

Senate Item for Review: Request for Consultation on Data collection for Cross-Campus Salary Comparisons

Due Date: Please respond by **November 30, 2009**

Return to: Jaime Balboa, CAO, jbalboa@senate.ucla.edu

Relevant Links: [Please see attached](#)

On behalf of the UCLA Academic Senate Chair Robin Garrell, review, including an endorsement of or opposition to the item (any recommendations made), is specifically requested of the following committees and councils:

Council on Academic Personnel

Committee on Diversity and Equal Opportunity

Background Information:

I have enclosed a request for information from Alison Butler, the Chair of UCAP. UCAP wishes to know what types of data analyses would be useful in making cross-campus comparisons of faculty salaries. UCAP's letter lists the reports that it already receives from the Academic Personnel and Institutional Research units at UCOP.



Henry C. Powell
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Chair of the Assembly and the Academic Council
Faculty Representative to the Board of Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

October 7, 2009

**SENATE DIVISION CHAIRS
UNIVERSITY OF CALIFORNIA**

Re: Request for consultation on data collection

Dear Colleagues:

The University Committee on Academic Personnel (UCAP) plans to ask the Institutional Research and Academic Personnel units at UCOP to collect and analyze data that will facilitate cross-campus comparisons of faculty salaries. To improve the quality of the data to be requested, UCAP requests that each division chair, in consultation with your CAPs and any relevant committees, provide a list of the types of analyses and comparisons that you think would be useful.

Please send your lists directly to Brenda Abrams, UCAP's analyst at Brenda.Abrams@ucop.edu by **December 1**. For your reference, I have enclosed UCAP's request.

Please do not hesitate to contact me if you have any questions regarding this request.

Sincerely,

A handwritten signature in black ink, appearing to read 'Henry C. Powell'.

Henry C. Powell, Chair
Academic Council

Copy: Academic Council
Brenda Abrams, UCAP Analyst
Martha Winnacker, Academic Senate Executive Director



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
Alison Butler, Chair
butler@chem.ucsb.edu

Assembly of the Academic Senate
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October 6, 2009

HENRY POWELL, CHAIR
ACADEMIC COUNCIL

Re: STANDARDIZED REPORTS FROM UCOP

Dear Harry,

During the UCAP meeting on May 12, 2009, we discussed the analyses and reports from Davis and Santa Cruz regarding cross-campus salary comparisons. Since this has become an ongoing agenda item for the committee, the membership suggested that central collection, analysis and distribution of this data would help future discussions. Members agreed that the divisional Senate chairs are in the best position to identify and prioritize the types of reports related to academic personnel that should be generated by UCOP. We hope that Institutional Research and Academic Personnel will be able to provide support for the collection and analyses.

UCAP has looked at the following reports:

- Dollars offscale (including zeros), regular academic scale, no professional schools
- Dollars offscale (including zeros), Economics & Engineering scale (no business, no IRPS)
- Salary distribution, regular academic scale, no professional schools
- Salary Distribution, Economics & Engineering scale (no Business, no IRPS 25th percentile, Median, 75th percentile, and 90th percentile of the Offscale Dollars at each Rank and Step, (L&S Faculty, without Economics)
- Mean and Median Salary without professional schools

Our committee suggests that you ask the divisional Senate chairs to provide you with a list of additional types of analyses and comparisons they would like performed.

Sincerely,

A handwritten signature in cursive script that reads "Alison Butler".

Alison Butler, Chair
UCAP