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,

Michael S. Levine
Vice Chancellor, Academic Personnel