

# 2019-20 Annual Report of Faculty Salary Competitiveness within UC

Prepared by the UCSC Academic Personnel Office

## SUMMARY

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This is the eleventh 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 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 proves more elusive as Berkeley and UCLA continue to skew systemwide medians while UCSC and other campuses make parallel moves to maintain salary competitiveness. 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 comparison. Both the 7- and 9-campus medians are computed by taking all faculty on all nine campuses and computing the median. Berkeley and UCLA are home to nearly one-third of all UC general campus senate faculty, and therefore have a dominating effect on the systemwide 9-campus figure. 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.

This year's report on October 2018 UC systemwide salary data (the most recent available) finds that:

- As in the prior year, UCSC was not the lowest-paying campus in any category. In fact, every faculty category has at least three campuses with lower median salaries than UCSC. UCSC also remained above the 7-campus median in all categories.
- Among the nine general campuses, UCSC median faculty salaries ranked third-highest in the system, after UCLA and Berkeley, for regular-scale associate professors. UCSC median salaries for BEE-scale assistant professors and BEE-scale professors step 6-9 were also ranked third-highest systemwide.
- UCSC was above the 9-campus median in four of eight categories: regular-scale associate professors, and BEE-scale assistant, associate, and step 6-9. We remained below the 9-campus median for regular-scale assistant professors and professors at all steps, and fell slightly below the 9-campus median for BEE-scale professors step 1-5.
- Relative to the 9-campus medians, UCSC medians ranged from 3.47% higher for BEE-scale associate professors to 2.91% lower for regular-scale assistant professors.
- At the 90<sup>th</sup> percentiles, UCSC differences from the 9-campus figures were 4.82% higher for BEE-scale associate professors, while the other categories ranged from 5.65% to 21.56% lower, with regular-scale professors step 1-5 being the lowest.

## BACKGROUND

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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 75<sup>th</sup> percentile did lag the 7-campus measure, and the lag was greater still at the 90<sup>th</sup> 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 and 2019-20 review years.

## SCOPE

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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

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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 2018 payroll extract in the UCOP Corporate Data Warehouse (CPS), and so does not reflect the 2018-19 personnel actions nor the 2019-20 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 90<sup>th</sup> Percentile, Regular Scale Ranks, October 2018

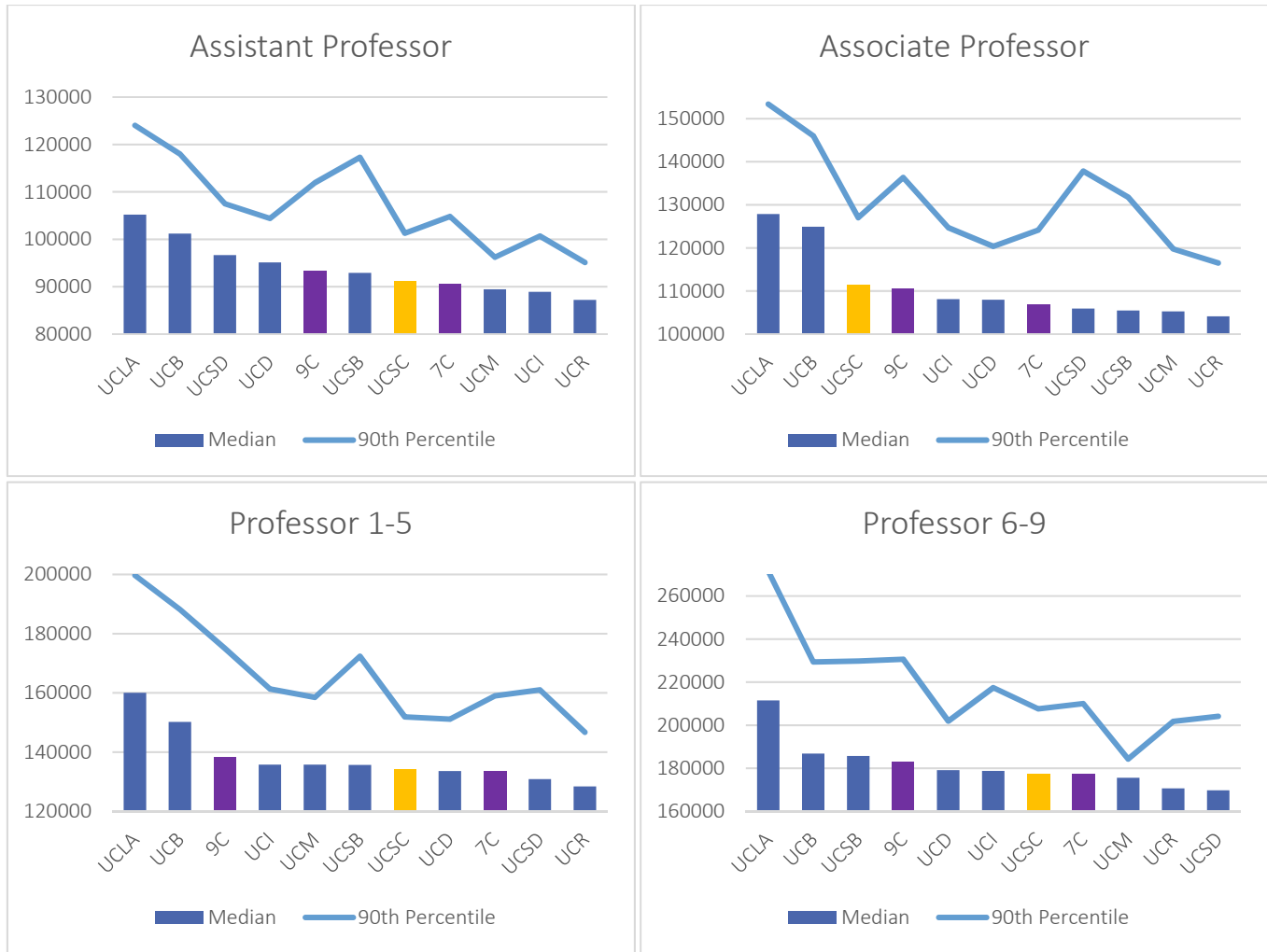


Figure 1b. Table of Medians and 90<sup>th</sup> Percentiles, Regular Scale Ranks, October 2018

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCB	\$ 101,200	\$ 118,000	\$ 124,900	\$ 146,020	\$ 150,200	\$ 188,180	\$ 186,800	\$ 229,400
UCD	\$ 95,096	\$ 104,412	\$ 107,968	\$ 120,376	\$ 133,619	\$ 151,156	\$ 179,133	\$ 201,920
UCI	\$ 88,900	\$ 100,700	\$ 108,096	\$ 124,700	\$ 135,800	\$ 161,322	\$ 178,750	\$ 217,432
UCLA	\$ 105,200	\$ 124,030	\$ 127,850	\$ 153,370	\$ 160,000	\$ 199,700	\$ 211,500	\$ 271,460
UCM	\$ 89,450	\$ 96,200	\$ 105,250	\$ 119,750	\$ 135,800	\$ 158,520	\$ 175,600	\$ 184,300
UCR	\$ 87,200	\$ 95,120	\$ 104,100	\$ 116,500	\$ 128,400	\$ 146,720	\$ 170,700	\$ 201,780
UCSB	\$ 92,900	\$ 117,300	\$ 105,450	\$ 131,780	\$ 135,700	\$ 172,360	\$ 185,700	\$ 229,820
UCSC	\$ 91,200	\$ 101,300	\$ 111,300	\$ 127,020	\$ 134,224	\$ 151,900	\$ 177,500	\$ 207,600
UCSD	\$ 96,650	\$ 107,503	\$ 105,900	\$ 137,840	\$ 130,900	\$ 161,050	\$ 169,750	\$ 204,120
7C	\$ 90,600	\$ 104,801	\$ 106,798	\$ 124,130	\$ 133,538	\$ 159,000	\$ 177,200	\$ 210,067
9C	\$ 93,400	\$ 111,950	\$ 110,600	\$ 136,340	\$ 138,250	\$ 175,018	\$ 182,800	\$ 230,600
GAP to 7C	0.66%	-3.34%	4.22%	2.33%	0.51%	-4.47%	0.17%	-1.17%
GAP to 9C	-2.36%	-9.51%	0.63%	-6.84%	-2.91%	-13.21%	-2.90%	-9.97%

Figure 2a. Median vs 90<sup>th</sup> Percentile, BEE Scale Ranks, October 2018

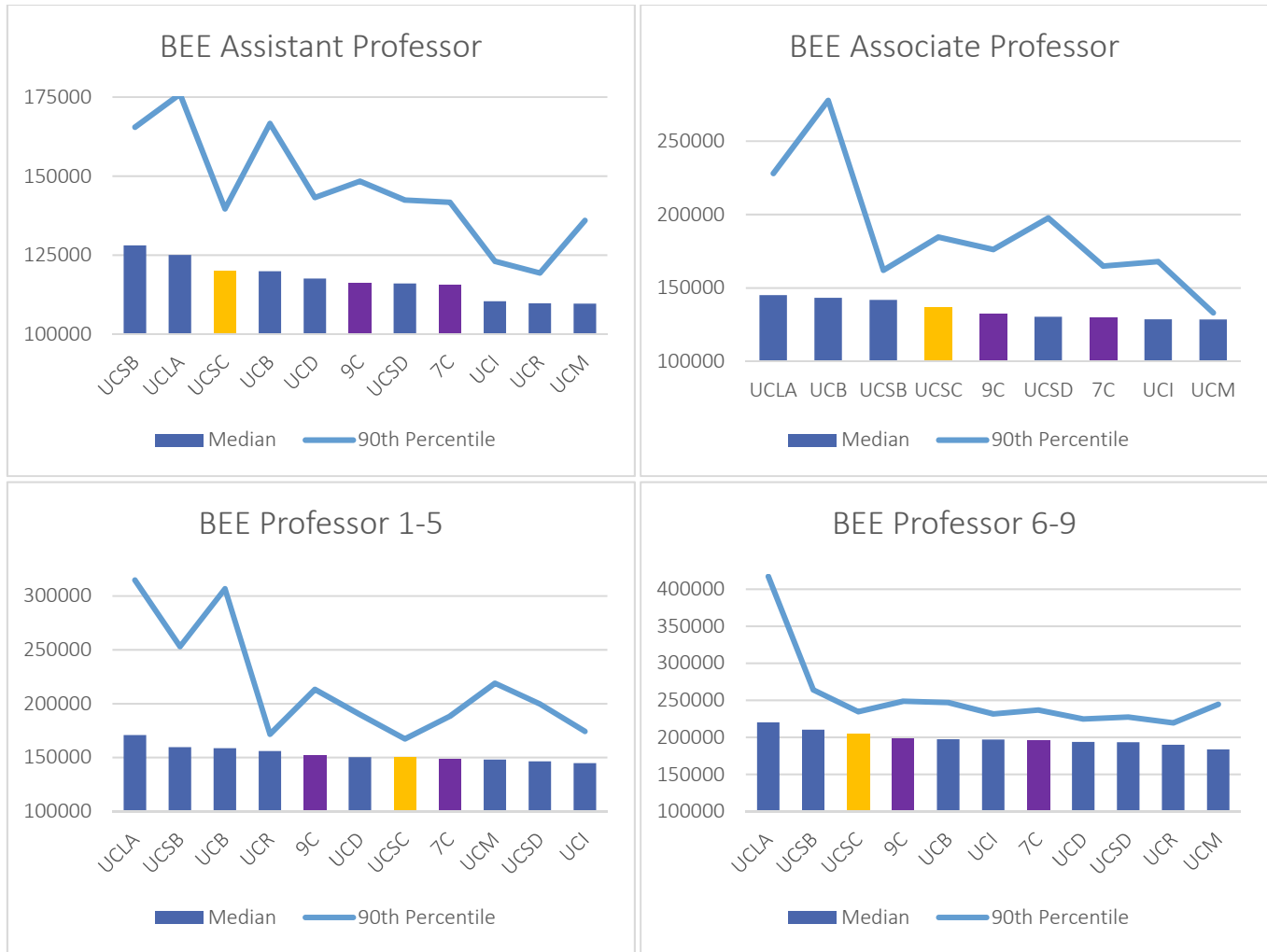


Figure 2b. Table of Medians and 90<sup>th</sup> Percentiles, BEE Scale Ranks, October 2018

	Assistant		Associate		Prof 1-5		Prof 6-9	
	Median	90th %	Median	90th %	Median	90th %	Median	90th %
UCB	\$ 119,900	\$ 166,650	\$ 143,300	\$ 277,720	\$ 158,700	\$ 306,720	\$ 197,450	\$ 246,920
UCD	\$ 117,544	\$ 143,207	\$ 127,791	\$ 164,449	\$ 150,285	\$ 189,910	\$ 193,765	\$ 224,746
UCI	\$ 110,400	\$ 123,050	\$ 128,600	\$ 167,960	\$ 144,750	\$ 174,254	\$ 197,000	\$ 231,700
UCLA	\$ 125,048	\$ 175,940	\$ 145,100	\$ 227,980	\$ 170,790	\$ 314,760	\$ 220,106	\$ 417,240
UCM	\$ 109,600	\$ 135,940	\$ 128,500	\$ 133,120	\$ 148,150	\$ 219,000	\$ 183,700	\$ 244,500
UCR	\$ 109,700	\$ 119,340	\$ 122,450	\$ 132,300	\$ 156,000	\$ 171,660	\$ 190,000	\$ 219,580
UCSB	\$ 128,050	\$ 165,490	\$ 141,850	\$ 162,110	\$ 159,550	\$ 253,110	\$ 210,250	\$ 264,060
UCSC	\$ 120,050	\$ 139,650	\$ 136,800	\$ 184,700	\$ 150,100	\$ 167,300	\$ 204,602	\$ 234,730
UCSD	\$ 116,009	\$ 142,400	\$ 130,356	\$ 197,650	\$ 146,400	\$ 199,664	\$ 193,250	\$ 227,450
7C	\$ 115,400	\$ 141,700	\$ 129,948	\$ 164,980	\$ 148,909	\$ 188,428	\$ 196,400	\$ 236,908
9C	\$ 116,200	\$ 148,382	\$ 132,217	\$ 176,209	\$ 152,490	\$ 213,280	\$ 198,400	\$ 248,792
GAP TO 7C	4.03%	-1.45%	5.27%	11.95%	0.80%	-11.21%	4.18%	-0.92%
GAP TO 9C	3.31%	-5.88%	3.47%	4.82%	-1.57%	-21.56%	3.13%	-5.65%

## ADDENDUM: Above Scale, October 2018

While outside the scope of the Faculty Salary Competitiveness report and the special salary practice program, data on above scale salaries is being provided this year in response to a request from the Committee on Faculty Welfare.

Figure A-1a. Median vs 90<sup>th</sup> Percentile, Regular Scale Ranks, October 2018

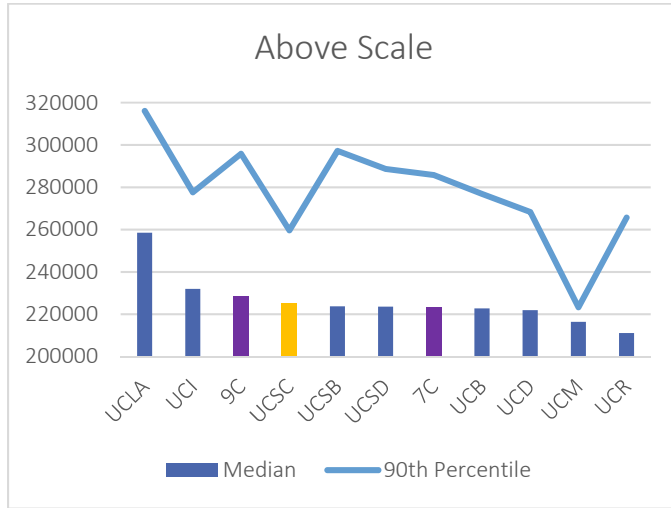


Figure A-2a. Median vs 90<sup>th</sup> Percentile, BEE Scale Ranks, October 2018

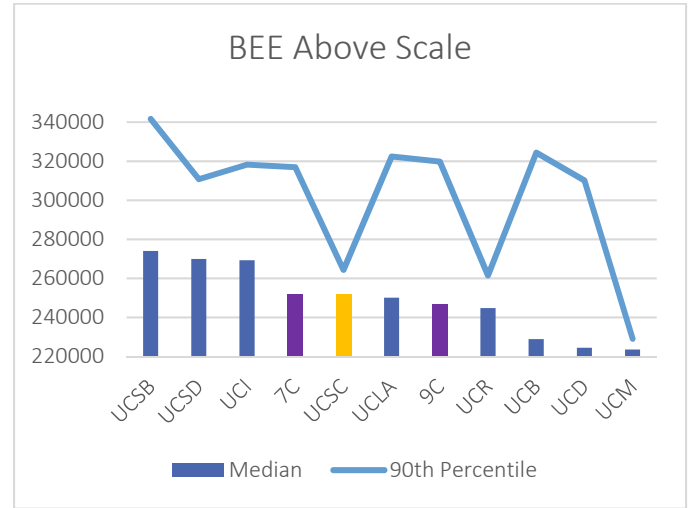


Figure A-1b. Table of Medians and 90<sup>th</sup> Percentiles, Regular Ranks, October 2018

	Above Scale	
	Median	90th %
UCB	\$ 222,700	\$ 276,900
UCD	\$ 221,869	\$ 268,344
UCI	\$ 231,945	\$ 277,650
UCLA	\$ 258,500	\$ 316,088
UCM	\$ 216,400	\$ 223,280
UCR	\$ 211,100	\$ 265,700
UCSB	\$ 223,700	\$ 297,200
UCSC	\$ 225,200	\$ 259,660
UCSD	\$ 223,550	\$ 288,680
7C	\$ 223,472	\$ 285,819
9C	\$ 228,700	\$ 295,860
GAP to 7C	0.77%	-9.15%
GAP to 9C	-1.53%	-12.24%

Figure A-2b. Table of Medians and 90<sup>th</sup> Percentiles, BEE Scale Ranks, October 2018

	Above Scale	
	Median	90th %
UCB	\$ 228,850	\$ 324,400
UCD	\$ 224,502	\$ 310,148
UCI	\$ 269,295	\$ 318,300
UCLA	\$ 250,097	\$ 322,455
UCM	\$ 223,550	\$ 229,110
UCR	\$ 244,800	\$ 261,530
UCSB	\$ 274,050	\$ 341,660
UCSC	\$ 252,100	\$ 264,380
UCSD	\$ 269,900	\$ 310,780
7C	\$ 252,100	\$ 316,920
9C	\$ 246,800	\$ 319,787
GAP TO 7C	0.00%	-17.33%
GAP TO 9C	2.15%	-5.88%