



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

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

March 18, 2014

EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PRESIDENT ALLEN-DIAZ

Dear Colleagues:

In her letter of March 7, 2014, President Janet Napolitano announced a 3 percent salary scale adjustment for faculty and non-represented academic personnel (attached). In accordance with this announcement, I am enclosing the Academic Salary Scales for 2014-15.

Salary Scales for Faculty and Non-Represented Academic Personnel

Under the 2014-15 salary plan, the salary scales for faculty and non-represented academic personnel listed below are adjusted by 3 percent effective July 1, 2014. Both the minimum and the adjusted scales are increased by 3 percent, and the minimum scales will remain in effect until personnel on them have advanced in rank and/or step to the adjusted scales.

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 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 10A and 10B1 & 10B2
- Professional Research Series – Tables 11 - 14
- Interns and Residents - Non MD – Table 21
- Graduate Student Researcher; Graduate Student Assistant Researcher – Table 22
- Specialist Series – Table 24
- Military or Air Science and Tactics Assistant – Table 25
- Assistant and Associate University Librarian – Table 27
- Cooperative Extension Advisor Series – Table 28
- Specialist in Cooperative Extension Series – Table 29
- Coordinators of Public Programs – Table 30
- Continuing Educators – Table 31
- Academic Administrator Series – Table 34 I-VII
- Academic Coordinator Series – Tables 35 I-III and 36 I-III
- Project Series – Tables 37 - 38

EXECUTIVE VICE CHANCELLORS/PROVOSTS

VICE PRESIDENT ALLEN-DIAZ

March 18, 2014

Page 2

Other Adjustments

After consultation with campus academic leaders (including the Executive Vice Chancellors/Provosts and the University Librarians), a new salary structure for non-represented librarians was approved to match the salary structure approved for represented librarians. As part of this salary structure, non-represented librarians' salary is being adjusted according to revised Table 26-A (see enclosed). These adjustments will be processed in lieu of the 3% adjustment for other non-represented personnel in 2014-15.

Phase One and Two of the new salary scales will be implemented on July 1, 2014 for non-represented librarians. Non-represented librarians not up for review will transition to Phase One, with the exception of those librarians whose salaries would be negatively impacted by the transition. For those librarians, their salaries will remain at their current level on the July 1, 2013 non-represented librarian salary scale until they come up for review and transition to Phase Two. Non-represented librarians currently undergoing peer review will be eligible to transition to Phase Two of the new scale as of July 1, 2014.

Salary Scales for Represented Academic Personnel

Salary scales for represented employees are set by the terms of their contracts.

- Lecturers and non-lecturers in the Non-Senate Instructional (NSI) IX Unit (Tables 15, 16, 17, 32, and 33), pursuant to the terms of their contract, will be awarded a 3 percent increase as of July 1, 2014. In addition, beginning July 1, 2014, Continuing Appointees only will be eligible to move onto a new scale following the conclusion of their regularly scheduled merit review if they are deemed "excellent," consistent with Article 22 – *Merit Review Process*. Tables 15, 16, 17, 32, and 33, containing the new rates, will be issued at a later date.
- Academic Student Employees (ASE) in the BX unit (Tables 18, 19, and 20) are currently engaged in contract negotiations. At this time, Tables 18, 19, and 20, effective October 1, 2012, remain the rates and will not be adjusted.
- Postdoctoral Scholars (Table 23) in the PX unit, pursuant to the terms of their contract and the NIH announcement on February 10, 2014, were awarded increased stipend rates. The new rates were issued on February 14, 2014 and will not be further adjusted.
- Represented Librarians (Table 26-B) in the LX unit will be eligible to move onto Phase 2 of Table 26-B following the conclusion of their regularly scheduled merit review. The Phase 2 rates were issued on November 13, 2013 and will not be further adjusted.

The salary scale for resident physicians (Table 21), which includes the represented employees in the UC San Diego House Staff Association, is adjusted on July 1, 2014 to bring the UC stipend levels to the Council of Teaching Hospitals (COTH) 50th percentile for fiscal year 2013-14.

EXECUTIVE VICE CHANCELLORS/PROVOSTS

VICE PRESIDENT ALLEN-DIAZ

March 18, 2014

Page 3

Other Details

The Faculty Recruitment Allowance maximum listed in Table 40 is increased by 3 percent from \$60,900 to \$62,700, effective July 1, 2014.

The salary scales will be available by March 20, 2014 online at:
<http://www.ucop.edu/academic-personnel/compensation/index.html>.

If you have questions, please email Executive Director Nancy Tanaka in my office at Nancy.Tanaka@ucop.edu or call the Academic Personnel main phone line at (510) 987-9479.

Sincerely,



Susan L. Carlson
Vice Provost
Academic Personnel

Enclosures: Napolitano letter (3-7-14)
Academic Salary Scales 2014-15

cc: Chancellors
Provost and Executive Vice President Dorr
Academic Council Chair Jacob
Vice President Duckett
Associate Vice President Nation
Associate Vice President Obley
Graduate Deans
Vice Provosts and Vice Chancellors – Academic Personnel
Executive Director Tanaka
Academic Personnel Directors
Director Chester
Director Jennings
Director Lee
Associate Director Buenconsejo
Associate Director Fishel
Manager Lockwood
Data Coordinator Xavier
Policy and Compensation Analyst Agustin
Principal Analyst Espinoza