



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

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

July 1, 2019

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

Dear Colleagues:

In her letter of June 26, 2019, President Napolitano outlined and asked Chancellors to implement a salary program for ladder-rank faculty and other academic appointees for 2019-20. Following discussions 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 two of an academic salary program that focuses on rebuilding competitive salaries for ladder-rank faculty and other non-represented academic appointees. A general range adjustment of 3.0% will be afforded all non-represented academic appointees. A special additional 1.0% will be applied to ladder-rank scales in order to address the salary lag with our Comparison 8 peer institutions. The following sections summarize how the 2019-20 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 that are effective in July 2019. Please note that all percentages listed are approximate as the exact amount may vary due to rounding.

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

Under the 2019-20 salary program, the ladder-rank faculty salary scales will be adjusted by the 3.0% general range adjustment and 1.0% special, targeted increase, effective October 1, 2019. All scale adjustments are subject to rounding and smoothing between steps, so the exact percent increases may differ. To accommodate the approximate 4.0% annual increase over nine months, it will be necessary to raise ladder-rank salary scales at a proportionately higher rate. Health Sciences Compensation Plan (HSCP) faculty and other academic appointees with salaries tied to these scales will have the same adjustment to the associated ladder-rank scales. Minimum scales will also be increased accordingly. The affected scales are listed below and will be issued at a later date.

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 5, 7 - 8
- Faculty – Lecturer with Security of Employment Series – Tables 1L - 5L, 7L – 8L
- Supervisors of Physical Education Series – Table 9
- Minimum Salary Scales – Tables 1M, 2M, 3M, 5M, 7M

Coincident with the October 1, 2019 effective date, 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; any such adjustments should be

made to address individual compensation issues, especially equity issues. Faculty having off-scale salary components may retain them according to campus practice.

Salary Scales for Other Non-represented Academic Personnel

Salary scales for other non-represented academic personnel listed below are increased by the general range adjustment of approximately 3.0%, effective July 1, 2019 for monthly paid and July 14, 2019 for biweekly paid appointees. These scales are included in this issuance.

- Non-represented Professional Research Series – Table 13-A and 14-A
- Non-represented Specialist Series – Table 24-A (exempt); Table 24-A(N) (non-exempt)
- Military or Air Science and Tactics Assistant – Table 25
- Assistant and Associate University Librarian – Table 27 (exempt); Table 27N (non-exempt)
- Cooperative Extension Advisor Series – Table 28 (exempt); Table 28N (non-exempt)
- Specialist in Cooperative Extension Series – Table 29 (exempt); Table 29N (non-exempt)
- Non-represented Coordinators of Public Programs – Table 30-A
- 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)
- Non-represented Project (e.g., Scientist) Series – Tables 37-A and 38-A
- Academic Standard Table of Pay Rates – Table 39 (exempt); Table 39N (non-exempt)

Other Adjustments for 2019-20

Non-represented Librarian Series (Tables 26-A and 26-A(N)): The salary scale for non-represented librarians will be adjusted to align with the salary scale currently bargained for represented librarians, effective July 1, 2019. Past practice has been to maintain the same salary scale for both represented and non-represented librarians.

Graduate Student Researchers and Graduate Student Assistant Researchers (Table 22): The 2019-20 program includes Graduate Student Researchers and Graduate Student Assistant Researchers, with the exception that these scale changes will be effective on October 1, 2019.

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 ranges for Clinical Psychology Interns, Pharmacy Residents, and Non-Physician Clinical Trainees are adjusted by 3.0%; 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, the 2019-20 salary scales for the Non-Senate Faculty (NSF) Unit 18 titles (Tables 15-17 and 32-33) are included in this issuance. The salary

ranges/rates have been adjusted by the general range adjustment increase of 3.0% with an effective date of July 1, 2019.

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 be responsible to ensure that the 3.0% 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.

In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the University of California, the Academic Student Employees' (ASE) salary scales will be adjusted by the general range adjustment increase of 3.0%, with an effective date of October 1, 2019 for monthly paid appointees and the first pay period commencing after October 1, 2019 for biweekly paid appointees.

Other Details

Deans and other full-time faculty administrators will be eligible for a 3.0% increase to be awarded for meritorious performance, effective July 1, 2019.

The Faculty Recruitment Allowance maximum listed in Table 40 is increased by 4.0% from \$70,800 to \$73,600, effective July 1, 2019. Chancellors maintain the authority to approve exceptional allowances up to \$150,000.

The salary scales effective in July 2019 are available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>. The salary scales effective in October 2019 will be issued and posted at a later date. 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 June 26, 2019
2019-20 Academic Salary Program

cc: President Napolitano
Provost and Executive Vice President for Academic Affairs Brown
Executive Vice President and Chief of Staff Nava
Academic Council Chair May
Executive Vice President Stobo
Vice President Duckett
Vice President Ellis
Interim Vice President Gullatt

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 G Fishel
Executive Director Peterson
Executive Director Russi
Chief of Staff Henderson
Director Assily
Director Grant
Director Jennings
Director Lee
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