

Faculty Salaries at UCSC

From the Committee on Faculty Welfare, October 2014

In February of this year the Committee on Faculty Welfare (CFW) presented a report on Faculty Salaries (http://senate.ucsc.edu/committees/cfw-committee-on-faculty-welfare/faculty-salaries/CFW_FacultySalarySenateReport_020614.pdf). The salary data from this report is being sent to Senate faculty at the beginning of the fall quarter, when departments are conducting merit and promotion reviews. The data allow faculty to see the average UCSC salaries at each rank and step, and provides faculty members with a better sense of what level of off-scale salary is typical on our campus. We also provide a comparison with salaries on other UC campuses. The most relevant figures from the report are appended below.

Three notes: First, the data are based on salaries as of October 2012. Salaries were increased by 3% (across all campuses) in 2013 and this increase is not shown in the data. Second, the data are for faculty on the “regular” salary scale. Salaries for faculty on the business/economic/engineering scale are higher, but the relative rank of these UCSC faculty members versus business/economic/engineering faculty on other campuses is similar. Third: The rate of advancement data are from 2011 as more recent data were not available at the time of this mailing.

Rate of Advancement

Table 1 (based on data through 2011) shows the number of years post-PHD versus rank and step. For example, a typical Assistant Professor at Step 3 has had their PHD for five years; the average Professor at Step 9 is 33 years post-PHD. (Note that this is slightly different from saying it takes 33 years to get to Step 9. The cohort of faculty at Step 9 will include people who have been there for different periods) On average the rate of promotion at UCSC is similar to other campuses across all steps with the exception of a very significant departure at Professor Steps 1 & 2 (i.e., promotion to full).

Table 1 – Rate of advancement versus years since PhD.

	Mean	SC	BK	DV	IR	LA	RV	SB	SD	SC vs mean
Asst 3	3.9	4	3	3	3	4	5	4	5	0.1
Asst 4	6.0	6	5	5	6	6	7	6	7	0.0
Assoc 1	8.4	10	8	8	8	8	8	8	9	1.6
Assoc 2	10.0	10	9	10	11	10	10	10	10	0.0
Assoc 3	11.6	12	10	12	12	11	12	12	12	0.4
Prof 1	14.4	18	11	13	14	16	16	12	15	3.6
Prof 2	17.0	21	15	15	15	19	17	16	17	4.0
Prof 3	19.8	19	17	19	20	20	23	20	20	-0.8
Prof 4	22.3	21	20	24	24	22	25	20	22	-1.3
Prof 5	25.9	27	23	26	26	26	29	24	26	1.1
Prof 6	25.8	27	24	27	25	26	27	24	26	1.3
Prof 7	27.6	29	27	28	31	27	27	25	27	1.4
Prof 8	29.8	30	28	29	31	31	29	29	31	0.3
Prof 9	33.0	33	33	33	35	34	32	32	32	0.0

avg 0.8 yrs slower

Analysis of the “effective” salary scale. As a consequence of inadequate funding and uncompetitive salaries, each UC campus has effectively created its own salary scale with the majority of faculty off- or above scale. In 2012 only 15% of UCSC faculty were “on scale” compared to 17% in 2011. Table 2 shows the average salary, at each rank and step, for each campus in 2012, excluding salaries of BEE faculty which are in Table 3. The differences primarily reflect the “off-scale” increments, which vary widely between campuses (Figure 1). By campus, the average salaries tend to cluster into several tiers. As in 2011, UCSC is in the lowest tier along with UCR and UCD, below a mid-tier of UCSD, UCI, and UCSB, and well below the top tiers of UCB and UCLA.

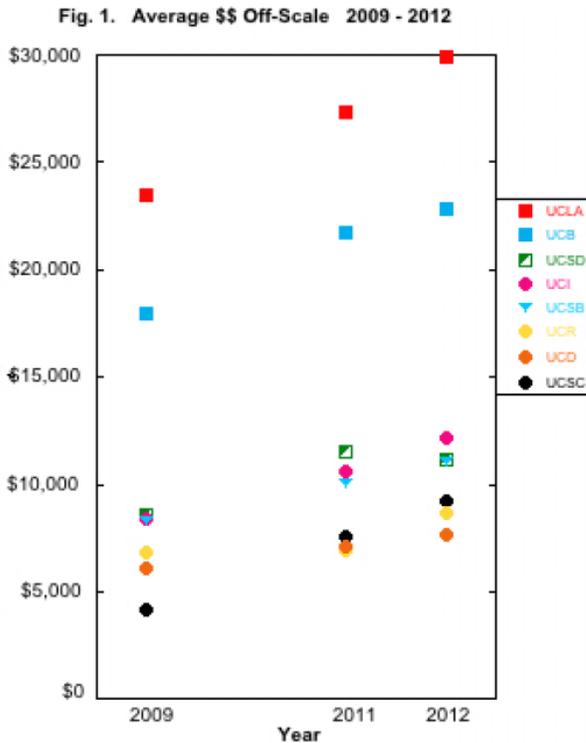


Figure 1 shows the average off scale for each campus from 2009 to 2012. In 2009 UCSC ranked last in off-scale. Due largely to the Merit Boost Program, UCSC has caught up to UCD and UCR, though falling further behind UCLA. Figure 2 shows the average off-scale at UCSC relative to all campuses as a function of rank. The negative differences in off scale increment increase with rank, particularly for the regular scale salaries.

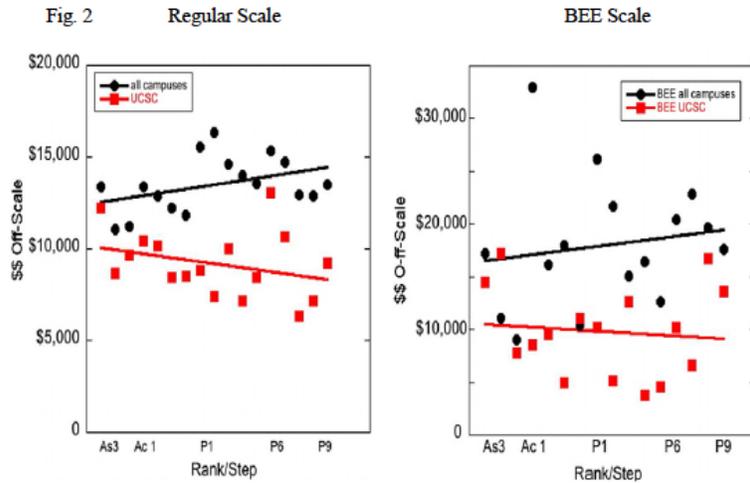


Table 2 – On Scale and Average Salary for UC campuses at Each Rank and Step, Regular Scale

	On Scale	SC	LA	BK	SD	IR	SB	RV	DV	MC
(data from Oct 2012)										
Average Salary										
As 3	\$61,300	\$73,533	\$84,144	\$86,211	\$73,838	\$71,803	\$78,263	\$69,585	\$64,548	\$70,127
As 4	\$64,800	\$73,492	\$88,358	\$82,243	\$74,453	\$70,252	\$75,492	\$73,693	\$71,745	\$72,757
As 5	\$68,000	\$77,654	\$88,878	\$85,728	\$82,011	\$74,336	\$76,025	\$81,129	\$71,745	\$75,622
Ac 1	\$68,100	\$78,567	\$90,136	\$86,250	\$84,909	\$78,653	\$79,500	77,900	\$75,401	\$82,182
Ac 2	\$71,400	\$81,572	\$102,058	\$90,839	\$81,796	\$84,500	\$81,731	\$76,920	\$77,794	\$81,330
Ac 3	\$75,400	\$83,839	\$101,349	\$98,976	\$84,205	\$86,464	\$84,713	\$81,576	\$80,468	\$87,057
Ac 4	\$80,000	\$88,519	\$104,592	\$99,608	\$89,909	\$91,100	\$88,257	\$86,529	\$84,725	\$93,500
Prof 1	\$80,100	\$88,918	\$119,000	\$132,780	\$93,331	\$93,600	\$98,971	\$87,367	\$90,224	\$89,933
Prof 2	\$86,300	\$93,708	\$119,043	\$129,012	\$98,976	\$101,903	\$98,544	\$98,375	\$90,659	\$93,650
Prof 3	\$92,600	\$102,630	\$127,859	\$113,598	\$105,267	\$103,855	\$101,613	\$97,378	\$102,722	\$110,100
Prof 4	\$99,300	\$106,444	\$137,060	\$119,036	\$111,055	\$113,854	\$107,112	\$105,029	\$108,674	\$111,333
Prof 5	\$106,400	\$114,824	\$140,864	\$122,856	\$113,077	\$119,235	\$119,430	\$115,709	\$112,352	\$121,250
Prof 6	\$115,200	\$128,276	\$153,069	\$138,498	\$123,295	\$130,417	\$125,377	\$128,256	\$124,857	\$122,900
Prof 7	\$124,600	\$135,270	\$160,971	\$147,155	\$139,355	\$137,500	\$133,311	\$133,400	\$137,683	\$129,100
Prof 8	\$134,900	\$141,253	\$160,733	\$149,662	\$142,705	\$148,695	\$147,261	\$146,952	\$146,579	\$147,000
Prof 9	\$146,300	\$153,468	\$175,950	\$157,902	\$155,288	\$163,579	\$156,440	\$154,061	\$156,580	\$159,533
Above Scale		\$183,635	\$202,277	\$188,987	\$180,908	\$181,180	\$182,647	\$179,736	\$180,876	\$155,150
Avg of all steps		\$101,373	\$122,129	\$115,022	\$103,342	\$104,359	\$103,252	\$100,866	\$99,797	\$102,961

Table 3 – Average Salary at Each Rank and Step, Business, Economics, and Engineering Scale

	On Scale	SC	LA	BK	SD	IR	SB	RV	DV	MC
(data from Oct 2012)										
Average Salary										
As 3	80500	\$95,025	\$118,057	\$105,000	\$105,110	\$91,742	\$96,789	\$85,640	\$94,170	\$88,050
As 4	84900	\$102,075	\$94,627	\$105,440	\$98,736	\$91,618	\$98,667	\$88,942	\$91,500	\$92,400
As 5	88500	\$96,300	\$105,920	\$108,680	\$94,000	\$92,920	\$98,300	\$93,133	\$91,783	\$96,700
Ac 1	86000	\$94,567	\$149,380	\$187,100	\$127,200	\$102,058	\$105,700	\$89,500	\$109,123	\$106,300
Ac 2	91800	\$101,317	\$129,187	\$122,833	\$112,350	\$102,353	\$106,000	\$99,450	\$98,628	\$99,075
Ac 3	95500	\$100,425	\$130,800	\$141,070	\$121,292	\$110,070	\$114,677	\$101,160	\$101,208	\$101,000
Ac 4	98400	\$109,533	\$140,700	\$109,355	\$101,767	\$99,950	\$111,000	\$98,400	\$108,190	\$100,000
Prof 1	98500	\$108,740	\$139,188	\$158,100	\$109,162	\$128,114	\$107,525	\$106,100	\$110,406	\$154,700
Prof 2	101400	\$106,533	\$137,133	\$138,533	\$127,553	\$107,480	\$119,367	\$112,600	\$115,583	\$142,650
Prof 3	107100	\$119,767	\$145,500	\$122,417	\$124,909	\$111,767	\$118,000	\$115,088	\$119,953	
Prof 4	113400	\$117,233	\$161,130	\$135,240	\$125,867	\$124,650	\$133,400	\$125,000	\$118,379	\$127,800
Prof 5	120100	\$124,689	\$153,392	\$131,855	\$135,359	\$129,474	\$130,960	\$129,340	\$126,438	\$133,100
Prof 6	129200	\$139,400	\$193,275	\$150,336	\$149,200	\$139,845	\$137,118	\$129,340	\$136,957	\$171,000
Prof 7	138500	\$145,100	\$201,770	\$152,100	\$156,273	\$157,429	\$148,463	\$152,525	\$145,661	\$192,950
Prof 8	148300	\$165,025	\$171,720	\$163,627	\$164,140	\$169,875	\$166,644	\$180,750	\$160,280	\$169,350
Prof 9	160300	\$173,930	\$176,845	\$177,122	\$182,124	\$188,117	\$173,860	\$185,450	\$165,526	
Above Scale		\$199,783	\$214,606	\$210,911	\$203,264	\$211,860	\$210,344	\$203,940	\$209,413	
Avg of all steps		\$123,497	\$150,778	\$142,336	\$131,665	\$127,019	\$128,048	\$123,315	\$123,718	\$126,791