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April 20, 2012

**ROBERT ANDERSON, CHAIR**

University of California  
Academic Council  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607

**Re: UC Wide-Review: Faculty Salaries Task Force Report**

The report was forwarded to all Davis Division of the Academic Senate standing committees and Faculty Executive Committees within the schools and colleges for comment. Responses were received from the Committees on Affirmative Action & Diversity, Academic Personnel-Oversight, Faculty Welfare and Planning and Budget as well as Graduate Council.

The Davis Division of the Academic Senate continues to support the pursuit of competitive UC Faculty Salary Scales. In general, the Division supports the goals of the Faculty Salaries Task Force Report to strengthen UC's system of faculty remuneration. However, the report and its recommendations fall short of acknowledging that the UC Faculty Salary Scales are currently broken. As documented in the task force report, at all campuses, at all ranks, in all disciplines, the majority of faculty receives off-scale salaries. There are wide variations between departments, between campuses and between ranks as to the magnitude of these off-scales. The proposed 'fix' in the task force report makes no attempt to address the issue of the salary scale. In addition, the system-wide recommendations ignore differences between campuses and disciplines. Additionally, the report documents that the published salary schedule for UC faculty lags far behind the marketplace for faculty salaries at the best research institutions. UC Faculty Salary Scales must be restored in order to retain and hire the highest quality faculty; as well as maintain and develop research and teaching excellence.

There was some agreement that the report and its recommendations (if implemented) may positively address some of the Faculty Salary Scales issues.

Below are specific concerns or questions responses brought forward:

- The "loyalty penalty" discussed in the report may be an especially salient problem for women and minorities as well as an issue of concern for a large percentage of the faculty. While this is not a new issue, its resolution remains elusive.
- UC must consider the question of how the costs associated with these increases in pay for ladder faculty might affect the pay scales of other faculty at the university.
- It appears the Joint Senate/Administration task force did not investigate whether the salary is the main component responsible for faculty retention problems at UC, or whether climate or other factors also play a role. This is an issue that deserves study to ensure methods employed for resolution are effective and meaningful.
- The Committee on Academic Personnel-Oversight observed that the recommendations would increase equity in faculty salaries which would at least slightly decrease the case-load of accelerations and equity reviews.
- It is possible the recommendation may set salary targets by identifying either the salary median or mean of colleagues at the same rank and step. Or, perhaps the task force's recommendations ignore differences between campuses and disciplines. However, the lack of clarity is a problem and the issue is of sufficient significance that we believe it deserves greater clarity in revealing how these cohorts would be determined. For instance: What characteristics, exactly, do colleagues share? Do they have to be in the same college, department, or discipline? The answers to these questions are not self-evident. Small changes in definition could have large outcomes when one proposal throws a wide net to include colleagues across

the entire UC system and the other proposal narrows the target cohort to the mean salary for faculty in similar positions on one's own campus.

- There is concern about the prospect that salaries at different campuses would be allowed to diverge over time. UC Davis would suffer because this campus currently offers the lowest proportion of off-scale salaries in the UC system. The adoption of a single UC-wide salary target for faculty at a comparable rank and step would resolve this inequity.
- Graduate Council pointed out that in comparison to peer institutions, specifically to other UC campuses, there must be some level of equity in salary scale across faculty ranks at UC Davis that is strongly correlated to dedication to graduate training in and outside the classroom.

Sincerely,

A handwritten signature in cursive script, reading "Linda F. Bisson".

Linda F. Bisson, Chair  
Davis Division of the Academic Senate  
Professor: Viticulture and Enology