

January 25, 2021

Colleagues:

Enclosed is a revised proposal to modify how salary off-scale components are determined. It differs primarily from the original proposal presented late last year in that it consists of three phases. We anticipate that Phase 1 will go into effect with the first advancement action that is effective July 1, 2021 or later. Phases 2 and 3 will go into effect at later time points which will depend on the ranks of each faculty member. I will appoint an Off-Scale Salary Oversight Committee with faculty representation from the Academic Senate, the College and Professional Schools to help in determining how Phases 2 and 3 will be set up and implemented.

As you are well-aware we are unique among UC campuses where our faculty off-scale components have been set as a percentage of the on-scale. We are proposing to alter how the off-scale is determined which will better align us with procedures used on the other UC campuses. The modifications also will provide increased salary equity. We will discuss this proposal at the next Deans Council and individually in scheduled meetings with each Dean/Vice Provost, chairs of departments and chair of each school's FEC over the next two months.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike", written in a cursive style.

Michael S. Levine
Vice Chancellor, Academic Personnel