



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

October 2, 2014

MARY GILLY
Chair, Academic Council

Subject: 2014 Total Remuneration Study for General Campus Ladder-Rank Faculty

Dear Mary,

On September 22, 2014, the Divisional Council (DIVCO) of the Berkeley Division discussed the *2014 Total Remuneration Study For General Campus Ladder-Rank Faculty*, informed by commentary of our divisional committees on Academic Planning and Resource Allocation (CAPRA), Budget and Interdepartmental Relations (BIR), and Faculty Welfare (FWEL).

While we recognize that the study was not circulated for formal review, we provide this response in anticipation of further systemwide discussion on how best to utilize the report. Overall, we welcome this updated study, and the added clarity it brings to the issue of total faculty compensation. In particular, we appreciate that the data included in the study dispels the myth that UC benefits and retirement compensate for comparatively low salaries.

We also found interesting the differences in the compensation gap between ranks, and the implications for our campus, as BIR noted in its commentary:

Within the UC professoriate, the lag in overall compensation relative to market is most pronounced for more junior faculty. The lag to market for full Professors at UC is 9%, but it is 11% for Assistant Professors, and it rises to 14% for those LRF at the Associate Professor rank. This is a matter of serious concern to us, for at least three (interconnected) reasons. First, on our campus, most faculty recruitment is done at the Assistant Professor level. An inability or unwillingness to offer competitive compensation packages to faculty at this level will, if sustained, have a serious effect on our ongoing efforts to rebuild and renew the faculty in the face of retirements and separations. Second, there has long been concern on our campus about the uncompetitive compensation we offer faculty at the Associate Professor rank, something that encourages faculty at this level to entertain or solicit outside offers even if they are otherwise content with their situation on

our campus. In the light of this concern, it is especially troubling to us to see that UC Associate Professors lag the market in total compensation by a full 14%. Third, a dramatic lag in total compensation of our most junior-level faculty bodes ill for the total compensation of the faculty as a whole in the years to come, which—if nothing is done to stop current trends—will deteriorate even further as the better-compensated faculty at the full Professor level gradually retire.

While we fully appreciate the value of aggregating data across campuses, we believe that as we move from defining the scope of the issue to addressing it, campus-specific data will also be needed. In this regard, we agree with CAPRA's assessment:

CAPRA members did note, however, that all of the data was provided at the UC system-wide mean and that it was likely that there was significant skew in the overall salary data and that understanding the total remuneration situation for ladder faculty at UC Berkeley was not possible with this study. Due to CAPRA's concern about the relevance of the conclusions for UC Berkeley faculty, it was felt that the results should be broken down by campus so that the information could more usefully be interpreted relative to each of the separate budgets of the 10 campuses. There were also concerns raised about the dangers of using the overall average data reported in the study to make policy decisions as if UC was one homogenous body rather than 10 distinct faculties with different relevant market comparables and different salary compositions.

In sum, we are pleased with the renewed focus on these critical issues, and look forward to deeper discussions of strategies for addressing them.

Sincerely,



Panos Papadopoulos
Chair, Berkeley Division of the Academic Senate
Professor of Mechanical Engineering

Cc: Nancy Wallace, Chair, Committee on Academic Planning and Resource Allocation
Barbara Spackman, Chair, Committee on Budget and Interdepartmental Relations
Mark Gergen and Calvin Moore, Co-chairs, Committee on Faculty Welfare
Aimee Larsen, Manager, Committee on Budget and Interdepartmental Relations
Diane Sprouse, Senate Analyst, Committee on Academic Planning and Resource Allocation
Anita Ross, Senate Analyst, Committee on Faculty Welfare