

July 8, 2016

TO: Faculty and Eligible Non-Faculty Academic Appointees

FROM: Aamee Walker, Vice Provost for Academic Personnel

RE: Salary Program for Non-Represented Faculty and Eligible Non-Faculty Academic Appointees Effective July 1, 2016

As announced by Chancellor Wilcox, UC has formally approved implementation of the 1.5% + 1.5% salary program. All non-represented faculty and eligible non-faculty academic appointees will receive a 1.5% general salary increase effective July 1, 2016. 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/2016-17-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 additional increases.

- Non-represented faculty and non-represented non-faculty academic appointees are eligible for the increase
- Eligible Faculty and non-faculty Academics will see the increase reflected on their August 1 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).
- 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.
- Above scale faculty will receive the 1.5% increase on their total annual salary.
- 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 7/1/2015 will serve as the basis for the calculation of the new salary. Merit and Promotion actions effective 7/1/2016, will be applied before the 1.5% general salary increase and any additional discretionary increase.
- Health Sciences Faculty, if eligible and approved, will receive the general salary

increase on their X, X' and offscale salary components. Any discretionary 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.
- Faculty who hold a SMG administrative appointment will receive the increase on their underlying Faculty appointment.

### **Additional Increases**

The 1.5% discretionary pool is to be distributed to specifically address Equity, Compression, Inversion or Exceptional Merit. Our campus has made the decision to utilize at least 80% of the discretionary pool to address equity, compression, and inversion issues. It is important to address these issues that primarily affect our longer term faculty who have served the campus well for many years.

Additional increases are determined by each Dean for the following 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.

Academic Appointees receiving an additional increase will receive a separate communication regarding it.

Each college/school determined the best methodology to implement the additional increase in their unit in alignment with the Campus Faculty Salary Implementation Plan Guidelines. If you have specific questions about the additional 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/1617/1617-pres-salary-prgm-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) .