

**From:** UCSF-VPAA  
**Sent:** Monday, May 07, 2018 9:43 AM  
**To:** [allacad@listserv.ucsf.edu](mailto:allacad@listserv.ucsf.edu)  
**Subject:** 2018-19 Academic Salary Program

Dear Colleagues:

The University has announced the 2018-19 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 2018-19 ACADEMIC SALARY PROGRAM**

As noted in the [announcement by UC President Napolitano](#): 2018-2019 is the first year of a three-year academic salary program that focuses on rebuilding competitive salaries for faculty and other non-represented academic appointees via focused investment in the salary scales. The program is designed to reduce the salary gap with the Comparison 8 peers and to provide competitive and equitable salaries. Thus, the program will be accelerated in years two and three, provided future budget augmentations.

Consistent with previous salary programs, we anticipate relatively little, or no, increase in funds from the State to support the 2018-19 academic salary program.

### **UCSF's IMPLEMENTATION GUIDELINES**

#### **SALARY SCALE ADJUSTMENT**

##### HSCP Faculty:

Health Sciences Compensation Plan (HSCP) faculty will have their scale-based salary (X and X') adjusted upward by 4% (the precise amount will vary due to rounding) effective July 1, 2018. 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, 2018.

- 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 increased by 4% (the precise amount will vary due to rounding) effective July 1, 2018. Eligible faculty who are not members of the HSCP will receive a 4% increase to their salary rate (Scale 0 for their rank/step) effective July 1, 2018.

Non-faculty academics: The salary scales for the following populations of other non-represented academic appointees will be increased by 3% (the precise amount will vary due to rounding) effective July 1, 2018: Professional Research series, Specialist series, Academic Administrators, Academic Coordinators.

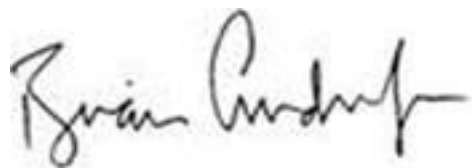
- Please note that Junior Specialists will receive approximately a 3.5% increase to narrow the salary gap with the Assistant Specialists (the precise percent will vary due to rounding). This addresses salary issues unique to the Junior Specialists as they convert from non-exempt to exempt status.

**Eligibility**

Academic employees who are exclusively represented by a collective bargaining contract are not covered under the 2018 salary scale adjustments; their salary is set by the terms of their contracts.

**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 by Academic HR Shared Services. These instructions will also be posted on the UCSF Academic Affairs [website](#).

A handwritten signature in black ink, appearing to read "Brian Alldredge". The signature is fluid and cursive, with a large initial "B" and a stylized "A".

Brian K. Alldredge, PharmD  
Vice Provost, Academic Affairs