

# What Did the UCLA Faculty Association Do For Me in 2005-2006?

FALL/WINTER, 2005

## ISSUES

### Faculty Salaries

The FA at UCLA published a newsletter on what UC Berkeley administrators and faculty have done about inadequate funding for faculty salaries. UC Berkeley has formulated a new set of Comparison Institutions for that campus so that they can track more accurately the salaries at those campuses with which they actually compete for faculty recruitment and retention. Berkeley has also created its own campus salary scale which offers about \$6,000 more to associate professors on the attainment of tenure than the UC Scale. All faculty at the rank of associate or full will eventually receive this \$6,000 increment to bring up the overall average salaries on the Berkeley campus. Berkeley is also proposing policies to retain more of the income from non-resident undergraduate fees than the policy in Oakland currently allows and to increase the number of endowed chairs. In addition, Berkeley is also offering research incentives to older faculty to retire and matching funds for their departments to use. Administrators and faculty on that campus have also expressed a clear policy regarding “decoupled” salary increments. Decoupled salaries are paid to newly recruited faculty at the time of appointment and to retained faculty at the time they receive a written offer from one of Berkeley’s competing institutions. ([www.uclafaculty.org/Newsletters/UCBSepPack.htm](http://www.uclafaculty.org/Newsletters/UCBSepPack.htm))

WINTER-SPRING, 2006

## LOBBYING

### UCLA Faculty Association Invited Karen Bass, Assembly, D-Los Angeles, #47 to UCLA

On Friday, May 5, 2006, the UCLA Emeriti Association and the UCLA Faculty Association co-sponsored a lunchtime talk and Q&A by Assemblymember Karen Bass, whose district includes UCLA. Prior to her election to the Assembly, Bass had a long and distinguished career as a public advocate. While working as a Physician’s Assistant in the emergency ward at L.A. County USC Hospital, Bass witnessed the ravages of crack cocaine on inner city residents. Resolving to reverse the tragic local trends, she founded Community Coalition to improve the quality of life in South Los Angeles and served as the executive director for 14 years. Under Bass’s leadership, Community Coalition eliminated or converted dozens of local liquor stores, closed motels known as drug trafficking centers, improved the quality and selection of foods in local supermarkets, and secured millions of dollars in repairs to local schools. A stalwart community activist and educator, Bass has received many awards in recognition of her tireless efforts. Elected Nov. 2, 2004, she currently serves on the California State Assembly Committee on Higher Education, among other committee appointments. Bass discussed the political process in Sacramento, using as an example the day and evening she had just spent in order to meet a deadline. Personal leadership styles exert strong pressure on the legislative process, especially in getting legislation passed. She also discussed housing and zoning issues and gave as an example her own purchase of a house in a flood zone area. When she purchased this house, she was never told about the flood hazard. Bass follows closely the issue of transportation in LA and mentioned a strong group of advocates in West Los Angeles that prevent public mass transportation along the 405 freeway.

### UCRP CONTRIBUTIONS SET TO BEGIN JULY 2007

The UCLA Faculty Association published a newsletter about the resumption of employee and employer contributions to UCRP. Historically, UC paid about 4/5th of the total yearly contribution to the UCRP and the employee about 1/5th. As a percentage of earnings between 1976 and 90, UC contributed a yearly amount equal to about 11.12% of employee earnings, and the average employee contributed about 2.50% of earnings. In the first 4 years of the no-contribution period starting in 1990, the funding ratio of UCRP dropped to about 1.1 to 1.0, but by 2000 rose back up to 1.7 to 1, and then dipped to its current funding ratio of 1.1 to 1.0. In the face of recent disappointing UCRP returns on investments, this Spring the Regents took the step to revive the contribution policy beginning in July 2007. The Faculty Association urged the Regents to adopt a contribution strategy that continues the historical division of 4/5 UC and 1/5 faculty for the split between UC and faculty contributions to UCRP. The newsletter contained a chart with employer and employee contributions since 1976. It is exactly this kind of information that the UCLA Faculty Association gives to FA members and Senate faculty in order for them to have the information they need to discuss these matters in senate and systemwide committees.

Also published in the spring 2006 newsletter were two tables comparing levels of Off Scale increments at UCLA in the College of Letters & Sciences in October 2000 and October 2005. These tables will be discussed more fully in the Fall/Winter 2006 Faculty Association newsletter. [www.uclafaculty.org/Newsletters/OffScale.htm](http://www.uclafaculty.org/Newsletters/OffScale.htm) .

