

May 18, 2022

To: Jessica Cattelino, Chair
Academic Senate

From: Carson T. Schutze, Chair
Faculty Welfare Committee

Re: Proposed Faculty Salary Increases for 2022-23

Dear Chair Cattelino,

At its meeting on May 3, 2022, the Faculty Welfare Committee (FWC) discussed the issue of proposed faculty salary increases for 2022-23, in response to what we understand to be the expected mandate from UCOP for a 4% increase to all on-scale salaries (with Chancellors' discretion to increase off-scale salaries) plus a 1.5% equity/market-based salary adjustment (details pending finalization of the state budget). The committee is requesting that the following recommendations be conveyed to the UCLA Chancellor, alongside the recommendations that the Executive Board sent to the Chancellor on December 17, 2021.

We would first like to emphasize that we agree with the Executive Board's position that there should be no money put towards increasing the off-scale component of salaries, for the reasons they give. We also favor deciding all salary plans centrally and applying them uniformly across the campus, rather than allowing units to make their own decisions on how to distribute equity adjustments (or any other funds) since we believe this would lead to increasing inequities across units. We also of course support the general thrust of encouraging the Chancellor to fund the largest salary increase he considers feasible, given the ongoing lag behind the 'comparison eight' also noted by the Executive Board.

With these general principles as background, our specific recommendation goes to a point not explicitly addressed by the Executive Board, namely how to use the equity/market-based adjustment funds. Here we support the recommendation of the University Committee on Faculty Welfare (UCFW), who noted in their letter dated January 20, 2022, to the Academic Council Chair (enclosed), that recent years have brought particular hardships for faculty at the low end of the salary scale, who face the daunting costs of housing and childcare, especially outrageous in Los Angeles, exacerbated by the recent inflationary surge, with gas prices adding to the pain of long commutes. Recruiting and retaining high-quality junior faculty when they face such genuine financial adversity is increasingly challenging. We therefore support the UCFW recommendation that the equity adjustment funds be directed entirely to faculty in the lowest third of overall income. As UCFW suggests, we believe this will particularly benefit female faculty and those from underrepresented backgrounds.

We would like to thank the Chancellor in advance for his consideration of our recommendations. If you have additional questions, please do not hesitate to contact me at cschutze@humnet.ucla.edu or via the Committee analyst, Renee Rouzan-Kay, at rrouzankay@senate.ucla.edu.

cc: Shane White, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Elizabeth Feller, Assistant Director, Academic Senate
Renee Rouzan-Kay, Senior Policy Analyst, Faculty Welfare Committee
Members of the Faculty Welfare Committee