



*Shane N. White*  
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*Chair of the Assembly of the Academic Senate*  
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*University of California*  
*1111 Franklin Street, 12th Floor*  
*Oakland, California 94607-5200*

June 6, 2018

**JANET NAPOLITANO, PRESIDENT**  
**UNIVERSITY OF CALIFORNIA**

**Re: 2018 Faculty Salary Actions Relative to SOE Faculty**

Dear Janet:

At its May 30, 2018 meeting, the Academic Council unanimously endorsed the attached letter from the University Committee on Faculty Welfare (UCFW) requesting a clarification about how Senate faculty in the Security of Employment (SOE) series will be treated in your plan to increase the Senate ladder-rank faculty salary scales by 4%.

The letter announcing the plan to campus Chancellors does not mention SOE faculty specifically, but states that salaries for “other non-represented faculty” will increase 3%. We note that while SOE faculty currently do not have a ladder-rank scale, they soon will become ladder faculty after final approval of the recent [revisions to APM 285 and APM 210-3](#). We recommend that our SOE colleagues (who total fewer than 300 across the system) have access to the full 4% increase.

We again thank you for your enacting a multi-year plan to close the faculty salary gap, focusing on rebuilding competitive salaries and reinforcing our unique merit review system.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Shane N. White", written over a horizontal line.

Shane N. White, Chair  
Academic Council

Encl

Cc: Academic Council  
Senate Director Baxter  
Senate Executive Directors



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Roberta Rehm, Chair  
[roberta.rehm@ucsf.edu](mailto:roberta.rehm@ucsf.edu)

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June 5, 2018

**SHANE WHITE, CHAIR  
ACADEMIC COUNCIL**

**RE: 2018 Faculty Salary Actions**

Dear Shane,

The University Committee on Faculty Welfare (UCFW) has noted President Napolitano's decision to include a 4% increase to the Senate faculty salary scales for the upcoming budget cycle. As you know, Academic Personnel proposed, and Academic Council agreed in April, that Senate faculty in the LSOE series will move to a ranks and step system. This puts them onto a parallel rank and step series with traditional Ladder Rank Faculty. These two groups of faculty are distinguishable from other UC employees by virtue of their membership in the Academic Senate. The present directive seems unclear with respect to whether the small group of Senate faculty in the prospective LSOE series is intended to be included in the 4% increase. In anticipation of adopting the LSOE ladder proposal, we request that Senate faculty in the LSOE series be made eligible for the proposed salary increase.

Thank you for helping to advance this important goal.

Sincerely,

A handwritten signature in cursive script that reads "Roberta Rehm".

Roberta Rehm, UCFW Chair

Copy: UCFW  
Hilary Baxter, Executive Director, Academic Senate