



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

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

May 24, 2018

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

Dear Colleagues:

In her letter of May 3, 2018, President Napolitano outlined and asked Chancellors to implement a salary program for faculty and other academic personnel for 2018-19. Following discussion with the Chancellors, the Executive Vice Chancellors/Provosts, and the Academic Senate, and with input from the Vice Provosts/Vice Chancellors for Academic Personnel, the President announced year one of a three-year academic salary program that focuses on rebuilding competitive salaries for ladder-rank faculty and other non-represented academic appointees. The following summarizes how the 2018-19 salary program will be implemented for non-represented academic appointees. I am enclosing the President's letter and guidance document as well as a link to the Academic Salary Scales for 2018-19. Please note that all percentages listed are approximate as the exact amount may vary due to rounding.

Salary Scales for Ladder-Rank Faculty, Health Sciences Compensation Plan Faculty, and Non-represented Academic Personnel in Titles Tied to the Ladder-Rank Faculty Salary Scales

Under the 2018-19 salary program, the ladder-rank faculty salary scales are adjusted by approximately 4.0%, effective July 1, 2018. Health Sciences Compensation Plan (HSCP) faculty and other academic appointees with salaries tied to these scales will have the same 4.0% adjustment to the associated scales. The affected scales are listed below. Both the adjusted and the minimum scales are increased by 4.0%. Above-scale faculty will have their salaries incremented according to standard processes established by each campus for above-scale faculty. No systematic adjustment to off-scale salaries is mandated or expected. Faculty having off-scale salary components will retain them.

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 5, 7 - 8
- Supervisors of Physical Education Series – Table 9
- Professional Research Series – Tables 11 - 14 (exempt); Tables 13N - 14N (non-exempt)
- Specialist in Cooperative Extension Series – Table 29 (exempt); Table 29N (non-exempt)
- Minimum Salary Scales – Tables 1M, 2M, 3M, 5M, 7M, 14M, 14N-M

Salary Scales for Other Non-represented Faculty and Academic Personnel

Salary scales for other non-represented faculty and academic personnel listed below are adjusted by approximately 3.0%, effective July 1, 2018. Both the adjusted and the minimum scales are increased by 3.0%.

- 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
- Specialist Series – Table 24 (exempt); Table 24N (non-exempt)
- Military or Air Science and Tactics Assistant – Table 25
- Non-represented Librarian Series – Table 26-A (exempt); Table 26-A(N) (non-exempt)
- Assistant and Associate University Librarian – Table 27 (exempt); Table 27N (non-exempt)
- Cooperative Extension Advisor Series – Table 28 (exempt); Table 28N (non-exempt)
- Coordinators of Public Programs – Table 30 (exempt); Table 30N (non-exempt)
- Continuing Educators – Table 31 (exempt); Table 31N (non-exempt)
- Academic Administrator Series – Table 34 I-VII (exempt); Table 34N I-VII (non-exempt)
- Academic Coordinator Series – Tables 35 I-III and 36 I-III (exempt); Table 36N I-III (non-exempt)
- Project (e.g., Scientist) Series – Tables 37 - 38 (exempt); Tables 37N - 38N (non-exempt)
- Academic Standard Table of Pay Rates – Table 39 (exempt); Table 39N (non-exempt)
- Minimum Salary Scales – Tables 37M, 37N-M

Other Adjustments for 2018-19

Junior Specialists (Tables 24 and 24N): Salary rates for the Junior Specialist and Junior Specialist-Non-Exempt titles are adjusted by approximately 3.5%, effective July 1, 2018, to narrow the salary gap with the Assistant Specialists that resulted as part of transitions made to comply with FLSA regulations. This addresses salary issues unique to the Junior Specialists as they convert from non-exempt to exempt status.

Graduate Student Researchers and Graduate Student Assistant Researchers (Table 22): The 2018-19 program includes Graduate Student Researchers and Graduate Student Assistant Researchers, with the exception that these scale changes will be effective on October 1, 2018, as has been the case in the last three years.

Student Titles, Intern, Resident, Resident Physician, Post D.D.S., Non-Physician Clinical Trainee (Table 21): Salary rates for non-represented Resident Physicians and Post-D.D.S., Veterinary Medicine Residents, and Veterinary Medicine Interns are adjusted by 3.0%. The salary range for Clinical Psychology Interns is adjusted by 3.0%, and the salary ranges for Pharmacy Residents and Non-Physician Clinical Trainees will not change; individual rates within these ranges are set per campus practice.

Salary Scales for Represented Academic Personnel

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

In accordance with the contractual agreement between the University Council – American Federation of Teachers (UC-AFT) and the University of California, enclosed are the 2018-19 salary scales for the Non-Senate Faculty (NSF) Unit 18 titles (Tables 15-17 and 32-33). The salary ranges/rates have been adjusted by a general range adjustment increase of 2.5% with an effective date of July 1, 2018.

For titles in the Unit 18 bargaining unit whose salary rates are not maintained by the Office of the President (for example, demonstration teachers), each campus will need to ensure that the 2.5% increase prescribed in the agreement is implemented. Positions and/or titles paid on a “By Agreement” basis may

continue to be paid on a "By Agreement" basis insofar as the amount paid to each "By Agreement" NSF is at or above the minimum of the salary range for that position.

Other Details

Deans and other full-time faculty administrators will be eligible for a 3% increase to be awarded for meritorious performance.

The Faculty Recruitment Allowance maximum listed in Table 40 is increased by 3% from \$68,700 to \$70,800, effective July 1, 2018. Chancellors maintain the authority to approve exceptional allowances up to \$150,000.

The salary scales are available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>. If you have questions, please email Executive Director Pamela Peterson 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: President Napolitano Letter of May 3, 2018
2018-19 Salary Program for Academic Appointees

cc: President Napolitano
Provost and Executive Vice President for Academic Affairs Brown
Executive Vice President and Chief of Staff Nava
Academic Council Chair White
Executive Vice President Stobo
Vice President Duckett
Vice President Ellis
Vice President Holmes-Sullivan
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Associate Vice President Alcocer
Associate Vice President Nation
Graduate Deans
Council of University Librarians
Academic Personnel Directors
Executive Director Baxter
Executive Director Chester
Executive Director Peterson
Interim Executive Director Russi
Chief of Staff Henderson
Director Grant
Director Jennings
Director Lee

Associate Director Fishel
Manager Crosson
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