



Davis Division Academic Senate

Request for Consultation Responses

UC Davis Off-Scale Task Force Report

May 7, 2012

In October 2011 the joint Senate/Administration Off-Scale Task Force began its work. The Task Force Report is enclosed for review by the Division.

Administrative Partners (DANN TRASK)

May 14, 2012 3:45 PM

Dear Professor Bisson,

In light of the related subject matter, the L&S Executive Committee jointly reviewed the reports of both the UC Faculty Salaries Task Force and the UCD Off-Scale Salary Task Force. The committee would like to thank the members of both task forces for their work and for their reports. It is a pity that in the current budget climate, most of their recommendations do not seem practicable to implement. The Executive Committee wishes to remark on only one particular item, namely, that under any circumstances the idea of instituting "half-steps" in the salary scale seems likely to add more complexity than it is worth.

Sincerely,

Abigail Thompson, Chair
Executive Committee
College of Letters and Science

Affirmative Action & Diversity

April 24, 2012 8:28 AM

No response at this time.

CAP Oversight Committee

May 3, 2012 4:49 PM

Response continued on next page.

UC Davis Off-Scale Task Force Report

There are many issues of interest and concern for faculty generally, but we will only comment on those issues that directly relate to CAP. The main issue of relevance to CAP is the proposal to move to a system in which faculty are evaluated by CAP only at designated time intervals, and half-step merits are available; any additional off-scale increments awarded for exceptional merit outside of the normal schedule would be in the purview of the Deans.

Generally, the move to a regular schedule would reduce the workload of CAP, which is desirable. The move to half-steps would also give CAP more flexibility and simplify certain situations that are now dealt with by retroactive actions. Conversely, half-steps may require a more fine-grade evaluation and comparison among individuals. Additionally, the increased use of off-scale salaries for exceptional achievement outside of the normal schedule would increase the role of Chairs and Deans in the faculty evaluation and award process, and reduce the role of the Academic Senate. This may have the consequence of skewing salaries of faculty at equivalent ranks and steps. Reducing the role of the Academic Senate and confusing the salary situation would not be desirable outcomes. Additionally, the role of the candidate in requesting, and the department in recommending or voting on half steps, has yet to be clarified. CAP would support participation of these entities in the process.

Elections, Rules & Jurisdiction

May 7, 2012 1:58 PM

No response at this time.

Faculty Welfare

May 12, 2012 4:42 PM

The Faculty Welfare Committee strongly supports the proposals of the UC Davis Off-Scale Salary Task Force. Faculty salaries at Davis have fallen behind our comparison institutions around the country and lag behind other UC campuses. We believe that the Task Force's recommendations would help rectify this problem by rewarding meritorious faculty in a timely fashion and providing a flexible system of remuneration that will help attract and retain the most productive faculty.

Graduate Council

April 10, 2012 2:22 PM

Graduate Council is in general supportive of competitive UCD faculty salaries for maintaining and further developing research and teaching excellence.

In comparison to peer institutions, specifically to other UC campuses, there must be some level of equity in salary scale across faculty ranks at UCD that is strongly correlated to dedication to graduate training in and outside the classroom.

Planning & Budget

May 7, 2012 1:58 PM

CPB has reviewed the UC Davis Off-Scale Task Force Report. CPB would like to thank the task force for their careful documentation of a long-standing problem with regard to faculty salaries at UC Davis, and agrees this problem needs to be addressed. There is one additional question not addressed in the report that CPB feels should be answered.

Faculty salaries system-wide are below our comparable institutions. However, this report shows that UC Davis faculty salaries are lagging those at our sister campuses. CPB understands the budget issues that have led to system-wide problems, but wants to know why UC Davis is investing less of its campus budget on faculty salaries than its sister campuses.

Research

May 7, 2012 1:58 PM

No response at this time.