

Annual Report of Faculty Salary Competitiveness

Prepared by the UCSC Academic Personnel Office

November 2016

BACKGROUND

In June 2008, the 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 was comparable to 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 to be awarded in connection with the merit process. This special salary practice has been renewed annually and remains in place for the 2016-17 review year.

Two goals outlined in the Joint Task Force Report were 1) 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; and 2) to raise UCSC's median faculty salary to the UC systemwide (9-campus) median by July 1, 2011.

DATA SET

The data obtained from UC Office of the President 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 sourced from the October 2015 payroll extract in the UCOP Corporate Data Warehouse (CPS), and so does not reflect the 2015-16 personnel actions nor the July 1, 2016 academic salary plan.

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.

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.

Additional compensation such as summer salary and administrative stipends are not included.

Neither degree date nor hire date was provided.

OFF-SCALE SALARY

Since the introduction of the UC “minimum scale” in October 2011, it has not been possible to obtain accurate data on off-scale dollars. Faculty are identified with either the Minimum scale or Adjusted scale depending on merit-based criteria outlined in the 2011-12 salary plan. This scale affiliation is not recorded in the corporate payroll system.

100% of UCSC faculty are currently off-scale due to the discretionary salary increases awarded across the board in conjunction with the 2015 and 2016 academic salary plans. Salary data does not differentiate between off-scale components obtained via the discretionary salary plan versus the personnel review process, retention cases, hiring negotiations, or other avenues.

NOTE: We are aware of salary plans in place at other campuses that rely on the use of temporary off-scale increases, which reduce back to scale over time or which must be re-justified at each advancement review. Temporary off-scales are included in the October 2015 total salary data, but are not identifiable as such. UCSC off-scale increases, whether given through the special salary practice or the discretionary salary plan, are not temporary.

SALARY COMPARISON

Regular Scale

Figure 1a

In 2007, more than half of UCSC faculty at each rank were on-scale, so median off-scale dollars were \$0. The 9-campus median off-scale dollars in 2007 were \$2,200 at Prof 6-9, \$3,500 at Prof 1-5, \$2,900 at Associate Prof, and \$5,000 at Assistant Prof.

UCSC median total salary for full Professors is now the third highest in the system, behind UCLA and UCB. UCSC is fourth and fifth highest at the Associate and Assistant ranks, respectively. The gap between UCSC and the 9 campus median at all ranks is less than \$1,500 or 1.8%.

Figure 1b

In 2007, off-scale dollars at the 75th percentile were below the 7-campus measure (excluding Berkeley and UCLA as outliers) by \$2,800 to \$4,900. Off-scale dollars at the 90th percentile lagged the 7-campus measure by \$5,600 to \$14,700.

In 2015, comparing total salary at the 75th percentile against the 7-campus measure, UCSC leads by \$1,700 to \$4,500 for Associate and full Professors. Assistant Professor lags the 7-campus measure by \$1,225 (-1.4%).

At the 90th percentile, UCSC is slightly above the 7-campus measure for Associate and Prof 1-5. Assistant Prof and Prof 6-9 fall below the 7-campus measure by \$2,600 (-2.8%) and \$1,920 (-1%) respectively.

When UCLA and UCB are factored in, UCSC salaries lag the combined 9-campus measure by \$4,000 to \$8,000 at the 75th percentile, compared to \$6,000 to \$11,000 in 2007. At the 90th percentile, UCSC lags the 9-campus measure by \$9,000 to \$20,000 in 2015, compared to \$8,000 to \$27,000 in 2007.

Business, Engineering, Economics (BEE) Scale

Figure 2a

In 2007, UCSC median off-scale dollars for BEE salaries lagged the 9-campus median by \$1,300 at Prof 6-9, \$2,800 at Prof 1-5, \$1,000 at Associate Prof, and \$800 at Assistant Prof.

UCSC median total salary for Professors, steps 6-9 BEE is now the third highest in the system, behind UCLA and UC Merced, exceeding the 9-campus median by \$9,400 (5.3%). Full Prof 1-5 and Assistant Prof are within 1% of the 9-campus median, and Associate Prof is slightly lower at \$2,700 (2.3%) below.

Figure 2b

In 2007, off-scale dollars at the 75th percentile for BEE Scale faculty lagged the 7-campus measure by \$2,500 to \$6,600. Off-scale dollars at the 90th percentile lagged the 7-campus measure by \$5,200 to \$17,000.

In 2015, comparing total salary at the 75th percentile against the 7-campus measure, UCSC now leads by \$12,000 at the Assistant BEE rank; lags by \$2,300 and \$3,100 at Associate BEE and Prof 1-5 BEE respectively; and leads slightly at Prof 6-9 BEE. At the 90th percentile, UCSC is close to the 7-campus measure at Assistant BEE, but continues to lag by \$8,000- \$14,000 at the other ranks.

When UCLA and UCB are factored in, UCSC Assistant BEE salaries are still higher than the combined 9-campus measure at the 75th percentile. UCSC lags by \$11,400 and \$7,800 at the Associate rank and Prof 1-5 respectively, and is slightly below at Prof 6-9 BEE. At the 90th percentile, UCSC BEE salaries lag the 9-campus measure by \$15,000 to \$25,000, which is comparable to the off-scale dollar gap of \$12,000 to \$28,000 in 2007.

Above-Scale (Regular and BEE)

Above scale salaries have a much wider range and variability. Median above-scale salaries are heavily influenced by varying campus practices for initial above-scale salary increases, further above-scale salary increases, and above-scale hiring. Salaries are correlated with time at above-scale, but systemwide data is not available on time since advancement to above-scale.

Above-scale salaries were not included in the 2007 Joint Faculty Salary Task Force report, nor does the special salary practice apply to above-scale advancement reviews.

CONCLUSION

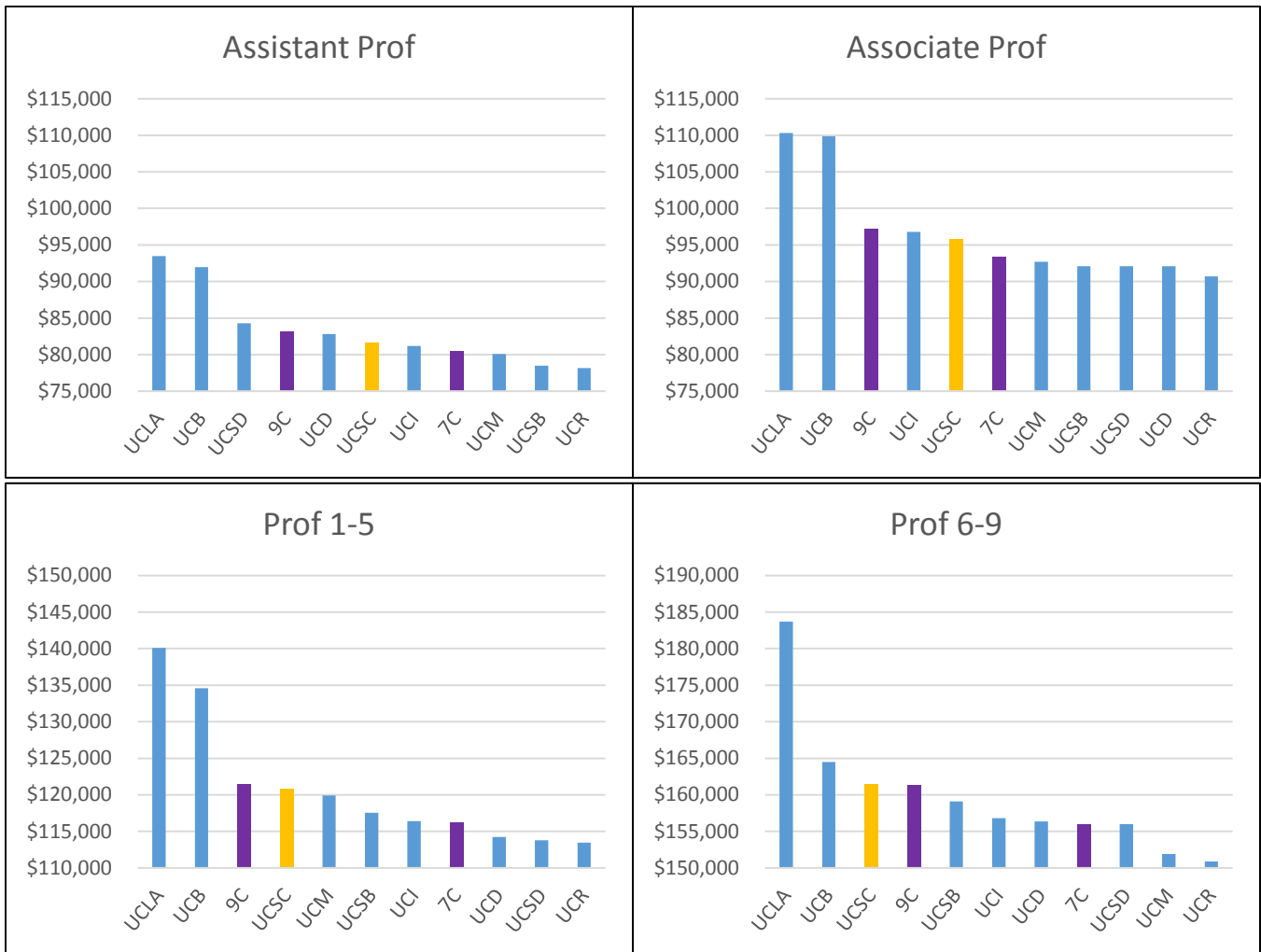
As of October 2015, median total salaries at UCSC remain above the 7-campus median (excluding UCB and UCLA) at all ranks, on both the regular and BEE scales. UCSC salaries are the third highest in the system at the full professor rank. UCSC is not the lowest paying campus in any category.

On the regular scale, salaries are also within 3% of (above or below) the 7 campus combined measure at both the 75th and 90th percentiles.

On the BEE scale, salaries at the Assistant rank are significantly higher than the 7 campus measure at the 75th percentile (+11%), and nearly equal at the 90th percentile (-0.6%). At the Associate and Full BEE ranks, salaries are within 2% of the 7 campus measure at the 75th percentile and lagging by 6 to 7% at the 90th percentile. This wider variation may be attributable to the smaller sample size.

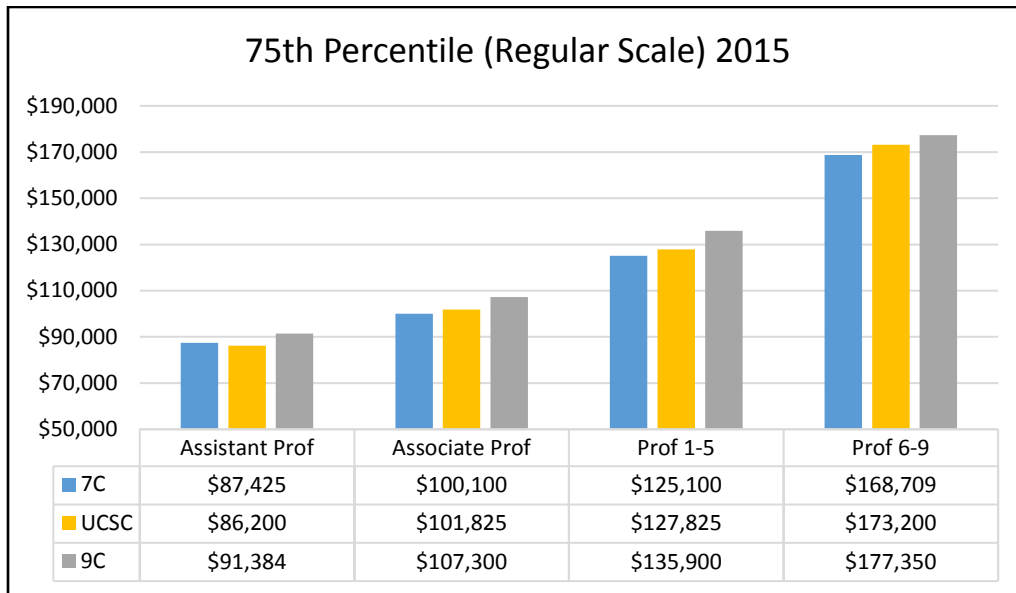
UCSC median total salaries are very close to the 9-campus median goal set forth by the task force. Median salary at Prof 6-9 has surpassed the 9-campus median on both scales, as did Assistant Prof on the BEE scale. At all other ranks, UCSC median salary is very close to the 9-campus median, with lags ranging from \$650-\$1500 (0.5%-1.8%) on the regular scale and \$250- \$2,700 (0.2%-2.3%) on the BEE scale.

Figure 1a. Median Total Salary by Campus, Regular Scale Ranks- October 2015

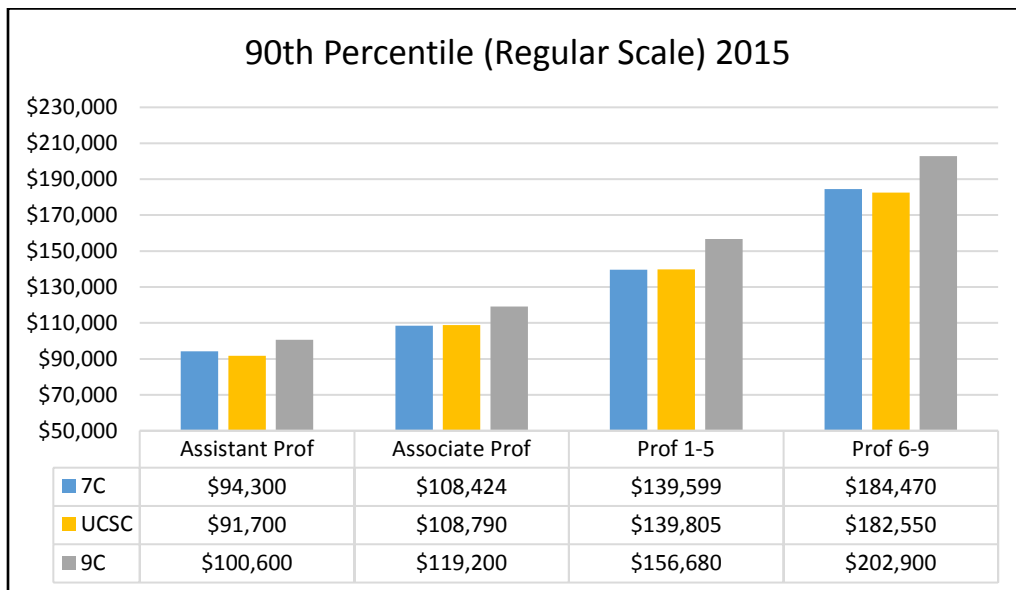


	Assistant Prof	Associate Prof	Prof 1-5	Prof 6-9
UCB	\$ 91,950	\$ 109,850	\$ 134,600	\$ 164,500
UCD	\$ 82,824	\$ 92,094	\$ 114,237	\$ 156,361
UCI	\$ 81,200	\$ 96,800	\$ 116,400	\$ 156,800
UCLA	\$ 93,500	\$ 110,300	\$ 140,100	\$ 183,700
UCM	\$ 80,100	\$ 92,700	\$ 119,900	\$ 151,900
UCR	\$ 78,150	\$ 90,700	\$ 113,448	\$ 150,900
UCSB	\$ 78,500	\$ 92,100	\$ 117,550	\$ 159,100
UCSC	\$ 81,600	\$ 95,750	\$ 120,750	\$ 161,450
UCSD	\$ 84,300	\$ 92,100	\$ 113,800	\$ 156,000
7C	\$ 80,400	\$ 93,400	\$ 116,150	\$ 156,000
9C	\$ 83,100	\$ 97,200	\$ 121,400	\$ 161,316
GAP to 7C	1.49%	2.52%	3.96%	3.49%
GAP to 9C	-1.81%	-1.49%	-0.54%	0.08%

Figure 1b. Annual Salary at 75th and 90th Percentile (Regular Scale)- October 2015

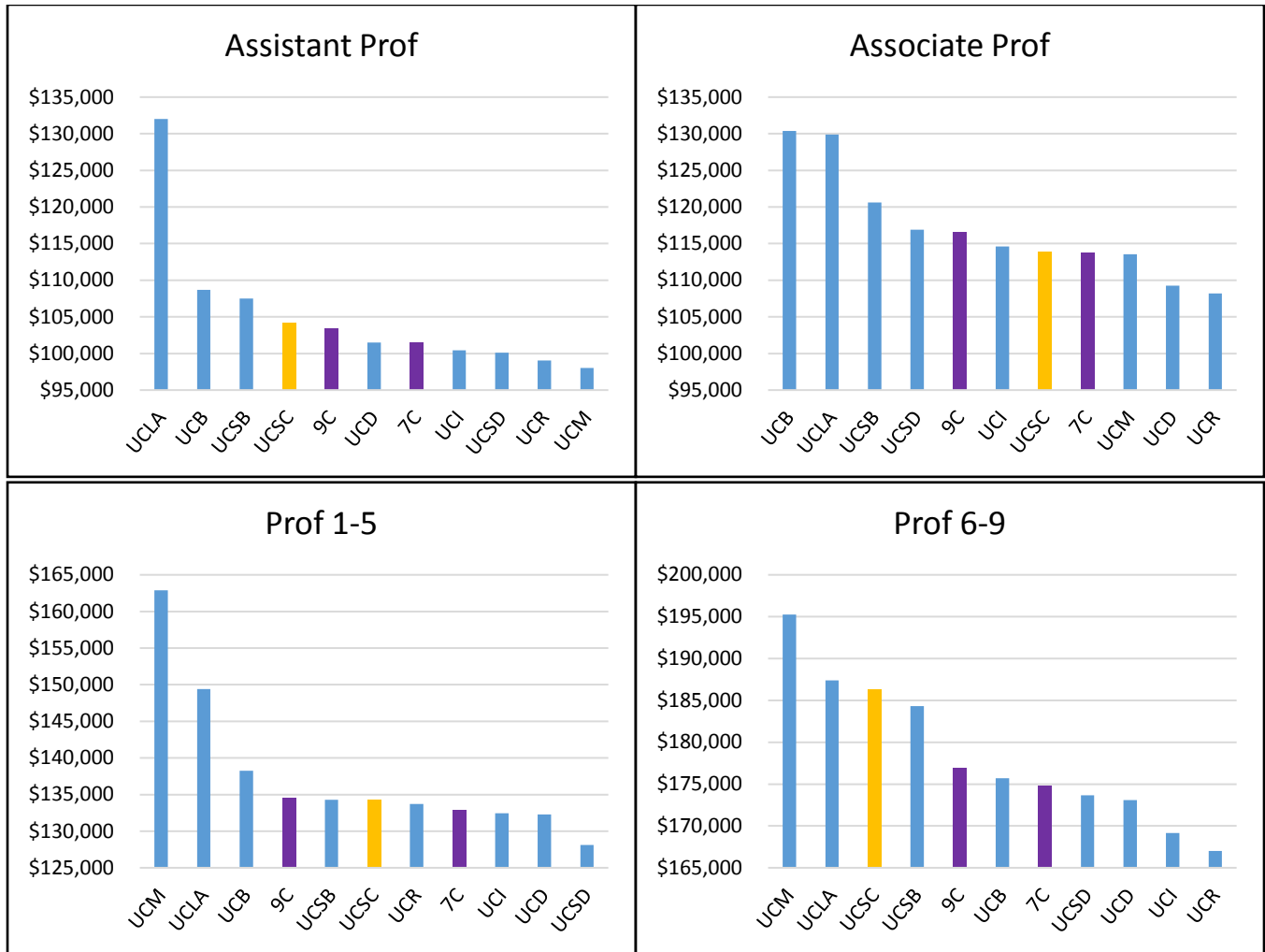


	Assistant Prof	Associate Prof	Prof 1-5	Prof 6-9
2007 GAP to 7C	-4,200	-3,650	-4,900	-2,800
2015 GAP to 7C	-1,225 (-1.4%)	1,725 (1.7%)	2,725 (2.1%)	4,492 (2.6%)
2007 GAP to 9C	-6,200	-8,600	-11,300	-6,600
2015 GAP to 9C	-5,184 (-5.7%)	-5,475 (-5.1%)	-8,075 (-5.9%)	-4,150 (-2.3%)



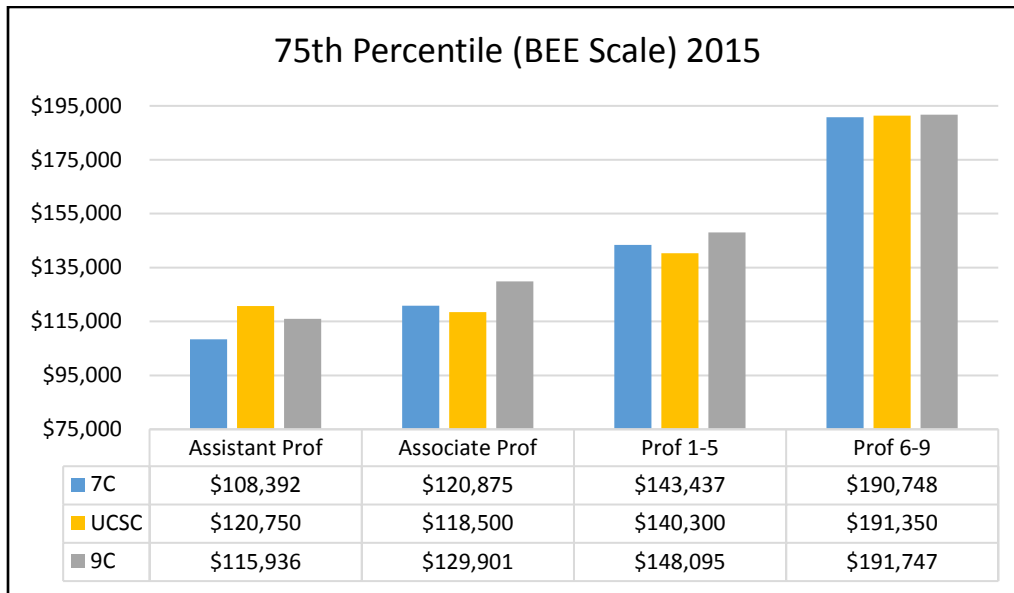
	Assistant Prof	Associate Prof	Prof 1-5	Prof 6-9
2007 GAP to 7C	-5,600	-6,000	-14,700	-10,000
2015 GAP to 7C	-2,600 (-2.8%)	366 (0.3%)	207 (0.1%)	-1,920 (-1.0%)
2007 GAP to 9C	-8,800	-14,400	-27,700	-23,000
2015 GAP to 9C	-8,900 (-8.8%)	-10,410 (-8.7%)	-16,875 (-10.8%)	-20,350 (-10.0%)

Figure 2a. Median Total Salary by Campus, Business/Engineering/Economics Scale Ranks- October 2015

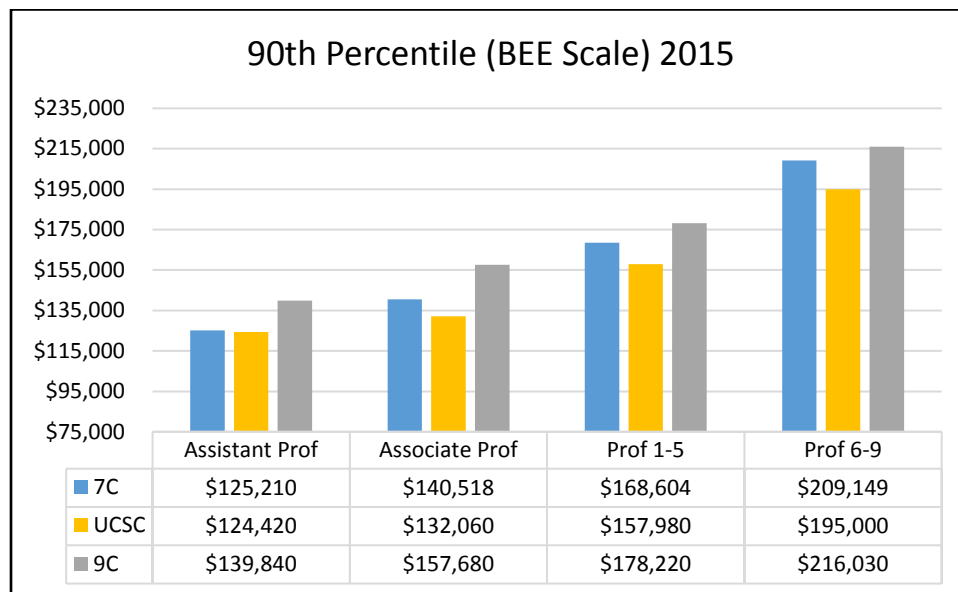


	Assistant Prof	Associate Prof	Prof 1-5	Prof 6-9
UCB	\$ 108,700	\$ 130,400	\$ 138,250	\$ 175,700
UCD	\$ 101,485	\$ 109,275	\$ 132,287	\$ 173,087
UCI	\$ 100,450	\$ 114,600	\$ 132,450	\$ 169,150
UCLA	\$ 132,000	\$ 129,901	\$ 149,393	\$ 187,401
UCM	\$ 98,000	\$ 113,550	\$ 162,900	\$ 195,250
UCR	\$ 99,050	\$ 108,200	\$ 133,700	\$ 167,000
UCSB	\$ 107,500	\$ 120,600	\$ 134,300	\$ 184,300
UCSC	\$ 104,200	\$ 113,900	\$ 134,200	\$ 186,300
UCSD	\$ 100,100	\$ 116,900	\$ 128,100	\$ 173,649
7C	\$ 101,443	\$ 113,698	\$ 132,900	\$ 174,750
9C	\$ 103,402	\$ 116,600	\$ 134,450	\$ 176,887
GAP to 7C	2.72%	0.18%	0.98%	6.61%
GAP to 9C	0.77%	-2.32%	-0.19%	5.32%

Figure 2b. Annual Salary at 75th and 90th Percentile (Business/Engineering/Economics Scale)- October 2015



	Assistant Prof	Associate Prof	Prof 1-5	Prof 6-9
2007 GAP to 7C	-2,520	-4,241	-6,600	-2,500
2015 GAP to 7C	12,358 (11.4%)	-2,375 (-2.0%)	-3,137 (-2.2%)	603 (0.3%)
2007 GAP to 9C	-4,000	-5,800	-10,300	-5,200
2015 GAP to 9C	4,815 (4.2%)	-11,401 (-8.8%)	-7,795 (-5.3%)	-397 (-0.2%)



	Assistant Prof	Associate Prof	Prof 1-5	Prof 6-9
2007 GAP to 7C	-5,200	-15,800	-16,500	-17,380
2015 GAP to 7C	-790 (-0.6%)	-8,458 (-6.0%)	-10,624 (-6.3%)	-14,149 (-6.8%)
2007 GAP to 9C	-12,700	-24,500	-27,900	-17,380
2015 GAP to 9C	-15,420 (-11.0%)	-25,620 (-16.2%)	-20,240 (-11.4%)	-21,030 (-9.7%)