

REVISED: Section II.3 Revised October 20, 2011

October 4, 2011

DEANS
 DEPARTMENT CHAIRS
 DIRECTORS
 UNIVERSITY LIBRARIAN
 VICE CHANCELLORS
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RE: 2011-12 Salary Increases for Academic Appointees

Dear Colleagues:

I am pleased to provide additional information on the 2011-12 merit-based salary increase program scheduled for University of California senate faculty and non-represented academic appointees. As you may be aware, the UC Board of Regents approved funds in UC's budget to provide a 3% pool for merit-based salary increases for eligible academic appointees who demonstrated continued successful academic performance. Details of the salary increase program are provided below. Additionally, academics appointed or reappointed as of October 1, 2011 are eligible for this increase.

The campus [2011-12 salary scales](#) are available on the Academic Personnel Office web page. Campus off-scale salary limits were adjusted accordingly. There are now two salary scales for eligible academic titles, the minimum scale and the 3% adjusted scale.

I. Senate Faculty and Non-Represented Academic Appointees: Merit-based Salary Increases

1. General Parameters

- Eligible academic appointees will receive about a 3% merit-based increase in salary, effective October 1, 2011. The percent increase is approximate due to standard rounding of salary amounts.
- The increase will be applied to the total base pay: on-scale salaries, above-scale salaries, and off-scale salary components, if any.
- The salary increase will be applied automatically to eligible academic employees and will be reflected in their November 1, 2011 paycheck. No further academic personnel review is required.
- Appointments and reappointments beginning on or after October 1, 2011 will be made on the new adjusted scale.
- Increases apply to academic-year and fiscal-year appointments and to state and non-state funded positions.
- Stipends and negotiated or by-agreement salaries are not eligible for the salary increase.
- For academic personnel reviews that commenced in 2009-10 or 2010-11 and are still in progress ("holdover files"), if the outcome of the review is positive, the merit-

based salary increase will be applied retroactively to October 1, 2011. These appointees will be notified directly by the Academic Personnel Office of their current pending status.

- Appointees who are not eligible for a merit-based salary increase will remain on the minimum scale until their next merit review. If that review is positive, they will be moved to the adjusted salary scale. These appointees will be notified directly by the Academic Personnel Office of their ineligibility.

2. Non-Eligibility Criteria

Senate Faculty

- Senate faculty who at their last review for advancement and/or reappointment were reviewed for but denied advancement in rank, step, or salary or who received a terminal reappointment may not be eligible for this merit-based salary increase.
- Affected appointees will receive individual notification that they may not be eligible.
- Non-eligibility is subject to collective bargaining with the Santa Cruz Faculty Association.

Non-Senate Academic Appointees

- Non-senate academic appointees who are undergoing remediation or are subject to a disciplinary action are not eligible for the merit-based salary increase.
- Non-senate academic appointees who were reviewed for and denied reappointment due to non-satisfactory performance are not eligible for the merit-based salary increase.

3. List of Eligible Title Series

Senate Faculty Ladder Ranks and Equivalent Titles
Supervisor of Physical Education
Lecturer and Senior Lecturer with Security of Employment
Lecturer and Senior Lecturer with Potential Security of Employment - 100%
Professional Research
Project _____ (e.g., Scientist)
Specialist
Graduate Student Researcher
Non-represented Librarian
Assistant and Associate University Librarian
Continuing Educator
Academic Coordinator

II. Non-Represented Academic Appointees: Special Salary Adjustments

1. Recall and Visiting Appointments

- No adjustments will be made to recall or visiting appointments since rates are individually negotiated.
- Salary rates may be renegotiated with the appointing authority.
- Research Professors appointed at a percent time may be changed to the adjusted scale with approval of the appointing authority, if funding permits.

2. Student Titles (Readers, Remedial Tutors, Tutors)

- Appointees in these titles will receive a 2% salary increase and salary scales will be adjusted by 2% effective October 1, 2011.
- Although not represented, it is campus practice to match salary increases negotiated for the represented Academic Student Employees.

3. Course Assistants and Professional Readers (Non-Student Titles)

- The salary range will be adjusted by 2%, but any increase in individual salary rates will be up to the discretion of the dean and processed by the division. Subsequent appointments must use the new salary range. (Revised 10/20/11)

III. Represented Non-Senate Academic Appointees: Salary Adjustments

The groups of non-senate academic appointees listed below are exclusively represented by a bargaining unit and their salary levels are set by the terms of the contract thus making them ineligible to participate in the 2011-12 merit-based salary increase program.

- 1. Non-Senate Instructional unit (Unit 18):** Contract negotiations between UC and the AFT have reached a tentative agreement. Upon ratification, Unit 18 members who satisfy the eligibility criteria will receive a 3% merit-based salary increase effective October 1, 2011 and new salary scales will be published.
- 2. Professional Librarians unit (Unit 17):** Contract negotiations between UC and the AFT have reached a tentative agreement. Upon ratification, Unit 17 members who satisfy the eligibility criteria will receive a 3% merit-based salary increase effective October 1, 2011 and new salary scales will be published.
- 3. Postdoctoral Scholar unit:** The new Postdoctoral Scholar contract was implemented in fall 2010. The contract provided, in part, for 2010-11 salary increases paid to Postdoctoral Scholars effective October 1, 2010 as well as a new Postdoctoral Scholar salary scale effective June 1, 2011 that reflects current NIH experience-based salary/stipend levels for consistency and competitiveness.
- 4. Academic Student Employees (ASE):** In accordance with the ASE contract, represented student employees received a 2% salary increase effective October 1, 2011. The 2011-12 salary scales are adjusted accordingly.

IV. Other Changes to the Academic Salary Scales

1. Discontinued Salary Scales

- The following salary scales are no longer published: Faculty-Recall Teaching Stipends; Non-Student Postgraduate Researcher (defunct series); Faculty Fellow Researcher (defunct series); Demonstration Teacher (not in use at UCSC).

2. Faculty Recruitment Allowance Maximum

- The maximum is increased to \$59,700, effective October 1, 2011.

The Academic Personnel Office, in coordination with the Payroll Office, will process the merit-based salary increases for all eligible current appointees. It is anticipated this will happen in early/mid-October with the specific dates announced in the near future. **Until notified, salary rates should not be adjusted in payroll system (PPS).** Once the payroll update has been implemented, divisions and other units will be responsible for entering the adjusted salary rate for new academic hires or other academic personnel actions that miss the coordinated/one-time update process.

If you have any questions regarding the 2011-12 salary increases or the payroll update process, please contact the Academic Personnel Office at apo@ucsc.edu. In addition, President Yudof's letter to UC Chancellors describing the 2011-12 salary increase program is available on the [UCOP web site](#).

Sincerely,



Pamela G. Peterson
Assistant Vice Chancellor
Academic Personnel

cc: Chancellor Blumenthal
Campus Provost and Executive Vice Chancellor Galloway
Employee and Labor Relations Manager Mayne
Dean of Students Sifuentes
Academic Personnel Office Analysts
Career Center
Department and Unit Managers
Divisional and Unit Academic Personnel Coordinators
Learning Support Services
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Payroll Office