

## Faculty Salaries at UCSC

### **From the Committee on Faculty Welfare, October 2017**

The Committee on Faculty Welfare (CFW) annually reviews faculty salary comparative data and recently finalized its analysis of faculty salaries on the most recent data available, comparing UCSC with the other UC Campuses. This year's CFW salary analysis focused on three aspects:

1. A comparison of median UCSC salaries at the Assistant Professor, Associate Professor, and Full Professor steps 1-5, steps 6-9 and Above Scale ranks with the 9 UC Campuses medians, including an analysis of the 75th and 90th percentile (corresponding, respectively, to the top 25% and 10% salaries at each rank/step);
2. A systematic study of the effect of the cost of living in comparing UCSC salaries with those UC-system-wide;
3. A study on the effects and trends of UCSC's "Special Salary Practice", also known as "Merit Boost Plan" in comparison with salary growth trends in the UC-system.

The most important findings from CFW's analysis are:

**Finding 1:** UCSC's salaries on the REG scale continue to lag the system-wide median by up to 5%; the salary gap is much more significant at the 75th percentile (typically around 5% at *all ranks*) and at the 90th percentile (typically around 10% at *all ranks*), see **Figure 1**; the salary gap at the 90th percentile is also very significant for the B/E/E scale.

**Finding 2:** Factoring in cost of living, UCSC's median salaries lag between 5% and 10% the system-wide medians consistently through all ranks on the REG scale, see **Figure 2**; This finding is largely independent of the methodology and sources employed to assess cost of living, and of comparing UCSC's salaries to the 7- or 9-campus medians.

**Finding 3:** UCSC's "Special Salary Practice" (SSP) has *barely allowed UCSC's median salary growth to be on par with system-wide salary growth*, at all ranks (see **Figure 3** for the case of the Associate Professor rank). UCSC median salary growth with the SSP was nonetheless *slower than system-wide growth at all ranks/steps*: continuing with the current SSP would not even close current UCSC's salary gaps. Our analysis indicates that eliminating the *current* SSP would widen UCSC's median salary gaps at all ranks anywhere between 7% and 11% over the next 5 years and between 10% and 20% over the next 10 years.

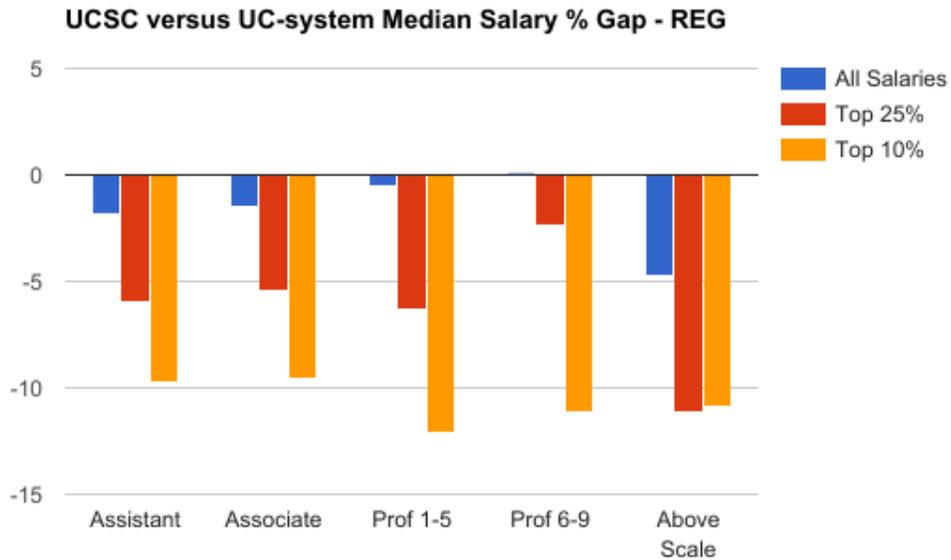


Figure 1: Salary gap between UCSC median salaries at a given rank/step and the University of California 9-campus median salaries, on the REG scale

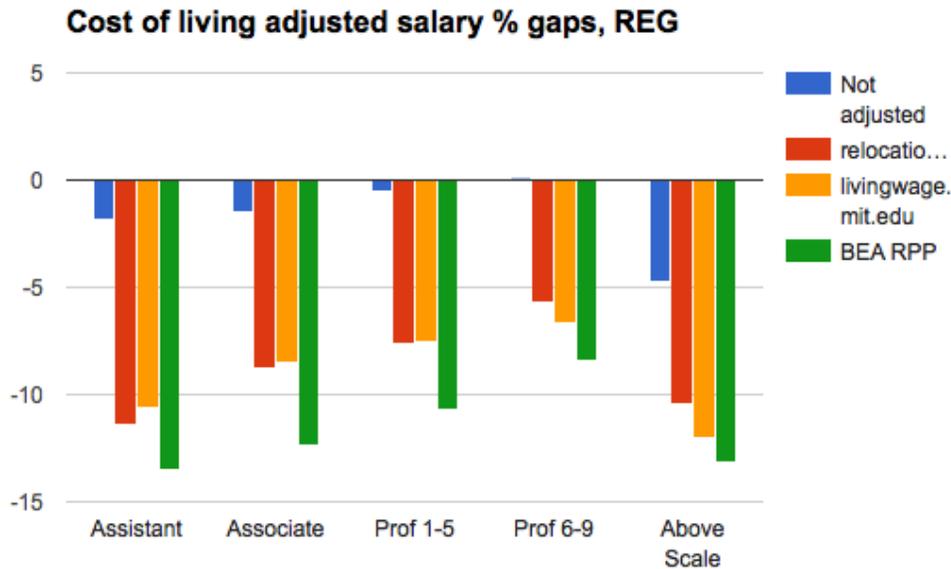
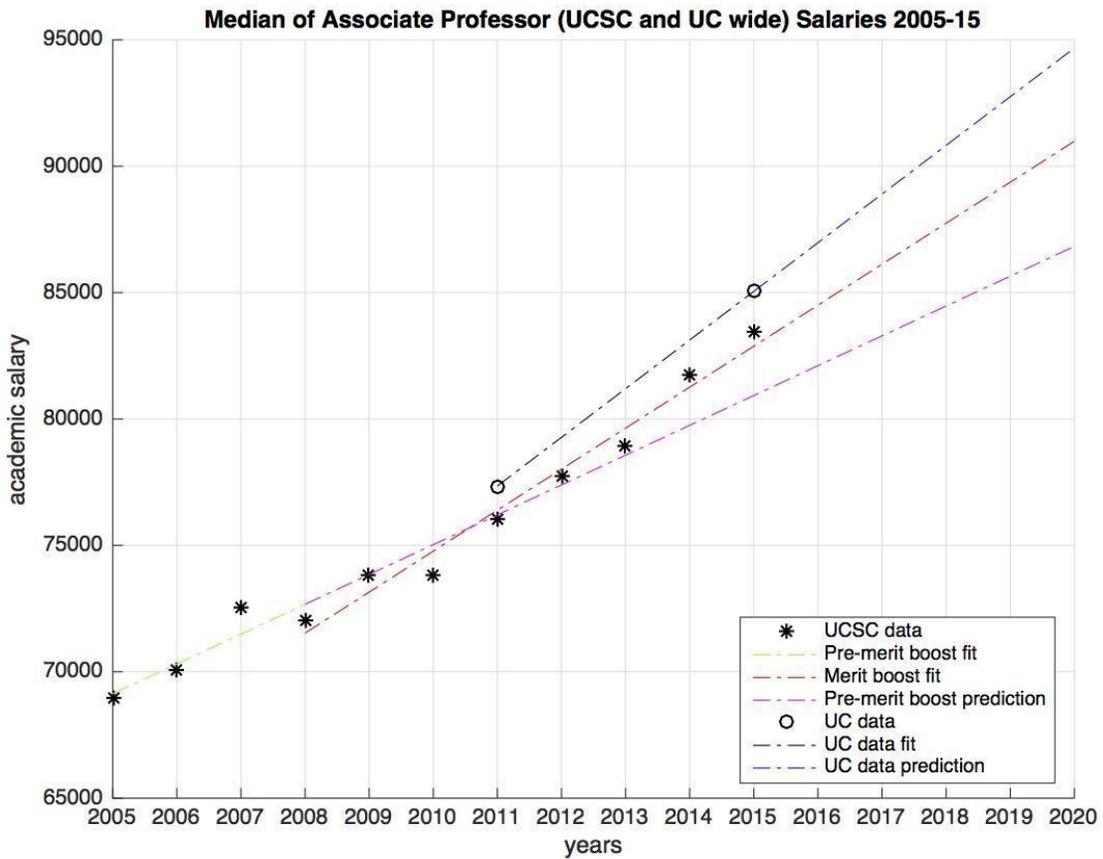


Figure 2: UCSC median salary gap without (blue) and with (other columns) cost of living adjustment compared to the 9-campus median, REG scale



**Figure 3: UCSC (stars) and UC-wide (9-campus) median salaries at the Associate Professor rank, with fits showing the extrapolated trends system-wide, and for UCSC before and after the introduction of the Special Salary Practice (2008)**

The Committee on Faculty Welfare will present a detailed report on the Committee’s most recent analysis on faculty salaries, which includes, for the first time, an assessment of the impact of cost of living, at the upcoming Senate Meeting on November 8, 2017.