



1111 Franklin Street
Oakland, California 94607-5200
Phone: (510) 987-9074
Fax: (510) 987-9086
<http://www.ucop.edu>

March 7, 2014

CHANCELLORS

Dear Colleagues:

To help maintain the quality of our faculty at UC, I am approving a 3 percent salary program for faculty and other academic personnel for academic year 2014-15. This salary commitment is part of our University plan to reinvest in academic quality, in part by reducing the faculty salary gap between the University of California and its comparator institutions. My decision follows the advice you provided during the March 5th Council of Chancellors' meeting.

The 3 percent salary program will be implemented as follows. All salary scales for faculty and other non-represented academic personnel – with the exception of residents and non-represented librarians, who are subject to other specific salary programs – will be adjusted by 3 percent. The off-scale component of ladder-rank faculty salaries will also be adjusted by 3 percent, as will above scale ladder-rank faculty salaries. Additionally, the merit program for academics will continue.

This 3 percent salary program will become effective July 1, 2014. It is my intention, barring unusual circumstances, to keep July 1 henceforward as the date on which faculty salary program adjustments become effective. You may wish to inform academic personnel staff, principal investigators, and contract and grant staff of this intention so that they can incorporate a July 1 start date into their work flow plans and summer salary computations.

Faculty are at the core of our academic mission, and I am pleased that we can support them in such a direct way. I wish to thank all faculty and academics whose innovation and determination are the core of the University's academic quality, and you for your commitment to their success.

Very truly yours,

Janet Napolitano
President

cc: Academic Council Chair Jacob
Provost Dorr
Executive Vice President Brostrom
Executive Vice Chancellors/Provosts
Members, President's Cabinet