

Executive Board

(Informational) 2021-22 Academic Salary Scales Issuance

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UNIVERSITY OF CALIFORNIA

Michael V. Drake, MD
President

Office of the President
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Oakland, CA 94607

universityofcalifornia.edu

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San Francisco
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Santa Cruz

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Lawrence Livermore
Los Alamos

May 14, 2021

CHANCELLORS
LABORATORY DIRECTOR WITHERELL
VICE PRESIDENT HUMISTON

Dear Colleagues:

I am writing to confirm that we have decided to proceed with a 2021-22 salary program for policy-covered staff employees and academic appointees. As discussed, we are implementing a salary increase budget of 3 percent for policy-covered staff and academics at all locations. We want to recognize the extraordinary efforts by all of our policy-covered employees during the pandemic by providing a general increase.

For policy-covered staff employees, we request that salary increases be implemented as a general increase, where all eligible policy covered staff employees would receive a 3 percent increase to their base salary, effective July 1, 2021. In addition, campuses retain discretion to address critical equity issues. Given that we were not able to give policy-covered staff salary increases last year, a general increase is more appropriate for this year's program.

Although this year's salary program for policy-covered staff is not a merit program where performance is a consideration related to the salary increase amount, the importance of the annual performance review process should not be discounted. All policy-covered staff employees should continue to receive, at least annually, a performance review per policy.

For policy-covered academic appointees, the academic salary scales will be increased by a general range adjustment of 3 percent. The adjustment to the academic salary scales will be effective October 1, 2021 for policy-covered faculty and students and July 1, 2021 for other policy-covered academic appointees. Parity adjustments to the salary scales for policy-covered librarians and academic researchers will also be effective July 1, 2021. The regular peer-review merit advancement process for policy-covered academic appointees will continue per academic personnel policy.

Excluded from this program are staff employees and academics appointees who are represented by our various unions as their wages are governed by collective bargaining unit agreements.

I recommend that each of you announce the details of the program specific to your respective locations. Systemwide administrative guidelines noting flexibility and best practices for implementing the 2021 general salary increase program are attached for policy-covered staff employees and academic appointees.

Let me know how I can support you and your locations as you move forward with this important program.

Sincerely,

A handwritten signature in black ink that reads "Michael V. Drake". The signature is fluid and cursive, with a large, stylized "M" and "D".

Michael V. Drake, M.D.
President

Enclosures

cc: Provost and Executive Vice President Brown
Executive Vice President and Chief Operating Officer Nava
Division Leaders
Vice Provost Carlson
Interim Vice President Lloyd
Academic Council Chair Gauvain
Executive Vice Chancellors/Provosts

2021-22 UC Systemwide Salary Program

Administrative Guidelines

Areas of Flexibility, Salary Program Guidance, and Best Practices

STAFF EMPLOYEES*

General salary increase program of a 3.0% increase for policy covered staff employees:

You have flexibility in the timing and administration of the budget along with establishing any additional program parameters or criteria that best suit your campus/local needs. You also have flexibility to utilize additional available budget to address equity issues.

If implemented at the beginning of the fiscal year, increases should be effective July 1, 2021 for monthly and June 27, 2021 for bi-weekly paid employees (June 27, 2021 is the first designated bi-weekly pay period for fiscal year 2020-2021.)

This program is designed to apply to policy covered staff career employees. Chancellors have discretion to determine eligibility for policy covered staff employees who hold limited or floater/per diem or student appointments and for employees in contract appointments, based on the provisions of the employee's contract.

We recommend that you consider excluding individuals for whom the most recent performance review was unsatisfactory, particularly if that individual is being considered for termination or suspension. Increases for employees in this situation are at the discretion of the Chancellor.

We recommend that in order to receive the general salary increase, employees should have at least six months of service and/or have completed their probationary period, where applicable. However, each location has the discretion to determine cut off and/or proration dates related to eligibility.

Non-SMG policy covered staff whose total cash compensation exceeds the current Indexed Compensation Level of \$323,700 that require Presidential approval and Level One/Level Two SMG members are eligible to participate in the same program with the same timing as other policy covered staff. However, these populations will require submission of the proposed general salary increases to the Systemwide HR/Executive Compensation unit no later than May 15, 2021 to procure the appropriate level of approval from the President and/or Regents as required by policy.

** These guidelines cover UC campuses, health systems, Office of the President, and UC ANR. Lawrence Berkeley National Lab (LBNL) will administer its program based on the parameters as approved by the Department of Energy for LBNL's 2021 salary program effective October 1, 2021 and will seek Presidential/Regental approval as noted above for its Level One and Level Two SMG members.*

ACADEMIC APPOINTEES

The 2021-22 general range adjustment salary program of 3.0% to the academic salary scales for policy-covered academic appointees will be as follows:

The academic salary scales will be increased by a general range adjustment of approximately 3.0% (the precise amount will vary due to rounding). Scales composed of ranges will be incremented in a similar fashion.

Academic salary scales adjustments for policy-covered academic appointees will be effective:

- Faculty, Astronomers, and Agronomists: Effective October 1, 2021.
- Graduate Student Researchers and Graduate Student Assistant Researchers: Effective October 1, 2021 for monthly paid or October 3, 2021 (the first pay period commencing after October 1, 2021) for bi-weekly paid students.
- Policy-covered Librarians and Academic Researchers: General range and parity adjustments effective July 1, 2021 for monthly paid or July 11, 2021 (the first pay period commencing after July 1, 2021) for bi-weekly paid appointees.
- Other Non-Faculty Academic Appointees: Effective July 1, 2021 for monthly paid or July 11, 2021 (the first pay period commencing after July 1, 2021) for bi-weekly paid appointees.

Above-scale faculty will have their salaries incremented according to standard processes established by each campus for above-scale faculty.

Deans and other faculty administrators will be eligible for consideration for a salary merit increase of no greater than 3.0%, effective July 1, 2021, as determined at the campus level based on individual meritorious performance judged at their annual assessment review.

Academic titles not tied to salary scales or ranges and compensation that is negotiated will be eligible for an approximate 3.0% increase, subject to rounding, as determined at the campus level to be effective July 1, 2021.

The intent of the salary program is to advance the competitiveness of UC academic salaries through focused investment in the salary scales, thus a systemwide adjustment to off-scale salaries is not included. There are no expectations of systematic, campuswide adjustments to off-scale salaries.

Campuses are encouraged to continue their efforts to implement equity adjustments for academic appointees where deemed warranted.

Detailed salary program implementation information for academic appointees will be provided to campuses and ANR from UCOP Academic Personnel and Programs at the time of the salary scales issuance.



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

June 1, 2021

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
LABORATORY DIRECTOR WITHERELL
VICE PRESIDENT HUMISTON**

Dear Colleagues:

In his letter of May 14, 2021, President Drake outlined and asked Chancellors to implement a 2021-22 salary program for policy-covered academic appointees (see enclosed). This salary program focuses on the academic salary scales: a general range adjustment of 3.0% (subject to rounding) will be applied to all policy-covered academic salary scales and ranges. Salary scales for policy-covered Librarians and Academic Researchers will receive parity adjustments. The following sections summarize how the 2021-22 salary program will be implemented for policy-covered academic appointees.

The regular peer-review merit advancement process for policy-covered academic appointees will continue per academic personnel policy. Campuses are encouraged to continue their efforts to implement equity adjustments for policy-covered academic appointees where deemed warranted.

Salary Scales for Policy-covered Faculty, Astronomer, and Agronomist Titles

Under the 2021-22 salary program, the salary scales for policy-covered faculty and ladder-rank equivalent (astronomer and agronomist) will be adjusted by the 3.0% general range adjustment, effective October 1, 2021. All scale adjustments are subject to rounding; therefore, the exact percent increases may differ. Minimum scales will also be increased accordingly. The applicable salary scales are listed below.

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 4
- Faculty ladder ranks, Health Sciences Compensation Plan – Table 5, Scales 0-9
- Faculty ladder-ranks, Strict Full-time Veterinary Medicine – Table 7
- Faculty ladder-ranks, Law School – Table 8
- Faculty – Lecturer with Security of Employment Series – Tables 1L - 4L
- Faculty – Lecturer with Security of Employment Series, Health Sciences Compensation Plan – Table 5L, Scales 0-9
- Faculty – Lecturer with Security of Employment Series, Strict Full-time Veterinary Medicine – Table 7L
- Faculty – Lecturer with Security of Employment Series, Law School – Table 8L
- Minimum Salary Scales – Tables 1M, 3M

Above-scale Faculty: Coincident with the October 1, 2021 effective date, above-scale faculty will have their salaries incremented according to standard processes established by each campus for above-scale faculty.

Off-scale Salary Components: There are no expectations of systematic, campuswide adjustments to off-scale salaries. Faculty having off-scale salary components may retain them according to campus practice.

Salary Scales for Policy-covered Non-faculty Academic Appointees

Salary scales for policy-covered academic appointees listed below will be increased by the general range adjustment of approximately 3.0% (subject to rounding), effective July 1, 2021 for monthly paid and July 11, 2021 for biweekly paid appointees. These scales are listed below.

- Military or Air Science and Tactics Assistant – Table 25
- Assistant and Associate University Librarian – Table 27 (exempt); Table 27N (non-exempt)
- Cooperative Extension Advisor Series – Table 28 (exempt); Table 28N (non-exempt)
- Specialist in Cooperative Extension Series – Table 29 (exempt); Table 29N (non-exempt)
- Continuing Educators – Table 31 (exempt); Table 31N (non-exempt)
- Academic Administrator Series – Table 34 I-VII (exempt); Table 34N I-VII (non-exempt)
- Academic Coordinator Series – Tables 35 I-III and 36 I-III (exempt); Table 36N I-III (non-exempt)
- Academic Standard Table of Pay Rates – Table 39 (exempt); Table 39N (non-exempt)

Parity Adjustment for Policy-covered Librarians and Academic Researchers

Under the 2021-22 salary program, the salary scales for policy-covered Librarians and Academic Researchers will be adjusted to align with the salary scales bargained for represented appointees in the same title series. The scales will include the 3.0% general range adjustment for 2021-22 and additional adjustments that vary slightly by rank and step to bring the policy-covered and represented scales into parity. The general range and parity adjustments will be effective July 1, 2021 for monthly paid and July 11, 2021 for biweekly paid appointees. These scales are listed below.

- Non-represented Professional Research Series – Tables 13-A and 14-A (exempt); Tables 13-A(N) and 14-A(N) (non-exempt)
- Non-represented Specialist Series – Table 24-A (exempt); Table 24-A(N) (non-exempt)
- Non-represented Librarian Series – Table 26-A (exempt); Table 26-A(N) (non-exempt)
- Non-represented Coordinators of Public Programs – Table 30-A
- Non-represented Project (e.g., Scientist) Series – Tables 37-A and 38-A (exempt); Tables 37-A(N) and Table 38-A(N) (non-exempt)

Salary Scales for Policy-covered Student and Training Titles

Salary scales for Graduate Student Researchers and Graduate Student Assistant Researchers will increase by the 3.0% general range adjustment effective on October 1, 2021 for monthly paid and October 3, 2021 for biweekly paid appointees and are listed below.

- Student Titles, Graduate Student Researcher – Table 22

Salary rates for policy-covered Resident Physicians and Post-D.D.S., Veterinary Medicine Residents, and Veterinary Medicine Interns will be adjusted by 3.0%. The salary ranges for Clinical Psychology Interns, Pharmacy Residents, and Non-Physician Clinical Trainees will be adjusted by 3.0%; individual rates within these ranges are set per campus practice. Adjusted salary scales will be effective July 1, 2021 and are listed below.

- Trainee Titles, Intern, Resident, Resident Physician, Post D.D.S., Non-Physician Clinical Trainee – Table 21

Policy-covered student appointees in teaching titles will receive a 3.0% increase to the salary scale, effective October 1, 2021 for monthly paid and October 3, 2021 for biweekly paid appointees.

Other Compensation Adjustments for 2021-22

- **Deans and other faculty administrators** will be eligible for consideration for a salary merit increase of no greater than 3.0%, effective July 1, 2021, as determined at the campus level based on individual meritorious performance judged at their annual assessment review.
- **Academic titles not tied to salary scales or ranges** and compensation that is negotiated will be eligible for an approximate 3.0% increase, subject to rounding, as determined at the campus level to be effective July 1, 2021.
- **Faculty Recruitment Allowance** maximum listed in Table 40 is increased by 3.0% from \$73,600 to \$75,800, effective July 1, 2021. Chancellors maintain the authority to approve exceptional allowances up to \$150,000.

Salary Scales for Represented Academic Appointees

Salary scales for represented academic appointees are set by the terms of their Collective Bargaining Agreements (CBA).

Professional Librarian Unit. In accordance with the contractual agreement between the University Council-American Federation of Teachers (UC-AFT) and the University of California, the 2021-22 salary scales for the Professional Librarian Unit LX titles will be adjusted by a general range adjustment of 3.0% with effective dates of July 1, 2021 for monthly paid appointees and July 11, 2021 for biweekly paid appointees.

- Represented Librarian Series – Table 26-B (exempt); Table 26-B(N) (non-exempt)

Academic Student Employee Unit. In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the University of California, the Academic Student Employees BX titles salary scales will be adjusted by a general range adjustment of 3.0% with effective dates of October 1, 2021 for monthly paid appointees and October 3, 2021 for biweekly paid appointees and are listed below.

- Student Titles, Teaching Assistant and Equivalent – Table 18
- Student Titles, Associate – Table 19
- Student Titles, Remedial Tutor – Table 20

Academic Researchers Unit. In accordance with the contractual agreement between the UAW and the University of California, the 2021-22 salary scales for the Academic Researchers Unit RA titles will be adjusted by a general range adjustment of 3.0% with effective dates of July 1, 2021 for monthly paid appointees and July 11, 2021 for biweekly paid appointees. In addition, equity adjustments and smoothing of the represented Project Scientist Series and represented Specialist Series salary scales will be made in accordance with the terms of the CBA.

- Represented Professional Research Series – Tables 13-B and 14-B (exempt); Tables 13-B(N) and 14-B(N) (non-exempt)
- Represented Specialist Series – Table 24-B (exempt); Table 24-B(N) (non-exempt)
- Represented Coordinators of Public Programs – Table 30-B (exempt); Table 30-B(N) (non-exempt)
- Represented Project (e.g., Scientist) Series – Tables 37-B and 38-B (exempt); Tables 37-B(N) and 38-B(N) (non-exempt)

Other Considerations for 2021-22

- All salary scale percentage adjustments listed above are approximate as the precise amount may vary due to rounding.
- Salary scales in effect for 2021-22 are available online on the [Academic Personnel and Programs website](#).
- For faculty participating in the Negotiated Salary Trial Program (NSTP), once the negotiated increment is set for the year (beginning on July 1, 2021), the absolute dollar amount of the negotiated increment will remain the same. In agreements where the negotiated increment is calculated on a percentage of base salary, the base salary in effect on July 1, 2021 will be used to determine the absolute dollar amount.
- Local salary scales are the purview of the campuses and should be adjusted appropriately.

If you have questions, please email Director Gregory Sykes at Gregory.Sykes@ucop.edu.

Sincerely,



Susan L. Carlson

Vice Provost

Academic Personnel and Programs

Enclosures: President Drake's Letter of May 14, 2021 with Administrative Guidelines

cc: President Drake
Provost and Executive Vice President Brown
Executive Vice President and Chief Operating Officer Nava
Academic Council Chair Gauvain
Academic Council Vice Chair Horwitz
Executive Vice President Byington
Chief of Staff Kao
Vice President and Vice Provost Gullatt
Interim Vice President Lloyd
Vice President Maldonado
Vice President Nation
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Associate Vice President Alcocer
Associate Vice President and Systemwide Controller Arrivas
Associate Vice Provost Lee
Council of Graduate Deans
Council of University Librarians
Assistant Vice Provosts/Assistant Vice Chancellors/Directors - Academic Personnel
Executive Director Baxter
Executive Director G Fishel
Executive Director and Chief of Staff Henderson
Executive Director Jennings
Executive Director Silas
Executive Director Turner
Deputy Executive Director Maule
Director Grant
Director Roller

Director Saint Martin
Director Sykes
Interim Director and Operations Manager Mays
Associate Director N Fishel
Assistant Director Eagan
GME Program Manager Young
Manager Crosson
Manager Griffin
Manager Ruiz
Academic Data & Compensation Analyst Jue
Principal Analyst Espinoza