

Faculty Salaries at UCSC

From the Committee on Faculty Welfare, October 2018

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 salaries continue to lag behind system-wide levels, up to 8.5% for Above-Scale professors on the REG scale. The gap between UCSC median salaries and UC system-wide salaries increased compared to last year, even though the (original, uncurtailed) Special Salary Practice (SSP) was still in place for 2016-17 personnel actions. CFW anticipates that with the drastic changes and reduction in scope for the SSP, salary gaps will continue to grow. The situation is dismal for the top 25% and even worse for the top 10% at a given rank/step, and, when considering cost of living, makes UCSC salaries largely non-competitive even just compared to our sister UC campuses.

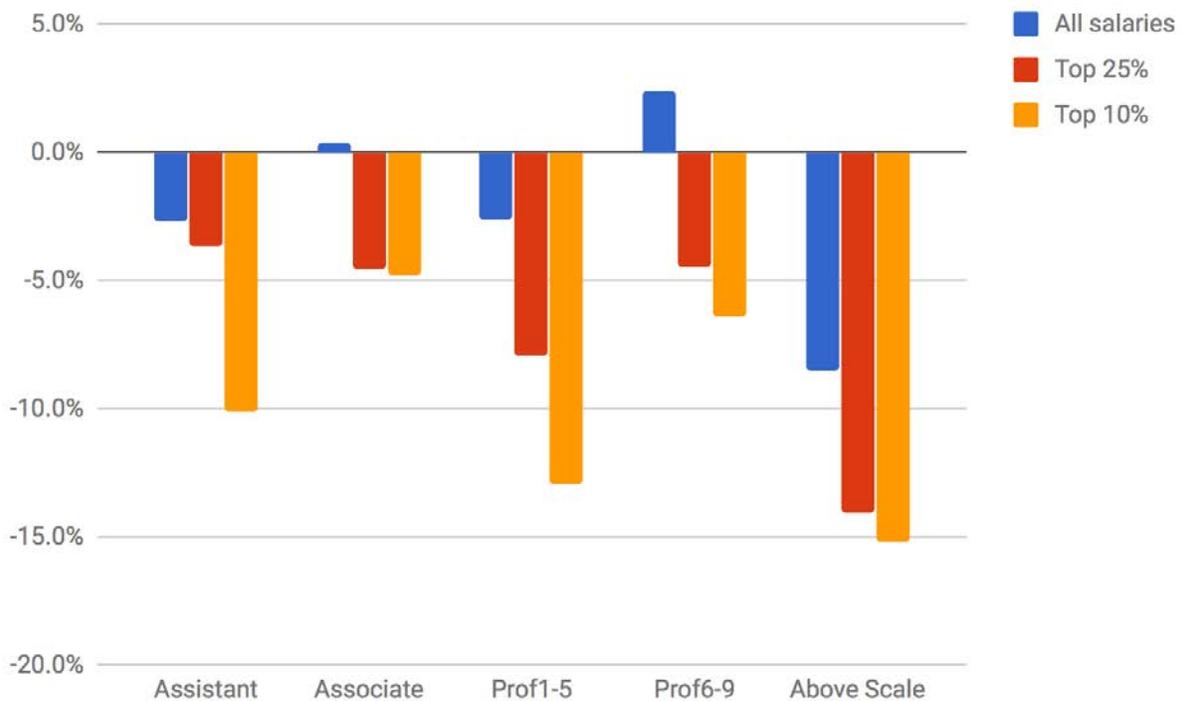


Fig. 1. Salary lag at all levels (regular scale) compared to the 9-campus comparison group, broken down by all UCSC faculty members, top 25% of earners, top 10% of earners.

Finding 2: UCSC faculty salaries have a “gender gap” of -10.4%, or \$14,648/yr. and an “ethnicity gap” (non-white versus white) of -11.8%, or \$16,683/yr. Faculty at higher ranks and steps and with longer tenure at UCSC are increasingly less “diverse” both in gender and ethnicity, which explains in part the aggregate salary gaps. CFW finds a significant and persistent gender gap at the Assistant Professor rank (5.7% or \$5,655/yr.) and at the Full Professor (6-9) rank (4.3%, or \$7,710/yr.). Salary growth did not show a significant gender or ethnic bias.

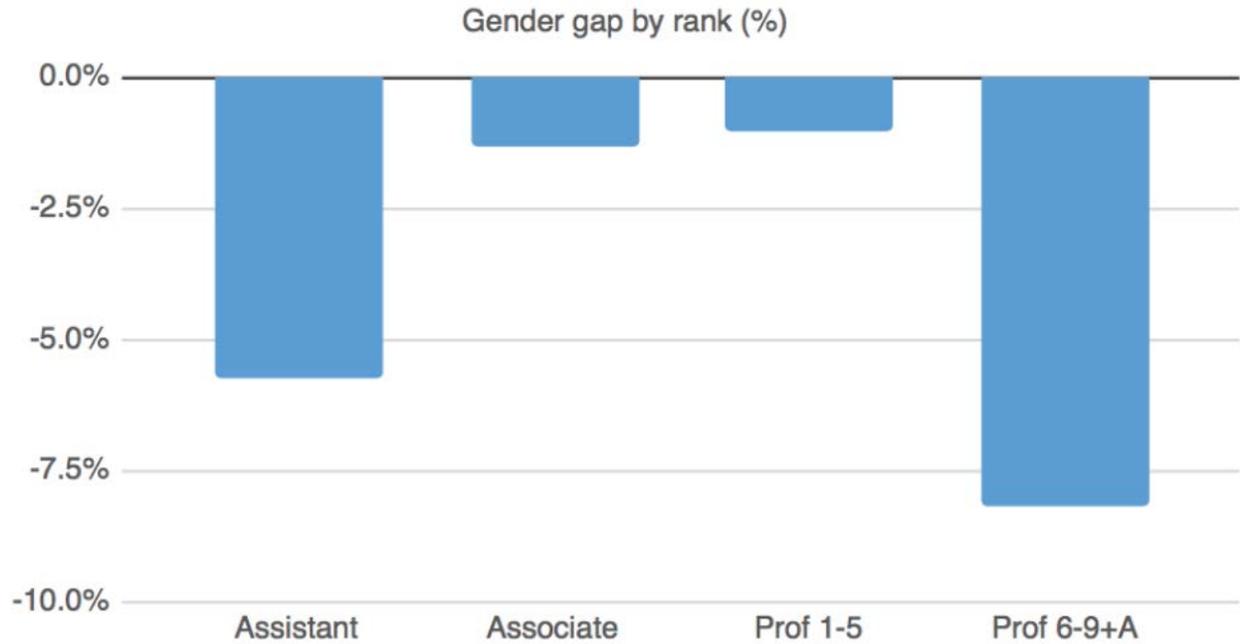


Fig. 2. Salary lag for women as compared to men by rank.

Finding 3: CFW’s study indicates the highly significant role that retention actions play in affecting overall compensation. Faculty who had a retention review have significantly higher median salaries and annual median salary growth. Given the large gender, ethnicity, and academic affiliation variance in retention actions, salary growth is intrinsically inequitable, for instance disproportionately benefitting male over female faculty members and certain academic divisions and departments and not others.

Annual Median Salary Growth by Division

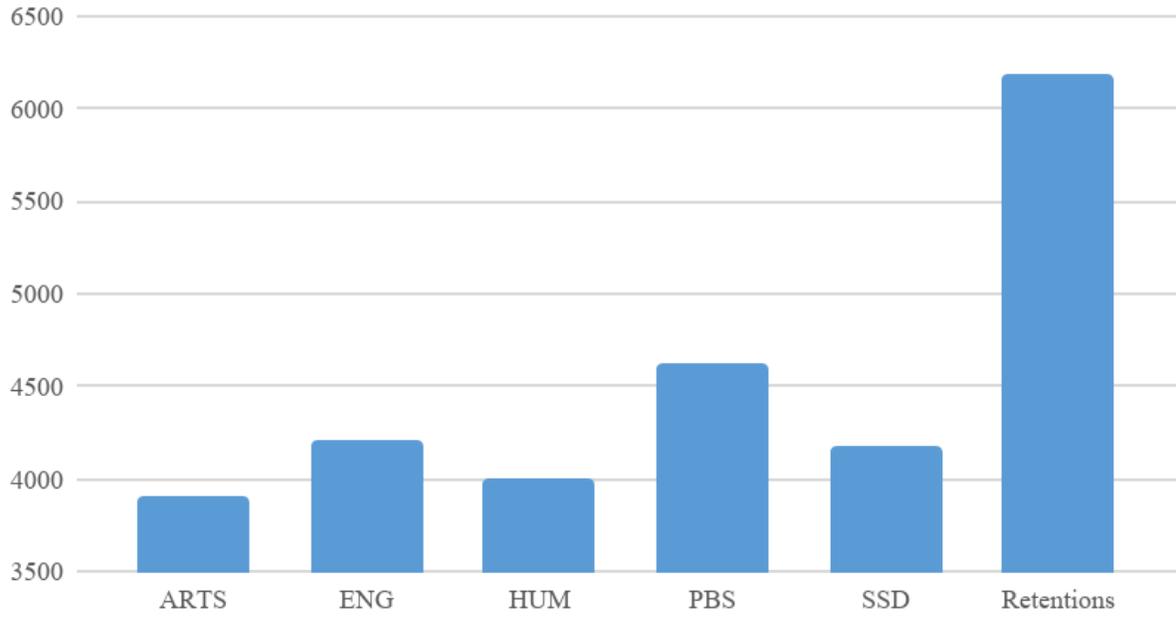


Fig. 3. Annual median salary growth by division and retention actions.