

What Did the FA Do For Me in 2007-08?

FALL/WINTER, 2007

ISSUES: UC Faculty Salary Scale

The FA at UCLA published a newsletter on the shaky condition of the UC faculty Salary Scales, with background on the original ideal behind the scales and the actual reality today. When there was a steady increase in Salary every year in the form of an annual COLA, the Salary Scales functioned to ensure fairness to all faculty across departments, disciplines, and divisions. After 1991, when the UC Budget began to falter, UC stopped awarding annual COLA increases to faculty, which kept the Scale stagnant. Instead, the University began to rely more and more on Offscale increments for recruitment and retention. Over the years, the Scales lagged further and further behind the salaries offered at UC's Comparison Universities. Even Average UC Salaries that would incorporate Offscale increments fell below the salaries offered at comparison institutions.

Campuses reacted differently to inadequate COLAs over the past ten years. UCLA increased the use of Offscale to augment the salaries of faculty who had the ability to move to other institutions, had high productivity, or were in fields with high market priority. On the other hand, Berkeley used all of the steps at rank and even ½ steps and ¼ steps to push faculty up the Scale rather than off the Salary Scale. Also, UC campuses also began to distribute salary increases differently. For example, between 2005-06 and 2006-07, at UCB assistant professor salaries increased by 2.8%, associates by 6%, and full professors by 4.1%, while UCLA salaries increased in these ranks by 7.5%, 2.8%, and 3.8%, respectively. These different strategies affected the average salaries by rank on campuses and national campus rankings. www.uclafaculty.org/Newsletters/facsalnov.htm

WINTER-SPRING, 2008

FA Board Members Met with VC Thomas Rice, Feb. 2008

At this meeting the FA was particularly interested in discussing the issue of Offscale salaries and Offscale funding. The FA also raised the issue of the 8% market increase to the Salary Scale and the failure of this plan to benefit the 85% of the faculty who are Offscale.

FA Board Members Met with Chancellor Block, Feb. 2008

The FA Board introduced the organization to the Chancellor and presented information about faculty salaries and the growth of administration at UC and UCLA. The FA goal was to shift the priority of the University back on the faculty, especially in times of budget crisis, when the University has the most to lose if its best faculty are lured away by private institutions.

Budget Priorities: Administrative Growth at UC

The UCLA FA published a newsletter on the high cost of administrative growth. We

provided charts and information to support the contention that over the past decade the numbers of Executives and Senior Managers grew by 114% and Middle Managers by 91%. In contrast, the Ladder Rank Faculty grew by about 25%, just under the Total Growth Rate for the University of 32.1%. The cost of this administrative growth is significant, amounting to more than \$800M in salaries for excess employees at OP and UC. This figure contrasts sharply with the relatively low cost of a 4% COLA for all UC faculty--\$45.9M. For UCLA the number would be much smaller--\$8.73M.

www.uclafaculty.org/Newsletters/AdminGrwth.htm