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**Subject:** UCSF 2022-23 Academic Salary Program

Dear Colleagues:

The [University has announced the 2022-23 salary program for academics](#). 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 2022 - 2023 ACADEMIC SALARY PROGRAM**

There are two components to the 2022-23 academic salary program:

1. General Range Adjustment: The academic salary scales for faculty and non-represented academics will be raised by 4% and will include modest smoothing to the scales to continue consistent percentage increases between steps. For faculty who are members of the Health Sciences Compensation plan the range adjustment will be automatically applied to the base salary (X+X') thus increasing eligible retirement income, but not necessarily total compensation. It is at the discretion of the schools/ departments to determine whether the negotiated (Y) salary component will be proportionately decreased to offset the increase in base salary.

The 2022-23 academic salary scales are now available on the [UCOP website](#).

2. A Special Salary Equity Program is designed to address salary equity issues. As noted, the details of the Special Salary Equity Program for Health Sciences Compensation (HSCP) faculty are as follows:
  - Where there is evidence of salary inequity for HSCP faculty, units with HSCP faculty will continue to seek avenues for redressing the issues, including providing new salary resources for addressing equity. This may include review of the negotiation process, including the standards for awarding Y and Z components of pay. Campus faculty salary equity studies should be leveraged for the equity analysis.
  - It is understood that because HSCP salaries are differently structured and funded than General campus salaries, addressing salary equity is more challenging and complex for HSCP salaries. Thus, there is no set percentage of salary that should be allocated to this program.

## **UCSF IMPLEMENTATION GUIDELINES**

At UCSF, X+Y compensation is renegotiated prior to the beginning of each fiscal year and becomes effective July 1<sup>st</sup>. Subsequent changes to the salary scales are handled in a manner that is consistent with school/department practices and individual circumstances.

## 1. Salary Scale Adjustment

HSCP Faculty: Effective October 1, 2022, 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, 2022.

Faculty members whose salaries, as of July 1, 2022, are limited to “X” will receive a 4% increase to their salary rates, effective October 1, 2022.

Faculty members whose salaries, as of July 1, 2022, have both “X” and a negotiated component (“Y”) will receive a 4% increase in the covered compensation component (“X”)

Questions about the impact of salary scale changes effective October 1<sup>st</sup> to X+Y compensation for the 2022-23 fiscal year should be directed to department leadership.

## 2. Special Salary Equity Program

At UCSF, the special salary equity program will be administered at the school and/or department levels.

As noted in the 2022-23 academic salary program guidelines, “Where there is evidence of inequity, units with HSCP faculty will continue to seek avenues for redressing the issues, including providing new salary resources for addressing equity. This may include review of the negotiation process, including the standards for awarding Y and Z components of pay. Campus faculty salary equity studies should be leveraged for the equity analysis.” The UCSF [Faculty Salary Equity Review \(FSER\) Committee](#) was reconvened this Spring to review FY2021-22 salary data reports from the schools. The principles applied to salary equity analyses should be used for the purpose of making 2022-23 salary equity program adjustments.

### Non-HSCP Faculty

Effective October 1, 2022, non-HSCP faculty will have their salary adjusted upward, consistent with the published academic salary scales (scale 0 for their rank/step).

### Faculty Administrators

Deans and other full-time faculty administrators will be eligible for up to a 4% increase to be awarded for meritorious performance as determined at the campus level, effective July 1, 2022.

### Non-faculty academics

The scales for policy covered non-faculty academic appointees (which includes non-represented librarians and academic researchers) will be increased by a general range adjustment of 4% on July 1, 2022, for monthly paid or July 10, 2022 (the first pay period commencing after July 1, 2022) for biweekly paid academic appointees (the precise amount will vary due to rounding). Scales with ranges will be increased in a similar fashion.

Note: salary scales for policy covered specialists will be adjusted where needed to maintain parity with corresponding represented salary scales.

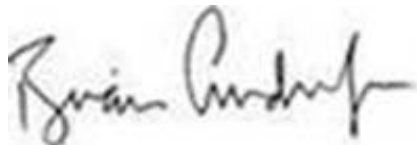
Chancellors may address any other individual compensation issues, including equity and competitiveness, that have been identified for this group of academic appointees.

### **Eligibility**

Academic employees who are exclusively represented by a collective bargaining contract are not covered under the 2022 salary scale adjustments; their salary is set by the terms of their contracts. Most 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. The precise dollar amount of adjustments will vary due to rounding. Scales composed of ranges will be incremented in a similar fashion. Salary scales are published on the [UCOP website](#).



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