

2020-21 Annual Report of Faculty Salary Competitiveness within UC

Prepared by the UCSC Academic Personnel Office

SUMMARY

This is the twelfth annual report examining the equity of UCSC ladder-rank salaries relative to other UC campuses. This report, commissioned by a 2008 Joint Senate-Administration Task Force on Faculty Salaries, was specifically designed to measure the effectiveness of policy and practice changes that aimed to first match the median off-scale dollar amount of the next-lowest campus as of the original 2008 report (then UC Davis) and then raise median UCSC faculty salaries to the UC systemwide (9-campus) median. The first goal was surpassed for assistant and associate ranks the very next year, and for full professors between 2011 and 2015. The second goal proved more elusive. Berkeley and UCLA continue to skew systemwide medians, as they are heavily endowed and home to nearly one-third of all UC general campus senate faculty, and therefore have a dominating effect on the systemwide 9-campus figure. Additionally, while UCSC has invested in improving its position relative to other UC campuses, other campuses made parallel moves, and UC overall focuses on salary competitiveness with the “Comp 8” – a comparative group of four public and four private institutions. A 7-campus comparison, which excludes Berkeley and UCLA, was also discussed in the 2008 task force report, and is included here as an additional point of reference. The inclusion of both multi-campus figures provides additional perspective in recognition of the outsized influence of those two campuses and the gap between them and rest of the system, particularly among regular scale faculty. Both the 7- and 9-campus medians are computed by taking all faculty across the campuses and computing the median.

This year’s report on October 2019 UC systemwide salary data (the most recent available) finds that:

- UCSC continues to not be the lowest-paying campus in any category. As anticipated with the 2017-18 change in special salary practice, UCSC salary growth slowed slightly, yet remains overall closer to the 9-campus medians than when these analyses began.
- UCSC ladder-rank median salaries are within 2% of the 9-campus median – some above, some below – in all but two categories: regular-scale assistant professors (-3.55%) and regular-scale professors step 1-5 (-5.18%).
- UCSC remained ranked third-highest in the system, after UCLA and Berkeley, in three categories: regular-scale associate professors, BEE-scale assistant professors and BEE-scale professors step 6-9.
- Relative to the 7-campus median, UCSC remained higher in five of eight categories, equal to the BEE-scale associate professor 7-campus median, and lower than the 7-campus median for regular scale assistant professors (-1.50%) and professors step 1-5 (-1.56%).
- At the 90th percentiles, UCSC relative to the 9-campus figures ranged from 2.12% lower for BEE-scale associate professors to 19.74% lower for regular-scale professors step 1-5.
- In examining trends over time, we find that:
 - Salary gaps have narrowed since the beginning of this analysis. The variance/gap between the UCSC and 9-campus medians by scale/rank ranged from -9.1% to +3.7% in 2008; in 2019 the range was -5.2% to +2.0%.
 - UCSC ladder-rank median salaries have risen significantly between 2008 and 2019. Percentage increases over that period range between 36.5% for the median BEE-scale professor step 6-9, and 60% for the median regular-scale associate professor. Comparatively, the UCSC Professional and Support Staff median salary increased 32.6% over the same period, from \$45,028 to \$59,696.

October 2019 Comparative Figures

Figure 1a. Median vs 90th Percentile, Regular Scale Ranks, October 2019

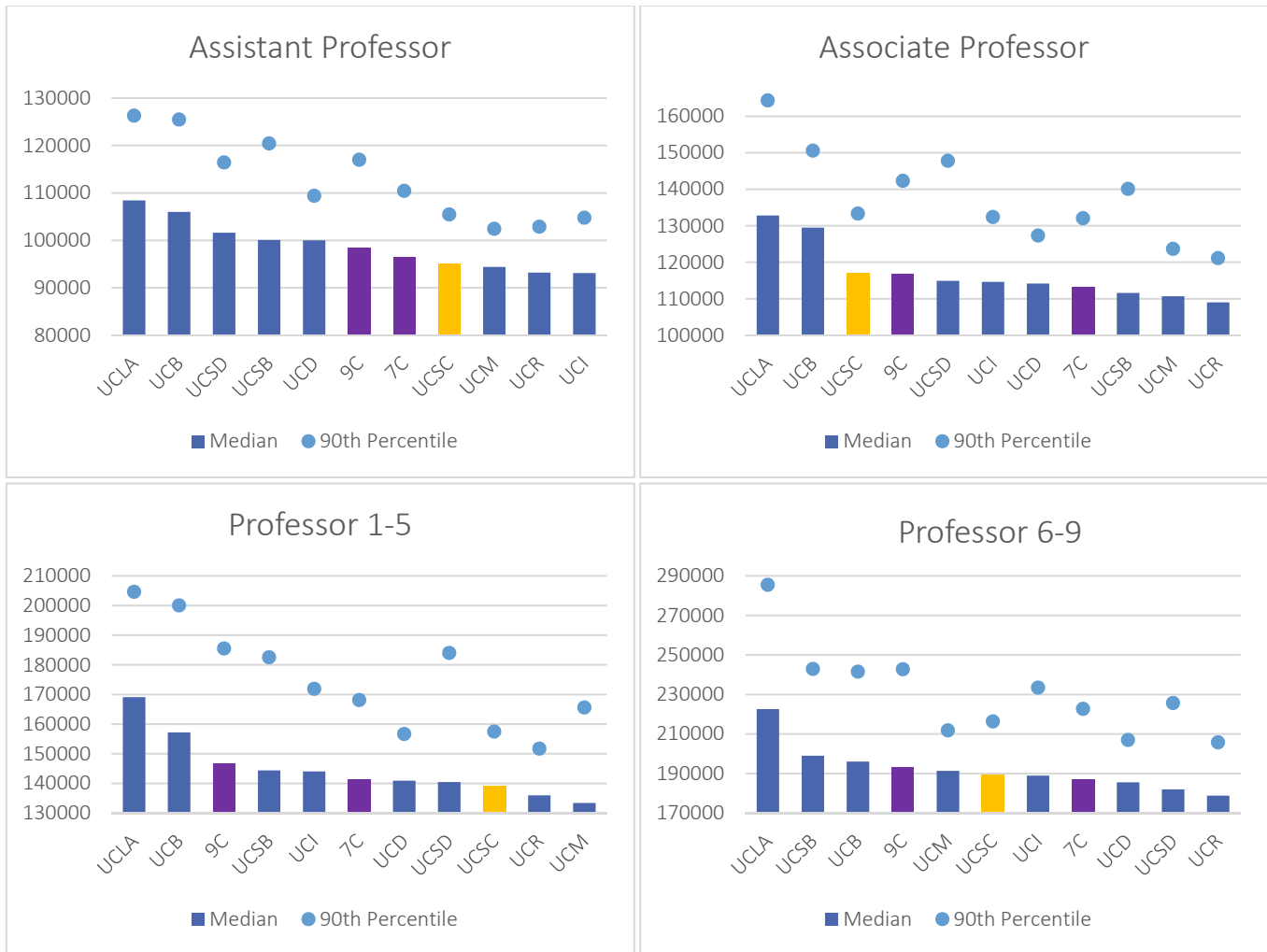


Figure 1b. Table of Medians and 90th Percentiles, Regular Scale Ranks, October 2019

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCB	\$ 106,000	\$ 125,440	\$ 129,500	\$ 150,560	\$ 157,200	\$ 200,000	\$ 196,000	\$ 241,540
UCD	\$ 100,000	\$ 109,380	\$ 114,150	\$ 127,280	\$ 140,900	\$ 156,655	\$ 185,517	\$ 206,925
UCI	\$ 93,100	\$ 104,740	\$ 114,600	\$ 132,350	\$ 144,000	\$ 171,890	\$ 188,900	\$ 233,380
UCLA	\$ 108,400	\$ 126,260	\$ 132,800	\$ 164,300	\$ 169,050	\$ 204,580	\$ 222,600	\$ 285,440
UCM	\$ 94,400	\$ 102,400	\$ 110,700	\$ 123,660	\$ 133,400	\$ 165,560	\$ 191,350	\$ 211,790
UCR	\$ 93,200	\$ 102,840	\$ 109,000	\$ 121,100	\$ 135,948	\$ 151,700	\$ 178,800	\$ 205,770
UCSB	\$ 100,050	\$ 120,410	\$ 111,600	\$ 140,060	\$ 144,350	\$ 182,510	\$ 198,950	\$ 242,840
UCSC	\$ 95,000	\$ 105,420	\$ 117,100	\$ 133,320	\$ 139,100	\$ 157,440	\$ 189,600	\$ 216,320
UCSD	\$ 101,600	\$ 116,400	\$ 114,900	\$ 147,760	\$ 140,452	\$ 183,970	\$ 181,926	\$ 225,630
7C	\$ 96,450	\$ 110,402	\$ 113,200	\$ 132,040	\$ 141,300	\$ 168,100	\$ 187,100	\$ 222,650
9C	\$ 98,500	\$ 116,970	\$ 116,900	\$ 142,290	\$ 146,700	\$ 185,500	\$ 193,000	\$ 242,720
GAP to 7C	-1.50%	-4.51%	3.45%	0.97%	-1.56%	-6.34%	1.34%	-2.84%
GAP to 9C	-3.55%	-9.87%	0.17%	-6.30%	-5.18%	-15.13%	-1.76%	-10.88%

Figure 2a. Median vs 90th Percentile, BEE Scale Ranks, October 2019

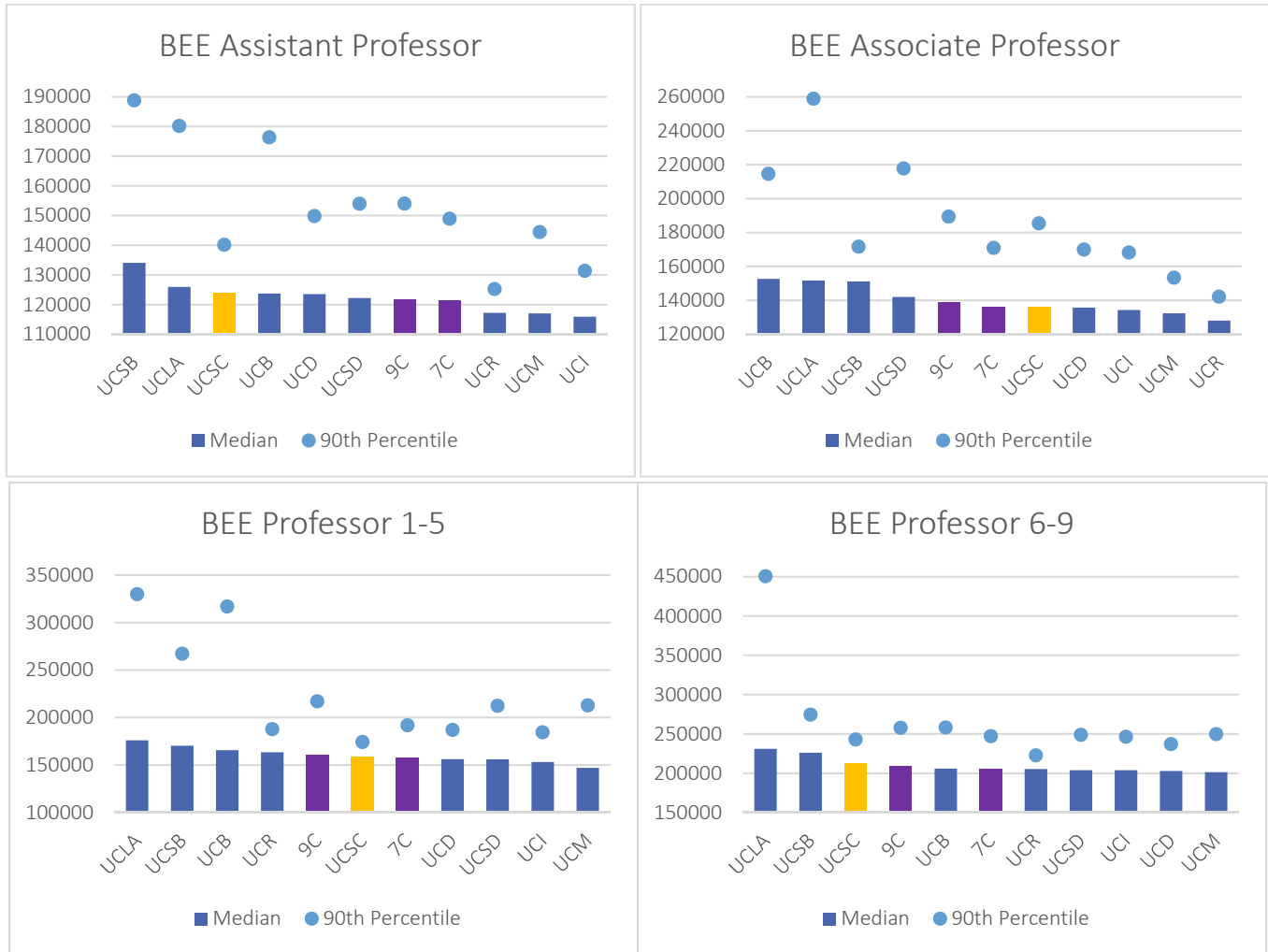


Figure 2b. Table of Medians and 90th Percentiles, BEE Scale Ranks, October 2019

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCB	\$ 123,700	\$ 176,300	\$ 152,650	\$ 214,500	\$ 165,500	\$ 316,900	\$ 205,900	\$ 258,100
UCD	\$ 123,500	\$ 149,770	\$ 135,700	\$ 169,900	\$ 156,100	\$ 186,870	\$ 202,788	\$ 236,940
UCI	\$ 115,900	\$ 131,330	\$ 134,300	\$ 168,100	\$ 153,150	\$ 184,450	\$ 203,700	\$ 246,160
UCLA	\$ 125,900	\$ 180,140	\$ 151,700	\$ 258,780	\$ 176,000	\$ 329,880	\$ 230,950	\$ 450,450
UCM	\$ 117,000	\$ 144,400	\$ 132,300	\$ 153,320	\$ 147,000	\$ 212,760	\$ 201,273	\$ 249,680
UCR	\$ 117,200	\$ 125,200	\$ 128,000	\$ 142,120	\$ 163,300	\$ 187,760	\$ 205,300	\$ 222,560
UCSB	\$ 134,050	\$ 188,750	\$ 151,100	\$ 171,560	\$ 170,300	\$ 267,060	\$ 225,900	\$ 274,480
UCSC	\$ 123,900	\$ 140,100	\$ 136,400	\$ 185,320	\$ 158,400	\$ 174,120	\$ 212,400	\$ 242,900
UCSD	\$ 122,200	\$ 153,920	\$ 142,000	\$ 217,700	\$ 155,999	\$ 212,270	\$ 203,750	\$ 248,630
7C	\$ 121,300	\$ 148,900	\$ 136,400	\$ 170,860	\$ 157,688	\$ 191,750	\$ 205,400	\$ 246,915
9C	\$ 121,700	\$ 153,980	\$ 139,100	\$ 189,330	\$ 161,000	\$ 216,940	\$ 208,300	\$ 257,740
GAP to 7C	2.14%	-5.91%	0.00%	8.46%	0.45%	-9.19%	3.41%	-1.63%
GAP to 9C	1.81%	-9.01%	-1.94%	-2.12%	-1.61%	-19.74%	1.97%	-5.76%

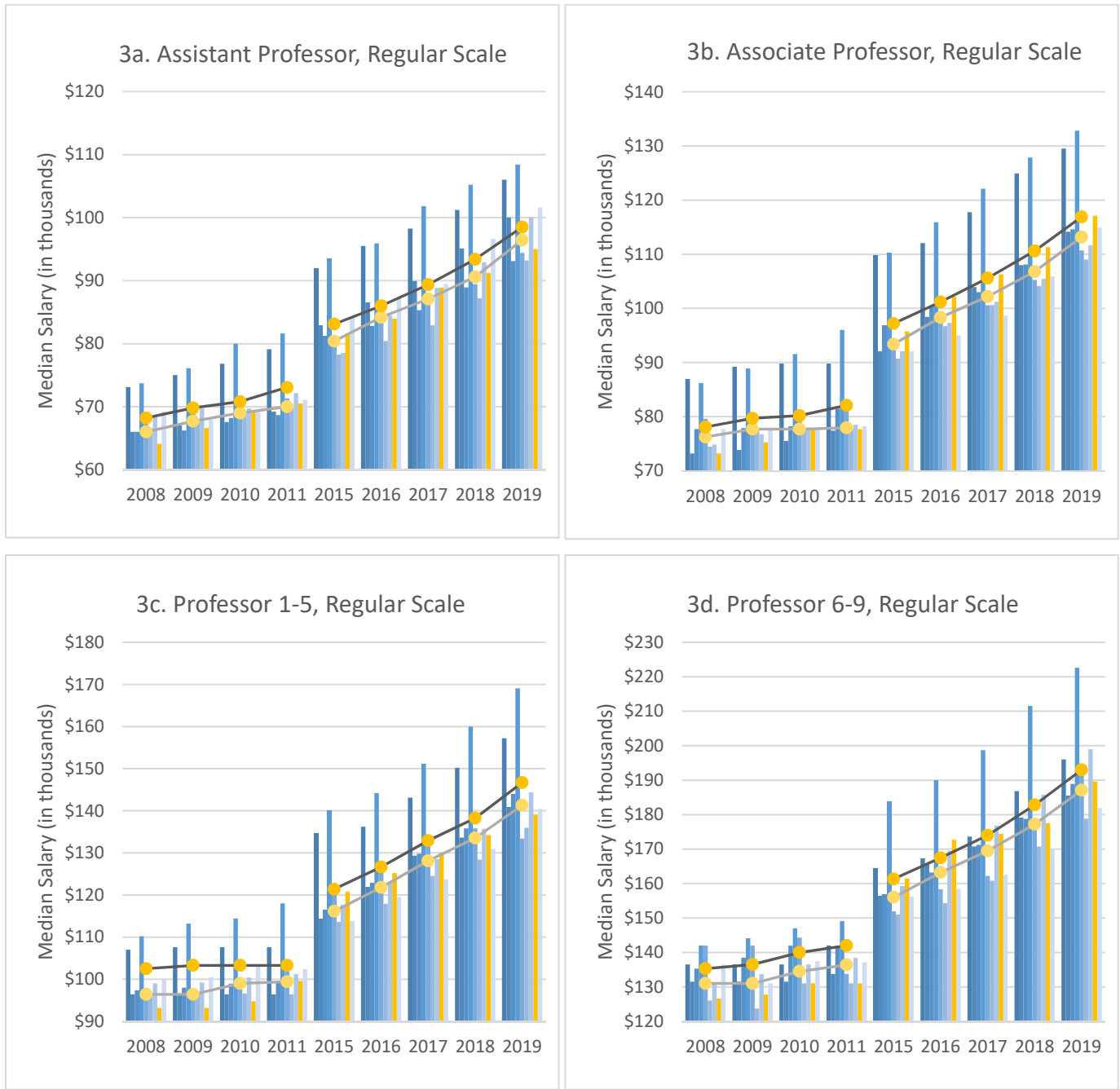
Salary Trends

In addition to assessing UCSC relative to its sister campuses in any given year, it is instructive to consider this within the context of year-over-year trends in median salaries. The following charts and table illustrate the rise in campus median salaries between 2008 and 2019.

UC Median Faculty Salaries by Campus and Rank, 2008-2011 and 2015-2019.

Figures 3a-3d. Trends in regular-scale median salaries.

UCB UCD UCI UCLA UCM UCR UCSB UCSC UCSD 7C 9C



Figures 4a-4d. Business/Economics/Engineering-Scale Median Salaries

UCB UCD UCI UCLA UCM UCR UCSB UCSC UCSD 7C 9C

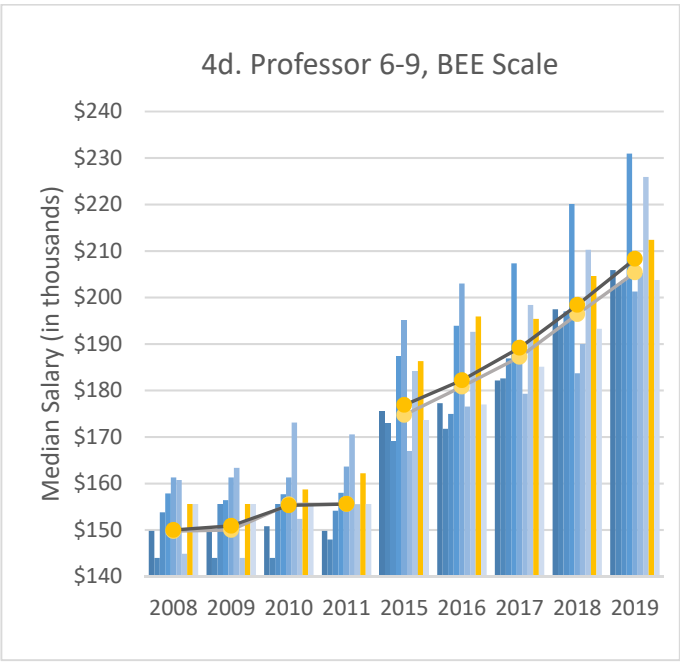
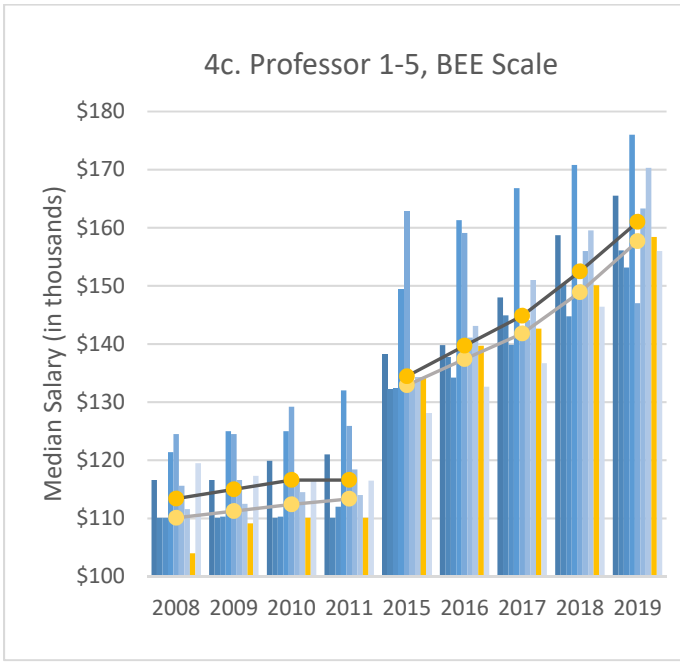
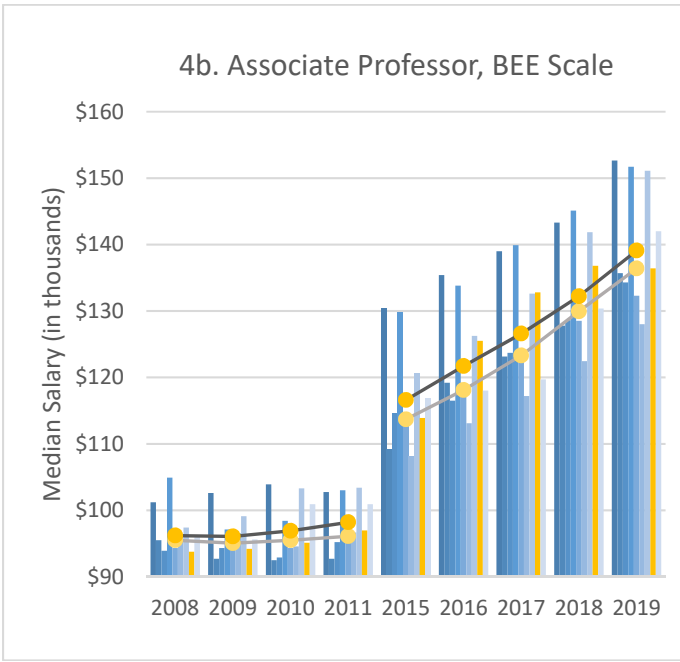
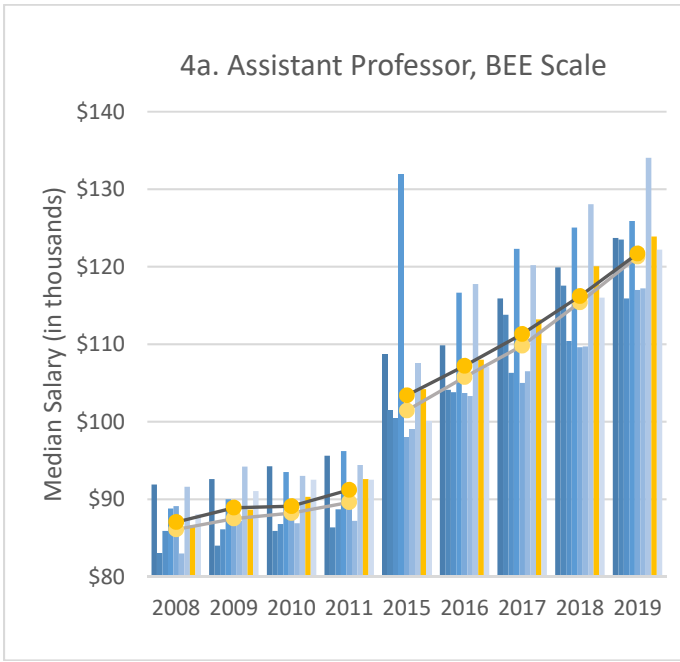


Figure 5. Percent change in median salary of UC ladder-rank faculty from 2008 to 2019.

	UCB	UCD	UCI	UCLA	UCM	UCR	UCSB	UCSC	UCSD	7C	9C
Regular scale											
ASST	45.0%	51.5%	41.1%	47.1%	37.9%	40.0%	46.3%	48.2%	46.8%	46.1%	44.4%
ASSOC	48.9%	55.9%	47.5%	54.1%	39.1%	46.4%	49.2%	60.0%	47.9%	48.5%	49.7%
PROF 1-5	46.9%	46.2%	47.9%	53.4%	36.4%	41.0%	45.8%	49.2%	40.5%	46.6%	43.1%
PROF 6-9	43.6%	41.1%	39.6%	56.8%	34.8%	41.9%	51.9%	49.8%	33.3%	42.8%	42.6%
BEE scale											
ASST	34.6%	48.7%	34.9%	41.8%	31.3%	41.2%	46.3%	43.1%	38.8%	40.9%	39.8%
ASSOC	50.8%	42.1%	43.0%	44.6%	40.3%	33.5%	55.1%	45.5%	47.9%	42.8%	44.6%
PROF 1-5	41.9%	41.8%	39.1%	45.0%	18.1%	41.3%	52.6%	52.3%	30.5%	43.2%	42.0%
PROF 6-9	37.4%	40.8%	32.4%	46.3%	24.8%	27.7%	55.9%	36.5%	30.9%	37.1%	38.9%

BACKGROUND

In June 2008, a 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 (\$0) was within \$1,000 of 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, based on half-step increments, to be awarded in connection with the merit process. These guidelines became known as the Merit Boost Plan and, later, the Special Salary Practice (SSP).

After finding that significant progress had been made toward achieving parity at all percentiles, the campus modified the special salary practice for the 2017-18 review year, basing additional off-scale increments on one-third-step. This reduced, without eliminating, the additional off-scale dollars awarded in conjunction with outstanding files, with the goal of slowing the cost growth while maintaining the competitiveness of UC Santa Cruz relative to other UC campuses. Campus administration assesses the program annually, and extended the revised program through the 2018-19, 2019-20 and 2020-21 review years.

SCOPE

This annual report serves to monitor progress toward the two goals outlined in the 2008 Joint Task Force Report, namely:

1. to raise the median off-scale dollar amount at UCSC to the median off-scale amount at the next lowest campus—then UC Davis—by July 1, 2009; and
2. to raise UCSC’s median faculty salary to the UC systemwide (9-campus) median by July 1, 2011.

This report does not address issues of faculty salary market competitiveness, cost of living, or internal UCSC faculty salary equity. Cost of living was addressed in the [UCSC Academic Senate] Committee on Faculty Welfare Faculty Salary Analysis, May 2017, including a comparison of Metropolitan Area Regional Price Parity figures for UC locations from the U.S. Bureau of Economic Analysis.

DATA SET

The data obtained from UC Office of the President (UCOP) 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).

The current data set is sourced from the October 2019 payroll extract in the UCOP Corporate Data Warehouse (CPS), and so does not reflect the 2019-20 personnel actions.

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.

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.

Additional compensation, such as summer salary and administrative stipends, is not included. Neither degree date nor hire date is available in the data set.

A note about historical data: When looking at trends, we can examine the periods from 2008 – 2011, and from 2015 forward. This annual analysis was not conducted from 2012 – 2014 due in part to the introduction of a “minimum scale” and insufficient information in the systemwide data set to identify it from the regular scales. This led to an inability to reliably identify off-scale dollars (the difference between an individual’s annual salary and the amount listed on the salary scale for their rank and step), which was a key component of earlier reports. A recognition that off-scale dollars are the result of multiple and varying processes—such as hiring and retention negotiations, personnel review practices, discretionary salary plan allocations, and cost-of-living scale adjustments—often working simultaneously, led to a shift in focus from off-scale dollars to overall faculty salary median. The variation in campus medians, however, are also affected by the same variety of practices and mechanisms that affect the off-scale components.

ADDENDUM: UC Campus Above Scale Salaries, October 2019

The information below is provided as an additional point of reference at the request of the Committee on Faculty Welfare. Above scale salaries remain outside the scope of the Faculty Salary Competitiveness Report and are not subject to the special salary practice program. They are correlated with time at above-scale, but systemwide data on time at above-scale is not available. Above-scale salaries also have a much wider range and variability than those at step, with medians heavily influenced by varying campus practices for initial above-scale salary increases, further above-scale salary increases, and above-scale hiring.

Figure A-1a. Median vs 90th Percentile, Regular Scale Ranks, October 2019

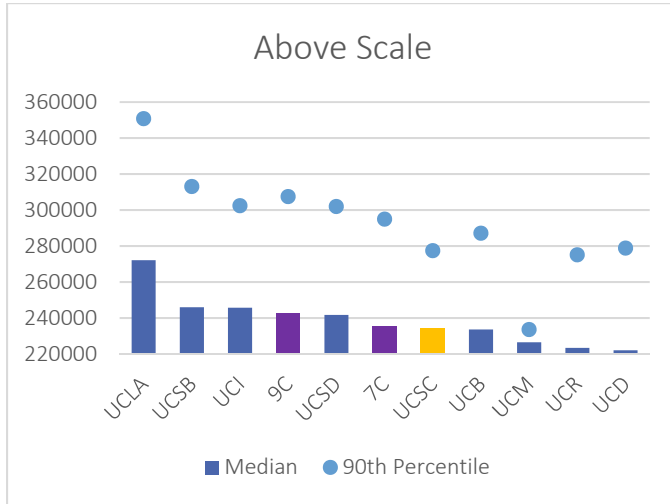


Figure A-2a. Median vs 90th Percentile, BEE Scale Ranks, October 2019

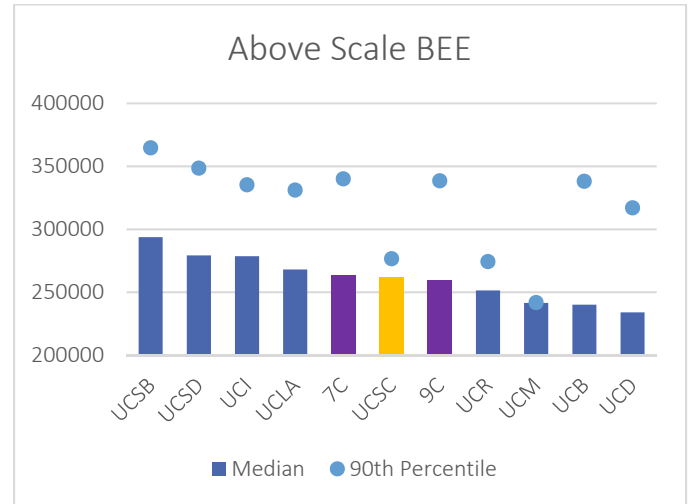


Figure A-1b. Table of Medians and 90th Percentiles, Above Regular Scale, October 2019

	Above Scale	
	Median	90th %
UCB	\$ 233,550	\$ 287,030
UCD	\$ 222,000	\$ 278,840
UCI	\$ 245,700	\$ 302,360
UCLA	\$ 272,100	\$ 350,740
UCM	\$ 226,450	\$ 233,530
UCR	\$ 223,350	\$ 275,050
UCSB	\$ 245,950	\$ 313,000
UCSC	\$234,400	\$277,400
UCSD	\$ 241,717	\$ 301,940
7C	\$ 235,500	\$ 294,900
9C	\$ 242,550	\$ 307,460
GAP to 7C	-0.47%	-5.93%
GAP to 9C	-3.36%	-9.78%

Figure A-2b. Table of Medians and 90th Percentiles, Above BEE Scale Ranks, October 2019

	Above Scale	
	Median	90th %
UCB	\$ 240,200	\$ 338,000
UCD	\$ 234,000	\$ 317,008
UCI	\$ 278,700	\$ 335,200
UCLA	\$ 268,050	\$ 331,050
UCM	\$ 241,550	\$ 241,750
UCR	\$ 251,500	\$ 274,300
UCSB	\$ 293,800	\$ 364,560
UCSC	\$ 261,950	\$ 276,610
UCSD	\$ 279,300	\$ 348,500
7C	\$ 263,650	\$ 340,000
9C	\$ 259,500	\$ 338,400
GAP to 7C	-0.64%	-18.64%
GAP to 9C	0.94%	-18.26%