



OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

November 25, 2014

EXECUTIVE VICE CHANCELLORS/PROVOSTS
DIVISIONAL CHAIRS
UCAAD MEMBERS
UCAP MEMBERS
UCFW MEMBERS
UCPB MEMBERS

Dear Colleagues:

We are writing to ask that all of you participate in a process that is intended to provide administrators and faculty the opportunity to share information and perspectives about goals, cost-benefit trade-offs, and desired options for setting faculty salary for FY 2015-16. As detailed at the end of this letter, we are requesting that a campus meeting about faculty salary take place before the winter break – the sooner the better.

UC's 3-Year Sustainability Plan, which is required by the Legislature, was submitted to the Regents November 19, 2014. With respect to compensation increases, it included the following (p. 4):

The financial plan assumes modest compensation increases over the next three years equivalent to 3% each year for all staff, including represented and non-represented academic and non-academic staff. The latest faculty compensation study concluded that UC's faculty salaries are nearly 12% behind market. In the past, the University has been able to hire and retain faculty in part because of the strong benefit packages the University has offered, even as the University's comparative salary position has slipped. As the University has reduced the value of its benefit offerings, the salary lag becomes a bigger obstacle in the University's efforts to recruit and retain top talent. The proposed compensation increases are not expected to close UC's salary lag but to keep UC salaries from slipping further behind those of UC's principal competitor institutions.

Ultimately the President decides the amount of any compensation increase, options for using it, and how it does or does not fit into a long-term plan to bring compensation to competitive levels. President Napolitano will definitely consult with the Chancellors, and she will want to know what the Senate and the Executive Vice Chancellors/Provosts think. Because the two of us will be the ones to convey that information, we want to do all we can to ensure that preferences and the reasons for them are understood. If possible, we hope to present one or a limited number of preferred choices that are available and widely acceptable. We expect there can be differences among campuses and between faculty and administration, and we want to do our best to find mutually satisfactory options for all concerned.

We are beginning a process that we believe may help us with the recommendations. This process includes work by 1) the four identified systemwide Senate committees (UCAAD, UCAP, UCFW, UCPB), 2) a Senate workgroup consisting of one representative from each of these four committees, 3) a joint workgroup of these four Senate representatives and four campus administrators, and 4) consultation with both the Academic Council and the COVC.

Here is our request for now. As discussed at the last COVC meeting and subsequently between the two of us and Dan Hare, we are asking that each Executive Vice Chancellor/Provost, before winter break (and the sooner the better), convene a campus meeting to discuss options, opportunities and constraints, and campus preferences from both the administrative and Senate perspectives. At a minimum, meetings should include the Divisional Chair and your campus members of the four systemwide committees noted above. Each campus may determine whether to include other administrators or Senate leaders. Please share whatever information is helpful, whether from campus administration, campus committees, and/or UCOP.

Please consider options both for starting to address in FY 2015-16 the full salary lags noted in the Total Remuneration study (<http://compensation.universityofcalifornia.edu/total-remuneration-ladder-rank-faculty-2014.pdf>) and also for implementing a “regular” 3% increase in FY 2015-16. The goal of the campus meeting is to share information and perspectives, not to achieve consensus, although that would be a welcome outcome.

Academic Personnel and Programs and Institutional Research and Academic Planning are in the middle of developing a data set that addresses such topics as off-scales by discipline and campus, costs of various increases, and the like. It should be ready the week of December 8 and will be shared with everyone when available. Our understanding of the purposes of the meeting we are requesting leads us to say that the data package is not necessary in order to have a very productive campus conversation, but you will know best.

Thank you in advance for your efforts. We hope this collaborative step will assist us in developing the best possible recommendations for faculty salary enhancements in FY 2015-16.

Cordially,



Mary Gilly, Chair
Academic Council



Aimée Dorr, Provost
Executive Vice President for Academic Affairs

- cc: Vice Chair Hare
Vice Provost Carlson
Vice President Brown
Executive Director Baxter
Chief of Staff Jones
Executive Directors, Divisional Senate
Executive Assistants to EVC/Ps
Principal Analyst Abrams
Principal Analyst Feer
Principal Analyst Harms

UC Systemwide Faculty Salary Costing and Off-Scale Distributions Ladder Rank and Equivalent Faculty

At the request of the Vice Provosts of Academic Affairs/Academic Personnel and Academic Council Chair Mary Gilly and Academic Council Vice Chair Dan Hare, Academic Personnel and Programs has produced the attached ladder rank and equivalent faculty salary data tables and charts that detail systemwide faculty salary costing and systemwide off-scale distributions. Due to the differing compensation and appointment programs in some disciplines, health sciences compensation plan faculty at UCSF and law faculty are included on the faculty salary costing tables but not on the off-scale distribution tables. Calculations of on-, off-, and above scale data draw from both the Professorial scales and the Business/Economics/Engineering scales. Data is drawn from either the fiscal year 2013-14 payroll file or the October 2013 payroll snapshot.

The materials provide information on salary history (Table 1), salary comparisons with peer universities (Table 2), costs of possible future salary actions (Tables 3, 4A, 4B, and 4C), and information about on-, off-, and above-scale salaries (Tables 5, 6, 7, and 8 and Charts 1, 2, and 3). For Tables 3, and 4A through 4C, current total salary (on-, off-, and above-scale) originates from the fiscal year payroll file for 2013-14 and is used to project cost for future salary adjustments. For Tables 5 through 17 and Charts 1 through 6, salary components are based on an October 2013 payroll snapshot. Here is a key to select tables:

- Table 2 displays average UC salaries by rank and by campus with Comparison 8 rank differences shown by percent using the (former) California Post-Secondary Education Commission (CPEC) methodology. The aggregated salary gap between UC and the Comparison 8 was 11.6% in 2013-14.¹
- Table 3 answers a frequently-asked question about the cost of a 1% across-the-board salary increase.
- Table 4A provides the cost to address the Comparison 8 salary lag (11.6%) over five years. It models how a 5.6% increase per year for five years would keep pace with Comparison 8 salary growth and close the 11.6% gap, assuming that the Comparison 8 institutions raise salaries by 3% each year.
- As a comparison, Table 4B provides the cost of the 1.78% merit increase and a 3% across-the-board increase, using standard assumptions in UC budget planning.
- The cost difference between increasing salaries 4.78% per year (Table 4B) and 5.6% per year (Table 4A) is presented on Table 4C.
- Tables 3, 4A, 4B, and 4C show cost estimates for both salary and health and welfare benefits using the 2014-15 UC Davis composite benefits rate of 38.3%.
- Tables 5 through 17 and Charts 1 through 6 contain additional off-scale data with the distribution of off-scale salary amounts by discipline, campus, and rank.

Please contact Vice Provost Susan Carlson (Susan.Carlson@ucop.edu) if you would like additional information.

¹ The 2014 Total Remuneration Study for Ladder Rank Faculty indicates a 12% salary lag.

UC Systemwide Faculty Salary Costing
Prepared for the University of California Academic Senate and Academic Administrators
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Table 1
Salary Scale Increases in the Professorial Ranks
From 1999-2000 to the Present

Year	Salary Scale	% Range Adjustment to Salary Scale	Effective Date of Range Adjustment to Salary Scale
1999-2000	Professorial	2.9% (comprised of 2% COLA plus 0.9% parity adjustment)	10/1/1999
2000-01	Professorial	3% (comprised of 2% COLA plus additional 1% salary adjustment)	10/1/2000
2001-02	Professorial	0.5% COLA	10/1/2001
2002-03	Professorial	0%	
2003-04	Professorial	0%	
2004-05	Professorial	0%	
2005-06	Professorial	2% COLA	10/1/2005
2006-07	Professorial	2% COLA	10/1/2006
2007-08	Professorial	2.5% COLA plus additional market adjustment, which ranged from 4% to 8%.	10/1/2007
2008-09	Professorial	0%	
2009-10	Professorial	0%	
2010-11	Professorial	0%	
2011-12	Professorial	3% merit-based salary program	10/1/2011
2012-13	Professorial	0%	
2013-14	Professorial	2% COLA on all Salary Dollars	7/1/2013
2014-15	Professorial	3% COLA on all Salary Dollars	7/1/2014

Table 2
UC & Comparison 8 Average Faculty Salaries by Campus by Rank
Salaries with Rank Comparator Differences by Percent
GENERAL CAMPUS ONLY (EXCLUDES ALL HEALTH SCIENCES & LAW)
2013-14

Campus	FULL	ASSOCIATE	ASSISTANT	FULL VS.			ASSOCIATE VS.			ASSISTANT VS.		
				COMP 8	PRIVATE 4	PUBLIC 4	COMP 8	PRIVATE 4	PUBLIC 4	COMP 8	PRIVATE 4	PUBLIC 4
BK	\$162,110	\$111,289	\$105,711	-7%	-24%	11%	-1%	-15%	12%	6%	-3%	16%
DV	\$135,998	\$90,456	\$82,189	-27%	-48%	-6%	-25%	-42%	-8%	-20%	-33%	-8%
IR	\$144,416	\$96,193	\$87,973	-20%	-39%	0%	-17%	-33%	-2%	-12%	-24%	-1%
LA	\$174,380	\$116,113	\$107,764	1%	-15%	17%	3%	-10%	16%	8%	-1%	18%
MC	\$136,899	\$92,770	\$77,505	-26%	-47%	-6%	-22%	-38%	-5%	-28%	-41%	-14%
RV	\$137,056	\$85,333	\$84,603	-26%	-47%	-6%	-32%	-50%	-14%	-17%	-29%	-5%
SB	\$145,278	\$89,786	\$83,029	-19%	-39%	0%	-26%	-43%	-9%	-19%	-32%	-7%
SC	\$131,322	\$89,856	\$82,498	-32%	-53%	-10%	-26%	-43%	-9%	-20%	-32%	-7%
SD	\$151,374	\$98,808	\$93,529	-14%	-33%	4%	-14%	-30%	1%	-6%	-17%	5%
UC-WIDE	\$151,462	\$98,960	\$91,756	-14%	-33%	5%	-14%	-30%	1%	-8%	-19%	4%
COMP 8*	\$172,939	\$112,944	\$98,855									
PRIVATE 4	\$201,249	\$128,192	\$109,256									
PUBLIC 4	\$144,628	\$97,697	\$88,454									

Notes:

*The COMP 8 aggregated averages are equally weighted between the Private 4 and Public 4 averages.

These average salary values are based on the CPEC methodology. LAG = (UC-COMPARATOR)/UC.

Sources: UC data extracted from FCPCER2, OCTOBER 2013; data provided by COMP 8 institutions.

Table 3
Projected Cost of 1.0% Increase Across the Board in Ladder Rank Faculty and Equivalent on Total Salary and Benefits by Campus*
2014-15 to 2015-16

Campus	FY 13-14 Average Total Base FTE	A	B	C	D	E	F	G
		A*Annual CBR		A+B	A*1.01	D*Annual CBR	D+E	F-C
		2014-15				2015-16		
	Total of Salary Cost Estimate	Total Cost of Health, Welfare and Retirement Benefits	Total of Salary & Benefits Cost Estimate	Total of Salary Cost Estimate with 1% Salary Increase	Total Cost of Health, Welfare and Retirement Benefits	Total of Salary & Benefits Cost Estimate	Total of Salary and Benefits Incremental Cost on 1% of Salary	
Berkeley	1,330.3	\$ 203,521,687	\$ 77,948,806	\$ 281,470,494	\$ 205,556,904	\$ 78,933,851	\$ 284,490,756	\$ 3,020,262
Davis	1,381.3	\$ 192,594,365	\$ 73,763,642	\$ 266,358,007	\$ 194,520,308	\$ 74,695,798	\$ 269,216,107	\$ 2,858,100
Irvine	1,033.8	\$ 142,128,386	\$ 54,435,172	\$ 196,563,558	\$ 143,549,670	\$ 55,123,073	\$ 198,672,743	\$ 2,109,185
Los Angeles	1,685.1	\$ 289,549,608	\$ 110,897,500	\$ 400,447,108	\$ 292,445,104	\$ 112,298,920	\$ 404,744,024	\$ 4,296,916
Merced	162.1	\$ 16,463,850	\$ 6,305,655	\$ 22,769,504	\$ 16,628,488	\$ 6,385,340	\$ 23,013,828	\$ 244,324
Riverside	618.5	\$ 73,105,253	\$ 27,999,312	\$ 101,104,565	\$ 73,836,305	\$ 28,353,141	\$ 102,189,446	\$ 1,084,882
Santa Barbara	744.7	\$ 99,358,868	\$ 38,054,447	\$ 137,413,315	\$ 100,352,457	\$ 38,535,343	\$ 138,887,800	\$ 1,474,486
Santa Cruz	481.9	\$ 57,523,806	\$ 22,031,618	\$ 79,555,423	\$ 58,099,044	\$ 22,310,033	\$ 80,409,077	\$ 853,653
San Diego	1,099.0	\$ 166,027,228	\$ 63,588,428	\$ 229,615,656	\$ 167,687,500	\$ 64,392,000	\$ 232,079,500	\$ 2,463,844
San Francisco	339.8	\$ 61,608,027	\$ 23,595,874	\$ 85,203,901	\$ 62,224,107	\$ 23,894,057	\$ 86,118,164	\$ 914,263
Totals	8,876.5	\$ 1,301,881,077	\$ 498,620,453	\$ 1,800,501,530	\$ 1,314,899,888	\$ 504,921,557	\$ 1,819,821,445	\$ 19,319,915

Notes: Total salary for FY 14-15 estimated to increase by 4.78% (3% increase and 1.78% merit) over FY 13-14.

Composite Benefits Rate (CBR) assumes employer cost of all benefits including health and welfare benefits and UCRP contribution and is 38.3% (rate from UC Davis) in 2014-15.

*Increases based on faculty scale, off scale, and above scale salary. Excludes summer salary and stipends. Projections assume faculty FTE remains constant.

Ladder Rank Faculty and Equivalent include:

- 010-011 PROFESSORIAL-TENURED/TENURE TRACK
- 030-31 CLIN. PROF. OF DENTISTRY TENURED/TENURE TRACK
- 040-41 SUPERVISOR OF P.E.-TENURED/TENURE TRACK
- 520-521 AGRONOMIST-TENURED/TENURE TRACK
- 530-531 ASTRONOMER-TENURED/TENURE TRACK

Source: UCOP CPS, EAR-015 Earned Fiscal Year Report, FY14 L&ER Faculty Salary data set.

To close the Comp 8 salary lag of 11.6% and keep pace with comparator institutions, a 5.6% increase per year for five years would be required.

Table 4A
Total Salary and Benefits Cost Estimates of 5.6% Annual Salary Increase for Five Years
Ladder Rank Faculty and Equivalent by Campus*

Campus	FY 13-14 Average Total Base FTE	Oct. 2013 Headcount	Total of cost of Salary and Benefits (5.6%)						Total Increase of Salary and Benefits Increases over Five Years
			2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Berkeley	1,330.3	1,359	\$ 281,470,494	\$ 297,442,823	\$ 314,321,354	\$ 332,157,492	\$ 351,005,557	\$ 370,922,951	\$ 258,497,707
Davis	1,381.3	1,396	\$ 266,358,007	\$ 281,472,762	\$ 297,445,065	\$ 314,323,559	\$ 332,159,649	\$ 351,007,654	\$ 244,618,656
Irvine	1,033.8	1,047	\$ 196,563,558	\$ 207,717,757	\$ 219,504,797	\$ 231,960,578	\$ 245,123,033	\$ 259,032,249	\$ 180,520,623
Los Angeles	1,685.1	1,702	\$ 400,447,108	\$ 423,170,885	\$ 447,183,914	\$ 472,559,326	\$ 499,374,404	\$ 527,710,812	\$ 367,763,802
Merced	162.1	157	\$ 22,769,504	\$ 24,061,583	\$ 25,426,969	\$ 26,869,820	\$ 28,394,531	\$ 30,005,745	\$ 20,911,125
Riverside	618.5	618	\$ 101,104,565	\$ 106,841,846	\$ 112,904,636	\$ 119,311,400	\$ 126,081,649	\$ 133,236,002	\$ 92,852,710
Santa Barbara	744.7	748	\$ 137,413,315	\$ 145,210,973	\$ 153,451,037	\$ 162,158,603	\$ 171,360,189	\$ 181,083,820	\$ 126,198,048
Santa Cruz	481.9	496	\$ 79,555,423	\$ 84,069,877	\$ 88,840,461	\$ 93,881,705	\$ 99,208,963	\$ 104,838,457	\$ 73,062,346
San Diego	1,099.0	1,142	\$ 229,615,656	\$ 242,645,429	\$ 256,414,457	\$ 270,964,673	\$ 286,340,391	\$ 302,588,436	\$ 210,875,107
San Francisco	339.8	342	\$ 85,203,901	\$ 90,038,883	\$ 95,148,181	\$ 100,547,357	\$ 106,252,852	\$ 112,282,044	\$ 78,249,811
Totals	8,876.5	9,007	\$ 1,800,501,530	\$ 1,902,672,818	\$ 2,010,640,870	\$ 2,124,734,511	\$ 2,245,301,217	\$ 2,372,708,171	\$ 1,653,549,936

Notes: Total salary for FY 14-15 estimated to increase by 4.78% (3% increase and 1.78% merit) over FY 13-14.

Composite Benefits Rate (CBR) assumes employer cost of all benefits including health and welfare benefits and UCRP contribution and is 38.3% (rate from UC Davis) in 2014-15.

*Increases based on faculty scale, off scale, and above scale salary. Excludes summer salary and stipends. Projections assume faculty FTE remains constant.

Ladder Rank Faculty and Equivalent include:

- 010-011 PROFESSORIAL-TENURED/TENURE TRACK
- 030-31 CLIN. PROF. OF DENTISTRY TENURED/TENURE TRACK
- 040-41 SUPERVISOR OF P.E.-TENURED/TENURE TRACK
- 520-521 AGRONOMIST-TENURED/TENURE TRACK
- 530-531 ASTRONOMER-TENURED/TENURE TRACK

Source: UCOP CPS, EAR-015 Earned Fiscal Year Report, FY14 L&ER Faculty Salary data set.

The budgetary model for faculty salary would include a 3% general increase and 1.78% merit pool for a total of 4.78% per year for five years.

Table 4B
Total Salary and Benefits Cost Estimates of 4.78% Annual Salary Increase for Five Years
Ladder Rank Faculty and Equivalent by Campus *

Campus	FY 13-14 Average Total Base FTE	Oct. 2013 Headcount	Total of cost of Salary and Benefits (4.78%)						Total Increase of Salary and Benefits Increases over Five Years
			2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	
Berkeley	1,330.3	1,359	\$ 281,470,494	\$ 295,138,033	\$ 309,469,075	\$ 324,495,820	\$ 340,252,036	\$ 356,773,124	\$ 218,775,620
Davis	1,381.3	1,396	\$ 266,358,007	\$ 279,291,720	\$ 292,853,310	\$ 307,073,252	\$ 321,983,497	\$ 337,617,549	\$ 207,029,295
Irvine	1,033.8	1,047	\$ 196,563,558	\$ 206,108,218	\$ 216,116,232	\$ 226,610,087	\$ 237,613,364	\$ 249,150,786	\$ 152,780,896
Los Angeles	1,685.1	1,702	\$ 400,447,108	\$ 419,891,869	\$ 440,280,593	\$ 461,659,093	\$ 484,075,406	\$ 507,579,902	\$ 311,251,325
Merced	162.1	157	\$ 22,769,504	\$ 23,875,138	\$ 25,034,444	\$ 26,250,030	\$ 27,524,627	\$ 28,861,097	\$ 17,697,814
Riverside	618.5	618	\$ 101,104,565	\$ 106,013,962	\$ 111,161,691	\$ 116,559,317	\$ 122,218,970	\$ 128,153,367	\$ 78,584,485
Santa Barbara	744.7	748	\$ 137,413,315	\$ 144,085,780	\$ 151,082,164	\$ 158,418,191	\$ 166,110,343	\$ 174,175,904	\$ 106,805,807
Santa Cruz	481.9	496	\$ 79,555,423	\$ 83,418,446	\$ 87,469,002	\$ 91,716,194	\$ 96,169,564	\$ 100,839,120	\$ 61,835,210
San Diego	1,099.0	1,142	\$ 229,615,656	\$ 240,765,247	\$ 252,456,105	\$ 264,714,499	\$ 277,567,973	\$ 291,045,409	\$ 178,470,954
San Francisco	339.8	342	\$ 85,203,901	\$ 89,341,201	\$ 93,679,348	\$ 98,228,093	\$ 102,997,655	\$ 107,998,752	\$ 66,225,543
Totals	8,876.5	9,007	\$ 1,800,501,530	\$ 1,887,929,614	\$ 1,979,601,965	\$ 2,075,724,576	\$ 2,176,513,435	\$ 2,282,195,009	\$ 1,399,456,949

Notes: Total salary for FY 14-15 estimated to increase by 4.78% (3% increase and 1.78% merit) over FY 13-14.

Composite Benefits Rate (CBR) assumes employer cost of all benefits including health and welfare benefits and UCRP contribution and is 38.3% (rate from UC Davis) in 2014-15.

*Increases based on faculty scale, off scale, and above scale salary. Excludes summer salary and stipends. Projections assume faculty FTE remains constant.

Ladder Rank Faculty and Equivalent include:

- 010-011 PROFESSORIAL-TENURED/TENURE TRACK
- 030-31 CLIN. PROF. OF DENTISTRY TENURED/TENURE TRACK
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Source: UCOP CPS, EAR-015 Earned Fiscal Year Report, FY14 L&ER Faculty Salary data set.

Table 4C

Model Displays the Difference between the 5.6% increase and the 4.78% increase for Ladder Rank Faculty and Equivalent on Total Salary and Benefits by Campus*

Campus	FY 13-14 Average Total Base FTE	Difference between 5.6% and 4.78% by Year					Total Difference in Salary and Benefits Increases over Five Years between 5.6% and 4.78%
		2015-16	2016-17	2017-18	2018-19	2019-20	
Berkeley	1,330.3	\$ 2,304,789	\$ 4,852,279	\$ 7,661,671	\$ 10,753,521	\$ 14,149,826	\$ 39,722,087
Davis	1,381.3	\$ 2,181,043	\$ 4,591,754	\$ 7,250,307	\$ 10,176,152	\$ 13,390,105	\$ 37,589,361
Irvine	1,033.8	\$ 1,609,539	\$ 3,388,566	\$ 5,350,491	\$ 7,509,669	\$ 9,881,463	\$ 27,739,727
Los Angeles	1,685.1	\$ 3,279,016	\$ 6,903,321	\$ 10,900,233	\$ 15,298,998	\$ 20,130,910	\$ 56,512,477
Merced	162.1	\$ 186,446	\$ 392,524	\$ 619,789	\$ 869,904	\$ 1,144,648	\$ 3,213,311
Riverside	618.5	\$ 827,883	\$ 1,742,945	\$ 2,752,082	\$ 3,862,679	\$ 5,082,636	\$ 14,268,225
Santa Barbara	744.7	\$ 1,125,193	\$ 2,368,873	\$ 3,740,412	\$ 5,249,847	\$ 6,907,916	\$ 19,392,241
Santa Cruz	481.9	\$ 651,431	\$ 1,371,459	\$ 2,165,511	\$ 3,039,398	\$ 3,999,337	\$ 11,227,136
San Diego	1,099.0	\$ 1,880,182	\$ 3,958,352	\$ 6,250,174	\$ 8,772,418	\$ 11,543,028	\$ 32,404,153
San Francisco	339.8	\$ 697,683	\$ 1,468,833	\$ 2,319,264	\$ 3,255,197	\$ 4,283,292	\$ 12,024,268
Totals	8,876.5	\$ 14,743,204	\$ 31,038,904	\$ 49,009,935	\$ 68,787,782	\$ 90,513,161	\$ 254,092,987

Notes: Total salary for FY 14-15 estimated to increase by 4.78% (3% increase and 1.78% merit) over FY 13-14.

Composite Benefits Rate (CBR) assumes employer cost of all benefits including health and welfare benefits and UCRP contribution and is 38.3% (rate from UC Davis) in 2014-15

*Increases based on faculty scale, off scale, and above scale salary. Excludes summer salary and stipends. Projections assume faculty FTE remains constant.

Ladder Rank Faculty and Equivalent include:

- 010-011 PROFESSORIAL-TENURED/TENURE TRACK
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Source: UCOP CPS, EAR-015 Earned Fiscal Year Report, FY14 L&ER Faculty Salary data set.

Table 5
Average Off Scale Amount by Campus by Rank
Ladder Rank Faculty and Equivalent, General Campus

Campus	Full	Assoc.	Asst.	All Ranks
UCB	\$ 32,749	\$ 25,878	\$ 32,254	\$ 30,698
UCD	\$ 18,858	\$ 16,515	\$ 13,069	\$ 17,138
UCI	\$ 21,875	\$ 13,360	\$ 20,418	\$ 19,355
UCLA	\$ 45,639	\$ 35,429	\$ 35,271	\$ 41,575
UCM	\$ 22,221	\$ 11,039	\$ 9,958	\$ 13,039
UCR	\$ 14,904	\$ 9,844	\$ 13,933	\$ 13,386
UCSB	\$ 16,288	\$ 13,053	\$ 15,503	\$ 15,306
UCSC	\$ 11,856	\$ 11,147	\$ 13,083	\$ 11,892
UCSD	\$ 21,376	\$ 20,948	\$ 25,441	\$ 22,123
Average	\$ 26,149	\$ 20,105	\$ 21,933	\$ 23,738

Note: Above Scale faculty not included. Law School Faculty not Included.
Source: UCOP October 2013 Faculty Salary File.

Table 6
Percent of Headcount Receiving Off Scale Compensation by Campus by Rank
Ladder Rank Faculty and Equivalent, General Campus

Campus	Full	Assoc.	Asst.	All Ranks
UCB	66%	98%	100%	78%
UCD	51%	63%	87%	58%
UCI	81%	95%	89%	86%
UCLA	73%	98%	100%	81%
UCM	89%	98%	97%	96%
UCR	55%	62%	97%	67%
UCSB	67%	91%	97%	75%
UCSC	80%	95%	100%	87%
UCSD	61%	79%	90%	70%
Average	66%	86%	95%	75%

Note: Law School Faculty not Included. Faculty of All Scale Types included in the denominator.
Source: UCOP October 2013 Faculty Salary File.

Chart 1
Average Off Scale Amount by Campus by Rank
Ladder Rank & Equivalent Faculty, General Campus

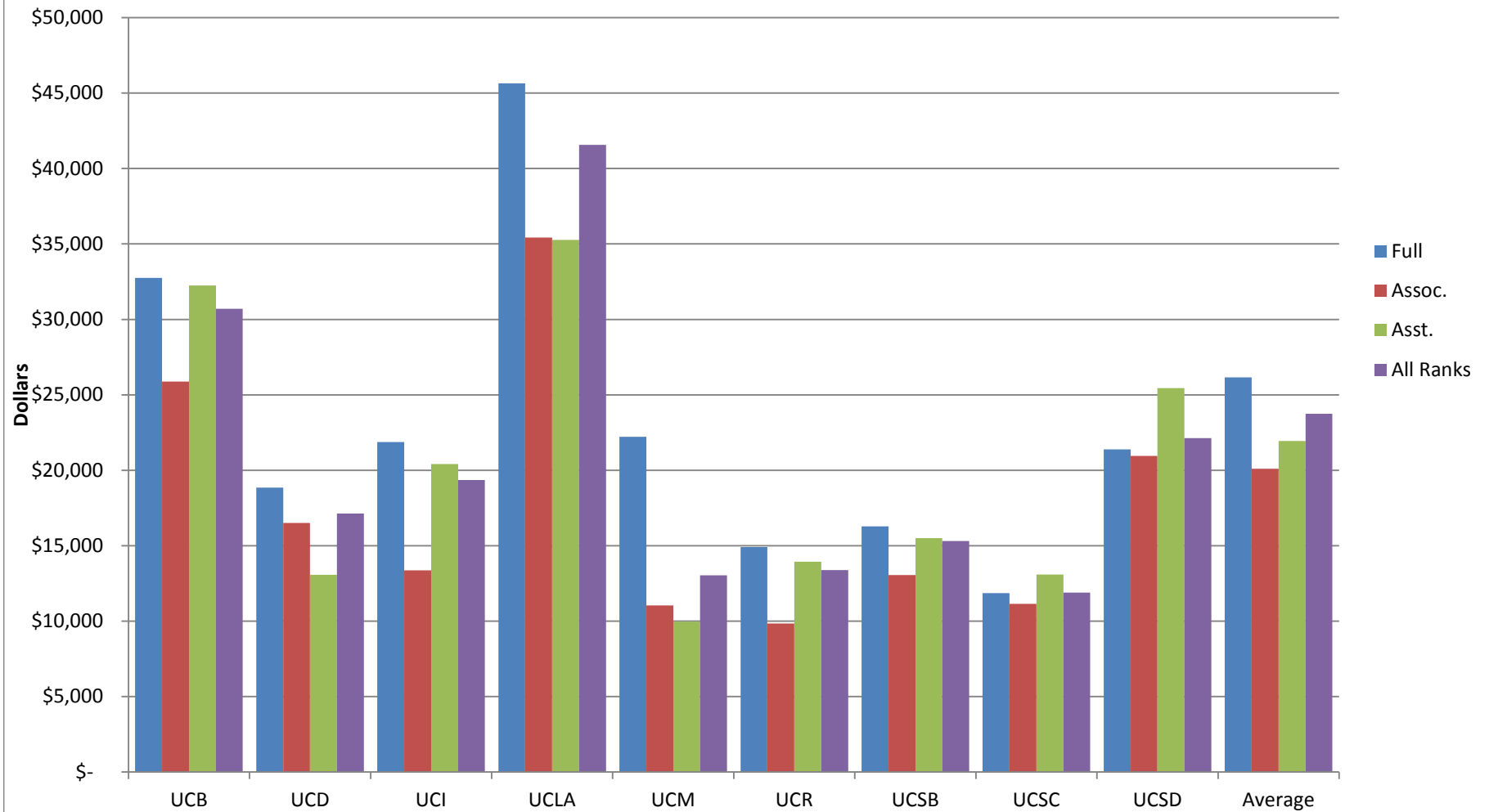


Chart corresponds to Table 5
Source: UCOP October 2013 Faculty Salary File.

Chart 2
Percent of Headcount Receiving Off Scale Compensation by Campus by Rank
Ladder Rank Faculty & Equivalent, General Campus

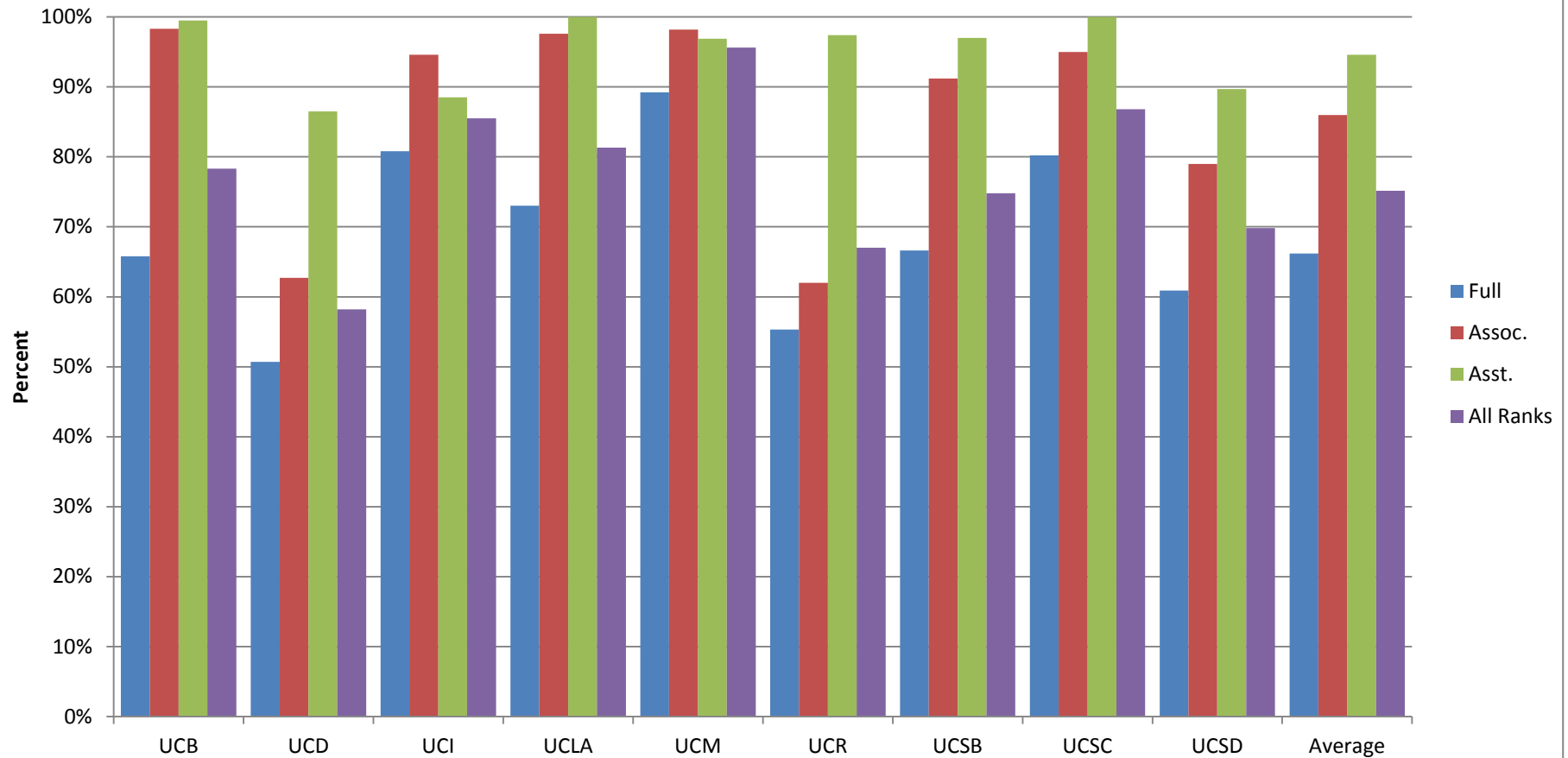


Chart corresponds to Table 6
Source: UCOP October 2013 Faculty Salary File.

Table 7
Headcount and Percent of Ladder Rank Faculty by Discipline by Scale Status
Ladder Rank Faculty and Equivalent, General Campus

Discipline	Above Scale	Off Scale	On Scale	Total
ARTS & HUMANITIES	168 (10%)	1,302 (74%)	285 (16%)	1,755
BUSINESS AND MANAGEMENT	25 (9%)	246 (90%)	2 (1%)	273
ECONOMICS	26 (12%)	180 (84%)	9 (4%)	215
EDUCATION	19 (10%)	152 (81%)	16 (9%)	187
ENGINEERING/COMPUTER SCIENCES	138 (12%)	867 (73%)	179 (15%)	1,184
LIFE SCIENCES	118 (11%)	765 (70%)	215 (20%)	1,098
MATH/STATS	65 (18%)	257 (73%)	31 (9%)	353
OTHER*	17 (7%)	206 (85%)	19 (8%)	242
PHYSICAL SCIENCES	185 (21%)	610 (71%)	67 (8%)	862
SOCIAL SCIENCES	130 (10%)	1,008 (79%)	135 (11%)	1,273
All Disciplines	891 (12%)	5,593 (75%)	958 (13%)	7,442

Notes: Law School Faculty not Included.

*Other Includes Other Professional Programs and Interdisciplinary Fields.

Source: UCOP October 2013 Faculty Salary File.

Table 8
Average Off Scale Amount by Discipline by Rank
Ladder Rank Faculty and Equivalent, General Campus

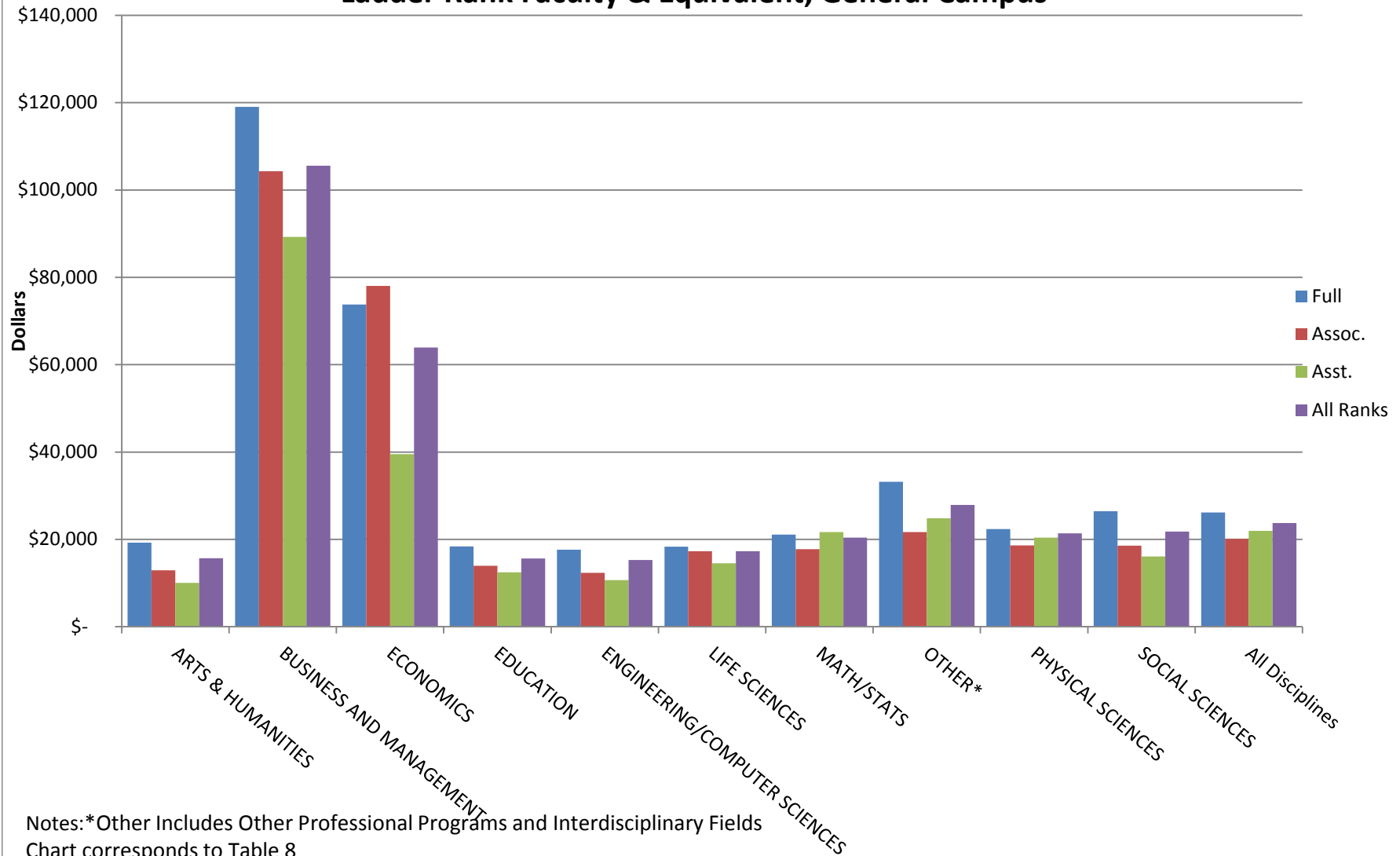
Discipline	Full	Assoc.	Asst.	All Ranks
ARTS & HUMANITIES	\$ 19,233	\$ 12,894	\$ 10,039	\$ 15,702
BUSINESS AND MANAGEMENT	\$ 119,039	\$ 104,279	\$ 89,244	\$ 105,561
ECONOMICS	\$ 73,775	\$ 78,040	\$ 39,505	\$ 63,942
EDUCATION	\$ 18,385	\$ 13,970	\$ 12,461	\$ 15,628
ENGINEERING/COMPUTER SCIENCES	\$ 17,655	\$ 12,356	\$ 10,651	\$ 15,302
LIFE SCIENCES	\$ 18,308	\$ 17,312	\$ 14,542	\$ 17,291
MATH/STATS	\$ 21,068	\$ 17,730	\$ 21,676	\$ 20,381
OTHER*	\$ 33,174	\$ 21,675	\$ 24,843	\$ 27,893
PHYSICAL SCIENCES	\$ 22,383	\$ 18,592	\$ 20,420	\$ 21,372
SOCIAL SCIENCES	\$ 26,452	\$ 18,563	\$ 16,057	\$ 21,781
All Disciplines	\$ 26,149	\$ 20,105	\$ 21,933	\$ 23,738

Notes: Above Scale faculty not included. Law School Faculty not Included.

*Other Includes Other Professional Programs and Interdisciplinary Fields.

Source: UCOP October 2013 Faculty Salary File.

Chart 3
Average Off Scale Amount by Rank by Discipline
Ladder Rank Faculty & Equivalent, General Campus



Notes: *Other Includes Other Professional Programs and Interdisciplinary Fields
Chart corresponds to Table 8
Source: UCOP October 2013 Faculty Salary File.

Table 9
Faculty Distribution by Discipline by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

Discipline	<5%	5%-<10%	10%-<15%	15%-<20%	20%-<25%	25%-<30%	30%-<35%	35%-<40%	40%-<45%	45%-<50%	50%+	Total
ARTS & HUMANITIES	20%	30%	19%	11%	7%	6%	3%	3%	1%	1%	0%	1,302
BUSINESS AND MANAGEMENT	0%	2%	0%	0%	1%	3%	1%	6%	13%	24%	50%	246
ECONOMICS	7%	4%	5%	6%	12%	7%	17%	13%	6%	7%	18%	180
EDUCATION	19%	15%	20%	22%	13%	8%	2%	1%	0%	0%	0%	152
ENGINEERING/COMPUTER SCIENCES	26%	28%	19%	13%	6%	3%	2%	1%	0%	0%	0%	867
LIFE SCIENCES	22%	19%	19%	15%	9%	6%	6%	2%	1%	1%	0%	765
MATH/STATS	16%	22%	16%	11%	10%	7%	11%	4%	3%	1%	0%	257
OTHER*	9%	21%	12%	13%	14%	10%	8%	4%	2%	1%	6%	205
PHYSICAL SCIENCES	14%	16%	16%	18%	13%	9%	7%	4%	1%	1%	1%	610
SOCIAL SCIENCES	15%	21%	16%	13%	11%	8%	7%	3%	2%	1%	2%	1,009
Total	18%	22%	16%	13%	9%	6%	5%	3%	2%	2%	4%	5,593

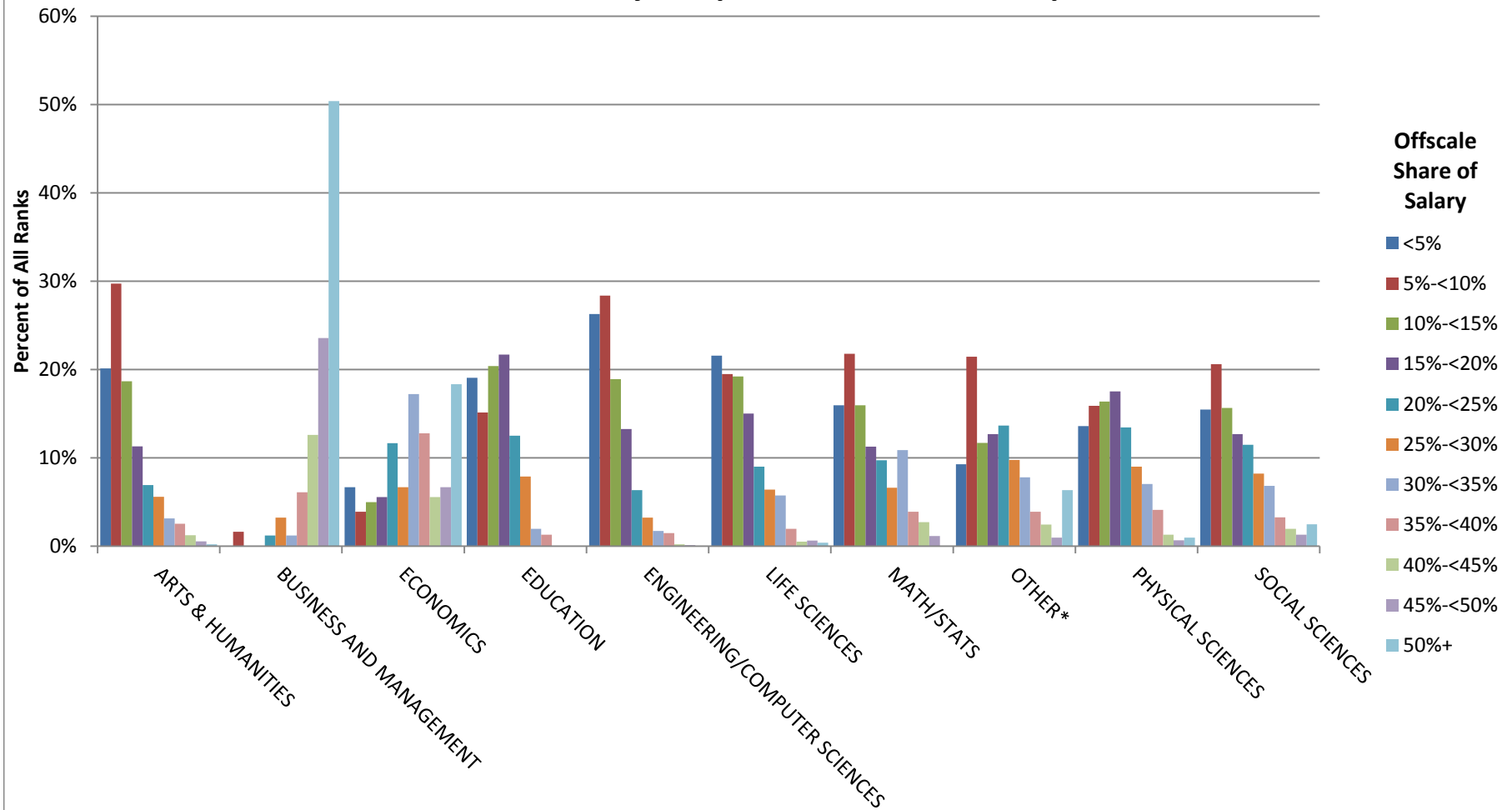
*Other Includes Other Professional Programs and Interdisciplinary Fields.
Source: UCOP October 2013 Faculty Salary File.
Law School Faculty not Included.

Table 10
Full Professor Distribution by Discipline by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

Discipline	<5%	5%-<10%	10%-<15%	15%-<20%	20%-<25%	25%-<30%	30%-<35%	35%-<40%	40%-<45%	45%-<50%	50%+	Total
ARTS & HUMANITIES	22%	31%	16%	10%	6%	6%	3%	3%	2%	1%	0%	671
BUSINESS AND MANAGEMENT	0%	3%	0%	0%	3%	6%	3%	8%	11%	22%	45%	111
ECONOMICS	12%	7%	8%	8%	3%	4%	13%	7%	4%	10%	22%	89
EDUCATION	31%	15%	10%	18%	13%	9%	1%	3%	0%	0%	0%	68
ENGINEERING/COMPUTER SCIENCES	31%	27%	13%	13%	7%	4%	2%	2%	0%	0%	0%	530
LIFE SCIENCES	32%	22%	13%	10%	8%	6%	4%	2%	0%	1%	1%	440
MATH/STATS	24%	28%	12%	8%	6%	7%	6%	4%	3%	1%	0%	158
OTHER*	12%	20%	15%	11%	11%	7%	8%	5%	3%	1%	5%	98
PHYSICAL SCIENCES	21%	22%	13%	13%	13%	7%	5%	3%	2%	1%	1%	389
SOCIAL SCIENCES	21%	23%	11%	10%	8%	8%	9%	3%	2%	1%	4%	475
Total	24%	24%	13%	11%	8%	6%	5%	3%	2%	2%	3%	3,029

*Other Includes Other Professional Programs and Interdisciplinary Fields.
Source: UCOP October 2013 Faculty Salary File.
Law School Faculty not Included.

Chart 4
Off Scale Distribution by Discipline by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty & Equivalent, General Campus



Notes: *Other includes Professional Programs and Interdisciplinary Fields
Chart corresponds to Table 9
Source: UCOP October 2013 Faculty Salary File.

Table 11
Associate Professor Distribution by Discipline by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

Discipline	<5%	5%-<10%	10%-<15%	15%-<20%	20%-<25%	25%-<30%	30%-<35%	35%-<40%	40%-<45%	45%-<50%	50%+	Total
ARTS & HUMANITIES	17%	30%	23%	10%	7%	6%	4%	2%	1%	0%	0%	422
BUSINESS AND MANAGEMENT	0%	2%	0%	0%	0%	2%	0%	4%	19%	9%	64%	47
ECONOMICS	3%	3%	0%	3%	14%	11%	17%	6%	3%	3%	37%	35
EDUCATION	13%	19%	23%	17%	15%	10%	2%	0%	0%	0%	0%	52
ENGINEERING/COMPUTER SCIENCES	19%	32%	26%	13%	6%	3%	1%	1%	0%	0%	0%	188
LIFE SCIENCES	11%	17%	25%	17%	9%	9%	7%	1%	2%	1%	0%	161
MATH/STATS	5%	20%	27%	13%	13%	7%	8%	3%	2%	2%	0%	60
OTHER*	8%	27%	11%	8%	18%	10%	8%	2%	2%	2%	5%	62
PHYSICAL SCIENCES	2%	11%	25%	28%	14%	10%	3%	5%	1%	0%	1%	100
SOCIAL SCIENCES	12%	18%	19%	13%	16%	9%	5%	3%	2%	2%	1%	336
Total	12%	22%	21%	13%	11%	7%	5%	2%	2%	1%	4%	1,463

Source: UCOP October 2013 Faculty Salary File.

Law School Faculty not Included.

*Other Includes Other Professional Programs and Interdisciplinary Fields.

Table 12
Assistant Professor Distribution by Discipline by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

Discipline	<5%	5%-<10%	10%-<15%	15%-<20%	20%-<25%	25%-<30%	30%-<35%	35%-<40%	40%-<45%	45%-<50%	50%+	Total
ARTS & HUMANITIES	22%	25%	18%	17%	10%	4%	3%	1%	0%	0%	0%	209
BUSINESS AND MANAGEMENT	0%	0%	0%	0%	0%	0%	0%	5%	11%	34%	50%	88
ECONOMICS	0%	0%	4%	4%	23%	7%	23%	27%	9%	4%	0%	56
EDUCATION	3%	9%	38%	38%	6%	3%	3%	0%	0%	0%	0%	32
ENGINEERING/COMPUTER SCIENCES	19%	28%	32%	15%	3%	2%	1%	0%	0%	0%	0%	149
LIFE SCIENCES	4%	14%	29%	25%	12%	5%	9%	2%	0%	0%	0%	164
MATH/STATS	0%	0%	15%	21%	21%	5%	33%	3%	3%	0%	0%	39
OTHER*	4%	16%	4%	22%	13%	16%	7%	4%	2%	0%	11%	45
PHYSICAL SCIENCES	0%	2%	20%	25%	15%	15%	17%	6%	1%	1%	0%	121
SOCIAL SCIENCES	8%	19%	22%	18%	12%	7%	5%	4%	2%	1%	2%	198
Total	9%	15%	20%	18%	11%	6%	7%	4%	2%	3%	5%	1,101

Source: UCOP October 2013 Faculty Salary File.

Law School Faculty not Included.

*Other Includes Other Professional Programs and Interdisciplinary Fields.

Table 13
Faculty Distribution by Campus by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

Campus	<5%	5%-<10%	10%-<15%	15%-<20%	20%-<25%	25%-<30%	30%-<35%	35%-<40%	40%-<45%	45%-<50%	50%+	Total
UCB	14%	18%	16%	13%	10%	7%	6%	3%	2%	4%	7%	1,012
UCD	35%	18%	16%	11%	6%	4%	3%	2%	1%	2%	2%	660
UCI	14%	33%	20%	11%	7%	4%	3%	3%	2%	2%	2%	736
UCLA	3%	8%	11%	15%	15%	13%	13%	8%	3%	2%	9%	983
UCM	14%	32%	27%	11%	7%	3%	3%	2%	1%	0%	0%	151
UCR	33%	20%	18%	15%	6%	2%	1%	1%	2%	1%	1%	432
UCSB	24%	30%	16%	10%	7%	5%	3%	3%	1%	1%	0%	565
UCSC	15%	41%	20%	12%	7%	3%	1%	0%	0%	0%	0%	434
UCSD	21%	19%	16%	12%	9%	7%	5%	3%	3%	2%	3%	620
Total	18%	22%	16%	13%	9%	6%	5%	3%	2%	2%	4%	5,593

Source: UCOP October 2013 Faculty Salary File.
Law School Faculty not Included.

Table 14
Full Professor Distribution by Campus by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

Campus	<5%	5%-<10%	10%-<15%	15%-<20%	20%-<25%	25%-<30%	30%-<35%	35%-<40%	40%-<45%	45%-<50%	50%+	Total
UCB	22%	21%	12%	12%	8%	6%	4%	3%	2%	4%	6%	528
UCD	44%	14%	12%	9%	6%	5%	4%	2%	1%	2%	2%	374
UCI	16%	37%	15%	9%	6%	5%	4%	4%	2%	1%	1%	403
UCLA	4%	11%	11%	16%	14%	12%	11%	7%	4%	3%	8%	594
UCM	12%	36%	15%	9%	9%	6%	6%	3%	3%	0%	0%	33
UCR	49%	15%	9%	10%	7%	3%	3%	0%	2%	1%	0%	182
UCSB	30%	32%	14%	8%	6%	3%	3%	2%	1%	0%	0%	345
UCSC	23%	49%	14%	5%	6%	2%	0%	0%	0%	0%	0%	243
UCSD	30%	25%	13%	10%	5%	6%	3%	2%	2%	2%	2%	327
Total	24%	24%	13%	11%	8%	6%	5%	3%	2%	2%	3%	3,029

Source: UCOP October 2013 Faculty Salary File.
Law School Faculty not Included.

Chart 5
Distribution by Campus by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty & Equivalent, General Campus

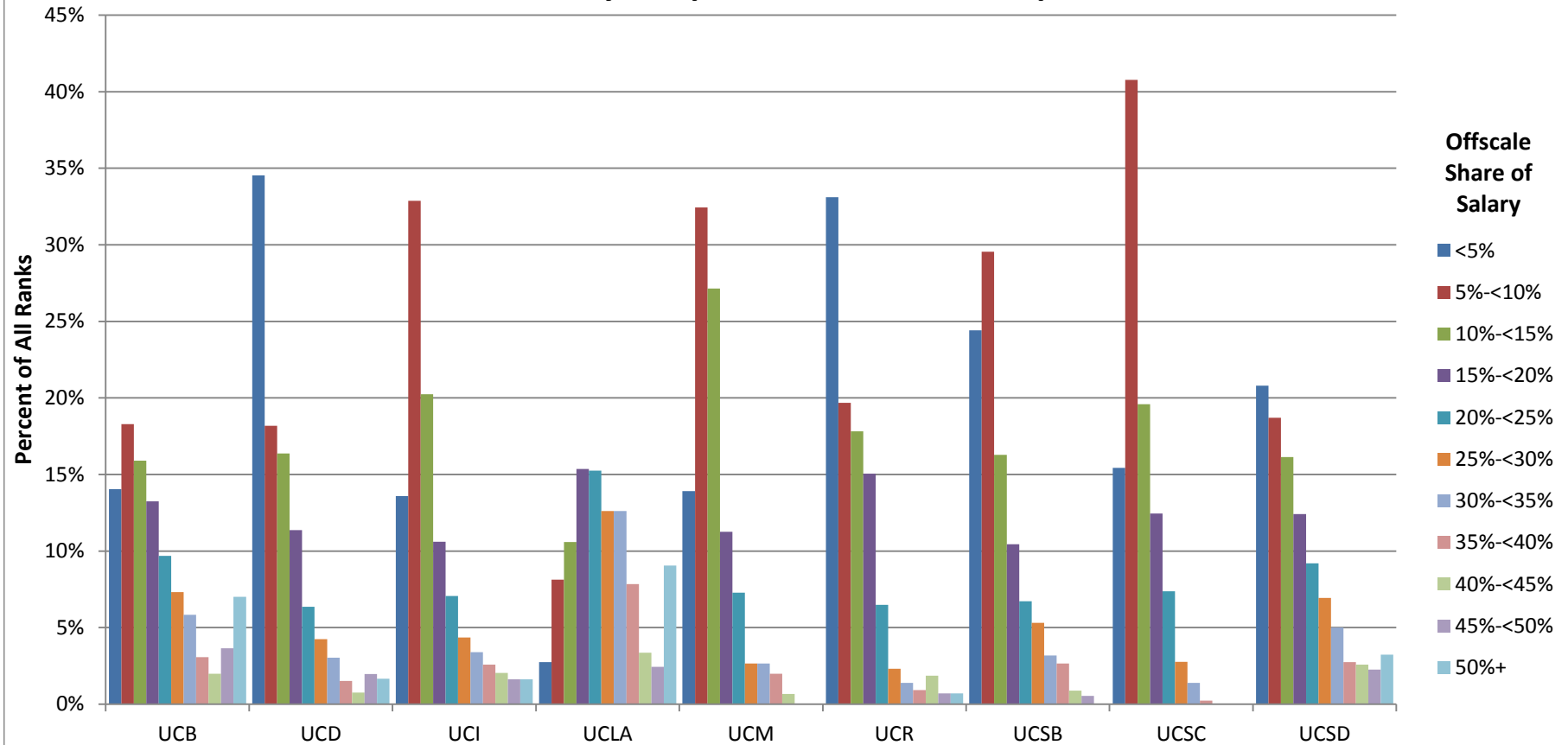


Chart corresponds to Table 13 in appendix (Faculty Distribution by Campus and Off Scale Amount)
Source: UCOP October 2013 Faculty Salary File.

Table 15
Associate Professor Distribution by Campus by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

Campus	<5%	5%-<10%	10%-<15%	15%-<20%	20%-<25%	25%-<30%	30%-<35%	35%-<40%	40%-<45%	45%-<50%	50%+	Total
UCB	7%	19%	24%	14%	11%	8%	5%	1%	3%	2%	6%	288
UCD	25%	27%	17%	13%	7%	4%	1%	1%	1%	1%	3%	151
UCI	9%	33%	29%	11%	7%	4%	4%	1%	2%	0%	0%	194
UCLA	1%	7%	11%	13%	19%	16%	13%	8%	2%	1%	10%	242
UCM	21%	32%	25%	7%	9%	2%	2%	2%	0%	0%	0%	56
UCR	30%	22%	25%	15%	3%	4%	1%	1%	0%	0%	0%	101
UCSB	19%	27%	20%	12%	10%	8%	2%	1%	1%	1%	0%	156
UCSC	7%	42%	21%	16%	8%	4%	2%	0%	0%	0%	0%	113
UCSD	15%	13%	23%	15%	13%	6%	3%	2%	4%	2%	4%	162
Total	12%	22%	21%	13%	11%	7%	5%	2%	2%	1%	4%	1,463

Source: UCOP October 2013 Faculty Salary File.
Law School Faculty not Included.

Table 16
Assistant Professor Distribution by Campus by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

Campus	<5%	5%-<10%	10%-<15%	15%-<20%	20%-<25%	25%-<30%	30%-<35%	35%-<40%	40%-<45%	45%-<50%	50%+	Total
UCB	3%	10%	13%	16%	11%	10%	13%	6%	2%	6%	11%	196
UCD	20%	19%	28%	17%	7%	1%	3%	1%	0%	4%	0%	135
UCI	14%	19%	24%	15%	10%	2%	1%	1%	3%	5%	5%	139
UCLA	1%	1%	9%	17%	16%	12%	18%	9%	5%	2%	11%	147
UCM	8%	31%	35%	16%	5%	2%	2%	2%	0%	0%	0%	62
UCR	15%	23%	23%	21%	8%	0%	0%	2%	3%	1%	2%	149
UCSB	9%	23%	17%	20%	6%	8%	6%	8%	0%	2%	0%	64
UCSC	4%	14%	33%	29%	12%	4%	4%	0%	0%	0%	0%	78
UCSD	5%	11%	15%	15%	15%	11%	12%	5%	2%	5%	5%	131
Total	9%	15%	20%	18%	11%	6%	7%	4%	2%	3%	5%	1,101

Source: UCOP October 2013 Faculty Salary File.
Law School Faculty not Included.

Table 17-1
Faculty Distribution by Campus by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus

U-WIDE	<10%	10%-<20%	20%-<30%	30%-<40%	40%-<50%	50%-<60%	60%-<70%	70%-<100%	100%+	Total	Offscale Headcount	Mean	Median
Full	48%	23%	14%	8%	4%	3%	1%	0%	0%	100%	3,029	\$26,149	\$14,100
Assoc.	35%	34%	18%	7%	3%	3%	1%	0%	0%	100%	1,463	\$20,105	\$12,400
Asst.	24%	38%	17%	11%	5%	4%	1%	0%	0%	100%	1,101	\$21,933	\$13,700
Total	40%	29%	15%	8%	4%	3%	1%	0%	0%	100%	5,593	\$23,738	\$13,500

UCB

Full	43%	24%	14%	7%	5%	5%	1%	0%	0%	100%	528	\$32,749	\$16,800
Assoc.	26%	39%	19%	5%	5%	3%	3%	0%	0%	100%	288	\$25,878	\$14,600
Asst.	13%	29%	21%	18%	8%	8%	3%	0%	0%	100%	196	\$32,254	\$20,200
UCB-Total	32%	29%	17%	9%	6%	5%	2%	0%	0%	100%	1,012	\$30,698	\$17,050

UCD

Full	58%	21%	11%	6%	2%	2%	0%	0%	0%	100%	374	\$18,858	\$9,005
Assoc.	52%	29%	11%	3%	3%	3%	0%	0%	0%	100%	151	\$16,515	\$8,100
Asst.	39%	45%	9%	4%	4%	0%	0%	0%	0%	100%	135	\$13,069	\$9,700
UCD-Total	53%	28%	11%	5%	3%	2%	0%	0%	0%	100%	660	\$17,138	\$8,870

UCI

Full	53%	24%	12%	7%	3%	1%	0%	0%	0%	100%	403	\$21,875	\$10,300
Assoc.	42%	40%	10%	5%	2%	0%	0%	0%	0%	100%	194	\$13,360	\$9,600
Asst.	33%	39%	12%	3%	8%	4%	1%	0%	0%	100%	139	\$20,418	\$11,200
UCI-Total	46%	31%	11%	6%	4%	1%	0%	0%	0%	100%	736	\$19,355	\$10,000

UCLA

Full	14%	27%	25%	19%	7%	6%	2%	0%	0%	100%	594	\$45,639	\$33,000
Assoc.	8%	24%	34%	21%	3%	7%	2%	0%	0%	100%	242	\$35,429	\$25,400
Asst.	2%	26%	27%	27%	7%	7%	3%	0%	0%	100%	147	\$35,271	\$25,700
UCLA-Total	11%	26%	28%	20%	6%	7%	2%	0%	0%	100%	983	\$41,575	\$29,500

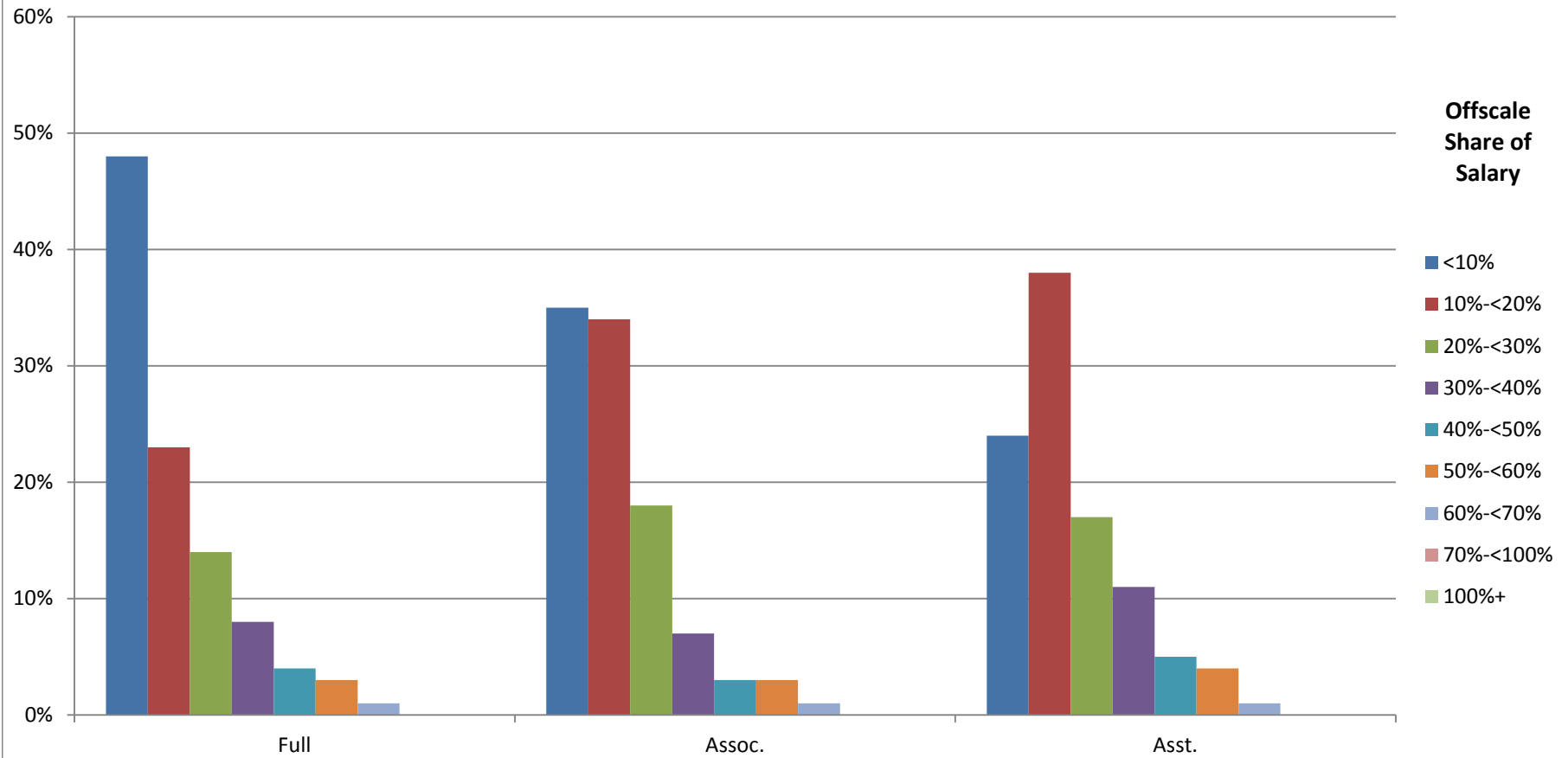
Source: UCOP October 2013 Faculty Salary File.
Law School Faculty not Included.

Table 17-2
Faculty Distribution by Campus by Off Scale Amount as a Percent of Salary (Continued)
Ladder Rank Faculty and Equivalent, General Campus

	<10%	10%-<20%	20%-<30%	30%-<40%	40%-<50%	50%-<60%	60%-<70%	70%-<100%	100%+	Total	Offscale Headcount	Mean	Median
UCM													
Full	48%	24%	15%	9%	3%	0%	0%	0%	0%	100%	33	\$22,221	\$15,900
Assoc.	54%	32%	11%	4%	0%	0%	0%	0%	0%	100%	56	\$11,039	\$8,700
Asst.	39%	52%	6%	3%	0%	0%	0%	0%	0%	100%	62	\$9,958	\$9,300
UCM-Total	46%	38%	10%	5%	1%	0%	0%	0%	0%	100%	151	\$13,039	\$9,500
UCR													
Full	65%	19%	10%	3%	3%	0%	0%	0%	0%	100%	182	\$14,904	\$6,350
Assoc.	51%	40%	7%	2%	0%	0%	0%	0%	0%	100%	101	\$9,844	\$9,000
Asst.	39%	45%	8%	2%	4%	2%	0%	0%	0%	100%	149	\$13,933	\$10,300
UCR-Total	53%	33%	9%	2%	3%	1%	0%	0%	0%	100%	432	\$13,386	\$8,550
UCSB													
Full	61%	23%	9%	6%	1%	0%	0%	0%	0%	100%	345	\$16,288	\$9,600
Assoc.	46%	31%	18%	3%	1%	0%	0%	0%	0%	100%	156	\$13,053	\$9,300
Asst.	33%	38%	14%	14%	2%	0%	0%	0%	0%	100%	64	\$15,503	\$12,400
UCSB-Total	54%	27%	12%	6%	1%	0%	0%	0%	0%	100%	565	\$15,306	\$9,700
UCSC													
Full	72%	20%	8%	1%	0%	0%	0%	0%	0%	100%	243	\$11,856	\$9,200
Assoc.	50%	37%	12%	2%	0%	0%	0%	0%	0%	100%	113	\$11,147	\$9,500
Asst.	18%	63%	15%	4%	0%	0%	0%	0%	0%	100%	78	\$13,083	\$11,800
UCSC-Total	56%	32%	10%	2%	0%	0%	0%	0%	0%	100%	434	\$11,892	\$9,500
UCSD													
Full	55%	24%	11%	5%	3%	2%	1%	0%	0%	100%	327	\$21,376	\$10,800
Assoc.	28%	38%	19%	6%	6%	4%	0%	0%	0%	100%	162	\$20,948	\$13,900
Asst.	15%	29%	27%	18%	7%	4%	1%	0%	0%	100%	131	\$25,441	\$18,200
UCSD-Total	40%	29%	16%	8%	5%	3%	0%	0%	0%	100%	620	\$22,123	\$13,600

Source: UCOP October 2013 Faculty Salary File.
Law School Faculty not Included.

Chart 6
Distribution by Rank by Off Scale Amount as a Percent of Salary
Ladder Rank Faculty and Equivalent, General Campus



Notes: Chart corresponds to Table 17-1
Source: UCOP October 2013 Faculty Salary File.