

Executive Board

Proposed 1.5% Equity/Market Adjustment to Faculty Salaries for 2022-23

Table of Contents

Exec Divisional Response - EB re Proposed Equity Mkt Adj Fac Salaries 22-23	1
---Dear Chancellor Block,	1
---Sincerely,	1
Exec FWC to EB_ Proposed Faculty Salary Increases_05-18-2022	2
Exec RH-SC-2022-23-faculty-salary-program	4
---UCFW2AC re Salary Equity Allocation Jan 2022 d2	5
---UCA Pto Council proposed 1.5% equity_market adjustment for 2022-23_1.13.2022	6

June 23, 2022

Gene Block
UCLA Chancellor

Re: Proposed 1.5% Equity/Market Adjustment to Faculty Salaries for 2022-23

Dear Chancellor Block,

At its meeting on June 2, 2022, the Executive Board reviewed the attached letter from the Faculty Welfare Committee (FWC) about the proposed 1.5% equity/market adjustment to faculty salaries for 2022-23. Specifically, the FWC supported the recommendation of the University Committee on Faculty Welfare to direct entirely the equity adjustment funds to faculty in the lowest third of overall income. Members of the Executive Board unanimously approved a motion to strongly endorse the FWC letter and the approach to focus on the lower end of the salary scale. Further, members strongly recommended against giving the funds to deans for distribution.

Thank you for your consideration of our advisement.

Sincerely,



Jessica Cattellino
Chair
UCLA Academic Senate

Encl.

Cc: April de Stefano, Executive Director, UCLA Academic Senate
Yolanda Gorman, Senior Advisor to the Chancellor and Chief of Staff
Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate
Michael Levine, Interim Executive Vice Chancellor and Provost
Emily Rose, Assistant Provost and Chief of Staff to the EVCP
Renee Rouzan-Kay, Senior Policy Analyst, UCLA Academic Senate
Carson Schutze, Faculty Welfare Committee Chair, UCLA Academic Senate
Shane White, Immediate Past Chair, UCLA Academic Senate

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

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February 3, 2022

SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL

Re: Input on Proposed 1.5% Equity/Market Adjustment to Faculty Salaries for 2022-23

Dear Susan:

I write in response to your request to the Academic Senate for input into the design of a proposed 1.5% faculty salary equity program for 2022-23. I asked the University Committee on Faculty Welfare (UCFW) and the University Committee on Academic Personnel (UCAP) to lead the Senate's review. Academic Council discussed the issue at its January 26 meeting. The UCFW and UCAP letters are attached for your reference.

We understand that the University wants to build a program that addresses faculty salary equity issues by gender or race/ethnicity as well as salary inversion or compression that may exist for individual faculty or within or between academic units.

Council agrees that the additional 1.5% off-scale salary increment should be directed preferentially to faculty in the lower one-third of overall income tiers, in recognition of increasing cost-of-living expenses, particularly housing and childcare costs, affecting lower-income faculty, who are also disproportionately women and faculty from underrepresented groups.

We also emphasize that all Senate faculty, including Lecturers with Security of Employment, should be eligible for the 1.5% salary equity program.

We appreciate the opportunity to comment. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in cursive script that reads "Robert Horwitz".

Robert Horwitz, Chair
Academic Council

Cc: Academic Council
Campus Senate Directors
Executive Director Baxter

Encl.



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Jill Hollenbach, Chair
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1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

January 20, 2022

**ROBERT HORWITZ, CHAIR
ACADEMIC COUNCIL**

RE: Faculty Salary Allocations

Dear Robert,

The University Committee on Faculty Welfare (UCFW) has discussed how to apportion this year's salary allocation of 1.5%, targeted to equity concerns. We appreciate that previous salary programs addressed needs across all income brackets, but external circumstances have changed such that UCFW feels this additional salary increment should go to those in the lower third of overall income. Increased pressure from rapidly rising housing and childcare costs, among other cost-of-living expenses, has meant that many of our faculty are finding it increasingly difficult to maintain an adequate quality of life near their place of employment. From an equity standpoint, data and anecdotes assure us that this direction of funds will particularly reach female, junior, and faculty from underrepresented backgrounds. Likewise, UCFW feels that this allocation should not be directed toward specific recruitment or retention efforts. Once the financial impacts of the pandemic have abated, a wider salary program could be entertained.

Thank you for your consideration.

Sincerely,

Jill Hollenbach, UCFW Chair

Copy: UCFW
Hilary Baxter, Executive Director, Academic Senate
Susan Cochran, Academic Council Vice Chair



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
John Kuriyan, Chair
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January 13, 2022

ROBERT HORWITZ, CHAIR
ACADEMIC COUNCIL

RE: PROPOSED 1.5% EQUITY/MARKET ADJUSTMENT TO SALARIES FOR 2022-23

Dear Robert,

UCAP has considered the proposed 1.5% equity/market adjustment to salaries for 2022-23 and the committee is generally supportive of the proposed salary increases. We understand that the specifics of that process are likely to be left to individual campuses. UCAP has received limited feedback from Divisional CAPs, but that feedback is positive

UCAP appreciates the opportunity to comment on this matter. Please don't hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "John Kuriyan".

John Kuriyan, Chair
UCAP