

2023 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.

Beginning this year, salaries for the teaching professor series are included in the data. The October 2022 salaries are inclusive of the 2022-23 academic salary program, which included the [2022 Senate Salary Equity program](#).

This year’s report on October 2022 UC systemwide salary data reviews the UCSC, 9-campus and 7-campus medians across eight categories – Assistant, Associate, Professor step 1-5 and Professor step 6-9 in each of the ‘regular’ and Business/Economics/Engineering (BEE) scales – and finds that:

- UCSC overall sits in the upper-middle of UC campuses, behind UCLA, UCSB, and Berkeley.
- UCSC gained ground in 2022 relative to the 9C median goal, with positive year-over-year changes between 0.48% and 4.04% in the Gap to 9C measure across five of eight scale-rank categories, with the largest changes in the regular-scale assistant and professor 1-5 categories. One category, BEE professor 6-9 experienced a significant decrease, which is further discussed below, and BEE assistant and professor 1-5 dropped slightly by 0.50% and 0.21%, respectively.
- Salary gaps between the UCSC and 9-campus medians narrowed considerably compared with the previous year. The variance/gaps in the eight scale-rank categories for 2022 range from -3.90% to +1.45%, compared to a range of -5.29% to +9.29% in 2021. Six of the eight UCSC scale-rank category medians are within 1.5% of their 9-campus comparator.
- Of the eight scale-rank categories, three are between 0.68% and 1.45% above the 9-campus median: associate professors on both the regular and BEE scales, and BEE-scale assistant professors. The remaining five categories are between 0.45% and 3.90% below.
- The UCSC median increased by more than the 9-campus medians in all regular-scale categories. The BEE-scale categories showed more variability, with two categories showing increases comparable to those of the 9C median, one increasing more and one less.
- UCSC medians are between 0.47% and 3.79% higher than the 7-campus medians in seven of eight categories. As in 2021, the category lower than the 7-campus median was BEE professors step 6-9 (-1.45%).

- A notable drop in the year-over-year standings for BEE professor steps 6-9, from 9.29% above the 9C median to 3.9% below, prompted further analysis. Advancements to above scale, and from step 5, created a significant shift in membership within this relatively small population (19 in 2021, and 22 in 2022). This shift lowered the proportion of the population at steps 8 and 9 from 42% in 2021 to 23% in 2022, and replaced more senior and higher-offscale salaries with salaries mostly below the median.
- At the 90th percentiles, UCSC ranged from 4.10% lower (BEE-scale associate professors) to 17.07% 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 0.86% higher (BEE-scale associate professors) to 9.75% lower (BEE professors step 1-5).

October 2022 Comparative Figures

Figure 1a. Median and 90th Percentile, Regular Scale Ranks, October 2022

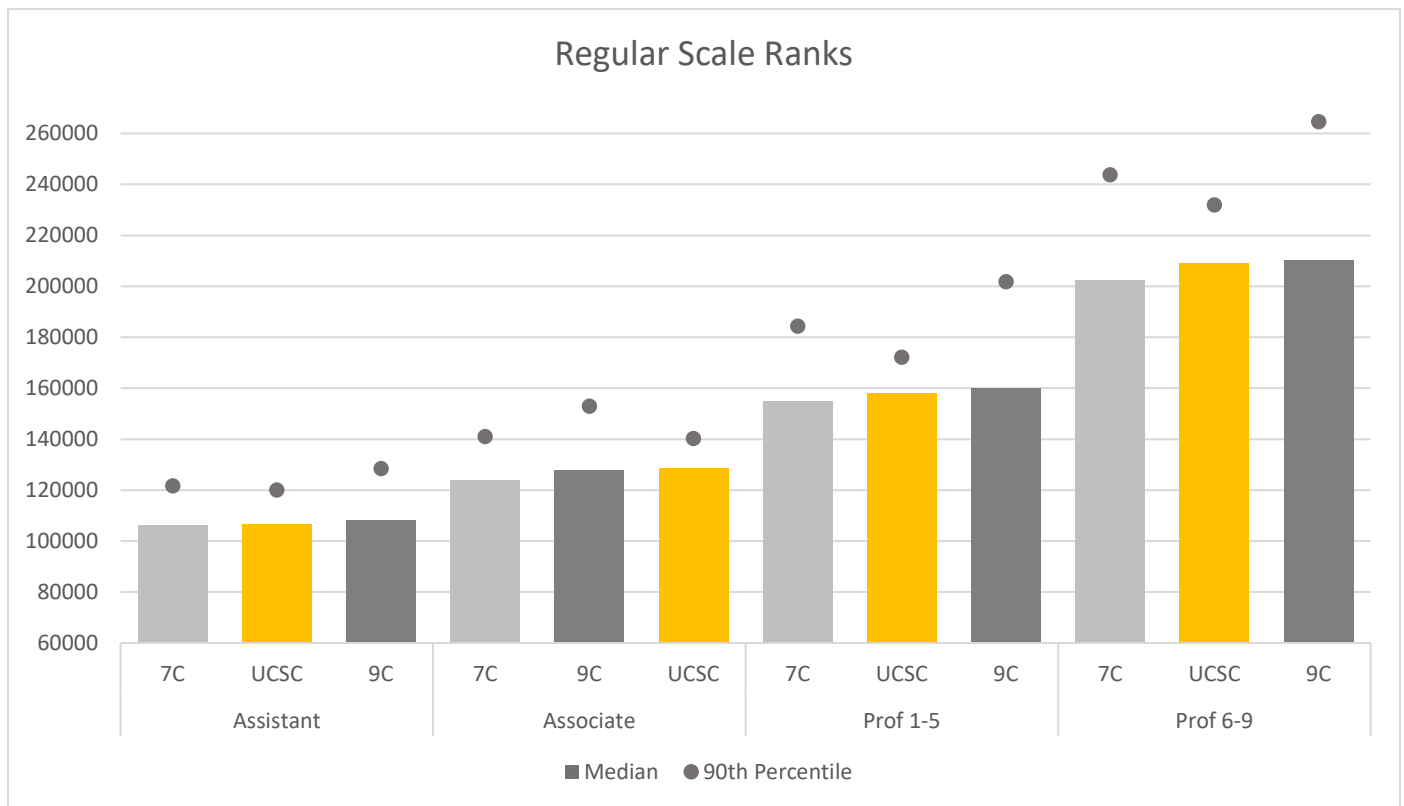


Figure 1b. Table of Medians and 90th Percentiles, Regular Scale Ranks, October 2022

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCSC	\$ 106,700	\$ 120,050	\$ 128,600	\$ 140,340	\$ 158,000	\$ 172,260	\$ 209,100	\$ 232,000
7C	\$ 106,200	\$ 121,700	\$ 123,900	\$ 141,100	\$ 154,700	\$ 184,400	\$ 202,400	\$ 243,760
9C	\$ 108,200	\$ 128,560	\$ 127,700	\$ 153,000	\$ 160,000	\$ 201,920	\$ 210,050	\$ 264,660
GAP to 7C	0.47%	-1.36%	3.79%	-0.54%	2.13%	-6.58%	3.31%	-4.82%
GAP to 9C	-1.39%	-6.62%	0.70%	-8.27%	-1.25%	-14.69%	-0.45%	-12.34%

Figure 2a. Medians and 90th Percentile, BEE Scale Ranks, October 2022

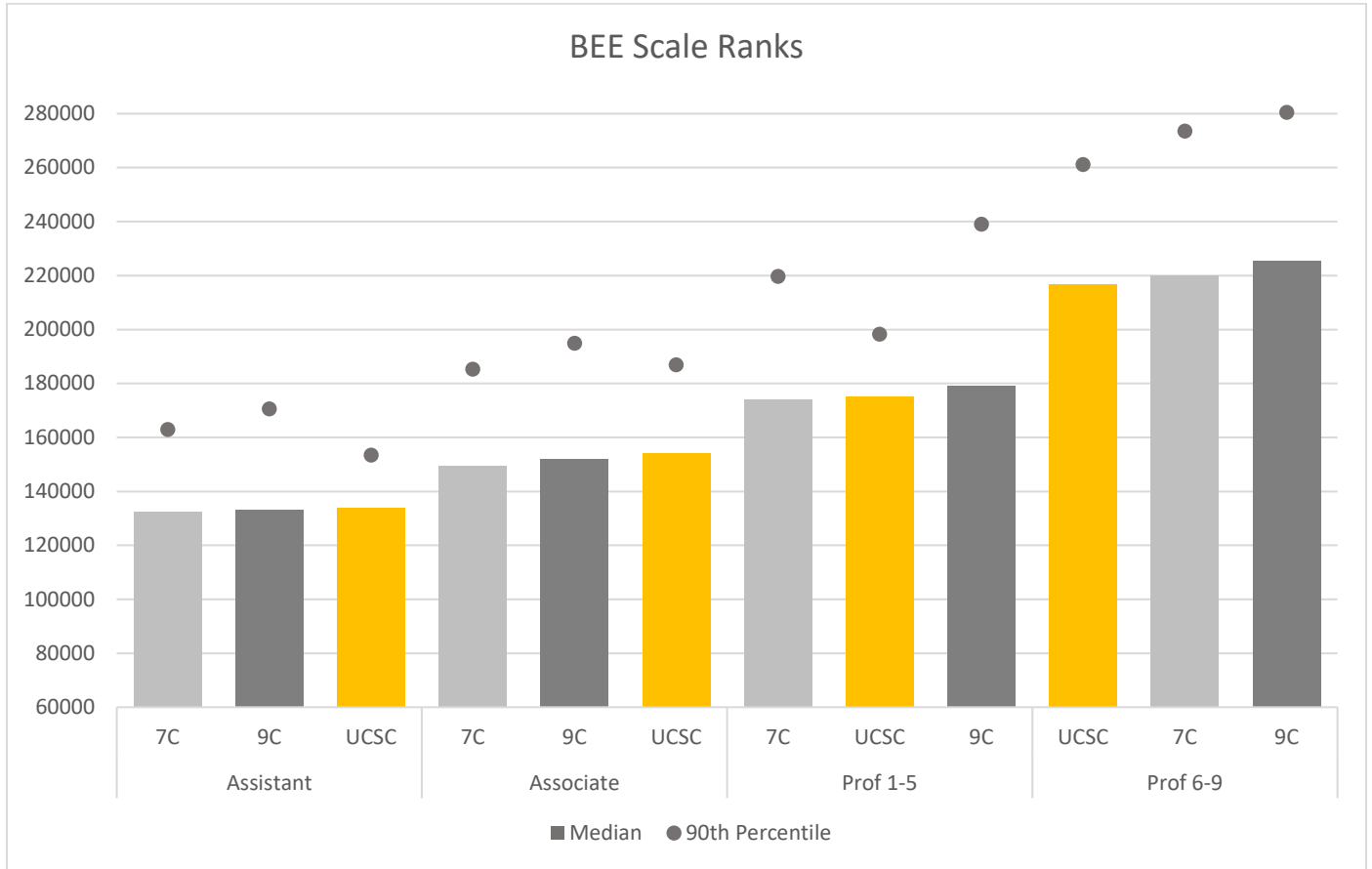


Figure 2b. Table of Medians and 90th Percentiles, BEE Scale Ranks, October 2022

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCSC	\$ 134,000	\$ 153,530	\$ 154,300	\$ 186,920	\$ 175,100	\$ 198,280	\$ 216,800	\$ 261,220
7C	\$ 132,300	\$ 162,960	\$ 149,500	\$ 185,320	\$ 174,200	\$ 219,700	\$ 219,993	\$ 273,580
9C	\$ 133,100	\$ 170,640	\$ 152,100	\$ 194,920	\$ 179,200	\$ 239,100	\$ 225,600	\$ 280,500
GAP to 7C	1.28%	-5.79%	3.21%	0.86%	0.52%	-9.75%	-1.45%	-4.52%
GAP to 9C	0.68%	-10.03%	1.45%	-4.10%	-2.29%	-17.07%	-3.90%	-6.87%

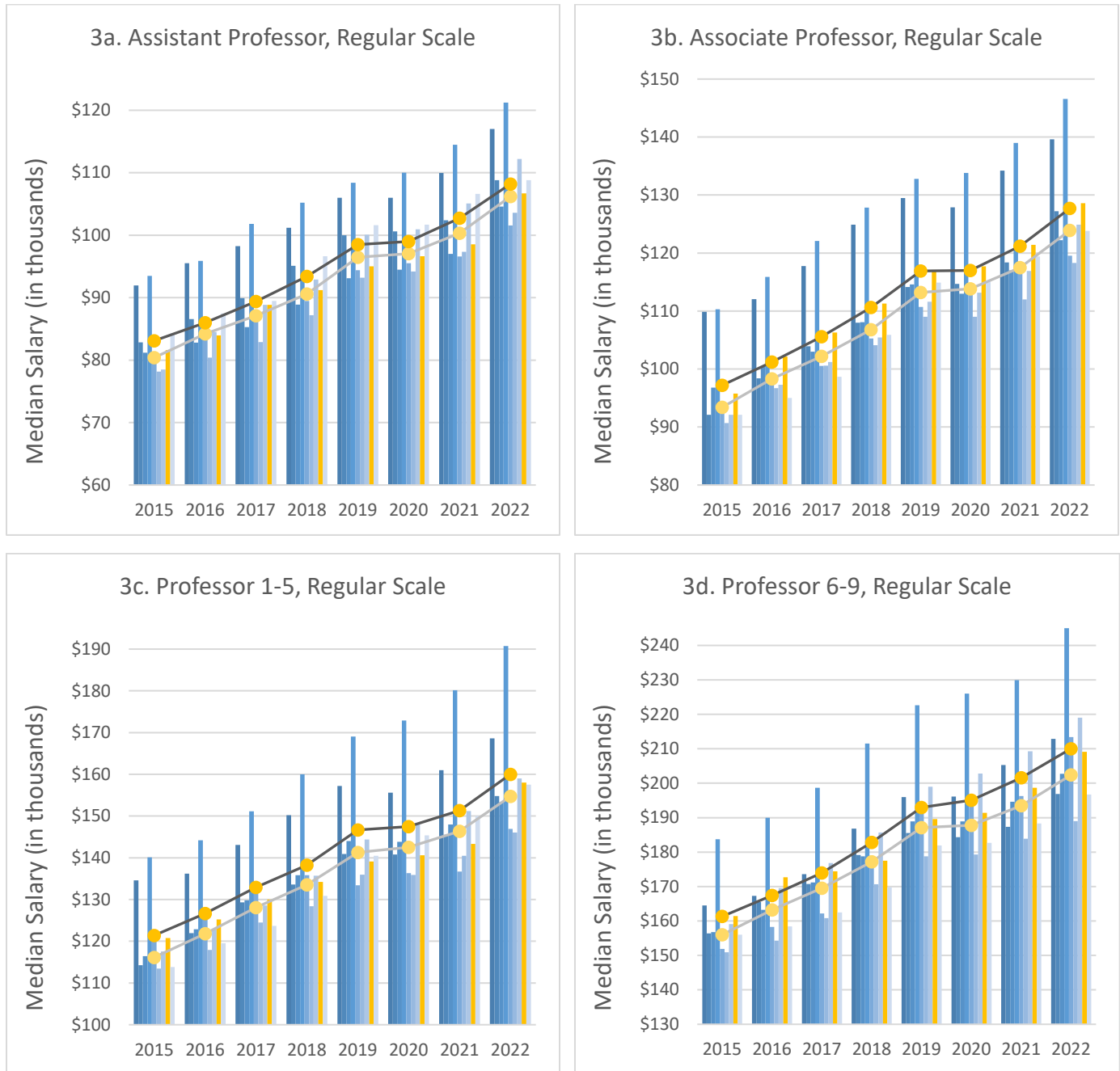
Trends in UC Median Faculty Salaries

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 eight-year period between 2015 and 2022. 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

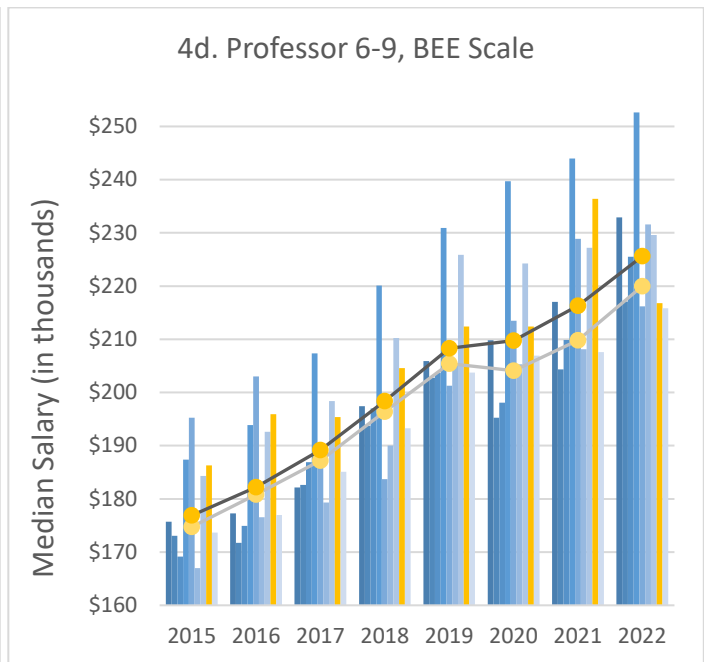
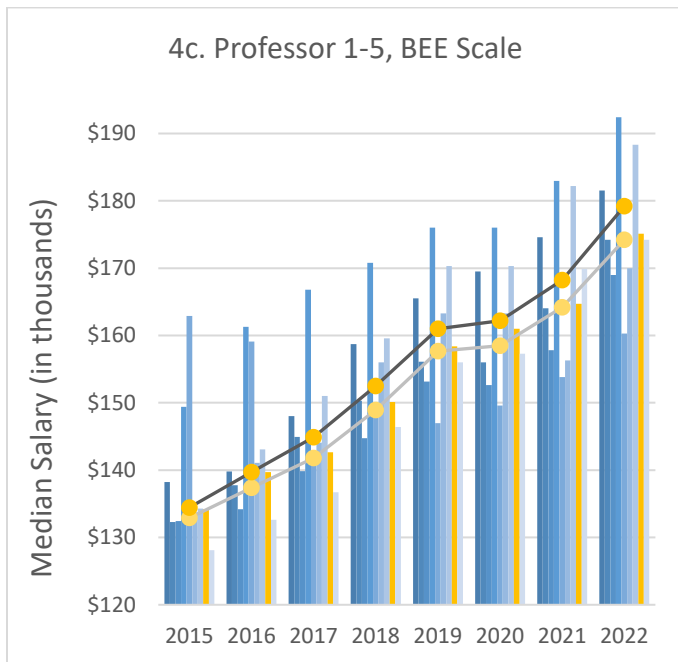
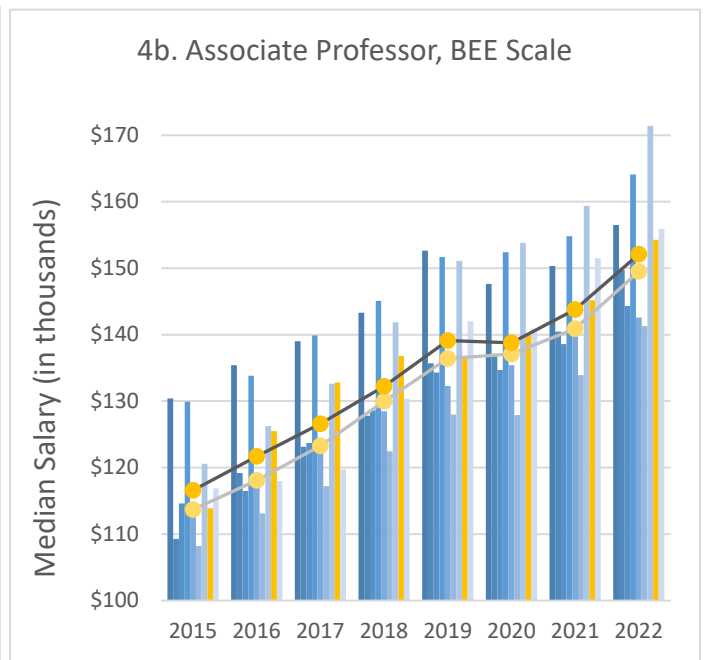
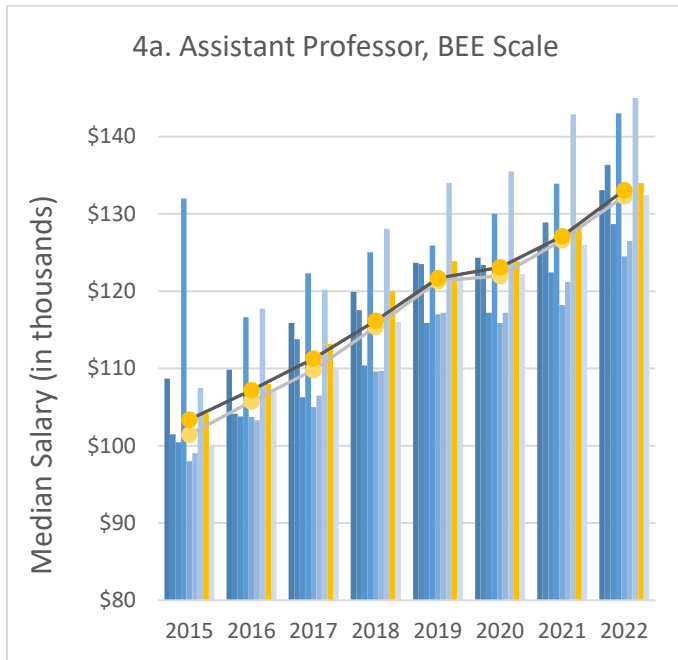


Figure 5. Percent change in median salary of UC ladder-rank faculty from 2008 to 2022.

	Regular scale				BEE scale			
	ASST	ASSOC	PROF 1-5	PROF 6-9	ASST	ASSOC	PROF 1-5	PROF 6-9
UCSC	66.46%	75.68%	69.53%	65.17%	54.73%	64.59%	68.37%	39.33%
7C	60.91%	62.49%	60.48%	54.50%	53.66%	56.54%	58.22%	46.89%
9C	58.63%	63.51%	56.10%	55.25%	52.90%	58.11%	58.02%	50.40%
Min	48.36%	50.19%	50.20%	44.14%	39.73%	47.42%	28.76%	34.04%
Max	66.46%	75.68%	73.09%	73.45%	65.83%	75.98%	68.77%	60.06%

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 2023-24 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 and security-of-employment 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 for all years; the Teaching Professor (Lecturer with Security of Employment) series was added beginning with the October 2022 data.

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 2022 payroll extract in the UCOP Corporate Data Warehouse (CPS), and so does not reflect 2022-23 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 an eight-year period from 2015 to 2022, 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 2022

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 2022

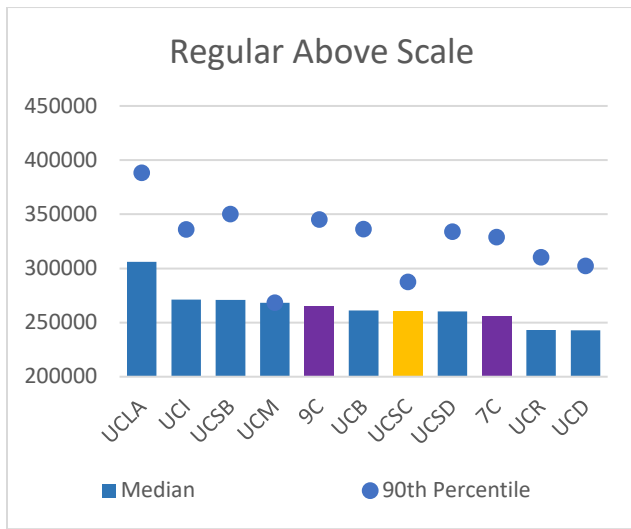


Figure 4a. Median vs 90th Percentile, BEE Scale Ranks, October 2022

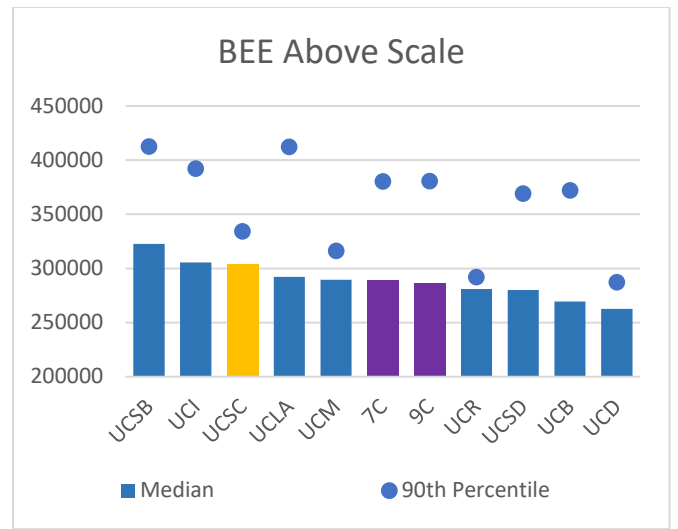


Figure 3b. Table of Medians and 90th Percentiles, Regular Ranks, October 2022

	Above Scale	
	Median	90th %
UCSC	\$ 260,600	\$ 287,600
7C	\$ 256,300	\$ 328,760
9C	\$ 265,150	\$ 345,160
GAP to 7C	1.68%	-12.52%
GAP to 9C	-1.72%	-16.68%

Figure 4b. Table of Medians and 90th Percentiles, BEE Scale Ranks, October 2022

	Above Scale	
	Median	90th %
UCSC	\$ 304,200	\$ 334,250
7C	\$ 289,500	\$ 380,180
9C	\$ 286,200	\$ 380,530
GAP to 7C	5.08%	-12.08%
GAP to 9C	6.29%	-12.16%