

June 21, 2022

Robert Horwitz
Chair, UC Academic Senate

Re: (Systemwide Senate Review) Report of the Negotiated Salary Trial Program Phase 2 Taskforce

Dear Chair Horwitz,

At its meeting on June 2, 2022, the Executive Board reviewed the Report of the Negotiated Salary Trial Program Phase 2 Taskforce and divisional feedback. A majority of Executive Board members voted to accept the report, though the discussion highlighted several reservations. Members' concerns echoed the equity issue raised by letters from the divisional Council on Planning and Budget and Council on Academic Personnel, the Taskforce report, and the 2017 Academic Senate report. Additionally, members noted that one major reason for making this program permanent had been foreseen and warned against by the 2017 Senate report (as cited in the Taskforce report): the disruption that would be caused by ending it. We hope that a lesson was learned and that future proposals for trial compensation programs will avoid this constraint on future action.

Moving forward, members emphasized the importance of not losing focus on fairness and competitiveness of base salary scales, raising them to maintain faculty excellence and inclusion regardless of participation rates in the Negotiated Salary Program.

Sincerely,



Jessica Cattelino
Chair
UCLA Academic Senate

Encl.

Cc: Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate
Shane White, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate