Committee's interim analyst, Elizabeth Feller, at efeller@senate.ucla.edu.

Sincerely,

Huiying Li, Chair
Faculty Welfare Committee

cc: Jody Kreiman, Vice Chair/Chair Elect, Academic Senate
Michael Meranze, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate

Elizabeth Feller, Interim Analyst, Faculty Welfare Committee
Members of the Faculty Welfare Committee