

2022 Report of UCSC Faculty Salary Competitiveness within UC

SUMMARY

This annual report examines the equity of UCSC ladder-rank salaries relative to other UC campuses. Commissioned by a 2008 Joint Senate-Administration Task Force on Faculty Salaries, this report was specifically designed to measure the effectiveness of policy and practice changes to make our professorial salaries competitive within UC. The changes aimed to first match the median off-scale dollar amount of the next-lowest campus as of the original 2008 report (then UC Davis) and then raise median UCSC professorial salaries to the UC systemwide (9-campus) median. The first goal was surpassed for assistant and associate ranks the very next year, and for full professors between 2011 and 2015. The second goal proves more elusive. Berkeley and UCLA continue to skew systemwide medians, as they are home to nearly one-third of all UC general campus senate faculty, and therefore have a dominating effect on the systemwide 9-campus figure. Additionally, while UCSC invests in improving its position relative to other UC campuses, other campuses respond similarly and UC overall focuses on salary competitiveness with the “Comp 8” – a comparative group of four public and four private institutions. A 7-campus comparison, excluding Berkeley and UCLA, was also discussed in the 2008 task force report, and is included to provide additional perspective in recognition of the outsized influence of those two campuses and the gap between them and rest of the system, particularly among regular scale faculty. Both the 7- and 9-campus medians are computed by taking all faculty across the campuses (including UCSC) and computing the median.

This year’s report on October 2021 UC systemwide salary data focuses on UCSC and the 9- and 7-campus medians and finds that:

- UCSC continues to not be the lowest-paying campus in any of the scale-and-rank categories.
- Of the eight scale-rank categories, four are above the 9-campus median, and four are below. The four categories above include three of the BEE-scale categories and regular-scale associate professors. The other three regular scale categories and BEE professors step 1-5 are below their respective 9-campus medians.
- Salary gaps between UCSC and 9-campus medians widened in both directions compared with the previous year but UCSC’s position remains significantly higher compared to the beginning of this analysis. The variance/gaps in the eight scale-rank categories ranged from -9.1% to +3.7% in 2008; -4.68% to +1.97% in 2020; and in 2021 the range was -5.29% to +9.29%.
- Compared to 2020, UCSC medians increased more than the 9-campus medians in four categories; and less than the 9-campus medians in four categories. Categories in which UCSC medians rose more than the system’s include regular-scale professors step 6-9 and three BEE categories. Categories in which the systemwide medians outpaced UCSC’s include BEE professors 1-5 and regular scale professors except those step 6-9.
- Relative to the 7-campus medians, UCSC medians are higher in six of eight categories. The two categories lower than the 7-campus median are regular scale assistant professors (-1.74%) and professors step 1-5 (-2.08%).
- At the 90th percentiles, UCSC ranged from 1.68% lower (BEE-scale professors step 6-9) to 17.39% lower (BEE-scale professors step 1-5) than the 9-campus figures. Using the 7-campus figures as the comparator, UCSC 90th percentiles ranged from 1.81% higher (BEE-scale associate professors) to 8.53% lower (BEE professors step 1-5).
- UCSC ladder-rank median salaries have increased significantly between October 2008 and October 2021. Over that period, percentage increases for the eight scale-rank categories range between 48.5% and 65.85% (see Figure 5). As a point of reference, U.S. Bureau of Labor Statistics data show the Consumer Price Index for all West Urban consumers rose 32.7% over the same period.

October 2021 Comparative Figures

Figure 1a. Median and 90th Percentile, Regular Scale Ranks, October 2021

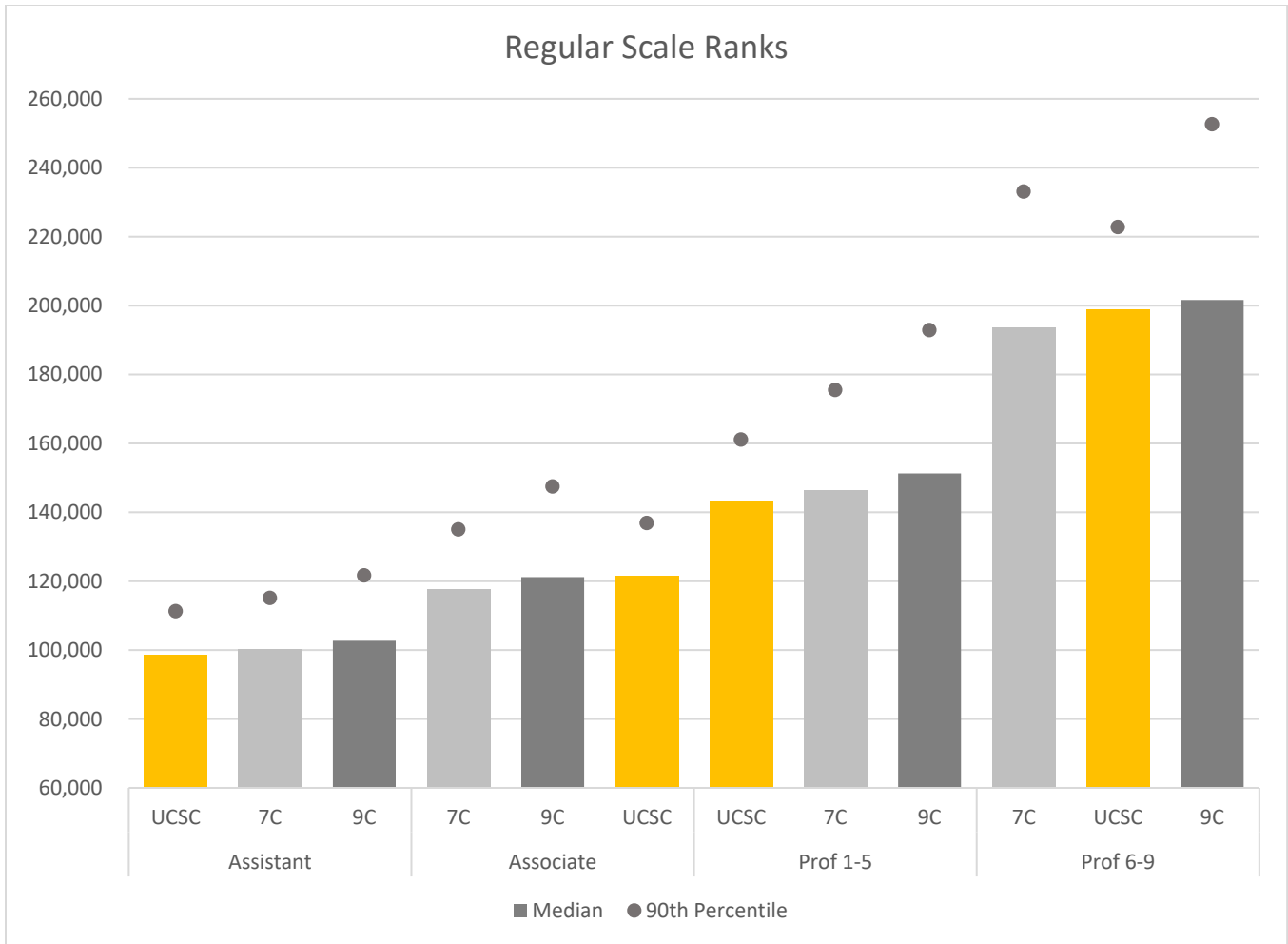


Figure 1b. Table of Medians and 90th Percentiles, Regular Scale Ranks, October 2021

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCSC	\$ 98,550	\$ 111,260	\$ 121,400	\$ 136,860	\$ 143,300	\$ 161,090	\$ 198,695	\$ 222,760
7C	\$ 100,300	\$ 115,100	\$ 117,500	\$ 135,000	\$ 146,340	\$ 175,490	\$ 193,500	\$ 233,080
9C	\$ 102,700	\$ 121,660	\$ 121,200	\$ 147,460	\$ 151,300	\$ 192,860	\$ 201,600	\$ 252,600
GAP to 7C	-1.74%	-3.34%	3.32%	1.38%	-2.08%	-8.21%	2.68%	-4.43%
GAP to 9C	-4.04%	-8.55%	0.17%	-7.19%	-5.29%	-16.47%	-1.44%	-11.81%

Figure 2a. Medians and 90th Percentile, BEE Scale Ranks, October 2021

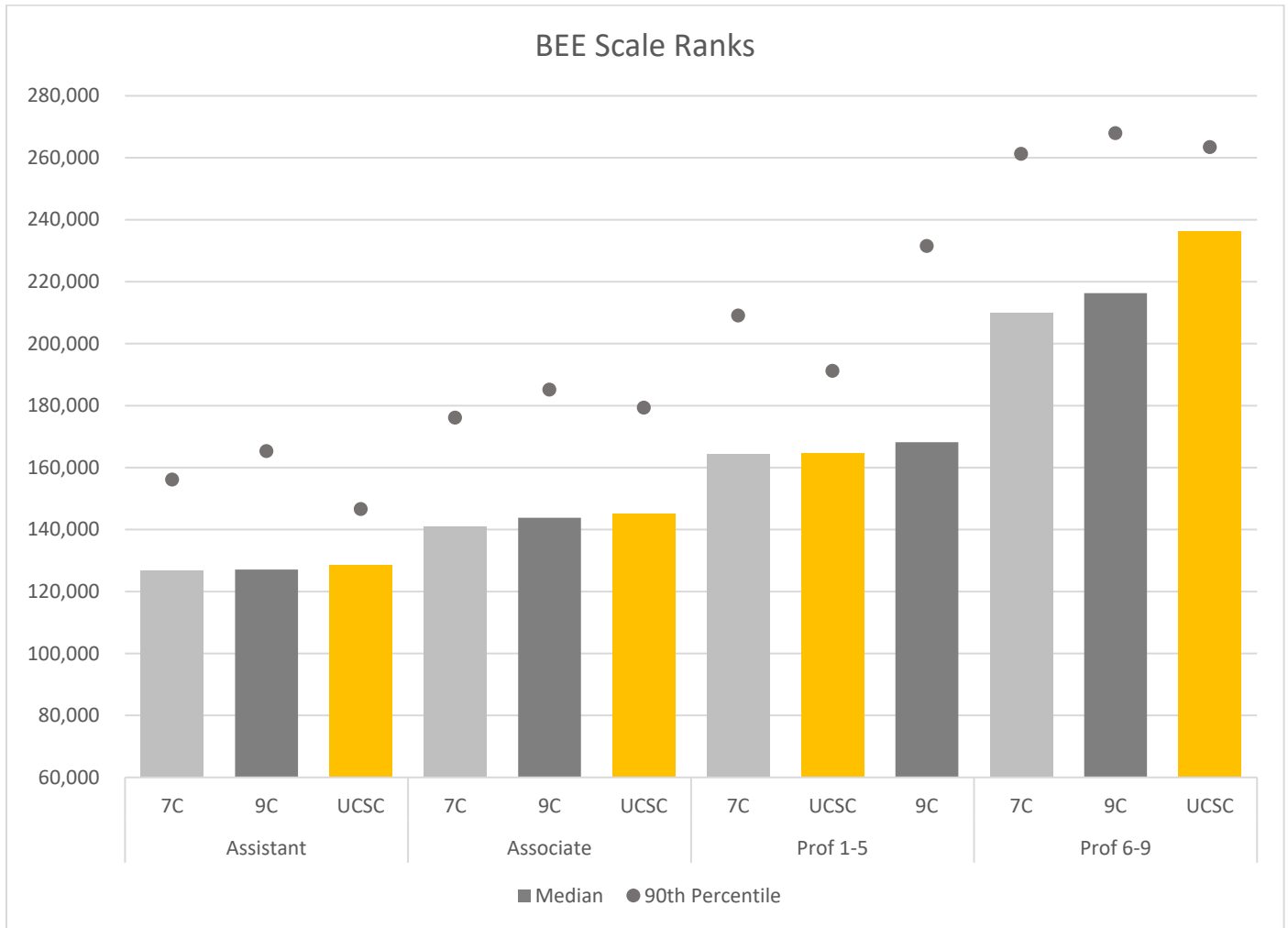


Figure 2b. Table of Medians and 90th Percentiles, BEE Scale Ranks, October 2021

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCSC	\$ 128,600	\$ 146,580	\$ 145,200	\$ 179,280	\$ 164,700	\$ 191,200	\$ 236,400	\$ 263,420
7C	\$ 126,600	\$ 156,100	\$ 140,900	\$ 176,100	\$ 164,200	\$ 209,020	\$ 209,800	\$ 261,220
9C	\$ 127,100	\$ 165,260	\$ 143,800	\$ 185,100	\$ 168,200	\$ 231,460	\$ 216,300	\$ 267,920
GAP to 7C	1.58%	-6.10%	3.05%	1.81%	0.30%	-8.53%	12.68%	0.84%
GAP to 9C	1.18%	-11.30%	0.97%	-3.14%	-2.08%	-17.39%	9.29%	-1.68%

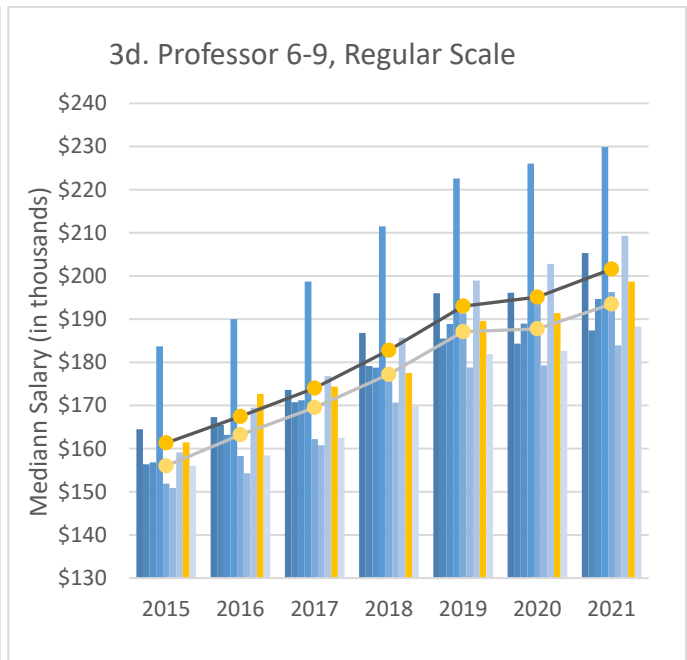
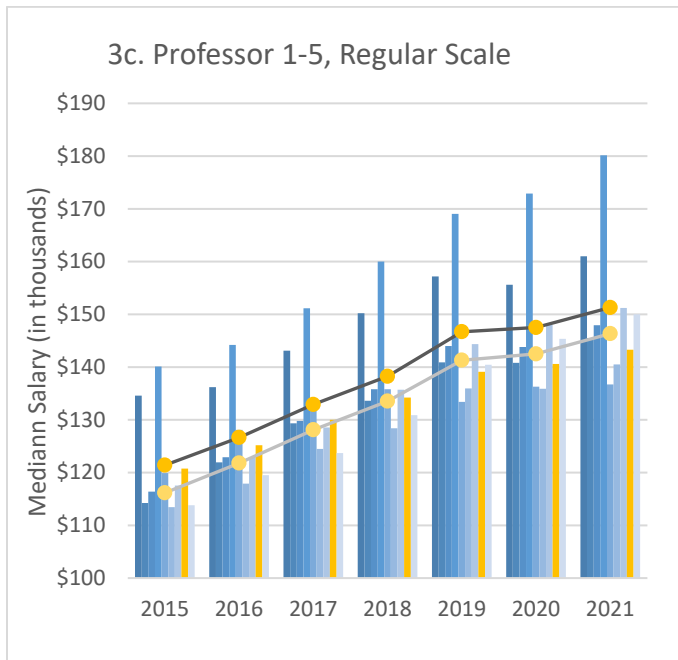
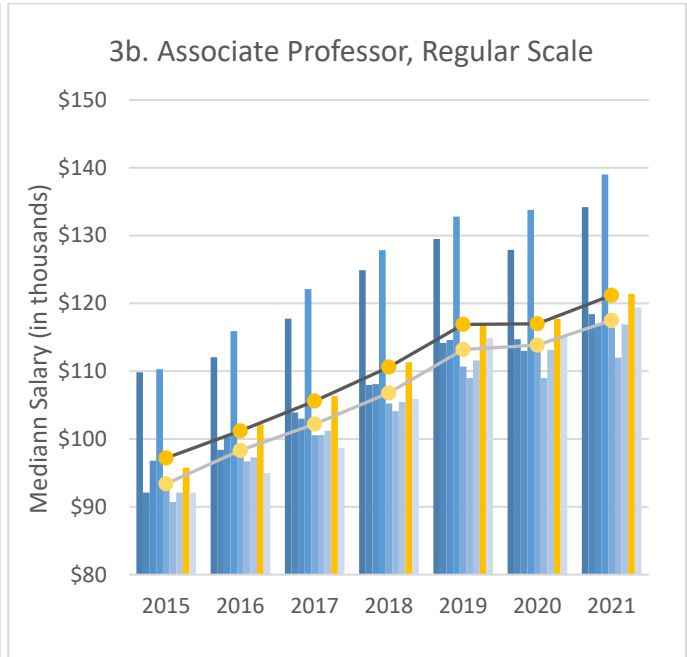
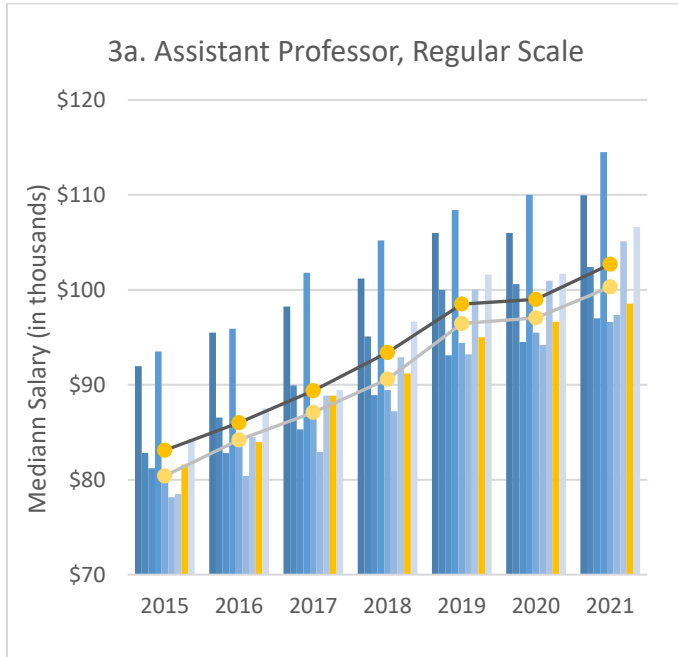
Trends in UC Median Faculty Salaries

In addition to assessing UCSC relative to its sibling campuses in any given year, it is instructive to consider this within the context of year-over-year trends in median salaries.

The following figures show median salaries by scale and rank for each UC campus over the seven-year period between 2015 and 2021. Individual campuses are displayed as columns, consistently appearing in alphabetical order, while the 7- and 9-campus medians are represented with lines:

Figures 3a-3d. Trends in regular-scale median salaries.

UCB UCD UCI UCLA UCM UCR UCSB UCSC UCSD 7C 9C



Figures 4a-4d. Business/Economics/Engineering-Scale Median Salaries

UCB UCD UCI UCLA UCM UCR UCSB UCSC UCSD 7C 9C

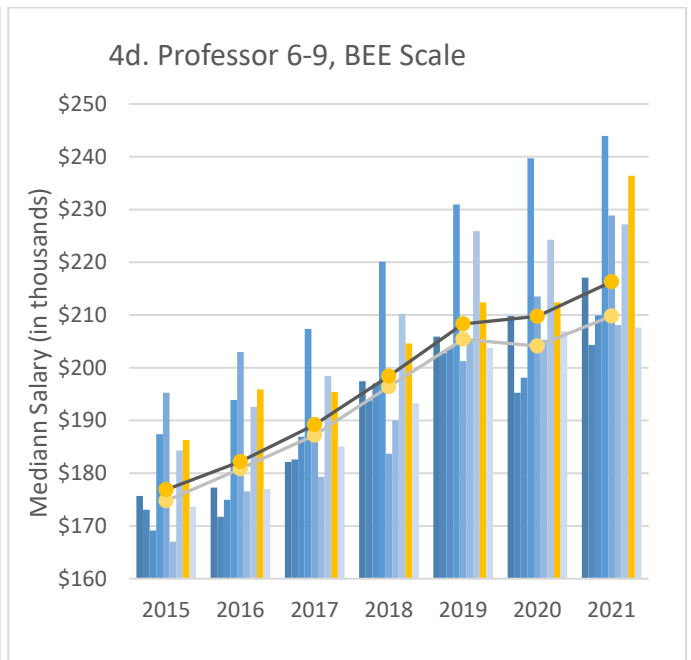
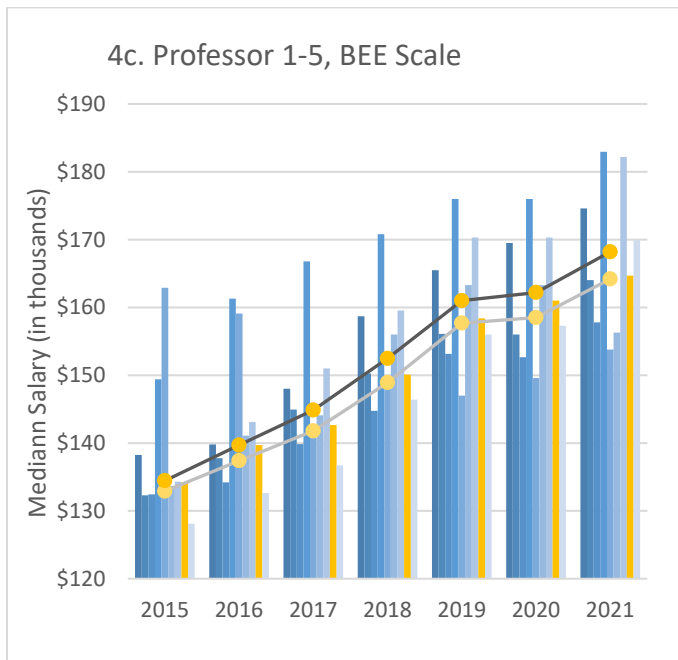
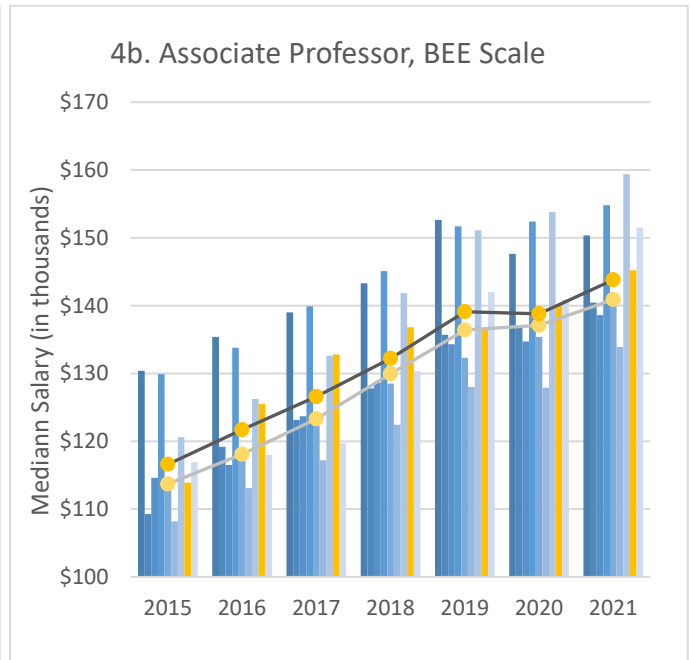
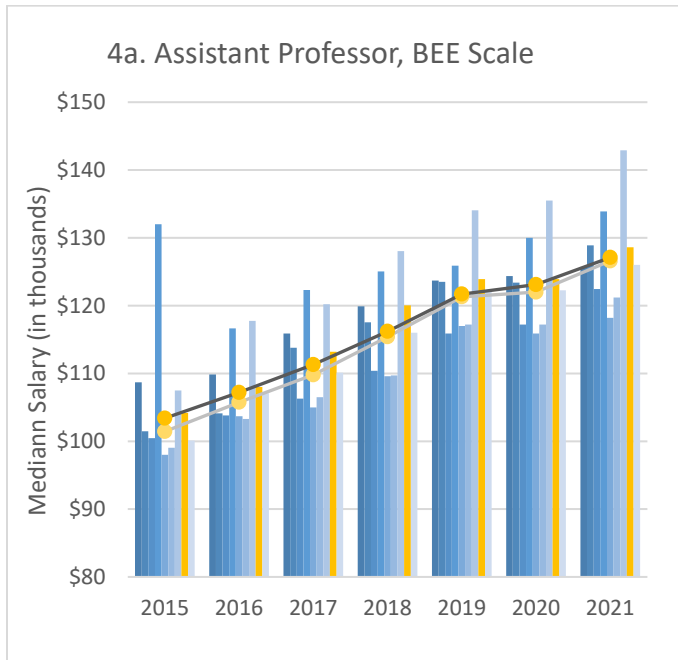


Figure 5. Percent change in median salary of UC ladder-rank faculty from 2008 to 2021.

	Regular scale				BEE scale			
	ASST	ASSOC	PROF 1-5	PROF 6-9	ASST	ASSOC	PROF 1-5	PROF 6-9
UCSC	53.74%	65.85%	53.76%	56.95%	48.50%	54.88%	58.37%	51.93%
7C	51.97%	54.10%	51.80%	47.71%	47.04%	47.54%	49.14%	40.08%
9C	50.56%	55.19%	47.61%	49.00%	46.01%	49.48%	48.32%	44.20%
Min	41.12%	46.29%	39.78%	37.95%	32.66%	39.70%	23.53%	29.46%
Max	55.36%	65.85%	63.48%	61.90%	56.00%	63.66%	63.26%	56.80%

BACKGROUND

In June 2008, a Joint Senate-Administration Task Force on Faculty Salaries was convened and charged with examining policies and practices at all levels of the academic personnel review process that affect faculty salaries, and recommending modifications that ensure UCSC salaries are equitable relative to other UC campuses.

The data available at that time showed that despite progressing through the rank and step system at a rate comparable to other UC campuses, UCSC faculty median off-scale dollars were the lowest in the UC system, when considering only faculty with nonzero off-scale salary. When on-scale faculty were included, the UCSC median off-scale dollars (\$0) was within \$1,000 of the median off-scale dollars of the 7-campus group (excluding UCLA and UCB) at all ranks except assistant professor, where the gap was -\$3,944. However, off-scale dollars at the 75th percentile did lag the 7-campus measure, and the lag was greater still at the 90th percentile. UCSC's lower faculty salaries were, the task force concluded, the result of a merit review process that awarded relatively too few off-scale dollars.

In response to this, the Campus Provost/ Executive Vice Chancellor and the Senate Committee on Academic Personnel worked together to revise the campus guidelines for salaries awarded in greater-than-normal and accelerated ladder-rank faculty personnel actions. Beginning in the 2008-09 review year, the new guidelines allowed more generous off-scale amounts, based on half-step increments, to be awarded in connection with the merit process. These guidelines became known as the Merit Boost Plan and, later, the Special Salary Practice (SSP).

After finding that significant progress had been made toward achieving parity at all percentiles, the CP/EVC modified the special salary practice for the 2017-18 review year, basing additional off-scale increments on one-third-step. This reduced, without eliminating, the additional off-scale dollars awarded in conjunction with outstanding files, with the goal of slowing the cost growth while maintaining the competitiveness of UC Santa Cruz relative to other UC campuses. Campus administration assesses the program annually, and to date has extended the revised program through the 2022-23 review year.

SCOPE

This annual report serves to monitor progress toward the two goals outlined in the 2008 Joint Task Force Report, namely:

1. to raise the median off-scale dollar amount at UCSC to the median off-scale amount at the next lowest campus—then UC Davis—by July 1, 2009; and
2. to raise UCSC's median faculty salary to the UC systemwide (9-campus) median by July 1, 2011.

This report does not address issues of faculty salary market competitiveness, cost of living, or internal UCSC faculty salary equity. Cost of living was addressed in the [UCSC Academic Senate] Committee on Faculty Welfare Faculty Salary Analysis,

May 2017, including a comparison of Metropolitan Area Regional Price Parity figures for UC locations from the U.S. Bureau of Economic Analysis.

DATA SET

The data obtained from UC Office of the President (UCOP) allows a comparison of total salaries by rank and step for ladder-rank faculty at the nine general campuses (excluding UCSF as a health science campus).

Data is presented separately for regular ranks and the Business/ Engineering/ Economics (BEE) salary scales. Fiscal-year salaries are converted to academic-year equivalents and included as such. Equivalent titles Astronomer, Agronomist, Acting Professor, and University Professor are included.

All faculty participating in the Health Sciences Compensation Plan (HSCP) are excluded. The HSCP generally applies to schools of Medicine, Nursing, Public Health, Optometry, Dentistry, Pharmacy, and Veterinary Medicine. For consistency with the 2008 Task Force baseline report, salary data has also been omitted for faculty in the professional schools of Law, Business Management, and Public Policy.

The current data set is sourced from the October 2021 payroll extract in the UCOP Corporate Data Warehouse (CPS), and so does not reflect 2021-22 personnel actions.

Additional compensation, such as summer salary and administrative stipends, is not included. Neither degree date nor hire date is available in the data set.

This year's report displays trends for a seven-year period from 2015 to 2021, while still benchmarking certain measures of overall progress to the original 2008 report.

A note about historical data: Previous reports included the periods from 2008 – 2011, and from 2015 forward. This annual analysis was not conducted from 2012 – 2014 due in part to the introduction of a “minimum scale” and insufficient information in the systemwide data set to identify it from the regular scales. This led to an inability to reliably identify off-scale dollars (the difference between an individual's annual salary and the amount listed on the salary scale for their rank and step), which was a key component of earlier reports. A recognition that off-scale dollars are the result of multiple and varying processes—such as hiring and retention negotiations, personnel review practices, discretionary salary plan allocations, and cost-of-living scale adjustments—often working simultaneously, led to a shift in focus from off-scale dollars to overall faculty salary median. The variation in campus medians, however, are also affected by the same variety of practices and mechanisms that affect the off-scale components.

ADDENDUM: UC Campus Above Scale Salaries, October 2021

The information below is provided as an additional point of reference at the request of the Committee on Faculty Welfare. Above scale salaries are not subject to the Special Salary Practice program and remain outside the scope of the Faculty Salary Competitiveness Report. They are correlated with time at above-scale, for which systemwide data is not available. Above-scale salaries also have a much wider range and variability than those at step, with medians heavily influenced by varying campus practices for initial above-scale salary increases, further above-scale salary increases, and above-scale hiring.

Figure 3a. Median vs 90th Percentile, Regular Scale Ranks, October 2021

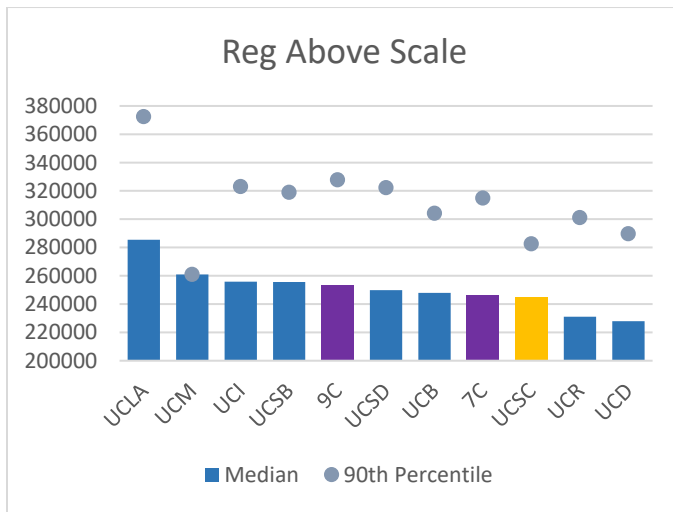


Figure 4a. Median vs 90th Percentile, BEE Scale Ranks, October 2021

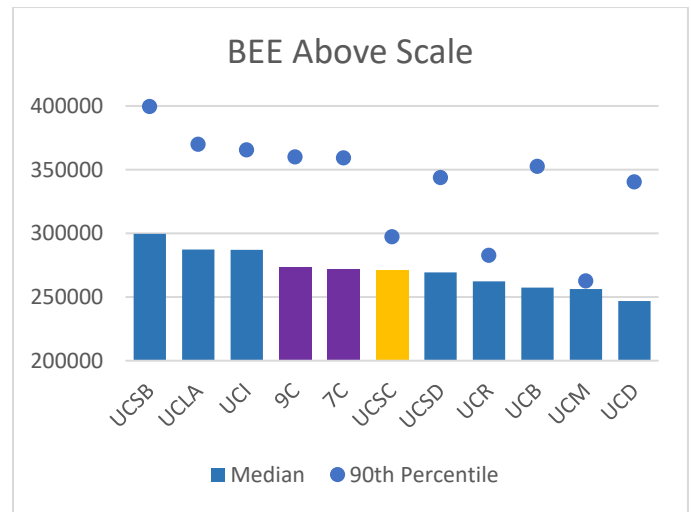


Figure 3b. Table of Medians and 90th Percentiles, Regular Ranks, October 2021

	Above Scale	
	Median	90th %
UCSC	\$ 245,200	\$ 282,410
7C	\$ 246,000	\$ 314,840
9C	\$ 253,500	\$ 327,640
GAP to 7C	-0.33%	-10.30%
GAP to 9C	-3.27%	-13.80%

Figure 4b. Table of Medians and 90th Percentiles, BEE Scale Ranks, October 2021

	Above Scale	
	Median	90th %
UCSC	\$ 270,700	\$ 297,140
7C	\$ 271,700	\$ 359,040
9C	\$ 273,400	\$ 359,850
GAP to 7C	-0.37%	-17.24%
GAP to 9C	-0.99%	-17.43%