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SANTA BARBARA • SANTA CRUZ

STAFF HUMAN RESOURCES – EMPLOYEE & LABOR RELATIONS

SANTA CRUZ, CALIFORNIA 95064

Delivered via electronic mail

September 29, 2022

Deborah Gould dbgould@ucsc.edu

Steve McKay smckay@ucsc.edu

Jessica Taft jtaft@ucsc.edu

Deborah Rosenberg scfa.assist@gmail.com

Re: Final Proposal to SCFA: 2022-23 Salary Equity Program

Dear Professors Gould, McKay, and Taft:

As requested, enclosed is the administration's final proposal to SCFA regarding the 2022-23 Salary Equity Program.

Should you have any questions or wish to discuss this further, please contact me at (831) 459-1858 or bgreenin@ucsc.edu.

Sincerely,

A handwritten signature in blue ink, appearing to read "Barbara Greening".

Barbara Greening

Lead Labor Relations Advocate

Enclosure

cc: Lori Kletzer, Campus Provost/Executive Vice Chancellor
Herbie Lee, Vice Provost for Academic Affairs
Grace McClintock, Associate Vice Provost, Academic Personnel Office
Danny Gray, Director, Academic Personnel
Deven Desai, Director, Employee & Labor Relations
Heather Dawson, Labor Relations Advocate
Jen May, HR Generalist, Employee & Labor Relations

2022 Faculty Salary Equity Program Proposal

This program follows the directive of President Drake to create a campus program for improving equity in pay on the campus. The program invests 2.0% of 2021-22 senate faculty payroll, which is 0.5% more than required by the Presidential directive.

The program starts with a general principle that faculty earn their rank and step, and that faculty at the same rank and step have achieved a comparable level of accomplishment within their respective disciplines. Systemwide, salaries are computed based on a scale plus an off-scale portion. It is noted that off-scale amounts can vary widely due to recent appointment or retention, particularly in highly competitive markets. Smaller variations can occur due to the number and type of off-scale increases earned under the special salary practice. Generally, off-scale amounts tend to increase as faculty progress up the ladder because the increments between steps increase up the ladder and special salary actions are based on these increments. Addressing salary equity within rank and step was identified as the program goal after commissioning and reviewing an updated [Report on Faculty Salary Equity](#).

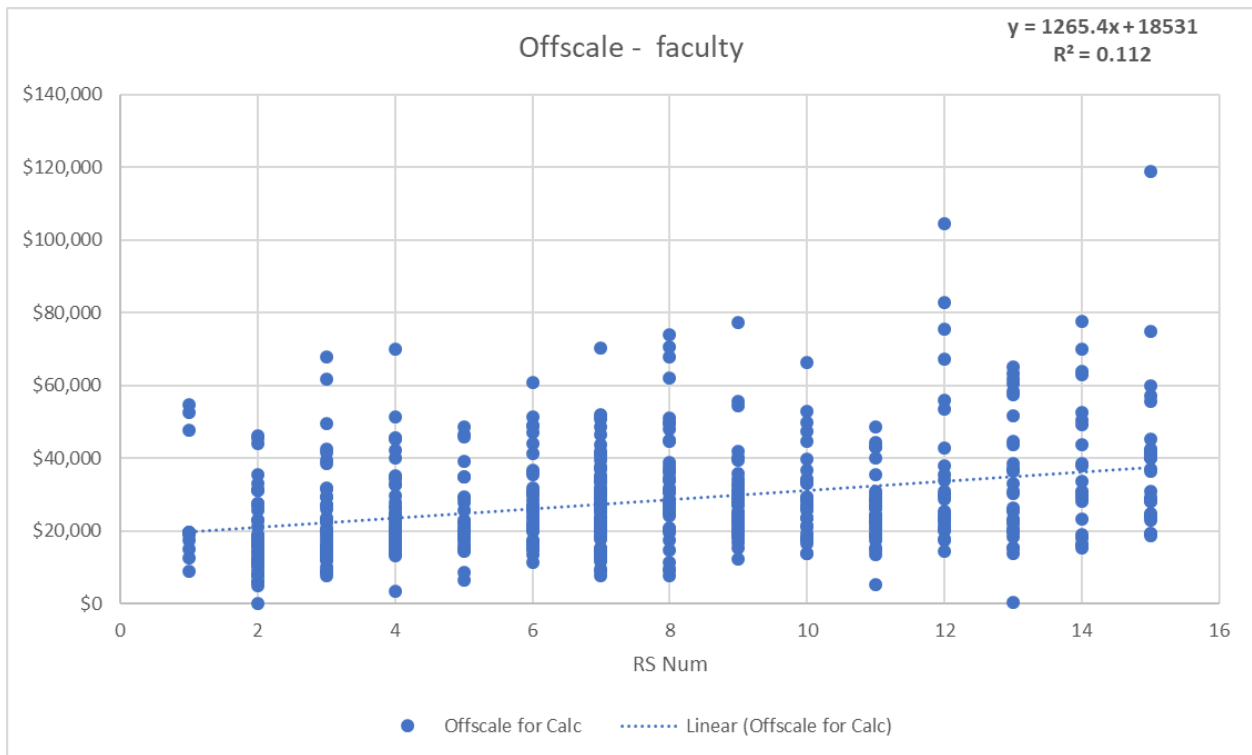
Eligibility for the program requires all of the following criteria:

- Senate faculty member
- Not above scale
- Must not have been subject to disciplinary sanctions for violation of the Faculty Code of Conduct in the last ten years
- Employed as Senate faculty at UCSC on both June 1, 2022 and October 1, 2022
- Sufficient advancement in the most recent personnel action, defined as either: a one step or greater advancement; a salary increase at Assistant Professor Step 5 or Associate Professor Step 4; or a recent appointment with no other review effective prior to July 1, 2022.

Separately from this equity program, a campus Salary Equity Review program is under development, wherein a faculty member would be able to request a salary review in a process potentially similar to the Career Equity Review process. When a Salary Equity Review program is developed and in place, faculty who are not eligible for this equity program will have that new program as a future possibility for requesting a salary review.

This program is based on rank, step, and salaries as of June 1, 2022, with the exception that faculty who received a retention action with an effective date of July 1, 2022 will be considered based on their July 1, 2022 salary. Temporary negotiated components, such as salary augmentations from the Negotiated Salary Trial Program, are not included.

This program looks at the June 1, 2022 off-scale salary component of each faculty member, and creates an equity target using a linear regression of off-scale on the rank/step number of each faculty member. As illustrated in the graph below, the target off-scale value is a smoothed version of the average off-scale at each rank and step. The ranks and steps are coded sequentially. Overlapping steps are given the same label. A linear regression is run on off-scale versus rank/step number to create a target off-scale for each rank/step (rounded to the nearest \$100).



Rank/Step Number	Rank and Step	Target Off-scale
1	Assistant Step 2	19,800
2	Assistant Step 3	21,100
3	Assistant Step 4	22,300
4	Assistant Step 5 and Associate Step 1	23,600
5	Associate Step 2	24,900
6	Associate Step 3	26,100
7	Associate Step 4 and Professor Step 1	27,400
8	Professor Step 2	28,700
9	Professor Step 3	29,900
10	Professor Step 4	31,200
11	Professor Step 5	32,500
12	Professor Step 6	33,700
13	Professor Step 7	35,000
14	Professor Step 8	36,200
15	Professor Step 9	37,500

Following the principle articulated by the Senate that lower-paid faculty should get a proportionately higher benefit from the program, the salaries of all senate faculty are sorted into quintiles (five categories). These are total salaries, regardless of rank, step or salary scale. Adjustment factors -- how much closer to target faculty off-scale components will become -- are determined for each quintile based on the program budget and the eligible population. This results in adjustment factors between 85% for faculty with the overall lowest salaries and 65% for faculty with the overall highest salaries.

Salary Range	Adjustment Factor
Up to \$109,500	85%
\$109,600 - 128,600	80%
\$128,700 - 145,800	75%
\$145,900 - 173,100	70%
\$173,200 and above	65%

Each eligible faculty member with an off-scale that is below the target off-scale for their rank and step will get a salary increase (as additional off-scale) equal to their adjustment factor multiplied by the difference between their June 1, 2022 off-scale and the target off-scale, rounded to the nearest \$100. The effective date of these increases is October 1, 2022.