

October 22, 2015

TO: Faculty and Eligible Non-Faculty Academic Appointees

FROM: Ameae M. Walker, Vice Provost for Academic Personnel

CC: Academic Personnel Office, Financial Planning and Analysis, Payroll, Chief Financial and Administrative Officers, Academic Personnel Directors

RE: Salary Program for Non-Represented Faculty and Eligible Non-Faculty Academic Appointees Effective July 1, 2015

As announced by Chancellor Kim Wilcox, UC has formally approved implementation of the 3% salary program for non-represented faculty and eligible non-represented academic personnel, effective July 1, 2015. Under the 2015-16 salary program the salary scales for faculty and eligible non-represented academic appointees are adjusted by 1.5% effective July 1, 2015. The remaining 1.5% is to be distributed to specifically address Equity, Compression, Inversion or Exceptional Merit.

All non-represented faculty and eligible non-faculty academic appointees will receive a 1.5% general salary increase effective July 1, 2015. The Academic Salary Scales have been adjusted to reflect the 1.5% increment. The new Salary Scales are available on the Office of the President's website at: <http://www.ucop.edu/academic-personnel-programs/compensation/2015-16-academic-salary-scales.html>.

The following guidelines provide additional information regarding the implementation of the 1.5% general increase and the 1.5% pool for discretionary increases.

### **General Increase**

- Non-represented faculty and non-represented, non-senate academic appointees are eligible for the increase.
- Eligible faculty and non-faculty academics will see the increase and the retro-active payments for July, August and September reflected on the October 30 paycheck.
- Non-represented faculty and eligible non-represented academic appointees hired before 7/1/2015 will receive a 1.5% increase to their base and off-scale salary components (as applicable). Above scale faculty will receive the 1.5% increase on their total annual salary.
- Non-represented faculty hired 7/1/15 and later will receive a 1.5% increase to their base salary component but not their off-scale salary component.
- Faculty currently on the minimum salary scale will be placed on the new 1.5% adjusted minimum salary scale and will receive the 1.5% increase on the off-scale salary components, as applicable.

- The salary as of 7/1/2014 will serve as the basis for the calculation of the new salary. Merit and Promotion actions effective 7/1/2015, will be applied before the 1.5% general salary increase and any additional increase.
- Health Sciences Compensation Plan (HSCP) Faculty, if eligible and approved, will receive the general salary increase on their X, X' and off-scale salary components. Any additional amounts will be added to the Y component.
- The academic and administrative salary will be adjusted for faculty who hold an administrative appointment (non-SMG) and qualify for the 1.5% increment. Any additional increased amounts associated with this program will be applied to the appropriate title only.
- Faculty who hold a SMG administrative appointment will receive the increase on their underlying faculty appointment.

### **Discretionary 1.5% Increases**

Discretionary increases were provided to individual ladder rank faculty for the following four purposes:

Equity: Faculty in the same department and at the same rank and step with different salaries that cannot be explained by merit or market forces.

Compression: Situations in which the gap between faculty with more years of service are too close to those hired more recently, and in which that gap cannot be explained by merit or market forces

Inversion: Those at a lower rank/step are paid more than those at a higher rank/step in the same field.

Exceptional Merit: Cases in which an individual's scholarly, teaching and/or service contributions have been exceptional and have not been captured by the merit system.

Ladder Rank Faculty receiving a discretionary increase will receive a separate communication.

Each college/school developed a methodology to implement the discretionary increase. If you have specific questions about the discretionary increase, please contact your College/School Dean's Office.

The Faculty Salary Program guidelines from The Office of the President can be found at:  
<http://www.ucop.edu/academic-personnel-programs/files/1516/appendix-2015-16-iss-ltr.pdf>.

All other questions regarding this salary program can be sent to the Academic Personnel Office at [apomail@ucr.edu](mailto:apomail@ucr.edu).