



ACADEMIC PERSONNEL

UNIVERSITY OF CALIFORNIA, SANTA BARBARA

August 19, 2015

To: Department Chairs and Business Officers (Via SBCHR-L and SBADM-L)

From: Cindy Doherty, Director
Academic Personnel

Re: July 1, 2015 salary scale adjustment and supplemental increases for
academic

As Chancellor Henry Yang announced in his memo of August 10, President Napolitano has approved an across-the-board salary scale adjustment for faculty and other non-represented academic employees. The 1.5% salary scale increase for faculty and other non-represented academic employees will be effective retroactive to July 1, 2015 and will appear in the October 1, 2015 paycheck.

In addition to the salary scale adjustment, the President also authorized additional supplements to academic salaries, according to criteria specified by the Office of the President.

Further details of the application and implementation of both the salary scale adjustment and the supplemental salary increase programs are attached. Please note that the increases will be processed centrally in September. The increase, retroactive to July 1, will appear in the October 1 paycheck. Departments should not make any salary adjustments in PPS.

Please share this information with your academic employees as appropriate.

Questions may be directed as follows:

Temporary research series

Joanna Kettmann Joanna.kettmann@ucsb.edu x 5048

Student titles and Postdoctoral Scholars

Billy Ko Billy.ko@ucsb.edu x4441

All other academic series

Karen Moreno karen.moreno@ucsb.edu x5429 or
Viktoriya Filippova Viktoriya.filippova@ucsb.edu x5428

July 1, 2015 salary scale adjustment for academic employees

Process for implementation

The salary increase will be processed centrally during September, with the increase and appropriate retroactive pay appearing in the October 1 check. PPS preparers and business officers will receive notification prior to the PPS freeze.

The July 1, 2015 salary scales will be posted in September when the PPS update is run. **Prior to the PPS freeze approved actions should continue to be entered into PPS using the pre-July 1, 2015 salary scales.** Departments will be notified when the new scales are posted.

For titles that are tracked via the AP Folio, the salary information will be updated when the payroll update is run.

Appointments and distributions for summer additional compensation will not be centrally adjusted and will require manual adjustment by the department. Once the Senate Faculty rates are available, departments are encouraged to share the new faculty salary rates with ORUs or other units that may be processing summer additional compensation. The July 1, 2015 adjusted rate is to be used for summer research effort that takes place July 1, 2015 or later. June 2015 summer research effort is paid at the June rate.

Guidelines

For academic employees with off-scale salaries, the 1.5% increase will be applied to both the base and the off-scale portion of salary. This may or may not result in a change to the off-scale amount, dependent on the amount of off-scale and the rounding to the 100's of the total salary. Also note that due to rounding, very few increases will be at exactly 1.5%.

Employees receiving a merit or promotion effective July 1, 2015 will receive the increase in addition to the approved merit or promotion. The approved salary stated in the advancement decision letter is the pre-ranged rate.

Increases will be applied to faculty who are on the "minimum scale" in the same manner as those on the regular scale.

Senate faculty with an employment begin date of July 1, 2015 or later will receive the 1.5% increase unless the department specifically stated that the offered salary is range inclusive.

By-agreement payments and stipends are not subject to the increase.

Recall appointments with a begin date of July 1, 2015 may be adjusted to the new scales. Ongoing recall appointments will not be subject to the increase. At the time of reappointment or new appointment the annual salary should be recalculated as described in Red Binder I-70. Increases to Recall appointments should be processed by the department after the central increase is run in September.

Deans and full-time faculty administrators who are covered by Academic Personnel Manual policy will receive the salary increase.

Represented employees in the following series will not be subject to the July 1, 2015 increase:

- Lecturers and Supervisors of Teacher Education: contract negotiations ongoing.
- Postdoctoral Scholar: contract negotiations ongoing.
- Academic Student Employees (ASEs): per contractual obligations, these employees will receive a 4% increase effective October 1, 2015.
- Graduate Student Researchers (GSR): consultation on-going.
- Represented Librarians: per contractual obligation, salaries are to be adjusted as part of the regular merit review process.

Visiting appointments are not subject to the increase unless the salary is currently at the minimum for the rank (i.e. at the equivalent of Step I for the rank). Salaries that are at the minimum will be increased to the new minimum.

Employees with off-scale supplements based on prevailing wage requirements will be adjusted according to the terms of the approval letter for the supplement.

July 1, 2015 Supplemental Senate Faculty Salary Increase Program

The Supplemental Senate Faculty Salary Increase is applied after the across-the-board increase for all faculty and other academic employees. The total funds available for this program are equal to 1.5% of the Senate Faculty salaries based on the pre-adjusted July 1 rates. Increases under the Senate Faculty Salary Increase Program will be effective July 1, 2015. The off-scale will be rounded to the \$100s for title series where the salary scale is rounded to the \$100s. Due to rounding, increases may be slightly less or slightly more than the stated percentages.

Step 1

Each eligible faculty member will receive an increase of 1%. The 1% is based on the original, pre-range adjusted salary. This 1% increase takes into account equity concerns, based on comparisons of UCSB salaries to other UC campuses and peer institutions. For Assistant Professor II through Professor IX and for all Lecturers in the SOE series, the increase will be applied as an off-scale supplement. For Professor Above Scale the total salary will be increased by 1%.

Step 2

The remaining .5% will be applied to specific individuals according to the UCOP criteria (Equity, Inversion, Compression, Exceptional Merit) based on recommendations made by Deans and reviewed by CAP. The Associate Vice Chancellor for Academic Personnel will approve all increases. Ladder Faculty hired July 1, 2015 or later and faculty on the minimum scale are not eligible for this program.

Individual faculty and their department chair will be notified of increases awarded under Step 2.

July 1, 2015 Supplemental Non-Senate Academic Employee Salary Increase Program

The Supplemental Non-Senate Academic Employee Salary Increase is applied after the range adjustment for all faculty and other academic employees. Each eligible employee will receive an increase of 1%. The 1% is based on the original, pre-range adjusted salary and will be effective July 1, 2015. This 1% increase takes into account equity with the increases granted to Senate Faculty. The increases will be granted as an increase in off-scale supplement. The off-scale will be rounded to the \$100s for title series where the salary scale is rounded to the \$100s. Due to rounding, increases may be slightly less or slightly more than the stated percentages.