

Deans
Directors
Department Chairs

September 21, 1999

**RE: ADDITION OF STEP 9 ADDED TO PROFESSORIAL SALARY SCALE
ESTABLISHING OFF-SCALE SALARY LIMITS FOR PROFESSOR, STEPS 6-9**

Dear Colleagues:

We have been notified by the Office of the President that effective July 1, 2000, Step 9 will be added to the Professorial Salary Scales. This change will affect the regular and Business/Management and Engineering academic-year and fiscal-year professorial salary scales. The addition of Step 9 will permit senior faculty members whose work continues to be meritorious to be further rewarded than is currently possible.

The normal period of service at Step 8 will be three years, in conformance with the normal period of service at the other professorial steps. The normal period of service at Step 9 will be four years. The major review of full professors will continue to take place at Step 5.

During 1999-2000 only, individuals who are in at least their fourth year of service at Step 8 will have the option of requesting consideration for advancement to Above Scale status. After this transition year, normal progress will be from Step 8 to Step 9.

In addition, effective July 1, 2000, faculty currently in Above Scale status will have their salaries automatically adjusted such that no faculty member is paid less than \$100 above the Step 9 salary. Faculty whose salaries are currently greater than \$100 above Step 8 will have their salaries adjusted by an amount equal to their current percentage above scale, rounded to the nearest \$100.

In addition, during Spring Quarter 1999, I issued a proposal to establish off-scale salary limits for Professors, Steps 6-9. Effective immediately, I am implementing these limits as follows:

“The off-scale salary of a Professor, Steps 6-9, shall not be higher than Step 9, plus 8.5%, barring exceptional circumstances.”

Attached is a copy of the revised Off-Scale Salary Limits, which will be incorporated into the campus' Academic Salary Scales. Chancellors still have authority to approve off-scale limits up to a “ceiling”, indexed annually. The current ceiling is included on the attached charts.

Revisions to the personnel manuals to incorporate Step 9 and these off-scale salary limits are underway and should be issued before the start of Fall Quarter. In the meantime, you should inform affected faculty of this change. If you have any questions regarding this, please contact Nancy Furber, Academic Human Resources, extension 9-4779, or furber@cats.ucsc.edu.

Sincerely,



John B. Simpson
Executive Vice Chancellor
and Campus Provost

Attachment

cc: Chancellor Greenwood
Assistant Vice Chancellor Armstrong-Zwart
Labor Relations Manager Listmann
Academic Human Resources Director Brogan
Divisional Academic Human Resource Coordinators
Department Managers