

Faculty Salaries at UCSC

From the Committee on Faculty Welfare, October 2016

In recent years, the Committee on Faculty Welfare has recommended that salary data be sent to the faculty at the beginning of the fall quarter, when departments are conducting merit and promotion reviews. These data allow faculty to see the average UCSC salaries at each rank and step. The salary data give faculty a better sense of what level of off-scale is typical on our campus. In February of this year, the Committee on Faculty Welfare presented a [report on faculty salaries](#).¹ The report provided on campus information as well as a comparison with salaries on other UC campuses. The most relevant figures from the report and additional analysis conducted by the committee in spring 2016 are appended below.

The first figure simply shows the relative median off-scale as a function of rank and step for each UC campus. The second figure shows how the off-scales as a function of years of service have evolved at UCSC over the last 10 years. Because the on-scales have remained constant, to maintain salary competitiveness while preserving the significance of rank and step, the off-scales have steadily increased. Indeed, in 2015 all assistant professors with less than 7 years of service are off-scale by more than \$10k. As a consequence, the increased use of off-scale during hiring over the last several has led to a greater degree of salary compression and inversion, particularly in the associate professor and lower full professor ranks. In cases of inversion, some of the larger off-scales represent cases of exceptional merit, while others likely are related to retention.

Two notes: First, the data are based on salaries from the 2014-15 academic year. Salaries were increased by 3% in 2015-2016 and this increase is not shown in the attached data. Second, the data are for faculty on the “regular” salary scale. Salaries for faculty on the business/economic/engineering or “BEE” scale are higher, but relative rank of these UCSC faculty versus BEE scale on other campuses is similar.

(Scroll down for data figures.)

¹ Committee on Faculty Welfare, Faculty Salary Analysis, January 29, 2016

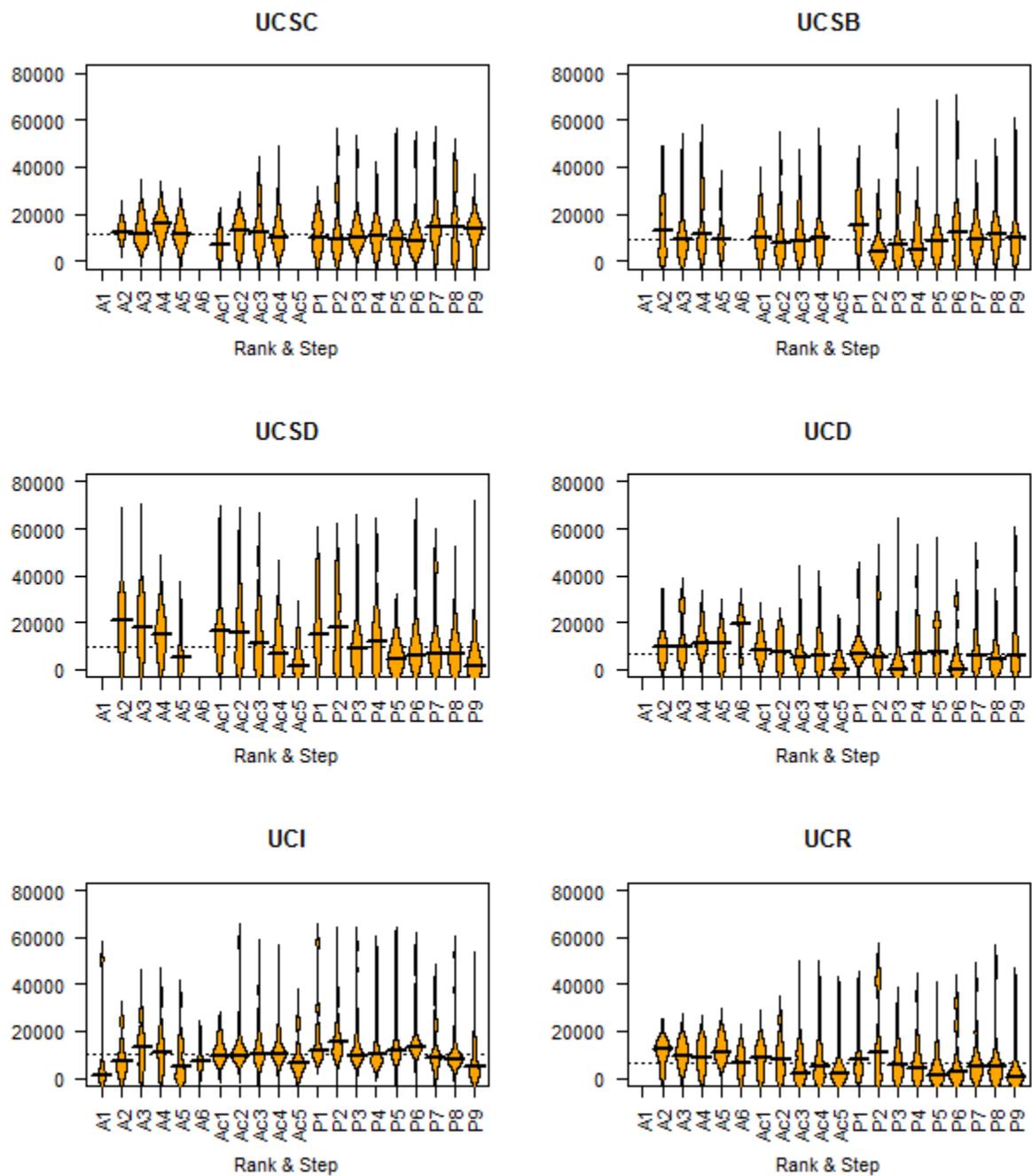


Fig. 1. Off-scale salaries for selected UC campuses by rank and step. Solid lines show the median salary for each rank/step and the dotted line represents the median value for all ranks together.

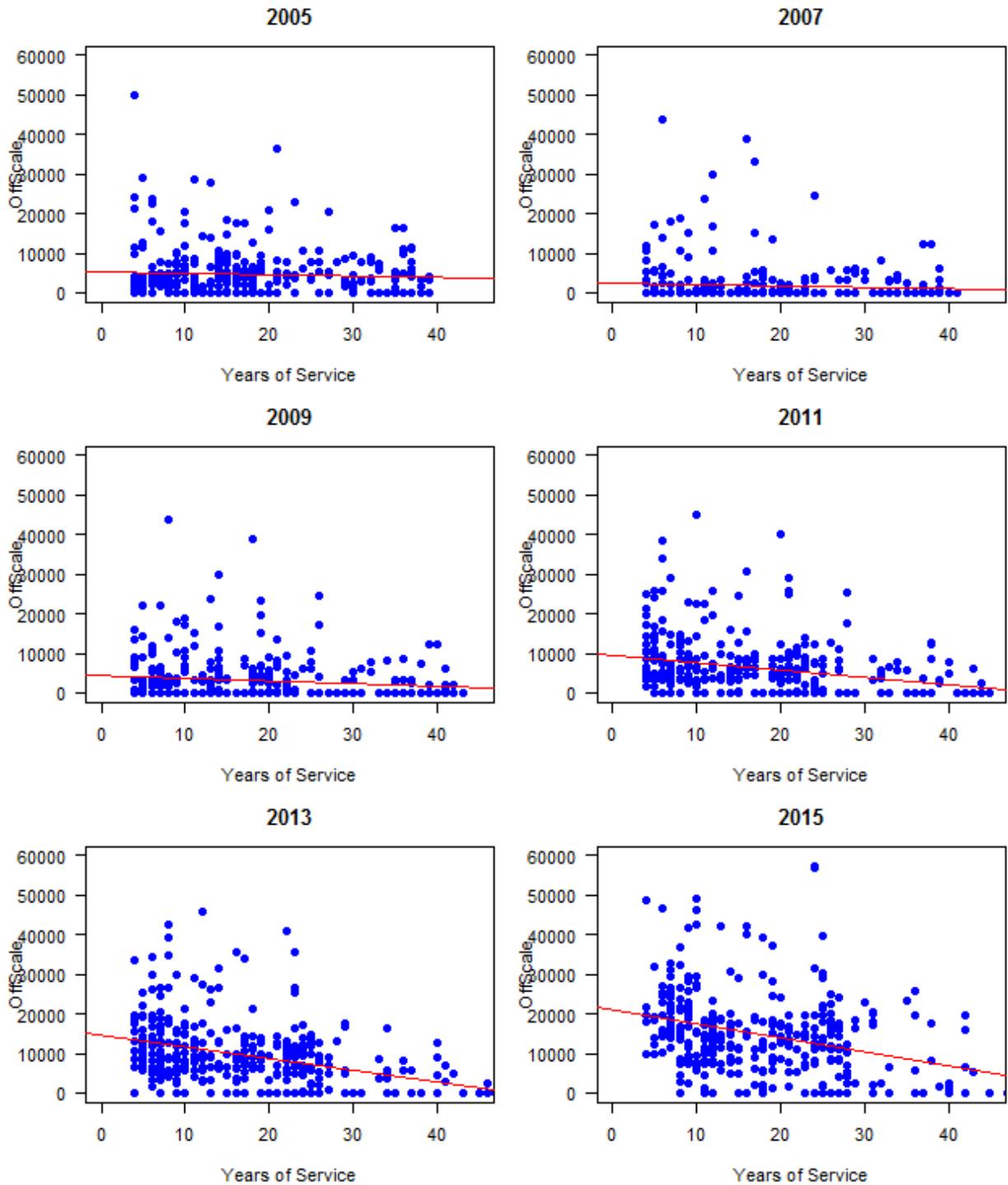


Figure 2. Off scale salary in dollars by years of service for the last 10 years, every other year plotted. The red line is a linear regression line fitted to the data.