# UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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July 30, 2019

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

**Re: Faculty Salary Plan**

Dear Janet,

Thank you for copying us on your letter delineating the faculty salary program for 2019-20. Although we regret that you felt that a 5% salary increase was not possible within the constraints of the UC budget, we very much appreciate that you remain committed to having a salary program that eliminates the salary gap for ladder-rank faculty. The Academic Senate remains similarly committed. Moreover, we are pleased that commencing on October 1st, the Professorial and other relevant salary scales will be adjusted by 5.33%, relative to the 4% per annum adjustment to the on-step portion of salary.

The Academic Council had an opportunity to discuss the salary plan at its July meeting, and there are a number of concerns that the Council would like to register as we turn our attention to salary issues for 2020-21.

- The salary plan directed at eliminating the salary gap was envisaged in your salary letter last year as a 3-year plan. It now appears that the plan has been extended to at least another year, making 2019-20 the second year of a 4-year plan. Salary adjustments over the next two years should be sufficient to eliminate the salary gap: Last year, the Academic Senate estimated that an increase of approximately 8.2% each year would be needed to eliminate the salary gap. Working together with the Academic Senate, The Office of the President should carefully analyze the level of the proposed increases to the scales needed going forward to insure that they materially erode the salary gap, and do not just keep us treading water. It is important that the salary gap not be taken as a moving target, with the length of the salary plan being continuously extended.
- As was the procedure this year, we strongly urge that the adjustment to faculty salaries be "baked into" the UC budget for 2020-21. Although the budgetary target was not met this year, we believe that clarity at the front-end of the budget process is preferable, more effectively making clear the goals of the salary program with respect to comparator universities.

- We understand that technical issues made it highly problematic that payroll could be adjusted to reflect new salaries on July 1; hence, the delay on commencing faculty salary increases until October 1$^{st}$. It is important that this technical issue not become the new norm, and that we return to the July 1$^{st}$ start date for 2020-21. We understand that this will require that UC Path and the remaining legacy payroll systems be prepared much earlier, and we urge the Office of the President to work closely with the campuses to avoid difficulties in making timely payroll adjustments.
- While it strictly does not fall under the purview of the President, the Academic Senate is concerned that some campuses are adjusting off-step salaries 4%, while other campuses are adjusting less or not all. The overall effect of this differential is increasing salary disparities between faculty of comparable levels of career achievement across campuses. These sorts of inequities run counter to the intent of the salary scales, which are University-wide.

As we move into the 2020-21 budgeting cycle, the Academic Senate remains committed to the salary scales as the backbone of our compensation system, and to insuring that salaries are competitive for the maintenance of our outstanding faculty, within the context of our total remuneration. We appreciate our shared subscription to this proposition.

Sincerely,

Robert C. May, Chair
Academic Council

cc:      Provost Brown
         Vice Provost Carlson
         EVC and CFO Brostrom
         Incoming Interim CFO Jenny
         Academic Council
         Senate Directors