From: UCSF-VPAA <UCSF-VPAA@UCSF.EDU>
Reply-To: UCSF-VPAA <UCSF-VPAA@ucsf.edu>
Date: Friday, May 21, 2021 at 12:07 PM
To: "ALLACAD@LISTSRV.UCSF.EDU" <ALLACAD@LISTSRV.UCSF.EDU>
Subject: 2021-22 Salary Program for UCSF Academics

Dear Colleagues:

The University has announced the 2021-22 salary program for academics. The intent of the salary program is to advance the competitiveness of UC academic salaries through focused investment in our people via the salary scales. I am writing to provide you with further clarification for those academic appointees who are not exclusively represented by a collective bargaining contract.

OVERVIEW OF THE 2021-22 ACADEMIC SALARY PROGRAM

President Drake has announced that the academic salary scales will be increased by a general range adjustment of 3 percent,* effective October 1, 2021 for faculty and July 1, 2021 for non-faculty academics.

Additionally, the typical peer-review, merit advancement process for policy-covered academic appointees will continue, per academic personnel policy.

UCSF’s IMPLEMENTATION GUIDELINES

Salary Scale Adjustment*

HSCP Faculty: Effective October 1, 2021, Health Sciences Compensation Plan (HSCP) faculty will receive an increase in their scale-based salary (“X”, also known as X+ X’; covered compensation), as specified in the published academic salary scales. For eligible faculty, the covered compensation must meet the minimum required on the Academic Salary Scales for their rank/step and APU, effective October 1, 2021.

• Faculty members whose salaries, as of July 1, 2021, are limited to “X” will receive a 3% increase to their salary rates, effective October 1, 2021.

• Faculty members whose salaries, as of July 1, 2021, have both “X” and a negotiated component (“Y”) will receive a 3% increase in the covered compensation component (“X”), and the impact on total compensation will vary:
  • In the School of Medicine, when “X” is adjusted, effective October 1, 2021, “Y” will decrease by the same amount, such that total fixed compensation (“X+Y”) is unchanged.
  • In the School of Pharmacy and Dentistry and Nursing, when “X” is adjusted effective October 1, 2021, “Y” may increase, decrease or stay the same, depending upon departmental salary-setting practices.
Questions about changes in compensation should be directed to department leadership.

**Non-HSCP Faculty**
Effective October 1, 2021, non-HSCP faculty will have their salary adjusted upward, consistent with the published academic salary scales (scale 0 for their rank/step).

**Non-faculty academics**
Effective July 1, 2021, the salary scales for the following populations of academic appointees will be increased by 3%*:
- Policy-covered Specialist series, Academic Administrators, Academic Coordinators, Professional Researchers;
- Policy-covered Librarians and Academic Researchers will receive the general range and parity adjustment.

**Eligibility**
Academic employees who are exclusively represented by a collective bargaining contract are not covered under the 2021 salary scale adjustments; their salary is set by the terms of their contracts. The majority of appointees in the Professional Research series and Specialists series at UCSF are represented by the UAW.

**General Information**
Detailed instructions to assist in determining eligibility for specific academic populations, and the mechanism for processing the increases, will be provided to the Departments by Academic HR Shared Services.

Brian K. Alldredge, PharmD
Vice Provost, Academic Affairs

* The precise amount of adjustments will vary due to rounding. Scales composed of ranges will be incremented in a similar fashion. Salary scales will be published on the UCOP website ([https://www.ucop.edu/academic-personnel-programs/compensation/index.html](https://www.ucop.edu/academic-personnel-programs/compensation/index.html)) as they become available.

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