



OFFICE OF THE VICE PROVOST -
ACADEMIC PERSONNEL AND PROGRAMS

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

August 5, 2015

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PRESIDENT HUMISTON**

Dear Colleagues:

In her letter of July 1, 2015, Provost Aimée Dorr announced that UC will implement the 3% salary program for faculty included in the 2015-16 UC budget the Regents approved in November 2014. Following discussion with the President, the Chancellors, the Provosts & Executive Vice Chancellors, the Academic Senate, and other stakeholders, Provost Dorr has provided guidance as to how the President expected the 3% program to be implemented for 1) general campus ladder-rank faculty (including a few health sciences, non-HSCP faculty), 2) faculty participating in the Health Sciences Compensation Plan (HSCP), 3) all other non-represented academic appointees, and 4) Deans and Certain Full-time Academic Administrators. In accordance with these announcements, I am enclosing the guidance document (with appendices) as well as a link to the Academic Salary Scales for 2015-16.

Salary Scales for Faculty and Non-Represented Academic Personnel

Under the 2015-16 salary program, the salary scales for faculty and non-represented academic personnel listed below are adjusted by 1.5% effective July 1, 2015. Both the minimum and the adjusted scales are increased by 1.5%, and the minimum scales will remain in effect until personnel on them have advanced in rank and/or step to the adjusted scales:

- Faculty ladder ranks, equivalent faculty, and other 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 – Tables 10-A and 10-B-1 & 10-B-2
- Professional Research Series – Tables 11 - 14
- Interns and Residents - Non-MD – Table 21
- Specialist Series – Table 24
- Military or Air Science and Tactics Assistant – Table 25
- Assistant and Associate University Librarian – 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 I-VII
- Academic Coordinator Series – Tables 35 I-III and 36 I-III
- Project Series – Tables 37 - 38

Other Adjustments

After consultation with campus academic leaders including the Council of University Librarians (CoUL), adjustments associated with the new salary structure for non-represented librarians, implemented in phases beginning July 1, 2014, will continue during 2015-16. As part of this salary structure, non-represented librarians' salary will be adjusted as a part of the regular merit review process, according to Table 26-A. These adjustments will be processed in lieu of the 1.5% adjustment for other non-represented academic personnel in 2015-16.

The salary program for the graduate student researchers and graduate student assistant researchers is under consultation with campus stakeholders and the scale adjustments will be communicated separately.

Salary Scales for Represented Academic Personnel

Salary scales for represented employees are set by the terms of their contracts.

- Lecturers and non-lecturers in the Non-Senate Instructional (NSI) IX Unit are currently in contract negotiations so no scales will be adjusted at this time. The regular merit program will continue.
- ASE in the BX unit – The salary scale is adjusted by 4%. Implementation of the prospective increase shall coincide with the first full pay period in the fall term commencing with October 1st for monthly paid employees and the first pay period commencing after October 1 for bi-weekly paid employees (Tables 18-20).
- Postdoctoral Scholars in the PX unit are currently in contract negotiations so no scales will be adjusted at this time.
- Represented Librarians in the LX unit - Adjustments associated with the new salary structure for represented librarians, implemented in phases beginning July 1, 2014, will continue during 2015-16. As part of this salary structure, represented librarians' salary will be adjusted as a part of the regular merit review process, according to Table 26-B.

The salary scale for resident physicians (Table 21) is adjusted on July 1, 2015 to bring the UC stipend levels to the Council of Teaching Hospitals (COTH) 50th percentile plus an additional 3.3% for all levels for fiscal year 2015-16. The salary scale is effective July 1, 2015 for all campuses with the exception of UC Irvine and the represented employees in the UC San Diego House Staff Association, pending approval from these two campuses.

Other Details

The Faculty Recruitment Allowance maximum listed in Table 40 is increased by 3% from \$62,700 to \$64,700 effective July 1, 2015. The maximum amount of start-up costs for faculty in the laboratory and health sciences during an intercampus transfer, currently at \$900,000, is also increased by 3% to \$927,000.

The salary scales are available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>

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If you have questions, please email Executive Director Nancy Tanaka in my office at Nancy.Tanaka@ucop.edu or call the Academic Personnel and Programs main phone line at (510) 987-9479.

Sincerely,



Susan L. Carlson
Vice Provost, Academic Personnel and Programs

Enclosures:

2015-16 Salary Program for Academic Appointees (including appendices 1-4)

cc: President Napolitano
Provost and Executive Vice President for Academic Affairs Dorr
Academic Council Chair Gilly
Executive Vice President Nava
Executive Vice President Stobo
Vice President Duckett
Associate Vice President Nation
Associate Vice President Obley
Vice Provosts Academic Affairs/Academic Personnel
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Workforce Analyst Lang
Principal Analyst Espinoza