

May 18, 2012

RALPH HEXTER, PROVOST AND EXECUTIVE VICE CHANCELLOR

RE: UC Davis Off-Scale Task Force Report

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.

The Davis Division of the Academic Senate forwarded the referenced proposal to all divisional standing committees as well as Faculty Executive Committees within each college/professional school. Comments from the Committee on Academic Planning Oversight Committee, Graduate Council and the Committee on Planning and Budget were received.

Majority Consensus: All committees are strongly supportive of competitive UC Davis faculty salaries. However, reservations were expressed with respect to some of the elements of the report in particular the concern raised by allowing there to be two processes for rewarding achievement: accelerated advancement through the normal ranks and use of off-scales at the Dean's discretion. The Academic Senate plays an important role in normalizing advancement across schools and colleges and this may be at risk if there is no central oversight.

CAP Oversight Committee

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.

Faculty Welfare

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

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.

Committee on Planning and Budget (CPB)

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.

Sincerely,

A handwritten signature in cursive script that reads "Linda F. Bisson".

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

LFB:sas