



OFFICE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT -
ACADEMIC AND HEALTH AFFAIRS

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

October 24, 2007

COUNCIL OF VICE CHANCELLORS

Dear Colleagues:

Enclosed are the Academic Salary Scales for 2007-08, with pay rates effective October 1, 2007. Please note that no academic appointee may be paid less than the published rate for the rank and step on the relevant salary scale.

The adjustments to the salary scales effective October 1, 2007 are complex due to the many factors involved in the ongoing efforts to bring UC's salary scales back to competitive levels. The following summarizes the changes that have been made to the various academic salary scales.

I. Professorial Salary Scales

At its September meeting, the UC Board of Regents approved a four-year plan for faculty salary increases. In this plan, three aspects of faculty salary increases will be implemented in this year:

- the regular merit advancement process
- a Cost of Living Adjustment (COLA) of approximately 2.5%
- a Market Adjustment to the salary scales

The Market Adjustment to the base salary scales is a new feature designed to raise the faculty salary scales to market competitiveness and to restore the integrity of the rank and step system of faculty advancement. However, this adjustment will only apply to those faculty whose COLA-adjusted salary falls below the new base salary scales. Faculty with existing off-scale salaries will not receive a Market Adjustment if the application of the 2.5% COLA leaves their salaries above the new adjusted scale values.

Faculty who are Above-Scale will receive a minimum increase of the 2.5% COLA. Campuses will determine the amount of any additional Market Adjustment based on established campus procedures.

Details for individual professorial salary scales follow:

- The Faculty Ladder Ranks scales (Tables 1 through 8) list separately the 2.5% COLA and the combined COLA plus Market Adjustment.

- The new Faculty Ladder Ranks--Business/Economics/ Engineering scales (Tables 3 and 4) include faculty members in the Departments of Economics, who were paid from the regular faculty scales and are now paid on the new scales. The affected Business/Economics/Engineering faculty payroll titles have been renamed to include Department of Economics faculty.
- The Health Sciences Compensation Plan Salary (HSCP) Scales (Tables 5-1 and 5-2) show a range from the guaranteed 2.5% COLA to the full amount of the combined COLA plus Market Adjustment. For this year campuses have the option to grant all or part of the Market Adjustment to HSCP faculty. Each campus will determine a local standard for the implementation of the HSCP salary scales.

Please note that the following scales have been eliminated.

- Acting Assistant Professor. The Faculty Ladder Ranks Scales should be used for setting salaries for the Acting Assistant Professors.
- Acting Junior _____ in the Agricultural Experiment Station and the Acting Junior Astronomer scales. The affected payroll titles for these scales will be deleted.

II. Other Academic Salary Scales

The other salary scales have been adjusted as follows.

- Many of the salary scales have been adjusted to reflect a 3.2% range adjustment, consisting of a combination of a 2.5% COLA and a 0.7% Market Adjustment. Please see Attachment I for a listing of the affected Tables.
- Faculty—Recall Teaching Stipends (Table 9): no change has been made for October 1, 2007 from the October 1, 2006 rates because stipends may be individually negotiated.
- Lecturer with Security of Employment scale (Table 11A): in accordance with APM - 285-18, <http://www.ucop.edu/acadadv/acadpers/apm/apm-285.pdf>, the minimum salary of the Senior Lecturer with Security of Employment titles is set at no less than Professor, Step I, which reflects both the COLA and Market Adjustment for 2007-08. The other rates of the scale are increased by 3.2%, reflecting the 2.5% COLA plus 0.7% Market Adjustment.
- The Professional Research scales (Tables 12, 13, 14, 15) were developed by using the same methodology as for the faculty ladder ranks scales. The Professional Research scales show a range from the guaranteed 2.5% COLA to the full amount of the combined COLA plus Market Adjustment. For this year campuses have the option to grant all or part of the Market Adjustment to individual professional researchers.

The new Professional Research Series—Business/Economics/Engineering scale (Table 15) includes professional researchers in the Departments of Economics, who were paid from the regular Professional Research scale are now paid on the new scale. The affected

Business/Economics/Engineering professional research payroll titles have been renamed to include Department of Economics researchers.

- Lecturer titles in Unit 18 (Tables 16, 17, 18): in accordance with the agreement between the AFT and the University of California, the salary scales are adjusted to reflect step minimum increases of 3% for both represented and non-represented employees.

In addition, the increments on the Unit 18 Academic Standard Table of Pay Rates have been standardized to 2.5% resulting in a salary increase of more than 3% for most steps. The new minimum salary is \$42,074 for pre 6-year lecturers and \$47,603 for post 6-year lecturers.

- Other Non-Senate Instructional Unit 18 titles of Demonstration Teachers and Academic-Year and Fiscal-Year Supervisors of Teacher Education (Tables 36, 37, and 38) salary scales are adjusted by a flat 3% increase for both represented and non-represented employees.
- Academic Student Employees (ASE) in Tables 19, 20, and 21: in accordance with the agreement between the UAW and the University of California, the salary scales are adjusted to reflect a 5% increase. For titles in the bargaining unit whose rates are not maintained by the Office of the President (for example, the *Associate in _____* and the *Acting Instructor-Graduate Student* titles at the Berkeley campus), each campus will need to ensure that increases prescribed in the contract are implemented. In addition, employees in the teaching titles that are not in the ASE bargaining unit, e.g., Readers, Remedial Tutors, and Tutors at the Santa Cruz campus, and Readers, Remedial Tutors, Tutors, Teaching Assistants and Teaching Fellows at UC San Francisco, UCDC, and EAP, should receive a 5% salary increase effective October 1, 2007.
- Dental school residents in the Post D.D.S. title and represented and non-represented appointees in the Resident Physician title in Table 22: The salary scales remain unchanged from July 1, 2007, when the scales were increased for market adjustment and COLA considerations in 2007-08.

The scales for other house staff titles in Table 22 are adjusted by a 3.2% increase.

- Graduate Student Researchers and Graduate Student Assistant Researchers (Table 23): the salary scales are adjusted to reflect a 5% increase, the same percentage increase applied to the ASE salary scales in Tables 19, 20, and 21.
- Postdoctoral Scholars (Table 24): the minimum salary is adjusted to \$33,828. This salary includes the 2.5% COLA and market portion of the increase that was granted to postdoctoral scholars to become effective on October 1 as part of a three-year plan for UC to increase postdoctoral scholar minimum salaries to the minimum salary level established by NIH. The maximum salary for Postdoctoral Scholars is increased by 3.2%, reflecting the 2.5% COLA plus 0.7% Market Adjustment.
- Non-Student Postgraduate Researcher title (Table 25): the minimum salary is \$33,828, the same minimum salary established for Postdoctoral Scholars in Table 24. The other steps

of the scale are increased by 3.2%, reflecting the 2.5% COLA plus 0.7% Market Adjustment.

- Librarian titles (Table 29): in accordance with the AFT and the University of California, the salary scales are adjusted to reflect a 3.2% increase, consisting of a combination of a 2.5% COLA and 0.7% Market Adjustment.
- Assistant University Librarian and the Associate University Librarian titles (Table 31): the salary ranges are adjusted to match the salary ranges of the UCOP Management and Senior Professional (MSP) levels IV and V, respectively. Salaries of Assistant University Librarians and Associate University Librarians that are within the new ranges should be increased by 3.2%, reflecting the 2.5% COLA plus 0.7% Market Adjustment.
- The Cooperative Extension Advisor scale (Table 32) and Specialist in Cooperative Extension scale (Table 33) were developed by using the same methodology as for the faculty ladder ranks scales, and include both the COLA and Market Adjustment.
- The new Project (e.g. Scientist) –Business/Economics/Engineering scale (Table 43) includes project scientists in the Departments of Economics, who were paid from the regular Project Scientist scale and are now paid on the new scale. The affected Business/Economics/Engineering project scientist titles have been renamed to include Department of Economics project scientists.
- The Faculty Recruitment Allowance Maximum (Table 45) is increased to \$58,000 effective October 1, 2007.

The 2007-08 Academic Salary Scales are online at:
<http://www.ucop.edu/acadadv/acadpers/tab0708/tabcont.html>

The letter from President Dynes to the Chancellors can be found at:
<http://www.ucop.edu/acadadv/acadpers/dynes-letter-salaries.pdf>

Sincerely,



Nicholas Jewell
Vice Provost
Academic Personnel

Enclosure

cc: Chancellors
Provost Hume

cc: Executive Vice President Darling
Acting Vice President Standiford
Academic Senate Chair Brown
Associate Vice President Boyette
Associate Vice President Nation
Assistant Vice President Obley
Assistant Vice Provost O'Rourke
Graduate Deans
Vice Provosts for Academic Personnel
Academic Personnel Directors
Director Cain
Director Slocum
Director Westlye
Assistant Director Dudley
UC Labor Relations Consultant Okada
Coordinator Clune
Coordinator Litrownik
Principal Analyst Agustin
Principal Analyst Sykes

Attachment I

The following 2007-08 Academic Salary Scales, with pay rates effective October 1, 2007, have been adjusted to reflect a 3.2% salary increase, consisting of a 2.5% cost-of-living adjustment (COLA) plus a 0.7% Market Adjustment:

Table 10 – Supervisor of Physical Education, Academic Year

Table 11 – Lecturer and Senior Lecturer with Security of Employment, and Lecturer and Senior Lecturer with Potential Security of Employment – 100% Time

Table 22 – Intern, Resident, Resident Physician, or Post – D.D.S. Salary scales for all but the Resident Physician and Post – D.D.S. scales are adjusted to reflect the 3.2% salary increase.

Table 24 – Postdoctoral Scholar - Employee, Postdoctoral Scholar - Fellow, and Post-Doctoral Scholar - Paid Direct, Fiscal Year. The minimum salary is adjusted to \$33,828 and includes the 2.5% COLA and market portion of the increase that was granted to postdoctoral scholars to become effective on October 1 as part of a three-year plan to increase postdoctoral scholar minimum salaries. The maximum salary is increased by 3.2%.

Table 25 – Non-Student Postgraduate Researcher, Fiscal Year. The minimum salary is \$33,828, the same minimum salary established for Postdoctoral Scholars in Table 24. The other steps of the scale are increased by 3.2%.

Table 27 – Specialist Series, Fiscal Year

Table 28 – Military or Air Science and Tactics Assistant

Table 29 – Librarian Series, Fiscal Year. In accordance with the AFT and the University of California, the salary scale is adjusted to reflect a 3.2% increase.

Table 30 – Hourly Intermittent Librarian, Fiscal Year

Table 34 – Coordinators of Public Programs, Fiscal Year

Table 35 – Continuing Educator, Fiscal Year

Table 39 – Academic Administrator, Fiscal Year

Table 40 – Academic Coordinator, Academic Year

Table 41 – Academic Coordinator, Fiscal Year

Table 42 – Project (e.g., Scientist) Series, Fiscal Year

Table 43 – Project (e.g., Scientist) Series, Business/Economics/Engineering, Fiscal Year

Table 44 – Academic Standard Table of Pay Rates