



UCLA
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Association
Newsletter

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An Independent Membership Organization of Faculty at the University of California, Los Angeles
P.O. Box 33336 Granada Hills, CA 91394-3336 Phone and FAX 818 341-8664 ucfa@earthlink.net
For more information, see the FA at UCLA Website at <http://www.uclafaculty.org>

FANCY FOOTWORK AND FACULTY SALARIES

THE UCLA FACULTY ASSOCIATION PROPOSES THAT...

- 1. UC faculty receive an annual salary increase at least at the level of the CPI.** The proposed UC budget for 2005-6 includes a range increase of only 1.5% and no parity increase. Faculty salary increases have not kept up with inflation since 1999.
- 2. If UC is going to use a methodology to show how high faculty salaries should increase to be competitive with peer institutions, it should make it a fairer process by using a more representative faculty population.** By using unique salary data provided by the Comparison 8 Institutions instead of the widely available salary data published by the AAUP in *Academe* every spring, UC minimizes the gap in faculty target level salaries.
Using unique Comp 8 salary data, UC faculty needed a **10.6%** increase in 2004-5.
Using AAUP salary data, UC faculty needed a **17.5%** increase in 2004-5
- 3. UC drops bottom ranked SUNY, Buffalo as a Comparison 8 Institution.** SUNY, Buffalo has dropped to position #120.
- 4. UC faculty are brought up to target level salaries within the next 5 years.** The figure of 6% for each of the next five years will restore UC faculty salaries to their peer institution target level.
- 5. UC stops delaying salary increases to October 1.**
- 6. UC faculty follow closely the debate at UC about making UCRP a two-tier retirement plan.** If the proposed change is adopted, employee contributions to UCRP are likely to follow sooner than current estimates suggest. *(Faculty Salaries continued below, p. 2)*

Hold the Date of Friday, April 15, 2005

Valen Johnson, author of *Grade Inflation: A Crisis in College Education*, Springer-Verlag, 2003, will speak at 2:00 p.m. in the Faculty Center. Professor of Biostatistics at the University of Texas M.D. Anderson Cancer Center and a Fellow of the American Statistical Association, Johnson will discuss the results of his experiment at Duke University on the statistical relationship between grade inflation and student evaluations. He will focus on the current system's inherent inequities to students and the disincentives that exist for faculty to grade more stringently.

BUDGETS

In the current state budget environment, carrying out even some of these proposals will be Herculean tasks falling more on UC's shoulders than the state's. Even though Gov. Schwarzenegger may be looking at the roses in the White House garden, others are taking a very hard look at the weeds in his backyard. The Legislative Analyst issued her report on CA's budget in Nov. 2004 with dire predictions of a \$6.7B shortfall at the end of fiscal 2005-06 and \$10B in 06-07, before narrowing somewhat in later years (www.lao.ca.gov). The *LATimes* (12/16/04) raises the shortfall to \$8B for next year. In 2004-05, UC took a cut of \$186.8M or 6.4% in exchange for promises of higher funding in the future. UC's compact with the Governor calls for a 3% increase to UC in 2005-07, 4% in 07-08, and 5% for 08-1. No one knows if this compact will hold with such large budget shortfalls looming. The Governor thinks so, but the Legislature was not a party to his compact with UC and does not feel bound by its assumptions.

Despite a salary lag of 10.6% (or 17.5% using AAUP faculty salary data), UC does not include any parity increase for faculty in the proposed 2005-6 budget. In anticipation of the legislature ratifying the compact and UC receiving 3% increase in funding as well as retaining the increased revenue from student fee increases of 8% for 2005-2007, UC's proposed budget for 2005-6 includes a 1.5% salary increase for all employees, funding for faculty merits, and 1.5% increase available for merit based increases for staff. No faculty parity is proposed.

SALARY NUMBERS

The graph below shows that in the last decade from 1994-2004 the total UC faculty salary increase of 26.9%

1. has barely kept up with inflation—US CPI 24.5% and CA CPI 24.9%,
2. falls below the US average faculty salary increase—32.3%, and
3. has lagged behind the Comparison Institutions since 2001.

Table 1: The Salary Numbers (% fiscal year increases, absolute)

Fiscal year	US AVERAGE Faculty Salary Increase	US CPI	CA CPI	UC Faculty Salary LAG	UC RANGE Increase	UC Faculty PARITY Increase	UC Faculty Salary Increase	CAP Acct. Contrib.
	<i>From AAUP's Academe</i>	<i>Consumer price index</i>	<i>Consumer price index</i>	<i>% UC behind Comp 8</i>	<i>Based on CPI</i>	<i>Based on UC Faculty Sal. Lag %</i>	<i>Range + Parity</i>	<i>Retirement Contrib. From UCRP</i>
2005-6*				15.6%	1.5%	0	1.5%	0
2004-5		2.1%	2.7%	10.6%	0	0	0	0
2003-4	2.1	2.2	1.9	9.2	0	0	0	0
2002-3	3	2.2	2.6	6.9	1.5	0	0	5
2001-2	3.8	1.8	3	3.9	0.5	0	0.5	3
2000-1	3.5	3.4	4.3	3	2	1	3	
1999-00	3.7	2.9	3.2	2.9	2	0.9	2.9	
1998-99	3.6	1.7	2.5	4.6	2	2.5	4.5	
1997-98	3.3	1.8	2	6.7	2	3	5	
1996-97	3	2.9	2.3	10.3	2	3	5	
1995-96	2.9	2.7	1.4	10.4	1.5	1.5	3	
1994-95** ***	3.4	2.9	1.7	12.6	3		3	2.67
TOTAL	32.3%	24.5%	24.9%		16.5%	11.9%	26.9%	

US average salary data from *Academe*, Mar-April 2004; UC parity data from Higher Education Updates, CPEC

* Proposed budget for UC for 2005-6; UC faculty salary lag predicted for 2005-6.

**This 2.67% CAP was based on the reduced salary of Nov-June 1994.

*** 3% RANGE brought faculty salaries to 92-93 level thus restoring 3.5% average cut, which consisted of a 5% cut for July-Oct., 1993 and a 2.6% cut Nov.-June 1994.

DEFINING THE TERMS IN MORE DETAIL

US Average Faculty Salary Increase

The first column contains figures taken from *Academe*, AAUP's annual salary survey, to show salary increases nationwide, in nominal terms, for the "all ranks" average.

US and CA Consumer Price Index (CPI)

The US CPI and CA CPI show each year the % change in the consumer price index from the earlier year. This information, based on fiscal year data, is available from www.dof.ca.gov/HTML/FS_DATA/LatestEconData/Data_home.htm.

UC Faculty Salary LAG

How far is UC behind its competitors' salaries? In this column are the annual % increases calculated by CPEC (California Post Secondary Commission) that are necessary to bring UC faculty salaries up to the middle salary position between their 4 private Comparison Institutions (Harvard, Stanford, MIT, Yale) and 4 public Comparison Institutions (U Mich., UVA, U Ill, Champagne Urbana, and SUNY, Buffalo). See the FA website for an outline of the CPEC methodology (www.uclafaculty.org/Newsletters/cpec_methodology.htm).

UC RANGE Increase

The UC RANGE adjustment is a compromise figure between the salary floor pressure of the two CPI indexes and the salary ceiling pressure of the UC Faculty Salary Lag. Another double boiler on the budget stove is UC pressure to offer a RANGE increase to all employees and faculty and executive pressure to offer a PARITY increase to a particular group based on issues of salary equity with peer groups.

UC Faculty PARITY Increase

Faculty PARITY is that amount of the UC Faculty Salary Lag that is awarded to faculty for that academic year.

UC Faculty Salary Increase

UC Faculty Salary increase is the sum of the UC RANGE increase and the UC faculty PARITY increase (except for 2002 when staff received 1.5% RANGE, but faculty did not).

CAP (Capital Accumulation Provision)

What can UC offer faculty in lieu of salary increases? The CAP Account Contribution column shows what UC contributed from UCRP into individual Capital Accumulation Provision (CAP) accounts for faculty to offset the years of no salary increases or, in 1993 and 1994, actual salary reductions.

A SAMPLE SALARY CALCULATION

To look more closely at one year for which there is full data, academic year 1999-2000, reveals a great deal about the salary increase strategy at UC.

1. UC calculated a salary lag of 2.9% for faculty. (Note: it would have been 9.3% using AAUP data)
2. UC calculated a 12.5% salary lag for executives.
3. US CPI was 2.9%.
4. Top UC executives in Oakland received 8.5% (3.5% merit and 5% equity); chancellors 7.8%.
5. Comp 8 faculty received 5%.
6. UC faculty received 2.9% the exact value of the US CPI; 2% as a "RANGE" and 0.9% as a "PARITY."
7. Staff received 2%, slightly less than the US CPI.

The UC Faculty Salary Lag, calculated with Comparison 8 unique salary data, in combination with CPI figures, can function as a very low salary ceiling for UC faculty salaries.

SOME MORE CONSEQUENCES OF LAGGING SALARIES

UC Campuses Fall in the Rankings

Looking back on the most recent decade, both UCLA and UCB have fallen in the *US News & World Report* rankings. Although many discuss the failings and limitations of this annual survey, for most years it is the only game in town. In 1995, the American Research Council (ARC) issued its rankings, but that process occurs every ten years, and there is currently a delay of at least another year for the next survey. According to *USNews&WR*, in 1989, UCLA was ranked #16 among the top 50 National Universities, with 10 as the score for financial resources. In 2005 it fell to #25, with a much lower score for financial resources of 39, now called “faculty resources rank.” In 1989 UCB was #13, with a financial resources score of 11. In 2005 the overall rank of UCB dropped to #21, with a score of 39 for faculty resources. In 1989, Harvard, ranked #3, had a faculty resources score of 2 and Princeton, ranked #2, with a financial resources score of 1. In 2005, Harvard, now ranked #1, has a faculty resources rank of 2, with Princeton in the #2 rank with a resource score of 3. Rank and faculty resources are closely correlated, which constitutes a very strong argument to maintain the competitive level of UC faculty salaries to maintain rank.

UC law schools have also fallen in the rankings due to reduced state funding. The *LA Times* (Jan. 3, 2005) describes Boalt Law School’s drop from 7th to 13th rank. UCLA placed 16th in the survey.

Rise of Off-Scale Salary Increments

Until the early nineties, the UC faculty step-ladder was fairly upright in the sense that most faculty were “on scale” or “in step.” They received yearly RANGE adjustments and with merits and promotions could work their way up the ladder in what was perceived by many universities nationally as an extremely fair system. Then the late nineties started a period of budget crises and no RANGE or PARITY increases. During this time another method of increasing salaries emerged as more and more dominant: off-scale increments. Some faculty who receive offers from other universities, produce outstanding works of research or scholarship, or who are sought by UC are awarded off-scale salary increases. To illustrate, it is possible in 2004-5 that a full prof., step II in the English Dept. at UCLA could receive an on-scale salary of \$72,700, and a new recruit, brought in at assoc. prof., step II, could receive an on-scale salary of \$60,200 plus an off-scale addition of \$50,000, thus raising the combined salary to \$110,200, just over the “on scale” salary of full prof., step VII. Rank and salary are out of sync.

By 1995, about one third of UC faculty were receiving off-scale salary increments, and at UCLA that number was 53%, with the most off-scale faculty of any UC campus. By 2005, those percentages have risen considerably. Greater reliance on off-scale increments for some has meant less reliance on parity or range increases for all faculty. Lower state funding for UC has exerted further budget pressure to maintain rank by awarding off-scale increments instead of ranges and parities. Also, pressure has been placed on merits to raise faculty salaries over a two or three year period to nearly the level of the CPI.

Some Effects of No RANGE Adjustments and No Faculty PARITIES

The following responses were collected by some members of the Faculty Association in our last membership poll.

1. UC does not pay any attention to the salary lag, the range increase, or on-scale faculty because they focus all their resources on off-scale increments for retention and recruitment of faculty.
2. Faculty who may be publishing and going up the ladder by receiving merits and promotions but do not receive outside offers may not receive off-scale salary increments.
3. Women faculty who have families may not be willing to seek outside offers with the possibility of moving, thus limiting their access to off-scale increments.
4. Loyal faculty who teach well and provide service to the University community are not rewarded with off-scale increments even though teaching and service are part of the review process for faculty.
5. Faculty in lower steps on the ladder can receive substantially higher salaries with off-scale increments than faculty higher on the ladder, thus making the system out of sync with position and salary level.
6. The main value of the ladder system is that it provides a timetable for issuing merits except for above scale faculty who have a different timetable.
7. With no RANGES or PARITIES, the off-scale salary increments get larger and larger.
8. Many faculty sense that private salary deals are cut between faculty, chairs, and deans.
9. It is bad for faculty morale to sense that one group is profiting at the other group’s expense.
10. With no RANGES or PARITIES, older faculty do not want to retire with a lower 3-year average compensation than they would have had if there had been salary increases. They stay on longer in hopes of improving their 3 year Highest Average Plan Compensation.

RE-FOCUSSING THE PRIORITIES AT UC

1. Restore UC Faculty's Competitive Position Among the Comparison 8

A faculty increase of 6% for each of the next five years would bring UC faculty back into parity with its Comparison Institutions. With the Comparison 8 Institutions averaging around 4.2% compound increase for the last five years, then UC faculty would need to receive 4.2% each year for the next five years to come up to the level of the all ranks average Comparison 8 figure plus an additional amount to cover the current salary lag. Dividing the current lag of 10.6% by 5 (2.12%) and adding 4.2% equals 6.32% for each year for five years.

The CPI Indexes should exert strong salary floor pressure on the Faculty INCREASE. With the increase in health care premiums in 2003 based on a calibrated contribution according to income band, many faculty are paying much more for medical insurance than they did earlier, especially those in higher income brackets. Overall, medical insurance costs rose 96.5% for UC employees from 2002 to 2003 and 38.5% from 2003 to 2004. Housing costs have skyrocketed, especially for younger faculty. Gas prices have risen in the past year to record highs, particularly affecting those faculty living a far distance from the campus. Every year without any salary increase is a de facto salary cut in the amount of the CPI.

Merit increases should be completely separate from range or parity increases and should not be a substitute way to grant faculty salary increases at nearly the level of the CPI.

The Faculty Association recognizes the necessity of off-scale increments, but we believe that all faculty, including those who receive off-scale increments, benefit from fair annual range and parity increases.

2. Use more Representative Faculty Salary Data to Calculate the UC Faculty Salary LAG

The CPEC methodology is very important for faculty because the way the faculty population is defined in the methodology controls to a great extent the amount of the salary lag percentage generated. This methodology is a tangled web of which one part, the faculty population counted in the salary data reporting, should be simplified. CPEC should use the salary data provided by the American Association of University Professors (AAUP) each year because it is the gold-standard for providing data on faculty salaries across the country. Almost all other universities, private and public, use this data for comparison purposes because of the consistency of approach, reliability, and broad scale of the data collection. UC uses a highly selective set of salary data not readily available to anyone else; and there is no justification for the cost of collecting this data except to remove the calculation from the oversight of a wider group of people and to keep the salary lag percentage low. If the CPEC methodology had been followed in 1999-2000 but using AAUP salary and staffing data for UC and the Comparison 8, the percentage lag would have been 9.3%, a much higher ceiling than the 2.9% lag generated by using a highly select data set collected by CPEC. The current academic year produces a lag of 17.5% using AAUP faculty salary data, while the lag is only 10.6% using unique UC gathered data.

The major difference in the two data sets is the number of lower paid (on scale) faculty. CPEC principles select a higher paid group many of whom are more likely to be off scale, while AAUP includes more faculty in step at the lower and mid end of the ladder scales. The CPEC faculty population is restricted to FTE, while the AAUP population includes all full-time faculty (headcount). In 2003-4, there were 6,614 FTE used by UC to calculate the salary increases, while AAUP data would cover 8,512 full time faculty (no instructors). To be included in the AAUP survey, full time faculty members must be at .99FTE or greater and consist of ladder ranks, acting ladder ranks, equivalent ranks, recalled, in residence profs., professors of clinical X, visiting professors, and adjunct professors.. Both the CPEC and the AAUP include business and engineering faculty and exclude medical faculty in preclinical and clinical medicine. The AAUP includes full time basic scientists, some ladder rank, some not, in the UC medical schools who do not receive a clinical practice supplement. This group includes about 1500 faculty, 519 of which are from UCSF and the rest mostly from the UC campuses with medical schools, UCLA, UCI, UCSD, and UCD.

In the interests of continuity rather than logic or transparency, CPEC methods of calculation should continue to be used to generate the faculty parity figure necessary to keep UC faculty in the middle of the salary range between 4 private universities and 4 public ones, but the faculty population should follow AAUP specifications. This CPEC PARITY figure should be seen as the pressure behind giving raises to UC faculty beyond the CPI to keep the

prestige of UC campuses high and competitive with their peers. Budget restraints in any one year are incorporated in the suggested increases for the next year.

3. Delaying a Range or Parity Increases to Oct. 1 is Unfair and Costly to Faculty.

In 1994, the RANGE was delayed until Oct. 1, three months after the beginning of the academic year. This delay was prompted by cost savings and then was adopted as the permanent start of the annual RANGE adjustment. This practice is not benign. Faculty earning about \$100,000 a year lose about \$1,000 a year because of the COLA and parity delay, more when lost investment opportunities are taken into consideration (see www.uclafaculty.org/Newsletters/Feb2001.htm). The start date for the RANGE and any faculty PARITY should be returned to July 1. If the state budget is not passed on time in any given year, then the increase, whenever it is instituted, should be retroactive to July 1.

4. Choose UC's Public Comparison Universities from among the Top 50 National Universities.

Another reason for using AAUP salary data is that it is easy for anyone to look up the average salaries of the Comparison 4 Privates and 4 Publics. For the past few years, the salaries at SUNY, Buffalo and the University of Illinois, Champagne-Urbana have been lower than other major public universities, and these low salaries pull down the lag percentage computed by CPEC. Low paying universities lower the midpoint between the privates and the publics in the CPEC methodology, and the midpoint is UC's target salary. Recently the University of North Carolina, Chapel Hill (#29 in the *USNews&WR*), College of William and Mary (#31), and Penn State University, Main campus (#48), have been rising in the rankings, whereas SUNY, Buffalo is in a freefall out of the top 50 National Universities and even the top 50 Public Universities to the position of #120.

By using a unique faculty salary data set, it is impossible to compute what the UC salary increase would have been if there had been a substitution of another public comparison institution for SUNY, Buffalo. The only way one can compute the effect of changing one of the Comparison 8 Institutions is to use the widely available AAUP data.

5. UCRP Contribution to Faculty CAP Accounts: A Lot of "If's"

One might think that after four years of no salary increases UC should make a contribution to faculty retirement CAP accounts, but the proposal to change the structure of UCRP will probably need to be decided before any CAP contributions could be made. If the change is adopted, and all new hires to UC are enrolled in the new Defined Contribution (DC) tier, it could have a significant effect on current faculty now enrolled in the Defined Benefit (DB) tier because they might have to begin contributing to their retirement plan earlier than funding estimates suggest.

If current assumptions hold and UCRP stays a single tier DB plan, employees might have to start contributing to UCRP in 8 years. The official expected rate of return on UCRP funds is 7.5%, but UC Treasurer Russ has stated that 6.9% would be a more conservative estimate. Even this figure is higher than UCRP returned in 2004 (only 3.28%). To hold the current funding ratio constant (about 112% = market value/current liability), UCRP needs a return of 8.3%, which is the sum of the normal cost of 3% and 5.3% for the annual increment in accrued liability (UC administration estimates). With a funding gap of about 1.5% (8.3%-6.9%), UCRP would hit 100% funding in 8 years (12%/1.5%). That number could change if there were lower returns than expected.

If UCRP is changed into two tiers, with all new hires enrolling in the Defined Contribution (DC) tier and all existing employees remaining in the Defined Benefit (DB) tier, then employee contributions might start sooner as the population in the DB tier shrinks and no new resources come in. The existing DB plan would soon become an orphan plan, with the youngest faculty and the most recent hires the most vulnerable orphans. No one would be looking out for their interests when they are dependent on the plan since no current employees would be enrolled any longer in the DB tier, and many of their elders who had been in the DB plan would have shuffled off the mortal coil.

Some of the momentum behind this change in structure comes from the state Legislature. Assemblyman Keith Richman from the 38th District, including parts of Northridge and northern San Fernando Valley, introduced Assembly Constitutional Amendment 5 that will put all new public employees, including those at UC, in the same type of 401 (k) pension system offered to most private sector employees. This bill responds to mounting deficits in public defined benefit pension costs. CalPERS owes more than \$1.9B than it has on hand, and last week state

teacher pension fund officials said they may cut benefits for future retirees by \$500 a month to eliminate their \$23B deficit.

If UC were a brand new university in the development stage evaluating its retirement plan options, no doubt it would select a DC format, the preference of large corporations and TIAA-CREF because it allows greater movement between companies (universities) and plans. DC accounts are rolled over from one employer to another or DC accounts stay with TIAA-CREF, while faculty move about. In contrast, a DB plan favors employees who stay a long time with one employer because the age factor in the retirement formula escalates after 50 and length of service is another factor in the formula. In effect, employees who leave a DB plan early subsidize the employees who stay until the age factor maxes at 60 years old. DC plans, with interest rate risk, function more like a lump sum payout, while DB plans, with no interest rate risk, function more like insurance plans with guaranteed defined annuity payments for the life of the annuitant, or at a reduced rate, the life of the co-annuitant.

Contributions to a retirement pool of assets would be like another salary cut. This past year, California state civil service workers received a 5% salary increase, but they also had to resume contributions to their CalPERS retirement plan after a one year hiatus. Last year allowing them to skip a year of contributions was awarded in lieu of salary increases even though CalPERS was and is underfunded. This year these employees got a 5% salary increase but had to resume contributions to CalPERS. It is probably close to a wash between receiving a 5% salary increase and having to contribute to an underfunded retirement plan.

The Regents will examine the proposal to adopt a two-tier retirement plan over the winter and spring. Probably, they would not consider withdrawing funds from UCRP for a CAP contribution for faculty before they decide whether to change the structure of the retirement plan. If ACA 5 passes, they will have no choice unless UC is excluded from the amendment by virtue of the autonomy of the Regents from statutory laws or on some other grounds.

RE-FOCUSSING THE PRIORITIES AT THE STATE LEVEL RESTORE ADEQUATE FUNDING TO UC

Given the current budget environment, with large shortfalls looming in the near future, faculty might consider this an excellent opportunity to lobby their senate and assembly reps in Sacramento and urge them to increase funding to UC at the level promised by Governor Schwarzenegger: 3% in 2005-07, 4% in 07-08, and 5% for 08-11. Several UC advocacy campaigns have taken shape, one at UC (www.UCforCalifornia.org) with a supporting UCLA link at www.UCforCalifornia.org/ucla/home.html). These sites contain sample letters that readers can send to legislators by following links.

Many of these campaigns highlight the positive economic impact UC has on the state, but there are other reasons to support the compact.

RANK: Having a ladder system with RANGES and PARITIES the same for all UC faculty at 9 campuses in CA has contributed to keeping the rank of all UC campuses high. No other public university system has more than one campus in the top 50 universities. In its most recent ranking of Public Universities in 2005, the *US News & World Report* has UCB # 21; UCLA #25; UCSD #35; UCI #43; and UCSB #45. In most other prestigious public university systems like Michigan, Wisconsin, North Carolina, and Illinois, one campus dominates the rankings.

ACCESS: This salary system at UC provides increased access to students to a top research university in California because so many of the UC campuses rank in the top 50 national universities. The FA believes that the sample letter (www.uclafaculty.org/LOBBYING/lobsample.htm) is also a persuasive argument because it links supporting faculty salaries with student access to research institutions. Use parts or all of the letter as you wish. Another strong argument is the rankings of UC campuses—lower state support for the University system has and will lower rankings. And in turn, students in California will have fewer choices to attend a great university.

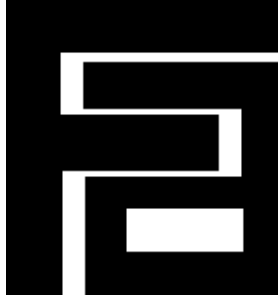
CONTACT: Go online at www.leginfo.ca.gov/yourleg.html and plug in your zip code. You will find out your representatives and their contact info. Follow the links to their homepages and send your senator and assembly rep. an email from their homepage. Remember to mention your district and that you are a constituent of the senator or assemblyperson's district. This fact prompts greater attention to your concerns because these legislators know that someday you may be in a position to vote for or against them. Use the email feedback available on their homepages if you can.

Application to Join THE UCLA FACULTY ASSOCIATION

2004-5 FA at UCLA

Executive Board Members

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BENEFITS

SALARIES

**WORKING
CONDITIONS**

UC POLICIES

LOBBYING

The Faculty Association at UCLA is a voluntary, dues-supported organization of UCLA Academic Senate members, founded about 30 years ago, with an Executive Board, Bylaws, a dues structure, and a Research Director.

Purposes: The purpose of the FA is to influence the decisions of the University administration and the state legislature that affect faculty salaries, benefits, and working conditions broadly defined

Relation to the Academic Senate: The FA at UCLA supports the Senate in all academic matters. Because it has no state funding the FA at UCLA can and does engage in lobbying and other nonpartisan political activities on behalf of faculty.

Membership: The FA at UCLA membership is open to all faculty eligible for membership in the UCLA Academic Senate.

I wish to join the Faculty Association at UCLA. I agree to pay the following dues (choose one) by payroll deduction and to sign Form U669 below or by personal check. FA dues are tax deductible: either on Schedule A of your income tax to the extent that they and other profession-related and income-producing expenses exceed 2% of your adjusted gross income; or in some instances on Schedule C without the 2% limitation. Please check with your tax consultant.) AAUP members may claim a 20% reduction in FA dues.

_____ \$8.75 per/mo. for Assistant Professors and Acting Professors of Law

_____ \$13.50 per/mo. for Associate Professors

_____ \$18.00 per mo. for Professors

_____ Lecturers with security of employment, please designate the dues that most nearly approximates your salary range

_____ \$40.00 per year for Emeriti (by check only)

_____ Recalled Faculty: 50% of the dues for their rank (for example, per year \$42.00 for Assistant Professors; \$63 for Associates; and \$84 for professors (payable by check only)

_____ 50% discount for Second Member of a Family

Mail Completed Forms to:

FA at UCLA, P.O. Box 33336
 Granada Hills, CA 91394

Or drop in Campus Mail to:

Prof. Ed Condren, UCLA FA Membership Chair
 2317 Rolfe 153002

To Cancel:

Check box, fill out form, send to:
 HR, 90024-6504, UCLA 146548

Employee Organization Membership Payroll Deduction Authorization UPAY 669 (10/80)

Last Name _____ First Name _____ Middle Initial _____ Dept. Employed at UC _____

Title at UC _____ Organization name: Faculty Association at UCLA Campus UCLA

Employee ID _____ Date _____ Action on this Form to Become Effective on Pay Period Beginning _____

Email Address _____ Monthly Deduction: Dues _____ Initiation Fees 0 General Assessment 0

I authorize the Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees, and general assessment as indicated above. I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments.

I also understand that changes in the rate of dues, initiation fees and general assessments may be made after notice to that effect is given to the University by the organization to which such authorized deductions are assigned and hereby expressly agree that pursuant to such notice the University may withhold from my earnings amounts either greater than or less than those shown above without obligation to inform me before doing so or to seek additional authorization from me for such withholdings. The University will remit the amount deducted to the official designated by the organization. This authorization shall remain in effect until revoked by me allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect. This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

Employee Signature _____

Date _____

For University Use Only Tran Code _____ Employee ID No _____ Date _____ Element No. _____ Bal CD _____ Amount _____

