



Robert Horwitz  
Telephone: (510) 987-0887  
Email: robert.horwitz@ucop.edu

Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200

February 3, 2022

**SUSAN CARLSON, VICE PROVOST  
ACADEMIC PERSONNEL**

**Re: Input on Proposed 1.5% Equity/Market Adjustment to Faculty Salaries for 2022-23**

Dear Susan:

I write in response to your request to the Academic Senate for input into the design of a proposed 1.5% faculty salary equity program for 2022-23. I asked the University Committee on Faculty Welfare (UCFW) and the University Committee on Academic Personnel (UCAP) to lead the Senate's review. Academic Council discussed the issue at its January 26 meeting. The UCFW and UCAP letters are attached for your reference.

We understand that the University wants to build a program that addresses faculty salary equity issues by gender or race/ethnicity as well as salary inversion or compression that may exist for individual faculty or within or between academic units.

Council agrees that the additional 1.5% off-scale salary increment should be directed preferentially to faculty in the lower one-third of overall income tiers, in recognition of increasing cost-of-living expenses, particularly housing and childcare costs, affecting lower-income faculty, who are also disproportionately women and faculty from underrepresented groups.

We also emphasize that all Senate faculty, including Lecturers with Security of Employment, should be eligible for the 1.5% salary equity program.

We appreciate the opportunity to comment. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in cursive script that reads "Robert Horwitz".

Robert Horwitz, Chair  
Academic Council

Cc: Academic Council  
Campus Senate Directors  
Executive Director Baxter

Encl.



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Jill Hollenbach, Chair  
[Jill.Hollenbach@ucsf.edu](mailto:Jill.Hollenbach@ucsf.edu)

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200

January 20, 2022

**ROBERT HORWITZ, CHAIR  
ACADEMIC COUNCIL**

**RE: Faculty Salary Allocations**

Dear Robert,

The University Committee on Faculty Welfare (UCFW) has discussed how to apportion this year's salary allocation of 1.5%, targeted to equity concerns. We appreciate that previous salary programs addressed needs across all income brackets, but external circumstances have changed such that UCFW feels this additional salary increment should go to those in the lower third of overall income. Increased pressure from rapidly rising housing and childcare costs, among other cost-of-living expenses, has meant that many of our faculty are finding it increasingly difficult to maintain an adequate quality of life near their place of employment. From an equity standpoint, data and anecdotes assure us that this direction of funds will particularly reach female, junior, and faculty from underrepresented backgrounds. Likewise, UCFW feels that this allocation should not be directed toward specific recruitment or retention efforts. Once the financial impacts of the pandemic have abated, a wider salary program could be entertained.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Jill Hollenbach".

Jill Hollenbach, UCFW Chair

Copy: UCFW  
Hilary Baxter, Executive Director, Academic Senate  
Susan Cochran, Academic Council Vice Chair



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)  
*John Kuriyan, Chair*  
[kuriyan@berkeley.edu](mailto:kuriyan@berkeley.edu)

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200  
Phone: (510) 987-9466

January 13, 2022

ROBERT HORWITZ, CHAIR  
ACADEMIC COUNCIL

**RE: PROPOSED 1.5% EQUITY/MARKET ADJUSTMENT TO SALARIES FOR 2022-23**

Dear Robert,

UCAP has considered the proposed 1.5% equity/market adjustment to salaries for 2022-23 and the committee is generally supportive of the proposed salary increases. We understand that the specifics of that process are likely to be left to individual campuses. UCAP has received limited feedback from Divisional CAPs, but that feedback is positive

UCAP appreciates the opportunity to comment on this matter. Please don't hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "John Kuriyan".

John Kuriyan, Chair  
UCAP