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*Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200*

February 6, 2023

**MICHAEL DRAKE, PRESIDENT
UNIVERSITY OF CALIFORNIA**

Re: Request for Total Remuneration Study

Dear President Drake:

At its January meeting, the Academic Council unanimously endorsed the attached request from the University Committee on Faculty Welfare (UCFW) for a new study of total remuneration for both UC faculty and staff.

Economic and market conditions have changed dramatically since the last studies were performed for faculty (2014) and staff (2010), the conclusions of which are often referenced in public documents, at UC Regents meetings, and by the administration. A new study is needed to replace outdated information and to fulfill the Regents' obligation to periodically examine University employee compensation competitiveness. We think it would be most useful for this study to be completed in time to coincide with the new pension Experience Study presentation scheduled for the July 2023 Regents meeting, to help provide important context in those forthcoming discussions about employee and employer pension contribution levels.

There are Academic Senate members who participated in designing and interpreting the previous total remuneration study who could be helpful in developing a new one. We look forward to working with you on this important project. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Susan Cochran".

Susan Cochran, Chair
Academic Council

Cc: CFO Brostrom
Vice President Lloyd
Academic Council
UCFW

TFIR
Chief of Staff Kao
Chief Policy Advisor McAuliffe
Campus Senate Executive Directors
Executive Director Lin

Encl.



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Terry Dalton, Chair
tdalton@uci.edu

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

January 18, 2023

**SUSAN COCHRAN, CHAIR
ACADEMIC COUNCIL**

RE: Total Remuneration Study

Dear Susan,

The University Committee on Faculty Welfare (UCFW) agrees with our Task Force on Investment and Retirement (TFIR) that the time has come for the University to conduct a new total remuneration study. Faculty total remuneration was last assessed in 2014, and staff total remuneration in 2010. The market has changed drastically, and in order to remain competitive in recruitment and retention, we need data. Systemwide Human Resources has agreed in concept, but we ask your assistance in ensuring that adequate time and resources are dedicated to the project. Furthermore, there is urgency for action: The Regents are expected to receive the results of the UCRP Experience Study in July 2023, and the data in a total remuneration study should inform their discussions and deliberations. The Senate has a deep history in helping steward these projects, and we hope to continue that tradition.

Thank you for your continued support in this critical area.

Sincerely,

Terry Dalton, UCFW Chair

Copy: UCFW
Monica Lin, Executive Director, Academic Senate
James Steintrager, Academic Council Vice Chair