

COMMITTEE ON FACULTY WELFARE
Faculty Salary Analysis, January 2016

To: Academic Senate, Santa Cruz Division

The Committee on Faculty Welfare has recently completed its annual review of faculty salary comparative data using the most recent available salary data from October 2014. The data represent 6956 faculty members of all ranks and steps across all UC campuses, excluding UC San Francisco (UCSF). Of these, 5491 faculty members were on regular scale and 1460 were on the Business, Economics, and Engineering (BEE) scale.

This report is a follow-up to previous reports that were spurred by “Merit Boost Plan” initiated in 2008-9 on the recommendation of the Administration/Senate Task Force on Salaries by the administration, in cooperation with the Committee on Academic Personnel (CAP). The goal of this plan was to bring faculty salaries to the median level for UC campuses--UCSC’s salaries had previously been among the lowest. While early analyses showed the plan to be nearing its goal, recent analyses, especially the most recent 2015 report, demonstrated a stall in salary growth relative to the other campuses. Unfortunately, the conclusion of this report is similar.

In this report we follow the path set by the previous report in analyzing overall salaries and concentrate on off-scale amounts as on-scale salaries are mostly frozen, resulting in off-scale increments as the primary source of discrepancies across campuses. Similarly, we constrict our analysis to regular scale, academic year faculty; this is 74% of the total data provided by UCOP. Below we provide four figures summarizing this data as well as four tables in [Appendix A](#). The figures and tables provide median values to avoid outlier influences.

From Figure 1 below, median salaries for all UC campuses, it is evident that UCSC still lags UC Santa Barbara (UCSB) and UC San Diego (UCSD), and is slightly behind UC Irvine (UCI), which are coastal campuses that, historically, define our most immediate comparison class. It is also worth noting that both UC Los Angeles (UCLA) and UC Berkeley (UCB) are coastal/city campuses, with cost of living similar to Santa Cruz, but with medians much higher than UCSC.

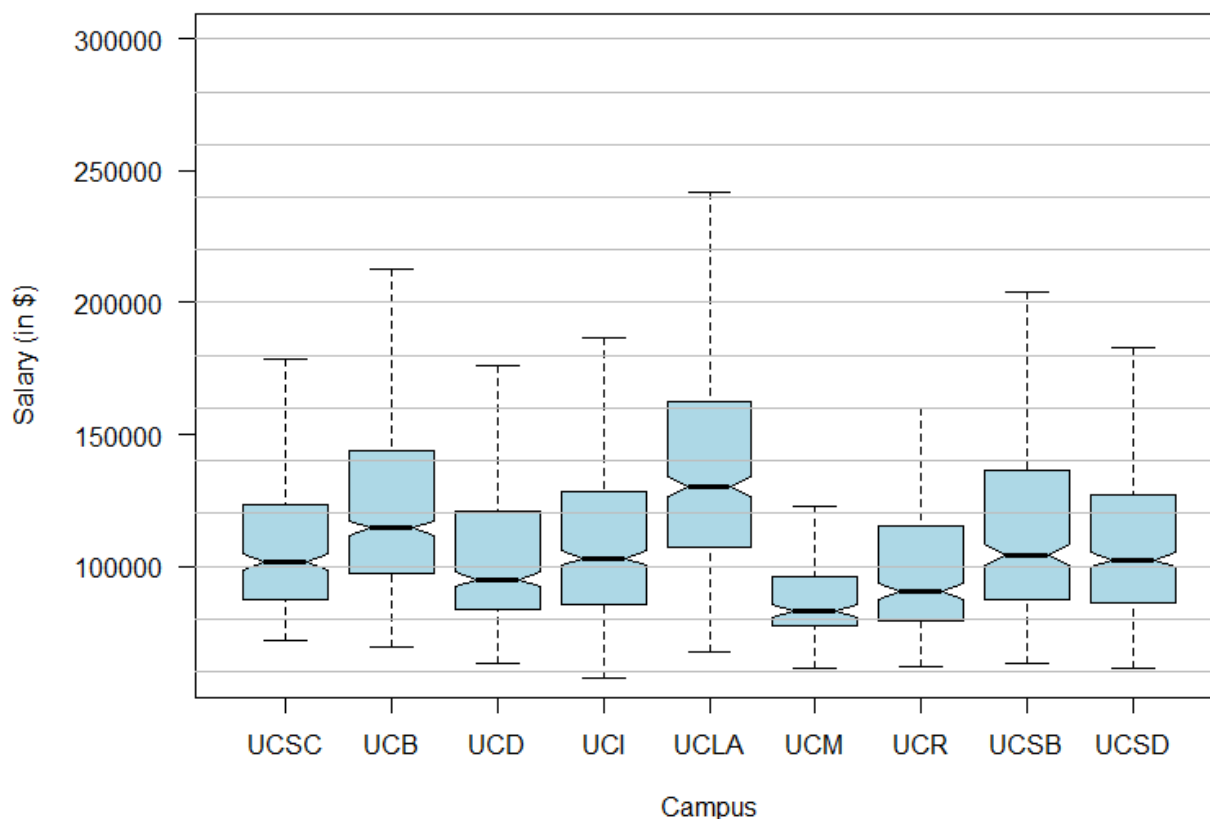


Figure 1: Box plots of 2014 salaries for the nine UC campuses (aggregated for all ranks and steps, including Above Scale). The medians are the horizontal lines inside the boxes.

In Figure 2, we compare the off-scale amounts at UCSC to our five closest campuses. To avoid skewing the numbers due to the large gap shown in Figure 1, we leave out UCLA and UCB as outliers on the high end, and also UC Merced (UCM) because of its comparatively small sample size.

At the Assistant Professor rank, the UCSC median off-scale is comparable to UCI, but significantly behind those of UCSB and UCSD (being the differences with UCSD being quite significant at steps 2, 3, and 4). Compared to the off-scales for all ranks and steps (aggregated for the nine UC campuses) shown in Figure 3, our medians are below at several steps, Assistant Professor Step 2 having one of the largest discrepancies (UCSC = \$12,050, UCSB = \$13,355, UCSD = \$21,300). This is of special note as this is the introductory level for most new hires; few are made at Assistant Professor Step 1.

UCSC off-scales at the Associate Professor ranks are starkly behind UCI, UCSB, and UCSD. Compared to the off-scale data in Figure 3, our medians are below at some steps, Associate Professor Step 1 being the one with most discrepancy (UCSC = \$6,650, UCI = \$9,700, UCSB = \$10,100, UCSD = \$16,450).

At Professor rank, the differences in off-scale between UCSC and those of the five closest campuses are also notable, as Figures 2 and 3 illustrate. When compared to the medians, depending on step, UCSC median off-scales are between \$5K and \$10K lower than UCSB and UCSD -- see, for instance, the differences in off-scales for steps 1, 2, and 6 -- and for some steps, more than \$30K below those at UCLA and UCB.

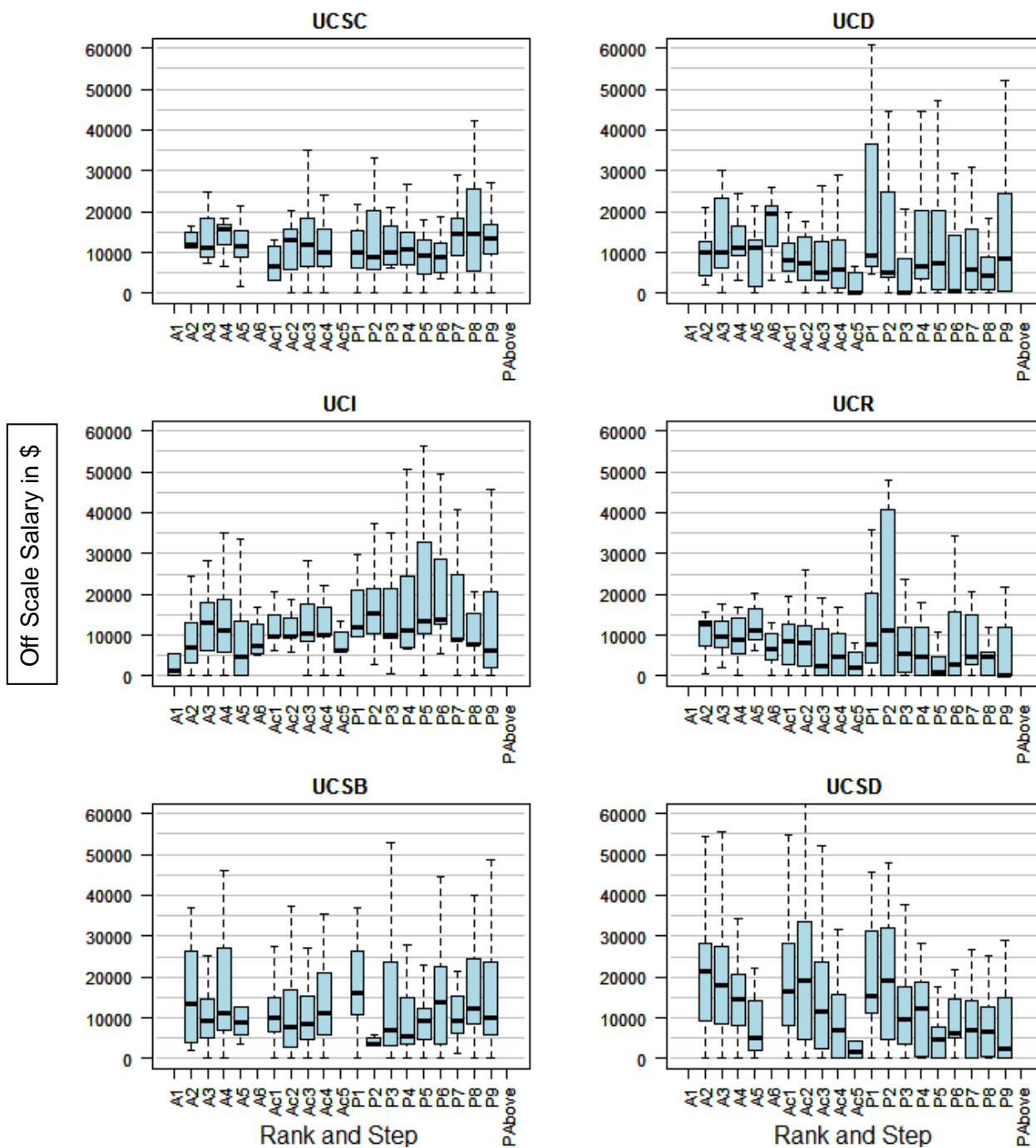


Figure 2: Boxplots of off-scales for all ranks and steps at six UC campuses (UCB, UCLA, and UCM are excluded)

Figure 3 presents the median off-scale amounts aggregated across campuses. Here the overall median values are relatively flat, but with greater spread in the higher ranks. In comparing these values with those for UCSC from Figure 2 the difference in these higher ranks is clear. The UCSC values remain flat across ranks while the overall UC trend is for larger off-scales at the higher ranks.

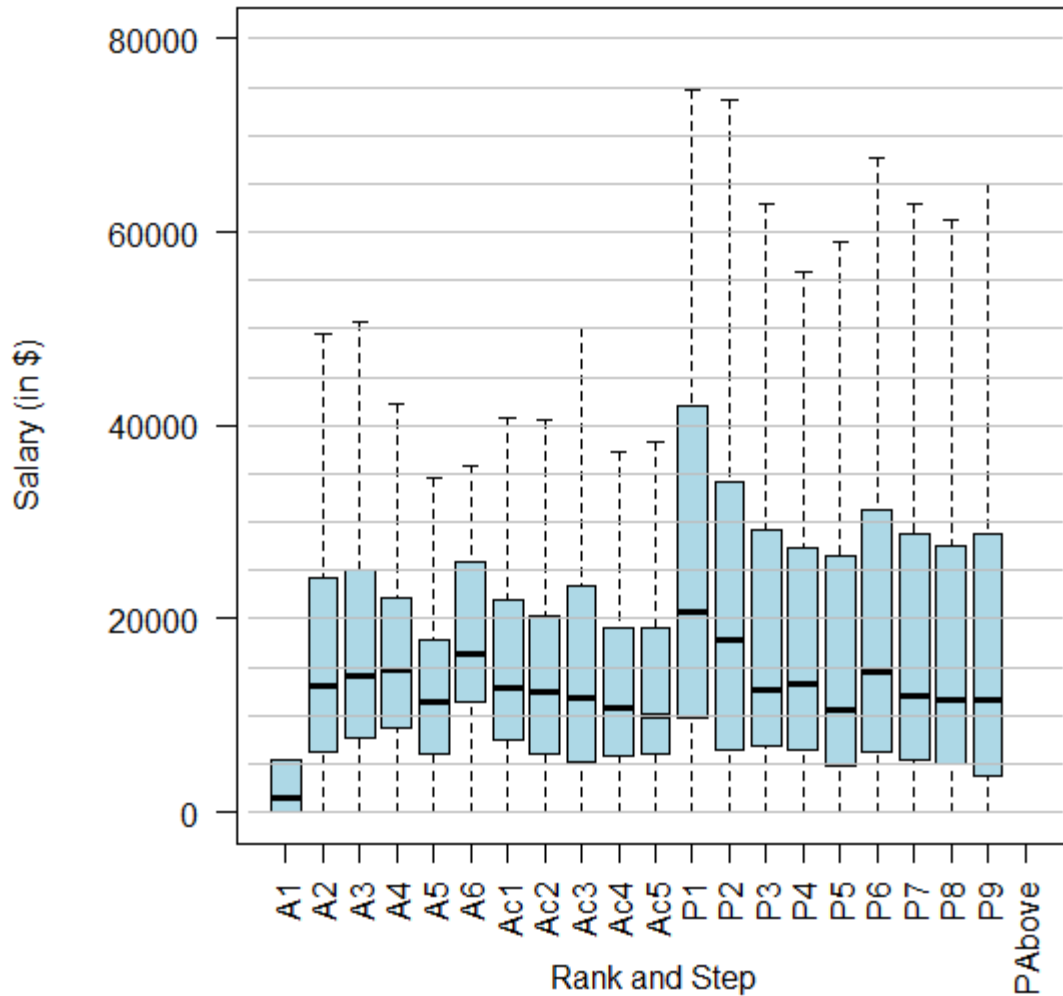


Figure 3: Box plots of off-scales for all ranks and steps in 2014 (aggregated for the nine UC campuses)

While the Merit Boost Plan has increased the overall remuneration, especially at earlier ranks, the trend across campuses is similar. Figure 4 shows the median overall salary data for the last three data periods. For each campus there has been an upward trend, UCSC included. However, the trends shown in Figure 4 suggest that it will be impossible for UCSC salaries to approach those at UCSD, UCLA, and UCB at the current “linear” rate of growth of UCSC salaries. In fact, UCSC’s salaries have remained flat compared to peer campuses, even as salaries have increased, suggesting a more aggressive salary strategy may be required.

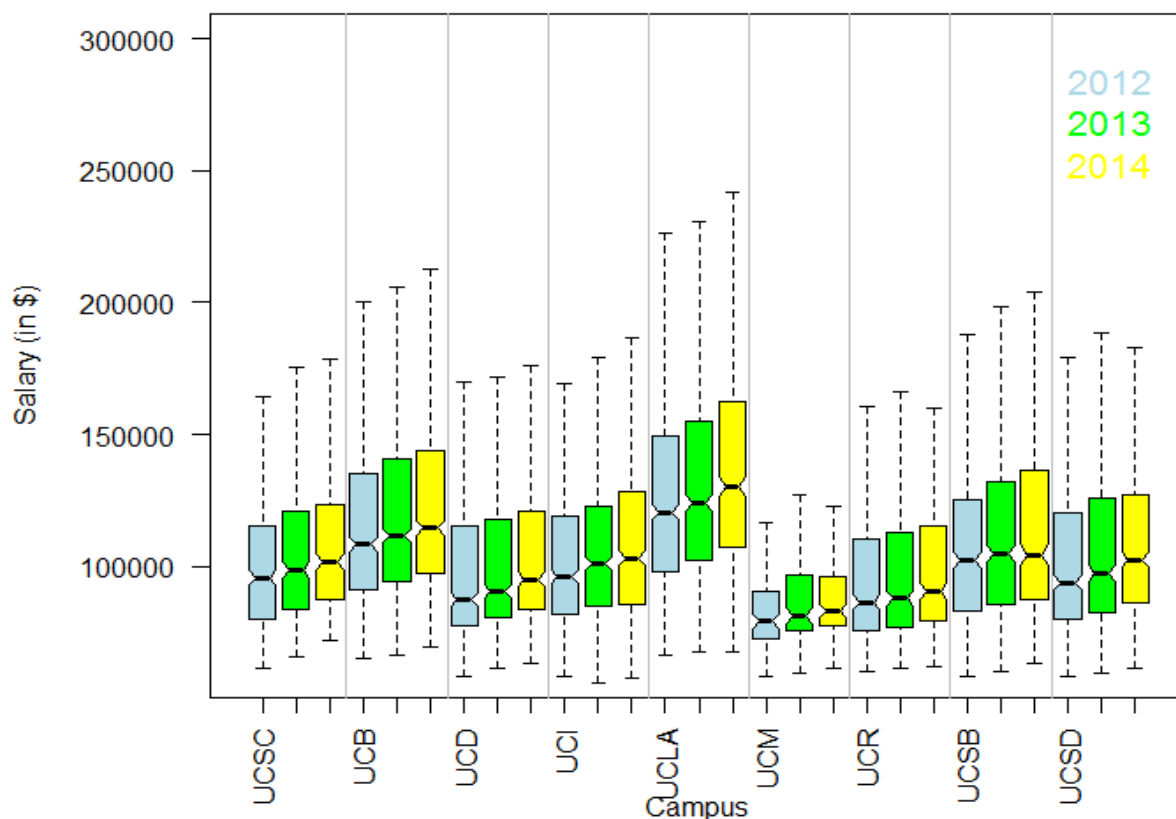


Figure 4: Box plots of median overall salary data for the last three data periods (for the nine UC campuses)

In summary, UCSC still lags behind the overall UC median and our immediate comparison class, the coastal campuses (UCI, UCSB, UCSD). While the Merit Boost program has had success in addressing discrepancies at the Assistant Professor rank, the program has been less successful at the higher ranks. Gains relative to other campuses have slowed in the last few years, likely due to other campuses initiating similar programs.

Respectfully submitted;
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Appendix A

Table 1: Median off-scales by campus and rank and step (Oct. 2012)

Rank	UCSC	UCB	UCD	UCI	UCLA	UCM	UCR	UCSB	UCSD
A1				6200		6200			24500
A2	6900	9600	4970	6900	23900	6300	10900	8900	17500
A3	12900	28700	9700	10800	17750	10700	7900	12750	14000
A4	7300	15200	7095	3600	22000	8850	10300	9150	8800
A5	8750	14700	8390	5250	19100	9300	9050	8050	12500
A6		13500	1520	0	18200	11050	11600		
Ac1	10350	24050	6000	9300	21700	4000	5000	8100	12550
Ac2	7450	16100	4890	9700	27600	8950	2000	7850	9600
Ac3	7900	13500	2460	7900	24050	12000	3200	5850	3750
Ac4	6100	16500	810	9400	27800	11400	2600	4200	4400
Ac5		7100	0	5600	15500	4750	3000		0
P1	6400	53300	3710	9400	39900	7800	2400	16050	7300
P2	6200	27500	0	9800	27100	6400	8300	10150	8400
P3	7400	16550	0	8700	28150	17500	200	3400	6000
P4	6800	10900	655	6800	37300	6800	3400	4800	10100
P5	7850	9300	0	6900	27100	11850	1050	8700	4400
P6	9300	14700	890	12100	24200	7700	4550	6250	4700
P7	8400	16300	5390	8300	29900	4500	4400	7250	11600
P8	5700	5700	5515	12100	18800		200	8100	6100
P9	6400	5600	410	4850	25950	16000	400	7300	600

Table 2: Median off-scales by campus and rank and step (Oct. 2013)

Rank	UCSC	UCB	UCD	UCI	UCLA	UCM	UCR	UCSB	UCSD
A1				5300		6300			
A2	7000	17000	7275	6150	25400	5750	12100	5700	17200
A3	11500	29300	8870	12000	26100	11050	6950	9100	19600
A4	13400	25800	11085	11000	19150	10500	10750	10200	13550
A5	11900	11400	10720	5100	29700	9750	10850	8100	5900
A6		15900	3150	5200	19700	8700	7400		
Ac1	9850	30100	7940	9400	24450	7450	6600	9700	12100
Ac2	10000	21200	2705	11900	25200	10400	2700	8700	13250
Ac3	8400	3390	8100	27100	13100	7400	8900		
Ac4	6500		1250		28400	8400	4600	6300	8400
Ac5			0		19400	9700	100		0
P1	8900	69100	4740	10550	43350	32500	2400	15600	16350
P2	6400	27200	1010	10000	30800	8350	6200	4650	6100
P3	9700	20950	0		30750	12800	3300		7400
P4	7100		8090	8500		6900	3500	4900	12410
P5	8900	12150	0	10300	29300	16800	1900	8900	5800
P6	9500		1220	14150	30400	7900	4000	9100	6100
P7	11100	16050	4740	8500	32050	4600	4500	8900	11750
P8	5800	9900	5500	7500	28000	22100	5550	9300	6350
P9	11600	10300	3970	6645	29900	16300	300	9000	5700

Table 3: Differences in median off-scales between 2014 and 2013 by campus and rank and step.

Rank	UCSC	UCB	UCD	UCI	UCLA	UCM	UCR	UCSB	UCSD
A1	0	0	0	-3900	0	-6300	0	0	0
A2	5050	5600	2673	700	1100	-50	400	7655	4100
A3	-300	900	1030	1150	0	-450	2850	300	-1600
A4	2300	-1200	156	300	6350	450	-1850	1000	1150
A5	-350	5850	479	-450	-6600	100	200	800	-750
A6	0	1450	16368	2050	12850	-1500	-800	0	0
Ac1	-3200	900	241	300	1150	-950	2050	400	4350
Ac2	3100	-5700	4498	-2200	5850	2150	5300	-1100	6050
Ac3	3500	11410	-2950	-16550	16400	3750	-6600	8700	11600
Ac4	3500	14950	4518	9900	900	150	100	4900	-1350
Ac5	0	13400	0	6100	-1200	300	2150	0	1700
P1	950	3100	4624	1250	2050	-32500	5250	500	-850
P2	2550	1700	4270	5300	6400	16250	5100	-950	13200
P3	400	7350	0	10000	950	400	2150	7000	2400
P4	3800	15750	-1489	2700	37400	2900	1100	500	-260
P5	200	2400	7296	3300	-350	500	-900	300	-1200
P6	-750	20500	-787	-375	9050	9600	-1000	4900	200
P7	3500	-3500	1161	300	-650	300	400	300	-4900
P8	8600	10800	-1333	300	5350	700	-900	3100	350
P9	1900	300	4381	-545	900	500	-100	900	-3162

Table 4: Median off-scales by campus and rank and step (Oct. 2014)

Rank	UCSC	UCB	UCD	UCI	UCLA	UCM	UCR	UCSB	UCSD
A1				1400					
A2	12050	22600	9949	6850	26500	5700	12500	13355	21300
A3	11200	30200	9900	13150	26100	10600	9800	9400	18000
A4	15700	24600	11241	11300	25500	10950	8900	11200	14700
A5	11550	17250	11200	4650	23100	9850	11050	8900	5150
A6		17350	19519	7250	32550	7200	6600		
Ac1	6650	31000	8181	9700	25600	6500	8650	10100	16450
Ac2	13100	15500	7203	9700	31050	12550	8000	7600	19300
Ac3	11900	14800	5150	10550	29500	11150	2300	8700	11600
Ac4	10000	14950	5768	9900	29300	8550	4700	11200	7050
Ac5		13400	0	6100	18200	10000	2250		1700
P1	9850	72200	9364	11800	45400		7650	16100	15500
P2	8950	28900	5281	15300	37200	24600	11300	3700	19300
P3	10100	28300	0	10000	31700	13200	5450	7000	9800
P4	10900	15750	6601	11200	37400	9800	4600	5400	12150
P5	9100	14550	7296	13600	28950	17300	1000	9200	4600
P6	8750	20500	433	13775	39450	17500	3000	14000	6300
P7	14600	12550	5901	8800	31400	4900	4900	9200	6850
P8	14400	20700	4166	7800	33350	22800	4650	12400	6700
P9	13500	10600	8351	6100	30800	16800	200	9900	2538