

November 30, 2023

To: Andrea Kasko, Chair  
Academic Senate

Re: **(Systemwide Senate Review) Proposed New APM 672, Negotiated Salary Program**

Dear Chair Kasko,

At its meeting on November 7, 2023, The Faculty Welfare Committee (FWC) discussed the Systemwide Senate Review of the Proposed New APM 672, Negotiated Salary Program. Members offered the following comments.

FWC members believed the original negotiated salary program was to be on a trial basis and questioned the reasons for establishing a new negotiated salary program. Members recognized that some faculty may benefit from the program because it allows for the negotiation and leveraging of their salaries beyond the departmental components. However, there was concern about first, a transfer of power from the faculty to administrators, resulting in more control at the Dean's level. Second, members also highlighted concerns over equity issues, noting that not all faculty or departments have the funding for these negotiations, rather such extra funds are focused in specific departments, particularly those in the health sciences.

Members would like to see data on whether the original program has changed salaries across schools and departments during the period of its implementation.

In summary, FWC has concerns about with the proposed new negotiated salary program because of its potential to create inequities and promote the use of soft money during a salary review. Thank you for the opportunity to opine. If you have questions, please do not hesitate to contact me at [butlersj@ucla.edu](mailto:butlersj@ucla.edu) or via the Committee analyst, Renee Rouzan-Kay, at [rrouzankay@senate.ucla.edu](mailto:rrouzankay@senate.ucla.edu).

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Butler', with a stylized flourish at the end.

Samantha Butler, Chair  
Faculty Welfare Committee

cc: Kathleen Bawn, Vice Chair/ Chair-Elect, Academic Senate  
Jessica Cattelino, Immediate Past Chair, Academic Senate  
April de Stefano, Executive Director, Academic Senate  
Renee Rouzan-Kay, Senior Policy Analyst, Faculty Welfare Committee  
Members of the Faculty Welfare Committee