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Assembly of the Academic Senate, Academic Council
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

November 15, 2005

ROBERT C. DYNES
PRESIDENT

Re: Academic Senate Resolutions on UC Employee Compensation

Dear Bob:

As you know, the Assembly of the Academic Senate held its first meeting of the 2005-06 year on November 9. The main order of business was the Assembly's consideration of three resolutions, all addressing practices relating to the compensation of UC employees and issues raised by the Regents' Committee on Finance item RE-61, "Policies on Universitywide and Senior Leadership Compensation, and Procedures for Senior Leadership Compensation." The Assembly voted to adopt slightly amended versions of two resolutions, which I now forward to you as the *Resolution of the Academic Senate on Proper Compensation Priorities for the University of California* and the *Resolution of the Academic Senate in Opposition to the Use of Private Funds for Senior Leadership Salaries*. By the same action, the Assembly has asked the Faculty Representatives to the Regents, Academic Senate Vice Chair Oakley and I, to communicate these Senate positions to the Regents prior to their final consideration of the matter. In order that the general UC community is also apprised of the Assembly's disposition, I respectfully ask that the Resolutions be sent to the Chancellors and other administrative agencies for broad dissemination throughout the University.

The statements that came before the Assembly were drafted in response to the these specific recommendations incorporated in RE-61: a) to work to achieve market parity for all UC employees over a ten-year period beginning in 2006-07; b) to shift oversight of salaries for most of UC's senior leadership from the Regents to the administration and establish procedures for setting and determining senior management salaries; and c) to augment the funding of salaries over \$350,000 by means of private fund raising in order to achieve market comparability. The *Resolution of the Academic Senate on Proper Compensation Priorities for the University of California* engages with the content and implications of the first and second of those recommendations. While supporting efforts to achieve market level salaries for all UC employees, the Senate resolution argues for a more nuanced view of the employee groups and their relationship to the university, and recognizes the need to ensure that equity and accountability are built into any new compensation structure.

The Resolution of the Academic Senate in Opposition to the Use of Private Funds for Senior Leadership Salaries expressly opposes RE-61, Recommendation C. Although Recommendation C has been withdrawn by the Regents from present consideration, the Assembly feels that it is important nonetheless to go on record as being against this proposal in light of the profound implications it or any similar plan would have for senior management salary practices and for fund raising priorities within the University. This Assembly Resolution engages with the terms of RE-61 only, and should not be construed as opposition to campus fund raising for endowed chairs or deanships, etc. or UCOP's role in helping the campuses with those fund raising efforts. Our consideration of RE-61 has, though, prompted a more extensive Senate discussion of the use of private funds in supporting UC salaries, the outcome of which I will report on in the future.

I hope that you find these Resolutions of the Academic Senate a valuable contribution to the current discussion of employee compensation strategies.

Sincerely,



Clifford Brunk, Chair
Academic Senate

Copy: Assembly
María Bertero-Barceló, Executive Director

Encl.: 2

CB/hgt

**RESOLUTION OF THE ACADEMIC SENATE
ON PROPER COMPENSATION PRIORITIES FOR THE UNIVERSITY OF
CALIFORNIA**

Adopted by the UC Assembly of the Academic Senate November 9, 2005

RECITALS:

1. Excellence with respect to teaching, research and service is crucial to the academic mission and quality of the University of California.
2. Employee groups differ in terms of their direct relationship to the academic mission of the University of California.
3. Base salaries for virtually all employee groups lag behind salaries provided by comparison institutions.
4. The magnitude of market disparities varies for employee subgroups on the basis of age, length of service, and local cost of living.
5. Faculty are directly responsible for the delivery of the courses, the development of future scholars and professionals, and the research that are at the very core of the mission of the University of California.
6. The work of the faculty would not be possible in the absence of the support staff of the University of California including senior level administrators, the professional research and technical staff who contribute significantly to the advances made by the campuses, the clerical and secretarial staff who make everything else work, and the staff who maintain the environment in which we work including the groundskeepers who maintain campus exteriors and the building maintenance staff who maintain the interior spaces of our campuses.
7. The secretarial, clerical, maintenance, and research/laboratory support staffs have taken the brunt of many of the University of California budget cuts by being asked to maintain the workload while their numbers are decreased.

BE IT THEREFORE RESOLVED THAT:

1. The Academic Senate supports increasing the salaries of all University of California employee groups to achieve market parity in as short a time as possible and without any decrease in total compensation; and
2. Priority should be given to the employee groups most proximal to the core teaching, research and service missions of the University of California; and

3. The Academic Senate supports the development of a rational transparent process of determining senior management salaries in a way that any ensuing salary increases are proportionate with those of other employee groups; and
4. Any planned compensation structures for senior management should be subject to full review by the Academic Senate and be instituted in a measured fashion, with transparency and accountability, and include appropriate consideration of performance (analogous to the Committee on Academic Personnel for faculty).

**RESOLUTION OF THE ACADEMIC SENATE
IN OPPOSITION TO THE USE OF PRIVATE FUNDS
FOR SENIOR LEADERSHIP SALARIES**

Adopted by the UC Assembly of the Academic Senate November 9, 2005

WHEREAS the University of California Board of Regents had taken under consideration RE-61, Recommendation C, a specific action to modify current Regental policies and procedures on compensation by augmenting funding of salaries for amounts in excess of \$350,000 with private funds for 42 senior leadership positions so that market parity is achieved over the next ten years; therefore

NOW BE IT RESOLVED that the Academic Senate opposes RE-61, Recommendation C.