

From: UCSF-VPAA
Sent: Thursday, May 18, 2017 8:22 AM
To: allacad@listserv.ucsf.edu
Subject: 2017-18 ACADEMIC SALARY PROGRAM

Dear Colleagues:

The University has announced the [2017-18 salary program for academics](#). I am writing to provide you with further clarification for academic appointees who are not exclusively represented by a collective bargaining contract.

OVERVIEW OF THE 2017-18 ACADEMIC SALARY PROGRAM

There are two components to the 2017-18 academic salary program:

- 1) The salary scales for faculty and non-represented academics will be adjusted by 1.5% effective July 1, 2017. Please note that this year, there will be a modest smoothing to the professorial scales to provide more consistent percentage increases between steps. Each scale will be incremented at least 1.5% with a few points on the scale receiving additional increments from \$100 to \$700. We expect that the July 1, 2017 academic salary scales will soon be available on the UCOP website (click [here](#)).
- 2) A discretionary salary program will be used to address issues of equity, inversion, compression and competitiveness. As noted in the [announcement by UC President Napolitano](#):
 - *There is no expectation of further discretionary awards for HSCP faculty.* This is due to the inherent incompatibility between the salary structure and funding resources for non-HSCP ladder faculty and the salary structure of the HSCP which fundamentally relies on annual negotiation and on faculty to raise some or all of their own salary.
 - Where there is evidence of inequity, units with HSCP faculty will continue to seek avenues for redressing the issues.

Consistent with previous salary programs, we anticipate relatively little, or no, increase in funds from the State to support the 2017-18 academic salary program.

UCSF's IMPLEMENTATION GUIDELINES

1) 1.5% SALARY SCALE ADJUSTMENT

HSCP Faculty: The Academic Salary Scales will be adjusted upward by at least 1.5% effective July 1, 2017. Eligible faculty who are members of the Health Sciences Compensation Plan (HSCP) will receive at least a 1.5% adjustment to their covered compensation effective July 1, 2017. The covered compensation for eligible faculty must meet the minimum required on the Academic Salary Scales for their rank/step and APU effective July 1, 2017.

- 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 the relevant 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 salary component (Y), and receive only covered compensation, then the increase will be reflected as a total salary increase.

Non-HSCP Faculty: The Academic Salary Scales will be adjusted upward by at least 1.5% effective July 1, 2017. Eligible faculty who are not members of the HSCP will receive at least a 1.5% increase to their salary rate (Scale 0 for their rank/step) effective July 1, 2017.

Non-faculty academics: The salary scales for the following populations of other non-represented academic appointees will be adjusted upward by at least 1.5% effective July 1, 2017: Professional Research series, Specialist series, Academic Administrators, Academic Coordinators. Please note that we anticipate additional adjustments to the Specialist series salary scale. Additional information will be provided to the campus when we receive details from the Office of the President.

Eligibility

Academic employees who are exclusively represented by a collective bargaining contract are not covered under the 2017 salary scale adjustments; their salary is set by the terms of their contracts.

Faculty and non-faculty academics who have not undergone an academic review since 2007-08, or who have not had a positive academic review, will remain on the minimum academic salary scale which will also be incremented by 1.5%. Ineligible academics who undergo a subsequent positive review will be eligible to move to the new salary scale on the effective date of that review.

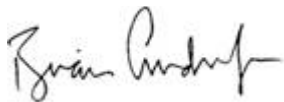
General Information

Detailed instructions to assist in determining eligibility for specific academic populations, and the mechanism for processing the increases, will be provided to the Departments and HR Shared Services. These instructions will also be posted on the UCSF Academic Affairs [website](#).

2) DISCRETIONARY SALARY PROGRAM

At UCSF, the discretionary salary program will be administered at the campus level.

As noted in the 2017-18 academic salary program guidelines, "Where there is evidence of inequity, units with HSCP faculty will continue to seek avenues for redressing the issues." The four schools will be provided with an updated salary data set in September 2017 and will be expected to submit to the Chancellor a detailed faculty salary analysis by November 30, 2017. The [Faculty Salary Equity Review \(FSER\) Committee](#) will be reconvened to review the reports from the Schools, which will be used as the basis for determining whether additional equity adjustments need to be made under the 2017-18 discretionary salary program.



Brian K. Alldredge, PharmD
Vice Provost, Academic Affairs