

Annual Report of Faculty Salary Competitiveness within UC

Prepared by the UCSC Academic Personnel Office

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SUMMARY

This is the tenth annual report examining the equity of UCSC 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 2) 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 as UCLA and Berkeley continue to skew systemwide medians and other campuses make parallel moves to maintain salary competitiveness.

This year's report on October 2017 UC systemwide salary data (the most recent available) finds that:

- UCSC was not the lowest-paying campus in any category, and was above the 7-campus median (exclusive of UCLA and Berkeley) in all categories.
- UCSC had the third-highest median salaries in the system for associate professors and professors step 6-9 on both the regular and BEE scales.
- UCSC was above the 9-campus median in five of eight categories: regular- and BEE-scale associate professors and professors step 6-9, and BEE-scale assistant professors. We remained below the 9-campus median for regular-scale assistant professors, and professors step 1-5.
- Relative to the 9-campus medians, UCSC medians ranged from 4.91% higher for BEE-scale associate professors to 2.19% lower for regular-scale professors step 1-5.
- At the 90th percentiles, UCSC lags the 9-campus figures by between -0.58% to -13.91%; with the largest gaps in professors step 1-5 on both scales.

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.

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 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 special salary practice was modified for the 2017-18 review year. The additional off-scale dollars awarded in conjunction with outstanding files were reduced but not eliminated, with the goal of slowing the cost growth while maintaining the competitiveness of UC Santa Cruz relative to other UC campuses. The revised program was continued for the 2018-19 review year.

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 2017 payroll extract in the UCOP Corporate Data Warehouse (CPS), and so does not reflect the 2017-18 personnel actions nor the July 1, 2018 academic salary plan.

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 are able to examine the periods from 2008 – 2011, and from 2015 forward. This annual analysis and report 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 end 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.

Figure 1a. Median vs 90th Percentile, Regular Scale Ranks, October 2017

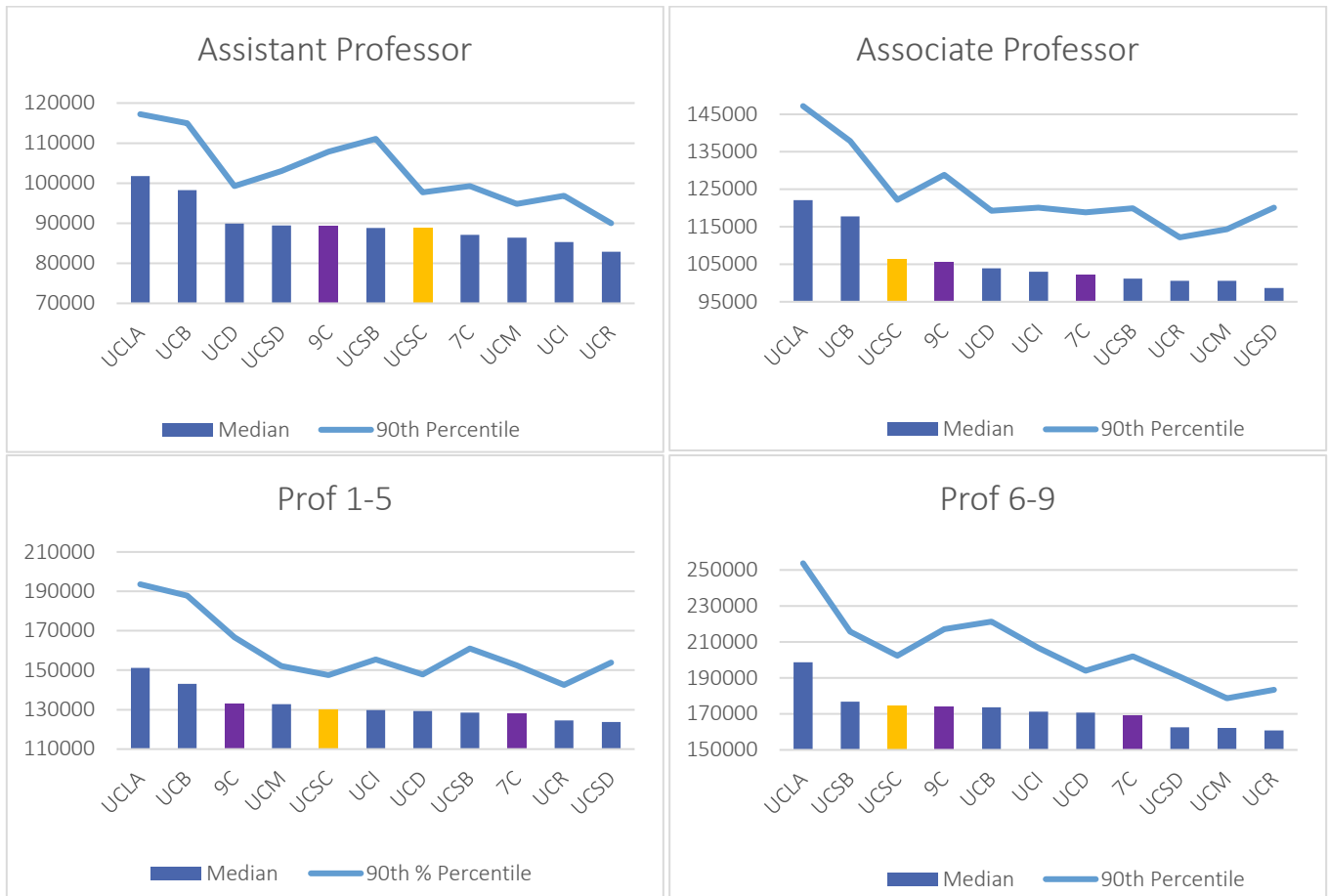


Figure 1b. Table of Medians and 90th Percentiles Regular Scale Ranks – October 2017

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCB	\$ 98,250	\$ 114,960	\$ 117,750	\$ 137,900	\$ 143,100	\$ 187,750	\$ 173,600	\$ 221,300
UCD	\$ 89,929	\$ 99,262	\$ 103,918	\$ 119,299	\$ 129,341	\$ 147,854	\$ 170,755	\$ 194,066
UCI	\$ 85,300	\$ 96,880	\$ 103,000	\$ 120,100	\$ 129,800	\$ 155,480	\$ 171,200	\$ 206,740
UCLA	\$ 101,800	\$ 117,220	\$ 122,100	\$ 147,200	\$ 151,150	\$ 193,600	\$ 198,700	\$ 253,720
UCM	\$ 86,400	\$ 94,800	\$ 100,550	\$ 114,350	\$ 132,800	\$ 152,120	\$ 162,200	\$ 178,680
UCR	\$ 82,900	\$ 90,000	\$ 100,600	\$ 112,180	\$ 124,483	\$ 142,550	\$ 160,800	\$ 183,320
UCSB	\$ 88,850	\$ 111,040	\$ 101,200	\$ 119,900	\$ 128,550	\$ 161,060	\$ 176,800	\$ 215,640
UCSC	\$ 88,850	\$ 97,700	\$ 106,300	\$ 122,200	\$ 130,000	\$ 147,590	\$ 174,397	\$ 202,280
UCSD	\$ 89,450	\$ 103,000	\$ 98,650	\$ 120,100	\$ 123,700	\$ 153,840	\$ 162,500	\$ 190,668
7C	\$ 87,092	\$ 99,261	\$ 102,200	\$ 118,870	\$ 128,108	\$ 152,420	\$ 169,500	\$ 201,949
9C	\$ 89,375	\$ 107,840	\$ 105,600	\$ 128,838	\$ 132,909	\$ 166,800	\$ 174,000	\$ 217,100
GAP TO 7C	2.02%	-1.57%	4.01%	2.80%	1.48%	-3.17%	2.89%	0.16%
GAP TO 9C	-0.59%	-9.40%	0.66%	-5.15%	-2.19%	-11.52%	0.23%	-6.83%

Figure 2a. Median vs 90th Percentile, BEE Scale Ranks, October 2017

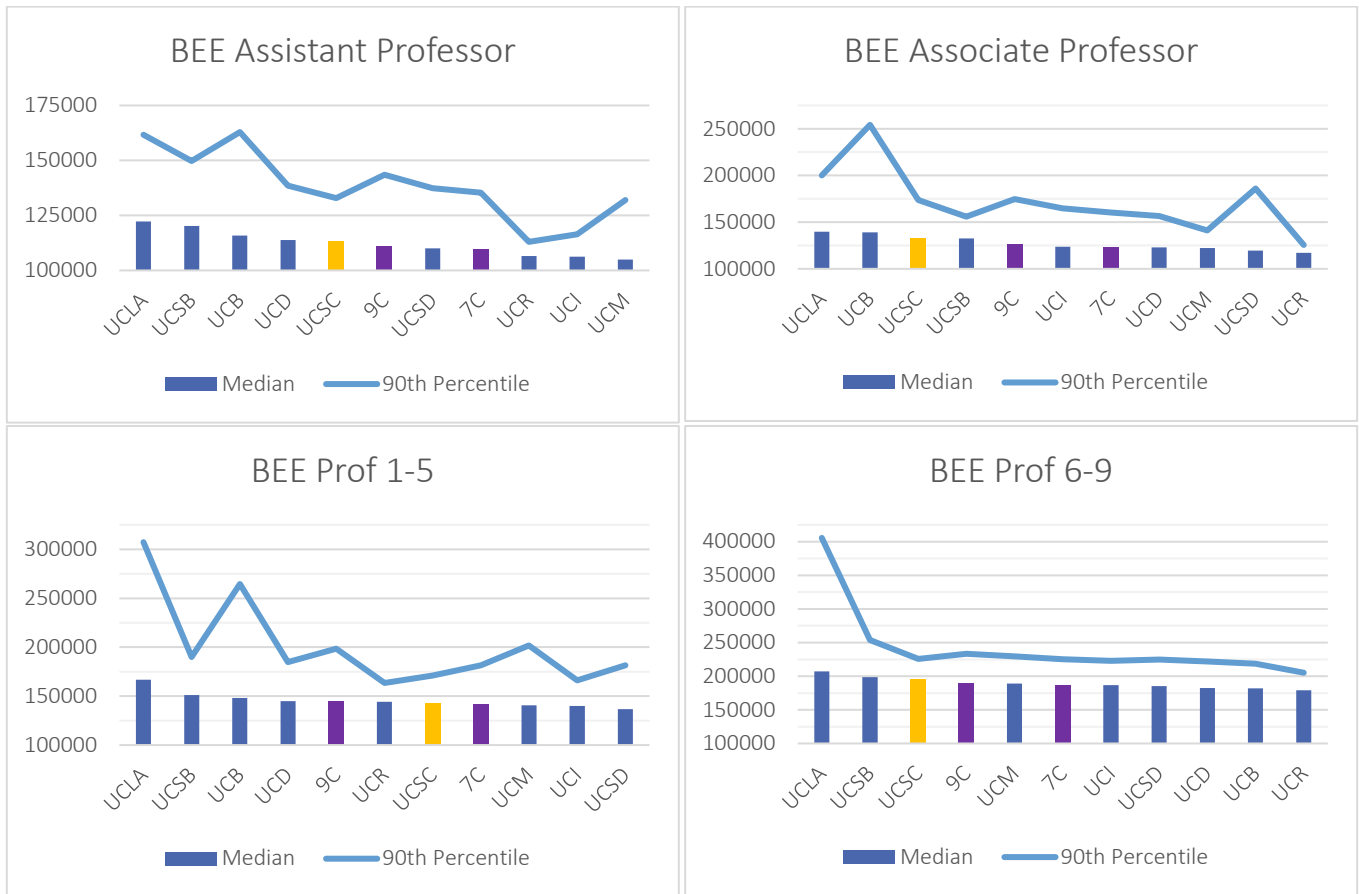


Figure 2b. Table of Medians and 90th Percentiles, BEE Scale Ranks – October 2017

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCB	\$ 115,900	\$ 162,900	\$ 139,000	\$ 254,260	\$ 148,000	\$ 264,620	\$ 182,150	\$ 218,430
UCD	\$ 113,789	\$ 138,592	\$ 123,142	\$ 156,447	\$ 144,932	\$ 184,623	\$ 182,600	\$ 222,096
UCI	\$ 106,300	\$ 116,400	\$ 123,700	\$ 164,830	\$ 139,850	\$ 166,060	\$ 186,900	\$ 222,960
UCLA	\$ 122,300	\$ 161,640	\$ 139,900	\$ 200,270	\$ 166,800	\$ 307,340	\$ 207,350	\$ 405,680
UCM	\$ 105,000	\$ 132,010	\$ 122,350	\$ 141,100	\$ 140,750	\$ 201,870	\$ 188,900	\$ 229,420
UCR	\$ 106,500	\$ 113,000	\$ 117,200	\$ 125,600	\$ 144,100	\$ 163,460	\$ 179,300	\$ 205,200
UCSB	\$ 120,200	\$ 149,700	\$ 132,600	\$ 155,960	\$ 151,000	\$ 190,110	\$ 198,400	\$ 253,880
UCSC	\$ 113,200	\$ 132,880	\$ 132,800	\$ 173,800	\$ 142,650	\$ 170,900	\$ 195,400	\$ 225,880
UCSD	\$ 110,100	\$ 137,380	\$ 119,702	\$ 185,900	\$ 136,700	\$ 181,453	\$ 185,100	\$ 224,925
7C	\$ 109,800	\$ 135,326	\$ 123,298	\$ 160,500	\$ 141,800	\$ 181,383	\$ 187,216	\$ 225,409
9C	\$ 111,313	\$ 143,491	\$ 126,590	\$ 174,820	\$ 144,866	\$ 198,520	\$ 189,198	\$ 233,450
GAP TO 7C	3.10%	-1.81%	7.71%	8.29%	0.60%	-5.78%	4.37%	0.21%
GAP TO 9C	1.70%	-7.40%	4.91%	-0.58%	-1.53%	-13.91%	3.28%	-3.24%