

December 3, 2014

DIVISIONAL DEANS
DEPARTMENT and PROGRAM CHAIRS

RE: Continuation of the Campus's Special Salary Practice for Ladder-rank Faculty

Dear Colleagues:

I write to inform you that I intend to continue the campus's special salary practice through review year 2015-16. This special practice for increasing ladder-rank faculty salaries by way of the academic personnel advancement process was implemented with reviews taking place in 2008-09. This will be the eighth year of the practice, which is sometimes referred to as the "merit boost plan" or the "more generous salary practice."

This practice was instituted to raise UCSC ladder-rank faculty salaries to be more competitive when measured against other UC campuses following the September 2008 report of the UCSC Senate-Administration Task Force on Faculty Salaries. The practice allows advancement to be coupled with a greater range of possible salary increases than in the past (e.g., 1½ step, \$100 less than two steps, step acceleration plus additional ½ step salary). The criteria for merit advancement at all ranks and steps have not changed, and the Senate Committee on Academic Personnel and the deciding authorities consistently apply the special salary practice to faculty reviews.

In expectation of a salary range adjustment in FY 2015-16 and in response to the recent UC total remuneration study, several systemwide Senate and administration workgroups are being convened to develop alternatives for implementing a salary increase for FY 2015-16 and options to start to address the salary lags noted in the study. It is possible that any resultant systemwide salary increase plan may affect how the campus's special salary practice is implemented, and that will be assessed when more is known. For now, I fully anticipate that the campus special salary practice will continue in review year 2015-16.

Sincerely,



Alison Galloway
Campus Provost and
Executive Vice Chancellor

cc: Chancellor Blumenthal
Chair Dean, Committee on Academic Personnel
Vice Provost Lee, Academic Affairs
Chair Zachos, Committee on Faculty Welfare
Academic Personnel Office Analysts
Academic Senate
Department and Program Managers
Divisional Academic Personnel Coordinators