

**From:** UCSF-VPAA  
**Sent:** Monday, August 10, 2015 8:56 AM  
**To:** allacad@listserv.ucsf.edu  
**Subject:** 2015-16 Academic Salary Program

Dear Colleagues:

The University has recently announced the 2015-16 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 based on the information we have received to date.

There are two components to the 2015-16 academic salary program:

- 1) The salary scales for faculty and non-represented academics will be adjusted by 1.5% retroactive to July 1, 2015.
- 2) Faculty may also be considered for an additional discretionary salary adjustment based on [established criteria set forth by the University](#). An amount from an appropriate fund source and up to 1.5% of the base salary may be dedicated to this discretionary salary program. As noted in the guidelines, campuses are expected to use their recent Faculty Salary Equity Studies in reviewing salaries for these discretionary actions. As you may recall, [our campus' study](#) found a statistically significant imbalance by gender, with women receiving 3% lower salaries compared to men. At UCSF, the discretionary salary program will be administered at the campus level. The Chancellor will appoint a faculty workgroup who will be charged with developing the terms of the program. Further details about this program will be available to the campus shortly. Until then, only the 1.5% salary scale adjustment will be processed as outlined below.

Consistent with previous salary programs, we anticipate relatively little, or no, increase in funds from the State to support the 2015-16 academic salary program.

#### **UCSF's IMPLEMENTATION GUIDELINES – 1.5% SALARY SCALE ADJUSTMENT**

**HSCP Faculty:** The Academic Salary Scales will be adjusted upward by 1.5% retroactive to July 1, 2015. Eligible faculty who are members of the Health Sciences Compensation Plan (HSCP) will receive a 1.5% adjustment to their covered compensation retroactive to July 1, 2015. The covered compensation for eligible faculty must meet the minimum required on the Academic Salary Scales for their rank/step and APU retroactive July 1, 2015.

- 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 1.5% retroactive

to July 1, 2015. Eligible faculty who are not members of the HSCP will receive a 1.5% increase to their salary rate (Scale 0 for their rank/step) retroactive to July 1, 2015.

Non-faculty academics: The salary scales for the following populations of other non-represented academic appointees will be adjusted upward by 1.5% retroactive to July 1, 2015: Professional Research series, Specialist series, Academic Administrators, Academic Coordinators.

### **ELIGIBILITY**

Academic employees who are exclusively represented by a collective bargaining contract are not covered under the 2015 salary scale adjustments; their salary is set by the terms of their contracts: Lecturers in the non-senate instructional unit, the Postdoctoral Scholar unit, and the Professional Librarian unit.

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 as soon as we receive further clarification from UC Office of the President (UCOP). These instructions will also be posted on the UCSF Academic Affairs [website](#).

Please note that the July 1, 2015 academic salary scales are now available on the UCOP website (click [here](#))

Brian K. Alldredge, PharmD  
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