



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

September 28, 2011

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Enclosed are the Academic Salary Scales for 2011-12. The new scales have been adjusted by 3% effective October 1, 2011, with certain exceptions listed below. As you know, last November the Board of Regents approved funds in UC's budget to provide a 3% pool for merit-based salary increases for faculty and other non-represented academic appointees for 2011-12. For eligible appointees, increases are to be awarded based on evidence of continued successful academic performance. Please refer to Provost Pitts' letter dated August 22 to you regarding Guidelines for Faculty and Other Academic Appointee Merit-based Salary Increases (copy enclosed). Details regarding specific populations covered under the 2011-12 merit-based salary increase program are outlined below.

The following populations for faculty and other non-represented academic appointees are covered under the 2011-12 merit-based salary increase program; the scales listed below for this group reflect the 3% increase effective October 1, 2011.

- Faculty Ladder Ranks and Equivalent Faculty - Tables 1 - 8
- Supervisors of Physical Education series – Table 9
- Lecturers and Senior Lecturers with Security of Employment; Lecturers and Senior Lecturers with Potential Security of Employment – 100% Time - Table 10
- Professional Research Series – Tables 11- 14
- Interns and Residents-Non MD – Table 21
- Graduate Student Researcher; Graduate Student Assistant Researcher – Table 22
- Specialist series – Table 24
- Military or Air Science and Tactics Assistant – Table 25
- Non-represented Librarians – Table 26-A
- Assistant and Associate University Librarians – Table 27
- Cooperative Extension Advisor series – Table 28
- Specialist in Cooperative Extension series – Table 29
- Coordinators of Public Programs – Table 30
- Continuing Educators – Table 31
- Academic Administrator series – Table 34
- Academic Coordinator series - Tables 35 – 36
- Project series – Tables 37 - 38

COUNCIL OF VICE CHANCELLORS

September 28, 2011

Page 2

The following populations for represented academic appointees are not covered under the 2011-12 merit-based salary increase program; the scales listed below for this group do not reflect the 3% increase on October 1, 2011. Employees who are in one of the five collective bargaining units listed are exclusively represented by a bargaining unit and have salary set by the terms of the contract thus making them ineligible to participate in this year's merit-based salary increase program.

- Non-Senate Instructional unit (NSI-Unit 18) – Tables 15, 16, 17, 32, and 33. Contract negotiations are continuing between UC and the AFT. Upon resolution of negotiations, new scales for 2011-12 will be published.
- UC San Diego Housestaff Association – Table 21. Prior to the 2011-12 merit-based salary increase salary program, the Resident Physician scale was adjusted effective July 1, 2011. For this reason, there is no further increase in the Resident Physician scale for 2011-12. Note that the Resident Physician scale also applies to other resident physicians and dental school residents (Post-D.D.S. I-VI) who are not in the collective bargaining unit.
- Postdoctoral Scholar unit – Table 23. The new Postdoctoral Scholar contract was implemented last fall in 2010. The contract provided, in part, for 2010-11 salary increases paid to Postdoctoral Scholars effective October 1, 2010 as well as a new Postdoctoral Scholar salary scale effective June 1, 2011 that reflects current NIH experience-based salary/stipend levels for consistency and competitiveness. For these reasons, there is no change in the Postdoctoral Scholar scale for 2011-12.
- Professional Librarians unit – Table 26 - B. Contract negotiations are continuing between UC and the AFT. Upon resolution of negotiations, a new 2011-12 salary scale for represented Librarians will be published.
- Academic Student Employees (ASE) – Tables 18, 19, and 20. In accordance with the ASE contract, employees will receive a 2% salary increase this year. The 2011-12 rates in Tables 18, 19, and 20 have been adjusted by 2% effective October 1, 2011. For titles in the bargaining unit whose rates are not maintained by the Office of the President (for example, the *Associate in _____* and *Acting Instructor-Graduate Student* titles at the Berkeley campus), each campus will need to ensure that the 2% salary increase prescribed in the contract is implemented. In addition, employees in teaching titles that are not in the ASE bargaining unit (for example, Readers, Remedial Tutors, and Tutors at the Santa Cruz campus, and Readers, Remedial Tutors, Tutors, Teaching Assistants and Teaching Fellows at the UC San Francisco, UCDC, and EAP) shall receive the 2% salary increase effective October 1, 2011.

The Faculty Recruitment Allowance maximum (Table 40) is increased to \$59,700 effective October 1, 2011.

COUNCIL OF VICE CHANCELLORS

September 28, 2011

Page 3

The following scales listed below are no longer published in the 2011-12 Academic Salary Scales packet:

- Faculty—Recall Teaching Stipends
- Non-Student Postgraduate Researcher
- Faculty Fellow Researcher
- Demonstration Teacher

The 2011-12 Academic Salary Scales are available online at <http://www.ucop.edu/acadpersonnel/1112/>

Sincerely,



Susan L. Carlson
Vice Provost
Academic Personnel

Enclosures

cc: Provost Pitts
Academic Senate Council Chair Anderson
Vice President Diaz
Vice President Duckett
Associate Vice President Nation
Associate Vice President Obley
Graduate Deans
Special Assistant Price
Vice Provosts for Academic Personnel
Academic Personnel Directors
Executive Director Cain
Executive Director Cowan
Executive Director Tanaka
Director Clune
Director Jennings
Director Saxton
Associate Director Chester
Manager Lockwood
Manager Lunsford
Payroll Coordinator Ruiz
Policy and Compensation Analyst Agustin
Policy and Compensation Analyst Farren
Policy and Compensation Analyst Thomas
Administrative Analyst Durrin

UNIVERSITY OF CALIFORNIA

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

OFFICE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT –
ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

August 22, 2011

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Guidelines for Faculty and other Academic Appointee Merit-based Salary Increases

The University of California Regents in November 2010 approved a 3% pool for salary increments for faculty and other academic appointees for 2011-2012. For faculty and other academic appointees, increases will be awarded based on evidence of continued successful academic performance. New salaries will be effective as of October 1, 2011.

The following implementation guidelines are issued from the Office of the President to provide consistency in salary administration across campuses.

Eligibility and Guidelines for Distributing the Salary Increase

Faculty and non-represented academic appointees are eligible for a salary increase as follows.

Ladder-rank and equivalent faculty: Salary increments will be awarded to faculty with a positive merit review in the last four years as well as to those with satisfactory reviews at Professor V and IX and those who are making satisfactory progress (satisfactory “no - advancement” reviews at Associate and Full Professor ranks). Faculty who have received salary retention offers as well as new hires who have not yet had a formal review will also receive the salary increment. With the exception of SMG positions, faculty serving in administrative roles are eligible based on positive review. For Ladder-rank and equivalent faculty with positive actions, the 3% salary increment will be applied to base and off-scale components of salary and to Above-Scale salaries. Salary Tables 1 through 9 will reflect these changes.

Other Non-Represented Academic Appointees: Other academic appointees will qualify for the 3% salary increment if they have had a positive merit review in the last four years. Appointees who have been newly hired or reappointed are also included. The salary tables will be updated to reflect this adjustment. Details about specific populations covered under Tables 10 through 43 will be communicated to Vice Provosts and Academic Personnel Directors.

Council of Vice Chancellors
August 22, 2011
Page 2

Represented Academic Appointees: Academic employees who are exclusively represented by a collective bargaining contract have salary set by the terms of the contract and thus are not eligible for this program. This includes Non-Senate Instructional Unit (Unit 18), Academic Student Employees (ASEs), the Postdoctoral Scholar Unit, the Librarian Unit, and UCSD Medical Residents.

Approval Authority

Exceptions in appropriate cases may be made by the Chancellors.

Those with questions concerning these details should contact Vice Provost Susan Carlson or the Academic Personnel Office. Additional implementation information on this program will be distributed to the Vice Provosts and Academic Personnel Directors.

Sincerely,



Lawrence H. Pitts
Provost and Executive Vice President
Academic Affairs

cc: President Yudof
Chancellors
Academic Senate Chair Simmons
Executive Vice President Brostrom
Vice President Duckett
Vice Provost Carlson
Vice Provosts-Academic Personnel
Academic Personnel Directors