



U.C. Santa Cruz Faculty Association

An Independent Senate Faculty Union since 1975

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November 30, 2023

Andrew Slobodien, ELR Director
Grace McClintock, Assistant Vice Provost for Academic Personnel
Herbie Lee, Vic Provost for Academic Affairs
Adrienne Ratner, Director, Academic Employee Relations

RE: SCFA salary proposals

Dear Grace, Herbie, Adrienne, and Andrew,

SCFA's discussions about proposed changes to the SSP helped us identify a structural concern that has reshaped our collective approach to salary equity. While the SSP's foundational goal is to address the UCSC salary equity gaps in relation to the 9-campus UC system, the SSP uses the personnel process, whose underlying principle is merit, to achieve that goal. As a result, the SSP requires UCSC faculty to perform beyond expectations in order to be awarded the salary increases that would begin to bring us to inter-campus parity. In effect UCSC faculty are required to do more work than our systemwide colleagues in order to close equity gaps with them. At the same time, concerns about intra-campus salary equity continue to persist; formal and informal attempts to redress such inequities, such as the Career Equity Review and the new Salary Equity Review, frequently directly undermine the basic principle of a merit-based personnel process. As such, we believe it is crucial that the campus disentangle all of these factors so that "salary" in its various iterations and contexts does not simultaneously index merit and equity, both intra-campus and inter-campus.

To address these structural concerns, SCFA proposes the following changes to the SSP and personnel process:

1. SCFA endorses the Senate proposal for a return to the original SSP for merit.
2. On inter-campus equity: SCFA endorses the current campus process to continue to work toward bringing UCSC faculty salaries to the 9-campus median. We recommend that efforts to do so be disarticulated from the SSP and propose that 1/2 step in off-scale is automatically added at each personnel action for faculty members that meet expectations.
3. On intra-campus equity: SCFA believes that the SER proposal may be one possible process for addressing intra-campus equity concerns, but we are not yet done discussing the SER proposal and have some initial questions, which we will bring forward when we've completed our discussions.

Sincerely,
Jessica Taft, Kimberly Lau, Andy Skemer
For the SCFA Board