

October 26, 2009

DAVID S. KLIGER  
Campus Provost and Executive Vice Chancellor

Re: 2009 Annual Report of Faculty Salary Competitiveness

Dear Dave:

One of the recommendations of the Joint Senate-Administration Task Force on Faculty Salaries was to establish a regular annual report on the competitiveness of Santa Cruz ladder-rank faculty salaries. Per your request, the Academic Personnel Office prepared a standard report, which will be run annually, that provides a comparison of the median salaries and off-scale salary amounts for ladder-rank faculty at the nine general campuses (excluding UCSF as a health sciences campus). This comparison examines the Assistant Professor, Associate Professor, Full Professor Steps 1-5, and Full Professor Steps 6-9 ranks. In addition, the annual report addresses the faculty's progress through the ranks by correlating information on current rank and step with their time from terminal degree.

Please find attached the annual report for 2009. The detailed raw data is available upon request.

Sincerely,



Pamela G. Peterson  
Assistant Vice Chancellor  
Academic Personnel

cc: Chancellor Blumenthal  
Faculty Assistant Chung  
Vice Chancellor Delaney  
Vice Provost and Dean Galloway  
Academic Senate Chair Kletzer  
Divisional Deans

Annual Report of Faculty Salary Competitiveness  
Prepared by the Academic Personnel Office  
October 2009

## **BACKGROUND**

In its report of September 10, 2008, the Joint Senate-Administration Task Force on Faculty Salaries recommended that the campus establish a regular annual report on the competitiveness of UCSC's ladder-rank faculty salaries.<sup>1</sup> The annual report serves to monitor the relative standing of Santa Cruz ladder-rank salaries within the UC system. It also addresses the faculty's progress through the ranks by correlating faculty members' rank and step with their time from degree.

An initial goal outlined in the Joint Task Force Report is to raise the median off-scale dollar amount at UCSC to the median off-scale amount at the next lowest campus, identified as UCD, by July 1, 2009. In response to this, the Campus Provost 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. The new guidelines apply to personnel actions in the 2008-09, 2009-10, and 2010-11 review years and allow more generous off-scale amounts to be awarded in connection with the merit process.<sup>2</sup> In addition to providing a monitoring function, the annual report provides an indicator of whether UCSC is moving closer to the July 1, 2009 goal.

## **DATASET**

The data presented provides a comparison of the median salaries and off-scale amounts for academic-year ladder-rank faculty at the nine general campuses (excluding UCSF as a health sciences campus). Data is provided for salaries effective 10/1/08 and 8/1/09.

To be consistent with the Joint Task Force Report, the annual report examines four groups of faculty: Assistant Professors, Associate Professors, Full Professors Steps 1-5, and Full Professors Steps 6-9. Salaries of Professors Above-scale are not included in this report. Salaries of fiscal-year faculty are also not included, because discipline specificity might distort the comparison (e.g., astronomers at UCSC and faculty of the College of Agricultural and Environmental Sciences at Davis). Discipline-specific comparisons are limited to data for faculty salaries on the Regular (REG) or the Business/Economics/Engineering (BEE) salary scales.

To increase comparability across campuses, salaries from professional schools were omitted from the dataset. The method used to determine which professional schools to omit from the 2008 and 2009 dataset was the same as that developed by the Joint Task Force for the 2007 dataset.<sup>3</sup> A complete description of the procedure used to pull the 2008 and 2009 dataset from

---

<sup>1</sup> The term "faculty salaries" used throughout this report refers to the annual salaries for academic-year ladder-rank faculty.

<sup>2</sup> See [memo](#) from Campus Provost and Executive Vice Chancellor Kliger to Deans and Department Chairs dated 10/8/09.

<sup>3</sup> Deletions: UCLA Grad Information Studies; UCB Grad Information Studies; UCB Optometry; UCI College of Health Services; UCLA School of Public Health; UCB School of Public Health; UCSB Bren School of

the University of California Office of the President (UCOP) Data Warehouse and the ensuing data cleansing is presented in Appendix 1. The same procedure will be used in subsequent annual reports.

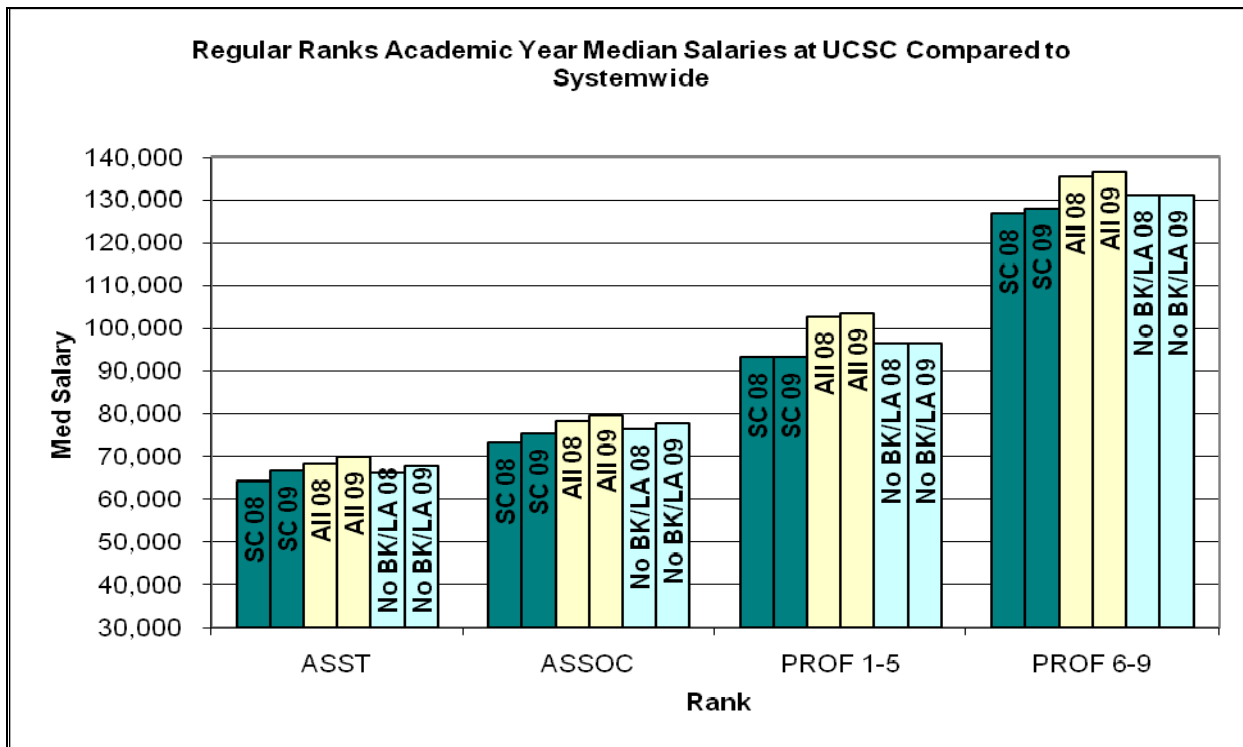
## SALARY COMPARISONS

Although the same salary scales are used for the professorial ranks throughout the University of California system, there are marked salary differences among campuses. To better capture these differences, this report presents both median and off-scale salary information. The dataset used to provide the bar graphs can be found in Appendix 2.

### 1) Regular Salary Scale

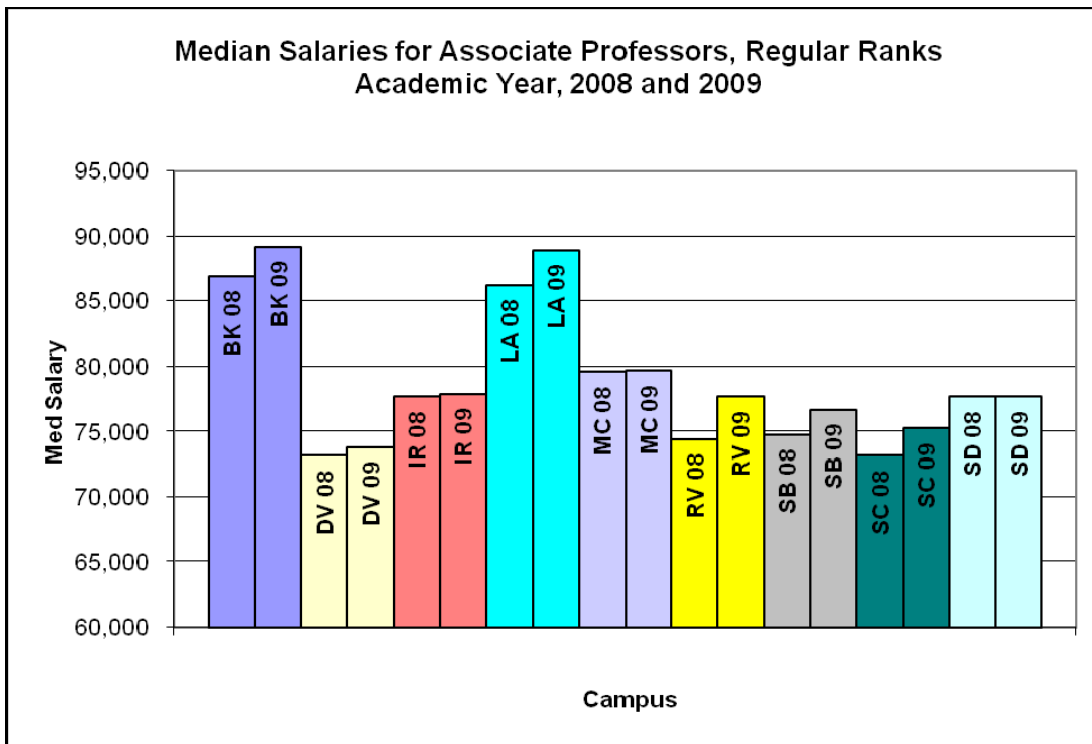
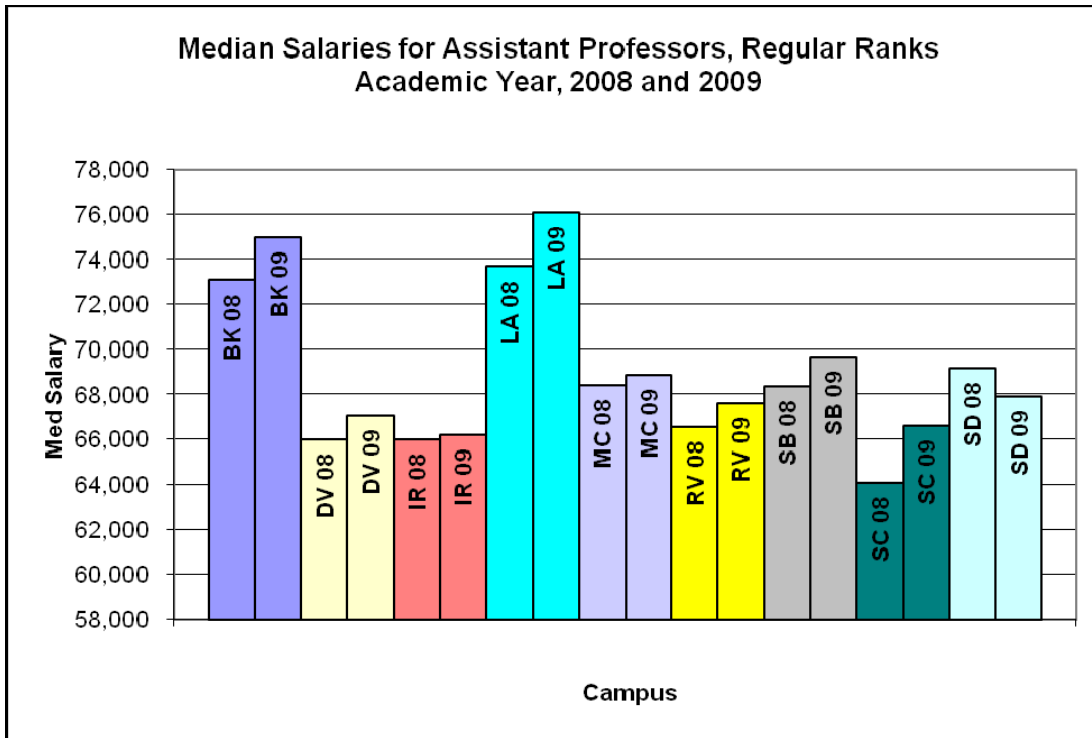
As shown in Figures 1, 2, and 3, in 2008 UCSC had the lowest median salaries in the UC system, or tied for the lowest, on the REG salary scales. In 2009, UCSC median REG salaries are the lowest at Full Professor, Steps 1-5, trailing UCD and UCR by \$3200.

UCSC off-scale amounts in 2008 were the lowest, or tied for the lowest, in all but the Assistant Professor ranks. In 2009, UCSC off-scale salaries are the lowest only for Assistant Professors, where UCSC is tied with UCD.

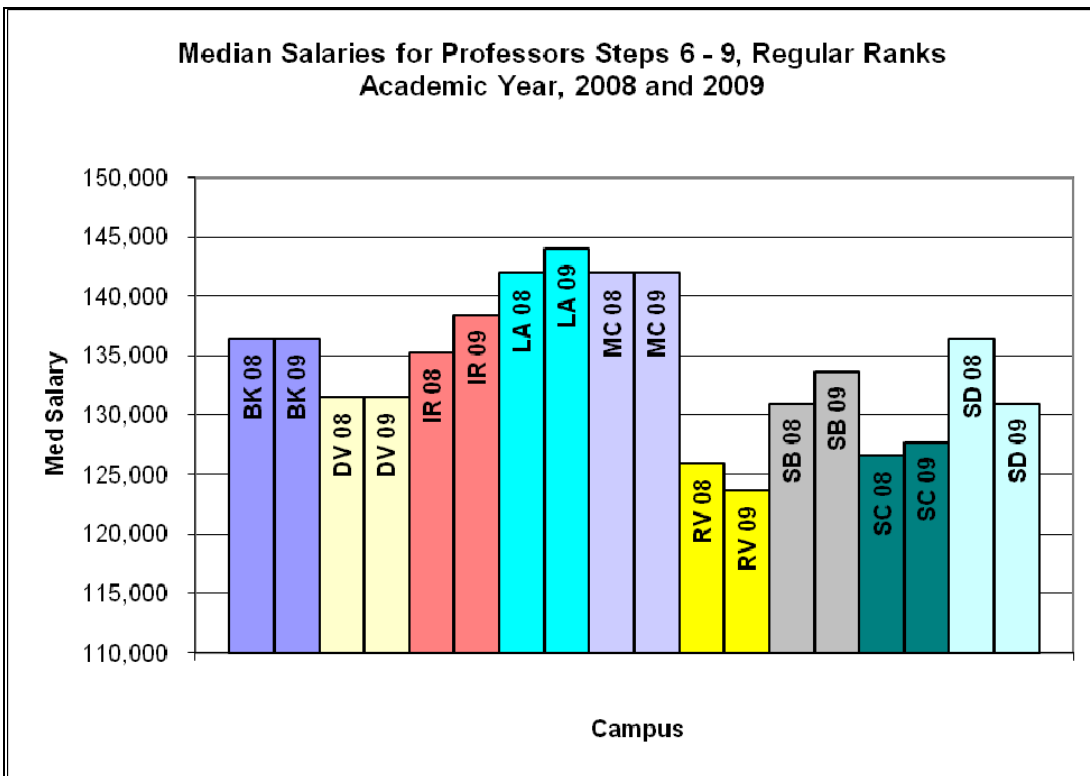
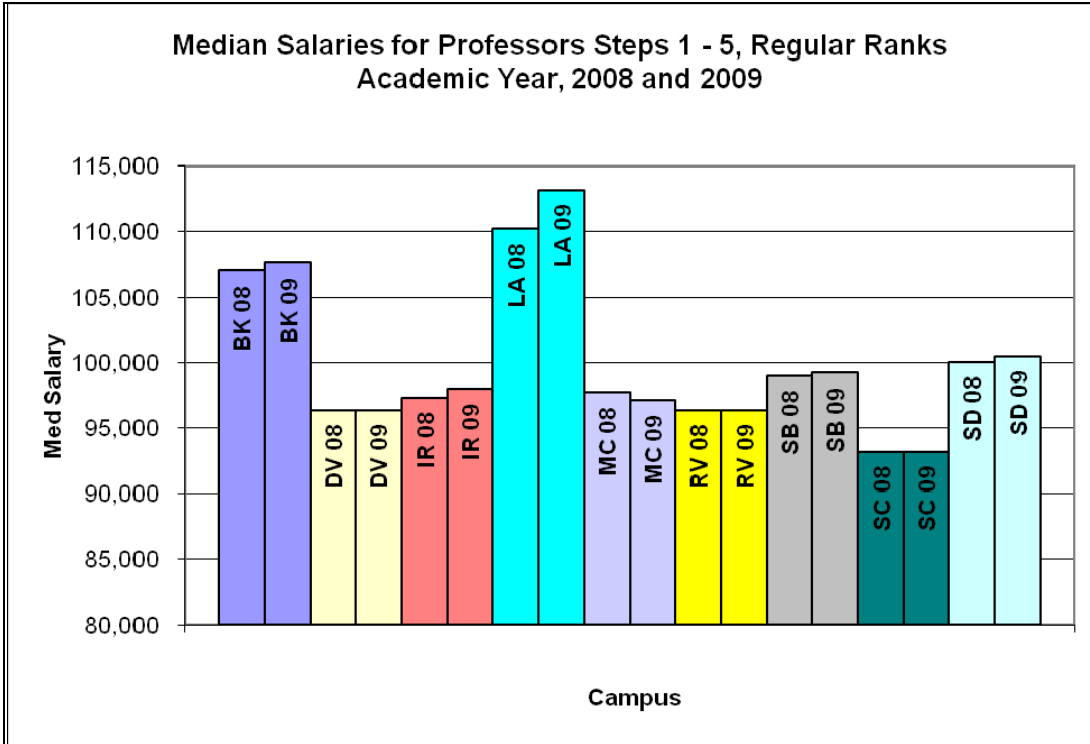


**Figure 1. UCSC Regular Ranks median salaries for 2008 and 2009 when compared against the median salaries for all nine general campuses (no UCSF) or seven general campuses (no UCB, UCLA, UCSF).**

Environment; UCB Goldman School of Public Policy; UCSD Graduate International Relations & Pacific Studies; UCB Boalt School of Law; UCLA School of Public Affairs; UCB School of Social Welfare



**Figure 2. Median salaries for 2008 (eff. 10/1/08) and 2009 (eff. 8/1/09) for all nine general campus for Assistant Professors (top) and Associate Professors (bottom).**



**Figure 3. Median salaries for 2008 (eff. 10/1/08) and 2009 (eff. 8/1/09) for all nine general campus for Full Professors, Step 1-5 (top) and Full Professors, Step 6-9 (bottom).**

**2008 and 2009 Summary Statistics Regular Scale:  
UCSC Comparison with Nine General Campuses and UCD.**  
Negative numbers indicate the lag to the nine campuses or UCD.  
(Regular academic year salary scale, no professional schools)

<b>2008 Median Salary Comparison (eff. 10/1/08)</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC-UCD median salary gap
Assistant Professor	64,100	68,200	-4,100	66,000	-1,900
Associate Professor	73,200	78,100	-5,100	73,200	0
Full Prof, Step 1-5	93,200	102,500	-7,300	96,400	-3,200
Full Prof, Step 6-9	126,600	135,300	-8,700	131,500	-5,900

<b>2009 Median Salary Comparison (eff. 8/1/09)</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC-UCD median salary gap
Assistant Professor	66,600	69,800	-3,200	67,100	-500
Associate Professor	75,300	79,700	-4,400	73,800	1,500
Full Prof, Step 1-5	93,200	103,300	-10,100	96,400	-3,200
Full Prof, Step 6-9	127,800	136,500	-8,700	131,500	-3,700

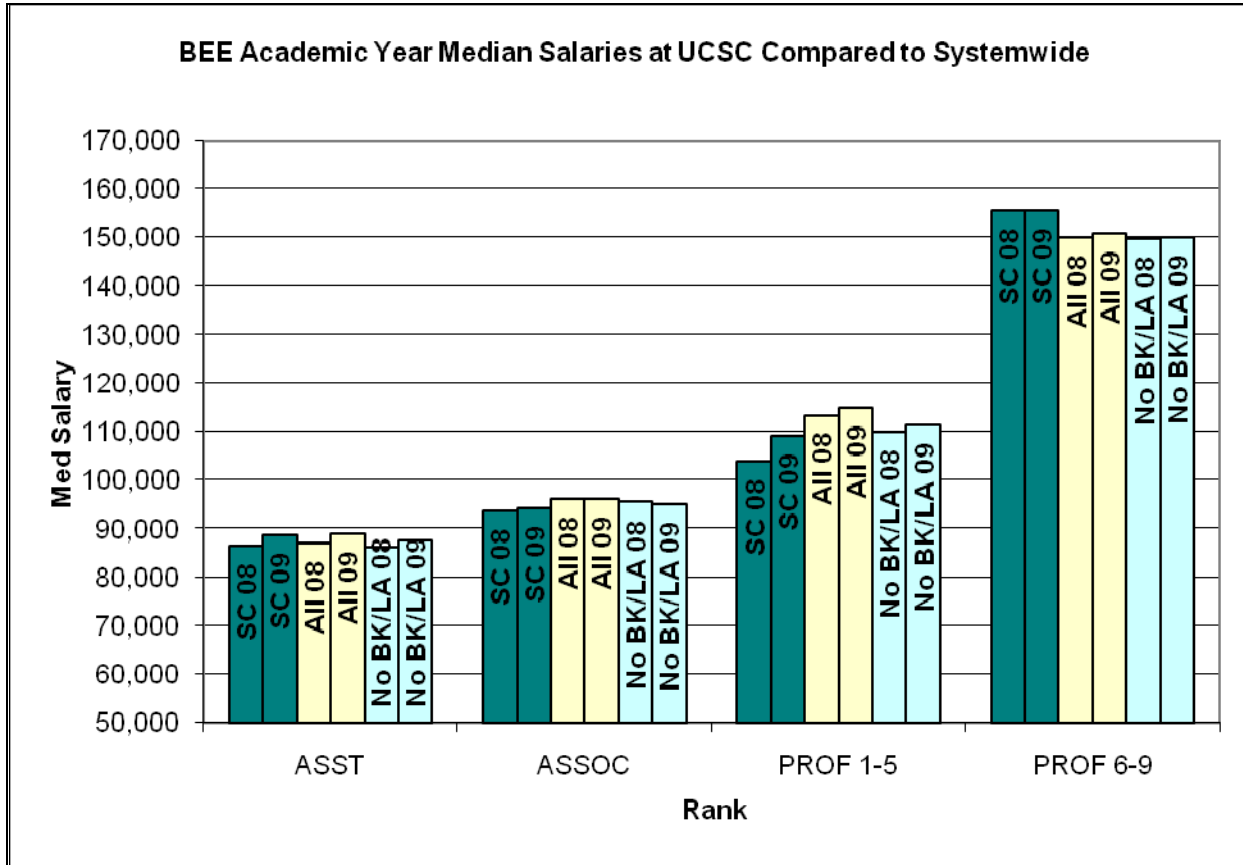
<b>2008 Median Off-Scale Comparison (eff. 10/1/08)</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off- scale gap	UCD median off-scale	UCSC-UCD median off- scale gap
Assistant Professor	3,200	6,300	-2,900	2,000	1,200
Associate Professor	0	3,200	-3,200	0	0
Full Prof, Step 1-5	0	3,800	-3,800	0	0
Full Prof, Step 6-9	0	3,100	-3,100	0	0

<b>2009 Median Off-Scale Comparison (eff. 8/1/09)</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off- scale gap	UCD median off-scale	UCSC-UCD median off- scale gap
Assistant Professor	3,600	7,500	-3,900	3,600	0
Associate Professor	1,600	4,400	-2,800	0	1,600
Full Prof, Step 1-5	2,300	5,100	-2,800	0	2,300
Full Prof, Step 6-9	1,000	4,600	-3,600	900	100

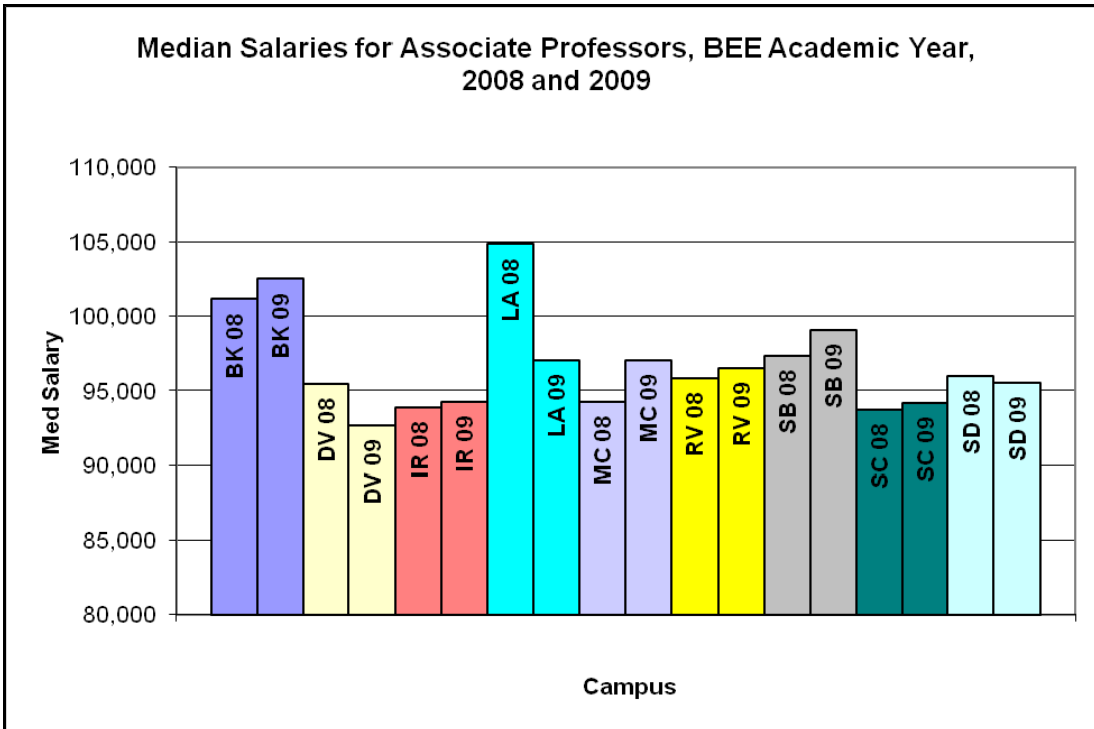
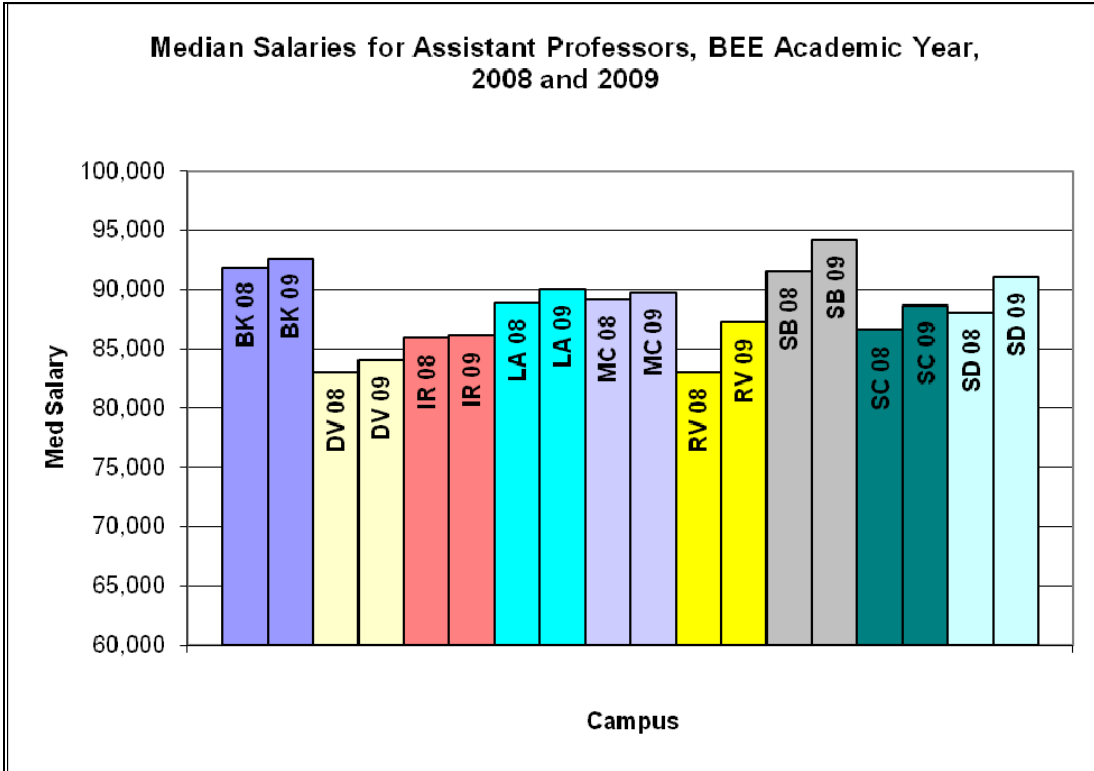
**2) Business/Economics/Engineering Salary Scale**

In 2008, UCSC had the lowest median BEE salaries in the UC system for Associate and Full Professors, Steps 1-5. In 2009, UCSC median BEE salaries are lowest at Full Professor, Steps 1-5, trailing UCD by \$1000. (Figures 4, 5, and 6)

UCSC median off-scale amounts in 2008 were tied for the lowest in the system for Full Professor, Steps 1-5. In 2009, UCSC median off-scale salaries on the BEE scale were not the lowest in the system at any rank.

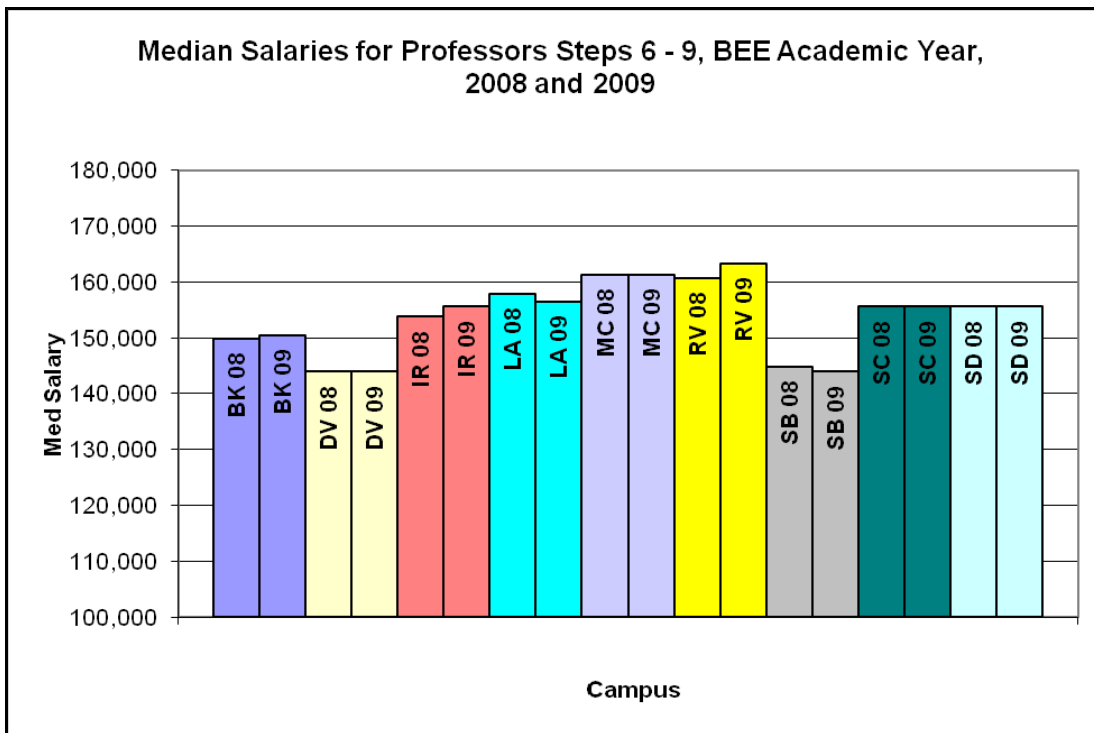
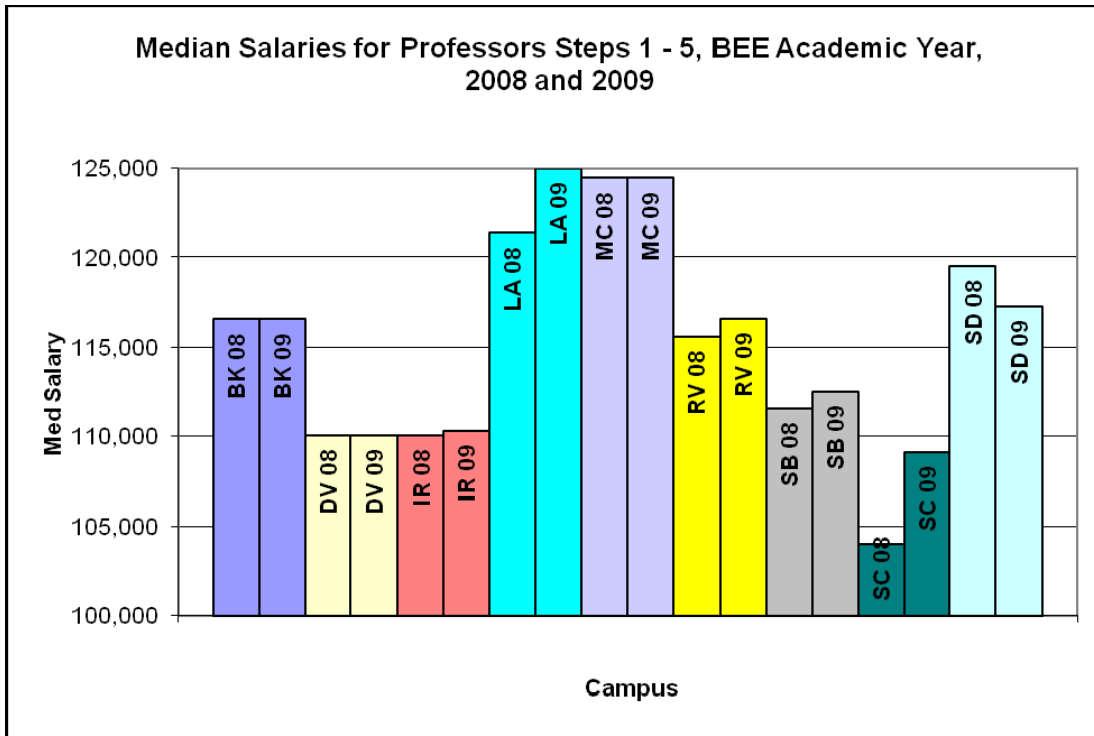


**Figure 4. UCSC BEE median salaries for 2008 and 2009 when compared against the median salaries for all nine general campuses (no UCSF) or seven general campuses (no UCB, UCLA, UCSF).**



**Figure 5. Median salaries for 2008 (eff. 10/1/08) and 2009 (eff. 8/1/09) for all nine general campus for Assistant Professors (top) and Associate Professors (bottom).**





**Figure 6. Median salaries for 2008 (eff. 10/1/08) and 2009 (eff. 8/1/09) for all nine general campus for Full Professors, Step 1-5 (top) and Full Professors, Step 6-9 (bottom).**

**2008 and 2009 Summary Statistics Business/Economics/Engineering Salary Scale:  
UCSC Comparison with Nine General Campuses and UCD.**

Negative numbers indicate the lag to the nine campuses or UCD.  
(BEE academic year salary scale, no professional schools)

<b>2008 Median Salary Comparison (eff. 10/1/08)</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC-UCD median salary gap
Assistant Professor	86,600	87,100	-500	83,100	3,500
Associate Professor	93,800	96,200	-3,400	95,500	-1,700
Full Prof, Step 1-5	104,000	113,400	-9,400	110,100	-6,100
Full Prof, Step 6-9	155,600	150,000	5,600	144,000	11,600

<b>2009 Median Salary Comparison (eff. 8/1/09)</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC-UCD median salary gap
Assistant Professor	88,700	88,900	-200	84,000	4,700
Associate Professor	94,200	96,100	-1,900	92,700	1,500
Full Prof, Step 1-5	109,200	115,000	-5,800	110,100	-900
Full Prof, Step 6-9	155,600	150,900	4,700	144,000	11,600

<b>2008 Median Off-Scale Comparison (eff. 10/1/08)</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off- scale gap	UCD median off-scale	UCSC-UCD median off- scale gap
Assistant Professor	5,200	6,300	-1,100	600	4,600
Associate Professor	2,200	3,600	-1,400	3,600	-1,400
Full Prof, Step 1-5	0	3,100	-3,100	0	0
Full Prof, Step 6-9	2,900	4,600	-1,700	0	2,900

<b>2009 Median Off-Scale Comparison (eff. 8/1/09)</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off- scale gap	UCD median off-scale	UCSC-UCD median off- scale gap
Assistant Professor	7,100	8,600	-1,500	1,800	5,300
Associate Professor	2,500	4,900	-2,400	1,200	1,300
Full Prof, Step 1-5	2,000	3,300	-1,300	0	2,000
Full Prof, Step 6-9	6,000	5,000	1,000	0	6,000

**TIME FROM DEGREE**

In an effort to assess whether the academic advancement of faculty is different at UCSC from at other campuses, data on the number of years since terminal degree was pulled from the UCOP Data Warehouse and plotted against current rank and step. The result is illustrated in Figure 7.

The data suggest that overall UCSC faculty progress normally through the ranks and are not held back in their advancement when compared to other campuses. The most prominent outliers are at Associate Professor Step 1, Professor Step 2, and Professor Step 5. In general, UCSC faculty years since degree cluster well with other campuses. While it is possible to surmise that the delay at Professor Step 5 is due to the rigors of the Professor Step 6 review, additional study would be required to reach a solid conclusion.

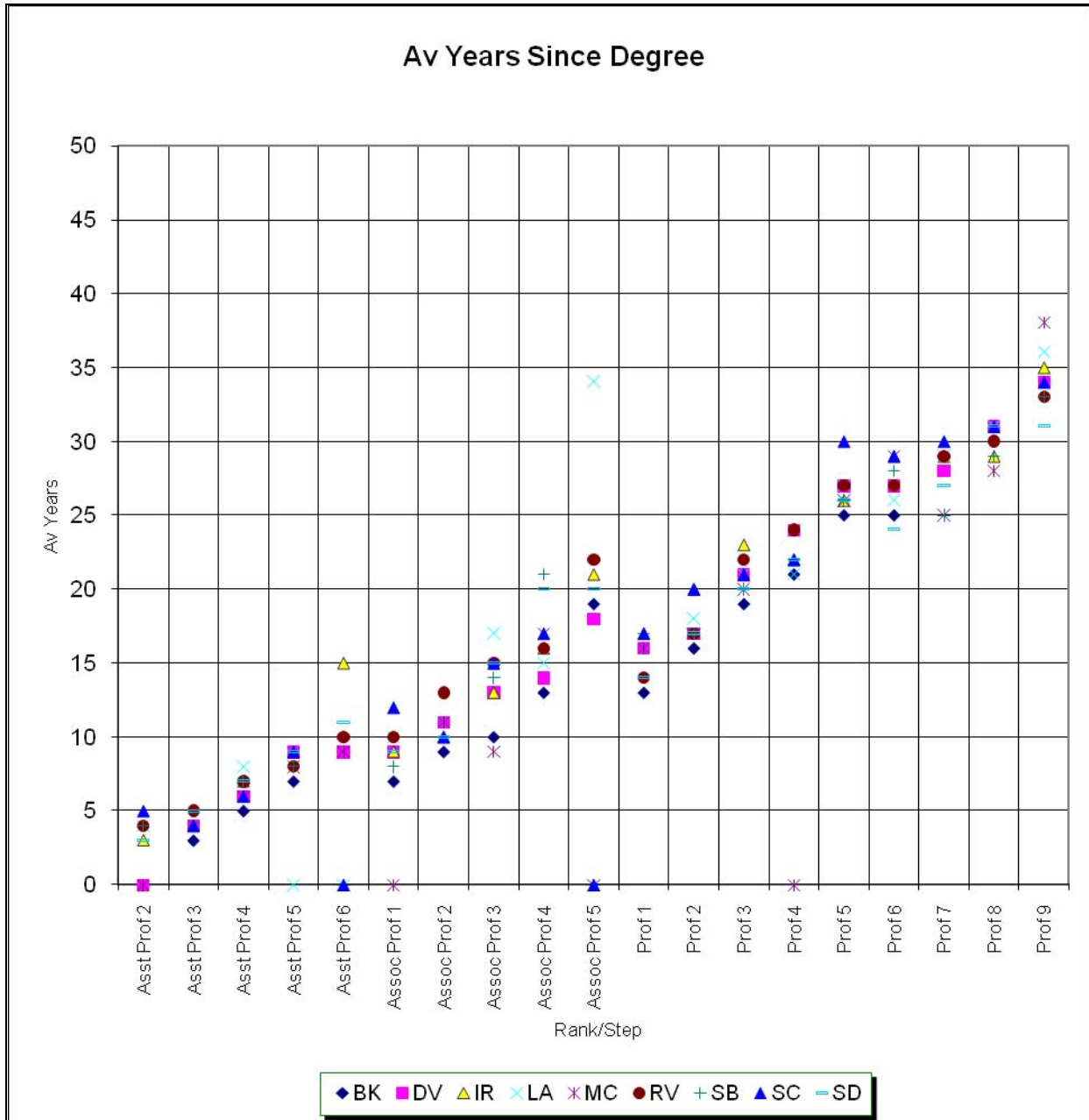


Figure 7. Average years since terminal degree as a function as rank and step for ladder-rank faculty at the nine general campuses. Assistant Professor Step 6 and Associate Professor Step 5 are rarely used at UCSC.

It should be noted that “years since terminal degree” is not a required field in the personnel payroll system and is often left blank. Records with no degree date were removed from the “Time from Degree” dataset. In addition, years since degree does not take into account faculty who have taken a nontraditional route and delayed their start in a ladder-rank position. The recommendation of the Joint Task Force was for a report of years since hire into a professorial position. Unfortunately, that information is not readily available in the Data Warehouse and therefore the dataset does not allow for a thorough analysis of movement through the ranks.

### **SUMMARY**

The 2009 data indicate that UCSC is making progress in increasing its standing within the UC system. Unlike 2008, when the median campus salaries were the lowest in the UC system at all ranks of the Regular salary scale, 2009 median salaries are the lowest only at the Full Professor, Steps 1-5, level.

The revised personnel review guidelines on off-scale salary appear to have had a positive effect on the median off-scale salary amounts at all ranks and steps. Median off-scale amounts rose by \$400, \$1600, \$2500, and \$1000 on the Regular salary scale and \$1900, \$300, \$2000, and \$3100 on the BEE salary scale for Assistant Professors, Associate Professors, Full Professors Steps 1-5, and Full Professors Steps 6-9, respectively. As additional personnel files progress through the review process over the next two years, when the guidelines are in place, we anticipate a continued increase in the median off-scale salary amount.

Comparison of the differences in median salary between UCSC and UCD for 2008 and 2009 demonstrates that at all levels the salary gap between the two campuses is not widening. However, UCSC still lags UCD in median salary by \$500 (Assistant Professor), \$3200 (Full Professor Steps 1-5), and \$3700 (Full Professor Steps 6-9) on the Regular salary scale and by \$900 (Full Professor Steps 1-5) on the BEE salary scale.

While the campus is making progress toward the goals set out by the Joint Task Force, additional progress is needed to bring UCSC faculty salaries in line with those of other UC campuses.

**APPENDIX 1**

**PROCEDURE FOR DATA COLLECTION AND PREPARATION**

**2009 SALARY DATA**

Salary information was drawn from the August 2009 extract in the University of California Office of the President (UCOP) Data Warehouse.

- Salary information was drawn only for faculty on the Regular Ladder-rank (REG) academic year salary scale or the Business/Economics/Engineering Ladder-rank (BEE) academic year salary scale.
- Salaries for faculty at the rank of Professor Above-scale are not included in the dataset.
- Salaries for faculty at UC San Francisco are not included in the dataset; there are very few faculty at UCSF who are not on the medical school salary scales.
- In pulling the data, the Corporate Personnel System (CPS) Description of Service (DOS) codes that denote regular or base pay were used. (Regular Pay is defined as values 'AV' and 'HR'. Base Pay is defined as values 'AV', 'AM', 'AW', 'AX', 'HD', and 'HR'.)

Once the data was extracted, it was cleansed by doing the following:

- Deleted any records that did not include a pay rate, or that did not include a step – there are generally 20 or 30 records in this set.
- Eliminated records for faculty associated with the following units (designated as professional schools in report from the Joint Senate-Administration Task Force on Faculty Salaries):

	<b>HOME DEPARTMENT</b>	<b>PROGRAM NAME</b>
<b>BK</b>	Boalt School of Law	JD Program
	Goldman School of Public Policy	Goldman School of Public Policy
	Haas School of Business	Haas School of Business
	School of Inf Mgmt & Sys	School Inf Mgmt & Sys Dean
	School of Optometry	School of Optometry Dean
	School of Public Health	School of Public Health
	School of Social Welfare	School of Social Welfare
<b>DV</b>	Center For Neuroscience	Center for Neuroscience
	Graduate School of Management	Graduate School of Management
	Law School Dean's Office	Law School Dean's Office
<b>IR</b>	College of Health Sciences	College of Health Sci/ Pharmacy
		College of Health Sci/Public Health
		College of Health Sciences/Nursing
	Paul Merage School of Business	Merage/Instruction & Research
	School of Law	Dean's Office

<b>LA</b>	Education & info studies div  Law Division Management Division Nursing Division Public Health Division          School of Public Affairs	Dean, GSE&IS Education Information studies Law Anderson Grad School of Management School of Nursing Biostatistics Cancer Prevention & Central Research Center for Health Policy Research Community Health Sciences Center Occupational & Environmental Health Environmental Health Sciences Epidemiology Health Services Public Policy Social Welfare Urban Planning
<b>RV</b>	Biomedical Sciences	Biomedical Sciences
<b>SB</b>	Executive Vice Chancellor	Dean-School of Environmental Sci & Mgmt
<b>SD</b>	Bioengineering-Medical Grad School-Intl Relations & Pacific Studies	Bioengineering-Medical Int'l Relations & Pacific Studies  Management School

- Rolled up all remaining records to obtain one record per individual.

## 2008 SALARY DATA

The 2008 salary data for both the Regular Ladder-rank academic year and BEE Ladder-rank academic year faculty is based on the datasets used in the 2009 Senate Executive Committee Report on Faculty Salaries. This was a follow-up report to the 2008 Joint Senate-Administration Task Force on Faculty Salaries. The 2008 salary data was provided to the Senate Executive Committee by Professor Lori Klezter who had earlier performed the analysis for the Joint Task Force Report.

The 2008 dataset was drawn from the UCOP Data Warehouse and was cleansed according to the steps laid out above for the 2009 salary data. Professor Klezter modified the 2007 and the 2008 salary data originally provided by the Academic Personnel Office by removing faculty records associated with professional schools. The same logic for removal of professional schools was followed in the 2009 dataset.

**APPENDIX 2**

**Median salaries and off-scale amounts for academic-year ladder-rank faculty at the  
nine general campuses (excluding UCSF as a health sciences campus)  
Data is for salaries effective 10/1/08 and 8/1/09**

**2008 REG RANKS Academic Year**

**2009 REG RANKS Academic Year**

**MEDIAN SALARIES**

	ASST	ASSOC	PROF 1-5	PROF 6-9
BK	73,100	86,950	107,000	136,500
DV	66,000	73,200	96,400	131,524
IR	66,000	77,700	97,350	135,300
LA	73,700	86,200	110,200	142,000
MC	68,450	79,600	97,800	142,000
RV	66,550	74,450	96,400	126,000
SB	68,400	74,800	99,000	131,000
SC	64,100	73,200	93,200	126,600
SD	69,200	77,700	100,000	136,500

	ASST	ASSOC	PROF 1-5	PROF 6-9
BK	75,000	89,200	107,600	136,500
DV	67,060	73,835	96,400	131,524
IR	66,200	77,900	98,000	138,450
LA	76,100	88,900	113,200	144,100
MC	68,900	79,700	97,150	142,000
RV	67,600	77,700	96,400	123,700
SB	69,700	76,700	99,200	133,700
SC	66,600	75,250	93,200	127,750
SD	67,900	77,700	100,450	131,000

**MEDIAN OFF-SCALE AMOUNTS**

	ASST	ASSOC	PROF 1-5	PROF 6-9
BK	7,750	6,150	7,600	4,600
DV	1,995	0	0	800
IR	5,000	2,600	3,800	2,200
LA	13,600	15,050	15,800	12,300
MC	5,200	8,150	6,600	4,300
RV	5,500	0	0	200
SB	7,150	1,350	850	3,100
SC	3,200	0	0	0
SD	7,450	2,800	6,400	2,500

	ASST	ASSOC	PROF 1-5	PROF 6-9
BK	9,550	8,200	8,400	5,000
DV	3,600	0	0	905
IR	5,500	2,800	3,800	1,850
LA	15,500	18,550	19,200	14,000
MC	6,050	8,150	7,100	4,200
RV	6,300	1,200	50	200
SB	8,600	3,400	2,800	4,600
SC	3,600	1,600	2,250	1,000
SD	7,400	3,100	5,950	2,900

**SC AND MULTI-CAMPUS MEDIAN SALARIES**

	ASST	ASSOC	PROF 1-5	PROF 6-9
SC	64,100	73,200	93,200	126,600
All	68,211	78,100	102,500	135,300
No LA/BK	66,000	76,250	96,400	131,000

	ASST	ASSOC	PROF 1-5	PROF 6-9
SC	66,600	75,250	93,200	127,750
All	69,800	79,700	103,300	136,500
No LA/BK	67,700	77,700	96,400	131,000

All = Nine general campuses  
No LA/BK = Nine general campuses less UCB and UCLA

**2008 BEE Academic Year**

**2009 BEE Academic Year**

**MEDIAN SALARIES**

	ASST	ASSOC	PROF 1-5	PROF 6-9
BK	91,900	101,200	116,600	149,800
DV	83,058	95,500	110,100	144,000
IR	85,900	93,900	110,100	153,800
LA	88,800	104,900	121,400	157,850
MC	89,100	94,300	124,500	161,300
RV	83,000	95,850	115,600	160,750
SB	91,600	97,400	111,600	144,900
SC	86,600	93,750	104,000	155,600
SD	88,050	96,000	119,500	155,600

	ASST	ASSOC	PROF 1-5	PROF 6-9
BK	92,600	102,600	116,600	150,400
DV	84,000	92,700	110,100	144,000
IR	86,100	94,300	110,300	155,600
LA	90,000	97,100	125,000	156,400
MC	89,700	97,100	124,500	161,300
RV	87,200	96,550	116,600	163,350
SB	94,200	99,100	112,500	144,000
SC	88,650	94,200	109,150	155,600
SD	91,050	95,600	117,300	155,600

**MEDIAN OFF-SCALE AMOUNTS**

	ASST	ASSOC	PROF 1-5	PROF 6-9
BK	9,050	5,600	4,400	4,600
DV	616	3,572	0	0
IR	4,000	1,600	200	4,500
LA	10,500	15,550	13,200	16,150
MC	8,300	1,600	14,200	17,300
RV	3,600	750	1,500	8,000
SB	12,000	6,550	1,200	3,600
SC	5,200	2,150	0	2,900
SD	10,050	4,200	5,500	6,000

	ASST	ASSOC	PROF 1-5	PROF 6-9
BK	9,000	9,200	4,400	4,600
DV	1,750	1,228	0	0
IR	4,400	1,800	150	4,500
LA	11,100	8,900	20,900	14,800
MC	8,000	1,600	14,200	17,300
RV	7,900	5,800	4,400	19,500
SB	14,600	9,800	2,400	4,900
SC	7,050	2,500	1,950	6,000
SD	10,700	5,400	5,400	6,000

**SC AND MULTI-CAMPUS MEDIAN SALARIES**

	ASST	ASSOC	PROF 1-5	PROF 6-9
SC	86,600	93,750	104,000	155,600
All	87,050	96,200	113,400	150,000
No LA/BK	86,100	95,500	110,100	149,767

	ASST	ASSOC	PROF 1-5	PROF 6-9
SC	88,650	94,200	109,150	155,600
All	88,907	96,061	115,000	150,899
No LA/BK	87,500	95,050	111,253	150,000

All = Nine general campuses

No LA/BK = Nine general campuses less UCB and UCLA