

From: UCSF-VPAA
Sent: Monday, October 03, 2011 10:06 AM
To: 'allacad@listserv.ucsf.edu'
Subject: 2011-2012 Salary Program for Faculty and Non-Faculty Academics

Dear Colleagues:

The University of California Office of the President has announced the details of the 2011-2012 salary program, effective October 1, 2011, for academic employees who are not exclusively represented by a collective bargaining contract.

President Yudof's letter to UC Chancellors describing the salary program is available at:
http://atyourservice.ucop.edu/news/general/chancellors_faculty_staff_merit_increase.081711.pdf

UCSF's IMPLEMENTATION GUIDELINES

Please note that for all populations below, eligible participants cannot "opt out" of participating in the program because of issues related to salary funding support. Although there is no state funding to cover this salary program, the change in covered compensation will benefit your retirement calculations.

HSCP Faculty: Eligible faculty who are members of the Health Sciences Compensation Plan (HSCP) will receive a 3% adjustment to their covered compensation. The covered compensation for eligible faculty must meet the minimum required on the Academic Salary Scales for their rank/step and APU effective October 1, 2011. Please note that an increase in covered compensation does not necessarily mean that the total negotiated annual salary rate will increase. Any additional adjustment to the negotiated ("Y") portion of the salary will be determined by the terms of their Department or School's HSCP implementation plan and should be applied consistently to all faculty within a Department. In the event that faculty do not have a negotiated component (Y), and receive only covered compensation, then the increase will be reflected as a total salary increase.

Non-HSCP Faculty: Eligible faculty who are not members of the HSCP will receive a 3% increase to their salary rate (Scale 0 for their rank/step) per the October 1, 2011 academic salary scales.

Non-faculty academics: Eligible non-faculty academics will receive a 3% increase per the October 1, 2011 academic salary scales for their rank and step except as noted below.

ELIGIBILITY

Academic employees with continued successful academic performance are eligible for the salary program. Continued successful academic performance is measured by:

A positive academic review since 2007-08. Positive reviews include: an approved merit or promotion, a favorable appraisal, a satisfactory five year review. For individuals who have undergone multiple actions during this period, the result of the most recent action will determine their eligibility for the salary program.

Newly appointed academics who have not yet been eligible for an on-time academic review as of July 1, 2011 are considered eligible for the salary program provided they have an active appointment as of October 1, 2011.

Non-faculty academics who have reached the highest rank/step for their series and who are not subject to the five year review requirement (e.g. Specialists step 5) are considered eligible for the salary program provided they have an active appointment as of October 1, 2011.

Academics who have not undergone an academic review since 2007-08, or who have not had a positive academic review, are not eligible to participate in the salary program and will remain on the current academic salary scale. Ineligible faculty who undergo a subsequent positive review will be eligible to move to the new salary scale on the effective date of that review.

Academic employees who are exclusively represented by a collective bargaining contract are not eligible for this program: Non-Senate Instructional Unit (Unit 18), the Postdoctoral Scholar Unit, and the Librarian Unit. Please note that although Academic Student Employees (ASEs) are not exclusively represented at UCSF, they will not participate in this salary program because they continue to receive increases consistent with the represented ASE's on other campuses per the ASE Memorandum of Understanding.

GENERAL INFORMATION

The October 1, 2011 salary scales are available at the UCOP website:
<http://www.ucop.edu/acadpersonnel/1112/>.

Detailed instructions to assist Departments in determining eligibility for specific academic populations, and to assist Departmental personnel with processing the salary adjustments, will be provided to the Departments in the next week. These instructions will also be posted on the Academic Affairs website.

Questions should be directed to the Office of the Vice/Associate Dean of Academic Affairs in your School.

Sally J. Marshall, PhD
Vice Provost, Academic Affairs