

2021 Report of UCSC Faculty Salary Competitiveness within UC

SUMMARY

This annual report examines the equity of UCSC ladder-rank salaries relative to other UC campuses. Commissioned by a 2008 Joint Senate-Administration Task Force on Faculty Salaries, this report was specifically designed to measure the effectiveness of policy and practice changes to make our professorial salaries competitive within UC. The changes 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 professorial 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 proves 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 invests in improving its position relative to other UC campuses, other campuses respond similarly 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, excluding Berkeley and UCLA, was also discussed in the 2008 task force report, and is included to provide 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 2020 UC systemwide salary data focuses on UCSC and the 9- and 7-campus medians and finds that:

- UCSC continues to not be the lowest-paying campus in any of the scale-and-rank categories. UCSC salary growth slowed slightly, as anticipated with the 2017-18 change in special salary practice, yet the campus continues to be closer to the 9-campus medians than when these analyses began.
- Salary gaps between UCSC and 9-campus medians continue to narrow compared to the beginning of this analysis. The variance/gaps in the eight scale-rank categories ranged from -9.1% to +3.7% in 2008; in 2020 the range was -4.7% to +1.26%.
- Of the eight scale-rank categories, six are within 2% of the 9-campus median – four above, two below. Two UCSC medians were more than two percent below the 9-campus medians: regular-scale assistant professors (-2.37%) and regular-scale professors step 1-5 (-4.68%).
- Compared to last year, UCSC moved closer to the 9-campus medians in all categories except two. The gaps that widened slightly were regular scale associate professors (from +0.17% to +0.60%) and regular scale professors 6-9 (from -1.76% to -1.90%).
- Relative to the 7-campus medians, UCSC medians were higher in six of eight categories. The two categories lower than the 7-campus median for regular scale assistant professors (-0.41%) and professors step 1-5 (-1.33%).
- At the 90th percentiles, UCSC ranged from 1.90% lower (BEE-scale associate professors) to 16.04% lower (regular-scale professors step 1-5) than the 9-campus figures. Using the 7-campus figures as the comparator, UCSC 90th percentiles ranged from 4.51% higher (BEE-scale associate professors) to 7.68% lower (BEE assistant professors).
- UCSC ladder-rank median salaries have risen significantly between 2008 and 2020. Percentage increases over that period range between 36.5% for the median BEE-scale professor step 6-9, and 60.8% for the median regular-scale associate professor. As a point of reference, the U.S. Bureau of Labor Statistics calculates Consumer Price Index inflation to have been 20.23% over the same October 2008 to October 2020 period.

October 2020 Comparative Figures

Figure 1a. Median vs 90th Percentile, Regular Scale Ranks, October 2020

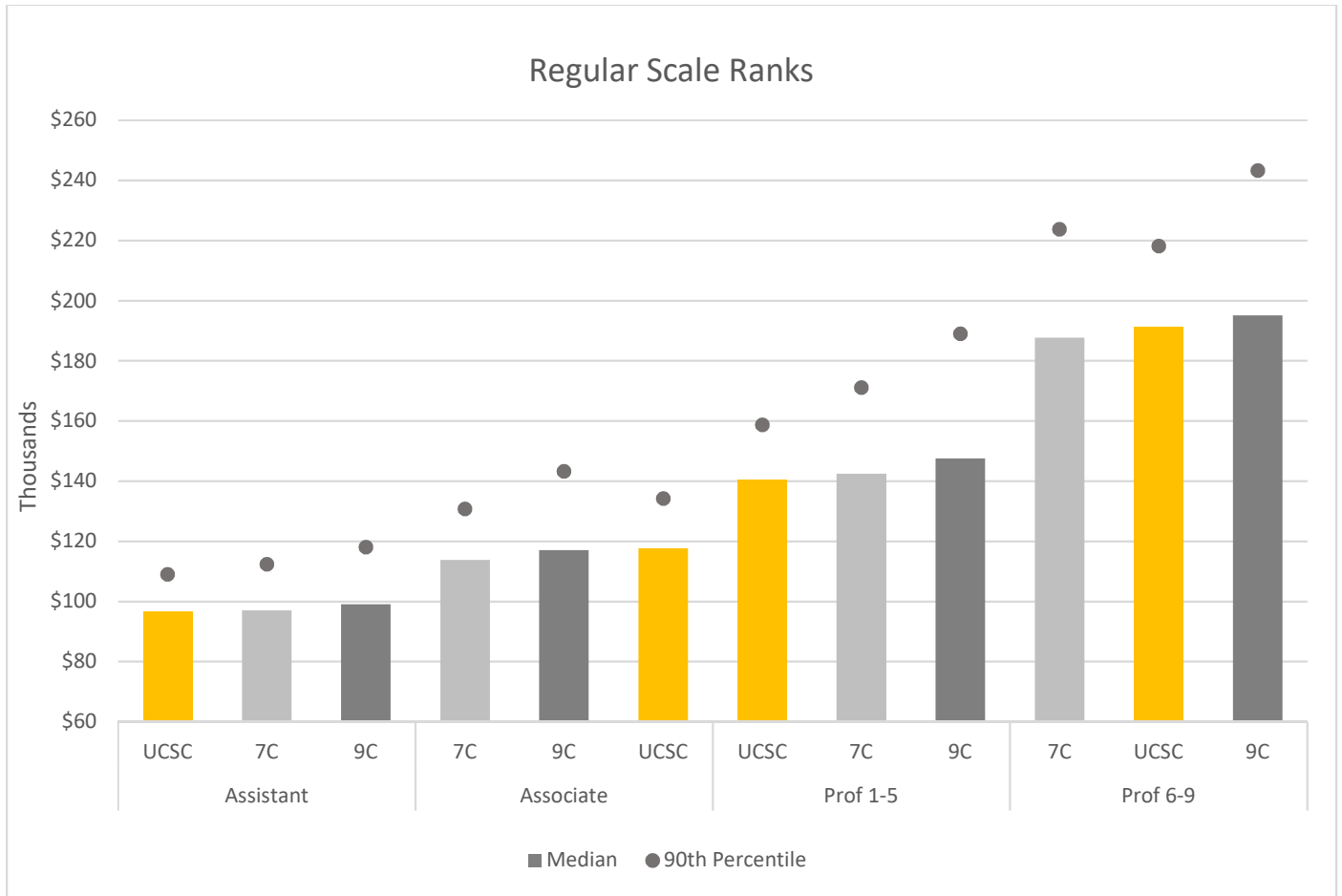


Figure 1b. Table of Medians and 90th Percentiles, Regular Scale Ranks, October 2020

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCSC	\$ 96,650	\$ 109,000	\$ 117,700	\$ 134,160	\$ 140,600	\$ 158,680	\$ 191,400	\$ 218,110
7C	\$ 97,050	\$ 112,310	\$ 113,850	\$ 130,760	\$ 142,500	\$ 171,050	\$ 187,750	\$ 223,730
9C	\$ 99,000	\$ 118,000	\$ 117,000	\$ 143,200	\$ 147,500	\$ 189,000	\$ 195,100	\$ 243,240
GAP to 7C	-0.41%	-2.95%	3.38%	2.60%	-1.33%	-7.23%	1.94%	-2.51%
GAP to 9C	-2.37%	-7.63%	0.60%	-6.31%	-4.68%	-16.04%	-1.90%	-10.33%

Figure 2a. Median vs 90th Percentile, BEE Scale Ranks, October 2020

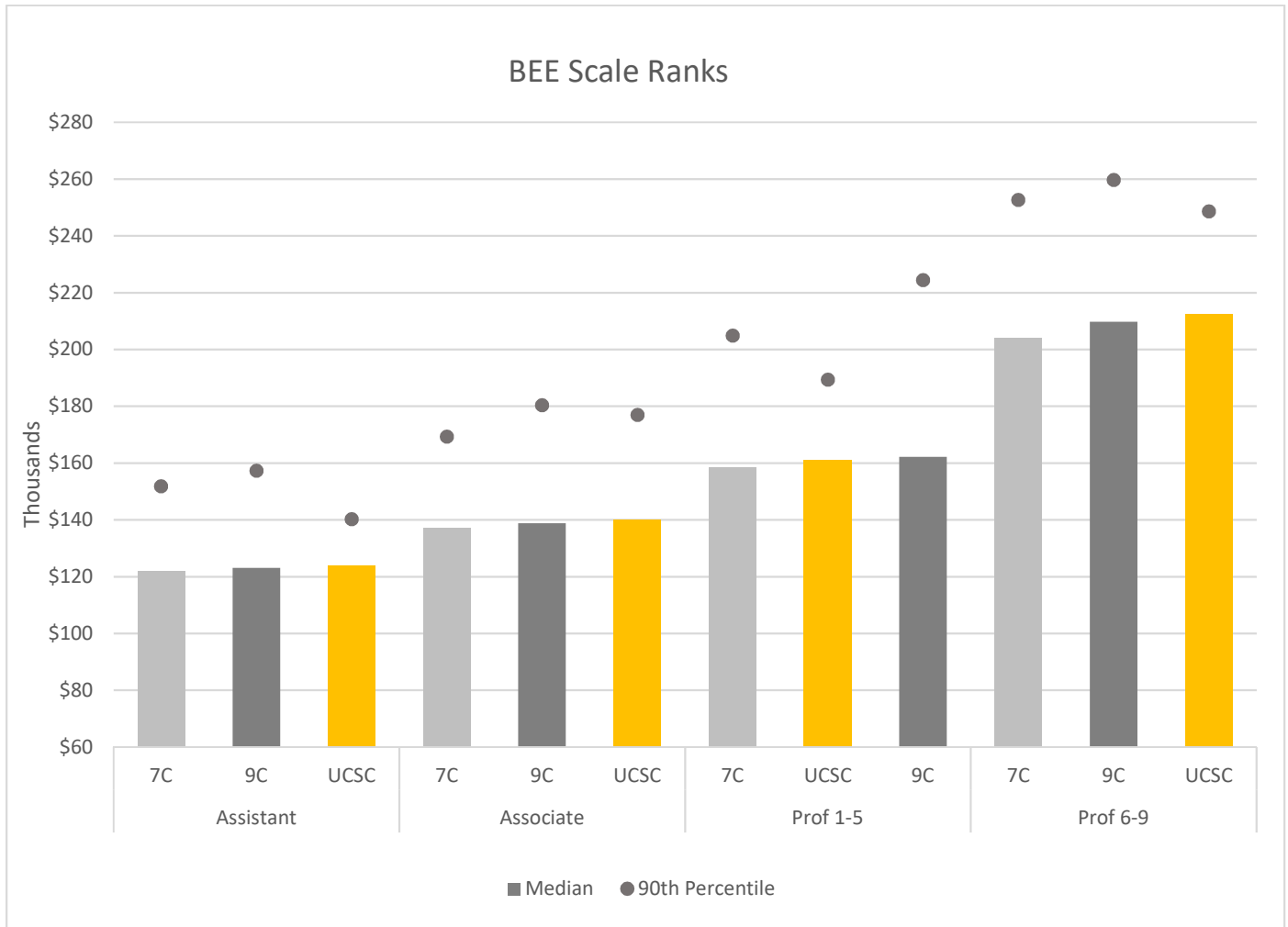


Figure 2b. Table of Medians and 90th Percentiles, BEE Scale Ranks, October 2020

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCSC	\$ 123,900	\$ 140,100	\$ 136,400	\$ 185,320	\$ 158,400	\$ 174,120	\$ 212,400	\$ 242,900
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%

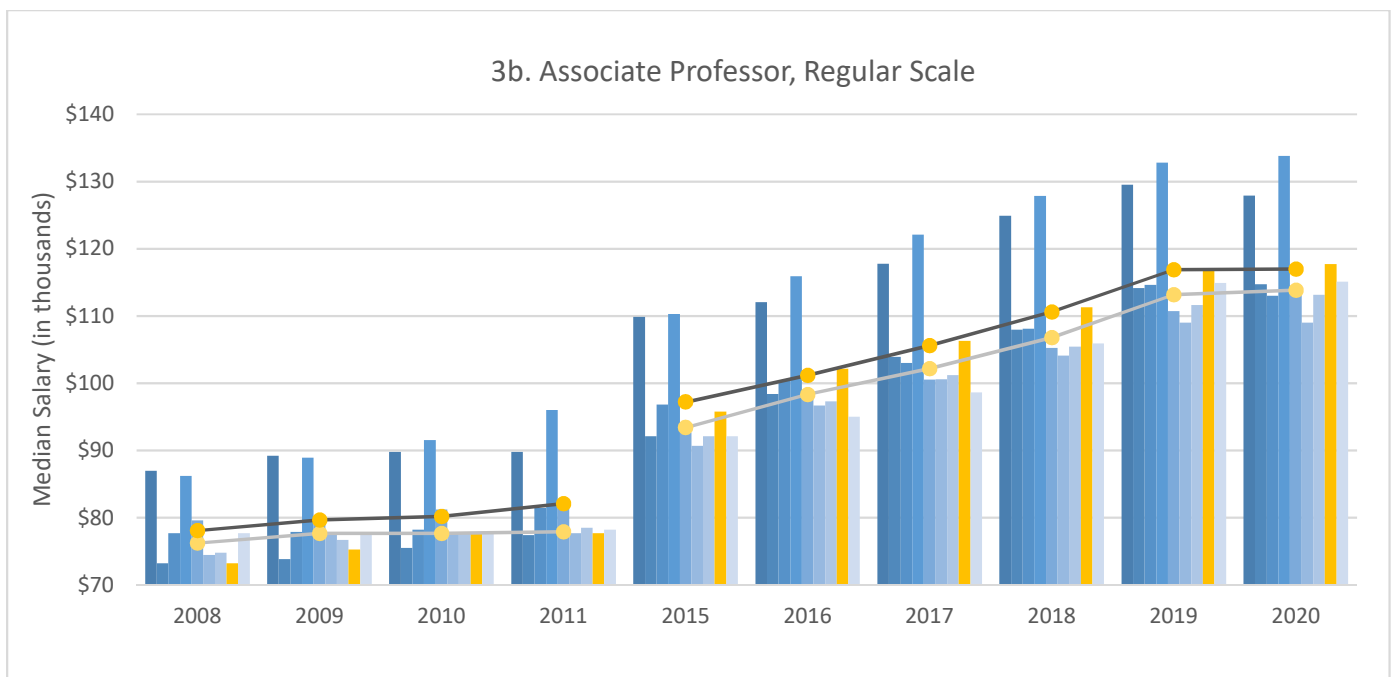
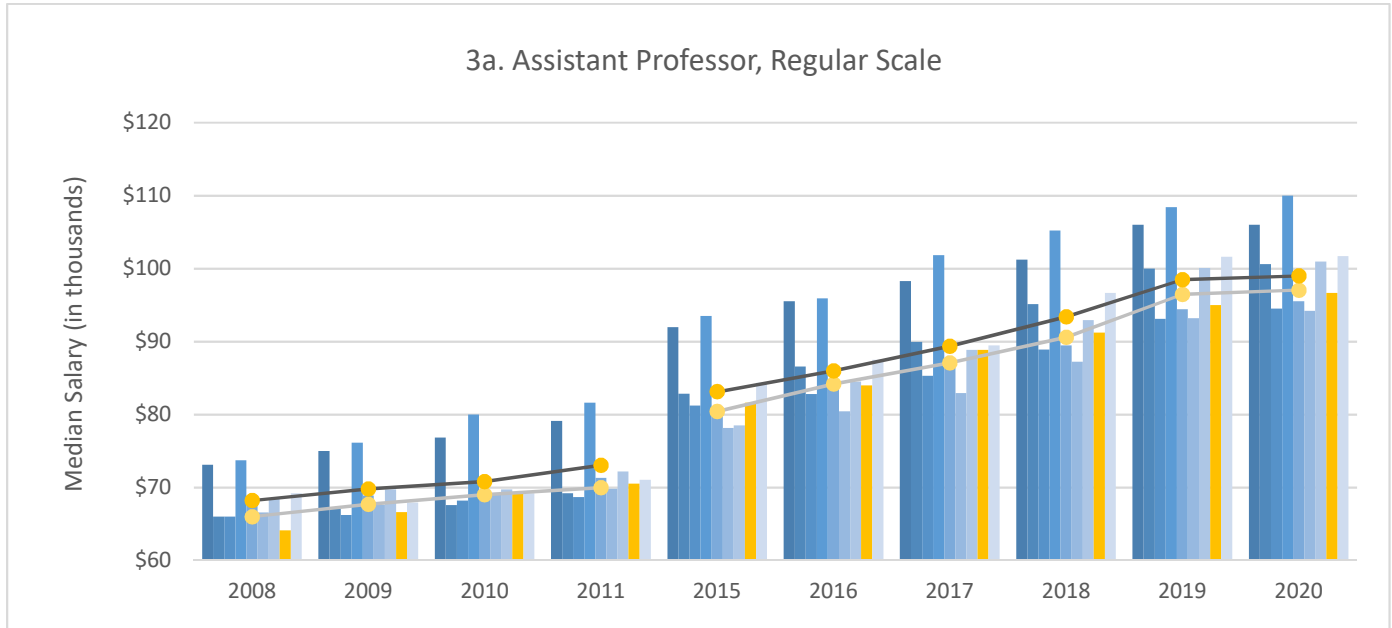
Trends in UC Median Faculty Salaries

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.

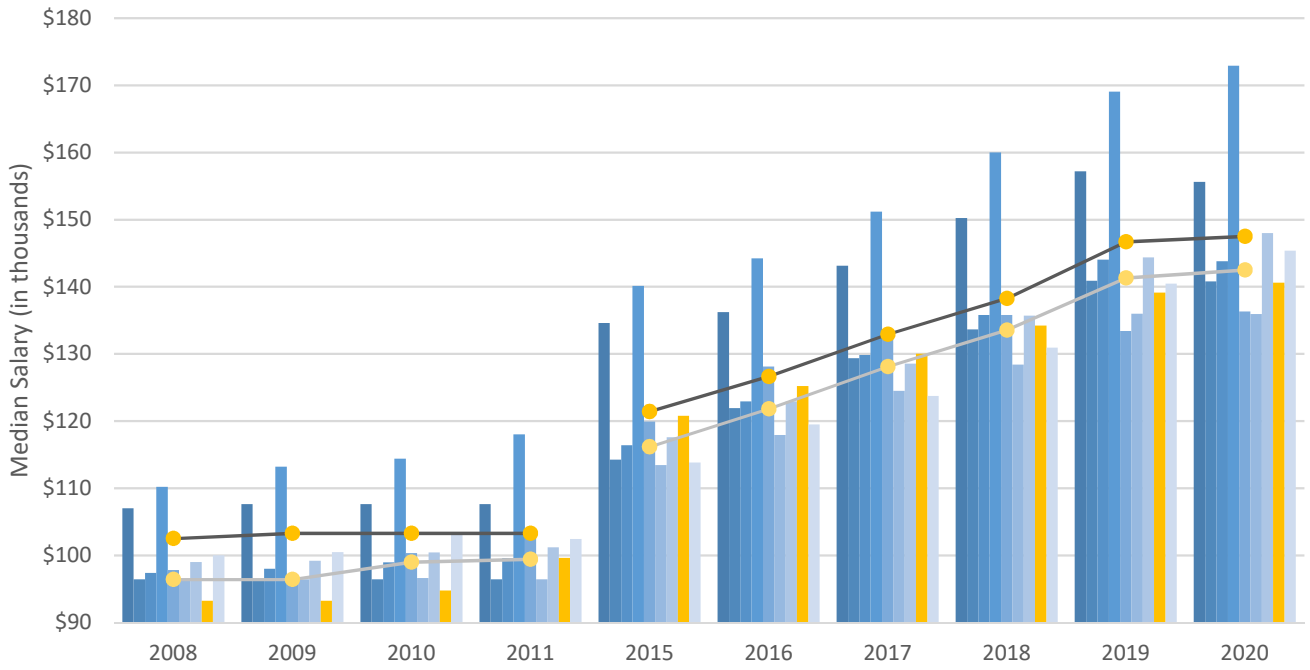
The following figures show median salaries by scale and rank for each UC campus over the periods of study. Individual campuses are displayed as columns, consistently appearing in the following order, while the 7- and 9-campus medians are represented with lines:

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

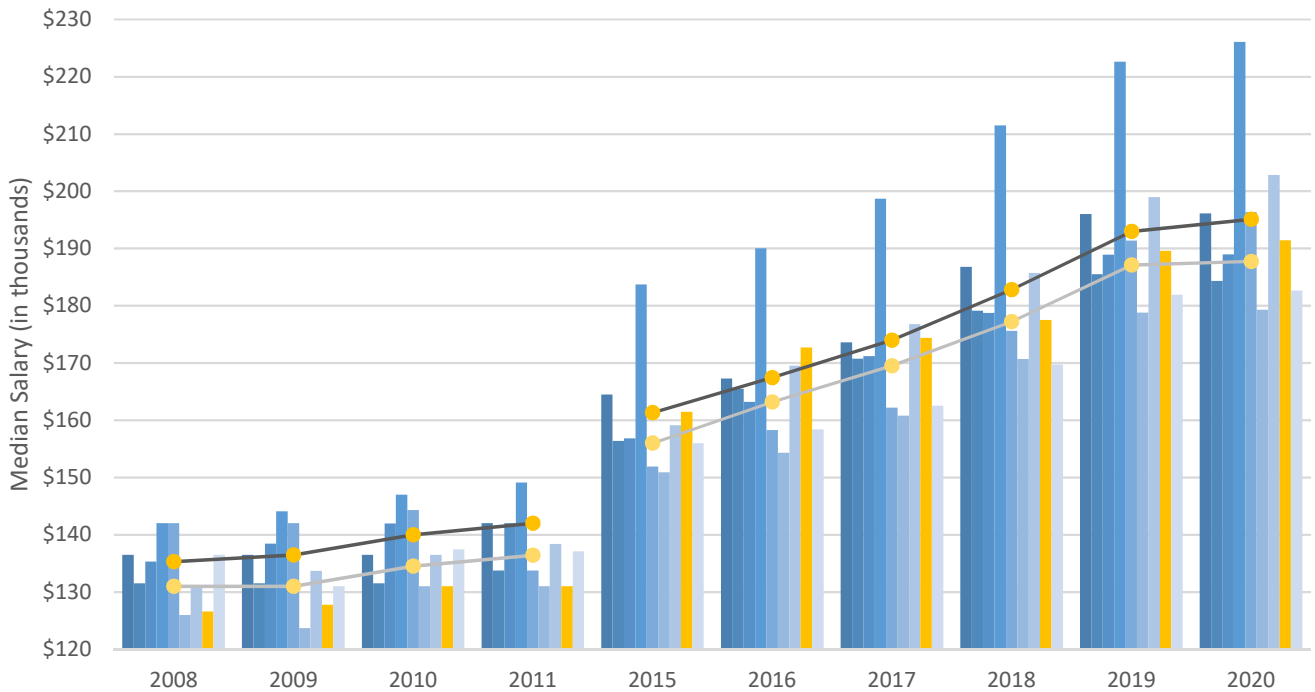
Figures 3a-3d. UC Regular-scale median salaries, 2008-2011 and 2015-2020.



3c. Professor 1-5, Regular Scale



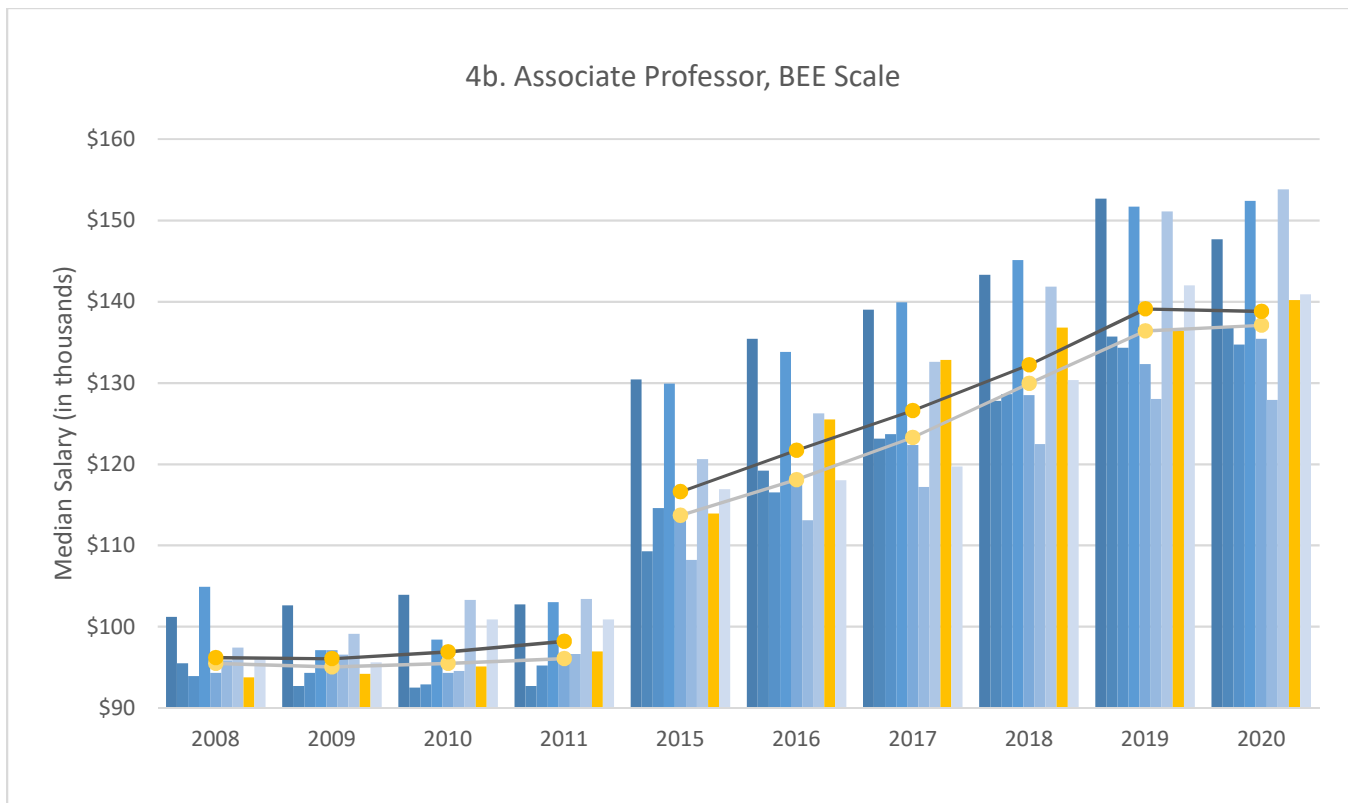
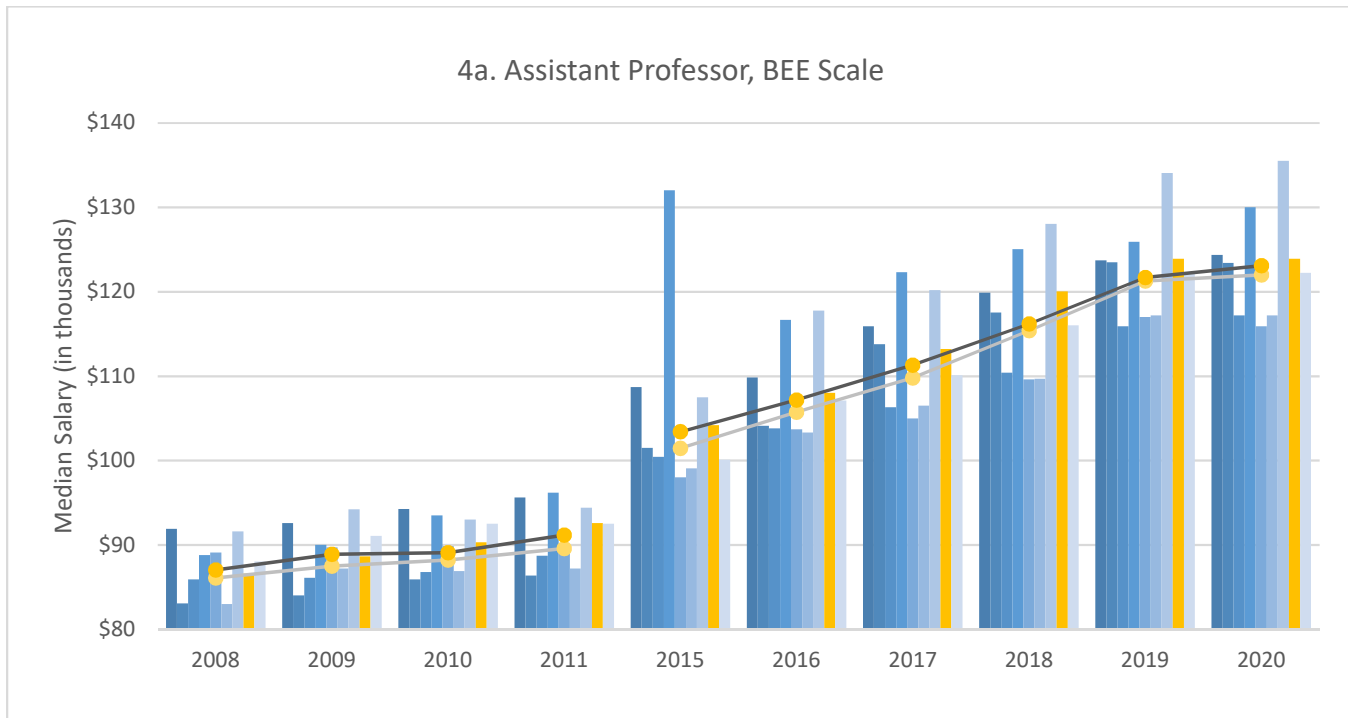
3d. Professor 6-9, Regular Scale



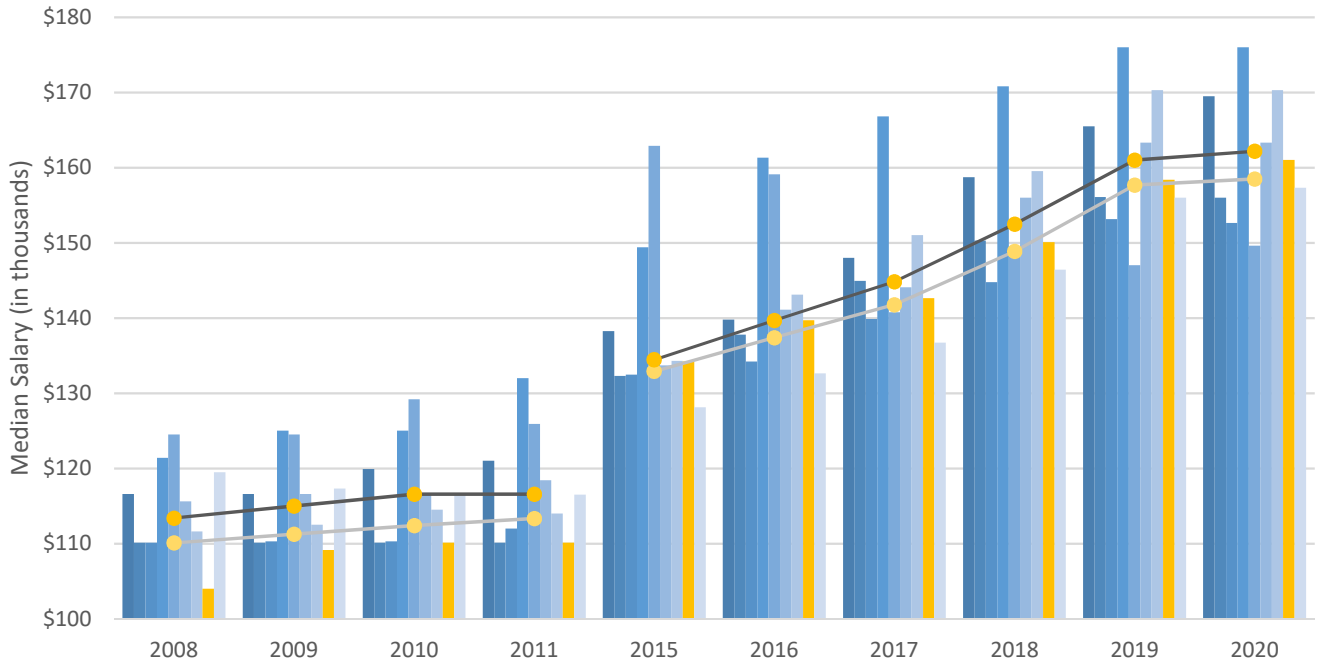
Figures 4a-4d. UC Business/Economics/Engineering-Scale Median Salaries, 2008-2011 and 2015-2020.

Campuses are shown in the following order throughout:

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



4c. Professor 1-5, BEE Scale



4d. Professor 6-9, BEE Scale

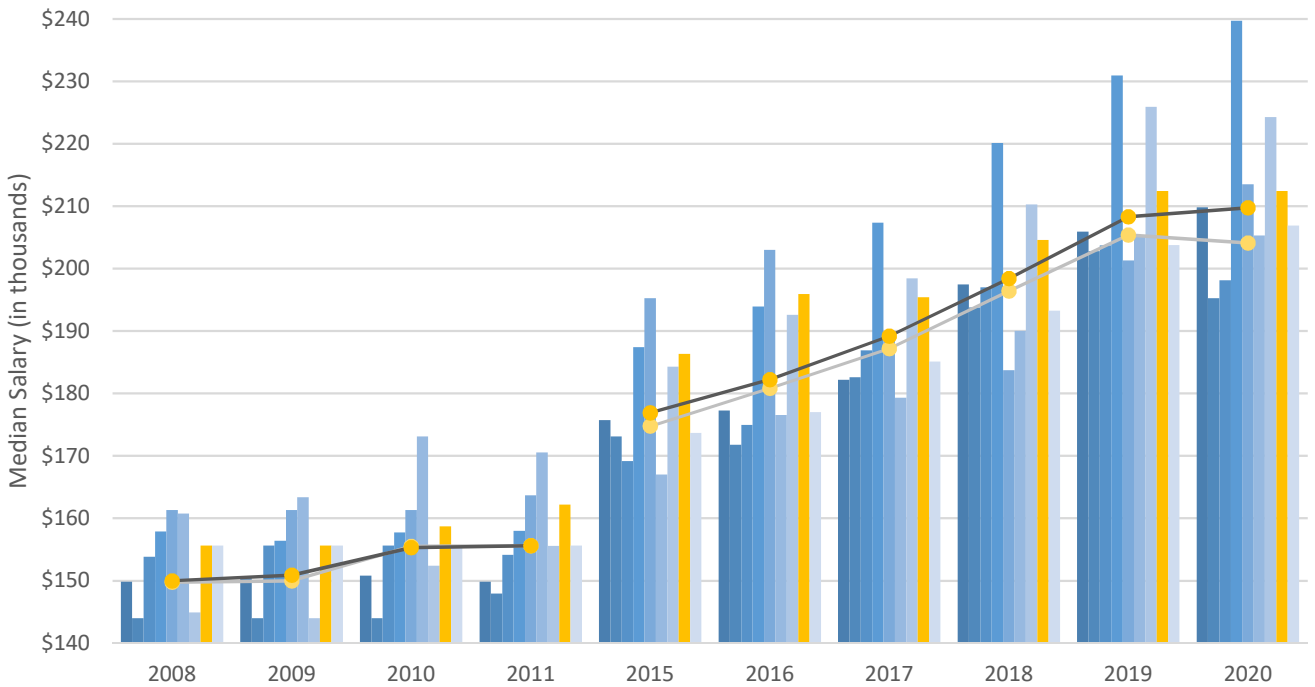


Figure 5. Percent change in median salary of UC ladder-rank faculty from 2008 to 2020.

	Regular scale				BEE scale			
	ASST	ASSOC	PROF 1-5	PROF 6-9	ASST	ASSOC	PROF 1-5	PROF 6-9
UCSC	50.8%	60.8%	50.9%	51.2%	43.1%	49.5%	54.8%	36.5%
7C	47.0%	49.3%	47.8%	43.3%	41.7%	43.6%	44.0%	36.3%
9C	45.1%	49.8%	43.9%	44.2%	41.4%	44.3%	43.0%	39.8%
Min	39.5%	43.3%	39.4%	33.8%	30.1%	33.4%	20.2%	27.7%
Max	52.4%	60.8%	56.9%	59.2%	48.6%	57.9%	54.8%	54.8%

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 (\$) 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 to date has extended the revised program through the 2020-21 review year.

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).

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.

The current data set is sourced from the October 2020 payroll extract in the UCOP Corporate Data Warehouse (CPS), and so does not reflect the 2020-21 personnel actions.

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 2020

The information below is provided as an additional point of reference at the request of the Committee on Faculty Welfare. Above scale salaries are not subject to the Special Salary Practice program and remain outside the scope of the Faculty Salary Competitiveness Report. They are correlated with time at above-scale, for which systemwide data 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 2020

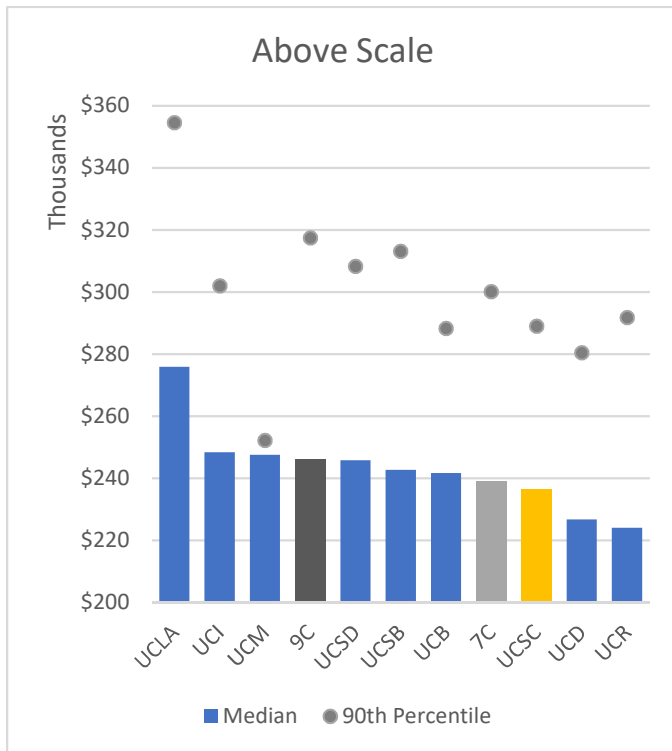


Figure A-2a. Median vs 90th Percentile, BEE Scale Ranks, October 2020

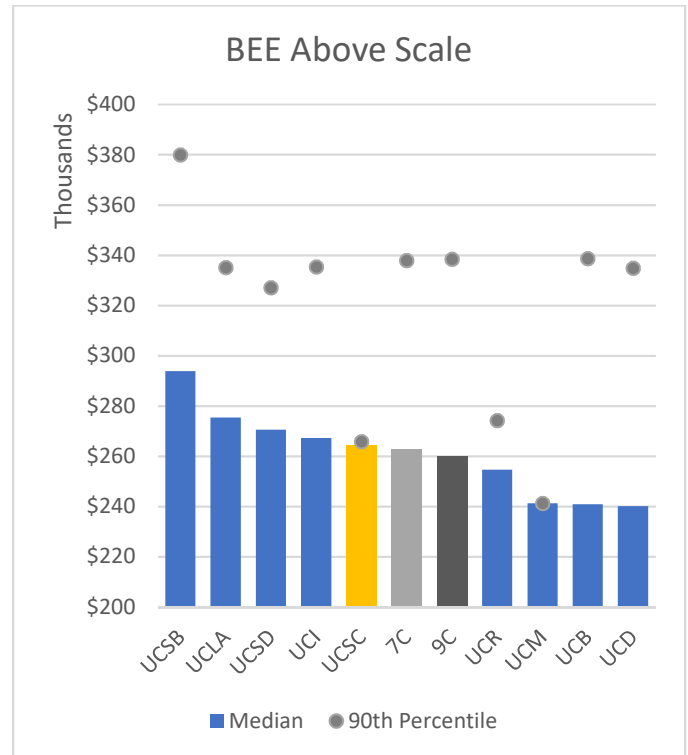


Figure A-1b. Table of Medians and 90th Percentiles, Regular Ranks, October 2020

	Above Scale (Regular)	
	Median	90th %
UCSC	\$ 236,650	\$ 288,950
7C	\$ 239,100	\$ 300,090
9C	\$ 246,250	\$ 317,380
GAP to 7C	-1.02%	-3.71%
GAP to 9C	-3.90%	-8.96%

Figure A-2b. Table of Medians and 90th Percentiles, BEE Scale Ranks, October 2020

	Above Scale (BEE)	
	Median	90th %
UCSC	\$ 264,300	\$ 265,900
7C	\$ 262,900	\$ 337,860
9C	\$ 260,000	\$ 338,400
GAP to 7C	0.53%	-21.30%
GAP to 9C	1.65%	-21.42%