2012 Discussion of Academic Personnel Topics

with

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and

CAP Chair Christina Ravelo

October 2, 2012

Stevenson Event Center
Faculty Salaries and Issues Relating to Compensation

• **Current budget and faculty salaries**
  - Funding for faculty merits will continue

• **Campus special salary practice**
  - Goal to increase faculty salaries via the merit process
  - Originally planned for three years (2008-09 through 2010-11), extended for another three years through 2013-14 review year
Campus Special Salary Practice

Academic advancement is based on the record of accomplishments in teaching, research, and service as presented in the review file.

• **Normal advancement** (advancement of one step):
  - excellence in all three areas

• **Greater-than-normal advancement** (one step plus an additional off-scale salary component):
  - outstanding in two of the three areas
  - on rare occasions, outstanding in only one of the three areas and excellent in the remaining areas

• **Accelerated advancement** (advancement of two or more steps):
  - outstanding in all three areas – performance in each of the areas is significantly beyond expectations
Campus Special Salary Practice

Method to increase faculty salaries

- Greater-than-normal files that are closer to a normal action:
  - Considered for a one-step advancement plus an additional off-scale component equivalent to a **half-step**
- Greater-than-normal files that are closer to an acceleration:
  - Considered for a one-step advancement plus an additional off-scale component equivalent to **$100 less than the next step**
- Accelerations:
  - Considered for an additional off-scale salary component, typically equivalent to a **half-step**
- Above Scale and Further Above Scale:
  - **Unchanged** from previous years
Campus Special Salary Practice

Merit Increases by Type Awarded:
- Normal
- Greater-than-Normal (GTN)
- Accelerated

Before Plan 2007-08:
- Normal: 54%
- GTN: 26%
- Accel: 20%

Year 1 2008-09:
- Normal: 54%
- GTN: 37%
- Accel: 9%

Year 2 2009-10:
- Normal: 26%
- GTN: 58%
- Accel: 16%

Year 3 2010-11:
- Normal: 23%
- GTN: 61%
- Accel: 16%

Year 4 2011-12:
- Normal: 17%
- GTN: 63%
- Accel: 19%
Campus Special Salary Practice

CPEC Methodology for Average Salaries
UCSC Average as Percent of UC Average Salary
(excludes all Health Sciences & Law, includes other Professional Schools)

<table>
<thead>
<tr>
<th>Year</th>
<th>ASSISTANT</th>
<th>ASSOCIATE</th>
<th>PROF</th>
</tr>
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<tr>
<td>Year 1</td>
<td>85%</td>
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<tr>
<td>Year 2</td>
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<tr>
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<tr>
<td>Year 3</td>
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<tr>
<td>Oct 2011</td>
<td>92%</td>
<td>90%</td>
<td>87%</td>
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</tbody>
</table>
Campus Special Salary Practice

UCSC Methodology for Median Salaries
UCSC Median as Percent of UC Median Salary Regular Scale
(excludes all Professional Schools)

Before Plan
Oct 2008

Year 1
Oct 2009

Year 2
Oct 2010

Year 3
Oct 2011

ASSISTANT
ASSOCIATE
PROF 1-5
PROF 6-9
Campus Special Salary Practice

UCSC Methodology for Median Salaries
UCSC Median as Percent of UC Median Salary BEE Scale
(excludes all Professional Schools)

<table>
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<tbody>
<tr>
<td>Before</td>
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<td>88%</td>
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<td>92%</td>
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<tr>
<td>Year 3</td>
<td>106%</td>
<td>104%</td>
<td>100%</td>
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Campus Special Salary Practice

Delegation of Authority to the Deans for Merits

- Deans can approve merits up to an increase in off-scale salary not to exceed $100 less than next step

- Deans can approve merits up to the campus off-scale limits, currently:
  - $162,300 for regular ranks
  - $177,800 for BEE scale
CAP Top Ten List for Personnel Files for Deans & Chairs

Posted on the CAP webpage at:

http://senate.ucsc.edu/committees/cap-committee-on-academic-personnel/index.html
New Items to Consider for CAP Review

- Include annotated research section of biobibliography from the last personnel action
- Expectations for book-based disciplines
Streamlining the Academic Personnel Review Process

- On-line evaluations of instructors
- On-line calculator for recommended salary
- Mid-career appraisals: No Letters
- Adjunct Policy revisions: With and without salary appointments
  - Without salary is an abridged process
  - With salary follows the ladder-rank process
- UC Recruit
- On-line Review Process
Appointments and Promotions

- Assistant and Associate Professors should undergo at least one merit review at UCSC prior to promotion review.

- Do not make promises to potential faculty members that they will be considered for promotion at their first review.
Retention Salary Actions

- **Conditions of UCSC competing offer**
  - Faculty member must decline competing offer
  - Faculty member must maintain active service status at UCSC during entire upcoming academic year

- **Guidelines for retention review file**
  - Offer must come from authorized individual at competing institution
  - Response deadline must be set by the competing institution
  - Tenure or tenure-track status of appointment must be clear
  - Annual salary and basis (9 month, 12 month)
  - Effective date must be included
Retention Salary Actions

- Factors to be considered
  - Impact on department, division, and campus if faculty member not retained
  - Reputation/standing of competing department/institution
  - Salary offered by competing institution relative to faculty member’s current salary—increases of greater than 20% are uncommon and require substantial justification
  - Faculty member’s history of competing offers—how many and how recent
  - Equity issues within department and division

- If part of a merit review, retention-based salary increase will be considered separate from merit advancement
Retention Salary Actions

*Discussion Item*

- First personnel review after retention-based salary increase
- Retention action will be taken into consideration
- Develop standard method, such as:
  - Faculty who receive a retention-based salary increase will be eligible for normal merit increases or accelerated merit increases, just not the greater-than-normal special salary component, at their next review.
Policy Revisions

- **Recall** – Campus Policy (CAPM)

- **Presumptive Resignation** – Systemwide Policy (APM) under formal review

- **Visiting Scholars** – Systemwide Policy (APM) under formal review