

## Faculty Salaries at UCSC

### From the Committee on Faculty Welfare, October 2013

In March of this year the Committee on Faculty Welfare presented a report on Faculty Salaries. (<http://senate.ucsc.edu/committees/cfw-committee-on-faculty-welfare/faculty-salaries/index.html>) We 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 salary is typical on our campus. We also provide a comparison with salaries on other UC campuses. The three most relevant figures from the report are appended below.

Two notes: First, the data are based on salaries as of 1 October 2011. Salaries were increased by 3% in 2013 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 scale are higher, but the relative rank of these UCSC faculty versus business/economic/engineering faculty on other campuses is similar.

**Rate of advancement.** Table 1 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 multiple years.)

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 | 19 | 17 | 16 | 17 | 16 | 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.** Although all UC campuses in principle use the same salary scale only 19% of faculty had an “on scale” salary as of October 2011. For UCSC 17% of faculty were “on scale.” The lack of state funds for salary increases has led to an increasing use of “greater than normal” salary increases, with considerable variation in the size of the increase on different campuses. The result is that each campus has developed its own operational salary scale. Table 2 shows the average salary, at each rank and step, for each campus. The calculation was done as in the following example for four hypothetical faculty:

Professor #1. \$90,000 on scale  
 Professor #2. \$90,000 on scale  
 Professor #3. \$93,000 (\$3,000 off-scale)  
 Professor #4. \$95,000 (\$5,000 off-scale)  
*Average Salary \$92,000 (\$2,000 off scale)*

|               | SC        | LA        | BK        | SD        | IR        | SB        | RV        | DV        |
|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| As 3          | \$69,907  | \$81,263  | \$88,613  | \$72,731  | \$69,997  | \$77,081  | \$69,110  | \$70,485  |
| As 4          | \$75,184  | \$85,787  | \$79,355  | \$76,229  | \$71,465  | \$75,583  | \$72,421  | \$71,659  |
| As 5          | \$74,000  | \$86,585  | \$83,333  | \$77,457  | \$75,963  | \$76,400  | \$74,631  | \$71,743  |
| Ac 1          | \$76,450  | \$90,440  | \$94,850  | \$75,824  | \$78,764  | \$76,594  | \$74,033  | \$77,175  |
| Ac 2          | \$80,203  | \$97,235  | \$94,063  | \$83,724  | \$81,291  | \$82,597  | \$77,297  | \$78,664  |
| Ac 3          | \$80,545  | \$99,531  | \$93,737  | \$86,550  | \$83,336  | \$83,314  | \$80,757  | \$81,056  |
| Ac 4          | \$85,813  | \$106,935 | \$96,234  | \$88,218  | \$89,143  | \$88,471  | \$86,366  | \$83,335  |
| Prof 1        | \$89,508  | \$112,757 | \$137,714 | \$91,607  | \$89,923  | \$96,400  | \$83,386  | \$83,809  |
| Prof 2        | \$93,134  | \$116,632 | \$123,764 | \$108,953 | \$95,840  | \$97,028  | \$96,688  | \$94,513  |
| Prof 3        | \$101,493 | \$125,168 | \$117,205 | \$105,523 | \$101,130 | \$97,516  | \$96,330  | \$102,042 |
| Prof 4        | \$105,576 | \$140,925 | \$116,705 | \$114,246 | \$112,688 | \$105,226 | \$103,216 | \$105,358 |
| Prof 5        | \$114,186 | \$134,971 | \$122,615 | \$115,407 | \$117,219 | \$117,433 | \$118,581 | \$112,872 |
| Prof 6        | \$124,955 | \$148,829 | \$136,673 | \$125,024 | \$138,795 | \$123,600 | \$123,843 | \$118,231 |
| Prof 7        | \$132,476 | \$154,304 | \$142,219 | \$139,272 | \$135,326 | \$135,383 | \$134,481 | \$139,609 |
| Prof 8        | \$140,153 | \$155,365 | \$149,160 | \$144,238 | \$148,810 | \$144,323 | \$139,978 | \$142,773 |
| Prof 9        | \$152,700 | \$175,489 | \$161,561 | \$153,452 | \$154,994 | \$158,479 | \$154,408 | \$155,761 |
| Prof 10       | \$180,921 | \$198,107 | \$184,573 | \$177,861 | \$178,840 | \$178,811 | \$179,211 | \$181,016 |
| Avg all steps | \$104,541 | \$124,137 | \$118,963 | \$108,019 | \$107,266 | \$106,720 | \$103,808 | \$104,124 |

Comparing the salaries at individual steps across campuses we see that the data are a bit noisy, *i.e.*, for Assistant Professor Step 3 the average salary is higher at UCD than at UCSC, but at Step 4, the UCD salary is lower than at UCSC. If we take the average salary at all steps we see that the eight campuses sort into four tiers.

|                            |   |                   |                     |
|----------------------------|---|-------------------|---------------------|
| Tier 1. UCSC, UCD and UCR  | - | Average salary is | \$104,200 +/- \$400 |
| Tier 2. USB, UCI, and UCSD | " | "                 | \$107,400 +/- \$600 |
| Tier 3. UCB                | " | "                 | \$119,000           |
| Tier 4. UCLA               | " | "                 | \$124,000           |

Another useful way to look at the data (fig. 3), is to compare the amount by which the average salary is off-scale (calculated as in the example above). The data show that for the other seven campuses the off-scale amount increases modestly as faculty rise in rank and step. The average Assistant Professor has a salary roughly \$12,000 off-scale, while Professor Step 7 may be \$14,000 off-scale. At UCSC the average off-scale amount decreases modestly at higher rank and step. The average Assistant Professor has a salary roughly \$8,000 off-scale, while Professors at Steps 7, 8, and 9 are \$6,500 off-scale. UCSC faculty receive lower salaries at all ranks and steps but the discrepancy is larger for longer-serving faculty. In part this is likely due to the fact that Assistant Professor salaries tend to be set at near-market rates. The bargaining power of older faculty is limited unless they receive an offer from another university.

Fig. 3

