

UNIVERSITY OF CALIFORNIA ACADEMIC SENATE

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SANTA BARBARA • SANTA CRUZ

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

May 30, 2006

ROBERT C. DYNES
PRESIDENT

Re: Recommendations on Consultation with the Academic Senate on UC Compensation Issues

Dear Bob,

The Academic Council at its May 24, 2006, meeting endorsed the enclosed letter from the University Committee on Faculty Welfare (UCFW) regarding consultation with the Academic Senate on UC compensation issues. The Academic Council would like to emphasize the importance of involving relevant committees of the Academic Senate in all appropriate matters early on in the planning and consultative phases of policy development at the University. As you know, with respect to compensation and employee benefits as well as many other issues, the Senate faculty includes a vast resource of nationally and internationally recognized authorities. It would be in the University's best interest, as well as in the interest of shared governance, for the University to draw upon the expertise of its faculty at all stages of policy initiatives.

On behalf of the Academic Council, I respectfully request that you share these concerns with The Regents and appropriate senior managers within the Office of the President. Please let me know how you choose to implement this advice, and what further input you may wish from the Academic Council.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "John Oakley".

John Oakley, Chair
Academic Council

Encl: 1

Copy: Academic Council
Executive Director Bertero-Barceló



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Raymond Russell, Chair
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The Academic Council
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May 15, 2006

**JOHN OAKLEY, CHAIR
ACADEMIC COUNCIL**

RE: Consultation with the Academic Senate on UC Compensation Issues

Dear John,

At its March and April meetings, the University Committee on Faculty Welfare discussed the Regents' recent use of outside experts as their primary source of advice about possible changes in UC's compensation practices. In these discussions, we also considered ways in which the Senate might become more effectively involved in developing such recommendations in the future.

In so far as the Regents seek expert advice, it is important to note that the UC faculty includes nationally and internationally recognized authorities on many aspects of compensation and employee benefits. Senate committees such as UCFW's Health Care Task Force and its Task Force on Investment and Retirement include many such specialists. The recommendations on the resumption of contributions to UCRP and on possible changes in retiree health benefits that emerged from these two task forces in January and February, which were later endorsed by the Academic Council, exemplify the quality of advice they can offer.

UCFW believes that the Office of the President and the Regents have consulted UCFW far too late this year to take full advantage of the expertise available through UCFW and its task forces. As just two examples, had UCFW been consulted earlier, it could have substantially improved the design of Mercer Consulting's study comparing the compensation of UC and non-UC employees, and it could have helped the Regents produce a better system for compensating senior managers than the plan introduced in January.

We have been informed that on May 9, Regent Hopkinson discussed with the University Committee on Planning and Budget the possible formation of a joint task force with the Senate on UC compensation. UCFW encourages the inclusion of UC faculty on any such task forces, and is ready to provide names of qualified individuals if asked.

While UCFW welcomes opportunities for UC faculty to offer their expertise to the Regents via this and other task forces, temporary committees of this sort should be seen as supplementing regular consultation with the Senate, rather than replacing it.

UCFW recommends that all appropriate Senate committees should be consulted early and often both about all possible changes in UC compensation, and about any surveys of compensation intended to provide the rationale for them. Early consultation with the Senate on these matters is not only required by the norms of shared governance, it is also the best way to bring the expertise of the faculty to bear on these choices.

UCFW asks you to communicate these recommendations both to the Regents, and to the Office of the President.

Sincerely,

A handwritten signature in cursive script that reads "Raymond Russell". The signature is written in black ink and is centered below the word "Sincerely,".

Raymond Russell, Chair
University Committee on Faculty Welfare

Copy: UCFW
Mariá Bertero-Barceló, Executive Director