

May 16, 2023

Michael Levine
Faculty Rebuilding and Renewal Implementation Joint Task Force (FRIIJTF) Co-Chair

Kathleen McGarry
FRIIJTF Co-Chair

Re: Faculty Rebuilding and Renewal Implementation

Dear Co-Chairs Levine and McGarry,

At the May 11, 2023, meeting of the Executive Board, members met with invited guests, FRIIJTF Co-Chair Kathleen McGarry, FRIIJTF Faculty Representative Erin Debenport, and FRIIJTF Faculty Representative Megan Sweeney, to hear updates and provide feedback on efforts to develop implementation plans for tenure-track faculty rebuilding and renewal at UCLA.

After review and discussion, members voted unanimously (12 in favor) to write this letter to the FRIIJTF indicating their ongoing appreciation and support for your work on this important issue. Moreover, members indicated that they strongly reject and challenge the narrative of austerity or lack of funds as a barrier to implementation. Yes, there are difficult choices to be made, and money does not grow on trees, but members emphasized that this is a time to establish priorities and follow through with difficult choices. EB members encouraged all the members of the joint task force to pressure the Administration to prioritize faculty rebuilding and renewal as a key and critical component of fulfilling our academic mission and maintaining our status as a world-class R1 institution.

One priority should be faculty hiring and increasing tenure density while lowering class size. Members noted that UCLA's recent trend in hiring more non-regular series (aka non-tenure track) faculty, while saving costs in the short term, is not a cost-effective strategy in the long term, and it also jeopardizes the core elements of the tripartite academic mission, namely research, teaching, and service.

Members suggested looking at the vast and growing array of programs and units within Administration for place to reduce spending in order to reallocate funds to hire more regular-series faculty. Any austerity measures should occur within administrative realms. This is all the more urgent as the campus finds funding for UAW academic worker contracts and anticipates other labor negotiations, and as faculty look around at union gains on our campus and by unionized faculty at other R1 universities.

Lastly, members noted the DEI implications of increased faculty hiring, including how it could impact the research capacity in certain specializations and disciplines where investment has been lacking, including but not limited to ethnic studies doctoral programs.

The Executive Board also refers you to the enclosed recent letter from the Faculty Executive Committee (FEC) of the School of the Arts and Architecture.

In sum, as noted in the Executive Board's [letter](#) dated August 19, 2022, to EVCP Hunt, "Now is the time to support teaching and value the faculty."

Sincerely,

A handwritten signature in cursive script, reading "Jessica R. Cattelino".

Jessica Cattelino
Chair
UCLA Academic Senate

Encl.

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