



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL AND PROGRAMS

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

May 25, 2017

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

Dear Colleagues:

In her letter of May 1, 2017, President Napolitano asked Chancellors to implement a 3% salary program for faculty and other academic personnel, in accordance with the 2017-18 UC budget the Regents approved in November 2016. Following discussion with the Chancellors, the Executive Vice Chancellors/Provosts, and Vice Provosts/Vice Chancellors for Academic Personnel, and with input from the Academic Senate, the President determined how the 2017-18 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), 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 2017-18.

### ***Salary Scales for Faculty and Non-represented Academic Personnel***

Under the 2017-18 salary program, the salary for faculty and non-represented academic personnel listed below are adjusted by 1.5% (subject to rounding) effective July 1, 2017. 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. In addition, ladder-rank faculty scales, and the scales that tie to the ladder-rank scales, are smoothed, so that the intervals between steps are roughly equivalent; this results in step adjustments of at least 1.5% with some adjustments slightly higher than 1.5%.

- 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 (exempt); Tables 11N - 14N (non-exempt)
- Interns, Residents, and Non-Physician Clinical Trainees – Table 21
- Specialist Series – Table 24 (exempt); Table 24N (non-exempt)
- Military or Air Science and Tactics Assistant – Table 25
- Non-represented Librarian Series – Table 26-A (exempt); Table 26-A(N) (non-exempt)
- Assistant and Associate University Librarian – Table 27 (exempt); Table 27N (non-exempt)
- Cooperative Extension Advisor Series – Table 28 (exempt); Table 28N (non-exempt)

- Specialist in Cooperative Extension Series – Table 29 (exempt); Table 29N (non-exempt)
- Coordinators of Public Programs – Table 30 (exempt); Table 30N (non-exempt)
- Continuing Educators – Table 31(exempt); Table 31N (non-exempt)
- Academic Administrator Series – Table 34 I-VII (exempt); Table 34N I-VII (non-exempt)
- Academic Coordinator Series – Tables 35 I-III and 36 I-III (exempt); Tables 35N I-III and 36N I-III (non-exempt)
- Project (e.g., Scientist) Series – Tables 37 - 38 (exempt); Tables 37N - 38N (non-exempt)
- Academic Standard Table of Pay Rates – Table 39 (exempt); Table 39N (non-exempt)
- Minimum Salary Scales – Tables 1M, 2M, 3M, 5M, 7M, 14M, 14N-M, 37M, 37N-M, 38M, 38N-M

### ***Other Adjustments for 2017-18***

The minimum scales have been separated from the adjusted scales for all tables and placed as an appendix. For questions regarding the use of the minimum scale, please contact your campus Academic Personnel Office or Executive Director Pamela Peterson in my office at [Pamela.Peterson@ucop.edu](mailto:Pamela.Peterson@ucop.edu).

Specialist Series – Table 24 (exempt) and Table 24N (non-exempt). Four additional steps are added to the top of the Specialist Series scales. Specialist Steps VI, VII, VIII and IX are effective July 1, 2017. Implementation guidelines will be provided to the campuses.

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 scale adjustments will be communicated separately. An October 1, 2017 effective date is anticipated.

### ***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 2017-18 salary scales for the Non-Senate Faculty (NSF) Unit 18 titles (Tables 15-17 and 32-33). The salary ranges/rates have been adjusted by a general range adjustment increase of 2.5% with an effective date of July 1, 2017.

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 2.5% increase 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.

In addition, in accordance with the contractual agreement with the UC-AFT, the salary rates for represented librarians (Tables 26-B and 26B(N)) have been adjusted by a general range adjustment increase of 1.5% with an effective date of July 1, 2017.

The salary scale for resident physicians (Table 21) is adjusted by 3% on July 1, 2017 for all campuses, with the exception of UCSD, which is increased by 2.9%, as agreed by all UC Medical Center Chief Executive Officers, School of Medicine Deans, and Graduate Medical Education Directors.

***Other Details***

The Faculty Recruitment Allowance maximum listed in Table 40 is increased by 3% from \$64,700 to \$68,700 effective July 1, 2017. The maximum amount of start-up costs for faculty in the laboratory and health sciences during an intercampus transfer, currently at \$955,000, is also increased by 3% to \$984,000.

The salary scales are available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>. If you have questions, please email Executive Director Peterson 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 May 1, 2017  
2017-18 Salary Program for Academic Appointees

cc: President Napolitano  
Provost and Executive Vice President for Academic Affairs Dorr  
Academic Council Chair Chalfant  
Executive Vice President Nava  
Executive Vice President Stobo  
Vice President Duckett  
Vice President Ellis  
Vice President Holmes-Sullivan  
Associate Vice President Nation  
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 Peterson  
Director Chester  
Director Jennings  
Director Lee  
Director Lockwood  
Associate Director Fishel  
Data Coordinator Sykes  
Analyst Huang  
Principal Analyst Espinoza