

COMMITTEE ON FACULTY WELFARE Salary Analysis, 2023-24

Background and Summary of Findings

The Committee on Faculty Welfare (CFW) has monitored faculty salaries for over a decade with the main focus on the parity of the UCSC faculty salaries and those of the faculty in other UC campuses. In addition to tracking the gap between the faculty salary at UCSC and other UC campuses, CFW has consistently argued that such analysis needs to include the cost of living. Even though the Academic Senate issued a resolution in 2019-2020¹ asking for the cost of living adjustment (COLA) to be included in annual administrative salary analysis reports, CFW's salary reports continue to be the only reports that include a cost of living analysis.

UCSC Faculty are Compensated at Lower Rates than their UC Peers

This year's CFW analysis shows that UCSC faculty salaries are still behind the median of other UC campuses for Regular Series Assistant and Full Professors, and for Business/Economics/Engineering (BEE) series Full Professors as of the latest available data of October 2022 (Figure 1,3). Adjustment for the cost of living exacerbates this trend significantly, with UCSC salaries falling behind virtually every other campus in the UC system for all of the titles in both Regular and EEB series (Figure 5,6). Comparison with individual UC campuses shows that UCSC salaries are lower without COLA than those at UCSB, a campus that is located in a similar coastal area as UCSC, and therefore might be considered a reasonable comparison in terms of the cost of living (Figure 2,4).

The Special Salary Program has been Curtailed Too Early

The Special Salary Practice (SSP) instituted in 2008 had an explicit goal of equating UCSC faculty salaries to the median salaries across the UC system (9 campuses). This goal has not been achieved. Our previous analysis showed that the modification of the SSP in 2017 had been premature. Figures 1 and 3 show that for most categories UCSC salaries that were behind in 2018, remain so in 2022. In fall 2023, CFW jointly with the Committee on Academic Personnel (CAP), called for the reinstatement of the original and more generous SSP to reduce the growing gap in salaries². The Senate Executive Committee (SEC) concurred with the call to reinstate the original SSP,³ and expressed the continued need for proactivity regarding faculty salaries at UCSC.

Annual Academic Salary Program Increases Should Continue to be Applied to the Full Salary

This year's analysis of the 2022 data showed a substantial decrease in the gap, which is likely due to a combination of two factors. First, a one-time salary equity increase was made in 2022, where the off-scale salary portions of the faculty at the lower end of the salary distribution were increased in an automatically prescribed way, and second, an annual inflation increase applied, for the first

¹ Academic Senate Resolution on the Commitment to Ensure Salary Equity and Competitiveness within the UC System, November 15, 2019

² CFW Chair Sher and CAP Co-Chairs Callanan and Gillman to Chancellor Larive and CP/EVC Kletzer, 12/07/24, Re: UCSC Faculty Salary Competitiveness and the Special Salary Practice

³ Senate Chair Gallagher to Chancellor Larive and CP/EVC Kletzer, 1/29/24, Re: Concurrence Letter of Support for Reinstatement of Special Salary Program (SSP) and Joint Working Group

time in many years, to the full salary, instead of just the on-scale component. CFW believes that it is necessary to continue the latter practice, and we are encouraged that the 2023 annual increase was applied to the full salary, and that the 2024 one is planned to be done in the same way.

Equity Salary Increases Need to be Carefully Evaluated

We were informed only recently during the May 2024 Senate meeting, that there was an agreement made between the administration and the Santa Cruz Faculty Association (SCFA) that the one-time salary equity increases will continue with some periodicity. Given the detailed discussion and consultation that CFW and the Senate were involved in around establishing an ongoing Salary Equity Program (SER) tied to individual faculty personnel actions, we were surprised by this news. Given that we received this information at the end of the year and no details were provided, we expect that CFW be updated on, and opine on, campus plans for salary equity increases during the next (2024-2025) academic year.

CFW would like to note that the effects of the 2022 equity increase have not been assessed, and believe that such an assessment needs to be done by the administration in order to inform future equity increases. We strongly recommend that such an assessment be added to the annual reports of UCSC Faculty Salary Competitiveness that are drafted by the Academic Personnel Office (APO).

Lower UCSC Faculty Salaries are Exacerbated by the Continuing Housing Affordability Crisis

Housing prices in the Santa Cruz area make a large contribution to the high cost of living that UCSC employees face. This was exacerbated during the pandemic, and the effects persist to the current day. CFW analyzed UCSC faculty salary changes over the last seven years relative to the changes in median housing costs in Santa Cruz County. The analysis shows that housing affordability, in relation to faculty income, has not yet recovered to pre-pandemic levels (Figure 7), and single family homes in the area are more than 10 times the median UCSC assistant professor salary.

In summary, lagging faculty compensation is especially worrying in light of the UCSC's ongoing effort to recruit talented and diverse new faculty. Given the severe crisis in housing availability and affordability in the Santa Cruz area, elevating UCSC faculty salaries to be on par with other UC campuses is even more critical.

Methodology:

Salary comparison was made by calculating the median salary at UC campuses for the three professor ranks: Assistant, Associate, and Full. The medians were calculated separately for the Regular Professor and for the Business/Economics/Engineering scales. Business, Law, and Medical school faculty were not included in the analysis. UCSC medians were compared to the medians of individual campuses, and with the median of combined nine campuses (all UC campuses except for UCSF). The comparison group includes UCSC itself. This inclusion has been made for consistency with previous analyses. COLA has been done using the MIT Living Wage Calculator (<https://livingwage.mit.edu>). We used historical data for the median price of single family houses in Santa Cruz as of October 1 for 2017 to 2023 from California Association of Realtors (<https://www.car.org/marketdata/data>).

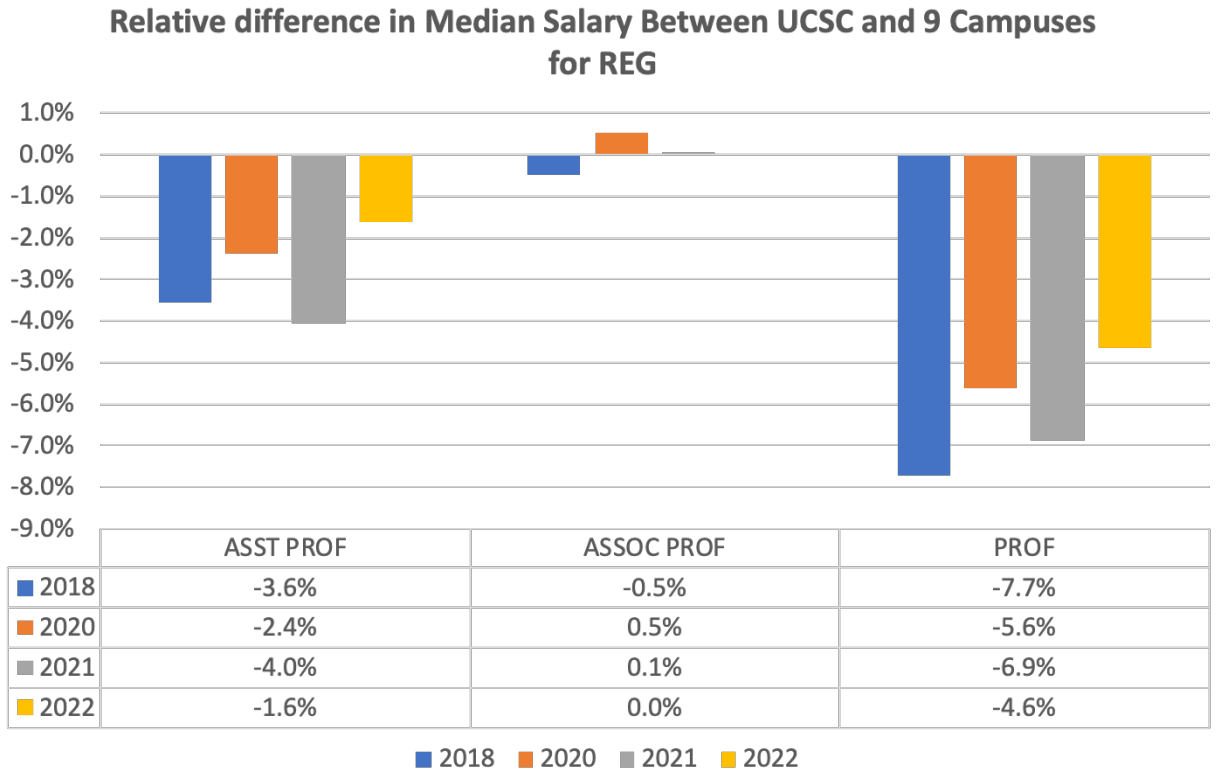


Figure 1: Comparison of UCSC Regular Scale Professor series salaries with those of other UC campuses. Relative differences in median salaries are shown for four different years and for the three ranks: Assistant, Associate, and Full Professor. Comparison group consists of 9 UC campuses (all campuses except for UCSF).

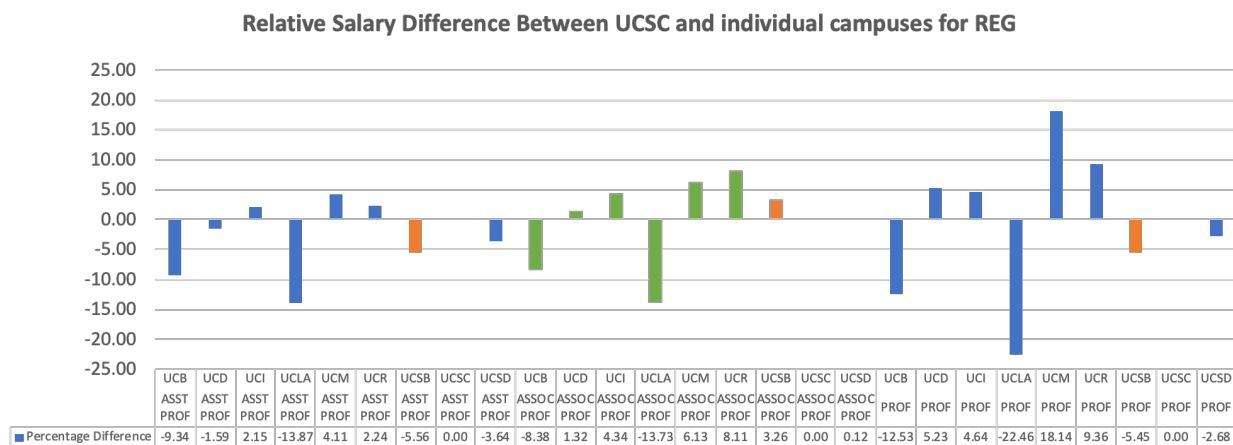


Figure 2: Comparison of UCSC Regular Scale Professor series salaries with those of individual UC campuses. Relative differences in median salaries are shown for the three ranks: Assistant (blue), Associate (green), and Full Professor (blue). Orange denotes comparison with UCSB.

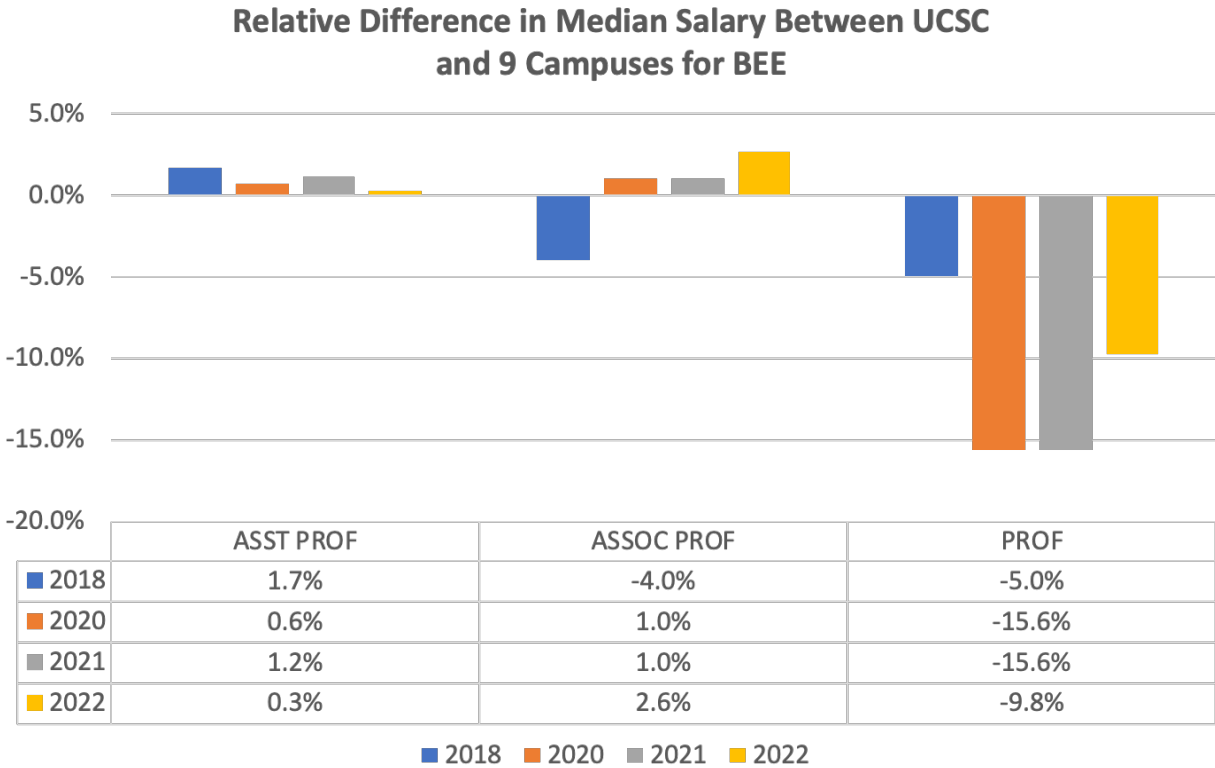


Figure 3: Comparison of UCSC Business/Economics/Engineering (BEE) Scale Professor series salaries with those of other UC campuses. Relative differences in median salaries are shown for four different years and for the three ranks: Assistant, Associate, and Full Professor. Comparison group consists of 9 UC campuses (all campuses except for UCSF).

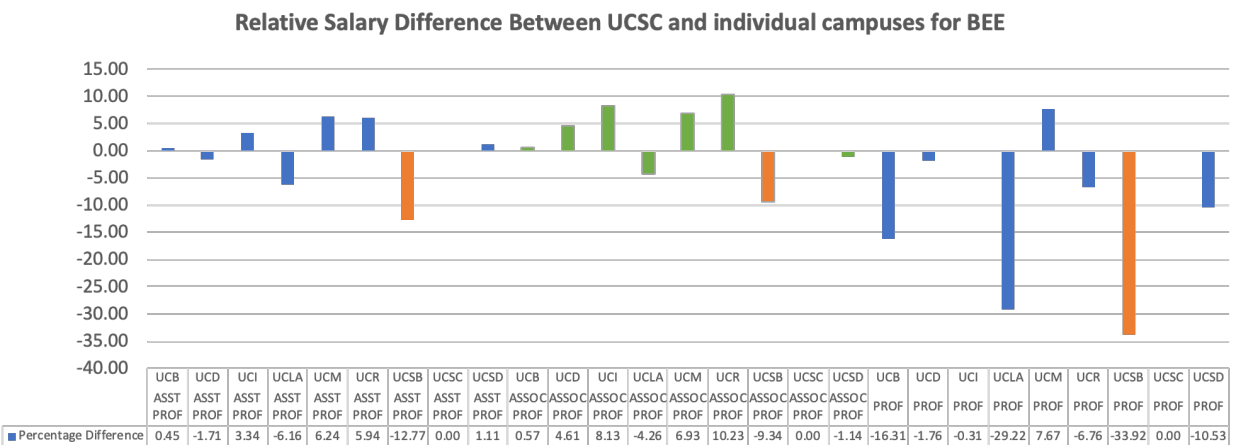


Figure 4: Comparison of UCSC Business/Economics/Engineering (BEE) Scale Professor series salaries with those of individual UC campuses. Relative differences in median salaries are shown for the three ranks: Assistant (blue), Associate (green), and Full Professor (blue). Orange denotes comparison with UCSB.

Differential Salary Between UCSC and 9 Campuses for REG adjusted for local prices

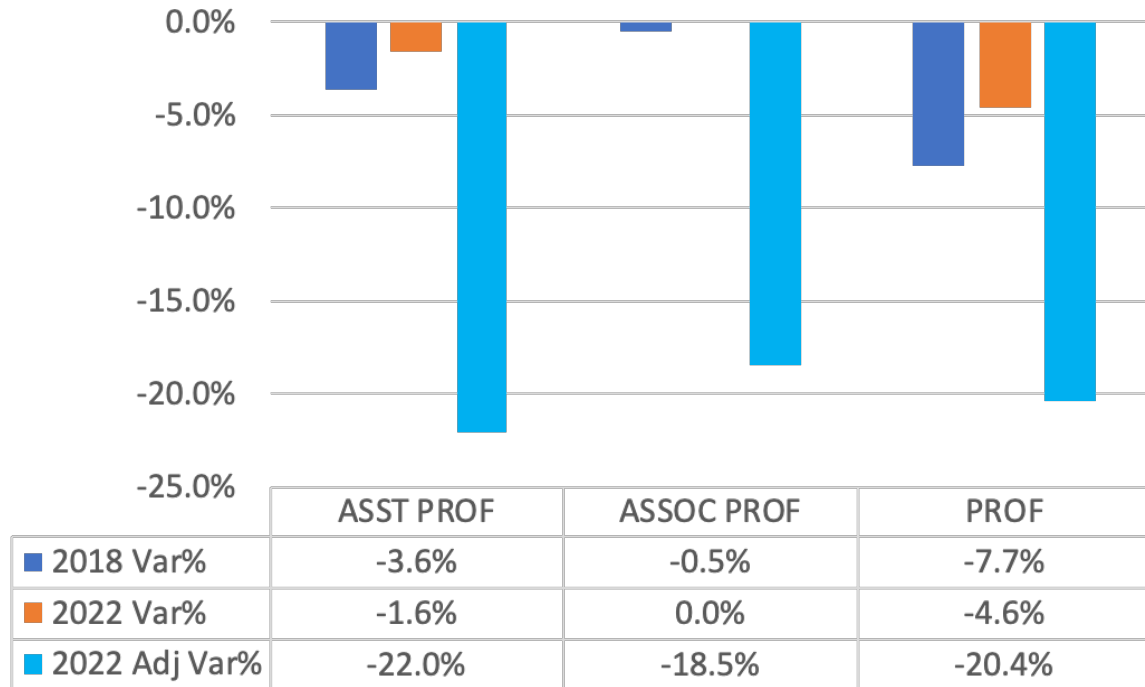


Figure 5: Comparison of UCSC Regular Scale Professor series salaries with those of other UC campuses. Relative differences in median salaries are shown for two different years and for the three ranks: Assistant, Associate, and Full Professor. Light Blue bar shows the comparison of the salaries that have been adjusted based on the cost of living in the areas where individual campuses are located. The cost of living data has been taken from MIT Living Wage Calculator (<https://livingwage.mit.edu>). Comparison group consists of 9 UC campuses (all campuses except for UCSF).

Differential Salary Between UCSC and 9 Campuses for BEE adjusted for local prices

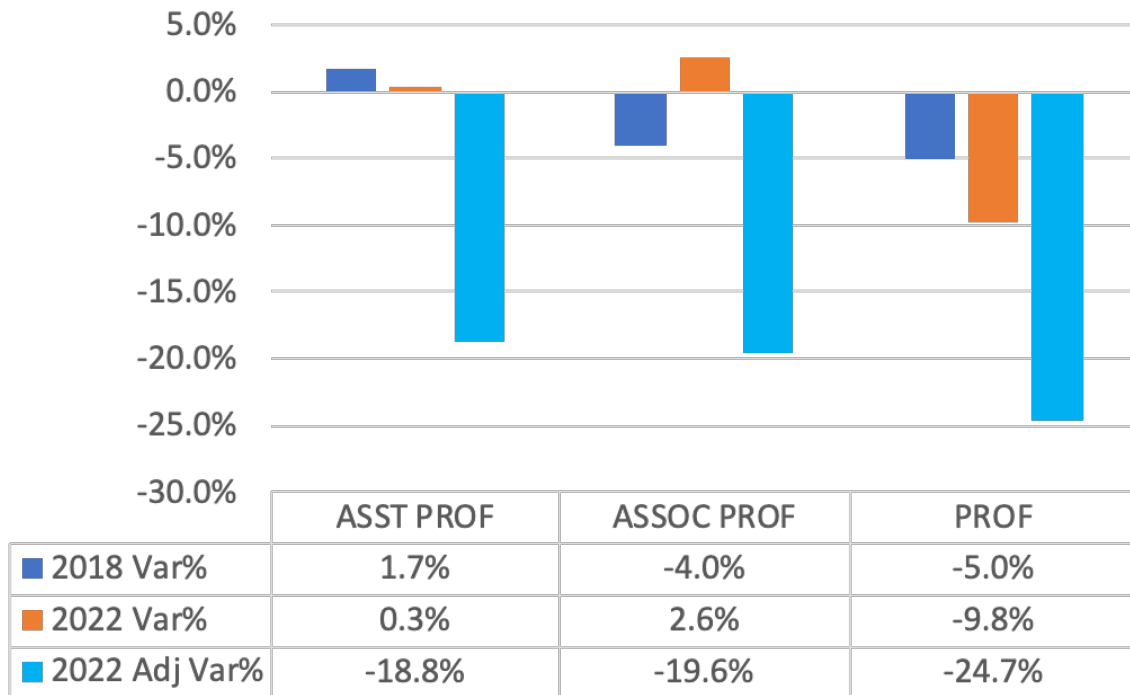
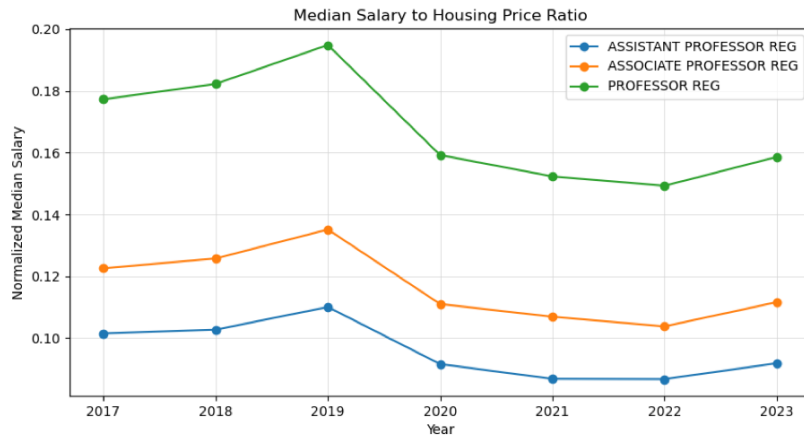


Figure 6: Comparison of UCSC Business/Economics/Engineering (BEE) Scale Professor series salaries with those of other UC campuses. Relative differences in median salaries are shown for two different years and for the three ranks: Assistant, Associate, and Full Professor. Light Blue bar shows the comparison of the salaries that have been adjusted based on the cost of living in the areas where individual campuses are located. The cost of living data has been taken from MIT Living Wage Calculator (<https://livingwage.mit.edu>). Comparison group consists of 9 UC campuses (all campuses except for UCSF).

REG



BEE

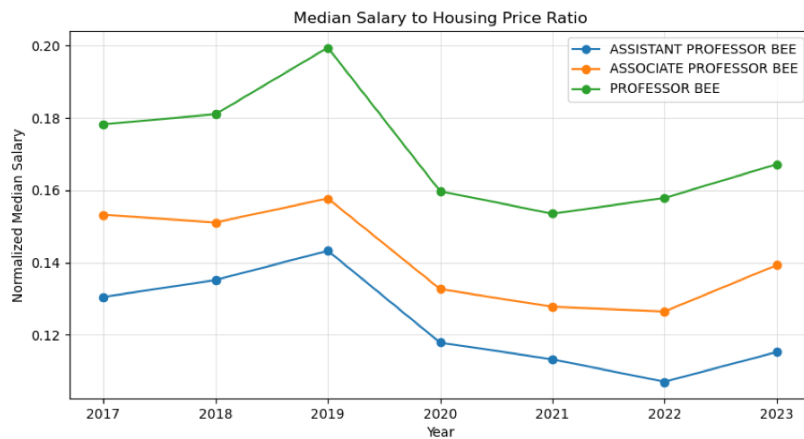


Figure 7: Ratio of median salary to median single family house price in Santa Cruz area. The ratio is shown for 7 years. Housing price as of October 1 of each year has been obtained from California Association of Realtors (<https://www.car.org/marketdata/data>). Upper graph shows data for the Regular, and the lower graph shows data for the BEE Professor series. Each graph contains data for the three Professor ranks and shows a distinct decrease in housing affordability in 2020 presumably due to the COVID pandemic.