

October 21, 2010

ALISON GALLOWAY  
Campus Provost and Executive Vice Chancellor

Re: 2010 Annual Report of Faculty Salary Competitiveness

Dear Alison:

One of the recommendations of the 2008 Joint Senate-Administration Task Force on Faculty Salaries was to establish a regular annual report on the competitiveness of Santa Cruz ladder-rank faculty salaries with other campuses in the UC system. Former CP/EVC Klinger requested that the Academic Personnel Office prepare a standard report annually, which provides a comparison of the median salaries and off-scale salary amounts for ladder-rank faculty at the nine general campuses (excluding UCSF as a health sciences campus). This comparison examines the Assistant Professor, Associate Professor, Full Professor Steps 1-5, and Full Professor Steps 6-9 ranks.

An initial goal outlined in the Joint Task Force Report was to raise the median off-scale dollar amount at UCSC to the median off-scale amount at the next lowest paid campus by July 1, 2009. At that time, UCD was identified as the next lowest paid campus. Therefore, comparison data with UCD is also provided in the report

In addition, the annual report addresses faculty progress through the ranks by correlating information on current rank and step with years from terminal degree.

Please find attached the annual report for 2010. The detailed raw data is available upon request.

Sincerely,



Pamela G. Peterson  
Assistant Vice Chancellor  
Academic Personnel

cc: Chancellor Blumenthal  
Faculty Assistant Chung  
Vice Chancellor Delaney  
Academic Senate Chair Gillman  
Vice Provost Lee  
Committee on Academic Personnel Chair Takagi  
Divisional Deans  
Divisional Academic Human Resources Coordinators  
Administrative Records

Annual Report of Faculty Salary Competitiveness  
Prepared by the Academic Personnel Office  
October 2010

## **BACKGROUND**

In its report of September 10, 2008, the Joint Senate-Administration Task Force on Faculty Salaries recommended that the campus establish a regular annual report on the competitiveness of UCSC's ladder-rank faculty salaries.<sup>1</sup> The annual report serves to monitor the relative standing of Santa Cruz ladder-rank salaries within the UC system. It also addresses the faculty's progress through the ranks by correlating current rank and step with time since terminal degree.

The two goals outlined in the Joint Task Force Report were to raise the median off-scale dollar amount at UCSC to the median off-scale amount at the next lowest campus, identified as UCD, by July 1, 2009; and to raise UCSC's median faculty salary to the UC systemwide median (including UCB and UCLA) by July 1, 2011. In response to this, the Campus Provost and the Senate Committee on Academic Personnel worked together to revise the campus guidelines for salaries awarded in greater-than-normal and accelerated ladder-rank faculty personnel actions. The new guidelines apply to personnel actions in the 2008-09, 2009-10, and 2010-11 review years and allow more generous off-scale amounts to be awarded in connection with the merit process.<sup>2</sup> In addition to providing a monitoring function, the annual report provides an indicator of whether UCSC is moving closer to the goals outlined by the Joint Task Force.

## **DATASET**

The data presented provides a comparison of the median salaries and off-scale amounts for academic-year ladder-rank faculty at the nine general campuses (excluding UCSF as a health sciences campus). Data is provided for salaries effective 10/1/08, 8/1/09, and 7/1/10 in the same format as last year's report for ease of comparison.

To be consistent with the Joint Task Force Report, the annual report examines four groups of faculty: Assistant Professors, Associate Professors, Full Professors Steps 1-5, and Full Professors Steps 6-9. Salaries of Professors Above-scale are not included in this report. Salaries of fiscal-year faculty are also not included because discipline specificity might distort the comparison (e.g., astronomers at UCSC and faculty of the College of Agricultural and Environmental Sciences at Davis). Discipline-specific comparisons are limited to data for faculty salaries on the Regular (REG) or the Business/Economics/Engineering (BEE) salary scales.

To increase comparability across campuses, salaries from professional schools were omitted from the dataset. The method used to determine which professional schools to omit from the dataset was the same as that developed by the Joint Task Force for the 2007 dataset.<sup>3</sup> A complete description of the procedure used to pull the dataset from the University of California Office of the President (UCOP) Data Warehouse and the ensuing data cleansing is presented in Appendix 1.

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<sup>1</sup> The term "faculty salaries" used throughout this report refers to the annual salaries for academic-year ladder-rank faculty. The Joint Senate-Administration Task Force on Faculty Salaries Report dated September 10, 2008 can be accessed [here](#).

<sup>2</sup> See [memo](#) from Campus Provost and Executive Vice Chancellor Klinger to Deans and Department Chairs dated 10/8/09.

<sup>3</sup> Deletions: UCLA Grad Information Studies; UCB Grad Information Studies; UCB Optometry; UCI College of Health Services; UCLA School of Public Health; UCB School of Public Health; UCSB Bren School of Environment; UCB Goldman School of Public Policy; UCSD Graduate International Relations & Pacific Studies; UCB Boalt School of Law; UCLA School of Public Affairs; UCB School of Social Welfare

## **SALARY COMPARISONS**

Although the same salary scales are used for the professorial ranks throughout the University of California system, there are marked salary differences among campuses. To better capture these differences, this report presents information on both median total salary and off-scale salary component. The dataset used to provide the bar graphs can be found in Appendix 2.

### **1) Regular Salary Scale (Figures 1, 2, and 3)**

In 2008, UCSC had the lowest median salaries in the UC system, or tied for the lowest, at every rank. In 2010, UCSC median salaries have surpassed UCD at the Assistant and Associate ranks, but are still the lowest or tied for the lowest at the Full Professor rank.

In 2008 and 2009, UCSC's median salary at Full Professor Steps 1-5 trailed the next lowest campuses (UCD and UCR) by \$3,200. In 2010, UCSC's median salary at Full Professor Steps 1-5 trails the next lowest campus (UCD) by only \$1,650. UCSC's median salary at Full Professor Steps 6-9 was tied for the lowest (with UCR) in 2008, rose to the eighth slot in 2009, and now ties UCR again for the lowest in 2010, trailing the next lowest campus (UCD) by \$524.

In 2010, UCSC median salaries still lag the systemwide (9-campus) median at all ranks on the Regular scales, with significant gains showing at the Assistant and Associate ranks, where the gap has closed by 62 percent and 49 percent respectively since 2008. UCSC median salaries are currently tied with the 7-campus median (excluding UCB and UCLA) at the Assistant and Associate ranks.

Median off-scale amounts (the salary component above the rate specified by the salary scale for each rank and step) have increased every year since 2008. In 2010, median off-scale amounts are not the lowest in the system at any rank. The gap between UCSC's median off-scale amounts and the 9-campus median off-scale amounts closed at every rank between 2008 and 2010. See Summary Statistics on p.7 for median off-scale data.

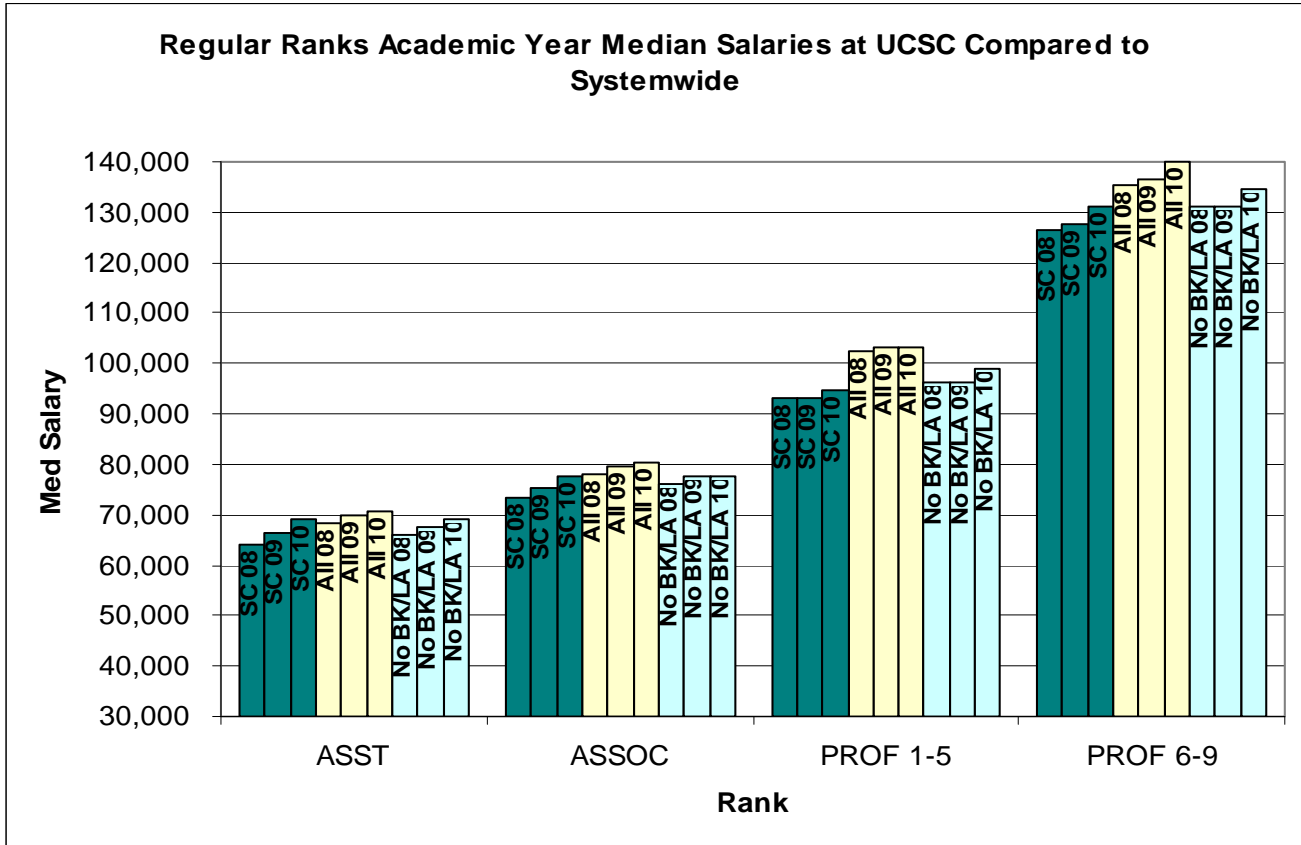


Figure 1. UCSC Regular Ranks median salaries for 2008, 2009, and 2010 when compared against the median salaries for all nine general campuses (no UCSF) or seven general campuses (no UCB, UCLA, UCSF).

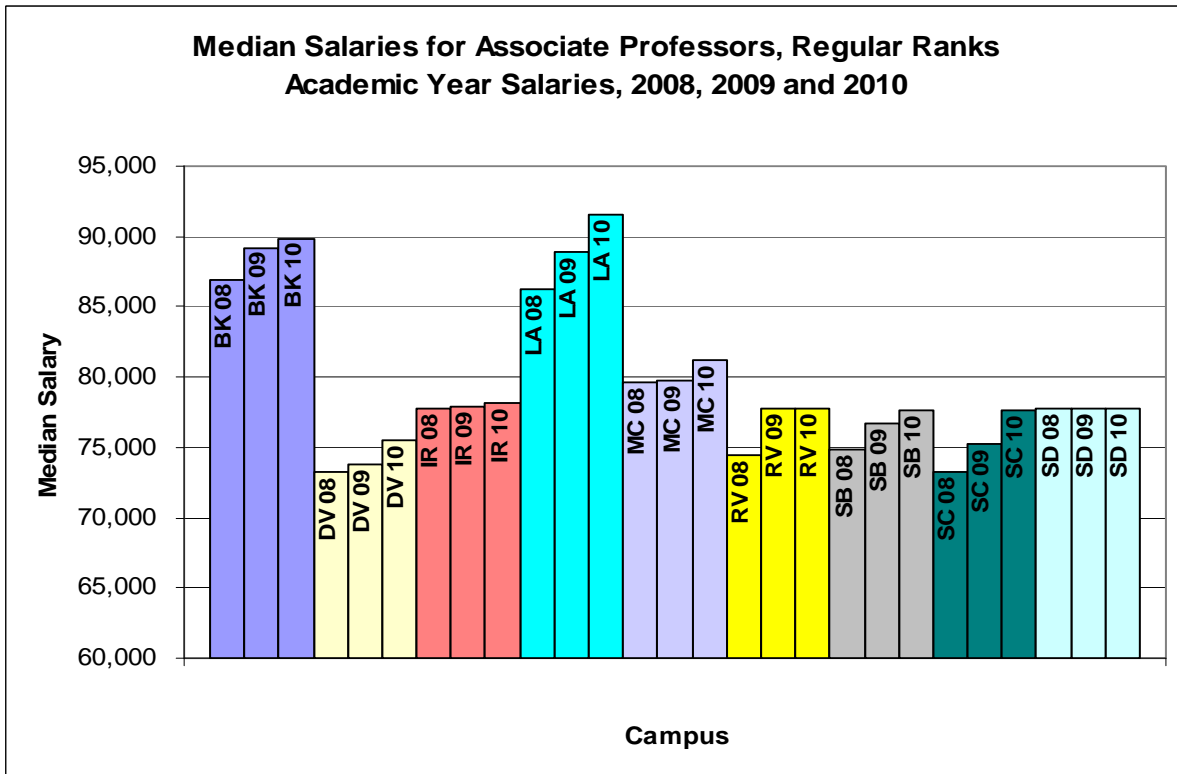
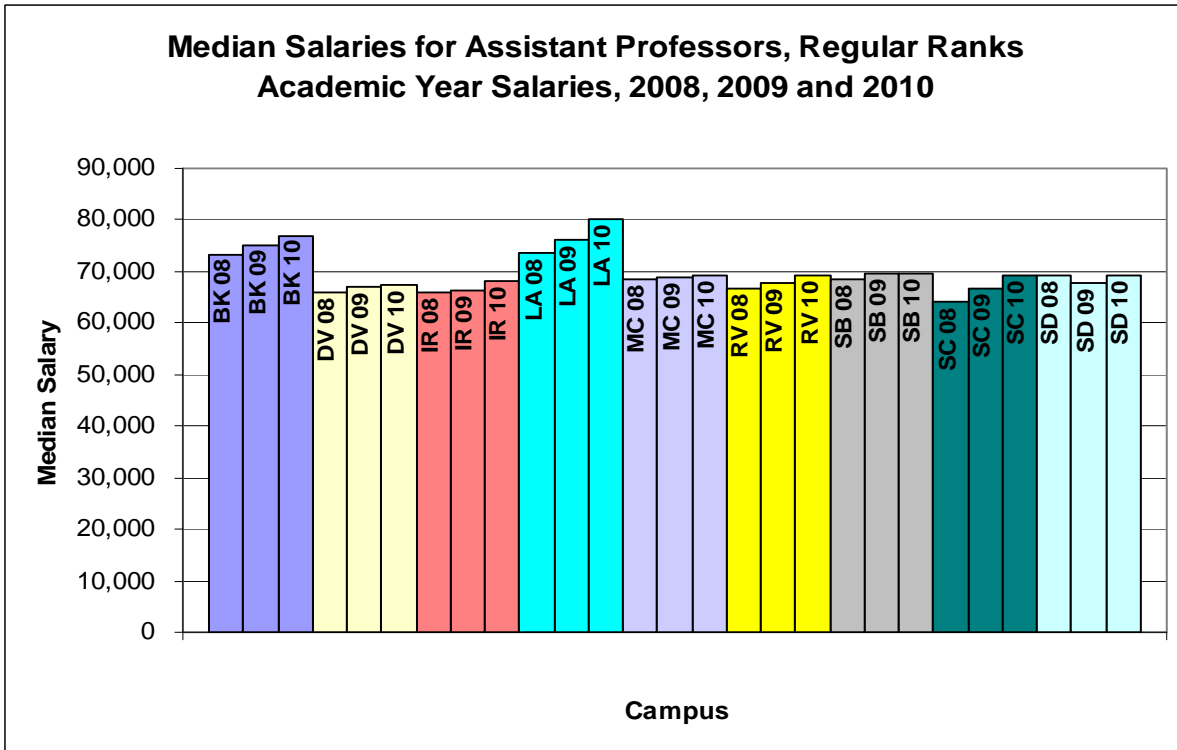
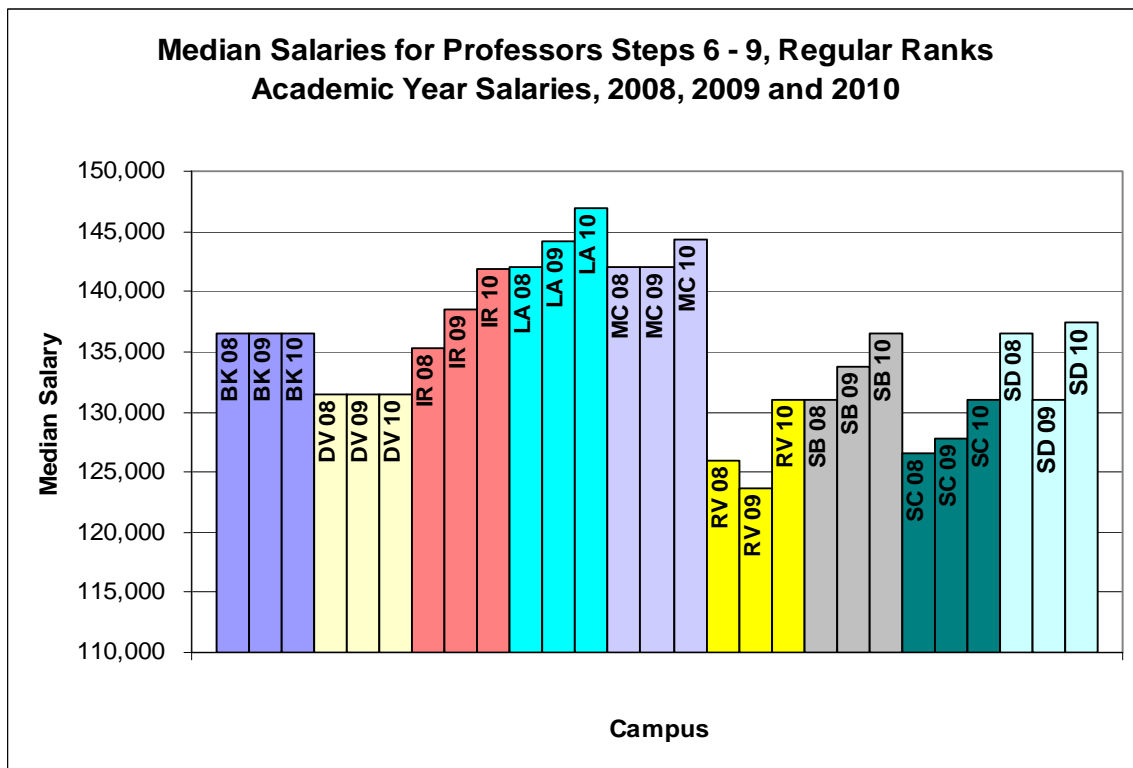
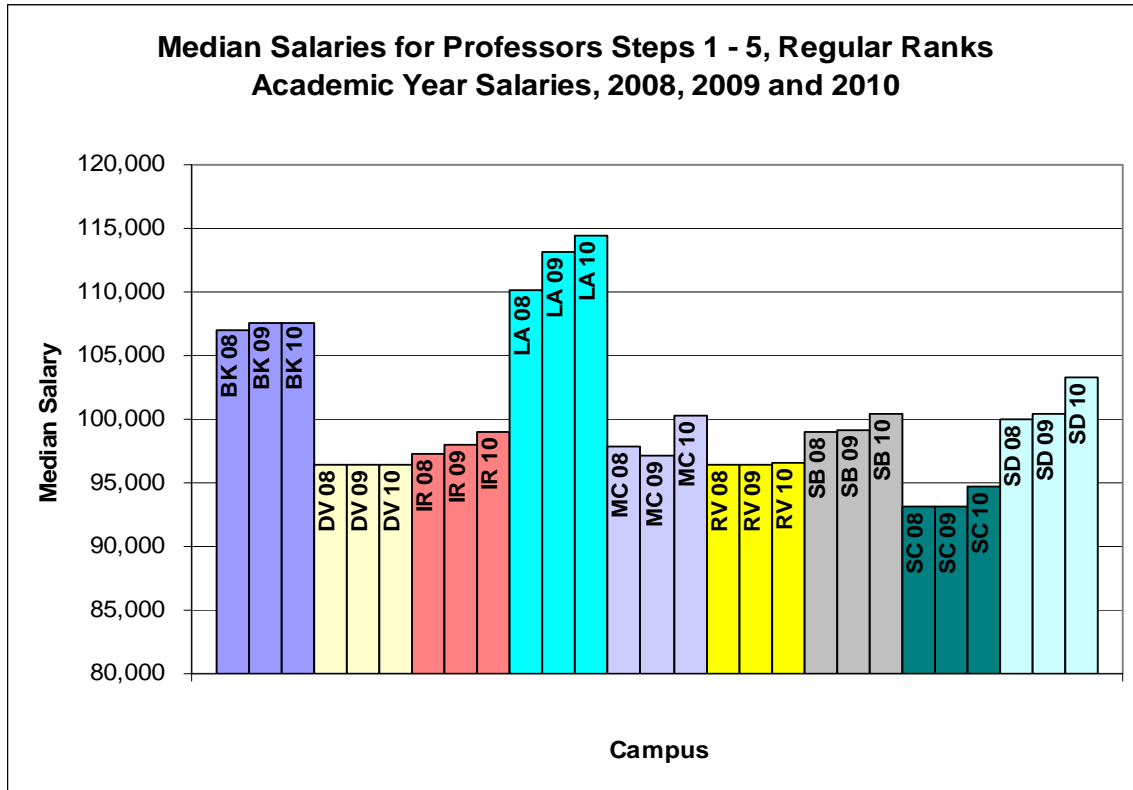


Figure 2. Median salaries for 2008, 2009, and 2010 for all nine general campuses for Assistant Professors (top) and Associate Professors (bottom).



**Figure 3. Median salaries for 2008, 2009, and 2010 for all nine general campuses for Full Professors, Step 1-5 (top) and Full Professors, Step 6-9 (bottom).**

**Summary Statistics Regular Scale: Median Salary**  
**UCSC Comparison with Nine General Campuses and with UCD**  
Negative numbers indicate the lag to the nine campuses or UCD.

<b>2008 MEDIAN SALARY</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC-UCD median salary gap
Assistant Professor	64,100	68,200	-4,100	66,000	-1,900
Associate Professor	73,200	78,100	-5,100	73,200	0
Full Prof, Step 1-5	93,200	102,500	-7,300	96,400	-3,200
Full Prof, Step 6-9	126,600	135,300	-8,700	131,500	-5,900

<b>2009 MEDIAN SALARY</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC-UCD median salary gap
Assistant Professor	66,600	69,800	-3,200	67,100	-500
Associate Professor	75,300	79,700	-4,400	73,800	1,500
Full Prof, Step 1-5	93,200	103,300	-10,100	96,400	-3,200
Full Prof, Step 6-9	127,800	136,500	-8,700	131,500	-3,700

<b>2010 MEDIAN SALARY</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC-UCD median salary gap
Assistant Professor	69,250	70,800	-1,550	67,558	1,692
Associate Professor	77,600	80,200	-2,600	75,505	2,095
Full Prof, Step 1-5	94,750	103,300	-8,550	96,400	-1,650
Full Prof, Step 6-9	131,000	139,992	-8,992	131,524	-524

**Summary Statistics Regular Scale: Median Off-Scale**  
**UCSC Comparison with Nine General Campuses and with UCD**  
Negative numbers indicate the lag to the nine campuses or UCD.

<b>2008 MEDIAN OFF-SCALE</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off-scale gap	UCD median off-scale	UCSC- UCD median off-scale gap
Assistant Professor	3,200	6,300	-2,900	2,000	1,200
Associate Professor	0	3,200	-3,200	0	0
Full Prof, Step 1-5	0	3,800	-3,800	0	0
Full Prof, Step 6-9	0	3,100	-3,100	0	0

<b>2009 MEDIAN OFF-SCALE</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off-scale gap	UCD median off-scale	UCSC- UCD median off-scale gap
Assistant Professor	3,600	7,500	-3,900	3,600	0
Associate Professor	1,600	4,400	-2,800	0	1,600
Full Prof, Step 1-5	2,300	5,100	-2,800	0	2,300
Full Prof, Step 6-9	1,000	4,600	-3,600	900	100

<b>2010 MEDIAN OFF-SCALE</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off-scale gap	UCD median off-scale	UCSC- UCD median off-scale gap
Assistant Professor	5,750	8,342	-2,592	3,215	2,535
Associate Professor	3,100	5,200	-2,100	1,020	2,080
Full Prof, Step 1-5	3,300	6,050	-2,750	0	3,300
Full Prof, Step 6-9	3,400	5,400	-2,000	905	2,495

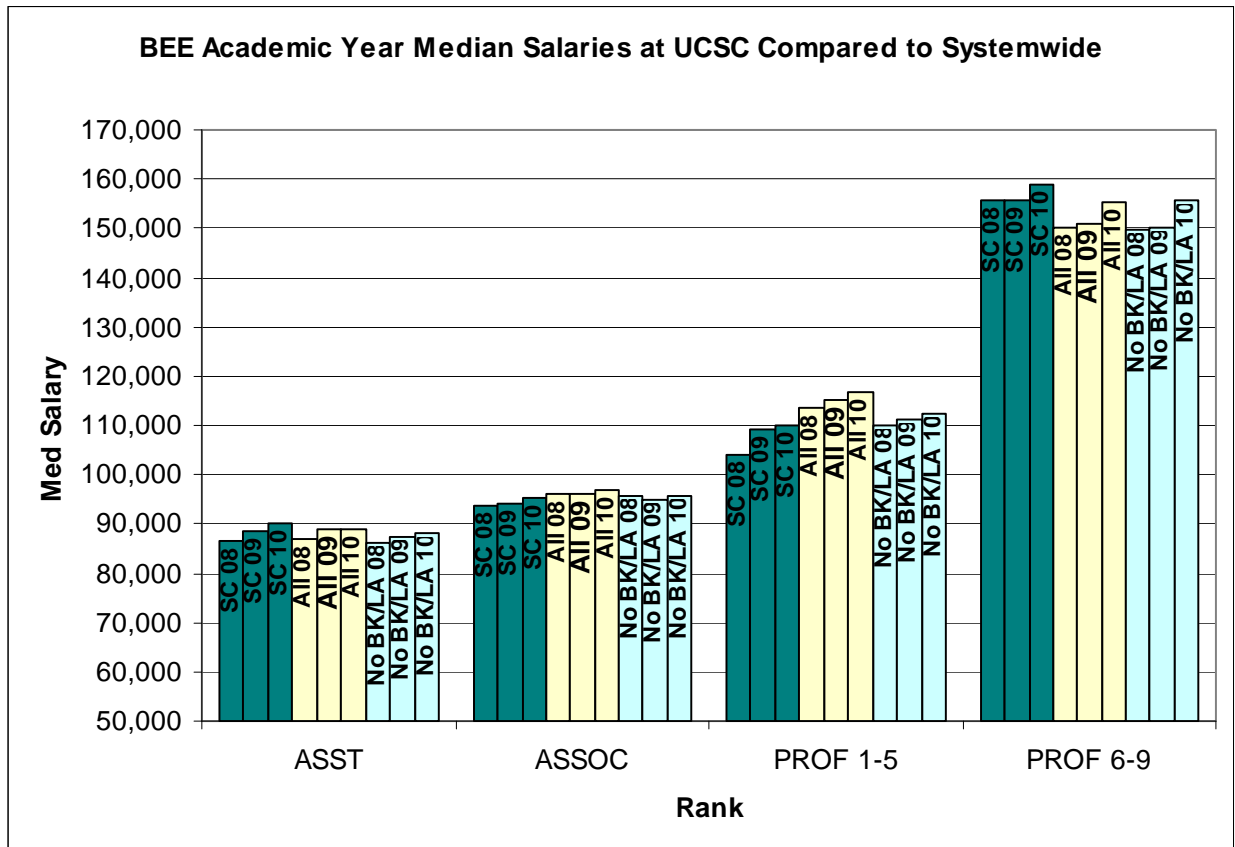


**2) Business/Economics/Engineering (BEE) Salary Scale (Figures 4, 5, and 6)**

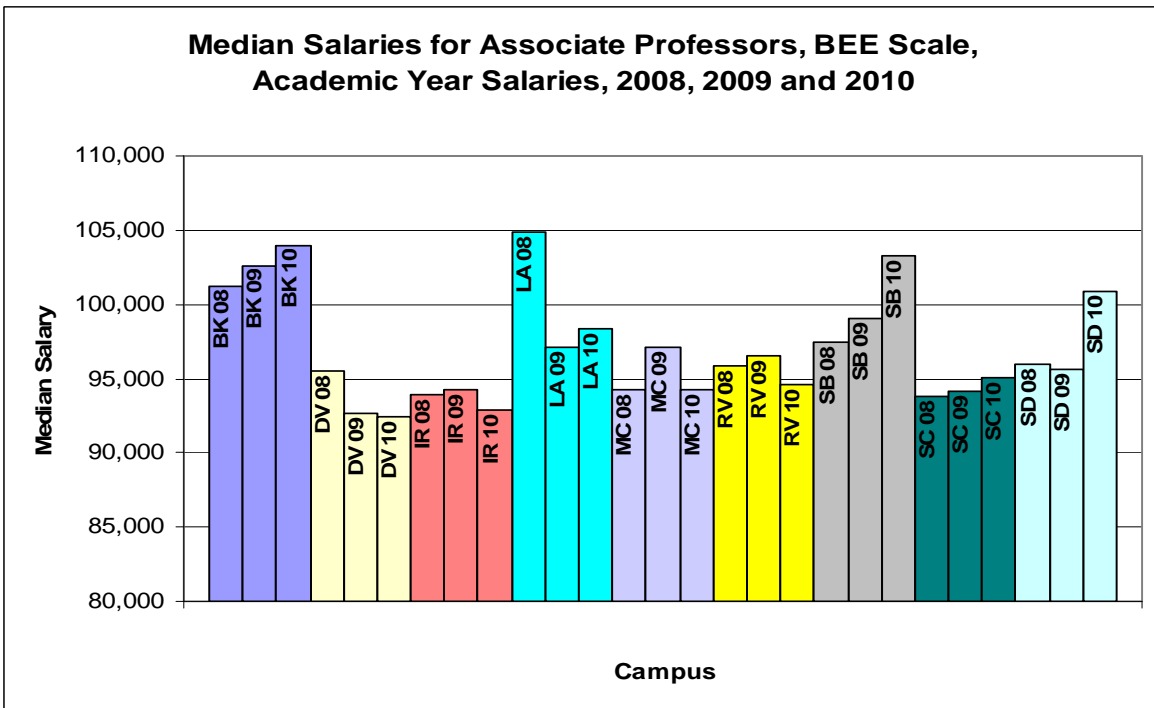
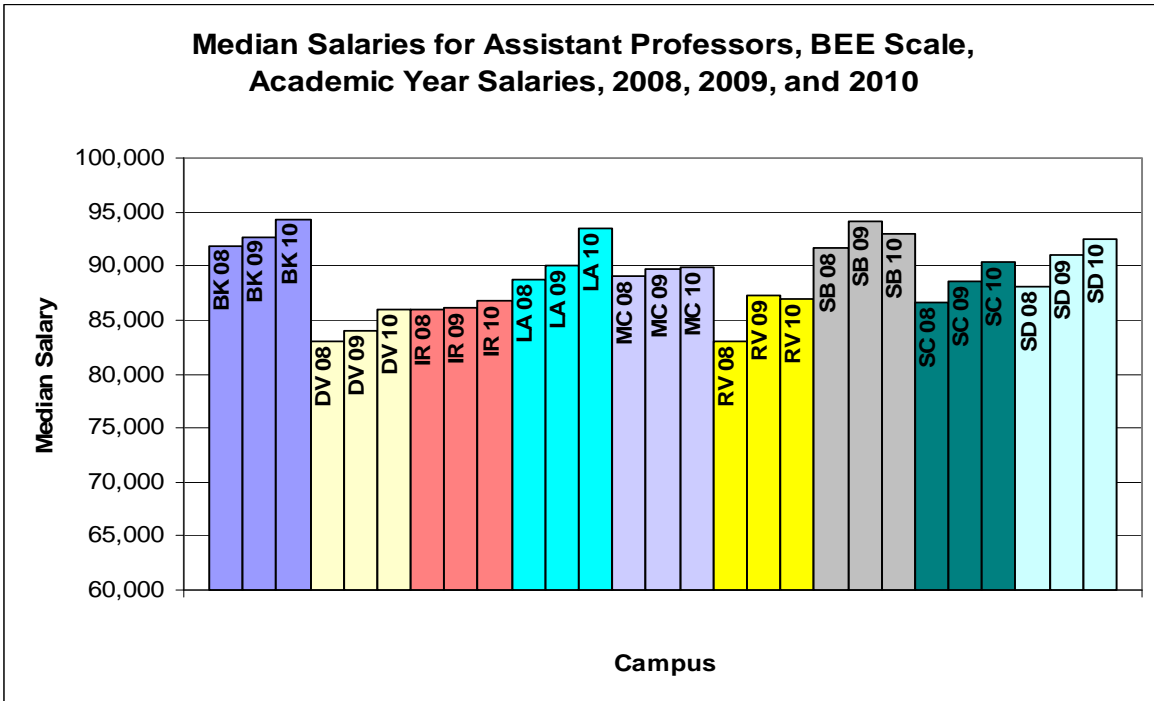
In 2008, UCSC had the lowest median BEE salaries in the UC system for Associate Professors and Full Professors, Steps 1-5. UCSC’s median BEE salary at Associate Professor surpassed the next lowest campus in 2009 and continued to grow in 2010. UCSC’s median BEE salary at Full Professor Steps 1-5 increased in 2009 and surpassed the next lowest campus in 2010. UCSC no longer has the lowest median salaries in the UC system at any rank on the BEE scale.

UCSC’s median BEE salary currently exceeds the systemwide (9-campus) median BEE salary at Assistant Professor and Full Professor Steps 6-9. The gaps at Associate Professor and Full Professor Steps 1-5 have closed by 47 percent and 31 percent respectively since 2008.

In 2010, UCSC off-scale salary amounts on the BEE scale are not the lowest in the system at any rank. Off-scale amounts continue to lag the systemwide medians at all ranks except Full Professor Steps 6-9.



**Figure 4. UCSC BEE median salaries for 2008, 2009, and 2010 when compared against the median salaries for all nine general campuses (no UCSF) or seven general campuses (no UCB, UCLA, UCSF).**



**Figure 5. Median salaries for 2008, 2009, and 2010 for all nine general campuses for Assistant Professors (top) and Associate Professors (bottom).**

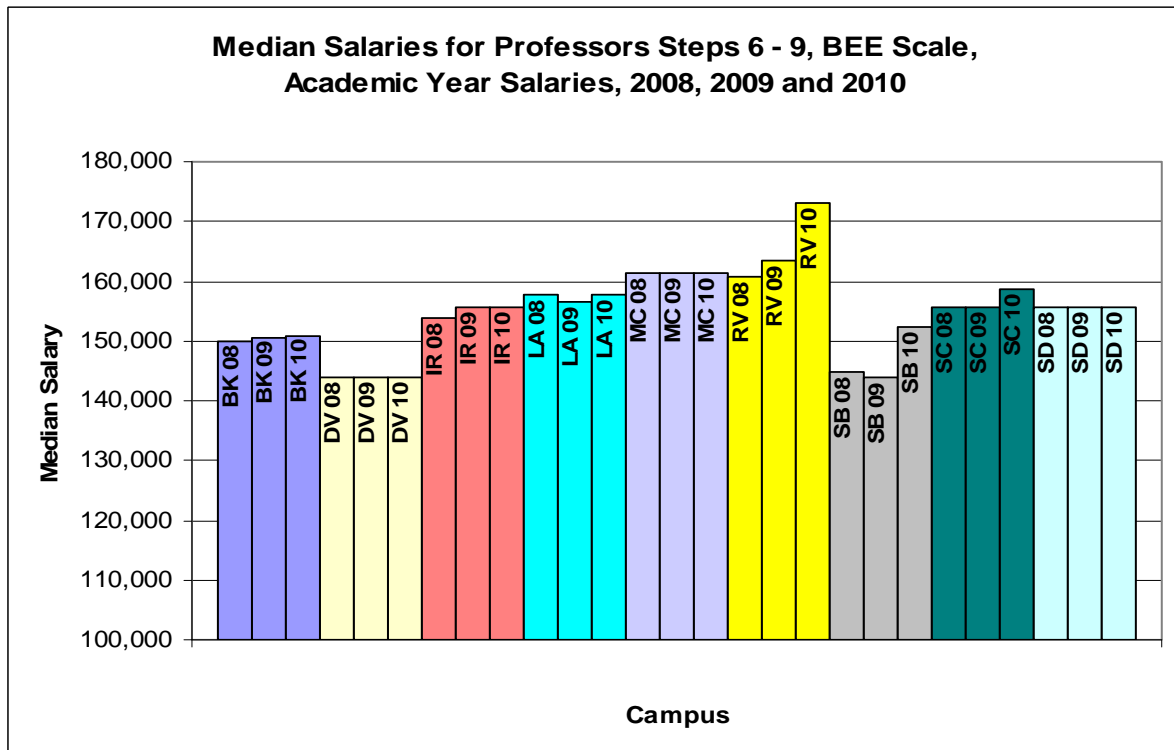
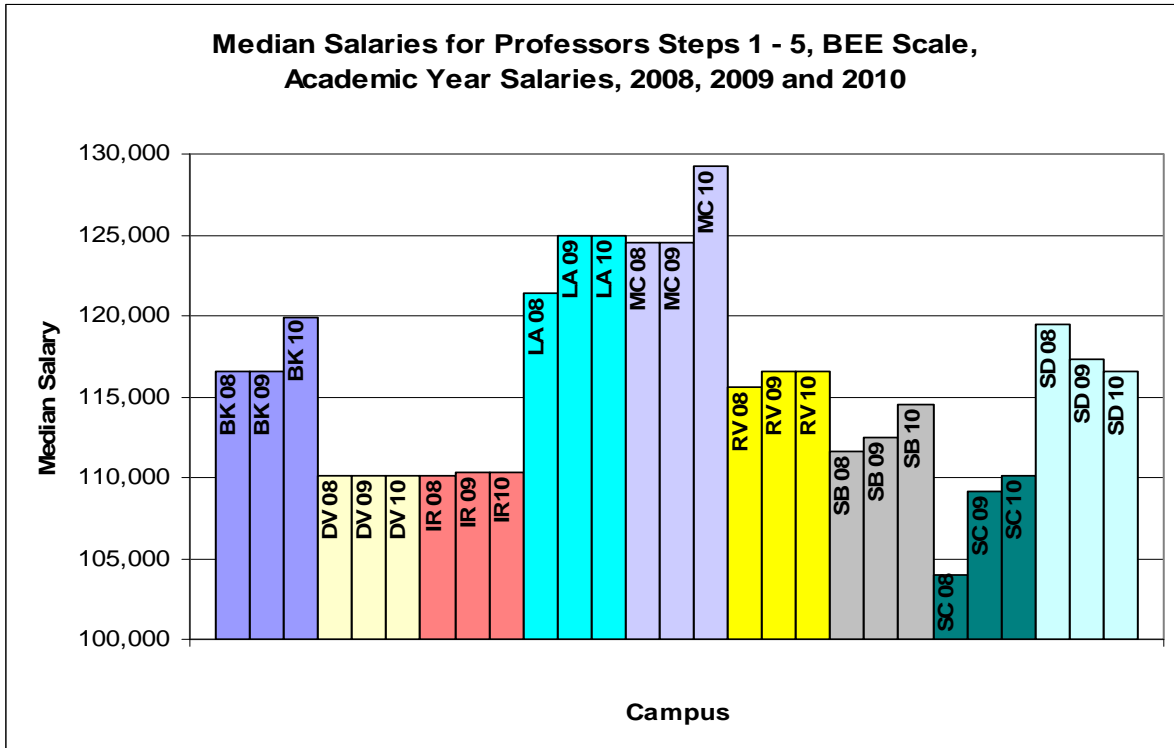


Figure 6. Median salaries for 2008, 2009, and 2010 for all nine general campuses for Full Professors, Step 1-5 (top) and Full Professors, Step 6-9 (bottom).

**Summary Statistics Business/Economics/Engineering Salary Scale: Median Salary**  
**UCSC Comparison with Nine General Campuses and with UCD**

Negative numbers indicate the lag to the nine campuses or UCD.

<b>2008 MEDIAN SALARY</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC- UCD median salary gap
Assistant Professor	86,600	87,100	-500	83,100	3,500
Associate Professor	93,800	96,200	-3,400	95,500	-1,700
Full Prof, Step 1-5	104,000	113,400	-9,400	110,100	-6,100
Full Prof, Step 6-9	155,600	150,000	5,600	144,000	11,600

<b>2009 MEDIAN SALARY</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC- UCD median salary gap
Assistant Professor	88,700	88,900	-200	84,000	4,700
Associate Professor	94,200	96,100	-1,900	92,700	1,500
Full Prof, Step 1-5	109,200	115,000	-5,800	110,100	-900
Full Prof, Step 6-9	155,600	150,900	4,700	144,000	11,600

<b>2010 MEDIAN SALARY</b>	UCSC median salary	UC system median salary	UCSC - UC median salary gap	UCD median salary	UCSC- UCD median salary gap
Assistant Professor	90,300	89,100	1,200	85,900	4,400
Associate Professor	95,100	96,900	-1,800	92,488	2,700
Full Prof, Step 1-5	110,100	116,600	-6,500	110,100	0
Full Prof, Step 6-9	158,700	155,300	3,400	144,000	14,700

**Summary Statistics Business/Economics/Engineering Salary Scale: Median Off-Scale UCSC Comparison with Nine General Campuses and with UCD**

Negative numbers indicate the lag to the nine campuses or UCD.

<b>2008 MEDIAN OFF-SCALE</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off-scale gap	UCD median off-scale	UCSC- UCD median off-scale gap
Assistant Professor	5,200	6,300	-1,100	600	4,600
Associate Professor	2,200	3,600	-1,400	3,600	-1,400
Full Prof, Step 1-5	0	3,100	-3,100	0	0
Full Prof, Step 6-9	2,900	4,600	-1,700	0	2,900

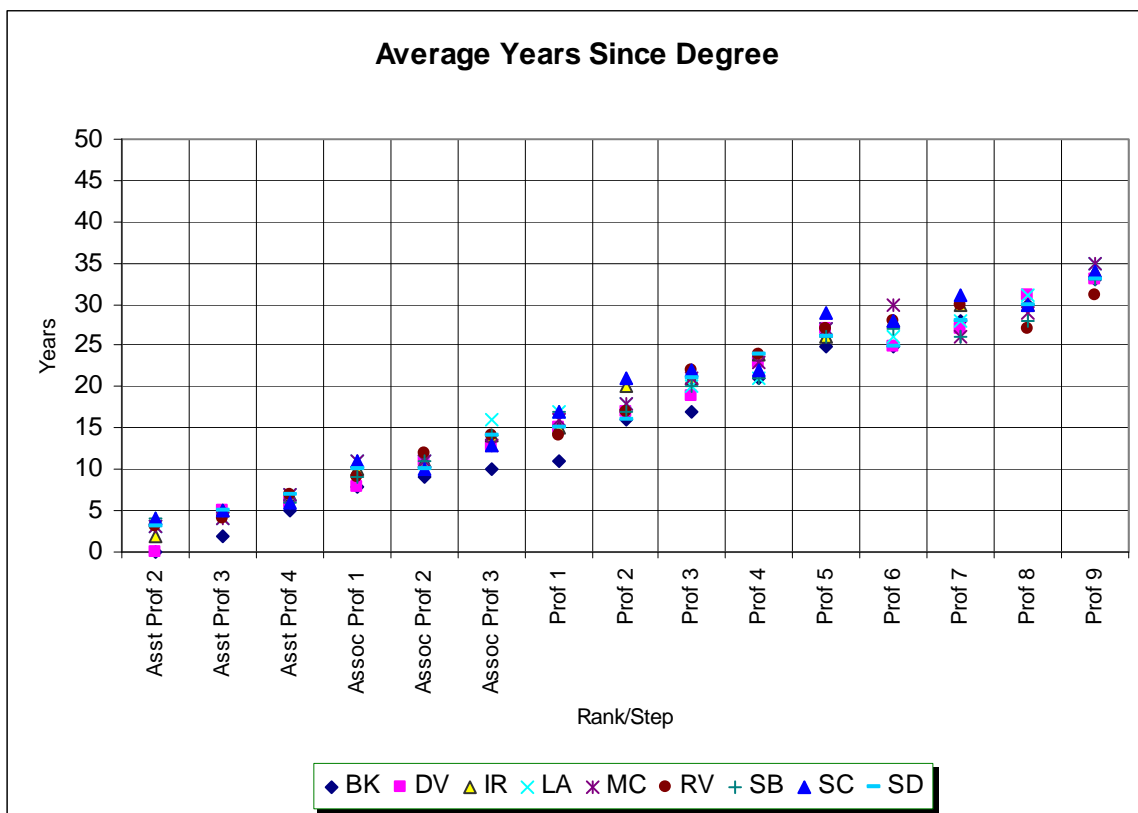
<b>2009 MEDIAN OFF-SCALE</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off-scale gap	UCD median off-scale	UCSC- UCD median off-scale gap
Assistant Professor	7,100	8,600	-1,500	1,800	5,300
Associate Professor	2,500	4,900	-2,400	1,200	1,300
Full Prof, Step 1-5	2,000	3,300	-1,300	0	2,000
Full Prof, Step 6-9	6,000	5,000	1,000	0	6,000

<b>2010 MEDIAN OFF-SCALE</b>	UCSC median off-scale	UC system median off-scale	UCSC - UC median off-scale gap	UCD median off-scale	UCSC- UCD median off-scale gap
Assistant Professor	9,000	9,500	-500	1,750	7,250
Associate Professor	4,650	6,400	-1,750	2,400	2,250
Full Prof, Step 1-5	2,800	4,208	-1,408	0	2,800
Full Prof, Step 6-9	8,300	5,734	2,566	0	8,300

### TIME FROM DEGREE

In an effort to assess whether the academic advancement of faculty is different at UCSC from at other campuses, data on the number of years since terminal degree was pulled from the UCOP Data Warehouse and plotted against current rank and step. The overlapping steps Assistant Professor 5, Assistant Professor 6, Associate Professor 4, and Associate Professor 5 were omitted since they are used inconsistently between campuses and on some campuses are not used at all. The result is illustrated in Figure 7.

The data suggest that overall UCSC faculty progress normally through the ranks and are not held back in their advancement when compared to other campuses. The most prominent outliers are at Full Professor Step 2, Step 5, and Step 7. In general, UCSC faculty years since degree cluster well with other campuses. While it is possible to surmise that the delay at Professor Step 5 is due to the rigors of the Professor Step 6 review, additional study would be required to reach a solid conclusion.



**Figure 7. Average years since terminal degree as a function of rank and step for ladder-rank faculty at the nine general campuses. Overlapping steps (Assistant Professor Steps 5 and 6, Associate Professor Steps 4 and 5) are omitted.**

It should be noted that “years since terminal degree” is not a required field in the payroll system and is often left blank. Records with no degree date were removed from the dataset. In addition, years since degree does not take into account faculty who have taken a nontraditional route and delayed their start in a ladder-rank position. The recommendation of the Joint Task Force was for a report of years since hire into a professorial position. Unfortunately, that information is not readily available in the Data Warehouse and therefore the dataset does not allow for a thorough analysis of movement through the ranks.

## **SUMMARY**

The median off-scale salary amount at UCSC was no longer the lowest in the system at any rank on either the Regular or BEE scale by 2009, and off-scale amounts continued to rise relative to UCD in 2010.

The 2010 median salary data indicate that UCSC is making progress in increasing its standing within the UC system. Unlike 2008, when the median campus salaries were the lowest in the UC system at all ranks of the Regular salary scale, 2010 median salaries are the lowest only at the Full Professor Steps 1-5 level. UCSC now matches the lowest median salary at Full Professor Steps 6-9 and ranks sixth and seventh at the Assistant and Associate ranks, respectively.

In Appendix 3, median Regular scale salaries at Steps 1-4 are considered separately from Step 5 in order to determine what effect, if any, the Step 6 review has on salaries within the Full Professor Steps 1-5 grouping. Although the lag to the systemwide median is less at Step 5 than at Steps 1-4, both subgroups are behind the systemwide median, and UCSC median salaries at Steps 1-4 are still the lowest in the system.

While the campus is making progress toward the goals set out by the Joint Task Force, additional progress is needed to bring UCSC faculty salaries in line with those of other UC campuses.

**APPENDIX 1**

**PROCEDURE FOR DATA COLLECTION AND PREPARATION**

**2010 SALARY DATA**

Salary information was drawn from the July 2010 extract in the University of California Office of the President (UCOP) Data Warehouse following the procedure outlined below for 2009. It is generally the case that not all faculty reviews will be completed and entered in the payroll system by the end of July; however, the extract was taken one month earlier than in 2009 in order to inform decision-making for the 2010-11 review cycle. Data is normally available in the UCOP Data Warehouse 4-6 weeks after the month end, e.g., August salary information will be available in mid-October. The data in this extract did not take into account the 2009-10 Salary Reduction and Furlough Program.

**2009 SALARY DATA**

Salary information was drawn from the August 2009 extract in the University of California Office of the President (UCOP) Data Warehouse.

- Salary information was drawn only for faculty on the Regular Ladder-rank (REG) academic year salary scale or the Business/Economics/Engineering Ladder-rank (BEE) academic year salary scale.
- Salaries for faculty at the rank of Professor Above-scale are not included in the dataset.
- Salaries for faculty at UC San Francisco are not included in the dataset; there are very few faculty at UCSF who are not on the medical school salary scales.
- In pulling the data, the Corporate Personnel System (CPS) Description of Service (DOS) codes that denote regular or base pay were used. (Regular Pay is defined as values 'AV' and 'HR'. Base Pay is defined as values 'AV', 'AM', 'AW', 'AX', 'HD', and 'HR'.)

Once the data was extracted, it was cleansed by doing the following:

- Deleted any records that did not include a pay rate, or that did not include a step – there are generally 20 or 30 records in this set.
- Eliminated records for faculty associated with the following units (designated as professional schools in report from the Joint Senate-Administration Task Force on Faculty Salaries):

	<b>HOME DEPARTMENT</b>	<b>PROGRAM NAME</b>
<b>BK</b>	Boalt School of Law	JD Program
	Goldman School of Public Policy	Goldman School of Public Policy
	Haas School of Business	Haas School of Business
	School of Inf Mgmt & Sys	School Inf Mgmt & Sys Dean
	School of Optometry	School of Optometry Dean
	School of Public Health	School of Public Health
	School of Social Welfare	School of Social Welfare
<b>DV</b>	Center For Neuroscience	Center for Neuroscience
	Graduate School of Management	Graduate School of Management
	Law School Dean's Office	Law School Dean's Office



<b>IR</b>	College of Health Sciences  Paul Merage School of Business School of Law	College of Health Sci/ Pharmacy College of Health Sci/Public Health College of Health Sciences/Nursing Merage/Instruction & Research Dean's Office
<b>LA</b>	Education & info studies div  Law Division Management Division Nursing Division Public Health Division        School of Public Affairs	Dean, GSE&IS Education Information studies Law Anderson Grad School of Management School of Nursing Biostatistics Cancer Prevention & Central Research Center for Health Policy Research Community Health Sciences Center Occupational & Environmental Health Environmental Health Sciences Epidemiology Health Services Public Policy Social Welfare Urban Planning
<b>RV</b>	Biomedical Sciences	Biomedical Sciences
<b>SB</b>	Executive Vice Chancellor	Dean-School of Environmental Sci & Mgmt
<b>SD</b>	Bioengineering-Medical Grad School-Intl Relations & Pacific Studies	Bioengineering-Medical Int'l Relations & Pacific Studies  Management School

- Rolled up all remaining records to obtain one record per individual.

**2008 SALARY DATA**

The 2008 salary data for both the Regular Ladder-rank academic year and BEE Ladder-rank academic year faculty is based on the datasets used in the 2009 Senate Executive Committee Report on Faculty Salaries. This was a follow-up report to the 2008 Joint Senate-Administration Task Force on Faculty Salaries. The 2008 salary data was provided to the Senate Executive Committee by Professor Lori Klezter who had earlier performed the analysis for the Joint Task Force Report.

The 2008 dataset was drawn from the UCOP Data Warehouse and was cleansed according to the steps laid out above for the 2009 salary data. Professor Klezter modified the 2007 and the 2008 salary data originally provided by the Academic Personnel Office by removing faculty records associated with professional schools. The same logic for removal of professional schools was followed in the 2009 dataset.

**APPENDIX 2**

**MEDIAN SALARIES AND OFF-SCALE AMOUNTS FOR ACADEMIC-YEAR LADDER  
RANK FACULTY AT THE NINE GENERAL CAMPUSES—2008, 2009, AND 2010**

**REGULAR RANKS—MEDIAN SALARIES**

**2008**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	73,100	86,950	107,000	136,500
<b>DV</b>	66,000	73,200	96,400	131,524
<b>IR</b>	66,000	77,700	97,350	135,300
<b>LA</b>	73,700	86,200	110,200	142,000
<b>MC</b>	68,450	79,600	97,800	142,000
<b>RV</b>	66,550	74,450	96,400	126,000
<b>SB</b>	68,400	74,800	99,000	131,000
<b>SC</b>	<b>64,100</b>	<b>73,200</b>	<b>93,200</b>	<b>126,600</b>
<b>SD</b>	69,200	77,700	100,000	136,500
<b>ALL CAMPUSES</b>	68,211	78,100	102,500	135,300
<b>ALL EXCEPT BK AND LA</b>	66,000	76,250	96,400	131,000

**2009**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	75,000	89,200	107,600	136,500
<b>DV</b>	67,060	73,835	96,400	131,524
<b>IR</b>	66,200	77,900	98,000	138,450
<b>LA</b>	76,100	88,900	113,200	144,100
<b>MC</b>	68,900	79,700	97,150	142,000
<b>RV</b>	67,600	77,700	96,400	123,700
<b>SB</b>	69,700	76,700	99,200	133,700
<b>SC</b>	<b>66,600</b>	<b>75,250</b>	<b>93,200</b>	<b>127,750</b>
<b>SD</b>	67,900	77,700	100,450	131,000
<b>ALL CAMPUSES</b>	69,800	79,700	103,300	136,500
<b>ALL EXCEPT BK AND LA</b>	67,700	77,700	96,400	131,000

**2010**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	76,800	89,800	107,600	136,500
<b>DV</b>	67,558	75,505	96,400	131,524
<b>IR</b>	68,200	78,200	98,950	141,950
<b>LA</b>	80,000	91,550	114,400	147,000
<b>MC</b>	69,400	81,200	100,300	144,300
<b>RV</b>	69,150	77,700	96,600	131,000
<b>SB</b>	69,700	77,600	100,400	136,500
<b>SC</b>	<b>69,250</b>	<b>77,600</b>	<b>94,750</b>	<b>131,000</b>
<b>SD</b>	69,200	77,700	103,300	137,450
<b>ALL CAMPUSES</b>	70,800	80,200	103,300	139,992
<b>ALL EXCEPT BK AND LA</b>	69,000	77,700	99,000	134,500

**REGULAR RANKS—MEDIAN OFF-SCALE AMOUNTS**

**2008**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	7,750	6,150	7,600	4,600
<b>DV</b>	1,995	0	0	800
<b>IR</b>	5,000	2,600	3,800	2,200
<b>LA</b>	13,600	15,050	15,800	12,300
<b>MC</b>	5,200	8,150	6,600	4,300
<b>RV</b>	5,500	0	0	200
<b>SB</b>	7,150	1,350	850	3,100
<b>SC</b>	<b>3,200</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SD</b>	7,450	2,800	6,400	2,500
<b>ALL CAMPUSES</b>	6,300	3,200	3,750	3,100
<b>ALL EXCEPT BK AND LA</b>	4,900	700	1,100	905

**2009**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	9,550	8,200	8,400	5,000
<b>DV</b>	3,600	0	0	905
<b>IR</b>	5,500	2,800	3,800	1,850
<b>LA</b>	15,500	18,550	19,200	14,000
<b>MC</b>	6,050	8,150	7,100	4,200
<b>RV</b>	6,300	1,200	50	200
<b>SB</b>	8,600	3,400	2,800	4,600
<b>SC</b>	<b>3,600</b>	<b>1,600</b>	<b>2,250</b>	<b>1,000</b>
<b>SD</b>	7,400	3,100	5,950	2,900
<b>ALL CAMPUSES</b>	7,500	4,400	5,100	4,600
<b>ALL EXCEPT BK AND LA</b>	5,500	2,300	2,500	2,200

**2010**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	10,200	9,800	9,600	5,000
<b>DV</b>	3,215	1,020	0	905
<b>IR</b>	5,550	3,300	5,150	2,200
<b>LA</b>	17,700	20,800	22,200	18,100
<b>MC</b>	6,150	8,000	7,100	4,950
<b>RV</b>	7,250	2,700	50	400
<b>SB</b>	8,600	4,400	4,200	5,500
<b>SC</b>	<b>5,750</b>	<b>3,100</b>	<b>3,300</b>	<b>3,400</b>
<b>SD</b>	8,600	3,150	5,750	4,650
<b>ALL CAMPUSES</b>	8,342	5,200	6,050	5,400
<b>ALL EXCEPT BK AND LA</b>	6,500	3,150	3,393	3,800

**BUSINESS/ ECONOMICS/ ENGINEERING SCALE—MEDIAN SALARIES**

**2008**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	91,900	101,200	116,600	149,800
<b>DV</b>	83,058	95,500	110,100	144,000
<b>IR</b>	85,900	93,900	110,100	153,800
<b>LA</b>	88,800	104,900	121,400	157,850
<b>MC</b>	89,100	94,300	124,500	161,300
<b>RV</b>	83,000	95,850	115,600	160,750
<b>SB</b>	91,600	97,400	111,600	144,900
<b>SC</b>	<b>86,600</b>	<b>93,750</b>	<b>104,000</b>	<b>155,600</b>
<b>SD</b>	88,050	96,000	119,500	155,600
<b>ALL CAMPUSES</b>	87,050	96,200	113,400	150,000
<b>ALL EXCEPT BK AND LA</b>	86,100	95,500	110,100	149,767

**2009**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	92,600	102,600	116,600	150,400
<b>DV</b>	84,000	92,700	110,100	144,000
<b>IR</b>	86,100	94,300	110,300	155,600
<b>LA</b>	90,000	97,100	125,000	156,400
<b>MC</b>	89,700	97,100	124,500	161,300
<b>RV</b>	87,200	96,550	116,600	163,350
<b>SB</b>	94,200	99,100	112,500	144,000
<b>SC</b>	<b>88,650</b>	<b>94,200</b>	<b>109,150</b>	<b>155,600</b>
<b>SD</b>	91,050	95,600	117,300	155,600
<b>ALL CAMPUSES</b>	88,907	96,061	115,000	150,899
<b>ALL EXCEPT BK AND LA</b>	87,500	95,050	111,253	150,000

**2010**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	94,250	103,900	119,900	150,800
<b>DV</b>	85,900	92,488	110,100	144,000
<b>IR</b>	86,800	92,900	110,300	155,600
<b>LA</b>	93,500	98,400	125,000	157,700
<b>MC</b>	89,850	94,300	129,200	161,300
<b>RV</b>	86,900	94,550	116,600	173,100
<b>SB</b>	93,000	103,300	114,500	152,400
<b>SC</b>	<b>90,300</b>	<b>95,100</b>	<b>110,100</b>	<b>158,700</b>
<b>SD</b>	92,500	100,900	116,600	155,600
<b>ALL CAMPUSES</b>	89,100	96,900	116,600	155,300
<b>ALL EXCEPT BK AND LA</b>	88,207	95,500	112,400	155,500

**BUSINESS/ECONOMICS/ENGINEERING SCALE—MEDIAN OFF-SCALE AMOUNTS**

**2008**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	9,050	5,600	4,400	4,600
<b>DV</b>	616	3,572	0	0
<b>IR</b>	4,000	1,600	200	4,500
<b>LA</b>	10,500	15,550	13,200	16,150
<b>MC</b>	8,300	1,600	14,200	17,300
<b>RV</b>	3,600	750	1,500	8,000
<b>SB</b>	12,000	6,550	1,200	3,600
<b>SC</b>	<b>5,200</b>	<b>2,150</b>	<b>0</b>	<b>2,900</b>
<b>SD</b>	10,050	4,200	5,500	6,000
<b>ALL CAMPUSES</b>	6,300	3,572	3,050	4,600
<b>ALL EXCEPT BK AND LA</b>	5,600	2,900	99	2,901

**2009**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	9,000	9,200	4,400	4,600
<b>DV</b>	1,750	1,228	0	0
<b>IR</b>	4,400	1,800	150	4,500
<b>LA</b>	11,100	8,900	20,900	14,800
<b>MC</b>	8,000	1,600	14,200	17,300
<b>RV</b>	7,900	5,800	4,400	19,500
<b>SB</b>	14,600	9,800	2,400	4,900
<b>SC</b>	<b>7,050</b>	<b>2,500</b>	<b>1,950</b>	<b>6,000</b>
<b>SD</b>	10,700	5,400	5,400	6,000
<b>ALL CAMPUSES</b>	8,600	4,896	3,300	5,000
<b>ALL EXCEPT BK AND LA</b>	7,750	3,572	1,836	4,500

**2010**

	<b>ASST</b>	<b>ASSOC</b>	<b>PROF 1-5</b>	<b>PROF 6-9</b>
<b>BK</b>	9,500	9,400	4,400	4,600
<b>DV</b>	1,750	2,400	0	0
<b>IR</b>	5,000	2,350	1,600	6,400
<b>LA</b>	12,400	9,300	19,400	18,750
<b>MC</b>	6,900	4,750	15,800	17,300
<b>RV</b>	8,400	7,050	4,200	29,500
<b>SB</b>	14,600	11,250	3,650	4,900
<b>SC</b>	<b>9,000</b>	<b>4,650</b>	<b>2,800</b>	<b>8,300</b>
<b>SD</b>	11,400	8,900	5,300	7,900
<b>ALL CAMPUSES</b>	9,500	6,400	4,208	5,734
<b>ALL EXCEPT BK AND LA</b>	8,500	4,500	2,500	5,050

**APPENDIX 3**

**MEDIAN SALARY AT FULL PROFESSOR STEPS 1-4 and FULL PROFESSOR STEP 5**

<b>2010 MEDIAN SALARY</b>	<b>UCSC median salary</b>	<b>UC system median salary</b>	<b>UCSC - UC median salary gap</b>	<b>UCD median salary</b>	<b>UCSC- UCD median salary gap</b>
Assistant Professor	69,250	70,800	-1,550	67,558	1,692
Associate Professor	77,600	80,200	-2,600	75,505	2,095
Full Prof, Step 1-5	94,750	103,300	-8,550	96,400	-1,650
<i>Full Prof, Step 1-4</i>	<i>89,900</i>	<i>96,400</i>	<i>-6,500</i>	<i>91,453</i>	<i>-1,553</i>
<i>Full Prof, Step 5</i>	<i>107,550</i>	<i>108,000</i>	<i>-450</i>	<i>103,300</i>	<i>4,250</i>
Full Prof, Step 6-9	131,000	139,992	-8,992	131,524	-524

	<b>PROF 1-4</b>	<b>PROF 5</b>
<b>BK</b>	104,000	110,500
<b>DV</b>	91,453	103,300
<b>IR</b>	93,600	105,300
<b>LA</b>	111,600	118,000
<b>MC</b>	95,950	119,200
<b>RV</b>	93,200	103,300
<b>SB</b>	94,950	108,400
<b>SC</b>	<b>89,900</b>	<b>107,550</b>
<b>SD</b>	96,400	107,600
<b>ALL CAMPUSES</b>	96,400	108,000
<b>ALL EXCEPT BK AND LA</b>	93,500	106,700