



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 10th Floor
Oakland, California 94607-5200

May 18, 2022

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

Dear Colleagues:

In his letter of May 6, 2022, President Drake announced a 2022-23 salary program for policy-covered academic appointees that includes a special salary equity program to be implemented by each campus (see attached). The 2022-23 salary program is composed of two main parts – a 4.0% general range adjustment (subject to rounding and smoothing where applicable) to be applied to all policy-covered academic salary scales and ranges and a special salary equity program for policy-covered faculty. Salary scales for policy-covered specialists will be adjusted where needed to maintain parity with corresponding represented salary scales in the final year of the scale smoothing/equity effort. The following sections summarize how the 2022-23 salary program will be implemented for policy-covered academic appointees.

In addition, the regular peer-review merit advancement process for policy-covered academic appointees will continue per academic personnel policy. Campuses are encouraged to continue their efforts to implement equity adjustments for policy-covered academic appointees in addition to the 2022-23 special salary equity program where warranted.

GENERAL RANGE ADJUSTMENT

All salary scale percentage adjustments listed below are approximate as the precise amount may vary due to rounding and modest smoothing to maintain consistent increments between steps.

Salary Scales for Policy-covered Faculty, Astronomer, and Agronomist Titles

Under the 2022-23 salary program, the salary scales for policy-covered faculty and ladder-rank equivalent (astronomer and agronomist) will be adjusted by the 4.0% general range adjustment, effective October 1, 2022. All scale adjustments are subject to rounding and modest smoothing; therefore, the exact percent increases may differ. Minimum scales will also be increased accordingly. The applicable salary scales are listed below.

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 4
- Faculty – Lecturer with Security of Employment Series – Tables 1L - 4L
- Faculty ladder ranks, Health Sciences Compensation Plan – Table 5, Scales 0-9
- Faculty – Lecturer with Security of Employment Series, Health Sciences Compensation Plan – Table 5L, Scales 0-9
- Faculty ladder-ranks, Strict Full-time Veterinary Medicine – Table 7
- Faculty – Lecturer with Security of Employment Series, Strict Full-time Veterinary Medicine – Table 7L
- Faculty ladder-ranks, Law School – Table 8
- Faculty – Lecturer with Security of Employment Series, Law School – Table 8L
- Minimum Salary Scales – Tables 1M, 3M

Above-scale Faculty: Coincident with the October 1, 2022 effective date, above-scale faculty will have their salaries incremented according to standard processes established by each campus for above-scale faculty.

Off-scale Salary Components: There are no mandates or expectations of systematic, campuswide adjustments to off-scale salaries. Campus practices may be followed regarding treatment of off-scale salary components.

Salary Scales for Policy-covered Non-faculty Academic Appointees

Salary scales for policy-covered academic appointees listed below will be increased by the general range adjustment of approximately 4.0% (subject to rounding), effective July 1, 2022 for monthly paid and July 10, 2022 for biweekly paid appointees. These scales are listed below.

- Non-represented Professional Research Series – Tables 13-A and 14-A (exempt); Tables 13-A(N) and 14-A(N) (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)
- 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 (exempt); Tables 37-A(N) and Table 38-A(N) (non-exempt)
- Academic Standard Table of Pay Rates – Table 39 (exempt); Table 39N (non-exempt)

Parity Adjustment for Policy-covered Specialists

Under the 2022-23 salary program, the salary scales for policy-covered specialists will be adjusted to include the 4.0% general range adjustment for 2022-23 (subject to rounding) with additional adjustments for the Junior Specialist rank to maintain parity with the corresponding represented salary scales. The general range and parity adjustments will be effective July 1, 2022 for monthly paid and July 10, 2022 for biweekly paid appointees. These scales are listed below.

- Non-represented Specialist Series – Table 24-A (exempt); Table 24-A(N) (non-exempt)

Salary Scales for Policy-covered Student and Trainee Titles

Salary rates for policy-covered Post-D.D.S., Veterinary Medicine Residents, and Veterinary Medicine Interns will be adjusted by 4.0%. The salary ranges for Clinical Psychology Interns and Non-Physician Clinical Trainees will be adjusted by 4.0%; individual rates within these ranges are set per campus practice. Adjusted salary scales will be effective July 1, 2022 and are listed below. Resident Physicians at those UC locations that recently organized are currently in negotiations for initial contracts. Accordingly, salary rates for policy-covered Resident Physicians will not be adjusted at this time.

- Trainee Titles, Intern, Resident, Resident Physician, Post D.D.S., Non-Physician Clinical Trainee – Table 21

Other Policy-covered Compensation Adjustments for 2022-23

- **Deans and other faculty administrators** will be eligible for consideration for a salary merit increase of no greater than 4.0%, effective July 1, 2022, as determined at the campus level based on individual meritorious performance judged at their annual assessment review.
- **Academic titles not tied to salary scales or ranges** and compensation that is negotiated will be eligible for an increase up to an approximate 4.0%, subject to rounding, as determined at the campus level to be effective July 1, 2022.
- Faculty participating in the **Negotiated Salary Trial Program (NSTP)** for 2022-23 should negotiate their salaries assuming the 4.0% general range adjustment and any campus-based adjustment for off-scale increments and above-scale salaries, all effective on October 1, 2022.
- **Local salary scales** are the purview of the campuses and should be adjusted appropriately.

Salary Scales for Represented Academic Appointees

Salary scales for represented academic appointees are set by the terms of their Collective Bargaining Agreements (CBA).

Non-Senate Instructional Unit. In accordance with the contractual agreement between the University Council-American Federation of Teachers (UC-AFT) and the University of California, the 2022-23 salary scales for the Non-Senate Instructional Unit IX (Unit 18) titles will be adjusted by a general range adjustment of 3.0% with effective date of July 1, 2022.

- Unit 18 Faculty, Lecturer – Tables 15 - 16
- Unit 18 Faculty, Supervisor of Teacher Education – Tables 32 - 33

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” Unit 18 faculty is at or above the minimum of the salary range for that position. Salary increases, if any, for bargaining unit members at the UCLA Lab School, UCLA Geffen Academy, and the UCSD Preuss School are subject to separate local negotiations and agreements.

Professional Librarian Unit. In accordance with the contractual agreement between the University Council-American Federation of Teachers (UC-AFT) and the University of California, the 2022-23 salary scales for the Professional Librarian Unit LX titles will be adjusted by a general range adjustment of 3.0% with effective dates of July 1, 2022 for monthly paid appointees and July 10, 2022 for biweekly paid appointees.

- Represented Librarian Series – Table 26-B (exempt); Table 26-B(N) (non-exempt)

Academic Researchers Unit. In accordance with the contractual agreement between the UAW, AFL-CIO, Local 5810, and the University of California, the 2022-23 salary scales for the Academic Researchers Unit RA titles will be adjusted by a general range adjustment of 3.0% with effective dates of July 1, 2022 for monthly paid appointees and July 10, 2022 for biweekly paid appointees. In addition, equity adjustments and smoothing of the represented Project Scientist Series and represented Specialist Series salary scales will be made in accordance with the terms of the CBA.

- Represented Professional Research Series – Tables 13-B and 14-B (exempt); Tables 13-B(N) and 14-B(N) (non-exempt)
- Represented Specialist Series – Table 24-B (exempt); Table 24-B(N) (non-exempt)
- Represented Coordinators of Public Programs – Table 30-B (exempt); Table 30-B(N) (non-exempt)
- Represented Project (e.g., Scientist) Series – Tables 37-B and 38-B (exempt); Tables 37-B(N) and 38-B(N) (non-exempt)

Academic Student Employee Unit. Academic Student Employees in Unit BX are currently in contract negotiations. Accordingly, no scales will be adjusted at this time.

Graduate Student Researchers Unit. Graduate Student Researchers in Unit BR are currently in contract negotiations. Accordingly, no scales will be adjusted at this time.

SPECIAL SALARY EQUITY PROGRAM FOR POLICY-COVERED FACULTY

While the 4.0% range adjustment will help address the salary gap in competitiveness with the Comparison 8 Peers, campuses are directed to design (if they have not previously done so) and implement a Special Salary Equity Program for policy-covered faculty in order to maintain competitiveness and campus fairness of faculty compensation. This special program is to address salary equity and market issues such as compression, inversion, and competitiveness, both internal and external, with particular attention to possible disparities by gender and race/ethnicity or at lower salary levels. Normal campus consultation processes are expected to be followed in the implementation of this program. Below are details of the Special Salary Equity Program.

General campus faculty

- Campuses will dedicate up to 1.5% of 2021-22 base pay, as needed (this includes on-scale, off-scale, and above-scale dollars) for policy-covered faculty eligible for this program. Given the nature of their pay, the salaries of visiting and adjunct faculty are excluded from the 1.5% calculations.
- Faculty in health sciences schools who are not in the Health Sciences Compensation Plan (HSCP) are eligible.
- Ladder-rank equivalent titles of astronomer and agronomist are eligible. Administrative salaries are not eligible for the special program, but the underlying faculty salary may be eligible.
- Adjustments to address any equity issues for faculty salary on non-state funds must be funded by non-state funds.
- Campuses should address equity, compression, and/or inversion issues. Campus faculty salary equity studies should be leveraged for the equity analysis.
- A portion of the 1.5% may be used for an across-the-board adjustment to off-scale salary components to address salary competitiveness issues; a portion may also be used for adjustments to above-scale salaries according to standard processes established by each campus for Above-scale faculty.

Health Sciences Compensation Plan (HSCP) faculty

- Where there is evidence of salary inequity for HSCP faculty, units with HSCP faculty are expected to continue to seek avenues for redressing the issues, including providing new salary resources for addressing equity. This may include review of the negotiation process, including the standards for awarding Y and Z components of pay. Campus faculty salary equity studies should be leveraged for the equity analysis.
- Since HSCP salaries are differently structured and funded than general campus salaries, addressing salary equity can be more challenging and complex for HSCP salaries. Thus, there is no set percentage of salary that should be allocated to this special equity program for HSCP faculty.

OTHER CONSIDERATIONS FOR 2022-23

- **Faculty Recruitment Allowance** maximum listed in Table 40 is increased by 4.0% from \$75,800 to \$78,900, effective July 1, 2022 (APM - 190 Appendix E). Chancellors maintain the authority to approve exceptional allowances up to \$150,000.
- **Honoraria** limits for additional compensation for lectures and similar services are available on the [Academic Personnel and Programs salary scale website](#) (APM - 666-18(a)).
- **Academic Salary Scales, Pay Schedules, Deans' Salary Bands, and Salary Thresholds** in effect for 2022-23 are available online on the [Academic Personnel and Programs compensation website](#).

If you have questions, please email Director Gregory Sykes at Gregory.Sykes@ucop.edu.

Sincerely,



Susan L. Carlson
Vice Provost
Academic Personnel and Programs

Enclosures: President Drake's Letter of May 6, 2022 with Academic Program Guidelines

cc: President Drake
Provost and Executive Vice President Brown
Executive Vice President and Chief Operating Officer Nava
Academic Council Chair Horwitz
Academic Council Vice Chair Cochran
Executive Vice President Byington
Chief of Staff Kao
Vice President and Vice Provost Gullatt
Vice President Lloyd
Vice President Maldonado
Vice President Nation
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Associate Vice President Alcocer
Associate Vice President and Systemwide Controller Cevallos
Associate Vice Provost Lee
Council of Graduate Deans
Council of University Librarians
Assistant Vice Provosts/Assistant Vice Chancellors for Academic Personnel
Executive Director Baxter
Executive Director G Fishel
Executive Director and Chief of Staff Henderson
Executive Director Jennings
Executive Director Silas
Executive Director Turner
Deputy Executive Director Maule
Director Grant
Director Roller
Director Saint Martin
Director Sykes
Director and Operations Manager Mays
Associate Director DiCaprio
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