



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

April 28, 2016

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PRESIDENT HUMISTON**

Dear Colleagues:

In her letter of April 25, 2016, President Napolitano asked Chancellors to implement a 3% salary program for faculty and other academic personnel, in accordance with the 2016-17 UC budget the Regents approved in November 2015. Following discussion with the Chancellors, the Executive Vice Chancellors/Provosts, Vice Provosts/Vice Chancellors for Academic Personnel, and Vice Chancellors for Planning and Budget, and with input from the Academic Senate, the President has determined how the 2016-17 salary program will be implemented for 1) general campus ladder-rank faculty (including a few health sciences faculty not in the Health Sciences Compensation Plan, HSCP), 2) faculty participating in the Health Sciences Compensation Plan (HSCP) including ladder-rank HSCP faculty, 3) all other non-represented academic appointees, and 4) Deans and Certain Full-time Faculty Administrators. I am enclosing the President's letter and guidance document as well as a link to the Academic Salary Scales for 2016-17.

Salary Scales for Faculty and Non-represented Academic Personnel

Under the 2016-17 salary program, the salary for faculty and non-represented academic personnel listed below are adjusted by 1.5% effective July 1, 2016. Both the minimum and the adjusted scales are increased by 1.5% and the minimum scales will remain in effect until personnel on them have advanced in rank and/or step to the adjusted scales:

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 5, 7 - 8
- Supervisors of Physical Education Series – Table 9
- Lecturers and Senior Lecturers with Security of Employment; Lecturers and Senior Lecturers with Potential Security of Employment - 100% Time – Tables 10-A and 10-B-1 & 10-B-2
- Professional Research Series – Tables 11 - 14
- Interns, Residents, and Non-Physician Clinical Trainees – Table 21
- Specialist Series – Table 24
- Military or Air Science and Tactics Assistant – Table 25
- Non-represented Librarian Series – Table 26-A
- Assistant and Associate University Librarian – Table 27
- Cooperative Extension Advisor Series – Table 28
- Specialist in Cooperative Extension Series – Table 29
- Coordinators of Public Programs – Table 30
- Continuing Educators – Table 31
- Academic Administrator Series – Table 34 I-VII
- Academic Coordinator Series Tables 35 I-III and 36 I-III
- Project Series – Tables 37 - 38

Other Adjustments for 2016-17

Strict Full Time Preclinical Professor Series, Fiscal Year – Table 6. This table has been retired. The salary scale is a legacy of the former Strict Full Time Compensation Plan for health sciences faculty without clinical duties, a precursor of the Health Sciences Compensation Plan Salary Scales issued in 1999. Review of the payroll system shows that no faculty were paid on this scale during 2015-16 and only one individual was paid on this scale during 2014-15.

Lecturers and Senior Lecturers with Security of Employment; Lecturers and Senior Lecturers with Potential Security of Employment - 100% Time – Tables 10-A and 10-B-1 & 10-B-2. The minimum scale has been retired; all individuals have now been moved to the adjusted scale.

Graduate Student Researchers and Graduate Student Assistant Researchers – Table 22. The salary program for the graduate student researchers and graduate student assistant researchers is under consultation and the scale adjustments will be communicated separately.

Non-represented Librarian Series – Table 26-A. The new salary structure, effective July 1, 2014, was fully implemented as of July 1, 2015. Thus, the former step-based salary scale is retired. Non-represented Librarians are included in the 1.5% scale adjustments.

Salary Scales for Represented Academic Personnel

In accordance with the contractual agreement between the University Council – American Federation of Teachers (UC-AFT) and the University of California, enclosed are the 2016-17 salary scales for the Non-Senate Faculty (NSF) Unit 18 titles. The salary rates have been adjusted by a general range adjustment increase of 3.0 percent with an effective date of July 1, 2016.

For titles in the Unit 18 bargaining unit whose salary rates are not maintained by the Office of the President (for example, Demonstration Teachers), each campus will need to ensure that the 3% increase and the lump sum prescribed in the agreement are implemented. Positions and/or titles paid on a “By Agreement” basis may continue to be paid on a “By Agreement” basis insofar as the amount paid to each “By Agreement” NSF is at or above the minimum of the salary range for her/his position.

The salary scale for resident physicians (Table 21) is adjusted by 1.9% on July 1, 2016 for all campuses, with the exception of UC Irvine, as agreed by all UC Medical Center Chief Executive Officers, School of Medicine Deans, and Graduate Medical Education Deans.

Other Details

The Faculty Recruitment Allowance maximum listed in Table 40 is increased by 3% from \$64,700 to \$66,700 effective July 1, 2016. The maximum amount of start-up costs for faculty in the laboratory and health sciences during an intercampus transfer, currently at \$927,000, is also increased by 3% to \$955,000.

The salary scales are available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>

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If you have questions, please email Executive Director Nancy Tanaka in my office at Nancy.Tanaka@ucop.edu or call the Academic Personnel and Programs main phone line at (510) 987-9479.

Sincerely,



Susan L. Carlson

Vice Provost, Academic Personnel and Programs

Enclosures: President Napolitano Letter of April 25, 2016
2016-17 Salary Program for Academic Appointees

cc: President Napolitano
Provost and Executive Vice President for Academic Affairs Dorr
Academic Council Chair Hare
Executive Vice President Nava
Executive Vice President Stobo
Vice President Duckett
Associate Vice President Nation
Associate Vice President Obley
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Graduate Deans
Council of University Librarians (CoUL)
Chief of Staff Grossman
Academic Personnel Directors
Executive Director Baxter
Executive Director Tanaka
Director Chester
Director Jennings
Director Lee
Director Lockwood
Associate Director Fishel
Data Coordinator Sykes
Analyst Huang
Principal Analyst Espinoza