

October 31, 2007

LADDER RANK FACULTY

RE: 2007-08 Faculty Salary Adjustment Update

Dear Colleagues:

The Office of the President recently released the final academic salary scales for 2007-08. The new scales are effective October 1, 2007. Increases in pay, including retroactive adjustments, will be reflected in your December 2007 paycheck. A complete listing of the academic salary scales is available from Academic Human Resources at:

http://www2.ucsc.edu/ahr/academic_compensation_and_benefits/original_docs_and_pdfs/scales-crnt.pdf.

After consultation with the Academic Senate Committee on Academic Personnel and Committee on Planning and Budget, the Chancellor and I have decided to make an exception to academic policy ([APM 620-18](#)) and apply the Cost of Living Adjustment (COLA) to both the on-scale (base salary) portion and any off-scale amount. For 2007, this will result in all ladder-rank faculty realizing at least a 2.5% increase in their total regular salary. The campus will continue this exception to policy during the University of California's four-year program to raise ladder-rank faculty salaries to market levels.

This four-year exception to campus policy results in a change to the previously announced method of calculating the October 1, 2007 salary rate. The revised procedure is:

1. A COLA of 2.5% will be applied to the total regular salary (on-scale plus off-scale amount) of all ladder-rank faculty salaries.
2. A Market Adjustment will be applied to the salary of those faculty whose COLA adjusted salary are lower than the new salary scale for their rank and step.

For faculty with Above Scale salaries, a combined COLA and Market Rate Adjustment of 3.6% will be applied to the total regular salary. Additionally, Above Scale faculty with adjusted salaries of less than 8.1% above Professor, Step 9, will be raised to this new salary level.

The new ladder-rank faculty salary scales and examples of how to apply the COLA and Market Rate Adjustment can be accessed at: http://www2.ucsc.edu/ahr/07_08_LR_salaries.pdf.

As I stated previously, I am very pleased that The Regents and the Office of the President have put in place a program to return UC salary scales to market levels. The retention and recruitment of outstanding faculty is one of UC Santa Cruz's highest priorities.

Sincerely,

/s/

David S. Kliger
Campus Provost and
Executive Vice Chancellor

cc: Chancellor Blumenthal
Vice Chancellor Michaels
Assistant Vice Chancellor Peterson