ACADEMIC SENATE FACULTY

Earlier this month, the Office of the President confirmed to the Chancellors that UC will implement a 3% salary increase for general campus ladder-rank faculty, effective July 1, 2015, in the manner described below.

Campuses have been directed to allocate funds for a 1.5% across-the-board salary increase, including a range adjustment. In other words, all ladder faculty through Professor Step 9.5 who are not in the Health Sciences Compensation Plan will receive a 1.5% increase in the scale (base salary) and also a 1.5% increase in any existing off-scale increment. Above-scale ladder faculty will also receive a 1.5% increase.

The Office of the President has also directed the campuses to allocate another 1.5% to increase the off-scale salaries for individual faculty members based on one or more of the four following criteria: salary equity, salary compression, salary inversion and exceptional merit. The apportionment of these individual salary increases is at each campus's discretion.

Vice Provost Stanton, Associate Vice Provost Kass and I have worked closely with the Davis Division of the Academic Senate, and especially Chair Knoesen and Vice Chair Goodhue, to develop the UC Davis campus plan for general campus ladder-faculty. We fully agree with the Davis Division of the Academic Senate that our existing merit and promotion process adequately accounts for exceptional merit. We likewise share the view that the component in excess of the across-the-board adjustment should be applied in a consistent and transparent way and, further, that the adjustment should be based on the 2014 UC Davis Faculty Equity Analysis. To that end, we have developed an algorithm that will distribute the 1.5% discretionary salary pool in a consistent way to reduce levels of salary inequity, compression and inversion identified in the 2014 equity study. We will provide a fuller description of the methodology shortly, but at this point we want our colleagues to know that we will do all the calculations centrally and implement them as soon as feasible, retroactive to July 1, 2015.

Finally, given the fact that the average salary for UC Davis ladder-rank faculty lags comparable averages at other UC campuses, we will be augmenting the pool of funds to be distributed using the algorithm by an additional 1%. (In any case where the full additional 2.5% is not required to address inequity issues per the algorithm, however, the Provost, after review, may limit the amount to be distributed in this round of salary adjustments.) This will be a first step in a multi-year plan we are developing in close collaboration with Vice
Chancellor and CFO Lawlor to address lack of parity of our salaries, on average, with other UCs and with other peer institutions.

We expect shortly to be able to make announcements regarding salary increases for ladder faculty on the Health Sciences Compensation Plan faculty and for academic appointees in other titles.

Sincerely,

Ralph J. Hexter
Provost and Executive Vice Chancellor

c: Chancellor Katehi
Academic Senate Chair Knoesen
Vice Provost Stanton
Associate Vice Provost Kass