

Resolution on the Commitment to Ensure Salary Equity and Competitiveness within the UC System

To: Academic Senate, Santa Cruz Division

Background

In September of 2008, in response to the finding that UCSC salaries were often the lowest in the system, a Senate-Administration Task Force on Faculty Salaries called for an annual analysis on UCSC faculty salaries, and laid the groundwork for the UCSC Special Salary Practice.¹ In response to the recommendation to conduct routine analysis, the administration and the Academic Personnel Office began to produce an annual Report of Faculty Salary Competitiveness. This report is currently limited to a 7-campus comparison, and does not include Above Scale salaries or cost of living variables in its analysis.

The Committee on Faculty Welfare (CFW) has consistently advocated for including a 9-campus comparison and Above Scale salaries in the faculty salary analysis metrics. The aforementioned Senate-Administration Task Force Report begins with “the assumption that UCSC faculty are the equal of those anywhere in the UC system.”² In addition, the report notes that parallel “to the systemwide goal of moving faculty salaries up to the median of the Comparison 8 Schools³, UCSC’s goal is that faculty salaries should be competitive when measured against sister UC campuses.”⁴ Notably, we compare ourselves to our fellow eight campuses in terms of non-resident student enrollments, re-benching student aid, admissions standards, etc. Salaries should be no different, especially as the salary scales and the merit evaluations used to assign rank and step apply universally to all ladder rank faculty at all nine institutions. It is also important to evaluate Above Scale salaries as these faculty members are some of the most accomplished in our institution and should be valued as such. It is vital that we continue to recruit and retain the best faculty we can and maintaining salary parity is essential to this.

The cost of living in Santa Cruz County has greatly increased since the drafting of the Task Force Report in 2008, and this increase has had tangible effects on departments, divisions, and our campus’s overall ability to attract and retain quality scholars. As such, factoring in the cost of living is the only way to gauge the actual “competitiveness” (as the APO report is so titled) of UCSC faculty salaries. CFW’s 2017-18 cost of living analysis, showed that UCSC’s salary gap compared to other UC campuses continues to be at dramatically high levels, making our campus inherently less competitive on the job market, and severely impacting the welfare of UCSC faculty compared to peer campuses in the UC system. Information concerning cost of living is absolutely critical for our campus as we continue to create and refine remedies and programs (such as the Special Salary Practice) to maintain the exceptional quality and worldwide brand of our campus, and this variable therefore must be included in any analysis of competitiveness.

¹ Senate-Administrative Task Force on Faculty Salaries Report, September 10, 2008

² Senate-Administrative Task Force on Faculty Salaries Report, September 10, 2008, page 1

³ The “Comparison 8 Schools” are eight universities (four public and four private) with which UC regularly compares faculty pay scales and student fees. The list includes University of Illinois, University of Michigan, University of Virginia, SUNY Buffalo, Harvard, Massachusetts Institute of Technology, Stanford, and Yale.

⁴ Senate-Administrative Task Force on Faculty Salaries Report, September 10, 2008, page 1

The salary competitiveness reports and the Special Salary Practice have been crucial to closing many of the gaps to our peer institutions. Yet, while great strides have been made, we must realize the promise that initiated these practices and ensure that we are competitive within the entire system and at all levels, while also acknowledging that UCSC has its own unique challenges concerning the high cost of living.

Whereas: the University of California, Santa Cruz should be committed to providing its faculty with competitive salaries to the Comparison 8 Universities and sister UC campuses.

And whereas: the 2008 Senate-Administration Task Force on Faculty Salaries Report called for the establishment of a “regular annual report of faculty salary competitiveness”⁵.

And whereas: an annual report on campus faculty salaries should provide a comprehensive evaluation of salary competitiveness at all ranks and steps.

And whereas: there are 9 UC campuses that have similar educational missions and faculty that are evaluated for merit by the same metrics.

And whereas: 15% of UCSC faculty at the Professor rank are Above Scale, and these faculty are just as much part of UCSC as On Scale faculty and are some of the most accomplished.

And whereas: cost of living varies greatly by campus and has a direct effect on both the overall value of total remuneration for UCSC employees and the ability of the campus to recruit and retain exceptional faculty.

Therefore be it resolved: that the UCSC Academic Senate calls on the administration to include a 9-campus comparison, Above Scale salaries, and cost of living variable in the campus’s annual analysis of faculty salaries, and in the resulting Annual Report of Faculty Salary Competitiveness.

Respectfully submitted,

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⁵ Senate-Administrative Task Force on Faculty Salaries Report, September 10, 2008, III.C.